

The site may elect to carry out x-ray screening at its own site or may arrange to refer the pensioner to a nearby clinic, at the plant's expense. Where the pensioner resides at an inconvenient distance from the site, Wilmington Medical will assist in identifying a conveniently situated radiologist to whom the site physician can refer the pensioner. Pensioner's travel expense for the initial screen should not be paid.

All pensioners participating in the program should be advised of the x-ray screening results whether or not an asbestos-related abnormality is detected. Pensioners who have no detectable abnormality but have been exposed to asbestos should be advised to refrain from smoking and to be followed with annual chest radiographs by their personal physicians. If the x-ray detects an abnormality, a work history should be obtained and if it appears that the abnormality may be related to Du Pont employment, the same procedure for pulmonary consultation should be followed as with employees. Disposition and possible compensation for disability should follow standard departmental procedures. Of course, if an abnormality but no work-relatedness is found, the pensioner also should be advised of the abnormality and urged to consult with his personal physician at his own expense.

Medical Division will separately contact site physicians concerning this program. A copy of their letter, to be mailed May 11, is attached. Because of the importance of this program, we ask that you discuss with your physician each aspect of this program and address medically related questions to the Medical Division, Wilmington. The initial screen of participating pensioners should be completed as soon as possible.

Communication

All pensioners should be advised of the screening program. A suggested letter, background information, and response form for your use in informing pensioners is attached. It is recommended that a stamped return-address envelope be enclosed with the letter. Address lists and mailing labels for the pensioners administered by your site are provided in this package to assist with the mailing of letters.

Announcement of the x-ray screening program for pensioners should be made no earlier than May 27 to supervision and employees. Letters to pensioners should not be mailed before this date.

Since pensioner involvement will heighten awareness of the screening program, you may wish to make a general announcement to employees at your site if you have not already done so. Attached is a suggested announcement to employees and "Questions and Answers" which you may want to use in whole or part to inform your supervision and employees of this program. In determining the nature and extent of employee communications, you should consider the highly sensitive, personal, and emotional nature of this matter. You should also consider that union organizers and others may try to make an issue of Company practices concerning asbestos handling and may use the OSHA standard on access to medical records as a vehicle to accomplish this.

Also attached is a copy of the Corporate media standby statement on the pensioner screening program and a draft media statement for your site. Media questions about the Corporate program should be referred to George K. Palmer (302-774-8294) of the Corporate Public Affairs staff.

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