ASARCO Incorporated
MEDICAL DEPARTMENT
7604 RINCON ANNEX
SAN FRANCISCO, CALIFORNIA 94120



CHARLES H. HINE, M.D.
MEDICAL DIRECTOR

357 TEHAMA STREET
TELEPHONE 415-777-2310

1 December 1977

All Plant Managers

Re: Medical Examinations for Asbestos Workers

In accordance with the Occupational Safety and Health Administration's Asbestos Health Standard, the following medical surveillance program should be initiated as soon as possible:

1. Establish and maintain a list of all employees who have any exposure to airborne asbestos. "Exposure" is defined as any work situation where the ambient air contains any measurement of asbestos fibers. A copy of this list should be sent to the offices of the Medical Director in San Francisco and to the Manager of the Department of Environmental Sciences at Salt Lake.

2. Require all such employees who are regularly, or may be frequently exposed to 0.5 fiber (larger than 5um)/cc, to submit to a comprehensive medical examination according to the following schedule:

(a) Within 30 calendar days following the employee's first work in an area where exposure to asbestos fibers can occur.

(b) Annually thereafter as long as the employee works in such areas.

(c) Prior to or within 30 calendar days before or after termination of employment.

3. Make similar examinations available to all employees who have any exposure as defined in paragraph 1. It must be stressed that the courts have held that these medical examinations must be given all employees exposed to airborne asbestos in any concentration whatsoever.

4. The medical examination must include as a minimum:

(a) A 14" x 17" chest x-ray (posterior-anterior).

(b) A history to elicit symtomatology of respiratory disease.

(c) Pulmonary function tests to include forced vital capacity (FVC) and forced expiratory volume at 1 second (FEV 1.0).

5. Use ASARCO Occupational Health Program Form M-1 pages 1 - 3, for the first such examination; use Form M-3 for subsequent examination; use Form M-6 on each examination (attachment 1). Send copy 1 of these forms (including the x-ray readings and films, and pulmonary function test results) to the Corporate Medical Director for review. Keep copy 2 of these forms in the employee's medical record. Send copy 3 to the examining physician's office.

6. Establish a system for referral and medical evaluation by the panel physician of any employee complaint relating to asbestos exposure.

7. Retain complete and accurate records of all medical examinations for at least 20 years. Any outside requests for release of the contents of medical records shall be referred to the Corporate Medical Director.

8. Have the examining physician, after completion of his examination and following his review of the chest x-ray and pulmonary function test, express an opinion as to:

(a) Whether the employee has a medical condition which will preclude him from working in an area in which exposure to asbestos fibers may occur (see attachment 2).

(b) Any recommended limitations upon the employee's exposure to asbestos fibers or upon the use of protective equipment, such as respirators (see attachment 3).

(c) The reasons for such preclusion or limitation(s) (see attachment 4).

Attachments 2 and 3 only should be sent to the employee's Plant Manager. A copy of attachments 2 and 3, as well as the original of attachment 4 should be sent to the corporate Medical Director.

It must be stressed that the sole subject of this memo is the medical examination provision of the standard. Requirements as to personal and environmental monitoring (as well as record keeping thereof and requirements to inform employees of results in certain situations) are separate and distinct requirements necessitating procedures very different from the subject of this memorandum.

CHHine

CHH:jn
Attachments