

July 15, 1980

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TO: Board and Staff of the Workers Institute

OFFICE OF:
GEORGE M. PARKER, PRES.

FROM: Shel Samuels

SUBJECT: The Current Work Plan

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Structure and Function

The Workers Institute for Safety and Health was incorporated less than a year ago as a research and educational development arm of the American labor movement. Although it is a project of the Industrial Union Department, it functions on behalf of AFL-CIO affiliates, independent unions and unorganized workers. Its concerns cut across all jurisdictions (See Chart of Organization). The purpose of the Institute is the discovery of new knowledge and the incorporation of existing knowledge into new programs.

It is not our purpose to duplicate the resources of our universities or community organizations, nor usurp the role of unions and their central labor bodies. In this process of discovery and incorporation, the Institute aims at the maximum utilization of existing organizations. Institute programs have either an intramural focus, utilizing outside institutions to the extent feasible, or an extramural focus, utilizing Institute resources to the extent feasible.

Mode of Operation

The work of the Institute is organized around specific projects, each with a Supervising Trustee, Project Director and project staff. Project Directors are independent scientists who meet their goals with minimum supervision. Program assistance and evaluation is provided by the Director of Institute Programs and administrative assistance and evaluation is provided by an Administrator (to be named). Each reports to the Chairman of the Program Committee and the Chairman of the Operating Committee respectively. Scientific peer review is provided all programs by the Scientific Advisory Committee and the Scientific Director.

Program and Core Support

As each project is developed, sources of support from the government, labor movement, and other contributors

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must be identified. Overhead charges will provide for program planning and routine administration. But special support for program development has been necessary to build competency for this task. Early funds and services were provided by the Industrial Union Department, NIOSH (for personnel training), Mt. Sinai School of Medicine (subcontract from OSHA), and the Ohio AFL-CIO.

The OSHA New Directions grant (\$120,000) will be used to expand the competency for future program development and to support an OSHA-related worker's education program: the Community Utilization and Mass Media Project. Until this vital expansion and support occurs, WISH will be still born, since the projects funded and underway are not themselves a critical mass that enable the independent viability of the Institute. They are too few in number and do not themselves justify a supporting entity, nor would they have occurred if a viable entity were not in the making.

Approved Projects

1. Community Utilization and Mass Media Project (CUP)

- A. Development of first year plan for building capability to provide unique educational and research services for the labor movement in conjunction with unions and other institutions. This would include the parallel development of funding mechanisms other than OSHA.
- B. Determine the needs for and methods of developing Occupational Safety and Health education programs in cooperation with the OSH programs of State governments.
- C. Develop family oriented safety and health organizations at community level.
- D. Plan and develop a Mass Media Program that supports and is tailored to community objectives and needs.
- E. Develop methods of program evaluation for use by labor movement and union or labor education programs.

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2. Professional Education

- A. A draft proposal for NIOSH has been developed by Dr. Heimann. The program would tailor professional on-the-job training and formal education

to the variety of needs and backgrounds of union staff, especially "New Directions" staff, and labor educators in general. Several requests received (IUE, Georgia State, NPLC, etc.).

- B. A Scholars-in-Residence proposal will be developed in conjunction with the Scientific Director. This will bring to the Institute senior scientists who will be given an opportunity to concentrate on a project of their choice in exchange for consultation and teaching within the labor movement.

3. High Risk Population

An NCI-approved grant of about \$250,000 for FY '81 with additional support from NIOSH and NIMH will enable the demonstration of programs to increase the independence and capability of families who must provide lifetime medical and psycho-social support to workers at high risk of disease because of past exposures. Cohorts are being selected and notified in conjunction with NIOSH, who will also cooperate with staff of WISH and of Mt. Sinai, University of Alabama, and University of Southern California. At least one cohort will be of unorganized workers. A Patternmakers Union Program is under development. This is the Institute's major current program.

4. Workers Compensation

DOL is supplying core support in the form of an IPA staff loan. Application is being made for funds to set up compensation education programs nationwide, using Ohio AFL-CIO program as a model.

5. Microwaves

A \$20,000 cash and \$20,000 service grant has been received from Operating Engineers, CWA, Carpenters, and IUD to develop and conduct a training program in microwave/laser protection for these unions. Additional unions have asked to observe (Guild, F & B Department). OSHA, FDA, Mt. Sinai, WISH and University of Utah staff involved. First seminar: September 7, 1980.

6. Stress/Ergonomics

A seminar at N.Y. Academy of Sciences was held last year to begin the planning of an integrated program of brain and nerve physiology, performance testing, cardiovascular factors, identification of physical and chemical stressors, and design parameters for personal protective equipment. Scientists from

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