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self and his fellows, who uses his his knowledge, tools, and safety equipment to the best of his ability.

It may be however, that we are attacking symptoms rather than causes. We have, as I have said, begun to explore the nature and true cause of industrial accidents since it is apparent that legislation, regulations, and good intentions do not in themselves solve the dilemma of rising accidents. They do, however, provide us with a legal, and we hope precise, framework to operate within. With our study, we hope not only to define the industrial accident and the role of the chief participants, but to be able in some measure to anticipate the future and legislate, not only for this period, but in anticipation of the developments of the new industrial climate. I might say that we, as every prevention body is, are working towards the day when we can no longer be employed. We are assured by many economic planners that the advent of sophisticated technology (automation, if you will) will relegate the industrial workers to pushing buttons and performing monitoring functions for three hours a day.

Our chief aim at the moment is to keep workers alive and kicking until that day arrives. However, I might note that since less than two per cent of our industry is fully automated, I feel no immediate need for a job re-training course.

Our department has continual exchange of ideas, statistics and operation details with our other provinces and other countries. We have just recently completed the first of two ministers' safety conferences where representatives of trade unions, management, and government have come together to re-examine ideas generated by individual research. We have, as well, been host and key participant at the recent International Labour Organization Manpower Conference, which discussed in some detail the international aspects of safety education and preventive techniques.

All of us then—government, management and employees—share the responsibility for industrial safety. As government becomes more adept at defining it legislatively and management more adept in recognizing it as a method of enhancing the balance sheet and employees learn to use the mechanisms provided for their own protection, we may yet find formulas that work better than our current situation-by-situation approach. Frankly, I cannot give you consistent answers, but I know that if we, together, carefully select our questions and behave honestly and with proper concern in the area of our responsibilities, we will arrive at solutions that lessen and may eventually stop industrial accident and death.

DISCUSSION PERIOD — WHAT'S BUGGING YOU?

Delegates who attended the labor sessions were asked to submit written questions concerning safety problems within their areas of operation, or questions that were generated by the safety sessions that they attended during the Congress week. These written questions were reviewed and answered by a panel of safety experts.

Presiding Officer: John R. Kumpel, Safety and Compensation Representative, United Rubber Workers, Akron, Ohio.

Moderator: Jacob Gold, Safety Engineer, Bureau of Labor Standards, U.S. Department of Labor, Washington, D. C.

Panel Members: Alan F. Burch, Director of Safety, International Union of Operating Engineers, Washington, D. C.; John L. Dowling, Director, Safety and Health Division, United Steel Workers of America (Canada), Toronto, Canada; Charles F. Greene, Director, Industrial Safety, District of Columbia Minimum Wage and Industrial Safety Board, Washington, D. C.; Floyd Van Atta, Ph.D., Deputy Director, Office of Occupational Safety, Bureau of Labor Standards, U.S. Department of Labor, Washington, D. C.; Victor E. Whitehouse, Safety Director, International Brotherhood of Electrical Workers, Washington, D. C.

Moderator: Are penalties provided for violation of safety codes in the various jurisdictions actually sufficient to act as a deterrent to the violation of codes?

Mr. Greene: I would say no; they are not sufficient. The amount a company has to pay for a safety code violation is not enough to act as a deterrent. However, publicity is more of a deterrent than any fine that could be imposed. Of course, the only way to have adequate publicity is to impose a fine that is out of the ordinary.

We had a contractor that was fined $300 for a violation, which was the maximum fine that could be imposed. Later, the contractor indicated that the fine was nothing compared to the adverse publicity from the newspapers, and that he would have much rather paid a $3,000 fine than experience the publicity.

Moderator: In the province of Ontario, where the circumstances constitute an offense against the Industrial Safety Act and such offense occurs consistently, every person or employer who fails to comply with the provisions of the regulation, or the directions of an inspector, or the conditions of an approval permit is subject to a fine of not more than $1,000 for each day of the violation or to imprisonment for not more than 12 months for each day of infraction.

Dr. Van Atta: In school I was taught that it is not the nature of the penalty but the certainty that the penalty will be imposed that encourages compliance. Our main problem in this country is not the penalty but the fact that most of the people who are violating regulations will not be penalized regardless of what the law says. This is probably because we do not have enough inspectors to cover the areas.

Moderator: There are far too many accidents involving high voltages which cause burns, electrocutions, and falls from high places. These accidents occur to electricians, linemen, and other craftsmen above the age of 60 who do hazardous work. Few of these old timers will admit the weakening of their grip, failing eyesight, weak heart conditions, or a tendency to experience dizziness. I don't believe that a compulsory medical examination is the answer, but there must be some solution. Perhaps workers over 60 should be prohibited from working in high places and assigned to other challenging work.

Mr. Whitehouse: A man 60 years old is not really the criterion. We in the International Brotherhood of Electrical Workers have many examples of men 25 to 30 years of age who have a heart condition, are epileptic, or suffer some other problem. It is true that some of the IBEW locals have agreements with the contracted company which require a man of 50 and over who shows evidence of gaining weight or suffering from some health problem be transferred to a less hazardous job. On the matter of physical examinations, the men within the local union can schedule periodical examinations with their own personal physicians.

Mr. Burch: I am opposed to pre-employment physical examinations as a condition of employment, but I am not against physical examinations. I think the point in this question is an important one and that is that we must be our brother's keeper. Most unions have negotiated health and welfare plans, and these should include at least annual physical examinations. Of course, there is nothing stopping an individual from seeking his own personal doctor periodically; in fact he will probably discuss his job more freely and the type of work that he performs with his doctor. After the personal doctor advises the individual about his physical ability in relation to performing his job, it is up to the worker to decide whether he will continue or not. In other words, we should inform ourselves about our own physical condition and how it applies to our job.

Mr. Greene: In this case, there is a question of one person being a hazard to other persons on the job. I know of two or three instances where physical condition of a worker caused injuries to others. In another instance, a chronic drunk was directly responsible for the severe injury of three other persons. Both management and labor knew of this man's illness, but neither related it to his responsible job. I am in agreement that compulsory examinations are not the answer, but there is a joint labor-management responsibility to get together and decide when a person may be a hazard to other workers because of his health.

Moderator: Do you think that unions and management should work together in writing or changing a safety rule book?

must contact the local union officials before he visits a plant and must take the local's appointed representative with him during his tour of the plant.

In addition, the factory inspectors in the Province of Ontario carry a warrant with them and, if they are opposed by the employer, the inspector uses the telephone to call the local magistrate. A policeman is dispatched to the plant to serve the warrant on the person obstructing the inspection and has the person removed from the premises until the inspection is completed.

Moderator: Is there a standard clearing house that records a complete list of radiation exposures to workers handling radioactive materials?

Dr. Van Atta: Not in the United States, unfortunately. There was a bill introduced in the last Congress, but Congress did not act on it. We have high hopes that it will be handled during the next Congress, although we understand that there is considerable opposition to this bill from management sources.

Moderator: How can we get management to correct unsafe conditions promptly?

Mr. Dowling: I can only give you an illustration of what happened in the city of Hamilton, Ontario. I was conducting seminars in Hamilton when one of the crane operators in the plant called me at my home. He informed me that the wheels on the crane had become so worn that the electric shoes that pick up the electricity had dropped to where they were striking stud bolts, causing them to fall to the floor below. I called the shop foreman and he admitted that the condition was unsafe.

I then phoned the Director of the Ontario Industrial Safety Branch and he sent an inspector within 35 minutes. The inspector was in the plant for 10 minutes. He shut down the entire plant. Management was then obligated to bring in a contractor to replace the crane wheels. The plant was shut down for two shifts.

Mr. Greene: We have a way of getting things done also; however, it is sometimes rather late. When we receive a complaint we send an inspector to the location. Usually the condition existed for some time before we receive the complaint. It has bothered the worker, and he has probably complained to various people but he doesn't contact us until the condition gets serious.

Mr. Gold: I think it must be apparent that the answer to this question depends in a large measure on the geographic area in which the plant is located. Some states have fine laws which will take care of these things if you push them. However, other states are quite lax and backward.

Mr. Kumpel: If you believe you are working in a hazardous situation and feel morally certain that you are right in your belief, then you should refuse to work on such operations until they can be examined by proper and qualified authorities to determine if the conditions need correcting.

Mr. Burch: I endorse what John says, but I would like to add that union strength varies geographically. A lot will depend upon the knowledge and guts of the local business agents.

Moderator: What are the effects of asbestos dust?

Dr. Van Atta: Breathing excessive amounts of asbestos dust over a period of 25 to 35 years, depending upon the amount and the person, will result in shortness of breath, circulatory and heart problems, and the person will probably die of heart failure. In addition, you will probably get no assistance from workmen's compensation, if you are under most jurisdictions. That is the classical picture of asbestosis. But, in the last few years, we are discovering that asbestos is a rather prolific producer of a variety of cancers of the lung and surrounding tissues. Asbestos is a skinny little crystal, like a needle, and it works into the tissues and promotes cancers.

One variety is appearing in rather substantial numbers among asbestos workers - it has always been there, but now it is beginning to be diagnosed. This is a subject about which we don't know nearly as much as we thought we did 20 years ago. I might say that excessive amounts of asbestos dust is only enough to constitute a slight haze in the air. The situations in which asbestos is used are highly deserving of competent professional assessment.

Moderator: How can unions get such professional assessment in cases where they feel the plant hygienist or medical personnel are not competent?

Dr. Van Atta: There are several highly qualified physicians in the country who will act as consultants. Also, some state labor departments have personnel who can monitor asbestos operations and render opinions.

(Comment from the floor)—Dr. Van Atta, you mentioned you can't get compensation for asbestos disabilities in most jurisdictions.

The law has changed in most jurisdictions in the country during the last few years so that you may be able to sue the construction company, the architects, and engineers who built the plant without proper ventilation. This can be considered for full recovery for the wrongful death of a worker or for injuries. This is a very important new area of protection for workers, not only to get damages where there has been disability but to prevent the continuation of the condition in the future.

Moderator: What services or aid should be given or offered to local unions from the safety staff of an international union?

Mr. Burch: The safety director should develop training programs, or at least outlines, for use by local union safety personnel. He should supply materials (posters, decals, technical data, *etc.*) and act as a research consultant in safety and health matters. He should answer questions received via letter or telephone. He should gather statistics, which requires the cooperation of local unions.

The international union safety director should represent his union members and the trade union movement as a whole, on the various committees that write standards and codes which will effect the work of the union's members. The United States of America Standards Institute, the Society of Automotive Engineers, and the Society of Mechanical Engineers are examples of organizations that have these types of committees.

Previously, participation by union representatives has been minimal and we are doing our best to change this situation. This is one of the most important activities that safety personnel of international labor organizations can undertake. There are plenty of openings but labor hasn't sought representation. When labor does become a part of these committees, it has been my experience that labor representatives are welcome and offer valuable contributions.

Now we come to the really important role of the international union safety department and that is top management support. This is very important; however, it is also essential that the man on the job support the safety activities. Too many local unions still offer only lip service to accident prevention. Until local union leadership pushes accident prevention, the man on the job will continue to be unconcerned.

Mr. Whitehouse: Let us not overlook the fact that many international labor organizations do not have a safety director or safety department. For them, the first thing they can do is establish such a department and staff.

(Comment from the floor, by Joseph Leonard)—The Longshoremen's union installed accident prevention activities in the International Union office and made it mandatory that each local should have a safety program. That was four years ago. To this day, I have to carry a bat when I visit the various locals in order to get these fellows moving. I do not believe that the International Union office can do much until the local unions are willing to accept it and support it. In addition, the rank and file members must provide support to their local union officers.

Mr. Kumpel: Our International Union has conducted many safety and compensation clinics throughout the United States and Canada over the past 23 years. We have fairly good success in attracting local union people to attend these clinics for three or four days at a time.

Moderator: Does the District of Columbia have the right to make it's own safety codes through it's appointed commissioners, or are the safety rules of the District enacted by the Congress of the United States?

Mr. Greene: The District, through it's Minimum Wage and Industrial Safety Board, has the right to make safety codes. They handle all of the investigations and conduct the hearings necessary to develop these codes. This privilege comes from Congressional legislation.

Moderator: How do we sell safety to our union members?

Mr. Gold: I believe that you must establish, within your members, a desire. You have to give them a chance to participate in the problems. Let them assist with first aid training and community action. The