



## Shell, DPMC improve safety records in '81

Last year may not have been a banner year for business in the oil industry, but it was a good year for safety at DPMC.

In fact, 1981 was the second safest year since 1975 at the Complex. DPMC listed an OSHA recordable incident rate of 2.4, a decline from 1980's 2.67 rate. The OSHA rate is determined by the number of incidents for every 200,000 hours of work.

An OSHA recordable incident is an injury severe enough to require a doctor's attention, a situation above and beyond first aid. All lost-time injuries, causing an employee to miss a work day, are OSHA recordable injuries.

Safety Superintendent Rick Erickson said he wasn't completely satisfied with the Complex's performance last year, but he can't argue with DPMC's improvement since the mid-70s. "We can be proud of that achievement but also recognize that there is still an opportunity to improve," he said.

"During the last three years, we've been in the same general area from a statistical standpoint," Erickson said. "However, we've recently added additional emphasis to our safety awareness programs that will lead to

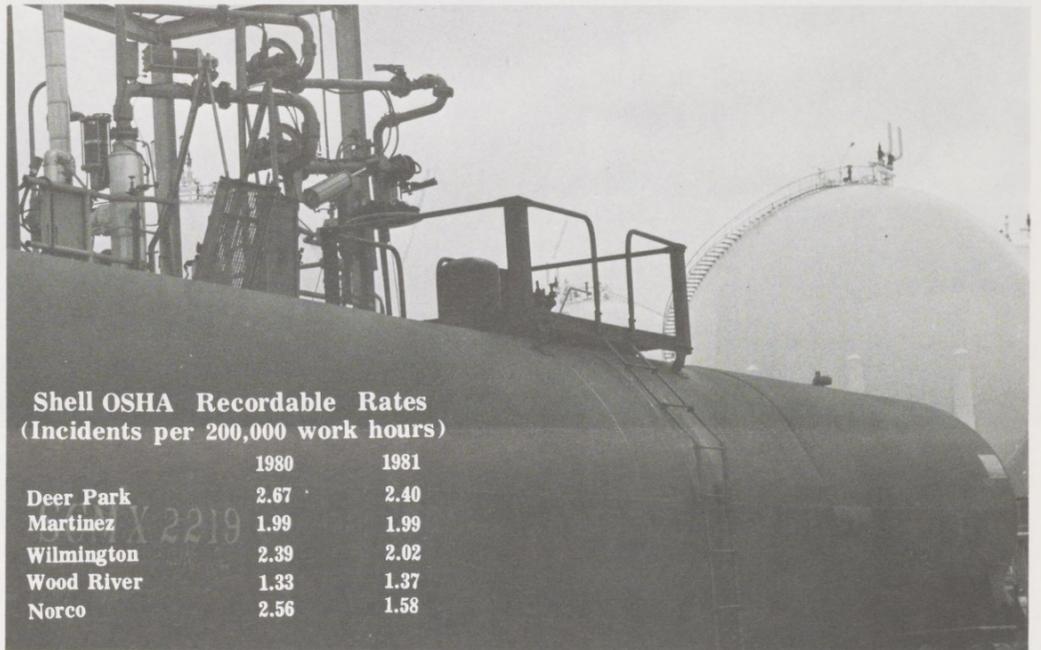
fewer accidents and injuries in the future. That's what is really important — working injury-free.

"The facilities at Deer Park are designed with safety in mind," he said. "Sometimes it's easy to get complacent. You think, an accident can't happen to me, but it can . . . and it does.

"We constantly emphasize during our training programs that people can get hurt out here if they aren't aware of safe work procedures. We are trying to gain an individual commitment to safe work here," Erickson said.

DPMC's Safety Recognition Program, instituted last summer, is a big reason safety rates have improved at the Complex. All employees participate in the program, which is designed to recognize safety performance down to individual work groups. With each group working hard to achieve the best safety performance, the effect on the Complex as a whole should improve as well.

Following safe work practices, eliminating unsafe conditions in the work place and wearing proper protective gear when required are just a few of the program guidelines. When a field group works six



Shell OSHA Recordable Rates  
(Incidents per 200,000 work hours)

	1980	1981
Deer Park	2.67	2.40
Martinez	1.99	1.99
Wilmington	2.39	2.02
Wood River	1.33	1.37
Norco	2.56	1.58

months, or a support group works 12 months without an OSHA recordable injury, each member earns an award, providing another incentive for safe work at the Complex.

There were 79 OSHA recordable injuries in 1981, 20 of which were classified as lost-time injuries. The Complex worked a total of six and one-half million hours.

DPMC's safety performance in 1981 added to Shell's position

as one of the recognized leaders in the industry in safety performance. Erickson said the folks at DPMC will continue working towards the corporate goal of a 1.8 OSHA recordable incident rate in 1983.

DPMC wasn't the only Shell location boasting a good safety record last year. Nearly all Shell plants experienced a decrease in OSHA recordable injuries, and the company

averaged an OSHA recordable incident rate of 2.0 for the year.

Although the 1982 statistical goal hasn't been developed yet, Erickson said he would like to see the Complex reach two million work hours without a lost-time injury. "All of us look at milestones to measure our performance," he said, "and passing that milestone would be a significant accomplishment."

## DPMC racers challenge themselves in marathon



Mike Geehan . . . in motion

Photos by Michael Walsh

The Houston Marathon presented a unique challenge to each runner who lined up at the starting line. The pros were chasing a \$50,000 purse, while the amateurs were there to break through the walls of endurance.

Several folks from DPMC joined the record field of 3,000 runners in last month's marathon — a grueling test of endurance and skill. They

trained countless hours for the event, and they all had the same goal — to finish.

Jeff Daniels, Chris Nicknish, Bill Coit, Rick Erickson, Mike Geehan and Tony Arbaji were DPMC's representatives in the 26.2 mile race. A number of Shell runners from other company locations in the area also competed, covering the course that began downtown near Head Office and looped twice out Memorial Drive.

Thirty-three states and five foreign countries were represented in the race. A number of top American marathoners filled out the impressive field, including Bill Rodgers, four-time winner of the Boston and New York Marathons.

Benji Durden, a veteran racer from Stone Mountain, Ga., set a course record in winning the men's title. Laurie Binder of Oakland, Calif., last year's women's runner-up, won the women's title. Durden and Binder each pocketed \$10,000 for their victories.

None of the DPMC racers found themselves in the money at the end of the race, but they were unconcerned with the prize purse. Instead, they were eager to test their skills against the distance, the weather and the pressure of a formal race. They had been training for months — or years — for the event.

For most, it was their first marathon. Jeff Daniels, a process engineer in Economics and Scheduling, like others, had run for years — but never in a marathon. "I've run on

and off since high school," he said, "but I began serious training for the marathon in October. My goal was to keep a steady pace and finish."

Daniels said he plans to run in more marathons this year, but he'll take a few months off to let his body recuperate from the rigorous race. "The last few miles you just force yourself to finish," he said. "Twenty-six miles is too far for sane people to run."

Daniels' training mate and running partner, Bill Coit, also found himself in his first

marathon. Coit, a product engineer in Project Engineering, has been running seriously for about a year. Like Daniels, he said he planned to continue competitive racing.

He said he was elated after he completed the course. "When I crossed the finish line I felt like an Olympic star. The crowd was great; there were a lot of people there to support us during the race," he said. "But I was wasted at the end."

Chris Nicknish, an engineer in Process Control, competed in her first marathon although she has plenty of racing experience. "I began running competitively four years ago," she said. "In December I ran in the National Women's 30

Kilometer (18.6 miles) Race in Kingwood, and I did pretty well."

Nicknish began running to ease the pressures of graduate school. "You set your own goals, and you don't have to compete against others," she said. "When you achieve those goals, it really feels good." Now she's become addicted to the sport — "I feel guilty if I miss a night of running," she smiled.

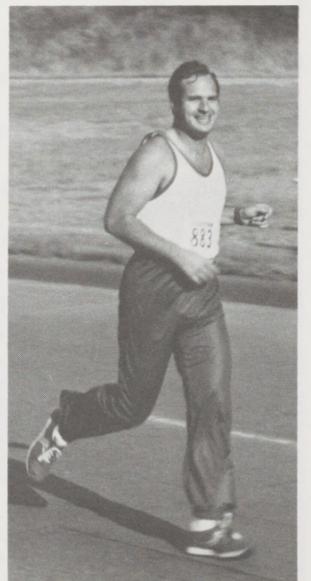
Tony Arbaji, an electrical engineer in Process Control Electrical, echoed Nicknish's thoughts on running. "You give yourself a chance to organize your thoughts, and relieve the pressure and stress," he said. "I can give



DPMC racers Rick and Jan Erickson . . .



Bill Coit and Chris Nicknish



Jeff Daniels

Continued on Page 4



## Holmes Award Winners

Joseph A. Holmes Safety Association Medals of Honor were recently awarded to a number of DPMC employees, each of which worked 40 years at the Complex without a lost-time injury. Members of the group include, in the front row, from left to right: E.O. Goodson, C.D. Finch, Bill Ursprung, Roy Schroeder, Otto Bopp and W.L. Darby. In the back row, from left to right, are: Everett Williams, retired; J.B. Floyd; M.E. McNeil, retired; C.D. Young, retired; J.C. May, retired; R.T. Garbs and Floyd Remkes. This was the first group to receive the 40-year Holmes Safety Award at the Complex. The annual safety awards recognize outstanding safety records in the industrial world.



### If the shoe fits . . .

Tom Fowler, an instrumentman at Maintenance North, tries on a new pair of boots at the Shoemobile last week. The portable shoe store visits the Complex each week, spending a day at the Chemical plant and a day at the Refinery. The Shoemobile sells safety shoes to Shell employees (try saying that five times!) at discount prices, offering folks at the Complex quality at good prices. A number of different styles are available, and all the shoes combine safety and fashion. Some of the safety features include reinforced toes, rubber soles to prevent slipping and special construction for foot support. The most popular style currently? No surprise — it's a fashionable gray cowboy boot.

## Anniversaries



Ed Burr  
Lube C  
40 years



M.L. Cox  
Emp. Relations  
35 years



F.T. Carlson  
Econ. & Sched. S.  
30 years

## Retirements



James Morrison  
Security  
26 years



Lewis Nenzo  
Maint. South  
35 years



Jacob Phillips  
Maint. South  
33 years

# Shell News



### Shell acquires Alaskan tracts

Shell, together with several co-bidders, was high bidder on three tracts of Alaskan land at a federal onshore lease sale held last month in Fairbanks, Alaska. The three tracts total approximately 80,000 acres in the National Petroleum Reserve in Alaska.

Shell was high bidder in joint bids with Amoco, Union and Murphy on two tracts and with Union and Murphy on the third. The group's high bids on the three tracts totaled more than \$5.2 million.

A total of 52 bids were received on 29 tracts covering 761,766 acres, the first sale for the Alaskan national reserve. High bids for the leases climbed to more than \$61 million. A second sale is scheduled May 26.

### New tax coverage on sick pay benefits

A new law will extend Social Security tax coverage to the first six consecutive months of sick pay benefits paid after Dec. 31, 1981. The law, signed by President Reagan in December, provides that Social Security taxes are applicable to the first six consecutive, full calendar months of all sick pay benefits paid after the new year. The law excludes those benefits paid under a worker's compensation law.

Even though the law became effective for amounts paid after Dec. 31, 1981, in counting the six months of sick pay to which Social Security tax now applies, credit will be given for months of sick pay elapsed prior to 1982. For example, if an employee went on sick pay Sept. 5, 1981, and remained away from work in that status for more than six months, sick pay received in April, 1982, and thereafter would not be subject to Social Security taxes. In this example, an initial partial month of sick pay is not counted in the six consecutive full calendar month requirement.

Payments made under the IPI plan are not subject to Social Security taxes.

### Nettles completes 16 years without a miss



They say you can count on taxes, and the sun rising in the east and setting in the west. You can also count on A.E. "Bull" Nettles, who last year completed 16 years at DPMC without missing a single day of work. Nettles was an operations foreman in Light Olefins II when he celebrated the milestone. He's currently on temporary assignment as a shift foreman in Light Olefins III. Nettles received a plaque in recognition of his achievement and was honored by his fellow co-workers. He has spent eight years of his Shell career as an operator and eight as a shift foreman.

### Deer Park language student honored

Jamette Hall recently made her father, J.M. Hall, an electrician in Maintenance North, very proud. Jamette, a straight-A senior at Deer Park High School, was nominated as an International Foreign Language Award winner, an honor bestowed on only one-half of one percent of foreign language students. Her personal biography will be printed in the 1982 U.S. Achievement Academy Awards Yearbook, and she'll be eligible to apply for a USAA college scholarship.



### "Lord of the Rigs"

Despite the economic slowdown, Texas is still "Lord of the Rigs." The Lone Star State had more rigs operating during the first week of November than the entire United States had at a similar time in 1971.

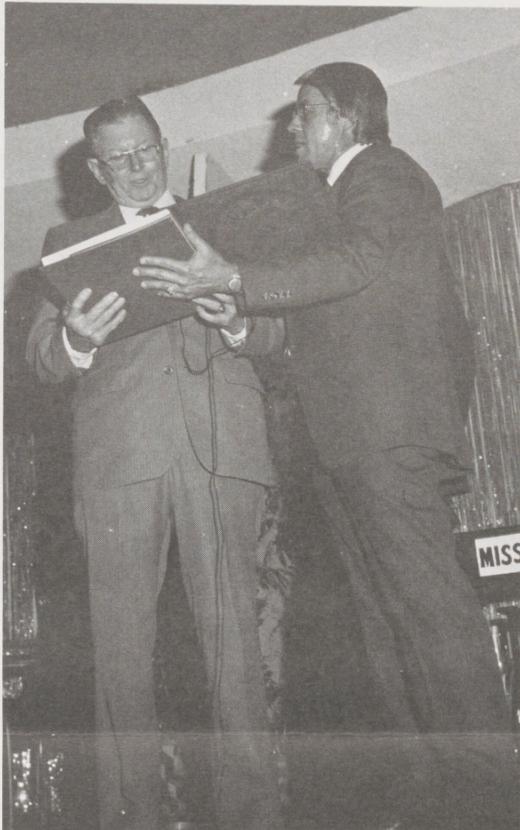
According to a Houston Post story, "By the early 1960s, the fabulous Texas oil story seemed old, perhaps nearing an end. Louisiana was thought to be the new hope of future oil production. But always, the production of oil has to be viewed in the perspective of cost and profits. If Saudi Arabia was still selling oil at \$1.60 a barrel in 1970, it was cheaper to buy and import it than to pay the high costs of deep wells or take the high risks of dry holes. Now that OPEC has increased its oil price 16-fold, almost any oil that American fields can produce looks buyable.

"Oil derricks are sprouting like tree forests all over the country from Maine to Hawaii." There were more than four times the number of wells being drilled last fall as there were in 1971, and Texas leads the pack of drilling states. "The old champ can't be counted out yet."

## Hallmark closes 40-year Shell career



Hallmark humbly thanked his guests who made the party a success. In attendance were his wife and children — two daughters, one son and a son-in-law. Hallmark retired as Claims Manager from DPMC, just one of many positions he held during a long and fruitful Shell career.



Bill Davis, right, Employee Relations, worked closely with Hallmark for many years. Here, he presents the retiring honoree with a scrapbook of memoirs. The parchment pages of the book were filled with remembrances from Hallmark's closest friends.

The party was for Jimmy Hallmark, a fixture at DPMC for 40 years. A large crowd of family and friends turned out to help him celebrate his retirement at Sylvan Beach Pavilion last month. They were treated to food and drink, and an entertaining skit chronicling Hallmark's Shell career.

Following the skit, which was videotaped, Hallmark was presented with several gifts and mementos of appreciation. He then spoke to the audience, thanking his guests for their support and friendship during his long career.

Hallmark's achievements are too numerous to recognize here, but the

warmth and sincerity he brought to his relationships are what he will be remembered for most. He left his mark of professionalism on all those he knew and worked with during his long association with DPMC.

### A personal note

The wonderful retirement party given me will always be a special memory. I want to thank each and every one of you for the beautiful gifts and a special thanks for all who worked so hard to make it a success. I also want to say "thanks" for the many friendships we made in working together these many years.

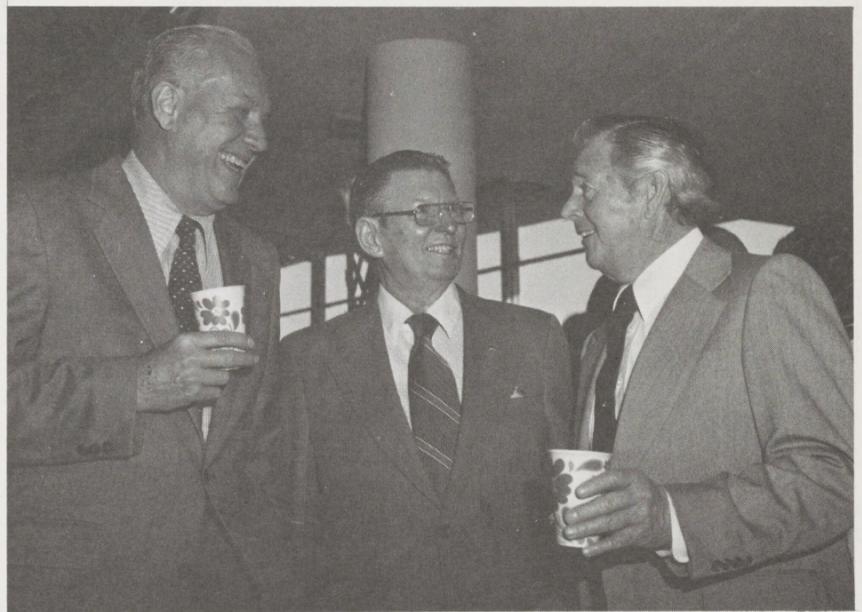
L.J. "Jimmy" Hallmark



While Hallmark watched the skit that poked a little fun at his Shell career, he sat surrounded by these mysterious packages. The gifts turned out to be a set of luggage, which will certainly come in handy for the well-travelled Hallmark family.



During the awards presentation, Hallmark was congratulated by Vivian Tucker, a DPMC retiree. She thanked him for his years of service to the Shell Federal Credit Union. Looking on are, from left to right, Ruth Keegan, wife of the late P.E. Keegan, Refinery Administrative Superintendent; Harry Dufresne, retiree; and Roble Roberson, Security.



Hallmark found time to chat with old friends R.P. Kastner, left, Head Office Products Division Employee Relations Manager, and J.E. Garrison, Aromatics East Process Manager. Several other old friends from Head Office were at the party, including Tom Stewart, Jim Bell, Jerry Terry and Jim Thomas, all men Hallmark helped train.

## Shell Federal Credit Union now offering IRAs

The Shell Federal Credit Union is now offering Individual Retirement Accounts (IRAs), a benefit Shell employees had been denied in the past because the company already provided employees with a benefits plan.

The new program, part of the Economic Tax Act of 1981, was signed into law by President Reagan last year. Previously, employees who were already covered by their company's pension plan could not open IRAs.

IRAs offer a significant tax break, since contributions to the account are tax-deductible until they are withdrawn. There are substantial penalties for early withdrawal, but by carefully cultivating your IRA over the years, it could blossom into a million dollars by the time you retire.

Jess Campbell, Shell Credit Union manager, said the response has been good since IRAs became available at the Credit Union last month. "It's a great program," Campbell said. "We're real pleased to be able to offer the accounts to Shell employees and all our other members."

There are a number of different IRA programs. Here are some of the guidelines covering the new accounts at the Shell Credit Union.

\* Any individual with earned income can open an IRA. Each member can contribute 100 percent of his or her gross income, with a maximum of \$2,000 a year. There is no minimum contribution.

\* A working spouse can also establish an IRA with up to \$2,000 a year, for a total of \$4,000 of sheltered income.

A member can establish an IRA for a non-working spouse and contribute up to \$2,250 to both accounts combined.

\* The Credit Union will pay quarterly dividends on the accounts. The Board of Directors will set the dividend rate each quarter; the current 12 percent rate will be paid the first two quarters of 1982.

\* No taxes are paid on IRA contributions, interest or dividends until they are withdrawn. Contributions cannot be withdrawn without penalty until an individual turns 59-and-a-half. If withdrawals are made from the account before that, the amount withdrawn is subject to income tax and a 10 percent tax penalty. No taxes are due until an individual begins withdrawing his funds after he turns 59-and-a-half, but by that time many people have moved into a lower tax bracket.

"The IRAs encourage savings, which is a boost to the sagging economy," Campbell said. "They also offer a substantial tax break to the taxpayers."

"For example, if an individual earned \$40,000 to \$50,000 a year, he might find himself in the 50 percent tax bracket," he pointed out. "But he can deposit \$2,000 into an IRA, where it will earn him 12 percent interest. He can deduct that \$2,000 off the top of his tax statement and save \$1,000 in income tax." An individual earning \$25,000 a year would save about \$400 in taxes, making the cost of his \$2,000 investment only \$1,600.

But there are other incentives to opening an IRA — like padding a very comfortable nest for retirement. At

12 percent interest compounded quarterly, a 25-year-old who deposits \$2,000 a year into an IRA will accumulate more than \$2 million by the time he reaches age 65.

Campbell added that people have until April 15, 1983, (or whenever they file their 1982 tax return) to make a contribution to an IRA account and still get the tax deduction for 1982.

Since IRAs got their federal approval last year, we've been inundated with the glut of advertisers competing for the billion dollar market. What's the difference between Shell Credit Union's IRAs and all the others?

"We set our IRAs up as just another savings account," Campbell said. "We have no minimum balance that some other plans require you to keep, and we pay quarterly dividends," he added. Campbell also noted that the Credit Union's payroll deduction plan provides a convenient way to automatically contribute to your IRA on a regular basis.

"You have to find the program that best suits you," Campbell emphasized. He said some people have put in the maximum \$2,000 per year, while others are setting up accounts with as little as \$25, intending to make monthly deposits.

Although enthusiasm for the IRA is tempered somewhat by the early withdrawal penalty, the accounts look attractive in light of the uncertainty surrounding the Social Security system. The IRA's accumulation of interest and its tax-deductible benefits are strong selling points. For more information, call the Shell Credit Union at 479-2886.

# Classifieds

## FOR SALE

125cc Hodaka Wombat Trail Bike. Perfect for a kid's first motorcycle. Engine, sprockets, chain in good condition. \$285. Call 334-6403 after 6 p.m.

1977 Honda GL 1000. Low mileage. \$2,475. Call 472-8366 after 5:30 p.m.

1972 Volvo 164. Four-speed, radio, air conditioning. Heavy-duty trailer hitch. \$900. Call 471-5365 after 4 p.m.

1976 Datsun 280Z. Good condition. Call 480-2935.

Large lot in Sportsman Retreat Sub-division, Section One. This property is on Kickapoo Creek near Lake Livingston in Polk County. Will sell below market value. Call 472-2633 for information.

Olympus lens 50 mm-f1.8. Brand new — never been used. Still boxed. \$50. Call 472-6834.

18 inch RCA Color TV. Good condition and good picture. Call 473-2562.

Stanley Bedroom Set. Includes single bed, two chests of drawers, desk with chair, bookcase and large table. French Provincial. \$395. Call extension 6294 or 795-4036 at night.

One kitchen table with two chairs and one bench. \$150.

Call 476-5560.

IBM Selectric I typewriter. Dual impression, 15 inch. Excellent condition. \$595. Call extension 6294 or 795-4036 at night.

Red IBM Executive typewriter Model C. Excellent condition. \$300. Call 471-5365 after 4 p.m.

Sear's 5 horsepower mulcher. \$175. Call 471-5365 after 4 p.m.

## WANTED

Used windmill and-or tower in repairable condition. Call 471-2443.

German Shepherd or golden retriever puppy. Papers not necessary. Call 358-2454.

A two-bedroom apartment, garage apartment, or preferably a house to rent in the Gulfgate area. Please call 420-3117.

Want to car pool. I-45 North past Woodlands, cut off at Needham Road. Schedule 3 or 7. Call 930-1290.

## TO BE GIVEN AWAY

Old house to be torn down for lumber. Free to anyone who will tear it down. Call 471-2443.

## FOUND

Pair of charcoal-rimmed safety glasses left in Personnel South office during week of February 8. Call extension 6644.

## NOTICES

To the Boilermakers, Inspection, Machine Equipment and Process Control, Electric Group North; also Frank Vergnon and family, Roy Crawford and family, Don Chrisma and family, Red Alford and family, friends, supervisors and employees of DPMC, who knew and worked with B.Z. O'Briant:

We want to thank you for the beautiful floral and plant offerings and your attendance at the funeral services of our father. Your presence and support meant a lot to us. We also want to thank you for the help and advice you have given us. May God bless you.

Bill and Susan (O'Briant)  
D'Egidio  
Robert O'Briant

## CORRECTION

The weight loss contest, sponsored by the DPMC Medical Department, will begin March 1, not April 1, as was stated in last week's Shellegram.

Participants can weigh in at either the Refinery Satellite from 7:30 a.m. to 3:30 p.m. Monday through Friday, or at the Chemical Main Dispensary at any time. Details on the contest and prizes will be posted later.

## "Sense of accomplishment" eases the pain

Continued from Page 1  
time to myself when I run — it is just myself and my body."

The Houston Marathon was also Arbaji's first, although he's been an active runner for seven years. He said he couldn't sleep the night before the race, and was up at 4 a.m. "It's like taking a test at school," he said. "If you prepare for it, you're a lot cooler than the guy who didn't open a book. It was very easy to tell who these people were after the race started.

"I felt great after the race," Arbaji said. "Especially at the end, I felt I could go on. There were a lot of people cheering us on near the end of the course. It was kind of boring running when there was nobody around."

His training schedule for the marathon is an example of the regimen other DPMC runners followed in preparation for the race. Six months before the marathon, Arbaji was running six times a week, with one day devoted to a longer run. By November, he was running 50 miles a week, including a 15 or 20 mile run on the weekend. He tapered his training schedule in the weeks prior to the race in January.

Mike Geehan, Technical Superintendent North, may have been the least prepared but most courageous racer. "I went to the race planning to

Save a life, be a

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MARCH 8, 9, 11, 12

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Tony Arbaji crosses the finish line

run only half the course. I felt good after the first loop so I decided to go ahead and complete the race. It was my slowest time, but I felt good about finishing," he said.

Geehan, who used to run during lunch at Head Office, raced in two previous marathons in New Orleans. He started running seriously in 1979 with the desire to "get fit" again.

He said he has "painful memories" of the Houston Marathon. "I had severe cramps at 23 miles, and severe misjudgement at the starting line," he laughed.

Safety Superintendent Rick Erickson, running in his eighth

marathon, was the "old vet" among DPMC racers. He has run in Dallas, New York and Houston, and ran last month's marathon with his wife, Jan. He's finished them all.

"My first marathon was the most memorable," Erickson said. That was the Houston Marathon three years ago. Today, he runs five times a week, averaging 30 to 40 miles each week.

Erickson said the excitement of the marathon makes the race worth running. "There is a crowd hype," he said. "All the pain and agony disappear. When you finish, you have a real sense of accomplishment."

## SCORA Mixed Bowling League

Team	Won	Lost
Combination	61	31
Splinters	59	33
Hi Rollers	57	35
Shafts	53	39
Dead Wood	49½	42½
Jokers	49½	42½
Alley Cats	49	43
Heavy Ends	45½	46½
Chaos	44	48
Untouchables	42	50
Rollercoasters	41	51
Wheelers	40	52
Gutter Dusters	38	54
Keglers	38	54
Lucky Strikes	35½	56½
Renegades	34	58



Larry Bennett

The Shellegram is published each week for the purpose of informing and recognizing pensioners and employees like Larry Bennett, a welder in Maintenance North. Larry has worked at the Complex since February of 1980.

John P. Abbott - Editor  
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N. Cafeteria

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