

TO: F. T. Flannery
A. V. Gold, M.D.
M. N. Johnson, M.D.
G. L. Rutman

Date: December 12, 1975

From: R. M. Montgomery

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This letter confirms the arrangements that have been made for us to meet in Dr. Gold's office at 10:30 a.m. on December 19, 1975.

The purpose of this meeting is to review our current company policy of hiring women on production operations in vinyl chloride areas. There is concern, for example, that there may be conflicts between EEO and OSHA regulations on the matter.

Some possible questions for thought relating to the above situation are set forth below:

1. If a woman working in a vinyl chloride area were to become pregnant, should she be reassigned to some other area if another suitable job were available?
2. What should be the company's posture in the event no other jobs are available for a woman who becomes pregnant?
3. Is the company legally liable for miscarriages, stillbirths and the like, if a woman insists and we were to permit her to remain in a vinyl chloride area?
4. Can the company legally refuse to hire women in vinyl chloride areas in view of the potential hazards and dangers that may exist and which are not completely known at this time?

It is also my plan to acquaint each of you with recent discussions that were held with the University of Louisville regarding a project they have in mind for the employees working at the Louisville plant's pallet operation. Briefly, this appears to be a good program with which we would like to proceed unless our meeting reveals problem areas that would make doing so unwise.

GP:sc

R M Montgomery

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