

cc: ✓ Suspense Jan. 25



Julius Nemeth

Doug Wood

January 14, 1975

Dear Doug:

I didn't think I was confused and the purpose of my January 7th memo to you on the subject of OSHA regarding a physical and/or a release from a physical on discharge or layoff as a follow up to our earlier phone conversation and I requested you to follow with OSHA St. Louis so that we would know what course of action to take with the people we were laying off at Toms River.

Apparently your reply, which I assumed was the result of a follow up with OSHA was as a result of a follow up on your own behalf as to what to do with the St. Louis people.

The question, however, still remains as to what if any ruling OSHA might have given as to a cutoff date after which another physical might be required on discharge.

In other words, beyond what point would we use the same procedure that we would use for a discharge requiring that we set up a specific appointment which the employee then has the option to either keep or bypass on signing the option.

These waivers should be used only in the case of people being layed off or discharged and not at any time in the case of an individual who continues to work for us.

In other words, anyone who continues to work for us, Doug, has to take the physical each year. There is no signing off or waiver permitted as long as he continues in our employment.

Further to the first and second paragraphs in this memo, some kind of guide line as to a reasonable cutoff date before requiring a new physical would be helpful.

Cordially yours,

. . . . Julius

JKN/tw

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