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CONFIDENTIAL

Manville Industrial Insulations Plant
July 5, 1960

J. B. McCarty

Job Evaluation and Respirator Usage

There are jobs in this Division at Manville where the dust control provisions are inadequate and where a recognized hazard to the employee's health and well being exists if respirators are not worn. It has been my feeling that these specific conditions should be recognized in our job evaluations with a requirement that employees in the unsafe areas wear respirators. Although the wearing of respirators is not enforced here at Manville Factory the requirement to wear respirators would nevertheless give us a valuable tool through which joy to urge and call our people on wearing the uncomfortable dust protection devices.

We have had a number of discussions on the subject here at Manville with the Industrial Relations group and the other Plant Managers and the general consensus of opinion seems to be that we should not include the respirator requirement in the job evaluations even though there is a recognized health hazard and we may be generating additional O.D. cases. The reasons that have been advanced in opposition to the respirator requirement and are our vulnerable position from the Union and the State standpoint and the added wage cost that will be involved if the number of points for working conditions is increased to the maximum.

I have requested a ruling of the matter through Bill Fischer and the Industrial Relations Department and at the moment Bill Fischer is reviewing the matter with E. M. Jackson of GEC. In view of the fact that we have quite a number of job evaluations pending which involve the respirator requirement I have decided to proceed with these job evaluations on a temporary basis excluding the respirator requirements until the ruling from W. F. is forthcoming.

In view of our high O.D. case costs and the extreme difficulty in selling our people on wearing the respirators when we do not recognize their use in either their job evaluation or their pay it will be appreciated if you will get together with E. M. Jackson to obtain a ruling.

We all realize that respirators are at best only a temporary situation to our dust problem and we are concentrating on the permanent solutions to the problem through added dust collectors and mill-mix changes as rapidly as time and money will permit.

R. W. Dobson

cc: W. F. Fischer
A. W. [illegible]
J. F. [illegible]
E. M. Jackson
V. J. Liotta
R. I. Merrill

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