

DECEMBER 21, 1989

TO: CMP EMPLOYEES

RE: VIOLATION OF SAFETY RULES, STANDARDS, AND PRACTICES

TWO OF OUR NEWER EMPLOYEES WERE RECENTLY FOUND SWAPPING SULFURIC ACID PUMPS WITHOUT WEARING THE REQUIRED PROTECTIVE EQUIPMENT. ANOTHER EMPLOYEE OBSERVED THIS HAPPENING, INTERVENED, AND REQUIRED THEM TO OBTAIN AND USE THE PROPER EQUIPMENT. SHORTLY THEREAFTER, THE SAME TWO EMPLOYEES WERE INVOLVED IN AN ACCIDENT WHILE SWAPPING ANOTHER SET OF SULFURIC PUMPS. A PUMP WAS VALVED ON-LINE WITH THE DISCHARGE BLEED OPEN, WHICH SPRAYED ACID OVER BOTH EMPLOYEES. WHILE ONE EMPLOYEE DID RECEIVE SERIOUS ACID BURNS, BOTH EMPLOYEES WOULD HAVE BEEN SEVERLY INJURED, POSSIBLY FATALLY, HAD THEY NOT BEEN WEARING THE REQUIRED EQUIPMENT.

THERE IS NO ROOM FOR GAMBLING WITH SAFETY. PROTECTIVE EQUIPMENT REQUIREMENTS (AND ALL OTHER SAFETY RULES, PRACTICES, PROCEDURES, AND STANDARDS) SHOULD IN NO WAY BE CONSIDERED OPTIONAL OR DISCRETIONARY. EVERY EMPLOYEE IS RESPONSIBLE FOR KNOWING THE SAFETY REQUIREMENTS FOR EVERY JOB THEY PERFORM AND FOR FOLLOWING THEM. NOTHING SHORT WILL BE TOLERATED.

DISCIPLINARY ACTION WILL BE TAKEN AGAINST THE TWO INDIVIDUALS; NOT FOR THE ACCIDENT THAT OCCURRED, BUT FOR THE VIOLATION THAT OCCURRED PRIOR TO THE ACCIDENT. HAD THEY BEEN MORE EXPERIENCED, NO LENIENCY WOULD HAVE BEEN SHOWN AND TERMINATION WOULD HAVE BEEN THE PROBABLE OUTCOME.

THE INDIVIDUAL THAT INTERVENED IN THE INCIDENT IS TO BE COMMENDED FOR HIS RESPONSE. HIS ACTIONS SIGNIFICANTLY REDUCED THE IMPACT OF THE ACCIDENT THAT OCCURRED. EVERYONE IS ENCOURAGED AND EXPECTED TO ACT IN A SIMILAR MANNER SHOULD THEY WITNESS A VIOLATION OF SAFETY RULES. THAT IS NOT THE TIME TO "MIND YOUR OWN BUSINESS".

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