

basis, and at the present time I understand that further suits amounting to \$80,000 are before the courts. I am told that only about half a dozen of the states have adequate exemptions to prevent such misinterpretations. Only about three weeks ago I discussed this with representatives of the Manufacturing Chemists' Association, and it is my understanding that they will take steps to try to bring proper exemptions into the laws of the other states.

MR. T. J. LANIGAN, General Electric Company: I would like to hear discussion on the question: "How is it best possible to maintain a continuing safety awareness among employees engaged in hazardous occupations involving the use of toxic materials?"

MR. HATCH: To have an effective safety program the people who are attempting to do this must maintain among themselves an awareness of safety needs that is stronger than the safety awareness of the employees. I have no particular procedure to suggest since I have had no special experience in developing and maintaining such awareness. I do know from experience, however, that there is great risk if such awareness is not maintained and developed on the part of everybody concerned. We have all seen good programs break down because of lack of maintenance of awareness.

MODERATOR AHEARN: Dr. Zapp, would you comment?

DR. ZAPP: I will only add to what Ted Hatch has said. I think the promotion of the continual awareness of the safety program among employees is a responsibility of supervision. Supervisors will only do it if they know that higher management wants them to do it. Now, when safety policy is set at the top level of company management and is passed on down through the various supervisory channels to the employees, then I believe the program can be maintained adequately, and the employees will have a continuing awareness of the program. If the foreman goes around an area without wearing a mask where a mask is required or without wearing safety glasses in an area where safety glasses are required, obviously, by his example, he is going to undermine the whole program. If, on the other hand, he goes in with a mask on or goes in with safety glasses on and insists that others do likewise, he has a good chance of enforcing the rules and maintaining the continued awareness that this question speaks of.

MODERATOR AHEARN: Thank you, Mr. Baile, you are the general counsel of an insurance company. It seems to me you are the panelist to answer these two questions: "What methods are available to insurance carriers to assist their insureds in the protection of employees and the purchasing public from the hazards of toxic ma-