

be present, even in well advanced stages, without showing any symptoms or signs and very often it cannot be detected by the doctor on physical examination. We have been able to render a considerable number of applicants for work this valuable service so that they have been able to seek immediate treatment before the disease progressed too far.

In addition to the preplacement examination, periodic health surveys are carried out as a service to Brake Shoe employees. The examination is complete and confidential. It includes a chest x-ray and blood and urine tests, and the employees are told of the results of the examinations so they can take steps to have defects corrected. No employee is ever discharged because of any findings brought to light through the examination. He may be advised to accept other work in the plant in the interests of his health and in the event something is found which requires immediate attention, every effort is made to assist him in getting the best medical care.

All pre-employment and survey examinations and x-rays for the entire Brake Shoe Co. are checked and filed in the Medical Department in Chicago. Advice is given not only to management concerning the placement of workers but frequently to employees themselves. A follow-up file is kept to recheck those employees whose films have shown suspected disease by repeated chest x-rays or examinations every three or six months, or as often as seems indicated. In this way any increase in activity of infection can be noted and brought to the employees' attention and suspected cases can be followed until it is decided that the disease is healed or inactive. The Medical Department notifies the plant when recheck x-rays are due and the service is carried out at company expense. At the employees' request the Medical Department cooperates with personal physicians in furnishing any helpful information which may assist in treating the case. Employees are told if they have high blood pressures, hernias, poor teeth, defective vision, heart trouble, deafness, tuberculosis, diabetes, or any other condition. They are advised to go to their doctors at once for treatment.