PLAINTIFF'S EXHIBIT
WRG-1954

JUL 19 1983

GRACE

Zonolite
Construction Products Division

TO: Jack Wolter

DATE: July 15, 1983

FROM: Bill McCaig

SUBJECT: Mandatory Showers and Uniform Policy for Libby Employees

During the initial visit to Libby of Drs. Corbett and Allison McDonald and Patrick Sebastian, a conversation took place with Dr. Tyler Gill, Staff Radiologist at St. John's Lutheran Hospital. Dr. Gill has been in Libby approximately 18 months, during which time he has had an opportunity to examine chest X ray films of one annual survey of all Libby employees and also those X ray's of Libby area residents who have had occasion to be X-rayed for whatever reason during that period of time. He made a statement, when queried by Dr. Corbett McDonald, that he has seen in the general population of the Libby area a different pattern in the chest X rays, an asbestos related pattern, than he had previously seen in the general population of the Portland area, and a different pattern than what he observed in the Silver Valley area where a "silicosis pattern" exists. This conversation, and the known practices followed by many mining operations, in particular the asbestos industry, has led to discussions both at Libby and at the divisional level on requiring all employees to shower at the end of their work shift and to wear uniforms or coveralls at work which can be left behind and laundered under controlled conditions, etc. This procedure would assure that no fiber exposure would occur to other members of an employee's family as a result of material carried home on a person or clothing of the employee.

I contacted Dr. Bill Little and Dr. David Dalgren, Radiolgist from Kalispell who have been involved personally with all X ray examinations of Libby employees taken prior to Dr. Gill joining the staff at St. John's Lutheran Hospital. Dr. Dalgren has stated that he has [illegible] on of any asbestos related lung problems in any member of the [illegible] other than our employees. Dr. Little has stated that he [illegible] one or two cases from the Libby area which he had suspected might have resulted from exposure carried home by employees. He stated that at that time they investigated very carefully because of concern over the possibility that such a pattern might exist. He recalls that no relationship could be established between these cases and our employees. When asked, he could not recollect the names of the people involved. Dr. Little stated that he did not agree with Dr. Gill's statement. He also stated that our employees showed a very definite pattern of fewer occurrences of asbestos related problems and they were less severe during recent years.

I also questioned Carolyn Horka and her predecessor, Rayetta Tangent, who have processed all medical insurance claims for Libby employees during the past eight years and there were no claims for medical treatment of asbestos related lung problems for any spouse or dependent of a Libby employee during that time. We would expect, from the experience we have seen in employees with this problem, that if such problems existed, they would be of long duration and would require extensive treatment. Such a claim would be easily remembered [illegible] insurance claims exist in

storage at Libby for some period of time prior to the eight years and a search of them could be made if the information would be of value.

We have investigated the cost of uniforms and showers, and they are outlined below:

1) Polyester/cotton coveralls or all cotton coveralls for welders, with clean coveralls every other day and a rental locker installed in our change room, for 175 employees on a 200 day production year.....$25,000

2) Insulated coveralls for those required to work outside in cold weather for 125 employees.....$18,000

3) Overtime @ 1/2 hour per day for 40 employees who relieve each other on rotating shifts.....$80,000

4) Eight full- time employees to replace 1/2 hour time lost for all remaining employees who would shower at a straight time...$250,000*

*Potentially a negotiable item (either a flat rate or possibly requiring employee to shower on their own time) if implemented at contract time.

TOTAL ANNUAL EXPENSE DOLLARS REQUIRED.....$373,000

6) Capital Expenditures for a single facility to be located at the Screening Plant with showers for 125 male and a 175 man locker room and adjoining 10 women showers and 20 lockers..... .$200

Provision for uniforms and required showers would have an a in that they would demonstrate an enhanced level of concern and t themselves create an attitude of an awareness of the hazards of fi exposure. The Libby staff is concerned that offsetting this advanta would be an unwarranted fear or concern among employees and the general public in Libby that even with the extremely low levels of exposure we now experience, the Company has become so alarmed and concerned that they will not allow employees to wear their own clothing at work for fear of contamination of the home.

Considering that we have no evidence of problems occurring in wives of senior employees who were exposed to many times the fiber exposure which currently exists, and considering the fact that the opinions of two radiologists who have served the Libby are as well as having been involved in our health monitoring problems sinc its inception, conflict with Dr. Gill's observations, we believe that the institution of a program of uniforms and showers may well be solving a problem that does not exist. I recommend that no action be taken at this time. This r[illegible]ndation is, of course, open to reconsideration should the McDonald s[illegible] or other sources turn up evidence which conflicts with present knowledge.

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