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DEPARTMENT OF LABOR AND INDUSTRY
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LABOR & INDUSTRY REVIEW

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AUGUST (Optional)
1947

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FOREWORD

WITH THIS ISSUE, the Department of Labor and Industry resumes publication of the Quarterly Review. Due to the exigencies of wartime, including manpower and paper shortages, it was deemed advisable temporarily to discontinue publication. It was gratifying, however, to learn, from the wide inquiries received, that the Review had in the past been instructive and helpful to citizens of Pennsylvania.

With resumption of the periodical, every member of the Department will bend all effort toward improving it in whatever manner may be possible.

To that end, I invite criticism and suggestions, not only from employes of the Department of Labor and Industry, but from readers everywhere, and all citizens of Pennsylvania.

WILLIAM H. CHESNUT
Secretary of Labor and Industry

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PENNSYLVANIA LABOR AND INDUSTRY REVIEW
Designed and assembled under the direction of LEWIS Y. HAAS

Additional copies of this publication may be obtained by writing to:

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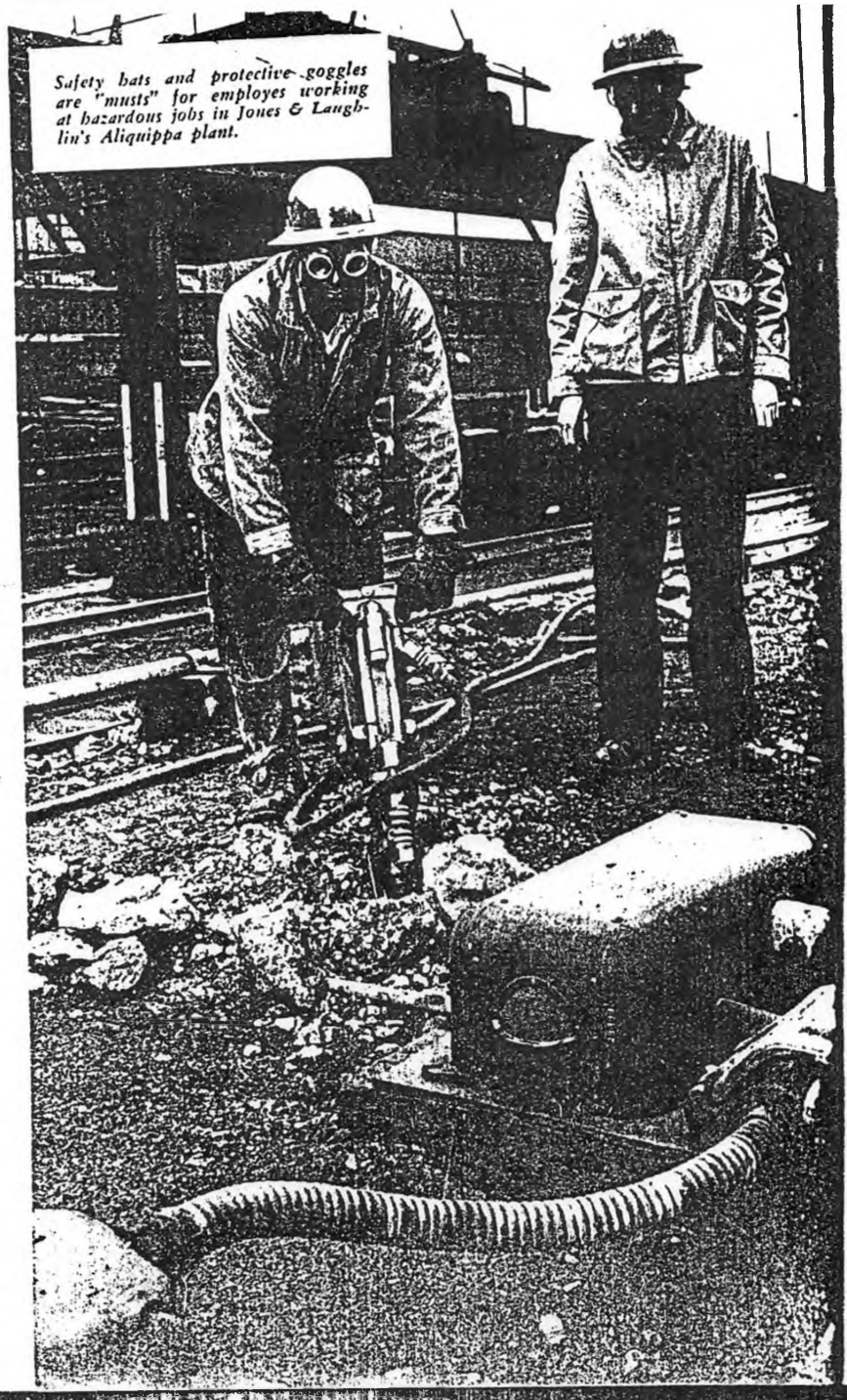
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Governor
James H. Duff



Safety hats and protective goggles are "musts" for employes working at hazardous jobs in Jones & Laughlin's Aliquippa plant.

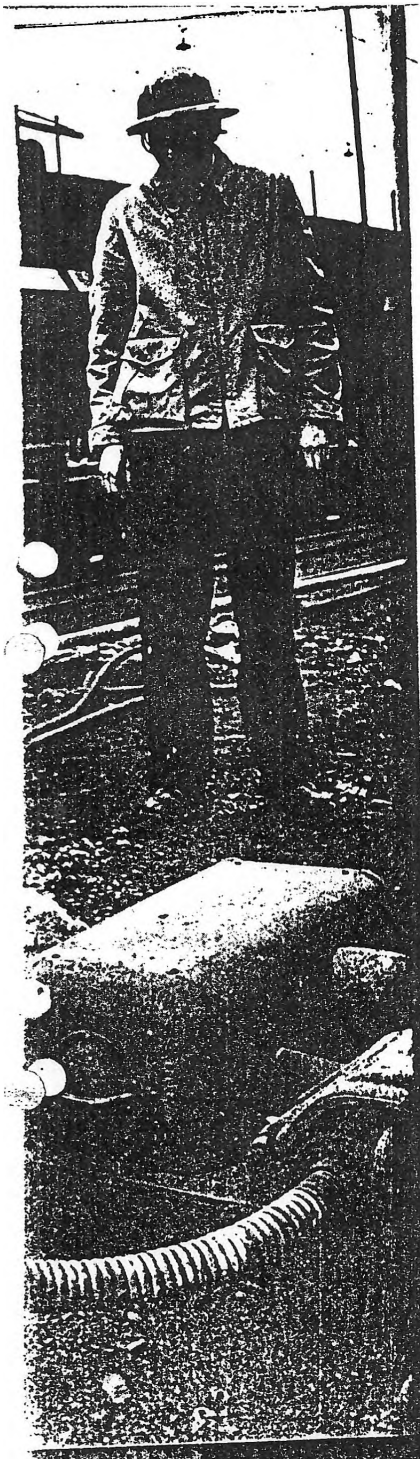
JONES & LAUGHLIN S

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Jones & Laughlin has expan from that single unit at Brow ville until today it holds fou place among the steel produc of the United States. Its Pittsburgh Works, employing c twelve thousand people, exte along the north and south ba of the Monongahela River fo distance of approximately miles. The Corporation has other large manufacturing plan one is the Otis Works in Cle and; the other is the J & L quippa Works. In addition, J & has a wire rope plant in Mun Pa., a fabricating plant at M Keesport, Pa. and an Electr weld tube plant in Oil City, P

During the period between 18 and 1900, taking advantage the developments in iron and st and the natural growth of t Country, the business expand in the Pittsburgh area until 1905, it was realized there w no available large acreage Pittsburgh for the development additional steel products. A cordingly in that year a lar tract of land consisting of sever farms and an amusement pa



¶ JONES & LAUGHLIN SHOWED THE WAY . . .

Safety in Steel

A SMALL iron works acquired in Brownsville, Pennsylvania, in the year 1850 by Benjamin Franklin Jones, when the westward surge of industry had barely passed beyond the Alleghenies, was the origin of the present Jones and Laughlin Steel Corporation.

Jones & Laughlin has expanded from that single unit at Brownsville until today it holds fourth place among the steel producers of the United States. Its vast Pittsburgh Works, employing over twelve thousand people, extends along the north and south banks of the Monongahela River for a distance of approximately 3½ miles. The Corporation has two other large manufacturing plants; one is the Otis Works in Cleveland; the other is the J & L Aliquippa Works. In addition, J & L has a wire rope plant in Muncy, Pa., a fabricating plant at McKeesport, Pa. and an Electricweld tube plant in Oil City, Pa.

During the period between 1850 and 1900, taking advantage of the developments in iron and steel and the natural growth of the Country, the business expanded in the Pittsburgh area until in 1905, it was realized there was no available large acreage in Pittsburgh for the development of additional steel products. Accordingly in that year a large tract of land consisting of several farms and an amusement park were purchased at Woodlawn (now Aliquippa) on the Ohio River, twenty miles below Pittsburgh.

In December 1909, the first of five blast furnaces was completed in the new steel plant to be known as the Aliquippa Works, named for the Indian queen, who was friendly to the British during the French and Indian Wars. Since the beginning in 1909, three Bessemer converters, and five Open Hearth furnaces have been added to produce the steel used in the various finishing mills in the manufacture of pipe, tin plate, rod and wire products and structural shapes. Three batteries of by-product ovens produce the coke used in the blast furnaces.

This modern Plant employs some ten thousand men and women.

It is interesting to note that the Jones and Laughlin Steel Corporation was one of the original organizers of what is now known as the National Safety Council and that it was also the first steel Company in the United States to employ the full time services of a safety director, indicating early recognition of a responsibility regarding the safety of its employes.

Supervision at this Plant is charged with the definite responsibility of preventing all occupational injuries and disease hazards to employes and to members of

the general public who may be in and about plant property.

In order to achieve both quantity and quality of production together with the safety of the employes, supervisors are required to train and educate employes in safe working methods and practices in accordance with established programs.

To accomplish these objectives and to assist the supervisors, there is a Safety Department composed of a well-trained functioning personnel, as follows:

1 Superintendent of Safety & Welfare.
1 Assistant Superintendent of Safety & Welfare.
2 Safety Inspectors.
2 Fire Marshalls.
3 Clerks.
1 Social Worker.
1 Full time Doctor.
9 Full time Registered Nurses.

The Safety Program, as promoted by the Safety Department, is designed to cover the three E's of Safety—Engineering, Education and Enforcement—for all employes, whether supervisors or workers.

Safety Meetings are an important part of the Safety Educational Program. A Central Safety Meeting is held once each month, chairmaned by the Superintendent of Safety & Welfare, who meets with a representative of the General Superintendent's Office, the various department heads and the Supervisor of Safety. At this meeting accident experiences and statistics, current hazards and matters pertaining to policy and the progress of the Safety Program in general are discussed.

Since the Supervisor is the keystone, insofar as the success of any safety program is concerned, it is important that he be fully informed in regard to accident prevention. Consequently, the Safety Department conducts monthly Foremen's Safety Discussion Meetings which provide the supervisor with information as to current accidents, means of prevention and also discussion of some previously selected timely safety subject.

Probably the most important safety meetings held are those which the supervisor conducts with his men. He is required by the management to hold sufficient number of safety meetings to enable him to cover all of his employes at least twice each month. These meetings are all held on the Corporation's time.

It has long been recognized that a person trained in First Aid instinctively becomes interested in accident prevention work and for that reason first aid training in transportation, artificial resuscitation, control of bleeding and shock is a part of the Safety Program.

Preliminary safety instruction is given to all new employes by means of induction lectures, contact with the employment office interviewer and the department foreman at the time the new employe reports for work.

From time to time safety instruction sheets, covering safety procedures for specific jobs, are issued by the Safety Department to all department heads and supervisors. Safety Department

Newsletters are also a
Safety Program. These
issued once each month
pervisors and provide tir
information. Safety
Booklets and Cards a
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on or about overhea
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The Safety Depart
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Newsletters are also a part of the Safety Program. These letters are issued once each month to all Supervisors and provide timely safety information. Safety Instruction Booklets and Cards are distributed to all employes doing work on or about overhead electric cranes and burning and welding operations, outlining safe working methods and requirements.

The Safety Department conducts regular Plant safety and sanitation inspections.

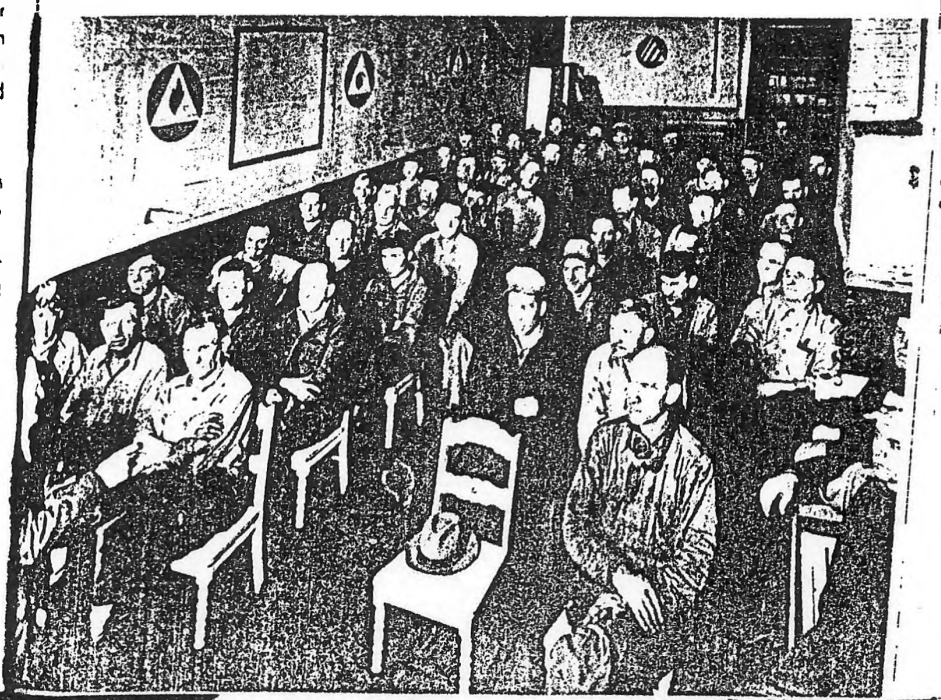
Consistent with good judgment and practice throughout the steel industry, the policy at the Aliquippa Works has been to provide or make available to employes protective equipment and clothing which will enable them to do their work free from injury and exposure to health hazards.

Employes over the years have been encouraged to wear toe protection. Many have taken advantage of the protection afforded by safe-toe shoes. In consequence, the number of lost time accidents, by reason of injured toes, has been materially reduced. Records at this Works bear witness to a number of toe injuries which have been prevented—the following of which is an example:

Department—Welded Tube—Electro Galvanizer.
Occupation—Inspector.
Detail—Employe was handling a 10¾" line coupling weighing about 36 pounds when it fell about three feet, landing on the toe of his safety shoe. The only damage done was a cut on the leather cap of the shoe. His toe was not injured in any way.

Eye protection, provided without cost to employes in the form

A foreman conducts one of the regularly scheduled safety meetings in Jones & Laughlin Welded Tube Department.



of goggles, spectacles, face shields, masks and others, have been the means of preventing many serious eye injuries, such as attested by the following incident:

> Department — Seamless Shipping.
> Occupation—Car Loader.
> Detail—Employe was driving a nail into a piece of hard blocking timber in a gondola car when the nail flew and struck and shattered the left lens of his goggles. His eye was not injured in any way.

Protective clothing of wool, asbestos and leather coats, shirts, pants and leggings worn to guard against hot metal splashes have been most helpful in accident prevention over the years.

Adequate and modern equipment for detecting concentrations of explosive and toxic gas and for protecting employes against these elements is available.

Three emergency hospitals, staffed by nine full-time registered nurses and one full-time Doctor, so located as to assure prompt and convenient service to injured employes, are located at this Works. Hospital facilities, with a special staff for J. & L. patients are available.

That this program has justified itself is evidenced by the progress in the prevention of accidents over the years.

Accident statistics at the Aliquippa Works were first placed on a frequency and severity basis in 1923. An average for the first five years, 1923 to 1927, shows the following as compared with the five year average, 1942 to 1946, which included the greater part of World War II activity.*

These figures show a gratifying improvement; but in spite of this, it is appreciated by those responsible for the prevention of accidents that so long as injuries occur at this Plant, every possible effort must be made through the medium of Engineering, Education, Enforcement and Enthusiasm to bring about further improvement.

In the labor contract recently signed by the Union and the Jones & Laughlin Steel Corporation, the importance of Safety and Health received particular emphasis. This new contract makes provisions for the safety and health of its employes during hours of employment, for protective devices, wearing apparel and equipment, for the settling of disputes arising out of claimed unsafe or unhealthy working conditions and the establishment of Joint Safety Committees. Cooperation by Labor and Management in furthering the interests of accident prevention should result in a continued reduction of Frequency and Severity Rates at this Plant.

For additional illustrations of the up-to-the-minute safety work in this Jones & Laughlin plant, see pages 24 and 25.

*Years	Partial Permanent Disability	Fatals	Lost Time Cases	Frequency	Severity
1923—1927	12	8	671	27.95	3.09
1942—1946	10	4	172	7.48	1.63
Percent of Improvement	16-2/3%	50%	74%	73%	47%

Rec

One of the last offic tion of the following a good newspaperman row that we publish t

THE strict enforcemer Employment Agency war born placement has brought a record number of licenses during two years. Today there employment agencies lic 167 Non-Fee Agencies. vious high in agencies in 1927. In 1941 there agencies.

Since June 1, 1945, t ning of the fiscal bien new licenses have been i these, 104 new licenses sued since June 1, 1946.

The end of the war b many new agencies bot domestic and theatric The lack of industrial sulted in many women to domestic work, altho was a hesitancy in acce difference in wages. Th a shortage of domestics in. Many veterans who charge of company or tertainment in foreign turned with a few veter and started in the book ness. Only a few have the keen competition.

From the war also ca mercial "baby sitter" Before the war baby sit