PLAINTIFF'S EXHIBIT
DUP-96

E. I. DU PONT DE NEMOURS & COMPANY
INCORPORATED

ENGINEERING DEPARTMENT

In reply please use subject listed below.

Date: June 12, 1970

c.c. P. H. Fowler

To: J. J. Bell
Field Project Manager
Brevard Construction

From: M. Greenday

Subject: SAFETY SUPERVISOR DEVELOPMENT MEETING JUNE 3 - 4, 1970

At 7:30 A.M., June 3rd, Trum Blake, Hal Marden, Forrest Fowler, Ingo Zeise and twenty-six construction safety supervisors, who wished they had gone to bed earlier the night before, assembled for a breakfast meeting.

Mr. Blake had some comments which set the tone for the remaining meetings. His brief remarks were well chosen and defined management's position regarding safety. He elaborated on the fact that we are looking for a practical approach to safety which prevents injuries. His use of the word practical was not to be construed as the cheapest and the easiest approach available, but rather one where recognition of the hazard and thorough analysis would produce a true evaluation for site management to apply action.

In summarizing the context of Mr. Blake's remarks, I feel it can best be described by my thoughts after he had completed, which were "if I intend to stay in the safety business, I'm with the right company for I know of no other company where management wants to prevent injuries as much as I do".

After a short break, we reassembled. Hal Marden mentioned the fact that some people felt we had softened our position on safety when, on the contrary, we were now more critical. I must say Hal's comment hit home. Being in construction safety nine years has afforded me an opportunity to work with three

division safety engineers, all with the same goal of preventing injuries, but different approaches. For years many felt more safety responsibility should be in the hands of site management. When the sites were given this responsibility, they complained that safety was being de-emphasized. His comments left no doubts that safety was still a prime concern with Du Pont Construction Division.

Hal also emphasized the need to know the hazards of the Plant, by utilizing the minds of those around us, who are knowledgeable, but don't accept everything at face value. Also, when we go to a new site, familiarize ourselves with state and county regulations.

Later that morning Jim Gaskins of Wilmington Area Construction, gave a presentation on line organization. Jim pointed out that the role of Safety Engineer is that of an advisor to the F.P.M. His talk centered around how we, as safety supervisors, could benefit from line organization communication and what we could do to accomplish this type of communications, if we weren't already doing so. Jim's reflection of his personal experience made his presentation very interesting and meaningful.

The next presentation was by Dave LaBounty of Memphis Construction. Dave's talk involved the complications he encountered with Medical during his previous assignment. The medical problems Dave faced can only be summed up as a "nightmare". However, his persistence and refusal to accept a bad situation paid off and the site eventually worked out a suitable medical program.

There were a couple of points which we learned from this presentation. (1) Don't be satisfied with a half-way medical set up and (2) make sure you have your finger in what medical is doing and how they are handling all cases.

During the afternoon session we heard from Jack Breckanridge, Assistant Manager of the S & F Division, on the function of that department. I will not elaborate on his talk as I plan to cover his presentation at a future staff meeting.

The final presentation dealt with insurance in the state of Texas. John Jenkins, of Beaumont Construction, explained the different methods of handling compensation claims in states such as Texas, where self-insurers are not allowed. John had some very interesting information on how to deal with an insurance carrier and their attorney. His talk again pointed out the necessity of thorough investigation and documentation of all incidents.

To this point, I have only covered the prepared presentations. However, the program was far more than presentation. Marden, Fowler, Zeise and all the safety supervisors offered numerous ideas and concepts which were extremely beneficial. Listed below are some of the pertinent ones that were discussed:

1. When handling late injury reports, accept only those which are reported on the day of the incident. Flag long term retreatment. This is extremely important with recent revision to Bulletin 422.

2. Utilize purchase agreements to the best of our advantage, i.e., we get a reduced rate on plano glasses, eye sizes 46 and 48. Why should we buy 44 and pay extra money.

3. Know what is going on at your site. Keep abreast of changes and deviation from original plans.

4. When setting up foremen training programs, get them before they become foremen. This, I will discuss with you regarding our site needs.

5. A foreman notebook is being issued covering basic safety fundamentals. These notebooks will be issued by the Division Safety Office. However, the site can supplement the notebook with additional information, depending on site needs.

6. Studies are being made at Savannah River Project regarding noise control. These studies were promoted by the recent

enactment of the Welsh-Healy Act. Bob Sally of Savannah River pointed out the two alternatives to controlling noise. You can engineer the noise out, which to date has proven extremely hard to do, or you can protect the man. It was surprising to learn that some of our shop equipment exceeds the allowable 90 DB. I will discuss some of the findings with you in the near future.

I cannot say enough concerning the excellent manner in which the entire program was presented. Hal, Forrest and Ingo prepared the program with the idea of encouraging discussion. I'm sure the group participation that took place and the free exchange of ideas exceeded their expectation.

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