

64 of these being fatal and the casualty rate being 8.52; and 37 per cent occurred in mechanical and stores, with 4733 casualties, 46 being fatal and the casualty rate 6.59.

Before proceeding to a study of the occupations which produce the majority of the casualties in these maintenance departments, it is well to have in mind the six principal possible causes of these particular casualties, as follows: 2,103 falls of persons; 1,878 handling rails, ties, bridge timbers, etc.; 1,579 handling freight or supplies (3,457 handling materials); 1,476 in the use of hand tools; 1,466 falls of objects; and 825 motor cars. Thus, there were a total of 9,327 in these six causes of accidents, which represent 75 per cent of all non-train accidents.

When we view the results of our study of the statistics relating to maintenance of way and structures, we find a picture that is not satisfying and one that should excite railroad management to take more aggressive steps to remedy the evil that is causing so much suffering and economic waste.

We recognize that supervision in this department has, at its fountain source, a highly technically educated overseer in the person of the Division Engineer, and under him there are the roadmasters, bridge and building supervisors. From these offices must flow the instruction and inspiration that will, or should, bring about that understanding and knowledge among the workers that will cause them to be safety-conscious at all times. As a rule, we do not have a foreman directing the men out on the work, the same high class of men as you find in other supervisory positions, being drawn largely from the same class of employment over which they now have supervision, a class that is not always as susceptible to educational effort and training as those having a better opportunity, but who, when shown what is wanted, are willing to abide by instructions when made plain to them. We would here pay tribute to a class of labor whose loyalty to the employer under all conditions is unequalled by any other class. Called at any hour in all weather conditions to do anything in emergency, he is there fulfilling every demand made on him to the utmost of his ability. We, therefore, feel that employees in the maintenance of way department deserve and should have, the closest and most intelligent supervision that can be given them. In this department we find bridge men falling from bridges due to wrenches slipping from nuts and bolt heads, causing all kinds of serious injuries, because they have not been told how to place themselves when doing this work so that they would not fall from the bridge; or, if they knew, the importance of it was not enforced by the foreman in charge who, if present, permitted it.

Section and extra gang laborers are being injured when falling from motor and hand cars while in motion, sometimes due to overloading and men standing up on the car. Eye injuries are due to flying steel when cutting rails, and from flying rocks, etc. from ballast when tampering, etc. Lack of understanding of intentions between men and groups of men when movements are to be made, or material is to be thrown, is causing many accidents. To avoid these and many other accidents is a matter of simple education, by giving instruction in language that can be and is understood by the worker, and the foreman seeing that instructions are invariably carried out, not winking at or encouraging violations.

Your Committee feels that it is incumbent upon all supervisors to enforce all rules and instructions through measures planned to promote the general efficiency and safety to their units. We further believe that, except in cases where all reasonable measures to correct an employee have failed, discipline usually is unnecessary, as effective leadership tends to overcome accident probabilities. We have not failed to recognize that due to recent business conditions, railroad organizations are greatly

reduced and supervision understaffed and which condition will, we greatly fear, continue for some time. But whereas many activities must be reduced, the one activity, safety education of railroad workers, cannot be allowed to be relegated or delegated to inefficient leadership. The safety organization on every railroad must function as never before in energizing and stimulating interest.

THURSDAY MORNING SESSION

October 5, 1933

Report of Committee on Proper Method of Reporting Casualties to the Interstate Commerce Commission

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The speaker said in part: A year ago, in the Committee of Direction, the question was raised as to whether or not there was need for some other method of determining the relative progress of safety work on various railroads. The casualty rate per million man-hours has from time to time been questioned, particularly the very low casualty rate sometimes established, and there have been those who wondered if some other basis could not be developed. So our Committee was appointed to study the desirability or the practicability of developing some form of severity rating for casualties, as well as the frequency rating, to see if by that the relative standings of different carriers and the progress of safety work generally could be better determined.

After a very careful study of severity ratings and the conditions surrounding their reporting, and especially the very great difficulty of securing accurate severity statistics, we came to the conclusion that the casualty rate per million man-hours has been and is a very reliable guide and index to the progress of accident prevention work on railroads, and that the general casualty rate, as it has been established through the Green Book and our other agencies, is a good and reliable general guide to the progress of safety work among the railroads.

There is no question in our minds but what there has been some distortions one way or the other of the relative standings of individual carriers, due usually to different interpretations of what constitutes reportability. Your Committee believes, however, that what is needed is not some other yard stick to measure by, but the assurance that everybody use the present yard stick the same way. We come to the conclusion that what was most desirable was that everybody who had to do with the reporting of accidents on a railroad should understand alike the requirements of the Interstate Commerce Commission Reporting Rules. So this Committee undertook to put together an interpretation of the Interstate Commerce Commission Reporting Rules. We tried to make this interpretation as clear and concise as possible, so that anybody reading them could understand clearly whether or not a man's injury was reportable. I want to sketch for you briefly here some of the points in the text we have finally agreed upon.

Take, for example, "Accidents arising from the operation of a railway." I will read two or three things here: "This expression is intended to include not only accidents resulting directly from the operation, construction or maintenance of a