At a meeting held at the office of Johns-Manville on July 15, 1931 the question of physical examinations of employees at the various J-M plants was discussed with the following present:- Drs. A. J. Lanza and McConnell of the Metropolitan Life Insurance Company, and Messrs. Voorhees, Pond, Hughes and Sager.

Dr. Lanza, in line with his recommendations in his formal published report on the study of the effects of asbestos dust, again recommended that all applicants for work, and all old employees be examined; and that all employees be given examinations at intervals of two or three years. In general, Dr. Lanza thought that if we examined all employees every two years, we would be well on the side of caution of doing everything in that line that could be expected of us. He thought every three years might easily suffice. In his report, however, Dr. Lanza speaks of these examinations being given every one or two years, and it is the writer's opinion that the aim should be in general to give these examinations every two years, keeping in mind that in the more dusty and more hazardous departments it might be well to give them more frequently than every two years, and in those that are more free from dust, three years might be the period.

It was pointed out that we can easily cause applicants for positions to submit to examinations, both physical and X-ray, but that a little difficulty might be encountered with old employees. The details of this will have to be worked out at each location by those who are most familiar with the attitudes and characteristics of the men on this subject. It was thought perhaps best to point out to the old employees the benefits which might accrue to them by having themselves examined at regular intervals, and in that way getting their cooperation.

Instead of installing an X-raying machine, Dr. Lanza suggested the installation of Fluoroscope equipment. Dr. Lanza thought that the cost of a Fluoroscope set was not more than $1,000. Dr. Lanza expressed the opinion that the average examining physician could be trained in two weeks' time to interpret intelligently a Fluoroscopic view of the lungs. He also felt that the examination need take very little time, suggesting that the physician could listen to the employee's heart, take a look through the Fluoroscope and complete the entire examination in two minutes' time. The suggestion was also made that if the Fluoroscope shows a suspicion of tuberculosis or fibrosis but does not enable a certain diagnosis to be made, then perhaps it might be necessary to have an X-ray picture taken.

Published by AsbestosClaims.Law
asbestosclaims.law/library/11761/1

On the question of training physicians to interpret Fluoroscopic films, Dr. McConnell is to let us know whether or not Chicago and Los Angeles are in position to give such training to our men at those two points. If they are not, it may be necessary for us to bring those men to Manville.

It was thought advisable to get one Fluoroscope set each to be used at the following locations:

Manville
Waukegan
Lompoc.

This means the acquisition of three sets. The Fluoroscope equipment at Asbestos seems to be a combination Fluoroscope and X-ray. It is not a very good X-ray set but an effort should be made to determine whether or not the Fluoroscope part of the equipment would suffice for use at Asbestos. At such locations as Alexandria, Dayton and Gretna it might be possible to use the Waukegan set.

On the question of what should be done in the case of the discovery of tuberculosis or asbestosis in any employee, Dr. Lanza made the following suggestions:

(1) Anyone having tuberculosis in any stage whatsoever should not be permitted to work in the plant. This policy should be followed not only because the afflicted individual should for his own sake get out of the industry, but because of the contagion of the disease. Others in the plant might easily become infected.

(2) Where the lungs show signs of fibrosis, the employee should be transferred to a location in the plant where the exposure is not so great.

Dr. Lanza is very strongly of the opinion that asbestosis should be made compensable under the New Jersey law. He feels that this is the only protection which the industry has, and that permitting the disease to remain outside the compensable class lends encouragement to unethical lawyers and physicians to make up Claims.

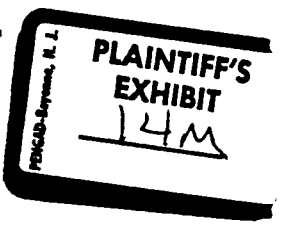
Dr. McConnell mentioned incidentally that their Mr. Drinker had studied the effects of the Pangborn pressure mask, which is supposed to be the last word in mask development, and discovered quite a high count of particles which had found

Published by AsbestosClaims.Law
asbestosclaims.law/library/11761/2

their way through the mask, thus tending to demonstrate the ineffectiveness of masks. Reference also was made to the report of the New York State Department of Labor dated June 16, 1931, a copy of which we have, in which the statement is made that masks are not effective in protecting workmen from the perils of breathing rock dust.

CLARENCE L. SAGER

Published by AsbestosClaims.Law
asbestosclaims.law/library/11761/3



At a meeting held at the office of Johns-Manville on July 15, 1931 the question of physical examinations of employees at the various J-M plants was discussed with the following present:- Drs. A. J. Lanza and McConnell of the Metropolitan Life Insurance Company, and Messrs. Voorhees, Pond, Hughes and Sager.

Dr. Lanza, in line with his recommendations in his formal published report on the study of the effects of asbestos dust, again recommended that all applicants for work, and all old employees be examined; and that all employees be given examinations at intervals of two or three years. In general, Dr. Lanza thought that if we examined all employees every two years, we would be well on the side of caution of doing everything in that line that could be expected of us. He thought every three years might easily suffice. In his report, however, Dr. Lanza speaks of these examinations being given every one or two years, and it is the writer's opinion that the aim should be in general to give these examinations every two years, keeping in mind that in the more dusty and more hazardous departments it might be well to give them more frequently than every two years, and in those that are more free from dust, three years might be the period.

It was pointed out that we can easily cause applicants for positions to submit to examinations, both physical and X-ray, but that a little difficulty might be encountered with old employees. The details of this will have to be worked out at each location by those who are most familiar with the attitudes and characteristics of the men on this subject. It was thought perhaps best to point out to the old employees the benefits which might accrue to them by having themselves examined at regular intervals, and in that way getting their cooperation.

Instead of installing an X-raying machine, Dr. Lanza suggested the installation of Fluoroscope equipment. Dr. Lanza thought that the cost of a Fluoroscope set was not more than $1,000. Dr. Lanza expressed the opinion that the average examining physician could be trained in two weeks' time to interpret intelligently a Fluoroscopic view of the lungs. He also felt that the examination need take very little time, suggesting that the physician could listen to the employee's heart, take a look through the Fluoroscope and complete the entire examination in two minutes' time. The suggestion was also made that if the Fluoroscope shows a suspicion of tuberculosis or fibrosis but does not enable a certain diagnosis to be made, then perhaps it might be necessary to have an X-ray picture taken.

US
2722

Published by AsbestosClaims.Law
asbestosclaims.law/library/11761/4

On the question of training physicians to interpret Fluoroscopic views, Dr. McConnell is to let us know whether or not Chicago and Los Angeles are in position to give such training to our men at these two points. If they are not, it may be necessary for us to bring these men to Manville.

It was thought advisable to get one Fluoroscope set each to be used at the following locations:

Manville
Waukegan
Lompoc.

This means the acquisition of three sets. The Fluoroscope equipment at Asbestos seems to be a combination Fluoroscope and X-ray. It is not a very good X-ray set but an effort should be made to determine whether or not the Fluoroscope part of the equipment would suffice for use at Asbestos. At such locations as Alexandria, Dayton and Oreton it might be possible to use the Waukegan set.

On the question of what should be done in the case of the discovery of tuberculosis or asbestosis in any employee, Dr. Lanza made the following suggestions:

(1) Anyone having tuberculosis in any stage whatsoever should not be permitted to work in the plant. This policy should be followed not only because the afflicted individual should for his own sake get out of the industry, but because of the contagion of the disease. Others in the plant might easily become infected.

(2) Where the lungs show signs of fibrosis, the employee should be transferred to a location in the plant where the exposure is not so great.

Dr. Lanza is very strongly of the opinion that asbestosis should be made compensable under the New Jersey law. He feels that this is the only protection which the industry has and that permitting the disease to remain outside the compensable class lends encouragement to unethical lawyers and physicians to work up claims.

Dr. McConnell mentioned incidentally that their Mr. Fehnel had studied the effects of the Pangborn pressure mask, which is supposed to be the last word in mask development, and discovered quite a high count of particles which had found

Published by AsbestosClaims.Law
asbestosclaims.law/library/11761/5

their way through the mask, thus tending to demonstrate the ineffectiveness of masks. Reference also was made to the report of the New York State Department of Labor dated June 16, 1931, a copy of which we have, in which the statement is made that masks are not effective in protecting workmen from the perils of breathing rock dust.

CLARENCE L. SAGER

Published by AsbestosClaims.Law
asbestosclaims.law/library/11761/6