

Monsanto

FROM NAME & LOCATION:

Mark Riddle, LP&S O-22 - Texas City

DATE March 4, 1981 CC SHAC
HSC
SUBJECT UNIT/CRAFT SAFETY PROMOTIONS TEAMS
TOP PRIORITY PROPOSALS FOR IMPROVING
REFERENCE PLANTWIDE SAFETY PERFORMANCE
TO : Joe McClellan, Chairman, SHAC

The Hourly Safety Committee members met on March 3, 1981, to review the "Top Priority Proposals" submitted by the different Unit/Craft Safety Promotion Teams. The following proposals are those that were the most common to all of the lists:

1. Better planning and communications between operations and maintenance.
2. Supervisor attitude "Safety Later, Production Now".
3. Awards--incentives for groups or individuals to work safely (these would serve as reminders).
4. More interesting safety meetings.
5. Make work permits required throughout the plant.
6. Be your brother's keeper.
7. Better communications between operators and chiefs.
8. Safety signs indicating dangers or to serve as safety reminders.
9. Safety Department more visible in the field.
10. Better disciplinary actions for disregarding safety rules.

We have received input from all of the Unit/Craft Safety Promotion Teams. These teams should be commended for their excellent input and ideas to improve plantwide safety performance.

Mark

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HOURLY SAFETY COMMITTEE

ASSIGNMENT III - TOP PRIORITY ITEMS

- Better on-the-job communication.
- Competition and recognition of good safety records of unit/crafts.
- Set up safety procedures in computer for quick reference points.
- More safety training for front-line supervisors.
- Set up work permits standardized to entire plant.

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HOURLY SAFETY COMMITTEE

ASSIGNMENT I - ACTION PLANS

1. More personal contact about safety with employees.
2. Get ideas on doing jobs safely.
3. Spend more time on safety.
4. Contact Unit/Craft Representatives for list and see if they need help.

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HOURLY SAFETY COMMITTEE
IGNMENT II - BRAINSTORMING

1. Better on-the-job communication.
2. Competition and recognition of good safety records of unit/crafts.
3. Get more personal about safety.
4. Better feedback on changes made in procedures.
5. Set up safety procedures in computer for quick reference points.
6. Cartoons to make people aware of near misses and unsafe conditions.
7. Weekly or bi-weekly job related safety meetings.
8. More safety training for front-line supervisors.
9. Plant Manager meet with all plant personnel about safety two to three times per year (for example--United Fund rally).
10. Better street conditions and bicycle repair.
11. Set up work permits standardized to entire plant.
12. Request all employees be committed to being their "brother's keeper" (remind them of any unsafe act).
13. Blood and gut movies/incidents.
14. Better control of traffic within the plant.
15. "Go-to-hell" bank days for personal problems (5 per year) at moment's notice.
16. Surprise safety inspections at different areas of plant.
17. Not following set procedures (for example--carrying samples in bicycle basket).
18. Following procedures that are not applicable or feasible.
19. Hourly Safety Committee meet more often.
20. Hourly Safety Committee involvement in investigations of accidents/injuries and results posted on bulletin board.
21. Hourly Safety Committee stand at gate and give out safety notices/leaflets/bulletins.
22. Bulletin board safety notices on procedures.
23. Quicker response to recommendations by Hourly Safety Committee.
24. Employees offer steps to take for safety related problems.
25. Hourly Safety Committee members make safety items (voice concerns) in "Plant News".

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