Johns-Manville

Internal Correspondance

To: ALL CORPORATE OFFICERS
DIVISION GENERAL MANAGERS

Date: OCT. 18, 1976

From: P. KOTIN, MD

Copies:

Dept. [illegible] 0329-0058
6-6-84

Subject: FURNISHING OF PROTECTIVE CLOTHING, SHOES, AND A DUAL LOCKER SYSTEM FOR EMPLOYEES HANDLING ASBESTOS FIBER

AS I AM SURE YOU ARE AWARE, UNDER THE EXISTING FEDERAL REGULATIONS, WHEN FIBER LEVELS IN THE WORK PLACE EXCEED 10 F/CC, WE ARE LEGALLY REQUIRED TO FURNISH EMPLOYEES WITH HEAD COVERING, FULL BODY COVERING, AND FOOT COVERING. WE ARE ALSO OBLIGATED TO FURNISH THESE EMPLOYEES WITH DUAL LOCKERS SO THAT THEIR WORK CLOTHING MAY BE KEPT SEPARATE FROM THEIR STREET CLOTHING.

FORTUNATELY, WITH THE EXCEPTION OF THE SITUATION FACED BY OUR MAINTENANCE EMPLOYEES, THE ASBESTOS FIBER LEVELS IN OUR PLANTS ARE BELOW THOSE TRIGGERING THE USE OF SUCH CLOTHING AND LOCKERS. HOWEVER, IT IS USUALLY VERY DIFFICULT TO DETERMINE WHAT LEVELS WILL BE ENCOUNTERED BY A MAINTENANCE EMPLOYEE WHO MAY PERHAPS BE CLEANING A BAGHOUSE, UNPLUGGING BLOCKAGE, ETC. AND WHETHER THE ADDED PROTECTION WILL BE REQUIRED. GOOD PRACTICE, THEREFORE, DEMANDS THAT MAINTENANCE EMPLOYEES SHOULD BE EQUIPPED WITH PROTECTIVE CLOTHING FOR ALL OF THEIR OPERATIONS.

THERE HAVE APPEARED FROM TIME TO TIME MANY ARTICLES IN THE MEDICAL-SCIENTIFIC LITERATURE WHICH HAVE INDICATED THE POSSIBILITY OF PERSONS WITH PERIPHERAL EXPOSURE TO ASBESTOS DEVELOPING ASBESTOS-RELATED DISEASES. ONE OF THE CHIEF CAUSES OF NON-OCCUPATIONAL PERIPHERAL EXPOSURE ARE THE EMPLOYEES WHO BRING HOME ASBESTOS FIBERS ON THEIR PERSON OR ON THEIR CLOTHES AND SHOES. REPORTS HAVE INDICATED THAT WIVES WHO LAUNDER THEIR HUSBANDS' CLOTHING WHICH MAY CONTAIN ASBESTOS FIBERS HAVE DEVELOPED ASBESTOS-RELATED DISEASES. WHILE ONE MAY QUESTION MANY OF THE DETAILS OF THESE REPORTS, ONE CERTAINLY CANNOT QUESTION THE FACT THAT NO EMPLOYEE SHOULD INADVERTENTLY BRING HOME ASBESTOS FIBERS AND NEEDLESSLY EXPOSE HIS WIFE OR CHILDREN.

IT SHOULD BE ALSO POINTED OUT THAT THE NEWLY PROPOSED FEDERAL ASBESTOS REGULATIONS WHICH ARE NOW BEING DEBATED CONTAIN PROVISIONS FOR THE FURNISHING OF THIS PROTECTIVE CLOTHING.

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IN LIGHT OF ALL THESE FACTS, WE PROPOSE TO ADOPT A CORPORATE POLICY WHICH STATES THAT EMPLOYEES WORKING WITH ASBESTOS WILL BE FURNISHED WITH HEAD COVERING, COMPLETE BODY COVERING (EITHER SHIRT AND PANTS OR ONE-PIECE COVER-ALLS), AND SAFETY SHOES. THIS INCLUDES:

1) ALL EMPLOYEES WHO REGULARLY HANDLE RAW ASBESTOS FIBER IN THEIR DAILY WORK, INCLUDING THOSE UNLOADING FIBER FROM RAIL CARS AND TRUCKS AS WELL AS THOSE EMPTYING BAGS OF FIBER INTO WILLOWS, HYDROPULPERS, BEATERS, MIXERS, OR BLENDERS.

2) ALL EMPLOYEES ON THE PROCESS LINE INCLUDING THOSE ON THE FINISHING LINE WHO MAY BE SAWING, SANDING, DRILLING, SHAPING, HANDLING, PACKAGING, OR SHIPPING ASBESTOS PRODUCTS.

3) ALL MAINTENANCE MEN PERFORMING MAINTENANCE SERVICES IN AN ASBESTOS-USING PLANT.

THIS DIRECTIVE NEED NOT APPLY TO THOSE PERSONS EMPLOYED AT AN ASBESTOS-USING PLANT WHO DO NOT CONTACT ASBESTOS IN THEIR DAILY WORK.

THE PROTECTIVE CLOTHING WILL BE LAUNDERED AT PLANT EXPENSE. THE SAFETY SHOES WILL BE FURNISHED BY J-M AND EMPLOYEES WILL NOT BE PERMITTED TO WEAR THESE SHOES OUTSIDE OF THE PLANT. ALL EMPLOYEES IN THE ABOVE-MENTIONED CATEGORIES WILL BE FURNISHED TWO LOCKERS--ONE FOR THE PROTECTIVE CLOTHING AND SHOES AND THE OTHER FOR THEIR STREET CLOTHING. IN THE EVENT THAT TWO LOCKERS ARE NOT AVAILABLE, OTHER SUITABLE ARRANGEMENTS WILL BE MADE TO ASSURE THAT SOILED WORK CLOTHING AND SHOES DO NOT COME IN CONTACT WITH STREET CLOTHING. ALL EMPLOYEES WILL BE REQUIRED TO CHANGE INTO WORK CLOTHING AT THE START OF WORK AND BACK INTO THEIR STREET CLOTHING AT THE CLOSE OF WORK. SINCE THE MAIN PURPOSE IN FURNISHING CLOTHING AND SHOES IS TO PREVENT THE INADVERTENT CARRYING OF FIBER, J-M CLOTHING AND SHOES WILL REMAIN AT THE PLANT.

THIS PROGRAM WILL BE EXPLAINED TO ALL EMPLOYEES BY A WRITTEN STATEMENT SUPPLIED TO EACH EMPLOYEE AND AT A MEETING TO BE ATTENDED BY ALL EMPLOYEES. IT WILL BE NOTED AND VERIFIED IN THE EMPLOYEE'S PERSONNEL RECORD THAT HE HAS RECEIVED BOTH THE WRITTEN AND ORAL NOTIFICATION AND EXPLANATION. THE EXPLANATION TO THE EMPLOYEE WILL INCLUDE A REVIEW OF THE DISCIPLINARY MEASURES THAT ARE AVAILABLE TO ASSURE THAT THIS POLICY IS CARRIED OUT.

WE ARE PROPOSING THAT THIS NEW CORPORATE POLICY BE [illegible] PRIOR TO JANUARY 1, 1977 AND THAT IT BE FULLY [illegible]

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WITHIN 90 DAYS (APRIL 1, 1977). WE REALIZE THAT SUCH A PROGRAM WILL RESULT IN ADDITIONAL COSTS, BUT IT IS OUR CONVICTION THAT IT IS A NECESSARY STEP. THIS POLICY WILL NOT ONLY GIVE ADDED PROTECTION TO OUR EMPLOYEES, BUT IT SHOULD AID IN THE REDUCTION AND DEFENSE OF LIABILITY CLAIMS ARISING FROM FAMILY EXPOSURE.

THE ABOVE POLICY WILL APPLY TO ALL ASBESTOS-USING PLANTS IN THE U.S. AND CANADA EXCEPT THE ADVOCATE AND JEFFREY LOCATIONS. ADVOCATE AND JEFFREY WILL CONTINUE WITH THEIR PRESENT POLICIES FOR FURNISHING PROTECTIVE CLOTHING.

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