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INSIGHTS

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Hazard Analysis of Critical Control Points (HACCP) News



So far this year, almost 6,000 very small inspected meat and poultry plants began HACCP and there were few problems. The U.S. Department of Agriculture said that very few regulatory actions were taken, and that most of them were not enforced because the plants had satisfied most of the HACCP requirements. One Food Safety and Inspection Service official said that of the 3,400 very small federal plants that began HACCP, less than 25 enforcement actions were taken. It may be a little early to gauge the success of the very small plants in HACCP. But it appears that HACCP has been successful in plants with fewer than 10 employees or less than $2.5 million in annual sales.

This is certainly due to the extensive HACCP training programs conducted by the American Association of Meat Processors, extension services at land grant universities, the FSIS and state inspection program. ChemStation is on board with this important food safety plan, and pledges to make certain that our products comply with federal, state and local requirements. ■

Parlez-vous Français?

Do you have employees who speak only Spanish, French, Norwegian, Portuguese or some other foreign language? ChemStation is happy to provide you with foreign language labels and MSDSs. Just ask your local ChemStation rep and we'll get you this important information right away. ■

What's It Worth?

Are you paying your staff too much – or not enough? Do you know how to peg the salary to suit a new position? Don't guess, surf, because nowadays the Internet is crammed with rich sites filled with salary information…

- Job Star (www.jobsmart.org/tools/salary/sal-prof.htm)
- Wageweb (www.wageweb.com)
- U.S. Bureau of Labor Statistics (www.bls.gov/compub.htm)

Show Some Spirit

Few people have impacted our understanding of how to manage business more than Ken Blanchard, co-author of 20 best-selling books, including *The One Minute Manager*. His latest, *Leadership by the Book: Tools to Transform Your Workplace*, addresses spiritual values in business. His comments include:

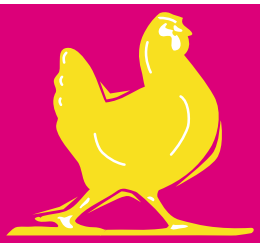
"The biggest problem in business today is the human ego, which … puts you in the center. Spirituality recognizes that there's something more important than you, something more loving than you, a higher power that can give people a peace they don't have when they think life is all about proving themselves."

"Too many companies are set up so the sheep are there for the benefit of the shepherd. Everyone feathers his or her own nest. If people are spiritually grounded, they'll ask how they can provide help and they'll be open to feedback."

"The most important habit is solitude, quiet time. People who enter their day by taking 45 minutes for themselves – meditation, prayer, inspirational reading, taking a walk – before they go for it in the real world do best. Research has shown those who take care of themselves first are better listeners and can be with others in a more constructive way."

"Bosses need to wander around and see if they can catch workers doing things *right*. Too many entrepreneurs are seagull managers: They hear something's wrong, so they fly in, make a lot of noise, crap on everybody and fly away." ■

Scott S. Smith



Where Is The Poultry Industry Headed?

The University of Delaware recently surveyed poultry companies, producers and specialists about the issues and opportunities facing the U.S. poultry industry during the next two decades. Some of their findings include:

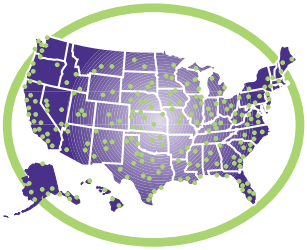
- 84% are very concerned about future regulations on environmental waste management
- 57% are very concerned about the public's perception of food safety
- 69% expect the number of poultry companies in production to decrease
- Russia, China/Hong Kong, Japan, Mexico and Korea are the top countries that offer growth potential as export markets

"Some luck lies in not getting what you thought you wanted but getting what you have, which once you have got it you may be smart enough to see is what you would have wanted had you known."

Garrison Keillor

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Stand Up and Be Counted



The census has been the subject of intense scrutiny, especially on the issue of undercounting. Why the concern? The United States Constitution mandates that a census be taken every 10 years for the purpose of determining how many seats each state is allowed to have in the U.S. House of Representatives. Obviously, states have a vested interest in maximizing their representation in Congress. But local communities have additional concerns.

Many of the projects undertaken by your local government are made possible through federal grants that are awarded to qualifying cities based on population counts from the census. If a community is undercounted, it may be short-changed in the competition for federal funds. When this occurs, the community is forced to either abandon or postpone essential improvements, or even redirect funds away from other important budget items.

Whether you receive the short or long form, be assured that – by law – the Census Bureau is prohibited from sharing individual records with any other public agency or private party. ■

Sarah Rickman



Send your comments to:

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CleanTech 2000
International Cleaning Technology Exposition A WPC Event

It's not too early to get your registration in for the upcoming Clean Tech 2000 trade show, taking place from June 6 - 8. New technologies, new processes, loads of educational forums and aisle after aisle of interesting exhibits – and it's in Las Vegas, Nevada! ChemStation will be there in full force, so stop in for a visit at Booth #132. ■

Soap Box

Auto accidents have decreased dramatically over the past two decades – a decrease of 17% from 1980. But more people are claiming injuries as a result of auto accidents. Insurers say they see an easy payoff. *Insurance Research Council*

The average American eats almost 16 pounds of potato chips, 48 pounds of baked potatoes and 60 pounds of French fries per year. *U. S. Department of Agriculture*

The U.S. consumption of beef per person has reached its highest point in 10 years, thanks to a strong economy, less concern about cholesterol, and the popularity of the all-protein diet. *National Cattlemen's Beef Association*

The workweek is getting longer for professionals and managers. 45% of American men and 25% of women are putting in at least 50 hours per week and commuting approximately 4 hours per week. *American Association for the Advancement of Science*

Adding to the already critical shortage of skilled workers, it is estimated that some 76 million baby boomers will begin to retire in the next 10 to 20 years. *Age Works: What Corporate America Must Do to Survive the Graying of the Workforce. Author: Beverly Goldberg*

Americans who use ergonomic devices at work: 96%. Americans who say hand and wrist pain results from poor ergonomics: 94%. *Omni Associates*

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