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EXHIBIT

ML-5190

REPORT OF THE ACTIVITIES OF THE INDUSTRIAL
CLINIC, MONTREAL GENERAL HOSPITAL, FOR THE
YEAR SEPTEMBER 1, 1929 to AUGUST 31, 1930.

CLINICAL

The clinical work in the Hospital as distinguished from that done in the field has continued as in the past, and an additional duty has been assumed, namely the supervision of the health of the Hospital employees. This was undertaken as a service to the Hospital, and has little value from the University standpoint.

The new activity calls for an examination of all new employees of the Hospital, and requires that all cases of illness among the Hospital employees be reported to the Industrial Clinic. During the year 80 pre-employment examinations and 38 periodic re-examinations were performed. 410 sick employees of the Hospital were seen and followed until the termination of their illness. This system, as it operates at present, is not entirely satisfactory on account of the number of departments which engage their own personnel, and a considerable number of new employees are being engaged with no examination. However, it is hoped that as the value of this examination becomes appreciated all departments will take advantage of it.

The study of occupational diseases among the Out-patients of the Hospital continues. Some results of this work are now appearing. One concern, which formerly contributed a large number of cases of lead poisoning to this Clinic, has established a new factory, partly on account of the severe lead hazard which existed in the old plant, and another firm has installed a fume removal system which should reduce the hazard very considerably. 22 cases of active lead poisoning were treated and investigated. Two of these were of special interest, and have been written up for publication. In a report, one in the Journal of Industrial Hygiene and one before the Montreal Medico-Chirurgical Association, lead poisoning was one of the principal diseases seen, although several cases of occupational skin diseases were investigated. In this connection an arrangement was made between one manufacturer and the Skin Department of this Hospital to undertake an investigation of a dermatitis caused by a certain lotion of his. This investigation was carried through to a very satisfactory conclusion by the Skin Department.

It may be stated here that the legal aspect of occupational diseases is in a very unsatisfactory condition in this Province, since no provision is made for compensation through the Workmen's Compensation Act. This matter was brought to the attention of the Province of Quebec Safety League, and a committee was formed to investigate it, but so far, unfortunately, this committee has been very inactive.

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The Industrial Dental Clinic has had a very satisfactory year. Its clientele increased, and consequently an increase of staff was necessary. 268 new patients were treated and 984 treatments given. I believe this Clinic is of real value to the community. Industrial workers can get good dental service at a low cost, and since the Clinic is operated at night, they need not lose time from their work. The financial status of the Industrial Dental Clinic is satisfactory, the fees from the patients being sufficient to pay the operating cost.

FIELD ACTIVITIES.

The plant Medical Departments have continued to carry on their work, and have given general satisfaction so far as can be determined. It is our practice to send to each plant manager a monthly report covering the activities of his Medical Department, and indicating the state of health of his employees. Frequently suggestions are made as to improvements in his plant from the standpoint of health. These suggestions are always gladly received, and usually followed. In these Medical Departments 1056 physical examinations were made during the past year, 15,605 surgical treatments and 6336 sickness treatments were given, and 889 nursing visits made to the homes of the employees.

A number of firms have been approached in regard to establishing medical departments, but no success has attended our efforts this year. I believe there is no doubt that the services already established have given satisfaction, but the idea has not sold itself, and we have had very few unsolicited requests for information and advice about the organisation of medical services. It is possible that the general industrial depression has been responsible for this.

Four new activities were proposed during the year:

- (1) A study of asbestos workers.

(2) A study of a large group of workers by X-ray to determine the incidence of tuberculosis.

(3) A study of psychological tests for automobile drivers with the view to decreasing accidents.

- (4) The organisation of an Occupational Therapy Workshop and an Industrial Workshop for handicapped individuals.

(1) The asbestos study is nearing completion. 102 individuals were examined clinically and by X-ray at the plant of the Canadian Johns-Manville Co. in Asbestos, P.Q. in July 1930. Other groups were examined at Thetford Mines in September 1930, but these do not come within the purview of this report. This study is being carried on with the co-operation

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of the Metropolitan Life Insurance Co., and it is expected that valuable information on the subject of asbestosis will be forthcoming. It is hoped that permission to publish the results will be obtained.

(2) The Tuberculosis Survey will probably be commenced during the coming year in co-operation with the Canadian Tuberculosis Association, the Sun Life Insurance Co. and other bodies. Since tuberculosis is such an important disease in the Province of Quebec, particularly among industrial workers, it is expected that results of real value will accrue from this study.

(3) The psychological study of automobile drivers was discussed in committee and then proposed to the Insurance Casualty Underwriters Association, but they did not show sufficient interest to warrant continging the matter.

(4) The organisation of the Occupational Therapy and the Industrial Workshops for handicapped individuals is still mooted, and will, it is hoped, be accomplished in the future. In that connection the Director of the Industrial Clinic has served as President of the Association of Occupational Therapy and has visited a number of workshops in other cities to acquaint himself with their organization and operation.

EDUCATIONAL.

Lectures have been given at the University in the Faculty of Medicine, the School of Social Work, the School of Graduate Nurses and the Department of Architecture.

Several addresses have been given to clubs and societies in Montreal and elsewhere.

A paper, "Lead Poisoning in Brass and Bronze Industries" was read before the Industrial Hygiene Section of the American Public Health Association at its Annual Meeting in Minneapolis in October 1929.

A paper, "The Incidence of Occupational Deafness and its Prevention", was read before the 11th Annual Meeting of the American Association of Organizations for the Deaf in New York in June 1930.

Through the Province of Quebec Safety League and the Montreal Council of Social Agencies representation was made to the Provincial Department of Public Works and Labour on behalf of handicapped workmen who are discriminated against by the Workmen's Compensation Act. In this connection the Director of the Industrial Clinic was asked to read a paper before the International Association of Industrial Accidents Board and Commissions at its Annual Meeting in Wilmington, Del. in Sept. 1930.

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The Director of the Industrial Clinic served as Chairman of the Industrial and Economic Section of the 2nd Canadian Conference of Social Work held in Toronto in May 1930.

The Industrial Medical Association of the Province of Quebec has held five regular meetings during the year. The attendance at these meetings has been between 20 and 35. The members regularly attending the meetings appear to enjoy them, and I believe the organization of this Association has been well worth while. It plans during the coming year to send lecturers to different parts of the Province and so extend the influence of the Association more widely.

The Director of the Industrial Clinic attended six national or international meetings during the year as follows: The Annual Meeting of the National Safety Council, the Annual Meeting of the American Public Health Association, the Second Canadian Conference of Social Work, the American Association of Organizations for the Hard of Hearing and two meetings of the Conference Board of Physicians in Industry.

In resigning the position of Director of the Industrial Clinic I wish to say that it is my belief that the Industrial Clinic should be continued along the lines already established. Although numerically the number of cases seen and treated is not large, the location of the Clinic and its activities have served the useful purpose of gaining contact with industry, and it seems likely that as time goes on the field of usefulness of the Clinic will be enlarged.

It was my hope at first that more use could be made of the clinical material passing through the Compensation Clinic, but so far no method has been found to handle this material in a useful way. A study was carried on last year of the accident cases of several large firms, but since these firms did not send all their cases to the Clinic a proper statistical background could not be determined and the result of the study were of no value.

At the present time that the present change in personnel affords an opportunity for the re-organization of the Industrial Hygiene service. There is need in this part of the country for a well trained chemist in the field of Industrial Hygiene, and it is my belief that one should be engaged. The space is available in the Department of Public Health and Preventive Medicine, and many problems await a man qualified in this field. At the present time Industrial Hygiene activities at McGill University are severely hampered by the absence of skilled assistance in chemistry.

Respectfully submitted,

(Signed) Frank G. Pedley,

The Industrial Clinic.

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"Good Health, Sir!"

Regular Physical Tests Urged - It's no idle boast when someone says, "Good health, sir," in Jones-McEvilly, for the company provides facilities for regular physical examinations of all employees. All physicians urge such tests as the best method of protecting health. In this manner any defect in health or physical can be quickly detected and corrective measures taken before it has time to become serious. Any Jones-McEvilly factory employee can get a free physical examination upon application to his Industrial Relations Manager. These physical examinations include thorough inspections of the eyes, ears, nose and throat, neck glands, heart, blood pressure, spine, nervous system, lungs and weight. Practically all Jones-McEvilly plants maintain elaborate First Aid rooms or Dispensaries with a complete nursing and medical staff either on the premises or quickly available, as well as facilities for making X-Ray photographs. The company supports its practical health program by making group health and accident insurance available to these employees and asks them to participate. In case of sickness or injury these policies are designed to provide some income for employees unable to work. Benefits under these group policies range from \$4 to \$16 a week, depending on the employee's wage scale, and cost the employee only 10 to 20 cents weekly, depending on the amount of insurance. The company underwrites the balance of the cost of the group health and accident insurance policies. These policies cover accidents which occur away from the plant during employees' leisure time and accidents which are covered by any workman's compensation law. These cash benefits are paid to properly insured employees for periods up to 13 weeks.

A regular health structure is followed at all Jones-McEvilly plants. Each man who goes to work at these plants has a complete physical examination including blood test and X-ray of chest before starting. Men and women already working at the plant are required to have periodic health examinations. All injuries of any kind are required to be promptly reported and treated.



Dr. E. L. Keller, Washington Post physician, examines an X-Ray chest photograph of a J.M. employee.



Dr. E. L. Keller, Washington Post physician, examines an X-Ray chest photograph of a J.M. employee.

Some X-Rays are made even on employees of overseas branches. One J.M. plant in London, California, plant equipment.



Thorough physical examinations at Jones-McEvilly plants include blood tests, X-ray of chest, and other tests.



Physical Therapy treatments are available at all Jones-McEvilly plants for treatment of minor back injuries or strains. Treatments for this purpose are given daily.



First Aid at Abbeville, Indiana, factory is administered by Dr. J. L. Campbell, whom Jones-McEvilly has on duty for this purpose in every plant.

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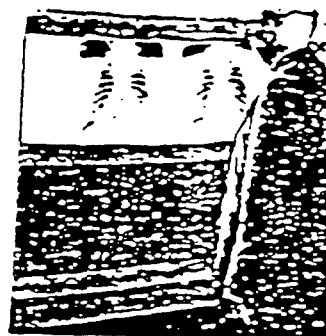
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Annual physical exams are given to all employees by Lampsco physician Dr. Walter M. Anderson, seen with One Lampsco, Powder Mills General Foreman.



Every equipment at J.M. Olin laboratory is kept in only the best hospitals. Agnes Engle, Plant Nurse, is shown with One. He has been with J.M. for 14 years.



Dr. Anderson reviews all chest X-rays. One photograph on the right of his exposure to dust, an employee may be X-rayed as often as three or four times a year.

Experimental Research Backs Health and Safety

Up to 1928, only natural powders were produced, shipped and sold with no known ill effects on the health of Lampsco workers. Now and then proved Colite products were more difficult to calculate or first processing and dusting; dust-laden particles with other materials. Unusual the claimed Colite increased until today it makes up the majority of Colite sales.

This fine refractive changes natural dusts in one class to others which causes some crystalline dust. This is a danger different from the quartz dust found in hard rock mining.

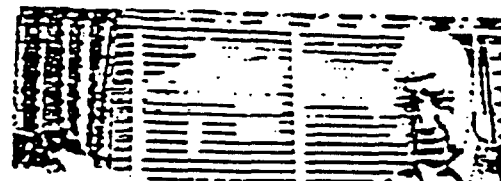
It is only from the 1930's that new research techniques, such as the disease in animals, have been developed which permit the study of effects

of dust inhalation. Advancing medical knowledge indicated, in the early 40's, that many dusts might contribute to diseases in health which have been reported to have been transmitted. These findings for Lampsco Colite, and hence improved, have been made since through research begun for J.M. in 1940.

J.M. has spent more \$1,500,000 at Lampsco in the last 15 years to eliminate dust from the air. New safety measures and improvements in working conditions are continuously being developed and installed. Numerous medical authorities are consulted on the new standards of industrial medicine dealing with respiratory ailments. The Trudeau Foundation has been doing experimental research for J.M. since 1933.



Hours of personal safety equipment are shown by Victor Olinson. Laboratory must be worn even for casual exposure to high concentrations of dust.



Dr. A. J. Lamm, world-known authority on industrial diseases of the lung and Chairman of the Institute of Industrial Medicine at New York University, is a consultant to J.M. The Institute, one of the first of its kind in the U. S., is only four years old. He is seen (right) with R. M. Jackson, CHQ Safety Engineer.

Facilities of the world's foremost laboratories for ecological studies are used to determine effects of dusts on animals subjected to high concentrations of dust. Dr. Arthur J. Yarwood (right), Director of The Saranac Laboratory and The Trudeau Foundation, and assistant to Dr. Lamm is seen in the studies.



Quid Pro Quo

McGill ML