

90 TAA PETITIONS INSTITUTED BETWEEN 12/1/19 AND 12/31/19—Continued

TA-W	Subject firm (petitioners)	Location	Date of institution	Date of petition
95506	Morgan Stanley (State/One-Stop)	New York, NY	12/23/19	12/20/19
95507	Symantec—Norton/Lifelock (State/One-Stop)	Herndon, VA	12/23/19	12/20/19
95508	Ubiquiti Networks, Inc. (State/One-Stop)	Portland, OR	12/23/19	12/20/19
95509	Cognizant (State/One-Stop)	New York, NY	12/26/19	12/23/19
95510	Fiserv Solutions, LLC (State/One-Stop)	Beaverton, OR	12/26/19	12/24/19
95511	IBM Global Services (State/One-Stop)	Endicott, NY	12/26/19	12/23/19
95512	IDT Corporation (State/One-Stop)	Newark, NJ	12/26/19	12/23/19
95513	ITT Goulds Pumps (State/One-Stop)	Seneca Falls, NY	12/26/19	12/23/19
95514	Medical Billing Solutions, Inc. (State/One-Stop)	Richmond, VA	12/26/19	12/23/19
95515	TMK—IPSCO (Workers)	Catoosa, OK	12/26/19	12/23/19
95516	Cameron Manufacturing & Design (State/One-Stop)	Horseheads, NY	12/27/19	12/26/19
95517	Coronado Global Resources (State/One-Stop)	Raven, VA	12/27/19	12/26/19
95518	Corsicana Bedding (Company)	Barnesville, PA	12/30/19	12/27/19
95519	PSG Blackmer a Dover Corporation (Company)	Grand Rapids, MI	12/30/19	12/27/19
95520	Castelli America (State/One-Stop)	Ashville, NY	12/31/19	12/23/19
95521	Franks International (State/One-Stop)	Lafayette, LA	12/31/19	12/30/19
95522	Peabody Wildcat Hills Complex (State/One-Stop)	Equality, IL	12/31/19	12/24/19
95523	Volvo Trucks North America (State/One-Stop)	Dublin, VA	12/31/19	12/30/19

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DEPARTMENT OF LABOR

Employment and Training Administration

Notice of Determinations Regarding Eligibility To Apply for Trade Adjustment Assistance

In accordance with the Section 223 (19 U.S.C. 2273) of the Trade Act of 1974 (19 U.S.C. 2271, *et seq.*) (“Act”), as amended, the Department of Labor herein presents summaries of determinations regarding eligibility to apply for trade adjustment assistance under Chapter 2 of the Act (“TAA”) for workers by (TA-W) number issued during the period of *December 1, 2019 through December 31, 2019*. (This Notice primarily follows the language of the Trade Act. In some places however, changes such as the inclusion of subheadings, a reorganization of language, or “and,” “or,” or other words are added for clarification.)

Section 222(a)—Workers of a Primary Firm

In order for an affirmative determination to be made for workers of a primary firm and a certification issued regarding eligibility to apply for TAA, the group eligibility requirements under Section 222(a) of the Act (19 U.S.C. 2272(a)) must be met, as follows:

(1) The first criterion (set forth in Section 222(a)(1) of the Act, 19 U.S.C. 2272(a)(1)) is that a significant number or proportion of the workers in such workers’ firm (or “such firm”) have become totally or partially separated, or

are threatened to become totally or partially separated;

AND (2(A) or 2(B) below)

(2) The second criterion (set forth in Section 222(a)(2) of the Act, 19 U.S.C. 2272(a)(2)) may be satisfied by either (A) the Increased Imports Path, or (B) the Shift in Production or Services to a Foreign Country Path/Acquisition of Articles or Services from a Foreign Country Path, as follows:

(A) Increased Imports Path:

(i) The sales or production, or both, of such firm, have decreased absolutely;

AND (ii and iii below)

(ii) (I) Imports of articles or services like or directly competitive with articles produced or services supplied by such firm have increased; OR

(II)(aa) Imports of articles like or directly competitive with articles into which one or more component parts produced by such firm are directly incorporated, have increased; OR

(II)(bb) Imports of articles like or directly competitive with articles which are produced directly using the services supplied by such firm, have increased; OR

(III) Imports of articles directly incorporating one or more component parts produced outside the United States that are like or directly competitive with imports of articles incorporating one or more component parts produced by such firm have increased;

AND

(iii) The increase in imports described in clause (ii) contributed importantly to such workers’ separation or threat of separation and to the decline in the sales or production of such firm; OR

(B) Shift in Production or Services to a Foreign Country Path OR Acquisition of Articles or Services from a Foreign Country Path:

(i) (I) There has been a shift by such workers’ firm to a foreign country in the production of articles or the supply of services like or directly competitive with articles which are produced or services which are supplied by such firm; OR

(II) Such workers’ firm has acquired from a foreign country articles or services that are like or directly competitive with articles which are produced or services which are supplied by such firm;

AND

(ii) The shift described in clause (i)(I) or the acquisition of articles or services described in clause (i)(II) contributed importantly to such workers’ separation or threat of separation.

Section 222(b)—Adversely Affected Secondary Workers

In order for an affirmative determination to be made for adversely affected secondary workers of a firm and a certification issued regarding eligibility to apply for TAA, the group eligibility requirements of Section 222(b) of the Act (19 U.S.C. 2272(b)) must be met, as follows:

(1) A significant number or proportion of the workers in the workers’ firm or an appropriate subdivision of the firm have become totally or partially separated, or are threatened to become totally or partially separated;

AND

(2) The workers’ firm is a supplier or downstream producer to a firm that employed a group of workers who

received a certification of eligibility under Section 222(a) of the Act (19 U.S.C. 2272(a)), and such supply or production is related to the article or service that was the basis for such certification (as defined in subsection 222(c)(3) and (4) of the Act (19 U.S.C. 2272(c)(3) and (4)));

AND

(3) Either—

(A) The workers' firm is a supplier and the component parts it supplied to the firm described in paragraph (2) accounted for at least 20 percent of the production or sales of the workers' firm; OR

(B) A loss of business by the workers' firm with the firm described in paragraph (2) contributed importantly to the workers' separation or threat of separation determined under paragraph (1).

Section 222(e)—Firms Identified by the International Trade Commission

In order for an affirmative determination to be made for adversely affected workers in firms identified by the International Trade Commission and a certification issued regarding eligibility to apply for TAA, the group

eligibility requirements of Section 222(e) of the Act (19 U.S.C.

2272(e)) must be met, by following criteria (1), (2), and (3) as follows:

(1) The workers' firm is publicly identified by name by the International Trade Commission as a member of a domestic industry in an investigation resulting in—

(A) An affirmative determination of serious injury or threat thereof under section 202(b)(1) of the Act (19 U.S.C. 2252(b)(1)); OR

(B) An affirmative determination of market disruption or threat thereof under section 421(b)(1) of the Act (19 U.S.C. 2436(b)(1)); OR

(C) An affirmative final determination of material injury or threat thereof under section 705(b)(1)(A) or 735(b)(1)(A) of the Tariff Act of 1930 (19 U.S.C. 1671d(b)(1)(A) and 1673d(b)(1)(A));

AND

(2) The petition is filed during the 1-year period beginning on the date on which—

(A) A summary of the report submitted to the President by the International Trade Commission under section 202(f)(1) of the Trade Act (19 U.S.C. 2252(f)(1)) with respect to the

affirmative determination described in paragraph (1)(A) is published in the **Federal Register** under section 202(f)(3) (19 U.S.C. 2252(f)(3)); OR

(B) Notice of an affirmative determination described in subparagraph (B) or (C) of paragraph (1) is published in the **Federal Register**;

AND

(3) The workers have become totally or partially separated from the workers' firm within—

(A) The 1-year period described in paragraph (2); OR

(B) Notwithstanding section 223(b) of the Act (19 U.S.C. 2273(b)), the 1-year period preceding the 1-year period described in paragraph (2).

Affirmative Determinations for Trade Adjustment Assistance

The following certifications have been issued. The date following the company name and location of each determination references the impact date for all workers of such determination.

The following certifications have been issued. The requirements of Section 222(a)(2)(A) (Increased Imports Path) of the Trade Act have been met.

TA-W No.	Subject firm	Location	Impact date
94,690	Tosoh Quartz, Inc., Tosoh Corporation-U.S. Operations	Portland, OR	April 3, 2018.
94,923	Theis Precision Steel	Bristol, CT	June 20, 2018.
95,042	Woodcor America, Inc. dba Cedar America	Mountain View, AR	August 5, 2018.
95,214	Roseburg Forest Products, Dillard Plywood Division	Dillard, OR	December 28, 2018.

The following certifications have been issued. The requirements of Section 222(a)(2)(B) (Shift in Production or

Services to a Foreign Country Path or Acquisition of Articles or Services from

a Foreign Country Path) of the Trade Act have been met.

TA-W No.	Subject firm	Location	Impact date
94,783	Sitel Operating Corporation, Sitel LLC, Sitel Worldwide Corporation, Horizon HR Services.	Albuquerque, NM	May 3, 2018.
95,104	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Malvern, PA	August 21, 2018.
95,104A	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Boulder, CO	August 21, 2018.
95,104B	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Buffalo, NY	August 21, 2018.
95,104C	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Chicago, IL	August 21, 2018.
95,104D	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Concord, CA	August 21, 2018.
95,104E	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Duluth, GA	August 21, 2018.
95,104F	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Fenton, MO	August 21, 2018.
95,104G	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Houston, TX	August 21, 2018.
95,104H	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Irvine, CA	August 21, 2018.
95,104I	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Lawrenceville, GA	August 21, 2018.
95,104J	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Macon, GA	August 21, 2018.

TA-W No.	Subject firm	Location	Impact date
95,104K	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Maitland, FL	August 21, 2018.
95,104L	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Nashville, TN	August 21, 2018.
95,104M	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Phoenix, AZ	August 21, 2018.
95,104N	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Tucker, GA	August 21, 2018.
95,104O	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	Wayne, PA	August 21, 2018.
95,104P	Ricoh USA, Inc., IT Infrastructure division, Ricoh Americas Holdings Inc.	West Caldwell, NJ	August 21, 2018.
95,121	Bank of the West, BancWest Holding, IT Application Support Group, Allegis Global Solutions.	Omaha, NE	August 26, 2018.
95,147	State Street Bank & Trust Co., Legal—Global Markets Center of Excellence, State Street Corporation.	Boston, MA	September 4, 2018.
95,156	XP Power LLC, Aerotek, Blue Ribbon, Sourced Staffing	Minden, NV	August 28, 2018.
95,164	State Street Bank and Trust Company, Private Equity Operations, State Street Corporation.	Boston, MA	September 9, 2018.
95,170	CreativeDrive, Inc., Sandbox Studio, LLC	Portland, OR	September 10, 2018.
95,188	State Street Corporation, Tax Department	North Quincy, MA	September 16, 2018.
95,205	Prysmian Cables and Systems USA, LLC, Draka Cableteq USA Inc., Energy division, Team Employment, ManpowerGroup.	Hutchinson, KS	September 23, 2018.
95,235	AVX Filters Corporation, Medical division, AVX Corporation	Sun Valley, CA	September 30, 2018.
95,245	ABB Inc., Industrial Automation division, Pontoon Solutions	Lewisburg, WV	October 1, 2018.
95,250	Dagoba Organic Chocolate, The Hershey Company, Express Pros.	Ashland, OR	October 3, 2018.
95,263	Nokia of America Corporation, Nokia, Nokia Solutions & Networks LLC, Alcatel-Lucent USA Inc.	Coppell, TX	October 8, 2018.
95,268	Tri Star Electronics International, Inc., Carlisle Interconnect Technologies division, Skillset Group, Amtec, etc.	El Segundo, CA	October 8, 2018.
95,292	Citibank Credit Services Inc., Global Consumer Technology Operations Digitization & Technology, etc.	Kansas City, MO	October 17, 2018.
95,292A	Citibank N.A., GCB O&T Finance, Citicorp LLC, Citigroup Inc	Kansas City, MO	October 17, 2018.
95,298	Smith & Nephew, Endoscopy Division, Aerotek	Plymouth, MN	October 17, 2018.
95,313	Del Monte Foods, Inc., Del Monte Foods Holdings Limited	Sleepy Eye, MN	October 22, 2018.
95,338	Refinitiv US LLC, Refinitiv Holdings Limited, Randstad Professionals US, LLC.	Eagan, MN	October 29, 2018.
95,344	Synchrony Bank, Synchrony Financial	Phoenix, AZ	October 22, 2018.
95,344A	Synchrony Bank, Synchrony Financial	Charlotte, NC	October 22, 2018.
95,344B	Synchrony Bank, Synchrony Financial	Alpharetta, GA	October 22, 2018.
95,344C	Synchrony Bank, Synchrony Financial	Canton, OH	October 22, 2018.
95,344D	Synchrony Bank, Synchrony Financial	Kettering, OH	October 22, 2018.
95,345	Cascades Tissue Group- Waterford, Cascades Holding US Inc., Cascades Tissue Group, Manpower, Adecco.	Waterford, NY	November 1, 2018.
95,350	Church & Dwight Co., Inc., Advanta Staffing	South Chesterfield, VA	November 4, 2018.
95,361	Vision Ease, LP, Performance Optics, Hoya Optical Labs of America, Inc., Hoya, Indrotec.	Ramsey, MN	November 6, 2018.
95,362	WaveFront Technology Inc., CalTek Staffing, ESA Temps, Kimco Staffing Services, Inc.	Paramount, CA	November 6, 2018.
95,368	Doctors Foster and Smith Call Center, Petco Animal Supplies, Inc.	Rhineland, WI	November 11, 2018.
95,370	AvMed, Inc., SantaFe Healthcare Inc., Claims Processing Division.	Miami, FL	November 8, 2018.
95,371	Bank of the West, Commercial Loan Services & Branch Deposit Service Administration, etc.	City of Industry, CA	November 12, 2018.
95,383	Superior Steel Fabrication, Staffing Partners, Elwood Staffing, Northwest Industrial Staffing, etc.	Eugene, OR	November 15, 2018.
95,398	Crescent Bank & Trust, CB&T Holding Corporation, Call Center Division.	Chesapeake, VA	November 20, 2018.
95,402	Echo Bay Minerals Company, Kinross Gold, Spring Clean, Golder Associates, Stotts Construction.	Republic, WA	December 2, 2019.
95,402A	On-Site Leased Workers from HR Advantages LLC, Republic Security, WR Tires, 3 Rivers Business Intelligence Solutions, Pine Grove.	Republic, WA	November 19, 2018.
95,472	Inteva Products	Gadsden, AL	December 11, 2018.

The following certifications have been issued. The requirements of Section 222(b) (supplier to a firm whose workers are certified eligible to apply for TAA) of the Trade Act have been met.

TA-W No.	Subject firm	Location	Impact date
95,172	Sykes Enterprises, Incorporated	Vansant, VA	September 9, 2018.

Negative Determinations for Worker Adjustment Assistance

In the following cases, the investigation revealed that the eligibility

criteria for TAA have not been met for the reasons specified.

The investigation revealed that the requirements of Trade Act section 222 (a)(1) and (b)(1) (significant worker

total/partial separation or threat of total/partial separation), or (e) (firms identified by the International Trade Commission), have not been met.

TA-W No.	Subject firm	Location	Impact date
95,129	Farwest Steel Corporation	Eugene, OR.	
95,461	Northwest Hardwoods Inc., Littlejohn & Company, Waterfield Labor Solutions LLC, etc.	Buena Vista, VA.	

The investigation revealed that the criteria under paragraphs (a)(2)(A)(i) (decline in sales or production, or both), or (a)(2)(B) (shift in production or services to a foreign country or

acquisition of articles or services from a foreign country), (b)(2) (supplier to a firm whose workers are certified eligible to apply for TAA or downstream producer to a firm whose workers are

certified eligible to apply for TAA), and (e) (International Trade Commission) of section 222 have not been met.

TA-W No.	Subject firm	Location	Impact date
95,193	Manac Trailers USA, Inc	Oran, MO.	

The investigation revealed that the criteria under paragraphs (a)(2)(A) (increased imports), (a)(2)(B) (shift in production or services to a foreign country or acquisition of articles or

services from a foreign country), (b)(2) (supplier to a firm whose workers are certified eligible to apply for TAA or downstream producer to a firm whose workers are certified eligible to apply

for TAA), and (e) (International Trade Commission) of section 222 have not been met.

TA-W No.	Subject firm	Location	Impact date
94,392	Essity North America, LLC, On-Call Staffing	Bellemont, AZ.	
94,837	HCL America, Inc	Frisco, TX.	
95,090	Insight Global, LLC, IG Staffing Holdings, LLC, IG Igloo Holdings, Inc., Remote Workers.	Atlanta, GA.	
95,143	AK Steel Corporation, Ashland Works division, AK Steel Holding, Hatzel & Buehler, L.R. Daniels.	Ashland, KY.	
95,159	MMP Enterprises USA Inc	Sidney, NE.	
95,181	Omega Apparel	Smithville, TN.	
95,273	Nestle Dreyer's Ice Cream Company, Direct Store Delivery, Nestle USA, Inc.	Aberdeen, SD.	
95,275	Nestle Dreyer's Ice Cream Company, Direct Store Delivery, Nestle USA, Inc.	Brooklyn Park, MN.	
95,351	LZB Manufacturing, Inc., La-Z-Boy West, Merchants Building Maintenance, OS4Labor, Roth Staffing.	Redlands, CA.	

Determinations Terminating Investigations of Petitions for Trade Adjustment Assistance

After notice of the petitions was published in the **Federal Register** and

on the Department's website, as required by Section 221 of the Act (19 U.S.C. 2271), the Department initiated investigations of these petitions.

The following determinations terminating investigations were issued because the petitioner has requested that the petition be withdrawn.

TA-W No.	Subject firm	Location	Impact date
94,947	Conair Corporation	Glendale, AZ.	

The following determinations terminating investigations were issued

because the worker group on whose

behalf the petition was filed is covered under an existing certification.

TA-W No.	Subject firm	Location	Impact date
95,118	Ocwen Loan Servicing, LLC, Ocwen Financial, Kelly Vendor Management Services, Securitas, etc.	Waterloo, IA.	
95,141	Ryder Integrated Logistics, Inc., Supply Chain Solutions division, General Motors Lordstown Complex, etc.	Warren, OH.	
95,209	Owens-Brockway Glass Container, Inc	Waco, TX.	
95,403	Owens-Brockway Glass Container, Inc	Portland, OR.	

I hereby certify that the aforementioned determinations were issued during the period of *December 1, 2019 through December 31, 2019*. These determinations are available on the Department's website https://www.doleta.gov/tradeact/petitioners/taa_search_form.cfm under the searchable listing determinations or by calling the Office of Trade Adjustment Assistance toll free at 888-365-6822.

Signed at Washington DC, this 9th day of January 2020.

Hope D. Kinglock,

Certifying Officer, Office of Trade Adjustment Assistance.

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DEPARTMENT OF LABOR

Office of the Secretary

Agency Information Collection Activities; Submission for OMB Review; Comment Request; Standard on 4,4'-Methylenedianiline for General Industry

ACTION: Notice of availability; request for comments.

SUMMARY: The Department of Labor (DOL) is submitting the Occupational Safety and Health Administration (OSHA) sponsored information collection request (ICR) titled, "Standard on 4,4'-Methylenedianiline for General Industry" to the Office of Management and Budget (OMB) for review and approval for continued use, without change, in accordance with the Paperwork Reduction Act of 1995 (PRA). Public comments on the ICR are invited.

DATES: The OMB will consider all written comments that agency receives on or before February 28, 2020.

ADDRESSES: A copy of this ICR with applicable supporting documentation; including a description of the likely respondents, proposed frequency of response, and estimated total burden may be obtained free of charge from the *RegInfo.gov* website at http://www.reginfo.gov/public/do/PRAViewICR?ref_nbr=201912-1218-011 (this link will only become active on the

day following publication of this notice) or by contacting Frederick Licari by telephone at 202-693-8073, TTY 202-693-8064, (these are not toll-free numbers) or by email at DOL_PRA_PUBLIC@dol.gov.

Submit comments about this request by mail to the Office of Information and Regulatory Affairs, Attn: OMB Desk Officer for DOL-OSHA, Office of Management and Budget, Room 10235, 725 17th Street NW, Washington, DC 20503; by Fax: 202-395-5806 (this is not a toll-free number); or by email: OIRA_submission@omb.eop.gov. Commenters are encouraged, but not required, to send a courtesy copy of any comments by mail or courier to the U.S. Department of Labor—OASAM, Office of the Chief Information Officer, Attn: Departmental Information Compliance Management Program, Room N1301, 200 Constitution Avenue NW, Washington, DC 20210; or by email: DOL_PRA_PUBLIC@dol.gov.

FOR FURTHER INFORMATION CONTACT: Frederick Licari by telephone at 202-693-8073, TTY 202-693-8064, (these are not toll-free numbers) or by email at DOL_PRA_PUBLIC@dol.gov.

SUPPLEMENTARY INFORMATION: This ICR seeks to extend PRA authority for the Standard on 4,4'-Methylenedianiline for General Industry (29 CFR 1910.1050) information collection. This program ensures that information is in the desired format, the reporting burden (time and costs) is minimal, the collection instruments are clearly understood, and OSHA's estimate of the information collection burden is accurate. The Occupational Safety and Health Act of 1970 (OSH Act) (29 U.S.C. 651 *et seq.*) authorizes information collection by employers as necessary or appropriate for enforcement of the Act or for developing information regarding the causes and prevention of occupational injuries, illnesses, and accidents (see 29 U.S.C. 657). The OSH Act also requires OSHA to obtain such information with a minimum burden upon employers, especially those operating small businesses, and to reduce to the maximum extent feasible unnecessary duplication of efforts in obtaining information (see 29 U.S.C. 657). The information collection

requirements specified in the 4,4'-Methylenedianiline Standard for General Industry (the "MDA Standard") (29 CFR 1910.1050) protect workers from the adverse health effects that may result from their exposure to MDA, including cancer, liver, and skin disease. The major paperwork requirements specify that employers must perform initial, periodic, and additional exposure monitoring; notify each worker in writing of their results as soon as possible but no longer than five (5) days after receiving exposure monitoring results; and routinely inspect the hands, face, and forearms of each worker potentially exposed to MDA for signs of dermal exposure to MDA. Employers must also: Establish a written compliance program; institute a respiratory protection program in accordance with OSHA's Respiratory Protection Standard (29 CFR 1910.134); and to develop a written emergency plan for any construction operation that could have an MDA emergency (*i.e.*, an unexpected and potentially hazardous release of MDA). Employers must label any material or products containing MDA, including containers used to store MDA-contaminated protective clothing and equipment. They also must inform personnel who launder MDA-contaminated clothing of the requirement to prevent release of MDA, while personnel who launder or clean MDA-contaminated protective clothing or equipment must receive information about the potentially harmful effects of MDA. In addition, employers are to post warning signs at entrances or access ways to regulated areas, as well as train workers exposed to MDA at the time of their initial assignment, and at least annually thereafter. Other paperwork provisions of the MDA standard require employers to provide workers with medical examinations, including initial, periodic, emergency and follow-up examinations. As part of the medical surveillance program, employers must ensure that the examining physician receives specific written information, and that they obtain from the physician a written opinion regarding the worker's medical results and exposure limitations. The MDA standard also specifies that employers are to establish and maintain exposure monitoring and