

ASBESTOS SCREENING PROGRAM

03

DUP 0906318

SC-DP-06970

EMPLOYEE RELATIONS DEPARTMENT
Personnel Administration
Division

cc: Carl De Martino
H. G. Smyth
S. S. Swensson
C. A. Williams

May 20, 1981

TO: G. A. CATO (7)
B. W. KARRH, M.D. (4)
C. W. LEE (9)
E. W. OLSEN (6)
J. V. PIET (9)
N. K. WALTERS (4)

FROM: R. A. GERRICK *RAG*

ASBESTOS SCREENING PROGRAM
PARTICIPATION OF PENSIONERS

Please transmit the attached information to your section staff. Communication should be made orally to ERD employees on or after May 27. Pensioners are being contacted at this time with a separate letter and questionnaire (sample packet enclosed).

RAG/bn
Attachment

Note to S. S. Swensson:

Country Club pensioners are included with other ERD pensioners and will receive the same material.

DUP 0906319

SUGGESTED COMMUNICATION TO SUPERVISION AND EMPLOYEES

A few months ago, the Medical Division initiated a special program to review x-rays of employees over forty with ten years or more of Du Pont employment, who have possibly had exposure to asbestos, primarily through handling of insulation. The objective of this program is to determine if there are any early lung abnormalities that may be related to asbestos exposure at Du Pont. Other employees' x-rays are being reviewed at the time of their regular physical examination.

This x-ray screening program is now being extended to pensioners. As is our policy with employees, pensioners will be informed immediately of any abnormality observed.

Physicians and radiologists traditionally have not specifically examined x-rays for minute, early signs of thickening of the lung lining (pleural thickening). Based on developments in and outside the Company during the past decade, medical knowledge and understanding of asbestos-related lung abnormalities have increased dramatically, making early identification of these abnormalities more feasible. Therefore, the review program is being conducted in the light of this increased knowledge and understanding to identify and follow up on any abnormalities which may have gone undetected by traditional methods.

The Medical Division began a program last year to better train Company physicians in early detection procedures. That training is

now completed, and the physicians are reviewing x-rays in conjunction with our consulting radiologists. Du Pont believes that it is the first company in the chemical industry to initiate such an extensive program.

We strongly stress that an early positive reading on an x-ray does not necessarily mean that an employee or pensioner has, or will develop, asbestosis. No medical treatment is required for asbestos-related abnormalities where no disease is present but all work-related cases will be referred to a pulmonary specialist at Company expense for evaluation and consultation.

We believe that our current procedures for handling asbestos insulation ensure a level of exposure well within acceptable limits. Therefore, no changes in handling procedures are anticipated. Any cases of asbestos-related abnormalities detected now are the result of exposure many years ago, at Du Pont or in previous employment, at a time when low levels of exposure to asbestos were not known to be potentially harmful.

QUESTIONS AND ANSWERS

FOR SUPERVISION

DUP 0906322

QUESTIONS AND ANSWERS

The following questions and answers may be helpful to supervision in responding to employee or pensioner inquiries concerning the asbestos screening program.

1. Q Are all Du Pont sites involved in this program?
A Yes, but to varying degrees depending on the extent of use of asbestos-containing materials.
2. Q Why was this program undertaken?
A To take advantage of improved techniques to identify lung abnormalities which may have been undetected by the traditional evaluation methods. The program was extended to pensioners since some of them also may have been exposed to asbestos during their Du Pont careers and may have developed pulmonary abnormalities.
3. Q Do you anticipate finding many cases of undiscovered lung disease or asbestosis?
A We believe there may be some previously undiagnosed cases of lung abnormalities, some of which may be asbestos-related. We don't, however, anticipate finding a large number of such cases.
4. Q What is asbestosis?
A Asbestosis is a condition of the lungs caused by exposure to asbestos dust. The condition involves structural changes that can be seen on chest x-ray films as well as changes such as impaired pulmonary (lung) function, cough, and labored breathing. Asbestosis is frequently a progressive illness.
5. Q What medical treatment will be prescribed?
A Generally, no medical treatment is indicated for asbestosis or asbestos-related abnormalities but all work-related cases will be referred to a pulmonary specialist at Company expense for evaluation and consultation. It is also strongly advised that smokers with an asbestos-related abnormality or asbestosis should stop smoking immediately.

6. Q What is the probability of a lung abnormality developing into asbestosis?

A This is difficult to answer. Assuming that the detected lung abnormality is due to asbestos exposure, we can state the following facts:

- o Present medical knowledge considers such an abnormality to be irreversible, but not necessarily one that will develop into asbestosis.
- o Development of and the progression of asbestos-related abnormalities are dependent upon such factors as dose, age, and life style. For example, smoking increases the possibility of asbestos-related disease, particularly cancer.

7. Q What is the difference between asbestosis and cancer?

A Simply stated, asbestosis does not involve a cancerous condition. A rare form of cancer called mesothelioma is found in some persons who have been exposed to asbestos. Cancer of the lung is far more frequent among smokers exposed to asbestos than among non-smokers so exposed.

8. Q Why does it take 15 to 20 years for an abnormality to develop?

A The precise answer to this question is unknown at present. However, the latency seems to be related to the amount of exposure and to the rate of migration of asbestos fibers through lung tissue.

9. Q Do our current asbestos work practices prevent the development of any lung abnormalities?

A Yes, we are confident following present work practices will protect any worker from damaging exposures to asbestos. However, because of the latency period, previous exposure may yet cause a future abnormality to become evident.

10. Q Why are new x-rays being taken in the case of some employees?

A The early abnormalities for which our physicians and radiologists are searching are more readily detectable only if a high quality x-ray film is obtained. In certain cases, we have found that while our x-rays are perfectly acceptable for most diagnostic purposes, some are of insufficient quality for detecting early asbestos-related changes.

11. Q Will a person who has an illness be eligible for Workers' Compensation or other benefits?

A If any illness or impairment develops and it is determined that it resulted from exposure at Du Pont, the Company will accept responsibility for appropriate related medical costs, make an Workers' Compensation settlement offer, if any is appropriate, and assist the person or his family in obtaining other benefits to which they may be entitled.

12. Q I retired from the _____ site, but now reside in a different state. Which state's compensation laws apply?

A Compensation laws vary from state to state and claims, therefore, will be handled on a case by case basis. However, claims are usually filed in the state where last employed.

13. Q How many pensioners will be included in the program?

A All of our present pensioner population, about 30,000 men and women, will be advised of our screening program. We have about _____ pensioners at our site. Anyone who wishes to participate will be accommodated. However, most pensioners were not exposed to asbestos while employed by Du Pont.

14. Q Why was no attempt made to single out for special screening pensioners who might have been exposed to higher levels of asbestos?

A Contrary to the case with current employees, work histories of some pensioners are sketchy, and it was felt any prescreening based on records of job assignments might overlook an exposed individual. Consequently, it was decided to give every pensioner an opportunity to participate.

15. Q What will happen to those pensioners who are believed to have been exposed to asbestos?

A They will be scheduled for an x-ray at a Du Pont site or at the office of a private physician. Since most pensioners live within a reasonable distance of Du Pont plant sites, most screening will probably be done at the sites which are adequately equipped to support the program. X-rays will be read by a board-qualified radiologist to see if an asbestos-related disease or condition is indicated.

16. Q Will Du Pont pay for these x-rays by private physicians?
- A Yes. Du Pont will pay for all x-rays authorized as a part of this program..
17. Q Will travel expenses be paid for pensioners obtaining x-rays?
- A No.
18. Q What action will Management take if an abnormality is detected but there is no Du Pont work history involving asbestos?
- A All employees and pensioners participating in the program will be advised of the x-ray screening results. When an abnormality but no work relatedness is found, the individual will be urged to refrain from smoking and to consult with his personal physician.
19. Q May I participate in the program if I didn't work with asbestos at Du Pont but did work with asbestos elsewhere?
- A All pensioners are eligible to participate in the screening program.
20. Q Is the program being extended to former employees who are not pensioners?
- A Not at this time. However, concerns of former Du Pont employees contacting the Company will be reviewed on a case by case basis and x-rays authorized if appropriate.
21. Q Is this x-ray screening program part of a physical examination program for pensioners?
- A No. Physical examinations have been made available by Du Pont to pensioners only at sites where medical facilities have the capacity for the additional examinations. This practice will be continued. The x-ray screening program is not a substitute for a pensioner's program of general medical surveillance by his personal physician (or the physical examinations that have been made available to pensioners at our site).
22. Q Will any detected pensioner illness be included in Corporate safety statistics?
- A No.

23. Q Have the Steelworkers or asbestos suits prompted Du Pont's program?

A No.

24. Q Has the discovery of asbestos-related medical cases at Chambers Works and Repauno had a bearing on this program?

A Yes, we learned from that experience; however, that was not the sole consideration in establishing the program.

25. Q Does Du Pont plan to release the results of this review?

A The purpose of this detection program is to identify existing abnormalities and ensure that our physicians are highly sensitive to them in the future. This detection program is not a controlled epidemiology study and consequently there are no plans to publish any findings. Affected employees or pensioners, of course, will be promptly advised by our physician.

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E. I. DU PONT DE NEMOURS & COMPANY
INCORPORATED

WILMINGTON, DELAWARE 19898

EMPLOYEE RELATIONS DEPARTMENT

May 27, 1981

Dear Pensioner:

As you know, over the past several years increased medical knowledge has led to heightened concern about possible health problems for people who have worked with asbestos. Initially, it was thought that only those people who worked in asbestos-related industries might be affected, but it is now known that some workers in our industry have been affected as well.

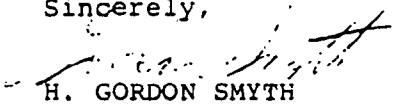
For that reason, we began a special x-ray screening program a few months ago for current Du Pont employees who may have been exposed to asbestos dust, particularly in jobs where work with asbestos insulation was involved. Other employees are also receiving review of the chest x-rays at the time of their regular physical examination. The purpose of this program is to determine if there are any lung abnormalities that may be related to asbestos exposure.

We are now extending this program to all pensioners. I believe the screening program is in keeping with our long-standing concern for the health and well-being of our employees and pensioners, even if only very few may have been affected by exposure to asbestos.

If you believe you were exposed to asbestos during your Du Pont employment and wish to participate in the screening program, or if you have any questions, I encourage you to use the enclosed check-sheet to contact us. A return-addressed envelope is enclosed for your use. We, in turn, will contact you directly to answer your questions or advise you of the appropriate arrangements if you decide to participate. The enclosed questions and answers about the screening program may aid you in your decision. Our experience with the employee program indicates that jobs in the mechanical crafts such as insulators, ladders, pipe wrappers, pipe coverers, millwrights, etc., had the highest potential for exposure to asbestos.

Even if you decide not to participate, please take time to complete the enclosed form and return it to us in the self-addressed envelope.

Sincerely,


H. GORDON SMYTH
General Manager

Enclosure

There's a world of things we're doing something about

DUP 0906328

ASBESTOS SCREENING PROGRAM

The following asbestos questions and answers about the asbestos screening program may be helpful to you.

1. Q Why was this program undertaken?

A To take advantage of improved techniques to identify lung abnormalities which may have been undetected by the traditional evaluation methods. The program was extended to pensioners since some of them also may have been exposed to asbestos during their Du Pont careers and may have developed pulmonary abnormalities.

2. Q What will happen to those pensioners who elect to participate in the program?

A They will be scheduled for an x-ray at a Du Pont site or at the office of a private physician. Since most pensioners live within a reasonable distance of Du Pont plant sites, most screening will probably be done at the sites which are adequately equipped to support the program. X-rays will be read by a board-qualified radiologist to see if an asbestos-related disease or condition is indicated.

3. Q Will Du Pont pay for these x-rays by private physicians?

A Yes. Du Pont will pay for all x-rays authorized as a part of this program.

4. Q Do you anticipate finding many cases of undiscovered lung disease or asbestosis?

A We believe there may be some previously undiagnosed cases of lung abnormalities, some of which may be asbestos-related. We don't, however, anticipate finding a large number of such cases.

5. Q What medical treatment will be prescribed?

A Generally, no medical treatment is indicated for asbestosis or asbestos-related abnormalities but all work-related cases will be referred to a pulmonary specialist at Company expense for evaluation and consultation. It is also strongly advised that smokers with an asbestos-related abnormality or asbestosis should stop smoking immediately.

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6. Q Will a person who has an illness be eligible for Worker's Compensation or other benefits?

A If an illness or impairment is detected and it is determined that it resulted from exposure at Du Pont, the Company will accept responsibility for providing medical treatment and other benefits which are appropriate.

7. Q How many pensioners will be included in the program?

A All of our present pensioner population, about 30,000 men and women, will be advised of our screening program. We have about 118 pensioners in our department. Anyone who wishes to participate will be accommodated. However, most pensioners were not exposed to asbestos while employed by Du Pont.

ASBESTOS SCREENING PROGRAM

YOUR NAME _____

ADDRESS _____

TELEPHONE NUMBER _____

_____ I WOULD LIKE TO PARTICIPATE IN THE PROGRAM. PLEASE CONTACT ME
TO MAKE ARRANGEMENTS.

_____ I AM NOT CERTAIN WHETHER I SHOULD PARTICIPATE IN THE SCREENING
PROGRAM. PLEASE HAVE SOMEONE CONTACT ME.

_____ I AM NOT INTERESTED IN PARTICIPATING IN THE PROGRAM.

PLEASE RETURN THE COMPLETED FORM IN THE ENCLOSED SELF-ADDRESSED ENVELOPE.

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