

# MONITOR

NUMBER 3 • DECEMBER 1974

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## THE LOHP CO-SPONSORS 2nd ANNUAL HEALTH AND SAFETY CONFERENCE



*Over 200 persons were in attendance as the case study on resolving health and safety problems was presented by panel participants.*

The full impact of the dire need for much sharper worker awareness of sometimes invisible and difficult to detect on-the-job hazards to the health and safety of millions of U.S. workers and their families was brought forcefully home at the California Labor Federation's two-day conference November 21-22 on Occupational Health and Safety at the Fairmont Hotel in San Francisco.

In content, the Conference approach on the first day was focused on procedures which are involved in cleaning up health and safety problems in the workplace. In the morning, the subject was local union procedures, which were illustrated by the presentation of a case study. A problem situation involving the hypothetical ACME Manufacturing Company and the union representing its employees was acted out in three scenes. Some serious health and safety problems were involved, and the union's efforts to resolve them became subject to lively audience reaction and analysis in the course of the case study.

In the afternoon, attention was turned to state procedures, as they are involved in dealing with the same kinds of health and safety problems which were developed in the case study. The Cal/OSHA approach was explained first in a 50 minute film depicting the opening and closing conferences with the employer, and explaining the state's inspection process. The film was produced for the conference by the Labor

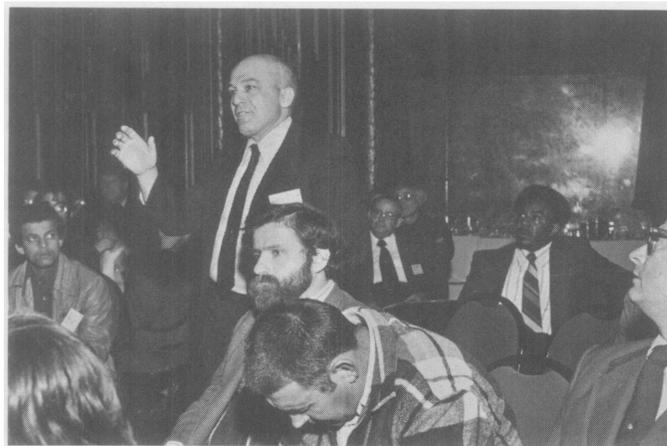
Occupational Health Project. The role of the inspecting official was played by Richard Wilkins, Chief of the Division of Industrial Safety of the State of California. Wilkins and others in the state and federal safety and health programs were then available for a panel discussion and questions from the conference participants. Panelists included Gabriel Gillotti, Director of Region IX of OSHA, U.S. Dept. of Labor, and members of his staff.

In the course of the conference, which was held in cooperation with the Occupational Health Project of the Center for Labor Research and Education of the University of California at Berkeley, John F. Henning, executive officer of the California AFL-CIO, pointed out that the AFL-CIO at both the state and federal level would have preferred an overall federal program, federally enforced. Henning stated, "OSHA represents a step forward nationally because it brings the federal government into the safety field in the area of overseeing compliance."

Henning also credited Richard Wilkins, chief of the State Division of Industrial Safety, with moving DIS "in new directions." But, he added, "with all due respect for the state program, the State AFL-CIO still believes that federal enforcement would be better than 50 separate state enforcement programs."

Don Vial, Chairman of the Center for Labor Re-

**CONTINUED ON PAGE 4**



*CONFERENCE PARTICIPANT poses question during session on health and safety in the workshop.*

## 1975: The Occupational Health and Safety Age

The book is closing on the year 1974. It is too early to determine how successful the year was for the proponents of occupational health and safety. Unfortunately, the measure of success will be a statistical review of the occupational injuries, illnesses, diseases and deaths. Every indication is that at least 100,000 American workers will have lost their lives as a result of occupational hazards. A high price indeed to pay for their contribution to the American gross national product. A high price to pay for their contribution to spiraling corporate profits. Nevertheless, the American worker must take a paycheck home. The family must be fed and clothed; the bills must be paid. There will be many fortunate workers. Many that will live to enjoy the fruits of their labor. Can they go on in good conscience doing nothing to correct the conditions which their children will ultimately encounter? Can they expect the employers to voluntarily change their course? Can they expect the government to take immediate corrective action? It is highly unlikely.

The occupational disease dilemma is one that will reach out from the workplace. Each year, more homes, schools and public places will be affected by industrial pollutants. It's happening already with radiation, beryllium, sulfur dioxide, asbestos and lead, to mention a few. Who knows how many more toxic substances will be dispersed from the workplaces of America into the outside environment? Will we have to wait until our children begin to exhibit the symptoms of occupational disease before we act as a responsible society? Occupational diseases have already reached an epidemic level; but it can be brought under control. The workplaces of America can be made healthful and safe.

American ingenuity and technology has taken us to the moon; medical research has found cures for many dreaded diseases; hearts and other vital organs are being transplanted daily. The list of accomplishments by concerned Americans is endless.

To that end, we can look ahead to the year 1975. Hopefully, it will be a year of new direction for America in occupational health and safety. A year in which we will call on our engineers to design safe and quiet machinery; call on our medical researchers to identify occupational diseases and the toxic substances in the workplace responsible for the disease; call on our chemists to develop substitute materials that will not pollute the inside or outside environment; call upon our labor leaders to negotiate shorter working hours, less speed-up, more health monitoring and full worker compensation; call upon the public school system to teach occupational health and safety in the classroom; and call upon our state and federal legislators to adequately fund the "Occupational Health and Safety Age" as they funded the "Space Age."

Hopefully, it will also be a year in which we inform the work force that jobs won't be lost as a result of demanding a hazard free work environment. Jobs will be created with the establishment of an "Occupational Health and Safety Age."

CONTINUED ON PAGE 5

## Your Lung's Functions and Defenses

Donald Whorton, M.D.

In the November issue of the **Monitor**, there were articles concerned with the health effects of vinyl chloride/polyvinyl chloride and sulfur dioxide. In addition, several articles referred to specific occupational diseases or hazards. Although this and future issues of the **Monitor** will have similar articles, this month's health column will have a different focus. It will be a brief discussion and explanation of the normal structure, functions and defenses of the respiratory tract. Future columns will be devoted to discussions of specific occupational lung diseases.

The respiratory system is usually subdivided with two parts: the upper respiratory tract and the lower respiratory tract.

The upper respiratory tract is composed of the nose, sinuses, mouth, throat (pharynx) and the voice box (larynx). The lower respiratory tract is composed of the windpipe (trachea), smaller air tubes (bronchi) and minute air sacs (alveoli) which make up the lungs. (See diagram 1).

There are three major functions of the upper respiratory tract: 1) to remove large dust particles from the inhaled air, 2) to warm and humidify the inhaled air, and 3) to identify potentially harmful or unpleasant gases or vapors by smell or irritative pain. The large particles are removed by becoming stuck inside the nose's tortuous air passages. If one has ever worked in a dusty area or been in a dust storm, one notes that afterwards one can blow the trapped dust out for several hours. This was dust which never reached your lungs. However, this filtering system is not very efficient if only breathed through the mouth.

There are four functions of the lower respiratory tract: 1) gas exchange, 2) metabolism, 3) protection from infection, and 4) heat exchange. Gas exchange is the most important function of the respiratory tract as life is not possible without it. The lungs are divided into millions of tiny air sacs (alveoli). In each air sac there is a membrane less than one twenty thousandths

Published monthly by the Labor Occupational Health Project, Institute of Industrial Relations, University of California, 2521 Channing Way, Berkeley, California 94720.

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Annual subscription rates: Organizations and Institutions—\$10.00, Individuals—\$3.00. Quantity shipments are also available to union locals or other groups at a cost of 5¢ per copy per issue, with an annual subscription.

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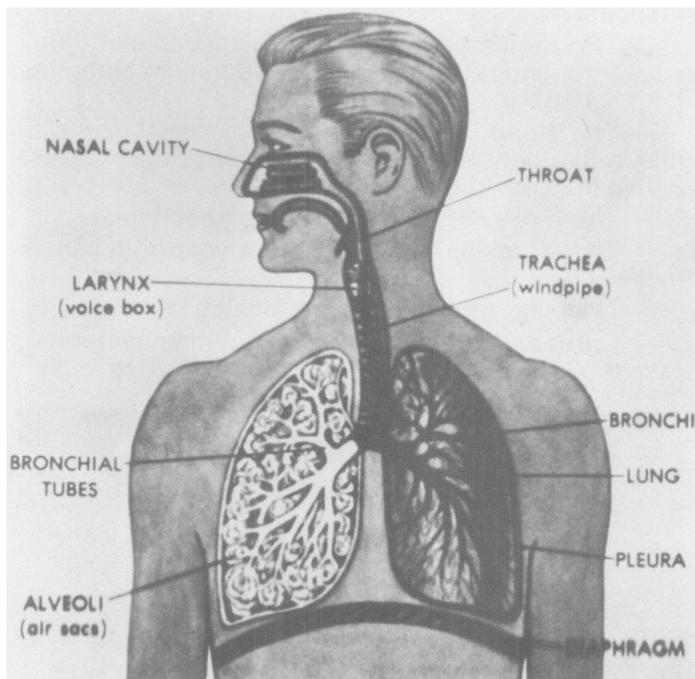


Diagram 1

of an inch thick which separates the air space from the blood stream. Oxygen passes from the air space into the blood stream while carbon dioxide (a waste product) passes from the blood stream to the air space of the air sac. (See diagram 2.)

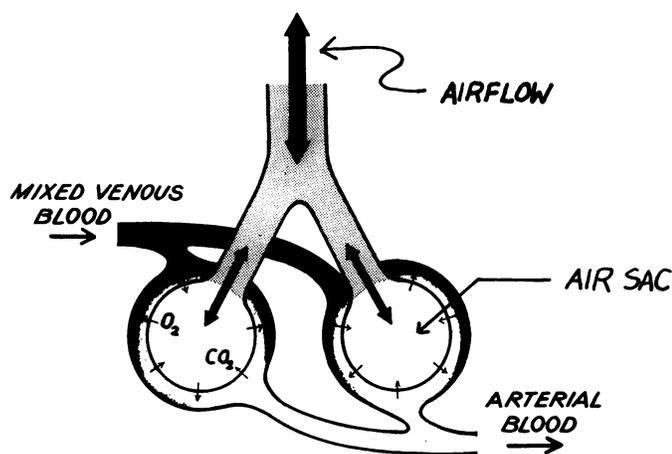


Diagram 2

Because the inhaled air often contains bacteria (germs), dusts or other foreign particles, the lungs must have protective mechanisms to get rid of or kill these invaders. There are two major mechanisms: the mucus-ciliary system and the macrophages.

The lining of the air pipes (bronchi and trachea) is composed of tiny little hairs. There is also a constant production of mucous (phlegm). Small particles tend to become stuck on this lining. When this occurs, the hairs move the particles up from the depths of the lung to the mouth. They act as an upward escalator.

Within the air sacs there are special white blood cells called macrophages which eat or engulf germs and other particles in order to eliminate them. The macrophages often will move from the air sacs to the hair-like escalator system to be eliminated from the

body.

The body can get rid of excess heat by exhaling hot air. However, in man this is a minor process as sweating is the more common mechanism of excess heat loss. In contrast, dogs have no sweat glands, and must lose excess body heat via the lungs, thus the reason for panting.

The lungs are used somewhat for metabolism but only for certain substances. Alcohol is partially removed from the body by the lungs; thus the reason for alcohol on the breath after having a drink.

### Effects of Dust-Contaminated Air

What happens to a person who breathes dust-contaminated air? Most of the large dust particles, larger than 10 microns (1 micron = 1/25,000 of an inch) are trapped in the nose. Many others will become stuck in the windpipe or air tubes before reaching the air sacs. Usually only those smaller than 5 microns reach the air sacs. Particles of this size which are capable of reaching the air sacs are called respirable dusts. Once particles reach the air sacs some are ingested by the macrophages and are eliminated. Some particles, like silica, tend to kill the macrophages and remain in the lungs. Often it may take the lungs up to several months to eliminate the dust particles of one exposure. This is why cigarette smoking is harmful. The tobacco smoke tends to paralyze the action of the small hairs of the lining and decreases or inhibits the mechanisms for removing particles. Thus smokers are at a disadvantage as compared to non-smokers in removing dust particles from the lungs.

Certain gases and fumes are handled differently from the previous mechanisms. Gases or fumes that are water soluble often react with the moist lining cells of the upper respiratory tract. An example would be sulfur dioxide. The sulfur dioxide reacts to the water of the upper respiratory tract to form sulfuric acid. This newly formed acid tends to burn; thus, sulfur dioxide is very irritating to the eyes, nose and throat.

There is one other effect of breathing dust-contaminated air which should be mentioned. The lungs have a special lining both on the outer aspect of the lungs and the inner lining of the chest. This is called the pleura. The pleura is a thin, shiny lining that can become involved with disease. Pleurisy is a condition in which the lining becomes swollen and tender resulting in painful breathing. It also is the site of a special cancer associated with asbestos exposure—mesothelioma, for which there is no cure.

Finally, listed below are brief descriptions of common diseases of the respiratory tract. Future columns will more fully explore the work-related causes of the following:

1. Emphysema—a destructive lung disease in which the small air sacs lose their structure and functions;
2. Asthma—a disease of the lungs in which the small air passages of the lungs are in spasm;
3. Pneumoconiosis—a disease of the lungs caused by inhalation of dusts usually associated with some form of scarring of the lungs;
4. Bronchitis—an infection of the air passages in the lungs;
5. Pneumonia—an infection of air sacs and small air passages.

**CONFERENCE CONTINUED FROM PAGE 1**

search and Education, U.C. Berkeley, summarized proceedings of the first day by specifying the potential for further action at all levels of union structure. Vial stressed the importance of utilizing union and collective bargaining procedures in order to give practical day-to-day meaning to the worker's legal rights, and in order to make certain that the employer's legal responsibilities are actually fulfilled in the workplace.

Vial emphasized that the Labor Occupational Health Project at the Labor Center is "geared to helping trade unionists help themselves.

"We are also committed to helping you organize the resources you need," Vial said, adding that one of the aims of the Labor Occupational Health Project is to establish an occupational health center within a teaching unit linked to the training of physicians within the University, since there is "nothing like it in the West."

Four workshops held during the Friday morning session provided details on:

- Medical screening programs for local unions;
- Cancer causing agents and other toxic materials;
- Physical hazards: noise, heat, vibration, radiation and stress factors; and
- Organizing for health and safety in the workshop.

During the luncheon session, a series of slides presented by Dr. Joseph K. Wagoner, director of the Division of Field Studies and Clinical Investigations of the National Institute of Occupational Safety and Health (NIOSH) and Dr. Phillip L. Polakoff, an environmental physician associated with the Labor Occupational Health Project at U.C. Berkeley, depicted workers—and even children—repeatedly and needlessly—exposed to fumes, invisible fibers, noise levels and stresses already proved to be either cancer-

inducing or life-shortening in other ways.

Dr. Polakoff's presentation, which depicted work sites throughout the nation, pointed out, among other things, that:

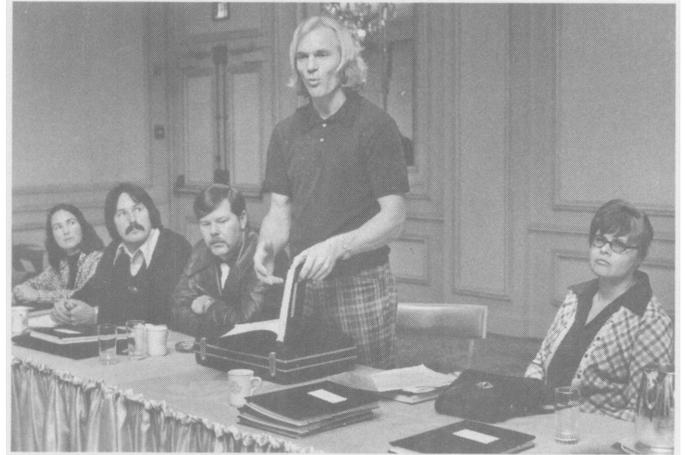
— The World Health Organization (WHO) now estimates that between 75 and 85 percent of all cancers derive from environmental causes.

— There are 665,000 new cancers each year.

— There are 385,000 deaths each year from cancer in the U.S.

— Common hazards include inhalation of:

— Carbon disulfide used in the manufacture of rayon. Workers so exposed tend to have a higher



*WORKSHOP PANELIST BOB FOWLER, a member of IAM Lodge 1781 in Burlingame who is now on the staff of the U. C. Occupational Health Project, describes contents of a working draft of "A Guidebook for Local Union Health and Safety Committees" now available from the Center for Labor Research and Education at U. C. Berkeley. Other panelists included (from left): Kay Eisenhower, Service Employees Local 616; Rich Jackson, Chairman of IAM Lodge 1781's Safety Committee; Barry Barr, health and safety representative of UAW Local 560; and Gretchen Davis, a member of the Health and Safety Committee of Butchers Local 115.*



*PUSHING FOR STRONG HEALTH AND SAFETY PROGRAMS at the California Labor Federation's two-day educational conference on Occupational Health and Safety at the Fairmont Hotel in San Francisco were (from left): Dr. Phillip Lee Polakoff, an environmental scientist with the Occupational Health Project at the University of California at Berkeley; State AFL-CIO President Albin J. Gruhn; John F. Henning, executive secretary-treasurer of the State Labor Federation; A. Van Horn Diamond, executive secretary-treasurer of the Hawaii State Federation of Labor; Bill Gilbert, western regional director of the AFL-CIO; and Dr. Joseph K. Wagoner, Director, Division of Field Studies and Clinical Investigations, National Institute of Occupational Safety and Health.*



*MEDICAL SCREENING programs for local unions was the topic of another workshop which featured panelists Dr. James Dahlgren (at mike) of the Labor Environmental Health Institute of Los Angeles; Mike Muldavin, a safety consultant with the Health Facilities Foundation who is also associated with Antioch West; and Bruce Poyer, coordinator of Labor Programs at the U. C. Labor Center.*

incidence of psychosis and a higher incidence of suicides.

— Cadmium, part of the material in welding irons used in welding. Welders have been found to have an abnormally high predisposition to pulmonary edema.

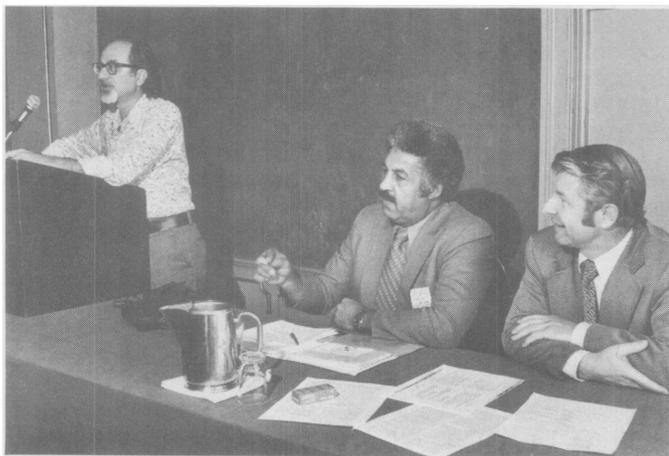
— Teflon. Workers in this industry show an unusually high incidence of polymer fume fever.

— Tri-chloroethylene, a substance used extensively in the dry cleaning industry. It tends to induce sleepiness, dizziness and lack of muscle coordination. One drink of an alcoholic beverage taken after exposure to tri-chloroethylene can wipe a person out, that is make them totally uncoordinated and unable to drive a car or walk.

Both Dr. Wagoner and Dr. Polakoff praised the pioneering work in environmental hazards carried out



**BLACKBOARD DIAGRAMS** are used to underscore the reality of hidden health hazards as workshop on cancer-causing agents and other toxic materials was presented. Panelists included: Dr. Don Whorton, director of the Labor Occupational Health Project at U. C. Berkeley (at blackboard); Dr. George Strauss, associate director of the U. C. Institute of Industrial Relations; and Dr. Erma West, occupational physician with the State Dept. of Public Health.



**PHYSICAL HAZARDS** in the workplace are discussed by Leo Seidlitz, coordinator of Research and Science of the U. C. Labor Center's Labor Occupational Health Project, as fellow panelists Pete Guidry, Coordinator of Labor Programs at the U. C. Labor Center, and Fred Ottoboni, of the Occupational Health Service of the State Department of Public Health, listen closely. This workshop explored such less obvious physical hazards as noise, heat, vibration, radiation and stress factors.

by Dr. Irving Selikoff in exposing the dangers of asbestosis and urged labor support for creation of a center here for the study of hazardous materials similar to the Mt. Sinai School of Medicine in the east headed by Dr. Selikoff.

Dr. Wagoner underscored the present inadequacy of federal funding for occupational health and safety research when he pointed out that the investigation of the vinyl chloride hazard required NIOSH to drop all other projects in order to initiate an adequate investigation of vinyl chloride. "We only had 32 people with only one physician," Dr. Wagoner said, when that investigation was launched.

He emphasized that there are "valid ways of pre-testing before these things get on the market" and warned workers not to be economically blackmailed by employers operating unsafe plants. Too often, Wagoner said, employers threaten their workers with the idea that if the federal government comes in the plant will be forced to close and the worker will be out of a job, forcing the worker to "trade his health off in order to feed his children."

As a result of the conference, the LOHP staff members felt that we all had learned a great deal regarding specific needs in the area of health and safety. We also had an opportunity to meet labor representatives who expressed a desire for additional conferences and workshops. This is the type of response which we hope will continue as the LOHP progresses.



**CASE STUDY**—Role-playing in a case study showing how a typical local union can be organized to deal effectively with health and safety problems are (from left) David Reese, business representative of IBEW Local 1245 of Walnut Creek; John Kidder, director of research for the California Labor Federation, AFL-CIO; and Bruce Poyer and Norman Amundsen, both of the Center for Labor Research and Education of the Institute of Industrial Relations at the University of California at Berkeley.

#### EDITORIAL CONTINUED FROM PAGE 2

As we say goodbye to 1974, we are also saying goodbye to thousands of workers. Workers who died because we failed to provide them with a safe and healthful place to work. Workers who unknowingly sacrificed their lives to earn a living for themselves and their families. As we bring in the new year, we can bring in a new commitment; a dedication by all Americans to meet this issue head on. The year 1975 can be the beginning of a new age. An era that could result in the preservation of our most important natural resource, the American worker.

### The Accident-Prone Worker: Facts and Myths

Leo Seidlitz, Science Coordinator

Did you or your buddy get killed at work today because you're accident-prone? More than 50 people are killed in industrial accidents in the United States on the average workday. Thirty-nine coal miners were killed in just the two months spent of negotiating their latest contract. Are most of these accidents the fault of the victims because they disregard safe behavior? Do workers involved in accidents have some characteristics in common so we can tell in advance which ones are going to cause accidents? Or is the idea of the "accident-prone worker" being used to avoid placing responsibility for these deaths back to where it belongs?

Great efforts are made by various people and groups to convince us that there are "accident-prone workers" who are **mainly** responsible for industrial accidents. In fact, their whole strategy for improving on-the-job safety is based on that belief. As part of that strategy, the Manufacturing Chemists Association (MCA) recently held a workshop on safety and health in the chemical industry. They wanted to learn how to modify workers' behavior to make them act more safely, or as they phrased it: "WHAT CAN YOU DO ABOUT PEOPLE?"

The corporations that make up MCA include the largest in the industry such as DuPont, Dow Chemical, Standard Oil, Olin, Exxon, Shell, etc. This means that MCA is a spokesman for a dominant section of American industry. It is also the group which admitted withholding for an entire year, information they had gathered about the cancer-causing effects of vinyl chloride (V.C.). Early in 1974 it was discovered that workers in V.C. plants in various parts of the country were coming down with liver cancer. A furor broke out when it became known that MCA had prior secret

knowledge about the effects of this chemical. Many thousands of workers have been needlessly exposed to dangerous concentrations of V.C. because MCA had not released this information to their workers or unions or even to government agencies.

In order that our Project could become better acquainted with the views of this group on workplace health and safety problems, I attended their workshop in San Francisco. The first speaker at the workshop was Mac Roy Gasque, M.D., former Navy Flight Surgeon and currently Medical Director for Olin Corporation. He told how he is usually "able to identify the fellow who is going to have accidents." According to Dr. Gasque:

People who have accidents don't really look any different from the rest of us. Perhaps he's got some scars, or maybe less than 10 fingers, 8 or 9½ of them. So you can't tell these workers apart from the others just by examining them. But they've usually got a history of traffic violations, they're gamblers, adventurers, have extra-marital affairs, and live dangerously. If they're not moonlighting on a paid job, then they're busy, say, with remodeling their house.

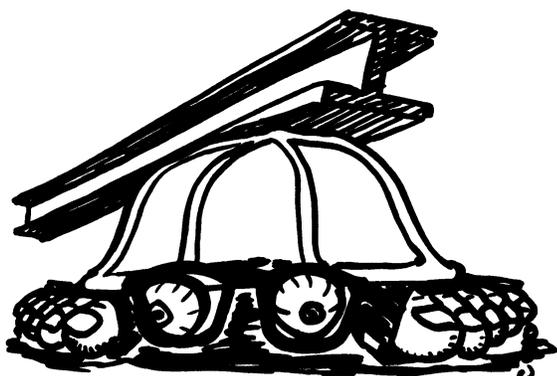
How does that grab you?

A scientist from the National Institute for Occupational Safety and Health (NIOSH) also spoke concerning the responsibility that workers have for accidents. NIOSH is the government agency which is required by Federal law to do research about workplace health and safety problems. Alexander Cohen, Ph.D. told us that NIOSH has investigated accidents among roofing crews. Some of these crews had high accident rates and some had low accident rates. NIOSH tried to determine if personal characteristics of workers from high rate crews were any different than those from low rate crews. Dr. Cohen reported that the investigators discovered no differences among the workers from the various crews that could be connected with accident rates. In other words, by checking out the worker, they couldn't tell if he was in a high or low accident-rate crew! (Dr. Cohen admitted that he hadn't thought of checking into the number of their traffic violations).

On the other hand, the NIOSH investigators found that the roofers themselves were unanimous in connecting certain other factors with accident rates. Among those factors were excessive work pace, foremen's attitude toward safety, the amount of safety training during their apprenticeships, quality of tools and availability of safety equipment.

Dr. Gasque did not state that his conclusions were based on any evidence other than his own personal observations as Medical Director of his company. In contrast, Dr. Cohen reported on the results of a scientific investigation conducted by NIOSH. You can take your pick of these two views of worker responsibility for accidents.

I believe more research of this type will help stop the use of the mythical "accident-prone worker" as a cop-out to avoid responsibility for industrial accidents. The NIOSH final report on "Aspects of Roofers' Safety" will be available early next year. If you want a copy then write to: Office of Technical Publications, NIOSH, Post Office Building, Cincinnati, Ohio 45202.



SURE AM GLAD  
I WORE MY HARD HAT,  
SAFETY GLASSES, AND  
SHOES!

-- Survival Kit

## LABOR OCCUPATIONAL HEALTH PROJECT ACTIVITY REPORT

- The Teamsters California State Council of Cannery and Food Processing Unions conducted a workshop in Clear Lake, California, November 7 and 8. Included in the program was a two hour session on occupational health and safety which our Project had been asked to conduct. Leo Seidlitz and Bob Fowler, representing the Project, discussed health hazards in the industry, union corrective actions and the kinds of assistance the LOHP could offer. The session participants also included Mike Elorduy, Secretary-Treasurer of the Council, Warren Morse, Coordinator of the Occupational Safety and Health Division — Western Conference of Teamsters, and Larry Andrus, Consultant — California Division of Industrial Safety. A profile of some of the health hazards in the cannery and food processing industry was distributed.

- On November 16, Bob Fowler, Labor Coordinator for the Labor Occupational Health Project, and Fred Ottoboni from the California Department of Public Health conducted a Cal/OSHA workshop for 90 IAM shop stewards and business agents. The workshop was held in Los Gatos, California. The event was coordinated by Hal Shean, IAM Grand Lodge Representative and Lynn Cox, President of IAM District 93. The stewards and business agents were from the auto repair industry in Santa Clara County. Course material included the LOHP "Rights and Responsibilities of Employees under Cal/OSHA" handbook.

- An occupational health and safety workshop was presented at the convention of the California State Council of Service Employees, on November 20th in Sacramento, California. In attendance were some 120 delegates of the Service Employees International Union, representing the 40 SEIU locals in California. The workshop was conducted by William Healy, Associate Branch Director of the Bay District Joint Council of Service Employees and LOHP staff associate Bob Fowler. The panel moderator was Tim Twomey, SEIU International Vice-President. Workshop materials included the LOHP Occupational Health and Safety Guidebook and the "Rights and Responsibilities" handbook.

- Beginning January 7, 1975, the spotlight will be on Pittsburg, California, where 30 hours of occupa-

tional health and safety training will be introduced into the Auto Apprenticeship program.

This innovative concept will become a reality due to the joint efforts of Bob Fowler, Labor Coordinator for the Labor Occupational Health Project, Terry Downey, Senior Apprenticeship Coordinator for the Alameda and Contra Costa Counties Automotive Repair Trades Joint Apprenticeship Committee, and Gerald LaPerle, Curriculum Coordinator for the Pittsburg Unified School District.

Some sixty-plus Auto Repair Apprentices will receive occupational health and safety training two nights a week for six weeks. The staff of the Labor Occupational Health Project will present the following subject matter:

- History of Federal OSHA — the law and a review of the standards.

- History of Cal/OSHA Health Hazards in the Auto Repair Industry.

- Cal/OSHA Standards Applicable in the Auto Repair Industry.

The course will be a basic introduction to occupational health and safety designed for first year apprentices. The total concept will include advanced courses for the second, third and fourth year apprentices. This pilot project will be under the watchful eyes of apprenticeship committees all over the country. It may well be the start of a new direction in apprenticeship education.

- **"Occupational Health and Safety in the Maritime Industry"** is a 32 page report compiled and written for the maritime workers by LOHP staff associates Bob Fowler and Morris Davis. The report contains a chronology of events since 1970 which dramatically changed what once appeared to be an effective health and safety program in the maritime industry. Available at 50¢ per copy. Make checks payable to "The Regents of UC." Address requests to the Labor Occupational Health Project, University of California, 2521 Channing Way, Berkeley, CA 94720.

- **"Occupational Health and Safety Guidebook"** is a 200 page resource booklet which can be of assistance to individuals and members of organized labor in planning and organizing around health and safety issues. The Guidebook was compiled and written by LOHP staff associate Bob Fowler. Topics covered

**CONTINUED ON PAGE 8**

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## Occupational Safety and Health: A Practical Course for Workers

The Bay Area Committee on Occupational Safety and Health (BACOSH) is a group composed of unionists, health professionals, and others concerned with promoting and advancing the practice of occupational safety and health among working people in the Bay Area. It was formed on the belief that, at present, the vast majority of workers in the area are largely unaware of the serious on-the-job safety and health hazards they face in their daily work or what possible action they can take with regard to these hazards, despite the passage of federal occupational safety and health legislation in 1970. One of the Committee's aims is to aid workers in educating themselves to the existence and nature of these hazards. In keeping with this objective, BACOSH will present the course outlined below for all interested workers.

The course will be held on consecutive Wednesday evenings at 7:30 p.m. at the Retail Clerks' Local 1100 Hall in San Francisco, at 1345 Mission St. The course outline is as follows:

- Jan. 22 Introduction to Occupational Safety and Health. Medical, legislative and union aspects.
- Jan. 29 On-the-Job Stress.
- Feb. 5 Noise and Vibration.
- Feb. 12 Dust and Chemicals.
- Feb. 19 Cal/OSHA.
- Feb. 26 Workers Compensation (and the Company Doctor).
- Mar. 5 Taking Action for Occupational Safety and Health . . . Legal, Legislative and Bargaining Approach.
- Mar. 12 Taking Action for Occupational Safety and Health . . . Shop-Oriented Approach (Health and Safety Committees, Union/Community Groups).
- Mar. 19 Office Work—Health and Safety Aspects.
- Mar. 26 The Meatcutting Industry . . . especially polyvinyl chloride.
- Apr. 2 Health Workers — Health and Safety Aspects.

The registration fee will be nominal. For further information, write to BACOSH, 2417B Ellsworth, Berkeley, CA 94704.

**Institute of Industrial Relations,  
University of California  
Center for Labor Research and Education**

2521 Channing Way  
Berkeley, CA 94720

Address correction requested

## LABOR CONTINUED FROM PAGE 7

include:

- Organizing Health and Safety Committees
- Committee Forms and Checklists
- Hygiene and Health
- Structure, Functions and Resources of Cal/OSHA
- Structure, Functions and Resources of Federal OSHA
- Collective Bargaining
- Bibliography of Materials and Resources

Copies of the Guidebook are available at \$2.50 for individuals and \$5.00 for organizations, plus postage. Make checks payable to: "The Regents of UC." To order, call (415) 642-5507 or write to Labor Occupational Health Project, 2521 Channing Way, Berkeley, CA 94720.

● **Cal/OSHA Opening and Closing Conference**—A 16 MM film on Cal/OSHA procedures in plant inspections and in opening and closing conferences with employers is available from the Labor Occupational Health Project, Berkeley. The film is 50 minutes in length. Richard Wilkins, the chief enforcement officer in the Cal/OSHA program, plays the role of the state Compliance Safety Engineer, who arrives unannounced to make an inspection of the ACME Manufacturing Company's San Francisco plant. The inspection has resulted from several safety complaints and one health hazard complaint filed by ACME employees. The employees are not involved in the film. But in the discussions between Mr. Wilkins, the state inspector, and Mr. Kouda, the ACME plant manager, a detailed explanation is given of all state procedures involved in checking up on employee complaints and in taking action to correct health and safety problems in the workplace. The rights and responsibilities of both the employer and employees under Cal/OSHA are also discussed in detail. Film rental is \$50. Prints of the film can be made for \$300. For further information, write or call the Labor Occupational Health Project, 2521 Channing Way, Berkeley, CA 94720. (415-642-5507).

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