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TRANSACTIONS

29th
NATIONAL SAFETY CONGRESS



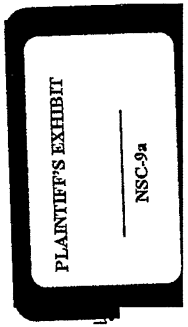
GENERAL AND INDUSTRIAL
SESSIONS

CHICAGO
OCTOBER 7-11, 1940



NATIONAL SAFETY COUNCIL, INC.
20 North Wacker Drive, Chicago

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Foreword

THE Transactions of the 29th National Safety Congress and Exposition of the National Safety Council, October 7-11, 1940, are published in two volumes. Volume I contains the General Sessions and the meetings of the various Industrial Sections of the Council. Volume II contains the Street and Highway Traffic, the Commercial Vehicle, the Transit, the Child Education and the Home Safety Sessions.

Volume I is distributed automatically to all industrial members of the Council. Volume II is sent to members who are believed to be interested chiefly in the sessions it contains. However, other members of the Council may obtain Volume II upon request.

Many Council members have found it advantageous to distribute copies of the Transactions Volumes to the individual executives, foremen and supervisors of their organizations, who make use of the practical safety information the volumes contain to organize accident prevention programs. The volumes contain a vast amount of standard reference material. Extra copies of the Transactions may be obtained as follows: Volume I, one to 10 copies at $2 each; 11 or more copies $1.75 each. Extra copies of Volume II may be had at 75 cents each.

THE Transactions are a condensed record of the proceedings of the Congress. The papers and addresses and many of the discussions have been edited to delete extraneous matter, abbreviate the less important portions, and emphasize those parts of particular usefulness in promoting effective safety organization and other accident prevention measures. The volumes are, therefore, a somewhat abridged version, compact, practical, and of particular value to the student, the supervisor and the executive in achieving more thorough accident prevention success. The original manuscripts are available for additional reference, if desired, in the files of the National Safety Council.

THE National Safety Council, at its Congresses, seeks to eliminate from discussion matters which are not pertinent to the aims of the Congress or which may be contrary to the Council's policies. However, it cannot accept responsibility for all the views expressed either in the papers presented or in the discussions based upon these papers.

NATIONAL SAFETY COUNCIL, Inc.
20 North Wacker Drive
Chicago, Illinois

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Council Purposes and Program

The National Safety Council is a non-profit, cooperative association whose objective is the elimination of accidents. To achieve this objective the Council advocates the following program of safety activities:

1. Creating Interest in Safety. People will try to prevent accidents only when they are convinced of three things: (a) that accidents are really a serious problem, threatening personal happiness, industrial efficiency and economic security; (b) that accidents don't "just happen," but that each one has definite, ascertainable causes; (c) that accidents can be prevented. The basic requirement in a national safety program, therefore, is a dramatic and effective presentation of these facts to more and more people.

2. Finding Accident Causes. Accident causes are not the same in any two plants, in any two cities, in any two schools. They are not the same from one time to another. Every industrial plant, every city, every school and every other public or private organization, therefore, must study the causes of accidents in its own group, so that prevention efforts always will be directed at the things really responsible for accidents.

3. Maintaining Interest in Safety. People retain interest in very few things of which they are not continuously reminded. Therefore, it is the task of the newspaper, the radio, the magazine, the school, the public speaker and every other educational influence to keep reminding the worker, the driver, the pedestrian, the housewife and the school child that freedom from accidents depends on personal caution, and that the safe way is the right way and the best way—from the standpoint not only of human satisfaction, but of social efficiency and economy.

4. Engineering Improvement. Many accidents occur because equipment is faulty. The punch press is unguarded, the automobile brakes are worn, the stairway is crudely built, the propeller is defective, the stop sign is obscured. The avoidance of accidents, therefore, requires that safety be built into every piece of machinery, every home, every school building, every highway. We must insist that the things we buy—whether a stepladder or a stop sign, a bandsaw or a blast furnace—be safe things. And we must be willing if necessary to pay a higher price because of this built-in safety factor, realizing that it is true economy to do so.

5. Training for Safety. Many accidents occur because the injured person or some other person acts in an unsafe manner. This unsafe act often is committed because the person involved never has been taught how to do the job in the safe way. Therefore, boys and girls, men and women, must be taught how to work, how to drive, how to cross the street, how to live safely. This teaching and training is a joint responsibility of industry, of schools and colleges, of governmental groups and of parents in the home.

6. Supervision for Safety. Many who know well the safe method of performing an act nevertheless are involved in accidents because, due to hurry, fatigue, thoughtlessness or some other reason, they do not perform the act in what they know is the safe way. Therefore, we need good foremen in industry, alert patrol boys in our schools, diligent police officers on our streets, thoughtful parents in our homes. These, through wise guidance of those under their supervision, can greatly minimize the chances of accident.

7. Legislation for Safety. Avoidance of accidents requires the adoption and scientific enforcement of sound legislation—legislation on traffic, on industrial matters, on public transportation, on home construction and maintenance, and on many items of per-

the subjects in which courses are given are: shop mathematics, physics, materials and methods of aircraft inspection, C.A.A. rules and regulations, aircraft radio, internal combustion engines, etc.

Each apprentice is at the same time carrying on his regular work schedule in the shops; is assigned to assist a qualified licensed mechanic, and his classroom work does not interfere except to the extent that he is excused from the shops if a class in which he is enrolled is conducted during his work shift.

An apprentice's work assignments are arranged so that the work he is doing at any given time is closely related to the subjects he is studying in class; likewise, the entire training program is set up to provide for an apprentice spending a given number of months in each department of maintenance.

As the program has developed, the problem of selecting capable and dependable persons to place in the apprentice training school has itself become somewhat difficult, because the persons selected must possess the intelligence and mechanical aptitude necessary to master a highly technical craft, as well as the stability, energy, and perseverance to complete a four-year training program. Persons placed in this school who do not have the tenacity to see it through, represent a rather substantial loss in time and money.

Experience has indicated that those applicants who perform best are those who have had at least a high school education with some mechanical training and experience. Further, it is found that those applicants from families mechanically inclined generally prove more satisfactory.

Keeping these things in mind, Braniff Airways carefully selects from the rather large group of young men who apply, those who seem to possess most completely these qualifications. In a further effort to place only the best in the school, arrangements are made to administer dexterity and manipulatory tests to each of these men in an effort to secure some indication of his true mechanical aptitude and intelligence. These tests are so inclusive and broad in scope that they require eight hours to administer, and were chosen upon the recommendation of experts in vocational guidance and employee selection.

The applicants finally selected are employed as stockrunners or cleaners, where they have the opportunity to familiarize themselves with the various airplane and engine parts. They serve in that capacity generally for 10 or 12 months, at which time they are placed in the apprentice mechanics' training school.

All shop supervisors who have apprentice mechanics working under them, make a periodic report to the supervisor of apprentices and the Apprentice Committee concerning the apprentice's rating on appearance, cooperation, conduct, health, initiative, quality of work, ability, and desire to learn and actual performance.

Throughout the entire four-year training program, the apprentice is taught theory and principle in the classroom and has practical instruction and experience in the shops. Though Braniff Airways has found that this method of selecting and training potential mechanics requires a considerable amount of time and some expense at the outset, it has likewise found that the persons so selected possess the necessary qualifications to capitalize on this extensive training program and that in the long run, a considerable amount of time and money is saved and a more highly capable airplane mechanic is generally produced.

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1. His intellectual habits are slightly above the average, but not beyond the grasp of most of his workmen if they try to attain higher standards.

2. His physical habits are better than the average of the group he supervises.

3. His moral habits are above average but he is not a moral prude and does not try to reform or condemn his workers.

4. His emotional habits are such that he keeps "an even keel" but can show righteous indignation or shed a tear of human sympathy when everybody knows the situation demands it.

5. His dress and appearance is neat but not out of keeping with his job. (In some mills a foreman must wear a suit of clothes rather than overalls.)

6. He speaks *with* his men rather than *to* or *at* them in a language marked by correct diction, enunciation, and pronunciation. (He may swear at them if he smiles when he does so.)

7. He is a good judge of proper performance and knows how to direct it, but he loses respect if he insists on showing that he can do every job better than his best men.

8. He exhibits intent to be fair in every decision. (He will be forgiven if he fails to exhibit fairness only if it does not happen too often and there is never any evidence of intent to be unfair.)

The range of each of these qualities is determined by the way the group thinks. This may seem too low for some of us. One supervisor said, "If I must have my personality attributed to me by that bunch, then I don't want a personality." Maybe that is why his 86 men disliked him and why he had a very bad record of efficiency and safety of production.

The fact is that unless you are willing to have your personality attributed to you by the group you lead, you have no right to be called the leader. Not only do you have no right, but you actually will not be the leader, even though you may be designated as such. If and when you are personally accepted by the group to whom you must sell your ideas, you will sell them if they promote efficiency on the part of the individuals.

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