



INTERNAL CORRESPONDENCE
SOLVENTS & INTERMEDIATES

PLAINTIFF'S
EXHIBIT

UC-P-207

P. O. BOX 471, TEXAS CITY, TEXAS 77590

July 12, 1982

To: Mr. J. L. Wyatt
BROWNSVILLE - Loc. 526

cc: Mr. R. C. Glock - 526
Mr. W. W. McManus - 526
Roberta McDermott, R.N. - 526
Mr. R. R. Rankin - CLC

I requested my administrative staff assistant to comment on the health education objective proposed for Brownsville. Her valuable comments are attached.

The goals (A) that are currently being implemented are excellent and represents a reasonably complete medical program for your facility. I would recommend compliance with the corporate guideline of providing a hands-on clinical examination by a physician for all periodic exams. Most former C&P plants are now in compliance.

Texas City is continuing to offer exams on a two-year basis. The best argument for this is that it provides stabile information on a continuing basis for the Medical Records Management System which may be used for research. The corporate guidelines specify every 5 years and every 3 years for younger employees increasing in frequency to annually for employees over 50 years of age. We can discuss if you wish on my next visit. I would also like to discuss Dr. Lang's recommendation on chest x-ray policy.

The goals (B) are all excellent ones and I would recommend implementation as soon as practical. Immediate priority should be given to 1b (1) Embryo-fetal protection and 1b (3) Hearing Conservation as OSHA is interested in these subjects. Substance abuse (1b-6) would be third priority on my list with hypertension, nutrition and stress following.

Wellness and fitness, B-2, is a very interesting concept. If practical, I would like to see it implemented. I would not, however, give it high priority.

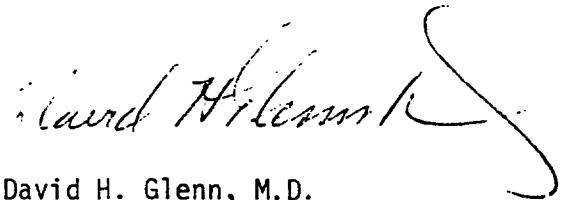
In addition, someone's objectives should include plant sanitation and ECA training for ambulance drivers.

Mr. J. L. Wyatt
June 12, 1982
Page 2

In regards to Andy Lang's comments on the Corporate audit, I agree that we are probably not going to be able to continue with Dr. Roth much longer. I spoke with Carl on the phone today. He is back at the office part-time but continuing chemotherapy. The last treatment hospitalized him again with severe complications.

I will assist you however I can if and when you make the decision to change physicians. Will plan my next visit to Brownsville in August, September or October depending on your needs.

Sincerely,

A handwritten signature in cursive script, appearing to read "David H. Glenn". The signature is written in dark ink and is positioned above the printed name.

David H. Glenn, M.D.

DHG:mm
Attachment



INTERNAL CORRESPONDENCE
SOLVENTS & INTERMEDIATES

P. O. BOX 471, TEXAS CITY, TEXAS 77590

June 12, 1982

To: Mr. J. L. Wyatt
Brownsville - Loc. 526

cc: David H. Glenn, M.D.
515/2

Subject: Health Program - Brownsville Plant

I am pleased to see the health program objectives at your facility expanding to incorporate health promotion. I am sure you are well aware that your employees are your best resource and that helping them maintain their health is as important as the maintenance of the industrial equipment they operate. As you can see from the attached copy of the corporate nursing guidelines, Union Carbide considers health education an important role of the occupational health nurse.

There are a few recommendations I would like to offer:

- 1) Prioritize your programs by assessing your employee population. Ask yourself, what are the most pressing problems? i.e. increasing numbers of back problems, large percentage of overweight workers, high stress levels among your employees, etc. Direct your programs to the most pressing informational and educational needs.
- 2) Involve the managers and employee representatives in decisions regarding implementation of the programs. People respond best when they have been involved in the decision making. This group would not dictate content or method of presentation, but to get employees involved.
- 3) Develop programs that are "ongoing" and integrated into the already established programs. Research demonstrates that "one shot" presentations may motivate but rarely bring about change without followup.
- 4) Design evaluation into your programs so that you can see what you are accomplishing.
- 5) A few programs, well planned and implemented, will produce better results in improving employee health than many which are quickly "thrown" together. Pace your programs; you don't have to do everything the first year.

Mr. J. L. Wyatt
Health Program
Brownsville Plant
Page 2

- 6) It is important to remember that any program is intended to help the employee make the right decisions about his health. It would be wise for Bobbie to educate herself on theories of adult learning if this is not already a part of her knowledge base.
- 7) The cost of the programs will depend on the resources you currently have available. Programs are enhanced with audio-visual aids which can be produced by Bobbie or by using the many excellent commercially prepared aids. The Cancer Society, Lung Association, Texas Department of Health and others, have materials available at no cost. Be sure that any aide is viewed and evaluated for appropriateness before presentation to the employees. At times, you may wish to bring in consultants in areas where Bobbie has limited expertise. After all, no one can be an expert on all subjects. It is especially important in physical fitness programs that the instructor be well educated in proper exercise techniques and how to direct others in exercise in order that injuries be prevented.

In most cases, the nurse should be prepared for followup after health programs. For example, it is good to give information on alcohol, drug abuse or stress, but even better to be able to offer an alternative if an employee seeks assistance.

Thank you for the opportunity to offer these suggestions. I wish you much success in accomplishing these goals. If our department can be of assistance, please let us know.

Sincerely,



Linda Marley, M.S., R.N.
Administrative Staff Assistant

LM:mm