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OWENS-CORNING
FIBERGLAS CORP.
MEDICAL SERVICES

medical policy and procedure

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Subject: EMPLOYEE HEALTH



I. SCOPE

This bulletin establishes the broad policy and objectives of the Corporate employee health program and prescribes the authority, responsibility and general procedures that shall apply thereto.

Detailed policy and procedures and supporting Medical Services Regulations/Guidelines relating to specific aspects of employee health are treated in other Medical Services bulletins.

II. POLICY

It is OCF policy to provide its employees with a safe and healthful place to work and the benefits of such employee health programs as may be established.

III. OBJECTIVES

- A. Protect the health and safety of all employees of the Corporation at all locations.
3. Provide pre-employment physical examinations to facilitate proper selection and placement of personnel and to provide a base line for subsequent examinations.
2. Develop and administer programs for the preservation of employee health aimed at preventing employee health and safety problems.
- D. Protect employees against potential hazards in their work environment and to maintain healthful work environments at all locations.
- E. The early recognition and recommended control of all environmental factors which may affect employee health or safety.
- F. Encourage personal health maintenance by means of education and counseling on health and safety matters.
- G. Provide periodic diagnostic health examinations for selected salaried employees, and for other employees as deemed necessary.
- H. Provide for emergency treatment of occupationally ill or injured employees in compliance with Workmen's Compensation Laws and group insurance programs.
- I. Establish and maintain such Medical Services, staff facilities, nursing services, consultants as may be required to meet the general objectives of this policy.
- J. Establish and maintain such other Medical Services programs relating to employee health as may be required to carry out these objectives.
- K. Encourage and support research studies of all health aspects related to employee work and environment.



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IV. AUTHORITY

- A. The authority to establish a Corporate Employee Health Program is inherent in the charter of Medical Services.
- B. The Medical Director shall have authority to establish and administer all aspects of the Employee Health Program.

He shall have authority to formulate other detailed specific Medical policies and to establish practices and medical guidelines for employee health and medical programs at all OCF locations in accordance with this basic policy.

V. RESPONSIBILITY

The Medical Director shall be responsible for establishing, maintaining, coordinating, supervising and directing all aspects of this Employee Health Program.

He may delegate portions of that responsibility to others but such delegation shall not relieve him of his responsibility and accountability for the overall program.

VI. GENERAL PROCEDURES

- A. The Medical Director shall provide a central Corporate Medical Services staff, shall be consulted in the selection and appointment of a plant physician and/or consultant at all company active locations and shall direct and supervise their services in the interest of employee health and safety.
- B. He shall formulate and cause to be published such Medical Services policies and shall establish and publish such practices and medical guidelines for employee health as he may deem them to be required.
- C. He shall establish and administer a pre-employment physical examination program, and maintain adequate and confidential employee medical records.
- D. He shall establish and administer a comprehensive, diagnostic health examination program to assist in maintaining the health and preventing the illness of employees.
- E. All Medical Services personnel shall follow all Corporate and Medical Services published policies and procedures in discharging their various responsibilities.

Prepared by: J. L. Konzen, M.D.

Approved by: W. W. Boeschstein

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