

3-14-89
COPIES TO:
Leininger
Vetters
HILL

UNION-MANAGEMENT SAFETY MEETING

March 14, 1989

PLAINTIFF'S EXHIBIT

SWB-242

ATTENDING:

Burldene Leininger - CWA
Dave Metz - SWBT
Ken Vetters - SWBT
Chuck Hill - SWBT

1. Drug Testing - The Union has several concerns regarding the recently developed Substance Abuse Policy transmitted to CWA on March 13, 1989. Specifically cited was the immediate dismissal of an employee who refuses to submit to a fitness for duty examination and customer "drug-free" specifications.

Management explained the "Drug Free Workplace Act of 1988" requirements and the fact that the transmittal letter to the Union referred to the "proposed" policy. The Company is available to discuss the Union's concerns and ideas. Ms. Leininger was informed that customer specified "drug-free" requirements has already occurred and could be a way of life in the future.

2. AIDS - Management distributed a copy of the SWBT Policy on Life Threatening Illnesses. (See Attachment 1.) When asked, management cited situations where employees refused to work with employees with AIDS. Mr. Vetters explained that education is the most effective approach we can offer. An educational program, 1½ to 2 hours in duration, is being prepared for management, third level, and above. GHQ sessions will be videotaped. These videotapes will be available for employee use.

Management offered to make a presentation to the St. Louis District 6 staff if Mr. Parsons so desires.

There are no facts from the United States Public Health Service Centers for Disease Control that the workplace is a cause for concern regarding AIDS.

3. CONTROLLED ENVIRONMENTAL VAULT (CEV) - Ms. Leininger discussed a problem with a CEV located in St. Louis county. (See Attachment 2.) These facilities are

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maintained by the Building Operations group on a review schedule. The CEV in question was on a three-month servicing schedule. It was serviced in August of 1988 and the incident occurred in October 1988, one month before the next review. The heating and air conditioning unit operated simultaneously because of a faulty relay switch. There was no failure in the sensing unit or presence of toxic gas. It appears, from management's investigation, that this was an isolated case. The employee involved was examined by a doctor who found no problems. The industrial hygienic consultant utilized conducted tests and concluded there was nothing in the system or the air in the CEV that caused the problem.

Although there are less than 10 CEVs in Missouri, they are used extensively in Texas and Oklahoma. All CEVs are well protected and alarmed. This was the only problem encountered since CEVs were introduced in 1982. The state people are alerted to notify GHQ of any future problems.

4. ANTI-LOCK BRAKES - The case reported by the Union is the only case to date. Management contacted the manufacturer, several dealers, and researched the Ford Technical Service Bulletin for a two-year period and found no reports of problems. An October 30, 1988, Post Dispatch article cites expert opinion that anti-lock brakes are a major contributor to a reduction in vehicle accidents. (See attachment 3.) SWBT has used this type of braking system since 1985. They are now standard in our Company.

The Union agreed to advise the Company of any future problems.

5. ASBESTOS - CWA recently published a booklet entitled "Working With Asbestos." (See Attachment 4.) District 6 sent a copy of the Company's Asbestos Practice to Mr. David LeGrande, CWA, Washington, D. C., for review. The Company will be advised of the results of his review when received.
6. VDTs - District 6 hasn't received many VDT or repetitive motion injury complaints. It's possible these complaints will be included in the survey currently being conducted by the Union. (See Attachment 5.) District 6 will accumulate results of the survey and transmit them to Washington, D. C., where they will be tabulated and the results analyzed.

Ms. Leininger distributed a document entitled VDT Repetitive Motion Guidelines (see Attachment 6) and two articles pertaining to VDT safety (see Attachment 7).

Management advised that we use "state of the art" VDTs and the ATT Bell Labs Guidelines discussed in 1983 national bargaining are still in use.

Management also referred to a recent article in USA Today that attributed the possibility for a cluster of miscarriages to rug glue used in remodeling and/or water contamination rather than VDTs.

7. SAFETY RESULTS - Management distributed 1988 cumulative safety results and January 1989 results. (See Attachments 8 and 9.) The one fatality occurred in October when an employee lost control of his truck on a bridge in Joplin, Missouri.

Arkansas won the 1988 Health and Safety Award which was their fourth win in a row. This is the first time a state won the award four times.

- * Ms. Leininger requested a count by year of the nonmanagement fatalities from 1970 to the present if possible. Management agreed to provide such a count as far back as possible. It is doubtful that information is available back to 1970. These data will be used by CWA in Washington, D. C., for a Memorial Day service honoring employees who lost their lives.

8. NEXT MEETING - The next meeting will be subject to call by the parties.

*Indicates further action required.

Attachments