

will be expected to pass with satisfactory grades. Tell him that, where necessary, rules will be enforced but that company prefers employees who will voluntarily comply with the rules.

(3) Company furnishes protective equipment and safety appliances. (a) Rubber gloves, fuse pullers, goggles, line hose and blankets. Fuses and flagging equipment, warning flags, torches and barriers, gas masks, machine guards, etc. Location and use of this equipment should be explained to the new man. Defects peculiar to each piece of equipment and the best method of inspecting the equipment should be explained.

(4) Should explain to the new man use of first-aid kits and the importance and necessity for first-aid in treatment of all minor injuries. Should show him where first-aid supplies are located. Should explain briefly the use of each article in the first-aid kit.

(5) Should show location and explain use and method of operating fire extinguishers on the property. The group should be questioned concerning this equipment, its use and method of operation.

(6) The new employee should be informed that a complete report should be made of accidents that occur. Why a detailed report is required by the safety department and by the claims department should be explained. A copy of each accident report form used by the company should be discussed with the new men.

In the conclusions drawn at the end of each of these conferences the leader should point out that as such instructions are important to the new man, it is important that they be frequently reviewed with old employees. Frequently in conducting meetings of this character it has been determined that some old employees do not understand the proper use of fire extinguishers, cannot state clearly the company policies concerning safety, are of the opinion the only reason for requiring a report of accidents is to protect the company from false claims, have never been instructed in the proper use of gas masks, or other equipment they may be called upon to use in some emergency.

There are scarcely any objections to this plan that cannot be solved. Recently in a large ice company an objection was offered to that part of the plan which required this instruction to be given before the applicant was accepted, on the grounds that often because of sudden changes in the weather at the beginning of the ice season, additional help was needed immediately. The difficulty was solved by the general manager requiring the plant superintendents to develop a "waiting list"—employees who had been instructed by the safety director and might be called when needed. While this conference method may not fit all conditions and circumstances in the electric railway industry, it is quite probable that this plan may be used with such modifications as may be necessary and thus reduce the number of accidents due to lack of proper instructions.

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TWENTY-FIRST ANNUAL SAFETY CONGRESS NATIONAL SAFETY COUNCIL



Food Section

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TUESDAY MORNING SESSION

October 4, 1932

The first session of the Food Section convened in the Wardman Park Hotel, with General Chairman Will A. Sullivan presiding. Chairman Sullivan welcomed the delegates, and then introduced the first speaker.

Common Sense Accident Prevention

By GLENN L. GARDINER

Assistant to the President, Forstman-Woolen Co., Passaic, N. J.

Common sense, said the speaker, is often found to be an uncommon faculty. A study of the causes back of the majority of accidents proves rather conclusively that common sense is uncommon. He cited a striking group of accidents all of which had been foolishly caused. He then said in part: