



DOW CHEMICAL U.S.A.

September 16, 1976

LOUISIANA DIVISION  
PLAQUEMINE, LOUISIANA 70764  
504 687-4321

To: All CMP Supervisors

CHLORINATED METHANES SAFETY INCENTIVE PROGRAM FOR 1976-77

PURPOSE:

It will be the goal of this year's Safety Committee to assist in improving the safety performance of all within the CMP Plant, both on and off the job. By constant surveillance of all areas, equipment practices, procedures and policies, we hope to be able to pinpoint and eliminate any conditions, misunderstandings, etc., that could lead to an unsafe act or, even worse, an accident or injury. We welcome any help, suggestions and/or criticisms that might aid us in achieving our final goal, "SAFETY"!!

FUNCTIONS OF SAFETY COMMITTEES

1. Shall be responsible for the formation, modification and continuation of a sound program particularly suited for CMP and consistent with Division Policy.
2. Shall be permanent committee with respect to members. Membership: all supervisory and technical personnel.
3. At each Shift Supervisors' Meeting, the following shall be discussed and reviewed:
  - A. First aid reports and PSA's and PSI's.
  - B. Review significant unsafe condition reports.
  - C. Review safety committee reports.
  - D. Review quarterly emergency drill reports.
  - E. Discuss safety events in the Division.
  - F. Review new or revised Division Safety Standards, policies and procedures.

BLOCK SAFETY COMMITTEE:

1. Membership:
  - A. Safety and Training Supervisor
  - B. One representative from the lab, one representative from each shift, and one technical person. All of these will serve one (1) year.

CONFIDENTIAL

DO 008923

AN OPERATING UNIT OF THE DOW CHEMICAL COMPANY



CMP Safety Incentive Program

Page -2-

September 16, 1976

- C. Those to serve on the Committee are: for 1976-1977 are
- Mickey Hunt
  - Al Baker
  - Clarence Bickham
  - Ken Doucet
  - Curt Grant
  - Ron Millender
  - Buzz Thompson
  - Ray Rivet

2. Functions:

- Make a group inspection of some selected area once each month.
- Make a report on the condition of the block air, water, nitrogen, and steam fittings annually.
- Review "Safe Job Procedures" written by the operators and make recommendations on these write-ups to the Supervisory Safety Committee.
- Review the unsafe condition reports and check on action taken. Also, choose winners in each category. Report same to Supervisory Safety Committee.
- Review Red Tag Masters for compliance once a month and follow up on any violations by Safety Supervisor.

SHIFT SAFETY MEETINGS:

- Shall be held monthly under the direction of the Shift Supervisor or his designee. A brief report shall be prepared on each meeting and routed to Bob Rouse and Larry Adcock.
- Every quarter, each shift will conduct an emergency drill. Pick one out that is important to the shift. A report will be prepared and routed to Bob Rouse, Larry Adcock, Safety Supervisor, and Division Manager.

AWARD PROGRAM:

1. Group Awards - The CMP Plant will be divided as follows:

|               |             |              |
|---------------|-------------|--------------|
| A. "A" Shift  | \$20/person | \$100.00     |
| B. "B" Shift  | \$20 "      | 100.00       |
| C. "C" Shift  | \$20 "      | 100.00       |
| D. "D" Shift  | \$20 "      | 100.00       |
| E. "F" Shift  | \$20 "      | 100.00       |
| F. Lab & Tech | \$20 "      | 240.00       |
|               |             | <hr/> 740.00 |

2. To be eligible for this award, the following requirements must be met by the entire plant:
- Plant must have no on-the-job disabling injuries. ✓
  - Plant must have no major property loss (\$10,000.00).

CONFIDENTIAL

DO 008924

CMP Safety Incentive Program

Page -3-

September 16, 1976

3. In addition, each group must meet the following requirements:
- A. The ~~group~~ <sup>individuals</sup> must have no off-the-job disabling injuries.
  - B. Each shift must have four (4) emergency drills during the year.
  - C. Each group must have eight (8) safety meetings during the year with attendance of 80% or higher for the year.
4. Individual Recognition:
- A. Unsafe condition reports:
    - a. A \$7.00 award for the best unsafe condition report for a month period. \$84.00
    - b. A \$5.00 award for the second best unsafe condition report for a one (1) month period. \$60.00
    - c. Selection will be made by the block safety committee on the following basis:
      - 1) Elimination of exposure to accident
      - 2) Savings potential to equipment and product loss
  - B. On-the-Spot Corrections:
    - a. An \$8.00 award for the best on-the-spot correction for a one (1) month period. \$96.00
    - b. A \$6.00 award for the second best on-the-spot correction for a one (1) month period. \$72.00
    - c. Selection will be made by the Safety Committee on the following basis:
      - 1) Whether the correction was permanent.
      - 2) Elimination of exposure to accident.
      - 3) Savings potential to equipment and product loss.
    - d. A \$5.00 monthly award for most on-the-spot corrections. \$60.00
  - C. A \$10.00 award for a member of each shift who has, for the year consistently displayed the best safety attitude and demonstrated this by:
    - a. Leaving the operation in a safe and orderly condition at shift change.
    - b. Housekeeping effort in individual work areas.
    - c. The quality and attendance of safety meetings.
    - d. Selection will be made by the shift supervisor. \$50.00
  - D. A \$10.00 award for the year to the individual, other than shift personnel, who has contributed the most to the safe operation of the CMP Plant. This includes lab, secretary, and technical. Selection will be made by the Safety Committee. \$10.00
  - E. A packet of Dow Products will be awarded to the individual who, during the period of one month, turns in the most unsafe condition reports.

TOTAL COST

\$1172.00

CONFIDENTIAL

DO 008925

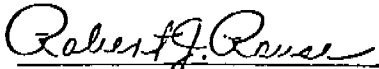
CMP Safety Incentive Program  
Page -4-  
September 16, 1976

People working straight days will be assigned to a shift for the purpose of safety meetings and other safety functions as follows:

| <u>"A" SHIFT</u> | <u>"B" SHIFT</u> | <u>"C" SHIFT</u> | <u>"D" SHIFT</u> |
|------------------|------------------|------------------|------------------|
| Trice            | Hunt             | Mack             | Bateman          |
| Cook             | Michel           | Dugas            | Danchower        |
| Doucet           | Noah             | Bickham          | Simonson         |
| Ginn             | Didier           | Creel            | Grant            |
| Davis            | Thompson         | Rizzo            | Stewart          |
| Bullman          | Holmes           | Hart             | Baker            |
| Erwin            | Nations          | Smith            | Alonzo           |
| Johnson          | Richardson       | Clebert          | Rivet            |
|                  |                  | Bordelon         |                  |

"F" SHIFT

Koenig  
Lemoine  
Thibodeaux  
Millender  
Garner  
London  
Rouse  
Schertzer

  
Robert J. Rouse  
Plant Superintendent

CONFIDENTIAL

DO 008926