

April 28, 1987

Bruce Dovey
Pedricktown

BFG POLICY ON HAZARDOUS EXPOSURES TO WOMEN OF CHILD BEARING
ABILITY

BFG has established a policy that it will not employ any woman of child bearing ability to work regularly in an environment where she could have exposure to, among other chemicals, vinyl chloride.

This policy was established because vinyl chloride is a known human carcinogen and scientific evidence indicates that the more immature the organism the more susceptible to carcinogenic effects. In other words, a child is at greater risk than an adult and an unborn child is a still greater risk. We believe there may be a risk to the unborn child in the absence of any risk to the adult. Since pregnancies are often not known until several weeks or months after conception, we cannot wait for the knowledge of pregnancy to restrict exposure.

Working regularly in an environment where there is significant exposure to vinyl chloride means assignment to a position which requires all or most of the working day to be spent in an environment where monitoring for vinyl chloride is required by the vinyl chloride standard. It is not meant to affect the employment into other positions which might required occasional entry into such areas. It might cause some restriction in entering such areas during upset situations which might cause higher than usual exposures. A potentially pregnant woman might wish extra protection in the form of respiratory protection at times and there is no objection to this.

We do not believe that any of our jobs as presently constituted present any unusual risk to adult employees, but are concerned with avoiding risk to an unborn child. If this is kept in mind, a reasonable application of the policy should be possible. If I have left any questions unanswered, do not hesitate to call.


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