FILE NAME: General Motors (GM)

DATE: 1949 Sept

DOC#: GM076

DOCUMENT DESCRIPTION: Presentation from GM 11th Medical Conference with BC Notes

1949 Eleventh General Motors Medical Conference

incl. V.S. Castrop and F.A. Patty, G.M. industrial hygienists and authors, and T.L. Hazlett, Medical Director of Westinghouse and author, and T.A. Lloyd Davies UK Medical Inspector of Factories.

Also: excerpts from Patty text, 1948 and 1963
excerpt from Castrop article, 1948

September, 1949

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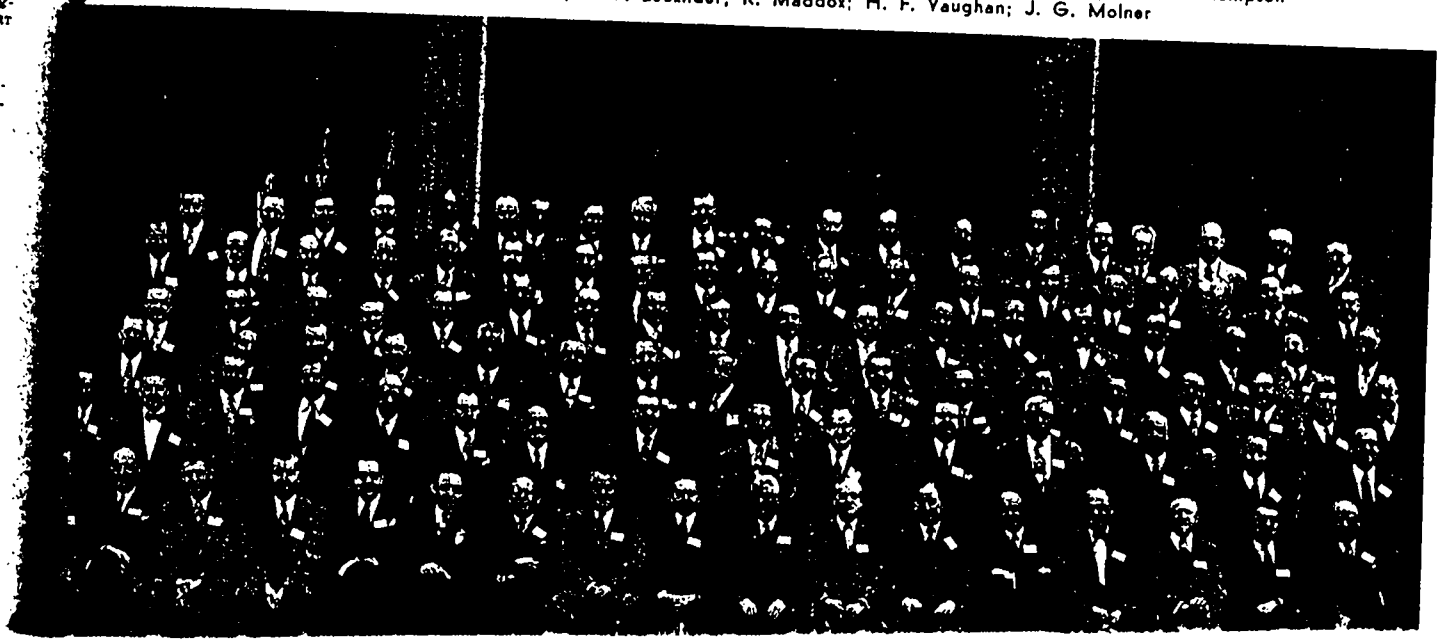
Volume 18 — SEPTEMBER 1949 — Number 9

The 1949 General Motors Medical Conference

J. M. ROCHE,
Director of Personnel & Public Relations,
Cadillac Motor Car Division,
General Motors Corporation,
Detroit

ON BEHALF of the Central Office and the Detroit Divisions of General Motors Corporation, it is my privilege to welcome you to this 11th General Motors Medical Conference. This meeting today is the first of a series to be held this week, devoted to the consideration of industrial health problems. I am sure today's program will be interesting and beneficial to everyone, and the program for the remainder of the week should be most constructive. I believe meetings of this kind are essential to the continued progress of our health program in General Motors. In our great organization we have almost every kind of industrial activity, and in these varied operations encounter almost every kind of industrial health problem. The opportunity afforded by these periodic conferences to exchange ideas, discuss mutual problems, and develop new plans and procedures contributes a great deal to the accomplishment of our objectives in this field.

General Motors is an acknowledged leader in the science of industrial medicine. This reputation has been earned by each of you and the members of your staffs in all of our plants. The excellent manner in which you have carried this important responsibility has won for us not only



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THIRD ROW: F. Barkman; G. Paul; C. M. Bonzey; J. M. Kimmich; R. Bell; D. T. Mould; F. V. Kowals; W. F. Hickman; G. H. McDonald; F. Ferlaino; A. R. Sirna; J. H. Ganschow; V. T. Williams; J. S. Lambie; F. Irwig; R. A. Kehoe; R. Hussey

SECOND ROW: F. A. Patty; J. R. VanderRoest; S. D. Steiner; P. J. Kunderman; J. G. Cunningham; A. B. Thompson; C. O. Sappington; Wm. B. Cullinan; E. Wolff; J. B. Cooley; S. R. DeMeter; R. M. Baldwin; J. V. Williams; J. P. Baker; M. P. Benoit

BOTTOM ROW: E. F. Lutz; R. B. Robson; F. M. Apfelbaum; J. D. Kelly; E. DeJongh; P. B. Rastello; E. A. Irvin; F. S. Parney; Wm. M. Walker, Jr.; C. D. Selby; J. G. Townsend; T. A. Lloyd-Davies (England); A. R. Thompson (England); C. M. Peterson; A. F. Lecklider; R. Maddox; H. F. Vaughan; J. G. Molner

our position of leadership, but even more importantly the confidence of our employees in the administration of this program. The executives of General Motors share with you the pride we may justly take in our accomplishments in this field.

While our meeting this morning is open only to General Motors people, I am sure that if we invited everyone who would like to attend, we couldn't handle the crowd. I say this because of the steady stream of visitors from other companies and industries seeking advice and information as to our methods of operation. This is a splendid tribute to the work you are doing, and is tangible evidence of the high regard in which it is held by your own profession and industry in general.

THE maintenance of health and good industrial hygiene has been accepted as a management responsibility in every General Motors Division. Management's attitude toward these problems has been positive and constructive. These facts have been most helpful to those of us who have been working at first hand with the problems in the plants. As a result of a progressive management attitude, we have been provided with excellent facilities for carrying on these activities. It is our responsibility to make certain that we are utilizing these facilities to the best advantage. Our routine work is being handled most efficiently, and we have certainly made great progress in the methods and types of examinations and the treatment of occupational diseases. Good facilities manned by competent personnel will enable us to maintain and extend our good work in this area, so as to insure continued progress.

Substantial as has been our progress in the past, I am sure you will agree we have almost unlimited possibilities for the future. It is my opinion that the next important development in industrial medicine is going to be in the contribution it can and should make to employee morale and good employee relations. Everyone knows that an individual who is physically ill is not a good employee. When we recognize a physical problem, we try to do something about it. We can suggest treatment, proper placement, rest, or whatever other measure might be required to correct the condition. We also know that an individual who is temperamentally unfit for his responsibilities will not be a good employee. We recognize that a person subject to emotional disturbances is usually a problem employee; yet in spite of our knowledge of these facts, much remains to be done to find satisfactory solutions to these problems. It is in this area that I think our medical service can make a substantial contribution to the effectiveness of our business.

As time goes on, I believe we must utilize more and more the skills and facilities of our Medical Departments in the solution of many personnel and human relations problems. As economic conditions become stabilized, we shall have an opportunity to build in industry the good employee relations and morale required if General Motors is to continue to progress. That is the challenge for the future, and I am confident that industrial medicine can and will play an important part in meeting it. In the past we have counted the gains of our medical program in terms of such things as improved efficiency, higher morale, reduced absenteeism, reduced workmen's compensation costs, etc. In the future, I am sure that we shall also see increased benefits in improved industrial undertaking.

We have made rapid progress, particularly during the past 10 years. However, we still have a long way to go. I am sure this meeting today and the ones which will follow this week, under the auspices of the AMERICAN ASSOCIATION OF INDUSTRIAL PHYSICIANS AND SURGEONS, will help point the way toward continued progress in the accomplishment of our objectives.

[NOTE: The 11th General Motors Medical Conference was held at Detroit on Monday, April 4, 1949, immediately preceding the 34th Annual Meeting of the AMERICAN ASSOCIATION OF INDUSTRIAL PHYSICIANS AND SURGEONS. The following pages, 355-398, contain the G. M. Conference presentations.]

