PLAINTIFF'S EXHIBIT

MON-952

Monsanto

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DATE December 14, 1982 CC:

SUBJECT STOP PROGRAM--RESULTS FROM COMMENT SHEETS--UNIT VIII

REFERENCE

TO : PMSB

At the end of Unit VIII of the supervisor's STOP training course written comments and an evaluation were requested from each participant. Both positive and negative comments were solicited as were suggestions for a supervisory safety follow-up program. Two hundred and five personnel responded.

On the scoring scale for the question, "How did STOP affect your own safety performance?" the following results were obtained (percent):

16	41	31	7	3.5	0.5		1
Positive				Neutral			Negative

About 95% voted positive, 4% neutral, and 1% negative.

On the scale for "How did STOP affect the safety performance of your subordinates?" the results were (percent):

9	27	32	18	12	0.5		1.5
Positive				Neutral			Negative

About 86% of the responses were positive, 12% neutral, and 2% negative.

The comments below are typical of those received.

Positive Comments About STOP Program:

- Gave me an increased sense of awareness.
- Gained increased observation skills.
- A reasonable reinforcement of a common sense approach to safety.
- Don't like quotas on cards, but feel they are good in that it forces me to be observant for unsafe acts.
- Liked programmed instruction method.

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- Defines what is right and wrong.
- Found several areas I need to strengthen.
- I feel I can be a good supervisor for a safe area--have the techniques now.
- Well organized course.
- Very repetitive which was good.
- Basic; good; no frills.
- Liked review of cards.
- Discussions led by guest groups were best.
- The most thorough safety training I have been exposed to.
- Got me more personally involved in safety in my area.
- Thinking about what if the unexpected happens was good for me.
- Strong concepts on supervisor's responsibility.

Negative Comments About STOP Program:

- Hourly were not involved and they have most of the exposure and accidents.
- Program took too much of my valuable time.
- Don't like quotas on cards.
- Need more involvement from top management.
- Must get the hourly on board ASAP.
- Too much emphasis on production type jobs.
- Not designed for office personnel--waste of time for us.
- Too much emphasis on a contest to see which department gets most cards.
- Lack of follow-up by management after the first few weeks.
- Subject matter was too elementary.
- No feedback on STOP cards.

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- Too much repetition, over simplistic, boring.
- Put teeth into program whereby corrective action would include names and disciplinary action if warranted.
- Disliked the brainwashing approach.
- Nothing ever comes of the infamous green cards.
- I object to making supervision responsible for all accidents no matter what dumb thing a worker does.
- Program too long.
- Program too short, only eight units.

On the question, "Do you have any suggestions for a supervisory safety follow-up program?" typical answers were:

- We need to have a continuing program of this type.
- Periodically review STOP cards and give better feedback.
- Review near misses.
- Have a series of meetings pertaining to all injuries.
- Do follow-up; repeat course on a routine basis; each time make it more strict.
- Need something geared toward safety in research labs.
- A series of sessions applying STOP concepts to specific situations, etc.
- Need a half-day session every six months to review basics.
- Group safety meetings at departmental level with discussion of STOP Program.
- Reinforce program or it will die.
- Once a month meetings similar to the ones now given. Use slides, charts, etc.

G. W. Daues
STOP Administrator

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