

r, she adopted the policy of losing her sense of understanding, quite gruff and in many instances a bit profane. Such practice in any measure conducive to our human relations program and usly she is no longer with our Company.

In my mind our Nurses have no greater asset than the esteem and confidence placed in them by all of our employees. The manner in which she conducts herself and her department can contribute much to our all successful operations.

I think you will appreciate the following quotation which is from a letter received from one of our Pensioners a couple of years ago. "My door bell rang, I opened the door and there stood a vision neat and trim with smiling face and dancing eyes. The vision spoke: "I am a new visiting nurse from the American Manganese Steel Division, are you ready?" Then through my mind ran that old, old refrain: "Open up windows, Open wide the door - Let a little sunshine in." I did and "What a lovely Granddaughter you would make." The Nurse said: Thank you. I have your check. Are you O.K.? You look splendid. Call if you need me. I must not stay, there are others who are not so good." My goal was 114 years but I am now making mental reservations that is too low. When I told the clerk in the store on the corner about the Nurse's visit, he said: "What is the name of that Company? Wonder they could use a drug clerk?" Your way must have sparked the writer to write that song - God Bless America."

Recently one of the Nurses employed by the Company was making her first visit to the homes of our Pensioners, delivering their checks, inquiring as to their general health, etc. I think you can well appreciate our pride and happiness when we received three different phone calls giving an expression of their appreciation and acknowledgment of her apparent genuine interest as regards their health as well as other possible problems. By the same token, it was equally gratifying to learn from the visiting nurse that each of the Pensioners and their families referred to the plant as their other home. When our Nurses visit these retired employees, you not only represent Management of the Company and we must rely on your ability and sound judgment to be alert as to their possible specific needs. I believe that you will understand, however, that most of these people are quite proud and many times reluctant to advise they might be in distress and in need of assistance. When they learn to know of your sincerity of purpose and understanding, there may be times when you can make ready use of the Nurse's services entrusted to your care. It is also well to bear in mind that although these individuals are no longer in the plant, they are still in respects the responsibility of the Plant Superintendent and he should be kept fully informed. We still have a moral responsibility to these individuals as well as to the community.

There are many rewards in trying and doing things to help others. One of our jobs is to develop discussions as to the best methods of preventing injuries and endeavoring to persuade individuals or groups to submit their suggestions for so doing. Many times I am sure that individual employees reporting for First Aid confide to the Nurse the underlying cause of the accident causing the injury. Many times the Nurse can appeal to the individual as to how best avoid a recurrence. Any practical and sound safety suggestions might result to our mutual benefit.