



The Commonwealth of Massachusetts

Department of Labor and Industries

Division of Occupational Hygiene

23 Joy Street, Boston 14

December 5, 1945

Robert A. Kehoe, M.D., President
American Industrial Hygiene Association
College of Medicine
Eden Avenue
Cincinnati 19, Ohio

Dear Bob:

Many thanks for the copy of your letter of December 1 to Phil Drinker. By way of indicating to you my keen interest in the subject of your communication, enclosed are copies of letters written earlier this year by John McMahon, Tom Shipman and myself. I am hoping presently to have word of the upshot of the conference in Pittsburgh on November 15. I also hope that the Massachusetts Medical Society will take action on this important subject during December or January and that the A.I.H.A. will find it possible to strongly reenforce whatever is done on national and state levels.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Manfred Bowditch".

Manfred Bowditch
Director

AB:FRC
Enc.

CC: Mr. Bloomfield
Prof. Drinker
Dr. Schrenk
Dr. Shipman
Mr. Strong

KE 03191

C O P Y

INDUSTRIAL HYGIENE FOUNDATION OF AMERICA, INC.

1400 Fifth Avenue

Pittsburgh 13, Pa.

November 8, 1945

Mr. J. J. Blockfield
Mr. Manfred Bowditch
Mr. Allan B. Brant
Mr. W. A. Doppler
Prof. Philip Drinker
Miss Gladys L. Dundore, R.N.

Dr. Victor Weiser
Dr. W. A. Fetsch
Dr. C. L. Peterson
Mr. H. W. Schrenk
Mr. L. A. Shoney
Mr. Howard Strong

At the suggestion of Mr. Howard Strong, Secretary, Health Advisory Council, U.S. Chamber of Commerce, I am calling an informal meeting of some of the people who will be at the Tenth Annual Meeting of Industrial Hygiene Foundation, November 14 and 15, and who may be interested in problems of placing personnel in the industrial health field. It may be that common problems confronting different organizations may best be coped with cooperatively. The meeting of representatives of a number of such organizations might be helpful to all concerned. The Foundation is glad to serve as a vehicle for arranging an exchange of ideas on the subject.

Since most of those attending the Foundation meeting will have lunch in the main dining room at Hotel Webster Hall, we will arrange to have a table reserved there for this group at noon on Thursday, November 15. Meanwhile, Mr. Strong is preparing an agenda and, if necessary, the discussion can be continued in the Social Room at Mellon Institute, following lunch.

Sincerely yours,

/s/ J. F. McMahon
John F. McMahon
Managing Director

JFM:R

P.S.

Haven't heard that you are coming
but trust you will be here.

J.F.M.

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August 8, 1945

Mr. Howard Strong, Secretary
Health Advisory Council
United States Chamber of Commerce
Washington 6, D. C.

Dear Mr. Strong:

I greatly appreciate your invitation to attend the conference to be held next week and wish that I might accept, since there is nothing that I would like better than to sit down with you, Carl Peterson, Jack Bloomfield and Dr. Burton to discuss this matter of working out a really efficient method of establishing a clearing house or placement agency for industrial medical and hygiene personnel. However, what I could contribute to the discussion beyond the thoughts which you and the other three will have does not seem to me to warrant the trip. Instead, I shall try to transmit to you in writing my ideas on the subject.

First of all, it seems to me that such an agency should be prepared to handle the placement of doctors, engineers, chemists, nurses, dentists and such other technical personnel as may be involved in occupational health work. Secondly, I would hope that it would cover the needs for such personnel of industries, the larger mercantile establishments, casualty insurance companies, governmental agencies and any other types of employers that might come into the picture from time to time.

I would think that such association as yours, the National Association of Manufacturers, the American Medical Association, the American Association of Industrial Physicians and Surgeons, the American Industrial Hygiene Association, the National Conference of Governmental Industrial Hygienists, and the American Association of Industrial Nurses should be participants in and backers of the scheme. The U. S. Public Health Service, the U. S. Department of Labor and the U. S. Department of Commerce might be the principal government participants on the federal level.

I feel strongly that this agency or bureau should not be an activity of any one of the above on an exclusive basis, but should rather be a cooperative venture, functioning as independently as possible. My major reasons for this are that governmental agencies must be very circumspect in recommendations of individuals and that any association, with the best will in the world, is bound to favor its own members or be thought to do so.

I would think that the cost of financing such an agency would be very small as national activities go these days. If a single association did not wish to foot the bills, surely a group of two or three could do so without really noticing the effect on their exchequers. Even if the expense were several times greater than I would anticipate, I still think that it would be worthwhile as a means to bring order out of the relative chaos now attendant upon our efforts to meet the day to day demands for such services.

Mr. Howard Strong

2

August 8, 1945

I think you will agree that this situation calls for quite prompt action, in order that employment needs of personnel in the above categories returning from the armed services may be met as efficiently as possible. In order that you may have knowledge of our line of thought on this subject on the state level here in Massachusetts, I enclose a copy of a recent letter from Dr. T. L. Shipman to Mr. Roy Williams of the Associated Industries of Massachusetts.

Sincerely yours,

Manfred Bowditch
Director

MB:FRC
enc.

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July 19, 1945
Dictated July 18th

Mr. Roy Williams
Associated Industries of Massachusetts
833 Park Square Building
Boston, Mass.

Dear Mr. Williams:

On numerous occasions in the past the Associated Industries of Massachusetts has very kindly offered its facilities in one way or another to the Committee on Industrial Health of the Massachusetts Medical Society and to the State Division of Occupational Hygiene, and the A.I.M. has at all times had a very keen interest in promoting matters of health in Industry. There is one aspect of this matter which has never been handled in a very efficient manner but I feel that there is an opportunity to perform a valuable and much needed service.

From time to time industrial groups desire to be brought in contact with a competent physician whom they might employ on a part-time or full-time basis. It is obviously very difficult for any laymen to form a correct appraisal of a doctor's qualifications. By the same token, there are from time to time physicians who are interested in finding an opening in the field of Industrial Medicine. At the present time there is really no agency which can bring these two groups in contact with one another. If it were publicized that some agency had at hand the names of physicians interested in industrial jobs and knew at the same time about available opportunities in Industry, I believe that a very definite service could be done. In this regard the coming few years are going to be extremely important. Not a few doctors being discharged from the Army and Navy are going to be interested in industrial work while at the same time post-war conditions in Industry will mean a certain amount of re-shuffling. Quite a number of industrial positions are now filled by older doctors who are merely waiting for the end of the War before they retire from active work.

The Committee on Industrial Health of the Massachusetts Medical Society, of which I am Chairman for the coming year, is naturally one group which would like to be instrumental in helping to solve this problem. Mr. Bowditch's Division is also keenly interested in seeing that the quality of medical service to Industry is boosted as high as possible. The A.I.M. is in a position to reach practically every industry in the state which is large enough to justify a full-time or part-time physician.

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I feel that it should be possible to organize a sort of clearing house for information in this field. Information about this could then be relayed on to all groups which might have contact with physicians looking for jobs and also with industries looking for physicians. Among interested parties, other than those mentioned, are the various chambers of commerce as well as the local service clubs, such as Rotary, Kiwanis, etc. The United States Employment Service, the New England Conference of Industrial Physicians, the medical schools and the insurance companies, would also be interested parties and I think that there would be men connected with the Harvard Business School and M. I. T. who would be interested in such a program.

I am starting on a two-weeks vacation next week. Fairly soon after my return I hope to set a date for a meeting of our Committee and I will take this opportunity of inviting you to join us at that time.

I am under no illusions that this program will in one fell swoop solve all the problems of Industrial Health in the state. It has become increasingly evident to me, however, that very few industrial executives are going to pay the slightest attention to any communications which come to them from a Committee of the Medical Society. Communications from the A.I.M. carry far more weight and are much more apt to get at least a reading. I have always firmly believed that an industry will get exactly the type of medical service which its executives insist upon. If they want high class service, doctors can be found to provide it and if they are satisfied with what a qualified critic would regard as second-rate slipshod medical service, that is just what they will get. There is nothing more stultifying for a well-trained physician than unenlightened policies in Industry. We must be prepared on the other hand to protect industries from the sad results of employing physicians who are incompetent or unscrupulous, or both.

I hope that you will have some opportunity to turn this matter over in your mind during the coming few weeks. I shall look forward to seeing you and getting your ideas on the subject.

Very sincerely yours,

Thomas L. Shipman, M. D.
Works Physician

TLS/m

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