

# Shellegram

90:9

DEER PARK MANUFACTURING COMPLEX

*Firefighters and Medical called to action*

## DPMC & outside emergency crews perform "beautifully" at Distilling Unit 2 fire

**F**rom the initial "man down" first aid call, DPMC's emergency response efforts in the recent fire were identified as efficient and expertly carried out.

"I feel it went very well. I thought the people who responded to the fire did a great job, especially the Medical team, the Fire Brigade, the fire crew and our outside assistance," says Health & Safety's JACK OLIPHANT, fire chief. "They were prepared. I attribute that to dedication, training and the volunteer system."

Oliphant was Operations Chief of the response team that attended to the first aid and firefighting details when a fire followed a naphtha release at Distilling's Unit 2 on August 23.

Injured in the release was LARRY KEEPERS, pipefitter, who sustained second degree burns. Keepers was taken to a hospital by Life Flight and released several days later. He has since returned to work. Other Shell employees and contractors and neighboring company employees involved in firefighting were treated for heat stress and released from the Medical Department or local hospitals.

"We're glad to hear that Larry Keepers has been able to return to work," comments Complex General Manager RON KINGSBURY. "And on behalf of all of us here at Deer Park, I want to express our appreciation to those who quickly and expertly attended to the incident."

Responding at the scene were Medical's Nursing staff, Health & Safety personnel, the SMART Team, fire crews, and Shell Trained Auxiliary Response (STAR). Just a few of Shell's assisting industrial neighbors were Lubrizol, Dow Chemical, Rohm & Haas, Lyondell Petrochemical, as well as the City of Deer Park, and Houston Port Authority.

While emergency efforts were underway, the community emergency hotline CAER offered nearly 700 callers periodic updates on the fire's status. Local agencies were also kept abreast of changing conditions at the Complex.

V.L. (POCKETS) CHRISTIAN, Resins pipefitter, and WAYNE MORRIS, Resins operating foreman, both DPMC Fire Brigade members, said they were proud of the job done by the brigade, adding that it was because of the training received and strong dedication from all of the respondents that the incident was handled so well. Christian also acknowledged the help of CIMA (Channel Industries Mutual Aid) members during the fire.

Firefighters also used the North Fire House as their base of operations, staging equipment until put into service.



DU-2 FIRE--The smoke of DU-2's August 23 fire could be viewed clearly from Highway 225 as efforts to extinguish it and care for heat stress victims were carried out smoothly.

Most of the efforts of the RNs and SMART Team at the scene were centered around assessing each individual's condition and sending them on to the DPMC Medical Department for heat stress treatment. A triage and rehabilitation area was set up at the North Fire House from where individuals were

transferred to the Medical Department for treatment or transfer.

Oliphant says the fire was well under control by early afternoon. The "all-clear" was sounded at approximately 7 p.m.

*(See DU-2 fire response on Page 9)*

## DPMC submits SARA emissions estimates

**D**PMC has finalized its 1989 SARA emissions estimates and submitted the data to the Texas Water Commission and Environmental Protection Agency.

Section 313 of SARA (Superfund Amendment and Reauthorization Act) requires U.S. manufacturing companies to report by July 1 each year how much of certain chemicals they annually release to the environment. Of the more than 300 chemicals on the EPA's designated list, 46 were manufactured or used at DPMC during 1989.

The Complex's emissions for 1989 were calculated more thoroughly than in previous years. For example, many estimates were replaced by actual measurements, and more emissions sampling was done. The result of

those efforts is that more opportunities to reduce emissions have been identified, primarily fugitive air leaks from equipment. These improved 1989 emissions criteria were used to revise upward DPMC's 1987 and 1988 emissions estimates. The revised figures have been submitted to the EPA.

Shell Deer Park's reported emissions for 1989 were 6.0 million pounds, compared with the revised 7.0 million pounds in 1988. Nationwide, Shell's 1989 total estimated SARA releases to the environment were down 89 percent, compared with 1988.

"The DPMC reduction from 1988 to 1989 was not an actual reduction but a result of the EPA no longer requiring the reporting of one chemical. Therefore, actual emissions from 1988 to 1989 remained about the same,

*(See SARA report on Page 2)*



# Regenerator cyclone replacement supported by careful planning

**A**s the major turnaround at Cat Cracking & Gas gets in full swing, so does one of its significant projects, the replacement of the regenerator cyclones. The new cyclones are expected to boost efficiency of the Cat Cracker, thereby improving the unit's reliability and environmental performance.

Replacement of the cyclones should significantly reduce particulate emissions to the atmosphere, according to JOE GANDOLFO, regenerator project team leader. "The environmental impact issue was a key element of the main justification for doing the project."

The cyclones are designed to keep the catalyst circulating within the system and to minimize losses from the regenerator where it could cause erosive damage to downstream equipment and increase the release of catalyst particles into the atmosphere.

"It's going to reduce catalyst emissions by increasing separation efficiency an estimated 25 percent," adds KYLE SODERMAN, project engineer.

Highlighting carefully-laid plans was a system for physically removing the 16 cyclones from the regenerator's internals and replacing them with the new cyclones. The replacement is the largest project of the turnaround, costing over \$3 million.

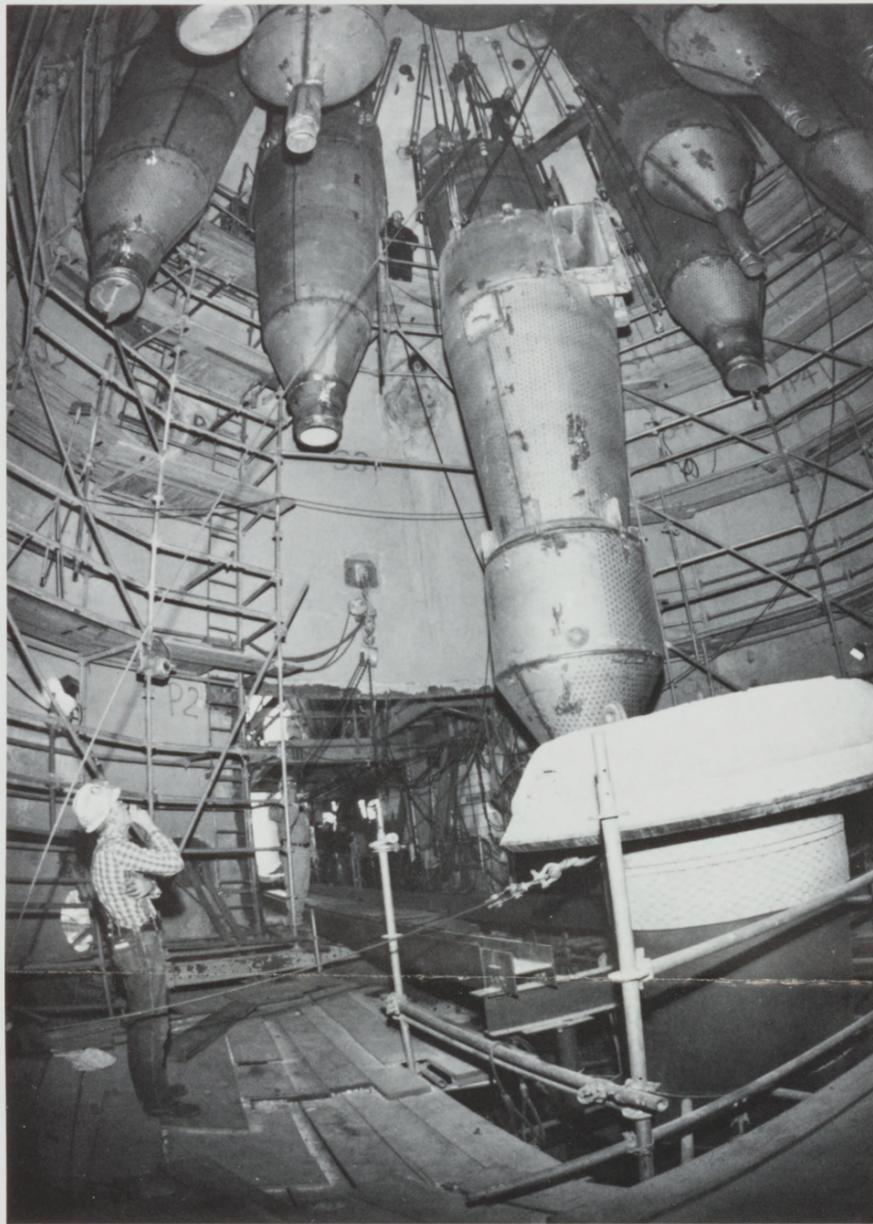
"The logistics of doing the work in a very congested area in the middle of a shutdown are mitigated by having a well thought out plan," says Gandolfo.

*The logistics of doing the work in a very congested area in the middle of a shutdown are mitigated by having a well thought out plan.*

Because the regenerator project was identified early, the department took full advantage in planning for it. "We weren't responding to a problem during the shutdown, but put a good plan in place far enough in advance of the turnaround," adds Gandolfo.

A field contractor was brought on site in advance of the turnaround to build a track system with a car so that the materials could be trolled in and out of the vessel.

Although the planning aspect of the project was identified early, the overall duration was extremely short for a project of this type, according to Soderman. "To achieve



*A VIEW INSIDE-- The CCU regenerator has its last cyclone installed during CC&G's major turnaround.*

delivery of the new cyclones in about half the normal fabrication period, engineering and procurement of materials were started at the same time. Fabrication proceeded in close coordination with the engineering progression, allowing completion of the new cyclones in eight months."

Soderman adds that Shell Head Office Process Engineering and Pressure Equipment personnel P.A. FOSSEY, L.E. STEIN and R.G.

until job completion."

Major contributions were made by Shell's Relief Foremen ROBERT BOWERMAN, Fuels Maintenance; and DON McMILLAN, Central Maintenance, in coordinating removal and installation efforts during the turnaround. "Bowerman and McMillan provided an invaluable interface between CBI, operations and safety and have kept a difficult, fast-paced job running smoothly," adds Soderman. ■

## DPMC submits SARA emissions estimates

*(Continued from Page 1)*

according to SUSAN MILLER, Environmental Compliance.

DPMC is committed to reducing emissions. According to Miller, DPMC plans to further reduce SARA emissions in the next few years.

The Complex will discontinue deep well injection next year, reducing releases by approximately 400,000 pounds. Environmental expenditures in excess of \$50 million over the next three years are planned to reduce air emissions by 30-40 percent. Proposed projects will reduce air emissions of benzene,

butadiene, epichlorohydrin, methyl ethyl ketone and toluene.

"This reduction will be accomplished through more stringent equipment leak detection and repair program, equipment modifications and various capital projects," says Miller.

Shell believes that emissions from DPMC and other Shell manufacturing locations do not pose a significant health risk to employees or nearby communities.

DPMC is the company's second largest refinery, largest chemical plant and accounts for one-third of all products produced by Shell. ■



*S.A.F.E. Team update*

## Training Team transitions lead way for ambitious 1991 objectives

Outgoing members of the Training S.A.F.E. Team were recognized recently by new members, thus beginning a new era in providing training tools to the DPMC work force.

PEGGY MONTANA, Hydroprocessing; PAUL DOWNEY, Customer Service/Distribution; HAROLD DISHONGH, ER-Training; HEARL MEAD, Pressure Equipment/LPA; and BILL KENNEDY, Control Systems retired from their 2-1/2-year safety assignment with plaques and appreciation from the new team: DIANA AYRÉS, North Lab; ALEX CUCLIS, Control Systems; J.D. JOHNSON, Chemical Administration; LEE KUNKEL, Lubes Customer Service; DAVE PRETT, Fuels Operations; GEORGE ROBERTS, BPA-4; JIMMY SHELTON, ER-Training; and BARBARA STANLEY, Logistics Services. The two groups have been working together during the team's transitional phase. The new team particularly congratulated the outgoing folks on their care and commitment to an effective transition.

The Training S.A.F.E. Team serves as the focal point and coordinator for Complex health and safety related training. It reviews existing programs and ensures that innovative, interactive training materials and programs are

developed, implemented and maintained in an evergreen state.

One product of the transitional period was the issuing of a questionnaire to S.A.F.E. Work Group Coordinators and Presenters. Questions dealt with the Training Teams's training materials, and in particular, video tape training—a function that consumes much of the team's work. The questionnaire results showed that over 70 percent of the coordinators and presenters rated video tape training as a "very good" to "excellent" DPMC investment. Slightly more than 71 percent of the presenters agreed that the training materials received with monthly packages were useful.

Current areas of emphasis include training:

- to support mandatory Complex Health and Safety related orders;
- to support new or revised Complex H&S related orders;
- to contribute Training Team resources to other S.A.F.E. Team efforts;
- to support employees, in conducting effective prevention activities;
- to support special emphasis programs.

S.A.F.E. Training projects slated for the remainder of the year are: Emergency Gas

Release, Hearing Protection, Driving, Holiday Safety and a Safety Overview of 1990.

On the horizon for the S.A.F.E. Training Team are:

- Developing projects involving all S.A.F.E. Teams collectively;
- Producing information packages highlighting the nature of the materials with which employees work;
- Working on ways to support the "Buddy System" and "Tough Caring" programs to support folks in their efforts to hold both themselves and others accountable for safe work;
- Contributing S.A.F.E. Team activity story ideas to the Shellegram on a frequent or regular basis;
- Promoting communications and critical review vehicles on safety issues.

Much of the effort on the Training Team goes into producing monthly video programs. The team has built up a lot of expertise in how to efficiently commission a video program on safety topics. Prett offers the

*(See Training Team on Page 9)*

### About the Safety Page

*by M.S. Rudnicki, LPA*

Beginning with this issue, the *Shellegram* is instituting the Safety Page. This page is devoted to promoting awareness and emphasis on our continuing efforts to prevent injuries and improve safety performance throughout DPMC. It also is a means of sharing ideas and activities, as well as communicating safety to the families of Shell employees.

The Safety Page will feature the following topics:

- Articles by management
  - Individual and team activities
  - S.A.F.E. Team activities
  - Health & Safety management team activities statistics
1. Performance. Occupational Safety & Health Administration (OSHA) Recordable Rate; Safe Work Hours
  2. Prevention activities. Audits, drills, Accident Prevention Reports (APRs) percentage of participation in individual prevention activities, and percentage of Safe Work Groups (SWG) qualified
  3. Top 10 Safe Work Groups in individual participation for September, December, March, June

To provide the material for the Safety Page, Business Areas (BA) and functional organizations are each assigned one Safety Page over the next year. This will provide all organizations in DPMC an opportunity to be featured and share their ideas and successes toward the goal of DPMC becoming a Shell and industry leader in safety performance.

The Safety Page will not preclude significant safety related activities and achievements of any organization from being featured elsewhere in the *Shellegram*. ALAYNE MERENSTEIN, *Shellegram* editor, is the primary focal point, with the Awareness S.A.F.E. Team to provide statistics and overviews.

Next issue's focus: Chemical BA. ■

## HSIP PHASE II BOX SCORES

### YEAR THROUGH JULY 1990

Audits .....	288
APRs/Suggestions .....	594
Drills .....	150
% Participation .....	67.3

### TOP TEN SAFETY PARTICIPATION MAY - JULY 1990

#### \*Category 1

- Computer Services
- Fuels Administration
- Solvents & Treating
- Environmental Shift 3
- Utilities South
- Env. Engrg. Tech Team
- Central Planning
- Utilities Shift 2
- Security
- Env. Compliance

#### \*Category 2

- Control Sys. & Comp. App.
- Proj. Engrg./Engrg. Supp.
- West Fuels
- Aromatics
- Painters/Pipefitters
- Central Corridor/Shift
- Medical/Health & Safety
- LPA Engrg. & Maint.
- Olefins Maintenance
- Pyrolysis III

\* Category 1: groups w/30 or less members; category 2: groups w/30 or more members

### OSHA RECORDABLES, YEAR THROUGH SEPT. 3

Frequency .....	2.9
Recordables .....	48
Lost Time .....	6

### SAFE WORK HOURS AS OF SEPT. 3

141,505



## Good Work...

### Jeff Champlin

The July recipient of the Individual Quality Recognition Award is JEFF CHAMPLIN, operator, A/G Department. PAFEC Quality Group recognized Champlin for his dedicated work habits, his willingness to assist others, and his desire to "do it right the first time."

Champlin was nominated for writing the CRUSER User's Guide and training the operators at the South Environmental Control Room.

CRUSER is an environmental system that lists test results of the various chemical compounds regulated by federal and state agencies.

Champlin's take-charge attitude was recently displayed while the CSO he was working with on CRUSER was on vacation. When the system began giving erroneous reports Champlin installed a version of CRUSER that he had been testing, which corrected the problem.

PAFEC is a quality group made up of Purchasing, Administrative Services, Economics & Scheduling, Employee Relations and Computer Services Departments. ■

## MUTS tickets give control to BSAFE Team

Lube Manufacturing takes safety decision-making to the grassroots level through the department's BSAFE Team, an operations and maintenance team that uses a maintenance work ticket system to get things done.

When an operator sees a potential safety hazard, he has direct access to a system that logs, investigates and tracks his safety concern. He initiates the whole process by filling out a Maintenance Utilization and Tracking System, or MUTS ticket.

If, for instance, an operator discovers a faulty valve, he writes out a MUTS ticket and designates it as a BSAFE ticket. The ticket is discussed and reviewed in BSAFE Team meetings to determine if it is indeed a safety issue. If so, it's reviewed and approved by the team and the maintenance foreman, and is put on a list to be repaired or replaced. The time frame for its completion is based on how important it is in relation to all the other MUTS tickets in the system.

One feature of MUTS is that anyone in the department can pull up any or all tickets in

the system. "In one keystroke you can get all of the active tickets for that unit or area on one complete list, and you can check and browse tickets individually," says DREW JOHNSON, operator, and Safety Compliance Coordinator. "Anytime a piece of equipment is broken or you feel it needs to be checked out, you can write out a MUTS ticket."

But you don't have to be a foreman or manager to access the data base of MUTS tickets. "Everybody can see how their MUTS ticket is doing as far as if it's being worked on or whether it's completed," says WAYNE WESTBROOK, Maintenance foreman and BSAFE Team leader.

The tickets are the main subject of discussion at BSAFE meetings. Operators provide one another feedback on the progress of the ticket, how the team decided to handle it and whether it's a repair that can be handled by the department's maintenance people or needs the involvement of someone outside the department.

"This whole department needs to be proud that we went one full year without an OSHA recordable injury and in August the maintenance craftsmen in the LPA BA achieved a year without an OSHA recordable injury. I would like to think that the activities of the BSAFE Team have contributed significantly to that achievement," says BOB SHULTZ, Lube Manufacturing manager.

The upshot of the MUTS ticket is that operators have more "ownership" in safety. "We finally got it down to the level where operators and maintenance people themselves are making decisions about how to spend their safety dollar," says Westbrook. "The BSAFE Team is given a budget with which to fund safety repairs. They can do what they want with the money. They control it. That really builds responsibility." ■

## HEOs and Riggers complete crane training

In a few years Shell should have qualified crane operators in addition to their already experienced heavy equipment operators (HEO).

The first group of Heavy Equipment Operator/Rigging trainees completed DPMC classroom and field exercises earlier this year under the direction of Crane Operators Academy of Texas (COATI), a local crane instructional firm.

"COATI did an excellent job with the training," remarks KENNY LOVE, Central Maintenance HEO/Rigging foreman, who coordinated the field training along with HEO/Rigging Foremen MIKE COPELAND and GREGG HEACOCK. Assisting were field trainers and field consultants Love, BILL BAKER, and DANNY MOORE.

Training became necessary when 1990 contract negotiations called for combining riggers with HEOs into one job classification.

The training schedule consisted of two weeks of classes and three weeks of field training, followed by two years of on-the-job training with No.1 HEOs. "This part of the training allowed hand-on experience before the trainees began operating in units," he adds.

Classroom work included the study of crane safety, load charts, inspection, electrical hazards and maintenance. Field training was held at the Anniversary Warehouse, "away from any hazards such as electrical or operating units," says Love.

Several cranes were used from Shell's fleet, ranging from a 6-ton Broaderson to an 82-ton Link-Belt. ■



CRANE SCHOOL--The first graduating class of HEOs and Riggers.

## Families get rare look at BPA-4 during festival

Prior to the introduction of hydrocarbons to the new BPA-4 facility, members of the department grabbed the opportunity to give their families a close-up view of the unit and its people, festival-style.

Summer Family Festival was planned by the BPA-4 operators, and they carried it off without a hitch. The festival was a patchwork

of activities. Everyone was entertained by something--bus and walking tours of the unit, product displays and hands-on simulators, experiencing the high tech atmosphere of the control room. On the lighter side were games for the young and young at heart.

(See BPA-4 festival on Page 9)

## Shell establishes "Team Excellence"

Shell Oil Company is establishing a President's Award for Team Excellence to encourage collaborative efforts and to recognize outstanding team accomplishments. Award recipients will be announced in March 1991.

The company-wide program will recognize those groups in Shell Oil whose contributions exemplify continuous improvement and significantly increase the company's effectiveness in achieving its goal of superior health, safety, environmental, quality and financial performance.

"The knowledge, initiative and dedication of each individual are essential to continuous improvement," says Shell Oil President F.H. Richardson. "However, as competition intensifies, collaborative efforts are becoming more and more necessary for any company that wants to excel in meeting the challenges of the 1990s."

All employees of Shell Oil and its wholly owned subsidiaries are eligible. Award criteria are based on corporate values, leadership, teamwork, innovation and creativity, application of quality concepts and principles, and results that further the company's goals.

Details of the award are contained in the brochure, "President's Award for Team Excellence 1991," which is being mailed to employees. ■



## Responding to changing roles in today's construction industry

# From the schoolhouse to the workforce

Industry and education joined forces this summer as a result of an area vocational school summer internship program sponsored by the Houston Business Roundtable.

In a unique project that could shape the course of vocational training and the construction industry in the future, East Harris County vocational teachers put down their pencils and

let them experience first-hand a day in the life of an industrial craftsman, foreman, safety worker or manager. The teachers at DPMC were employed by Brown & Root Maintenance Service, Inc., a contractor supplying maintenance/construction personnel at the Complex.

In a written critique of the summer internship program which recently concluded, Shell Deer Park's five teachers said the

program was "very beneficial" to them and accomplished several goals. Those goals included familiarity with the emphasis now placed on safety in the work place and job requirements, and the opportunity to get acquainted with the existing educational and work ethic requirements placed on the existing labor force.

"Things have changed a lot in the construction industry since I was in it," said Pasadena vocational education teacher MIKE MCKINNEY, during a luncheon sponsored by organizers of the Shell internship program. "And

the biggest changes are in safety."

The teachers observed that high expectations regarding the quality of work ranks second to that of safety, with the prevailing attitude that if safety and quality are properly performed, production will usually follow.

They came away with the clear message that all crafts will require extensive training in order to advance in today's job market. McKinney says he will go back to his students with a better idea of what to teach them.

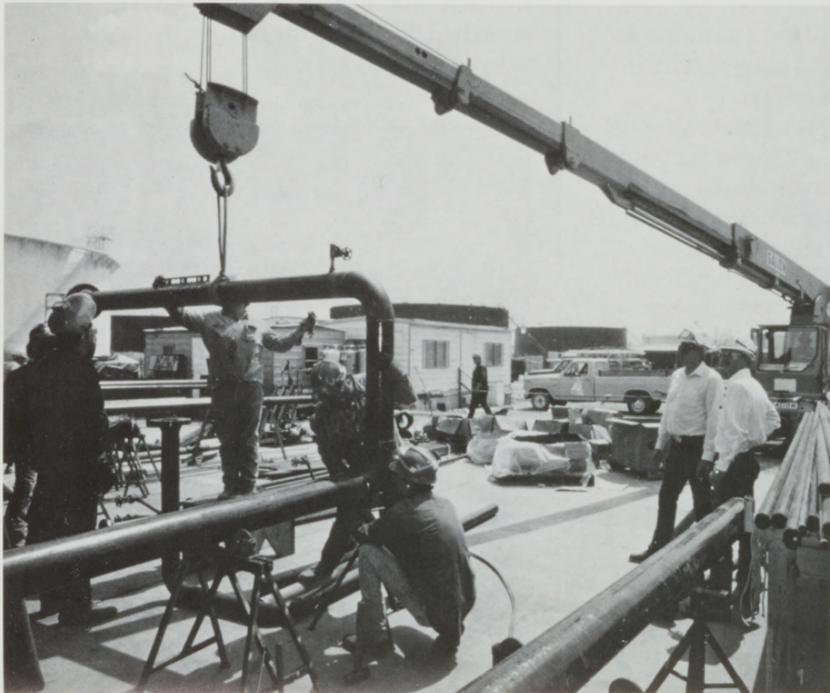
"Teachers can no longer continue to say 'if you're not smart you'll be working maintenance or construction'," McKinney said.

At Shell they also came away with information acquired through exposure to Shell and Brown & Root training programs, videotapes and other education training manuals to aid their classes.

"There is a changing role that's coming," said MIKE BOYLE, DPMC Maintenance superintendent, to teachers and project participants at the luncheon. "I hope the teachers out here the last couple months have seen it. It's the changing role of the foreman and the craftsman. In the past the foreman was the thinker and the craftsman was the doer. At Shell we're expecting the craftsman to be the thinker and the foreman to be the enabler."

"Currently, the maintenance/construction industry is viewed as a last resort place to work," Boyle continued. "It was viewed that if a person can't make it any place else they can make it in this industry. We need to have people understand that's not the case. The teachers can take back to counselors and to their students the message that things are rapidly changing and we do need help. We need young men and women coming into the workplace with strong, basic skills and the capability to think for themselves."

The first of a continuing program for Shell and other area schools and industries, the vocational school summer internship program was the brainchild of the Houston Business Round Table, a group of corporate industry leaders.



TEACHERS LEARN—Teachers observe pipe fabrication in the Brown & Root Capital Compound at Shell Deer Park, as part of their summer stint here. The Complex employed a handful of area vocational education teachers as part of an area-wide program to promote careers in construction.

put on their hard hats in a seven-week program to explore just what it takes to make it as an industrial maintenance/construction worker in the 1990s.

DPMC was among several area industries who supported the program by encouraging public school teachers. The idea was to

## A summer vacation with a difference

by Doris Diaz, VOE student

High school students from all over look forward to summer vacation every year. There are many ways students may spend that time. Some like going to the beach, others like taking trips. Even plain old relaxing at home will do. This summer, three friends and I decided to take a different route and work full time as Shell vocational education (VOE) employees.

Besides fulfilling every parent's dream of having their teenager working full time during the summer, we also had a lot of fun.

CHRISTA AUSTIN works for MARY ELLEN BROWNING and SHARON GRANGER of Computer Services. She also works for Computer Services and Economics and Scheduling. "I like the people; everyone is really nice," says Christa. "I also like having my own office."

Because the computers at school were nothing like those she works with at Shell, Christa had to learn everything from scratch.

She helps order PCs and any additional software or hardware that someone may need. Currently, she is conducting an inventory of all computers throughout the chemical side of the Complex.

CASSIE BELCHER, who works for ED HAWTHORNE in Health & Safety, also says her job is a lot of fun also. She sorts the mail for other employees and works on Material Safety Data Sheets (MSDS). I found that Cassie takes great pride in her department. When I asked her if Shell's emphasis on safety made her feel secure here at the plant, she replied, "Yes, I do feel secure because I am part of Health & Safety!"

SHARA HATCHER, who works for LEE KUNKEL in Customer Service-Lubricants, learned a couple new and different things since she has been working. She works with invoices

(See "Summer vacation" on Page 9)



Doris Diaz



Christa Austin



Cassie Belcher



Shara Hatcher



# Oh, my aching back

## There's relief at the Back School

**S**tresses and strains add up over the years, and nowhere in the body do we seem to feel it more than in our backs.

Just about everyone experiences back pain at some point in their life. It's a malady that's difficult to cure, expensive and often neglected.

But the situation is not completely hopeless. Prevention is an effective way to keep from having back pain and avoid further injury, a strategy that DPMC's Medical Department has embarked on actively in recent months. Through an ongoing prevention program, everyone at the Complex will have an opportunity soon to better manage their back problems and maintain a healthier back.

The Back School offers all employees a brief course outlining how back problems occur and how to prevent them. Participants learn what conditions prompt back problems, the right and wrong way to use one's back, and they are taken individually through a Risk Factor Screening to determine what they need to work on for a healthy back.

According to Medical's ROBERT HUGHES, M.D., about half of the Complex's Lost Time Injuries are related to back

can use, to increase flexibility and improve overall condition. They take home with them a back care book filled with easy-to-perform exercises.

"You can get an exercise program down in 10 to 15 minutes, so you're not looking at a major exercise program," admits Gonzalez.

Her final advice is to reinforce what you've learned in class and from the book by reviewing the back care book periodically. "People tend to forget and go back to old bad habits," says Gonzalez.

"Look at all the stresses you place on your back throughout the day. Most of us are in that forward bent position, that position that places the most stress on the low back. That's why you see so many low back injuries," explains Gonzalez.

Last year, employees with back injuries and First Report of Injury or Illness (FRIIs) within the last two years attended the Back School. This year it's open to all departments. They'll be notified when class slots are open to their personnel. Schedules are set up so that everyone will have an opportunity to attend if they desire. The classes are small--six people per two-hour class with Gonzalez instructing. She offers it four times monthly.

Gonzalez says it will take some time before the Medical Department can reach everyone, and asks that individuals not phone her or the department but wait until they are contacted through their Department manager or scheduler.

"Back injuries account for a tremendous amount of money--estimates are up to \$50 billion a year by the time people have lost

work, received medical treatments and settlements. Back care is a big part of keeping people fit and healthy," adds Hughes.

Hughes says the department would also like to initiate an 8-10 minute exercise program for each shift "to try to get people flexed and stretched," possibly the next step in their prevention efforts.

### Back care tips

- Look at body mechanics in everything you do. Look at the chair you sit in at work. Look at the height of the counter that you're working on. Get into a position that places less stress on your back;

- Try to get out of a stressful position as frequently as possible;

- Sitting puts more stress on the back than standing. Therefore, if you have a sitting job, alternate that position as frequently as possible. Get up frequently. Walk around. Do something else for 30 seconds. It will help you out throughout the day;

- Use a chair with lumbar support to maintain the arch in your low back. Instruct you to sit up right and not slump;

- When lifting, do so close to your body so your arms are not extended out in front of you-- that increases pressure on your back. Maintain the arch in your low back. Make your legs do most of the work.

- Lifting and twisting are a bad combination. The worst is lifting, twisting and reaching. Avoid them.

**Most of us are in that forward bent position, that position that places the most stress on the low back.**

problems. Already the Back School has had an effect on DPMC. Says Hughes, "I think we've cut down over the last year, so this must be helping."

Medical's GINA GONZALEZ, physical therapist, employed by O'Dell Physical Therapy, Inc., discusses posture, body mechanics and flexibility with her small group, and provides simple exercises that can be done at home and on the job.

"There are five leading causes of back problems," says Gonzalez. "Poor posture, faulty body mechanics, stressful living and working conditions, loss of flexibility, and a general decline of overall fitness. We touch on all of these and go over the ways we can change some of that."

Gonzalez' Risk Factor Screening takes up about half of the two-hour course. Participants undergo a voluntary individual screening to determine their back "status" and presence of any particular back problems. Gonzalez then suggests selected exercises that each person



### Shell Moments in History



by Maurine Bishop, retiree

*These items were making news in a September 1933 issue of Shell Shock, the publication of Shell's Houston Refinery:*

- Shell's Houston sales organization announced that construction was nearing completion on Shell's newest and most modern Houston service station located at South Main Street and Eagle. Constructed of pressed stone and stucco on brick, the new station offered three "covered rooms"--two equipped with lifts for "Shelllubrication" and crank case service, the other equipped with a high pressure washing machine.

• • • • •

- Shell's Houston baseball team, the Shell Oiler, dropped three games to the Shell

Pets of Norco in an annual series played at Norco on September 3 and 4. "The Oilers were somewhat handicapped by the loss of two star pitchers. GEORGE MALICKY was unable to make the trip and 'SHORTY' GIBBS was hurling for the State Champion Eagles team in Austin.

• • • • •

- Dimands Clothing was selling ready made suits for \$17.50 and tailor made for \$25.00. Meanwhile Earl North Buick Company's Used Car Department was selling a 1930 Hupmobile Custom Sport Coupe, complete with olive green finish, new Good-year tires and low mileage for \$345.00.



*Editor's Note: This is part one of a two-part series on retirement planning featuring a discussion with DPMC retirement counselors. Next month read about what retirees say on the subject.*

**Y**ou've worked hard and have had a long, rewarding career at Shell. Of late, you have begun to think about where you'll be in a few years, about turning in your badge, joining the leisure class, reaping what you sowed; in other words: retirement.

So what if you're 5 or 10 years away from that date. Retirement, like a career, requires planning. Getting a head start on how you'll be spending "the good life" can mean a better life when that day comes.

When is the best time to retire? "It's a personal decision," say BILL DAVIS and DAVID HOOD, Employee Relations retirement counselors. The counselors have found that it depends on individual circumstances and financial situations, which are different for everybody.

Of course, to get the maximum pension available, many wait until age 60 when the retiree is entitled to a 100 percent pension without any reductions. Davis and Hood remind us, however, that under 60 there is a 5 percent per annum reduction.

"The benefits status in retirement becomes very important," says Davis. "There are a number of questions generally asked by the potential retiree and spouse concerning their entitlement and benefits in retirement as compared to active employment. This is something very clearly and thoroughly covered in the counseling session."

The counseling session is the 2-1/2-hour meeting where pension benefits are discussed with the counselor the employee selects. Both Davis and Hood make themselves available at the employee's convenience.

"An individual seems more comfortable approaching retirement when we have explained to them all the various options—the handling of their savings, for instance," comments Davis.

Hood points out that many have not bothered to consult a financial advisor and should be encouraged to do so. He takes particular interest in discussing wills and estate planning and related tax matters.

Hood says that the counselors are careful not to offer any specific advice or suggestions as to how individuals should manage their financial affairs, but want to raise the consciousness of retirees and their spouses on their benefits and options and the tax consequences of the decisions they make.

"In many instances," says Davis, "the potential retiree realizes that when you put the combination of the pension amount with the accessibility to the annual earnings of savings, there is a substantial amount of dollars available to the retiree."

His advice: "The sooner you can make those retirement plans, the better off you are."

Davis says it would not be at all out of place to begin thinking about retirement as early as two to three years from one's projected retirement date.

Asking for a pension estimate then is also in order. A pension estimate is a calculation of the pension amount the individual would be receiving, barring unforeseeable changes, which the counselors say would probably add to, not detract from what the retiree would receive.

When retirement approaches, "there's a

\$300 per year toward the cost of any courses designed to better enable them to enjoy their new lifestyle. Recent changes even make it possible to use that allowance in one lump sum.

Shell Deer Park retirees can participate (and have done so) in a myriad of community education courses. Most cities offer them and some are set up with the retiree in mind. In Texas there are guides who, according to the counselors, can show you the fundamentals of bass fishing and instructors who teach computer operations—another popular course among DPMC retirees.

Another decision is where geographically you want to reside once retired. Should you sell the house and live out at the lake? On the farm?

Out of state? Davis says he likes to throw out some of these questions as food for thought.

"If you decide to move, spend time there first before selling the house," Davis advises. "Rent property there. Get to know the neighbors, the general surroundings, the climate. Some have suffered tremendous disappointments, let alone financial losses, from making a premature relocation decision."

An unprepared or insufficiently planned retirement can be overwhelming to both the retiree and the spouse in terms of their relationship. The spouse should take an active role in the retirement plans, Davis suggests.

Davis wants retirees to avoid a trap often induced by what he calls "the abundance of togetherness," that overwhelming feeling you both get when you realize you have nothing but time to spend together. "It just takes a recognition that you have an abundance of time and that you need to figure out how to fill it," says Davis.

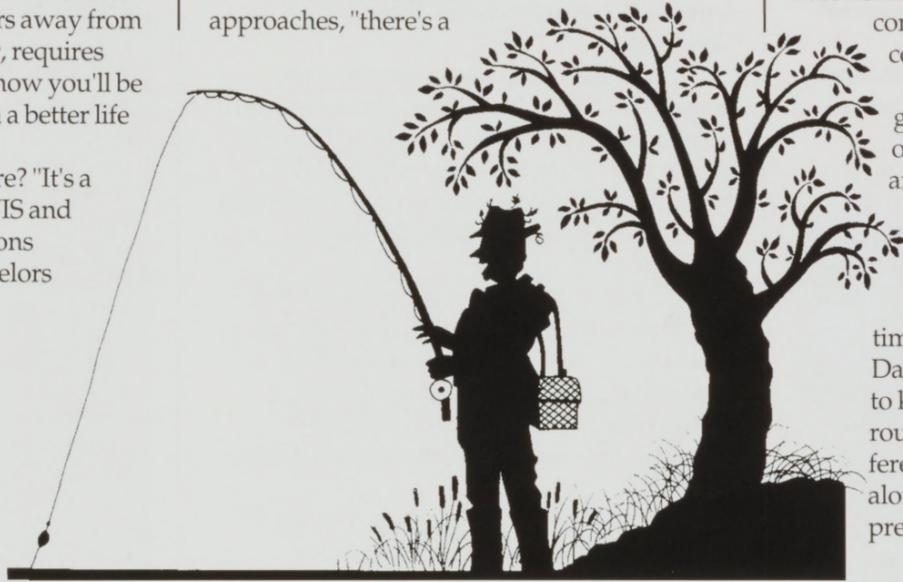
"It can become a disruptive situation, for example, when the spouse participates in activities in which her now-retired partner expects to be included," explains Davis. "The spouse can resent it and the retiree can feel like a third wheel."

Specialists also exist who can even help the retiree or prospective retiree and his spouse deal with this and other psychological problems of retired life.

Some general tips the counselors have for the prospective retiree:

- Obtain information from Shell's retirement counselors about the pension to which you are entitled;
- Give some thought to future goals and plans with regard to residency;
- Be certain you decide to live where you would want to spend the rest of your life;
- Be mindful of your health and what you need to do to stay healthy.

"The people I've talked to have one thing in common," adds Davis. "They have some anxiety associated with retirement until they have taken the plunge. I have yet to hear one retiree say they were sorry they had made the move."



## Planning for "The Good Life"

whole turn-around of thinking about spending money," says Davis. "Suddenly the future is now and the money you've been saving is at your disposal."

The best advice Davis can give is to "broaden your understanding of all the financial aspects facing you." And for that there's help if you need it. Many prospective retirees seek advice from outside experts; advice on how to best manage retirement funds, investments, taxes, estates and wills.

*The sooner you can make those retirement plans, the better off you are.*

Financial considerations aside, how are you going to spend your time with no time clock to punch?

While Davis and Hood don't counsel in such matters, the subject is often broached in the retirement counseling session. "Do I want to golf, fish, hunt? Do I own rental property I want to spend time maintaining? How will I occupy each and every day when suddenly I'm no longer faced with a full schedule to occupy me?" These are the questions the counselors say every prospective retiree needs to ask himself/herself.

Shell's educational reimbursement allowance is set up so that the retiree can explore enrichment activities prior to and during retirement. For a three-year period before and after retirement, employees/retirees 55 years old or over are given up to



# United Way: it's the next best thing to being there

**Y**ou know the old adage--"It's better to give than to receive." For the less fortunate, giving is easier than receiving, says FELIX FRAGA, manager of Ripley House, an East Houston United Way community center.

On any given day, Fraga and his staff see as many as 3,000 people who have a wide range of needs. "Many of these people coming to us are asking for help for the first time in their lives," says Fraga. "When the economy got difficult, they got laid off. And they all tell us that they can now see that in many ways it's a lot easier to give than to ask for help."

Fraga, who often speaks at Shell Deer Park during the United Way campaign, says the only way we can help these people and others who come to Ripley House is for Shell employees to continue to support the United Way. "We depend on the United Way for funding," says Fraga. "And we can see every day that it does make a big difference in their lives."

Take another vulnerable group--senior citizens. "It's incredible how alone some older people are," he says. "No one calls on them, they are completely alone." Ripley House has day care for seniors all day on weekdays. Often it's the only contact with others they have.

Seniors and children are the biggest victims of hard times. They seem to get hit the hardest. Fraga sees little children come into

the center with mosquito bites from sleeping outdoors, and invalids who have passed away behind closed doors who go undiscovered for days. "At least we have United Way to take care of these people," says Fraga.

Why in an improved economy are people still facing hard times? Low-income neighborhoods like the ones Ripley House serves are the last to see the effects of the rebounding Houston economy, according to Fraga. He says people there are still struggling.

"The United Way is people like Shell employees, letting us do with their donation what they would do if they could be here themselves," says Fraga. "And if other companies did what you do, we'd have enough funds to serve everyone that needs our help."

Besides aiding the hungry, the lonely and the homeless, Ripley House offers assistance of a less immediate nature--tutoring so high school children won't get behind and drop out, and food stamp programs to help keep cupboards stocked.

The organization also offers recreation for young people--an organized theater group, and a dance program for children--"activities that might make lives a little bit nicer," he adds.

Through United Way, your gifts are making such a difference. ■

## Volunteerism runs in the Grannen family

**G**REG GRANNEN, Process Engineering

LPA-Lubricants, was brought up to believe he has an obligation to help those less fortunate. A Big Brother on some days and a deliverer of groceries to the poor on others, Grannen has lived by his parents' teaching.



Greg Grannen

His reward is simply that it feels good. He gets a certain joy out of being a friend and role model to his Little Brother, Robert, who has grown from a little, awkward 10-year-old to a towering adolescent talented in athletics and music. He sees dozens of smiling faces on less-fortunate elderly shut-ins whose homes he comes to each month, bearing bags of groceries through the Food for Seniors program.

"You just have to adjust your priorities to do it all," says Grannen.

Grannen is one of many Shell Deer Park employees who get involved in community service. Many get involved through SERVE (Shell Employees and Retirees Volunteerism Effort) which circulates volunteer bulletins periodically. Grannen says some 20 Shell employees work for the Food for Seniors program alone.

One of six children, Grannen comes from a community-conscious family. His parents have donated numerous hours at a retirement home and a school for the blind and a school for the retarded. One of his brothers--also in the technical field--teaches high school science in a program that enlists industry representatives for instruction. And one of his sisters, a nurse, performs volunteer work at a hospital for retarded children.

It's tough to devote weekends to others after the work week but Grannen is in a better position to do it. "I'm single and I don't have any kids to take care of. That's probably one reason why I can do this," he adds.

Being a Big Brother to Robert teaches Grannen patience, he says. In turn, he teaches Robert values like responsibility and concern for others. Being in the Food for Seniors program teaches Grannen how well off he has it compared to others with low incomes and how a large group of volunteers can really make a difference.

Grannen isn't one to boast of such volunteer activities, but he believes that if he talks about it publicly others will be encouraged to participate.

To find out more about Big Brothers/Big Sisters, call 961-LOVE. To find out about Food for Seniors or other similarly related hunger relief programs, contact the Houston Metropolitan Ministries Interfaith Hunger Coalition at 520-4624. ■



**COUNCIL GETS HISTORY LESSON**--Historical Society President Jim Paar, Log./Env./Util., lead members of the Deer Park Community Advisory Council on a journey through the past at DPMC's historical museum. The Complex hosted the council during its August monthly business meeting. Visitors were also treated to a bus tour and dinner. The Deer Park Community Advisory Council is a communications forum for citizens and industry leaders to discuss the environment, safety, emergency preparedness, social issues, and other topics.

## ANNOUNCEMENTS

The Historical Society Museum is now open on Fridays to Shell employees and retirees. Hours are 11 a.m. to 4 p.m. For special group tours call 246-1195 (X6-1195) for an appointment. ■



## Training Team

(Continued from Page 3)

assistance of the team in helping any individuals or groups who might be interested in producing their own program.

In the future, the Training Team will also be focusing on other ways to help the safety training process. "We welcome suggestions on how you feel we could contribute better," says DEE AYRES, in directing a challenge to the Complex as a

whole. "Tell us what you feel we should be doing to promote safety training."

To interact with any or all team members, visit the Training S.A.F.E. Team meetings which take place twice monthly from 3-5 p.m. Wednesdays in North Administration Room 229. "Call us or send us a PROFS note with your ideas," says BARBARA STANLEY ■

### TRAINING TEAM

NAME	PHONE	LOCATION	PROFS
Diana Ayres	6-6353	N/Lab 113	DLA29
Alex Cuclis	6-7762	S/Adm 190C	AEC29
J.D. Johnson	6-7146	S/Adm 157	JD
Lee Kunkel	6-6609	LPA DO9	LFK
Dave Prett	6-6461	FOB 234	DMP9
George Roberts	6-7309	BPA Proj Bldg.	GLR
Jimmy Shelton	6-7679	UPB 112	SHELTON
Barbara Stanley	6-7126	RDO 103	BJS1

## BPA-4 festival

(Continued from Page 4)

TERRY THOMAS, FOREMAN, and JIM SEVIER and DORA PRADIA, operators, had this to say about their families and the festival:

**THOMAS, on understanding the work here:**

"It's probably the last chance our families have of actually walking right up to the big pumps. It gave them an insight. When you talk to them on the phone they know where you're sitting in the control room. They can visualize where you're eating lunch. Without that they get a mental picture of something they've never seen and it's not anything like what really is.

"They also see that we actually run equipment; that it's not just pushing buttons. There's actually things out there that move--large pieces of equipment. You don't just sit in a control room. That's what my kids had always thought."

**On concerns about safety:**

"I think our families feel better about us having a new plant. Safety was designed into this plant. They understand that."

**SEVIER, on concerns about safety:**

"They see there is plenty of safety equipment and that a pretty big section of our unit is dealing with vents and relief materials--

scrubbing it and cleaning it so it doesn't get released into the atmosphere. Half of our unit is treating wastewater so that we don't pollute the ship channel. I think they get the idea that safety isn't taken lightly and that a lot of money and equipment goes into it."

**PRADIA, on the idea behind the festival:**

"We let our families know we aren't isolated from them. Our jobs are important to us as a way to make a living and Shell is letting us show our families that our jobs are a part of our lives regardless. And there's a degree of pride. The technology is advanced. And I like sharing that with them. And I'm letting them see that I can do this and what I'm involved with."

**On concerns about safety:**

"I don't think my family has safety concerns because I haven't expressed a fear of this place. We're good at our jobs. We're doing what we're supposed to do. That lessens the chance of something happening. That's why it's important that you be out there with your mind open, your eyes open and really alert--noticing little things. It's the little problems that usually lead up to the big ones. Things don't all the sudden happen. That's why it's important to pay attention to details." ■



OPEN HOUSE--Scenes from BPA-4 Summer Family Festival

## Summer vacation

(Continued from Page 5)

and also some projects involving the Railroad Department. "I didn't think we used railroads very much and actually Shell uses them a whole lot."

Shara said she has also learned how to work on a STADAC (Supply Terminal Access Distribution Accounting Control) and she mastered the computer software--solo.

Overall, I have learned a great deal of responsibility working for DAVE MCKINNEY, IRENE GOEDRICH and ALAYNE MERENSTEIN in Community Relations. I've assisted on the Shellegram and projects with the Deer Park Chamber of Commerce. I also worked on the Adopt-A-School program, collected newspaper clippings for the Shell scrapbook, set up tours of the Complex, and assisted with the startup of the DPMC SERVE Volunteer program. Things did get hectic once or twice but that just made it more exciting.

At the end of the summer we concluded that each of us had a moment we would never forget. Fire training from the safety crew was Cassie's most memorable moment--

specifically smokehouse training where she was required to put on the respirators and tanks. "They were almost too heavy for me to carry." I have to agree with Cassie, they were pretty heavy.

Shara had to say her most memorable moment was when they searched her car at the gate. "They opened my hood and looked at the engine, in the trunk... my whole car."

The fire at DU-2 Unit seemed to be Christa's most memorable moment. "It was scary, but I survived!"

My most memorable moment was my last full workday. Irene and two other secretaries, GAIL LANG and PATTY MAYES, Complex Administration, presented me with a cookie cake. Inscribed on it was, "DORIS, GOOD SUMMER, GOOD V.O.E." It made my whole day. ■

## DU-2 fire response

(Continued from Page 1)

"I've never seen it work so beautifully nor been more proud in my life," says Medical's Senior Nurse MARJORIE BOUDREAUX, a 12-year veteran at the Complex. "Many people were incredibly invaluable."

She cites MIKE KNOTT, Chemical Operations Maintenance and SMART Team member, who coordinated the hour-by-hour dispatching of ambulances; MYRON MATULA, Light Olefins and SMART Team member, who was the designated medical supervisor at the scene; MARTHA BRAXTON, Medical Department office assistant, along with BILL DAVIS, Employee Relations, who filled orders for ice and food and anything the medical staff needed; and Medical's support staff LINDA PAPP, assisted by SHIRLEY DISCH, contract clerk, who answered phones "like pros".

Boudreaux also commends all emergency response teams, saying they were "very professional, very quick and very efficient." ■



# MILESTONES

## Service Anniversaries

### 25 YEARS

R. MARTINEZ  
Engrg. Services

### 20 YEARS

I.J. ALVAREZ  
East Maintenance  
S.L. DARDEN  
Chem. Oprns. Maint.  
T. FERNANDEZ  
Central Maint.  
D.J. FINE  
Light Olefins  
W.L. HARBUCK  
Dist./Solv./Trea.  
J.M. KHALAF  
Lube Logistics  
R.N. KELLEY  
Railroad  
D.M. KELLY  
Control Systems  
B.R. LEE  
Electrical  
J.J. PALERMO JR.  
Material Control  
J.R. WISDOM SR.  
Phenol Acetone

### 15 YEARS

W.I. DOTSON  
Docks  
T.R. YANCEY  
Chemical Oprns.

### 10 YEARS

S.L. HOGUE  
Resins  
R.L. JACOBY  
Dist./Solv./Trea.  
T.W. KEELING  
Central Maint.

### DPMC WELCOMES

G.Z. AZOCAR  
Security  
F.W. BEAVERS  
Env. Compliance  
T.M. BURNES  
Training  
L.R. CASTLEMAN  
Training  
J.L. COVER  
Training  
R.E. DAVIS  
Training

B. ESQUIVEL  
Training

A.R. GANDY III  
Training

L. GIBSON  
Training

K.C. GLAUNER  
Env. Conserv.

E.W. GRAFF  
Training

C.L. GRAYS  
Phenol Acetone

D.P. HEBERT  
Eng./LPA

W.E. JOHNSON  
Training

D.L. JONES  
Financial

J.T. KEY  
Training

T.P. LASKY  
Dist./Cust. Serv.

T.G. LAWSON  
Training

J.R. LEA  
Training

D.L. McCARTY  
Training

D.B. McFARLAND  
Pressure Equip.

D.A. MAUGER  
Training

M. NANNEGARI  
Control Systems

J.R. PERINI  
Sol. & Treating

M.A. PIERSON  
Training

J.J. RABAGO  
Eng. Support

J.A. SHANNA  
Eng. Services

D.B. STEWART  
Eng. Support

K.W. SNODGRASS  
Econ. & Sched.

R.D. SWAIN  
Proc. Eng./Solv.

R.A. THOMAS  
Employee Rel.

J.A. TIPPIT  
Training

P.A. VACEK  
Training

S.M. WALKER  
Pyrolysis

G.W. WISDOM  
Training

P.A. VACEK  
Training

## RETIREMENTS



T.J. HOGAN  
BPA Manufac.  
(above, April)



J.E. LAIRD  
Fuels Maint.  
(above, March)



J.R. SPRADLING  
Olefins Maint.  
(above, June)



# SCORANOTES

## Halloween help wanted

Help SCORA set up for Halloween for the kids. The event is scheduled for 1 p.m. Oct. 27 in the North Cafeteria. Free to SCORA members, guests \$2.

Lend a hand setting up or run one of the booths or games. Adults needed for: face painting, fortune telling, pumpkin decorating, apple bobbing, dart balloon throw, miniature golf course, spook house, cake walk (cake bakers, please!), and refreshment table. We furnish everything but your costume. Costume is requested but not required.

Volunteers should contact RUSSELL ADAMS at 549-9948 (beeper), or via PROFS REA29; or contact MARILYN WILLIAMS at X6-7844 (246-7844) or via PROFS MRW9.

## Camp Galveston

October's camping trip is to Galveston Island State Park Oct 5-8. Only 15 sites available. \$9 deposit. Send check to SCORA, attention BILLIE DANIEL, NSA 112 or call her at X6-6684 (246-6684).

## Softball final results

1st Place: 45's; 2nd: Raiders; 3rd: Cobra's, 4th: Dozers; 5th & 6th tie: Chumps & Phenol Acetone Plant; 7th & 8th tie: Kings & Marauders; 9th, 10th, 11th & 12th 4-way tie: Outsiders, Fireballs, Mean Machine, and Strippers.

# CLASSIFIEDS

WANTED TO BUY: Memory Expansion Kit for Apple IIc. Contact Ferman Smith at 880-5551 or X6-6723 (246-6723).

FOR SALE: 1988 Mitsubishi Macrocab truck. 59,000 miles. 5-speed, air, bed liner, AM/FM cassette, gas saver. \$5,150. Contact J.W. Smith at 409/258-3481.

FOR SALE: Clarinet, buffet E-11, good condition. \$400. Negotiable. Contact Joe Palomarez at 471-6269.

FOR SALE: 1 acre fenced 3-bedroom furnished trailer, lots of trees, 6-1/2 miles from Trinity on Highway 94. \$12,500 Cash. Great place to get away to--2-1/2 miles from Pharr's Marina. 13 miles from White Rock Creek. Contact Jacque McBeath at 479-7716 or X6-6244 (246-6244).

FOR SALE: 3 sets custom made golf clubs, 2-SW, equal in quality to Ping at half the cost. Contact A.L. McGee at (409)385-4848.

FOR SALE: Basset baby furniture, mahogany finish: 4-drawer chest, mirror, crib, mattress, matching rocker, all great condition for \$350. Contact Hearl Mead at 1-554-4317 or X6-7502 (246-7502).

*Shellegram*

Deer Park Manufacturing  
Complex

Published monthly by Shell's Deer Park Manufacturing Complex for its employees and pensioners. All inquiries should be addressed to SHELLEGRAM, Shell Oil Company, P.O. Box 100, Deer Park, Texas 77536.

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BULK RATE  
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PAID  
PERMIT 1  
HOUSTON, TEXAS