PLAINTIFF'S EXHIBIT
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MINUTES
SAFETY COMMITTEE MEETING
CHARTER HOUSE HOTEL
BUFFALO, NEW YORK

September 20, 1966

Mr. F. H. Zimmerman, chairman of the Gypsum Association Safety Committee, called the meeting to order at the Charter House, Buffalo, New York at 9:00 a.m. Those in attendance were:

C. Baranowski	Georgia-Pacific Corporation Bestwall Gypsum Division
M. F. Fink	Georgia-Pacific Corporation Bestwall Gypsum Division
R. J. Carlson	The Flintkote Company
E. Epke	National Gypsum Company
F. H. Zimmerman	National Gypsum Company
J. B. Fitzwilliam	The Ruberoid Co.
P. D. Fix	United States Gypsum Company
G. E. Krug	United States Gypsum Company
A. V. Abnee, Jr.	Gypsum Association
F. J. Rogers	Gypsum Association

1. GYPSUM ASSOCIATION DIRECTORS' TASK FORCE PROGRAM

Mr. Abnee reviewed the background and objectives of the directors task force program and the slide-tape presentation was shown to the committee.

2. SAFETY BULLETIN

The increased distribution of the Safety Bulletin to all levels within the industry was found to be acceptable with maximum coverage now being afforded.

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It was the consensus of the committee that the bulletin should not become too sophisticated and that editorials should be the responsibility of all member plants. It was suggested that all companies encourage worker and production supervisory articles. The chairman suggested individual companies forward safety articles and accident prevention reports, with pictures where possible, to the Safety Bulletin editor.

The committee agreed that the Gypsum Association prepare a questionnaire to be mailed to the various member plant managers to check the mailing address and survey their interests in the bulletin.

The committee requested that articles pertaining to "off the job" safety be included in the forthcoming issues. The secretary indicated that such articles would be considered for the next edition.

The bulletin format was agreed to be satisfactory; however, the committee suggested the editor make any changes he feels necessary.

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3. DUAL "CERTIFICATE OF MERIT" AWARD

The committee reviewed the last three editions of the Safety Bulletin and selected two articles by ballot. They are: "A Coffee-Break Finger Test" by Jack Weber, United States Gypsum Company (April 1966 issue) and "Beware That 1001st Time" by D. W. Cowan, The Celotex Corporation (June 1966 issue). The awards will be mailed by the Association to supervisory personnel for presentation.

4. AIR AND STREAM POLLUTION

The committee discussed federal legislation against exhausting smoke of an injurious nature into the atmosphere together with new laws affecting air and stream pollution. It was agreed that the Gypsum Association and their legal counsel keep abreast of these laws and inform the committee of any changes.

State and local laws governing smoke and water pollution are strengthening, it was agreed. These laws require further analysis on the local level by the member plants in their individual areas.

The chairman mentioned a potential problem area in the industry where asbestos is used. Government investigations indicate the possibility of the use of asbestos as a cause of lung diseases in industry. Payment of claims arising from this could cost our industry many dollars unless counteraction is taken. The chairman indicated that he would inform the Association directors of this potential problem at the Semiannual Meeting in October and recommend that action be taken against dust problems in the industry.

5. LABOR MARKET AND EMPLOYMENT

The tight labor market has necessitated reducing the caliber of men hired as far as mental and medical standards are concerned. For the industry to attract employees, standards are being waived.

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Due to this tight labor market problem and the [illegible] lowering of pre-employment standards, the industry should expect without much surprise an increase in accident rates. The chairman suggested that each member plant increase their safety efforts to counteract this expected increase as much as possible. The committee agreed that the chairman should make a report to the Association directors at the Semiannual Meeting in October and explain the effects the tight labor market will have on our compensation rates and overall safety program.

MAY 1994

It was agreed use of X rays and audiometric tests in pre-employment physicals are necessary and have more than paid off in reducing compensation claims.

6. SAFETY MOVIE

Discussion of labor market and pre-employment problems led to a committee conclusion that there was a great need to train new employees for the various operations in our industry. The chairman showed slides depicting various industry injury situations upon which guidelines an orientation film might be produced.