

**DRAFT**

Mr. Les Zuke  
Director of Public Relations  
Philip Morris USA  
120 Park Avenue, 12th Floor  
New York, New York 10017

Dear Les:

On behalf of the Tobacco Industry Labor Management Committee, I want to thank you for meeting with us last week. We appreciate you taking the time to outline Philip Morris' Pittsburgh accommodation program.

~~and~~ the members of the Committee in attendance were quite impressed with the presentation. If successful, I have no doubt that the accommodation program will be beneficial to our industry and its workers.

In assessing the assistance the Committee can provide within Pittsburgh's labor community, it is important to divide the program into two categories; public places and the workplace. The former requires a short-term effort. The latter needs a more comprehensive, sophisticated approach.

Public Places

During the early stages of your campaign, the Committee's efforts would be focused on attracting those unions with a direct, job-related interest in the success of the accommodation program. Those unions are the Bakery, Confectionery and Tobacco Workers (BC&T) and the Sheet Metal Workers International Association (SMWIA). These two unions are members of the Committee and their

international presidents are on the Committee's board.

*They are?  
We don't have a board  
that I know of*

The Committee would approach these unions through the appropriate internal union channels at the national level. In order to garner their support, however, <sup>*we believe*</sup> the accommodation program must contain several important elements. First, all program materials must be produced by union shops. The union "bug" is the first thing union officers and most members will look for. Without <sup>*the union "bug"*</sup> taking this step, it will be difficult to <sup>*persuade*</sup> convince union officers that the program is worthy of their support and active participation.

<sup>*we believe*</sup> Second, <sup>*we*</sup> any construction work done in conjunction with the program, such as the project at the arts center, must be done by union contractors. As <sup>*we*</sup> discussed during our meeting, this is the primary issue for any building trades union, including SMWIA. ~~For example,~~ <sup>*for example*</sup> if the ventilation work at the arts center, is done with non-union workers, it will be virtually impossible for the leaders of SMWIA to interest their local Pittsburgh union in the program.

Finally, the accommodation program should include the use of the National Energy Management Institute (NEMI) in two ways. NEMI, a joint project of the SMWIA and the union sheet metal contractors, would be available to provide educational information on ventilation through formal presentations, materials and other vehicles. NEMI should also offer expert technical assistance to

restaurant owners in the areas of ventilation inspections and  
 seating <sup>arrangements</sup> assessments.

If these elements are part of the program, <sup>we believe that</sup> ~~there is the~~  
~~likelihood~~ that the leaders of these two unions in the Pittsburgh  
 area could publicly support the accommodation program.

Several other positive outcomes are also possible. By producing  
 all program materials in union shops, there is the chance that  
 the Committee would be able to approach the local printing trades  
 unions for their support. Similarly, if the program has a union  
 construction provision, the Committee can expand the support for  
 the program beyond the SMWIA to other building trades unions.

It will be difficult, but possible to enlist the support of the  
 Hotel Employees and Restaurant Employees International Union  
 (HERE). This is not a workplace issue for the union because the  
 members are already precluded from smoking on the job. However,  
 if it can be <sup>demonstrated</sup> ~~proven~~ that jobs will be lost without an  
 accommodation effort, HERE may be inclined to favor the program.

In all cases, the appeal by the Committee <sup>would be</sup> ~~is~~ made on the basis of  
 jobs for union members. There will be a discussion of the  
 accommodation issue, but in the early phase, public places, the  
 Committee's effort must focus on jobs.

~~By~~ Workplaces

A long-term program should focus on the workplace. This is

consistent with the Committee's experience that the smoking issue can only be addressed with unions through a discussion of traditional union principles. Smoking in the workplace is an issue that must be addressed jointly by labor and management through collective bargaining. Unilateral imposition of a smoking policy by management or another outside source such as a legislative body, undermines the collective bargaining process and is therefore unacceptable to labor unions. The AFL-CIO is very clear on this issue.

Further, smoking in the workplace must be looked at in the broader issue of safe indoor air quality in the workplace. Again, the AFL-CIO is clear on the matter. Safe indoor air quality is a significant worker health and safety issue and the imposition of smoking restrictions does not address the fundamental indoor air quality problem.

To attract the key unions in Pittsburgh, the American Federation of State, County and Municipal Employees (AFSCME), Service

Employees International Union (SEIU) and United Steelworkers, *as well as*

*(the central labor council)* the accommodation program must be broadened to address these two principles. For the members of these unions, collective bargaining and safe indoor air quality are fundamental workplace issues.

From our meeting, I was left with the impression that indoor air quality was not a primary focus of your campaign. It is however,

MAY 23 '89 11:13

P.6

integral to the development of support from the broader labor community, including the central labor council. As I'm sure you understand, labor organizations have limited resources and target their efforts in areas that directly impact their membership. Thus, by expanding the program to include indoor air quality, opportunities are created with other unions beyond those with a direct jobs interest.

The Committee <sup>looks forward</sup> ~~is anxious~~ <sup>ing</sup> to work with you on the accommodation program. We hope that this letter provides you with a clear picture of the way in which <sup>(we would develop)</sup> a labor support component ~~would be developed by the Committee.~~

If you have any questions or want to discuss these ideas in more detail, please don't hesitate to contact me. I look forward to hearing from you.

Sincerely

Joe Masterson

Chairman

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