

Monsanto

MONSANTO POLYMERS & PETROCHEMICALS CO.

P. O. Box 1311

Texas City, Texas 77590

Phone: (713) 945-4431

August 23, 1976

TO ALL MONSANTO EMPLOYEES AND THEIR FAMILIES

From time to time, I have written you letters about plant activities of interest to all of us who work at the Texas City plant. Right now, I would like to bring to your attention a serious situation regarding the rising frequency of Serious Injuries within our plant.

Serious Injury Frequency is the number of serious injuries our employees encounter per million manhours worked. This frequency of serious injuries is a good indicator of our safety performance. In previous years, we have shown that as the serious injury frequency rises, we increase the likelihood of having a major lost-time injury, and none of us in the Monsanto family want that to happen.

We believe that we have a sound safety policy which states that "Every employee is entitled to a safe and healthful place in which to work. To this end, every reasonable effort will be made in the interest of accident prevention, fire protection and health preservation." I am dedicated to carrying out this policy throughout the Texas City plant. We have a strong safety organization at work implementing this policy. Every employee is involved in our safety programs one way or another, and we emphasize the individual employee's own responsibility for doing his or her job safely. Last year we ended the year with a Serious Injury Frequency of 5.6 which was the best record we had ever achieved at the Texas City plant. We continued to improve on this performance until we passed our previous all time record of 6.8 million manhours without a major injury, but after that something happened. We believe that we have experienced a letdown in safety awareness which has lead to an increased frequency of injuries among our people.

The attached plot shows the Year-to-Date Serious Injury Frequency for 1976. During January and February, we reached an all time low in serious injuries and in the first quarter of the year, we went 61 days without a serious injury of any kind. We think that this reflects an attitude of safety awareness that made this fine record possible earlier in this year. However, the time has now come to redouble our efforts to avoid injuries of any kind -- much less major injuries.

SC

14450

-2-

This week, we are starting a new program aimed at increasing our safety awareness. The program is called "Safety Contact '76". It is aimed at achieving a high level of safety awareness and sensitivity to hazards on the job. In this program, everyone will be involved. We will be talking to one another on a person-to-person basis about what we are doing, what our hazards are, and what we have to do to do our jobs safely. In this program, we will emphasize the importance of existing safety practices and take advantage of your expert knowledge in how we do our jobs safely.

I would like to enlist you and all the members of your family to help us increase the awareness of our employees to the hazards they encounter both on the job, around the home, or wherever they might be so that they can be alert and avoid the pain and suffering which would come from a serious injury.

We have a fine record, but we have become complacent, and we will surely have a major injury unless we begin improving our safety awareness at once. I know I can count on all of you to join us in this effort to avoid injury.

Sincerely,

A handwritten signature in cursive script, appearing to read "Phil".

P. E. Brubaker

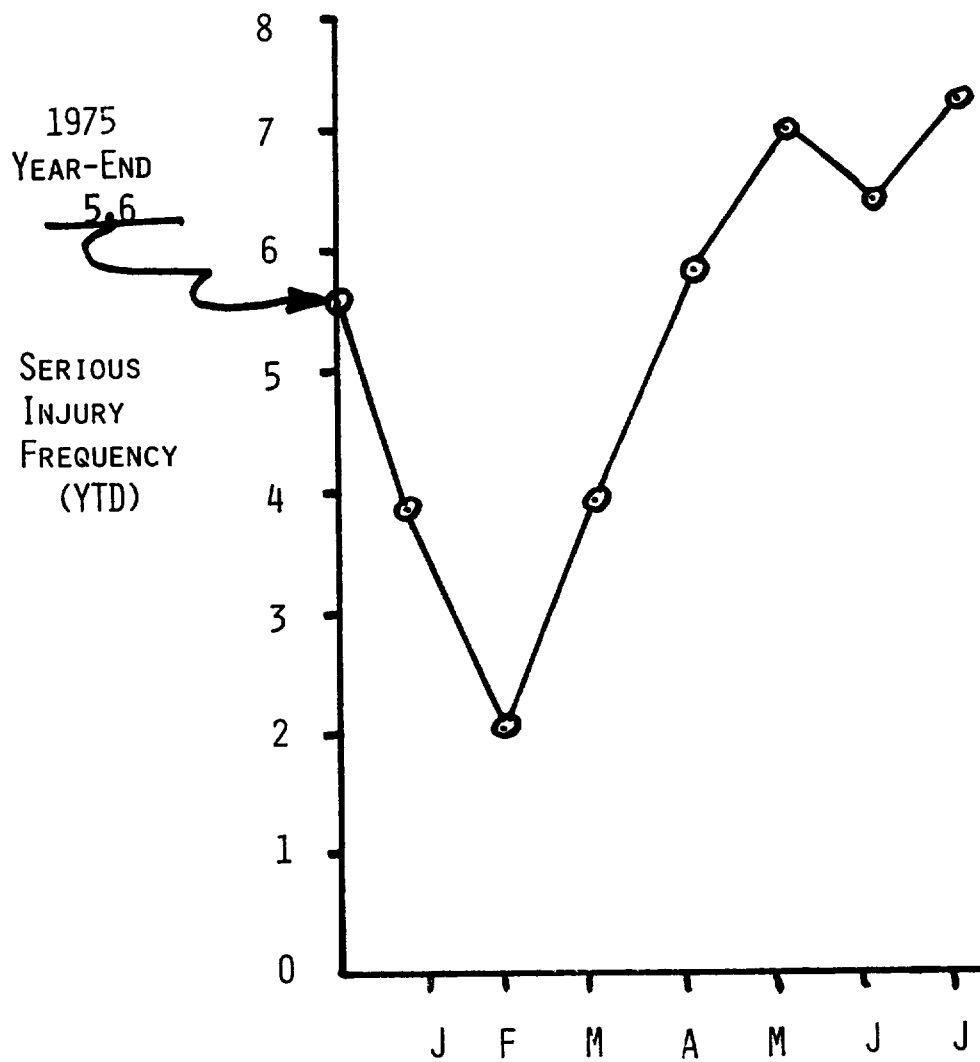
gk

SC

14451

LAM015043

SERIOUS INJURY FREQUENCY TREND IS UP!



1976

SC

14452

LAM015044

HOURLY UNIT/CRAFT REPRESENTATIVES

AND CONTACT SUPERVISORS

REPRESENTATIVE

David Reynolds 10D
W. G. Odom 13-14D
Wayne Crowson 15-16D
W. E. Bazemore P2
C. R. Achterhof 24D
W. T. Norris 35F
Dan Nelson 35P
Frank Radler 44-45-46D
Leroy Wilson 50D
T. W. Bryce 19-25D
Adolph Kivich 33D
W. G. Trainer 48-56D
Ken Harris 53D
Clarence Coulston ID
Dan Hogan SS-14
Don E. Leach, Jr. SS-12
W. A. Grimes SS-13
J. D. Kemmerling SS-14
Frank Thompson SS-2
Mert Zeller 35F
W. H. McDonald SS-11
Adolph Black SS-8
Michael Lopez LD
Milton Coleman LD
Jesse Hernandez 1Z
Raymond Dunquez SS-26
Glen Brouillard PEL
Doug Heiser CL-1
Ronald Albrecht AB
Frederick Herauf WG
Clarice Merryman O-1

SUPERVISOR

John Carnes 10D
Bill Eldred 13-14D
Art Kalbow 15-16D
Albert Boone P2
R. E. Watson 24D
B. A. Hambrick 35F
K. W. Gore 35P
M. T. Devore 44-45-46D
Noel Rickard 50D
W. R. Taylor 19-25D
George Chestnut 33D
T. J. Kennedy 48-56D
G. A. Hart 53D
F. A. Wisdom ID
Sherman Jones SS-14
J. M. Anderson SS-12
Paul Siems SS-13
J. S. McCurley SS-4
T. H. Glover SS-2
C. L. Puckett SS-1
H. W. Scoggins SS-11
H. C. McRae SS-8
R. C. Williams LD

E. M. Travis 1Z
E. T. Grubbs SS-26
B. L. Jacob PEL
G. LeGendre CL-1
Joe Cantrell AB
E. R. Albritton WG
Laverne Chandler O-1