

March 9, 1982

Rick

The attached reflects the Industrial Hygiene groups 1982 program goals less alot of the details. Let me know if another format is needed.

PJS/gri

Attachment

Phil Snyder

GLEND A IVEY

901
I.H
R
PLAINTIFF'S EXHIBIT

SH-1214

LAM 000552

DPMC-16259

1981 INDUSTRIAL HYGIENE PROGRAM GOALS

I. Employee Exposure Surveillance Programs

- A. Implement a revised Hearing Conservation Program
 - 1. Complete initial noise monitoring of all field job categories
 - 2. Provide training to field personnel
- B. Review and update routine chemical monitoring program with regard to coverage and frequency of sampling
- C. Continue to implement Corporate Embryo-Fetus Policy
 - 1. Update Complex listing of potential exposures
 - 2. Establish recordkeeping practices and audit of training
 - 3. Continue job exposure evaluations
- D. Implement the revised Corporate Asbestos Policy
- E. Participate in the Complex Epidemiology Research effort as needed
- F. Continue to implement and update the Job Exposure Profile System
 - 1. Initiate development of a Complex-wide chemical inventory with development of MSDSs on intermediate streams and by-products

II. Department Interface/Communications

- A. Encourage participation of Industrial Hygiene Field Surveyor with shift teams
 - 1. Offer a 10-minute presentation to foremen level shift teams on special topics, noise surveys, etc.
- B. Prepare and/or update Industrial Health Technical Safety Bulletins for Complex distribution
 - 1. As a target goal 6/year

III. Training

- A. Routinely participate in Industrial Health Training
 - 1. Conduct DPMC North foreman training - classroom and field exercise 2 times/mo.
 - 2. New professional and hourly employees as requested

- B. Continue to upgrade and standardize the Industrial Hygiene Training by:
 - 1. Greater utilization of visual aids, field exercises and other training techniques
 - 2. Attending Shell Presenter's Course
- C. Continue to encourage and provide an appropriate level of Industrial Hygiene training to upgrade Industrial Hygiene personnel skills
 - 1. Arrange for at least annual professional training of Industrial Hygiene personnel
- D. Continue cross training of North and South Industrial Hygiene personnel to provide greater flexibility of work assignments and Industrial Hygiene qualifications

Emphasis to be placed on:

 - . Familiarity with operating units
 - . Field monitoring practices
- E. Prepare special training programs as needed
 - 1. Hearing Conservation
 - 2. VCM "Adair" Training Tape

IV. Industrial Hygiene Work Practices/Programs

- A. Upgrade and distribute a written guideline clarifying and reinforcing recommended benzene work practices, engineering controls and protective equipment
- B. Assist in the development of Industrial Hygiene/Safety programs or work practices for chemicals and routine procedures as necessary
- C. Continue to encourage and support improvements in the use of protective clothing and equipment
- D. Conduct the second round of Quantitative Respirator Fit Testing
- E. Continue to support the development of an Industrial Hygiene Laboratory at DPMC. Update detailed proposal incorporating a five-year plan.

LAM 000554

DPMC-16261

V. Program Effectiveness

- A. Initiate use of a revised Safety/Industrial Hygiene audit report to better identify for Management incidents involving Industrial Health

LAM 000555

DPMC-16262

PRINCIPLE 82 INDUSTRIAL HYGIENE OBJECTIVES

I. Personal Protective Equipment and Clothing

A. Assist Management to implement the revised Complex Safety Orders on Respiratory Protection and Personal Protective Gear

ALL	1. Work with Managers to develop Safety and Industrial Hygiene "SOPs" for individual job categories/work activities as specified by Complex orders	Continuing
MED	2. As a support function, develop a file of available authorized protective clothing	Initiate in 1982
B. Continue to implement the Quantitative Respirator Fit-Testing Program		
JAS/JPG/JEB	1. Complete second fit-testing on all Shell employees	Initiate in Feb., complete in 1982
JAS/JPG/JEB/MED	2. Complete initial contractor fit-testing and incorporate in overall program	Complete by 1st Quarter
PJS/MED	3. Continue to develop an appropriate level of quality assurance for test purposes	Continuing
PJS/MED	4. Finalize written SOPs on fit-testing procedures and pass/fail criteria	Complete by 2nd Quarter
MED	5. Revise slide tape presentation for broader training	

C. Conduct Study of SCBA Use Time With and Without Facial Hair

II. Industrial Hygiene Work Practices/Programs

PJS	A. Update and distribute a written guideline clarifying and reinforcing recommended benzene work practices, engineering controls and protective equipment	By 3rd Quarter
PJS	B. Assist in the development of Industrial Hygiene/Safety programs or work practices for chemicals and routine procedures as necessary	

LAM 000556

	1. Administration Complex Building evacuation and emergency response program	By 4th Quarter
	2. Polycyclic aromatics (PCAs)	Ongoing
	C. Inorganic Lead	
PJS	1. Establish minimum health guidelines for contractors engaged in lead repair work	1st Quarter
GLB	2. Complete study of lead exposure potential during spray painting	1st Quarter
PJS	D. Staffing	
	1. Add additional person to Industrial Hygiene Group	By 2nd Quarter
	2. Coordinate and develop work assignments for A. I. Abdul Gader	By 1st Quarter

III. Training

	A. Routinely participate in Industrial Health training for:	
All	1. Conduct Industrial Health/Toxicology training for:	Ongoing
	(a) New employees	
	(b) New professional employees	
	(c) Supervisors	
	2. Continue to upgrade and standardize the Industrial Hygiene training conducted by:	Ongoing
	. Greater utilization of visual aids	By 4th Quarter
DBS/GLB	. Attending Shell Presenter's Course	
	B. Continue to encourage and provide an appropriate level of Industrial Hygiene training to upgrade Industrial Hygiene personnel skills	
PJS	1. Arrange for at least annual professional training of Industrial Hygiene personnel	Ongoing

LAM 000557

PJS	2. Initiate cross training of North and South Industrial Hygiene personnal to provide greater flexibility of work assignments and Industrial Hygiene qualifications Emphasis to be placed on: . Familiarity with operating units . Field monitoring practices	To be initiate in 1982
All	C. Prepare and/or update Industrial Health Technical Safety Bulletins for Complex distribution 1. Prepare and issue new or updated bulletins on: . Area monitoring . Limitations of Scott Air Pak use . Noise . Asbestos . Benzene . Phenol	Ongoing
PJS	D. Assist in developing a formal orientation program for new Safety Inspectors and Industrial Hygiene personnel	To be Completed in 1982
PJS	E. Assist in coordinating training to be offered at least annually for Safety Inspectors/Industrial Hygiene Field Technicians	Training to be Completed in 1982
PJS	F. Develop and issue hazardous material charts for all DPMC operating areas 1. Review wall charts in use at other locations 2. Update DPMC South wall charts, initiate North Program	By 1st Quarter By 3rd Quarter
All	G. Assist in the development of Material Safety Data Sheets for intermediate streams and by-products	Ongoing

LAM 000558

PJS/MED

H. Initiate the Adair Training Program development work

I. Coordinate and offer guidance for professional training for A. Abdul Gader

IV. Industrial Hygiene Response Capabilities

A. Review and develop new Industrial Hygiene Emergency Response Procedures and capabilities as necessary for fires and chemical releases

By 1st Quarter

JEB

1. Evacuate equipment, training, communication systems, and test procedures, necessary for Industrial Hygiene personnel to adequately respond to emergency calls

PJS

B. Investigate the possible application of computer systems to chemical releases

Ongoing; to be Completed by the 3rd Quarter

V. Employee Exposure Surveillance Programs

All

A. Implement a revised Hearing Conservation Program

By 1st Quarter

1. Identify the potentially exposed worker population for Medical

Continuing; Complete by Feb.

2. Conduct special investigations of heavy equipment operations and railroad crews

Continuing

All

B. Review and update routine chemical monitoring program with regard to coverage and frequency of sampling

By 1st Quarter

C. Continue to support the development of an Industrial Hygiene Laboratory at DPMC

PJS

1. Update detailed proposal incorporating a five-year plan

By 2nd Quarter

PJS

D. Continue to encourage the development of an alternate VCM monitoring method by Westhollow

Ongoing

LAM 000559

DPMC-16266

PJS	E. Revise the listing of exposure standards (PELs) utilized at DPMC and distribute after review	1st Quarter
All	F. Conduct employee exposure monitoring	
	1. Perform planned "routine" personnel monitoring to assess representative potential exposure	Ongoing
	2. Perform special shutdown monitoring as required. Emphasis to be placed on areas not previously evaluated and potential problem areas	Ongoing
	3. Perform spot sampling to assist in the evaluation and control of significant spills, leaks, overflows of chemicals in the workplace.	Ongoing
	4. Perform initial investigations of exposure potential, requested monitoring, and/or alleged health related problems in the field to include:	Ongoing
GLB	. Welder exposure in shops and in the field	
GLB	. DPMC North landfill bulldozer exposure	
GLB	. Nickel subsulfide exposure potential in DPMC North	
	. PCA exposure potential - all DPMC areas	
	G. Implement the computerized health surveillance recordkeeping system	
All	1. Continue to develop or coordinate the development of procedures necessary for the maintenance of the JEP program	Ongoing

LAM 000560

DPMC-16267

All	2. Complete the annual review of Complex JEPs	1st Quarter
PJS	3. Acquire necessary hardware and training for retrieval of exposure data placed on file	By 3rd Quarter
PJS	4. Computerize past noise exposure data, and other data not yet included	By 3rd Quarter
PJS	5. Review and update the filing system currently utilized for exposure records	To be Complete in 1982
PJS	H. Implement the revised Corporate Asbestos Policy	By 4th Quarter
All	I. Embryo-Fetus Policy	
	1. Continue to implement Corporate Policy	Ongoing
	2. Establish recordkeeping practices and audit of training	1st Quarter
	3. Complete initial exposure survey for all listed materials	2nd Quarter
PJS	J. Epidemiology	
	1. Participate in the Complex Epidemiology research effort as needed	Ongoing

LAM 000561

January 5, 1982

Benny Gary
Carl Jan
Dave Judy
David JP

Q
912
I.H.
951

Please attend an Industrial Hygiene Group Meeting scheduled for Thursday, January 7, 1982 in the ECB Conference Room at 9:30 - 10:30 to discuss (1) the attached: What has changed?, What needs to be done?, What has improved?; (2) strike activities; and (3) goals.

PJS/gri

cc: ECB Satellite
PJS Chron

Phil/gri
P. J. SNYDER

LAM 000562

DPMC-18269

Industrial Hygiene Group Session

DATE: February 14, 1980

PARTICIPANTS: G. L. Buchanan
M. E. Davison
J. E. Lawson
B. J. Matusek
J. D. Ransdell
C. D. Russell
M. M. Spears

SUMMARY:

What leads to the failure of personnel to follow Industrial Hygiene Work Practices?

1. Management
 - a. Lack of Industrial Hygiene emphasis up and down the ranks.
 - b. Not setting the example to hourly.
 - c. Lack of enforcement of Industrial Hygiene requirements.
2. Attitudes
 - a. Industrial Hygiene is a nuisance. No net value. Causes unbeneficial change.
 - b. "Don't bring in the law." - Keep as much away from Industrial Hygiene personnel as possible. Don't invite problems.
 - c. Resistance to change of any kind.
 - d. Wait until we are caught or told before doing something.
3. Failure to recognize or believe this is a health hazard for chronic poisons at low exposure levels
4. Written procedures, requirements, and other information not being passed down through the ranks
5. Line Management is not effectively self-auditing
6. Line Management wants to shift responsibility of Industrial Hygiene to Industrial Hygiene Department
7. Lack of monitoring ability for certain requests reduces Industrial Hygiene credibility with the requestor
8. Industrial Hygiene Program is perceived as the Company's tool to establish a data base for strictly defensive reasons

LAM 000563

DEMC-16270

9. Contradictions between Safety Department and Industrial Hygiene Department reduces credibility of Industrial Hygiene requirements

What can be done to improve Industrial Hygiene performance?

1. Increase voluntary reporting from Operations to Industrial Hygiene regarding maintenance and other work of Industrial Hygiene significance. This would improve job planning and Industrial Hygiene monitoring.
2. Increase staff awareness, attention to and belief in Industrial Hygiene requirements
3. Top management endorsement of Industrial Hygiene requirements and Industrial Hygiene priorities

JDR/gti
2-15-80

LAM 000564

DPMC-16271

PRINCIPLE '82 INDUSTRIAL HYGIENE OBJECTIVES

DRAFT

I. Personal Protective Equipment and Clothing

A. Assist Management to implement the revised Complex Safety Orders on Respiratory Protection and Personal Protective Gear

All	1. Work with Managers to develop Safety and Industrial Hygiene "SOPs" for individual job categories/work activities as specified by Complex orders	Continuing
MED	2. As a support function, develop a file of available authorized protective clothing	Initiate in 1982

B. Continue to implement the Quantitative Respirator Fit-Testing Program

JAS/JPG/JEB	1. Complete second fit-testing on all Shell employees	Initiate in Feb., complete in 1982
JAS/JPG/JEB/MED	2. Complete initial contractor fit-testing and incorporate in overall program	Complete by 1st Quarter
PJS/MED	3. Continue to develop an appropriate level of quality assurance for test purposes	Continuing
PJS/MED	4. Finalize written SOPs on fit-testing procedures and pass/fail criteria	Complete by 2nd Quarter
MED	5. Revise slide tape presentation for broader training	

C. Conduct Study of SCBA Use Time With and Without Facial Hair

II. Industrial Hygiene Work Practices/Programs

PJS	A. Update and distribute a written guideline clarifying and reinforcing recommended benzene work practices, engineering controls and protective equipment	By 3rd Quarter
PJS	B. Assist in the development of Industrial Hygiene/Safety programs or work practices for chemicals and routine procedures as necessary	

LAM 000565

DPMC-16272

	1. Administration Complex Building evacuation and emergency response program	By 4th Quarter
	2. Polycyclic aromatics (PCAs)	Ongoing
	C. Inorganic Lead	
PJS	1. Establish minimum health guidelines for contractors engaged in lead repair work	1st Quarter
GLB	2. Complete study of lead exposure potential during spray painting	1st Quarter
PJS	D. Staffing	
	1. Add additional person to Industrial Hygiene Group	By 2nd Quarter
	2. Coordinate and develop work assignments for A. I. Abdul Gader	By 1st Quarter
III. <u>Training</u>		
	A. Routinely participate in Industrial Health training for:	
All	1. Conduct Industrial Health/Toxicology training for:	Ongoing
	(a) New employees	
	(b) New professional employees	
	(c) Supervisors	
	2. Continue to upgrade and standardize the Industrial Hygiene training conducted by:	Ongoing
	. Greater utilization of visual aids	By 4th Quarter
DBS/GLE	. Attending Shell Presenter's Course	LAM 000566
	B. Continue to encourage and provide an appropriate level of Industrial Hygiene training to upgrade Industrial Hygiene personnel skills	
PJS	1. Arrange for at least annual professional training of Industrial Hygiene personnel	Ongoing

PJS	2. Initiate cross training of North and South Industrial Hygiene personnal to provide greater flexibility of work assignments and Industrial Hygiene qualifications	To be initiated in 1982
	Emphasis to be placed on:	
	. Familiarity with operating units	
	. Field monitoring practices	
All	C. Prepare and/or update Industrial Health Technical Safety Bulletins for Complex distribution	Ongoing
	1. Prepare and issue new or updated bulletins on:	
	. Area monitoring	
	. Limitations of Scott Air Pak use	
	. Noise	
	. Asbestos	
	. Benzene	
	. Phenol	
PJS	D. Assist in developing a formal orientation program for new Safety Inspectors and Industrial Hygiene personnel	To be Completed in 1982
PJS	E. Assist in coordinating training to be offered at least annually for Safety Inspectors/Industrial Hygiene Field Technicians	Training to be Completed in 1982
PJS	F. Develop and issue hazardous material charts for all DPMC operating areas	
	1. Review wall charts in use at other locations	By 1st Quarter
	2. Update DPMC South wall charts, initiate North Program	By 3rd Quarter
All	G. Assist in the development of Material Safety Data Sheets for intermediate streams and by-products	Ongoing

LAM 000567

DPMC-16274

PJS/MED

H. Initiate the Adair Training Program development work

I. Coordinate and offer guidance for professional training for A. Abdul Gader

IV. Industrial Hygiene Response Capabilities

A. Review and develop new Industrial Hygiene Emergency Response Procedures and capabilities as necessary for fires and chemical releases

By 1st Quarter

JEB

1. Evacuate equipment, training, communication systems, and test procedures, necessary for Industrial Hygiene personnel to adequately respond to emergency calls

PJS

B. Investigate the possible application of computer systems to chemical releases

Ongoing; to be Completed by the 3rd Quarter

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All

A. Implement a revised Hearing Conservation Program

By 1st Quarter

1. Identify the potentially exposed worker population for Medical

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2. Conduct special investigations of heavy equipment operations and railroad crews

Continuing

All

B. Review and update routine chemical monitoring program with regard to coverage and frequency of sampling

By 1st Quarter

C. Continue to support the development of an Industrial Hygiene Laboratory at DPMC

PJS

1. Update detailed proposal incorporating a five-year plan

By 2nd Quarter

PJS

D. Continue to encourage the development of an alternate VCM monitoring method by Westhollow

Ongoing

LAM 000568

DPMC-16275

PJS	E. Revise the listing of exposure standards (PELs) utilized at DPMC and distribute after review	1st Quarter
All	F. Conduct employee exposure monitoring	
	1. Perform planned "routine" personnel monitoring to assess representative potential exposure	Ongoing
	2. Perform special shutdown monitoring as required. Emphasis to be placed on areas not previously evaluated and potential problem areas	Ongoing
	3. Perform spot sampling to assist in the evaluation and control of significant spills, leaks, overflows of chemicals in the workplace.	Ongoing
	4. Perform initial investigations of exposure potential, requested monitoring, and/or alleged health related problems in the field to include:	Ongoing
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GLB	. DPMC North landfill bulldozer exposure	
GLB	. Nickel subsulfide exposure potential in DPMC North	
	. PCA exposure potential - all DPMC areas	
	G. Implement the computerized health surveillance recordkeeping system	
All	1. Continue to develop or coordinate the development of procedures necessary for the maintenance of the JEP program	Ongoing

LAM 000569

DPMC-16276

· All	2. Complete the annual review of Complex JEPs	1st Quarter
PJS	3. Acquire necessary hardware and training for retrieval of exposure data placed on file	By 3rd Quarter
PJS	4. Computerize past noise exposure data, and other data not yet included	By 3rd Quarter
PJS	5. Review and update the filing system currently utilized for exposure records	To be Completed in 1982
PJS	H. Implement the revised Corporate Asbestos Policy	By 4th Quarter
All	I. Embryo-Fetus Policy	
	1. Continue to implement Corporate Policy	Ongoing
	2. Establish recordkeeping practices and audit of training	1st Quarter
	3. Complete initial exposure survey for all listed materials	2nd Quarter
PJS	J. Epidemiology	
	1. Participate in the Complex Epidemiology research effort as needed	Ongoing

LAM 000570

DPMC-16277

*Goals/Forecasting/Budgeting
Industrial Hygiene 901
1982*

LAM 000551

DPMC 16258.1