

ETHYL CORPORATION

MANUFACTURING AND TRAFFIC DEPARTMENT

PLEASE ADDRESS REPLY
TO: BOX 341
BATON ROUGE, LA.

September 26, 1946.

Dr. Robert A. Kehoe
Kettering Laboratory
College of Medicine
University of Cincinnati
Eden and Bethesda Avenues
Cincinnati 19, Ohio

Dear Dr. Kehoe:

Your letter of September 23rd crystallizes the feeling I have had that as our contact with the Smelter draws to a close, in spite of some little confusion and overlapping, the Smelter situation has been essentially well handled. As you well recall, we faced the venture with some misgivings but I feel that working together as we have, we have so far come through quite well.

The assumption you have made as to the possibility of our having felt the necessity of classifying the Group C men without delay was true. While we were in agreement with you that our information was inadequate, we felt obligated for reasons to present to Management groups distinctly classified as best we could. None the less, the explanation of your reasoning which you set forth in your letter has been quite helpful to us and well received.

On the basis of our phone conversation the other day, we have presented to Management a group of men whom we feel should be offered employment here. In selecting this group, we felt that we were faced with a somewhat different problem than we were on September 16, so that it may interest you to know that the list that we have presented under the new arrangement comprises your Group A of September 16, minus two who have terminated in the interim, plus six more instead of the fourteen additional Group A's that we had included on September 16. Reasons for including the other six embraced factors other than analytical data per se and physical findings; i.e., we evaluated the belligerent attitude of Dominick Guercio, the previous work record of Jerry Billoups whom we understood was a most faithful worker and outstanding in his performance under adverse conditions in the early part of the Smelter operation. Then too, we were advised by Management that once a single individual from the Smelter had to be transferred necessitating restoral of other Ethyl employees previously laid off and having greater seniority, that the majority portion of the loss would have been suffered.

Calling a few more over and particularly if they can be gainfully employed would add only that amount to the cost represented by the actual wages of the additional men. With these considerations, we felt it wise to include a few borderline cases, especially if other considerations also pointed to the advisability. The additional men over your Group A which we have requested Management to bring over are:

Jerry Billoups
James J. York
Henry Murray
Dominick Guercio
Fred Banford
West Coley

Pertaining to your contemplated visit here, I am sorry to say that I had planned to be away the week of October 13, having made plans to attend the Du Pont Medical Meeting at Wilmington, Delaware, to which I had been invited by Dr. Gehrman. While I would have much liked to have seen you and it will have been essentially my misfortune that I do not, I would not have you change your plans on my account. I have advised Mr. Hollingsworth and Mr. Bond of your arrival somewhat later in the week of October 13 than your original plans called for.

Sincerely yours,

C.W. Bond,
Resident Manager.



Roy C. A. Bock, M.D.
Chief Plant Physician.

RCAB:D

KE 0007853

September 23, 1946

Dr. Roy C. A. Bock
Ethyl Corporation
P.O. Box 341
Baton Rouge, Louisiana

Dear Doctor Bock:

I have gone over the contents of your letter of September 16th, to Mr. Bond. I am quite prepared to approve what you have done, and with the exception of two men in whose case my decision would have been different, I have no criticism to offer. I think however I should acquaint you with the criteria which led to my classification of the men, since otherwise both you and your associates might come to the conclusion that I was being unduly lax in relation to the safety of these men.

Our chief point of difference has to do with the men whom I classified in the group requiring further study. I realize that you may have been put to the necessity of classifying these men without delay, on the basis of available information whether adequate or inadequate. If this was the case, you are fully justified in your way of handling the decisions. In any case, I repeat, the responsibility was yours and no one has any right to be critical. In my opinion, however, so long as a man is apparently quite well, it is necessary to exercise the utmost caution in taking any action that interferes with his performance of his duty and thereby cuts off his earning power. On this basis, without taking undue chances, I like to have the evidence that satisfies me that it is unsafe for the man to work longer. Now in this connection, I do not accept the analytical evidence obtained from a spot sample of urine as being at all adequate. There are too many factors which influence the reliability of the result. The one is the possibility of the contamination of the sample, which we can never ignore. Another is the size of the sample. Any sample under 50 ml. in volume is of dubious value, and the results should always be discounted until it is checked. Another is the concentration of the sample, since in hot weather, or under other circumstances which tend to concentrate the urine, the lead concentration will not be representative of the true picture. These factors can be offset, to some degree, by valid analytical results on the blood. Moreover they can be offset by repeated sampling and analysis. In my opinion, in the case of men who have been employed only for a short time, and who therefore have not accumulated large quantities of lead, one can afford to

KE 0007854

N9572.01

Dr. Roy C. A. Bock - 2 - September 23, 1946

wait to make a decision until analytical results sufficient to answer the problem, have been accumulated. It is on the basis of this point of view that I made my classification of the men. I was in the position where the application of this viewpoint was possible, since I was under no pressure to arrive at a conclusion at once. Your situation may have well been quite different, and it was partly for this reason that I was unwilling to make any other than tentative decision for your review.

I shall have something further to say on this general problem when we meet again, but I feel that I cannot postpone this general expression of my point of view until that time, since I do not want you or your associates to have the slightest feeling that I am willing to be lax, or to condone laxity in matters of this type.

I am expecting to be in Baton Rouge during the week of October 14th. I should like to be there sooner but the pressure of other work and responsibility have made this very nearly impossible. I shall spend the entire week if necessary and at that time we should be able to review all of the problems that confront us.

Sincerely yours,

RAK:rms

Robert A. Kehoe, M.D.

KE 0007055

ETHYL CORPORATION

INTER-OFFICE CORRESPONDENCE

TO C. W. Bond, Resident Manager
B. B. Turner

ADDRESS Baton Rouge, La.
Baton Rouge, La.

FROM Roy C. A. Bock, M.D.

ADDRESS Baton Rouge, La.

SUBJECT Recommendations on employees
currently working in Smelter
with particular regard to
lead exposure.

DATE September 16, 1946.

The following supersedes all previous communications on this subject. Employees are listed in three groups:

Group A - Employees to be kept out of exposure to lead.

Group B - Employees who may continue work if lead exposure is definitely reduced or has been reduced as a result of previous recommendations.

Group D - Employees who may continue to work unrestricted or who may resume such work if previously restricted.

These recommendations were arrived at as a result of joint consultation of Drs. Corbett, Smith and myself. Dr. Kehoe who was in possession of all of the excretory data on these men and most of the other information gave me over the phone this morning four groupings including a Group C which we have omitted and which comprised men on whom additional analytical data and other study would be required before a really intelligent medical decision could be reached. We feel, however, that we could present no such group to Management at this time, but would have to take the responsibility of assigning men in this group to one of the other three groups for practical purposes at this time.

In general, Dr. Kehoe felt we had been a bit too severe in recommending removal or reduction to exposure of workmen to Management but did indicate that we would have to consider our clinical impression of men and also since we are primarily responsible would have to interpret the data as we saw it. Our present recommendations then are generally somewhat less rigid than heretofore, but not as generous as Dr. Kehoe's. Of the eighty-nine individuals involved, Dr. Kehoe had placed seventeen in Group A, twenty-five in Group B, twenty-four in Group C and twenty-three in Group D. We have placed thirty-three in Group A, thirty in Group B and twenty-six in Group D, having eliminated Group C.

KE 0007856

N9572.02

To: C. W. Bond, Resident Manager
B. B. Turner

September 16, 1946

-2-

We have attempted to weigh all of the prominent factors in connection with this entire problem and by way of perspective may say this. Our Safety Department, with Management's approval, preaches ultracautiousness in avoiding traumatic injury and points out that when it comes to safety, time and money are secondary. In comparison with this, our judgment is that our recommendations are not at all too strenuous and indeed probably represent in a comparable way laxity that would not be endorsed in the field of accident prevention.

Group A - Employees to be kept out of exposure to lead.

Scott, W. L.
Wendt, Robert
Jackson, A.
Freeman, Fred
Carter, Frank
Billoups, Jerry
Green, Sam
France, William
Franklin, DeWitt
Thompson, Shed
Jones, Raymond
Freeman, Jack
York, James J.
Murray, Henry
Williamston, Nora
White, Abe
Jackson, Eddie
Washington, Hosea
Kent, Willie
Guercio, Dominick
Lacy, Merrell G.
Simatovich, Nicholas
Hall, Marshall
Hill, Jerry
Forbes, Charles, Jr.
Berryhill, Eddie
Wright, Joe
Jackson, William
Banford, Fred
Red, Alex
Coley, West
Moore, Lee
Triplett, Honey

KE 0007357

To: G. W. Bond, Resident Manager
B. B. Turner

September 16, 1946.

-3-

Group B - Employees who may continue work if lead exposure is definitely reduced or has been reduced as a result of previous recommendations.

Odom, A. A.
Bradfield, Charles
Tucker, Emmett
Haydell, Charles
Mackey, Edward
Mronshinskie, Francis
Johnson Feltus
Arbour, Roy
Wendt, David
Barrett, Lloyd, Jr.
Babin, Percy L.
Brown, Edward
Paul, Richard
Davis, Arthur J.
Moody, Edwin
Nolan, James
Smith, Wellman
Griffin, Charlie
Parsons, W. R.
Jones, Cleveland
Barnes, Chancy
Jones, Stevedore
Williams, James No. 2652
Ricks, Herbert
Taylor, James
Williams, Henry
Anthony, Wayne
Gross, H.
Williams, James B. No. 2654
Davis, Kressy No. 2678

Group D - Employees who may continue to work unrestricted or who may resume such work if previously restricted.

Palmer, Robert
Bassett, Cecil
Buckley, Milton
Gibson, Atwood
Ewell, G. D.
Henderson, Emmett
Wilson, William

KE 0007858

To: G. W. Bond, Resident Manager
B. B. Turner

September 16, 1946

-4-

Group D continued.

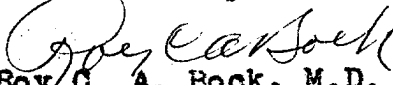
Lewis, Dan
Morris, Alec
Virdue, Charlie
Young, Eugene
Wilson, Wilbert
Hardy, Roosevelt
Nash, Louis
Doty, Joe
Gray, Percy
Behrens, Leroy
Gardner, Edwin L.
Martin, Charles D.
McGowan, Adam
Redden, Emmett
Doty, David
Babin, Newton
Gilder, Herman
Roe, Eugene
Johnson, Arthur

No. 2571

No. 2664

No. 2674

It is important at this time that the future of the Smelter and our relationship to it be made clear. Drs. Corbett, Smith and myself have had several recent meetings with one of you (B. B. Turner) wherein it appeared that our medical relationship with Smelter men would soon cease. Drs. Corbett and Smith indicated then their reluctance to continue to act as guardians of the health of the employees at the Smelter indefinitely unless their recommendations were enforced. Then too, in addition to clarification on this point, if we are to continue medical supervision and observation of these employees, we will need to promptly make plans to do so. In the past several weeks pointing to an early termination of our medical contact and necessity for digesting and preparing reports for purposes of the moment, we have had to necessarily restrict our routine medical program that we had followed up to that time.


Roy C. A. Bock, M.D.
Chief Plant Physician

RCAB:D

cc: Dr. Robert A. Kehoe

KE 0007359