FILE NAME: .dzNJfλyƎűƨy˝bƨNJűĸŜNJy˝wl·λfNJƨl·Ř ó.bwú

DATE: мфтп !LJNJ мф

DOC#: .bwллo

5OCUMENT DESCRIPTION: [ŜűűŜNJ űƨ a№¢ DNJλyŘŜ ₮NJƨY˝ w¢/¢ [λyŘljdzλăű w9 CŜŘŜNJl·f wŜƎλăűŜNJ wŜljdzλNJŜY˝Ŝyűă ₮ƨNJ ¢NJl·λyλyƎ



St. Paul, Minnesota
April 19, 1974

Mr. R. L. Grinde:

Referring to your request that I prepare a general summary of training which may be necessary on Burlington Northern for reasons of "that required by law" or for reasons of "efficiency and cost control".

The Federal Register dated October 18, 1972 makes few statements in regard to training, with the exception of training in the use of respirators; and training of operators in the safe operation of powered industrial trucks. In addition, Section 1 10.151, "Medical Services and First Aid" state: "In the absence of an infirmary, clinic or hospital in near proximity to the work place which is used for the treatment of all injured employees, a person or persons, shall be adequately trained to render first aid."

However, the Federal Register dated December 16, 1972, which contains the Safety and Health Regulations for Construction, a part thereof from which we were cited for not training employees in the use of explosives, does make the following statements under Section 1926.21 headed, "Safety Training and Education".

(2) The employer shall instruct each employee in the recognition and avoidance of unsafe conditions and the regulations applicable to his work environment to control or eliminate any hazards or other exposure to illness or injury.

(3) Employees required to handle or use poisons, caustics, and other harmful substances shall be instructed regarding the safe handling and use, and be made aware of the potential hazards, personal hygiene, and personal protective measures required.

(4) In job site areas where harmful plants or animals are present, employees who may be exposed shall be instructed regarding the potential hazards, and how to avoid injury, and the first aid procedures to be used in the event of injury.

(5) Employees required to handle or use flammable liquids, gases, or toxic materials shall be instructed in safe handling, etc.

(6) All employees required to enter into confined or enclosed spaces shall be instructed as to the nature of the hazards involved, etc.

I am also attaching a copy of an item contained in the St. Paul Pioneer Press dated May 25, 1973 in which you will note an employee of the Union Pacific Railroad was awarded $750,000 due to amputation of his limbs on the basis that he had not been given proper instruction and safety guidance when he was told by a supervisor to place a lighted fusee on the end of a moving car, and the railroad lost the case for not giving proper training to a new employee.

O.P.
302

001797

RECEIVE: NO.0771 01/09/2017/MON 05:09PM McGarvey Heberling

Compare the UP damage suit with the attached copy of an article which appeared in a Twin Cities newspaper in January 1970 where a 16 year old Minneapolis youth lost an arm and a leg in a train accident and sued the former Northern Pacific for $810,858 and was denied any damages by the District Court after being informed that an employee of the Northern Pacific Safety Department had shown the film, Dangerous Playgrounds" at the lad's school. This illustrates, in my mind, the necessity of counteracting statements made before juries that BN is not providing proper training.

In view of such legal requirements and court awards, it behooves us to consider the consequences for not providing safety training to our employees.

We have several hundred automobile accidents each year with company vehicles. This problem has been recognized for sometime and a driver training program was developed to counteract the losses incurred by this company. We were able to secure authority to teach a six hour course at one time but due to the cost involved we were instructed to give one hour sessions at safety meetings as they were held periodically. This stretched the program out over several months and its full impact was lost.

It is our belief we can no longer afford to sidestep the responsibility of training our supervisors, and our employee's supervisors in safety methods, as required by law.

It is our recommendation that consideration be given to training railroad officers in proper accident prevention procedures. We have prepared a general outline of such a course, which is attached for your consideration.

In addition, there is also a need, which already has been recognized, for a switchman-trainman-fireman training program of new employees which is in its final stages prior to approval.

We have been training our Safety Division supervisors for over a year to prepare them to train railroad officers as first aid instructors, to comply with OSHA. Other areas to be considered are driver training for operators of company vehicles and fork lift driver training, as required by OSHA.

In addition, it appears that there is a need in the near future to provide training for apprentice train dispatchers. We must also presume that all laborers should be trained in proper lifting methods due to OSHA requirements. Consideration may also be given to teaching section foremen and track inspectors FRA track standards, also carmen in new FRA car standards.

It is expected that it will be necessary that members of this division teach OSHA requirements, to the extent possible, to various division officers, and we expect to continue to cooperate in the engineers training school, although this takes the time of one man by itself.

001798

RECEIVE: NO.0771 01/09/2017/MON 05:09PM ___ McGarvey Heberling_

Mr. Grinde: April 19, 1974

It would appear that as far as switchmen are concerned, that it would be necessary to set up at least three, and possibly four training centers for switchmen, to reduce the travel costs involved with only one center, and provide training for apprentice train dispatchers at system headquarters.

It is our belief that if such training were to become the responsibility of the Safety Section, a minimum of three instructors, plus clerical assistance, would be required at each point training is conducted.

We have attached a list of suggested training courses for consideration. If there is interest in any one of these programs, we can prepare a general outline of course subject matter.

R. C. Lindquist

001799

RECEIVE: NO.0771 01/09/2017/MON 05:09PM McGarvey Heberling