Waukegan
April 14, 1971

B. Mulder, General Headquarters
cc: R. M. King

Since 1962, Waukegan has been informing employees of their physical condition relative to dust. Management has been moving these employees to dust-free jobs and on a periodic basis, we audit all of our "red cases" to make sure they are on dust free jobs.

The Union has known that we have been informing employees that they are ducted when we receive confirmation by X-rays, etc. and that the Company Doctor has been handling this program. They were not aware that, in some cases, we were moving employees to dust free jobs. In the past, there has always been open jobs and the situation has been handled by the supervision with the employee following the employee's discussion with the Plant Physician. Recently, two employees have brought to the attention of the Union officials that they were being moved from one job to another because of a "dust problem." The Union now wishes to sit down and discuss this whole problem with Management as to what our intention is and how we plan to handle these cases in the future.

I told Ben Foust yesterday that we have had this program in existence for a number of years at Waukegan and that, in my opinion, Management has done an excellent job of moving these people to dust free jobs in a way that has not hurt the employee either physically or financially and with a minimum of problems on anyone's part.

Ben Foust told me that the Union was going to discuss this at the next Executive Board Meeting and he thought a proposal would be made that any employee who has a pulmonary problem which was caused by asbestos, silica, etc. and could be related to his past work, should be given a red circle rate for the duration of his employment. Ben's example was an employee makes $4.00 an hour on his present job and is forced to move because of a pulmonary problem to a job paying $3.75, he would retain his $4.00 rate until retirement or until he went to a higher paying job.

I don't feel that we have an immediate problem at Waukegan in this area. We might see a flurry of activity, but I don't think it will continue for a prolonged period of time. However, I think Ben's new found interest in this area and his activity with the J-M Council, I would not be a bit surprised to see increased pressure in this area in the future.

C. L. Hite