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PLAINTIFF'S EXHIBIT

NSC-38b

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Plant Safety Problems

(A Symposium)

Job Training for Safety

By J. F. COLLINS

Supvr. of Personnel and Training, Universal Atlas Cement Co., New York City

Safety cannot be attained solely by a safety slogan, by a poster campaign, by plant safety bulletins or by personal protective equipment, such as hard hats or safety shoes. To some people these things are the essence of safety. Yet, when we examine them more closely, we must realize that they are merely the trappings of a safety program. They may be present or absent in a plant or company with a good safety record.

Safety *can* be achieved: By properly safeguarding machinery, equipment, materials and working conditions; by training the individual to work in the plant.

The proper safeguarding of machinery, equipment, materials and working conditions is obtained by utilizing the skills and alertness of the engineering staff and the supervisory personnel. The objective is to engineer the hazards out of each job so that these hazards can be avoided, eliminated or protected against. How well this endeavor is organized cannot help but have a salutary effect on the morale of the worker, because it illustrates the company's interest in his welfare.

The second requisite for safety is education. Statistics indicate that not over 15 per cent of accidents are mechanically preventable; that more than 85 per cent of the accidents result from lack of knowledge or care on the part of the individual employee. This would indicate that there is a vast area for the elimination of accidents that may be accomplished by education or training.

More and more is said today concerning the importance of training. Training is not a new concept. It has existed since the beginning of time when men learned by trial and error, and passed on the secrets of their skills to their families or tribes. During World War II, the various job training programs sponsored by the government enabled growing defense industries to find the skilled manpower to meet their war time production requirements. As a result of World War II experiences, formalized or controlled training has been accepted as a tool to be used in developing skill and efficiency, promoting accident prevention, and motivating employee satisfaction.

"Job Training For Safety" is a positive and dynamic approach to a major industrial problem. If the purpose of industry is to improve the well-being of the nation, to help raise the standard of living by providing goods, and to enhance the dignity of the individual worker, it goes without saying that this objective cannot be achieved if, in the process, industry kills or maims its workers.

A few decades ago, the members of the "muckraking school" smeared industry by stating that it was indifferent to the welfare of the individual worker. This old charge has been taken up by Russia to besmirch American industry before the whole world. Industry on the whole is interested in the welfare of its workers. It is fundamentally wrong for management to evade, even in part, the obligations and duties it must assume for the safety of employees. As management is responsible for production and for sales, it must also maintain its responsibility for the work direction of employees.

There has been some talk concerning governmental intrusion into safety. Some people believe that by passing a law safety can be legislated. Safety laws, unfortunately, do not make for safety. As one prominent writer has stated, "If government action can assure safety, then government workers should have the best safety record in the land, and you know this is not the case." The largest employer in the country is the federal government, with over 2½ million employees. Many of these are office workers, certainly not a hazardous occupation. Yet, the frequency rate and severity rate for federal employees is considerably higher than it is in many occupations with far greater hazards. Furthermore, according to the latest

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