

- Acquired immune deficiency syndrome (AIDS), as criterion for excluding applicant, 13
- Allergy
 as criterion for excluding applicant, 4, 13, 14
 preemployment testing for, 17
 tests to identify individual susceptibility, 39
 see *also* Hypersensitivity
- Alpha-1 -antitrypsin, 23
- Chemical companies, other
 attitudes toward exclusion or employee choice if genetic susceptibility and health risk exist, 41,42
 composition in 1989 survey population of, 50
 employee exposure to workplace hazards in, 23-24
 employee health qualifications for employment by, 12, 13
 individual susceptibility to risk in, 24-25
 perceptions of cost-effectiveness of monitoring chromosomal abnormalities, 31
 periodic medical testing at, 25-26
 rotation of employees exposed or potentially exposed, 23-24
 see *also* *Electrical* utilities; Electronic companies; Manufacturing companies, other; Nonmanufacturing companies; Petroleum companies; Pharmaceutical companies
- chemicals
 as hazard in workplace, 23-24
 role of medical surveillance, 24, 26
 sensitivity to as criterion for excluding applicant, 13, 14
- Chromosomal abnormalities. See Genetic monitoring
- Cigarette smoking, hiring policies and 3,4, 11, 12
- Confidentiality
 of medical records, 27-28
 of survey results, 50
- Cost effectiveness
 effect of health insurance risk to mitigate attitudes toward, 44-45
 personnel officer perceptions for genetic tests, 5,31,38-39, 43-44
 personnel officer perceptions for specific tests, 5,30-31
- criminal records, 3, 4, 11, 12
- Cytogenetic testing. See Genetic monitoring
- Deoxyribonucleic acid (DNA), tests for preemployment screening, 6, 38
- Diabetes, as criterion for excluding applicant, 13, 14
- Disability insurers, access to medical records, 6,28
- Drug testing
 as part of preemployment health examination, 4, 17, 18
 ongoing, 31
 opinions about cost-effectiveness of, 5, 31
- Drug use
 as criterion for excluding applicant, 4, 13, 14, 15, 16
 periodic monitoring for, 31
 preemployment testing for, 4, 17, 18
- Electrical utilities
 attitudes toward exclusion or employee choice if genetic susceptibility and health risk exist, 41, 42
 composition in 1989 survey population of, 50
 employee exposure to workplace hazards in, 23-24
 employee health qualifications for employment by, 12, 13
 individual susceptibility to risk in, 24-25
 perceptions of cost-effectiveness of monitoring chromosomal abnormalities, 31
 periodic medical testing at, 25-26
 rotation of employees exposed or potentially exposed, 23-24
 use of genetic screening to identify individual susceptibility, 39
 see *also* *chemical* companies; Electronic companies; Manufacturing companies, other; Nonmanufacturing companies; Petroleum companies; Pharmaceutical companies
- Electronic companies
 attitudes toward exclusion or employee choice if genetic susceptibility and health risk exist, 41, 42
 composition in 1989 survey population of, 50
 employee exposure to workplace hazards in, 23-24
 employee health qualifications for employment by, 12, 13
 individual susceptibility to risk in, 24-25
 perceptions of cost-effectiveness of monitoring chromosomal abnormalities, 31
 periodic medical testing at, 25-26
 rotation of employees exposed or potentially exposed, 23-24
 see *also* *chemical* companies; Electrical utilities; Manufacturing companies, other; Nonmanufacturing companies; Petroleum companies; Pharmaceutical companies
- Employment
 cigarette smoking, 3,4, 11, 12
 criminal records, 3, 4, 11, 12
 genetic susceptibility, 11-12, 17,38
 health insurance risk as a criterion for, 44-45
 medical and health criteria eligibility, 4, 12-15
 preexisting medical conditions, 3-4,11, 12
 qualifications on eligibility for, 3-4, 11-15
- Epilepsy, as criterion for excluding applicant, 13, 14
- Examination, preemployment
 allergy testing, 4, 17
 chest x-ray, 18
 decision to use, 4, 19-20
 DNA tests as part of, 6,38
 drug testing, 4, 17, 18
 electrocardiograms (EKGs), 18
 genetic susceptibility and testing, 17,38,42-43
 health insurance risk and, 44-45
 hearing, 18
 lower back x-ray, 17, 18
 medical history, 3-4, 18
 physical, 15-16, 17, 18
 psychological or personality, 4, 16, 17
 pulmonary function, 18
 release of results to applicants, 4, 18-20
 requirement for and appropriateness of, 4, 15-17
 vision, 18
- Fortune 500* companies
 as part of 1989 OTA survey population, 3,49
 respondents to 1982 OTA survey, 3, 49, 51-52
- Genetic monitoring

- acceptable uses of, 6, 35-36, 53
- attitudes toward, 35-38, 53-57
- basis for conducting, 39-40
- basis for deciding against conducting, 41,42
- change in workplace practice as a result of, 41
- decision to use, 37
- definition, 35
- dissemination of results from, 40
- health insurance considerations of, 43-45
- number of companies conducting based on 1989 OTA survey, 3,39
- opinions about cost-effectiveness of, 5,6, 31, 38-39,43
- policies related to, 35
- qualitative comments from respondents about, 53-57
- recommendation by personnel officer whether to conduct, 43, 44
- trend data from 1982 and 1989 OTA surveys of, 3
- unacceptable uses of, 35-36,54-56
- use of information from, 37, 38
- Genetic screening**
 - acceptable uses of, 4, 11-12, 17, 35-36,53
 - attitudes toward, 36-38, 53-57
 - basis for conducting, 39-40
 - basis for deciding against conducting, 41,42
 - decision to use, 37
 - definition, 35
 - dissemination of results from, 40
 - health insurance considerations of, 43-45
 - number of companies conducting based on 1989 OTA survey, 3,39
 - opinions about cost-effectiveness of, 6, 38-39, 43
 - policies related to, 35
 - qualitative comments from respondents about, 53-57
 - recommendation by personnel officer whether to conduct during preemployment screening, 42-43
 - trend data from 1982 and 1989 OTA surveys of, 3
 - unacceptable uses of, 35-36, 54-56
 - use of information from, 37, 38
 - use to identify individual susceptibility, 39
- Glucose-6-phosphate dehydrogenase deficiency (G-6-PD), 40, 57**
- Government**
 - role in effecting change in workplace practices, 41
 - role in genetic monitoring and screening, attitude of health officers toward, 7, 37, 38
 - role in monitoring and screening, attitude of health officers toward, 37,38
- Hazards**
 - employee exposure to, 5, 23-24
 - individual susceptibility to, 24, 25, 39
 - rotation of employees, 23-24
- Health examination**
 - acceptability of using to identify applicants with increased risk to workplace hazards, 4, 15, 16
 - acceptability of using to identify genetic susceptibilities to workplace hazards, 4
 - acceptability of using to identify potential high insurance risks among applicants, 4, 16-17
 - decisions on what tests to require, 4,5, 19-20
 - see *also* Examination, preemployment
- Health insurance**
 - risks as a factor in future use of genetic tests, 7,43-45
 - risks as a factor in hiring applicants, 4,7, 16-17,44-45
- Health insurers, access to employee medical records by, 6,28**
- Health officers**
 - attitudes toward genetic monitoring and screening, 6,36-38
 - opinions about acceptability of genetic tests, 35-36
 - opinions about government guidance and genetic testing, 7, 37,38
 - qualitative comments on survey by, 53-57
 - role in decision to conduct health surveillance, 30
 - role in decision to include tests for preemployment screening, 4,5, 19-20
 - views on preemployment health examination, 16-18
- Health qualifications**
 - corporate policies, 11-12
 - of applicant, 12-20
- Human immunodeficiency virus (HIV), as criterion for excluding applicant, 13**
- Hypersensitivity**
 - employment eligibility and, 4, 13
 - monitoring for, 26, 27
 - preemployment testing for, 17
 - see *also* Allergy
- Insurance. See Disability insurers; Health insurance; Health insurers; Life insurers**
- Life insurers, access to employee medical records by, 6,28**
- Manufacturing companies, other**
 - attitudes toward exclusion or employee choice if genetic susceptibility and health risk exist, 41,42
 - employee exposure to workplace hazards in, 23-24
 - employee health qualifications for employment by, 12, 13
 - individual susceptibility to risk in, 24-25
 - periodic medical testing at, 25-26
 - rotation of employees exposed or potentially exposed, 23-24
 - use of genetic screening to identify individual susceptibility, 39
 - see *also* Chemical companies; Electrical utilities; Electronic companies; Nonmanufacturing companies; Petroleum companies; Pharmaceutical companies
- Medical criteria**
 - as part of preemployment examination, 18
 - eligibility and employment based on, 4, 12-15
 - jobs excluded by, 13-15
- Medical examination. See Examination, preemployment; Health examination; Physical**
- Medical history**
 - eligibility and employment based on, 4, 12-15
 - preemployment examination and, 4, 13, 18
 - use to screen for individual susceptibilities, 39
- Medical officers. See Health officers**
- Medical records**
 - access to within company, 5-6, 27-28
 - employee access to, 6, 28
 - for statistical purposes, 28-29
 - maintenance of, 5, 27, 28
 - third-party access to, 6,28
- Medical surveillance. See Monitoring**
- Medical testing. See Examination, preemployment; Genetic monitoring; Genetic screening; Monitoring; Screening**

Monitoring

- appropriateness of in absence or presence of known health risks, 5,24-25
- blood chemistry, 5,26,27
- blood pressure, 5,30-31
- change in workplace practice as a result of, 41
- chest x-rays, 5, 26, 27
- cost-effectiveness of, 5, 30-31
- decision to conduct, 5,30
- drugs, 5,31
- genetic, 5,31,3545
- hearing, 5,26,27,31
- hypersensitivity, 26,27
- medical surveillance and, 4-6,24-31
- physical examination as part of, 27
- pulmonary function, 26,27,31
- release of test results, 29-30
- trend data from 1982 and 1989 OTA surveys of genetic, 3,
- types of companies conducting, 25-26
- vision, 5, 26, 27, 31
- see *also* Genetic monitoring

National Institute of Occupational Safety and Health (NIOSH), 41**Nonmanufacturing companies**

- attitudes toward exclusion or employee choice if genetic susceptibility and health risk exist, 41, 42
- employee exposure to workplace hazards in, 23-24
- employee health qualifications for employment by, 12, 13
- individual susceptibility to risk in, 24-25
- periodic medical testing at, 25-26
- rotation of employees exposed or potentially exposed, 23-24
- use of genetic screening to identify individual susceptibility, 39
- see *also* Chemical companies; Electrical utilities; Electronic companies; Nonmanufacturing companies; Petroleum companies; Pharmaceutical companies

Occupational Safety and Health Act (OSH Act), 23**Occupational Safety and Health Administration (OSHA), 26, 41,53,54****Office of Technology Assessment (OTA)**

- 1983 report, 3,36
- 1990 report, 3,36

Personnel officers

- concerns about health insurance risks of applicants, 7, 16-17
- opinions about acceptability of genetic tests, 35-36
- opinions about cost effectiveness of genetic tests, 6,31,4344
- qualitative comments on survey by, 53-57
- recommendation to conduct genetic screening during preemployment screening, 42-43
- role in decision to conduct health surveillance, 30
- role in decision to include tests for preemployment screening, 5, 19-20
- views on appropriateness of monitoring, 24-25
- views on excluding individuals with genetic susceptibilities from positions of known risk, 41
- views on preemployment health examination, 16-18

Petroleum companies

- attitudes toward exclusion or employee choice if genetic susceptibility and health risk exist, 41, 42

- composition in 1989 survey population of, 50
- employee exposure to workplace hazards in, 23-24
- employee health qualifications for employment by, 12, 13
- individual susceptibility to risk in, 24-25
- periodic medical testing at, 25-26
- rotation of employees exposed or potentially exposed, 23-24
- see *also* Chemical companies; Electrical utilities; Electronic companies; Manufacturing companies, other; Nonmanufacturing companies; Pharmaceutical companies

Pharmaceutical companies

- attitudes toward exclusion or employee choice if genetic susceptibility and health risk exist, 41,42
- composition in 1989 survey population of, 50
- employee exposure to workplace hazards in, 23-24
- employee health qualifications for employment by, 12, 13
- individual susceptibility to risk in, 24-25
- perceptions of cost-effectiveness of monitoring chromosomal abnormalities, 31
- periodic medical testing at, 25-26
- rotation of employees exposed or potentially exposed, 23-24
- see *also* Chemical companies; Electrical utilities; Electronic companies; Manufacturing companies, other; Nonmanufacturing companies; Petroleum companies

Physical

- examination to determine employability, 4, 15, 17, 18
- fitness as qualification for employment, 4, 12-16
- periodic monitoring via examination, 27

Preemployment

- examination, 4, 15-20
- genetic susceptibility and, 17,38
- medical qualifications, 4, 12-15
- nonmedical qualifications for job applicants, 3-4, 11, 12
- screening, 3-4, 11-20
- see *also* Examination, preemployment

Pregnancy, employment eligibility and, 4, 13, 14**Psychological factors, preemployment health examination and, 4, 16, 17****Radiation, ionizing**

- as criterion for excluding applicant, 14
- as hazard in workplace, 23-24
- role of medical surveillance, 24, 26

Risk

- employment eligibility and health insurance, 4, 7, 16-17, 44-45
- from chemicals in workplace, 23-24
- from ionizing radiation in workplace, 23-24
- individual susceptibility to, 24, 25, 39
- periodic medical testing of employees at, 25-26

Qualifications

- cigarette smoking, 3, 4, 11, 12
- corporate health policies related to job, 11-12
- criminal records, 3, 4, 11, 12
- genetic susceptibility, 11-12, 17
- medical and physical, 4, 12-15
- preexisting medical conditions, 3-4, 11, 12

Schulman, Ronca, & Bucuvalas, Inc., (SRBI), 49,50**Screening**

- genetic, 35-45

- medical, 4-6, 12-15
- preemployment, 3-4, 15-18
- trend data from 1982 and 1989 OTA surveys of genetic, 3
 - see *also* Examination, preemployment; Genetic screening
- Semiconductor companies. See Electrical companies
- Statistical recordkeeping, 28-29
- Surveillance. See Monitoring
- Survey
 - population and timeframe for 1989 OTA, 3,49-50
 - qualitative comments about, 53-57
 - response rate for 1989, 51-52
 - results on genetic screening and monitoring of 1982 OTA, 3, 36
 - trend data from 1982 and 1989 OTA surveys of genetic, 3,36
- Test results
 - release of genetic, 40
 - release of monitoring to third-parties, 29-30
 - release to employees of monitoring, 5, 29
 - release to job applicants of preemployment examination, 4, 18-20
- Testing. See Examination, preemployment; Monitoring; Genetic monitoring; Genetic screening; Screening
- Trend data, genetic monitoring and screening 1982 v. 1989, 3, 36
- Workplace risk
 - individual susceptibility to, 24, 39
 - of chemicals or ionizing radiation, 23-24
- unions
 - access to employee medical records by, 6, 28
 - composition in 1989 survey population of, 50
- Urinalysis. See Drug testing
- Utility companies. See Electric utilities
- X-ray
 - chest, 5, 18, 26
 - lower back, 17, 18,39