

CC: Messrs. E. Boeschenstein
W. P. Zimmerman
James Slayter
A. C. Freligh
B. E. Boyd

Messrs. D. A. O'Neill
H. A. Campbell
A. C. Hirth
W. G. Hazard
Dr. W. C. Templar

Toledo, Ohio,
February 13, 1939.

MEMORANDUM BY CARL G. STAELIN

RE: HEALTH PROGRAM

On Wednesday, February 8, 1939, a meeting was held at Newark, Ohio, to promulgate a health program. The meeting was attended by -

Dr. W. C. Templar
Dr. H. A. Campbell
Mr. A. C. Hirth
Mr. D. A. O'Neill
Mr. A. C. Freligh
Mr. C. G. Staelin

The latter part of the meeting was also attended by -

Mr. E. Boeschenstein
Mr. W. P. Zimmerman
Mr. B. E. Boyd

Various phases of the program will be taken up in order, as follows:

1. PUBLICATIONS

(A) - Technical Reports by Dr. Gardner
and Professor Drinker

It was decided to have published, if possible, the reports submitted by Dr. Gardner and Professor Drinker in some appropriate medical or industrial hygiene journal. It was suggested that these reports may be revised with this in view, and, if possible, conclude with a relatively simple summary addressed to the layman, so that if we ever wish to

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submit reprints for consideration by our customers or the like, it will not be misunderstood. It was also thought advisable to submit to Dr. Gardner and Professor Drinker formulae for our new glasses, especially our alkali-free glasses, and ask them whether it would change their opinion. It was thought that in all likelihood they would state that it would not change their original conclusions.

Mr. O'Neill
Dr. Templer

Mr. O'Neill will send these glass formulae to Dr. Templer, who will confer with Dr. Gardner and Professor Drinker on this matter.

Dr. Templer

Dr. Templer is following this subject-matter through with the authors of the reports, and will select with them the journals in which these reports will be published and will attend, so far as he is able, to the publication of the same.

(B) - Publication of Harmlessness
of Ground Glass

Mr. Linne
Mr. Hazard

Mr. Hirth has a file containing numerous anecdotes refuting the popular notion that ground glass is harmful if consumed internally. It was decided to assemble this material into easily readable form and have it published through popular channels. Mr. Linne will assume the responsibility of organizing the material, writing up an interesting article and submitting the same to the Associated Press or other appropriate channel. Owing to Mr. Hazard's familiarity with this subject-matter, it

was suggested to request him to work with Mr. Linne
in organising the material.

(C) - Dr. Swartz' Paper on Dermatitis

Dr. Templer

Dr. Swartz of the U. S. Public Health Service
has an unpublished paper on Dermatitis, which includes
some information on glass wool. It will ^{be} published first
by the United States in one of their regular pamphlets.
When this is released, Dr. Templer will get copies and
determine whether it would be advisable to republish the
same in other magazines of more general distribution,
and if so he will follow through as far as he is able
with Dr. Swartz or other authorities to see that it is
so republished.

2. PHYSICAL EXAMINATION OF THE MEN
IN THE PLANT

(A) - Occupational History

Mr. O'Neill
Dr. Campbell

While the Personnel Office now has occupational
histories on every one in the plant, it was suggested that
we examine the U. S. Public Health Service recommended form
and determine whether our histories may be improved. Mr.
O'Neill in conjunction with Dr. Campbell will follow
through on this matter.

(B) - Physical Examination of Men at
Time of Employment

Dr. Campbell

It was suggested that we adopt, if possible, so
far as practicable, the routine examination adopted by the
New York State Industrial Hygiene Authorities which has the
approval of the Metropolitan Life Insurance Company. A

copy of this was given to Dr. Campbell. If we are to adopt this rigid routine, it will be necessary to provide the Plant Doctor with better facilities than now available. This will necessitate primarily a quiet place to examine the men. The proximity of the present quarters to the vibration and noise of the operating machinery renders it impossible, for example, to listen to the heart. This rigid physical examination, if adopted, will be used for at least two years, and at that time the decision may be made as to whether it should be continued in the present form.

(C) - X-ray Examination

Dr. Campbell For the first two years, at least, it was thought advisable to have x-rays of the lungs made annually of every one in the plant.

Dr. Campbell informed us that there is available in Newark a roentgenologist by the name of Dr. Mitchell, who has excellent equipment and will probably make x-ray plates of every one for about \$5.00 a piece.

Dr. Campbell will inquire whether flat plates will be satisfactory, or whether stereoscopic plates will be required. He will also determine for us what price Dr. Mitchell will give us for this work.

Mr. Hirth It was decided that, if possible, these plates should be examined by Dr. Potter of Chicago. Mr. Hirth believed it likely that Dr. Potter would analyze these plates for us for about \$2.00 a piece. Mr. Hirth will contact Dr. Potter and determine for us what arrangements along this line may be made.

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Dr. Campbell

It was suggested that we have a few sample plates made by Dr. Mitchell and send these to Dr. Potter to determine whether our technique is satisfactory. In this connection, attention is called to the Journal of Industrial Hygiene which contains an outline of a recommended technique. It was thought advisable to have Dr. Campbell check this technique.

(D) - Dermatitis

Dr. Campbell

All skin irritations in the Plant should be seen by the Plant Doctor and recorded as to type, degree, etc.

Mr. O'Neill

Photographs of all Dermatitis cases will be taken by the Plant Photographer. All Dermatitis cases, especially those of a recurring nature in any individual, will be studied to determine whether there are any allergies or special sensitivities involved, and whether the mode of handling the wool by the patient has any bearing.

(E) - Cost Studies

Mr. Boyd
Mr. O'Neill
Dr. Campbell
Mr. Hirth

At the outset, the above procedure for making physical examinations of the men (which involves provision of new quiet quarters and additional equipment such as instruments or the like); the taking of the x-ray plates and their diagnosis; and the additional time required by the Plant Physician, are all dependent upon final management approval which will be based upon cost studies. Mr. Boyd, working in conjunction with Mr. O'Neill and Dr. Campbell, will study this matter and submit a report on the same to the management. Mr. Hirth will submit to Mr. Boyd, Dr. Potter's estimates.

3. TOXIC CHEMICALS IN THE PLANT

Contacts with Purchasing Department

Dr. Campbell
Mr. Boyd

All requisitions for new chemicals such as binders, coatings, solvents or the like will be cleared with the Plant Doctor before purchasing the same. The Plant Doctor will check the toxicity of the chemicals and make any appropriate recommendations.

Mr. Hazard

In this connection, it is noted that Mr. Hazard has a list of all chemicals now used in the Plant and is checking their toxicity. This report will be made available to the Plant Doctor.

Dr. Templer

Dr. Templer has a chart on maximum concentrations of various chemicals and will send a copy of the same to Newark.

Dr. Templer

It was suggested that we procure, if possible, publications and reports by DuPont of this nature. Dr. Templer will make inquiry as to where these may best be procured and will submit his findings to Dr. Campbell.

4. PLANT HOUSEKEEPING

(A) - General Responsibility

Dr. Campbell

At the present time Dr. Campbell makes monthly tours of the Plant to detect any health hazards and make recommendations. This will be continued.

(B) - Dust Counts

Mr. Hazard
Dr. Campbell

It was decided to request Mr. Hazard to make in the near future a dust count analysis of all danger points in the Plant and make a general check of other matters

such as the bakelite baking apparatus. Dr. Campbell will call for new dust counts, etc., to be taken from time to time when conditions change.

5. COMPANY CHANNEL FOR HEALTH HAZARD MATTERS

Mr. Staelin

The Company channel for all health matters will be the Legal and Patent Department. All matters of this type such as complaints by those using or handling glass wool, inquiries as to the health hazard of glass wool from prospective users, insurance companies, medical authorities, etc., and the like should be referred to this Department. There will be a close cooperation between this Department and the Personnel Department at Newark as to health matters. Mr. Staelin will also work closely with Mr. Hirth and Dr. Tempier in handling health hazard questions with customers and users of glass wool. No definite procedure can be outlined at the present time for these cases and each will be treated individually as a products liability matter.


CARL G. STAELIN

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