Basic Management Practices Item #3
Union-Management Meeting
February 22, 1968

Present: W. L. Ruff
J. A. Stanley
C. J. DeBiase
H. Engel
A. W. Jung
C. L. Antonson
R. J. Reynolds
M. Smith
J. Mondrone
F. Tarrantino

Mr. Ruff acted as chairman of this meeting. He opened the meeting by explaining the position the company is taking on the dust and noise hazard at the Manville location including the Research and Engineering Center. The procedure for issuing personal hearing protection was explained to the Union for their information and guidance. This explanation related to ear muffs and ear plugs only. In the course of discussing these items, respirators were also mentioned. It was pointed out that the employees are now using protective ear equipment and respirators in many areas; however, use of these items must be extended. Where objection to using this protective equipment by employees is met, disciplinary action will be taken. If it is determined by the Medical Department that an employee cannot wear this equipment on his present job, he will have to be reclassified to another job.

It was pointed out to the Union that wherever a condition could be corrected by an engineering method, this would be done. Many engineering methods have been approved and work has been started to correct work areas not now within accepted limits and protective equipment must be utilized.

Provisions will be made to equip all employees in the various areas that require protective equipment and necessary steps to keep this equipment clean will be taken.

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It was agreed by the Managers present that the areas below the required limits would be indicated and a list of these areas given to the Union.

Marshall Smith agreed in principle with the Company's statement. He did comment that we could expect some difficulty with certain employees when we insist that they wear ear muffs, respirators, etc. Mr. Smith also questioned the type of ear muffs, ear plugs and respirators to be used. He was informed that all equipment had been investigated thoroughly and was proper for our problems.

A general discussion followed concerning Safety and Health Hazards. One of the subjects about which Mr. Smith was very adamant was the fact that following periodic physical examinations, we do not inform the employee of his condition; but, wait until the condition becomes so bad that it is too late for the employee to do anything about it. He was assured that this is under investigation and he will hear more about it in the near future.

Mr. Smith asked the Managers present if the company would join with labor to have legislation passed that would tighten regulations regarding the items discussed. He pointed out that at the present time Johns-Manville regulations are much tighter than those insisted on by the State and Federal Governments. He was told that the Managers present were not in a position to answer this but would follow through and try to get answers for them. The date of the next Union-Management meeting was not set but will be within the next two or three months.

W. L. Ruff

cc: A. B. Marchant
PROD. MANAGER.