

Most of my time is spent talking with company people about their problems. Each knows his speciality. I don't seem to have any speciality. If there is one, it is people. The driving force on my side is trying to find ways of making the company a better place for our people today and over the years ahead. You, as an industrial nurse experienced in social welfare, are specialists. You know that I can't help you with advice as to the medical part of your work, which is of first importance. If there is a chance of my being helpful, it will be in suggesting ways you can contribute still more to the lives of your people, our people, and by doing so strengthen them and the company. In return, you will get the spiritual uplift of making life better for people harrassed by, to them, seemingly over-whelming problems and troubles. The company debt to you will be greater because of your contribution to their peace of mind.

THE IMPORTANCE OF TEAM WORK

The first industrial nurse I knew well, a relative, contributed to my education. She was a fine person and an excellent nurse. That was before Brake Shoe had its first nurse. She talked about her job a lot, and to me it was definitely interesting. At first I was strong in my feeling "How lucky the plant and its management are." Time ran on and gradually it seemed the plant's supervisors were her only subject of conversation. Suddenly, she was "telling them." She was no longer teaching. She was trying to run the plant. One day she took off her uniform and went to headquarters in the city. The president refused to fire the superintendent. In two other companies as plant nurse she tried running the plant, then went back to hospital nursing where she belonged.

That example is a bit extreme. It hasn't happened in my office yet. A number one qualification for your work was lacking in this nurse. She had no instinct for, or understanding of, team play. That alone eliminated any possibility of her success as an industrial nurse.

YOUR FUTURE

I realize all of you are wondering how long you will continue in this work. There may be some who expect to carry on until there is a pension envelope instead of a pay check. I doubt that. Whatever your long range plans, I like to feel each and every one of you wants to give the maximum aid to other people's lives every hour of every day as long as you serve as a nurse. We will try to establish your place in the company management on whatever basis gives the maximum of opportunities to you in our joint effort to give our people the top chance to build happy, useful lives. And you also have the opportunity to give their children - the next generation - a better opportunity in life.

Our first nurse started at Chicago Heights in July, 1918, 35 years ago. Today you are 40 covering 47 plants. Our long range plan is to have every plant covered by a company nurse; a nurse who covers one or more of the plants; a visiting nurse association arrangement for coverage; or a hospital tie-in which will accomplish the same end. In other words, we want complete coverage which will include every plant, even those with under 50 employees. (As of today, we have 58 plants with staffs varying from 18 to 628 people. 32 plants have less than 100 people). This shows how seriously we take our responsibility toward the health and welfare of our people and our awareness of welfare possibilities.

You all realize that one of industry's important steps forward