

Speaking of grievances, we are cognizant of the fact that in many instances when some of our employees find it necessary to visit the First Aid rooms, either for treatment or advice, they many times confide in the Nurse, and tell you of their troubles. At times some of their so-called troubles might involve real or imaginary pet-peeves involving the Foreman or the Company, or even at times involving spats with the "little woman" at home. In many instances we believe you might help both the individual and the Foreman by so informing the Foreman in some tactful manner without in any way betraying the trust which is placed in you.

A few days ago, I had the pleasure of reading a report submitted by one of our Foundry Foremen. It read in part as follows: "During a routine checkup by our Nurse and the Safety Director, my attention was called to a new employee who in ten days had been treated for eight minor injuries." Immediate action was taken by this Foreman toward investigation and preventing further injuries. This is another good example of working together.

In some instances it has appeared doubtful that all our Nurses realize their importance to the entire operating staff in the matter of helping to keep our employees physically and mentally fit. The most important part of any plant operation is its people. It is our responsibility to know our people and their families and often times their problems. The Company's success depends largely on each employee's attitude and without this knowledge of the individual employee's thinking as regards the Company, the environment surrounding his work, his feeling on security safety and the other pursuits of happiness, we cannot anticipate our full responsibility.

Each of us sharing this responsibility, with a desire to cooperate toward a common goal, will certainly build our chances of maintaining a "better place to work." I believe you will all agree that any information pertaining to an employee's unhappiness should be discussed with the employee's department head and the plant manager. Without such knowledge, the employee might be subjected to unfair criticism.

Real cooperation is the result of a common understanding, confidence, ability, and a strong desire to collectively do a better job. Proper understanding and good will throughout the plant will do most in avoiding so-called grievances and permit a much better work attitude by all concerned.

We have heard some complaints that in some instances, the Nurse leaves the plant without leaving word where she can be reached. We, of course, realize that your duties require you to visit the homes of employees due to illness, visits to the hospital and to our pensioners, but you also must realize that without a definite itinerary on such visits, we would have no way in immediately contacting you in the event of an emergency.

We have also heard complaints to the extent that the Nurse has assumed an attitude of having a "chip" on her shoulder, particularly with certain individual employees. Such practice, of course, cannot be tolerated. Sometime ago a Nurse was employed by our Company and it was the general opinion that she was most competent. This individual certainly possessed an exceptionally good background and knowledge insofar as her ability to follow her general profession was concerned. After a few months