

ANACONDA COPPER MINING COMPANY

25 Broadway, New York

December 4, 1946

Mr. J. R. Hobbins, President
Anaconda Copper Mining Company
Building

Dear Mr. Hobbins:

Subject: Retirement Payment for
Virgil Van Tilberg,
Former White Lead Foreman,
East Chicago, Ind. Plant

We have discussed the problem incident to Mr. Van Tilberg because of the closing of the East Chicago Plant. He has been a foreman for 20 years at the White Lead Plant at East Chicago, has served the Company for 25 years, and is approximately 60 years old. Due to his age, he was only given a separation allowance, although the separation allowance made was more than the average because of his medical history.

Mr. Van Tilberg has a record of several series of treatments for lead absorption, and in 1943 suffered a skull fracture due to an accident in the plant. Since the accident, his blood pressure has been creeping higher from month to month and is a source of considerable concern on the part of Dr. Johns, our Company physician at East Chicago.

Since the Plant has been shut down, Mr. Van Tilberg has endeavored to obtain employment as a watchman or other similar work but so far has been unsuccessful. He would have been employed by the Eagle-Picher Company except for the lead absorption difficulty. It doesn't appear that he will obtain employment in the district because practically all of the companies have a requirement that physical examinations must be taken before a man is hired.

Except to get in touch with Mr. Johnson, Mr. Stolte, Dr. Johns and myself, Mr. Van Tilberg has taken no action to date. While on a recent trip to East Chicago, I talked with him and made a request to Mr. Stolte that he follow up and have Dr. Johns re-examine Van Tilberg. This has been done, and I have Dr. Johns' letter of November 18th which confirms the situation outlined above.

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Mr. J. R. Hobbins

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A checkup with our attorney and with Dr. Johns indicates that if Van Tilberg hires a lawyer or goes to the Industrial Commission of Indiana that he will probably be awarded between \$3,000.00 and \$5,000.00 at the rate of \$18.50 a week under the classification of being partially permanently disabled. This situation has been discussed with Mr. Laist and we agree that we would prefer not to have an ex-foreman take such action.

I am of the opinion that a pension would enable us to settle the problem with Van Tilberg. This would justify his selling his Hammond home and moving to a small place in the country where he could live quite reasonably, and at certain times probably earn small sums. In view of this situation, I wish to recommend a payment of \$75.00 a month until Van Tilberg is 65 and entitled to Social Security benefits. After Social Security is paid him, I would recommend reducing the payment by International to the difference between his Social Security benefit and \$75.00 per month. It would, of course, be understood that all payments by International are reviewed annually and that payments as outlined above would only be made in case we continue the present policy.

In view of the fact that his separation allowance payments end January 31, 1947, I would further suggest that any payments as outlined herein should start as of February 1, 1947.

Yours very truly,

F. O. Case
F. O. Case

APPROVED:

Vice President

cc - Mr. F. Laist ✓

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