

mittees. Out of that 1,100, I would say that 60 per cent are effective. When labor and management sits down together to work out effective goals, activities, responsibilities, and methods, accident reductions are enjoyed. In these joint programs, management must provide safe conditions and leadership; the union must cooperate by providing safety minded employees and assist wherever possible in seeing that unsafe conditions and unsafe acts are corrected. A few years ago, an IBEW local in St. Louis and the Union Electric Company completely described their successful labor-management safety activities. This proves it can work if both sides are interested and will share in their responsibilities.

Lennie: One of the problems involved with labor-management safety committees is that labor must indicate that it has guts. A labor union safety committeeman is in an extremely awkward position. If he is doing his job he will not get elected at conventions or meetings, because he will not be popular. In our plant, when the company catches a man violating safety rules, it can schedule disciplinary measures and must notify the union's safety chairman of what they intend to do. A safety chairman that wishes to remain popular, will always say, "Let's take this action to arbitration." However, if he is doing his job properly, he will notify the grievance committee that this fellow deserves all he is getting and if we don't stop this fellow now, we will be informing his widow that he was killed in an accident.

In order to have a labor-management safety committee work properly, it is necessary to stay away from grievance procedures. The safety chairman should be a man standing alone at local union meetings, saying that the union members are violating the safety rules, taking short cuts, and looking for trouble. The safety committeeman must stand up and be counted. There is no use coming to a Congress like this and then going back home and remaining quiet. We must show management that we are not afraid of being unpopular in order to save accidents and lives.

Delegate: If top management sincerely believes in accident prevention and health, there is no need for any committees, including the labor-management safety committee. We have a dedicated safety committee that can evaluate a situation and determine what

corrective steps should be made, which are agreed to by all members of the labor-management safety committee. Yet, top management will say that the recommendations either interfere with the process or cost too much money. Therefore, economics come before safety. In one instance, the safety committee agreed that a certain operation should be shut down until proper hearing loss prevention was provided. However, the operation was running the next day, and nothing was done to correct the situation. Again, the economic factor predominated. In my estimation, it all boils down to the fact that top management must want accident prevention before it will ever be a successful fact.

Mr. Andrews, Michigan State Labor De-
ments: As the various comments are offered, you will always notice that costs come into the picture. I would like to use the term investment rather than cost. I believe that those who are in the position of handling the final decision can be sold on sound accident prevention investments, if they are properly informed. Therefore, it is up to the safety committee and safety people to be certain that top management is informed fully, so that a proper decision can be made based on all of the facts. I doubt that anyone in this room can recall an accident that occurred which could not have been prevented for less money than it cost to have the accident.

Gold: Are there any new safety devices for rubber rolls; if so, where can literature on these safety devices be secured?

Culver: I am not aware of any new safety devices for rubber rolls. I assume that the questioner is asking about rolls that are on a mill that mixes rubber. I believe that it is impossible, at this time, to guarantee that the operator will not be subjected to a certain amount of hazard. The job itself is hazardous. This means that the operator has the responsibility for being cautious. There is usually an emergency stop control which the operator can actuate if he is caught or on the verge of being caught in the rolls. Outside of that, I do not know of any mechanical device that will ensure the operator cannot be caught in the rolls.

Gold: I would suggest that people interested in safety devices for rubber mills and calenders, should obtain the B28.1-1949 (revised 1959) *Safety Code for Mills and Calenders in the Rubber Industry*, published