

GRACE

TO: Expanding Plant Managers

FROM: W. R. Wright

cc: J. H. Berke
J. W. Wolter
Regional Production Managers

DATE: January 5, 1987

SUBJECT: OSHA Medical
Standards

In September you received a memo from Dr. Jerry Berke regarding the new OSHA asbestos standard pertaining to medical monitoring. Since the action level is 0.1 f/cc, we delayed implementing this standard because normal plant testing shows us to be below this level. However, there have been a few occasions when we exceeded 0.1. Consequently, it is a Division decision that we will adhere to the new standard and you should start implementing it.

Attached is another copy of Dr. Berke's memo as well as copies of the OSHA standard, pre-employment medical questionnaire, annual medical questionnaire, sample of description of employee duties and physician statement. The copy of the OSHA standard is to be given to your plant doctor. The questionnaires are to be completed by the employee. Some questions which have arisen since Dr. Berke's letter are:

1. Do the new pre-employment questionnaires replace the ones we are currently using from the CPD Safety Manual? - Yes.
2. Under normal circumstances, we feel that it will be impossible to require a terminated employee to have a termination examination. - The OSHA standard simply requires that you make available a termination examination for employees leaving employment. You neither are required to force them to have the exam nor does it apply to previously terminated employees.

January 5, 1987

3. A form that an employee should sign if he refuses a physical examination. This should simply consist of two sentences, e.g.:

"I have been offered a health surveillance examination either on an annual basis or a termination examination and have chosen not to participate in that examination.

Signature"

Please call me or Dr. Berke if you have any questions.


W. R. Wright

WRW:dcl

Attachments