

DISCUSSION (Mr. Dunn's paper)

Dr. Hamlin, in commenting on Mr. Dunn's paper said that even after having been with the Company since 1941, it was a revelation to hear of the progress that has been made. He was especially impressed with the number of "firsts" in Brake Shoe and was sure that the talk would be most enlightening to those present. We have tried to keep pace with this program in our medical and nursing program, as demonstrated by these three successful nurses conferences. None of them would have been possible had it not been for the sympathetic understanding and fine support we have received from Mr. Dunn. Dr. Hamlin pointed out that operating a Medical Department is expensive. The fact that the Company is willing to spend \$425,000 annually for this purpose is tangible evidence of its faith in the program. We must strive therefore to justify our place in Brake Shoe and each must do his utmost to merit such confidence.

Question: Are the chest x-rays which were taken in 1933 before the present Medical Department was organized still in use?

Answer: Very definitely! Each employee has an x-ray file containing all the films he has had since coming with the Company. These serial x-rays are most important for comparison in diagnosing new developments or evaluating old lesions.

The question was again brought up with regard to the Industrial Nurses' employment classification. Mr. Dunn answered by saying that nurses do not "supervise" anyone but are considered as part of management. They are professional people, not clerks, and are subject to supervision by Dr. Hamlin and Mrs. Steele as far as the way in which they carry out their nursing duties is concerned.