

# MANAGEMENT COMMUNICATOR

AVON LAKE GENERAL CHEMICAL PLANT

February 21, 1974

Subject: MANDATORY SHOWERS AND WORK CLOTHING

Attached is a copy of a letter which will be posted tomorrow. Mandatory showers and daily changes of work clothing will also apply to foremen.

Efforts are underway to provide work clothing for foremen which will be different than that provided to direct workers, but until this distinctive clothing is available, it will be necessary for you to use the normal work clothing provided in the locker room.

We are also investigating the possibility of providing separate shower and locker room facilities for foremen, but for the time being, you should make arrangements for a locker in the locker room if you do not already have one.

When recording direct workers' time worked on the Weekly Time Summary, the following will apply for those entitled to "shower time":

1. Hours code - 12 (show separate from other overtime).
2. Payable hours - .20 per day.

This "shower time" will be subject to the same premiums as other overtime, but will not be counted for overtime equalization purposes.

Departmental management will be responsible for determining who the mandatory program applies to, and for enforcing the program.

If you have any questions, please address them to me.

Ron Cross  
Industrial Relations Manager

RC/ecw

20296001

INDUSTRIAL RELATIONS

Communication Is A Part Of Everybody's Job!

BFG02898

To: Department Managers  
General Foremen  
Bulletin Boards

SPECIAL NOTICE  
February 22, 1974

Subject: MANDATORY SHOWERS AND WORK CLOTHING

Two of the work practices recommended by the National Institute for Occupational Safety and Health (NIOSH) for operations involving the polymerization of vinyl chloride call for daily changes of work clothing and mandatory showers at the end of the work shift. We will implement these recommendations at the Avon Lake General Chemical Plant on the #1 (midnight) shift on Monday, February 25, 1974. After that time, employees working in areas where they are exposed to vinyl chloride vapor or PVC dust will be required to change work clothes daily and to shower before leaving the plant.

It will be up to Department Management to specify who will be included in the mandatory program, but in general, all employees regularly working in Buildings 438, 441, 451, 452, 453, 455, 459, 461, 463, 464, the Tank Farm, and the Laboratory (excluding the Estane-Estol Lab.), will be included. The mandatory provision will also apply to others, such as Maintenance employees, when they are assigned in the buildings specified above for more than four hours in a shift.

Most employees already take advantage of the daily changes of work clothing that have been provided for years. Those who do not, including Laboratory employees, will need to make arrangements for a locker and start wearing the clothing provided.

For direct employees who are required to take a shower, time will be allowed for this purpose, either during normal working hours or on overtime. Again, Department Management will determine who can be excused early to shower during their normal working hours and who can't, but in general, it is expected that employees on jobs that do not require an on-the-job relief will be able to leave their jobs twelve minutes early in order to take a shower. Those rotating shift employees who require relief will be allowed twelve minutes at the applicable overtime premium to take a shower after being relieved. This overtime will not be counted for overtime equalization purposes.

Please bear in mind that these changes result from the NIOSH recommendations and are being implemented to help protect your health. As was mentioned earlier, the NIOSH recommendations are "preliminary", and the work practices that result -- such as these requiring showers and daily changes of work clothing -- are subject to future modification or discontinuation. Your cooperation will be appreciated.

RC/ecw

Ron Cross  
Industrial Relations Manager

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