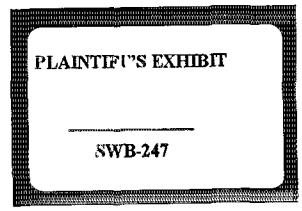
CWA/SWBT JOINT SAFETY & HEALTH COMMITTEE
MINUTES
NOVEMBER 9, 1993



ATTENDEES:

CWA	SWBT
JR CRITES	DONNA GEISLER
PAT CROWE	CARL GREENBERG
JIM MAY	KAREN MURPHY
MARY NAVE	
MICHAEL PATTON	
BILL WILDONER	

1. ERGONOMICS UPDATE

The Company reported that Ergonomic Training contract is awaiting budget approval. The Medical Management Program is still under Company review. The Union expressed the need to use occupational health professionals and not just general health professionals in the medical surveillance. The Company sent out about 400 inquiries to potential vendors in the five state region. The Union asked for a copy of the letter sent to the vendors to review what the Company requested from vendors. The Company agreed to forward this letter to the Union.

The Engineering CAD group in Arkansas was provided with new chairs, but they do not have separate back and seat adjustments. The Company agreed to communicate with management the need to contact ergonomic knowledgeable personnel before placing an order for workplace furniture/ accessories. The Company is currently preparing a product guide for managers to use.

The Salina, Kansas Engineering CAD group reports that figures on their 19" CRT's are too small. They need them magnified to avoid eye strain. The Company will investigate this matter and report back at the next meeting.

2. FLOOD UPDATE

The Union claimed that in the 314 area code there was an increase in motor vehicle accidents during the emergency work period. It was hypothesized that this was due to excessive overtime that employees were working. The Company will attempt to analyze its motor vehicle accident database to ascertain this.

3. LABOR-MANAGEMENT SAFETY COMMITTEES

The Union provided the Company with more information regarding the Southeast Missouri safety committee which the Union is not directly involved. The Company will investigate the committee's decision to require the wearing of safety vests and larger sized cones.

4. ASBESTOS MEDICAL SURVEILLANCE

The Union requested that the Company conduct a Medical Surveillance Pilot Program for the detection of asbestosis in employees. The Union will get the Company a sample medical protocol on how this could be conducted.

5. WEIGHT LIMITATIONS

The Union reported on the A-14 ANSI ladder committee meeting designed to review the proposal to increase ladder weight limitations. A copy of the Union's summary of this meeting is attached. Discussions centered on the impact of weight limitations on other equipment (e.g., bucket trucks, body belts, body straps, platforms). The Company informed the Union that the general labor relations issue of weight limitations would be jointly discussed in this committee. The Company consequently asked the Union for its proposal on this issue, excluding the solution of eliminating the weight limitation policy, per se.

6. CONTRACTORS USE OF ADHESIVES

The Union raised the issue that contractors are not providing adequate safeguards to employees when using adhesives/adhesive removers when installing/removing office carpet/tile. The Company agreed to work with Building Operations on providing safety information to contractors.

7. Next meeting is scheduled for February 17, 1994, 9:00 a.m., 1010 Pine Street, Conference Room 16-E-2.

Respectfully submitted,

Carl I. Greenberg
Southwestern Bell Telephone

12/6/93
Date

Bill Wildoner
Communications Workers of America

12-03-93
Date

C - Donna
Joe
Charles
Karen
Frank
Chuck
(Mid-Stat. All.)

CWA/SWBT SAFETY & HEALTH COMMITTEE
MEETING HELD MARCH 31, 1994

IN ATTENDANCE

CWA	SWBT
J. R. CRITES	DONNA GEISLER
PAT CROWE	CARL GREENBERG
JIM MAY	JOE HILL
MARY NAVE	KAREN MURPHY
BILL WILDONER	

1. Ergonomic Update

Committee was provided an update of the pilot program (see Attachment 1).

It was announced that the pilot would be extended to a second-line marketing organization in Oklahoma given management there wants a program now and will do it themselves if they have to.

Pilot locations will be videotaped pre and post VDT Workstation Comfort Training to visually demonstrate its impact.

Jim Miller, Human Factors Specialist at TRI, is conducting two ergonomic studies for the Company. He is investigating the ergonomic properties of cable splicer seat boxes in relation to reported back discomfort. He is also looking at ways to increase image size on CAD systems.

2. Safety Eye Glass Program Change

The Company explained the new prescription safety eye glass program which now requires employees to call an 800 number to order their frames and lenses. Also available in the new plan is walk-in service for an extra $8 service charge.

The Union expressed concern over lack of communication from field management to employees on the new plan. The Company will investigate better methods of communicating the new plan.

3. Asbestos Medical Surveillance

The Union proposed that the Company consider a pilot program on asbestos testing. The recommendation would be to conduct a trial in several locations with various titles to establish a baseline and to determine if any employees have had exposure to asbestos. The Company will review the recommendation and discuss at the next meeting.

4. Safe Smoking Areas

CWA indicated that the no smoking policy is forcing employees to smoke outside in high crime areas. The Union requested that outside ventilated smoking rooms be established. The Company will check with Real Estate Management.

5. Hantavirus

The Company explained its Hantavirus prevention program which includes a personal protection kit to be used by employees working in potentially exposed areas (Attachment 2). The Union passed out newspaper articles and an employee letter specifically indicating a potentially hazardous repeater hut (Attachment 3). The Company will also reinforce past communications to employees about the availability of hantavirus prevention kits. The Company will follow-up on the employee letter.

6. Confined Space Standards

The Company said that its attorneys are still reviewing the Union's interpretation that the Company is required to perform environmental inspections of some manholes per OSHA Standards.

7. Contractor Safety

The Union presented a newspaper picture from the March 15, 1994 Southeast Missourian (Attachment 4) demonstrating the unsafe behavior of a contract worker.

The Company will follow-up with management that contractors need to comply to our safety policy and practices.

The Union is also concerned about SWBT managers having direct safety meetings with contractors. They claim this violates IRS rulings on what constitutes an employee. The Company said it would investigate this matter.

8. Weight Limitations

The Union presented its proposal (Attachment 5) to the Company regarding the treatment of employees over the specified weight limit for climbing.

Discussion centered on the Company asking clarification questions:

- What if a supervisor does not believe an employees' self declaration is accurate?
- Can a declaration remove the Company from its liability?
- Who pays for the weight loss program?
- Is a medical doctor the appropriate professional to set up a weight loss program? Nutritionist? Dietitian?
- Is EAP the best place for this program to be administered?
- Should a review group be formed to help the employee along with a weight loss program?
- What is meant by "accommodating" an employee?
- What is meant by a "reasonable amount of time"?

Company will meet with Bill Wildoner prior to next safety meeting to further discuss this issue.

9. After the meeting and during lunch the Union raised the issue of Procurement requiring or wanting to require the use of retreads on trucks. The Company will investigate this and review past committee discussion on the topic.

10. Next scheduled meeting is Wednesday, June 22, 1994, at the CWA District 6 Headquarters.

Respectfully submitted,

Carl Greenberg, SWBT
May 17, 1994
Date

Bill Wildoner, CWA
May 20, 1994
Date

C: Donna Geisler
Clayton Fenter
Carl Greenberg
Chuck Hill
Joe Hill
Karen Murphy
Frank Parker
Charles Torti

SOUTHWESTERN BELL/CWA
JOINT SAFETY & HEALTH MEETING
JUNE 22, 1994

IN ATTENDANCE:

SWBT	CWA
DONNA GEISLER	JR CRITES
CARL GREENBERG	JIM MAY
CHUCK HILL	MIKE PATTON
KAREN MURPHY	BILL WILDONER

1. ASBESTOS MEDICAL SURVEILLANCE

Company stated that it does not currently perceive a need to conduct the study since there is no medical or scientific evidence to suggest that employees were at risk for developing asbestosis. The Company said it would continue to research through the Centers for Disease Control and Prevention and Bellcore for information on the low risk of telephone employees developing asbestosis.

2. WEIGHT LIMITATION POLICY

The Company discussed their response to each point presented in the Union's proposal. The Company will work on developing a written policy statement based upon the input from the CWA committee members.

3. ERGONOMICS

Initial pilot locations are going well. Some delays in business office due to the summer busy season. Additional pilots are commencing in Oklahoma City and Kansas City. Company and Union expect to start the total Company roll-out in September.

4. SMOKING AREAS

The Company reported that no internal or external smoking areas will be built by the Company.

5. SAFETY EMPHASIS

The Union raised the concern that managers were not giving safety the priority it should receive. The Company will investigate and respond accordingly.

6. The Company provided the Union with two recently issued policies related to safety: Workplace Violence and a revised Driving Record Review.

Next meeting is scheduled for September 13, 1994, at 1010 Pine, Room 16-E-02, starting at 9:00 a.m.

Respectively submitted,

Carl Greenberg, SWBT

July 8, 1994
Date

Bill Wildoner, CWA

7-14-94
Date

C: Clayton Fenter
Donna Geisler
Mel Checkett
Carl Greenberg
Chuck Hill
Karen Murphy
Frank Parker

10/17

SWBT/CWA
JOINT SAFETY & HEALTH MEETING

SEPTEMBER 13, 1994

IN ATTENDANCE:

SWBT	CWA
CLAYTON FENTER	JR CRITES
CARL GREENBERG	PAT CROWE
CHUCK HILL	MARY NAVE
KAREN MURPHY	MIKE PATTON
	BILL WILDONER

1. ASBESTOS MEDICAL SURVEILLANCE

The Company reported that past studies conducted by Belcore indicate that employees working in and around asbestos ceilings are not exposed to asbestos levels above the OSHA Action Limit and Permissible Exposure Level.

The Union would like to see some data on air samples for steam tunnels wrapped in Asbestos.

Action Item: Company agreed to conduct air samples on a case-by-case basis on selected steam tunnels per Union recommendation.

Action Item: The Union will provide specific names of employees in Tulsa, OK who they would like tested for asbestos.

Action Item: Company will check out report of asbestos ceiling tile falling in the office at 3901 SW Loop, Fort Worth.

2. WEIGHT LIMITATIONS

The Company outlined its current thoughts on the specifics of a Weight Limitations Policy revision. Policy is currently being reviewed by Operations management.

3. ERGONOMICS

The pilots are generally progressing as planned. Video conference with master trainers involved in pilots is scheduled for September 26. Companywide implementation is expected to commence in October.

4. SAFETY AS A PRIORITY

Company shared with the union ways in which the Safety organization is raising the awareness of safety to operations groups. This included discussions about safety video productions, safety video library, safety statistics, etc.

Action Item: Company will research the relationship between overtime and accident rate.

Action Item: At the next meeting the company will share safety statistics and demonstrate outside plant safety interactive video.

5. NEW BUSINESS

The Union brought up a number of safety issues which the company will investigate and report back to the Union. These are:

A. Bucket truck mounting bracket in truck bed causes blind spot which may result in backing accidents. This is on trucks built since 1991.

B. Chevy trucks in Enid, Oklahoma at 302 East Randolf work center may be of the variety that have exposed gas tanks which could result in an explosion.

C. Eighth floor of 1111 West Capitol in Little Rock. Outside safety consultant used to perform environmental tests because 3-4 women have developed brain tumors. What are the results of these tests? Were EMF tests conducted? Water tests?

D. What is the status of the work to improve the ergonomics of CAD units? Company reported that a meeting has been set up with Human Factor Consultant to review work site in the first week in October.

didn't they want larger screens.

6. Next meeting is scheduled for December 6, 1994, 9:00 a.m. at a location to be announced because of the demonstration of interactive video.

Respectively submitted,

Carl Greenberg, SWBT

9/19/94
Date

Bill Wildoner, CWA

9-26-94
Date