low back conditions is essential to elimination of symptoms. Usually some form of fusion of the sacro iliac and lumbo-sacral joints is done in addition to excision of the disc. W. A. L. Thompson, Professor of Orthopedic Surgery, New York University Post Graduate Medical School, states that 15% to 20% of all lumbo-sacral disc operations not followed by fusion will produce persistent symptoms.

Because there is considerable likelihood therefore that cure may not always be effected by surgery, it is our policy to make sure that the possibilities are clearly explained to the employee by the doctor or specialist before he submits to an operation.

There are other occupaticnal disease problems in Brake Shoe but those I have mentioned are the most important. Solvents, cutting oils, industrial soaps, etc. and allergy to various materials constitute a problem which, while significant, does not compare in scope to those already discussed. Dermatitis from these sources must be reckoned with and I realize that certain individual cases have been a source of considerable worry in some of our plants. However, in our experience such instances have not been of wide-spread occurrence. You are all aware of the importance of these however and the final appraisal lies in the hands of the dermatologist to whom you refer your cases.

A word about the importance of evaluating each patient in this category carefully to determine if the skin irritation is associated with his job or not. The nurse can be of great help, both to the Company and the dermatologist, by getting an accurate history of all the factors connected with the man's specific occupation and submitting these to the dermatologist, the Company and the Medical Department.

Patch tests, while valuable, must be carried out only by those who have had sufficient experience in their application as well as ability in evaluating results. They are not without danger in susceptible individuals, as even such small amounts as used in the tests can produce severe exfoliating dermatitis under favorable conditions. Each case must be handled on an individual basis and on its own merits.

I have tried to give you some practical high lights on the occupational diseases we ordinarily come in contact with in the Brake Shoe Comapny. I have said nothing about the medico-legal aspects since these will be covered by others on the program in a much more efficient manner - but I just want you to remember that a working knowledge of this phase of your duties is extremely important. If you use the opportunity afforded in your daily work to become familiar with illnesses associated with employment, you will not only enhance your value to the Company but will find therein a fascinating and rewarding experience.

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