

SHELL LETTERGRAM

SHELL DEER PARK

SHELL DEER PARK ACTIVE IN REDUCING WASTE

Shell Deer Park has made significant progress in reducing hazardous waste. That progress is reflected in reductions reported by the State of Texas as Shell Deer Park and a growing number of other industries participate in Clean Industries 2000, the nation's largest voluntary pollution reduction program.

Clean Industries 2000 requires facilities to reduce hazardous waste and/or toxic releases by at least 50 percent by the year 2000.

The state's progress as well as Shell's and other industries was reported at the Clean Industries 2000 governor's award banquet May 11 in Austin. Shell Deer Park was cited as having a 9.1 million ton per year reduction in generation of hazardous wastewater, an accomplishment made possible by the Benzene NESHAP waste facilities which keep benzene out of the waste water, explain CHARLES BLAND and SUSAN MILLER, Environmental Conservation.

According to Bland, Shell Deer Park's progress in large part accounted for most of the state's reductions - a 12 million ton reduction in 1993 (17 percent compared to 1987), during the first year of the program. Clean Industries 2000 members accounted for almost all of the hazardous waste reductions reported in Texas that year, according to a recent Texas Natural Resource Conservation Commission news release. TNRCC Chairman John Hall also announced in the news release that members are more than halfway to the 50 percent goal.

"We here at Deer Park have historically characterized our wastewater as hazardous prior to its treatment," says Bland.

"The year to which we compare our reductions is 1987. We were able to take advantage of projects we recently put in place reductions on the amount of contaminants and made it possible for us to reclassify

our wastewater. Our improvements had a significant impact on the state's numbers."

"The nice thing about this program is that it's voluntary," says Miller. "Companies are learning that voluntary programs are better than mandates because we know where we can get the most reductions for the least amount of money. Environmentalists were at first wary about this program but are now very impressed because they see real reductions being made."

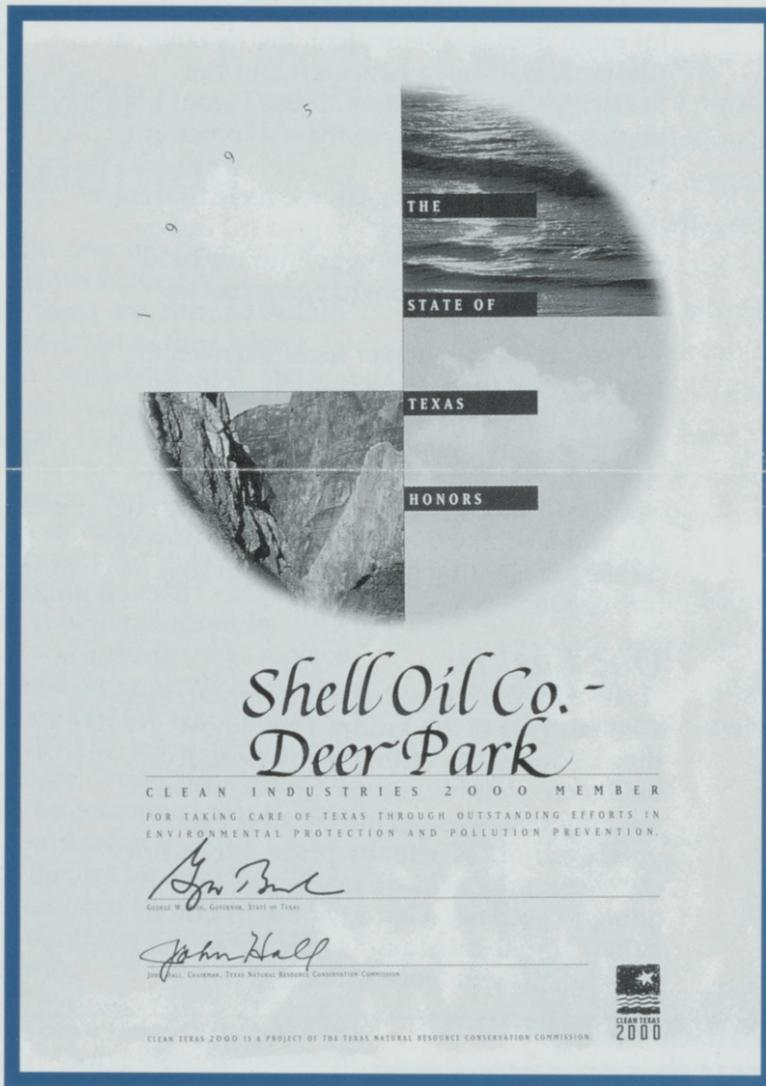
Miller adds that Shell Deer Park has also been doing "real well" with SARA emissions reductions. "There's been lots of effort put into that and we will start to see emission numbers decrease as a result."

Industries participating in Clean Industries 2000 must meet the following criteria:

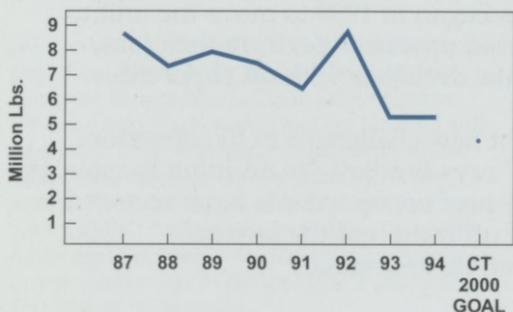
- Make a commitment to reduce by 50 percent by the year 2000 the amount of hazardous waste generated and/or Toxic Release Inventory (SARA 313) chemicals;
- Create a community advisory committee;
- Participate in activities such as Household Hazardous Material Collection Day, San Jacinto River Clean Up and other outreach and educational programs;
- Conduct an audit program on a minimum 3-year cycle.

Shell satisfies these requirements with its participation in all of the above programs. Its audit program consists of a Compliance Assurance Review, an extensive audit, according to

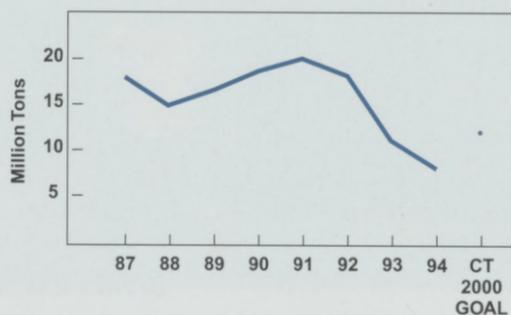
Miller, where employees from other Shell locations come to Shell Deer Park for two weeks after which Shell Deer Park is held accountable for anything that needs to be corrected. ■



CLEAN TEXAS 2000 TOXIC RELEASE INVENTORY EMISSIONS REDUCTION (SARA)



HAZARDOUS WASTE GENERATION REDUCTION (WASTEWATER & NON-WASTEWATER)



Safety

1 Year

Resins Maintenance: OSHA RECORDABLE FREE

It's a significant accomplishment when a maintenance organization can work one year without any OSHA recordables. Resins Maintenance now holds that honor. It's one made even more meaningful due to the size of the department (about 70 employees).

The milestone led members of the department to reflect on how it could move from becoming a place where injuries were accepted as part of the work not more than 5 years ago, to one where an unsafe act was out of the norm and unacceptable.

The Shellegram captured this dialogue among several folks from Resins Maintenance as they discussed how they arrived at a perfect safety record, what's different about the department today, and what it will take to reach another year and others after it.

Ed Koch:

"People have taken Job Safety Analyses (JSA) to heart. Another part of the equation is that the SUMIT (Shell Deer Park's accident investigation process) has helped us. We're working more as a team and that adds to our performance, too."

Hubert Harrell:

"I think protective gear makes a difference. Also, teamwork, and operations are preparing the equipment better. People are also looking out for other people - it happens a lot more than people realize. For instance, a person is learning a new craft and I'm teaching him a procedure. I don't want him to go home hurt because there's something I didn't show him.

"Speaking of safety gear, we have to wear certain personal protective gear for different processes. When you go into the field there's no doubt as to what gear has to be worn.

"We can buy whatever tools we need to buy in order to do the job safely. A lot of times in the past we used to improvise (use a wrench to hit something instead of a hammer). But now, I think people are saying, 'I'm going to get the correct tool out of my tool box.' So, they take the extra time to do the job right by getting the right tool for the job."

Doc Laskie:

"I see a lot of things that are different. I see a lot of pride in the group. They know they're doing something really neat. It builds on itself because no one wants to be the first person to get hurt. Call it peer pressure, but it's actually pride. When I'm out there, my goal is to make sure I'm not going to get hurt. I lay a clipboard down before I climb a ladder. I walk across the parking lot with loose rocks and I'm

conscious that these rocks can move around. Those thoughts are going through my mind and a lot of others are having the same thoughts. Pride builds on itself.

"For years we've been preaching 'personal responsibility.' My suspicion is we've already got there. People feel like they're responsible for their own safety. It's not their bosses job to take care of it, nor the people working next to you. People stop and give someone a hand to make the job easier, hand them the right tool. We didn't have that five years ago."

Bill Coit:

"You can't work safety until you believe you can work safe. It reinforces all the things you've been doing prior to today that have kept you from getting hurt. We're now reaping the benefits of that hard work. Now every individual realizes that when they do those preventable activities they're doing what it takes to keep themselves and their fellow workers safe. That will continue to breed more success and more confidence and safety performance."

Ed Koch:

"The good news is that good performance here at the plant carries with you when you leave. You get in a mindset. You think first, what am I going to get into here? Or, if you have someone helping you, you get them involved."

(Continued on Page 7)



Solvents & Treating operators pictured are (l-r) Tony Lloyd, Joe Mohan, Rene Soliz, Tim Bradley, George Allen, and Mike Veazey.

Solvents & Treating

FIRST TO REACH 25

It's a first for a Shell Deer Park manufacturing Unit - Solvents and Treating celebrates 25 years without a Days Away Injury. Achieving 25 years without an OSHA Recordable came after a period of change at the Solvents & Treating Unit, according to TIM BRADLEY, foreman. Efforts began in 1990 to move the unit to a self-directed operation; that is, operators perform their jobs, manage operations and make decisions without supervision on shift.

"This change has brought new challenges to the operators which they readily accept," says Bradley. "In addition to maintaining the safety record, many production records have occurred in conjunction with increased utilization of the facility."

How do operators explain the milestone?

(Continued on Page 7)

NEW LANDFILL COMPLETED

Shell Deer Park has a better way to contain hazardous waste. A newly constructed Class-1 hazardous waste landfill called Site 104 was put into service recently.

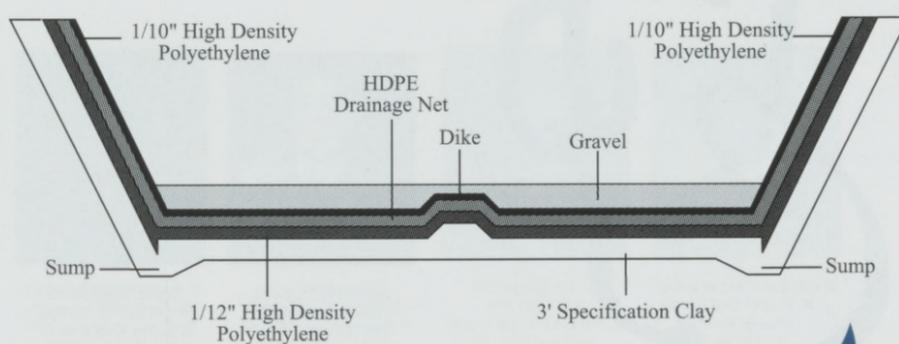
The new landfill, located in the northeast corner of the Refinery, consists of three equally-sized compartments or cells. Cell 3 was put into service in 1991. Because it began filling up, Cell 2 was constructed using a complex layering of clay and plastic.

"We started with a three-foot layer of clay, then added layers of high density polyethylene (plastic), drainage net, plastic, gravel and sand - a total of six layers," explains BILL DAVIS, Engineering & Maintenance/Project Engineering, project engineer. "The gravel and sand protect the top layer of plastic from damage as material is placed in the landfill. Drainage net is a plastic spacer about one-quarter inch thick and has water channels designed into it so that any water getting through the first liner can be collected, removed and pumped to the effluent treater."

The entire landfill - all three cells - is designed to comply with the solid waste rules of the Texas Natural Resource Conservation Commission (TNRCC) and the Environmental Protection Agency (EPA). One set of those rules requires that the landfill area have the groundwater monitored with wells to ensure there is no leakage from the landfill.

Disposal of waste has become very costly and construction of the landfill has been an expensive project with a fixed volume available for future waste disposal, according to Davis.

"Anything that can be done to reduce the amount of material going there for disposal will lengthen its life and delay the need to construct another," adds Davis. ■



(Left to right) Machinists Dale Manley, Mike Hindman, John Owens respond to the challenge of performing major repairs and troubleshooting on major pieces of equipment. They stand here with their supervisor Joe Babineaux (right).

Machinery Repair Team Valuable Refinery Addition

The Refinery is in a comfortable position when it comes to critical machinery repairs and backlog. Instead of going to contract millwrights, the Shell Deer Park Machinery Repair Team handles those jobs admirably.

"The major pieces of work which were a significant concern from a manpower and quality standpoint," says VELIT SEYFETTIN, manager, Engineering & Maintenance/Mechanical Equipment.

The Mechanical Equipment Department's vision was to form a team that could perform overhauls or repairs on large equipment, troubleshoot complicated machines and respond to unplanned vital machinery failures. The MRT, which consists of four machinists - DALE MANLEY, EDDIE MARSHALL, JOHN OWENS and MIKE HINDMAN -- reports to the Mechanical Equipment Department to provide direct interaction with the machinery engineers and inspectors.

Team members receive mostly hands-on training, which

Seyfettin says has been essential to the team's success.

The team was formed within the guidelines of the Union. "Union Leadership was very open minded about the idea and extremely helpful in establishing guidelines for the teams formation," adds Seyfettin. "It would have been difficult to realize this concept without their help."

"Making the MRT concept a reality was not without its difficulties - acquiring tools, a place from which to operate, overtime, and planning the work," says JOE BABINEAUX, inspector foreman supervisor. "Also, the skeptics had to be convinced that the concept could work."

For the last six months, the team has been functioning well and is continuing to improve with time.

"Individuals in this team have proven once more that Deer Park Refinery machinists can perform well and complete work safely, on time and within budget when given the challenge," says Seyfettin. ■

(Foreground) Nellwyn Petter (left), Sandra Needham (right), and Teresa Mills (back) of Distribution/ Customer Service help La Porte Senior Citizen Bernice Evans (background) and her husband with yard work. Every member of the department has helped with the community service, which has expanded into an "Adopt a Yard" program. The program fulfills a "community partnering" goal with future plans to work at the United Way Agency The Bridge, deliver toys to tots and give Thanksgiving food baskets to the needy.



CONGRATULATIONS GRADUATES



CHRISTINA M. ALEX
Daughter of ROBERT E. ALEX, Docks, Graduate of Willowridge High, Missouri City



SHANA M. ALLEN
Daughter of LARRY A. ALLEN, SR., Major Resin/SET, Graduate of Pearland High



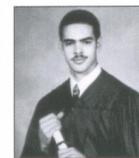
RAINA INEZ AUZENNE
Daughter of ALVIN AUZENNE, Central Maint, Graduate of Incarnate Word Academy, Houston



DAVID KYLE BAKER
Son of DAVE BAKER, BA/SR, Graduate of Deer Park High



JAMES SCOTT BARNETT
Son of JAMES M. BARNETT, Pressure Equip, Graduate of LaPorte High



ANTHONY JASON BELL
Son of ANTHONY N. BELL, COKER, Graduate of The High School for Law Enforcement and Criminal Justice



REBECCA CHRISTIE BILSKI
Daughter of PENELOPE BILSKI, Central Maint, Graduate of Deer Park High



BILLY BRANDT, REM
Maint, Graduate of Deer Park High



JOANNA BURT
Daughter of DAN BURT, Chem/Engineering & Maint, Graduate of Rensselaer Polytechnic Institute, Troy, NY, B.S., Biomedical Engrg.



SONDRA CALABRESE
Daughter of CHARLES CALABRESE, Chem/Econ. & Sched., Graduate of Clear Lake High, Houston



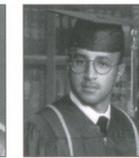
KEVIN CORBITT
Son of RICHARD CORBITT, Chem/Control Systems, Graduate of Deer Park High



NICOLE DARLAND
VOE student, Human Resources, Graduate of South Houston High



PAMELA DEJEAN
Daughter of BAPTISTE DEJEAN, retiree, Graduate of Texas A&M, College Station, TX, B.S., Chemical Engineering



RODNEY J. DERBIGNY
Son of BILLY R. VAUGHN, Railroad, Graduate of Dulles High School, Sugarland



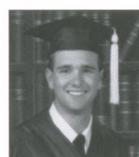
SARA KATHERINE DEVORE
Daughter of BOB DEVORE, Hydroprocessing, Graduate of Deer Park High



RENEE EVONNE DONAHUE
Daughter of KENNETH DONAHUE, Utilities, Graduate of Dickinson High



JAMES LEE DUHON
Son of DARRELL DUHON, Hydroprocessing, Graduate of Orangefield High, Orangefield, TX



BRIAN KEITH DUMONT
Son of FRANK DUMONT, Automotive, Graduate of Dayton High, Dayton, TX



JOHN PAUL ERICKSON
Son of PAUL A. ERICKSON, Central Maint, Graduate of Texas A&M, College Station, TX, Veterinary Medicine



WILLIAM GREGORY FILBERTH
Son of THERESA FILBERTH, Chem/Business Integration, Graduate of Sam Rayburn High, Pasadena



IDALIA C. GARZA
Daughter of HUMBERTO C. GARZA, BA/SR, Graduate of Deer Park High



CRAIG M. GIBBS
Son of GEORGE E. GIBBS, JR., Aromatics/Hydroprocess, Graduate of Deer Park High



JARED BRIAN GOLDMAN
Son of BRIAN W. GOLDMAN, Health & Safety, Graduate of Clear Creek High, League City, TX



CHRISTINA GONZALES
VOE student, Refinery Lab, Graduate of Charles H. Milby High, Houston



JUAN GONZALES, JR.
Son of JUAN GONZALEZ, CPS, Graduate of Deer Park High



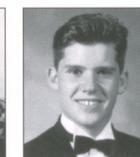
JULLISA CELINA GUTIERREZ
Daughter of J.C. GUTIERREZ, Olefins, Graduate of Dobie High, Pasadena



EVA K. GULLION
Daughter of JOANNE GULLION, Refinery Lab, Graduate of High School for the Performing & Visual Arts, Houston



VERONICA ANNE HAMILTON
Daughter of Mary Castillo, Health & Safety, Graduate of Deer Park High



JASON ELLIOTT HARGRAVE
Son of ALEX E. HARGRAVE, TAP, Graduate of Clear Creek High, League City, TX



SHARI HASSELL
Daughter of J.A. HASSELL, Chem/Control Systems, Graduate of Sam Rayburn High, Pasadena



JEFFREY LEE HERNANDEZ
Son of RUBEN F. HERNANDEZ, A/G Dept, Graduate of La Porte High



DEBORAH HOLDEN
Daughter of JOHN HOLDEN, Regulatory Affairs, Graduate of St. Agnes Academy, Houston



ERIN N. HOLMES
Daughter of STEVEN A. HOLMES, QA/PE, Graduate of Langham Creek High, Houston



TIFFANY JACKSON
Daughter of DON JACKSON, SEM, Graduate of Deer Park High



SHERRY MICHELLE JONES
Daughter of GILBERT JONES, Olefins, Graduate of Sante Fe High, Sante Fe, TX



REBECCA KOCH
Daughter of ED KOCH, REM, Graduate of Clear Creek High, League City, TX



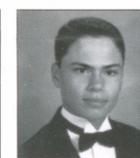
KRISTY LASKIE
Daughter of F.D. "Doc" LASKIE, REM, Graduate of Deer Park High



ALISON KAYE MCGALLION
Daughter of DAVID G. MCGALLION, STP, Graduate of Ball High, Galveston



KRISTI NICOLE MCMILLAN
Daughter of DONALD MCMILLAN, TAP, Graduate of Deer Park High



CHRIS MALVEAUX
Son of MORRIS MALVEAUX, Railroads, Graduate of Dobie High, Pasadena



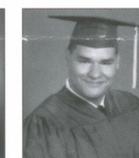
DIANE ELEZABETH MARSALIS
Daughter of GARY T. MARSALIS, Automotive, Graduate of South Houston High



KHURRUM MIAN
Son of SHAD MIAN, Chemical Lab, Graduate of Clear Lake High



KATHERINE J. MOORE
Medical, Graduate of Nova Southeastern University, Fort Lauderdale, Florida, Doctorate, Adult Education



RICHARD NARANJO
Son of ROBERT NARANJO, West Fuels, Graduate of Deer Park High



AMY NUNEZ
Daughter of GUADALUPE NUNEZ, BPA-Distribution, Graduate of Sam Rayburn High, Pasadena



MERCEDES MARIE PEREZ
Daughter of ESTELLA M. SIMMONS, Olefins, Graduate of Port Isabel High, Port Isabel, TX



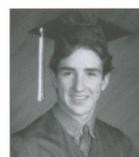
NANCY PEREZ
VOE student, Olefins, Graduate of South Houston High



SOMMER PHARR
Daughter of L.C. PHARR, Distilling, Graduate of Harvest Christian Academy



JOSH PRITCHARD
Son of BETHANN PRITCHARD, PAU, Graduate of Grapevine High, Grapevine, TX



RICHARD RAMSEY
Son of STEVE RAMSEY, Coker, Graduate of Friendswood High



LANA ELIZABETH REIM
Daughter of MARTIN E. REIM, Resins/SET, Graduate of Sam Rayburn High, Pasadena



BENJI RHODES
Son of ACE RHODES, Ref/East/Metals, Graduate of Deer Park High



KIMBERLY ANN ROACH
Daughter of DON ROACH, PERMAC, Graduate of Baylor University, Waco, TX, B.A. Communication Disorders



AMEY MICHELLE RYGAARD
Daughter of PETE RYGAARD, Heavy Olefins, Graduate of South Houston High



JASON LEE SAPP
Son of RANDY SAPP, Central Maint, Graduate of Deer Park High



MELANIE ANN SMITH
Daughter of DOUGLAS S. SMITH, Instrument, Graduate of Deer Park High



WENDY R. SMITH
Daughter of MICHAEL W. SMITH, Environmental, Graduate of Deer Park High



ANGIE STOKES
Daughter of H. LAMAR STOKES, Coker/COHT, Graduate of Harvest Christian Academy, Pasadena



PAUL A. STUS
Son of T.E. STUS, Ref/Process Engineering, Graduate of Clear Brook High, Friendswood



MARISSA J. VAZQUEZ
Daughter of SELIA GOMEZ, Business Services, Graduate of Little Shaver Academy, Pasadena, Pre-kindergarten



JOHN WESLEY WALLS, JR.
Son of JOHN WESLEY WALLS, SR., A/G Dept, Graduate of High School for Engineer Professions, Houston



MICHAEL WARE
Son of VOJICE WARE, Automotive, Graduate of Prairie View A&M University, B.S. Chemical Engineering



JOHNATHAN M. WEATHERLY
Son of B.T. WEATHERLY, JR., Olefins Maint, Graduate of Barbers Hill High, Mt. Belview, TX



RAYMON LEE WELBORN III
Son of RAY WELBORN, Hydroprocessing, Graduate of Sam Rayburn High, Pasadena



AMANDA RENEE WESLEY
Daughter of CHARLES WESLEY, M/R, SET, Graduate of Sam Rayburn High, Pasadena



JENNIFER LYNN WILLIAMS
Daughter of LYNN WILLIAMS, Central Maint, Graduate of Dayton High, Dayton, TX

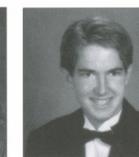


LESLIE ANN WILLIS
Daughter of SCOTT D. WILLIS, Distilling, Graduate of Deer Park High

1995



STEPHANIE WILSON
Daughter of STEVE WILSON, Pressure Equipment, Graduate of Deer Park High



TRAVIS WARREN YOUNG
Son of HARRY L. YOUNG, Refinery Lab, Graduate of Deer Park High



ANGELICA MARIA ZAMORA
Daughter of ALFONSO ZAMORA, JR., Lube Logistics, Graduate of La Porte High



CHRISSE ZUPAN
Daughter of FRANK ZUPAN, Lube Manufacturing, Graduate of Deer Park High



The group gathered for the last time in the Control Room of Dubbs 9. This day they came not to adjust the flow or monitor the feed rate but to eat cake, reminisce and formally say good-bye to the oldest unit at Shell Deer Park, a unit made obsolete by technology and the Delayed Coker Unit.

Dubbs 9 is named after Hydrocarbon Petroleum Dubbs, his actual name if you can believe it. Dubbs was a dedicated Shell operator like his namesake. "Dubbs Row," as it was called, housed Units 1-10, located where the new Alky plant now sits. That constituted the Refinery several decades ago.

Dubbs 9 outlived them all, serving Shell Deer Park since 1937 by making marine fuel oil (MFO) mostly, along with gas oil, naptha stream and some vent gas. It is one of the last of the Dubbs units known to Shell Oil Company and the last to shut down.

When built, Dubbs was on the cutting edge of refinery technology. "Prior to that, most of the refining was done with batch processing," explains LENNY MARTIN, who has operated Dubbs since he arrived at Shell in 1973. "They'd bring in crude, put it in a kettle and just boil it."

The batch process produced various grades of oil as you kept boiling it. Dubbs offered a continuous process. "You brought in feedstocks continuously, heating them, cracking them, distilling them into their different components," says Martin.

"Dubbs was one of the first attempts to upgrade some of the heavier ends of the crude barrel into higher value finished products," says JOHN GRIFFITHS, manager, West Operations. "Thermal-cracking by that technique improved yields. As the needs for kerosene and gasoline grew in this country, there was a greater need for this process."

It's almost hard to believe a 58-year-old unit could pump along for half a century, producing about 40,000 barrels a day. At its highest production point in the late 70s and early 80s, Dubbs was churning out about 70,000 barrels of MFO a day -- a record at that time.

When Martin arrived on the job 20 years ago, they told him not to get used to Dubbs because it was going to be replaced by a coker. "They kept saying that every couple years," says Martin. "And Dubbs kept running until the coker was built 22 years later."

"It's the end of an era, a turning point for Deer Park," reflects Griffiths. "It's the oldest unit in the Refinery being replaced 50 years later by the newest unit in the Refinery."

Dubbs 9 has been a secure home to those gathered in the Control Room for this farewell party. The atmosphere was charged with some emotion, understandably.

"Over the years Dubbs has been cursed and rarely blessed but it has been home," says Griffiths. "And these guys have done a heck of a good job operating a 1937 vintage unit that has been modified over the years but basically is still pretty much the way it was in 1937."

"The people that worked here have a very good safety record," says DON NETEK, operations supervisor. "This is an old unit with old equipment. We've had over two years without an OSHA Recordable and everybody is very proud of that."

In recent years we've put a lot of emphasis on making on-spec MFO at least cost," says Griffiths. "These guys have done a terrific job of saving us \$1.5 million a year."

"These guys really knew how to run Dubbs 9. They brought it up and shut it down without a hitch," says Netek. ■

DUBBS 9 PRODUCTION

(approx. figures, from start-up to shutdown)

Marine Fuel Oil.....	380 million barrels
Thermal Light Gas Oil.....	28 million barrels
Naptha.....	23 million barrels

I remember...

John Griffiths, manager:

"I was sitting next to an 80-year-old retiree one day in 1983, who had come out to the Refinery to visit a former co-worker. The co-worker asked the old-timer, 'What do you see different out here?' The retiree paused, looked around and responded, 'The clock.'"

Oliver Moses, operator:

"When I came here in 1984 you still controlled the fuel gas flows to the furnace manually outside by turning a hand valve. You controlled the oil flows by tapping on a valve. And you controlled the speed of the feed flow to the whole unit by going out and making very small adjustments to a hand valve."

Jose Morales, operator:

"The whole unit had a handful of instruments. Everything else was on manual. You'd go outside, make a change, go inside the control room to see how far you went. If you went too far, you had to go out again. You had to be real careful and quick to learn how to operate the unit.

We also had farm animals way back when. They were used to trim the grass."

Farewell, DUBBS-9



A farewell celebration takes place in the Control Room

Operators gather for the last time by their historic unit.

(INSET) Early photo of Dubbs 9 Control Room (year unknown)

Resins Maintenance:

(Continued from Page 2)

Doc Laskie:

"I find myself thinking about safety at home a lot more. If I don't put my shoes on to mow the lawn, I feel so darn guilty."

Hubert Harrell:

"Before we go out in the field, we have a little meeting. We're always asked the same question: does anybody have anything to say about safety? It makes you think about the day before; was there something we saw? If we have a job that comes up that's out of the ordinary, we talk about it."

Doc Laskie:

"You work through it until the team feels comfortable doing their job. Everybody has the information they need to say, I can do that job."

"The little things get you more than the big things. Rocks in the parking lot, twisting your ankle falling down. Those people out there have a greater potential of getting hurt than I have. I think they manage those little things real well and they see it as theirs to manage."

Bill Coit:

"I think back three or four years ago. We started our own departmental safety structure. It clarifies how each of us fits into the safety structure and what the individual expectations are. That ultimately leads to individual accountability. We understand what we need to do and we're doing it."

"The next stage we went to was having broader participation. Over the years we've seen more and more people getting involved in our safety process. This year every person in the department participated in what the safety goals would be for 1995. This participation gives everyone more ownership for the goals. Also, everybody has participated in some way in the execution of those goals."

"Ownership leads to leadership. We have a lot of people stepping up to the plate to take on execution of goals, or to take on safety meetings."

"Leadership leads to commitment. Now we have a structure and an organization in place where people feel comfortable and are committed to making it work. Our commitment has deepened. That leads to continued good performance."

Doc Laskie:

"I want to make sure to say this. Steve Reeves pulled us out of the mud in our safety meetings. Our topics were on the boring side. Steve added humor to a serious topic and kept alertness up to where you had to listen so you would not lose track of the funny thing he was going to say. Now I don't dread safety meetings like I used to because I realize there's an opportunity to make it interesting. That can only translate into better understanding."

Bill Coit:

"Another key element, since we're talking about structure, is the Safety Steering Team (SST) the department formed. It's three or four years old now. It provides leadership and direction."

Doc Laskie:

"Yes, we've accomplished some really big items through the SST."

Pat Guillotte:

"The SST is going to help us in the future. It's going to help us reach two years."

Bill Coit:

"What we've been doing over the last four years is slowly, steadily, broadening the base of safety resources in our department. Where it used to be just ten people in the SST working on safety, now we have everyone in the department in some way involved in safety...because they want to be."

Doc Laskie:

"The next step is that we shouldn't think that what we've been doing is so perfect that we're going to automatically get our two years. If we don't improve and change, we're not going to get there. Not automatically."

Bill Coit:

"But the broad base participation makes getting from one to two years a heck of a lot easier than getting that first year. Because now you've got 70 people working on safety, instead of 10." ■

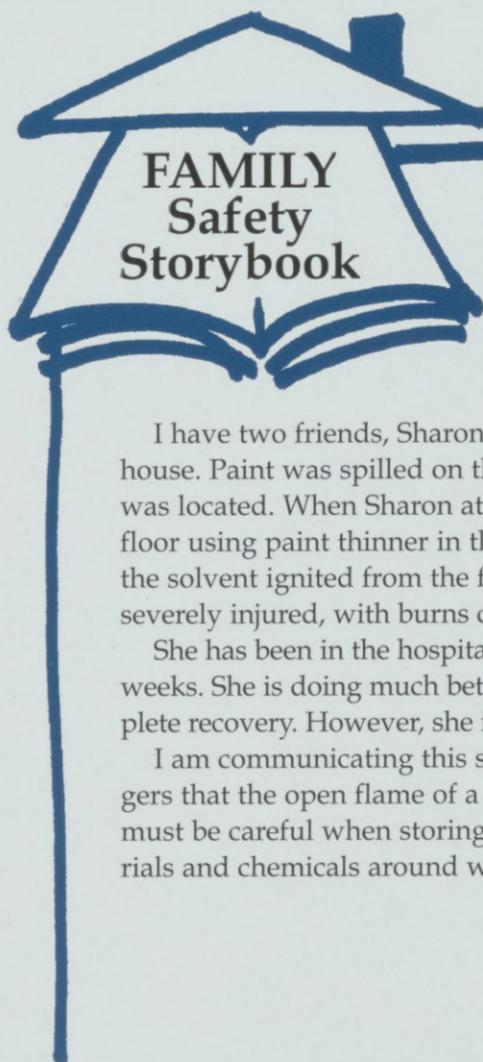
SOLVENTS AND TREATING

(Continued from Page 2)

"Thinking through each action before performing the task and not taking chances," says GREG LUBRICK. "Using positive intervention with ourselves in addition to the craft group," says BOBBY PEARCE. "Dedication and commitment along with teamwork from everyone involved to accomplish the job at hand," says PHIL JORDAN.

"Communication, cooperation, flexibility and a good relationship with management makes the difference," says TOMMY SULLIVAN.

"Giving the operators the authority and accountability to safely manage their work and insuring they exercise the ability to stop the work when conditions become unsafe," says Bradley. ■



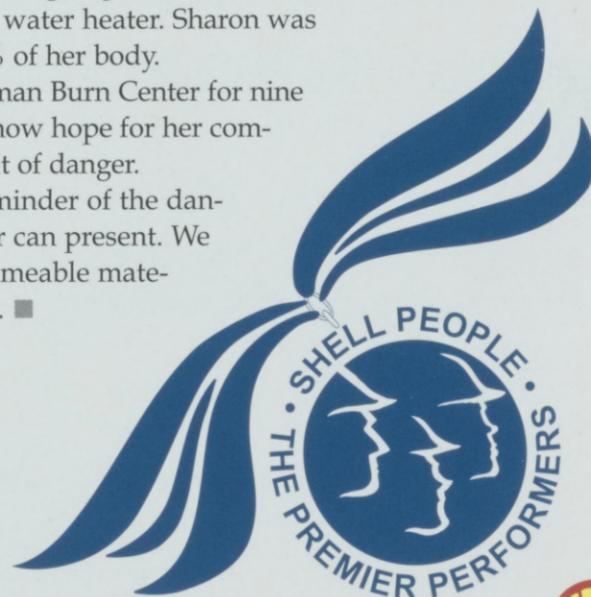
Flammable materials ignite near open flames

by L.F. Haydar, Pressure Equipment

I have two friends, Sharon and Ron, who were remodeling their house. Paint was spilled on the garage floor, where the water heater was located. When Sharon attempted to clean the paint from the floor using paint thinner in the unventilated garage, the fumes from the solvent ignited from the flame on the water heater. Sharon was severely injured, with burns covering 80% of her body.

She has been in the hospital at the Herman Burn Center for nine weeks. She is doing much better, and we now hope for her complete recovery. However, she is still not out of danger.

I am communicating this story as a reminder of the dangers that the open flame of a water heater can present. We must be careful when storing or using flammable materials and chemicals around water heaters. ■



MILESTONES

SERVICE ANNIVERSARIES

30 YEARS

L.F. KUNKEL
Lube Logistics
H.R. NIEUWOLD
Control Systems

25 YEARS

L.O. AYRES
Central Maintenance
F.M. CLARK
Lube Logistics
M.W. CLAWSON
West/Log/Util/Env.

J.M. BUSH
Maintenance Planning
J.H. CARLSON
Control Systems

S.J. DUPRE, JR.
Solvents/Distribution

T.D. EATON
Ref/Utilities

D.B. GOOD
PE/CS/QA/Solvents

G.R. HAIGLER, JR.
Ref/Utilities

S.Y. JUAREZ, SR.
Ref/Control Systems

L.L. McMILLEN
OPII Revamp

A.E. MAYES
Ref/Pressure Equipment

J.R. SIMPSON
Heavy Olefins Manufac.

H.L. WHITE
Central Maintenance

20 YEARS

S.W. BAILEY
Ref/Maintenance
Planning

G.M. CORONADO, JR.
Business Services

H.J. DISHONGH
Employee Development

E.A. DOE
Ref/Pressure Equipment

M. GARCIA, JR.
Ref/Utilities

J.M. LOPEZ
Ref/Utilities

B.W. McCOWEN
Central Maintenance

J.J. MALONE
Aromatics

J.R. NICHOLS
North Administration

R.A. NORRE
Control Systems

R.O. REYES
Central Maintenance

E. SANCHEZ
Business Operations

D.R. SIMMONS
Business Services

L.E. TINKLER
Project Engineering

V.J. WARE
Central Maintenance

N.F. WOLFE
Ref/Dispatching

15 YEARS

R.J. ABRAMCIK
Cat Crack/Gas

J.T. BALES
Hydroprocessing

M.E. BROWN
Distilling

R.W. BROWN
Distilling

A. CASTANEDA III
Phenol Acetone

C.L. DEES
BPA4

R.L. DREWETT
BPA Manufacturing

D.L. FONDAW
Heavy Olefins

M.E. HORTON
Environmental
Compliance

B.D. HURST
Business Services

T.K. JASEK
Ref/Utilities

A.K. JOHNSON
Lube Manufacturing

F. PALOMAREZ
Lube Manufacturing

K.D. PETERMAN
Solvents/Distribution

N.M. SAUNDERS
Control Systems

C.E. WYATT
Maintenance West

10 YEARS

W.P. WILKINS
Olefins

MEMORIUM

FRED DISHAW, retiree,
died June 6 in Pasadena

MIKE STRICKLER,
Refining West, died June
7 in Pasadena



(Left to right) Joe Vasquez, Alky/Thermal Cracking; Bud Kyzer, Alky/Thermal Cracking; and Art Morgan, retiree; welcome Shell Houston Open golfers to a Shell Deer Park Historical display of past Houston golf events and the Wonderful World of Golf in April.

SCORANOTES

Camping, swimming

Aug. 4 is camping to Wolf Creek Park. Call the SCORA Hotline, 246-6975 for information; then on Sept. 1 it's a trip to Country Place in Cut N Shoot. Even parents will enjoy the Back to School Wave Pool Party for members and their families Aug. 5. Watch the bulletin boards for the time or call the SCORA Hotline.

Golf, bowling

Aug. 19: Golf Tournament at Kingwood Cove. PROFS Grant Fabacher (GUF) or call Billie Daniel, X6-6684 for information; Sept. 8: Golf tournament at Lake Houston Country Club; Sept 7: Bowling season begins.

Picnic

Remember the SCORA family picnic, Sept. 23 at Rotary Pavillion. It's free to all SCORA members. All-you-can-eat barbecue and other great food fare.

Christmas dance

A Christmas dance will be country this year on Dec. 8 with country western artist "Randy Meadows and the Straight Up Band" at the East Harris County Civic Center on Kyle Chapman Rd off Spencer Highway. Dress is casual. Check the SCORA office for more information.

Softball results

In a repeat of last season, Sonics won the SCORA softball league tournament, Bad Boys finished second, Mean Machine third, and Raiders fourth. Sonics was led by the clutch hitting of Keith Flanagan, Todd Monete, Mike Junot, Johnny McDaniels, Joe Bibby, Joe Diaz, Chet Servance, Ron Shuman, Jason Payne, Rocky Flanagan, Brian Hendrix, Sean McDaniel and Apple Smith.

ANNOUNCEMENTS

Martinez 13 million hours safe

Employees at Martinez Manufacturing Complex employees celebrated on June 8 their best-ever safety record of 13 million safe hours worked.

In a congratulatory message to Shell Deer Park, Ron Banducci, vice president, Shell Oil Products Company said, "Thanks for the individual efforts that led to this significant accomplishment. It would not have been possible without each of you demonstrating your personal commitment to safety daily in your actions and decisions."

Wood River reaches one year

Wood River Manufacturing Complex employees reached one year without a Days-Away Injury or illness May 26; and Belpre Chemical Plant celebrated one million hours worked without a Days-Away-From-Work injury or illness on June 15.



Editor's Note: Shell Deer Park supports these initiatives: Responsible Care, through the Chemical Manufacturer's Association, is a continuing effort to improve the industry's responsible management of chemicals; STEP, through the American Petroleum Institute, addresses public concerns by improving our industry's environmental health and safety performance.

WE HAVE A COMMON GOAL TO KEEP PEOPLE FROM GETTING HURT.

SHELLEGRAM

Shell Deer Park

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