	Date
Mr. Beltis	cc
Mr. Miller	cc
Mr. Brockman	cc
Dr. Berry	✓
Miss Adams	

Mr. Graham	
Mr. Metz	
Mr. Ravas	
Mr. Faris	
Mr. Fuller	
Mr. Phillips	

PLAINTIFF'S EXHIBIT

SWB-238

Bell Communications Research

290 West Mount Pleasant Ave.
Livingston, NJ 07039

OCCUPATIONAL HEALTH COMMITTEE

AUGUST 16, 1984

ST. LOUIS, MISSOURI

Attendees:

Regions	Bellcore
R. W. Alexander, M.D. - Pacific Bell	R. C. Allen
J. W. Berry, M.D. - Southwestern Bell	O. C. Amrhyn
A. G. Bickelman, M.D. - Bell Atlantic	J. M. Degen
G. H. Collings, Jr., M.D. - NYNEX	R. A. Naser
R. P. Cunningham, M.D. - BellSouth	
J. M. V. Hagen, M.D. - U.S. West	
W. E. Hall - BellSouth	
S. A. Kosiak - Bell Atlantic	
J. D. Ludwig - NYNEX	
C. R. Pribble, M.D. - Ameritech	
C. D. Reynolds - Southwestern Bell	
J. P. Sagester - Ameritech	
D. R. Staeck - U.S. West	
J. H. Stout - Pacific Bell	

Guests

F. Berlandi - Touchstone Environmental Consultants
H. S. Inouye, M.D. - Illinois Bell
W. D. Luty - Southern New England Telephone

Future Meeting:

Date: Early 1985
Location: San Francisco, CA

Approval of Minutes

The minutes of the May 17, 1984, meeting were approved with the following correction:

In the last discussion item, Preplacement Examinations for Lightguide Workers, the group recommends that the criteria for correctable visual acuity be changed to 20/25 instead of the present 20/20.

Video Display Terminal Issues

1) CBEMA Videotape - The committee viewed the new videotape produced for the Computer Business Equipment Manufacturers Association by IBM. The tape is very well done and addresses all of the controversial topics concerning the use of VDTs in a factual manner. The tape features several of the individuals who have done the most authoritative research on the various problems associated with VDTs. The general concensus of the committee was in favor of using the tape as part of an overall employee information program. Copies of the tape are available at a nominal cost from the S/T Videocassette Corp. in Leonia, N.J. or a master quality tape may be borrowed directly from CBEMA and copied locally.

2) Pacific Bell Employee Information Program - Mr. Stout discussed the efforts currently under way in Pacific Bell to develop an extensive information program on VDTs for all employees, both management and non-management. The development of the program has been done in concert with the Joint Safety and Health Committee and careful attention has been given to coordination among all of the groups involved with the overall issues: Labor Relations, Medical, Safety and various planning groups (space, furniture and systems). Some of the cornerstones of the program will include:

   - education of managers
   - education of employees
   - maximize adjustment capabilities of existing equipment
   - replacement of some furniture
   - program for exercising at the work station utilizing an instruction pamphlet from VERBATIM
   - employee information pamphlet from Krames Communications

- referral to company Medical for specific health problems and questions
- development of training programs based on material purchased from DATASPAN on the proper use of VDTs; program designed to improve operator accuracy as well as alleviate problem conditions
- use of the CBEMA videotape

3) Ameritech Employee Information Program - Mr. Sagester discussed the efforts underway in Ameritech to develop an information program for use within their five operating telephone companies. Basically, the Ameritech program will be very similar to the Pacific program as it was described. One different feature, however, is a comprehensive survey of all VDT using locations. A special survey form has been developed for this purpose (copy attached). One of the Ameritech Companies, Indiana Bell, has already addressed the issue of special eyeglasses for VDT operators. In the Indiana policy, the company will pay the full cost of special lenses and frames if the employee bears the cost of obtaining the prescription.

4) Status of NIOSH Study of Reproductive Hazards - the committee discussed the current status of the NIOSH effort to conduct an epidemiological study of VDT users to determine if there is any connection between VDT usage and adverse pregnancy outcomes. Since the May meeting the only progress on the study has been the submission of employee demographic data by about half of the companies with the caveats that they would agree to participate only if the study is truly multi-industry and also that they would have an opportunity to review the survey questionnaire beforehand. Those participating are:

Ameritech - Wisconsin only
Bell Atlantic - All three companies
BellSouth - Both companies
NYNEX - Both companies
Pacific Bell - No participation
Southwestern Bell - No participation
U.S. West - Mountain Bell and Northwestern Bell

5) Committee Action to Confront the Issues - After discussion of the current activities concerning VDTs, such as the NIOSH study, various state legislative efforts, and the depth of the Congressional Hearings in Washington, the Committee agreed that there should be close agreement between all of the Regions' information programs. A subcommittee composed of Messrs. Sagester, Staeck, and Stout volunteered to work on a basic information package that can be shared for use by all of the regions.

SWBT 001042

Indoor Air Polution

Mr. Ludwig gave a brief summary of the activities addressing indoor air pollution problems in New England Telephone locations and then introduced Dr. Francis Berlandi, Touchstone Environmental Consultants, who has been

performing most of the investigative work for New England Telephone. Dr. Berlandi reviewed the fundamental parameters of the overall indoor air pollution problem, emphasizing the interrelationships of the building mechanical systems, the processes internal to the building, and the individual sensitivities of the personnel involved.

The problems resulting from an indoor air pollution situation are varied, ranging from the obvious complaints about temperature or odor to some others that are not readily associated with air quality such as poor job performance, absenteeism and general labor unrest. In many cases the actual causes of the problem are complex and synergistic. A successful investigation of an indoor air pollution problem must necessarily consider all of the factors that contribute to the overall problems.

After reviewing the basics of the problem itself and what has been done to date, the discussion focused on what could be accomplished with further investigative effort. Suggested possibilities included a data base of actual building conditions, and ultimately a set of guidelines for building systems operations based on legitimate goals that are technically achievable.

Following Dr. Berlandi's presentation, Mr. Ludwig polled the Committee for sufficient interest in pursuing further research on indoor air pollution problems as a Committee project. Only two Regions, BellSouth and NYNEX, expressed sufficient interest to commit funds for further research. The final conclusion on the issue was that it would not be considered a Committee project with expenses shared among all seven Regions.

Wood Preservatives

The recent decision by the Environmental Protection Agency (EPA) to ban further retail sales of the three most commonly used wood preservatives (creosote, pentachlorophenol, inorganic arsenicals) creates some problems for the Bell Operating Companies since all three of these preservatives have commonly been used for treating telephone poles. While the ban will not affect the availability of commercially treated wood and poles, it will raise concerns among telco craftspersons and also create problems in the disposal of old poles and crossarms.

Mr. Allen pointed out that the current EPA action does not require that used poles be classified as hazardous waste. They can be disposed of as ordinary trash in landfills as long as they are not burned in open fires. On a long-term basis, however, this lack of EPA classification does not relieve the companies of future liability in the event of ground contamination. Under the "Superfund" procedures it is possible to file suit against a company for improper disposal of toxic wastes even though the disposal method was legal at the time. Because of this potential for future liability, the BOCs may want to exercise some caution in their disposal procedures.

A further requirement of the EPA action requires that a consumer information sheet be provided to all purchasers of treated wood. This information sheet (copy attached) provides specific information on the use, handling, disposal and health precautions applicable to each type of treated wood.

The Committee discussed the impact of the EPA action on the employee awareness level of those employees who have occasion to climb or otherwise handle treated poles. Several companies have already experienced employee inquiries on the health aspects of treated poles even though the consumer information sheets are not yet in general circulation. It was decided to act rather than react to general employee alarm. A subcommittee of Messrs. Allen, Amrhyn, Degen and Naser will work on the text of an employee information notice and circulate it to the Committee members for approval. This notice can then be attached to a Bellcore Information Letter that will address the entire subject of treated poles: safety, disposal, prohibition of further groundline treatment by non-licensed applicators, etc.

BellSouth "Lifereach" Program

Dr. Cunningham discussed a new employee wellness program that has been introduced in Bellsouth as an augmentation of the more conventional approach to employee health and well being. The primary thrust of the program is to change the classic emphasis on treating sick people to one of promoting better health through changes in lifestyle. Rather than a shotgun approach such as subject specific pamphlets and articles broadcast to everyone, this program features an individual emphasis on each participating employee.

Some of the features of the program include:

- preliminary medical screening
- development of employee interest in changing various aspects of their lifestyle.
- development of the employee's current "appraised age" and a potential "Lifereach Age"
- courses on lifestyle in accordance with the employee's needs and interests

OSHA Health Standards Update

At the present time there is little activity taking place on the initiation of new health standard development. Most of the activity in the health standard area is on finalizing standards that have already been proposed or are in the final stages of internal review. Of specific interest to the Regions are the following:

1) Asbestos - the public hearings were conducted from June 19 to July 12, with presentations by most of the major unions and public interest groups. Basically there were no surprises in any of the testimony. The public record on asbestos is extremely large, consequently it will be well into 1985 before a final standard is issued.

2) Benzene - OSHA is awaiting the final results of a unique mediation group effort to resolve all of the controversy surrounding a new benzene standard to replace the former standard overturned by the Supreme Court. The mediation effort currently is deadlocked over some of the minor issues concerning monitoring frequency to demonstrate compliance. There appears to be little argument that the new PEL will be 1 ppm.

3) Formaldehyde - OSHA is still holding out for its position that an emergency temporary standard is not necessary, despite increased pressure on the courts from labor.

4) Respirators - A draft revision of the current respirator standard is circulating internally within OSHA. This draft is reported to be a very strict standard.

1985 OHC Budget

The committee discussed the pros and cons of budgeting funds for 1985 without having specific projects planned to require the funds. At the present time the only recognized 1985 expenditures would be for consultant usage on an as needed basis. The Committee voted to budget $10,000 for general consultation needs in 1985. In the event that a major project surfaced in 1985, it would be necessary for each Region to secure their share of the funds necessary.

Respectfully submitted,

J. M. Degen
Secretary

Attachments: (2)

Copies to:
Members, Occupational Health Committee
Members, VP Personnel Council
D. E. Liebers
F. J. Peters

CONSUMER INFORMATION SHEET

This wood has been preserved with EPA registered pesticides to protect it from insect attack and decay. Wood treated with these chemicals (creosote, pentachlorophenol, or inorganic arsenicals) should be used only where such protection is important.

These chemicals penetrate deeply into and remain in the treated wood for a long time. Exposure to these chemical compounds may present certain hazards. Therefore, the following precautions should be taken both when handling treated wood and in determining where to use treated wood.

USE SITE PRECAUTIONS

— Wood treated with pentachlorophenol or creosote should not be used where it will be in frequent or prolonged contact with bare skin (for example, chairs and other outdoor furniture), unless an effective sealer [1] has been applied.

— Wood treated with pentachlorophenol or creosote should not be used inside a residence for any purpose, unless an effective sealer is applied to the wood or all exposed surfaces are covered by sheathing, drywall, paneling, etc. Wood treated with pentachlorophenol or creosote may only be used in other interior places, such as industrial and commercial settings and farm buildings, if the interiors are well ventilated or an effective sealer is used.

— Exposed wood treated with waterborne arsenical preservatives may be used without restriction inside residences for beams, framing, trusses, foundations, and sills and plates. For other uses inside a residence, wood treated with waterborne arsenical preservatives may only be used if all exposed surfaces are covered by sheathing, drywall, panelling, paint, carpeting, tile or other sealers, etc.

— Only treated wood that is visibly clean and free of surface

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1. Coal tar pitch and coal tar pitch emulsion are effective sealers for creosote-treated wood block flooring. Urethane, epoxy and shellac are acceptable sealers for all creosote-treated wood. Urethane, shellac, latex epoxy enamel and varnish are acceptable sealers for pentachlorophenol-treated wood.

residue may be used for patios, decks and walkways.

— Do not use treated wood for cutting boards or countertops.

— Use only ACC and CZC treated wood for construction of beehives or hive platforms.

— Do not use treated wood shavings or sawdust for bedding or litter in barns, chicken houses, or similar structures.

HANDLING PRECAUTIONS

— Dispose of treated wood by ordinary trash collection or burial. Treated wood should not be burned in open fires or fireplaces. Treated wood may be burned for commercial or industrial applications in accordance with state and federal regulations.

— Avoid frequent or prolonged inhalation of sawdust from treated wood. When sawing and machining treated wood, wear a dust mask. Whenever possible, these operations should be performed outdoors to avoid indoor accumulations of airborne sawdust from treated wood.

— Avoid frequent or prolonged skin contact with pentachlorophenol or creosote-treated wood; when handling the treated wood, wear tightly woven coveralls and use gloves impervious to the chemicals (for example, gloves that are vinyl coated or made of rubber).

— When power-sawing and machining, wear goggles to protect eyes from flying particles.

— Wash thoroughly after skin contact, especially before eating, drinking or use of tobacco products.

— If oily preservatives or sawdust accumulates on clothes, launder before reuse. Wash work clothes separately.

SWBT 001047

VIDEO DISPLAY TERMINAL ENVIRONMENTAL REVIEW

Department _____ Work Group _____

Location _____ Supervisor's Name_____ Tel # _____

VIDEO DISPLAY TERMINALS

1. Number of VDTs _____
2. Number of VDTs without detachable keyboards _____
3. Number of VDT screens that are adjustable including those on a carousel:

   Horizontally _____ Vertically _____
4. Number of VDTs without brightness and contrast controls _____

FURNITURE

5. Number of VDT operator chairs that cannot be adjusted for:

   Seat Height _____ Backrest Height _____ Backrest Tension _____
6. Number of VDTs sitting on non-adjustable stands or tables _____
7. Number of auxiliary items:

   Foot Rests _____ Wrist Rests _____ Copy Holders _____ Task Lights _____

LIGHTING

8. Indicate the type of lighting provided in VDT work area:

   Indirect _____ Direct with Louvers or Covers _____ Straight Direct _____

   Other _____ Describe: _____
9. Is the lighting adjustable? Yes _____ No _____
10. Are there windows in the work area? Yes _____ No _____

    If yes, indicate if the windows are equipped with:

    Horizontal Blinds _____ Vertical Blinds _____

    Closeable Draperies _____ Shades _____