

Officers Elected for 1936-37

General Chairman—C. M. ALLEN, The American Rolling Mill Co., Middletown, O.
Vice-Chairman—R. A. CHAFFIN, Continental Steel Corp., Kokomo, Ind.
Secretary and News Letter Editor—MELL E. TRAMMELL, Gulf States Steel Co., Alabama, City, Ala.
Contest Committee Chairman—RONNEY L. SCHMITT, Louisville Car Wheel and Railway Supply Co., Louisville, Ky.
Engineering Committee Chairman—R. H. FERGUSON, Republic Steel Corp., Cleveland, O.
Foundry Committee Chairman—IRVING A. BRINKMAN, Mackintosh-Hemphill Co., Pittsburgh, Pa.
Health Committee Chairman—DR. R. C. ENGEL, Republic Steel Corp., Cleveland, O.
Membership Committee Chairman—H. J. GRIFFITH, Jones & Laughlin Steel Corp., Pittsburgh, Pa.
Poster Committee Chairman—H. H. HENRY, Otis Steel Co., Cleveland.
Program Committee Chairman—C. W. HANCO, Pittsburgh Steel Co., Monessen, Pa.
Publicity Committee Chairman—C. E. RALSTON, Pittsburgh Plate Glass Co., Pittsburgh, Pa.
Railway Car Builders Committee Chairman—P. J. BRADY, Pullman Standard Car Manufacturing Corp., Pullman, Chicago.
Slides and Safety Talks Committee Chairman—J. A. OARTEL, Carnegie-Illinois Steel Co., Pittsburgh, Pa.
Statistics Committee Chairman—W. T. FILMER, The Youngstown Sheet and Tube Co., Youngstown, Ohio.

Members at Large—

F. G. BENNETT, The Buckeye Steel Castings Co., Columbus, O.
 R. A. BEYER, Central Tube Co., Ambridge, Pa.
 C. A. BIANCHI, H. H. Robertson Co., Ambridge, Pa.
 E. F. BLANK, Jones & Laughlin Steel Corp., Pittsburgh, Pa.
 J. A. CRYSTIN, National Radiator Corp., Johnstown, Pa.
 C. S. CRAIGHEAD, Belden Manufacturing Co., Chicago, Ill.
 H. M. CROCIAN, Inland Steel Co., East Chicago, Ind.
 J. E. CULLIVY, Bethlehem Steel Co., Bethlehem, Pa.
 H. W. DARR, Bethlehem Steel Co., Johnstown, Pa.
 M. W. DUKHOPE, Beloit Iron Works Co., Beloit, Wis.
 R. T. DYE, Republic Steel Corp., Warren, O.
 JOHN P. EIR, Carnegie-Illinois Steel Corp., Joliet, Ill.
 E. A. ELLIS, Wheeling Steel Corp., Wheeling, W. Va.
 J. P. GATHERUM, Great Lakes Steel Corp., Ecorse, Mich.
 A. C. GIBSON, Spang Chalfant Co., Inc., Pittsburgh, Pa.
 O. F. HARTY, American Car and Foundry Co., New York, N. Y.
 S. E. HAWKES, Macchyle Company, Kenosha, Wis.
 H. G. HENSEL, The Youngstown Sheet and Tube Co., Chicago, Ill.
 W. A. JARVIS, Chase Brass & Copper Co., Waterbury, Conn.
 F. A. LAVERMAN, Republic Steel Corp., Chicago, Ill.
 T. H. MCKENNEY (retired), Carnegie-Illinois Steel Co., Chicago, Ill.
 D. V. MEDALIE, Interlake Iron Corp., Chicago, Ill.
 JOHN O'ROURKE, Bethlehem Steel Co., Sparrows Point, Md.
 C. S. PHILLIPS, Revere Copper & Brass, Inc., Rome, N. Y.
 FRANK ROWE, Wheeling Steel Corp., Portsmouth, O.
 A. C. SCHULTZ, Brierley-Eric Co., Milwaukee, Wis.
 H. J. SAWYER, The Youngstown Sheet and Tube Co., East Chicago, Ind.
 E. J. STERNER, Bethlehem Steel Co., Bethlehem, Pa.
 J. A. VOSS, Republic Steel Corp., Cleveland, O.

MONDAY AFTERNOON SESSION

October 5, 1936.

The opening session was called to order by General Chairman H. W. Darr. Bethlehem Steel Co., Johnstown, Pa., who presided. Chairman Darr welcomed

the delegates, pointed to the excellent progress made by the Section during the year, and commended the various committees on their work.

Industrial Relations and Accident Prevention

By J. A. VOSS

Director of Industrial Relations, Republic Steel Corporation, Cleveland, Ohio

Industrial relations of the right kind are essential to the success of business. Men are no longer regarded as commodities, to be purchased at the lowest possible rate and discharged when no longer needed. Employees must be as contented as ambitious men can be; deserving ones must have opportunities for advancement; wages, hours, and working conditions must be favorable. There must be an earnest, sincere effort to work with men, to appreciate their needs, and as far as possible, to meet them.

As intelligent labor relations are essential to modern industrial management, so intelligent safety work is essential to a worth while industrial relations program.

The Employee Representation Plan, which has proved so successful during past years, is an excellent medium for carrying out both programs.

This plan, with its representatives elected directly by the men from among their fellow-workers, gives employees and management every opportunity to meet together and discuss all phases of industrial relations, which should include a discussion of unsafe practices and conditions. By holding regular meetings, these problems are promptly settled before serious misunderstandings develop and accidents occur. The safety man has an outstanding opportunity to carry on his work in cooperation with a safety committee from among the representatives.

That safety and welfare represent an important part of the discussions between men and management under this plan is indicated by the fact that during 1935 more than 25 per cent of all the cases handled by the representatives in our corporation dealt with these subjects.

No safety program is really effective if it fails to use the many opportunities that an enlightened industrial relations policy

presents to keep safety and accident prevention constantly before the worker. Safety deserves a place of importance in the industrial relations program because of the good will it engenders among workers.

Through a constructive, well designed accident prevention program the management can get closer to the men and at the same time bring them more real good than through any other single medium. Such a program has one great advantage. Whether it's the president of the company or the newest laborer on the payroll, there is a unanimity of opinion about the value of safety.

A sound safety program also provides, through proper organization, a logical system of liaison between management and men. The safety man, who should be, and frequently is, an integral part of the industrial relations program, meets with the superintendents. The superintendents, in turn, pass on the information they have gained to the foremen. Finally, the foremen hold meetings directly with the men working under them. This completes a chain that can, as need manifests itself, be used to pass along other information with equal effectiveness.

Such a relationship is invaluable. It should be fostered and developed, for in this relationship will frequently lie the method which will place a restraining hand on trouble and discord.

In our corporation the safety department is a part of the industrial relations department. The office of the safety manager adjoins my office, and he is familiar with the questions and problems which confront us in carrying out the broad program of industrial relations.

Safety, to us, is distinctly a sales job, judiciously mixed with a bit of crusading spirit.