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PURPOSE/BACKGROUND

The Corporate Charter contains an Employee Commitment to provide safe working conditions and to protect the health and safety of all employees. This policy outlines the medical services that the Components are to provide for employees and the approvals required prior to entering into contracts for such medical services.

POLICY

1. Components are to provide medical services for all employees as outlined in this policy. These services are to be provided at the corporate facility or at a nearby physician's office, clinic or hospital; and are to be under the direction of a licensed physician.
2. Components are to obtain written approval from the Corporate Medical Department prior to entering into a contract with a physician, clinic or hospital to provide the services outlined herein.
3. The professional qualifications of the full-time and contract personnel that provide medical services per this policy are:

   A. Physicians

   The physician shall be licensed to practice medicine in the state where the facility is located and where

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POLICY (CONTINUED)

employees work or are headquartered. The physician should be a member in good standing of the county medical society, or equivalent, and must maintain a reputation with peers for competent, ethical and humane medical practice. Board certification in occupational and/or internal medicine is desirable. It is recommended that the physician also be a member of the American Occupational Medical Association.

Physicians employed by the Corporation should be familiar with the principal materials and processes of the plants with which they are associated. They should have a general working knowledge of the potential human effects of occupational exposure to raw materials, intermediates, products and wastes present in the plant and be available for consultation with employees about health problems related to occupational exposures. The Corporate Toxicology Department and the Assistant Corporate Medical Director will provide consultation and advice as required by the Components, including recommendations for testing programs.

B. Physician's Assistant and Nurse Practitioner

The physician's assistant shall be a graduate of a physician's assistant training program accredited by the

POLICY (CONTINUED)

Committee on Allied Health Education and Accreditation of the American Medical Association, and shall have passed the examination given by the National Commission of Certification of Physician's Assistants. Where required by the state licensure will be obtained. The nurse practitioner shall be a graduate of an accredited school of nursing and certified by the American Nurses Association as an Adult Practitioner. Both the physician's assistant and nurse practitioner must maintain a reputation for competent, ethical and humane practice.

C. Nurse

The nurse shall be licensed as a registered nurse to practice nursing in the state where the facility is located and where employees work or are headquartered. The nurse shall have a reputation for competent, ethical and humane nursing practice. It is recommended that the nurse be a member in good standing with the American Occupational Health Nurses Association, or equivalent. When possible, a bachelor of nursing degree or training and experience in occupational or public health nursing is desirable.

POLICY (CONTINUED)

4. Occupational Services

A. Treatments

The Corporation is responsible for the efficient use of its medical resources for the treatment of occupational disease or injury. The extent of treatment provided usually will not exceed that which might be available to an outpatient in a physcian's office or an emergency room, except for skills or facilities which are peculiar to special occupational hazards. The standard of care must always conform to legal and ethical requirements of the location.

If treatment is needed which is beyond the scope of Corporate resources, the best available consultants shall be promptly engaged to provide this care.

B. Examinations

See Medical Examinations Policy

C. Epidemiology

See Epidemiology Policy

D. Immunization

Immunization required or advised because of business travel or work assignments shall be given or arranged to be given by the Medical department.

POLICY (CONTINUED)

E. Rehabilitation

See Rehabilitation Policy (to be issued later).

F. Medical Records

See Health Records Policy (to be issued later) and Information Confidentiality Policy.

G. Toxicology

See Toxicology Policy (to be issued later).

5. Non-Occupational Services

A. Consultation, Examination, Advice, Treatments

Consultations, examinations and advice or treatments may be provided as necessary or indicated and depending on local staffs and facilities. Such services primarily include temporary assistance to enable the employee to continue at work or reach his private physician. In some locations where special needs may exist, definitive treatment and follow-up may be provided on an out-patient basis. All treatments must conform to the statutory and ethical standards prevalent in the medical community.

B. Examinations

See Medical Examinations Policy

POLICY (CONTINUED)

C. Immunizations

a. Immunizations of established value may be offered by the Medical Department, and if offered, employees should be encouraged to participate in the program. Component management and the Local and Corporate Medical Departments decide which immunizations are offered.

b. The location physician shall be responsible for recommending which immunizations are appropriate, and shall inform his management of local or federal health authorities' predictions of outbreaks of communicable diseases in order that measures may be taken to protect the employees and to prevent excessive absenteeism. This service shall be without cost to the employees.

c. Other vaccines such as allergy desensitization may be administered by the location medical department if requested in writing by the attending physician and the vaccine is provided by the employee under the jurisdiction of the attending physician, if time and personnel allow, and if in accordance with established

POLICY (CONTINUED)

medical standards. Dosage schedules and follow-up are the responsibility of the attending physician.

d. Vaccines necessitated or advised due to travel may be given by the location medical department.

D. Rehabilitation

See Rehabilitation Policy (to be issued later).

E. Primary Intervention

See Primary Intervention Policy (to be issued later).

SCOPE

This policy applies to all parts of Union Carbide in the United States and Puerto Rico.

PRACTICE

1. The Corporate Health, Safety and environmental Affairs Department maintains a staff of physicians, toxicologists and epidemiologists that are available to Components to provide assistance on a routine or as needed basis.
2. Exemptions from this policy must be approved by the management of the Component concerned and by the Corporate Medical Director.

PRACTICE (CONTINUED)

3. Medical Services are the responsibility of a designated licensed physician who administratively reports to local management and professionally reports to the Corporate Medical Director. The Corporate Medical Director will work with local observers in evaluating professional performance and will be the final judge of competent, ethical and humane practice.

REFERENCES

Advice and Service: Corporate Medical Director
270 Park Avenue
New York, New York 10017

- End -

SUBJECT	SECTION	
RESPIRATORY PROTECTION	POLICIES/PROCEDURES	
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PURPOSE/BACKGROUND

Components shall maintain standard procedures for the proper selection, maintenance, and use of respiratory protection equipment for potentially hazardous atmospheres.

POLICY

1. Written standard procedures shall exist in each component of Union Carbide consistent with federal, state, other government and ANSI standards.
2. Training in the selection, maintenance and operation is provided.
3. Accountabilities and responsibilities for implementation are defined and understood.
4. Critical elements of the procedure are incorporated into periodic Component program audits to ensure understanding and compliance.

SCOPE

This policy applies to all parts of UCC and to all affiliates worldwide in which UCC has greater than 50 percent equity interest, and is recommended for application in affiliates of 50 percent or less equity interest.