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P R E S S R E L E A S E

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Officers of the New Jersey Industrial Union Council, AFL-CIO, representing over 200,000 workers in private industry and the public sector today announced an action plan to inform New Jersey workers about their right-to-know about toxic chemicals under important new state and federal laws.

Under the federal Occupational Safety and Health Administration's Hazard Communication Standard, by May 25, 1986, every chemical and other manufacturing sector worker in New Jersey must be trained by their employer about the hazards of toxic substances to which they may be exposed.

According to IUC President Archer Cole, "The labor movement achieved a great victory with passage of the New Jersey Right-to-Know Law and subsequent issuance of the OSHA Hazard Communication Standard." These laws offer working people the opportunity to learn what chemicals they work with and what hazards they, their families, and their communities may face."

Tom Fricano, IUC Secretary-Treasurer, says that "Now it's up to all of us to make employers comply and to use these laws to protect our health."

MORE

The IUC action plan includes the following:

- 1) Sponsorship of practical workshops and training sessions for unions on how to use these laws. (See enclosed advisory for the first session to which the press is invited).
- 2) Development of a Right-to-Know Speaker's Bureau.
- 3) Distribution of factsheets on the laws, including checklists for rank and file union members to use to monitor employer compliance while in employer-run training sessions.
- 4) Monitoring of the public outreach and enforcement activities of the N.J. Dept. of Health and Occupational Safety and Health Administration (OSHA).
- 5) Helping unions to publicize cases where employers refuse to disclose hazards.
- 6) Cooperative efforts with the New Jersey Right-to-Know Coalition to insure that community residents get the information they need to protect their health.
- 7) Opposition to any legislative changes which weaken the N.J. Right-to-Know law.
- 8) Support for Right-to-Know for farmworkers who are currently not covered by either law.

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IT'S YOUR RIGHT-TO-KNOW!

MEMBERSHIP TRAINING CHECKLIST

Under OSHA's new Hazard Communication Standard, all current employees (see definition) must receive initial training about hazardous substances by May 25, 1986.

Please use this checklist to help your union monitor employer compliance with this law.

YOUR NAME (OPTIONAL): _____

DEPARTMENT: _____

DATE(S) OF TRAINING: _____

NAME OF INSTRUCTOR(S): _____

WHO

"Employee" means a worker employed by an employer in a workplace in SIC Codes 20 through 39 who may be exposed to hazardous chemicals under normal operating conditions or foreseeable emergencies, including, but not limited to production workers, line supervisors, and repair or maintenance personnel. Office workers, grounds maintenance personnel, security personnel or non-resident management are generally not included, unless their job performance routinely

involves potential exposure to hazardous chemicals.

IN COMPLIANCE?

Am I a covered "employee" ?

Is everyone who should be trained being trained?

YOUR NOTES

WHEN

(h) *Employee information and training.* Employers shall provide employees with information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new hazard is introduced into their work area.

Place a check below if in your opinion your employer is in compliance .

(1) *Information.* Employees shall be informed of:

(i) The requirements of this section;

(ii) Any operations in their work area where hazardous chemicals are present; and,

(iii) The location and availability of the written hazard communication program, including the required list(s) of hazardous chemicals, and material safety data sheets required by this section.

(2) *Training.* Employee training shall include at least:

(i) Methods and observations that may be used to detect the presence or release of a hazardous chemical in the work area (such as monitoring conducted by the employer, continuous monitoring devices, visual appearance or odor of hazardous chemicals when being released, etc.);

(ii) The physical and health hazards of the chemicals in the work area;

(iii) The measures employees can take to protect themselves from these hazards, including specific procedures the employer has implemented to protect employees from exposure to hazardous chemicals, such as appropriate work practices, emergency procedures, and personal protective equipment to be used; and,

(iv) The details of the hazard communication program developed by the employer, including an explanation of the labeling system and the material safety data sheet, and how employees can obtain and use the appropriate hazard information.

Please make any general comments below and return when completed to your union. Thank you!

SUGGESTED GUIDELINES FOR IMPROVING TRAINING
PROGRAMS UNDER OSHA'S HAZARD COMMUNICATION STANDARD

According to the Hazard Communication Standard (HCS), employers will have to provide extensive training and education programs for workers who are exposed to hazardous chemicals. The requirements are extremely flexible, which means employers may try to find ways to cut corners. To guard against this, the local union should be actively involved in demanding high-quality training. Although the standard is silent on the issue of collective bargaining, the union has a right to negotiate any part of the training program. Before doing so, here are some issues to consider.

a. Who will do the Training?

A number of management consultants have developed training programs in response to the HCS. Most of these were developed by employers for employers, and so they do not give workers complete information on hazardous chemicals. Before any group or individual is selected, the local union should demand that trainers meet these minimum criteria:

- * Ability to communicate
- * Acceptability to workers and union
- * Work-related educational experiences
- * Broad knowledge of total operations
- * Knowledge of hazards and controls

Without these qualities, you may be stuck with a training program that does not give workers the information they need. Demand the best!

b. What Does the Training Include?

At the very least, the training program has to cover those subjects required by the HCS. In addition, the people doing the instruction should develop course objectives, which explain what knowledge workers will learn and what behaviors will be reinforced. These objectives should include more than urging workers to use existing protections, such as respirators. The training should also result in workers:

- * Asking for more information
- * Requesting hazard evaluations of their jobs
- * Identifying dangerous conditions and reporting them to management

- * Devising new protections such as ventilation systems
- * Demanding improvements in existing conditions.

The union should also have an opportunity to review any material that will be used and to make changes. Unless you demand this right, the training program may focus on workers' personal habits, such as smoking and diet, instead of changing workplace conditions.

c. How will the Training Program be set up?

A lot of decisions go into the making of a good educational program. Again, the union should demand a quality product based on the following suggestions:

- * A review of the operations must be done to determine which workers need what training
- * A variety of teaching methods (lecture, discussion, audio-visual, problem solving) should be used to keep people's interest
- * The class should be limited to 25 to allow the maximum participation
- * Enough time should be devoted to each session to give workers a chance to provide feedback and ask questions. A good training program would involve an average of four hours' training for each worker.
- * The sessions should be scheduled on employer time so that all workers will be encouraged and have an opportunity to attend.
- * Someone should be in charge of monitoring new hazards and job changes so that workers will be trained before they are exposed to any hazards.
- * The training must be evaluated while it is being done and after it is completed to make sure workers are actually learning the material and using it.

This factsheet is distributed by the New Jersey Industrial Union Council, AFL-CIO Right-to-Know Project and is essentially a reprint of material prepared by the United Auto Workers Safety and Health Department.

March 1, 1986

IT'S YOUR RIGHT TO KNOW!

INADEQUATE CHEMICAL LABELING REPORT

Under OSHA's Hazard Communication Standard, manufacturing employers are required to insure that hazardous chemicals are labeled. Use this form to help your union monitor employer's compliance with the law. Return it when completed to your union representative.

Your Name (optional) _____

Department _____

Date _____

The law requires that:

Containers of hazardous chemicals in the workplace are to be labeled, tagged, or marked with the following information:

- a) The identity of the hazardous chemicals (common or code names may be allowable)
- b) A hazard warning that conveys the danger of the hazard; for example, "Caution: causes lung damage when breathed."
- c) The name and address of the manufacturer, importer, or other responsible party.

"Containers" includes bags, barrels, bottles, boxes, cans, cylinders, drums, reaction vessels, storage tanks or the like that contain a hazardous chemical.

No labeling is required for pipelines or portable containers into which hazardous chemicals are transferred from labeled containers and which are intended only for the immediate use of the employee who performs the transfer.

Indicate below any inadequate chemical labeling that you have found:

<u>TYPE OF CONTAINER</u>	<u>LOCATION</u>	<u>DESCRIBE WHAT'S WRONG</u>
Examples:		
55 gallon "Drum"	Packaging Dept.	No label at all
Processing vessel	Pulverizing Unit	Label says "danger" but does not convey hazard
Bag of Powder	Storage	Label says "causes skin irritation" but doesn't mention that this chemical causes cancer.
1.		
2.		
3.		
etc.		

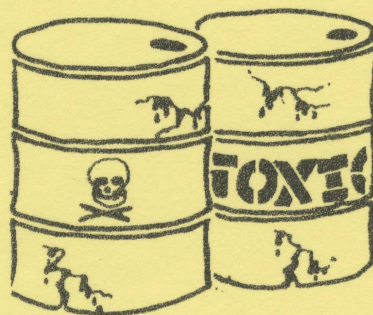
Will Your Employer Obey The Law?



Your employer must comply with OSHA's Hazard Communication rule by May 25, 1986.

Your employer must:

1) **TRAIN** workers about hazardous chemicals and about all other requirements of this OSHA rule.



2) **LABEL** containers of hazardous chemicals with hazard warnings -- including warnings of long term health effects like cancer and birth defects.



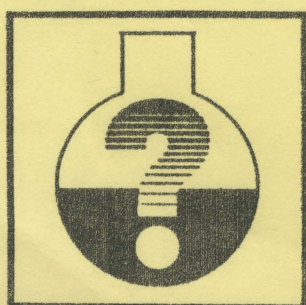
3) Provide information sheets -- called **MATERIAL SAFETY DATA SHEETS (MSDSs)** -- about each hazardous chemical to all workers and your union upon request.

4) Provide upon request a **WRITTEN HAZARD COMMUNICATION PROGRAM**. This program explains how your employer will comply with the law. It must include a list of the hazardous chemicals at your workplace.



IF YOUR EMPLOYER IS NOT MEETING THESE REQUIREMENTS BY MAY 25, 1986, THEY ARE VIOLATING OSHA RULE 1910.1200, HAZARD COMMUNICATION.

- FOR MORE INFORMATION, CONTACT YOUR UNION REPRESENTATIVE.
- FOR ADVICE, A COPY OF THE LAW, FACTSHEETS, AND TOOLS TO HELP MAKE YOUR EMPLOYER COMPLY, CONTACT:



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