FIG 1-3 – The employee safety meeting was pioneered about the same time the National Safety Council was organized This safety rally at the Falk Company, Milwaukee, was made more effective by use of flip chart (right) as visual aid

and the problems had to be known before corrective measures could be considered, tested, and proved

While this change in work environment was taking place, the thinking of the public, management, and the law was still reflecting the past, when the worker was an independent craftsman or a member of the family-owned shop

In large industrial centers, the ugly results of industrial accidents and poor industrial health conditions became more and more obvious Voices of protest were raised Though there were employers who denied the existence of the problem, wiser management men began to try to meet specific aspects of it

As early as 1867, Massachusetts had begun to use factory inspectors, and ten years later that state had a law requiring the safeguarding of dangerous machinery

From 1898 on, there were various efforts to make the employer financially liable for accidents In 1911, the first effective workmen's compensation act was passed in Wisconsin (some authorities give this credit to New Jersey) This was followed by similar laws in many other states

These laws were, at first, declared invalid because of conflict with the due process of law provisions of the 14th Amendment After the U S Supreme Court in 1916 declared it to be constitutional, many states passed compulsory laws on workmen's compensation

There had also been progress on the technical side of the problem The railroads, which, perhaps, had suffered the most adverse publicity from accidents, adopted the air brake and the automatic coupler well before the turn