

TO D. E. Rhoads

AT Saddle Brook

DATE October 9, 1974

FROM S. A. Wool

AT Saddle Brook

COPY TO Distribution

SUBJECT TCI MEDICAL PROGRAM MEETING  
Piscataway Plant 9/20/74

## In Attendance:

A. Baranko  
P. L. Bogart  
C. Brown  
C. DePaola  
J. F. Gately  
F. G. Harkay  
J. F. Kilcullen

D. E. Rhoads  
R. V. Shoar  
D. E. Smalley  
F. M. Toca  
J. Wilczynski  
S. A. Wool

OCT 17 1974

1. F. Toca reviewed his pre-employment and periodic physical examination format proposal in detail. The following revisions were suggested:

A. Pre-Employment (All Potential Employees)

- 1) Add 3 shot back X-rays (P. Bogart and F. Harkay)
- 2) Questions #8 and #9 (Medical discharge or rejection for employment, armed services or insurance). Leave space for explanation if answer is "yes".
- 3) Urinalysis for drug screening (Clinical Laboratory records). Problems associated with these tests (legal, technical, etc.) were discussed. F. Toca will further investigate these areas and also try to determine the extent of TCI's drug problem.
- 4) More information concerning the prospective employee's work history is needed, i.e., a) previous employers, b) dates of employment, c) job descriptions, d) industrial hygiene exposures (chemicals, noise, etc.)
- 5) Specify audiometric test requirements in more detail, e.g. test frequencies, etc. and include questions about the type of audiometer and audiometer booth, background noise levels, calibration dates, qualifications of the individual administering the audiogram, etc.

This test must be given during the new (or transferred) employee's probationary period if not during the pre-employment physical.

The letter of instructions to the doctor or plant medical program coordinator will indicate the number of hours an employee must be away from his or her work (or noisy non-occupational) environment before the audiogram can be taken (need good base line).

- 6) Questions concerning the prospective employees experience with respirators is needed, e. g., prior use, difficulties, etc.
  - 7) Delete X-rays of hands for acroosteolysis except in the case of individuals previously involved in cleaning PVC reactors. (This will be included in the doctor's letter of instructions.)
  - 8) Consider electrocardiogram for individuals over 40 years of age.
  - 9) Need TDI addendum (S. Wool will write up).
- B. Periodic (frequency and employees involved has not as yet been decided - will vary by plant and job).
- 1) Delete reference to specific chemical exposures (leading). Instead, the personnel department and, if necessary, the safety coordinator should fill out a form indicating the employee's title, job description, chemical exposures and their possible effects, etc., which would be sent to the doctor before the physical.
  - 2) Biennial rather than annual (too frequent) chest X-rays.
  - 3) Audiometric testing - need information about equipment and examiner (see previous comments A-5 under Pre-employment).
  - ✓ 4) Add urinalysis for drug use determination - see A-3.
  - 5) Include the D.O.T. General Instruction Sheet for truck driver physical examinations (refer pre-employment format).
  - 6) Need form which employee would sign if the physical examination is refused. Eventually all physicals will be mandatory.
  - 7) Need procedure whereby employee's physician is advised of non-occupational items which should be further investigated.
  - 8) Medical Examiner's evaluation - be more specific on work limitations.
2. Before the pre-employment periodic physical examination format is finalized, F. Toca will confer with medical directors of other companies, especially those involved with vinyl chloride exposures.
  3. F. Toca is also investigating Medical Data Bank systems. R. Shoar suggested the "Patient Data System" for consideration.

4. A letter of instructions to the physician will accompany the physical examination formats. It will be very specific concerning various aspects of the examinations, e. g., audiometric, problems to consider because of certain occupational exposures, etc.
5. It was suggested that the plant safety coordinator be involved in reviewing the prospective employees background.
6. In order to determine the present status of the individual plant medical programs, S. Harrison, who has direct responsibility for the TCI Medical program, has requested that a questionnaire specifying safety programs, medical facilities, plant population, etc. be completed. Foam and Plastics, A. Baranko and S. Wool. Organics and Polymers, F. Harkay and P. Bogart. These to be submitted to his office by October 4, 1974 (later changed to September 27, 1974).
7. D. Rhoads reviewed the questionnaire and the following comments were offered:
  - a) It is difficult to list all the chemicals used. A listing of the most hazardous ones or a computer print out would be better.
  - b) Some locations should submit a separate questionnaire for their manufacturing area research facilities.
8. Once the medical program has been finalized, it was suggested that a consulting medical doctor or a team consisting of: consulting M. D., Manager of Industrial Hygiene, Division Safety Representative, and Plant Representative, evaluate each plant location and adapt the program to the plant's specific requirements.
9. It was also suggested that the plant doctors be given thorough orientations, e. g., tour, general description of manufacturing operations, chemical exposures, etc. (Most participants agreed). It was the consensus of most that medical doctors, in general, are not attuned to industrial health problems and must be properly guided.
10. J. Wilczynski suggested, for plant relation purposes, that the general aspects of and reasons for the new medical program be reviewed with union management.

S. A. Wool

SAW:ms

Distribution: A. Baranko, P. L. Bogart, C. Brown, C. DePaola,  
F. G. Harkay, S. G. Harrison, J. F. Kilcullen, R. V. Shoar,  
D. E. Smalley, F. M. Toca, J. Wilczynski