

representatives at all affected locations. Kovacich refused to listen to these facts and again began abusing Paul Toth and his staff. Kovacich clearly wanted a commitment from the Company to provide the union with the data sheets for each substance contained in the Hazardous Material Catalog. Whelan explained to the union that the chemical composition of many of these materials was regarded as confidential and proprietary which therefore, prevented the Company from making these data sheets available to the union.

Lead Control Program

The union inquired about the Company's plan to implement the new final Lead Standard. Mr. Toth advised the union that the Company would comply with the new standard effective February 1, 1979. Toth further advised that the Company had not yet decided whether it would promulgate a new Company Lead Control Program or a program specifically designed along the same lines as the OSHA Standard. Kovacich appeared upset that the Company would wait until February 1, 1979 for implementation of the standard and asked if the Company intended to make employees use respirators in implementing the standard. The Company responded affirmatively and stated the use of respirators was provided for in the standard. Kovacich became more irrational and again berated Toth and his staff alleging that delay and the use of respirators showed a poor attitude on the part of the Company. (Kovacich's remarks were extremely personal resulting in Toth excusing himself from the meeting.) I advised Kovacich that if he did not conduct himself more appropriately, there was no point in continuing the meeting.

* The union was then presented with a Company summary of 1977 blood lead test results primarily for individual AAD plants. Mirer indicated that the Company's data was illustrative of a problem particularly in light of complying with a more difficult standard. Mirer was referring to readings on the summary indicating 70 employees tested at 60 ug or above, (all at certain AAD plants) which the union regards as unacceptable and indicative of employees at risk. Mirer further stated that the union expected that Company efforts to comply with the new lead standard would be based on engineering rather than administrative controls. The union then requested a follow-up meeting to further discuss the Company's lead control program with particular emphasis on engineering controls, rate retention, wash-up and prep time, facilities (including separate cafeterias and shower rooms), protective equipment (including underwear and shoes), participation of the unit health and safety representative with regard to monitoring and access to certain medical records, and second and third party physicians. (The new standard to some degree requires these provisions which necessitates that certain Company evaluations and decisions must be made in the very near future).

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1979 Training Conference

The union was advised that the 1979 Training Conference was tentatively scheduled for sometime in April-May in the greater Detroit area. Kovacich requested that the entire area of Hazardous Materials be given special attention. The Company readily agreed to this request.

Asbestos

In response to an earlier inquiry, Kovacich was advised that the Company was maintaining medical records on employees previously exposed to asbestos. (Sheldon Road and Sheffield had been used as examples by the union.) Silverstein asked if the Company intended to comply with recent recommendations made by the Surgeon General with

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