

# Shellegram

Deer Park Manufacturing Complex

Thursday, November 20, 1975

Vol. 40, No. 41

## NEW LEARNING OPPORTUNITIES AVAILABLE TO DPMC OPERATORS

Effective November 17, a new on-the-unit learning program became available to all operators in the Deer Park Manufacturing Complex (DPMC).

Formally designated Phase IV of the Operator Development Program, it consists of a combination of programmed instructional manuals supplemented by slide/tape presentations in color and sound.

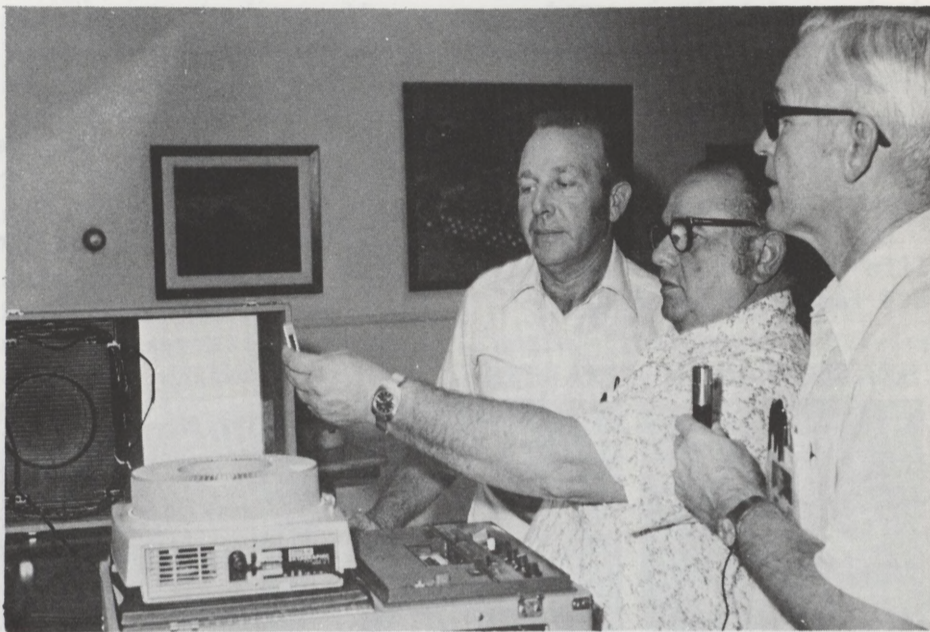
Materials include pilot series outlining various operating functions such as measurement of pressure, temperatures, flows and liquid levels, plus an explanation of analytical instruments, compressors, cooling towers and heat exchangers. All of these materials have been developed in such a manner that they can be studied by the operator in the unit control room without interfering with his normal duties.

While all new operators (those hired since February 1, 1975) will be expected to complete Phase IV, it will also be available to more experienced operators.

Phase IV is only one part of an overall Operator Development Program that is being developed to provide increased training opportunities to operators, particularly during their first year. While it incorporates some of the training activities previously being carried on, it builds upon and adds to those activities to provide greatly expanded training opportunities to operators.

The need for additional training has become even more pronounced with the increase in the numbers of new operators being hired. Based upon expected attrition due to retirement and growth needs for projected expansion projects in the DPMC, it appears that employment will be sustained at a relatively high level for the

(Cont'd on page 3)



November 17 was the kick-off day for implementing the Operator Fundamental Program. Two training coordinators, A. J. Free (left), Utilities-Refinery, and Ray Holliman (right), EP, are pictured with training representative A. P. "Augie" Augustine. A. J. and Ray will be responsible for supervising, controlling and coordinating the training of all new operators with the use of the slide/tape projector shown above. Notice that the projector has its own speaker system and screen.

## GIVE THE "GIFT OF LIFE": HELP SOMEONE ELSE

It's that time of year when each DPMC employee can give the "gift of life" by participating in the 1975-76 Blood Drive. The drive will be conducted within the complex during the first two weeks in December.

Benefits are for all employees - provided at least 25 percent of Shell employees in Harris County do give. This means that the DPMC's minimum share should be 737 donors.

### GOAL IS 737 PINTS

Last year DPMC employees gave approximately 350 pints, less than half of our current goal of 737. Thanks to Shell employees at other locations exceeding their goal, employees at the complex were eligible for benefits.

### ONLY TAKES 20 MINUTES

Why take 20 minutes out

of your busy life to donate a pint of blood? Perhaps you should have a talk with carpenter Nathan Daniels in Engineering Field.

Nathan recently lost a sister in an automobile accident, and in a desperate attempt to save her life, the doctors used some 16 pints of blood. Nathan's sister died, and his family must replace the blood used 3:1.

Yes, that's right, three pints for every pint she received. If Nathan had donated a pint of blood at last year's drive and this had been his wife or legal tax dependent, the Gulf Coast Regional Blood Center would have taken care of this requirement provided the covered person was

(Continued on page 2)

### Give the "gift of life": Help someone else

hospitalized in a Gulf Coast region hospital.

Or, if Nathan were single and had named his sister as one of the two other persons designated to be covered, the same conditions would have applied.

#### DONORS COVERED REGARDLESS

Why donate when the plan covers non-donors as well?

By donating the "gift of life" you and your immediate family or if single,

your two designees will be covered for one year regardless of whether or not the 25 percent participation is achieved.

If you don't donate and the 25 percent goal isn't achieved, you will not be covered. If the goal is achieved without your donation, you and covered persons will not receive the full benefits that the donor will receive regardless.

To find out what the

differences are, carefully read the blue pamphlet enclosed with the letter mailed to your home on November 4.

#### ONE PINT MAY BENEFIT FOUR

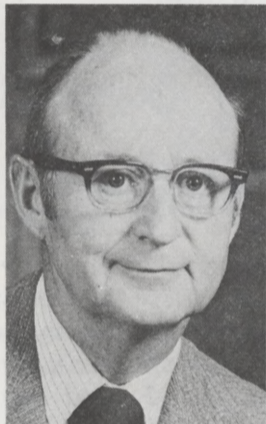
Donating blood is simple, safe and satisfying, yet as many as four patients may benefit from your donation.

So, why donate? "I know that I wouldn't want anyone else to have to go through what my family did," says Nathan.

### SERVICE ANNIVERSARIES



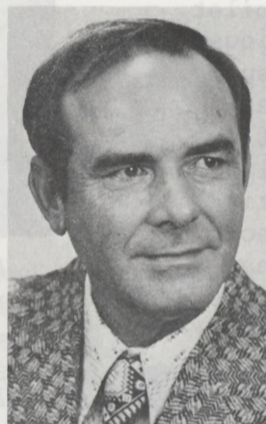
35 Years  
R. H. Zapp  
Eng. Field



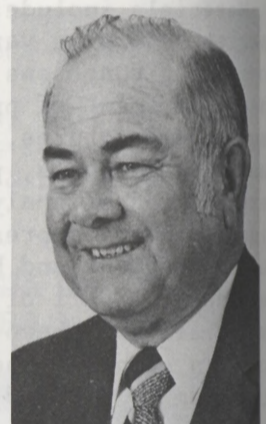
30 Years  
S. M. Burton  
Eng. Office



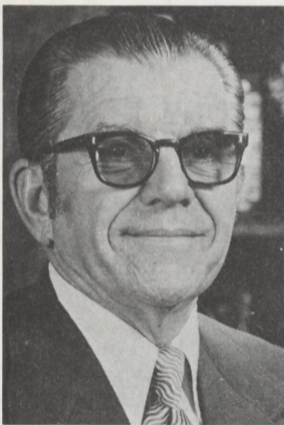
30 Years  
V. A. Maggio  
Expansion-Oil



30 Years  
E. E. Morris  
"P" Dept.



25 Years  
N. B. Crawford  
Eng. Maint.



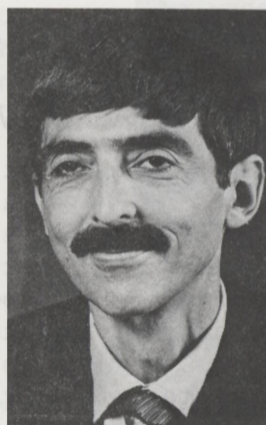
25 Years  
W. E. Kleiber  
Eng. Field



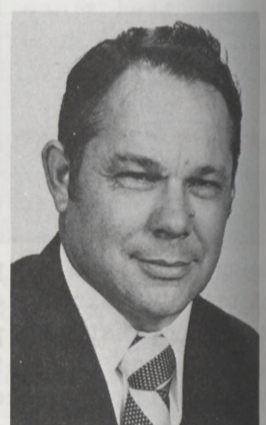
25 Years  
J. D. Lindsay  
Eng. Maint.



25 Years  
G. L. Miller  
Eng. Maint.



25 Years  
D. I. Saletan  
Technical



25 Years  
R. L. Shuman  
Eng. Maint.



25 Years  
G. E. Taylor  
Instr./Proc. Cont.



25 Years  
A. B. Winkler  
Utilities

### RULES FOR SUBMITTING ADS

Readers are reminded of the rules for submitting ads for *free* publication in the SHELLEGRAM.

- Ads are published for DPMC employees, pensioners and families only. Advertiser must be owner and not agent or dealer.

- All ads must be *submitted in writing* stating item, price, employee's name and home telephone number. Forms are available at the receptionist's desk and the SHELLEGRAM office.

- Deadline for submitting ads is *Monday*.

- Mail ads to the SHELLEGRAM or bring them to Room 103, Main Office Annex.

### New learning opportunities available to DPMC operators

ext several years. The anticipated number of new employees, plus the increasing complexity of the petrochemical manufacturing industry, highlight the need for development of more effective operator training. To meet the need, A. P. "Augie" Augustine, currently member of the DPMC Employee Relations staff and formerly shift foreman and operator himself, was given the job of developing recommendations for an integrated Operator Development Program at DPMC with emphasis on the first year of an operator's employment.

The product of Augie's efforts, after considerable research and discussion with employees in all parts of the complex, has become known as the Operator Development Program. Augie briefly outlines the program in this manner:

Phase I - Three-week Fundamental Operator Training school. This phase involves all new operating employees and has been conducted for several years. It will continue to be reviewed and improved where possible.

Phase II - On-Unit Training. This is a supervised and coordinated effort on behalf of the shift foreman, training coordinator and other unit operators to assist in the training of the new operator to the point where he/she is able to qualify on a specific job.

Phase III - Job Assignment and Experience Training. This is a growth phase. During this period, the new operator will be assisted in his/her progress in developing an in-depth knowledge of the unit through frequent job discussions. These discussions will not only cover specific procedures, but will also include reasons for procedures, potential hazards, etc.

Phase IV is the self-development portion of the program already outlined. It will provide the opera-

tor with specialized training in principles and theory of processes in major areas of operations.

Phase V - Advanced Specialized Training. This is for the new operating employee who has successfully completed Phase IV.

He/she will return to the classroom for five days of advanced specialized training by experts on subjects such as advanced instrumentation, column operation and theory, furnace optimization, energy conservation, process economics, cracking process, analytical instruments, fluid flows, heat exchangers and pumps.

"One of the most unique features of the Operator Development Program," Augie points out, "is the training coordinator concept. Management considers operator training important enough to

channel the time and skill of a lot of capable people in the program as training coordinators. Among other things, they are responsible for developing operator training plans and reference material, developing and coordinating operator training activities and monitoring each trainee's progress. The training coordinators are keyed to the success of the Operator Development Program.

"Overall," summarizes Augie, "the Operator Development Program has a variety of materials and methods built into it, along with emphasis on safety, environmental control, operational emergency procedures, unit training plans and unit training reference materials. The latter two items will be the responsibility of the training coordinators."

### BELL AND WILLINGHAM ELECT TO RETIRE

Two DPMC employees have recently retired from the complex. They include Perrin M. Bell and Loise Willingham.

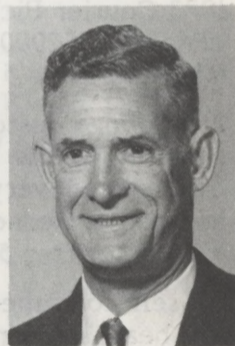
Perrin, 56, is leaving with some 26 years of company service as a zone foreman, Engineering Maintenance.

He and his wife, Anita, will make their home at 219 "X" Street in Deer Park.

Loise, 63, leaves with 31 years of company service.

At the time of his retirement, he was an electrician No. 1 in Engineering Field.

Loise and his wife, Beatrice, make their home at 2501 Primrose, Pasadena.



Bell



Willingham

### SHELLEGRAM

Published by Shell Oil Company for its Deer Park Manufacturing Complex employees at Deer Park, Texas.

Mrs. Dotti West - Editor

Reprints allowed only by request. To submit news and photographs, call extension 301 (Bell) or send material to Room 103, Main Office Annex.

## CLASSIFIEDS

## FOR SALE

1970 Pontiac Lemans, good condition, \$950.  
488-7517

1971 Buick Skylark 2 Dr HT, one owner, 48,000 actual miles.  
645-5110 after 5

1972 Pontiac 2 Dr HT, vinyl top, power brakes, steering, windows, AC/heater, one owner - "Blue Amonett".  
747-1554  
668-6621 after 6

1972 Vega Fastback, Special Blt, Appl. 327 V8 Race Bal., 4 speed, 3.99 positrack wheels, S60x14 tires, red lacquer with custom vinyl top, \$2850.  
472-5988

1973 Ford Custom 4 Dr, loaded, excellent condition, \$1595.  
479-2261

1970 Malibu 350, air, automatic, AM radio, vinyl top.  
622-6485

1975 Monarch 2 Dr, 302 V8, A/C, P/S, auto, reclining bucket seats, AM-FM radio, vinyl interior, opera. windows, steel radials, \$4100.  
471-2447

1973 Courier Pickup, excellent condition, \$2000.  
471-0235 after 5

1974 Dodge custom van, fully powered, cruise control, air, \$375 stereo, very low mileage in excellent condition, \$4,995.  
477-5333 after 5

20' self contained travel trailer, air, heat, shower, extra nice, \$1495.  
481-0629 after 6

1973 Honda XR-7582CC, full race equipped, \$400.  
333-3902

Bultaco dirtbike, 250 CC, excellent condition, \$425.  
472-3018

1974 Kawasaki 900(Z1) Dunlop K&I, winning perf. headers, one owner, excellent condition, \$2,025  
479-4979

1974 Yamaha, RD 350 street machine, beautiful, like new, only 1700 miles, \$835.  
946-6273

1964 Cushman Silver Eagle, electric starter, title, tags, and inspected. Last year of the Cushman two wheeler, collector's item. \$225.  
944-1681

1975 Yamaha DT 175 Enduro, adult owner, bought in August 1975, used only 1 week. Only 182 miles. Cost with 2 helmets extras over \$1000, new, perfect, \$725.  
946-9105 after 5

1974 750 Honda, like new, very low mileage, \$1700.  
477-4538

Rings & inserts (Sealpower) for 430 model engine Buick; clutch & pressure plate for 327 Chevy; inserts & main bearings for 235 Chevy.  
738-3592

Three window units - Chrysler, Welbilt & Fedders; Tempco wall heaters, all good working condition.  
643-1140

Box rails for LWB Ford Pickup both in new condition, \$45.  
479-2582

1973, 15½' skiing & fishing boat, walkthrough windshield, back-to-back seats, 70 HP Chrysler motor, tape deck, take best offer.  
473-3291

Refrigerator - \$85; belt massage - \$30; walnut dining table - \$85; black vinyl chair - \$25.  
479-1756

Mirror glass, several sizes, heavy duty glass, 50¢ to \$5.  
472-0018

2 Bows - 35 lb Ben Pearson Fiberglass, 55 lb laminated wood, \$55 value, sell for \$20.  
472-0018

AKC registered poodle, female, 8 weeks old, \$50.  
427-5094 after 5

Fender 5 string banjo, hardshell case, brand new, cost \$600, sell for \$350.  
477-4538

Used lumber - 1"x4"x12', 1"x6"x12', 1"x10"x12', 1"x12"x12', 1"x12"x4' particle board - 1"x12"x8', 1"x12"x4'.  
455-6838

One set U.S. mags (slotted) with Goodyear tires, fits GM products, \$135.  
695-5407

100 acre farm near Thorndale, house, trees, 3 ponds, good pasture land, water line, \$700 acre.  
Vernon Guthrie, Bopx 423, Thorndale, TX.

10'x11' white shag rug - \$50; contemporary hanging lamp - \$20; FREE CHRISTMAS PUPPIES.  
488-7517

16-2/3 acres, fenced, modern 2-bedroom house, double garage, deep well, large pond, deer stand, roe tractor and equipment, 1/2 mineral rights, located 8 miles north of Lovelady, TX.  
479-2948

Large lot (approx. 3/4 acre), S. Portsman Retreat, Section #1, Kickapoo Creek, Lake Livingston area, water & electricity available, Laun Ching Ramp, \$3,975.  
472-2633

## WANTED TO BUY

Camper cover for long and wide.  
479-2261

Low pressure air compressor unit with tank; rifle - 30-30, 30-06 or Br 303, need not be sporterized, reasonable.  
453-0231

Metal patio furniture.  
645-6329

*You Are Cordially*

*Invited to Attend SCORA's  
First Annual*

*Christmas Party and Dance*

*Friday, the fifth of December*

*Nineteen hundred & seventy-five*

*eight to two o'clock*

*Shamrock Hilton*

*Emerald Ballroom*

Tickets for the dance can be purchased from any Board member at \$10/couple for members and \$15/couple for guests. The dance is a BYOB. There will be door prizes, a limbo contest and a mummy-wrapping contest. Everyone is invited to come and see "The Whistler".

**CHECK STANDS WED.  
FOR NEXT WEEK'S  
SHELLEGRAM**

Next week's SHELLEGRAM will be on the stands Wednesday instead of Thursday due to the Thanksgiving holidays.