This is a recording of Dr. Kenneth Smith (Transcribed 9/12/75)

Dear Ken:

It was indeed a great pleasure to see you and your charming wife in my office. I promised to give you all possible information concerning Johns-Manville operations in Pittsburg, California, as far as medical problems were concerned. I wrote a brief note and then unfortunately was in the hospital twice because of illness. I am using this tape now rather than a letter because it is easier for me to talk and express my own emotions which you can hear on the tape rather than just reading a letter. Of course the tape is yours and can be transcribed in any way you wish.

First I would like to give you a bit of historical background. Years ago in 1942 I first joined the Johns-Manville Corporation as their Chief Medical Officer for the Canadian Johns-Manville Company operating only for their mine in the town of Asbestos, Quebec. There was no medical director to lead the affairs of the corporation at that time. All health affairs for the corporation in Canada and United States were handled by Mr. Hugh M. Jackson who was in the Industrial Relations Department reporting through the Director for Labor Relations to the Vice-President of Industrial Relations in New York City. The health problems also were directed to the Legal Department by Mr. H. M. Ball who was the head of the Legal Division for the corporation. When I went to New York to take over the health affairs of the corporation a new post was established that being Medical Director for the corporation. Therefore I assumed the responsibilities which had been in the office of Messrs. Jackson and Ball. Obviously it was impossible for one individual to supervise the operations and decisions of each medical department in every plant throughout the whole United States and Canada. Therefore, the Industrial Relations Division set up a policy in which the organization in each plant would have ancillary help to aid the local medical officer in various specialty fields aside from his routine duties such as the interpretation of chest x-rays. After travelling many, many thousands of miles around the country, I found a local medical officer who was fully competent to carry out all the necessary duties but because of corporation policy he was required to send specialty examinations or questions to an authority designated by the New York office, which was not mine. This is a case that existed when your father worked at the Pittsburg plant in California. He was fully competent to read the x-rays of employees but the decisions for interpretation and the relay of information to employees had to be made only by Dr. Reginald Smart of Los Angeles or Dr. Walter Anderson in Lompoc. Your father, Dr. Wise, was not required to give an opinion and quite frankly he is not only not required but his opinion was not sought. The question of x-ray changes, occupation or non-occupational by company regulations established before I moved to New York City had to be referred to Drs. Anderson and Smart. Their medical decisions were final and accepted by the New York offi-

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of Messrs. Jackson and Ball. This condition existed until I left the corporation when your father still was in charge of the local plant operations at Pittsburg.

. The same type of organization existed throughout my career with Johns-Manville in New York. It seems to me that it would be extremely unfair to the local medical practitioner that the company insisted that there should be a common intrepretation of all such changes of any employee at any of the California plants. My role, obviously, was just to support the local practitioner at the plant in the routine affairs of the health of the employee and when questions of x-ray changes occurred which might or might not be occupational in origin they were referred to the local specialists, Drs. Smart and Anderson. Therefore, the complete _____ of identification and relaying of any information to the individual employee rested on the shoulders of Drs. Smart and Anderson. The same system existed throughout the corporation. Where there were questionable x-ray changes in the chest films of people, for instance in the New Hampshire plant or in the New Orleans plant, they were sent to Saranac Lake at the sanitarium and were interpreted and advice given by Dr. Leonard J. Bristol and Dr. George W. Wright. Dr. Bristol still is at Saranac Lake, New York in his own practice of radiology - Dr. Wright is now in Denver, Colorado with the headquarters office of the corporation. During this time my office was only supervisory for procedure. The procedure was determined by the corporation, not by my office. I did at times offer to help the local medical practitioner who was our company medical officer for a given plant on a routine plant visit. However, it was obvious that with 50 or more plants they could not visit each location once a year. We relied on the local physician to have any abnormality interpreted by the specialist designated through the office of the Industrial Relations Department and the Law Department, not through my office. The decision to inform an employee or not rested with other people rather than the local medical officer or my office. Therefore, Kent, I am really sympathetic with your position and feelings. I have been through the same role for many years and quite frankly, I don't like it. I would never do it again but let me say this in closing. The final decision of informing an employee of his health status - bad or good - rested with non-medical authorities in the New York office in Industrial Relations and the Legal Department, and from them through the local specialists of the areas. Now each specialist, or as I said, Dr. Walter Anderson, Dr. Reginald Smart, Dr. George Wright, Dr. Leonard Bristol, Dr. A. J. Landren (?). I think the day-by-day physical examinations were not completely reported to the individual because the local practitioner was not considered competent to interpret to the fullest extent all x-ray changes that might have been seen. He was not considered competent by non-medical people in general headquarters at the New York office. I hope that this message may help in some way to ease the burden which you are carrying. I quite frankly think that if there are any problems of interpretation they should be taken up with Dr. George Wright and Dr. Paul Coaten (?) in the Denver headquarters office of the corporation. I do not think

that you should be burdened with the responsibility of telling each person all of the facts of his health when you have not had the specific training nor were required by the corporation to interpret all of the intricacies of x-ray shadows which might or might not be due to a man's occupation. It's good to talk to you even by tape. If I can be of further help, please let me know.