

# FACTS

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November, 1953

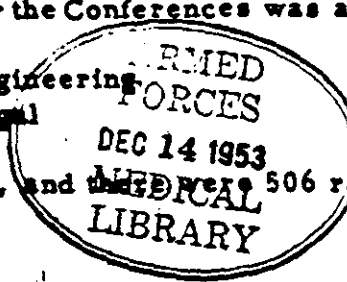
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## EIGHTEENTH ANNUAL MEETING HAS RECORD ATTENDANCE

Registration showed that approximately 800 persons attended the 18th Annual and Conferences of Industrial Hygiene Foundation, at Mellon Institute, on November 18 and 19. Registration for the Conferences was as follows:

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| Medical  | 171 | Engineering | 117 |
| Chemical | 118 | Legal       | 108 |

Total attendance at the Conferences was 514, and there were 506 representatives at the General Meeting on November 19.



## KEYNOTE ADDRESS

"The Role of Government in the Employer-Employee Relationship" was the title of the keynote address by Vincent P. Ahearn, Executive Secretary, National Labor Union. His speech gave a clear picture of problems encountered in the settlement of disputes in which management, labor and government are involved. He summed up his thesis by saying, "I do not believe there is any real substitute for a common determination of labor and management to live together peacefully and to work out by themselves a pattern of behavior that will make the role of government less and less important."

## HUMAN RELATION PROBLEMS

Dr. E. V. Murphree, President, Standard Oil Development Company, presided over a symposium on "Problems of Human Relations in the Industries." The members discussed the subject as it affects labor and the responsibilities of management, and as influenced by extramural activities and by the need for research.

## EXHIBITS FEATURE OF MEETING

Exhibits showing activities in the field of industrial hygiene contributed to the meeting. Exhibits were displayed by the following: Aluminum Company of America, American Medical Association, Graduate School of Public Health, University of Pittsburgh, and Rome Cable Corporation.

I - H - F



Text of "Foundation Facts," by Andrew Fletcher,  
President, St. Joseph Lead Company, New York  
and Chairman of the Board of Trustees of Industrial  
Hygiene Foundation, presented at the 18th Annual  
Meeting of Industrial Hygiene Foundation, held at  
Mellon Institute, Pittsburgh, November 19, 1953.

It is my pleasure once again to open the Foundation meeting and to welcome you to this, the Eighteenth Annual Meeting of Industrial Hygiene Foundation. The keen interest in industrial health evidenced by the large attendance at this meeting year after year is reflected in the progress being made in that field.

Industrial hygiene has come a long way since the days when hazardous and disagreeable working environments were considered unavoidable conditions of employment. Occupational health is now synonymous with the well-being of people at work and with efficient production. It is an important factor in greater harmony between employer and employee and in the development and maintenance of human resources which will result in an even higher standard of living for our nation. Each year there is a greater demand for more technical information to meet the health problems in industry, and more and more companies are establishing medical and industrial hygiene departments.

A lot of the credit for this belongs to Industrial Hygiene Foundation. Through the constructive work done by the Foundation, an increasingly large segment of American industry has come to realize that one of the most important phases of efficient production is the well-being of its working population. The development of industrial hygiene is rapidly reaching a level where it is accepted as a partner in production and not as a policing agent which hampers operations.

The modern concept of industrial hygiene and medicine in industry is the total physical and mental well-being of the worker, both on the job and at home. Though such a philosophy delves into the realm of human relations and may seem a bit idealistic for practical-minded industrialists, it is in reality good business sense. Approximately one-third of the population of the United States is employed in industry. The dependents of these workers comprise at least another third of the population. Although a company's responsibility for its workers theoretically ends when the quitting whistle blows, many foresighted industrialists are going a step further into the field of human relations, not merely because they have suddenly become completely altruistic, but because the relationship of industrial health with all the other health fields is becoming increasingly evident. It is directly allied with public health in that a workman must be kept healthy 24 hours a day if he is to do an efficient job for 8 of those hours. Therefore, progressive managements concern themselves with the physical and mental well-being of the worker, his family, his whole community. Physical examinations of employees catch non-occupational diseases in their incipient stages while there is still time to effect a cure. Physical defects are also uncovered and make it possible to place the man on

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a job commensurate with his physical condition, thereby prolonging his economically productive years. Health education in the plant is reflected in improved living standards outside its walls. Everybody benefits, including the employer.

In certain companies, in-plant health programs have reduced absenteeism by more than 29%, labor turnover by almost the same, and have cut occupational diseases in half. Considered in this light it is obvious that a good industrial health program is an essential part of any management program in industry. I don't need to spell out to you the disrupting and costly effect that absenteeism alone has on production. The savings through reduction in absenteeism can easily offset the cost of a health program.

To achieve the best possible working and living conditions for their employees, many industries have turned to Industrial Hygiene Foundation for guidance. Although we have shown a continuing growth over the last 18 years, I am happy to say that 1953 has been one of our most satisfactory, as evidenced by:

Twelve new members--

Can Manufacturers Institute, Inc.  
Continental Can Company  
Sugar Beet Products Company  
McLean Manufacturing Company  
Kennecott Copper Corporation  
Doehler-Jarvis Division, National Lead Company  
Rem-Cru Titanium, Inc.  
Owens-Corning Fiberglas Corporation  
McLain Fire Brick Company  
Johnson and Johnson  
Ruberoid Company  
St. Regis Paper Company

Increase in Budgeted Expenditures: to over \$250,000

Excess of Receipts over Expenditures: of at least \$10,000

Year-End Cash and Securities: of at least \$150,000

Among the interesting work now in hand is the complete environmental survey for one of the large U.S. railroads, which includes the training of one of their full-time and several part-time men, as well as the progress being made in the noise research program. More than 600 special studies have been made by the Foundation for its member companies to date. The majority, about 400, were extensive field surveys. Some 60 more studies were made on specific phases of industrial problems encountered in the plants. In addition, the Foundation's specialists in engineering, medicine, chemistry, and toxicology have made nearly 150 consultation visits throughout the country. But the Foundation's work is not confined to the field. Forty-two basic research

Studies have been conducted at the Foundation's laboratories here at Mellon Institute, and more than 125 analytical studies have been made.

A number of the projects carried out by the Foundation have been on an industry-wide basis so that many companies not directly involved in the research have benefited from them. Two hundred eighteen companies and associations have taken advantage of the field services offered by the Foundation, many on a plant-wide basis. Many more have presented smaller problems and inquiries by correspondence, and hundreds of requests for literature on industrial hygiene are received each year. In addition to the monthly Industrial Hygiene Digest, which is sent to nearly 2,000 persons designated by the member companies, technical papers by staff members and transactions of the annual meetings and conferences are also distributed. Nearly 300 such publications have been released to date.

The companies which have availed themselves of the services offered by the Foundation have better industrial health programs to show for it. But even in the most conscientiously managed companies there is still room for improvement. Constant changes occurring in nature of materials and methods of processing, especially in the rapidly expanding use of chemicals in all industries, create new industrial hygiene problems. Because a working environment was judged "fairly safe" a dozen years ago is no guarantee that hazards have not developed in the meantime. An industrial hygiene program cannot remain static any more than production methods can go on unchanged year after year.

That is the thinking behind the request of three of the Foundation's member companies for industrial hygiene surveys of all their plants. A plant-wide survey was made for two of the companies eight years ago, and for the other, five years ago. The resurveys will permit evaluation of the changes made as a result of the earlier studies and will point up further changes necessitated by altered conditions.

Although the Foundation can be justly proud of its achievements in the 18 years of its existence, everyone connected with it knows that it owes a vote of thanks to Mellon Institute. Without the Institute's great interest in the problems of human welfare and projects that are of broad community benefit the Foundation might not have been created. It is because of the guidance and financial assistance given to the Foundation by Mellon Institute that American industry now has such a competent organization to which it can turn for help in solving its industrial health problems.

And it is because of the deep, personal interest of Dr. Edward R. Weidlein, President of Mellon Institute, that the Foundation has attained its present outstanding position. We are very grateful for his encouragement and support.

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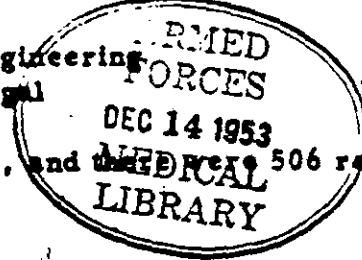
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