PLAINTIFF'S EXHIBIT FOS-874

FOSECO, INC.

INTER-COMPANY AND INTER-DEPARTMENTAL CORRESPONDENCE

TO: ALL SUPERVISORS

FROM: David Woodbury
Mike Wood

cc: J. Ricketts
D. Lecian
J. Mohr

DATE: Nov. 28, 1973

SUBJECT: Personal Protective Equipment

Enclosed is a copy of the memo that was attached to everyone's paycheck this week. We have been patient long enough in attempting to fulfil our requirement under OSHA. The increased participation in this program of education and enforcement is visible. You are to be complimented with an improvement in compliance on all three shifts.

Beginning Dec. 1, 1973 employees who have failed to respond to your urging will be given progressive discipline in an attempt to change their behavior to that of compliance with the Personal Protective Equipment program. That progressive discipline will be as follows:

1. Non-compliance after Dec. 1, 1973 - a written reprimand and the option of either attending a one hour safety lecture scheduled by the Company on their own time or a one day suspension without pay.

2. Next offense - a written reprimand and a three day suspension without pay.

3. Next offense - a written reprimand and a five day suspension without pay.

4. Next offense - discharge.

A suggested sample copy of the first written reprimand is attached. Modifications of this can be used for necessary future disciplinary action. Just a reminder that supervision has an obligation to offer and provide union representation regarding disciplinary action.

R. Swanson and J. Joyce have been appointed as responsible individuals to insure that all outside contractors conform to Foseco's safety rules and regulations including the requirement that all employees and individuals working in the factory wear personal protective equipment.

If you have any questions on the foregoing or any aspects of the program do not hesitate to contact me or Greg Thomas.

EMPLOYEE REPRIMAND NOTICE

S A M P L E

Name _____ Clock Number _____

Department _____ Date of Occurance _____

Nature of Violation After having been repeatedly advised of your obligations to wear personal protective equipment, you were observed on the above date performing your job without your . In so doing you not only violated Company safety rules but you also ran the risk of serious injury to yourself.

Since you are aware that the wearing of personal protective equipment is a condition of employment at Foseco, you are hereby suspended for one day without pay. This suspension will be set aside by your attendance at a Company safety lecture on your own time which you have volunteered to do. The Personnel Dept. will inform you where and when to report. (Employees who do not volunteer to attend the safety lecture will have the previous two sentences stricken from their write-up.)

Your immediate compliance with the wearing of personal protective equipment is necessary if you are to avoid more severe disciplinary action.

_____ _____

(Date) (Supervisor's Signature)

Original: Personnel File
Copy to: Employee
Union