

Basically, we might say that all employee safety activity is designed to prevent. To prevent the kinds of things that arise out of and are a part of every industrial injury—human suffering and loss of life and limb.

Take human suffering. I don't necessarily mean the physical suffering that accompanies the loss of a hand or a fractured hip. I mean the mental suffering that every injured person experiences when he comes to a full realization of total blindness or complete paralysis of his limbs. It is probably rather difficult for us, who have never experienced a seriously disabling injury, to realize the extent of mental suffering associated with injuries of this nature.

The story of Bennie may help a little in this respect. Bennie is a man about 50 years old, a fellow just about like you and me. He is married and his family is grown up and are making out for themselves. So Bennie just has his wife and a darn good one at that. I don't know exactly what kinds of things Bennie thinks about, but I suspect that they are just about the same things that you and I think about: working, sleeping, going fishing, retirement someday maybe, and a host of other enjoyable things that are ours as free Americans. Pretty wonderful, if this were the end of the story. But this isn't the end of Bennie's story. One day last March he came into work feeling as hale and hearty as you and me. While he was going about his duties, bothering no one, and with one thought in mind of getting the job done, like a bolt out of the blue came a crane weighing 150 pounds. It struck Bennie on the head, fracturing his skull and spine resulting in permanent damage to the spinal cord, completely and permanently paralyzing him below the waist.

Bennie is in hard shape today. He cannot even answer the call of nature. It has to be taken from him. The doctor says he will never walk again. So what do you think is going through his mind as he sits there in a wheel chair, almost completely helpless. Seven months ago he was a man in perfect health, full of dreams and ambitions, and today he is a hopeless cripple having to be waited on hand and foot. You see that's the kind of human suffering I am talking about.

It is true that the doctor has said he will never walk again but you don't know Bennie. He says he will walk again and if he

believes it strongly enough, what right has anyone to say he won't walk out of that hospital someday? The biggest thing that has happened to him in his entire life was his conquering the paralysis in his right arm. You should see the look of satisfaction on Bennie's face when he struggles with all his might to raise it just enough to shake your hand. This is the end of my story about Bennie, but I am sure you will agree with me that it is not the end of the fight that lays ahead for him.

Loss of life and limb—Do you know a man who has lost both hands? If you do, then you probably appreciate the terrible significance of such an injury. If you don't happen to know anyone who has suffered this horrible experience, I will tell you about a fellow I know. You see, he lost both of them in a punch press. He was reaching in, you know what I mean, no tongs! Oh, I know tongs were provided for the job, but they were found crammed into a crevice in the ram. It sort of appears that my friend really hadn't been impressed with the importance of using them. Anyway, he is in pretty tough shape today, what with trying to dress and shave himself and make a living to boot. You see he doesn't have a family so he is pretty much on his own. He will get by all right—though; you see, he has his compensation coming in—but wait! That will run out someday and maybe he will be too old to work by then. Kind of a rough road ahead, don't you think?

Now, who are these people we are talking about? Are they strangers to all of us? People who work for some outfit across town? Let's take a little closer look at them. They are employees who work for you and me. Yes sir! They are the men who come in to work every morning and say to us "Mr. Industrial Foreman, what's my assignment for today?"

Someone has said that, "It can happen here." It is happening here and in other industrial plants all over the country. Fifteen thousand of them lost their lives while at work last year and it is highly likely that an equal number will lose their lives this year. The thing you and I have to decide right here and now is what contribution we will have to make to this appalling figure when the record books are closed for 1953.

We have been dwelling on the human side of this business of employee safety. Let's

take a look at a little different phase of industrial accidents.

I spoke of Bennie a little earlier. Do you know how much the legal liability amounts to in his case? Right now it stands in the neighborhood of \$76,000. Bennie will get about \$22,500 of this and the remainder represents the hospital and medical bill.

Who pays all these bills that arise out of industrial accidents? The companies of course. Who else? Or do they? Let's take a little closer look and see if we can find out who really pays the bill.

The loss of a leg in our state runs into real money. Right now it is something like \$9,000. Of this amount the injured employee will get about \$7,100 in Workmen's Compensation. The remainder is for the hospital bill and a new artificial leg. A lot of money you say? You are so right, especially when you consider that it took exactly two seconds to spend it. How do you think this fellow feels about it. Is \$7,100 very important to him right now? Do you suppose he is thinking about the \$38.00 he will get each week for the next 215 weeks? I don't know what he liked to do best. Maybe it was bowling or perhaps hunting and fishing. What do you suppose he will do for fun and entertainment from here on in? Pretty glum situation isn't it? Money sets to be pretty insignificant when you look at it from that standpoint.

One of the very common injuries in industry is to the eyes. The loss of one of them would probably run into a cost of about \$7,100. The injured employee would get about \$6,100 of this in compensation. Of course, if the eye has to be removed, it leaves a pretty horrible mess or, at least, that's the way it used to be. If you are worried about how you would look with one of them gone, quit worrying because we can reproduce a perfect replica in plastic. It will match your one good eye so perfectly that it will defy detection.

I am told that over 85 per cent of all we know is learned through these two windows of ours. Now I am not saying that, if we pull the shade on one of them that we will only know half as much, but I will guarantee that there will be a lot going on in this old world of ours that you will never know anything about. Our Great Creator was good to us poor, human creatures. He gave

us two of everything that he thought we would need two of, so when you get down to one you're getting awfully close to none.

One of the most serious of all industrial accidents is total blindness. Workmen's Compensation and safety folks call it permanent and total disability. A case like this can run into real money. Something like a maximum of \$30,000 for Workmen's Compensation alone. But what about this fellow here? Hard to measure his loss in dollars and cents isn't it?

The most serious of all industrial injuries is, of course, the loss of life. The compensation payments to this widow will run into a total of about thirteen or fourteen thousand dollars. Lots of money, of course, but what about these two little fellows who will never again know the pleasure of meeting dad at the door when he comes home from work? What about the leadership of a father that is so important to them in development as good American citizens? Or what about their right to have someone to look up to, to love and worship as just plain dad.

So, when you actually get right down to it, the price of industrial accidents cannot really be measured in any other terms than their effect on people.

A young man just out of high school, looking for a job for the summer, wants to earn a little money so that he can start college in the fall. We just finished hiring him at the employment office and sent him over to fill that requisition turned in for a punch press operator. His dad works over in the die room. Been with us over twenty-five years. Darn good die maker too. Likes it here and tells everybody what a good place it is to work. Got to telling his boy here about our place and so, when he was looking for a job for the summer, he just naturally came to our shop. First real job he ever had, you see, about the only thing he ever did before was work as a stock boy in a grocery store. He doesn't know very much about machinery and factories and manufacturing and things, which accounts for his bewilderment.

This boy needs guidance and leadership. Your leadership and mine. He needs help and instruction, all that we can give him. He is sort of depending on us to give it to him and, when you get right down to it, we

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