

- 1.0 PURPOSE: Define guidelines for employees visiting the Cummins LiveWell Center/COHC
- 2.0 REFERENCE DOCUMENTS:
 - 2.1 Return to Work Policy
- 3.0 DEFINITIONS:
 - 3.1 COHC – Cummins Occupational Health Center
- 4.0 GUIDELINES:
 - 4.1 Work Related Injury or Illness:
 - 4.1.1 The Company agrees that medical attention at a qualified medical facility will be provided to employees injured while on the premises. If a doctor at a qualified medical facility determines that an injured employee cannot return to work, the employee will be paid for the remainder of the workday and will not be required to make up that time.
 - 4.1.2 All work-related injuries must be seen by Cummins LiveWell / COHC to get approved to return to work.
 - 4.2 Non-Work-Related Injury or Illness:
 - 4.2.1 Visits to Cummins LiveWell / COHC for acute care (non-work-related minor injury or illness) during regularly scheduled work hours must be approved by the employee's supervisor.
 - 4.2.2 Time spent visiting LiveWell / COHC for an acute illness is not company paid time and should be recorded as such on the employee's time report.
 - 4.2.3 Any follow up visits to the employee's personal physician are not company paid time.
 - 4.3 Required Physicals or Tests:
 - 4.3.1 Some examples of required physicals or tests are physical examinations required by law to obtain a commercial driver's license (CDL), CDL random drug tests, physicals required to work as an emergency response technician, etc.
 - 4.3.2 Company required physicals or tests will be done on company time and at company expense.
- 5.0 RESPONSIBILITY: The Employee and Manager

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Policy Number: SI OCU 011

Revision Number: 04

Revision Date: 09/07/2022

Approvals:

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