

# MEETING NOTES

## PASADENA CITIZENS' ADVISORY COUNCIL

[www.pasadenacac.org](http://www.pasadenacac.org)

Tuesday, May 28, 2019

### First United Methodist Church Fellowship Hall

The 266<sup>th</sup> meeting of the Pasadena Citizens' Advisory Council (PCAC) was held on Tuesday, May 28, 2019 at First United Methodist Church, 1062 Fairmont Parkway. The meeting notes from April 23, 2019 were approved without change. Facilitator Diane Sheridan reviewed the agenda, which was accepted as proposed.

#### ATTENDEES *italicized*

##### **PCAC Members**

Dave Askine  
*Ruth Askine*  
Diane Barnes, CTHS  
Charles Beckman  
Frank Bengochea  
*Selina Bellar*  
*Raul Camarillo, Jr.*  
Emilio Carmona  
Monica De La Portilla  
*Tammy De Los Santos*  
*Albert Gonzales*  
Rick Guerrero  
Ken Jackson  
*Mike Jackson*  
Luz Locke  
Loretta McCarthy  
Royce Measures  
Lou Ann Nolan  
Ellis Orozco  
*Ernesto Paredes*  
Mergie Pena  
Dominick Rezza

Giovanna Searcy  
Leon Searcy  
Richard Sims  
Sue Sims  
John Suarez, San Jacinto College  
Joe Valdivia  
*Fred Welch, Economic Alliance Port Houston*  
Christina Womack, Chamber of Commerce  
Jack Womack

##### **Support**

*Diane Sheridan, Facilitator*  
Tiffany Miller, Secretary  
*Anne Gowan*

##### **Observers or Resources**

*George Alger, HCSO-Marine Division*  
*Ship Channel*  
*Phillip Barker, Shell*  
*Garret Berg, Port of Houston*  
*Maria Bolanos, HC Pct 2*

*Frank Borrego*  
*Caleb Camarillo*  
*John Collins*  
*Julianne Echavarria, Pasadena Chamber*  
*Dani Grant, ECHMA Workforce Committee*  
*Allatia Harris, San Jacinto College*  
*Melissa Moreno*  
*Michelle Partin*  
*Risa Parker*  
*Pat Van Houte*  
*David Wade HCOHSEM*

##### **CAC Plant Members**

*Afton Chemical, Benoit Lamarche*  
*Air Products, Chris Shuemaker*  
*Albemarle, Robert Pierpoline*  
*BASF, Wendel Langley, Mike McGee*  
*Chevron Phillips, Joe Reynolds for Gary Piana,*

*Chevron Refinery (was Pasadena Refining) Kevin McGee for Mark Berlinger, Rajini Yadav*  
*Enterprise Products, Aaron Pettiette for Lauren Grosskreuz, Paul O'Reilly Ethyl, Benoit Lamarche*  
Evonik, Juan Soto for Connie Buskness  
*Gulf Coast Authority, Phyllis Frank*  
INEOS Phenol, Pedro Hernandez for *Amy Narvaez*  
Intercontinental Terminals, \_\_\_  
KM Export Terminal, *David Koetter*  
*KM Liquids Terminal, David Koetter for Marlin Collins*  
*LyondellBasell Refinery, Bill Clyburn, Silvere Kengni*  
*OxyVinyls, Scott Halbrooks, Michael Shirey*  
*PCI Nitrogen, Tracey Laughery for Scott Burkett, Charles Hensley*  
Sekisui, Michael Carr for Jeff Thompson

## Workforce Development Programs

This was the last of 4 programs on workforce development and various programs of interest to students and others in industry jobs were reviewed. Dani Grant of Noltex and member of the East Harris County Manufacturers Association (EHCMA) Workforce Committee briefly described various local programs, and also programs aimed at encouraging girls to enter jobs in the fields of Science Technology Engineering and Math (STEM). Intern and co/op programs at LyondellBasell Refinery, Port of Houston, BASF and Oxy Vinyls were then discussed.

Grant said [www.petrochemworks.com](http://www.petrochemworks.com) is a website that helps students and job seekers map their interests, education, skills and experience to a career in the petrochemical industry. Petrochemworks.com was developed by EHCMA in conjunction with JP Morgan Chase and the Council for Adult and Experimental Learning (CAEL). Petrochemworks.com hosts a golf tournament each year that has funded approximately \$2 million in scholarships over the past five years. Overall, 555 students pursuing a skilled trade craft in areas such as process technology, welding, maritime logistics, pipefitting, and logistics have received scholarships to attend San Jacinto College, Lee College, and Houston Community College. Scholarship recipients are awarded up to \$1,000 per semester and must maintain a 2.7 GPA. Links to San Jacinto and Lee College scholarships can be found at

<https://www.ehcma.org/workforce/scholarships/>. Additionally, EHCMA is pushing information out to all local school districts.

The petrochemical industry also supports a Junior Achievement program called JA Inspire, an interactive experience that exposes 8<sup>th</sup> grade students to a variety of local career opportunities. The job awareness fair enables students to interact with business representatives and see displays from Southeast Texas companies. The goal of the JA Inspire program is to provide students with information on a variety of careers and local employers, thereby enabling them to make an informed decision when selecting an endorsement for high school. This year, over 40,000 students participated in JA inspire.

One program focused on recruiting and advancing women in petrochemical and industrial trades careers is the Women in Industry Conference that is hosted by the Community College Petrochemical Initiative. This year, over 1300 women who are unemployed, underemployed or a student attended the conference and learned about high-paying careers in the petrochemical industry. Attendees learned about petrochemical and industrial trades career fields, heard from women in the industry about specific careers and what it takes to obtain a position in that field, heard from a panel of HR representatives about how to get hired, and learned college information regarding classes, financial aid, degrees and certificates.

Grant said 2018 Petrochemworks.com successes included the following:

- Volunteers from 10 companies at 49 events reached 52 school districts, 4 community colleges, 3 universities, 1 charter school, and 1 home school group in the Gulf Coast Region.
- Ambassador training/ resource materials were refreshed to include the Petrochemworks.com brand
- Kits used for outreach events were redesigned and 7 new ones were built.
- Key messages were developed to target school superintendents, principals, assistant principals and career and technical education directors.

*Questions and responses by Grant:*

- 1) *Where can students find information about scholarships?* Scholarship information can be found on community college websites, EHCMA.org, and petrochemworks.com.
- 2) *It appears that there are several workforce development committees that are focused on industry. Can they all work together?* Some collaboration exists, but there are lots of groups doing various workforce development initiatives. For example, most local cities have their own workforce development committee, as well as the Economic Alliance. EHCMA is currently trying to figure out if there is a way to allow non-member companies to join forces.
- 3) *How are you retraining/ retooling the older generation that may be underemployed?* That is more company-centric. For example, Noltex pays up to 90 percent for education reimbursement. Also, Baker Ripley has a network system. The Texas Workforce Commission utilizes Petrochemworks.com when helping the unemployed find jobs. The average age for a person pursuing a process technology certificate/ degree at San Jacinto College is 25 and the average age for an instrument technician is 27. NextOp is a not-for-profit organization that recruits and trains high-performing middle-enlisted military leaders to industry careers. More information can be found at <https://nextopvets.org>.

Bill Clyburn of LyondellBasell (LYB) said they have had a co-op/ intern program for over 50 years. LYB targets specific universities and hires interns to do real work. LYB's co-op/ intern program gives the company the opportunity to fully assess a potential employee before offering them a full-time job. LYB hires co-ops in engineering, the lab, accounting, and human resources, just to name a few. When asked what the difference between an intern and a co-op student, Clyburn said an intern works in the summer and a co-op works for an entire semester.

LyondellBasell Process Safety Co-op Silvere Kengni said he is majoring in chemical engineering at Prairie View A&M University and is expected to graduate in December. At LyondellBasell, co-op students studying chemical, electrical, environmental and mechanical engineering and health and safety work full-time during a single semester. Students are able to gain valuable hands on experience within their field of study. Silvere said his first project was a risk assessment of emergency isolation valves on LPG spheres. Emergency isolation valves are located at the bottom of a sphere and can be controlled remotely in the event of an emergency to reduce emissions. Silvere's risk assessment identified which vessels had the most risk of a leak. For his second assignment, he completed a pump risk assessment and looked at every pump seal in the unit. This project was to help prepare for an upcoming Process Hazard Analysis (PHA). Silvere said another assignment he assisted with was Management of Change (MOC) closure audits. He helped ensure that no shortcuts were taken. Additionally, Silvere said while as a co-op, he has participated in numerous trainings and community service activities.

Garret Berg of the Port of Houston Authority (POHA) said 17 new interns just started at POHA. POHA offers 12-week internships in maritime, environmental protection, public administration, security and skilled trades like construction and mechanic jobs. The internships begin in mid-May and interns participate in a variety of Port of Houston boat and terminal tours, mock interviews, career and resume workshops, and also complete a multi-discipline intern group project. Interns gain valuable career experience and have numerous networking opportunities. Students interested in working for POHA can find more information at [www.porthouston.com/portweb/careers](http://www.porthouston.com/portweb/careers) or send an email to [careers@poha.com](mailto:careers@poha.com).

Wendel Langley of BASF said they have several intern and co-op programs. Additionally, BASF has a professional development program (PDP) that provides new college graduates the opportunity to apply their expertise through rotational, real-world assignments at BASF. PDP participants typically have 3 different 6-month assignments, after which they can apply for a full-time job at BASF. The BASF Pasadena site supports scholarships for women in manufacturing, has a process operator internship, and also teaches interns and co-ops life skills. BASF Pasadena is currently refining their co-op program and selection process.

Scott Halbrooks of Oxy Vinyls said Oxy has a 12-week summer internship program that offers hands-on experience, training, and mentors. Interns are assigned projects that tie directly to company annual goals and the final project deliverable is a presentation of processes and results to senior leadership. Interns also are provided with volunteering and networking opportunities, attend company-wide meet and greets, and intern socials. Interns are offered professional development and are invited to hear executive speakers, attend business unit events, training and workshops, and field trips to a field site. Interns must maintain a 3.0 GPA and have the ability to travel for the internship.

Oxy Vinyls is also committed to partnering with local school districts and community colleges where they operate. Recently they established an Endowment Scholarship and 2 Impact Scholarships to San Jacinto College students in the Instrumentation and Electrical Program in addition to the Process Technology Program. Oxy annually supports the POWER Women in Industry Conference and is currently a partner with the Gulf Coast Forum Workforce Panel.

## **HOST PLANT INTRODUCTION AND SAFETY MOMENT: INEOS Phenol**

**Plant Intro:** Pedro Hernandez introduced members to INEOS Phenol and said their name is deceiving because they do not make phenol. However, the Pasadena site is the largest stand-alone cumene production facility in North America, and cumene is a phenol feedstock. Phenol is used in the production of resins, nylon fibers, and as a numbing agent in products such as Chloroseptic. The site was built in 1978 by Georgia Pacific and currently has 48 full-time employees and 25 contractors. The site typically hires chemical and mechanical engineers, operators, contract maintenance workers, logistics personnel and warehousemen. Raw materials are delivered to the site via railcars, truck, ships or barge and cumene is shipped via truck, ship and barge.

**Safety Moment:** A safety moment on aggressive driving was presented. Aggressive driving is the operation of a motor vehicle in an unsafe and hostile manner without regard for others. Aggressive driving behavior may include: making frequent or unsafe lane changes, failing to signal or yield the right of way, tailgating and disregarding traffic controls. According to AAA, aggressive driving is a contributing factor to 56% of fatal crashes.

## **FACILITY UPDATE SUMMARY**

Acronym List on PCAC website

Plant representatives reviewed highlights of the written reports projected on the screen, and they responded to questions. Members may obtain a set of updates from the facilitator, Diane Sheridan, [dbsfacilitator@gmail.com](mailto:dbsfacilitator@gmail.com), 281-326-5253.

### **In a Nutshell:**

Updates were received from 17 of 18 plants (None from Sekisui)

**5** had reportable environmental incidents ( 2 at Chevron Pasadena Refinery, 1 each Albemarle, KM Liquids Terminal and LyondellBasell Refinery)

**2** had OSHA recordable injuries (1 each at BASF and Albemarle)

**11** had neither environmental nor safety incidents

### **13 plants had no environmental incidents:**

- |                        |                                |                                   |
|------------------------|--------------------------------|-----------------------------------|
| 1. Afton Chemical      | 6. Ethyl                       | 11. Kinder Morgan Export Terminal |
| 2. Air Products        | 7. Evonik                      | 12. Oxy Vinyls                    |
| 3. BASF                | 8. Gulf Coast Authority        | 13. PCI                           |
| 4. Chevron Phillips    | 9. INEOS Phenol                |                                   |
| 5. Enterprise Products | 10. Intercontinental Terminals |                                   |

### **15 plants had no safety incidents:**

- |                              |                                   |                                     |
|------------------------------|-----------------------------------|-------------------------------------|
| 1. Afton Chemical            | 7. Evonik                         | 13. LyondellBasell Houston Refinery |
| 2. Air Products              | 8. Gulf Coast Authority           | 14. Oxy Vinyls                      |
| 3. Chevron Pasadena Refinery | 9. INEOS Phenol                   | 15. PCI                             |
| 4. Chevron Phillips          | 10. Intercontinental Terminals    |                                     |
| 5. Enterprise Products       | 11. Kinder Morgan Export Terminal |                                     |
| 6. Ethyl                     | 12. KM Liquids Terminal           |                                     |

## **Updates**

**City of Pasadena** will be hosting a Jingle Bell Blvd. that includes a 1.1 mile show of lights for 34 days at the Pasadena Convention Center during the holidays. Additionally Pasadena will host a “Team Up to Clean Up” September 6<sup>th</sup> and 7<sup>th</sup>. Volunteers are needed to help seniors and disabled veterans by doing minor repairs and clean up around their residence. For more information contact Selena Bellar at [sbellar@pasadenatx.gov](mailto:sbellar@pasadenatx.gov).

## **FUTURE PCAC MEETINGS**

*Meetings are from 6:00 – 8:30 p.m. unless otherwise indicated*

Members agreed to Sheridan’s request to switch the August and September topics.

***No meeting in June or July***

**Thursday, August 22, 2019 – Program Planning for 2019-2020**

**Tuesday, September 24, 2019 – Plant Outreach to Community, Including PCAC and Community Relations Programs**

- Facilitator Diane Sheridan will talk about the founding of Pasadena Citizens’ Advisory Council as a means of providing community-industry dialogue around industry-related issues, as encouraged by the chemical industry’s Responsible Care Program.
- All plants will be asked to share 3 highlights of their community relations (good deed) programs. Plants will be asked to cover the kind of programs that serve community organizations, the city, the school district, and other categories like this.
- They will consider financial support, volunteer time, leadership positions on boards and committees, and any other category of community relations support.
- Plants will say whether they have a full-time community relations manager and, if not, how they handle community relations.
- Plants are to explain whether they have a set budget for community relations each year.
- They will explain how an organization applies for support from that plant, describing whether it is a formal or informal process. They will explain how people can find out about the application process.
- In small group discussion, community members will be asked to describe community needs with which they are familiar. The input will be captured in the meeting notes for those plants that would like the information.

---

## DATES FOR 2019

Tues. Jan. 22  
Tues. Feb. 26  
*Thurs.* Mar. 28  
Tues. Apr. 23

Tues. May 28  
No June or July meetings  
*Thurs.* Aug. 22  
Tues. Sept. 24

Tues. Oct. 22  
*Thurs.* Dec. 5 (delayed due to Thanksgiving)  
No December meeting

### **Pasadena Citizens' Advisory Council Workforce Development Input 5-28-19**

#### **1) Anything you were surprised to hear?**

- Impressed with internship program (depth and breadth) of what companies are doing.
- LyondellBasell co-op program information.
- Every company's programs align (meaningful projects, exposure to leadership).
- That these interns/ co-ops actually have projects to work on; that they are considered a part of the regular workforce. Interns have mentors.
- So many internships up and down the channel.
- People need to know how to find a job. Finding a job is a job.
- No coordinated efforts with plants in the area.
- Workforce development.

#### **2) Anything that concerned you?**

- A more concentrated effort to work together to do workforce training.
- Maybe we need a portal to pull a lot together.
- Reinforce how groups work together.
- Information for students is not getting to the majority of the high school students about the petrochemical industry.
- Co-op programs need to be done correctly. Students need to have well thought out assignments.
- Are they really able to carry out these projects with lack of experience?
- Need more students in skilled crafts- machinists, electricians, instrument, etc.
- Keeping up with innovations.
- Work ethic of younger generation.

#### **3) What more could be done to make job seekers aware of job opportunities in the industry?**

- Continue with high school outreach.
- More coordination with school districts and the industry.
- Reach parents.
- Postings on LinkedIn, social media sites, college job boards.

- Social media pages utilization, job boards, and referral bonuses.
- Showing that you care and that you are not just a number.
- To encourage girls and low-income students to enter the industry for good jobs. Start with schools and parents in the 8<sup>th</sup> grade.
- Get kids interested earlier.
- Promote more in schools.
- Wider promotion of open jobs.

**4) Any input on anything else?**

- Industry needs to keep it up. . . supporting local schools and cities, etc.