

...any requisition which is made for the expenditure of money to install equipment to protect our people will be honored."

ACCIDENT PREVENTION IN U. S. STEEL CORP.

"Let us go back to the year 1912. The casualty records of U. S. Steel showed that in that year the number of their disabling accidents per million man hours worked was 79.43. During the years of the World War, the trend downward was interrupted by a substantial uptick, occasioned by new men, no doubt, that gives force to the Labor Department's warning of things to come. In 1939 the Corporation has reduced the number of disabling accidents per million man hours from the figure 79.43 in 1912 to 6.84—a reduction of 91.4 per cent in 27 years. During this same period they spent for safety something over \$28,000,000.00.

"Let us take for my further illustration of 'Then and Now,' excerpts from experience in accident reduction at the U. S. Steel subsidiary plant wherein I have carried certain management responsibilities. It is quite an old institution, as manufacturing establishments go, and had its beginning back in the eighties. It employs, normally, about 2,000 men. The top accident rate in our plant was as high as 125 lost-time accidents per year during the period to which we are referring as 'then.' In the year 1939 we had but three.

"Industry's problem has been and is, not the unguarded machine, but the unguarded moment. The need is to superimpose upon the individual's mind a consciousness of responsibility for his own and other's safety—a consciousness keen enough to keep him alert in the presence of accident hazards—in spite of his home troubles or what-have-you. If a man is too preoccupied otherwise, he would better be sent home for his own safety.

"Back in April, 1915, we began physical examinations in our plant. The greater benefits of these physical examinations soon became apparent and they have been continued ever since to the general satisfaction of all concerned. Then too, through these physical examinations, it has been found possible oft-times to warn men of serious ailments impending that they might go to their own physician in time and ward off what, in extreme cases, might have resulted in sudden death—heart condition, blood pressure, etc.

"In our safety work, above all things else, we have to have—must have—a soul, a human sympathy, an understanding mind and a will to do something about it before we can expect ever to approach a reasonable goal of safety. We have to feel the urge. We have to love our fellow man if we expect to save lives and limbs and souls."

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LUNCHEON MEETING

After the morning session the Conference went to the Penn Harris Hotel for luncheon. Mary Rice Morrow, Director of the Bureau of Women and Children, was Chairman for the luncheon meeting.

