

PHYSICAL EXAMINATIONS (cont'd)

- (8) Reduction of the amount of wages lost on account of illness.
- (9) Advancement of the spirit of good-will and cooperation between all members of the Laurentide organization.

Three conditions only constitute the basis for rejecting an applicant for employment, viz. — (1) when it would be a source of danger to himself (2) to his fellow workers or (3) to property.

The physical examinations are made at the expense of the Company and include laboratory tests and X-Ray pictures whenever necessary.

The records of the Medical Service are regarded as strictly confidential and every examinee in need of treatment is given a card to his own doctor.

Every effort is made to induce employees to have physical defects corrected and financial assistance is provided when necessary.

Examinees are classified as (1), (2), (3) or (4) and this number, but no other information, is sent to the Employment Department.

Those classified as (1) are physically fit for any employment; those classified as (2) are physically fit for any kind of work but are sub-standard in some respect; those classified as (3) are only physically fit for specified employment approved of by the Company Physician and those in class (4) are unfit for any employment.

The need of such examinations is well illustrated by a recent study of the records of all applicants between the ages of 16 and 20.

An analysis of this group of 80 follows:

Number classified as (1) .....	1	or	1.3%
Number classified as (2) .....	51	or	63.7%
Number classified as (3) .....	15	or	18.7%
Number classified as (4) .....	13	or	16.3%

There were 9 with tuberculosis, 3 with heart disease, 6 with defective vision, 6 with defective hearing, 2 with rupture, 36 with badly diseased teeth and 36 with grossly enlarged tonsils and adenoids. The majority had more than one form of physical defect.

PERSONAL HYGIENE

The rules on individual hygiene, from "How to Live", by Fisher & Fisk, constitute the basis of the efforts of the Medical Service.

The personal needs of each employee are discovered by the Company Physician through the physical examinations and the instruction is varied to meet individual requirements.

The subdivisions of the subject relate to:

1. Air
  - (a) Housing
  - (b) Clothing
  - (c) Outdoor Living
  - (d) Outdoor sleeping
  - (e) Deep Breathing
2. Food
  - (a) Quantity
  - (b) Protein Foods
  - (c) Hard, Bulky and Uncooked Foods
  - (d) Thorough Mastication
3. Poisons
  - (a) Elimination
  - (b) Evacuation
  - (c) Posture
  - (d) Poisons from Without
  - (e) Teeth and Gums
4. Activity
  - (a) Work, Play, Rest and Sleep
  - (b) Serenity and Poise.