PLAINTIFF'S EXHIBIT USG 175

MEDICAL EXAMINATIONS

Annual Examinations (Cont'd)

consist of a physical examination and one anterior-posterior X-ray of the chest. The Saranac Laboratory will also interpret the X-rays forwarded for examination and return to the Works Manager.

General

Plant supervisory personnel, and particularly Works Managers, should be sensitive to the physical condition of all employees in their regularly assigned jobs, and should carefully and frequently evaluate the physical requirements of the job in relation to the physical capacity and stamina of the employee in the job. Many jobs vary as to physical requirements, and the physical capacity and stamina of every employee is different from that of every other employee. It is a specific responsibility of the Works Manager to see to it that no employee is so physically misplaced in his job that he becomes unduly prone to an accidental mishap or that he exposes his fellow employees to any undue hazard. Where doubt arises as to the employee's physical condition, to perform his assigned work, the Works Manager should transfer him to work that appears more suitable, or may authorize a physical examination at Company expense.

Employees, Age 60 And Over

Physical ailments are more prevalent in employees over 60 years of age and in order to protect these employees, and to reduce the possibilities of an injury to others, an annual review of physical fitness in relation to the type of work being performed is to be made for each employee in this age group. Review is to include observation while performing his work, review of attendance record, and discussion with the employee as to his general health. The results of each such review and interview are to be noted on the employee's personnel record. As a result of this review, the Works Manager may deem it advisable to have certain employees take a physical examination at Company expense.

Records

Any physical examination made by plant physicians shall be made in accordance with Form 0-2940 entitled United States Gypsum Company Physical Examination and History. In an effort to assist the examining doctor in expediting his work it is suggested that the plant personnel superintendent or other qualified individual fill out the front of the examination sheet, thereby, minimizing the amount of time required by the examining physician. X-rays shall be properly identified and filed flat in a fireproof steel cabinet, except in the Oakfield and New Brighton Plants where the State Law does not permit plant to retain X-rays. These two plants shall forward the X-rays to the Saranac Laboratory for filing. The complete record of each new employee shall be maintained in an individual personal file in a locked steel cabinet. The examining physician will return the physical examination form to the Works Manager. If X-rays are made, they shall be sent by the Plant to the Saranac Laboratory, P. O. Box 551, Saranac Lake, New York with a letter of transmittal. The history and physical examination form shall not be sent to Saranac unless requested.

/ Indicates Change

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