UC 1-2 1

PLAINTIFF'S EXHIBIT
UC-888

UNION CARBIDE

INTERNAL CORRESPONDENCE

MINING AND METALS DIVISION • P. O. BOX 1049, GRAND JUNCTION, COLORADO 81501

To (Name)	Dr. J. J. Welsh	Date	February 8, 1974
Division	Medical Department		
Location	270 Park Ave. 4th Floor New York, New York	Originating Dept.	Safety
		Answering letter date	
Copy to	Messrs. J. F. Emerson E. C. Gibbs F. H. Larrison W. C. Thurber	Subject	King City - Bishop visits

Dear Dr. Welsh:

I am sorry we didn't get to conclude our conversation in New York this week but we couldn't seem to get together outside of the meeting. I did want to mention a few things regarding your forthcoming visits to King City and Bishop. It is my understanding that your meeting in San Francisco March 13-15 will permit you to go to King City on the 11th and 12th and to Bishop on the 17th and 18th. The primary purpose of these visits per our earlier discussions would be an opportunity to visit with various doctors that serve these communities and frequently or occasionally attend our employees. In King City this would involve only the medical clinic whereas in Bishop it includes independent doctors, approximately eleven I believe.

I have discussed briefly your proposed visit with Ed Gibbs and Larry Larrison and have suggested that if possible the company sponsor some kind of dinner meeting where the doctors are all invited. This would be a chance to visit with them as well as make a semi-formal presentation of some of the things you wish to get across. In your letter of January 25 you mentioned the possibility of using a film or some such program as the focal point. This would be fine if it fits within the subject matter or scope of your interest in educating or stimulating these doctors.

One of our primary concerns is to get them to fully understand our company philosophy regarding serious injury (UCC definition), our extreme concern with accident prevention, and minimization of time lost by the worker. This, of course, would extend to the great concern that we have in all locations about getting people back on the job and accomodating their injuries wherever possible so they can perform some kind of work rather than being sent home. As you well know our experience has been in several cases where employees have been sent home they have incurred further problems due to lack of any kind of control. We have had relatively minor injuries changed to major injuries due to drinking, activity beyond the scope of that intended by the doctor, etc.

RECEIVED
FEB 11 1974

In summary, if the meetings can be arranged I would suggest that Larrison or Gibbs can initiate this. If it doesn't seem practical at the local level the only other recourse would be to try to schedule a series of appointments with the various doctors. Of course, in Bishop Dr. Scott may be of considerable assistance in whatever scheduling is necessary.

Some other points that you might wish to consider in your conversations with plant personnel and/or medical personnel would be the nature of specific concerns from the health viewpoint related to the particular location. This would be particularly appropriate concerning a) asbestos dust controls at King City and b) ventilation, altitude, gases, etc., at the Bishop operation. We have extended great effort in attempting to control or minimize exposure to personnel and it might be worthwhile to get this point across to the medical people. Another point of possible emphasis would be the results Union Carbide has obtained in its safety and health activities. In all cases they are far better than industry average and some of the doctors may not fully realize our efforts and our results. One final point might be the relationship of doctors employed by the patient as related to company physicians if any disagreement comes about as to the degree of disability. I believe your position is that where a personal physician feels that an employee should be held off work and the Company physician does not agree we can ask the individual to go to our company doctor for a release or go to a third doctor for an arbitration decision. This is a rather rare case but it has come up several times at different locations.

Thanks again for your concern and assistance in attempting to create better understanding of our doctors in these two communities. If I can be of any assistance in either helping you make further arrangements or being present during your visit I will do so.

Very truly yours,

Ernie

E. A. Piersall

EAP/brs