In 1943, Mrs. June Howard was appointed superintendent of nurses. On May 31, 1944 she called us into Chicago for our first nurses' conference. Our number had really grown - we were now thirteen and how big we felt! All of us were quite new to industrial nursing and only two of us had been with Brake Shoe more than a year. We were really "probies" all over again.

It was an interesting conference with many questions and much discussion both during and after meetings. We all learned a lot even those those in charge of the sessions.

Five of those in attendance at that first conference are here at this one - Dr. Hamlin, Louise Mathews, Mr. Dunn, Mildred Gingrich and myself. Mr. John Littlefield who was there transferred later to the Research Department in Mahwah and is now ~~assistant~~ technical director of the chemical department.

It was also in 1944 that our ~~first Nurse's Manual~~ was issued by the Medical Department. Those of you who have always had a manual to refer to may not realize what this first one meant to us. Of course, some bulletins had already been issued. For instance, there was one on equipment for first aid rooms and another on procedure for pre-placement physical examinations. But many times the answers we needed were not in a bulletin or the bulletin that might have the answer was not in the files. Now we had a reference and a guide. It was a tremendous help.

More nurses were hired during the next few years and a second nurses' conference was held in Niagara Falls in 1948. In just four years our nursing staff had doubled and there were twenty-six of us at that second conference. Nine of that twenty-six are here today.

Our Manual had been revised just before the 1948 conference but we had much to learn. We had three very busy days with much discussion and swapping of ideas. I think you all have copies of the Proceedings of that conference so you know the wide range of topics discussed.

We have continued to grow numerically until now our nursing staff consists of myself and thirty-nine nurses, three times the number at the first conference nine years ago. Twenty-three of these nurses are employed full time with one plant each; nine work part time in one plant each; six cover two plants each on full time and one nurse covers three plants. The Medical Department personnel has also grown. In 1941, Dr. Hamlin started out with a staff of five workers. By 1948, there were ten and now there are fifteen. These figures include theIndustrial Hygiene Department which as mentioned before is under Dr. Hamlin's supervision just as the nursing department is.

So much for the physical growth of Brake Shoe's Medical Department. But its physical growth is not what has made it so well-known in the industrial medical field. Rather it is the insistence of Dr. Hamlin, Mr. Given and Mr. Dunn that the emphasis be placed on human relations, on service to the employee, on making Brake Shoe "a better place to work." For that matter, without Mr. Given's staunch support

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