



# Shellegram

Deer Park Manufacturing Complex

88:12

## S.A.F.E. Team Profiles

### Awareness Team keeps HSIP in minds, actions

Probably no other S.A.F.E. ("Safety Activities for Everyone") Team is more important in bringing the Health & Safety Improvement Process (HSIP) to bear at Deer Park than the team charged with safety awareness.

Leader **DON DOZIER** says that as part of HSIP, the general awareness of safety at the Complex is crucial, since being continuously aware of safety is the No. 1 priority of the program for everyone at DPMC. The Awareness S.A.F.E. Team is chartered to develop a high level of safety awareness through promotional programs and by recognizing individual and group achievements in prevention and "pro-active" safety performance.

In addition to Dozier, the Awareness S.A.F.E. team is made up of **HERB BUTLER**, Chemical Operations; **DON CHASE**, transitman; **MARY HAMILTON**, HS&E; **STEVE HENNINGER**, Fuels East; **AUDIE MORGAN**, G Dept.; **SLIM SIMMONS**, Aromatics; **DON SMITH**, Chemical Oprns./Resins Maintenance; **LINDA SPILLER**, Fuels Operations, and **CELIA VAZQUEZ**, P&AS.

The most visible program involv-

ing this team is the monthly "You Make the Difference Through Prevention" awards drawing, begun in July and recently extended through June 1989 (see related story).

But the Awareness team is engaged in a number of other safety-consciousness activities, Dozier said.

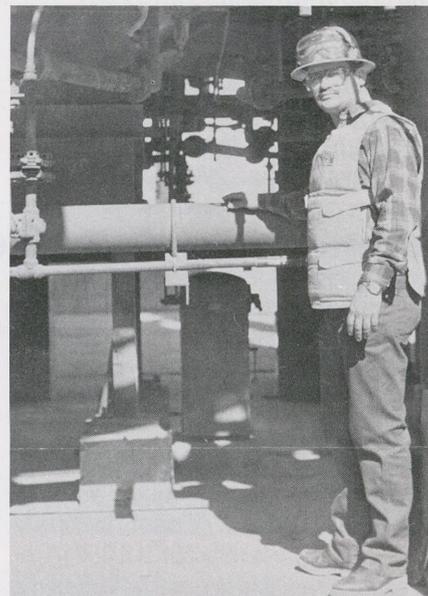
For example, at its Nov. 30 meeting, the group finalized the wording in the new Accident Prevention Reports (APRs). The APRs will be announced soon.

The team also will oversee publication of a S.A.F.E. Team newsletter, with details now being outlined.

According to team-member Steve Henninger, the Awareness team also has tackled several other areas of interest.

"We determined that the various safety signs around the Complex, particularly near the entrance gates, needed refurbishing, and new signs posted," says Henninger. "Slim Simmons volunteered to meet with Safety to see which signs would be available for HASIP-oriented signs, and to in-

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**'COOL' OPERATOR** — Steve Henninger, Fuels East, is shown wearing one of the new "icepack vests" being used in his and other operating units to keep cool when working near hot equipment. Henninger, a member of the Awareness S.A.F.E. Team, was on the CAT team that chose the vests, which can help employees avoid heat-oriented injuries during their daily activities at the Complex, particularly during the summer months.

## Ethylene production equals 1987 record on Nov. 10

The Olefins organization at DPMC is on a roll. Again.

On Nov. 10 of this year, DPMC equalled its record-setting 1987 annual ethylene production of 1.599 billion pounds, and still had seven weeks left to set a higher tally.

But hitting production highpoints seems to be in the genes of the people in Olefins, if past performance is any measure.

In 1986, even with soft market demand for the product during the first quarter, Olefins set a record with 1.587 billion pounds of ethylene.

The following year's activity topped that by a full 12 million pounds — a remarkable feat, considering that the unit was down for a 29-day scheduled maintenance turnaround.

So, it won't exactly be a surprise to anyone that with sustained high

customer demand for ethylene during 1988, near-perfect operation of OP-III, and a total dedication by operators, craftsmen and support organizations to keep the unit operating at peak rates, an even more impressive record should be reached by year's end.

**JOHN GRIFFITHS**, superintendent of Olefins, gives the credit to whom it's due.

"It took the efforts of everyone in Olefins to reach this level of achievement," says Griffiths, "but all the operating units at DPMC contributed to the record in one way or another. It's been a total team effort."

He said Olefins will be celebrating like records for the other production units, as well.

"And if anybody can meet or beat our 1988 record, it will be the people here at Deer Park," he said.

# Carrier recognition award program begins Jan. 1

DPMC is initiating a recognition award program for both Lubes and Chemicals bulk tank truck carriers who meet or exceed Shell's transportation requirements for the year 1989.

According to **BILL LUCAS**, supervisor, Lube Customer Services, the program — developed by **NELLWYN PETTER**, secretary, Chemical Logistics, representatives of Head Office Land Transportation and himself — will begin Jan. 1, 1989 and end Dec. 31, 1989.

"Giving of the award to the carrier who meets Shell's needs in each business segment will be based on carrier performance and recommendations received from Shell customers," says Lucas. "We've notified all

our carriers about the awards and have enlisted their support and the participation of all of their employees. We believe it will serve as an incentive for continued improved carrier performance throughout the year."

Promotional awards will be given to carrier employees who demonstrate outstanding performance, says Lucas, and the contractors chosen for the annual awards will receive them at a special recognition dinner in early 1990.

According to Petter, winners will be judged on excellence, if deserved, with primary considerations being given to equipment, personnel and service. Additionally, she noted, attention to safety, training, Quality, self-



evaluation and proactiveness to Shell and its customers also will be considered in choosing the winners.

"Our Carrier Recognition Award Program logo recently was approved," says Petter, "and it will be displayed on banners at both carrier and Shell locations. The banners will be changed throughout the year and, combined with the promotional prizes, will serve as a continuing reminder of the recognition award process."

Lucas says the overall results of the program will reflect each carrier's dedication to excellence through the Quality Process.

"Through the award program, we're soliciting our carriers' continuing efforts in our process to reach zero defects in delivering Shell products to our customers," he adds.

## SMART Team-members help judge 'Senior Olympics'

Five members of the Shell Medical and Rescue Team (SMART) at DPMC have been recognized for their contributions in serving as judges at a special "Senior Olympics" activity held recently at Pasadena Town Square Mall.

The SMART Team-members who took part were **JOHN GOFF**, Aromatics; **SAMMY PATTERSON**,

pipefitter; **GEARY HANCOCK**, HS&E; **ROBIN ADAIR**, machinist, and **TOM DICKEY**, machinist.

The DPMC employees judged various events which featured senior citizen contestants. It was the first Annual Humana Senior Olympics, sponsored by the Seniors Association at Humana Hospital-Southmore in Pasadena.



**'HEALTHADVENTURE' HOOPLA** — Jerry Golden (lefthand photo), DPMC superintendent, Facilities Support, is seen addressing schoolchildren Nov. 30 at Deer Park Elementary School during ceremonies debuting the visit to Deer Park schools by the 'HealthAdventure,' Harris County Medical Society's traveling health exhibit. (Above) On a special Dec. 3 "Shell Day" at the school, DPMC employees, retirees and their families visited the exhibit. Here, Fred Palomarez and wife Gloria, daughter Tracy and son J.R., are seen with 'HealthAdventure' volunteer Melinda Grosch as they toured the trailer's series of health exhibits.

# HSIP off to 'good start'; awards program extended

After eight months, the Health & Safety Improvement Process (HSIP) at DPMC — with its goal of complete elimination of accidents in the workplace — has gotten off to a good start.

The seven S.A.F.E. (Safety Activities for Everyone) teams are organized and are hard at work on programs associated with HSIP (see related story).

Additionally, our Safe Work Groups (SWG) are in place and are providing the organizational structure that encourages prevention activities.

What's more, the monthly Health & Safety recognition drawings, designed to encourage DPMC employees to do something positive to improve safety and accident prevention, have earned such high acceptance they have been extended into 1989 — and with addition of a couple of new awards.

**JAKE JACOBSON**, leader of the Health & Safety Steering Group (HSSG), which is responsible for implementing the process, says melding HSIP with the Quality Process is going well, but that there is much yet to do.

"We're off to a good start, and have begun what we recognized was going to be a long journey toward achieving the changes needed to reach our goal of an accident-free workplace," says Jacobson. "Our S.A.F.E. Teams

and Safe Work Groups are organized and functioning, and we've begun our movement in the right direction."

In fact, he said, armed with data contained in "near miss" reports, safety audits, and other prevention activities all expanded under HSIP, the Complex is seeing a decline in the number of accidents reported to First Aid.

"We're encouraged, but we're far from being satisfied," he cautions, "because there is much to do. Most people have recognized the need to improve our safety performance, and recognize the role each of us has to play in doing that, but more progress is needed, particularly on the individual employee's level.

"Our goal is an accident-free workplace, and in reality, that's probably idealistic; however, it is a worthwhile goal and we want to make continued progress toward its accomplishment. Everyone knows that the fewer accidents that occur, the lower the chances are that someone will be seriously hurt. So, we have to strive for the ultimate."

Initial promotional activity is making itself known at the Complex, he said. The "You Make the Difference Through Prevention" safety recognition program, which features monthly drawings and prizes for employees who qualify, has been extended through

June 1989.

"This program has received good support from DPMC employees," he points out, "and has been a factor in improving Deer Park's safety performance."

The drawings program focuses on individual participation to encourage employees to take pro-active steps in accident prevention. The "eligibility requirements" for an employee's name to be included in the drawing will remain the same, he said.

"The 25 recognition awards to employees each month will remain in effect," he added, "but two new prizes have been approved."

The HSSG arranged to have two earlier drawing awards — the microwave oven and the ergometer exercise bicycle — replaced with a "His 'n Hers" set of Schwinn Cruiser Supreme 5-speed bicycles, and a Pioneer compact disc player.

Bulletin board announcements of the new award list were on display during December. The new prizes will be added to the list for the winners in the December drawing, which will be held at noon, Jan. 11, 1989, in the South Cafeteria.

"We will continue to look for opportunities to encourage employee participation and have a little fun along the way," said Jacobson.

## Awareness Team keeps HSIP in minds, actions at DPMC

*"Awareness," Continued from Page 1*

clude seasonal messages."

A meeting also was scheduled in which Awareness team-members might determine which signs at the Complex could be taken over for HSIP messages exclusively, said Henninger.

"Mary Hamilton and Herb Butler also are working on a process in which the signs would be coordinated with bumper stickers and hardhat stickers," he added.

Henninger said each Awareness team-member assumes the duties of unofficial safety "boosters" within their operating departments, helping official safety coordinators to keep safety awareness alive in people's minds.

"I volunteered for the S.A.F.E. Teams because I had decided I wasn't involved enough," says Henninger. "I guess one of the first things I was involved with was due to my injuring myself on the job."

During hot weather several months ago, he said, he became overheated while working near a furnace, and after stepping down from a ladder, injured his knee, which had become stiff from the heat.

He assisted in forming a Corrective Action Team (CAT) to look into ways to keep people cooler when working near hot units. After reviewing several types of such equipment, the team recommended purchase of "ice-pack vests." This equipment keeps the trunk of the body cool with frozen

gel packs stuffed in the pockets of a lightweight vest.

"The vests are used frequently at Fuels East and several other operating units in Lubes are also using them," he said.

Henninger believes the HSIP program is raising the safety awareness at Deer Park, even though it has been in effect only a few months.

"I believe that since the process went into effect that everything around the Complex seems cleaner," he observes. "You don't see as much old equipment and debris from repairs lying around as you used to. I can only attribute that to a general raising of the awareness around the Complex about safety and the importance of working toward an accident-free workplace."

## Kicking the habit:

# Reformed smokers make the commitment to b

To **LORRAINE CARPENTER** and **LARRY BECK**, quitting smoking is easy.

They'd both done it thousands of times.

However, they decided recently that they had to do something more than before: They had to make a solemn commitment to being non-smokers.

And that's when it got tough.

Carpenter, Chemical Maintenance, and Beck, BPA Operations, were among nearly 40 DPMC employees who signed up for the four-week slate of stop smoking classes, conducted at the Complex in October.

When the course had ended, they were among about 20 who had stayed to the last. They'd kicked the habit.

"It was one of the hardest things I ever did," says Beck, a pack-and-a-half-a-day man. "But nobody promised us a rose garden. The instructor told us it would be difficult. And it was — in spades."

Carpenter, whose smoking was confined to about 12 cigarettes a day — all smoked outdoors — dittos the degree of difficulty involved.

"I smoked only 12 a day, and I didn't smoke in my home or in my car," she recalls, "but I did it for 30 years running and loved every single one of

them. Cigarettes were a part of my daily life for three decades, but I chose to change that way of life. It was hard to do. I lost a friend — tobacco — and it takes time to grieve after you've lost an 'old friend'."

Like most who completed the course, Carpenter and Beck are now practicing non-smokers. And while it's still difficult for them at times, they appear to have made the necessary commitment to staying "clean."

Why did they decide to quit being "buttheads?" Did the decision to quit come from out of the blue?

"Hardly," says Beck. "I noticed that my four-year-old boy was very interested in my smoking. He'd fetch my cigarettes and lighter; even go get me an ashtray without being asked. I realized that because he loves me, everything I do is great. That included smoking. When I discovered I was setting him up to be a smoker later in life, I really felt awful. I jumped at the chance to take the course."

Carpenter has a similar story, but from a different viewpoint.

"My husband quit smoking many years ago," she notes, "but I didn't. Several of my grown children are smokers. I felt that by taking a stand and quitting, I might be able to influ-

ence them to stop. And, maybe as a further consequence to that, my grandchildren might never be smokers."

She's also concerned about the effects of smoking on her health.

"Look, I'm at the point where I can see retirement coming," she stresses. "My husband and I bought a motor home, and I want us to be able to enjoy retired life without it being disrupted by the kinds of disabling illnesses that are associated with smoking. I'm being selfish about that, but for me, it's a good kind of selfishness."

Beck says he started smoking about 20 years ago in high school.

"Back then, smoking was 'cool,'" he recalls. "I stopped playing organized baseball in my junior year, and sort of gravitated to the 'smoking pen' at school. I didn't even inhale ... just posed with a cigarette like the rest of the cool guys."

By the time he was a college sophomore, he was inhaling the smoke, and admits he became well 'hooked.'

"I smoked continually for 9-1/2 years, and then quit on my own for 16 months," he remembers. "Then, however, I had to face some major surgery, which everyone said would be very painful. I guess I was stressed out and worried, because I picked up smoking again." He continued to smoke for an additional 10 years.

Until Oct. 27, 1988, that is — his "Kick the Habit" birthday.

Both have good things to say about the classes.

"Our instructor was a former smoker," says Carpenter. "She knows what it's like to put cigarettes down, and admitted she was not able to quit on her own. But the Methodist Hospital program teaches you some practical, everyday ways to avoid smoking, while recognizing that without a solid commitment — a belief that this time, you will quit — you simply won't succeed. After all, smoking is an addiction. The only way to remain a non-smoker is not to smoke that first cigarette."

Beck has similar views; however, it was extremely important to him that

## Shell United Way Gifts Exceed \$3.5 Million

The record \$212,800 set by DPMC employees notwithstanding, combined Houston area Shell Oil employee donations during the 1988 United Way campaign totaled a record \$3,534,375 — an 11 percent increase from last year's total.

According to Shell Oil spokesmen, the Shell Oil gift was the largest combined contribution made to the United Way of the Texas Gulf Coast this year, and accounted for more than 7 percent of the organization's 1988 goal.

Employee participation this year was 94 percent. The employee con-

tribution was \$1,784,000 and represents a per-capita giving of \$155 — up 7 percent from 1987.

The Shell Oil Company Foundation contributed \$1.7 million, the largest corporate gift ever given to United Way of the Texas Gulf Coast.

Shell retirees, conducting their fourth campaign, raised \$50,375, which represents a 16 percent increase from 1987's total.

Shell also sponsored staff and retirees to help raise funds. L.L. Smith, vice president, production, was chairman of United Way's campaign for Houston Shell employees.

## to be smoke-free

he not be "talked down to" by anyone — or treated like a "weakling" with no will power.

"Will power doesn't have anything to do with it," he asserts. "For the first couple of meetings, I kept looking for a kind of 'burning bush' revelation that would take away my desire to smoke forever. It didn't happen. As we began to taper off, I kept worrying about the day we would put cigarettes away for good, and believe me, I didn't know whether I'd make it or not. However, I just took it one day at a time — sometimes one minute at a time — and by my formal quit day, I had already become a non-smoker."

And while he acknowledges that the addiction probably will strike again and again in the form of craving a smoke, Beck took steps to make it extremely difficult to ever smoke again, especially at work.

"I made a bet with my fellow workers that if I ever picked up another cigarette, I would buy them all a steak dinner with all the trimmings," he reveals. "The way those guys eat, I'd have to take out a second lien on my house to pay for it, so I have extra incentive to remain a non-smoker."

Carpenter says she, too, was anxious about being treated like a child — either judgmentally or with thinly disguised contempt.

"It was also important to me that my fellow workers not tease me about quitting," she reveals. "And to their credit, most of the people I work with on a daily basis respected my desire to quit. Many of them were pulling for me, and that does a lot to help. Today, after a few weeks as a non-smoker, I still have the urge, but every day, it gets a little bit weaker."

Both believe they have successfully kicked the smoking habit, and point to many of the positive things associated with quitting. Among these are improved self-esteem; loving approval of friends and family; improved sense of taste and smell, and a somewhat unconscious desire to avoid places where people smoke.



**WALLING OUT THE HABIT** — *Lorraine Carpenter and Larry Beck hold no grudge with practicing smokers; however, they chose to become ex-'buttheads' and took the Stop Smoking course offered at the Complex in October to help them kick their smoking habit.*

"It's kind of nice to request a 'non-smoking' table in restaurants," says Carpenter. "And I've ordered new drapes and carpet pads for my home because they tend to collect the odor of stale smoke, even though nobody has smoked in my house for years."

Is there now an urge to preach? Is it true that converts to non-smoking become overbearing zealots? Both say no.

"I don't criticize anyone who smokes," says Carpenter. "I know many of my fellow workers want to quit and probably will quit one day. But preaching doesn't help. In fact, it probably makes things worse. I was ready to quit."

Some of the others who took the course, apparently, were not. Medical's **DENISE BACH**, DPMC coordinator for the program, says the dropout rate at the Complex matches that encountered with the general public — about a third of those who sign up are not yet ready to quit.

"Yet is the important word," says Bach, "because even if a person decides to continue smoking, the fact that

they were concerned enough to attend even a few classes is proof that they want to stop. In fact, many of those people who don't finish the course the first time often will take it again later and succeed." She urges dropouts from the first class to re-take the course when it is offered again in January.

"The second round will begin during the second week in January," she says, noting that holiday vacations and other year-end activities delay starting in the first week.

"We've gotten lots of calls from employees who are interested in signing up, so we expect a crowd," she said. "This thing is catching on."

Bach also notes that should the demand call for it, a third session might be in the offing later in the year.

But as for Carpenter and Beck, their hope is that they've finally become confirmed non-smokers.

"I just wouldn't want to have to do this all over again," says Carpenter. "The company paid for this course, and if I had to pay for it, it would cost around \$500. Besides, I have more respect for me than to become a butthead again."

## Group promotes information exchange on Quality

With the Quality Process becoming a part of almost every activity at DPMC, the Quality Forum serves as a means to communicate what Quality activities are underway and how the process is doing in each of the various departments at DPMC.

"The Forum was chartered expressly to act as an information-sharing body to address the status of the Quality Process at DPMC," says **PAUL MASTA**, Business Management Team (BMT) sponsor.

The group also identifies communications issues which limit effectiveness between groups, he adds.

The Forum, a 13-person group formed in mid-1987 with one representative from each business and support area (BA/SA), meets about every other month to share information on the implementation of Quality, with emphasis on both successes and failures. The group identifies significant Quality issues, including those that, if appropriate, require forwarding to the BMT for resolution.

### Weeks named for PAFEC Quality Recognition Award

**BURT WEEKS**, Chemical West Rack operator, was named winner of the PAFEC Quality Recognition Award for November. The award was made at the December meeting of the the Quality Process support group for Chemical Operations.

According to **DEAN ZURKAMMER**, manager, Chemical E&S, Weeks received the award for outstanding work ethics and the role model he displayed in his work each day.

In presenting the award, Zurkammer mentioned Weeks' communications abilities in keeping Chemical E&S updated about product movements or West Rack problems.

"The Forum is where the whole Quality Process comes together," says Masta. "The members are all active in their area Quality Improvement Teams (QIT), and freely discuss both routine and sensitive Quality issues, with the goal being to help the BMT/SMT work Quality across all the different organizations at the Complex."

Forum members are chosen from the existing QITs to serve staggered 12 to 18-month terms. Current members are: **DARDEN BOURNE**, Accounting; **JIMMY BURKE**, Central Maintenance; **HERB BUTLER**, Chemical Operations; **JOE CARACCILO**, Auditing; **ADAM LeCOMPTE**, Utilities, and Masta, superintendent, Maintenance.

Also **CARL PITTMAN**, LPA; **KEN POWELL**, Training; **RALPH SANDALL**, E&S; **JACKIE SCHROEDER**, P&AS; **ROBERT TAYLOR**, HS&E; **JOHN SEQUEIRA**, Employee Relations, and **MARK TIBBITS**, Process Control.

Each member of the Forum brings items for specific discussion from their respective areas. This includes Quality recognition and continuance activities, including examples of problems and successful solutions reached. They also define and prioritize issues that might create significant problems.

He notes that Forum members also use meetings to state questions of interest in certain Quality subjects, so that other members who have experience with similar issues can help, either at the meeting or at a later time.

What's more, various individual Quality recognition awards programs are introduced so that members can benefit from the good points of those programs when they, themselves, initiate new ones. To date, the Forum has concluded that there are many different ways to make Quality work at Deer Park, and that the creativity and local ownership is good and can be shared via the Forum.

"It's important that the DPMC Quality Forum is not intended to make official decisions, issue directives, or solve Quality problems specific to each

BA/SA," says Masta. Those duties belong to the BMT and to individual QITs. The members share ideas and information, as well as suggest how Quality issues can be worked across the different operating units and support organizations.

The group is small enough so that individual members can return to their respective Quality Improvement Teams with information they obtained through the Forum's roundtable sharing.

The last most recent meeting, held Sept. 16, is a good example of how the Forum works, says Masta.

"At that meeting, in a roundtable discussion, the Forum reviewed the Chemical BA Quality Awareness Day, which Herb Butler placed on the agenda. Several of the members passed on suggestions they felt might help in holding a more efficient, more successful open house.

"Herb took some of the suggestions back to the organizers of the open house, and hopefully, we believe, helped in making it the great success that it was."

Also discussed, among other Quality-related items, was a new, 10-point Quality/Safety recognition awards program to be instituted by Central Maintenance, and several new training programs in progress, particularly an interactive video tape for individual SIQT training, which is just being introduced by Training.

"The Forum also went over how the Health & Safety Improvement Process is being integrated with the overall Quality Process, and several members asked for suggestions on fine-tuning individual Quality Improvement Teams and QIT planning."

Coordinating DPMC's Quality program with those of other Shell programs also is one of the topics dealt with by the Forum. Minutes of Forum meetings, containing the latest QIT programs and innovations, are widely circulated to gain maximum information-sharing and serve as an idea stimulator.

## DPMC 'appreciation' funds given to United Way

In the true spirit of giving, a number of DPMC United Way departmental work groups — who, through their contributions in the recent UW campaign qualified for special "appreciation" dinners — surprised local food banks with an additional "contribution."

Spending the money earmarked for the dinners on canned foodstuffs, powdered milk, etc., the groups managed to purchase a whopping 3,900 pounds of food, which was delivered to local area food banks.

The fifteen groups, whose members contributed greatly to the Complex's record \$212,800 total collections for 1988, were among those who could have enjoyed a free dinner as a result of meeting or exceeding

suggested giving levels during the DPMC UW campaign.

However, according to **CHAD ALEXANDER**, co-chairman of the UW campaign committee, they elected instead to use the money budgeted for the dinners to buy food for the local food banks, who parcel it out to needy families in the area.

"These people chose to forego their award in order to help people not as fortunate as themselves," said Alexander. "It was unanimous among those groups, and was a joint Shell-OCAW activity."

According to Alexander, the groups involved were those from:

Central Maintenance (including Central Planning); Project Engineer-

ing; Engineering Support; Security; Chemical E&S/Quality; Logistics Engineering; Lube Logistics Shift 3; Computer Applications; Fuels Engineering; Chemical Administration; Docks Administration; Mechanical Dept.; Electrical Dept.; Process Engineering — Solvents, and LPA Maintenance.

"The dinner budget contributions totaled \$3,830," says Alexander, "and it purchased a lot of canned food and other food bank items. Included were 30 cases of powdered milk.

"We're very proud of these people, and it demonstrates the commitment to helping others that is typical of the people at DPMC."

## November Safety Drawing Winners

On Nov. 9, the names of another 25 lucky employees were drawn as part of the ongoing monthly Safety Recognition Program at DPMC.

The employees, each of whom submitted approved safety awareness forms to the Safety Awareness Team, were among several hundred others whose names were dropped into a special drum during October.

The winners have their choice of four separate prizes, including a VCR, a 19-inch color television set, a microwave oven and an Ergometer aerobic exercise bicycle.

Winners for November were **F.D. LASKIE**, I&S Maintenance; **R.E. CERVI**, Utilities; **CHARLIE VAUGHN**, BPA; **D.M. LARSON**, Administrative Services; **F. LERMA**, P&AS; **AL BALLESTEROS**, T.F.C.H.; **DEBRA MURPHY**, Aromatics;

**JOEY PALERMO**, P&AS; **WAYNE MORRIS**, M Resins; **HANK KREBS**, Special Projects, and **FERMAN SMITH**, Lube Logistics.

Also **WILLIAM SCHROF**, Fuels Engineering; **R.W. BRYANT**, Central Maintenance; **R. LUSK**, PAU; **I.J. ALVAREZ**, EOM-Fuels; **ALBERT A. COOKE**, LRDF; **CELIA VASQUEZ**, P&AS; **O.F. GIBSON JR.**, P&AS; **DAVID LOPEZ**, LO-III; **DALE ELDREDGE**, Rigging Shop; **J.W. OVERMAN**, CC&G; **M.R. WELLS**, LPA; **ROB ELSTON**, Dispatching-Fuels; **JERRY PRATKA**, Fuels East, and **J.E. WISDOM**, Phenol-Acetone.

Congratulations, winners! And look for results of the December 9 drawing in the January issue of the *Shellegram*. Winners in the Jan. 11, 1989 drawing will be announced in the February issue.

## DPMC reaches 1-million-safehour milestone

On Nov. 7, DPMC employees surpassed "One Million Safehours" without a disabling injury.

According to Complex Superintendent **GAYLE JOHNSON**, "This is a significant achievement for everyone," at DPMC. "I congratulate you."

Johnson said employees have dedicated their efforts in supporting the Health & Safety Improvement Process, "and each of us can point to this milestone with pride. We have continued to prove that we can perform our jobs 'accident-free'."

### CLASSIFIEDS

**FOR SALE:** 14-ft. Monarch aluminum boat with three swivel seats, 8-hp. Johnson motor, Sportsman trailer. \$1,500. Call L.C. Glass at 326-4065.

**FOR SALE:** 1987 Dodge Ram-charger, loaded; P/S P/B 318-V8, Automatic; 30,000 miles, excellent condition. \$8,850. Call Bob at 471-5833.

**FOR SALE:** 1935 Ford 2-door sedan slant-back with grill and shell; excellent floor; good street rod project. \$2,000. Call Larry Wolford at 996-1199.

**FOR SALE:** 1933 Chevy Master 4-door sedan. \$1,600. Call Larry Wolford at 996-1199.

...

**WANTED TO BUY:** Lionel, American Flyer, Marx or Marklin electric trains or components. Call Frank Kresta at 926-2743 or Frank Kendrick at 645-1411.

# Desk items 'fasten-ating' home, office hazards

By **LINDA SPILLER**  
*Secretarial Support  
 Fuels Operations*

In desks at home or at the office, there are many useful items that are potential hazards, particularly if we don't take care in handling them.

Some examples are: Staples (new or used); paper clips (large and small); scissors; letter openers; staple removers; push pins; tacks, and metal rulers.

Take just one of these potential hazardous items: the small, innocent-looking staple.

We're always told to learn from other people's mistakes, so perhaps the experiences of three co-workers whom I've known for years will do the teaching.

First of all, each of them was in a hurry and didn't want to "waste time" by using the proper tool for removing staples from documents: the staple remover.

Co-worker No. 1 tried to remove a staple from three or four pages which were stapled twice along the edge. The first one came out without a problem, but the second caught in the paper. As she tried to pull it free, the loose edge caught and tore the end of her finger. This resulted in a very sore finger for several days, and she found her typing tasks quite uncomfortable.

Co-worker No. 2, trying to remove a staple from a packet of stapled documents, tore her fingernail behind the quick. She, too, found her typing tasks to be difficult for several days.

Co-worker No. 3 was the least

lucky of the three. The end of a staple she was removing punctured the quick underneath her fingernail. It was pretty sore, but didn't seem to be very serious. The next day, she went on a weekend fishing trip with her family. During the next week, her finger became very sore, swollen and red. She finally went to a doctor, who discovered that it was infected, and had to remove her fingernail. She missed work and her finger took a long time to heal.

Removing staples with our fingernails may not seem to be too dangerous, compared with handling other, larger items like electric staplers, staple guns and the like. However, the exception often proves the rule, and a very sore finger will make you think to use a staple remover from then on.

And if one might think that this is making a "10" out of a "2," consider that from July 1, 1987 through June 30, 1988, there were 90 FRILs to "fingers/thumbs" at DPMC — the No. 1 incident category. Let's hope that only a few were caused by removing staples without a proper tool.

## Traffic Safety Puzzle

# SEEK 'N FIND

This *Shellegram* Traffic Safety "Seek 'N Find" puzzle challenges *Shellegram* employees to find 18 hidden words that relate to traffic safety. Additionally, there is one other "bonus" word that is not listed below.

The first 10 employees to circle the words correctly and hand it to Irene Goedrich in N/Admin 239-A will have their choice of one of several give-away prizes. Look for the correctly circled words in next month's issue of the *Shellegram*.

P	N	O	R	B	F	D	W	S	A	R	W	T	G	Y
K	O	P	E	I	S	T	O	P	L	I	G	H	T	K
R	I	F	A	C	W	S	J	K	G	F	D	E	B	P
L	S	X	R	Y	I	E	L	D	O	L	F	P	R	L
T	I	D	F	C	U	R	V	E	F	A	C	X	A	V
R	V	J	W	L	T	V	C	X	S	H	V	N	K	I
X	H	S	P	E	E	D	L	I	M	I	T	P	E	H
Z	C	H	T	T	I	L	E	L	K	C	U	B	S	M
M	H	K	L	N	N	V	D	O	S	T	X	Z	W	A
K	Y	S	P	P	E	S	R	O	R	R	I	M	X	P
R	B	G	O	I	T	D	D	A	O	D	A	Z	Y	T
A	U	T	O	M	O	B	I	L	E	F	R	T	X	R
P	S	Y	X	C	V	O	A	C	D	R	I	X	P	E
D	D	Y	X	C	K	L	A	R	C	P	O	I	Z	S
R	E	G	N	E	S	S	A	P	D	A	T	T	S	T

Safety Curve Rearview	Speed limit Automobile Park	Stop Bus Rest	Brakes Bicycle Mirror	Vision Map Passenger	Accidents Yield Stoptlight
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## Minority business group recognizes Shell, DPMC

The Houston Business Council, a minority and women's business development group, presented Shell Oil, including DPMC, with certificates of merit for their contributions in creating business opportunities for minority/women's business enterprises in the Houston area.

According to **GEORGE WILLIAMS**, P&AS, total Shell Oil expenditures to Houston-area minority businesses in 1987 were \$120,200,000. Of that figure, DPMC spent a total of \$7.1 million.

All of the company's Houston locations received similar certificates, he said.



**ADDRESSING THE DOCTORS** — Hank Bettencourt, DPMC manager, addressed local area physicians at a Nov. 17 dinner meeting hosted by the Deer Park Chamber of Commerce's Medical Awareness Committee and the East Harris County Manufacturers Association (EHCMA). The meeting, held at San Jacinto Monument Museum of History, was part of a series of presentations in the area about data supplied to federal and state agencies as required by the Superfund Amendments and Reauthorization Act (SARA), Title III. Bettencourt told the physicians the chemical industry wants to tell others about its business, because people living in an industrial area "have a right to know about their industrial neighbors and the impact they may have on the environment."



**SHELL-SPONSORED TEACHERS** — Eight Deer Park-Pasadena area school teachers, sponsored by Shell Oil, were among 88 teachers who took part in the 13th annual American Idea Seminar for Teachers, held at Columbia Lakes earlier this year. The seminar awarded 3 semester hours, graduate credit, to the teacher-attendees. Peter Fischer, DPMC Community Relations manager, is shown presenting a Shell check to Rolland Storey, representative of the Free Enterprise Education Center, which sponsored the seminar, on behalf of the eight area teachers. They are (back row, l-r) Ellen Winn and John White, South Houston High School - Pasadena, and Tammie Hinton and Janet Cahoon, Burnett Elementary School, Pasadena. Also (front row, l-r) Gloria Chomenko, Burnett Elementary, Rosemary Turk, Jean Mizell and Betty Clare, all of Deer Park High School.

## How many oilmen ... to screw in a light bulb?

According to Editor Judy Tomich of *Shell Spirit*, the monthly newsletter for the Martinez Manufacturing Complex, folks in the petroleum industry are asked how much energy is contained in a gallon of oil.

"Now, thanks to the American

Society of Mechanical Engineers, there is an answer guaranteed to impress the next person who asks," writes Tomich.

"It takes one gallon of oil to supply enough energy to keep 130 110-watt light bulbs burning for one hour," she

adds, quoting the ASME.

Does that mean that a 55-gallon barrel of oil can supply the energy to keep 7,150 of these 110-watt bulbs burning for an hour? Or 596 for 12 hours?

Or 298 for 24 hours?

### IN MEMORIAM

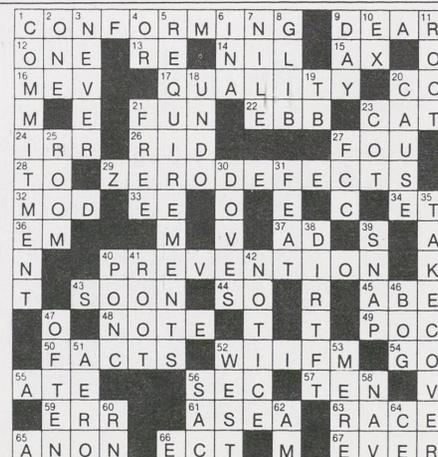
**H.L. "HOSS" CARR**, pensioner (Instrument Shop), died Dec. 6, 1988 in Dayton, TX.

**A.W. "AUGIE" GORE**, pensioner (Gas Recovery), died Nov. 18, 1988 in Buffalo, TX.

**W.E. McCORD**, pensioner (Instrument Shop-E Dept.), died Nov. 16, 1988 in Pasadena, TX.

**STEVE SALONE**, pensioner (Maintenance North), died Nov. 26, 1988 in Houston, TX.

## Answers to Quality Crossword No. 1



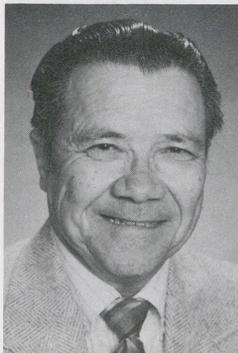
# M I L E S T O N E S

## 40 YEARS

E. BARRETT  
Electrician No. 1

E.P. MANLEY  
Engrg. Admin.

## 35 YEARS



ALBERT ORSAK (Oct.)  
Engrg. Support

J.D. HUGHES  
Fuels-Dispatch

C.E. MILLER JR.  
East Maint.

R.O. MYSINGER  
Env. Conserv.

L.C. NIX  
Docks

H.L. SIEMSEN  
Chem. Maint.

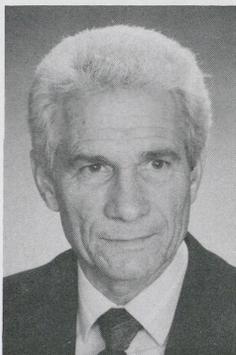
## 30 YEARS

J.R. CAIN  
Major Resins

S.E. KOTAL  
Env. Conserv.

G.L. LANG  
North Admin.

## 25 YEARS



JACK ANGELO (Sept.)  
Quality Assurance



EDWARD JACKOVICK  
(Oct.)  
Resins

G.S. HENSLEY  
Qual./Env.

R.J. MUNSCH  
BPA

S.T. SCHROCK  
Engrg. Admin.

## 20 YEARS

J.R. BEATY  
Control Systems

H.T. BENSON  
Alky/Therm. Crkng.

W.C. BRIGGS  
Materials Control

B. BRISCOE  
Fuels-Dispatch

J.C. CASHION  
Engrg. Ctrl. Syst.

P.D. CONNER  
Employee Rel.

F.D. DISMUKE  
Log/Env/Util

H.E. FABIAN  
Logistics

R.E. JOHNSON  
DPC-Lube Mfg.

B. KROLL  
Aromatics

N.E. MCKINNEY  
Engrg. Ctrl. Syst.

P.M. MILLIGAN  
Olefins-Electr.

J.E. TERRELL  
Chem. Oprns.

M.R. WELLS  
LPA Maint.

## 15 YEARS

A.E. BROWN  
Env./Util.

J.T. CAIN  
Welding

W.D. COLLINS  
Log/Env/Util

T.W. DICKEY  
Machine Shop

J.S. FONTENOT JR.  
Chem. Oprns.

E.M. GILLIAM  
Chem. Oprns.

R.B. JONES  
LPA-Maint.

R.A. JUAREZ  
Fuels-Dispatch

D.E. KORNELE  
Cent. Maint.

J.L. McDANIEL  
Engrg.-Contr. Syst.

J.L. MARTINEZ  
Liquid Resins

A. PULIDO JR.  
Log/Eng/Util

L.H. REDD  
Chem. Oprns.

G.M. SANDLES  
Log/Env/Util

T.G. SANDLIN  
Aromatics

## 10 YEARS

O.B. BOWMAN  
Cent. Maint.

T. CRYER  
Cent. Maint.

P.N. GUILLOTTE  
LPA-Maint.

J.R. JOHNSON  
East Maint.

E.F. KYZER  
Aromatics

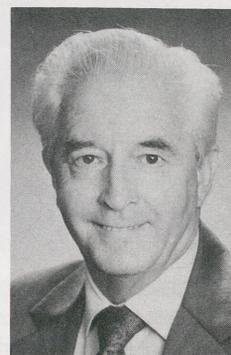
J.E. LAVERGNE  
Log/Env/Util

H.E. LEE  
LPA-Maint.

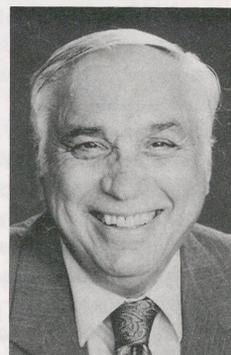
P.K. MANLEY  
Engrg. Admin.

R.H. PALACIOS  
Machine Shop

## RETIREMENTS



DEWAYNE MARSHALL  
(June)  
Utilities



JIM HOKE (July)  
Central Maintenance

D.W. GARNER  
Distilling

L.D. JONES  
Medical

H.H. PEOPLES  
Dispatching

D.H. RANDT  
Olefins Maint.

L.G. STANSEL  
Chem. Oprns.

## Shellegram

### Deer Park Manufacturing Complex

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F. Jay Schempf  
Editor

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