Calidria ASBESTOS

UNION CARBIDE CORPORATION • METALS DIVISION • P.O. BOX "K" • KING CITY, CA 93930 • TEL: 408-385-5961

SAFETY AND HEALTH PROGRAM
1984

PHILOSOPHY

PEOPLE ARE UNQUESTIONABLY OUR MOST IMPORTANT ASSET - THEIR SAFETY AND HEALTH IS OUR GREATEST RESPONSIBILITY. ACCIDENT-PREVENTION IS A PRIME MANAGEMENT FUNCTION AND IS THE ACCOUNTABILITY OF THE LINE ORGANIZATION.

FUNDAMENTAL PRINCIPLES

THE SAFETY AND HEALTH OF OUR EMPLOYEES, BOTH AT WORK AND AWAY FROM THEIR JOBS, IS OF PRIME IMPORTANCE TO UNION CARBIDE AND TO THE METALS DIVISION. OUR EMPLOYEES ARE PROVIDED WITH SAFE AND HEALTHFUL WORKING CONDITIONS. THE STANDARD OPERATING PROCEDURES, WORK PRACTICES, AND SAFETY AND HEALTH RULES ASSURE WORKER'S SAFETY AND MUST BE OBSERVED BY ALL EMPLOYEES. ACCIDENT PREVENTION IS AN INTEGRAL PART OF OPERATIONS. MANAGEMENT ASSUMES THE RESPONSIBILITY FOR SAFETY AND HEALTH WHICH IS MAINTAINED THROUGH EFFECTIVE PLANNING, ORGANIZATION, LEADING AND CONTROLLING AT EACH LEVEL OF SUPERVISION. PERSISTENT ATTENTION IS DIRECTED TO SAFETY AND HEALTH EDUCATION, THE ELIMINATION OF HAZARDS AND CREATING A DEEP AWARENESS IN ALL EMPLOYEES OF THE DIRECT CONNECTION BETWEEN THEIR OWN ACTIONS AND THE PREVENTION OF ACCIDENTS.

THE RESPONSIBILITY OF COORDINATING SAFETY AND HEALTH ACTIVITIES AND THE SAFETY AND HEALTH PROGRAM WITHIN THE DIVISION IS PLACED WITH THE DIVISION'S SAFETY AND HEALTH OPERATING COMMITTEE.

PLAINTIFF'S EXHIBIT
UC-2081

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CERTAIN BASIC ACTIVITIES ARE CONSIDERED ESSENTIAL TO ESTABLISHING EFFECTIVE SAFETY AND HEALTH PROGRAMS WHICH WILL LEAD US TOWARD OUR GOAL OF FREEDOM FROM ACCIDENTS. SAFETY AND HEALTH ACTIVITIES, WHICH EACH OF OUR OPERATIONS MUST ESTABLISH AND UTILIZE, ARE LISTED IN THE STANDARD APPLICATIONS PROCEDURES FOR SAFETY AND HEALTH.

THE MUTUAL DEDICATION TO SAFETY AND HEALTH PRINCIPLES AND COOPERATIVE EFFORTS OF ALL EMPLOYEES WILL LEAD US TOWARDS OUR GOAL OF AN OUTSTANDING SAFETY AND HEALTH PERFORMANCE. EACH EMPLOYEE IS EXPECTED AND REQUIRED TO PERFORM HIS OR HER JOB AS PRESCRIBED BY THE ESTABLISHED RULES AND PROCEDURES FOR SAFETY AND HEALTH EDUCATION AND SAFE WORK PERFORMANCE.

MANAGEMENT WILL PROVIDE AN ATMOSPHERE OF SAFETY AND HEALTH CONSCIOUSNESS THROUGHOUT THE ORGANIZATION; SCHEDULE AND PARTICIPATE IN SAFETY AND HEALTH PROGRAMS AS RECOMMENDED BY THE DIRECTORS OF SAFETY AND HEALTH AND DIVISION SAFETY AND HEALTH STEERING COMMITTEE LEADING TO A SAFETY AND HEALTH PERFORMANCE CONSISTENT WITH DIVISIONAL GOALS SET FORTH BY MANAGEMENT.

PERSISTENTLY REVIEW THE IMPROVEMENT OF FACILITIES AND PROCEDURES TO PROTECT AND PRESERVE THE HEALTH AND SAFETY OF ALL EMPLOYEES.

ESTABLISH AND MAINTAIN THE FRIENDSHIP AND UNDERSTANDING OF THE CITIZENS IN THE COMMUNITIES IN WHICH WE OPERATE. DEMONSTRATE OUR CONCERN IN PROTECTING THE ENVIRONMENT: ASSURE COMPLIANCE WITH ALL STATE AND FEDERAL HEALTH AND SAFETY LAWS AND REGULATIONS.

SPECIAL ATTENTION WILL BE GIVEN TO GOVERNMENT ENVIRONMENTAL STANDARDS. AN ATTITUDE OF COMMITMENT TO ENVIRONMENTAL CONCERN WILL BE MAINTAINED TO ENSURE THAT THE OPERATION CAN CONTINUE WITHOUT INTERRUPTION DUE TO NON-

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COMPLIANCE WITH AN ENVIRONMENTAL STANDARD. ALL ENVIRONMENTAL MATTERS WILL BE BROUGHT TO THE ATTENTION OF DIVISION'S DIRECTOR OF ENVIRONMENTAL CONTROL FOR REVIEW AND GUIDANCE.

KING CITY MILL AND MINE SAFETY AND HEALTH POLICY

THE SUBJECT OF SAFETY AND HEALTH CANNOT BE STRESSED TOO GREATLY. SAFETY AND HEALTH IS GOOD BUSINESS. IT AFFECTS EACH ONE OF US WHEN OUR OWN EMPLOYEE IS INJURED. NOT ONLY DO WE FEEL CONCERNED FOR THE PERSON AND THE PERSON'S FAMILY, BUT WE OFTEN FEEL ANGRY WHEN IT LOOKS AS THOUGH THE PERSON WAS NOT RESPONSIBLE FOR HIS OR HER OWN SAFETY AND HEALTH. WE OFTEN FEEL REMORSE BECAUSE WE DID NOT FORESEE THAT SOMETHING WOULD HAPPEN AND DID NOT TAKE STEPS TO PREVENT IT.

WE WILL ADDRESS AND GIVE RECOGNITION, EVALUATION, AND CONTROL OF ENVIRONMENTAL CONDITIONS THAT MAY HAVE ADVERSE EFFECTS ON HEALTH, THAT MAY BE VERY UNCOMFORTABLE OR IRRITATING, OR THAT MAY HAVE SOME UNDESIRED EFFECT UPON THE ABILITY OF AN INDIVIDUAL TO PERFORM HIS OR HER NORMAL WORK.

ACCIDENT PREVENTION AND HIGH PRODUCTION GO TOGETHER

PRODUCTION IS EASIER AND QUALITY IS BETTER, WHEN ACCIDENTS ARE PREVENTED. ACTUALLY, IT TAKES LESS TIME AND COSTS LESS MONEY TO PREVENT ACCIDENTS THAN IT DOES TO HAVE THEM. SAFETY AND HEALTH, THEREFORE, IS NOT SOMETHING FOR US TO WORK AT IF WE HAVE THE EXTRA TIME. SAFETY AND HEALTH IS GOOD BUSINESS -- FROM OUR STANDPOINT, FROM THAT OF OUR COMPANY, AND FROM THAT OF OUR EMPLOYEES. WE MUST DO ALL WE CAN TO PREVENT ACCIDENTS. ACCIDENTS COST MONEY AND RESULT IN HIGHER COSTS AND LOWER PROFITS. MONEY SPENT FOR ACCIDENTS IS NOT LIKE MONEY SPENT FOR MATERIAL AND WAGES. THERE IS NO RETURN ON MONEY SPENT FOR ACCIDENTS.

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SUMMARY

THE JOINT COOPERATION OF TOP MANAGEMENT, SUPERVISORS, AND EMPLOYEES IS NECESSARY TO ACHIEVE A SATISFACTORY SAFETY AND HEALTH PERFORMANCE. EACH EMPLOYEE IS EXPECTED, AND REQUIRED, TO PERFORM HIS OR HER JOB AS PRESCRIBED BY THE ESTABLISHED RULES AND PROCEDURES FOR SAFETY AND HEALTH WITHIN OUR DIVISION. MANAGEMENT, HOWEVER, MUST ASSUME THE RESPONSIBILITY FOR SAFETY AND HEALTH EDUCATION AND SAFE WORK PERFORMANCE.

THE SUPERVISOR WHO ACCEPTS HIS FULL RESPONSIBILITY FOR SAFETY AND HEALTH MUST LEARN THE WORK HABITS AND INDIVIDUAL DIFFERENCES OF HIS PEOPLE BECAUSE THESE AFFECT THEIR ABILITY TO WORK SAFELY. SUPERVISORS MUST SEE THAT THEIR PEOPLE ARE WELL INSTRUCTED IN SAFETY AND HEALTH PROCEDURES. THEY NEED TO CHECK THE CONDITIONS OF EQUIPMENT AND THE EFFICIENCY OF WORK METHODS TO MAKE SURE NO UNSAFE CONDITION OR PRACTICE EXISTS. THEIR PEOPLE MUST KNOW THEM TO HAVE CONFIDENCE IN THEM. THEY KNOW SUPERVISORS REGARD SAFE WORK AS IMPORTANT.

TO BE A GOOD SAFETY AND HEALTH-MINDED SUPERVISOR, AS WELL AS A GOOD PRODUCTION-MINDED SUPERVISOR, REQUIRES A BROADENED UNDERSTANDING OF GOOD SUPERVISORY TECHNIQUES. AS SUPERVISORS BETTER THEIR CREW'S SAFETY PERFORMANCE, THEY FREE THEMSELVES OF THE ANNOYANCE OF ACCIDENTS AND HAVE MORE TIME FOR PLANNING AND IMPROVEMENTS.

AS THE 1984 SAFETY AND HEALTH PROGRAM STATES, WE MUST PRACTICE WHAT WE PREACH. NOTHING WRECKS A LOCATION SAFETY AND HEALTH RECORD FASTER THAN SUPERVISORS WHO MERELY GIVE LIP SERVICE TO THE SAFETY AND HEALTH PROGRAM. THEIR PEOPLE JUDGE THEIR ATTITUDE AND ACTIONS FAR MORE THAN WHAT THEY SAY IN A SAFETY AND HEALTH MEETING. AS SUPERVISORS WE MUST LET OUR PRESENCE BE A CONSTANT REMINDER THAT SAFETY AND HEALTH IS OUR POLICY.

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SUPERVISORS WHO BLAME ALL ACCIDENTS ON "CARELESSNESS" OF THEIR CREW ARE NO BETTER OFF THAN THE FELLOW WHO TRIES TO START A CAR BY KICKING THE TIRES. THE MECHANIC WHO UNDERSTANDS HOW THE PARTS OF A CAR WORK HAS THE BASIC INFORMATION FOR LOCATING TROUBLE AND CORRECTING IT. SIMILARILY, SUPERVISORS WHO KNOW THE ELEMENTS OF AN ACCIDENT AND HOW THEY CONTRIBUTED TO THE INJURY HAVE A TOOL FOR SECURING THE RIGHT FACTS UPON WHICH TO BASE CORRECTIVE ACTION. THEY ALSO HAVE A TOOL FOR EFFECTIVELY PLANNING AND PERFORMING ALL THEIR SAFETY AND HEALTH DUTIES. SEE AND KNOW JOB HAZARDS AND CORRECT FIRST THINGS FIRST.

John L. Myers
Product and Production Manager
Asbestos
December 9, 1983

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1984 SAFETY AND HEALTH PROGRAM

THE 1984 SAFETY PROGRAM WILL INCLUDE THE M.S.H.A. TRAINING PLAN AND OUR SAFETY AND HEALTH MANUAL. M.S.H.A. FIRST AID AND CPR TRAINING WILL BE OFFERED TO ALL EMPLOYEES. SAFETY AND HEALTH MEETINGS WILL BE GIVEN THROUGHOUT THE YEAR (MONTHLY).

1984 OBJECTIVES

1) PLANT SAFETY AND HEALTH INSPECTION TEAMS WILL MAKE MONTHLY INSPECTIONS. THE SAFETY AND HEALTH INSPECTION TEAM WILL CONSIST OF AN EXEMPT EMPLOYEE, ONE OPERATIONS HOURLY EMPLOYEE, AND ONE MAINTENANCE HOURLY EMPLOYEE, PLUS ONE PERSON FROM MANAGEMENT, IF AVAILABLE. A TIMELY SAFETY AND HEALTH INSPECTION WILL ALSO BE MADE AT THE MINE SITE.

2) PERSONNEL AIR MONITORING WILL BE DONE MONTHLY. AT LEAST EIGHT EMPLOYEES WILL BE SAMPLED EACH MONTH. AREAS CONSIDERED BY THIS LOCATION TO BE ABOVE NORMAL WILL HAVE SAMPLING DONE EACH MONTH (IE. DRY PROCESS AREAS, ETC.).

   LOCATION AREA AIR MONITORING WILL BE CONDUCTED QUARTERLY. SAMPLE LOCATIONS ARE CHOSEN BY WEATHER CONDITIONS AND DIRECTION OF THE LOCAL PREVAILING WINDS.

   PERSONNEL NOISE MONITORING WILL BE CONDUCTED YEARLY. EACH OPERATING POSITION WILL HAVE AT LEAST ONE SAMPLING PER YEAR. AREA NOISE MONITORING WILL ALSO BE DONE ON A SIX-MONTH BASIS.

   INDUSTRIAL HYGIENE SAMPLING WILL BE CONDUCTED BY THE LOCAL QUALITY

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CONTROL TECHNICIAN WITH GUIDANCE FROM THE SAFETY AND HEALTH ENGINEER AND THE LOCAL SAFETY AND HEALTH STEERING COMMITTEE.

3) THE PLANT SAFETY AND HEALTH STEERING COMMITTEE WILL CONSIST OF THE PLANT MANAGER, PLANT ENGINEER, SAFETY AND HEALTH ENGINEER, ASSISTANT MILL FOREMAN, ONE FRONT-LINE SUPERVISOR, ONE OPERATIONS HOURLY EMPLOYEE, AND ONE MAINTENANCE HOURLY EMPLOYEE.

4) THE SUPERVISOR'S SAFETY REPORT WILL BE COMPLETED BY EACH FRONT-LINE SUPERVISOR (MONTHLY).

THE SUPERVISOR'S MONTHLY REPORT WILL CONSIST OF:

A. ONE MONTHLY SAFETY MEETING. (SUBJECT, COMMENTS AND NAMES OF EMPLOYEES ATTENDING WILL BE RECORDED.) ABSENTEE'S NAME AND DATE OF THE BRIEFING WILL BE RECORDED. THE SWING SHIFT SUPERVISOR WILL CONDUCT THE MEETING ON WEDNESDAY AFTERNOON AT 3:30 PM. ALL SAFETY MEETINGS WILL BE SCHEDULED FOR (1) HOUR. THE MAINTENANCE, MINE AND SHIPPING/LABOR SUPERVISORS WILL CONDUCT THEIR MEETINGS SOME TIME DURING THE 3RD OR 4TH WEEK OF THE MONTH.

B. PERSONAL SAFETY CONTACT. A PERSONAL CONTACT WILL BE MADE BY EACH SUPERVISOR WITH EACH HOURLY EMPLOYEE AT LEAST ONCE PER MONTH. THE EMPLOYEE'S NAME, SAFETY CONTACT TOPIC, AND DATE WILL BE RECORDED.

C. SUPERVISOR OBSERVATION PROGRAM (S.O.P.) - A PLANNED OR IMPROMPTU OBSERVATION WILL BE MADE ON EACH HOURLY EMPLOYEE AT LEAST ONCE PER MONTH. OBSERVATION RECORDS AND S.O.P. CARDS SHALL BE FILLED OUT, SHOWN TO THE OBSERVED EMPLOYEE, AND FILED.

D. SAFETY AND HEALTH TIPPING. EACH SUPERVISOR WILL BE REQUIRED TO

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CONTINUE HIS OWN SAFETY AND HEALTH TIPPING PROGRAM. A SAFETY/HEALTH TIP IS A SHORT HINT THAT YOU GIVE BECAUSE YOU, AND YOU ALONE, HAVE THE IN-DEPTH SITUATION KNOWLEDGE NEEDED TO AVOID HAZARDS IN YOUR AREA. EACH AND EVERY TIME YOU CONTACT A PERSON IN YOUR CREW, ASK YOURSELF THIS QUESTION: "IF THIS PERSON IS GOING TO HAVE AN ACCIDENT ON THIS JOB, WHAT WILL IT BE?" YOUR KNOWLEDGE OF THIS SITUATION AND YOUR PAST EXPERIENCE WILL HELP SUPPLY THE ANSWER. GIVE THAT PERSON THE BENEFIT OF YOUR EXPERIENCE: TELL HOW TO AVOID THAT ACCIDENT BY GIVING THAT PERSON A SAFETY/HEALTH TIP.

NOTE: SEE LAST PAGE FOR MORE INFORMATION.

5) TWO FIRE DRILLS WILL BE CONDUCTED BY EACH PLANT CREW DURING THE YEAR. THESE DRILLS WILL BE RECORDED ON YOUR MONTHLY SAFETY REPORT.

6) OFF-THE-JOB SAFETY/HEALTH PROGRAMS WILL BE CONDUCTED BY FRONT-LINE SUPERVISORS. THIS PROGRAM WILL BE WORKED IN WITH THE HOURLY-WEEKLY SAFETY/HEALTH MEETING.

7) COMMUNITY INVOLVEMENT:

A. PUBLIC SHOWING OF UCC TAPES ON SAFETY AND HEALTH TO LOCAL CLUBS (IE. CHAMBER OF COMMERCE, ROTARY, LIONS, AND JC'S).

B. PLANT TOUR FOR THE SOMOCO DOCTORS.

C. PLANT TOUR FOR THE KING CITY COUNCIL MEMBERS.

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