

NOTICE TO MONSANTO-SPRINGFIELD EMPLOYEES

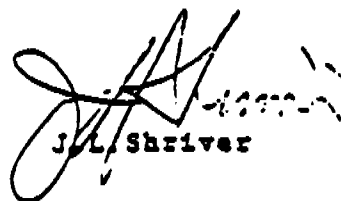
Recently, you were informed that Monsanto Springfield's Medical Department would be starting a special health program for employees who might have come in contact with an asbestos additive raw material used in the Resinox Manufacturing Department. This update is to inform you of the progress made to insure the health and safety of those employees.

You should know that we have identified all those wage employees in the plant who worked in the Resinox Manufacturing Department (1941-1959). Also, we have similar information for the salaried personnel but the salaried information may not be all inclusive due to the manner in which salaried work histories are recorded. Therefore, all those employees (wage and salary) who have been identified as being part of the special health program will be notified by plant mail by December 13. Any employees not contacted by December 13, but who worked in Resinox during the study period (1941-1959), should contact Dr. Nessel, extension 2604, to insure their inclusion in the study.

Also, we have secured the services of a recognized medical expert in the field of asbestos-related illness. At his direction, we have collected existing x-ray film on all the identified employees and forwarded these to him for his careful analysis. Any further medical work and recommendations will be based on the results of his findings and his expert opinion.

Again, this effort is part of Monsanto-Springfield's continuing program to insure the health and safety of its employees.

s
12/1/78


J. L. Shriver

Approved for Posting:



Removal Date: 12/29/78

UCC 085619

Monsanto

MONSANTO PLASTICS & RESINS CO.
730 Worcester Street
Indian Orchard, Massachusetts 01151
Phone: (413) 788-6811

January 25, 1979

Mr. Rudolph Bayerle, Jr.
OSHA Springfield Area Director
1200 Main Street., Suite 513
Springfield, Mass. 01103

Dear Mr. Bayerle:

Recently the Monsanto Springfield Medical Department started a special health study program for employees in the plant who might have had an exposure to an asbestos additive raw material used in the manufacture of a phenolic molding compound from 1941 to 1959.

All active employees in the plant who worked in that department during the usage period were identified and notified of their inclusion in the program. Existing X-ray films on those identified employees were collected and forwarded to Dr. George W. Wright, a recognized expert in the field of asbestos related illness. He has reviewed the X-rays of those persons in the plant who worked in that area during the usage period and has reported his initial findings. Of the 218 employees in the plant whose X-rays were studied, 23 showed some signs which may be indicative of effects associated with asbestos exposure, and 131 were found to be free of such asbestos effects. Films of 64 employees were judged by the consultant to be technically inadequate for this evaluation and new X-rays will be required.

Although it has not been confirmed that any of these cases were work connected, the following measures are being taken for employee protection:

1. The 23 involved employees are being immediately contacted and informed of the X-ray results and further action which will be taken for their protection.
2. We are in the process of contacting all other concerned employees in the study to inform them that either they are free of any such signs or that they will require repeat X-rays.
3. The initial health study is being broadened to include former employees. The study is being extended further in conjunction with the recommendations of Dr. Wright and Monsanto's Department of Medicine and Environmental Health.

Mr. Harold Savley
Director of Occupational Hygiene

January 25, 1979

Monsanto Springfield has given the NIOSH Regional Program Consultant in Boston, the OSHA Springfield Area Director and Union officials this information. The health program will continue and further information will be communicated as it becomes available.

Very truly yours,

W. E. Nessell, M.D.
Springfield Plant Physician

bbl

UCC 085621

Monsanto

MONSANTO PLASTICS & RESINS CO.
730 Worcester Street
Indian Orchard, Massachusetts 01151
Phone: (413) 788-8311

January 25, 1979

Mr. Wesley Staub
Regional Program Consultant, NIOSH
J. F. Kennedy Federal Building
Government Center
Boston, Mass. 02203

Dear Mr. Staub:

Recently the Monsanto Springfield Medical Department started a special health study program for employees in the plant who might have had an exposure to an asbestos additive raw material used in the manufacture of a phenolic molding compound from 1941 to 1959.

All active employees in the plant who worked in that department during the usage period were identified and notified of their inclusion in the program. Existing X-ray films on those identified employees were collected and forwarded to Dr. George W. Wright, a recognized expert in the field of asbestos related illness. He has reviewed the X-rays of those persons in the plant who worked in that area during the usage period and has reported his initial findings. Of the 218 employees in the plant whose X-rays were studied, 23 showed some signs which may be indicative of effects associated with asbestos exposure, and 131 were found to be free of such asbestos effects. Films of 64 employees were judged by the consultant to be technically inadequate for this evaluation and new X-rays will be required.

Although it has not been confirmed that any of these cases were work connected, the following measures are being taken for employee protection:

1. The 23 involved employees are being immediately contacted and informed of the X-ray results and further action which will be taken for their protection.
2. We are in the process of contacting all other concerned employees in the study to inform them that either they are free of any such signs or that they will require repeat X-rays.
3. The initial health study is being broadened to include former employees. The study is being extended further in conjunction with the recommendations of Dr. Wright and Monsanto's Department of Medicine and Environmental Health.

A UNIT OF MONSANTO COMPANY

UCC 085622

Mr. Wesley Staub
Regional Program Consultant, NIOSH

January 25, 1979

Monsanto Springfield has given the OSHA Springfield Area Director and the Director of the Division of Occupational Hygiene in Boston and Union officials this information. The health program will continue and further information will be communicated as it becomes available.

Very truly yours,

W. E. Nessell, M.D.
Springfield Plant Physician

hbl

UCC 085623

PRESS RELEASE

Monsanto announces initial results of Health Study Program

The Monsanto Springfield Plant has conducted a special health study program for all employees who had been exposed to asbestos in its phenolic manufacturing operation during the period 1941 - 1959. Asbestos has not been used at the plant in product manufacture since that period.

X-rays of these employees were examined by a recognized medical expert in the field of asbestos related illness. His findings concluded that of the 218 employees in the plant whose X-rays were studied, 23 showed some signs which may be indicative of effects associated with asbestos exposure, 131 were found to be free of such asbestos effects. Films of 64 employees were judged by the consultant to be technically inadequate for this evaluation and new X-rays will be required.

The following measures are being taken for employee protection by Monsanto:

The 23 involved employees are being immediately contacted by the plant physician and informed of their X-ray results and further action which will be taken for their protection.

All other concerned employees in the study are being contacted to inform them that either they are free of any such signs or that they will require repeat X-rays.

The initial health study is being broadened to include former employees. The study is being extended further in conjunction with the recommendations of the medical expert and the Monsanto Department of Medicine and Environmental Health.

Monsanto has given the study information to Union officials and appropriate Federal and State Authorities.

1/26/79

UCC 085624

NOTICE TO MONSANTO SPRINGFIELD EMPLOYEES

As part of Monsanto Springfield's ongoing health and safety program, you were informed recently that a special health study program had been started for those employees in the plant who might have come in contact with an asbestos additive raw material. This material was used during the period from 1941 to 1959 in the manufacture of a phenolic molding compound in the Resinox Manufacturing Department.

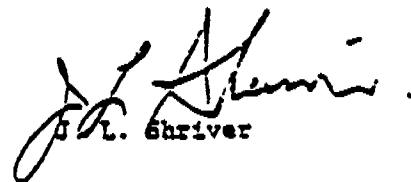
As you know, we have secured the services of a recognized medical expert in the field of asbestos-related illness. He has reviewed the X-rays of those persons in the plant who worked in that area during the usage period and has reported his initial findings. Of the 218 employees in the plant whose X-rays were studied, 23 showed some signs which may be indicative of effects associated with asbestos exposure, and 131 were found to be free of such asbestos effects. Films of 64 employees were judged by the consultant to be technically inadequate for this evaluation and new X-rays will be required.

The following measures are being taken for employee protection:

1. The 23 involved employees are being immediately contacted by Dr. Nessel and informed of their X-ray results and further action which will be taken for their protection.
2. We are in the process of contacting all other concerned employees in the study to inform them that either they are free of any such signs or that they will require repeat X-rays.
3. The initial health study is being broadened to include former employees. The study is being extended further in conjunction with the recommendations of our medical expert and Monsanto's Department of Medicine and Environmental Health.

Monsanto Springfield has given the Union officials, Federal and State authorities this information. The health program will continue and further information will be communicated as it becomes available.

hbl
January 26, 1979


J. L. Shriver

UCC 085625

Monsanto

MONSANTO PLASTICS & RESINS CO.
730 Worcester Street
Indian Orchard, Massachusetts 01151
Phone: (413) 788-6811

February 22, 1979

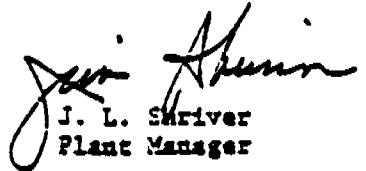
Dear Fellow Employee:

Recently the television news media has been focusing on Monsanto and the current health status of several employees. In these broadcasts, the definite implication has been of work-related factors and the inference of an unconcerned management.

I am extremely dismayed with these inferences and want to assure you and your families that the health and welfare of our employees has been and continues to be of primary importance to Monsanto. Our business is chemicals, and with the full realization of the many benefits they bring to society, we have always treated them with proper consideration for the risks associated with improper use, both at the plant and through advice to our customers. Over the years we have always strived for excellence in the safety and health areas. We have conducted a number of in-depth health studies of our past and current employees with the involvement of Monsanto's Corporate Department of Medicine and Environmental Health and outside medical experts who are authorities in their respective fields. The results to date do not support claims of work-related cancer occurrences. In addition, plant inspections by OSHA and NIOSH have confirmed plant practices to be in compliance with the appropriate federal regulations for specific chemicals that are considered harmful if improperly handled. In fact, in many areas we are far better than existing government standards.

Monsanto is a safe place to work. We recognize and accept as a primary responsibility the need to maintain a healthful workplace environment and will continue our studies and investigations. We have kept you up-to-date on these matters and will continue to keep you informed as information becomes available. Finally, we will continue to take whatever actions are necessary to insure the well-being of our employees.

Sincerely,


J. L. Shriver
Plant Manager

/sbn

a unit of Monsanto Company

UCC 085626

Monsanto has received a mortality study of former Springfield Plant employees conducted by the University of Pittsburgh Graduate School of Public Health. The year-long study was initiated at Monsanto's request to insure that present and former employees remain free from concern with regard to workplace health.

The study covered workers employed a year or more between January 1, 1949 and December 31, 1966 and examined the deaths which occurred in this group through the end of 1976. These years were chosen because they provide enough time to discover any long-term health effects.

Briefly, this extensive study confirmed the findings of previous studies:

- Fewer deaths from any cause were found than expected.
- Fewer deaths from all forms of cancer were found than expected.
- Slightly more deaths from digestive system and genito-urinary tract cancers were found than would be expected.
- No new evidence was uncovered to show any worker health problem at the Springfield Plant.

In all of these cases, the expected number of deaths was based on Hampden County, Massachusetts rates.

Monsanto has given this information to union officials, federal and state authorities.

In a second phase of the study, the University of Pittsburgh will examine the work histories of former employees who died of digestive system and genito-urinary tract cancers. This part of the study will be completed in mid-1980.

This additional work is part of Monsanto's continuing program to insure the health and safety of its employees.

W. R. Gaffey
Manager, Epidemiology
Department of Medicine
and Environmental Health
Monsanto Company

3/7/80

Approved for posting:

P. E. Bureau

Removal Date: 3/31/80

UCC 085627

SPRINGFIELD PLANT BULLETIN

University of Pittsburgh researchers today announced the results of a study of comparative mortality patterns in workers exposed to formaldehyde versus those not exposed, at the Indian Orchard plant. The study examined causes of death of 136 deceased male workers who were employed for a month or more between 1950 and 1976 in five formaldehyde related areas of the plant. These were compared with the causes of death in 456 deceased male workers who had been employed for less than one month in those areas. In addition, the causes of death in each group were compared with the causes expected to be found in a similar collection of deaths in the U.S. male population and in males from the local county area.

Overall, no statistically significant excesses or deficits were found in the formaldehyde exposed group, whether compared with the unexposed workers or with national or local figures. No important excesses, trends or patterns in cancer mortality were observed among white male exposed workers by age and time of death, by type and duration of exposure, or by the lapsed period from the onset of first exposure to formaldehyde. The number of non-white deaths was too small for detailed analysis.

No deaths from nasal cancer were observed, nor was nasal cancer mentioned as a contributing cause of death on any death certificate.

The investigators concluded that "although certain limitations of the study do not allow definite conclusions to be drawn, the results indicate no trends or patterns in proportional mortality that could be directly linked to formaldehyde exposure."

The study is part of a continuing investigation of the health status of 2490 male workers who were employed at this plant for at least one year between 1949 and 1966.

W. R. Gaffey
Manager, Epidemiology
Department of Medicine
and Environmental Health
Monsanto Company

11/21/80

Approved for posting:


Removal Date: 12/15/80

UCC 085628

ANNOUNCEMENT

TO: MONSANTO-SPRINGFIELD EMPLOYEES:

About a year ago, we informed you of the results of a mortality study on Springfield plant employees conducted by the University of Pittsburgh, Graduate School of Public Health. Those results showed no new evidence of worker health problems at the Springfield plant.

As a second phase in the study, the University of Pittsburgh was to examine the work histories of former employees who died of digestive system and genito-urinary tract cancers. While we had expected this second phase of the study to be completed in 1980, it is only now nearing completion.

However, very preliminary results have been reported to us by Dr. Marsh of the University of Pittsburgh who indicated that no correlation of work place and incidences of cancer has been determined. Final study results should be available early in the second quarter.

In addition, you should know that we recently became aware of the death of a former Monsanto-Springfield employee who had an angiosarcoma of the liver. As you know this form of cancer has been associated with exposure to vinyl chloride. Dr. Marsh has been advised of this case and will make a special effort to determine whether there is any additional evidence in the study data relating to this type of cancer. We are currently unaware of any such cases in the study.

Final results of the second phase of the mortality study will be communicated to you as soon as received.

J. L. Shriver

/SBW
3-20-81

UCC 085629

SPRINGFIELD PLANT BULLETIN

Late in 1979, the University of Pittsburgh completed a cohort mortality study of 2,490 present and past workers who had been employed at this plant for at least a year between 1949 and 1966. The conclusions of the study, which were made known to the employees at that time, were that there was no unusual mortality except for some excesses in digestive and genito-urinary cancer. The University was asked to make a further study of these two causes of death.

A preliminary report of the further study has been received. This study looked at the work histories of the 42 men who had died from digestive cancer and the 26 men who had died from genito-urinary cancer in the initial study, and compared them with the work histories of a comparable group who had not died from these causes.

The preliminary report concluded that the study "did not support the hypothesis that the digestive or genito-urinary system cancer experience at the Springfield plant is related to a general workplace exposure". The relationship of specific workplace exposures to some of these deaths is now being reviewed. A final report is expected in the very near future.

W. R. Caffey
Manager, Epidemiology
Department of Medicine and
Environmental Health

7-10-81

/SBN

UCC 085630

ANNOUNCEMENT

The final report of the University of Pittsburgh study of digestive and genito-urinary cancer at the Springfield plant has been received. In July, we advised you of the preliminary findings of this study and this final report confirms those preliminary conclusions.

This study reviewed 42 deaths from digestive cancer and 26 deaths from cancer of the genital and urinary systems that had been found in an earlier study of the Springfield plant. The past work histories of the 68 deceased workers were compared with those of a control group of 472 other Springfield workers who did not have cancer and whose ages and dates of hire were matched with those of the deceased workers.

The purpose of the study was to determine whether those who had died from these cancers had different work exposures from the controls and to identify particular work place locations.

The study found that of the workers who died from rectal cancer, a higher proportion (four out of seven) had been employed in cellulose nitrate production than was true of the controls. The report states that "this isolated finding may simply be a chance occurrence due to the large number of comparisons that were made" and that no scientific research has shown any connection between rectal cancer and the chemicals known to have been present in cellulose nitrate production.

Of the workers who died from cancer of the prostate, a higher proportion (three out of 14) had been employed in polystyrene processing than was true of the controls. None of the other cancers studied showed any relationship to a particular work exposure.

The report notes that the three persons in polystyrene production who died of prostate cancer may have had a low level exposure to cadmium, but also notes that there was no prostatic cancer in other areas of the plant with similar exposures.

The report recommends that surveillance of the Springfield work force be continued in order to assess these results more precisely. This will be done as part of Monsanto's continuing environmental and industrial health program, to ensure the health and safety of its employees.

William R. Gaffey
Manager, Epidemiology
Department of Medicine and
Environmental Health

10-29-81

UCC 085631

ANNOUNCEMENT

Monsanto has received a report of a mortality study among Springfield plant workers who had been exposed to vinyl chloride and polyvinyl chloride. This study was conducted by graduate students at the University of Massachusetts under the direction of Dr. Kenneth Rosenman.

The study purports to find excess deaths from several cancers, most particularly digestive cancer. These results are not confirmed by the University of Pittsburgh study which was the subject of our October 29 bulletin. The University of Pittsburgh study shows that those who died of digestive cancer were less likely to have worked for long periods in areas where vinyl chloride or polyvinyl chloride was present. Monsanto was not consulted regarding any of the data used in the University of Massachusetts study and is not aware of the details of the analysis. However, the detailed report from the University of Pittsburgh study has been made available to the Union and will be sent to the appropriate government authorities.

William R. Gaffey
Manager, Epidemiology
Department of Medicine and
Environmental Health

10-30-81

/SEN

UCC 085632

ANNOUNCEMENT

The final report of the University of Pittsburgh study of digestive and genito-urinary cancer at the Springfield plant has been received. In July, we advised you of the preliminary findings of this study and this final report confirms those preliminary conclusions.

This study reviewed 42 deaths from digestive cancer and 26 deaths from cancer of the genital and urinary systems that had been found in an earlier study of the Springfield plant. The past work histories of the 68 deceased workers were compared with those of a control group of 472 other Springfield workers who did not have cancer and whose ages and dates of hire were matched with those of the deceased workers.

The purpose of the study was to determine whether those who had died from these cancers had different work exposures from the controls and to identify particular work place locations.

The study found that of the workers who died from rectal cancer, a higher proportion (four out of seven) had been employed in cellulose nitrate production than was true of the controls. The report states that "this isolated finding may simply be a chance occurrence due to the large number of comparisons that were made" and that no scientific research has shown any connection between rectal cancer and the chemicals known to have been present in cellulose nitrate production.

Of the workers who died from cancer of the prostate, a higher proportion (three out of 14) had been employed in polystyrene processing than was true of the controls. None of the other cancers studied showed any relationship to a particular work exposure.

The report notes that the three persons in polystyrene production who died of prostate cancer may have had a low level exposure to cadmium, but also notes that there was no prostatic cancer in other areas of the plant with similar exposures.

The report recommends that surveillance of the Springfield work force be continued in order to assess these results more precisely. This will be done as part of Monsanto's continuing environmental and industrial health program, to ensure the health and safety of its employees.

William R. Caffey
Manager, Epidemiology
Department of Medicine and
Environmental Health

10-29-81

UCC 085633

ANNOUNCEMENT

Monsanto has received a report of a mortality study among Springfield plant workers who had been exposed to vinyl chloride and polyvinyl chloride. This study was conducted by graduate students at the University of Massachusetts under the direction of Dr. Kenneth Rosenman.

The study purports to find excess deaths from several cancers, most particularly digestive cancer. These results are not confirmed by the University of Pittsburgh study which was the subject of our October 29 bulletin. The University of Pittsburgh study shows that those who died of digestive cancer were less likely to have worked for long periods in areas where vinyl chloride or polyvinyl chloride was present. Monsanto was not consulted regarding any of the data used in the University of Massachusetts study and is not aware of the details of the analysis. However, the detailed report from the University of Pittsburgh study has been made available to the Union and will be sent to the appropriate government authorities.

William R. Gaffey
Manager, Epidemiology
Department of Medicine and
Environmental Health

10-30-81

/SM

UCC 085634

ANNOUNCEMENT

On Wednesday, January 20, the "Valley Advocate" published what it stated was the second in a three-part series on the "Monsanto Company's Springfield Operation."

Predictably its authors Bush and Michak have cleverly woven together a rehash of past news, questions out of context, misrepresentations, innuendos and informational errors purporting to demonstrate Monsanto is conducting a conspiracy of silence to keep important information from its employees concerning worker health and cancer. It specifically attempted to link vinyl chloride exposure to alleged employee health problems ignoring a comprehensive study by the University of Pittsburgh which showed no such connection.

As you know, Monsanto has consistently and in a timely manner, advised its employees, local union officials, and appropriate government agencies of the results of any health studies it conducted or had conducted by outside impartial professional organizations. None of these studies has conclusively shown a causal relationship between cancer and a particular workplace exposure. For your reference, the attached prior bulletin board notices openly summarize previous studies, checkpoints and results which indicate the facts of the matter and refutes the alleged cover-up claim.

Our actions in handling employee health studies have been as follows:

1. Monsanto has always cooperated with governmental agencies requesting data on worker health evidenced by a joint Monsanto-NIOSH health study completed in 1976.
2. Monsanto has communicated frequently and truthfully on the status of its health study results to all employees and to other concerned parties (see attached notices).
3. The health studies either conducted by Monsanto or by the University of Pittsburgh School of Public Health have been designed with the best statistical approaches and historical information.
4. Monsanto has always been and will continue to be concerned with worker health and safety. Our continuing environmental and industrial health programs are evidence of this concern.

It's obviously impossible for me, in this communication, to answer every issue raised in the "Valley Advocate" article. However, if anyone has any additional concerns or questions, please feel free to contact me or Paul Bureau.

J. L. Shriver per RJF/yl.

J. L. Shriver, Plant Manager

1-22-82
Att.

UCC 085635

January 29, 1982

Dear Retirees:

I'm sure most of you have seen or heard about a current article concerning Monsanto's approach to employee health in the Valley Advocate. There is always a risk of lending credibility to outrageous publicity by attempting to defend against it or to worry families of employees. Nevertheless, I cannot and will not have our organization or myself accused of insensitivity to employee health, evasion of the laws of the land, and even "getting away with murder" without a response to this so-called "journalism."

The article in the Advocate was lengthy and constitutes the latest in a long series of attacks upon this plant by its editors, reporters and behind the scene supporters. These articles have been incorrect on many important points and conclusions. For that reason, I have attached to this letter the latest in a series of bulletin board notices over the last 5 years which summarizes the facts. We have communicated with you on this subject numerous times in the past and will continue to do so every time new information becomes available. I hope you will carefully review this and further communications on the subject.

In the last analysis, however, each of us has to assess the quality of the organization for which we work and determine whether we believe we are properly protected. If I had any reservations about that with respect to Monsanto, I would have left years ago. Few corporations have even begun to approach the commitment and investment in Medical and Industrial Hygiene Departments, Environmental Health Labs, protective equipment and safety support services that we provide at Monsanto. We are not perfect in employee health or any other corporate activity. But I believe that we are years ahead of most other organizations in the effort to safeguard our employees. No amount of innuendo, biased reporting or sensationalism can change that.

I appreciate your taking the time to acquaint yourself with the facts in this matter. Please contact myself or Paul Bureau, Personnel Manager, if you have any questions relating to this subject.


J. L. Shriver
Plant Manager

/alm
:att

UCC 085636

ANNOUNCEMENT

Monsanto has received a report of a mortality study of Springfield Plant workers in relation to their occupation. This most recent work was conducted by a graduate student as a Master's thesis at the University of Massachusetts under the direction of Dr. Kenneth Rosenman.

The thesis purports to find excess deaths from several cancers. In particular, it relates to employees who have worked in Resins operations and who may have been exposed to formaldehyde.

These results are not confirmed by a more comprehensive University of Pittsburgh study on formaldehyde which was the subject of our November 1980 bulletin (see attached). The University of Pittsburgh study concluded that "the results indicate no trends or patterns in proportional mortality that could be directly linked to formaldehyde exposure." Monsanto was again not consulted regarding any of the data used in the graduate student's thesis and is not aware of the details of the analysis.

The graduate's thesis has been forwarded to Monsanto's Department of Medicine and Environmental Health and has been made available to the Union.


J. L. Shriver
Plant Manager

2/18/82

UCC 085637