

that the assignment is above and beyond the normal hazards that should be expected with the job, he can object and call the union and management safety people together to look at the job and make a determination as to whether it is safe or unsafe. This can happen anytime during the day or night. If these people cannot arrive at a solution, Boards are provided for by contract, to meet as soon as possible to make a determination. If this Labor-Management Board cannot arrive at a solution to the problem, immediate arbitration is provided for. The arbitrator makes the final decision.

In Section 21, the final section, we provide for the Union Safety Chairman grievance rights. Again, no matter how much we could write in a contract and how much safety education is obtained, there are always times when unsafe conditions develop

and exist. When this occurs, a union safety committee chairman can use the grievance procedure to correct the conditions, if he wishes.

These are minimum requirements, not maximum. All of the aforementioned information is provided to all staff representatives in District 29 and to all of the principals involved with the 135 contracts that we service. Director Charles Younglove has a responsibility, along with his constituents, to see to it that as many safety procedures and requirements as possible are negotiated into future contracts to all of the various locals.

Yes, we all believe in safety; and it is our responsibility and objective to improve our safety programs continuously throughout the entire District. Our ultimate goal is to reduce accidents to our members and their families.

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## WHAT'S BUGGING YOU? A PANEL DISCUSSION

*Moderator: JACOB GOLD, Safety Engineer,  
Bureau of Labor Standards, U. S. Dept.  
of Labor, Washington, D.C.*

*Panel Members:*

*JAMES CULVER, President, United Rubber Workers, Local No. 98, Warren, Ohio; F. J. "BUD" DERY, Safety Director, Industrial Safety Section, Ford Motor Co., Dearborn, Mich.; CHARLES T. GREENE, Director Industrial Safety, District of Columbia, Minimum Wage and Industrial Safety Board, Washington, D. C.; NATHAN WILLENS, Industrial Hygienist, Illinois Department of Labor; JOHN LENNIE, United Steel Workers of America, Local 1005, Hamilton, Ontario, Canada; VICTOR WHITEHOUSE, Safety Director, International Brotherhood of Electrical Workers, Washington, D. C.*

*Gold:* Why aren't there more subjects and sessions devoted to women's safety in the labor safety sessions and all of the sessions that are conducted during the National Safety Congress and Exposition?

*Culver:* In our local union we have placed

the women in the same category as the men in regards to rights and privileges; therefore, they are subjected to the same safety requirements as the men. Of course, there are some slight deviations when it comes to lifting and other occasions where physical strength is necessary. However, a majority of the safety sessions that are offered during these labor sessions and all of the other programs that are offered during the Congress week are usually directed just as much to women as they are men.

*Delegate:* I agree with the person who wrote the question and feel that future National Safety Congress and Exposition Sessions should have a higher percentage devoted to specific safety problems of women in industry.

*Gold:* If a man is working in what he believes is an unsafe operation and the union safety man instructs him to quit working at the job, while the company disagrees and feels that the job is safe, what can you do as a union safety man?

*Lennie:* In Ontario, Canada, the Ontario Industrial Safety Act states that an employee