



E. I. DU PONT DE NEMOURS & COMPANY
WILMINGTON, DELAWARE 19398

EMPLOYEE RELATIONS DEPARTMENT
MEDICAL DIVISION

CC: J. Oliver R.E. McDonald
Employee Relations Dept.

Departmental Representative

Plant Managers

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COMPANY PHYSICIANS

The Medical Study Task Force recommended that routine pre-employment lumbar spine roentgenograms be discontinued. We concur that these x-rays be limited to those applicants for whom indications for such studies exist.

The Medical Division recommended in February that pulmonary function testing and chest x-rays be done annually on all employees occupationally exposed to asbestos and pulmonary irritants, such as irritating dusts and fumes. In order to determine which sites have implemented the pulmonary function testing, and the blood tests, please complete the enclosed questionnaire and return it to the Medical Division.

Attached is a copy of the revised Procedure for Treatment of Employees Whose Drinking Habits Affect Their Job Performance. The policy has previously been determined to be a bargainable item and the decision to implement it on a site will, of necessity, be made by site management. However, we believe it important that physicians be familiar with the procedure.

There have been reports that vinylidene chloride may be carcinogenic in laboratory animals (see attached copy from Occupational Health & Safety Letter). Steps have been taken to inform our employees who have been occupationally exposed to this compound of the reports. Measures are underway to determine potential workplace exposures on those locations that use vinylidene chloride.

We would like to bring to your attention the following article from the Occupational Safety & Health Reporter. (Oct. 3, 1974)

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DUP 0903522

BETTER THINGS FOR BETTER LIVING . . . THROUGH CHEMISTRY

DU 024898

IUD CITES 1973 SUIT OF EMPLOYER
PHYSICIAN ESTABLISHING LIABILITY

A worker with asbestosis who was not advised of it by a physician who examined him periodically was awarded \$351,000 in damages by a California jury, according to the Industrial Union Department of the AFL-CIO.

The case involved Velva v. Wise (Cal. Super. Ct., Contra Costa Company, Docket No. 116083, November 1, 1973).

The 56-year old machinist was examined in 1962, 1965, and 1968 by the physician with whom his employer contracted to perform physical examinations, the IUD said. The physician found asbestosis but failed to advise the worker of this fact or to refer him to a specialist. The worker brought suit against the physician, claiming permanent and total disability due to lung damage and a substantial reduction in life expectancy.

The physician contended that the worker developed asbestosis from 31 years work in the same plant of a company manufacturing building materials. He said that by 1962 it would have been useless to refer the worker to another physician or to change his work. The physician contended that he had no duty to do more than report the results of the examinations to the worker's employer, the IUD said.

✓ This again points up the need to advise employees of their health status following physical examinations. To prevent undue concern and to coordinate response, site management and the Medical Division should be consulted to determine how to advise employees where the condition is possibly of occupational etiology.

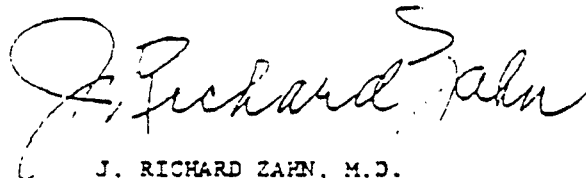
In cases of suspected occupational pulmonary disease, such as asbestosis, we recommend that the x-rays be sent to the Medical Division for interpretation by Dr. O. S. Allen prior to referring the employee to a consultant.

DUP 0903523

DU 024899

Attached is an Editorial from the Journal of the American Medical Association which applies to all of us. We have found that the interest and professionalism shown an employee during his or her physical examination helps to determine how well our medical program is received.

Other items that may be of interest are enclosed.



J. RICHARD ZAHN, M.D.
MEDICAL DIRECTOR

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Enclosures to physicians

1. Questionnaire
2. Occupational Health & Safety Letter, Vol. 4, No. 19, 10/18/74
3. Editorial - Reprint from Journal of the American Medical Association, Vol. 226, 11/26/73
4. Procedure for Treatment of Employees Whose Drinking Habits Affect Their Job Performance
5. Plant Personnel changes
6. Four Safety Data Sheets (SD-28, 47, 65, 88)

DUP 0903524

DU 024900