PLAINTIFF'S EXHIBIT

MON-1795

MLC 930920

Monsanto

FROM (NAME & LOCATION) A. H. Conrad

DATE February 8, 1983

SUBJECT SHAC Minutes from Meeting of February 2, 1983

REFERENCE

TO R. Baca
R. Fritz
R. Hammann
B. Howe
B. Latimer

cc J. A. Glass
D. D. Kos
G. L. Tromblee
G. Escamilla
P. D. Johnson
J. H. Cross

The first meeting of the 1983 SHAC was held at the Quality Inn in Texas City. The SHAC chairman opened the meeting by announcing that Bill Latimer was replacing Victoria Franchetti on the committee.

The first order of business was to receive guidance from the Plant Manager for the 1983 program. The key topics covered were:

STOP

Will be the main thrust in 1983. We will complete all STOP training by the end of the year. This will include all wage personnel.

Each member of SHAC will make an average of four observations per month.

1983 Safety Goals

Outstanding	13 RI	2 DA
Expected	18 RI	3 DA
Basic	22 RI	5 DA

Competitive Quarterly Inspections

Wants program to begin in March.

Safety Calendars

Wants SHAC to analyze distribution. Should we print one for every employee, or for key areas only.

Drugs/Narcotics

Wants SHAC to consider sponsoring an educational program in 1983. Work with personnel department.

Bicycle Rules

Use STOP program to help enforce.

RV and OS Testing

Wants audits conducted this year.

Contractor Safety

Wants to improve contractor safety orientation. Specific areas for review are orientation for truck drivers and use of smoke shacks and the facilities by contractor personnel.

Safety Meetings

Need more emphasis on departmental monthly safety meetings. Consider specific topics for certain months during the year.

The second order of business was to organize the 1983 SHAC and make basic assignments. Initial assignments are as follows:

Rufus Baca - Contractor Safety
P-Bulletins
Safety Shower Signs (carryover from 1982)

Rosemary Fritz - Annual Housekeeping Inspection
Coordination with Lab/PT Safety Committee
Publicity for New Quarterly Inspection Program

Bob Hammann - Safety Calendars
SHAC Action Reports
Coordination with Office Safety Committee

Bill Howe - Quarterly Inspections

Bill Latimer - Secretary
Bottle Disposal (carryover from 1982)

The next item of business was to develop a list of safety concerns to help the committee write the 1983 SHAC goals and prepare an action plan. The following random list was generated.

Safer place to work
Cleaner place to work
Less injuries
More safety involvement of all personnel
Implement new quarterly inspections
Stimulate interest in STOP
Increased effectiveness of:
Hourly Safety Committee
Office Safety Committee
PT Safety Committee
Unit/Craft Safety Teams

Achieve "Outstanding" Annual Inspection
Increased Safety Awareness
No delinquent triennial safety audits
Decrease delinquencies in RV, OS, & VIP
Improved monthly safety meetings
Plantwide drug and alcohol abuse program
Bicycle rules
Consistent breaking into piping and equipment
Consistent crowsfeet flange policy
Plantwide lockout awareness program
Physical fitness
Recognition program for good safety performance
Repeat plantwide "Brainstorming" & better utilize feedback
Increased contractor safety awareness
Increase management participation in unit/craft safety promotion teams
Follow-up on '82 SHAC recommendations on unit/craft safety promotion teams
Implement overall commitment of everyone to safety program
STOP

Based on the Plant Manager's guidance and safety concerns listed above, the committee developed a JRA for 1983. The JRA has been submitted to the Plant Manager for approval; a copy is attached.

The last item of business was a discussion of the new Quarterly Safety/Housekeeping Inspection and Competition Program. The first competitive inspection will be held the last two weeks in March. Details are being worked out and will be publicized in advance of the inspection.

The committee agreed that future meetings will be held every Wednesday in the VIP Conference Room, starting at 1300 hours.

Harry Conrad

/jp

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PRINCIPAL THRUST

Implement STOP training for all employees by end of year.

LOCATION Texas City, Texas NAME Safety & Housekeeping Action Committee

JRA DATE _____ GOALS DATE _____ TITLE _____

GENERAL CONDITIONS/PREMISES

Planned safety and housekeeping programs are funded.

RESULTS TO BE WORKED TOWARD	* relates to Principal Thrust (✓)	GOALS	JOINT ACCOUNTABILITY	RANGE		WEIGHT
				BASIC	OUTSTANDING	
1. Improved plant safety performance.	✓	In 1983 achieve targeted plant safety performance of no more than 18 recordable injuries and 3 lost work day injuries.		22 R.I. 5 T.L.W.I	13 R.I. 2 T.L.W.I.	
2. Sustained and improved high level of safety and housekeeping. In 1983, emphasis will be on implementing the competitive quarterly safety and housekeeping inspections.	✓	Achieve outstanding rating in Corporate Annual Safety and Housekeeping Inspection.		Implement competitive quarterly inspections by years end.	Implement competitive quarterly inspections by 1st quarter, and achieve outstanding rating in annual safety and housekeeping inspection.	
3. Improved effectiveness of STOP. In 1983, emphasis will be on expanding program.	✓	Insure implementation of STOP training for all employees by end of year.		Complete training of chiefs and leadmen and begin training of non-exempt personnel.	Complete training of all employees by end of year.	
4. Improved plant wide safety training. In 1983, emphasis will be on evaluating existing programs for hourly and salaried personnel and recommend changes as appropriate.						

JRA APPROVED BY

DATE

GOALS APPROVED BY

DATE

Goals represent _____ % of total performance

(c. 1981)

SC 001246

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PRINCIPAL THRUST

LOCATION Texas City, Texas NAME Safety & Housekeeping Action Committee

IRA DATE _____ GOALS DATE _____ TITLE _____

GENERAL CONDITIONS PREMISES

RESULTS TO BE WORKED TOWARD	WT. (%)	GOALS	JOINT ACCOUNTABILITY	RANGE		WEIGHT
Items in Principal Thrust				BASE	OUTSTANDING	
5. Improved safety awareness of contractor personnel. Emphasis in 1983 will be to recommend a site policy.						
6. Improved level of safety awareness through implementation of plant safety promotional efforts. In 1983, emphasis will be on drug abuse, bicycle rules and safety device testing.						

IRA APPROVED BY

DATE

GOALS APPROVED BY

DATE

Goals represent ____ % of total performance

(C 3063)

SC 001247

LAM002447