Date: Jan 25, 1977

FROM C. L. KAMPERMAN, M. D.
MEDICAL DIRECTOR
TENNESSEE OPERATIONS

TO MR. R. D. HORNBECK
OPERATIONS MANAGER
TENNESSEE OPERATIONS

MR. K. L. FAIR
PERSONNEL MANAGER
TENNESSEE OPERATIONS

RE: INDUSTRIAL HYGIENE AT TENNESSEE OPERATIONS

As you know an efficient industrial hygiene department is a vital function of an industrial complex such as ours and, of course, industry in general. Our Company has had corporate services of this nature for many years and "local" services of an extremely variable nature.

Prior to Spring, 1976, our local services seemed to be quite good, although limited in scope due to having no one as a full time hygienist. Since that time services have been curtailed drastically with little or no discernible correlation. The omnipotent presence of agencies such as OSHA, TOSHA and NIOSH, in addition to our Corporate policies, predicate an immediate "action plan" to remedy our deficiencies.

One recent step forward was last week's meeting regarding our noise control program. A positive action plan was formulated and hopefully will be completed in the near future. (I will up-date you on the particulars of the meeting if you have not already been appraised.) Noise control is, unfortunately, only a fraction of the industrial hygiene problem. Fluorine, chlorine, dust-fumes, heat stress, asbestos and many others require constant surveillance and monitor studies. More substances are being added to absolute control lists by OSHA-NIOSH practically every week.

This is not to intimate that surveillance and monitor studies are not being done. They are most certainly being performed by individuals already burdened by full time responsibilities in related or unrelated fields. A single individual to plan, correlate, perform and formulate action plans on specific items is overdue at an operations of our vast complexity. Even with a specific individual such as an industrial hygienist in a full time position as described, the use of other personnel would, I believe, be indicated on a part-time or intermittent as-needed basis. I may be an advocate for the hygienist position but in our Operations I do not feel one could perform all required duties on an absolutely solo basis.

This individual could also correlate remedial programming with the engineering people - a liasion which also requires considerable up-dating and specific provable maneuvers in rectifying remediable problems.

Tennessee Operations is not alone in "undermanned" hygiene departments. I understand Warrick, Davenport, Lafayette, Cleveland and Rockdale also need considerable up-dating. On the other hand, Point Comfort has a full time hygienist plus a technician. Vernon is, I believe, similarly "cushioned". Arkansas has, according to reports, an environmental hygienist and four technicians. Massena, Vancouver, and Wenatchee are, according to Pittsburgh, sources, in "pretty good shape".

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PLAINTIFF'S EXHIBIT
AL-390

SF-4563 (REV. 11-80)

With the information as presented, I fail to see why "ALCOA's #1 Operations" cannot continue to show the way out of tenuous circumstances as we are doing in many other fields.

C. L. KAMPERMAN, M. D.

CLK:jac

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