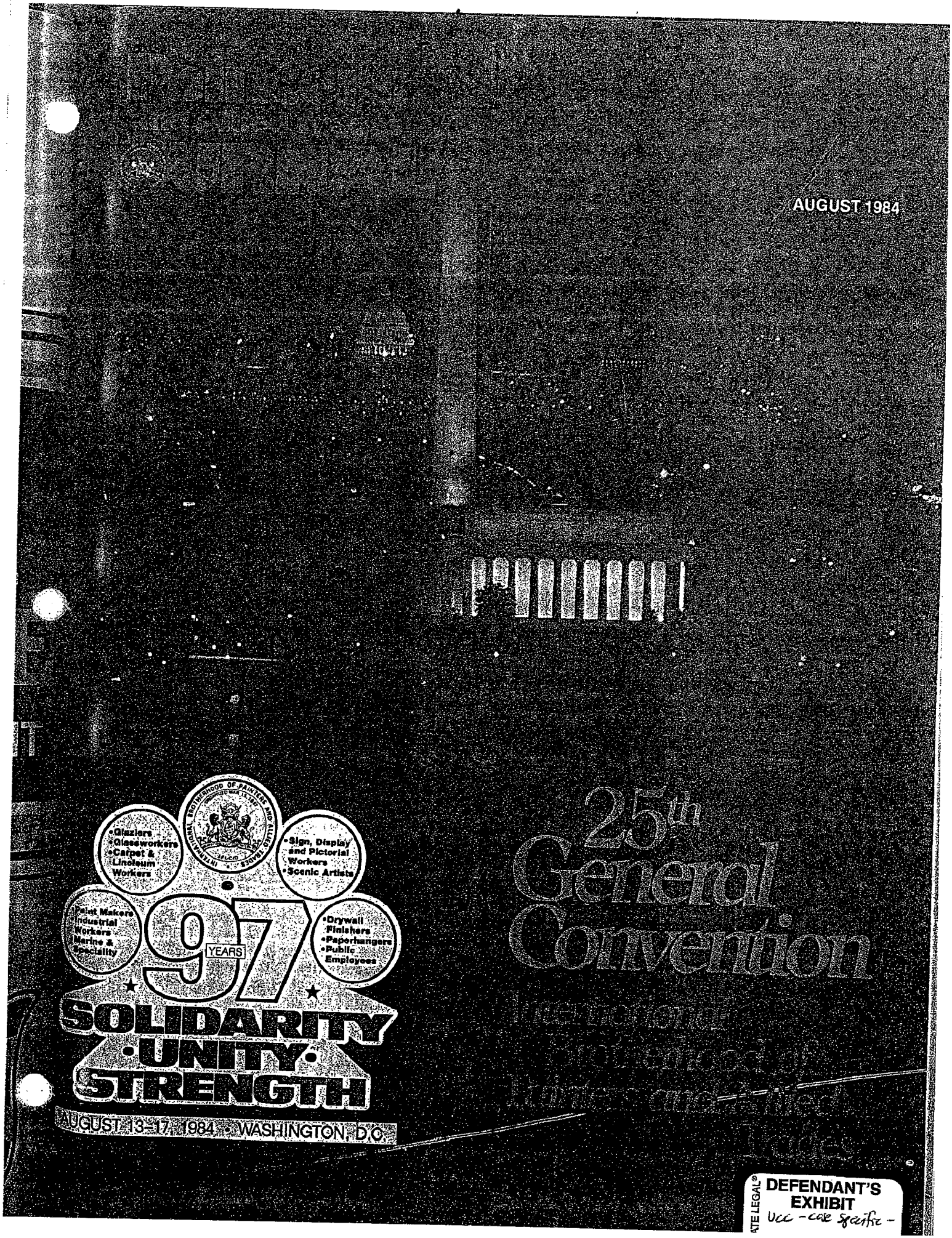
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On the Cover

The Report of the General Officers to the IBPAT 25th General Convention. Photo of Washington, D.C., by Maxwell Mackenzie.

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Any member or subordinate body publishing programs, souvenirs or other documents of any description must not designate them as "The Official Journal of International Brotherhood of Painters and Allied Trades Journal," either upon the publication itself or their advertising contract forms or stationery.

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BEFORE, DURING AND AFTER THE DECADE OF JOB SAFETY

Rising Concern, Growing Danger

Since our beginning in 1887, members have expressed growing concern about the substances with which they work. In the early days it was lead and scaffolding. Now, the trades are more complex and the materials are more dangerous—benzene, styrene, toluene, MEK, MIBK, TDI, MDI—more than 150 can cause cancer.

The rising concern and growing danger for the modern paint trade worker was recognized by IBPAT as early as 1969, but laws to support improvements in worker protection were lacking. That's why IBPAT lobbied for enactment of the Occupational Safety and Health Act (OSHA), which became law in 1970. IBPAT also established a joint labor management health and safety committee in 1970, to examine health and safety issues in the paint and allied trades industry. The National Joint Safety and Health Committee has met yearly ever since. Foremost among IBPAT's early contributors was Dr. Irving J. Selikoff of the Mount Sinai School of Medicine. In 1974 Dr. Selikoff conducted the first in-depth study of painters health since Dr. Alice Hamilton's reports of 1934.

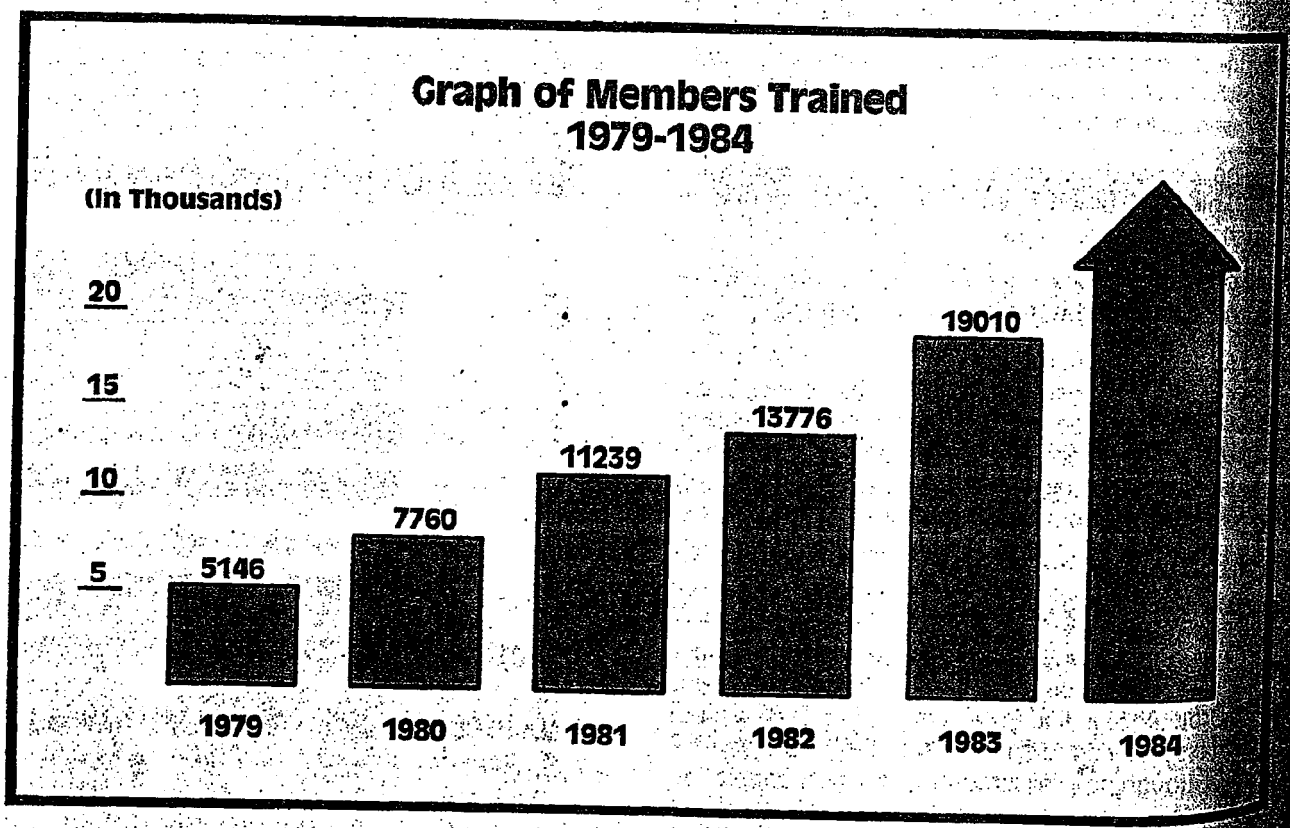
Between 1974 and 1975 Selikoff examined 2,000 paint and allied trade workers. His findings were alarming: 71 percent of painters experienced neurotoxic effects; 50 percent experienced severe respiratory problems and 10 percent experienced skin diseases or disorders.

IBPAT Responds to the Problem

Increased awareness and concern among IBPAT members, OSH Act guarantees of "safe and healthful workplaces" and Dr. Selikoff's involvement led IBPAT to declare "The Decade of Job Health and Safety" in 1974 at our 23rd General Convention. The purpose: SERVE IBPAT'S MEMBERS BETTER.

IBPAT Health and Safety Programs in the Decade of Health and Safety

The beginning of the Decade of Job Health and Safety and the results from Dr. Selikoff's study led IBPAT to ask the Department of Labor (DOL) for funds to develop health and safety training programs for rank-and-file workers. This was the beginning of IBPAT's internationally renowned IBPAT/OSH Project.



The first IBPAT/OSH award came in 1977. IBPAT competed with 27 universities and training institutes for funds and became the first union in history to win a DOL grant to develop training materials for rank-and-file workers.

So successful was IBPAT's program that OSHA established a "New Directions Grant" program in the next year, offering other institutions the opportunity to do for their memberships what IBPAT had done for ours. IBPAT was one of the first to receive New Direction Grant funds, too.

From 1978 to 1984, successive awards followed: $200,000 in 1979; $250,000 in 1980; $275,000 in 1981; $250,000 in 1982; $320,000 in 1983; and $400,000 in 1984. In 1983 IBPAT became the first union to receive a research grant from the prestigious National Institute of Cancer—a $1 million, three year award.

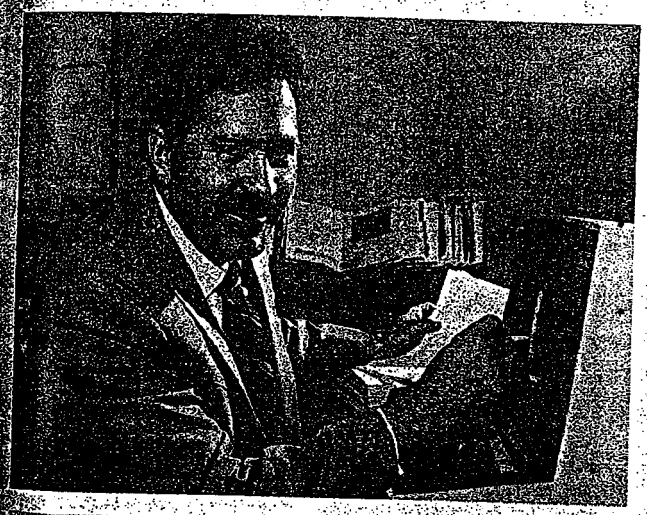
Since 1977, 128 apprenticeship committees have installed IBPAT/OSH training materials using 48 IBPAT/OSH videotape modules and the 272-page IBPAT/OSH Health and Safety Education training and quiz book.

Computer Assisted Health and Safety Efforts

IBPAT/OSH has developed 50 computer programs to assist members to assess risk or hazard, select appropriate hazard control measures or store health and safety reports for use at later dates. Most prominent among the programs are the HAZARD INDEX and the RESPIRATORY SELECTION programs.

The HAZARD INDEX allows a worker to enter product information into a computer and receive back work rate, ventilation rate and respiratory protection combinations that may be used to keep exposures within allowable limits. The RESPIRATOR SELECTION program enables workers to select appropriate respirators for any jobs involving solvent containing coatings.

These two computer programs operate with interactive video materials and can be used by apprenticeship training programs to teach the most critical aspects of health protection in the paint trades—estimating and controlling the solvent concentrations in the workplace.









IBPAT/OSH Project Staff—with salaries and program budgets by NCI and OSHA—develop IBPAT's world reknowned health and safety training materials and provide training and technical assistance for our paint and allied trades.

Medical Examinations for Paint and Allied Trade Workers

IBPAT/OSH funds have helped IBPAT to develop medical examinations tailored to paint trade workers. Some locals have taken advantage of these examinations, using existing health and welfare funds or earmarked employer contribution funds to provide members with annual or biannual examinations.

Licensing and Certification of High Risk Painters

Between 1979 and 1981, IBPAT developed guidelines for licensing paint and allied trade applicators employed on jobs where exposures are greater than safe levels. To date three states have tried to develop legislation or regulation requiring painter certification and one—Massachusetts—has succeeded. IBPAT/OSH training materials helped establish training requirements.

The Ongoing Problem: Findings Since Selikoff

Since Dr. Selikoff's findings in 1975, a disease called "Painter's Syndrome" has been identified. Painter's Syndrome is nervous system damage often found among painters and suspected of resulting from overexposure to solvents. Harvard and Johns Hopkins Universities have both worked closely with IBPAT to discover the extent to which Painter's Syndrome occurs among IBPAT members. Preliminary data suggest it may be quite widespread.

Results of IBPAT's Work in the Decade of Health and Safety

IBPAT's entry into the health and safety arena was necessary to protect our members. And once in the fray nothing stopped IBPAT from conducting a first-rate program.

Forty-eight video tapes, a 272-page training book and 50 computer programs have been developed for Health and Safety training.

The materials are highly acclaimed by labor, management, government and universities.

No other worker-based training program has trained so many workers in such a short time: 190,000 hours of training delivered to 25,000 members in six years and 6,000 hours of technical assistance provided for 350,000 members and others.

Future Programs and Prospects

What the future holds for IBPAT's health and safety efforts depends on what IBPAT members want and the funds available for the programs. However, three priorities are known:

1) Neurotoxic effects among painters are the number one concern. Neurotoxic effects are the first sign of overexposure. Controlling them reduces other chemical exposures that can cause other illnesses and disease.

2) Better federal and state laws are a must. High Risk Applicator Licensing is one goal. Labeling laws are another. Current federal labeling laws do not cover construction workers. A generic cancer regulation is another priority.

3) For members who become sick or ill as result of their work, extended compensation or disability benefits and a legal assistance fund to help with claims are indispensable.

Financing IBPAT's future health and safety activities will not be easy. Federal funds will not always be available and they are already drying up. Per capita alone cannot meet the needs without shortchanging other vital activities. Since good health and safety programs benefit the entire industry, the entire industry should share the costs.

The past has taught us the value of health and safety. Consequently, if health and safety programs have the proper funding, they will return dividends to the union, to our members, to contractors and to the paint and allied trade industry. That is the goal of the future—THEN AND NOW.

Finally, we are certain that General President Duval will continue to vigorously pursue our fight for better health and safety for all of our members and their families.



In 1969 at our 22nd General Convention we pledged "deeds not words". In 1974 at our 23rd General Convention we declared the "Decade of Job Health and Safety." In 1979 we promised "Safe and Secure Tomorrows Today" and we established our Health and Safety Department in a stepped-up attack on the hazards of the paint and allied trades. Now, in 1984, IBPAT has the best health and safety program in the United States. But this is not enough. Our program will not be complete until every paint and allied trades worker enjoys a long and productive life, free of occupational illness or injury.