UNION CARBIDE

INTERNAL CORRESPONDENCE
SOLVENTS & INTERMEDIATES

PLAINTIFF'S EXHIBIT
UC-1794

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 importance 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 infomational 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.

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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

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

LM:mm

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