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August 17, 2001

- ◆ We once again wish to remind our members that SCAA is continuously concerned about activities that could involve anti-trust issues. Members must be cautious with regard to any communication that could be construed as an effort to influence competitive pricing or market shares. Should you have any particular question in this regard, contact Marc Shaye at 1-313-962-8255, or send him e-mail to marcs@scaa-spill.org.
- ◆ SCAA's Board of Directors conducted their bi-monthly conference call this week. Highlights of the teleconference include:
 - 1.) There was a brief discussion about the ongoing issues in the states of California and Washington regarding their respective unannounced drills of OSRO's at the OSRO's expense. While the furor over the issue has subsided somewhat, it is likely to resurface when the state of California issues its proposed regulations in this regard.
 - 2.) The Board discussed the new OSRO classification guidelines, and the fact that many of the comments and suggestions for changes that were submitted by OSRO's during the comment period were not incorporated into the final document. The Board agreed that the issue should be brought to the attention of the Partnership Action Team.
 - 3.) SCAA's Contractor's Forum will be held in conjunction with the Clean Gulf Conference that will take place October 23-25, 2001 at the Mobile Convention Center in Mobile, Alabama. (For more information on the Clean Gulf Conference, visit their web site at www.cleangulf.org.) At this point, the conference organizations are trying to secure some time and space for the Contractor's Forum, but it is likely to occur near the end of the Clean Gulf event. We'll keep you posted on the progress through this newsletter.
 - 4.) The possible formation of a SCAA Advisory Board was discussed, as was its potential function and composition.
 - 5.) The Board agreed to develop an educational pamphlet that could be directed to industry stakeholders (e.g., federal and state regulators, plan holders, P&I clubs, etc.) to provide a real world overview of the economic realities related to maintaining response capability in the private sector.

- 6.) The final brochure/program for the 25th Annual Inland Spills Conference has been mass-mailed to interested parties. As you know, the event will take place September 24-26, 2001 at the Kings Island Resort near Cincinnati, Ohio. Exhibition space is still available, and will be offered to SCAA members at the discounted rate of \$700.00 for a 10' x 8' booth. For available exhibit locations or more information on the conference, call Marc Shaye at 1-313-962-8255, or visit SCAA's web site at www.scaa-spill.org.
- 7.) Planning for SCAA's annual meeting 2002 is underway, and will likely take place in February or March in either the Reno/Lake Tahoe area or in Las Vegas. **Attention Members!** We

would like your input as to programming for the annual meeting. What topics would you like to have addressed? Is there a particular format you'd prefer? Please send your comments and suggestions to us via e-mail to mikes@scaa-spill.org or marcs@scaa-spill.org, or fax them to us at 1-313-849-1623.

- 8.) The total amount of donations received thus far to fund The SCAA Undergraduate Scholarship in Environmental Sciences in Memory of Dr. Thomas F. Dalton, Jr. is \$12,350.00. ***We need to reach at least \$20,000 to make this scholarship a reality! If you haven't made a donation as yet, please give serious consideration to making a contribution for this worthwhile effort. Donations should be made payable to SCAA and sent to us at 8631 W. Jefferson Ave., Detroit, Michigan, 48209-2691.***
- 9.) The proposed changes to the national PREP guidelines were discussed, and the Board agreed that SCAA would submit comments on them by the October 3, 2001 deadline. As mentioned and discussed in last weeks' edition of this newsletter, the 2001 Draft Revisions to the PREP Guidelines can be found on line at www.uscg.mil/hq/g-m/nmc/response/PREP_GLNS_Rev_25Jun.pdf. ***We encourage all of our members to obtain and carefully review the document, and to submit comments to the Docket Management Facility by the October 3, 2001 deadline. While reviewing the proposed changes, ask yourself whether the planning standards being proposed are congruent with existing regulations, and whether the planning standards are fair and achievable. Please take advantage of the opportunity to have your voice be heard!***
- ◆ The Department of Commerce is establishing a Federal Advisory Committee on Marine Protected Areas ("MPA") pursuant to Executive Order 13158 and is now seeking nominations for membership on the committee. These nominations will be in addition to those solicited last year. The Departments of Commerce and Interior were directed by the Executive Order to seek the expert advice and recommendations of non-Federal scientists, resource managers, and other interested persons and organizations through the MPA committee. Nominations must be postmarked by September 15, 2001, and should be sent to the Office of Ocean and Coastal Resource Management, NOAA, 1315 East-West Highway, Silver Spring, Maryland, 20910, Attn: Federal Advisory Committee on Marine Protected Areas. More information on the MPA Committee can be obtained by visiting <http://mpa.gov/> or by contacting Roger Griffis at 1-301-713-3155 x 104, e-mail Roger.B.Griffis@noaa.gov. (Source: NOAA Press Release)
 - ◆ ***Work/Life/Health:*** No manager wants a disloyal employee on their staff, and none are too anxious to wind up in court from firing such an employee. Following are some steps to guard against disloyal employees and potential lawsuits: (1.) When hiring, get examples of the applicants past loyalty (e.g., why they left their former jobs, whether they left for more money, history of "job hopping", etc.). (2.) Don't encourage disloyalty by making counter-offers to employees who seek competing job offers. (3.) Encourage loyalty by implementing retention and motivation initiatives. (4.) Emphasize disloyalty as an offense for which employees may be terminated – but be sure you have evidence of the negative effects such disloyalty is having on the company and/or the employees performance before taking adverse employment actions. Also, it may be wise to work with the employee before taking action unless the employee engages in blatant and severe acts of disloyalty. (Source: *Manager's Legal Bulletin*)
 - ◆ ***Quote of the Week:*** "Enthusiasm is the inspiration of everything great. Without it no man is to be feared, and with it none despised." -- Christian Nestell Bovee