

C O P Y
M E M O R A N D U M

PLAINTIFF'S EXHIBIT

MET-71

July 20, 1950

MR. LINCOLN
PRESIDENT

I might transmit a few comments concerning the termination of the Industrial Hygiene Laboratory service, about which a decision was reached this morning. With the Group Division, we will work toward the curtailment of this service to the point of termination on July 1, 1951. On August 1st the matter will be discussed with Dr. McConnell, when he returns to the Home Office, and also with the Laboratory staff. In view of opportunities elsewhere, particularly at New York University, I don't anticipate great difficulty with staff placements outside.

In August Mr. Campbell plans to discuss the matter with his staff and with Groups especially concerned, principally Republic Steel. In the fall a limited announcement will be made to interested individuals and agencies.

In the meantime, we will work with Dr. Lanza as regards the disposition of staff and equipment.

As a matter of record, one should cite the basis for this step:

1. The Laboratory constitutes an outstanding demonstration, it having been the first one of its kind ever to be established. It has led to the establishment of similar facilities under various auspices, public and private, in Pittsburgh, Cincinnati, Saranac Lake, Washington, New York, and elsewhere - agencies from which interested industries can now purchase service.
2. During the recent period, the volume of work by the Laboratory has shown a tendency to decrease. Our commitments at present are few. The service is used by a very small percentage of Group policyholders. (On the other hand, if it were aggressively promoted and extensively used, it would involve prohibitive costs.)
3. Closing the service will mean a saving in the Industrial Hygiene Bureau budget of between \$70,000 and \$80,000.
4. It seems a good time to take the step, allowing practically a year for staff and insured Group adjustments. It happens to come at a time when a number of the staff can be taken over by Dr. Lanza's N.Y.U. project, and Dr. Lanza has asked for the privilege of purchasing the entire Laboratory equipment.

We will, of course, need to make some revision in certain of the Industrial Health Bureau publications, such as the attached summary of services, which features the Laboratory in its illustrations. This needs revision anyway because of its reference to the nursing service.

We will continue the Industrial Health Bureau under Dr. McConnell, where consulting and advisory work through correspondence and field contacts, and through health educational activities brings many benefits to a large number of Groups, certificateholders, Industrial policyholders, health and medical and labor organizations, non-insured industries, etc. This Bureau is concerned with advice to management in matters of current importance, such as ventilation, triethylene glycol air control, the use of vitamins in industry, vaccines,

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anti-histamines, etc. It makes use of a number of publications for management on such topics as:

- PROTECTION OF WORKERS EXPOSED TO CHROMIUM AND ITS COMPOUNDS
- SILICOSIS
- HEALTH PROTECTION IN WELDING
- AIR CONDITIONS AND THE COMFORT OF WORKERS
- PHYSICAL EXAMINATIONS IN INDUSTRY
- FIRST-AID SERVICE IN SMALL INDUSTRIAL PLANTS
- METHODS OF TESTING AND PROTECTING EYESIGHT IN INDUSTRY
- INDUSTRIAL DENTAL SERVICE
- etc.

Through the Policyholders' Service Bureau, this is supplemented by extensive use of certificateholder educational literature prepared in the Health and Welfare Division with the advice of the Industrial Health Bureau, and amounting now to an annual distribution of 2,200,000.

This advisory and educational work is augmented by the activities of the Safety Bureau in the industrial field, through a consultation service, through field surveys, and through the use of such literature as:

- A series of 10 pamphlets having to do with industrial safety, and dealing with such subjects as: THE FOREMAN'S PART IN SAFETY, WORKMEN'S SAFETY COMMITTEES, SAFETY ACTIVITIES IN SMALL COMPANIES, etc.
- DEVELOPING SAFE EMPLOYEES
- FOREMEN'S SAFETY CONFERENCES
- OFFICE HAZARDS
- etc.

At the same time safety work among employees is promoted through the use of popular educational literature, such as: FIRST AID, DO YOU TAKE SAFETY HOME WITH YOU?, and other publications. Both the Industrial Health Bureau and the Safety Bureau answer numerous inquiries from insured Groups and other agencies regarding various problems of group and individual health and safety.

No doubt our advisory service on medicine in industry can be somewhat strengthened. Dr. McConnell should be able, through correspondence and through field contacts, to give more attention to the growing needs of larger groups in the matter of adequate medical, nursing, and first aid facilities in industry. This will become more pressing if a more intense war situation develops. For this Dr. McConnell, with his past experience, is highly qualified.

We also have proposed for future consideration, as a new activity, a community demonstration somewhere of methods of meeting the medical, nursing, first aid, and health educational needs of the greatly neglected field of small industries. Such a demonstration could be carried out under the guidance of the Industrial Health Bureau, with the cooperation of community agencies, such as the Chamber of Commerce, the Health Department, the medical society, and other agencies, at small cost, but with promise of great benefit to a wide variety of small industries, many of which are insured with the Company. This proposal will be submitted subsequently in more detailed form.

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Health and Welfare

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