

August 26, 1944

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Dr. Henry W. Ryder,
Kettering Laboratory of Applied Physiology.

Dear Henry:

In a telephone conversation with Mr. Parry of Emery Industries, three matters were discussed.

1. The case of [REDACTED] Mr. [REDACTED] was examined by Dr. Kitzmiller, who found that he had an anemia and a sufficient number of eosinophils in his blood to suggest the possibility of parasitic infestation. I believe that the complete record in this case was forwarded to Mr. Parry, and there was also a telephone conversation between Dr. Kitzmiller and Mr. Parry. By reason of somewhat strained relationships between Mr. Parry and Mr. [REDACTED], [REDACTED] seemed to have gotten the idea that Parry was concealing from him the true facts in the matter, and he may have suspected as well that we were conniving in this. In any case, after a stormy session with Mr. Parry, he agreed to see me in consultation, at which time I attempted to clarify the whole situation and to make clear that our only effort was to get him into the hands of a doctor of his own choice for the indicated medical care and treatment. [REDACTED] is to let me know the doctor of his choice and I will forward all the necessary information to him.

Prior to my interview with him, [REDACTED] asked Mr. Parry for his record, which Mr. Parry refused to give him, apparently hanging his refusal upon Dr. Kitzmiller's advice. I explained to [REDACTED] that we do not ordinarily furnish records on any man to anyone but his own doctor at his request; that we consider such records confidential and also of such technical significance as to be useful only to a medical man. I am not sure that the medical record was furnished in this case, nor am I sure just what has been done in the past. However, I suspect that it is an unwise policy on our part ever to supply a record to the management. I think we shall have to exercise every care in the case of these employees as well as those of other companies, to avoid any implication that we are primarily interested in the attitude of the employer rather than in the welfare of the employee. I think this situation has come about through the ineptitude on the part of the plant management in the cultivation of proper relationships with employees. Whether this is true or not, we shall have to exercise the utmost caution in maintaining the strictest propriety in dealing with these men and with the employees of their companies. This situation, I believe, has

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been corrected in that I explained my position to Mr. Parry and said that regardless of any action taken in the past we would hereafter send him only advice and recommendations together with such other information as he might properly make use of. Any medical record will be regarded as our own property to be transmitted in whole or in part to Dr. Gaker, as we may consider it desirable, or to the private physician of any man who requested information for his doctor. Under the conditions of Dr. Gaker's work as plant physician, we should forward only such information as he is properly entitled to.

2. Mr. Parry requested that a memorandum be sent to him on the subject of the propriety and probable usefulness of their supplying milk to their employees who are exposed to lead compounds, or alternately tablets containing calcium. In my opinion, neither of these procedures is justified as a substitute for proper measures of hygienic control. Neither is specifically useful for the prevention of lead intoxication, unless the individuals so exposed are generally undernourished or specifically deficient in calcium intake.

3. In the future in making recommendations that a man be removed from work involving lead exposure, we are to give our best estimate of the length of time that should elapse before the man can be returned to such work. By reason of governmental rulings a man so removed from his work is required to have a reduction in pay, unless he can be transferred to work in a corresponding employment group. An employee need not be transferred as a matter of record if the change in employment is for thirty days or less, but it will be necessary for the Emery Industries management to abide by the law in this respect, and this cannot be done without reasonably precise information from us as to the time involved. This matter will have to be decided in each instance on the basis of the previous history of exposure and the presence or absence of illness and the extent of the lead absorption as determined by analytical procedures, and the background of our previous knowledge and experience.

Robert A. Kehoe

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C.C.: Dr. K. V. Kitzmiller

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