FILE NAME: ALCOA (ALC)

DATE: 1972

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DOCUMENT DESCRIPTION: OSHA Compliance

1972
OSHA
Compliance

1910.93a Asbestos
par. (i)(3) Employee Notification. Any employee found to have been exposed at any time to airborne concentrations of asbestos fibers in excess of the limits prescribed in paragraph (b) of this section shall be notified in writing of the exposure as soon as practicable but not later than 5 days of the finding. The employee shall also be timely notified of the corrective action being taken.

DRAFT

EXAMPLE - LETTER OF NOTIFICATION

Dear _____:

Our periodic environmental sampling program has identified your working area as one in which the concentration of _____ can, under certain conditions, exceed the standard established under the Federal Occupational Safety and Health Act. We are notifying you of this fact in accordance with the provisions of the Act.

Alcoa intends to comply with this standard in order that you and your fellow employees are properly protected. To assure you that your place of work will be a safe one, we will take the following steps_____

_____

When this has been completed, we will resume our program of periodic sampling.

To afford you adequate protection while permanent corrective measures are being undertaken, we are providing you with an appropriate respirator. We will keep you informed as to our progress and we ask for your cooperation in the use of your respirator.

I will be glad to answer any questions you may have if you will drop by my office at your convenience.

Sincerely,

411596 0373

EXHIBIT 187

1.1 LABOR RELATIONS GROUP

(a) TO INFORM UNION EXECUTIVE COMMITT

(b) POSSIBLE REJECTION JOB RATE

1.2 LEGAL DEPT

1.3. PUBLIC RELATIONS

(a) WE COULD GET A MANSVILLE, N.J REACTION FROM THE PUBLIC

1.4 SAFETY DEPARTMENT

2, EMPLOYEES RECEIVING SUCH NOTIFICATION WILL ASK FOR PAY INCREASE BASED ON A CHANGED JOB — ONE WITH A KNOWN JOB HAZARD

3. EMPLOYEES RECEIVING SUCH NOTIFICATION WILL GO TO THE UNION FOR ADVICE OR TO AN ATTORNEY. IF THE EMPLOYEE HAS A PHYSICAL IMPAIRMENT THAT COULD BE OR HAS BEEN AGGRIVATED BY THE "CONTAMINANT" AND HE BRINGS A WORKMEN'S COMPENSATION ACTION AGAINST ALCOA IT WILL NOT BE POSSIBLE TO DEFEND THE CASE.

4. THE WRITTEN NOTICE SHOULD BE SIMPLE. I LIKE THE ONE MARKED A" — BY DR WANDAWSON

5. THE NOTICE SHOULD BE HANDLED ON A PERSON TO PERSON BASIS BY THE PLANT PHYSICIAN TO THE "EXPOSED EMPLOYEE" WITH A DETAILED EXPLANATION. (HANDLE IT LIKE THE URINARY FLORIDE PROGRAM —

411596 0374

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EDUCATION, INFORMATION - EXPLANATION - DISCUSSION OF RESULTS.

6. THE "NOTIFICATION FORM" AND PROCEDURE SHOULD BE STANDARD THROUGHOUT THE COMPANY OPERATIONS

7. IF WE HAVE SO EMPLOYEES AT TENNESSEE OPERATIONS WHO ARE GETTING EXPOSURE TO ASBESTOS IN EXCESS OF THE STANDARDS - (SO IS MORE THAN 1/10 of The HOURLY WORK FORCE) - - - HOW MANY DO WE HAVE IN THE ENTIRE COMPANY WHO ARE BEING EXPOSED TO ASBESTOS IN EXCESS OF STANDARDS?? - MORE THAN 1/10 OF THE HOURLY WORK FORCE.

8. PERHAPS WE SHOULD CONSIDER NOT NOTIFYING THE EMPLOYEE AND TAKING OUR CHANCES WITH AN INSPECTION AND CITATION.

E.B.Y.

411596 0375

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On June 7, 1972, the Department of Labor published Part 1910 - OSHA Standards - Standard for Exposure to Asbestos Dust. This Standard recognizes that, like cigarette smoke inhaled, airborne asbestos fibers have a detrimental effect on the human lung.

In recognition of the potentially serious long-range effect of exposure to airborne asbestos, OSHA has limited occupational exposure to an 8-hour time weighted average of airborne asbestos dust not exceeding five fibers per milliliter of air. In addition to the 8-hour average, short term exposures (15 minutes in any one hour) are not permitted to exceed 10 fibers per milliliter.

Tennessee Operations has long recognized the potential danger of asbestos containing materials and has provided ventilation and respiratory protection in areas of potential exposure. The new OSHA Standard, however, is considerably tighter than former criteria to the extent that asbestos containing dust levels must be virtually nil. This change requires that Tennessee Operations initiate certain procedures to protect workmen handling asbestos containing material to the fullest extent of the Standards. These include the following:

1. Substitute material containing no asbestos or less asbestos

HANDLE ASBESTOS FIBERS WET WHEN POSSIBLE

EXHIBIT 187

where possible.

2. Provide improved ventilation where necessary.

3. Provide respiratory protection where ventilation engineering fails to assure protection.

4. Comply with strict procedures for clean up and disposal of asbestos scrap.

5. Monitor the air in asbestos handling areas at least at six month intervals.

6. Place caution signs in areas where airborne asbestos could be in excess of exposure limits.

7. Label asbestos scrap and assure its safe disposal.

8. Provide annual medical exams including chest X-ray and pulmonary function tests to all employees exposed to airborne concentration of asbestos.

9. Provide written notice to any employee found by test to have been exposed to airborne concentration of asbestos fibers in excess of the Standard.

This letter will serve to notify you that your work area is one in which atmospheric tests have disclosed concentrations of fibers in excess of Standard. This notification is given in accordance with provisions of the

EXHIBIT 187

Standard for Exposure to Asbestos Dust for your information and protection.

The respirator provided for you is adequate to prevent inhalation of asbestos fibers in your work area and every practical effort will be made to bring your area into compliance with Standard.

JCW.

EXHIBIT 187

9/3/71

Re notification employees on overexposure

Compliance

has come up several times. Haven't yet tackled it.

Mtg next Tues morning

Called Segal on Tues 14th

How still not grappled with problems

No guidelines - but probably will have them in near fut.

Not being enforced at present

Regulation clarifying this may be joint effort of OSA & HEW

Best for us to conduct business as usual. If plant has

any specific problem relative to informing employees

they should discuss with Lyle

411596 0384

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DRAFT

August 31, 1972

Mr. John Doe
Main Street
Hollywood, Calif.

Dear Mr. Doe:

On July 2, 1972, the air contaminants section of the Occupational Safety and Health Act was revised to include section 1910.93a, Paragraph (b) of this standard states that:

> The 8 hour time-weighted average airborne concentration of asbestos fibers to which any employee may be exposed shall not exceed five fibers, longer than 5 micrometers per cubic centimeter of air.

The standard also states in paragraph (i) (3) that:

> Any employee found to have been exposed at anytime to airborne concentrations of asbestos fibers in excess of the limits prescribed in paragraph (b) of this section shall be notified in writing of the exposure as soon as practical but not later than 5 days of the finding. The employee shall also be timely notified of the corrective action being taken.

As you are aware, we have provided you with a respirator which meets the requirements of the Bureau of Mines. With the proper use and care of this respirator you should experience no harmful effects from

411596 0380

EXHIBIT 187

your exposure. We are doing extensive studies throughout the Tennessee Operations in an effort to reduce the dust levels below OSHA standards and we will keep you informed of our progress.

In the meantime, please continue to wear your respirator at all times when exposed to asbestos dust. If you have any questions regarding asbestos or this standard, we will be very happy to discuss them with you at your convenience.

Very truly yours,

411596 0381

EXHIBIT 187

DEAR TOM

GOVERNMENT REGULATIONS NOW REQUIRE THAT I NOTIFY YOU OF ANY EXPOSURE TO ASBESTOS DUST IN EXCESS OF _____

WE ARE DOING THE FOLLOWING TO REDUCE THE AMOUNT OF ASBESTOS IN THE AIR

1. ORDERING PRE-SOAKED MATERIAL THAT REQUIRES CUTTING OPERATIONS

2. WHERE THERE IS CUTTING WE ARE DOING THIS:

I WOULD BE GLAD TO EXPLAIN ANY QUESTIONS YOU MAY HAVE IF YOU WILL DROP BY MY OFFICE AT YOUR CONVENIENCE.

JS Paulson MD

411596 0382

EXHIBIT 187

Dear _____:

Under the Occupational Safety and Health Act new standards for the control of exposures to asbestos dust have been adopted. These call for more rigid control of such exposures than in the past.

Alcoa intends to comply with this standard in the protection of our workers from harmful levels of this material, through greater effort to control dust levels, the use of personal protective equipment, and a continuing program of measuring the degree of exposure in your work area. We will keep you informed as to our progress, and we ask for your cooperation in use of your respirator at all times when exposed to asbestos dust.

If you have questions regarding this standard, or asbestos, we will be glad to discuss this with you at your convenience.

Sincerely,

("A") THIS ONE IS OK

411596 0383

EXHIBIT 187

D R A F T
11/27/72

Dear _____:

Our periodic environmental sampling program has identified your working area as one in which the concentration of _____ has been found to exceed the limit established under the Occupational Safety and Health Act. We are notifying you of this fact in accordance with the provisions of the Act.

We assure you that concentrations of this magnitude would not be harmful to you unless exposures are prolonged. However, we do not intend to have this situation continue. Since they are higher than we like to see them, we are taking the following steps:

_____

_____

_____

_____

To afford you complete protection while permanent corrective measures are being undertaken, we are providing you with a suitable respirator. With proper use and care of your respirator you will receive no harm from the contaminant. When corrective measures are completed, it will no longer be necessary to use this respirator.

Should you have any questions or concerns in this matter please drop by my office at your convenience.

Sincerely,

411596 0376

EXHIBIT 187

[redacted] : 11/28/72

TBB

As you know, OSHA requires that people who receive excessive exposures to contaminants must be so notified by his employer and be told what the employer is going to do about it. This is a real touchy one and the message we come up with will have to be worded quite carefully.

Attached are several samples composed by different people. Mark them up and/or select the one closest to your liking. When this is done we'll get together to find out where we go from here.

Tom

411596 0387

EXHIBIT 187

12-1-72

RE: EXPOSURES IN EXCESS OF STANDARDS

QUESTIONS:

1- IF WE CAN'T "ENGINEER OUT - OR SUBSTITUTE OUT" THE HAZARD ARE WE REQUIRED TO REQUEST A VARIANCE?

2. ARE WE CERTAIN THAT OUR TEST RESULTS ARE AN ACCURATE MEASUREMENT OF THE EMPLOYEES EXPOSURE?

3. DO WE HAVE COMPLETE AND ACCURATE MEDICAL EXAMINATIONS ON THE "EXPOSED EMPLOYEES"?

4. WHY CAN'T WE IMMEDIATELY "ENGINEER OUT OR SUBSTITUTE OUT" THE HAZARD?

5. DO WE HAVE DATA ON THE EMPLOYEES, WHO ARE OR HAVE WORKED IN "ASBESTOS HAZARD AREAS" AT TENNESSEE OPERATIONS, SUCH AS THE INCIDENCE OF PRIMARY CANCER OF THE LUNGS, ASBESTOSIS, MESOTHELIOMA, BRONCHITIS OR EMPHYSEMA?

6. SHOULD THE PLANT JOINT MANAGEMENT-UNION SAFETY COMMITTEE BE INFORMED AND CONSULTED?

7. ARE WE INVITING AN OSHA INSPECTION?

COMMENTS:

1. WE SHOULD HAVE INPUT ON THIS ONE FROM THE PITTSBURGH AND AT PLANT LEVEL

411596 0386

EXHIBIT 187

FROM THOMAS B. BONNEY
PITTSBURGH OFFICE - 7

TO MR. LESTER V. CRALLEY
PITTSBURGH OFFICE - 7

December 6, 1972

RE: LETTER OF NOTIFICATION OF OVER EXPOSURE

As you know the Asbestos Standard under the Federal Occupational Safety and Health Act requires that we notify, in writing, any person who is found to be exposed to concentrations of asbestos in excess of the standard. This is in compliance with the Act itself which states that employees be notified but does not specify how.

Since asbestos is only the first of the hundreds of comprehensive standards we can expect, most, if not all, of the others will have similar notification provisions. This being the case, it seems prudent to give some guidance to the plants as to what should be included in a letter of notification.

As you can imagine, notification can be a very touchy situation and any letter will have to be very carefully worded. The attached sample letter represents the first efforts of several of us to put something together that might do the job. We are bouncing this off of you to get your reaction prior to going any further with it. Your comments and suggestions will be appreciated.

Tom

Thomas B. Bonney

TBB:mh

Attachment

cc: N. O. Colwell
W. N. Dawson
R. H. Watson
E. B. Youngblut

For the time being, we have taken the position that a man wearing a respirator (approved) is not exposed. Also, OSHA will not recognize respirators if control can be accomplished by exhaust ventilation. Our approach will be that we do not have to notify our employees in writing, but we must procede promptly to provide adequate exhaust ventilation. Does this approach sound O.K?

L.V.C.

For the time being, we have taken the position that a man wearing a respirator (approved) is not exposed. Also, OSHA will not recognize respirators if control can be accomplished by exhaust ventilation. Our approach will be that we do not have to notify our employees in writing, but we must procede promptly to provide adequate exhaust ventilation. Does this approach sound O.K? LVC

ALCOA

AF-4569 (REV. 11-69)

411596 0385

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