

Rubbertown Community Advisory Council ***September 2014***

August 2014 meeting minutes attached

Please direct questions or comments to **rcac_facilitator@outlook.com**

RCAC next meeting:

Date: Thursday, September 11, 2014

Place: Lubrizol Corporation
4200 Bells Lane, Louisville, KY 40211

Time: Buffet Dinner Served at 5:30 p.m.
Meeting at 6:00 p.m.

Agenda

6:00 - 6:05 Introductions, Mission/Vision/Ground Rules, Approve Minutes
Matt Rhodes, RCAC President

6:05 - 6:10 Open Mic – Community

6:10 - 6:15 Open Mic - Plant Related

6:15 – 6:45 Recast Biomass Boiler Presentation & Tour
Larry Dowell, Recast Energy

6:45 – 7:00 Mini Committee Meetings
Membership Development Committee
Program Committee
Projects Committee

7:00 – 7:05 Announcements/Adjournment
Matt Rhodes, President

NEXT MEETING: OCTOBER 9, 2014 • CANE RUN ELEMENTARY – 3951 CANE RUN RD

Meeting Minutes – Rubbertown Community Advisory Council

Date: August 14, 2014 **Scheduled Time:** 6:00 – 7:10 p.m.

Place: MSD Maintenance Facility, 3050 Commerce Center Place, Louisville, KY 40211

<p style="text-align: center;"><u>Community Members</u></p> <p style="text-align: center;"><u>Present</u></p> <p>Diane Bagby Phillip Ball Peggy Bolton Gerald Gammons Martha Gammons Paul Graf Earl Hartlage Joyce Korfhage Rhea Kenneth Madison Barbara Paulin Matt Rhodes Richard Springston Gordon Welker Jerry Woolridge Jean Zappa</p>	<p style="text-align: center;"><u>Community Members</u></p> <p style="text-align: center;"><u>Absent</u></p> <p>Freddie George Darleen Horton Beverly Jones Brenda Kelting Joe Wagner Ed White</p>	<p style="text-align: center;"><u>Guests</u></p> <p>Brenda & Darnell Crenshaw, Sr. Bobby Smith, Arkema Steve Hankins, Carbide Industries</p> <p style="text-align: center;"><u>Facilitation and Minutes</u></p> <p style="text-align: center;">Cheryl Fisher, Facilitator</p>
<p style="text-align: center;"><u>Companies</u></p> <p>ASRC Arkema Carbide Industries Dow Chemical DuPont Lubrizol Momentive MSD PolyOne Zeon</p>	<p style="text-align: center;"><u>Company Reps</u></p> <p>Rich Robinson J. J. Edwards Corinne Greenberg Jana Zigrye Richard Jarowski, Bhanu Calvert Alice Simpson ----- Adraine Ritman, Gary Kohler ----- Tom Herman</p>	<p style="text-align: center;"><u>Key Managers</u></p> <p>----- ----- ----- Phillip Dale ----- ----- ----- Alex Novak Joe Laskosky Bill Simpson</p>

Agenda

6:00 - 6:05	Introductions, Mission/Vision/Ground Rules, Approve Minutes Matt Rhodes, RCAC President
6:05 - 6:10	Open Mic – Community
6:10 - 6:15	Open Mic - Plant Related
6:15 – 6:25	Plant SARA Summaries Tom Herman
6:25 – 7:05	Plant Hiring Practices Bobby Smith - Human Resources Manager, Arkema, Inc. Steve Hankins – Human Resources, Carbide Industries Alex Novak – Operations Manager, MSD Joe Laskosky – Plant Manager, PolyOne
7:05 – 7:10	Announcements/Adjournment Matt Rhodes, President

Welcome/Introductions

The meeting was called to order at 5:59 p.m. on August 14, 2014 by RCAC President Matt Rhodes. Introductions were made of all present. The mission, vision, and ground rules were read. Minutes for the July meeting were approved.

Open Mic – Community-Related

Matt Rhodes thanked the RCAC and participating companies for taking part in the recent Safety Fair on behalf of the Secretary of the LEPC. Over 250 people from the community attended the fair.

Cheryl Fisher discussed RCAC participation in the upcoming Park DuValle Health Fair on August 16 and distributed flyers. They are expecting 450-500 people to attend. Richard Jarowski and Cheryl will be there all day. Brenda Kelting will don the Wally Wiseguy costume and Joyce Korfhage Rhea will serve as her handler.

Jean Zappa thanked Momentive and American Synthetic Rubber Company (ASRC), who supported the backpack program for Shively Area Ministries. They gave away more than 900 backpacks in conjunction with twelve area schools. Jean also thanked ASRC, Arkema, DuPont, and Momentive for serving as sponsors for the Shively Area Ministries September 25 event. Ads will appear in the Courier-Journal and Business First. Jean made flyers available for the event.

Open Mic – Plant-Related

Rich Robinson reported to the group on the details of a 911 call that was made on July 31. The event occurred due to an overfilled rubber polymer tank. The plant was able to recover 4224 pounds of the spilled material. The reportable quantity for toluene, a component in the polymer,

is 1000 pounds; 1548 pounds were evaporated to the air. There were no injuries. The incident investigation is ongoing.

Tom Herman has made more copies of the 1879 map of the Rubbertown area, which was previously provided by Earl Hartlage. He made the maps available for anyone who wants a copy. See Tom if you would like a copy.

Plant SARA Summaries – Tom Herman

Tom Herman shared 2013 Toxic Release Inventory (TRI) data for all of the applicable plants with the council and provided an explanation of how to interpret the data. Martha Gammons suggested an improvement to the format for future reports which will provide more input on why numbers are trending up or down. Joyce Korfhage Rhea asked about the difference between the Form A and Form R. Jana Zigrye explained general differences between the two forms, but Momentive, who reported some chemicals on a Form A, was not present to provide a detailed explanation of why they reported on this form. This question will be deferred to a future meeting.

Plant Hiring Practices

Bobby Smith - Human Resources Manager, Arkema, Inc.

Steve Hankins – Human Resources, Carbide Industries

Alex Novak – Operations Manager, MSD

Joe Laskosky – Plant Manager, PolyOne

A select group of plant representatives provided overviews on hiring practices at each of their respective plants. Topics included size of the plant populations, types of positions in the plants, hiring practices, and training.

Bobby Smith, Arkema

Arkema is a global company employing over 14,000 people worldwide in over 40 countries. It has over 91 production sites in the world, with over 32 in the US including two plants in Kentucky (Louisville and Calvert City). The Louisville site produces Plexiglas® sheet with 79 employees in various roles. Arkema posts jobs for all worldwide positions on their website (see below). They also advertise on major job board sites, such as Monster.com, Careerbuilder.com, SimplyHired.com, etc. and local newspapers. They require pre-employment alcohol and drug screenings, as well as background checks. General safety training and job-specific training is provided for all new employees. There is a six month probationary period for hourly employees. The site has two unions. They anticipate hiring for possibly 3-5 positions over the next year, both hourly and salary.

Steve Hankins, Carbide Industries

Carbide has 81 employees at the Louisville plant. Hourly site employees are represented by one of two unions. They are currently hiring and expect to hire about twenty new employees by year end. They use Careerbuilder.com, Attica Scott's newsletter, and local newspapers to advertise available positions. Pre-employment screening includes a basic math and word comprehension test. Mechanical maintenance applicants must also pass mechanical aptitude and welding tests.

Carbide currently needs qualified mechanical maintenance personnel and electricians. All employees receive safety training, including required OSHA/DOT and job-specific training. The site requires employees with less than one year of service at the site to wear a red hat so that they can be coached, when needed. The hiring process takes approximately nine weeks. New employees are subject to a ninety day probationary period, and all are encouraged to provide a two week notice to their previous employer.

Alex Novak, MSD

MSD has 655 employees, with approximately 56 current vacancies. The Morris Forman treatment plant has a need for skilled electricians and maintenance personnel. Their operator positions at the plant are currently filled. Jobs are listed on the MSD website (see below). Some jobs are only listed internally (to current employees). Entry level candidates must pass a basic skills test which assesses math and logic abilities. Mechanical and electrical candidates are subject to further testing. Resumes sent to MSD must address a specific job to be considered. All employees require safety training and orientation, as well as job-specific training upon hire.

Joe Laskosky, PolyOne

PolyOne has 39 employees at the Louisville site. Hourly employees are represented by one of two unions. The hiring process consists of an application, then a phone interview, followed by an onsite interview, if selected. Jobs are posted on the company website (see below). PolyOne recently hired four employees and they are currently seeking to fill one open operator position. Like MSD, only resumes for current open positions are considered. New employees receive safety training, motorized vehicle training, and job-specific training. New hires receive performance evaluations at 30 days, 60 days, and 90 days.

A summary of company-specific hiring sites for RCAC companies:

Arkema - arkema-america.com

Dow – <http://www.dow.com/careers/>

DuPont – www.dupont.com/careers

Lubrizol – www.lubrizol.jobs

MSD – www.msdlouky.org/insidemsd/employ.htm

PolyOne - www.PolyOne.com

Zeon – www.zeonchemicals.com/careers.aspx

Announcements/Adjournment

The September RCAC meeting will be held at Lubrizol. October and November meetings will be held at Cane Run Elementary School. The December year end celebration will be at Holiday Inn Southwest on Dixie Highway. The meeting was adjourned at 7:10 p.m.