

the end of 1930. Many thought at that time that such an achievement would be difficult. What occurred has long been history. The railroads actually brought about a reduction in the casualty ratio of almost double that asked for. Consequently, those who had to do with the making of the goal set in 1931, calling for 33 per cent reduction in employees injured by the end of 1933, felt it highly desirable that they set the goal high enough to tax the maximum efforts of all railroads. Approximately forty railroads accomplished this goal, but the Class I railroads as a whole made a reduction of 26 per cent in their casualty ratio. While the safety officers may have a feeling of disappointment at this result, we should be encouraged by the fact that the railroads were able to bring about a reduction in the casualty ratio to employees on duty per million man-hours worked of 26 per cent in a three-year period, which followed a reduction of 7 per cent in the casualty ratio during the previous seven years.

The Committee of Direction now gives you a new mark at which to aim. It is a new goal, calling for a 5 per cent reduction per year in railway employees' injuries during the next six years, 1934 to 1939, inclusive. We feel that this goal will be far exceeded by the railroads now having the higher accident ratios, that it is possible of attainment and will be accomplished by the railroads having lower accident ratios.

The statement furnished by the Bureau of Statistics of the Interstate Commerce Commission, covering accidents reported by steam railways for the first five months of 1934, shows an upward trend in casualties to employees on duty. While I do not deem this increase as particularly alarming under the circumstances, it has provided a warning as to what may be expected with any material additional increase in business, unless effective preventive measures can be adopted by the respective railroads.

The injuries which have brought about this upward trend in our casualty ratio are principally non-train accidents. This is due, in my opinion, to the unusually large increase in the man-hours worked in this branch of the service during the first half of this year, rather than to any inactivity on the part of the railroads in accident prevention work. The railroads were asked to carry on an extensive program of track and equipment maintenance, to purchase rails, cars and engines, or rebuild if the circumstances require. This made necessary a sudden and large increase in the forces, resulting in either the employment of new men or the return to service of men who had been inactive in railroad service for some time. The work that was required of these men in most cases was of a more hazardous nature. For example, in the maintenance of way department the increased man-hours were consumed largely in construction work, relaying of rails, bank-widening and ballasting tracks—heavier work and more dangerous than that of ordinary track maintenance, which has been carried on more generally for the last two or three years. This is also true in the maintenance of equipment department, stripping and rebuilding and steel-underframing cars and heavy locomotive repair work, with large gangs of men, newly organized.

I think we had a right to look forward to a momentary increase in the casualty ratio, but I believe this condition has since adjusted itself and we will be able to bring back our accident ratio to a lower level than it was for the year 1933.

The responsibility for the promotion of safety is essentially a function and problem of management. The success with which it is promoted on any railroad seems likely to be pretty closely in proportion to the attention given to it by executive and operating officials of all ranks, and the enthusiasm for safety they are able to arouse among employees. Never before in the history of railroads have railroad executives and officers given so much thought, time and effort to accident prevention as at the present time. Safety officers should feel greatly encouraged by this fact. Another source of encouragement for safety officers is the pronounced trend toward greater recognition, particularly by persons and agencies which take the lead in moulding public sentiment, of the accident problem. It is probably still true that the gravity of this problem has not been brought home to the average citizen with sufficient emphasis so that he makes it a matter of personal concern, but there are clear indications that the efforts of the National Safety Council and other agencies dedicated to accident prevention will carry forward our fight against accidents in marked strides.

Report of the Committee on Education

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The speaker said in part: The Committee on Education was organized soon after the setting of the 35 per cent goal, and the purposes of the committee have been three-fold, all educational. In the first place, it was the intent of the committee to educate officers and employees as to correct methods of work and as to unsafe methods of work, undertaking never to set out an unsafe method of work without showing in comparison the safe way of doing that job.

There is another purpose of the committee, and that is to inform railroad men and others throughout the country, and even throughout the world, of the progress of safety work on American railroads.

Then there is the inspirational poster that always commands a better sale than any other class of poster because it appeals to the hearts of men. Every man really down in the bottom of his heart wants to do what is right, and if the mind runs along with the heart, the hand will soon begin to form the habit of traveling in the same company.

I have chosen for discussion from this year's posters a few of the most important, illustrating hazards which have caused more deaths and more injuries and more suffering than the other classes of railway employee injuries. (Mr. Bentley then described at considerable length the following posters:)

"Safety Demands a Firm Grip and a Safe Foot-hold."

In 1932 there were 220 train service employees killed in all classes of train service accidents, and of that number 105, or 48 per cent, were killed in falling from engines or cars or while getting on or off engines or cars.

We sold 6,600 copies of this poster to about half the railroads of the United States. That was the equivalent of furnishing one poster for each 30 railroad employees in train service throughout the country. We also sold 34,000 copies of the circular dealing with the same subject, and that was a number equal to one for each six train service employees in the United States. However, they were most all sold to a few of the railroads.

But what has been the result of our campaign for the last ten years during which we have been driving on this particular kind of accident?

The number of train service employees exposed to this particular hazard decreased 37 per cent. The number of employees killed in this class of accident decreased 47 per cent, and the number of employees injured decreased 74 per cent.

"Mishandled Material Means Many Maimed Men."

We distributed this poster in the hope that it would reach the supervisors and foremen and that it would make them more careful and more diligent in supervising the handling of material. We felt, too, that by getting it to the attention of the men, they themselves would get the idea that for the last ten years on an average fifteen thousand of their number had been injured on American railroads while handling material. That is more than were injured last year in all classes of railroad accidents. 5,000 copies of this poster were distributed.

In 1932 there were seven employees killed and 3,787 injured while handling material. That constitutes 5 per cent of the deaths and 38 per cent of the injuries in all non-train accidents on American railroads.

"Please Sir, Look Both Ways."

There are one million railroad employees in the United States subject to the dangers that this poster is trying to cure. In 1932, 128 out of a total of 367 train service accidents, or 35 per cent of all the deaths in train service accidents, were the result of being struck or run over by engines or cars.

I consider this the most difficult problem in connection with railroad men. Not only train service employees, but shopmen and trackmen, station employees, officers from headquarters, every man who works for the railroad is subject to the danger of being struck or run over by engines or cars. It is for this reason that the Committee on Education has produced more posters and more illustrated matter