

Cement Asbestos Products Company

Ragland, Alabama

FROM: W. H. Beasley

December 2, 1971

TO: S. D. Weaver

SUBJECT: Safety

During this past summer, we completed a Standard First Aid Course (10 hours) with 12 men, at least two from each shift participating on a voluntary basis. Our Safety Supervisor also completed a 20 hour First Aid Instructor Course conducted by the Red Cross in Birmingham.

We have periodic supervisor meetings in which safety is emphasized. We are stressing safety to our employees through posters and meetings with the committee.

We are in the process of setting up a hearing conservation program in conjunction with the Mead program as recommended by Mr. McNeill. In this program, a testing booth will be installed and personnel trained to give the tests for new employees and an annual test for all employees.

We have had in operation since August 1971, a safety inspection program. The union grievance committee also serves as a safety committee. Each month two members from this committee along with the safety supervisor makes an inspection of the plant. They record all possible safety hazards and areas that need attention. As you have suggested, we will have two supervisors for future inspections.

These inspections have been helpful to point out existing problems. We feel we are making progress in correcting these problems, but will require more work as time permits.



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I feel that our past safety record has been bad due to two reasons: One is the tendency in this area for Doctors to take the view of the employee that every strained muscle was caused by on the job injury rather than pulp wood work, etc. The other is the Union's establishment of supplemental pay while off sick or injured. We feel that some may have seen this an opportunity to get some old injuries and problems corrected and loose very little pay during recovery.

Harce