CONFIDENTIAL

General Headquarters
September 27, 1954

S-19.2

Boyd Mulder - Waukegan

Physical Examination Information
Given to Employees

As I have indicated on previous occasions, physicians in industry have a moral and legal responsibility to give to employees the results of their physical examinations and any advice pertaining thereto. For reasons previously indicated, I believe that this should be undertaken immediately in your Plant.

Our first concern is to develop a procedure so that employees can be made aware of some work restriction such as the inadvisability of working in a dusty atmosphere. To help develop this procedure, I would like to outline a program which has worked successfully for the Company, Union and employees in Tampa. When the doctor there identifies an employee from the results of examinations and agrees with them that he should no longer work in the dust, this man remains at work only in the Industrial Relations Manager. During the following thirty days, the employee's working area is investigated to see if a number of the conditions show an occupational exposure. If a hazard does exist, consideration is given to a change in operations or working methods, the installation of further ventilation controls or the transfer of the employee to another job.

At the end of the thirty day waiting period, the employee is recalled, the doctor discusses the findings and recommendations with him and they meet together with the Industrial Relations Manager, the Hygiene and Safety Engineer and the employee's supervisor. The restriction is continued and at the same time the decision of the problem is given to the employee. If there is no hazard in the man's former work, this is explained carefully to him indicating that he is physically fit for his present job but no transfer should be considered in the future without reference to the work restriction. The leaving of the present work restriction is simply a guard against possible future exposure. On the other hand if an occupational exposure does exist, all the facts and the solution are discussed freely at this time. As I have indicated, this has worked satisfactorily for the company and has helped in the education of department supervisors. I think a similar procedure could be considered in your Plant.

[redacted] I recommend the use of some new forms for all physical examinations. [redacted] to give you a form which will indicate [redacted] and can be completed by each employee. [redacted] If you consider it [redacted] please let me know.

Kenneth W. Smith, M.D.

KWS:FK
cc: [redacted]

Dr. Kenneth W. Smith to Boyd Mulder on Telling Waukegan Employees Their Examination Results (1954)
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