

Mr. E. A. Weaver

Chicago, Illinois

Mr. E. A. Hayes

November 18, 1954

Pre-hiring Physical
ExaminationsNOTED
NOV 22 1954

In reply to your letter of November 16th, I feel that as a plant policy we should physically examine and x-ray any prospective employees who will be a full time employee at the Tyler plant. If you are hiring construction workers whom you know will not be used when the plant goes into production, I agree that we should not go through the expense of having them x-rayed.

If any employee worked for us for several years in any capacity, such as office, supervision, watchman, production worker, and then filed a claim against us alleging that their lungs were affected by the asbestos dust that they breathed while working for us, we would be in a very poor position to defend the case if we did not have a pre-hiring physical and chest x-ray in our files with which to compare the current condition that the employee alleges. The pre-hiring physical also will serve to eliminate any prospective employee who has a questionable chest x-ray that could give us trouble in the event of a claim filed several years later.

The fact that an employee in our eyes was not exposed to any asbestos dust because they were employed in the office, etc. will not have any influence on the decision of an Industrial Commission. Actually this policy is only a precaution against any false claim that an unscrupulous employee might file against us.

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