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BERLIN PLANT

EMPLOYEE EXAMINATIONS

1. Chest X-rays

Listed below is the total number of chest x-rays that were taken of the employees of the Berlin Plant since 1958. The established OCF policy was to x-ray hourly employees annually and salaried employees triennially. Owens-Illinois followed this same policy when they operated the plant. When Dr. Konzen became Corporate Medical Director in 1968, he re-affirmed the policy of annual chest x-rays for hourly employees. A chest x-ray has always been included in the Pre-placement Health Examination.

1959 - 129	1967 - 209
1960 - 150	1968 - 252
1961 - 211	1969 - 217
1962 - 273	1970 - 205
1963 - *	1971 - 368
1964 - 181	1972 - 189
1965 - 217	1973 - 213
1966 - 281	

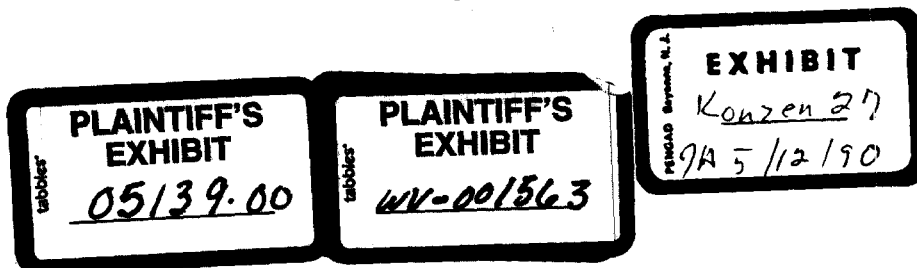
2. Chest X-ray Readings

- A. 1959-1969 - During this period, all chest x-rays were sent to the Institute of Industrial Health, University of Michigan for review and diagnostic interpretation. The results of all readings were reviewed by the plant physician. Selected chest x-rays were also sent to a local physician, Dr. Richard M. Sproch, Haddonfield, New Jersey, during this period. In 1969, the Institute of Industrial Health advised that they would no longer be able to read the x-rays for OCF. In 1969, 644 chest x-ray films covering 56 individuals were sent to Dr. Ian Higgins, School of Public Health, University of Michigan, for evaluation upon recommendation of Dr. Konzen.
- B. 1970 to Present - During this period, all chest x-rays were read and interpreted by the West Jersey Hospital-Southern Division, located in Berlin. The results of all readings were reviewed by the plant physician. In 1971, upon recommendation by Dr. Konzen, 229 individual x-ray films were read by Dr. George Wright, St. Luke's Hospital, Cleveland, Ohio.

3. Examination of Employees with Abnormal X-ray Readings

After a screening of the results of all chest x-rays by the plant physician, all employees with definite abnormal chest x-rays are

*Further file search required.



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referred to a local chest physician, Dr. E. Spencer Paisley, Haddon Heights, New Jersey, for a complete examination. Our records indicate that the following number of employees were examined by Dr. Paisley:

1969 - 3
1970 - 1
1971 - 15
1972 - 2

The fifteen referrals made in 1971 were based on the results of the study by Dr. George Wright.

Based on the results of Dr. Paisley's examination, nine cases of asbestosis have been diagnosed.

4. Procedure to Inform the Employee of Health Problem

All employees who have definite abnormal chest x-rays are advised by the plant physician that they have a health problem and are sent to Dr. Paisley for a complete examination. When an illness has been diagnosed by Dr. Paisley, the employee is advised by the plant physician and is referred to a specialist for treatment at Company expense.

All employees who have suspicious chest x-rays are reviewed by the plant physician and advised of the results. If the case is considered to be related to asbestos exposure, the employee is sent to Dr. Paisley for examination. If the findings are not considered to be job related, an offer is made by the Company to send the employee's medical records to his personal physician.

5. Pre-placement Health Examinations

- A. A Pre-placement Health Examination has been given to all job applicants since OCF has operated the plant. A chest x-ray has been included in all examinations. Pre-placement Health Examinations were given by Owens-Illinois.
- B. A more comprehensive Pre-placement Health Examination was recommended to the plant by Dr. Konzen on December 2, 1969. The scope of this examination is the same as the Corporate Pre-placement Health Examination covered by Medical Guideline, issued November 29, 1971
- C. Pulmonary function studies are included in the scope of the recommended examination. The Berlin Plant did not purchase a spirometer to conduct these studies until July 23, 1971. Since that date, pulmonary function studies have been included in the examination.
- D. Audiometric testing equipment (audiometer and booth), which is required for the audiometric examination, has been purchased,

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installed, and calibrated for operation January 9, 1974. All future examinations will include the audiometric examination.

- E. The plant now has all required equipment for the standard OCF Pre-placement Health Examination.

6. Periodic Health Examinations

- A. In the past, Periodic Health Examination of manufacturing employees was not given on a scheduled basis.
- B. Periodic Health Examinations were scheduled when physician and nursing time was available in the Plant Medical Unit. An attempt was made to examine each employee annually.
- C. During the past three years for which we have Corporate records, the following number of Periodic Health Examinations were given by the Berlin Plant:

1971 - 6
1972 - 34
1973 - 39

- D. Medical Guideline I-A-7, "Periodic Health Examinations for Manufacturing Employees Based on Occupational and/or Environmental Exposures", was issued July 17, 1973. This guideline recommended that all Berlin manufacturing employees be examined on an annual basis. This examination program was initiated by the plant September 1, 1973 (39 examinations to date).

7. Education of Employees Concerning the Health Aspects of Asbestos

Meetings were held with all Berlin Plant employees on September 27, 28, and 29, 1971, covering the health aspects of asbestos. The program, consisting of an educational talk, illustrated slides, hand-out literature, and a question-and-answer period, was presented by the Plant Manager, Paul Scheuerle. The program covered the health effects of exposure to asbestos and the problems of asbestosis. The program and the educational talk were prepared with the consultation of Dr. Konzen. The initial draft of the talk was prepared by Dr. Konzen.

8. Berlin Plant Epidemiological Study

An epidemiological study covering periodic chest x-rays was undertaken by Corporate Medical in 1970 to determine if plant environment caused pulmonary changes which could be demonstrated by x-ray. The study was to further determine if there are any patterns to changes with regard to exposure, length of service, age, work location, and character of the x-ray change.

The results of the study were issued December 21, 1970. The summary of the study was that there was an unusual frequency and consistency

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of abnormalities in the chest x-ray of workers exposed for significant periods of time in the in-plant atmosphere of the Berlin Plant. The findings are suggestive that asbestos over-exposure of long standing has been present in the plant.

9. Industrial Hygiene

A. Industrial Hygiene Surveys

The following Industrial Hygiene Surveys have been conducted at the Berlin Plant:

1a) George D. Clayton and Associates

<u>Periodic Surveys</u>	<u>Special Surveys*</u>
June 8-12, 1970	January 26, 1971
August 16-20, 1971	March 7-9, 1973
September 14, 1972	May 30-31, 1973
	July 25-27, 1973
	September 4, 1973
	November 20, 1973 (still in progress)

2b) Aetna Casualty and Surety Company

May 11, 1961
October 7, 1963
December 8, 1965
September 8, 1966
April 27, 1967
October 30, 1969
August 28, 1972

3c) William R. Bradley and Associates

September 23-27, 1968
June 17-18, 1969

Prior to 1968, limited environmental sampling studies by the insurance carrier demonstrated a borderline exposure to all dust, including asbestos. Industrial hygiene sampling of the plant by consultant in 1970-1972 when asbestos Kaylo was being produced demonstrated excessive asbestos levels in batch mixing, stripping, and fabrication.

B. Respirator Program

Respirators have been issued to the plant employees over the years on a voluntary basis. Maintenance of the respirator was the responsibility of the employee. New cartridges were stocked

*Sampling by OCF personnel. Laboratory work by George D. Clayton and Associates.

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and dispensed in the Medical Unit.

On April 8, 1971, a mandatory Respirator Program for selected employees was placed in effect. Employees in batch mixing, multiple pipe covering, and stripping and oiling were required to wear respirators. This program was prepared and recommended by the Corporate Industrial Hygienist, Gerald Devitt. The respirators are issued and maintained by OCF. A respirator maintenance program was established. Based on their environmental exposures, Mr. Devitt specified those employees who should wear respirators.

Chronology - Berlin Plant

-Plant taken over by Owens-Corning Fiberglas	May 15, 1958
-Pre-placement Health Examination Program Recommended	December 2, 1969
-Epidemiological Study Completed	December 21, 1970
-Respirator Program Started	April 8, 1971
-Spirometer Purchased	July 23, 1971
-Educational Program Relating to the Health Effects of Asbestos Presented	September 27, 28, & 29, 1971
-Production of Asbestos Contained Product Curtailed	November 12, 1972
-Plant Free of all Asbestos Contained Products	February 12, 1973
-Periodic Health Examination Program Issued	July 17, 1973
-Audiometric Examination Equipment Installed and Calibrated for Use	January 9, 1974

CONSTRUCTION SERVICE DIVISION

1. Employee Examinations

- A. Plans for the 1973 Employee Health Examination Program for OCF employees with asbestos exposure were completed January 4, 1973.
- B. Physicians for conducting the examinations were selected at all job locations. Mailing of instructions for the examination to physicians completed February 16, 1973.
- C. Questionnaires were sent all CSD employees with asbestos exposure by the field offices, asking the employee whether or not they wished to be examined. (By law, OCF was required to offer the examination, but the employee had the option to refuse.)
- D. 609 completed questionnaires were received by Corporate Medical. Initially, 263 employees advised that they wished to be examined. Due to labor union pressure, a majority of these employees did not participate in the program. A total of 41 employees were examined and their records and x-ray film were forwarded to Corporate Medical by the examining physician. These records are filed in Toledo. The physicians were advised to discuss the results of the examination with each employee.

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- E. Eighty-five questionnaires were also completed by new hires during 1973. Eleven of the new hires indicated that they wished to be examined. No medical examination records were received by Corporate Medical covering new hires in 1973. It would appear that, due to labor union pressure, the new hires cancelled plans to participate in the examination program.
- F. It was the policy of OCF to encourage the employees to be examined. Appointments with the examining physician were made for the employees. When appointments were not kept, a follow-up was made and assistance offered for making another appointment.
- G. The program for 1974 is being prepared. Questionnaires are being sent to all job sites for completion by the employees. All questionnaires are to be mailed to Corporate Medical by March 15, 1974.

2. Asbestos-Containing Products on Job Sites

- A. It was the intent to eliminate all products containing asbestos from all new construction sites by July 1, 1973. A directive was issued by CSD to discard all asbestos-containing materials left over from completed jobs. There is a possibility that small quantities of materials were overlooked and remain on job sites..
- B. On all future jobs where old insulation containing asbestos must be torn out and removed, the employees performing this job will be given personal protection (respirators), and will be offered health examinations as required by law.

3. Industrial Hygiene

- A. During 1973, Industrial Hygiene sampling was performed at the following job sites:

January 15, 1973	Montour, Pennsylvania-Power Plant
January 16 and 17, 1973	Peach Bottom, Pennsylvania-Power Plant
June 25 and 26, 1973	National Steel Shipbuilding Corp., San Diego, California - Shipyard

Results of the limited studies indicated that normal usage of asbestos-containing Kaylo may result in excessive exposures of asbestos fibers, depending on the operation.

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