

July 5, 1932

Mr. E. W. Webb
Ethyl Gasoline Corporation
Chrysler Building
New York City
New York

Dear Mr. Webb:

The difficulties which have grown out of the Graham matter, lead me to suggest the adoption of some type of policy for the Corporation to follow, when the discontinuance of employment of any of the personnel of the Corporation comes about.

In any hazardous occupation it is impossible for the Corporation concerned to discharge its responsibilities entirely with the cessation of employment. For this reason, certain dangers present themselves whenever an employee is to be discharged or released for any other reason. In Mr. Graham's case, we attempted to obtain information which would free the Corporation of any liability. However, since Mr. Graham's relation to the Corporation had already been severed, it was not possible for us to do this without his cooperation. Failing to receive this cooperation, the Corporation as you know is in somewhat dubious position as regards this liability. When the employees were few in number and well known to us all personally, the difficulty was not so great, but at the present time no one has the means of assuring himself that he will not be taken advantage of by some either dishonest or nervously unstable individual.

For these reasons, I would suggest that a general policy be adopted whereby no individual is to be discharged until he has been given a release by the medical department, the latter to be based upon a physical examination plus such analytical findings as will guarantee that there is no relationship between a present or ensuing illness, and an occupational hazard. In some instances this matter can be worked out by having the employee visit Cincinnati. In others, it will probably be advisable for the medical department to make the trip.

KE 0001176

In any case, this I believe is the fairest policy for the employee and the safest plan for the Corporation. The cost of it, in my opinion, will be fully justified in exactly the same fashion as insurance expense is justified. This need not interfere in any way with the derogative of any department head since the medical staff will concern itself only with medical matters, and will not step in to affairs which are not properly its concern.

I should be glad to have you give this matter your consideration. Any action which you choose to take will be acceptable to me, since I feel only the responsibility for expressing my point of view.

Very truly yours,

RAK:IS