

Monsanto

FROM (NAME & LOCATION)

Carol Holmes - MISD Texas City (0A-15) X2265

DATE

May 13, 1982

SUBJECT

SHAC Minutes from Meeting of
May 12, 1982

REFERENCE

TO

D. D. Kos, Chairman (0-11) - 2294
 R. T. Hammann (0-22) - 2866
 C. M. Hancock (0-21) - 2153
 V. P. Osburn (AB) - 2161
 R. V. Parker (0A-9) - 2579
 L. Schwab (SS-19) - 2621
 J. D. Stone (CED) - 2050

cc.

G. W. Daues (0-5) - 2633
 J. A. Glass (0-22) - 2234
 D. E. Kaldenberg (0-7) - 2205
 C. F. Navarrete (0-10A) - 2552
 S. G. Pappas (0-10) - 3153
 G. L. Tromblee (0-10) - 2562
 File: SHAC Book

Present: Holmes
 Stone
 Hancock
 Schwab
 Kos
 Parker
 Hammann
 Osburn

Absent:

1. Special SHAC meeting held 5/11/82 to review the STOP Program (Safety Training Observation Program) presented by J. A. Glass and Mark Riddle.
2. Omitted from last week's minutes was a discussion with Fred Herzog regarding a film at the gates for truck drivers and contractors. Discussed giving them a card when they had seen the film and showing the film at an unattended temporary building.
3. Reviewed printed STOP phone conversations. Concerns:
 - a) That STOP will be modified mid-stream and destroy the intent.
Recommend: Take time for upfront planning to establish rules and consistency. Make all decisions prior to beginning. Continued long-term commitment.
 - b) That success is questionable because STOP is an imposed, top-down program.
Recommend: Get people involved and wanting to participate.
 - c) That top management will delegate STOP responsibilities rather than staying involved (dilution of commitment by the time the foremen are reached).

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- d) That cards not getting back to line quickly.

Recommend: Cards go up through line rather than to administrator first and then down. Try to streamline card flow.

- e) That additional time requirement will not be recognized.

Recommend: Add a major GOAL for safety.

- f) That program will be punitive.

Recommend: Vote on names on cards:

Yes - use names : three

No - do not use name : five

If we do not use names, discipline should be taken outside of STOP for severe cases.

If we do use names, keep discipline out.

- g) That Staff personnel without field experience will be forced to participate and bring down credibility.

Recommend: Office personnel not be forced out of normal environment.

- h) That there not be a quota of a certain number of cards.

Recommend: Force an allotted amount of time in field.

- i) How much implementation with contractors.

Recommend: We should observe contractors.

Implement STOP with Monsanto personnel.

- j) That the hourly training is delayed by 26 weeks. Should we begin training of hourly earlier?

4. 1982 Annual Safety Housekeeping Inspection

Most likely, inspection will be swap of teams between TC and CB. Develop booklet as in past years. Not fully decided.

5. Who is getting a copy of the Numbered Official Investigation Reports? Recommend that SHAC get all near-miss and Numbered Investigation Reports. DDK will investigate increased distribution.

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6. Quarterly Inspection Written Responses Delinquent;

Department 19
Department 56
Environmental
Safety - West Gate

7. P-Bulletin Status

114 - Complete by end of 2nd quarter
115 - Complete by end of 2nd quarter
136 - " " " " " "
121 - Active. Action continuing. On schedule.
118 - Added since last issue; DDK to get details of clarification needed.

8. J. D. Stone will fine out what info/documentation exists on Gate 4 being an open-area and not hard hat or glasses area. ;

9. Armored for Safety Program:

OSC - Display at Cafeteria.	6/1/82	Bob Hammann
Contact in-plant 'artist' for posters.		Dennis Kos
Touch 85 - 6/1/82 message.		Mark Riddle will provide message to Donna Dickson.
Protective Equipment Mailout	6/23/82	Mark Riddle
with stickers for Safety Meeting Attendees.		
HSC - develop 'Burma Shave' signs messages on hourly paychecks.		Carol Holmes
Wise-Owl Publication on 'Armored for Safety'.		Mark Riddle

10. Competition Safety Program (3rd Quarter)

Reviewed Parker's suggestions of 4/15: division of competition groups; grade on 50% housekeeping and 50% on safety, use committees for inspections.

11. Next Week:

Continue Competition Program Development Quarterly Inspection Written Responses
Schedule 2nd Quarter Inspections

STOP status update.

Revise/Review Action Plan.

Carol Holmes/mj
Carol Holmes

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/mj

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