

ESCAMBLA CHEMICAL CORPORATION

MONTHLY REPORT

Engineering, Technical, & Personnel

September, 1969

AP00046363

PERSONNEL

AP00046364

ESCAMBIA CHEMICAL CORPORATION

Interoffice Memorandum

To: Mr. T. L. Carey

Date: Oct. 8, 1969

From: E. M. Spurlock

Re: Monthly Report - Personnel Department - September, 1969

PERSONNEL

Activity for the Month

<u>Division</u>	<u>No. of Employees 8/31/69</u>	<u>Sep. Addit.</u>	<u>Sep. Separa.</u>	<u>No. of Employees 9/30/69</u>	<u>Sep. 1969 Budget</u>
Executive	2	0	0	2	4
Financial Depts.	57	0	2	55	57
Labs., Research & Devel.	41	3	2	42	50
Plant Admin. & Process	210	4	3	211	219
Plant Engr. & Maint.	131	1	0	132	139
Personnel & Safety	12	0	0	12	13
Purchasing & Traffic	29	2	0	31	34
Ag. Chemical Sales	152	4	4	152	187
Ind. Chemical Sales	7	0	0	7	9
PVC Sales	8	0	1	7	9
Total Escambia	649	14	12	651	721

<u>Carroll Construction Company</u>	<u>No. of Employees 8/31/69</u>	<u>No. of Employees 9/30/69</u>
Office	3	3
Maintenance		
Insulators	2	2
Mechanics	12	10
Yardmen	2	2
Trashmen	2	2
Laborers	13	5
Janitors	5	8
Painters	8	8
Welders	2	2
Pipefitters	2	1
Total Maintenance	48	40

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PERSONNEL (Cont'd.)

<u>Carroll Construction Co.</u>	<u>No. of Employees</u> <u>8/31/69</u>	<u>No. of Employees</u> <u>9/30/69</u>
PVC Laborers	8	7
Area B Laborers	30	30
Railroad Crew	<u>1</u>	<u>1</u>
Total Carroll Construction	90	81
	<u>649</u>	<u>651</u>
Grand Total	739	732

The difference between the September, 1969 budget and the actual number of employees at the end of September is represented by 70 regular vacancies. We are presently attempting to fill 34 of the regular positions.

We had a total of 72 walk-in applicants, 72 applications were issued, 53 were interviewed and 38 were tested. Of the 38, 12 were females and 6 passed our basic employment and typing tests. One was hired and 5 were placed in our active files. The balance of 26 were males and 11 qualified for employment. Of these 3 were employed, 2 were selected for employment in October and the balance of 6 were placed in our active files. Nine applications and 438 resumes were received by mail.

SAFETY

The Corporation worked approximately 120,000 man-hours during the month.

The approximate man-hours and the days worked to date without a disabling injury are as follows:

<u>Division</u>	<u>Man-hours</u>	<u>Days</u>
New York Office	459,000	2,979
Sales	15,000	15
Pensacola Plant	66,000	23
Corporation	60,000	15

Two disabling injuries were experienced during the month. One at the Pensacola plant and one in Sales at Slocumb, Alabama.

All fire hose was tested and one length failed.

Medical Section

The Medical Section treated 26 injuries for Escambia and 22 for Carroll, performed 8 pre-employment and 18 annual physicals and gave a total of 39 immunization injections.

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EMPLOYEE RELATIONS

Four (4) 5-year service awards were presented.

We had 858 persons attending our Annual Labor Day Picnic.

A dinner meeting was held on Thursday, September 18, 1969 for all supervisory personnel.

LABOR RELATIONS

The International Brotherhood of Pulp, Sulphite and Paper Mill Workers is continuing in their attempt to organize American Cyanamid at Pace. This has been a very low pressure campaign and the officials at Cyanamid are unable to determine the success of the campaign.

INSURANCE

We paid a total of 41 claims under our Group Hospitalization program which amounted to a total of \$ 10,524.40 during the month of September.

The following claims were settled during the month:

One Automobile Liability claim in the amount of \$ 60.00.

Two Manufacturers Output Insurance claims in the amount of \$ 4,826.89.

We received a check in the amount of \$ 20,043 in return premiums from the Oil Insurance Association as a result of their subrogation suit against the Orbit Valve Company.


E. M. Spurlock

EMS:kc

Attachment: Year End Summary

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October 8, 1969

Year End Summary - January 1, 1969 through September 30, 1969

PERSONNEL

<u>Department</u>	<u>Activity for the Year</u>			<u>No. of Employees 9/30/69</u>
	<u>No. of Employees 12/31/68</u>	<u>Additions</u>	<u>Separations</u>	
Executive	4	0	2	2
Financial	44	23	12	55
Labs., R. & D.	40	13	11	42
Plant Admin. & Process	207	34	30	211
Plant Engr. & Maint.	125	18	11	132
Personnel & Safety	12	1	1	12
Purchasing & Traffic	31	12	12	31
Ag. Chemical Sales	158	43	49	152
Ind. Chemical Sales	7	2	2	7
PVC Sales	<u>7</u>	<u>3</u>	<u>3</u>	<u>7</u>
Total Escambia	635	149	133	651
<u>Carroll Construction Company</u>	<u>No. of Employees 12/31/68</u>		<u>No. of Employees 9/30/69</u>	
Office	2		3	
Maintenance				
Insulators	3		2	
Mechanics	8		10	
Yardmen	2		2	
Trashmen	2		2	
Laborers	8		5	
Janitors	7		8	
Painters	7		8	
Welders	0		2	
Pipe Fitters	<u>0</u>		<u>1</u>	
Total Maintenance	37		40	
PVC Laborers	8		7	
Area B Laborers	30		30	
Railroad Crew	<u>1</u>		<u>1</u>	
Total Carroll Construction	78		81	
Total Escambia	<u>635</u>		<u>651</u>	
Grand Total	713		732	

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October 8, 1969

Year End Summary - January 1, 1969 through September 30, 1969PERSONNEL (Cont'd.)

Job applicant activity for the Pensacola Plant during above period was:

Total Walk-In Applicants	-	847
Total Applicants Tested	-	378
Total Applicants Interviewed	-	463
Total Applications Received by Mail	-	107
Total Resumes Received by Mail	-	3,497

SAFETY

Our safety training has not yielded the same results as it has in the past as indicated by the table in spite of our efforts

	<u>1967</u>	<u>1968</u>	<u>1969</u>
Compensable Injuries	97	97	68
Disabling Injuries	9	11	9
Man-Hours	1,605,902	1,453,580	1,082,000
Frequency Rate	5.66	7.57	8.32
Severity Rate	77	149	277
Injury Index	6.43	9.06	11.09

Other safety activities include:

Eight plant inspections by the Plant Inspection Committee.

Eight meetings of the Central Safety Committee.

Personnel on all shifts in the Boiler, and Nitric Acid area were trained as Ambulance Drivers which included emergency first aid.

Fire crew training was conducted twenty-six times.

Inspections were made of all fixed fire equipment including testing of fire hose.

Safety training slides on "How to Stop Shock" and "Manual Lifting and Handling" were shown for all Laboratory, Process and Maintenance personnel.

All CO₂ and water type fire extinguishers were inspected.

The Medical Section treated 181 injuries for Escambia and 108 for Carroll, performed 63 pre-employment and 143 annual physicals and gave a total of 175 immunization injections.

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October 8, 1969

Year End Summary - January 1, 1969 through September 30, 1969

EMPLOYEE RELATIONS

During this period, 34 employees completed 5 years of service and 16 completed 10 years of service.

A complete study of the benefit plans of Escambia and Air Products has resulted in a proposal to merge Escambia plans into Air Products' program. Final details of the benefit plan consolidation will be completed at an early date.

A 6% general salary increase was given to our Process, Maintenance, Laboratory and Warehouse personnel on August 17, 1969.

INSURANCE

We paid a total of 628 claims under our Group Hospitalization program which amounted to a total of \$ 128,625.43.

Payments were received in the total amount of \$ 87,985.72 for the settlement of 19 casualty claims of various types.

Escambia's corporate property and casualty insurance programs were merged into the over-all Air Products program.

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