L. B. Hermelink - Waukegan
V. J. Liotta - Manville 99

cc: E. M. Fenner
H. M. Jackson
M. A. Tappin
R. Winkworth - Waukegan
J. D. Anderson - Manville

EFFECT OF RESPIRATOR & PROTECTIVE CLOTHING USE ON JOB RATES & INCENTIVE STANDARDS

The Occupational Safety & Health Standards for exposure to asbestos dust, which became effective on 6/7/72, were reviewed by H. M. Jackson, E. M. Fenner, M. A. Tappin, and G. A. Wall on June 16. We are particularly concerned with the economic impact of the dust standards upon job rates and incentive standards of hourly employees, as well as the comparable out-of-pocket costs of using disposable respirators and protective clothing versus reusable respirators and clothing.

The regulations state that wearing of respirators is not to be construed as a permanent means of complying with the standards. Improved engineering controls and work practices are to be adopted where threshhold limit values of 5 fibers per cubic centimeter of air are exceeded. Respirators may be worn: (1) during the time required to install improved engineering controls and work practices; (2) in work situations where these controls and practices are either technically not feasible or feasible to an extent insufficient to meet the standards; and (3) in emergencies.

The Environmental Control Department states that some of the sampling stations at the plants are out of control relative to the 1972 TLV. Also, that within 2 years, the bulk of the out-of-line conditions should be eliminated.

Please make a survey of your location as to the effect of use or nonuse of respirators and protective clothing upon all job rates and wage incentive standards and costs.

I. Identify all job evaluations on which use of a respirator is recorded in the job description or job specification.

A. List all jobs, by departments, on which incumbents do not wear respirators and respirators are not needed. Estimate annual savings of credits for using respirator were eliminated from surrounding factor.

B. List all jobs, by departments, on which incumbents do and should wear respirators, but no credit is allowed in evaluation. Estimate annual increase in cost if credit for wearing respirator were incorporated into

G. A. Wall to L. B. Hermelink and V. J. Liotta on Respirators and Incentive Pay (1972)
ACL Doc 11401 · Page 1 of 2
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the evaluation of surroundings.

C. List all jobs, by departments, on which incumbents will be required to wear protective clothing (in addition to respirators). Estimate annual decrease in cost if points allowed for clothing spoilage were reduced.

II. Identify all wage incentive standards, in which the 10% respirator allowance has been included.

A. List all operations, by departments, on which operators do not wear respirators and respirators are not needed. Estimate annual savings if credit for wearing respirator were removed from the standard.

C B. List all operations, by departments, on which operators do and should wear respirators, but no credit is allowed in the standard. Estimate annual increase in cost if credit for wearing respirator were added to the standard.

We suggest that you start in the Residential Products plant, establishing an approach and reporting your findings before starting in the Pipe and Industrial Products plants. We attach Industrial Hygiene Reports, on which all testing stations and most recent testing results are listed.

Mr. Jackson will separately request any cost data which he may need on disposable vs reusable respirators and protective clothing.

C Gab!

G. A. Wall

Note: Manville made a similar study on respirator usage in 1969 which may be useful. Waukegan reviewed probable effect of reducing points for clothing spoilage if protective clothing is required about 6-8 months ago.

G.A.W.

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