



Air Products and Chemicals
INC

ALLENTOWN, PENNSYLVANIA 18105

17 May 1978

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C. W. BROOKS

Lloyd B. Tepper, M.D.
Corporate Medical Director

Barkley Beidleman, M.D.
The Medical Center Clinic
8333 North Davis Highway
Pensacola, FL 32504

Dear Bark:

Why must you always make reference in your letters to beaches and sun? It has been raining here for 5 days with temperatures in the 50's. I must have a jealous streak.

It might be after Labor Day before we have the gathering of our group. Therefore let me offer a couple of thoughts on points which you raise. First, especially since Bebe does not draw blood and people must go into town for this purpose, chest films are probably best taken at the Clinic as we have been doing for some time.

Secondly, I think c.b.c. monitoring for lead exposure is passe. No one counts stipple cells, and waiting for a drop in the hemoglobin is waiting too long. I recommend blood lead determinations and specifically suggest that the assays be done by:

ESA Laboratories
P. O. Box B
Bedford, MA 01730

They supply lead-free tubes, etc., and are able to replicate blind samples with a satisfactory degree of consistency.

Third, on medical records, we are probably coming to a shoot-out on this one. In my opinion medical records, including pre-employments, are to be within the exclusive custody of medical personnel of our company. There are four custodial sites: the Health Units at Escambia, Calvert City, Trexlertown 1, and Trexlertown 2. Records from all other sites should be either in the office of the local responsible physician or with our Field Team medical records clerk here at Trexlertown.

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Personnel people have a need to know the restrictions and relevant medical problems (with work implications) of employees. It should be the role of Company medical people to see that this information and its implications are duly transmitted. The medical record itself is not available to Personnel, and they have no need for it if we are providing analyses of relevant points. Personnel can always ask about health problems that might apply to Joe Blow's lateral move.

Conversely, the Medical Department has no need to go peeking into personnel files to find what people are paid. It is not relevant. We're all just too nosey.

With best regards,

Lloyd B. Tepper, M.D.

LBT:lfk

cc: C. Brooks

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