

CWA/SWBT SAFETY & HEALTH COMMITTEE
MEETING HELD MARCH 31, 1994

C- Donna
Joe
Charles
Karen
Frank
Chuck
(Mel-Stat.
All.)

IN ATTENDANCE

CWA

J. R. CRITES
PAT CROWE
JIM MAY
MARY NAVE
BILL WILDONER

SWBT

DONNA GEISLER
CARL GREENBERG
JOE HILL
KAREN MURPHY

1. Ergonomic Update

Committee was provided an update of the pilot program (see Attachment 1).

It was announced that the pilot would be extended to a second-line marketing organization in Oklahoma given management there wants a program now and will do it themselves if they have to.

Pilot locations will be videotaped pre and post VDT Workstation Comfort Training to visually demonstrate its impact.

Jim Miller, Human Factors Specialist at TRI, is conducting two ergonomic studies for the Company. He is investigating the ergonomic properties of cable splicer seat boxes in relation to reported back discomfort. He is also looking at ways to increase image size on CAD systems.

2. Safety Eye Glass Program Change

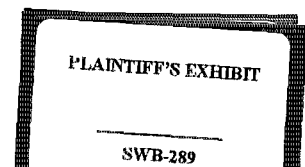
The Company explained the new prescription safety eye glass program which now requires employees to call an 800 number to order their frames and lenses. Also available in the new plan is walk-in service for an extra \$8 service charge.

The Union expressed concern over lack of communication from field management to employees on the new plan. The Company will investigate better methods of communicating the new plan.

3. Asbestos Medical Surveillance

The Union proposed that the Company consider a pilot program on asbestos testing. The recommendation would be to conduct a trial in several locations with various titles to establish a baseline and to determine if any employees have had exposure to asbestos. The Company will review the recommendation and discuss at the next meeting.

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4. Safe Smoking Areas

CWA indicated that the no smoking policy is forcing employees to smoke outside in high crime areas. The Union requested that outside ventilated smoking rooms be established. The Company will check with Real Estate Management.

5. Hantavirus

The Company explained its Hantavirus prevention program which includes a personal protection kit to be used by employees working in potentially exposed areas (Attachment 2). The Union passed out newspaper articles and an employee letter specifically indicating a potentially hazardous repeater hut (Attachment 3). The Company will also reinforce past communications to employees about the availability of hantavirus prevention kits. The Company will follow-up on the employee letter.

6. Confined Space Standards

The Company said that its attorneys are still reviewing the Union's interpretation that the Company is required to perform environmental inspections of some manholes per OSHA Standards.

7. Contractor Safety

The Union presented a newspaper picture from the March 15, 1994 Southeast Missourian (Attachment 4) demonstrating the unsafe behavior of a contract worker.

The Company will follow-up with management that contractors need to comply to our safety policy and practices.

The Union is also concerned about SWBT managers having direct safety meetings with contractors. They claim this violates IRS rulings on what constitutes an employee. The Company said it would investigate this matter.

8. Weight Limitations

The Union presented its proposal (Attachment 5) to the Company regarding the treatment of employees over the specified weight limit for climbing.

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Discussion centered on the Company asking clarification questions:

- What if a supervisor does not believe an employees' self declaration is accurate?
- Can a declaration remove the Company from its liability?
- Who pays for the weight loss program?
- Is a medical doctor the appropriate professional to set up a weight loss program? Nutritionist? Dietitian?
- Is EAP the best place for this program to be administered?
- Should a review group be formed to help the employee along with a weight loss program?
- What is meant by "accommodating" an employee?
- What is meant by a "reasonable amount of time"?

Company will meet with Bill Wildoner prior to next safety meeting to further discuss this issue.

9. After the meeting and during lunch the Union raised the issue of Procurement requiring or wanting to require the use of retreads on trucks. The Company will investigate this and review past committee discussion on the topic.
10. Next scheduled meeting is Wednesday, June 22, 1994, at the CWA District 6 Headquarters.

Respectfully submitted,



Carl Greenberg, SWBT
May 17, 1994

Date



Bill Wildoner, CWA
May 20, 1994

Date

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