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PLAINTIFF'S
EXHIBIT

USG 33

WOOD PRODUCTS INDUSTRIES

IN PROGRESS OF REORGANIZATION
UNDER THE PROVISIONS OF THE
REORGANIZATION ACT OF 1942

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effort at many operations. To disregard these conditions invites disaster.

The effort that possibly has accomplished more for us than any other single safety project is our Annual Safety Week. This has been a week of review and extensive education. Almost a post-graduate course. It has a slightly carnival aspect with music and loudspeakers (some of them are extremely loud speakers) prizes and so forth to stimulate interest in safety of the employees and their families. It has proved very effective. Most of the progressive operations look for material all year round to use during Safety Week.

The first impression a new employee receives when he starts to work for a new company is very important. He is usually briefed on company policy, hazards of his particular job, how to work safely and effectively, and the competitive spirit that prevails departmentally so that he considers himself a member of a team and wants to become accepted as a safe and accomplished worker—he wants to belong.

After a new employee is hired and before he has completed his 30 day probationary period, his foreman processes an evaluation of his work with special attention to his attitude towards work response to advice

and with special emphasis on his safety habits.

If it should be slow to grasp the importance of this job, we would give him a chance in a different department. And if he should not have the proper equipment to hold up his end of the job, we would give him a better job. But if he should show work acceptance in safety and learn from his foreman and safety council that he is not favorable, he hasn't much chance of holding his job. If he fails at work, he has lost any chance whatsoever.

After from three to six months depending on the employee, the foreman makes another evaluation of his work. Incidentally, and this is important, these evaluations are made with the assistance of his own safety council and/or the personnel manager, and possibly another foreman. This protects the employee from any one man's opinion. It also helps the foreman immeasurably because it is quite possible that the employee has been in to see the personnel manager for some personal matter or the plant manager has observed the man in work and drawn his own conclusions.

I have refrained from giving away too much. You can get them all from the Annual Safety Council.

Health Hazards of Spray Painting

By L. D. WILSON

Dr., Wilson Industrial Hygiene and Research Laboratories, Chicago, Ill.

In any discussion on health hazards in the spray painting of wood it is well to realize first of all that spray painting hazards in the wood and wood products industries are no different from those in the metal industries.

Furthermore it is important to note that in many industrial operations it is almost impossible to divert hazards to health from hazards to safety and in devising a solution for a hazard to health the hazard to safety cannot be ignored. Finally, as far as is presently evident, hazards in both wood and metal paint spraying operations are the same with the exception of the use of electrostatic acceleration in metal spraying and per-

haps the added incendiary aspect of wood and wood products.

The question of health in paint spraying operations has received attention at least from the time of the formation of the National Safety Council as early as 1922 published the results of studies involving both wood industries and their painting work in paint spraying.

In this manner, the National Research Council of Canada in 1930 published a comprehensive survey on the health hazards of paint spraying and painting operations and reported the results of studies in both the United States and Canada.

These studies have shown that the health hazards of paint spraying are not only a problem for the workers but also for the community at large. The use of paint spraying in the wood and wood products industries has increased rapidly in recent years, and this has led to a corresponding increase in the number of workers exposed to the hazards of paint spraying. The health hazards of paint spraying are not only a problem for the workers but also for the community at large. The use of paint spraying in the wood and wood products industries has increased rapidly in recent years, and this has led to a corresponding increase in the number of workers exposed to the hazards of paint spraying.

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Along with the
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In addition to these, there are many other
 people who are interested in the work of the
 Commission. For example, the Commission has
 been asked to look into the possibility of
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The chlorinated hydrocarbons, such as chlorobenzene, trichlorobenzene, tetrachlorobenzene, propylene dichloride, and 1,1,1-trichloroethane, are strong irritants. If acute exposure is severe, death may result. Chronic and subacute exposures are associated primarily with an immediately recognizable permanent damage to the liver and kidneys as well as to other body organs. Minimum tolerable concentrations are all of the order of 100-200 ppm except for tetrachloroethylene which is 15 ppm.

So much now for individual human activities. With certain advances in technology, more and more complex activities are entering the domain of the individual, increasing steadily the number of shares that there are in the total. Regarding their totality, the total activity of the machine is not the sum of the activities of the individual components, more or less than the total force of the steam—an effect which is known as interference. It is not possible in the state of present knowledge to make a satisfactory prediction of such interference.

It appears to me that
 actual work with the
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The Russian officials also took these matters as official "policy" techniques. The purpose of such ventilation, which was the very act of reducing the concentration of pollutants to a level below the maximum allowable concentration and of maintaining the contaminants from the industrial plants.

1. The first step in the process is to identify the problem. This involves gathering information about the situation and the people involved.

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feet per minute, is ample for small hoods, while large hoods can operate with face velocities of 100 f/m and in some cases as low as 50 f/m though this is not common. Multiplication of these linear velocities by the area of the hood gives the volume of air which must be furnished by the blower system. Thus 100 f/m linear velocity for a large hood of face area of 150 sq ft indicates that the air supply must be 15,000 cfm.

When objects are so large as to require the spray operator to move around, over and under them in order to cover all surfaces completely, ventilation alone is not sufficient. Here it is necessary that operators wear respirators, but it is vital that they be of the type approved for organic vapors. Attempts at providing protection through the use of game nose and mouth pieces are fruitless since vapors are completely passed and the microscopic particles of pigment and vehicle are but poorly retained. In connection with respirator use, it is wise to establish a routine program of fitting, cleaning, servicing and cartridge replacement. The program developed by the Allis-Chalmers Mfg. Company in Milwaukee is a classic example of good operating practice in this regard.

There are certain instances where ordinary booth enclosures and accompanying ventilation systems are too small to accommodate certain structures requiring spraying. This problem has been solved by placing the structure on a dolly and moving into a chamber called arms equipped with a down draft floor grill. Preferred practice demands that spraying be conducted from bottom to top to reduce the amount of vehicle vapor reaching the operator. A respirator must be worn here also. Finally there are a few instances where units need to be sprayed while mounted on a flat car. No large unit can be set down here since size and shape dictate spraying conditions. It would be best if spraying could be conducted out-of-doors but failing that, spraying should take place under the best possible natural local ventilation operators being relieved to wear respirators.

In many industrial problems, however, it is hazardous to spray with hoods or enclosures. This is especially true in the painting industry where almost all vehicles and finishes are highly flammable and explosive. It is necessary that extreme precautions be taken against fire and explosion.

And all electrical equipment associated with and adjacent to paint spraying operations should adhere to explosion proof specifications. Electric lights, fixtures, switches, motors and the like and especially the fan systems used to exhaust air from spray booths should follow Group I Class D specifications. Containers of thinners and paint or solvents should be kept in approved safety cans and when not in use should be stored in fire proof lockers.

One of the worst spots is the fire fighting equipment especially if it is of the sprinkler type. I have seen more than one instance where a sprinkler head has been protected in paper to prevent its being triggered by paint spray, only to have the layer of deposited paint on the paper so thick as to prevent the pressure of Niagara Falls to break through in order to put out a fire. If paint spray is so rampant as to reach sprinkler heads, the heads should at best be covered with Kleanex which is replaced each day. A weekly check of sprinkler performance is mandatory in cases of question.

No doubt there are many who propagate the possibility of the hazards that are outlined but are in doubt as to their actual existence in their own operations. In the case of a large company with reasonably extensive laboratory facilities paint and lacquers can be analyzed for their volatile content. Though it is admitted that the best of laboratories can experience more than a little difficulty in such determinations.

In the case of the small operator this type of inquiry is virtually impossible and much too costly to have performed on the regular. It has been my experience that many of these operators are quite sure that their products are safe. This is a fact which manufacturers who will accept responsibility for their products should know. When the paint industry knows it is responsible and understands that it is working on a competitive product. This type of assurance has been frequently and in many of these requests for preferred pay rates on the basis of especially hazardous occupation and in my own experience has resulted in striking the best of compromises without any loss.

In summary, this article is meant to be a guide to several segments of the paint industry and to a guide to a paint operator's health and safety from which and through which these industries can

the whole range of organic compound classifications with varying degrees of toxicity. Remedial measures include use of adequate ventilation in suitable enclosures where face velocity of entering air is of the order of 300 linear f/m.

Respirators protecting against organic vapors must be worn where ventilation is not

provided and in cases where the spraying must be within the spray booth enclosure. A program of respirator cleaning, maintaining and cartridge replacement is mandatory. Finally, each user of paint and lacquer should inquire into the nature of the product being handled and plan safe and healthful accommodations accordingly.

The Noise Problem in the Wood Products Industry

By C. D. YAFFE

Sr. Sanitary Eng., Occupational Health Field Headquarters (Cincinnati, Ohio),
Div. of Special Health Service, U.S. Public Health Service

Does the wood products industry have a noise problem? I think so. Let me hasten to add that I think most segments of industry have noise problems, and let me say also that their severity and nature vary considerably.

What kinds of problems does industrial noise produce? First we might say that there are two types of problems. One type exerts its effects inside of the plant walls. The other attacks that part of the community in the immediate vicinity of the plant. While my remarks will be devoted primarily to in-plant problems, don't overlook the fact that public relations and good will may be adversely affected by the noise emanating from your plant. Consequently, noise control measures inside a plant may serve a double purpose, by also providing benefits on the outside. Before leaving the matter of outside effects, let me stress that as evidence of growing sentiment for noise control on a community basis I recently saw a draft of a bill introduced into a state legislature which would prohibit airplanes from flying over populated areas at night if they raised the noise level at the ground above a comparatively low intensity.

Within the industrial plant noise can create a variety of problems. One of the most important is interference with communication. Safety engineers are particularly concerned with this since inability to communicate usually results in an increased possibility of accidents. A man who can't hear a warning may be struck by a moving object.

In addition to the safety factor, when noise makes the transmission of instructions

or ideas difficult, there is generally a loss in productive capacity. More time is required to make one's self heard, and in some instances, it is necessary to shut down equipment merely to convey a message.

As a consequence, management naturally becomes receptive to recommendations for noise control when the communication problem becomes acute. While I shall comment later about standards to protect against hearing loss, I would say at this point that fortunately the control of noise that inhibits communication usually also diminishes the likelihood of damage to the hearing mechanism.

Another area of interest is in the psychological effects produced by noise. These have been studied by a number of investigators. Various reports of findings which have been published enable one, fortunately or unfortunately, to prove or disprove almost any point of view about the effects of noise. Productivity was increased when noise was controlled in one study, but after the controls were removed productivity increased still further. Noise produces fatigue, or at least most of us think so, but are we sure of it? Fatigue is not a simple thing to measure.

One reason that studies of the influence of noise on efficiency present difficulties is that it is hard to measure the effects of motivation. Workers who are aware that their efforts are being measured may, either consciously or subconsciously, exert a different pace than normal actually working harder because he feels he is being watched in a scientific investigation.

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