

*Mr. Whitehouse:* For years I have been preaching for joint labor-management safety committees to do this very thing. They should sit down and work out the procedures that are to be followed so that it becomes the responsibility of both labor and management to see that they are enforced.

In the past two years the IBEW and various managements have established over 800 joint labor-management safety committees. I am very strongly in favor of these committees establishing ground rules. This is a definite advantage for management. We have had cases in some of our locals where the union member was brought before the executive board and informed that the union agreed to these rules and regulations and he, as a member of the union, must comply.

*Mr. Dowling:* We deal with the Ontario Federation of Labor and favor its support of joint labor-management methods of rule and regulation writing, but I would like to add that once these rules and regulations are adopted they should be put into the working man's language. They should be developed in such a way that the working man knows what they are and he understands them clearly. In Canada, we print these rules and regulations in French for our French workers. The union also has an obligation to see that these rules are explained.

*Moderator:* A number of years ago Republic Steel Corporation wanted to communicate to all of its employees a better understanding of the economic problems of the company and how they affect the workers. They went to Brookings Institute for advice, then developed a play with 13 characters such as a farmer, business man, stock holder, manager, etc. The employees were assigned various parts and participated in the play at various locations all over the country. The principle idea was that participation would improve understanding and respect.

The company paid thousands of dollars for that idea, and it is believed that the same results can be obtained if the union is allowed to participate in developing safety rules. An example of such cooperation is the Carborundum Company's joint safety work with the Oil, Chemical, and Atomic Workers Union. This relationship is work-

ing extremely well and practically every one that I know of has worked very successfully.

*Moderator:* Do you think safety programs should be in the labor contract?

*Dr. Van Atta:* Certainly! A contract has to do with conditions of employment, and one of the major conditions of employment is your continued life. It seems to me that labor groups, in general, have been most remiss in that conditions of employment have not been included under safety. However, this is certainly no excuse for this to continue.

*Mr. Greene:* The contractors in the District of Columbia must comply with the regulations of our department. One of the problems with safety by reference is that most of the workers, and some of the management, do not have any idea of what these regulations are. They don't understand them. If safety is in the contract, the workers ought to have enough information so that they can know whether the regulations are being complied with or not. If they are not, the workers can act accordingly.

If their wages under the contract were not being paid, they would do something about it immediately. I believe that a union should act immediately if there is a hazardous situation that needs correcting in accordance with accepted codes and regulations. However, if people do not understand the regulations they do not know when the regulations are violated. The answer, of course, is training. Without training, the regulations will be unimplemented.

*Dr. Van Atta:* I have read a significant amount of contracts which were signed by people who thought they had negotiated safety into the contract. The standard phrase is "the company will continue to provide safe and healthful places in which to work." This is really just saying that the company will continue its existing bad practices. That is not negotiating safety. It is as worthless as a contract that says the company will continue to pay wages.

There is meaningful language which can be negotiated into union contracts and nearly all of the international unions can provide this type of language.

*Mr. Burch:* If the union has already sat down with management and worked out acceptable safety rules, the contract can contain meaningful language that is also simple.