



PLAINTIFF'S EXHIBIT

FD-1694

Inter Office

Climate Control Division

W. E. Hornberger

cc G. R. Burkhardt

Subject: Sheldon Road Plant - Asbestos Exposure Medical Surveillance Program

At the request of the local union, a meeting was held on October 31, 1980 to review the current status of providing physical examinations to employees who were exposed to asbestos.

In attendance were:

<u>Company</u>	<u>Union</u>
W. G. Atkins	Earl Taylor
J. E. Tennant	Frank Iannello

The following items were discussed:

1. It is the Union's contention all employees who worked at the Sheldon Road plant, prior to the discontinuance of the use of asbestos, were exposed to asbestos and, should be given physical examinations as specified in section 1910.1001 of the OSHA requirements and Ford Medical Services Bulletin #63 dated May 19, 1980.
 - Industrial Hygiene evaluations indicate employees working in the Mix room, polyester presses, deflashing and sanding operation and drilling machine operations were exposed above the 0.1 fibers greater than 5 microns in length per cubic centimeter.
 - No analysis of the general plant air is available, therefore, we are not in a position to dispute the Union's claim that all employees may have been exposed to asbestos above the allowable limit.
 2. The Union inquired if there are any studies available that indicate the employees incidence rates of cancer of Sheldon Road Plant employees vs. the general population.
 - Advised the Union we were not aware of any studies.
- Program implementation proposal. (Not discussed with Union).
- A. Industrial Hygiene identified 47 employees who were exposed to asbestos in excess of 0.1 fibers/cc
 - These employees will be scheduled for physical examinations as required by OSHA regulations.

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B. In addition to those employees listed by the Industrial Hygiene records a review of the employment records have been made and 259 employees have been identified as potentially exposed to asbestos. This does not include skilled trades, supervision and other salaried employees who may have been exposed to asbestos.

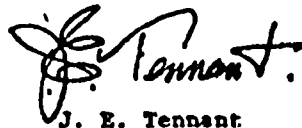
C. What steps should be taken if an employee claims an exposure to asbestos?

- . Have the employee notify medical of the job where the alleged exposure occurred and the approximate dates on the job.
- . Verify by reviewing employment records, medical records to determine if there was an exposure.
- . If it is determined the employee was on a job where there was an exposure they should be added to the medical surveillance program.
- . If it is determined the employee was not exposed they should be notified.
- . What steps should be taken if the employee does not agree with the determination? Who should handle disagreements?

D. Any employee who terminates employment for any reason and has been identified as having an exposure to asbestos shall have a physical examination.

- . There is no requirement for follow-up annual examinations after termination.
- . Medical records must be maintained for at least 20 years.

It is proposed this communication be reviewed with the Corporate Medical and Industrial Hygiene Office.



J. E. Tennant

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(Section A to be completed by employee)

Date _____ Dept. _____

Name _____ SS# _____

Classification _____ Department _____

Name of Supervisor _____

Dates on job: From _____ to _____

Operation performed: _____

Date and type of last Sheldon Road Plant physical_____

[illegible]

1. The first step in the process of identifying a problem is to define the problem clearly. This involves identifying the specific issue or situation that is causing concern or difficulty. It is important to be as precise as possible in describing the problem, including any relevant facts, figures, and circumstances.

2. Once the problem has been defined, the next step is to identify the causes of the problem. This involves looking for the underlying factors that are contributing to the problem. It is important to consider both internal and external factors, as well as any potential interactions between them.

3. The third step in the process is to identify the effects of the problem. This involves looking for the consequences of the problem, both in the short and long term. It is important to consider both direct and indirect effects, as well as any potential impacts on different stakeholders.

4. The fourth step in the process is to identify the stakeholders involved in the problem. This involves identifying the individuals, groups, or organizations that are affected by the problem or who have an interest in the problem. It is important to consider both internal and external stakeholders, as well as any potential conflicts of interest.

5. The final step in the process is to develop a plan of action to address the problem. This involves identifying the specific steps that need to be taken to solve the problem, including any resources that will be needed and any potential risks or challenges. It is important to develop a clear and realistic plan that takes into account all relevant factors.

Employee notification date:

Disposition given to employe by:

cc: Medical Record

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