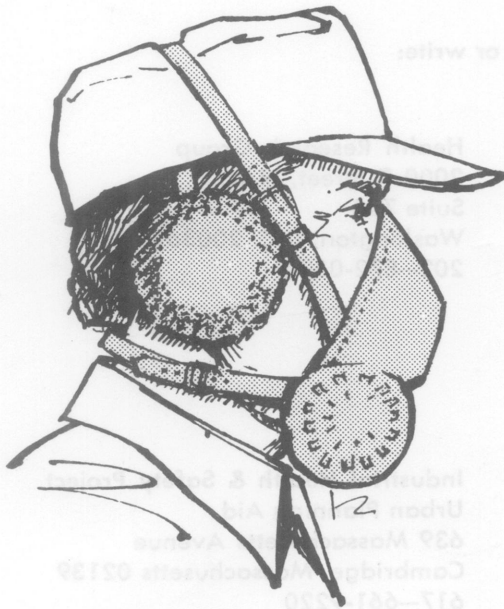


Noise, Industrial

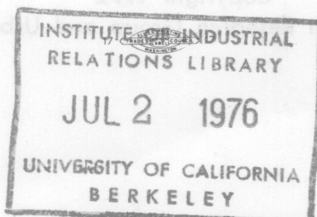
FIGHTING NOISE

... a manual for worker action



Is This The Price Of Health And Safety?

Public Citizen's Health Research Group.



Washington, 1972

" This pamphlet was jointly prepared for workers by Urban Planning Aid and the Health Research Group." Both groups provide free assistance to unions in trying to understand and correct health and safety problems.

For assistance, call or write:

Health Research Group
2000 P Street, N.W.
Suite 708
Washington, D.C. 20036
202-872-0320

Industrial Health & Safety Project
Urban Planning Aid
639 Massachusetts Avenue
Cambridge, Massachusetts 02139
617-661-9220

PREFACE

A fat pay check, good fringe benefits—all are worth fighting for and will always be. But in order to cash in on these, **MUST WORKERS DIE TEN YEARS BEFORE THEIR TIME, BE CRIPPLED BY LUNG DISEASE OR LOSE THEIR PRECIOUS HEARING?**

**DANGERS SHOULD BE ELIMINATED BY ENGINEERING AND
TECHNOLOGICAL IMPROVEMENTS! PREVENTIVE
RESEARCH IS FAR LESS EXPENSIVE THAN
PROTECTIVE EQUIPMENT AND
WORKMEN'S COMPENSATION**

On the question of ear plugs—they restrict mobility and are just one more “bar” added to the concrete and steel prison that modern life is becoming.

Machinery noise is the responsibility of machinery manufacturers, and we believe they will accept the challenge of production noise.

We recommend that future machinery purchase orders include safe noise level specifications.

We hope that this pamphlet will help you in developing strategies for dealing with the health hazards that you face daily as pressmen. If your contract does not expire for some time, be sure to read carefully the pages concerned with using the OSHA complaint process.

NOISE AND YOUR JOB

INTRODUCTION

Anyone who works in a place that's usually noisy, or where there are occasional very loud noises, risks loss of hearing. People who work in these environments often get used to loud noise. Even if they find it annoying, they still may not know what can be done to lower the noise level.

Management considers noise a necessary part of the production process. They rarely have to pay for the loss of hearing workers can suffer. If they did, they might look harder for ways to cut down noise levels.

No matter what management says, noise levels can be cut down, and hazards to hearing can be reduced or eliminated. Since management has little interest in solving noise problems, only aware, concerned workers, supported by their unions can really begin to change conditions.

To put pressure on the company to change conditions, the worker has to understand what excessive noise is and how it can harm you. He or she must be able to **recognize** a noisy situation, **understand** the hazard it poses to the workers in the area, be able to **check** what is being done to eliminate the noise, and, most important, **explain** to the workers involved just what dangers they are facing and how they have to protect themselves.

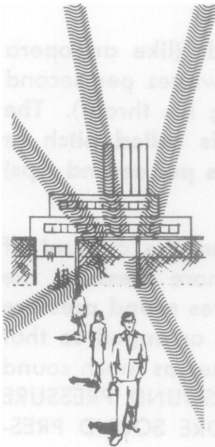
HOW MUCH NOISE IS TOO MUCH?

There are two ways to determine how much noise is too much. The first is not measurable, but it is real. If certain types or levels of noise irritate you, interfere with what you're trying to do, or leave you worn out and tense after work, there's too much noise. A second method to determine how loud the noise is would be to have someone measure it with a sound meter.

Many employers will tell you that you don't have to take the job if you can't stand the working conditions. They issue these statements from quiet, air-conditioned offices. There is no reason why workers should settle for any less than their own comfort—clean, quiet, dignified working conditions.

In industry, noise can be very damaging physically. There are some rules of thumb, personal ways of telling that noise is at a dangerous level. Here are four:

1. Difficulty communicating by speech at work stations. (If you have to talk very loud or shout at someone standing within a few feet.)



2. Head noises or ringing in ears after being in a work area.

3. Temporary loss of hearing after several hours exposure to noise.

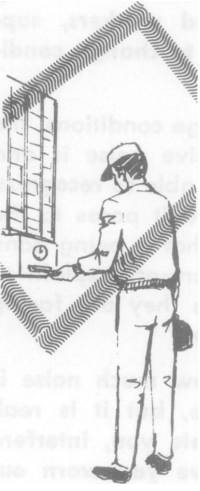
4. If you can't hear yourself when you talk on the phone.

HOW IS NOISE MEASURED?

Sound travels in waves. High sounds (like an opera singer shattering a glass) create more waves per second than low sounds (like someone clearing his throat). The measurement of highness or lowness is called pitch or frequency. The unit of measure is cycles per second (cps) or Hertz (Hz).

The loudness of sound depends upon the amount of pressure a sound wave creates. The more pressure, the louder the sound. The unit that measures sound pressure is the decibel (dB). The decibel scale is arranged so that each increase of ten units means ten times as much sound pressure. 80 dB IS TEN TIMES MORE SOUND PRESSURE THAN 70 dB. 90 dB IS 100 TIMES MORE SOUND PRESSURE THAN 70 dB.

Here are some examples of the decibel ratings of different sounds:



Ordinary conversation	60	dB
Busy street traffic	75	dB
Office tabulating machines	80	dB
Linotype machines	88 to 91	dB
20 feet from subway train	90	dB
Folding machine, bindery	90	dB
Pneumatic diesel air compressor	90	dB
Rotogravure press, pressman's station	97	dB
Automatic screw machine	98 to 105	dB
Can manufacturing plant	100	dB
Newspaper printing press	102 to 108	dB
Wire rope stranding machine	102 to 108	dB
Caterpillar tractor, idling	104	dB
Weaving room	105	dB
Circular saw	105 to 116	dB
Drills, shovels & trucks operating	108	dB
Between two compressors	110	dB
Woodworking shop	110	dB
Drop hammer (depending on size)	110 to 135	dB
Punch press	112	dB
Sandblasting	112	dB
Pilot's compartment, U-8F aircraft	115	dB

16" saw, 3 HP, cutting 2" x 16" pine	119	dB
Pneumatic chippers	125	dB
Oper. Sta.—1 track drill breaking thru steel	125	dB
Riveting steel tank	130	dB
50 ft. from jet with afterburner on	140	dB

Obviously, lots of industrial operations create a great deal of noise.

HOW DOES NOISE AFFECT YOU-

Temporary hearing loss: this is what noise does to your ears. After about fifteen minutes of steady exposure to excessive noise, the hearing mechanism tires. It no longer reacts to the sound message it is receiving. This is called **temporary threshold loss**. People become temporarily hard of hearing. They tend to shout when they speak to someone. Exactly how soon this occurs and how long it lasts depends on the pitch of the noise and the length of exposure. (A steady noise will result in temporary threshold loss sooner than an intermittent noise. High pitched sounds are harder on the hearing mechanism than low pitched sounds.) The loss of hearing capacity is only temporary. Given a period of relative quiet, the ear can regain its capacity to react.

Permanent hearing loss: permanent hearing loss occurs over a period of six months or more. The damage done to the ear by noise is not immediately apparent. It takes quite a while before the loss of hearing at speech levels becomes noticeable. At first, it is just hard to hear high frequency noises. This means you may have trouble hearing whistles; music may sound flat. By the time a person begins to notice that his hearing is impaired, it is often too late to do much. There just isn't any way to repair the damage once it has been done. For example, although a hearing aid will usually help hearing lost from old age, it **cannot** help hearing lost from too much noise. Whatever hearing has been lost is gone forever. If the situation is not corrected more hearing will be lost.



HOW CAN YOU TELL IF YOUR HEARING HAS BEEN DAMAGED?

Hearing is measured by audiometric tests which determine the minimum number of decibels a person can hear at different frequencies within the range of human speech. Measuring how well someone can hear is just as important as measuring the level and kind of noise that there is in a work area, because noise does affect individuals differently. A noise level that would begin to damage the hearing of one person might not affect the hearing of another.

Anyone who works in a noisy area should have an audiometric test at least once a year. If the individual shows a loss and is working in a noisy place, he must take steps to protect his hearing while at work.

OTHER EFFECTS

There are other changes that are thought to take place in the body as the result of too much noise. Not much study has been done and there is some disagreement among experts, but here are some of the things that are thought to happen:

1. The blood vessels may become constricted. This would put a heavier load on the heart.

2. The blood vessels in the brain may become dilated, perhaps causing headaches from noise.

3. The pupils may become dilated, making fine close work difficult because the eyes would be constantly forced to refocus.

Some doctors claim that people adapt quickly to noise and that such physical reactions stop. However, foreign studies have revealed a higher incidence of circulatory, cardiovascular and neurologic irregularities among workers in noisy jobs as compared to less noisy jobs.

WHAT ARE THE LEGAL AND MEDICAL LIMITS?

Some states have their own noise standards. Federal standards under the Occupational Safety and Health Act are also in effect. (See Sec. 1910.95 of the Oct. 18, 1972 standards.) They are as follows:

DURATION OF EXPOSURE per day, in hours	SOUND LEVEL IN DECIBELS
8	90
6	92
4	95
3	97
2	100
1½	102
1	105
½	110
¼ or less	115



Although it is good that there is some regulation, the legal limits are not set low enough to guarantee no hearing loss. (It is also important to note that exposure to 95 dB for four hours, for example, must be followed by a lengthy period of time spent in a quiet environment to give your ears a chance to recover.)

First, the federal legal limits are set on the assumption that there exists a relatively "noise sensitive" 10% of the

population who will suffer hearing loss even if noise is kept at the legal level. According to Karl Kryter, an expert in the field, to have a completely safe environment, noise levels would have to be kept as low as 75-80 dB. Otherwise, there will continue to be some people who will suffer damage to their hearing.

HOW CAN YOU DETECT EXCES- SIVE NOISE?

Try to look around your workplace with the eyes and ears of a stranger. Then apply the rules of thumb mentioned above. If you cannot talk between work stations without great effort, it is too noisy. If your ears ring or buzz or if you have difficulty hearing after you move away from the source of noise, it is too noisy. If your ears tingle while you are listening to the noise, it is much too noisy and something should be done right away.

POSSIBILITIES FOR MAKING A CHANGE

If it seems to you that it is too noisy in an area, talk to the other people working with you. See if the noise has been bothering them and be sure to explain the damage too much noise can cause.

It's also important to have the noise measured to provide concrete information for a grievance or bargaining. Consider having the union buy its own noise meter so that workers trained to use it can monitor their own workplace. Check first to be sure your contract does not forbid such monitoring.

USING THE OCCUPATIONAL SAFETY AND HEALTH ACT

It is also possible to call in a federal inspector from the Occupational Safety and Health Administration (OSHA). They claim to be enforcing noise standards.

Federal inspectors can be reached by phone or mail at the regional Occupational Safety and Health Administration. (See back inside cover for addresses.) Once you talk to them, they will probably send you a complaint form to fill out and return before they take any action. There are not enough federal inspectors to do the work they have, so it is possible that they will not act on your complaint or take a long time before making an inspection.

OSHA is required to notify the union or complainant of the inspection and must permit a worker or union representative to accompany the inspector. Again, it is important to tell the inspector whether or not all equipment is operating normally, if any machines have been shut down, if it's an especially quiet day, etc.

Under federal law, a citation listing the violations found in the plant and the time allowed for their correction must be posted in the plant following the inspection.

Even if violations are found, the company may appeal the inspector's order. This is a long process. Even the federal law is no guarantee of prompt action. Also, it is very important to keep a check on what the company is doing to make the necessary changes. The record of enforcement of legal standards and limits in industrial health and safety is very poor. The company may take half-measures or delay. It's up to alert workers and an alert union to prevent this from happening.

WAYS THE COMPANY MAY AVOID RESPONS- IBILITY FOR THE PROBLEM

When there is too much noise, management often offers to provide the workers affected with personal protection like ear muffs or ear plugs. This is almost always unsatisfactory as a permanent solution. As an interim measure, however, ear plugs and ear muffs will offer you some protection against severe hearing loss. The National Institute of Occupational Safety and Health has recommended, however, that ear protectors can be used only in conjunction with an audiometric testing program and with on-going engineering improvements to reduce noise levels.

ENVIRONMEN- TAL PROTEC- TION



Some examples of other types of changes to improve conditions are listed here: It is possible to run machines at lower speed, use plastic gears, erect baffles to deflect and absorb noise, install sound absorbing insulation, isolate the noisy machine or enclose a noise producing part of it (like a compressor, for example) or add a muffler. It is possible to rotate workers so they work in a noisy situation for a shorter time (allowing them to recover from temporary threshold loss). For example, if a work area shows a noise level of 95 dB, the law would allow a company to have a man work a four hour shift there and four hours in a quiet place.

Also the company can buy new quieter machinery. Some machinery is already being built that is engineered to meet noise standards. The union, by pressuring management to reduce noise, can be helpful in getting companies to specify equipment that is engineered to specific noise standards. Ultimately this is the best solution to noise problems, but it is a long range one and no substitute for taking some other kind of action immediately.

AUDIOGRAMS

The union should be sure to demand that hearing tests be made on anyone about to work in a noisy area, and yearly on people already working there. It's good to establish how good a worker's hearing was before he began to work on a noisy job. This puts the company on the spot as directly responsible for any loss he might sustain later. A continuing check, through yearly audio-

metric tests, insures that the worker will be protected before he has suffered significant damage. This is especially important since hearing loss can occur even when noise is within legal limits.

Everyone should insist on having the results of his own tests interpreted to him and given to the union, so a real check can be made on the company.

TAKE ACTION!

Finally, once you understand the hazard, it is ultimately up to you, the workers and the union, to insist that management take action and that the action be effective. Correcting health hazards costs money, money management will not spend unless you make them.

WHAT A LOCAL UNION CAN DO IF FILING A COMPLAINT WITH THE REGIONAL OFFICE OF OSHA DOES NOT BRING ABOUT EFFECTIVE ACTION

1. MAKE CONTACT WITH A MEDICAL, LEGAL, ENVIRONMENTAL, STUDENT, OR PUBLIC INTEREST GROUP FOR ADVICE ON HEALTH HAZARDS OR ON THE OCCUPATIONAL SAFETY AND HEALTH ACT;
2. TAKE "HEALTH SPECIALISTS" ON A TOUR OF YOUR WORKPLACE SO THEY CAN WITNESS THE CONDITIONS, HAVE THEM MONITOR THE ENVIRONMENT OR DO THE MONITORING YOURSELVES;
3. HAVE "HEALTH SPECIALISTS" SPEAK AT A LOCAL UNION MEETING;
4. CONDUCT A SURVEY OF WORKERS' HEALTH;
5. HAVE WORKERS' HEARING TESTED (CONDUCT HEARING TESTS ONCE A YEAR);
6. TABULATE THE HEARING DATA AND PRESENT IT TO MANAGEMENT;
7. ASK MANAGEMENT FOR CHANGES DURING COLLECTIVE BARGAINING NEGOTIATIONS;
8. IF MANAGEMENT REFUSES TO COOPERATE, TRY TO GET SOME PUBLICITY;
9. DEVELOP HEALTH AND SAFETY CLAUSES FOR YOUR CONTRACT; AND
10. KEEP FIGHTING FOR YOUR LIFE AND HEALTH.

Turn to the following pages for expansion of how these steps worked for Local 6, Newspaper Web Pressmen's Union, IPP&AU, Washington, D.C.

STEPS A LOCAL UNION CAN TAKE (USING NEWSPAPER WEB PRESSMEN'S LOCAL NO. 6, I.P.P. & AU., AS AN EXAMPLE)

1. MAKE CONTACT WITH A MEDICAL, LEGAL, ENVIRONMENTAL, STUDENT, OR PUBLIC INTEREST GROUP FOR ADVICE ON HEALTH OR ON THE OCCU- PATIONAL SAFETY AND HEALTH ACT.

The president of Local 6 met with members of the Health Research Group to discuss the health hazards at local newspaper pressrooms. [The Health Research Group concentrates on health problems in the area of (1) occupational health; (2) health care delivery; and (3) food, drugs and product safety.

The group collected information already available on hazards in the press-rooms from physicians and scientists who have studied this problem, from Tom Smith and Billy Martin at the International Office of IPP&AU, and from the National Institute of Occupational Safety and Health.

CONTACTS: *HEALTH RESEARCH GROUP

***URBAN PLANNING AID**

(ADDRESSES INSIDE FRONT COVER)

***MEDICAL COMMITTEE FOR HUMAN RIGHTS**

710 So. Marshfield Street

Chicago, Illinois 60612

[Write to them for a labor-oriented booklet (\$3.00) called
"Health Hazards in the Workplace"].

***SCIENTISTS COMMITTEE FOR OCCUPATIONAL HEALTH**

5-C Barrett Drive

Kendall Park, New Jersey 08824

***NATIONAL INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH**

(NIOSH) (Gov't.)

5600 Fishers Lane

Rockville, Md. 20852

IF THESE GROUPS CANNOT HELP YOU DIRECTLY, THEY WILL REFER YOU TO SOMEONE IN YOUR AREA WHO CAN.

2. TAKE "HEALTH SPECIALISTS" ON A TOUR OF YOUR WORKPLACE SO THEY CAN WITNESS THE CONDITIONS: HAVE THEM MONITOR THE ENVIRON- MENT OR DO THE MONITORING YOURSELVES.

On the busiest day of the week and at the busiest time of day in the press-room (12-2 A.M., Saturday night!), members of the Health Research Group toured the Washington Post. The president of Local 6 arranged the tour and accompanied the members throughout the entire plant. (The Group also toured the Evening Star/News and local Wall Street Journal plant, at which members of Local No. 6 work.)

During the tour group members discussed with workers the hazards they saw or heard.

At a later date, several audiologists (hearing experts) toured the plant and did an informal noise survey (i.e., they did spot checks for noise rather than averaging the noise levels over the length of the workday).

Noise levels near the presses were recorded at 103 to 108 decibels. On the basis of the federal standard, exposure at those levels should not be longer than 1½ to 2 hours per working day. Any longer exposure is likely to cause noise-induced hearing loss.

Not all companies will allow outsiders to accompany employees on tours of plants. Nor will some companies allow employees to bring in their own monitoring equipment. In this case, as a first step, you should fight for contracts that guarantee you these rights.

Even though your company may not allow you to have outside experts tour the plant, you may be able to have such experts accompany an employee representative on a Federal Inspection of your workplace. The regulations of the Occupational Safety and Health Act state that "third parties" (such as industrial hygienists or safety engineers) may accompany an inspector on an inspection if good cause is shown that the accompaniment will lead to a more thorough and effective inspection.

3. HAVE "HEALTH SPECIALISTS" SPEAK AT A UNION MEETING.

A physician from the Health Research Group and an interested audiologist addressed a Sunday afternoon meeting of Local 6 concerning the health hazards of ink mist, dust and noise and their effects on the worker.

The doctor described the health hazards of paper dust, ink mist, solvents and noise to which pressmen are exposed every day. He said that paper dust and ink mist may be more serious problems than most pressmen realize. Some paper dust contains the cancer-causing product asbestos. Ink mist often contains mineral oil, lead chromates and other possible cancer-producing chemicals. These substances may be contributing to increased rates of mouth cavity cancer, emphysema and bronchitis among printing pressmen.

The audiologist described the effects noise has on the hearing mechanism. She recommended that pressmen wear ear plugs or ear muffs—but only as a temporary measure while the company makes a concerted effort to bring the noise levels in the pressroom into compliance with the federal noise standard.

Some technically feasible solutions already exist to cut down both the noise and dust. For example, baffling can be installed around the folders; plexiglas shields can be built around presses so that dust doesn't fly around; and ink mist suppression devices can be installed.

In certain plants management has already made initial efforts to install such protection or to redesign equipment, but in many cases these efforts have not gone beyond talk and into action.

4. CONDUCT A SURVEY OF WORKERS' HEALTH

The Health Research Group prepared a detailed survey form to find out (1) the general health status of Local 6 pressmen and (2) their perception of hazards in the pressroom.

Questionnaires were distributed to Local 6 members who attended the union meetings; others were distributed at work by the pressroom chairman. More than ½ of the 315 members of Local 6 returned completed forms.

The survey included such questions as:

"Do you have difficulty hearing immediately after work, but find that it improves within several hours? (52% of the men who answered this question said "yes.")

"Do you ever cough up ink-soaked paper fibers and mucous?" 119 (75%) said "yes" and 41 said "no."

Examples of other questions are:

"When was your last complete physical exam?

"Do you get short-winded walking up one flight of stairs?"

"Have you ever heard anything about the hazards of paper dust?"

In addition to providing valuable information, the questionnaire clearly increased the workers' interest in the effects of excessive noise, ink mist, paper dust, etc., on their bodies. Such active interest is a necessary first step toward improving working conditions.

A COPY OF THE SURVEY FORM CAN BE OBTAINED BY WRITING TO THE HEALTH RESEARCH GROUP.

5. HAVE WORKERS' HEARING TESTED UNDER THE SUPERVISION OF TRAINED PROFESSIONALS.

The union decided to have audiometric tests done so that individual workers could determine if they had a hearing loss and also to determine whether or not there was a high incidence of noise-induced hearing loss in the local union.

A professor of speech and audiology at a local university was contacted about volunteering her time, facilities, and graduate students to test the pressmen's hearing and she agreed.

Two evening sessions were scheduled with appointment slots for about 80 men. Three audiologists and 6 audiology/speech pathology graduate students conducted the hearing tests.

Eighty-one pressmen were tested at frequencies of 500, 1,000, 2,000, 4,000 and 8,000 Hz. [NOTE: pressmen should remain away from noise for 16 hours prior to their examination so that they do not exhibit temporary hearing loss.]

After each man was tested, his results were explained to him by a trained audiologist. Those men with losses were referred for further audiological work-ups.

The Health Research Group is setting up a clearinghouse for volunteer audiologists across the country who would be willing to advise unions on hearing and noise problems. Contact the group if you'd like the name of someone in your area.

Check your local universities to see if they have schools of speech and hearing. If they do, contact a professor to see if anyone is willing to help your union. Some clinics may not be willing to do large-scale screening free, but might be willing to charge only nominal fees. Be sure to check the public health clinics.

6. TABULATE THE HEARING DATA AND PRESENT IT TO MANAGEMENT.

Detailed tabulations of the data were prepared from the results of the hearing tests.

Men were separated in the tabulations by:

- (1) newspaper at which they worked;
- (2) age; and
- (3) years spent working in pressroom.

Since people "normally" experience some hearing loss as they get older, the data was corrected to take this aging factor into consideration.

As might have been expected from the excessive noise levels to which they are exposed, **over ½ of the men tested had a hearing loss at at least one frequency.** This loss is particularly noticeable at the higher frequency (or higher pitched) tones, especially at the 4,000 Hz where noise-induced hearing loss usually first occurs.

With continuing exposure to excessive noise, a hearing loss at 4,000 Hz may start broadening to other frequencies where there is a greater chance of its causing difficulty in hearing normal conversational speech.

The following table shows that the more years pressmen work in the pressroom the worse their hearing becomes at all frequencies.

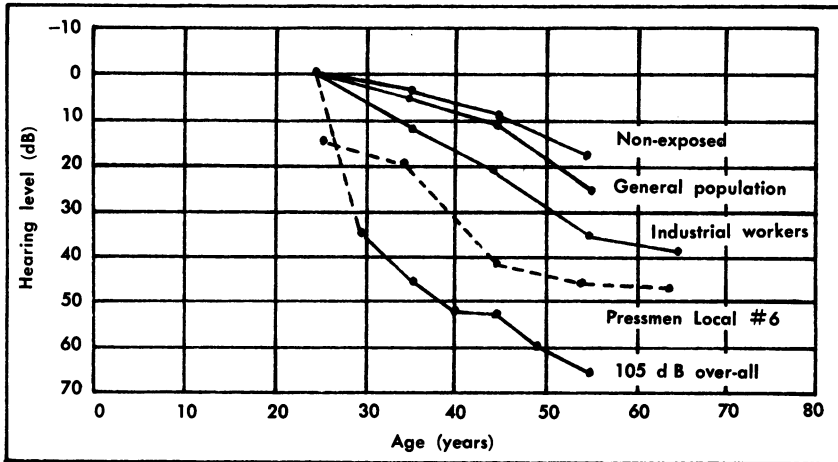
Hearing Loss in Better Ear at 4,000 Hz*

Years in pressroom	1-9	10-19	20-29	30-39	TOTAL
Percentage of pressmen with loss	12%	32%	56%	89%	41%

*Hearing loss = a loss of 45 or more dB.

A "loss of 45 dB" means that a sound has to be 45 decibels louder for the person being tested to hear it than it would have to be for a normal person to hear it.

The chart below indicates just how serious a problem hearing loss associated with noise in the pressroom may be. Compare the losses that pressmen exhibit at 4,000 Hz with those of other groups with different noise exposures!



MEDIAN HEARING LEVELS AT 4000 HZ FOR 5 DIFFERENT POPULATIONS WITH DIFFERENT NOISE EXPOSURES

*Taken from International Labour Office, *Noise In Industry*, p. 16, Geneva, 1968. Pressroom figures have been added to this chart.

7. ASK MANAGEMENT FOR CHANGES DURING COLLECTIVE BARGAINING NEGOTIATIONS.

During early negotiations with the management of the Washington, D.C. newspapers at which members of Local 6 worked, specific requests were made concerning health and safety. **The union wanted:**

1. enclosed folders on presses to cut down noise levels;
2. ink suppression systems on presses to cut down ink mist in the air;
3. a hearing conservation program; and
4. a method of union review to determine that progress was being made to improve working conditions according to a timetable.

Management told Local 6 officials that they intended to test hearing and to institute engineering controls but **that they would not agree to specific language in the pressmen's contract.**

Local 6 was not satisfied.

8. IF MANAGEMENT REFUSES TO COOPERATE, TRY TO GET SOME PUBLICITY.

As the contract deadline neared, the Health Research Group, Local 6 and another union whose members worked at the same papers (the Stereotypers) called a joint press conference to air union demands and to present data on hearing loss for pressmen and lead exposure for stereotypers. The goal of the press conference was to pressure management into taking effective action by specific language about health and safety in the contracts.

Local newspaper and television reporters were informed of the conference and those attending were given press statements containing the tabulated data on the effects of hazards on workers.

The following quotation is taken from the *Washington Post* the day after the conference:

"According to union officials, money is not an issue in current negotiations because of pay board limits on wage increases. Instead, the unions are trying to improve contract provisions on work conditions including the levels of lead in the air and noise . . . James Dugan, president of the pressmen's union, said that the local's 300 members are seeking a timetable and written guarantees that management will pursue an engineering solution to the problem including acoustical tiles [instead of ceramic] and other devices . . . **'We will not have a contract unless this problem is solved,'** Dugan said.

9. DEVELOP HEALTH AND SAFETY CLAUSES FOR THE CONTRACT.

Local No. 6 obtained written guarantees from the management of the *Washington Post* and the *Evening Star/News* that changes would be made in the pressrooms to insure safe working conditions and a pollution-free environment. The guarantees were in the form of letters to the President of Local No. 6 and were attached as appendices to the contract.

The entire range of occupational exposures encountered in the course of the work-day should be considered for settlement by collective bargaining. Some of the important areas are:

- 1. Safety Committee composed of 2 Union and 2 management members and a Chairman chosen by the Union in alternating months.*
- 2. Specific Arbitration Clause for health and safety grievances.*
- 3. Mandatory Pay for Union members who represent labor during inspections ("Walk-Around Pay").*
- 4. Specific clauses governing work conditions for example, noise, ventilation, dust, etc.*
- 5. Surveillance and Monitoring of employee exposure to occupational hazards and notifying employees of results.*
- 6. Labelling of the contents of all substances used according to chemical name.*
- 7. Posting of occupational hazard notices in the workplace.*

When ever there is a health or safety hazard which the management agrees to correct, get the agreement in writing—oral assurances are simply unenforceable.

10. KEEP FIGHTING FOR YOUR LIFE AND HEALTH.

In escalating their fight against noise and other health hazards in the Fall of 1972, members of Local 6, Newspaper Web Pressmen (IPPAU) recognized:

(1) that its members were exposed to excessive noise, dust, and other forms of job pollution that could impair their health.

(2) that lung disease and hearing loss do not have to be the inevitable price of one's job.

(3) that although the Occupational Safety and Health Act of 1970 gave the union members new legal rights, it would not solve all of their health and safety problems, and

(4) that collective bargaining can serve as the key to improvement of working conditions.

The union demanded improved conditions including noise levels and its president, Jimmie Dugan said, hours before the contract expired,

"We will not have a contract unless this problem is solved."

THE UNION WAS SUCCESSFUL AND OBTAINED WRITTEN GUARANTEES FROM THE EMPLOYER THAT CONDITIONS WOULD BE IMPROVED.

OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION

DEPARTMENT OF LABOR

REGIONAL OFFICES

Write to your Regional Administrator for information on standards or to request an inspection:

Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont	REGION I 18 Oliver Street Boston, Mass. 02110 617/223-6712	Arkansas Louisiana New Mexico Oklahoma Texas	REGION VI 7th Floor Texaco Building 1512 Commerce Street Dallas, Tex. 75201 214/749-2477
New Jersey New York Puerto Rico Virgin Islands	REGION II 1515 Broadway (1 Astor Plaza) New York, N.Y. 10001 212/971-5941	Iowa Kansas Missouri Nebraska	REGION VII Waltower Building 823 Walnut Street Kansas City, Mo. 64106 816/374-5249
Delaware Maryland Pennsylvania Virginia West Virginia	REGION III Penn Square Building Room 623 Juniper and Filbert Streets Philadelphia, Pa. 19107 215/597-4102	Colorado Montana North Dakota South Dakota Utah Wyoming	REGION VIII 1961 Stout Street Box 3588 Denver, Colo. 80225 303/837-3883
Alabama Florida Georgia Kentucky Mississippi North Carolina South Carolina Tennessee	REGION IV 1375 Peachtree Street, N.E. Suite 587 Atlanta, Ga. 30309 404/526-3573	Arizona California Hawaii Nevada	REGION IX 10353 Federal Building 450 Golden Gate Avenue Box 36017 San Francisco, Calif. 94102 415/556-0584
Illinois Indiana Minnesota Michigan Ohio Wisconsin	REGION V 300 S. Wacker Drive Room 1201 Chicago, Ill. 60606 312/353-4716	Alaska Idaho Oregon Washington	REGION X 506 Second Avenue 1808 Smith Tower Building Seattle, Wash. 98104 202/442-5930

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