Lead Industries Association, Inc.
292 Madison Avenue · New York, N. Y. 10017 · Telephone: (212) 532-2373

Environmental Health Department

July 27, 1979

TO: All Official Members of the Lead Industries Association, Inc.
All Members of the LIA Environmental Health Committee

FROM: Jerome F. Cole

The Lead Industries Association, Inc. has approved a program to develop a new approach to educating and motivating workers to improve personal hygiene practices in lead producing and using facilities. The objective of such a program is to obtain significant reduction in blood lead levels above and beyond improvements possible through engineering controls.

Our approach is based on four assumptions:

1. That a reservoir of experience and knowledge exists within the industry and can be tapped.

2. That, in addition to this, the point of view and participation of affected workers is essential to both program development and the learning process.

3. That the success of an educational and motivational activity will depend on understanding and intelligent administration of first and second level supervision.

4. That program elements should be tested and evaluated in actual plant conditions.

Program development will be carried out in two phases. The first step -- in which you are being asked to participate -- is to inventory current practices and communication programs on the subject of hygiene throughout the industry.

This inventory will be taken by means of the attached questionnaire. We expect it to provide us with necessary information and examples that can be shared among Association members, and also provide guidelines for development of an industry-wide approach to hygiene motivation and education.

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All responses will be treated as confidential. In fact, respondents may remain anonymous if they wish. However, since we believe LIA members with particularly well planned or innovative programs will want to share their experiences with other companies, we are asking for samples of any materials that may be helpful.

You will notice that several of the items on the questionnaire go beyond strictly occupational health questions into areas of human resource management. For this reason, it would be helpful if responses were obtained from your company's senior human resources officer.

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If practices in your company vary significantly from location to location, you may wish to send copies to each lead producing or using facility for individual responses.

This is the first step in a two-phase process. The second step will be to test under actual plant conditions promising communication and educational techniques. This will be done at several representative locations over a period of 6-8 months. Several different approaches to training will be evaluated. Change will be measured in terms of biological and environmental data, as well as attitudes.

We hope to begin testing in the early fall. Since this inventory must be complete before the second phase can commence, it is important that all questionnaires be returned to me no later than August 24.

We believe that this is an important step towards our goal of reducing blood lead levels throughout the industry. It is an innovative, careful approach to the challenge of motivating workers to share responsibility for their own good hygiene.

Your cooperation in this effort will be greatly appreciated. If you have any questions about the questionnaire or the program in general, please call me.

Sincerely,

Jerome F. Cole

Jerome F. Cole
Director, Environmental Health

Enclosure: Questionnaire

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For Tabulating Use Only

(1)	(2)	(3)	(4)

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A Survey of Communications on Occupational Health in the Lead Industries

Please return this questionnaire by August 24 to the

Environmental Health Dept.
Lead Industries Association, Inc.
292 Madison Avenue
New York, N. Y. 10017

I. General

A. Name and address of company (respondents may remain anonymous if they prefer)

_____ (

_____ (

_____

_____

B. Nature of business: (You may check more than one)

(7

_____ 1. primary smelting
_____ 2. secondary smelting
_____ 3. battery manufacturing
_____ 4. pigments
_____ 5. non-ferrous foundries
_____ 6. tetra-ethyl lead producer
_____ 7. solder manufacturing
_____ 8. automotive
_____ 9. other (please specify) _____

C. Number of lead producing and using facilities

(8

_____ 1. One
_____ 2. Two
_____ 3. Three
_____ 4. Four
_____ 5. Five
_____ 6. Six
_____ 7. Seven
_____ 8. Eight
_____ 9. Nine
_____ 10. Ten
_____ 11. More than ten

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D. Location of each such facility (if anonymity desired, omit)

_____ (9)

_____

_____

_____

E. Size of total workforce:

_____ 1. 0 to 99 employees (10)
_____ 2. 100 to 499 employees
_____ 3. 500 to 999 employees
_____ 4. 1,000 to 4,999 employees
_____ 5. 5,000 to 9,999 employees
_____ 6. 10,000 to 49,999 employees
_____ 7. 50,000 or more

F. Number of workers exposed to lead:

_____ 1. 0 to 99 employees (11)
_____ 2. 100 to 499 employees
_____ 3. 500 to 999 employees
_____ 4. 1,000 to 4,999 employees
_____ 5. 5,000 to 9,999 employees
_____ 6. 10,000 to 49,999 employees
_____ 7. 50,000 or more

G. Number of exposed workers in each blood level category below:

_____ 1. 80 or more (12)
_____ 2. 70 to 79
_____ 3. 60 to 69
_____ 4. 50 to 59
_____ 5. 40 to 49
_____ 6. 39 or less

H. Union status: (please specify which union)

_____ 1. United Steelworkers of America (13)
_____ 2. Teamsters
_____ 3. OCAW
_____ 4. IBEW
_____ 5. Other (Specify) _____
_____

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II. *Organizational*

A. Of the following individuals, please identify who is responsible for occupational health in your organization.

_____ 1. Corporate officer (please specify title) (14)

_____

_____

_____ 2. Line manager (please specify title)

_____

_____

_____ 3. Staff physician (please specify title)

_____

_____

_____ 4. Other (please specify)

_____

_____

B. Please describe the reporting relationship and the extent of responsibilities.

_____ (15)

_____

_____

_____

C. How greatly is each of the following disciplines involved in occupational health decisions? (Please circle the appropriate number)

		Greatly Involved	*Somewhat Involved*	*Not at All Involved*	
a.	Medical Doctors	3	2	1	(16)
b.	Industrial health specialists	3	2	1	(17)
c.	Labor Relations	3	2	1	(18)
d.	Engineering	3	2	1	(19)

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D. In addition to the primary functional responsibility, do any of the following personnel have responsibility over some aspect of occupational health? (You may check more than one.)

_____ 1. Operations managers
_____ 2. Supervisors -- first line
_____ 3. Supervisors -- second line
_____ 4. Union stewards
_____ 5. Other (specify) _____
_____ (20)

E. For each of the personnel checked above, please indicate the percentage of their time that is alloted to their responsibility over some aspect of occupational health. (Please circle the appropriate number.)

	75 - 100%	*50 - 74%*	*25 - 49%*	*10 - 24%*	*Less than 10%*	
a. Operations managers	5	4	3	2	1	(21)
b. Supervisors -- first line	5	4	3	2	1	(22)
c. Supervisors -- second line	5	4	3	2	1	(23)
d. Union stewards	5	4	3	2	1	(24)
e. Other (specify): _____	5	4	3	2	1	(25)

LIA03389

III. External Factors

A. The following questions relate to the nature and extent of labor union involvement in occupational health.

1. How active is labor union involvement in occupational health in your company?

_____ 1. Very active (26)
_____ 2. Somewhat active
_____ 3. Not very active
_____ 4. Not at all active

2. Does the union maintain independent occupational health staff?

_____ 1. Yes (27)
_____ 2. No

3. How frequent has the union communicated with the workforce or the public on the same issue of occupational health?

_____ 1. Very frequently (28)
_____ 2. Somewhat frequently
_____ 3. Rarely
_____ 4. Never

4. Has the union used any of the following types of materials to communicate with the workforce on the issue of occupational health? (Check as many as apply. You may attach examples, if appropriate.)

_____ 1. Newsletters (29)
_____ 2. Brochures
_____ 3. Leaflets
_____ 4. Posters
_____ 5. Meetings
_____ 6. Other (Specify): _____
_____

5. Are there any cooperative joint labor/management efforts to improve workforce hygiene practices?

_____ 1. Yes (30
_____ 2. No

(If Yes to 5, would you please describe some of these efforts.)

_____

_____ (31)

_____ (32)

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B. Has there been any ongoing or recurring OSHA inspection at your facility?

_____ 1. Yes (33)
_____ 2. No

(If Yes to B, please describe the nature and extent of the inspection.)

_____ (34)

_____ (35)

_____

C. Do you use any external consultants to measure lead exposure or counsel you on occupational health?

_____ 1. Yes (36)
_____ 2. No

(If Yes to C, please describe the nature and extent of this activity.)

_____ (37)

_____ (38)

_____

(If Yes to C, please evaluate these activities in terms of impact on the workforce.)

_____ 1. Very effective (39)
_____ 2. Somewhat effective
_____ 3. Neither effective nor ineffective
_____ 4. Somewhat ineffective
_____ 5. Very ineffective

LIA03390

IV. Communications

A. How widely is internally generated occupational health information -- that is, information on topics like air lead concentrations, blood lead concentrations, lost time due to occupational lead exposure, etc. -- shared in your organization? (Please check all that apply.)

_____ 1. Access at top management level only (40)
_____ 2. Information is shared with and between plant managers
_____ 3. Information is shared between plant management and plant supervisory personnel
_____ 4. Information is shared with affected work force
_____ 5. Information is shared with union officials

B. Have you used any of the following to communicate information on occupational health?

		Yes	*No*	
1.	Articles in employee publications	1	2	(41)
2.	Letters to employees	1	2	(42)
3.	Bulletin board notices	1	2	(43)
4.	Paycheck stuffers	1	2	(44)
5.	Films or slide shows	1	2	(45)
6.	Lectures	1	2	(46)
7.	Booklets	1	2	(47)
8.	Posters	1	2	(48)
9.	Management newsletters		2	(49)
10.	Supervisor manuals	1	2	(50)
11.	Training programs	1	2	(51)
12.	Shop floor meetings	1	2	(52)
13.	Worker health incentive programs	1	2	(53)
14.	Other (please specify) _____	1	2	(54)

_____

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C. In your judgement, how effective are each of the following when used to communicate information on occupational health? (Please rate by circling appropriate number.)

		Very Effective	*Somewhat Effective*	*Neither Effective Nor Ineffective*	*Somewhat Ineffective*	*Very Ineffective*	
1.	Articles in employee publications	5	4	3	2	1	(55)
2.	Letters to employees	5	4	3	2	1	(56)
3.	Bulletin board notices	5	4	3	2	1	(57)
4.	Paycheck stuffers	5	4	3	2	1	(58)
5.	Films or slide shows	5	4	3	2	1	(59)
6.	Lectures	5	4	3	2	1	(60)
7.	Booklets	5	4	3	2	1	(61)
8.	Posters	5	4	3	2	1	(62)
9.	Management newsletters	5	4	3	2	1	(63)
10.	Supervisors' manuals	5	4	3	2	1	(64)
11.	Training programs	5	4	3	2	1	(65)
12.	Shop floor meetings	5	4	3	2	1	(66)
13.	Worker health incentive programs	5	4	3	2	1	(67)
14.	Other (please specify) _____	5	4	3	2	1	(68)

D. How frequent are communications (of any nature) on health issues at your company? (69)

_____ 1. Once a year or less
_____ 2. At least every six months
_____ 3. At least every three months
_____ 4. At least monthly
_____ 5. Weekly
_____ 6. Ongoing (Regular, as day-to-day supervision, in floor meetings, etc.)

E. Are any of the following involved in employee communications on health issues? (Please check all that apply.) (70)

_____ 1. Corporate management
_____ 2. Corporate personnel, other than management (i.e. communications dept., personnel dept., etc.)
_____ 3. Plant management
_____ 4. Plant personnel, other than management (i.e. plant physician, plant nurse, safety officer, etc.)
_____ 5. Union representative
_____ 6. Other (specify) _____

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F. Who is primarily responsible for employee communications on health issues? (Please specify title)

_____ (71)

_____

G. Which of the following determine the content of communications on health issues? (Please check all that apply)

_____ 1. Corporate policy (72)
_____ 2. Plant safety requirements
_____ 3. Community relations
_____ 4. OSHA requirements
_____ 5. Union relations
_____ 6. Other (specify) _____
_____

H. Who implements these decisions on content of communications on health issues? (Please check only one reply)

_____ 1. Top personnel officer (73)
_____ 2. Top occupational health officer
_____ 3. Top communications officer
_____ 4. Plant management
_____ 5. Plant personnel manager
_____ 6. Other (specify) _____
_____

I. Have you conducted any attitude surveys among your hourly workforce?

_____ 1. Yes (74)
_____ 2. No

(If Yes to I. did any of these surveys deal with topics such as level of awareness and concern about risks of lead exposure, or, about sense of personal resposibility for reducing risks?)

_____ 1. Yes (75)
_____ 2. No

J. Please indicate if you have encountered any of the following adverse motivational effects due to concern about health risks. (Please circle appropriate number)

		Yes	*No*	
1.	Increased absenteeism	1	2	(6)
2.	Increased turnover	1	2	(7)
3.	Reduced productivity	1	2	(8)
4.	Increase in grievances	1	2	(9)
5.	Increase in requests for OSHA inspection	1	2	(10)
6.	Difficulty in recruiting	1	2	(11)

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K. In your company, has the workforce shown any resistance to OSHA requirements?

_____ 1. Yes (1
_____ 2. No

(If Yes to K, please describe these activities, i.e., reactions to respirator use, smoking restrictions, wearing personal samplers, showers, restricted eating areas, etc.)

_____ (1

_____ (1

_____

L. In your plant community(s), has there been any indication of concern about workforce lead exposure?

_____ 1. Yes (15
_____ 2. No

M. Have you (or anyone in your company) been contacted by the local press or by community leaders about workforce lead exposure?

_____ 1. Yes (16
_____ 2. No

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V. *Plant Conditions*

A. During the past two years, have you introduced any of the following non-engineering changes in order to reduce lead exposure? (Please check all that apply)

(17)

_____ 1. New eating areas
_____ 2. New shower facilities
_____ 3. Locker room facilities
_____ 4. Increased frequency of clothing changes
_____ 5. Provided paid personal clean-up time
_____ 6. Provided paid area clean-up time
_____ 7. Increased supervision
_____ 8. Made process changes (vacuum vs. dry sweeping)
_____ 9. Other (specify) _____

B. How would you describe the effect that each of these changes has had overall? (Please circle appropriate response)

		Mostly Positive	*Both Positive and Negative*	*Mostly Negative*	*Does Not Apply*	
1.	New eating area	3	2	1	0	(18)
2.	New shower facilities	3	2	1	0	(19)
3.	Locker room facilities	3	2	1	0	(20)
4.	Increased frequency of clothing changes	3	2	1	0	(21)
5.	Provided paid personal clean-up time	3	2	1	0	(22)
6.	Provided paid area clean-up time	3	2	1	0	(23)
7.	Increased supervision	3	2	1	0	(24)
8.	Made process changes (vacuum vs. dry sweeping)	3	2	1	0	(25)
9.	Other (specify): _____	3	2	1	0	(26)

LIA03395

C. During the past two years, have you introduced engineering controls to control lead exposure?

_____ 1. Yes
_____ 2. No (27

(If Yes to C, please specify the types of engineering controls that you have introduced.)

_____ (28)

_____ (29)

_____

D. What percentage of your workforce exposed to lead wears a respirator for at least part of the work period?

_____ 1. Less than 10%
_____ 2. 10 - 20% (30)
_____ 3. 21 - 30%
_____ 4. 31 - 40%
_____ 5. 41 - 50%
_____ 6. 51 - 60%
_____ 7. 61 - 70%
_____ 8. 71 - 80%
_____ 9. 81 - 90%
_____ 10. 91 - 100%

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VI. Effectiveness of Programs

On a scale from zero to 10, please rate the effectiveness of the following:

A. The effectiveness of your non-engineering modifications in terms of reducing the possibility of lead intake.

Very Effective					Somewhat Effective					Not At All Effective	
10	9	8	7	6	5	4	3	2	1	0	(31

B. The effectiveness of your engineering modifications in terms of reducing lead exposure.

Very Effective					Somewhat Effective					Not At All Effective	
10	9	8	7	6	5	4	3	2	1	0	(32)

C. The effectiveness of the ways in which you communicated these improvements to the workforce.

Very Effective					Somewhat Effective					Not At All Effective	
10	9	8	7	6	5	4	3	2	1	0	(33)

If you would like to make any additional comments about the topics covered in this survey, please use the following page.

THANK YOU FOR YOUR VALUABLE HELP.

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Additional Comments