

The nurses have amply demonstrated their worth and have earned the respect and esteem they now command. Their duties are many and varied and the fact that those plant superintendents who have employed nurses wonder how they ever managed without them is good evidence that the nursing program has been a success.

Besides handling first aid injuries and maintaining the first aid room, the nurse works with the plant management under a mutually satisfactory arrangement as to her exact duties. "How" these duties are carried out is a function of the Medical Department which supervises the program. Nurses usually handle pre-employment examination procedures, see that the men are sent to the doctor, and then help the personnel department in seeing that they are properly placed. The nurse arranges to get men to and from the doctor's office with a minimum of lost time and follows through on all recommendations made from the Medical Department. She checks on absenteeism, makes home visits to assist employees when they are ill, arranges for hospital admissions, and serves as a go-between for management and employee in matters affecting health. She arranges appointments for special examinations, attends safety meetings, takes care of goggle programs, besides making daily inspection tours through the plant. She cooperates with local health and social welfare agencies as well taking an active part in plant meetings and social get-togethers. She listens sympathetically to individual complaints and difficulties of workers whether these are associated with work or not.

The present staff of the Medical Department is as follows:

L. E. Hamlin, M. D.	- Medical Director
Mr. Herbert J. Weber	- Industrial Hygiene Engineer
Mr. Henry J. Gotmer	- Assistant Industrial Hygiene Engineer
Mr. Richard Walters	- Assistant in Charge of X-Ray Department
Miss Geraldine Balster	- Chemist
Mr. Tom Burke	- File Clerk
Miss Nina Pellicci	- Secretary
Mrs. Charlotte Balseviciis	- Secretary
Mr. Walter A. Hamlin	- Laboratory Assistant Industrial Hygiene

In addition to the foregoing activities the department maintains close association with other scientific bodies such as the American Industrial Hygiene