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PROCEEDINGS

OF THE

Twenty-Fourth General Convention

OF THE

International Brotherhood of
Painters and Allied Trades

September 1979

Chicago, Illinois



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thing: a real union, with blood and guts, dedicated to its members' best interests, a union ready to stand up and fight for its people.

That's what you Painters have. That's what we Firefighters have. That's what we have in the unions of the Public Employee Department of the AFL-CIO. And that's what we're here to protect and defend, to build and to strengthen.

An America without bona fide unions would be a country without a bona fide system of democracy... and none of us wants that!

Thank you, delegates, for letting me sound off. I wish you great success in your future activities.

Thank you very much.

(Applause.)

GENERAL PRESIDENT RAFTERY: Thank you, Howie. You can rest assured that the Painters will continue to work with the Public Employee Department and the Firefighters and their objectives down through the years, and you can be assured also of our continued very close personal relationship.

Thank you very much for taking time out of your busy schedule to be with us today. Thank you, Howie.

And now it's an extreme pleasure for me to introduce to you a man to introduce our next speaker of the afternoon, a guy that's very close to me and has done an outstanding job for us on the Executive Board, representing the so-called Seventh District, the guys in red out here today, Vice President Duval will come on board

to introduce our next featured speaker of the afternoon.

Bill Duval.

(Applause.)

GENERAL VICE PRESIDENT DUVAL: Thank you, Mr. Chairman. Fellow delegates, all of you are aware that our Brotherhood has no higher priority at this Convention than our decade of job safety. You see that theme and your hear that theme all around you.

Our commitment is complete. Our goal is clear. We're going to see that safe and secure tomorrows are built for everyone that you represent today and for those generations to come that will comprise this great labor organization in years to come.

We have a friend here today, one that 15 years ago joined the faculty of the Department of Environmental Health at the University of Cincinnati.

Our friend who has risen to be a full professor and associate director, building an experience with environmental health and toxicology, has made an outstanding success as the OSHA Director since President Carter appointed her in 1977.

I have no greater privilege than to introduce to you a speaker to whom we owe tremendous gratitude for the help, the hope, and the money that she has given to our Brotherhood OSHA program.

Eula Bingham is a Ms. and we're happy and thankful that she is. She's the Assistant Secretary of Labor for Occupational Safety and Health. We're fortunate to have her professional experience working for us. We are greatly honored today

to welcome to our convention a friend, a charming lady, a professional, Dr. Eula Bingham.

(Applause.)

DR. BINGHAM: Thank you very much for that kind introduction.

It's always a pleasure to be with working men and women and it's a pleasure for me to be here, and I'm humble that you would ask me to attend this meeting.

A story is told about a man who needed a heart transplant. Before the operation, he discussed with his doctor the donor of the new heart that would be placed in his body. His doctor gave him a choice. He could have the heart of a 25-year-old athlete or the heart of a 40-year-old reporter or the heart of a 60-year-old lobbyist who had spent his whole life opposing legislation for workers.

Without hesitation, the patient chose the lobbyist's heart.

"Why did you pick that heart?"

"Because it has never been used," said the patient.

(Laughter and applause.)

For many years, unions such as yours have fought for the enactment of a law to protect the members from hazards on the job. I don't have to tell you that Painters take more than a brush in their hands when they go to work. They often take their lives literally into their hands.

A 1976 study by Dr. Selikoff of New York Mount Sinai School of Medicine found that 84 percent of the painters examined by him suffered some damage to their nervous system.

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A 1976 study by Dr. Selikoff of New York Mount Sinai School of Medicine found that 84 percent of the painters examined by him suffered some damage to their nervous system.

Other studies have shown that the accident rate in your work places is almost five times the national average. The Painters are three to five times more likely to develop lung cancer than the general population.

The Occupational Safety and Health Act gives OSHA the legal authority to protect workers while clearly replacing the major responsibility for cleaning up the work site on the nation's employers.

It has not been easy to implement the Occupational Safety and Health Act. In spite of the fact that during the past two and a half years OSHA has finally begun to concentrate on the real threat to workers' lives and to build up the scientific and medical capabilities of the agency, there are still those who snip at OSHA, charging that it is ineffective, costly and really worthless.

When the Chamber of Commerce claimed in a recent article that OSHA had failed to significantly reduce worker injury and illness rates, it ignored the fact that over 8 million American workers are now protected from substances such as asbestos, vinyl chloride, arsenic, coke-oven emissions, and lead. These workers have a smaller chance of contracting cancer and other irreversible diseases from these substances than they did 10 years ago.

The Chamber article also ignored the fact that a major portion of the increase in work place deaths last year occurred in establishments with small numbers of workers, 10 to 15 workers in these establishments. These are the very workplaces that many business people, groups and lobbyists have

sought to have exempted from OSHA coverage.

Each of the actions taken by OSHA to protect workers' rights under this administration has supported the principle that workers should gain control of their destiny and their lives in the workplace.

Two years ago, we announced a policy to guarantee walk-around pay. From that moment, when members of this union or any other worker accompany an OSHA compliance officer during a work place inspection, they are not to suffer discrimination from their employers in the form of lost wages. This is to apply even if the inspection takes several days, as it often does, in large plants or on construction sites.

Any employer who fails to compensate workers for walk-around under this policy is being charged with discrimination under Section 11(c) of our Act.

Some employers are still refusing to grant pay, and we are using all our available legal tools to protect the workers involved.

Another fundamental right is the right of a worker to refuse to expose himself to a dangerous condition if there is a reasonable belief that the condition could cause death or injury.

OSHA went to court to secure this right after several employers tried to punish workers who had refused to face life-threatening situations. The Sixth Circuit Court of Appeals, in the case *Whirlpool vs. Marshall*, upheld OSHA's position ruling that the Occupational Safety and Health Act does not

intend that workers should have to choose between their jobs and their lives.

OSHA has asked the Supreme Court to review this decision since the Fifth Circuit had ruled the opposite way. We hope that the Supreme Court will uphold the Sixth Circuit's opinion extending the right to refuse dangerous work to every state in this nation.

Members of this union have been very concerned over adequate medical surveillance of Painters and others whom you represent. This is particularly important on construction sites where contractors often do not keep medical records for any significant period of time. Without good medical records or records of worker exposures, it is often impossible for the Occupational Safety and Health Administration or for the National Institutes of Occupational Safety and Health, to learn of the relationship between substances and disease. It is also difficult for workers to learn of the dangers they may face and the effects of toxic substances.

Very shortly, OSHA will issue rules covering access to employee exposure records and their medical records. This will support our policy that workers have the basic right to know about their exposures in the workplace and the effects of these exposures.

The proposal that we issued required employers to preserve records for the duration of a worker's employment, plus five years. We propose that employers should make these records available upon request to employees or former employees or their designated representatives.

INTERNATIONAL BROTHERHOOD OF

Under this proposal, consent would be required from the employee before anyone could have access to his or her medical records, in order that we can protect the individual's privacy.

We know from experience that some employers knew of adverse reactions to work place chemicals and physical agents and yet they failed to inform the workers. By giving workers the right to see relevant exposure and medical data, it will be easier for them to identify hazards that may be causing their health problems.

The educated worker is the strongest possible force for making changes in the workplace. Another step to assert the worker's right to know was taken last summer when OSHA issued a requirement that workers and their representatives shall be given access to the log of injuries and illnesses that's kept by employers with 10 or more employees. Neither the access to the medical records nor access to the log requires employers to maintain any more records, so there is no additional paper work burden that people complain about.

It is simply a long-overdue recognition that workers should know about the conditions affecting your lives.

For many years, industry and government paid a great deal of attention to safety hazards while virtually ignoring threats to the workers' health, yet untold thousands of workers have died from diseases caused by exposure to toxic substances in their work places.

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in a recent Associated Press photograph of a chemical plant in Arkansas. Outside the plant was a sign that read "374 days since last lost-time accident"; inside the plant, they were producing 245T, containing a deadly contaminate called dioxin.

The Arkansas Health Department had found that 13 of 74 employees were suffering from signs of dioxin poisoning. These employees were safe from a physical accident in their environment but were not free from the chemical accident that occurred.

In order to protect your members working on construction sites from health hazards, OSHA's Construction Advisory Committee is studying the problem of adapting OSHA health standards to this industry.

Toxic substances on construction sites presents different problems than they do in a factory. Exposure levels are affected by weather. Monitoring records on a single worker may have to be kept by a number of different employers due to the short-term nature of the work.

There are a host of problems that a sub-group of the Advisory Committee will be dealing with, and I hope that Frank Burkhardt is going to be working with that group to insure that your views are heard.

Recently, OSHA graduated 15 compliance officers who had more than 300 cumulative years experience in construction work. These inspectors will be used exclusively to perform inspections of construction work sites and will help insure the safety of your people.

Perhaps our most significant accomplishment in terms of its lasting effect is the New Directions Educational Grants Program. OSHA has previously devoted a rather pitiful amount of its budget, \$1 million, to educating employers and employees. This was particularly sad since it is apparent that OSHA does not have enough compliance officers to do the job that has to be done.

The key to improving working conditions on a large scale is to educate workers and employers so that they can recognize and learn to eliminate hazards in their own workplaces.

Last September, we awarded \$6.4 million in educational grants to 86 organizations, including this union, which received \$125,000. You have used this money well, developing educational materials for Painters and Glaziers, forms for your own Job Site Monitoring Corps and training sessions for thousands of your members.

I would not be surprised if your grant were increased this year.

(Applause.)

In important areas such as the medical and monitoring surveillance program, you've developed the willingness to substitute new materials for substances, such as asbestos, which presents severe problems, and training and educational efforts. This union has shown its concern for the welfare of its members.

Innovative steps were taken in 1974 establishing the National Joint Safety and Health Committee. This was one of the first Safety and Health Committees to involve labor, management, govern-

ment, and the scientific community.

I am aware that this week you will consider a resolution to establish a Health and Safety Department within your organization. I am sure that the delegates will consider this issue carefully, making the decision that is in the best interests of your membership.

This is certainly not the time to turn back in the struggle to create an American work environment that upholds the dignity and the safety of our nation's workers. We must continue to fight those forces which seek to weaken the law through small business exemptions.

We must continue to fight those forces which oppose workers' rights to walk-around pay. We must continue to fight those forces which oppose workers' rights to medical removal protection.

I have been continually renewed and inspired by workers such as you are. Listening to workers describe the dangers in their own work places has both saddened me to think of the suffering and driven me to attempt to do a better job.

I'm confident that I can count on your continued support in our efforts to create a better working environment for your membership.

Thank you very much.

(Applause.)

GENERAL PRESIDENT RAFTERY: Dr. Bingham is not only the top honcho over in the Labor Department having to do with health and safety for OSHA, but is also a very close friend of ours and when she suggested just a few moments ago that there's a possibility that our grant may be extended and even improved, I want

to let you know that I was listening very carefully, Doctor, and I know that all of our delegates join with me in thanking you for your consideration for our workers.

(Applause.)

I also want to thank you for taking the time out of your busy schedule to be here today, and I want to assure you, as you have requested, that Frank Burkhardt has already been assigned to serve as an advisor on your Committee. I don't have enough for him to do, so I'm assigning him to your Committee.

(Applause.)

A lovely lady doing an outstanding job in health and safety, and a friend of our Brotherhood.

And now, the Chair would recognize for a partial report of the Committee on Resolutions, the Chairman, Peter Verkerke; Morris Even-son, the Secretary; Frank Perrelli, a third member of their Committee.

Chairman Verkerke of the Resolutions Committee.

COMMITTEE CHAIRMAN VERKERKE: Thank you, President Raftery.

Delegates, if you'll go into your folder, you'll find a pamphlet on Resolutions, looks like this (indicating).

GENERAL PRESIDENT RAFTERY: Everybody locate it? It's the large pamphlet just entitled "Resolutions."

COMMITTEE CHAIRMAN VERKERKE: Delegates, if you'll put No. 1 on that "Resolutions" booklet, then you can refer back to that later on.

The first resolution that we're

(Laughter.)

So this time around, I want to introduce a fellow that worked for me in Washington. He really cut his teeth back there. We brought him on board as my administrative assistant quite a number of years ago. He did such an outstanding job, that when we had an opportunity to move him up as a Vice President, we did that, made him the Vice President of the Fifth District, Guy Leber, who is from Louisville, Kentucky. He does one hell of an outstanding job on the Board representing the people in the Fifth District. He has a bad back, and he tells me that he got that bad back by carrying a sack of cement up a hill.

Now, only a guy from Kentucky could put out that kind of bull and try to get away with it.

(Laughter.)

I don't know how he actually screwed up his back, but I know Guy pretty well, and I doubt very, very much it was walking up a hill with a sack of cement.

I present to you to present the next Report of Committees, Vice President Guy Leber of the Fifth District.

(Applause.)

GENERAL VICE PRESIDENT LEBER: Contrary to what General President Raftery said, that is the way it happened.

I have decided, however, to get out of the jurisdiction of the Stonemasons and let them have all of that work.

Our first Committee Report will be the Report of the General President's Committee, and at this time,

the Chair will recognize Arthur Kowal, Chairman, and Jerry Downey, Secretary.

(Applause.)

COMMITTEE CHAIRMAN KOWAL: Thank you, Guy.

Brothers Raftery, Secretary-Treasurer Petersdorf, members of the Executive Board, it was my pleasure to sit on this Committee.

I'd like to thank my Committee members for the participation in our Committee meetings, and at this time, I would like to introduce our Secretary Jerome, Downey, from San Jose, California.

COMMITTEE SECRETARY DOWNEY: Thank you, Brother.

This is a report of your General President's Committee.

The report presented to our 24th General Convention by the General President says early and clearly that we are a Brotherhood built around security—security provided through our collective bargaining agreements and the security and safety demanded by our fight for healthy workplaces and materials.

It is with that understanding that General President S. Frank Raftery sets forth the events during the five years since our 23rd General Convention. Your committee found that the report makes clear the kinds of problems faced by our General President and the General Executive Board. The five years were a time of continuing runaway in inflation, fed by the price gouging of the OPEC nations and the major oil companies on every form of energy.

Thus President Raftery explains in the report that all the wage in-

creases in the world won't mean a better life if the buying power of those wages are always eaten away by inflation. And that spiral in inflation hits triply hard because it is led by the price of energy. First, we need a reasonable growth and expansion in the economy if our Brotherhood's members are to have jobs—and the scarcity of energy threatens that.

Second, we depend on a whole host of petrochemical and petroleum-based products with which to do our job—and the scarcity of energy threatens that.

Third, our members need enough gasoline to get to the jobsite, wherever it moves—and the scarcity of energy threatens that.

It is against that backdrop that your committee reviewed the Report of the General President to the 24th General Convention. We found it easy reading because of its clear language and attractive layout. But more important, we found it indispensable reading for everyone in our Brotherhood who wants to know who we are, how we are doing and what we need to do to fulfill our goal of Building Safe and Secure Tomorrows Today. For that reason, General President Raftery arranged to have this vital report printed for all our members and distributed as part of our September 1979 Journal. If any delegate to this Convention has not yet taken the time to look it over, we urge that you do so. The following are the highlights of the various sections which tell so much about our Brotherhood.

JOB SAFETY

You cannot read the record of the last five years of the Interna-

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tional Brotherhood of Painters and Allied Trades Occupational Safety and Health (IBPAT/OSHA) Project without feeling the highly justified pride General President Raftery takes in this success story. He had to push, urge and coordinate every inch of the way to get the members of our contractor associations, the Federal Government and numerous other participants to move ahead on what has become a Job Safety and Health Program unmatched in any other industry or occupation.

You have only to think back to our last Convention in Los Angeles to realize how far we have come. Then, we were barely beginning to identify the potential health hazards of our members in exposure to asbestos, silica sand, chromates, lead, benzene and other cancer-causing materials. Today, not only are those materials recognized by a few experts, but by a growing army of Job Safety Specialists trained within our Brotherhood.

To date, 8,000 of our fellow members have been through the training in what has become one of the most professional audio-visual learning projects in the nation. Each member so trained is in turn capable of taking that word back to the Local Union until that knowledge spreads to every corner of our jurisdiction. Even now, the way is clear for the number of members trained to move up to 20,000 as General President Raftery makes clear there's a moral right for every worker everywhere to know what the job hazards are. We are committed to removing those dangers from our job sites. And we are committed as a Brotherhood to keep moving ahead and adding new dimensions to our in-

novative record in the decade of job safety.

ORGANIZING

Organizing is always the lifeblood of our Brotherhood, but it has taken on even more urgency in recent years to stop the spreading cancer of the dual-shop, open-shop and merit-shop contractors. Thanks to long-standing Brotherhood policies, including our aggressive organizing of repaint and our program of keeping organizing close to the "grass-roots"—our Brotherhood has been able to withstand that challenge. That has been accomplished across the board, with our Special Branches winning 216 of 387 representation elections; our public employees voting for IBPAT at a phenomenal 79.6 percent clip; and a bevy of other success stories, including our cooperation in coordinated organizing drives with the Building and Construction Trades Department and other AFL-CIO bodies. In all, financial assistance for our District Councils and Local Unions totaled almost \$1,000,000 in the five years since 1974.

Today, we have reason to hope that we have turned one big corner. The 1979 victories over our opponents as we fought to retain Davis-Bacon prevailing wage rates in federal construction may well signal the turning of the corner in our struggle with opponents who are not just plotting against on a project or two, but are now determined to remove free trade unions from the American scene. They launched that drive after they beat us on common situs picketing and thought they had us on the run. President Raftery makes clear in his report that the best defense is

a good offense, and the only way to turn back that challenge is to attack first with a vigorous, continuing organizing effort throughout our jurisdiction.

JURISDICTION

Typical of our Brotherhood's determination to police and expand our jurisdiction at every turn is our successful 1978 fight to retain 30,000 jobs in pointing and taping of drywall surfaces. That challenge could never have been met without the documenting of our case from the submissions made by virtually each and every one of our Local Unions and District Councils throughout the United States and Canada. A vigorous policy has also marked our efforts in nuclear coatings; in addition, the General President's Project Maintenance Agreement is another area where we have moved aggressively to protect our jurisdiction.

General President Raftery reports the need for this tough posture is proven in several of the case histories of our Brotherhood's efforts before the Impartial Jurisdictional Disputes Board, including its indefensible decision to eliminate the Appeals Board.

NATIONAL PENSION FUND

No success story in our Brotherhood's history can be told more quickly and more directly than by two simple facts about our IBPAT Union and Industry National Pension Fund:

Six years ago, it was paying about 1.5 million a year to 1,221 pensioners.

At the end of June this year, it was paying 10.9 million a year to more than 6,500 pensioners.

This fantastic growth, accompanied by exceptionally low administrative expenses, has been achieved just 12 years since General President Raftery expressed his determination to see a National Pension Fund that would provide the maximum benefit for the maximum number of members in our Brotherhood. Today, that benefit is helping more than 53,000 members from 350 enrolled Local Unions and General President Raftery expresses a new determination to move ever higher in both benefits and participation.

CANADA

The growth of our Brotherhood in Canada is forcefully illustrated in the fact that Canadian membership now represents 7 percent of our total membership, and increase of a full percentage point just since our 1974 Convention. Similarly, President Raftery reports a strengthening in organization through the formation of the Canadian Building and Construction Trades Conference among all crafts and a new conference of business agents within our Brotherhood. Together, these strengthened ties have helped add to our singular election victories in 1979 in turning back a "Right-to-Work" law in British Columbia and in solidifying our jurisdiction throughout the 10 provinces.

SPECIAL BRANCHES

Nowhere is the need of our pulling together as a team more evident than in the emphasis our entire Brotherhood puts on the Decade of Job Safety as it applies to our Paint Makers; and nowhere is the benefit of that cooperation expressed more clearly than in the service the Floorcovers rendered

and that's the way this International is run, on an on-time basis.

(Applause.)

Now, the first guy that I want to introduce this afternoon may be small in stature, but he's a little powerhouse. I want you to know about his work in health and safety in the Brotherhood, in addition to his regular assignments as my Director of Research for the Brotherhood.

Now, since our last Convention, as you know, Frank was gone a while to serve as Assistant Secretary of Labor. Being a trade unionist and coming from the ranks, he couldn't tolerate some of the things he saw in the Carter Administration, and he couldn't tolerate the indifference which was displayed by the White House and the staff at the White House in what it took to put together a program for the working people of this nation. Long before Frank resigned, I was after him to submit a resignation to Carter and come back to work for the Brotherhood where he belonged, so I want to let you know that while I gave him a leave of absence to go to the Labor Department, and work over there to try to benefit all of us, Frank found that it was absolutely intolerable and had to leave. He was happy to come back with the Brotherhood, and I know that you're happy to have him back.

I want to present to you Frank Burkhardt, our Director of Research, who will present the next speaker for the afternoon.

(Applause.)

DIRECTOR BURKHARDT:
Thank you very much Bud.

This is indeed an honor to address this Convention for the first time. I'm sure I'll have one other opportunity, but it's a particular pleasure because I have the opportunity to introduce to you one of the staunchest supporters of the American trade labor movement in the United States. He's a fellow that our union has had as a member for a number of years. He is a Congressman that represents the kind of things that we're all interested in.

Recently, he was just elected chairman of a very important subcommittee in the House of Representatives, a Committee on Labor Standards, and as our General President said many times, we're dedicated to labor standards, whether they be Davis-Bacon, whether they be Health and Safety, Minimum Wage, they're all standards that are out there to protect the American worker, and this next speaker has done that, probably better than anybody on record.

Now, Congressman Ed Beard from Providence, Rhode Island, is a member of Local 195 and is here today to address our Convention.

But let me say one other thing. I think it's important for those of you around the state, around the country, who have seen the attacks on Davis-Bacon, to know that this is the Congressman who held hearings on Davis-Bacon. He held one day of hearings on Davis-Bacon, the repeal of Davis-Bacon that is, and promptly reported out that there was no need to even entertain any more hearings on this particular law, so he's the guy that's 100 percent solid behind us. He's one that's represented our

view before the Congress in many different ways. He deserves all of our support, and he's getting it.

Congressmen Ed Beard.

(Applause.)

CONGRESSMAN BEARD:
Thank you.

Mr. President, distinguished members of this organization, it's a great honor for me to be here today.

Not so long ago, in Rhode Island, I was an active member of Local Union 195. I've been very honored by the people of the State of Rhode Island to represent them now for, well, this is the third term for me in the Congress.

I was also honored by the members of Congress to be the youngest ever elected as the Chairman of the Labor Committee, and I consider that a high honor at this point in time in my career.

Things are very, very tough right now in Washington, and it's tough around the country for all of us. There are a lot of things that are not going the way they should.

We hear about appointments and people losing their jobs. Recently, we heard about the wonderful job the President stated Califano was doing, and then within a day or so, he was fired.

We heard what a great job, and we knew right along that many of your own people in Washington and others that we hear down the line are doing good jobs, and somehow, they slid right out of their jobs after being pronounced by the administration as being fit.

Frank Burkhardt was one, of your own, that was said

This is indeed an honor to address this Convention for the first time. I'm sure I'll have one other opportunity, but it's a particular pleasure because I have the opportunity to introduce to you one of the staunchest supporters of the American trade labor movement in the United States. He's a fellow that our union has had as a member for a number of years. He is a Congressman that represents the kind of things that we're all interested in.

Recently, he was just elected chairman of a very important subcommittee in the House of Representatives, a Committee on Labor Standards, and as our General President said many times, we're dedicated to labor standards, whether they be Davis-Bacon, whether they be Health and Safety, Minimum Wage, they're all standards that are out there to protect the American worker, and this next speaker has done that, probably better than anybody on record.

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everyone I talked to in the administration. He was doing a tremendous job. He received support from every national labor organization there was in Washington representing millions of people, and of course, he was fired by the administration, so they say one thing and they mean something else.

What we're trying to do in my Committee, and this is something that your Union, your President and Frank Burkhardt and others, Bob Petersdorf and other members of your union, have worked for to bring good labor standards to the working people of this country.

You know, they can talk about, and you see the press criticizing organized labor, but it's organized labor that stands in the hallways. It's organized labor that goes to the offices of the members of Congress, and they fight for the various things that affect men and women, working men and women.

There are a lot of people in this nation, business people, that would like to see 2 percent of us, and I'm one of the 2 percent that got elected from the blue collar workers, out of the Congress. Well, it's not going to happen as long as there are enough people in this country who realize that we do need representation in the Congress from average people, and I think the people in this country know we must do something about it. They are getting tired of this administration, in some cases, the Congress giving to every Tom, Dick and Harry and his uncle beyond the United States at the expense of the people of this country, and that's got to stop.

(Applause.)

You know, it scares me when the Vice President just recently visited

China. Every time we go to a country, there's a commitment made, and of course, you and I have a lot of money. Now, we're hearing all kinds of people all over this country talking about the boat people coming in, "We've got to do this and we've got to do that."

What I say we've got to do is start taking care of Americans first.

(Applause.)

In my short experience in the Congress, there's been a vacuum. As you know, next year is an election year for the Presidency of the United States. The greatest labor leader we had in the United States Congress is no longer with us. Hubert Humphrey is no longer with us. But I do know one thing, as a Democrat, and I'm not ashamed or embarrassed to say it, I made my decision months ago, there's only one man in the entire country that can bring this country back and give labor the push and working people what they need, and that's the man from Massachusetts, Ted Kennedy.

(Applause.)

And I hope—I understand Thursday that this convention will be voting on a resolution dealing with Ted Kennedy of Massachusetts, and I really hope that everyone here supports him.

Carter is on the Titanic, and I'm telling you right now, he hasn't helped us. He's not helping working people.

He's doing a great job for others around the world, but our people are suffering. Our people are suffering, worrying about shortages of home heating fuel, high gasoline prices, corporate interests and cor-

porate stocks going sky high at the expense of the American worker, and there is also something else needed in the Congress besides good working conditions and safety standards that my committee can provide.

We also need to buy American, give jobs to Americans, make sure that contracts go to Americans. We're in America.

(Applause.)

Now, let me tell you something you may not be aware of. I'll tell you something you may not be aware of. It was your International that showed up on the Hill when I had hearings on asbestos and related diseases and job safety. It was your representative, Frank Burkhardt, that showed up and testified and brought out the points of some of these labels on cans of toxic chemicals, and so on, that are ridiculous.

For example, you take paint remover, and you'll read that if you take paint remover internally, it could be harmful to your health. Who in the hell in this audience is going to swallow paint remover?

(Laughter.)

That's okay to a child. What they should be telling the workers of this country is "Wear a certain mask, a certain respirator." We want labels that make sense, we want labels that you don't have to have a chemist to interpret. They ought to make sure that every manufacturer and every company makes sure that there's proper equipment and they're being enforced.

Don't look at the organized labor unions around the country and in the shipyards and so on. Go to the

unorganized, where there's nobody to look in.

(Applause.)

And here's another thing. Here's another thing your union has done along with other unions in the AFL-CIO.

When I sit there in the halls daily in Congress lobbying for benefits for working people, they're not just for 20 million union card-carrying members, they're for all workers, and sometimes the press neglects to mention that. When they stand there for Social Security benefits, they're for union and non-union. When they stand there, and my committee has the jurisdiction on minimum wage, there's no one here drawing minimum wage. You are people involved trying to help those farm workers, factory workers in the North, textile workers in the South, trying to help the little guy.

Like I said before, we don't have a Hubert Humphrey, and we certainly don't have a Harry Truman, but we do have someone that at least gives us some hope, gives us some hope down the line, that once we can get a President that can work with the Congress and the Congress can start to work for Americans to make sure that the young people are taken care of, the working class, the middle income, and also, our retirees, to make sure that they don't lose benefits.

Now, you know, there's talk in the Congress about taking the unemployment benefits away from the retirees. Very near in the future I will be testifying to try to make sure that that doesn't happen. We can't afford to lose what's been

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earned by our forefathers and those people that worked hard over the years. We can't afford to lose those benefits.

There is a lot of people I see in the Congress every day who say, "Well, you know, you're too much involved with working people. You're too much involved with old people. You have to get in line, you know. You should be working with the industrialists," and this and that.

Let me tell you, I know where I come from. I came from the ranks of the blue collar worker, and I haven't forgotten that. I was a house painter, and I'm proud of it.

(Applause.)

And I've talked to a lot of groups. I've talked to a lot of groups, but this is the proudest day I've had in my career in six years, because I'm talking to people of my own persuasions. I wanted to come here, and I'm honored that I was invited here.

You people represent my people across the nation. My business agent is here, Walter Truvy. There are some in Rhode Island, if they had to work, they'd like to see me climbing those ladders. Maybe they will, but if I have to go back, I'll be proud of it.

(Applause.)

But I know one thing. There's a helluva lot of guys like me that are in the Congress that are determined to do something for our people, and we want to see it done, and we want someone to lead this country.

We don't want to be shuffled by a Mexican President or be looked

down upon by all these world leaders like we don't know what we're doing.

Some people are saying that the, you know, "The Russians troops are in Cuba. Don't worry about it."

It's about time the United States stood up and brought things back to where they were and started really looking out, looking out for our own people.

We just can't afford to be policemen all over the world. We can't afford to be the charity drive for the world, but we cannot afford, cannot afford not to take care of our people. We must do it.

We must assure the retirees, when our people retire, that they're taken care of.

The United States Government and Social Security should do half the job, half the job that your International has done in providing decent pensions, and sometimes, you know, I have lawyers working for me, and I have all sorts of advisors, and they tell me, "Don't say this and don't go off the handle and say that."

Hell, I say what's on my mind. I said three months ago that Ted Kennedy ought to run.

(Applause.)

I said three months ago, I was the first politician that had the guts to say it. Okay? And now they're all getting on the bandwagon.

Just the other day, the Speaker of the House was saying that the New England delegation would be with Ted Kennedy if he runs. I'm telling you right now it's going to be a bandwagon. There will be an

evacuation of that ship on Pennsylvania Avenue like you've never seen, like you've never seen.

(Applause.)

Do yourself a favor, as working representatives of your people, do yourself a favor. Vote for someone—no, he's not perfect, and in some cases, maybe he is a little heavy on spending, but he's for Americans, domestic spending versus foreign spending.

Recently, I just voted against foreign aid. I say to hell with half this foreign aid, what it costs you, my mother that's a retiree and others, their hard-earned dollar.

Now, there's not much else I can say outside of that that I haven't already said, and I know some might get upset because I gave Kennedy maybe a strong plug, but I'm telling you the way it is. I'm telling you the way it is.

(Applause.)

And I'm going to tell you one more thing, too, and this is in closing. I've learned to mouth off a lot of people in Congress, but I can tell you, and I've dealt with a lot of international organizations in labor, you have the finest group, from the President right down, of people that I have dealt with, and I am very, very proud to call myself a member of 195, just one portion of your international organization.

And very proud to say he is my president, and hopefully he will be your president for the next five years or whatever.

Thank you very much.

(Standing ovation.)

GENERAL PRESIDENT RAF-
TERY: If Kennedy doesn't want to go, Ed, maybe you can make it.

(Laughter.)

Thanks, Ed, for coming down, making this trip over here under great personal stress.

I do wish one thing, however, and I think everyone here would agree that you shouldn't be backward about expressing yourself, that you really should speak out on these things.

(Laughter.)

Eddie, good luck. God bless you. Safe trip back.

(Applause.)

I am sure you couldn't notice it from out on that side of the dais, but back here, he was rising that high (indicating) off the deck.

(Laughter.)

A real speaker. Wonderful guy. And he is that way every day over on the Hill. He doesn't just come out here to make a speech. He gets a little bit emotionally involved, as I say, as he did today.

Now, the next thing that we are going to have for you this afternoon, we are going to have a presentation revolving around the various aspect of our pension plan.

Harry Martin, my Executive Assistant, whom I introduced the other day, is going to conduct that part of our program.

He has several other people who will be participating in it, and I think when they have concluded their business, you will find you are much better informed on all of the aspects of our pension plan, how

VENTY-FOURTH GENERAL CONVENTION

poker and have a few drinks, and some
hake- people, I understand, have their
I felt own dinners they want to attend.

you Tomorrow morning is an excep-
all of tionally important segment of the
your Brotherhood's business. We are
who going to have a health and safety
with demonstration for about an hour
hing. and a half or so the first thing in
some the morning, and then 11:00 o'clock
iliar is a special order of business for
ome- the nomination and election of of-
you ficers.

com- So I would hope that although
u to you go out and enjoy yourself to-
out night, be careful about it, that
t for everybody is in their seats at 9:00
o'clock tomorrow morning.

that The Convention stands recessed
ock until 9:00 in the morning.

your (Whereupon, the Convention was
recessed at 5:00 o'clock p.m. to be
reconvened at 9:00 o'clock a.m. on
here Wednesday, September 12, 1979.)

PROCEEDINGS

of the

Twenty-fourth General Convention

of the

International Brotherhood of Painters & Allied Trades

Chicago, Illinois — September 10-14, 1979

International Ballroom, Conrad Hilton Hotel, Chicago, Illinois

THIRD DAY SESSION

Wednesday, September 12, 1979

9:00 o'clock a.m.

GENERAL VICE PRESIDENT
JAMES COX: Convention please be
in order. Sergeant-at-Arms, clear
the aisles.

Everybody rise for the invoca-
tion by Rabbi Nathan Weizz.

RABBI WEIZZ: Eternal God,
Father of all men, in the age-long
traditional spirit of fellowship and
brotherly love, the International
Brotherhood of Painters and Allied
Trades are assembled at the 24th
General Convention. We pray to You
to enable the many Conventioneers,
together with their officers and di-
rectors, who have come from near
and far, to reflect clearly and con-
scientiously.

May they be permeated by sin-
cere and wholesome ideals, and

may their deliberations be blessed
with fruitful and enduring accomp-
lishments. Help us to effectively
direct our efforts toward the main-
tenance of a closer relationship be-
tween man and his brother.

We are grateful for Thy bounties
of liberty and equality, the in-
alienable inheritance of all Amer-
icans. In a world threatened by
discord and fear, endow the states-
men of the family of nations with
foresight and understanding to
cope successfully with the crucial
problem of our time. Enable them
to remove the dangerous roadblocks
that have been placed in mankind's
path. Cause all nations to realize
than man is his Brother's keeper,
and thereby, hasten the coming of
a new golden age on earth, crowned
with justice and everlasting peace.
Amen.

GENERAL VICE PRESIDENT
JAMES COX: The Chair recognizes

Frank Burkhardt to conduct the safety presentation.

DIRECTOR BURKHARDT: Good morning, delegates.

We have this morning what I think is probably one of the most productive demonstrations of work that the Brotherhood has been doing for the last five years.

At the 1974 Convention, General President Raftery declared a Decade of Job Safety.

We have been through the first five years of that decade of job safety, and I think we have a record we can all be proud of.

It's a personal pleasure for me to be back working and doing what I think is probably the most rewarding kind of thing we can do for our members, and that is improving the workplace and educating our members to the health hazards that exist in the painting trades.

The program this morning will consist of the following:

Let me recapture it for you. First of all, the activities of the last five years have been so numerous and so extensive that even I couldn't capture them in a speech in 30 minutes.

So what we have done is put together an audiovisual presentation that pulls together our efforts and activities in the first half of the decade of job safety, and we will see that first.

The second part of the program will be consideration by this delegation of Resolution GEB-11 establishing a Department of Health and Safety within our Brotherhood.

The third item on the agenda will

be a brief overview by George Taylor of the AFL-CIO Department of Health and Safety, and the last item on our agenda, probably the most important, will be from Dr. Irving Selikoff of the Mount Sinai School of Medicine, who really single handedly kicked off our Decade of Job Safety in the 1974 Convention.

When General President Raftery started this convention, he said conventions are to put together the stewardship accounting for the last five years, and that's what we plan to do in this particular film that we pulled together.

In addition, we will be laying out a program for the future, which is why we come together every five years to account for the past and plan for the future.

I have with me today some of the people who have been responsible for this first five years of our Decade of Job Safety, and I'd like to introduce them to you.

First of all, you heard from Dr. Eula Bingham yesterday. She is the one that gives us the money; but in the bureaucracy called the Department of Labor, it's very important to have someone who believes in your cause and to shepherd your program through to make sure that we get the money we need to educate our members, and we have such an individual, our contracting officer at the Department of Labor, who has been most important in making sure that our program is on target and on time. And he is Joe Perzella. Joe, will you stand up, please.

(Applause.)

Thank you.

In addition, every program needs a Director. Somebody has to run it. Somebody has got to make sure the reports get in. Somebody has got to make sure the goals are set and met, and we have such a person who's been running and directing this program, and he is Don Cagle. Don.

(Applause.)

And the three people most responsible for the modules that we put out and our Health and Safety Manuals we put out and also the film you are about to see are the three highly competent technicians that we have in the IBPAT/OSHA program. First of all, Marilyn Larson, the Assistant Project Director.

(Applause.)

And Les Crandell, the Audio-Visual Specialist.

(Applause.)

And Rod Welford, who is right here. Rod.

(Applause.)

Thank you.

I think with that, we will just have the projectionist roll this little piece of film, and I think you will get some idea of what we have been doing for the last five years.

(Whereupon, the film presentation was shown to the delegates. The transcript of this film describing the first 5 years of the Decade of Job Safety and Health will be inserted in the final printing of today's Proceedings.)

The International Brotherhood of

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The International Brotherhood of

Painters and Allied Trades has sought more for workers since 1887.

More wages, yes, and more benefits too. More job security, more training and more for retirement. More than bread-and-butter, always more.

AFL founder Sam Gompers said it best. He wanted, he said, "More." And after that? "Still more."

IBPAT sought more when it established its Department of Apprenticeship and Training in 1959, and even more in 1967 when it established its National Pension Plan.

In 1974, General President S. Frank Raftery organized the National Joint Safety and Health Committee to look into health and safety problems of painters and allied tradesworkers.

Like Samuel Gompers, President Raftery wanted still more—more health and more well-being for IBPAT members, more quality of life to enjoy along with the bread-and-butter.

The committee meets twice each year bringing labor, management, government and scientists together to seek solutions to the complex health and safety problems of the paint trades. Through the NJS & HC, IBPAT first came to Dr. Irving J. Selikoff of the Mount Sinai School of Medicine of the City University of New York.

Dr. Selikoff reached into the core of IBPAT membership with scientific measurements to confirm what some had suspected but none had really known before. Many—not

just a few—but many of IBPAT's members suffer effects from exposure to substances of the paint and allied trades. Many die, Selikoff said, and more endure needless damage to their health and well-being.

President Raftery and the General Executive Board knew something had to be done—and fast—to protect IBPAT's members.

September 9, 1974, the Twenty-Third General Convention, President Raftery declares the "Decade of Job Safety," a stepped-up attack on the health and safety hazards of the trades.

March, 1975—the NJS&HC reviews preliminary results of Dr. Selikoff's examinations of 600 convention delegates. Many examined delegates had given up the tools of the trade to toil in administrative and leadership functions of the union. Even so, x-rays showed 27.4 percent of painters, 28 percent of tapers, 22.5 percent of floorcoverers and 32.6 percent of sandblasters had lung abnormalities. This unusually large number of abnormal x-rays—better than one-in-four of examined delegates—shocked IBPAT's officers and members. When the findings appeared in the *Painters & Allied Trades Journal*, many members wrote to request thorough examinations.

June 17, 1975—the NJS&HC devises a plan for study, based on Dr. Selikoff's work. The committee agrees to a three-point program to: (1) control the asbestos hazard, especially in drywall taping compounds; (2) develop safe work practices for sandblasters; and (3) study the carcinogenic, or cancer-

causing, potential of chromates and other paint trade substances.

The three problems tackled in the first year of the Decade of Job Safety all yielded to IBPAT's attack.

Drywall taping compounds throughout the United States no longer contain asbestos.

Furthermore, safe procedures for using any drywall compound were developed, although not yet widely practiced. Our future efforts must alert more members and more contractors to the protections of these practices.

Sandblasting regulations are stronger now—and safer products often substitute for silica sand. Modern, air-conditioned blasting-hoods increase production while providing the best protection for the blaster. The future promises more stringent controls, more monitoring and perhaps even a ban of crystalline silica. But whether or not silica is banned, IBPAT must be ready to defend the interests of its members.

Chromate and cancer is a big concern because of the large amounts of chromate pigment in green, yellow and red paints. The NJS&HC researched chromates thoroughly. The conclusion: chromates cause cancer. IBPAT's efforts led to tougher OSHA standards for chromate. But hundreds of other substances still need IBPAT's informed attention.

Early in the Decade of Job Safety, Dr. Selikoff also examined 1,400 other IBPAT members throughout the United States. In Toledo, 200

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part series in the *Painters & Allied Trades Journal* in 1976 and 77—Taking the message to the members.

All this early activity delivered a conclusive bundle of facts. A painter's life span is 11 years shorter than the average worker. And the risk of cancer is three-to-five times greater. No wonder OSHA classifies painting as a "high-risk" occupation.

IBPAT knew it didn't have to be this way. No problem on the jobsite is beyond a solution. Many would take time and research, but for others solutions already existed.

Educating members and informing the public of the hazards of paint trades became a top priority of the International Brotherhood of Painters and Allied Trades. President Raftery and the General Executive Board sought practical ways to deliver this urgent message.

October, 1975—IBPAT submits to the Occupational Safety and Health Administration an unsolicited proposal for education and training of 25,000 members. The wheels of government turn slowly, and not until November, 1976, more than a year after submitting the proposal, did President Raftery hear any word.

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Sandblasting regulations are stronger now—and safer products often substitute for silica sand. Modern, air-conditioned blasting-hoods increase production while providing the best protection for the blaster. The future promises more stringent controls, more monitoring and perhaps even a ban of crystalline silica. But whether or not silica is banned, IBPAT must be ready to defend the interests of its members.

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Early in the Decade of Job Safety, Dr. Selikoff also examined 1,400 other IBPAT members throughout the United States. In Toledo, 200

members; in St. Louis, 750; and in Kansas City, 100 members were examined.

The findings—published as "Investigations of Health Hazards in the Painting Trades" and widely distributed throughout IBPAT and the government—appeared in a six-part series in the *Painters & Allied Trades Journal* in 1976 and 77—Taking the message to the members.

All this early activity delivered a conclusive bundle of facts. A painter's life span is 11 years shorter than the average worker. And the risk of cancer is three-to-five times greater. No wonder OSHA classifies painting as a "high-risk" occupation.

IBPAT knew it didn't have to be this way. No problem on the jobsite is beyond a solution. Many would take time and research, but for others solutions already existed.

Educating members and informing the public of the hazards of paint trades became a top priority of the International Brotherhood of Painters and Allied Trades. President Raftery and the General Executive Board sought practical ways to deliver this urgent message.

October, 1975—IBPAT submits to the Occupational Safety and Health Administration an unsolicited proposal for education and training of 25,000 members. The wheels of government turn slowly, and not until November, 1976, more than a year after submitting the proposal, did President Raftery hear any word.

IBPAT had to compete with nearly 50 other organizations, including universities and research groups, for the chance to provide education to its own members. IBPAT won the contract. Why? Because IBPAT's concept was better, its program more efficient, its ability to deliver unparalleled—and it would take the message where it was needed: to the worker.

March 28, 1977—IBPAT receives its first award: \$143,000 to develop materials to educate painters and allied tradesworkers in the recognition and avoidance of the hazards of their occupations.

IBPAT's OSH Project is unique among occupational health and safety programs. It is unique because it works. It works because it uses programmed learning in printed texts and videotape modules.

Practical-minded tradesworkers identify with the modules because visuals show real jobsites. General painters, abrasive blasters, drywall tapers, paint makers and floorcoverers—each trade receives specific modules for its own special hazards—and general modules for all trade groups.

December, 1977—the OSH Project pilot tests its first-phase materials: for 25 floorcovers in San Jose, California; 50 sandblasters in Houston, Texas; 75 paint makers in Kansas City, Missouri; and 90 general painters in Buffalo, New York. The bugs are ironed out.

1978—IBPAT receives its second OSHA award: \$200,000 to upgrade existing modules, develop new modules and to deliver training in special nationwide seminars.

The second award demonstrated OSHA's faith in IBPAT's innovation: give the training directly to tradesworkers.

Producing new modules, publishing the 272-page *IBPAT/OSHA Health and Safety Education Book* and designing the delivery system took the Summer of 1978.

In September, IBPAT is awarded another OSHA grant for additional special training materials for Glaziers. The \$50,000 Glaziers program is modeled on the already produced materials which have proven so successful.

Then, September 17th through the 21st, at the George Meany Center for Labor Studies, IBPAT trains twelve top General Representatives to deliver the message. In one rigorous week, they are ready—General Representatives George Jones and Alphonse Betker, First District; James Ellenberger and John Waters, Second District; John Damery and Edward Crowley, Third District; Ralph Mitchell and Terry Lins, Fourth District; Herb Beard and James Love, Fifth District; and David Petersdorf and Robert Brush of the Sixth District.

The 12 returned home to schedule seminars.

On October 21, 1978, in Sacramento, California, General Representative Ralph Mitchell trains the first 40 tradesworkers. Eight months and 67 seminars later, over 6,000 members—coast to coast—know how to deal with the hazards of the paint and allied trades.

Some had said IBPAT members were not interested in health and safety. Others had predicted they

would not turn out for training sessions. But, even during a winter that saw road-blocking blizzards all across the midwest and northeast, the seminar attendance figures said otherwise.

Had the seminars succeeded? The 6,000 participants thought so! (one or two short interviews with trainees)

And so did the press. The nationwide training was well publicized—meeting IBPAT's goal to create public awareness and understanding.

Some instructors were interviewed by television reporters for local TV news broadcasts, such as this one:

WHP-TV Reporter's voice-over: Cosponsored by the federal Occupational Safety and Health Administration and the national painters' union, today's session was a . . . new on the job safety program . . . designed to teach IBPAT members ways of protecting themselves from harmful effects of toxic chemicals

If successful, Ellenberger says the program will help the union members and their employers learn how to avoid using the more damaging toxic materials.

But beyond the accolades, the training was paying real dividends. At an IBPAT/OSH seminar in Texas City, Local 585 Business Representative Michael Cook realized his members have a serious occupational health problem. Anemia among Local 585 members is unusually high. The OSH Project examined 20 years of Local 585 death certificates and found many early deaths from respiratory and coronary causes. NIOSH, Johns

Hopkins University School of Hygiene and Public Health and the Mount Sinai School of Medicine are now verifying and evaluating the facts in this situation. This investigation would not have happened without IBPAT's serious concern for the health and safety of its members.

Government agencies, the press, trade associations, medical schools and other unions are frankly amazed at what IBPAT accomplished in so short a time.

From research to program design and development to deliver in 18 months.

The IBPAT-OSH Project is a startling measure of what this union can do when it rolls up its sleeves to marshal its energies and resources.

Only five years in the "Decade of Job Safety," IBPAT has taken a quantum leap forward. No other union has trained as many workers in health and safety. And in the year ahead, IBPAT will train 8,000 more.

" . . . In the paint trades, the last fifty years have seen revolutionary changes in the products of the trade and in the techniques for making and using these products. Some of the ingredients in paints have only now been in use long enough for their harmful effects to become visible . . ."

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In May, with training seminars in full swing, IBPAT developed a new jobsite monitoring/medical surveillance program to protect members, year-round.

IBPAT's jobsite monitoring/medical surveillance program is—once again—the first of its kind for any occupational group. OSHA regards it as a prototype in the construction and maintenance industries where the lack of standard monitoring and hazard evaluation on temporary worksites concerns many workers.

OSHA gave IBPAT an initial \$75,000 to develop the new program.

As part of the new program, IBPAT will train its representatives to identify, evaluate and resolve occupational health and safety problems, using state-of-the-art monitoring equipment such as combustible gas meters, noise dosimeters and this passive monitor badge for sampling organic vapors.

A trained representative records exposure start time on the monitor badge and attaches it near the breathing zone of the tradesworker, white face outward. At the end of the work day, the representative records the end time on the monitor, removes the white face and replaces it with a snap-on cap. The monitor is then sealed in its package and ready for analysis in the chemical laboratory.

The jobsite monitoring corps will also observe workplaces and record findings on specially designed forms. These forms, along with sampling data, worker questionnaires and on-site photographs, will be analyzed for hazard evaluation and abatement.

At the same time, leading researchers at Johns Hopkins University are completing an epidemiologi-

cal study of a nationwide population of painters and allied tradesworkers. Morbidity and mortality data produced by this study will allow the OSH Project to locate areas of immediate concern in IBPAT's jobsite monitoring/medical surveillance activities.

Information gathered by IBPAT's jobsite monitoring corps—together with the morbidity and mortality data from Johns Hopkins will enter IBPAT's IBM System III computer for processing and print-out in formats compatible with those of OSHA, NIOSH, medical schools and trade associations.

Also needed for early detection of harmful exposures to the most hazardous and most commonly used substances of the paint and allied trades is a battery of appropriate medical examinations.

Although current OSHA standards require employer-sponsored medical examinations for workers handling many substances used in the paint and allied trades, most IBPAT members do not receive regular medical surveillance because of the transient, mobile nature of their employment.

Employers can't keep permanent medical records for temporary employees. But IBPAT keeps permanent records for all its members. Now IBPAT wants to obtain medical examinations for members and maintain permanent medical records with the continuity so necessary to their usefulness.

Jobsite monitoring/medical surveillance is a fledgling program as we move into the second half of our "Decade of Job Safety." But

it points the direction of the future. IBPAT, its Local Unions and District Councils working together, gathering and compiling information on the health and safety of members, for their protection . . . fleshing out the skeleton that now exists into a real live and viable force.

IBPAT's four-part plan for the future is this: (1) complete and accurate labels on all paint and allied products; (2) thorough testing of products prior to their introduction into the workplace; (3) assistance for Local Unions and District Councils to establish their own health and safety programs; and (4) national certification standards for painters and allied tradesworkers—union and non-union alike.

Current paint trade labels are inadequate. The label says only, "contains benzene"—which happens to be a carcinogen. Or, "harmful if swallowed," but nothing about the long-term effects of inhalation and skin absorption. Most labels list no methods for controlling exposure to the product—no engineering controls, no administrative procedures and no recommendations for personal protective equipment. All this information should be on every label—along with the known consequences of failure to take precautions. IBPAT, its Local Unions and District Councils—working together—can make this all happen.

Up until now, most health and safety testing of paint trade products is the "field testing" that happens right in our own workplaces. Painters and allied tradesworkers are not guinea pigs.

IBPAT can eliminate many work-

place hazards through demands for more thorough testing of products prior to their introduction into the workplace—and by testing many substances on its own.

Local Unions and District Councils are growing increasingly concerned with job safety and health. But it's a complicated and very technical area. Affiliates need the scientific, educational and informational support of IBPAT. They may also need help finding outside funds to get their efforts underway.

St. Louis District Council 2 is the first IBPAT affiliate to open its own Health and Safety Department with two full-time staff. DC 2's program includes a battery of ongoing medical tests, and a system of jobsite monitoring modeled on the one designed by the IBPAT-OSH Project. The OSH Project has also assisted DC 2 in publicizing its health screening program.

When IBPAT affiliates negotiate health and safety clauses in collective bargaining agreements, and when Local Unions and District Councils want to set-up health and safety departments or committees, IBPAT wants to be ready with the valuable assistance and support they need.

Finally, IBPAT believes the complexity of health and safety hazards and the depth of technical knowledge required for safe and healthful work in the trades—demand certification of painters and allied tradesworkers. National certification is an ambitious undertaking. But work conditions, death and suffering, hardships and severe economic impact on productivity and inflation—all of these things challenge our

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resourcefulness and our energies.

IBPAT, Local Unions and District Councils—as a team—can meet this challenge, as we have met all important challenges in other areas over the last 92 years.

Already, IBPAT has spent half a million dollars finding solutions to the health and safety problems of its members.

OSHA has matched that expenditure with \$470,000 in grants.

But this is not enough. To get more, we must do more. And there is a lot more yet to be done.

What happens five years from now? Will the new chemical and mineral substances of the trades and the new materials and equipment make what we know obsolete? Will we return to the task of basic research of each chemical—after it kills our members? Or will we have a system as capable of handling the new product "Y" as the old product "X."

IBPAT needs the commitment of Local Unions and District Councils to continue its successes in education and jobsite monitoring/medical surveillance—and to meet its new goals.

Because the second five years of the "Decade of Job Safety" must see even greater progress.

As delegates to the 24th General Convention, you now hold the keys. As you decide the vital and important issues before you, do not forget that—beyond bread-and-butter—fundamental to them all is health and life.

Let us continue to break new ground together—to legitimize our strong and fine foundation. . . . Let us lay the cornerstone and, with renewed and vigorous commitment, let us begin *now* to build "Safe and Secure Tomorrows Today."

(Applause.)

DIRECTOR BURKHARDT:
How's that for five years?

(Applause.)

I think there's one other individual that's done a lot. We mentioned in this film that the future lies in the local unions and district councils. They're going to take the knowledge and the information that we've put together in this first half and turn in programs of their own.

I think it's noteworthy, as you noticed in that particular film, that St. Louis District Council, and Ray Rafferty, in particular, has put together such a program, and he has with him here today the young lady, a registered nurse, that pulled all that together and she's sitting right down here with the delegation, Virginia Lepping.

(Applause.)

All right. You can see that we've got a lot to do in the next five years. The certification of workers, the idea that we have that all workers should be certified, that they're, one, trained to handle the equipment, knowledgeable about how to use the materials and how to protect themselves, and secondly, that they have an ongoing, continuous

medical surveillance program, and we think in the labor movement, and especially in our union, that we can deliver that kind of program, and if the nonunion sector can't, well, I think we've got an edge up on them.

I believe now the chair will call the Law Committee.

GENERAL VICE PRESIDENT JAMES COX: The Chair recognizes the Chairman of the Law Committee, Harold Rohr.

COMMITTEE CHAIRMAN ROHR: The resolutions that we will discuss this morning will start in Pamphlet No. 3. Everybody got Pamphlet No. 3?

Page six, GEB Resolution is grouped with Resolution 33, and that will be found in Pamphlet No. 1, page nine.

We will be reporting on GEB Resolution No. 11.

RESOLUTION No. GEB-11

SUBJECT: Establishment of an IBPAT Department of Health and Safety

WHEREAS, one of the objects of this Brotherhood is to secure improved working conditions for our members; and

WHEREAS, two recent studies place the paint and allied trades in the top five of trades at risk to cancer; and

WHEREAS, lost time and injury for all painters and allied trades

workers is nearly double the average lost days for all other private business; and

WHEREAS, the chemicals used in the Industry have changed drastically and will continue to change in years to come; and

WHEREAS, 252 chemicals currently used in the paint trades are documented to cause health problems for painters and allied trades workers; and

WHEREAS, current investigations show the need to examine, diagnose, protect and inform members concerning these hazards; therefore

IT IS HEREBY RESOLVED, that this Brotherhood establish a Department of Health and Safety to accomplish the following:

1. To investigate the causes of unhealthy and unsafe working conditions;
2. To encourage examinations of members' personal health and the conditions of work on-site;
3. To promote education of members on the causes of accidents and illnesses and how to protect themselves; and
4. To assist Local Union and District Council Health and Safety Programs.

The Committee feels that at the last convention, the delegates strongly endorsed the principle of the National Health Act, and nothing has been accomplished in this area.

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Recent studies show that Painters
and Allied Trades have seriously
—serious safety problems. Inves-
tigation of various chemicals and
their effects point out that we need
to take the bull by the horns and
establish our own Department of
Health and Safety for the good
and welfare of all our members.

This resolution points out the
need and sets up the machinery
and goals to achieve this purpose.

By setting out these proposals,
the Brotherhood cannot assure or
guarantee safety in the workplace,
nor can we hold out that we will
educate our people sufficiently to
remove safety problems.

We don't have the expertise nor
resources to give such assurances.

We maintain that legal responsi-
bility for safety at the workplace
remain with the employer and the
government, and we do not and
cannot assume such responsibility.

But we can and we do assure our
membership that in setting up this
department, we will help our con-
tinuing effort to do our very best
to educate and protect our mem-
bers in all aspects of safety.

Safe and secure tomorrows to-
day is the motto of this convention.
The adoption of this resolution will
move towards those ideals, and I
so move, Mr. Chairman.

(Seconds from floor.)

GENERAL VICE PRESIDENT
JAMES COX: You have heard the
motion and a second. Any discus-
sion?

(Question called for.)

Question called for. All those in favor let it be known by the usual voting sign.

(Chorus of ayes.)

Those opposed?

(No response.)

Hearing none, the motion is adopted.

COMMITTEE CHAIRMAN ROHR: This will conclude our partial report at this time. Thank you.

DIRECTOR BURKHARDT: Well, that should help us a great deal in getting the second half of this Decade of Job Safety going.

The next speaker we have with us today is one I have personally been acquainted with for the last 12 years. In fact, I got my start working in the AFL-CIO Department of Research when George Taylor was there.

He was running the safety and health programs and environmental and natural resources programs.

George Taylor spent his entire life representing and devising programs that would make both the work environment and our living environment better for trades workers such as us.

He is a friend of our union, has been particularly helpful in this program that we have been putting together for the first five years in getting and assisting us getting the

needed monies through the Department of Labor and other federal agencies.

So, without further ado, I present George Taylor, Director of the Department of Health and Safety for the AFL-CIO.

(Applause.)

DIRECTOR TAYLOR: Frank, President Raftery, distinguished guests, delegates to your 24th General Convention, it is a pleasure and an honor for me to appear here today.

I thought maybe I was going to have to do a little lobbying for that resolution that just passed, but there doesn't seem to be any necessity.

All I say on behalf of the AFL-CIO, heartiest congratulations for establishing this Department and great success to it.

And I might add also, on behalf of the AFL-CIO that we have a staff subcommittee on occupational safety and health, and we are hereby extending the invitation for the Director of the new department or anyone he designates to come to our meetings, and we will be very happy to have him and have his contributions for the betterment of the labor movement in this field.

I know that the Painters have been working for several years with both the Occupational Safety and Health Administration and the National Institute for Occupational Safety and Health to find out more about the various toxic materials that threaten the health and lives

of painters in the midst of rapid technological evolution of your industry, and that you are approaching the second year of your development grant under the OSHA New Directions Training and Education Program.

From the beginning of your new projects in this field, we have attempted to be of some assistance to Frank Burkhardt and Don Cagle in development and delivery of your excellent training program, which I know has been of great assistance to your membership, to enable them to assess safety and health hazards and deal with them, not merely to abate them, but prevent them.

Painters in general are exposed to toxic materials covering almost as wide a range as almost any skill that can be mentioned among our unions; acetone, benzene, chromates, acids, pigments, lead, solvents, alkalis, this is by no means a complete list. Paint spraying can affect painters who are forced to inhale or come in skin contact with toxic pigments such as cadmium, chromates and lead and various kinds of solvents.

In this regard, you constitute a part of the total life and death problem to some 60 million American workers in this plan.

I know Dr. Selikoff is here to go into greater detail about the toxic substances and the hazards that painters face, and I'm not going to try to upstage him. He'd be a hard act to upstage.

But in looking at the occupational safety and health situation in America, although this Act which we all supported, worked hard

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for, both in getting it across, signed by the President of the United States, and also in the implementation over the last eight years, there are still more than 4,000 reported accidental deaths and 2.6 million injuries of workers whose employees are covered by this Act. One hundred thousand workers are killed every year from occupational illnesses, according to estimates of the Department of Health, Education and Welfare. Twenty-two million workers are in jobs which expose them to toxic substances of which many are industrial carcinogens. Another 50 million workers have been exposed in the past.

How long these toxic agents will take to destroy healthy tissue is still a question. To use an example, the 11 million workers who have been and are presently exposed to asbestos, the period of latency under chronic, low-level exposure, can be 25 to 30 years before the adverse effects are felt by the person.

In August of last year, the former Secretary of HEW, Joe Califano, released the findings of a study conducted by the National Cancer Institute which concluded that at least 20 percent, and perhaps a greater proportion of cancers in the United States, were caused by occupational exposures.

The validity of this study has been widely attacked by the chemical industry, but recently, it's conclusions were accepted by a special study team at the University of Texas.

Workers are still being killed because of conventional safety hazards. As I said a moment ago, 4,000 died in 1977, and there was an increase of 500 deaths in the

construction industry in 1977 as against 1976. So we have not licked the safety problem, either.

You may recall that a few years ago, when the Administration and the Congress fell victim to the swine flu syndrome, they hurriedly appropriated \$136 million to combat this great epidemic, an epidemic which never happened.

Does it ever occur to you that somehow this nation's leaders have turned topsy turvy their sense of what is important to people? This great nation of ours prides itself on its concern for human values and dignity. It daily prides itself on the quality of its health services, yet there is raging a silent epidemic of illnesses in the places where men and women work out their productive life. Year after year it kills more people than did the black death in medieval Europe and cumulatively produces more casualties than have all the wars fought by this nation during its entire history.

Isn't it an irony that a nation that can stop the construction of a dam to save a species of fish at the same time cannot stop the nation's employers from continuing industrial processes that produce thousands of accidental deaths, millions of incapacitating injuries and hundreds and thousands of deaths each year from occupational illnesses? What kind of a monument are we erecting to the worker who has died needlessly from accidents that never should have happened, from materials that cause cancer, attack the nervous system, disrupt digestive and metabolic processes and destroy reproductive organs?

What of his family, its grief and anguish, his hopes to educate his

children and to live out his life. Are we to continue to say "Rest in peace. You paid in the proper currency. It was your life for your job."?

The budgets of three Presidents to provide the financial and manpower resources to administer the Occupational Safety and Health Act reflect this mentality among those who make and administer our laws. The OSHA Act covers some five million workplaces and about 60 million workers. After eight years of its history, it has achieved a spending level which allows about \$2.60 a worker.

A similar federal program to protect the safety and health of mine workers enjoys a budget providing about \$250 per worker. In making this comparison, I am not implying that miners don't need an adequate budget for administering the Mine Safety and Health Act.

What is evident, however, is that both the President and the Congress are quite willing to continue their nickel and dime approach to making workplaces covered by OSHA safer.

If it had not been for the continuing efforts through the years by the AFL-CIO and its affiliated unions to persuade the Congress to increase OSHA appropriations in terms of manpower and money resources, the situation would be even grimmer than it presently is. This year, we asked the Congress to increase the Carter budget for OSHA by \$44 million to provide funds for 1185 additional personnel of which 915 would have been inspectors and industrial hygienists.

Needless to say, we didn't get them. Every year, since neither this

Administration nor the Congress is willing to discuss the real needs of OSHA. Organized labor, therefore, must shoulder this responsibility on behalf of the workers they represent, and we'll have to do the best we can with it.

Our national leaders are afflicted with tunnel vision which prevents them from seeing that in the field of workplace safety and health, an ounce of prevention is worth a pound of cure.

Ignoring, rather than preventing and eliminating, health hazards on the jobs creates far reaching costs beyond those of employer compliance. These include the loss of earning power in families where the wage earner has been killed or incapacitated, the loss of productivity of billions of dollars annually.

There is the added cost of health care, the hospital bed, the equipment and services required to treat injured or ill patients. These are the costs of the health insurances of every worker and those borne by the employer to pay workers compensation insurance premiums.

It should also be pointed out that half a million recipients of Social Security Disability Insurance are on those rolls because of work-connected reasons and that the Black Lung Pension program for coal miners under the Mine Safety and Health Act, is approaching \$1 billion in annual cost.

Isn't the time far overdue for this nation to face up to the problem of attacking, abating and preventing this enormous epidemic, where costs both in money and human suffering is so enormous? It is too late to prevent too many workers who have passed over the

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watershed of exposure to toxic substances in whose systems there now is the growing and unstoppable seed of his death or incapacitation. But we can work to prevent the younger generation of workers, as well as those who can be saved before they reach the point of no return, from the risks of suffering the same fate as so many of their parents.

We must realize that the OSHA Act, our act, is facing an accentuation of a continuous fight to emasculate our unions. On any quiet night in Washington, if one listens there can be heard the sounds of knives and hatchets being whetted to cut the heart out of OSHA and dismember its body.

An alliance of convenience between the far right and supposedly respectable business organizations has consistently sought to weaken, undermine and ultimately destroy OSHA. This is the alliance that fought against labor law reform that pushes right-to-work, and is now seeking to eliminate the Davis-Bacon Act. It is apparent that in the continuous effort to destroy OSHA this unholy alliance has elevated their target. Not merely is it out to break unions, but to make it impossible for workers to do anything effective about the safety and health hazards which they face in their places of work every day.

This unholy alliance has wrapped itself in the red, white and blue banner of constitutional rights—the apple cheeked, gingham aproned appeal of small business being overwhelmed by a soulless bureaucracy in far-off Washington, and on the other flank, OSHA is attacked by the delay and frustration of large business.

Every time a standard to protect workers against lead, benzene, arsenic, and cotton dust is promulgated, the big business community funds a series of delaying legal actions in the federal courts to frustrate and diminish each of these actions by OSHA.

And in this Congress, there have been probably 20 proposed amendments to the Act, any one of which would weaken it, and several specifically called for its elimination, with an anti-regulatory mentality which has been whipped up by private business.

One amendment, introduced by Senator Schweiker as a substitute for Senator Church's more drastic amendment patterned on the one last year by the late Senator Bartlett of Oklahoma, was passed by the House and the Senate in Congress. That was the only way we escaped the Bartlett amendment which was introduced by Senator Church of Idaho.

But we haven't heard the last of either Senator Church or Senator Schweiker. Senator Church has a bill which is exactly like the bill he attempted to have passed as a Rider to the Labor-appropriations, HEW-appropriations this year. It's S-1684.

Senator Schweiker has a draft bill which has not been printed yet, but which we have received yesterday a copy of. Both of these bills are going to be heard next week before the Subcommittee of the Senate, Subcommittee on Labor, the Senate Committee on National and Human Resources, Chaired by Senator Williams of New Jersey.

Just a bit about the Church Bill. It would exempt from coverage by

the Act all workplaces with 10 or fewer employees and standard industrial classification categories where the Annual Statistical Survey of Occupational Illness and Injuries published by the Bureau of Labor Statistics shows a rate of seven or fewer deaths, illnesses or accidents for 100 employees.

The effect of this amendment would be to remove 9 million—a total of 11 million workers in workplaces of 10 or fewer employees from all protections under the OSHA Act. The effect on workers employed in residential construction would be felt throughout the industry.

I needn't point out to you that painters would be out in the cold in most cases as far as OSHA is concerned if the Church Amendment should pass.

Apparently, the good Senator Church would like us to believe that most small establishments and construction sites are as safe as a church, if you'll pardon the expression.

The second amendment by Senator Schweiker is such an administrative monstrosity that I don't want to take up your time in trying to go through it, since we're still in the process of trying to get the thing properly analyzed, which I hope we'll be able to do by tomorrow, because we're going to have to testify next week sometime on it, but it is really a problem.

Among other things that it does is to require employees, in general, if they wish to escape some of the requirements of this Act, to organize safety committees. Well, you can imagine the rest. Organized paper safety committees would be

great on this, and I think you should be warned this would be something you would really have to take into consideration in the approach by your International in assisting us to fight this act.

In addition—I'm telling you all the bad news. I don't have very much good news to tell you. It's sort of like a soap opera that has nothing but situations which never get resolved but crises every day.

Last Friday, Senator Bumpers of Arkansas, in a surprise move, got an amendment passed by the Senate, the effect of which, according to Senator Muskie of Maine, who is trying unsuccessfully to stop it, would stop the federal government in its tracks.

The Bumpers Amendment to a housekeeping bill for the federal judiciary states, quote, "There shall be no presumption that any rule or regulation by any agency is valid."

The amendment provides that if the validity of a federal rule or regulation is called into question, the Court shall not uphold its validity unless it's established by the preponderance of the evidence shown.

Senator Muskie also had this to say about that part of the Bumpers Amendment:

The Federal Regulations apparently, are not worth the paper they are written on. They accord no respect at all to the federal court rules. You can imagine what this will do to the safety of the members in the labor laws such as the Davis-Bacon and Minimum Wage Law which all are under constant attack and litigation. There is also the danger that is introduced on

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the floor of the House as a Rider as its legal bill, it can get the votes to pass."

Now, that is what we are up against at the moment. Organized labor has its work cut out for it this year as never before. Every possible attempt is being made to destroy its ability to function. While we applaud the efforts of Ray Marshall and Eula Bingham to turn the OSHA program around and give it the direction that it has lacked in its early years, there is only so far that OSHA can go with no stimulation by a commitment from the President and the Congress to administer and enforce OSHA the way we in the labor movement conceived of it when we fought the legislation through the Congress.

Problems persist. OSHA's enemies will continue to attack, and we must be vigilant in other proposals, even those made in good faith, do not do damage.

The White House is asking Congress for legislation establishing a multi-agency federal regulatory council to act on all proposed regulations to be issued by federal agencies.

This legislation was submitted after we met with the President's drafting staff. We made it quite clear that we believe regulations should be designed to meet the goals of the Congress when it wrote the legislation.

GENERAL VICE PRESIDENT JAMES COX: Delegates, let's have some order.

DIRECTOR TAYLOR: They should be precise and stated as simply as possible, and they should

never be promulgated for the sole purpose of harassment of an industry or a company.

We have been studying this legislation with care, and will oppose any sections that could undermine the intent of the Congress to protect workers against any of the dangers of today's industrial world.

When workers' health and lives are at stake, the experts among the lawyers and the economists denounce the standards by OSHA as inflationary if they involve expenditures by business. Their rationale is that such spending removes funds from production to non-profit making activities that, they say, fuels the fires of inflation.

Business comes into hearings on OSHA standards with grotesquely swollen estimates of the cost of compliance. It's latest claim was to comply with OSHA standards covering cancer-causing chemicals would cost \$89 billion, a completely ridiculous figure.

During the fight over the Cotton Dust Standard, the Council of Economic Advisors and the Council on Wage and Price Stability claimed that the cost of engineering controls to reduce concentrations of cotton dust were too heavy a burden for the textile industry to bear. They said it would be more cost effective to encase textile workers in constricting respirators for the rest of their working lives in order to bring the cost of compliance to bargain basement levels.

We have heard all that before. The same forecasts of financial ruin accompanied the vinyl chloride standard and others. But we have heard no reports to substantiate those warnings since those stan-

dards have begun to be implemented. Costs of compliance have been far below industry's hysterical initial estimates, and production has actually gone up.

And yet the clamor goes on in industry to limit engineering controls to the persons of workers, the respirator, the hard hat, the safety shoes, the ear plugs or ear muffs. But a gas mask is no substitute for getting the poisons out of the air. Ear muffs are no substitute for cutting noise to less than deafening levels.

That is why we in the labor movement must do everything we can to overcome the cost-accounting mentality and see that OSHA remains free to develop as a preventive agent as well as an enforcer of standards for a new generation of workers.

We have heard it said that a cynic is one who knows the price of everything and the value of nothing, and by that standard, the critics of OSHA are very cynical indeed.

The cynics in government and in business scream endlessly about the dollar costs of complying with OSHA standards. But they never complete the equation. They never notice how much the worker and his family paid in lost earning power, how much the public pays in added health care costs and workers compensation. They never compute the benefits and savings to be achieved by protecting workers.

They don't count added production, reduced absenteeism, work force stability, lower compensation claims and insurance claims and fewer lawsuits. These represent real benefits, real savings that far out-

weigh the cost of compliance with OSHA standards.

What I have said to you today, if anything, is an understatement of the perils that beset OSHA and threaten not only its viability, but its very existence.

Yet, it is my belief that the labor movement and its friends will hold the line and prevail with united purpose and united efforts.

As the late Eugene Debs wrote many years ago, "let the people take hope and heart everywhere, for the cross is bending, the midnight is passing, and joy cometh with the morning."

Thank you.

(Applause.)

DIRECTOR BURKHARDT: Thank you, very much, George, for offering our new department a seat on the AFL-CIO Committee on Safety and Health.

I am sure that General President Raftery will want our new director to work very closely with you.

This department that you just created has got a lot to do. We only mentioned a few of the things in the film there before you.

We haven't completed our glaziers' contract, for example. There's a lot to be done in that particular area, and we hope to input most of our materials that we are working on into the apprenticeship program in the glazing industry.

The same is true with our Canadian members. Canada has a very good health and safety program for workers. We have got to input more into that particular program, work with the existing government officials in the various provinces there

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and make sure that everything that we have learned in this country and everything they know gets communicated to our membership there.

(Applause.)

The health and safety of our members is of paramount concern to our Brotherhood.

Our next guest stands out among those who are fighting to improve the health and safety of workers everywhere.

Dr. Irving Selikoff of the Mt. Sinai Medical Center, New York City, is best known for his work in environmental medicine.

His work on the hazards of asbestos has made him the best known doctor in occupational health and is the basis in the foundation for the new OSHA standards on asbestos. His investigation and diagnosis have been responsible for technological changes and products and application methods, which have greatly reduced workers' exposure to unhealthy substances.

At his urging and our Brotherhood's insistence, asbestos and the mixing of such and drywall compounds has virtually eliminated that practice that had been killing workers for over 25 years.

Dr. Selikoff has given enormous amounts of his time in investigating and diagnosing the health hazards in our trades.

For the greater part of this past decade, he has almost singlehandedly assisted our Brotherhood in identifying the symptoms and causes of our members' health problems.

In 1979, the AFL-CIO Executive

Council unanimously chose Dr. Selikoff as the recipient of the 1979 Phillip Murray-William Green Award. That's labor's highest honor.

(Applause.)

Our General President, Bud Raftery, in fact, nominated Dr. Selikoff for that award.

(Applause.)

He wrote—the General President wrote in the letter that accompanied the nomination of Dr. Selikoff to the Executive Council something I believe is probably where we are going, and, hopefully, where this union has been for the last ten years.

He said in the letter, "The time is long overdue for the American labor movement to recognize that science and scientists are important allies of working people as they battle against disease and death.

"No one scientist has been more for the American worker in this decade than Dr. Irving Selikoff."

Please welcome Dr. Selikoff.

(Applause.)

DR. SELIKOFF: Thank you. I am sure that I am adding my congratulations to yours for the remarkable work that has been done in these past five years by Mr. Raftery, Mr. Burkhardt, Mr. Wolford and their colleagues and that seen in the film we saw this morning. Congratulations.

By the way, they didn't tell you everything. They didn't tell you all the reverberations of what your Brotherhood has been doing

For example, Mr. Raftery had me meet with the National Paint and

Coating Manufacturers Association several years ago to raise questions about the whole new paint type technology.

What I was brought up with, you know, turpentine and linseed oil and so forth, well, there's no such thing anymore, and paints are chemicals now. They are no longer the old fashioned paints.

And as a result, that association has begun research within its own paint manufacturing plants to see actually what is going to happen with what they are producing in terms of human health.

Next month, October 4th through 6th, there is an international meeting in Stockholm that was stimulated by what you people have been doing, in which the building trades, almost throughout the world will meet specially on the health hazards in the painting trade.

This is being hosted by the Swedish Building Trades Union, and in preparation and cooperation with scientists at our institution, but also with the cooperation of DuPont, which has assigned a full-time toxicologist to it, Mobil, which has been reviewing the whole question of solvents, and with a number of doctors, a complete review is now being undertaken of modern paint technology of the materials that you have been using.

So that I think congratulations are due you not only from the labor movement here, but really throughout the world. Everyone is going to benefit.

(Applause.)

I'd like to add one more, not only congratulations but really an expression of gratitude. And this

may come somewhat as a surprise to you.

It is the gratitude of all scientists and all physicians in response to what you have been doing.

I was brought up in a sort of different world. I have got to accustom myself to this one, because I was taught it was important to find the cause of disease.

I knew that when we discovered the tubercle bacillus, we would be able eventually to get drugs to treat it to prevent infection, and, in large part, this has worked. We have much less tuberculosis now than we did when I was an intern almost 40 years ago.

When we learned the cause of diphtheria, diphtheria bacillus, we almost wiped that out. When we learned the cause of polio, we learned how to get vaccines.

We were taught that it's important to learn the causes of disease in order to prevent disease, and that's the way we grew up.

And now we have come into this new world, that it's not what we have been taught, because we are finding the causes of disease, and that knowledge is not being used. We don't quite understand it.

In 1954, we learned that chromates caused lung cancer, and we were told today—you saw today (in the video tape presentation) that chromates are still with us.

A hundred years ago, we learned that lead causes brain symptoms, kidney disease, anemia and we are still having lead poisoning.

We learned over the last 30 years that benzene could cause leukemia, and I still hear arguments going

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on, "Should there be a benzene
standard, or should workers, paint-
ers, continue to be exposed to ben-
zene"?

And we have learned over and
over again that scientific informa-
tion work like mine is necessary,
but it's not enough.

In our lingo, it's called necessary,
but not sufficient. And it's for that
reason that we are grateful to you
for having set up a program such
as you have done to take informa-
tion that's available, hard one, and
you get some of it and put it to
use. And you really make our work
worthwhile.

(Applause.)

And, therefore, I extend to you
the gratitude of physicians and
scientists everywhere.

(Applause.)

I'm going to show you something
of what happens when information
is not used, of what happens when
it's ignored, because such ignoring
should not go on again in the fu-
ture.

The Toxic Substance Control Act
says that as of January 1, 1977, no
more chemicals should be intro-
duced unless they have been tested
beforehand.

And you saw the little guinea pig
running around so that we could
afford guinea pigs on the construc-
tion site. That wasn't always the
case.

Many of you were in Los Angeles
five years ago. I have seen a lot of
old friends here today. And you
taught us a great deal among the
500 delegates that were examined.

May I have the first slide, please.

I will skip this first one. No, let me tell you about it just to show you really what's going on and how difficult it is to get information and why it's so important that it be used.

This is a study that we are now completing in New York in which we made a list of all 7,500 members of District Council 9 in 1960 who were there for at least 10 years, and we are tracing them to 1980 to see what happened to 7,500 men in order to find out what happens to painters. This is the kind of work that goes on in order to determine the various facts that the gorgeous film you saw was able to condense so well.

But in Los Angeles, we learned that taping and spackling compounds, patching compounds, were being used by everyone in the painting trades.

Now, we wondered for a long time, since 1950, in fact, why the statistics show that painters die more often than all other workers, of cancer.

We just didn't know the statistics were there, and our government, nobody paid them much mind.

And after we spoke to you people in Los Angeles, we got five different compounds from every area in the country and five different in another, and these are the ten, and we found that nine out of the ten had asbestos in them.

The underlying part of the—could you put the lights out totally?

Chrysolite is the technical name for the usual kind of asbestos.

We then went to the construction sites and just as you had told us

when we looked at workers who were spackling—this is a dust-testing instrument there—we found extraordinary amounts of asbestos, large numbers of fibers in the air.

A painter or taper who would be working would be inhaling somewhere around, oh, about a billion fibers in a working day.

About 99 percent are so small that they couldn't even be seen with the usual microscope.

We have just published, about three weeks ago, our most recent studies of drywall tapers in New Jersey and New York, and we found that of the men who were there in the trade for more than 20 years, and there weren't too many because, as you know the drywall industry began primarily after World War II, that 51 percent had abnormal X-rays.

You people had predicted this to us back in 1974, and what you predicted was correct.

Now, how do we come on this? We have a long history of ignorance, inattention, unconcern; not malevolence, not that people wanted to kill others, because when the asbestos industry began around 1880, we had used very little asbestos, somewhere around 65,000 tons in the decade between 1890 and 1900.

I use that time because it was in 1898 that the first autopsy was done in Great Britain on a man who had been exposed to asbestos by Dr. Montague Murray, and this is the actual slide of the asbestosis that was seen.

We have retrieved this from the files of the Charing Cross Hospital in London, and it shows intense scarring.

This pink material, these are fibers of asbestos in here, and this man died in 1899.

And in 1906, when a departmental committee was set up by the British Parliament to discuss workers' compensation, they said, "Well, one hears generally speaking that considerable trouble is now taken to prevent the inhalation of dust, and so the disease is not likely to occur heretofore." And the British Parliament refused to give workers' compensation, for asbestosis wasn't going to occur anymore.

It wasn't going to occur any more because we now knew what could happen. So knowing this, the industry went right along, and instead of using 65,000 tons in a decade, the next decade, it used 265,000 tons by 1910.

And in 1911, one of the inspectors of factories in Great Britain, Miss Simpson, visited some of the plants there, and she says, "Very defective provisions for exhaust in the dusting processes in asbestos manufacture." But she said, "Oh, but we're not bad off, because long before any possible further growth of the trade, I hope that exhaust ventilation will be effectively applied." 1911. She said, "Well, now we know, but, thank God, not too many workers are being exposed. It's a small trade. We haven't used much asbestos, and now that we know, things will be better."

And so for the next 10 years, instead of 265,000 tons of asbestos, we used 986,000 tons, and again, nothing was done. Nothing was done despite what we knew in 1899, despite what we knew in 1911 and despite the fact that in 1918, Dr. Hoffman, who was Vice President of the Prudential Insurance Com-

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pany, said, "The U.S. insurance
companies are not going to give in-
surance policies to asbestos work-
ers." They knew something.

And in 1918, Dr. Pancoast, who
was the Chief Radiologist at the
Philadelphia General Hospital, Uni-
versity of Pennsylvania, did the
first X-rays. We had just about
invented the X-ray machine then,
and he found that workers who had
been exposed to asbestos had ab-
normal X-rays, so again, we learned
something. It didn't make any dif-
ference.

And in the next 10 years, from
1920 to 1929, instead of using
986,000 tons, we used almost 2 mil-
lion tons, and again, nothing was
done, until 1924, when the first case
of asbestosis was reported in the
British Medical Journal and this
upset the British government so
much that they did a survey in
Great Britain and, lo and behold,
about two-thirds of all the workers
they saw were abnormal.

Now, you would think, "Well,
now we know. Now we know that
this can kill people and this can
injure them."

But the survey finished by, "Well,
the outlook is good. Now that we
know, the outlook is good. In the
space of a decade or thereabouts,
the effect of energetic application
of preventive measures should be
apparent in a great reduction in the
incidence of fibrosis."

That was 1930. That was the
British government's report. 1930.
Remember that date. "And now
that we know, now that we know
that workers could be killed, things
are going to be all right."

And therefore, for the next 10
years, in the next decade, we again

used almost 2 million tons of asbestos, now that we knew it was going to be safe.

The asbestos workers, the pipe coverers in the building trades, heard about this in Britain, not in the United States—not in the United States.

Despite the fact that the asbestos industry commissioned a study in 1929 by the Metropolitan Life Insurance Company, nothing was published until 1935. Somehow, it failed to be published, but the pipe coverers heard of what was going on in Great Britain, and in 1930, in their trade journal, they published an article called "The Pulmonary Asbestosis Menace."

They raised these questions: Look what's happening in Great Britain. And they were told, "Stop worrying. Now that we know, there will be no more difficulty."

In 1938, the U. S. Government did a survey in North Carolina and said, "You know, there's trouble here," and they made recommendations: "Let's not have too much dust."

Unfortunately, these recommendations had no force of law. They were, quote, "for guidance."

And just about that time, a new problem was added: Lung cancer. Apparently, there was more than one way for a worker to die. He could either die by scarring of his lungs, or he could die peculiarly with the advent of lung cancer.

And in 1935, Kenneth Lynch, a Professor of Pathology at the Medical University of South Carolina, said, "I have done a postmortem on a man who had lung scarring due to asbestos"—that's these fine

scars at the bottom—"who also has a lung cancer."

He said, "There must be some association," and this was denied, but now that we knew that not only could you die of asbestosis but you could die of lung cancer, "Well, it's going to be all right," and Dr. Dreessen finished his report of the Public Health Service in 1938 with, "It appears if asbestos dust concentrations are kept well below this limit, new cases of asbestosis would not occur."

"Now that we know, now that we know, it will be all right," and because it was going to be all right, in the next decade, from 1940 to '49, instead of using two million tons, we used more than 4,500,000 tons of asbestos, and each time, the total number of workers exposed to this dust increased and increased and increased.

During that decade, 1941, this little plant was set up in Paterson, New Jersey. Dirty old plant. It was originally the Nicholson File Plant before they moved to Bridgeport, and because of the need during the war for insulation and other products, 933 men were employed from '41 to '45, altogether, about 1,662 until the plant closed in '54.

It was around that time, as these 1,600 men innocently went to work with virtually no precautions, the British government had further worries because they said when they reviewed every death with asbestosis that they knew of from 1924, the first, to 1946, they found that 13 percent of all the men and women who died with asbestosis had lung cancer.

This was at a time in Great Britain when in general, somewhere

around one percent died of lung cancer and a study was done in one of the factories by Richard Doll, who's now the Dean of Oxford Medical School, and he said, "Gosh, in this factory, we have 10 times as much lung cancer as I would expect."

For example, among women, which was, you know, cancer of women in the '40s, '30s, was almost nonexistent; it was rare, even in the '50s. Now they're beginning to catch up with us. But 8 percent, even of women, had lung cancer.

We got further bad news in 1955 when something unusual happened.

Now, the lining of the chest, or the lining of the abdomen, is technically known as the mesothelium, and because it's so deep, it rarely gets involved with anything. When it becomes cancerous, this mesothelium gets a tumor that we naturally label as mesothelioma. In the past, it was very rare. How rare? Well, it's hard to tell because it was so rare that it was not even coded in the International Classification of Causes of Death or in the mortality statistics of our National Center for Health Statistics. Somewhere around 1 out of 10,000 deaths.

Well, in 1955, this very rare tumor was found in an asbestos worker, and in 1960, in fact, there were 47 such cases reported, some of them with no more exposure than living on a road along which the donkey carts were taking bags of asbestos to the mill, or among kids who had played on the tailings heaps outside of these mines.

Now, the lining of the chest, this is at post mortem, and these are plaques, scars, and they don't occur, in general, but we began to

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find them very commonly in people
who had been around asbestos.

Now, when they're just limited
like this, they don't cause any trou-
ble. They are simply an indication
that asbestos was there, and when
you see an X-ray, it shows you this
fine scarring, like that, and it sim-
ply indicated to us that something
was going on with the pleura.

Well, starting around the begin-
ning of the 60's, what was going
on with the pleura was not simply
these scars, but this cancer. This
is the mesothelioma, and this is
the lung in the middle, and you can
see why this cannot be removed
by the surgeon and why drugs are
totally ineffectual, and when this
occurs in a worker it is invariably
fatal.

Sometimes, the lining of the ab-
domen also gets involved, as in
Arthur Anderson here, and as you
can see, it fills the belly, and this
is what you see at operation.

This is the intestine here, little
bits of intestine are still open, and
it's going through, but the rest is
all cancer totally surrounding it,
and again, you can see why it is
impossible to cure.

Through all these years, again,
now that we know, now that we
know that it could cause scarring,
that it can cause lung cancer, that
it can cause mesothelioma of the
pleura, that it can cause meso-
thelioma of the peritoneum, now
that we know, still nothing was
done.

The first law, the first standard
that applied throughout U.S. in-
dustry and exposure to asbestos
was only passed in 1971. 1971. You
can see now why scientists have
been exasperated. All the informa-

tion that was being collected was not being used, and as a result, from 1950 to 1959, instead of 4,500,000 tons of asbestos, we used 7,500,000 tons.

Now, how was this found? The information did not come from the asbestos companies. It came from the Building Trades of the United States, in considerable part.

This, as you well recognize, is a pipe coverer. It was a little union in New York on 23rd Street, East 23rd Street, Local 12 of the Asbestos Workers, which in 1943 had 632 members. When we X-rayed them in the early 60's, we found something which gave us the key to the problem.

Of the 1100 men who were X-rayed, of the 725 who were in the union less than 20 years, we saw very little. Most had normal X-rays. The first group, almost 90 percent, had normal X-rays.

It was not until 20 years had passed that most of the X-rays became abnormal, and now you will know why I called your attention to the tapers, drywall construction people that we examined with regard to what happened after 20 years.

These people entered the trade when they're 18, 19, 20. They don't die until they're 50, 55. There's a quiet period that's lost.

By 1977, and these are new figures that have not yet been published, but just to tell you what happens to men, these are the same 632 guys who were actively at work, who went to work every day, assuming that somebody was taking care of things, now that information was known, and there was no somebody.

And as a result, by 1977, from 1943 to 1977, instead of 329 deaths, there were 478. Instead of some 56 deaths of cancer, there were 210. Instead of 15, 13 or 14 deaths of cancer, there were 91.

One out of every five pipe coverers in this country dies of lung cancer. One out of every five. Instead of no deaths of mesothelioma, you know, that's one out of 10,000, you don't expect this, instead of no deaths of this invariably fatal tumor, there were 38, and there were deaths surprising, of cancer of the stomach, colon, rectum, the esophagus.

Well, anyone who inhales dust also obviously ingest it.

With this initial information, we begin to work at the same time as we begin to work with your Brotherhood, with the Pipe Coverers International in Washington. On January 1, 1967, they had 17,800 members. Small, as you know, it's a small little union.

By 1977, we've been following these 17,800 men, instead of around 1,650 deaths there were 2,271.

Now why? Well, instead of 319 deaths of cancer, there were 993. Instead of 106 deaths of cancer of the lung, there were 486. There were 175 deaths of mesothelioma instead of none. There were many more men who died who had not expected to die of cancer of the larynx, of cancer of the tongue, cancer of the thoropharynx, cancer of the kidney, in addition to the stomach, colon, rectum, esophagus.

Of course, there were many men, 168, who died of scared lungs. Now, when did they die? Again, they didn't die until 35 or 6 or so years had passed. At that time, one-third,

33 percent of all men who died, died of lung cancer, and this is what it looks like in a graph: Nothing, nothing for the first 20 years, and then it begins to climb.

Here, for example, is a business agent, and this is one of our problems; we can't predict when this is going to happen. He has a normal X-ray, and yet a year later, he's got mesothelioma.

I'd like to go back to that little plant, the innocent men who went to work in 1941. I got this old photograph, because they got an "E" Award. Many of you remember during World War II, when you did go to work to help our country in its war effort, the plant, the union, et cetera, was given an "E" Award for "Excellence," an "E" Award, and this was the ceremony that the Navy conducted for these men because of what they did for our country.

Well, we had been facing these 933 men, and just the same as the others, instead of 19 deaths of lung cancer, there were 100, and the deaths of mesothelioma and the deaths of asbestosis, but we learned something else here. This is why I'm showing it to you, because otherwise, it's a monotonous, unhappy tale.

Because of war time conditions, some of the men worked for only a month, oh, youngsters waiting to go into service. Some men, the older men who were too old to go into service, worked for two or more years. In fact, they may have worked until the plant closed in '54.

Even one month of work was enough to more than double the cancer risk, because they left the plant but the fibers went with them,

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Even one month of work was enough to more than double the cancer risk, because they left the plant but the fibers went with them,

staying forever in their lungs, and therefore, we learned our first bitter lesson, that brief exposure, if excessive, may be hazardous. Every day that you're on the job is important.

We learned something else. This complicated slide tells you something that when we examined the pipe coverers in 1963, each man was asked about his smoking habits. There were 87 men who never smoked cigarettes. There were 283 that had, and by '67, we looked to see what happened.

Of the men who had never smoked cigarettes, we didn't expect much lung cancer. If you don't smoke, you tend not to die of lung cancer. Not one occurred.

On the other hand, we thought there would be three deaths of lung cancer among those particular smokers. Instead, there were 24, so it wasn't the asbestos alone. None died of lung cancer. It wasn't the smoking alone. Only three would have died of lung cancer.

The combination of the two, the interaction, where asbestos increased the already high risk of cigarette smoking, was devastating, and in the men in the international, there were 12,000 who had more than 20 years from the onset of their work, and therefore, they were the ones who had risk.

There were many who never smoked. There were many more who had a history of cigarette smoking.

By 1977, we found that of the men who never smoked cigarettes, we felt there would be one death, maybe two, of lung cancer. There were eight.

Well, even not smoking doesn't protect you. You still can get lung cancer. Five times as much, but five times a very low risk is not all that important.

However, mesothelioma you get whether or not you smoke cigarettes; cancer of the stomach, colon, the rectum, whether or not you smoke cigarettes; cancer of the kidney whether or not you smoke cigarettes.

On the other hand, with smoking, you have five times the already very high risk that cigarette smoking itself gives. Building Trades workers should never smoke cigarettes.

(Applause.)

Smoking gives enough trouble, but you people who are on the jobs with all the other chemicals, with the dust, have a much greater risk than everybody else.

We can skip those statistics.

We learned something else. It's worthwhile for you to stop smoking. Let me tell you why.

In 1967, there were many men who had given up the habit. There were others who didn't.

In the next ten years, those who gave up the habit had only about one-third the lung cancer risk compared to those who didn't give it up. If you give up cigarette smoking those of you who still have this very difficult habit to break—it's a tough habit to break, everybody knows that, but if you are able to break that habit, you will decrease your risk of dying of lung cancer to about one-third of what it would otherwise be.

It's worthwhile your stopping.

It's even better worthwhile not to breathe this dust.

The next piece of bad news came in 1965 when Dr. Newhouse in London looked at the 76 cases of mesothelioma, that's the tumor that almost always occurs with asbestos in the files of the London Hospital. As expected, 31 had worked with asbestos.

Okay. But when she visited the relatives, because these people are all dead, she found that nine had not worked with asbestos but had simply lived in the household of an asbestos worker, raising for the first time the specter that it didn't take many fibers to cause these cancers.

Now, we have gone to Paterson, New Jersey, and we have gone to the houses where these asbestos factory workers lived.

And we have gone to the attics and we have taken the dust in these little houses 30 years later, and we find that the dust is still there.

When we sample the air in these houses, this is what you find. And when we asked the wives and children who lived with these asbestos workers from '41 to '45 to come in, they felt fine, to come in for X-rays.

We found that of the 626 that we examined, one-third had abnormal X-rays.

These are innocent wives and children. They had the misfortune of living with a worker who came home without changing his work clothes, without changing his shoes, and carrying the dust home with him.

And this is the X-ray of the daughter of the plant manager. She

INTERNATIONAL BROTHERHOOD O

has a little scar over here. It's nothing. It was nothing until the following year when she developed mesothelioma and died.

But this young man, 11 years old in 1964, lived with his father who worked in the plant for a year, and here he is two years ago with his mesothelioma, from which he died.

In that one single plant, we have already seen five deaths of mesothelioma among wives and children, and we have 30 years to go.

The next piece of bad news that came in '68, when Dr. Harries, a very brilliant young physician at the Royal Navy Dockyard in Davenport, reported in that shipyard—they call their shipyards dockyards—five cases of mesothelioma appeared. Well, by 1968, that was no great surprise to have mesothelioma.

What was surprising was not one was an asbestos worker. They were laborers, boilermakers, fitters, and by 1973, he had 55 mesotheliomas, only two in asbestos workers. The rest were in all other trades, electricians and caulkers.

One looks inside of a ship, you will know why. In fact, as we have gone to shipyards in Groton, Connecticut; Baltimore; and elsewhere. We find that they have been, especially looking at painters, we find that virtually every painter, 9 out of 10 who have been in the trade for 20 years or more in shipyards now has an abnormal X-ray.

Well, this is a—this is Barbara Gurry. This is a normal X-ray four years ago, and was taken because her mother just died of mesothelioma, and her father of lung cancer. He was a shipyard worker. And here's her X-ray in 1977, with me-

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Now, we have gone to Paterson, New Jersey, and we have gone to the houses where these asbestos factory workers lived.

And we have gone to the attics and we have taken the dust in these little houses 30 years later, and we find that the dust is still there.

When we sample the air in these houses, this is what you find. And when we asked the wives and children who lived with these asbestos workers from '41 to '45 to come in, they felt fine, to come in for X-rays.

We found that of the 626 that we examined, one-third had abnormal X-rays.

These are innocent wives and children. They had the misfortune of living with a worker who came home without changing his work clothes, without changing his shoes, and carrying the dust home with him.

And this is the X-ray of the daughter of the plant manager. She

has a little scar over here. It's nothing. It was nothing until the following year when she developed mesothelioma and died.

But this young man, 11 years old in 1964, lived with his father who worked in the plant for a year, and here he is two years ago with his mesothelioma, from which he died.

In that one single plant, we have already seen five deaths of mesothelioma among wives and children, and we have 30 years to go.

The next piece of bad news that came in '68, when Dr. Harries, a very brilliant young physician at the Royal Navy Dockyard in Davenport, reported in that shipyard—they call their shipyards dockyards—five cases of mesothelioma appeared. Well, by 1968, that was no great surprise to have mesothelioma.

What was surprising was not one was an asbestos worker. They were laborers, boilermakers, fitters, and by 1973, he had 55 mesotheliomas, only two in asbestos workers. The rest were in all other trades, electricians and caulkers.

One looks inside of a ship, you will know why. In fact, as we have gone to shipyards in Groton, Connecticut; Baltimore; and elsewhere. We find that they have been, especially looking at painters, we find that virtually every painter, 9 out of 10 who have been in the trade for 20 years or more in shipyards now has an abnormal X-ray.

Well, this is a—this is Barbara Gurry. This is a normal X-ray four years ago, and was taken because her mother just died of mesothelioma, and her father of lung cancer. He was a shipyard worker. And here's her X-ray in 1977, with me-

sothelioma, when she came to our hospital just before she died in 1978. This is what—she was unfortunate to be the child of a construction worker.

This is when a plant moved from Paterson, New Jersey, to Tyler, Texas. As you can see, no precautions were taken. They had another plant open in Port Allegany, Pennsylvania. The company didn't feel it useful to do very much, so the Flint Glass Workers Union, which represents these men, rented a plane, and 38 men came to see us last year. They flew into Paterson, New Jersey, where we examined them. 38 out of 38 had abnormal X-rays. That plant opened in '64; '64, when we already knew all these things that could happen, '64 when nothing was done. We knew, but the knowledge wasn't applied.

And in this decade from '62, '69 we used another 7,500,000 tons of asbestos altogether.

Altogether from 1890 to 1970, we have put in place, we put in place, you did, your buddies did, and the various trades you use it in, special paints for ceilings, spackle compound, et cetera, you put in place 25 million tons of asbestos in our industrial plants and our shipyards and our public buildings, everywhere.

And that 25 million tons is mostly still there.

Your people, many times it was the plasterers, sprayed the stuff.

This is the World Trade Center.

You've put—not you, but your people put it into hair dryers. Ten million hair dryers a year were sold in this decade with asbestos in them. You put it onto ceilings of

schools, and the kids are in those schools.

You put it inside of buildings. This is a laundry in an apartment house. There are 25 million tons in place.

And as I say, the first standard of what to do about this is only now applied. May I have the lights, please?

You can see, then, why we are grateful to you, because this hard won knowledge in the last 80 years has, until now, not been used.

And as a result of its not being used, we have death and disease and will have it for decades to come.

But it's programs such as you have put in place and departments such as you have just devoted that we hope will give us a future in which there will be no more abbestosis, where there will be no more dibromochloropropanes, where there will be no more vinyl chlorides, and where men will be able to live well, with dignity, without death and disease, and that the knowledge that's being accumulated will be used.

And for this, our gratitude to you. Thank you.

(Applause.)

DIRECTOR BURKHARDT: Thank you very much, Dr. Selikoff.

I think that the thousands of our own members, and more importantly, millions of future workers, both in your industry and in the construction trades, specifically, are indebted to you for your fine work.

Dr. Selikoff, I am sure you know that you have found the place in

the hearts of the delegates here, of their members and their families, and I think, in small appreciation, they would want me to give you this certificate on behalf of our General Executive Board, our General President.

I'd like to read this to the delegates.

It says, "To Dr. Irving Selikoff, Pioneer in Occupational Medicine, Ally of Workers, Researcher and Humanitarian for refusing to accept death and injury as a way of life for working men and women and for substantive contributions to our Safe and Secure Tomorrows Today. Delegates to this 24th General Convention."

Thank you, Dr. Selikoff.

(Standing ovation.)

Well, to wrap up, then, our report, we have been given two hours by the General Executive Board to report to the delegates on our first half of our Decade of Job Safety, and I think that you will all agree that we have come a long way in those first five years.

We have trained 6,000 of our members the last year. We are working closely now with almost every union that's involved in the occupational safety and health field. They are coming to the International Brotherhood of Painters for guidance on how to train workers in occupation safety and health.

We are emarking in the next five years on a very ambitious program, a program that's going to find more active involvement on the part of the local unions and district councils in our Brotherhood, and more importantly by the delegates to this Convention.

We are going to be training business agents in the area of medical surveillance. We are going to be setting up programs to monitor the health of our members. We are going to be recommending for your collective bargaining agreements the negotiation of the proper clauses and battery of tests that are going to be required to get us and our members protected in the second half of this Decade of Job Safety.

So, President Raftery, on behalf of the people who have worked in this field of safety and health, we appreciate the opportunity to address the delegation, and we hope that you find our report satisfactory. Thank you very much.

(Applause.)

GENERAL VICE PRESIDENT JAMES COX: Frank, thank you and the other participants for a very affirmative presentation.

I turn the Chair over to President Raftery.

(Applause.)

GENERAL PRESIDENT RAFTERY: Well, it was no accident we prepared the program for presentation this morning.

I thought it would be quite appropriate to lead into our special order of business by letting you know what we have done and the track record that we have in the whole matter of health and safety. And one of the best ways we could do that was put on a presentation involving Dr. Selikoff, Brother Taylor of the AFL-CIO, and presented by Frank Burkhardt and his staff.

I think it was a wonderful presentation. Don't you, Gentlemen?

(Applause.)