

July 2, 1981

In spite of my best efforts, there are plants in which no routine physical examinations are performed. I cannot require the employees to submit to these examinations, but there is no support from the plant management to sell the advantages of routine health care. "We can't afford the money for survey physicals," has been an excuse I have had to live with.

There is one plant in which health measures have been negotiated into a union contract. The contract reads that Abex will not prohibit smoking in the plant unless it is required by law. I know, and have preached to all to whom I was allowed to speak, that the likelihood of cancer of the lung in the employees in this plant is 90 times greater than that of regular smokers if smoking was allowed in the plant.

Another of my protective rules requiring an annual physical examination including visual depth perception to be performed on all moving vehicle operators was negated in union negotiations.

The only way I have been able to accomplish anything at all is through begging, cajoling, selling at the plant level usually. Whatever I have been able to do, however, is better than nothing and I will continue to do my best whatever your directions. Mr. Given would have thought I should have resigned, but I do not think this is the answer. I do not believe any successor would be able to do any better within these parameters and I believe I have made some progress.

I need to know your priorities. I do not want you to fight my battles, but if you believe in the Medical Department functions as stated by Mr. Given, give me your backing and I can win. I am not power mad and I do not want to run the company. I merely want to do the job you expect of me.

Training programs for the employees concerning toxic substances have been watered down because implementing them fully would require admission that part of the program is not being followed by Abex, i.e., furnishing protective work clothing which must be left at the plant. I refused to tailor a program for presentation omitting certain parts because of cost to Abex.

Some of my impressions of inequities could well be caused by lack of information. In no way do I want to destroy my relationship with Dave Christensen. I believe in and approve of the overall direction I think he is taking, but I have some unanswered questions concerning priorities. For years I preached to Don Rennie (my only contact with George Belury) that Abex should train its own executives for the future and not have to "go outside" for upper level management.

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