Personal & Confidential

Waukegan Factory
November 25, 1932.

Mr. S. A. Williams,
Vice President -
General Headquarters.

ASBESTOSIS CASES
Your letter dated November 23rd

Upon receipt of your letter of October 11th we discussed this matter with both Mr. Hampson and Dr. Keller. We feel that the most important thing for us to do at the present time is to install the dust collecting system in the textile department, pipe covering saw room and the shingle plant.

We do not compel our employees to wear respirators, however, we do have these available for any employee who does desire to use same. In most cases the employees are very much opposed to using these respirators as they claim they interfer with their breathing.

As to the recommendation that we make it compulsory for each employee to wash his or her hands before lunch, we think this is impractical. Many of our employees do not take their lunch at the plant and it would be rather difficult to force such a measure. Our washrooms are equipped with soap and towels for those who desire to use same.

In regard to the comment that each and every employee be given a physical examination once a month - both Dr. Keller and Mr. Hampson feel that this is an absurd procedure. As we informed you sometime ago, we are now giving all new employees complete physical examination and as rapidly as possible Dr. Keller will do likewise to all our old employees. We have further made it a practice that when any employee is absent due to illness, it is necessary for him to have a medical examination before returning to work. We have instituted the policy of having our foremen keep a close watch on all our employees and report promptly to the Personnel Manager any employee who seems to be in any way handicapped in his work by any signs of illness or physical handicap. In each case the Personnel Manager makes an investigation and if he deems it advisable has the employee report to Dr. Keller for examination.

Dr. Keller points out that Silicosis is broader in scope than Asbestosis.

We recently submitted you a list of recommended expenditures for the winter months covering both repairs and new equipment. We would strongly recommend your authorization for us to proceed with the installation of the dust system in the textile department and in the saw room of the Pipe Covering Department. The installation of this equipment together with the examination now given by Dr. Keller, should greatly fortify our position in case suits develop similar to theones referred to by Mr. Silverman in the case of the Union Asbestos & Lumber Company.

JPK:LMcA

J. P. KOTTCAMP, MGR.
Waukegan Factories.

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