

# STEEL COBRA

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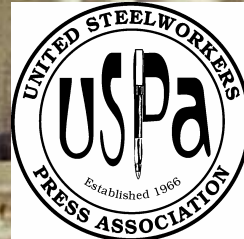
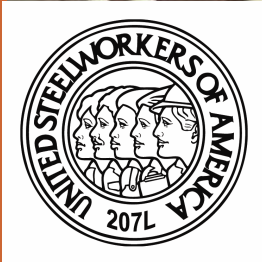
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Left to right: Gary Fraley, Tracy Burton, Bob Brubaker, Jay Wischmeyer and Steve Gliebe.

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# Women of Steel

## Procedure For Harassment Complaints

**If you believe you are being harassed, act immediately:**

1. If possible, make it clear that you do not welcome such behavior. You can do so either on your own or with the assistance of a friend or your Union Steward. Make clear that you will pursue the matter if the behavior continues.
2. If the inappropriate behavior persists, and you are unwilling to approach the harasser directly because of the impact the action(s) may have on you, you should contact a designated representative(s). Your first contact should be your Union Steward. Your Union Steward will then contact the Civil Rights Committee (Chico Ramirez, 1<sup>st</sup> shift Tire room and Leval Jones, 3<sup>rd</sup> shift warehouse). The Civil Rights committee will bring the matter to the attention of the Executive Board.
3. **Harassment is not limited to sexual complaints. Harassment can also include threats and intimidation.**

**All complaints will be treated confidentially.**

### Statement of Policy On Sexual Harassment Introduction

The United Steel Workers of America wants to provide a harassment free environment at all International USWA workplaces and activities.

We have democratically passed tough, meaningful policies on harassment at our Conferences and Conventions and negotiated such policies to protect our members. They are not just words. We take them seriously.

In addition to cooperation and understanding, mutual respect must be the basis of interaction among trade unionists. The USWA will neither tolerate nor condone behavior from its employees or from others doing business on USWA property, such as vendors, that is likely to undermine the dignity or Self-esteem of an individual, or create an intimidating hostile or offensive environment.

One form of harassment that is particularly demeaning and intimidating is sexual harassment and the following policy shall apply to allegations of such harassment.



### Sexual Harassment Policy

Sexual harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort. It is an expression of perceived power and superiority by the harasser over another person. There are two principles fundamental to the trade union movement: human rights and solidarity. Sexual harassment strikes at the heart of both.

Sexual harassment is also illegal discrimination in both the United States and Canada. It is commonly defined as:

- (1) **Unwanted sexual attention** of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted; or
- (2) **Implied or expressed promise of reward** for complying with a sexual oriented request; or
- (3) **Implied or expressed threat or reprisal**, in the form either of actual reprisal

## Women of Steel Continued.....

or the denial of opportunity, for refusal to comply with a sexual oriented request;

- (4) **Sexual oriented remarks and behavior**, which may reasonably be perceived to create a negative, intimidating, hostile or offensive environment. Unwanted sexually directed behavior can include:

- **Assault**
- **Physical abuse (touching, pinching, cornering)**
- **Verbal abuse (propositions, lewd comments, sexual insults)**
- **Visual abuse (display of pornographic material designed to embarrass or intimidate).**

Some forms of harassment may not violate the law. For example, harassment allegations concerning an International employee and a Local Union member would normally not affect the member's employment or working environment. But such harassment does violate the basic principles of the union. The USWA considers sexual harassment of any kind a serious offense. Complaints of harassment in the work place and at USWA activities will be investigated.

This policy is based upon a desire to mediate resolutions of complaints in an amicable and non-adversarial manner. Because, in most cases, the individuals involved are both members of our union, emphasis will be placed on resolving complaints informally in the first instance.

Where such resolution is not possible, a formal complaint can be processed. A substantiated complaint will result in appropriate action, up to and including termination of employment for USWA employees. All complaints will be handled in a confidential manner and all formal complaints should be directed to the International President.

In addition to the contractual complaint and grievance provisions governing USWA employees, the International has established a Committee on Sexual Harassment composed of representatives from the International, exempt employees, SRU, USWA Local 3657 and OPEIU Local 343. This committee will be responsible for developing an educational program on sexual harassment for all USWA employees and for recommending proce-

dures for responding to informal complaints under this policy.

The Committee will also provide for the investigation of any complaints referred to it by the International President.

**No individual should have to work or live under conditions of harassment of any sort. We will not and cannot allow it to happen. Harassment undermines the Union's ability to achieve it's goals, especially solidarity.**

**In solidarity,  
The Executive Board,  
USWA Local 207L  
Women of Steel Coordinator,  
Christina De La Rosa  
The Civil Rights Committee**

## WORKER'S COMPENSATION



**The Ohio Supreme Court issued a very important decision as a result of the Ohio AFL-CIO's challenge of a provision in the worker's compensation law that allowed**

**suspicionless testing for drugs and/or alcohol after a work-related injury.**

**Background:** Under R.C.4123.54, workers' compensation benefits are denied if an injury occurred due to the use of alcohol or a controlled substance. Under the amendment, if an injured worker tested positive, or refused to take a test for drugs or alcohol, the presumption was that the injury occurred due to the use of a controlled substance or alcohol.

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## WORKER'S COMPENSATION Continued....



On April 3, 2001, the Ohio AFL-CIO and others filed a suit in the Ohio Supreme Court to challenge Amended Substitute House Bill 122.

The Bureau of Worker's Compensation filed a motion to dismiss and the case went to the Supreme Court.

**Decision:** Earlier this month the Supreme Court found the amendment unconstitutional. It ruled that: "The warrantless drug and alcohol testing of injured workers without any individualized suspicion of drug or alcohol use, violates the protections against unreasonable searches contained in the Fourth Amendment to the United States Constitution and Section 14, Article I of the Ohio Constitution." The Court also recognized that the testing violates the constitutional right to privacy.

**Don't** misunderstand this decision – an employer can still defeat a worker's claim by proving that the accident was caused by the injured worker's intoxication as a result of drug or alcohol use. However, the deck is no longer stacked with the *presumption* and the threat of denial of benefits can no longer be used to compel the worker to submit to suspicionless drug and alcohol testing after an injury.

Too many people **do not** realize the delays and indignities an injured worker goes through to establish their claim or the hardships the injured worker undergoes financially and mentally while the claim is in "limbo". This decision recognizes the validity of the Constitution. It prevents unreasonable search! It protects the right of privacy!

**Remember to always fill out an accident report when you are injured on the job!**  
**Remember to always request a copy of that accident report for your record!**

**Frank Cline**

### Lawsuit

AFL-CIO filed lawsuit Dec. 20 demanding Bush administration comply with legal requirements to include broad group of advisors on Advisory Committee on Trade Policy and Negotiations (ACTPN), primary advisory committee on trade policy to the president. President Bush nominated 32 individuals to serve on the ACTPN. None was from labor, environmental or consumer organizations as required by law. "With these nominations, the Bush White House has demonstrated a remarkable indifference to the views of anyone outside the corporate world on the future of U.S. trade policy," said AFL-CIO President John Sweeney.

### HATHAWAY PADLOCKS U.S. FACTORY

After 165 years in Waterville, Maine, Hathaway Shirts has shut down its U.S. facility in favor of overseas production—putting 235 employees out of work. The last "made-in- USA" Hathaway shirts were folded and boxed on October 18, 2002, by a skeleton crew.

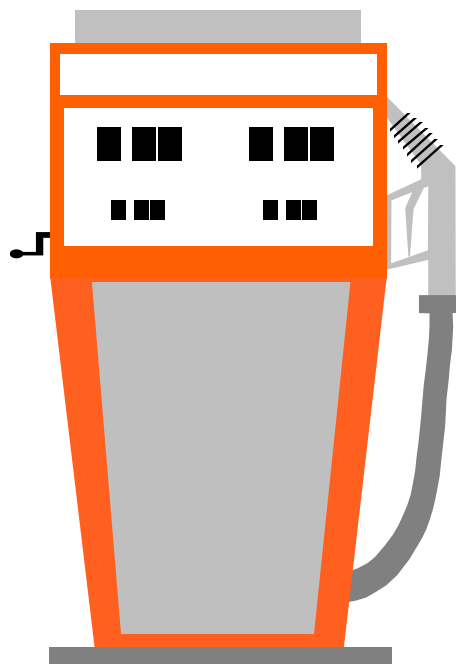
Hathaway's departure is the latest in a steady stream of shoe and apparel firms that have shut down in Maine in recent years. The state lost its Dexter shoe plant in 2001, leaving 475 workers jobless

To its credit, Hathaway fought through a five-year struggle to keep its Waterville factory afloat. The beginning of the end came last fall when the company was purchased by Windsong Allegiance Group of Westport—Connecticut, from a group of local investors.

## FYI - Gas/War

*The following tid-bit of information was sent to us by a Local Union member that thought the membership would be interested in.*

The last several months newspapers and news television stories have been focused quite a lot on war, especially with Iraq and Osama Bin Laden. I started asking myself, "where do these poverty stricken countries get the finances to wage war"? Oil! That's where the money comes from. So with that in mind, could it be that every time I fill the gas tank up I'm sending money to people who hate my country and would like nothing more than to kill me, my family and my friends? As I pondered these questions and dug up information on the internet it became alarming that in fact I do contribute to their war effort, indirectly. Because of the information below I no longer buy gas where I used to. Sure it sometimes costs a few cents more at the other gas stations, but I feel a whole lot better about it. Thanks for listening.



### **Companies that import Middle Eastern Oil:**

**Shell** – 205,742,000 barrels annually  
**Chevron/Texaco** – 144,332,000 barrels annually  
**Exxon/Mobile** – 130,082,000 barrels annually  
**Marathon/Speedway** – 117,740,000 barrels annually  
**Amoco** – 62,231,000 barrels annually



### **Companies that do not:**

**Citgo**  
**Sunoco**  
**Conoco**  
**Sinclair**  
**BP/Phillips**  
**Hess**

## **Cheap labor continues to lure firms to China**

For better and often for worse, globalization is here to stay. The experience of Shercon Inc. is an example of just what's good and bad about it.

A custom molder based in Santa Fe Springs, Calif., Shercon is doing well.

It has 70 design, product development and technical support people there, and sells 75 percent of its products in the U.S. and the remainder in Europe.

And it makes nothing in the U.S.

All Shercon's production is done in China, and for one, reason—costs. Sure, shipping in raw materials and equipment is expensive. But when you can hire engineers for \$1,000 a month, skilled workers for \$180 to \$220 a month, and have tremendous savings on utilities and leases, Shercon is doing smart business. It's a seamless operation, too, with the staff in the U.S. and China closely linked via a proprietary Web site.

## Cheap labor continued.....

A modern company, doing what is required to compete in a global economy.

Then there's the flip side. Shercon sells nothing in China, exporting it all. That means no U.S. jobs associated with production, no income for a community that hosts a factory, no opportunities for local suppliers. It means another contribution to the enormous trade deficit the U.S. has with China, up-ward to \$80 billion, the largest the country has with any nation.

Shercon is hardly the first or only American rubber company to do this. It certainly won't be the last.

American business has preached the potential of China as a market for U.S.-made goods, a country with 1.3 billion people and growing. But when the per capita income in China is about \$900, compared with more than \$30,000 in the U.S., the reality is it's a land of cheap labor, not customers, now and for a long time to come.

This article came from the February 24, 2003 issue of the Rubber & Plastics News and is for informational purposes only.

The opinions and observations presented are those of the author and do not necessarily represent the opinions of Local 207 or the United Steelworkers of America nor is an endorsement.



## The Bottom Line On Iraq: It's The Bottom Line

By Arianna Huffington

Boys, boys, you're all right. Sure, it's Daddy, oil, and imperialism, not to mention a messianic sense of righteous purpose, a deep-seated contempt for the peace movement, and, to be fair, the irrefutable fact that the world would be a better place without Saddam Hussein.

But there's also an overarching mentality feeding the administration's collective delusions, and it can be found by looking to corporate America's bottom line. The dots leading from Wall Street to the West Wing situation room are the ones that need connecting. There's money to be made in post-war Iraq, and the sooner we get the pesky war over with, the sooner we (by which I mean George Bush's corporate cronies) can start making it.

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## The Bottom Line Continued.....

The nugget of truth that former Bush economic guru Lawrence Lindsey let slip last fall shortly before he was shoved out the oval office door says it all. Momentarily forgetting that he was talking to the press and not his buddies in the White House, he admitted: "The successful prosecution of the war would be good for the economy."

To hell with worldwide protests, an unopposed Security Council, a diplomatically dubious Hans Blix, an Osama giddy at the prospect of a united Arab world, and a panicked populace grasping at the very slender reed of duct tape and Saran Wrap

to protect itself from the inevitable terrorist blowback – the business of America is still business.

No one in the administration embodies this bottom line mentality more than Dick Cheney. The vice president is one of those ideological purists who never let little things like logic, morality, or mass murder interfere with the single-minded pursuit of profitability.

His on-again, off-again relationship with the Butcher of Baghdad is a textbook example of what modern moralists condemn as "situational ethics," an extremely convenient code that allows you to do what you want when you want and still

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feel good about it in the morning. In the Cheney White House (let's call it what it is), anything that can be rationalized is right.

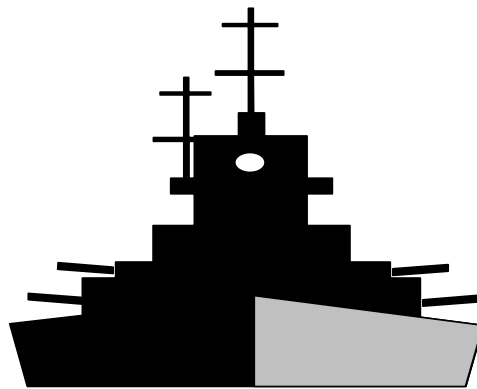
The two were clearly on the outs back during the Gulf War, when Cheney was Secretary of Defense, and the first President Bush dubbed Saddam "Hitler revisited."

Then Cheney moved to the private sector and suddenly things between him and Saddam warmed up considerably. With Cheney in the CEO's seat, Halliburton helped Iraq reconstruct its war-torn oil industry with \$73 million worth of equipment and services --becoming Baghdad's biggest such supplier. Kinda nice how that worked out for the vice-president, really: oversee the destruction of an industry that you then profit from byrebuilding.

When, during the 2000 campaign, Cheney was asked about his company's Iraqi escapades, he flat out denied them. But the truth remains: When it came to making a buck, Cheney apparently had no qualms about doing business with "Hitler revisited."

And make no mistake, this wasn't a case of hard-nosed real politik-- the rationale for Rummy's cuddly overtures to Saddam back in '83 despite his almost daily habit of gassing Iranians. That, we were told, was all about "the enemy of my enemy is my friend."

No, Cheney's company chose to do business with Saddam after the rape of Kuwait. After Scuds had been fired at Tel Aviv and Riyadh. After Ameri-



can soldiers had been sent home from Desert Storm in body bags. And in 2000, just months before pocketing his \$34 million Halliburton retirement package and joining the GOP ticket, Cheney was lobbying for an end to U.N. sanctions against Saddam.

Of course, American businessmen are nothing if not flexible. So his former cronies at Halliburton are now at the head of the line of companies expected to reap the estimated \$2 billion it will take to rebuild Iraq's oil infrastructure following Saddam's ouster. This burn-and-build approach to business guarantees that there will be a market for Halliburton's services as long as it has a friend in high places to periodically carpet bomb a country for it.

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## The Bottom Line Continued....

In the meantime, Halliburton, among many other Pentagon contracts, has a lucrative 10-year deal to provide food services to the Army that comes with no lid on potential costs. Lenin once scoffed that "a capitalist would sell rope to his own hangman." And, while the man got more than a few things wrong, he's been proven right on this one time and time again: from Hewlett-Packard and Bechtel helping arm Saddam back in the 80s, to the good folks at Boeing, Hughes Electronics, Lockheed Martin, and Loral Space whose corporate greed helped China steal rocket and missile secrets -- and point a few dozen long-range nukes our way.

Clearly, our national interest runs a distant second when pitted against the rapacious desires of special interests and the politicians they buy with massive campaign contributions. Oil and gas companies donated \$26.7 million to Bush and his fellow Republicans during the 2000 election and another \$18 million in 2002. So does it really come as any surprise that Cheney's staff held secret meetings in October with executives from Exxon Mobil, ChevronTexaco, ConocoPhillips -- and, yes, Halliburton -- to discuss who would get what in a post-Saddam Iraq? As they say, to the victors -- and the big buck donors -- go the spoils.



Here's my bottom line: At a time of war, at what point does subverting our national security in the name of profitability turn from ugly business into high treason?

Arianna Huffington is the author of "Pigs at the Trough: How Corporate Greed and Political Corruption are Undermining America." For information on the book, visit [www.PigsAtTheTrough.com](http://www.PigsAtTheTrough.com)

If you have questions or comments, contact Arianna at [arianna@ariannaonline.com](mailto:arianna@ariannaonline.com)

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title

## Rapid Response

### AFL-CIO Industrial Unions Join Forces to Revive Manufacturing

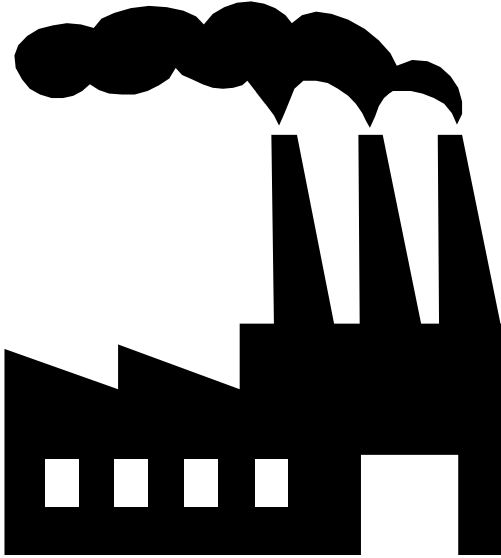
More than 3,000 members of industrial unions delivered a message to Capitol Hill that the nation's manufacturing sector is in crisis and Congress must take steps to revitalize manufacturing by reforming flawed policies in trade, health care and labor law that are at the root of the crisis.

The union members delivered a checklist of actions to members of Congress during a Feb. 4 lobbying blitz that highlighted the first legislative conference of the AFL-CIO Industrial Union Council (IUC). The IUC, made up of 12 manufacturing unions, was launched in May 2002 to restore U.S. industrial strength and retain the type of family-supporting jobs that were the foundation for this nation's prosperity in the mid-20th century.

"Manufacturing drives the rest of the economy," says AFL-CIO Secretary-Treasurer Richard Trumka, who chairs the IUC. "Manufacturing jobs built the middle class in this country and provided jobs not only for workers in factories, but created jobs in other such industries as construction, transportation and

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## Rapid Response Continued...



services. But through an insane set of trade, tax and health care policies, our government is destroying our nation's manufacturing base."

The crisis in manufacturing is growing. The United States has lost more than 2 million manufacturing jobs since April 1998, accounting for 90 percent of the jobs lost in the past four years. In the past six months, every state has lost manufacturing jobs, according to the U.S. Bureau of Labor Statistics (BLS). As a share of total private non-farm jobs, manufacturing has declined since its peak of 40 percent just after World War II to 28 percent in 1979 and now stands at about 15 percent. The economic consulting firm Economy.com estimates 1.3 million manufacturing jobs have moved abroad since 1992, with most leaving in the past three years, primarily going to Mexico and East Asia.

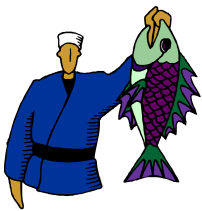
Union manufacturing workers have been hit especially hard. In 1984, union members held some 27 percent of all manufacturing jobs. By 2001, that ratio had dropped to 15 percent, the BLS reports.

The IUC action plan builds on the political strength of individual industrial unions through joint strategies for creating and retaining manufacturing jobs. Collectively, industrial unions can wield sufficient political strength to make politicians take notice, Trumka says.

On Capitol Hill, industrial union members asked members of Congress to support revised trade and tax policies, new investments in America's health care system, a strong Medicare prescription drug benefit and the freedom of workers to form unions without employer interference.

Union members urged representatives and senators to speak out about the crisis in manufacturing and the need to strengthen our industrial base through townhall meetings, op-ed pieces, speeches and other outreach efforts.

The unions that make up the IUC include the Bakery, Confectionery, Tobacco Workers and Grain Millers; Electrical Workers; Graphic Communications; IUE-CWA; Machinists; Mine Workers; PACE International Union; Steelworkers; Teamsters; UAW; UNITE; and the United Food and Commercial Workers.



## Cooper Fishing Club

It is time to join the Cooper Fishing club for 2003. Memberships are \$30 for active employees and \$20 for retirees. No Ohio fishing license is required. A membership covers the member, spouse and children under the age of 21. This year we are having two fishing derbies. The first one will be a pay derby on April 27. All money collected will be returned as prizes. On May 18, we will hold our Family Derby. The club will furnish hot dogs and sodas. Everyone brings a hot or cold dish and their table service. There is an hour set apart for kids under the age of 15 to fish with their own prizes awarded. After lunch, the adults fish for two hours with prizes awarded afterward. To join the club, please contact Marv Hall in Receiving, extension 3291 or any other Board member. The members of the Board are: Darrol Lepper, Mike Laundry, Don August, Buck Kerr, Estil Kirby, Sy Shaheen Sr., Dave Phillips (BG Seal) and Mark Hoffman (BG Hose).

01 Lori A. Miller  
 02 Ronald K. Collins  
 02 Keith A. Gibson  
 03 David G. Manges  
 03 John J. Altman Jr.  
 03 Paul M. Decker Jr.  
 03 Christopher L. McAfee  
 03 Thomas J. Clymer Jr.  
 03 Humbert L. Flores  
 04 Chris A. Crow  
 04 Bert A. Grubbs Jr.  
 05 Billy L. Wren  
 05 Daryl L. Wilson  
 06 Mitchell T. Hiegel  
 07 John A. Dean  
 07 James F. Hendricks  
 08 Mervin D. Roush  
 08 Lloyd T. Powell  
 08 Richard A. Gibson  
 09 Thomas L. Hursey  
 09 Glenn L. Lemire  
 10 David W. Kay  
 10 William F. Zoll  
 10 Dennis C. Dearth  
 10 Paul S. Miller  
 11 Dwight L. Frater  
 11 Douglas K. Bowyer  
 11 Justin K. Basinger  
 11 Benjamin M. Lortz  
 12 Bob F. Myers  
 12 David E. Zellers  
 12 Bruce A. Fields  
 12 Dennis L. Humphrey  
 12 Brian J. Gould  
 12 Todd A. Best  
 12 James T. Ishmael  
 13 Michael R. Fletcher  
 14 John A. Gerdeman

# March 2003 Birthdays

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

15 Joe D. Barnes  
 15 Jeffrey C. Derringer  
 15 Raleigh L. Johnson  
 15 Brad J. Mullholand  
 15 Jeffrey L. Reichelderfer  
 16 Larry E. Marquart  
 16 Timothy L. Kuhn  
 16 Mark D. Wright  
 17 Thomas J. Clymer  
 17 Scott D. Schrier  
 18 Michael E. Eingle  
 18 Malcolm R. Badertscher  
 18 John M. Moses  
 19 James A. Watson  
 19 Steven L. Dunbar  
 19 Jeffery L. Wingate  
 19 Douglas E. Bolmer  
 19 Leval Jones  
 20 Ernest T. Temple Jr.  
 20 Deb S. Fields  
 20 Danny J. Price  
 21 Jerry D. Brumbaugh Jr.  
 21 Kasey A. Rensch  
 22 Richard H. Wolfe  
 23 James G. Brown Jr.  
 23 Scott J. Chisholm  
 23 Richard L. Peterson  
 24 George L. Shafer  
 24 Tom E. Ruppright  
 24 Mitchell R. Nash  
 25 Larry O. Treen  
 25 Kenneth A. Peterman  
 25 Darrin S. Miller  
 26 Edward A. Oates  
 26 Douglas L. Noel  
 28 Ronald D. Baillie  
 29 John G. Aukerman  
 29 Michael D. Miller  
 30 Danny Mc Laughlin  
 30 Terry L. Kirkendall  
 30 Bradley E. Mc Phail  
 31 Rick A. Auxier  
 31 Chad C. Monday

## Health & Safety

# THE EYES HAVE IT

ALL ABOUT EYE SAFETY

Eye injury is a leading cause of monocular blindness in the United States, and is second only to cataract as the most common cause of visual impairment.

March has been designated as “workplace eye safety month” in the United States. According to the U.S. Department of Labor, approximately 1,000 eye injuries occur everyday in American workplaces. It is estimated that 90% of these injuries are preventable with the use of proper safety eyewear. The cost of personal protective equipment is extremely cost effective when compared to the expenses of injuries, direct costs of medical treatment, as well as associated costs of higher work comp premiums, lost time, replacement workers, etc. The Bureau of Labor Statistics reports that 3 out of every 5 workers injured were not wearing eye protection at the time of the accident.

### What Causes Eye Injuries?

The BLS found that 70% of the accidents resulted from flying or falling objects or sparks striking the eye. Injured workers estimated that nearly three-fifths of the objects were smaller than a pin head. Most of the particles were said to have been traveling faster than a hand-thrown object when the accident occurred.

- 31%-Blunt objects
- 18%-Sharp objects
- 9%-Motor vehicle crashes
- 6%-BB guns
- 5%-Nails
- 5%-Hammer on metal
- 5%-Fireworks
- 5%-Guns
- 4%-Falls
- 3%-Explosion
- 8%-Other

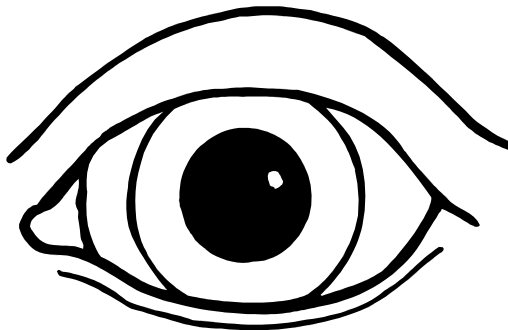
The majority of eye injuries occur in persons under thirty years of age, with 95% occurring among

males.

Contact with chemicals caused one-fifth of the injuries. Chemical injury to the eye can be of two kind:

Acidic-usually less common as a source of injury than alkali. Acids can be found in car batteries and industrial cleaners (  $H_2SO_4$  ), silicone production, glass polishing, gasoline alkylation and chrome plating operations.

Alkali are found in cleaning agents and fertilizers ( ammonia  $NH_3$  ), drain cleaners ( Lye  $NaOH$  ), sparklers ( Magnesium hydroxide  $Mg(OH)_2$  ), plaster and cement to name a few.



Note: Alkali are usually more damaging to the eye than acids, with the exception of some strong acids such as hydrofluoric acid.

### How Can Eye Injuries Be Prevented?

Always wear effective eye protection. In 29 CFR 1910.133(a)(1), OSHA stipulates that. . .The employer shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation. To be effective, the eyewear must be of the appropriate type for the hazard encountered and properly fitted. For example, the BLS survey showed that 94% of the injuries to workers wearing eye protection resulted from objects or chemicals going around or under the protector. Eye protective devices should allow for air to circulate between the eye and the lens.

Nearly one-fifth of the injured workers with eye protection wore face shields or welding helmets. However, only six percent of the workers injured while wearing eye protection wore goggles also,

## Health & Safety Continued...

which generally offer better protection for the eyes. Best protection is afforded when goggles are worn with face shields.

Better training and education. BLS reported that most workers were hurt while doing their regular jobs. Workers injured while not wearing protective eyewear most often said they believed it was not required by the situation. Even though the vast majority of employers furnished eye protection at no cost to employees, about 40% of the workers received no information on where and what kind of eyewear should be used.

**Maintenance:** Eye protection devices must be properly maintained. Scratched and dirty devices reduce vision, cause glare and may contribute to accidents.

**Nearly One Million Americans** have already lost to some degree of sight to an eye injury. With over 365,000 work-related eye injuries still occurring each year, Americans could use a few tips on how to prevent eye injuries in the workplace.



**Assessment-**Conduct analysis of operations, inspect work areas, review accident reports, in order to identify eye hazards.



**Test-**Uncorrected vision problems contribute to accidents. Our Contract provides Vision care, be sure to be routinely checked.



**Protect-**Select protective eyewear designed for a specific hazard. Protective eye and face devices purchased after July 5, 1994 shall comply with ANSI Z87.1-1989



**Fit-**Workers cannot be expected to use their protective eyewear unless it fits properly and comfortably. To ensure the eyewear is satisfactory, have it fit by an eye care professional or someone trained to do this.



**Plan for an Emergency-**Establish first-aid procedures for eye injuries. Make eyewash stations accessible, particularly where chemicals are used. Train employees in basic first aid and identify those with more

advanced first-aid training.



**Educate-**Conduct ongoing educational programs to establish, maintain and reinforce the need for protective eyewear. Add eye safety to your regular employee education/training programs and include it as a large part of new employee orientation.



**Support-**Management support is a key ingredient in successful eye safety programs. All management personnel should set an example by wearing protective eyewear whenever and wherever required.

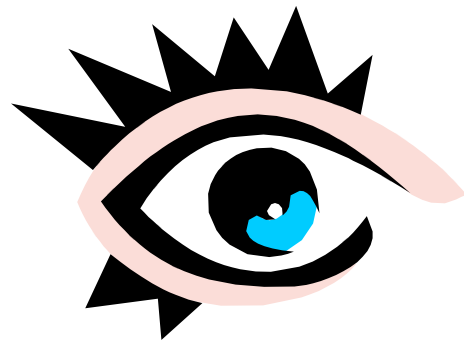


**Review-**Continually review and, when necessary, revise your accident prevention strategies. Aim for the elimination of all accidents and injuries.



**Put It In Writing-**When all elements of your safety program have been established, put them in writing. Display a copy of the policy in areas frequented by employees, and include a review of the policy in new employee orientation.

**Many of the suggestions mentioned above are currently in use within the Findlay plant. One final thought, there were more than 20 reportable eye events in the Findlay plant in 2002.**



**Health & Safety Committee  
USWA Local 207L  
Bruce Marshall  
Dan Radebaugh**

Local 207


Local Union No. 207  
1130 Summit Street  
Findlay, Ohio 45840

Phone: 419-422-4224  
Fax: 419-423-4442

**Next Union Meeting  
March 10, 2003**

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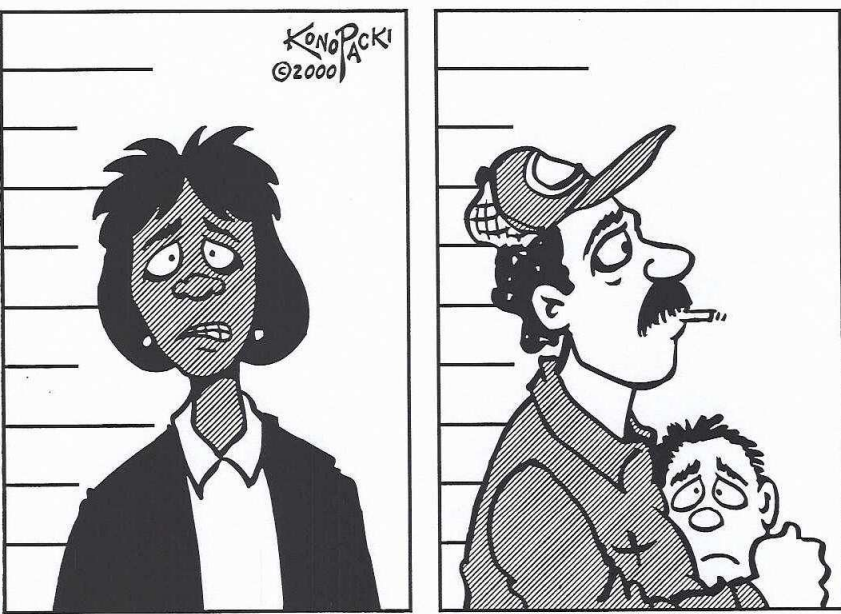
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