PLAINTIFF'S EXHIBIT

FD-1354

March 29, 1973

Industrial Relations Bulletin Draft

Subject: Medical Examinations for Employes Exposed to Asbestos

The United States Department of Labor under the authority of the Occupational Safety and Health Act of 1970 promulgated occupational health standards for employes and employers using asbestos or asbestos laden materials. These standards are published in the Federal Register dated October 18, 1972 (Section 1910.93a, pages 22142 to 22144). Subparagraph j page 22144 outlines medical responsibilities of the employer.

Plant Medical Departments will implement the provisions of subparagraph j to all employes required to participate in the installation or removal of asbestos or asbestos laden material, and to all other employes identified by the Industrial Hygiene Section, Employe Health Services Department, exposed to asbestos fibers in excess of the current OSHA 8-hour time-weighted Threshold Limit Value of 5 fibers greater than 5 microns in length per milliliter of air and/or the peak TLV of 10 fibers greater than 5 microns in length per milliliter of air. Plant Industrial Relations will furnish the Plant Medical Department with the names and identification numbers of the affected employes. The purpose of these examinations is directed toward early detection of respiratory impairment, asbestosis, mesothelioma, and pulmonary and bronchogenic carcinoma for which asbestos workers have an increased risk.

The Plant Physician will conduct pre-employment, annual, and termination medical examinations on the employes specified in the above paragraph. Pre-employment physical examinations will be given prior to any occupational exposure to asbestos. The annual physical examination will be scheduled on receipt of this bulletin and re-scheduled annually on or before the anniversary date of this examination. The termination examination will be given on the termination date if possible or within 30 days of termination. If the employe terminates without notice, he shall be notified

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of his examination appointment by registered mail and a copy of the letter and receipt maintained in his medical jacket in lieu of the examination report. The above examinations will consist of thorough history and/or neoplasia, and examination to determine prior or existing pulmonary impairment, a posterior-anterior 14" x 17" chest roentgenogram, pulmonary function tests to include forced vital capacity and forced expiratory volume at one second, and a history to elicit any prior exposure to asbestos; pneumoconiosis, fibrogenic-producing dusts; tobacco smoking; and occupational exposure to known carcinogens.

The Plant Medical Department shall insure that records of the above examinations are maintained for a minimum of 20 years after the final physical examination for each employe. Subparagraph j, Section 1910.93a states that these records shall be available upon request to representatives of the Assistant Secretary of Labor for Occupational Safety and Health, representatives of the Director of the National Institute of Occupational Safety and Health, and the employe or his physician. When a request of this nature is received, the Company Medical Director shall be notified.

If equipment or personnel are not available at the plant to carry out the required physical examination, a determination made in concert with the Company Medical Administrator should be made of the economic feasibility of purchasing equipment or using consultant services.

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