

CertainTeed	Date	To	
	April 17, 1979	See Below	See Below
Subject	From		Location and mail code
No-Smoking Program <u>A-C Pipe Plants</u>	J. P. McGinley - ap		VF P&PG-2B

To: Mr. R. M. Wingartner - Santa Clara #256
Mr. J. L. Anderson - Hillsboro #257
Mr. H. G. Benhardt - Ambler #258
Mr. N. Rhoades - Riverside #260

cc: Mr. J. T. Nixon - St. Louis #259

The attached memo addressed to Lloyd Ambler is being forwarded to you for your information. I would ask that each Plant Manager review his present "No-Smoking Program" and be prepared to offer any suggestions they may have to Jim Heil when he contacts them.

I feel it is important that we develop a highly visible "No-Smoking Program" at each plant as soon as possible. If anyone has any reservations about initiating such a program in their plant, please contact me and we can discuss it.

Att.

CertainTeed Subject No-Smoking Program A-C Pipe Plants	Date	To	Location and mail code
	April 17, 1979	Mr. L. C. Ambler	VF P&PG-2B
		From	Location and mail code
		J. P. McGinley - ap	VF P&PG-2B

On Monday, April 9, I met with Tom Dougherty and Jim Heil to review the status of our "No-Smoking Program" at the A-C pipe plants.

Our primary objective in this program is to encourage our employees to voluntarily stop smoking. Our program is designed to educate the employees to the hazards of smoking and especially alert them to the synergistic effects of smoking and asbestos. It has been decided by Bill Krivsky that we will not prohibit smoking in our plants (at least for the present) and most probably will not even restrict smoking to designated areas. Our position on this matter will be reviewed at a later date after we have been able to assess the progress of our campaign.

At the present time the plants are in the early stages of their "no-smoking campaign" and employees have been shown the J-M film on Smoking and Asbestos and have received payroll stuffers and various handouts - mainly from the American Cancer Society. Some samples of these handouts are attached.

At the Monday meeting with Tom and Jim it was agreed that Jim would develop a schedule to be used at all plants so that we would be sure that each employee was exposed to at least a minimum educational program. Jim will develop this program in conjunction with the plants, taking into consideration the material that has already been used at the plant, but adding additional films, posters and handouts that he feels would improve the program. In essence, we will have a fixed curriculum that will be mandatory at each plant. The plants, of course, will be given the latitude to expand the minimum curriculum if they choose.

I feel that a fixed curriculum is necessary so that the program can be repeated yearly or as needed and also to insure that all new employees are properly indoctrinated.

In the later stages of our program, we intend to have our Medical Director, Dr. Mellon, talk to our employees at each plant in small informal groups so that the employees can get answers to their questions. After Dr. Mellon's meeting, we intend to offer the services of "Smoke Enders" to all our employees and their families.

By the end of the summer, we should be far enough along with our program that we will be able to measure our success. Based on this success, we can then review again the question of whether we should limit smoking to designated areas within the plant or possibly eliminate smoking altogether at our plants. I will inform you on a regular basis of our progress.

Atts.

CertainTeed	Date February 26, 1979	To See Below	Location and mail code See Below
Subject No-Smoking Program A-C Pipe Plants	From <i>J. P. McGinley</i> J. P. McGinley - ap	Location and mail code VF P&PG-2B	

To: Mr. R. M. Wingartner - Santa Clara #256
 Mr. J. L. Anderson - Hillsboro #257
 Mr. H. G. Benhardt - Ambler #258
 Mr. J. T. Nixon - St. Louis #259
 Mr. N. Rhoades - Riverside #260

cc: Mr. J. G. Heil - BB P&PG #2126

For over a year now we have had discussions relative to developing a no-smoking program in our A-C pipe plants. While there are arguments pro and con as to whether we have the right to restrict smoking in our plants, everyone seems to be in agreement that smoking is hazardous to the health, especially when working around asbestos.

During the past year, some of our plants have instituted their own campaign to warn their employees of the hazards of smoking and there has also been an effort to restrict the hiring of new employees to non-smokers only.

I am now requesting Jim Heil to undertake the project of developing and instituting within all our plants a no-smoking program. I would like the program to be basically the same at all plants and to follow an agreed-upon schedule of implementation. At this time, my thinking is to reach a point of restricting smoking to designated areas within the plant by September '79. Whether or not we would totally prohibit smoking on the company property is an issue that we can decide upon after we have had a chance to review the progress of our program.

An issue as emotional as this one needs to be handled carefully. If we are to be successful, our employees must be convinced that it is for their own good. I do not want to take an approach that just leads to confrontation. I would like each Plant Manager to agree with the program and schedule of implementation in his plant; therefore, I have requested Jim Heil to contact you for your input. With the medical knowledge that is presently available regarding smoking and asbestos exposure, we all have a moral obligation to make this a successful campaign.