Hold for 2/3 Mtg

B. D. DINMAN, M.D.

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PERSONAL & CONFIDENTIAL

1983 January 25

RE: MEDICAL RECORDS - EMPLOYEE REQUESTS FOR INSERTION OF WORK EXPOSURE STATEMENTS
Ref: E. E. Rumberger letters 17, 18 January 1983

In view of the above noted, I expect that most of us having given thought to the challenge would be ready to formulate a plan of action to manage this rather unique situation. As I see it, there are Medical, Industrial Hygiene, Industrial Relations and Legal ramifications to this.

As a starter, certain questions in each of these areas have occurred to me; I'm sure others have been raised for you, given each of our individual perspectives. For example:

Medical

Industrial Hygiene environmental data is not personal medical data. Therefore, should Industrial Hygiene data of any type, e.g., personal samples done on an individual go in that person's record? How to make linkage from medical record to the Industrial Hygiene job file? Who informs the employee of Industrial Hygiene data, and how?

Industrial Hygiene

How do we link Industrial Hygiene file to medical records? How do we relate area/personal sampling data to an individual's exposure? How do we confirm past exposure alleged by an individual? Do multiple personal samplings carried by an individual come to represent his personal exposure? If so, how many? Do Industrial Hygiene job files document adequately sporadic exposures, or variations in exposures?

Industrial Relations

What can you advise to keep this from being an Industrial Relations problem? While we have technically competent people to talk with in USWA, who do we deal with in the Aluminum Workers? How far can the International go in helping this problem at the local level? Do we want to delay talking about this--if possible--until after negotiations?

Legal

What is a sound position vis-a-vis this request? Do we have any obligation to comply (with State or Federal regulation)? Are there any legal consequences of not agreeing with this request?

I am sure each of you have come up with many more questions. Therefore, I am recommending a meeting at the earliest possible convenience so that we can focus on this situation.

My secretary, Peg Wallace, will be contacting you shortly regarding a date.

B. D. DINMAN, M.D.

BDD:nld

E. E. RUMBERGER

PITTSBURGH OFFICE

MEMORANDUM

for Hygiene 2/3

1983 January 25

RE: EMPLOYEE REQUESTS FOR DOCUMENTING OCCUPATIONAL EXPOSURES

Several plants have received employee requests for notation in their medical records of past potential exposures to hazardous materials (e.g., asbestos, PCBs, etc.). Such requests have potential ramifications for Medical, Industrial Hygiene, Legal, and Industrial Relations. We will be providing guidelines to plants for managing this type of situation. In the meantime, if you receive such a request, tell the employee his request will be taken under advisement. Also, please advise us of any requests you might receive.

Also, this seems like an appropriate time to remind plant industrial hygienists of the importance we have previously communicated to you of recordkeeping and documenting employee exposures. Environmental sampling data should be filed by individual and cross-referenced into a job classification exposure file. All plants should have such a system in place.

E. E. RUMBERGER

EER/eds

Distribution: See Page 2

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ALCOA

(REV 11-65)

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