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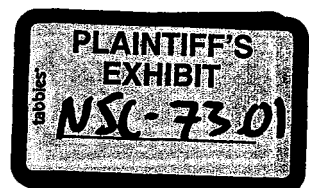
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—
TRANSACTIONS

VOLS. 1-29

1956

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CURRENT SAFETY TOPICS — Volume 1



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44th National Safety Congress

(October 22-26, 1956, Chicago, Ill.)

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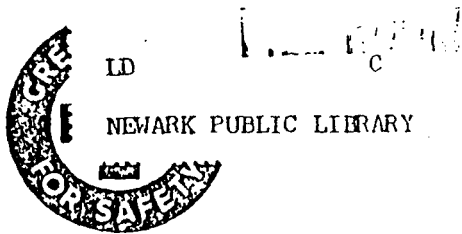
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(October 22-26, 1956, Chicago, Ill.)

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manhole. This tag is placed by production personnel and a check is made by plant guards before the car leaves plant property.

Someone asked whether there was a constant monitoring device for HCN gas. It was suggested that Mine Safety Appliance Company be contacted as it has a portable device.

Someone else asked how metallic sodium waste could be properly disposed of. It was suggested that if no other reasonable method were known, it might be a good idea to get in touch with the A.E.C. for recommendations.

Some discussion was had relative to pressure-relieving devices. If a rupture disc is in the same line with pressure-relief valve, should the rupture plate be before or after the valve? One company stated they had a rupture disc in front of every relief valve. The rupture disc is set for about 15 percent lower than the relief-valve device.

In discussing these valves, the frequency of relief-valve inspection was questioned. Some plants inspect them once a year, others as often as once a month. One statement was made that in their experience 50 percent of the spring-loaded relief valves are found out of adjustment after a year.

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of vehicular accidents. Several local governments, in place of the survey form, sent letters saying they could not afford the time and expense of tabulating accident costs. I think we would question how they can afford not to have this information.

Comments of several administrative officers are significant: (from a city of 3,400 employees) "Ever since we designated a safety officer and supported the program he developed, we have had progressive reduction in employee injuries and substantial dividends, as well as lower rates." (from a city of 900 employees) "Although the amount of time spent by the personnel department and by safety-committee representatives in other departments has been small, it has paid dividends. During the eight years' existence of our safety committee, workmen's compensation premium costs have declined from 186 per cent of base rate, to the present level of 104 per cent. The amount of time and money spent in safety activities has paid for itself many times in reduction in premium costs alone." (from a city of 1,000 employees) "We constantly emphasize that accident prevention is an integral part of each job. With the assistance of our (private) safety consultant we have tried to instill this 'grass-roots' approach in our central safety committee, the foremen's committees, and on the employee's approach to his work." (from a city of 500 employees) "Our safety program is integrated with regular functions of city departments. The program is carried by the regular complement of personnel, according to an operational manual." (from a county with 2,000 employees) "During the second and third year of our program, we averaged 53 per cent dividends on our workmen's compensation insurance. We have cut the frequency rate in half in the four years

since we started, and have reduced insurance rates by 15 per cent."

Our discussion would not be complete if we failed to direct some attention to membership growth of the National Safety Council, by sectional affiliation. Public Employee Section memberships grew in 1955, but failed to gain in the first part of 1956. From the California survey just discussed and from what we know about the need for effective safety activities in other parts of the United States, it appears that present members of the Public Employee Section have a fertile field for recruiting neighboring agencies.

We have approached the subject "What Should a Good Safety Program Cost?" from the viewpoint of a governmental agency which has "x" numbers of dollars derived principally from taxes, with which it must perform the many services expected by its citizens. It was seen, in general, that public agencies were lagging far behind business and industry in eliminating economic waste, human suffering and inconvenience arising from injuries to employees and accidents involving the motor vehicles. Small companies, without a major capital outlay, have been successful in accident control. We reviewed public-employee injury experience in California, and estimated "safety budgets" and accident costs of a number of these governmental agencies. Progress in public-employee safety in California went to the well-planned program of the Governmental Agencies Section of the Governor's Industrial Safety Conference. And we wind up with a statement made at the outset, "A good safety program pays—it doesn't cost." Accidents and injuries cost, and any governmental agency can control this waste by exerting a little extra effort—and a minimum of dollars!

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Point four: That the American taxpayer, for his share of Government encouragement given the Merchant Marine, must receive the full measure of defense potential represented by the fleet and its shoreside facilities. It cannot be said too often, that the Merchant Marine is our first line of defense; that it is the "fourth arm" of our security forces.

But this merchant fleet must be "in being." It must be composed of the best modern ships, actively engaged under private ownership, under conditions where ocean rates and practices are favorable to economic stability. These are the aims of the Federal Maritime

Administration, and they are today being realized.

After many false starts in our history, the maintenance of such a Merchant Marine under the Stars and Stripes seems now to be realized, but it will require unceasing vigilance to keep it that way. It must never again be regarded as a stepchild of our economy or a hasty improvisation in the case of war or international crisis. It can not be shelved by relying solely on ships of other nations.

Our Merchant Marine is essential to our National safety.

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ating bands of black and yellow are used on hazards mentioned for better visibility because of color contrast. Pillars, posts and columns that are "strike-against" hazards are banded with alternating diagonal bands of yellow and black.

GREEN—The color of safety for safety bulletin board frames, to identify the location of gas masks, first aid kits, dispensers, stretchers, and deluge showers.

BLUE—The precaution color is used generally in the form of movable discs for flags. It denotes such safety practices as

"DO NOT START," "DO NOT MOVE," "USE CAUTION," and so forth.

PURPLE—A fairly new color in safety identifies radioactive areas, processing and handling equipment used with radioactive materials, and so forth.

These same safety colors are often used to identify the character of pipe contents. Yellow for dangerous materials; green for safe materials; red for lines carrying fire fighting liquids; blue for antidotes used to combat dangerous liquids. When marking pipe, we suggest the pipe be banded.

Officers of the

METALS SECTION

NATIONAL SAFETY COUNCIL 1956-57

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100 days without suffering a serious injury. (We accumulate some 10,000 hours per day, so each 100 days adds up to 1,000,000 hours.)

This fourth point on statistics follow-up is vital to any program. So often we start a good program, tell people about it and then forget it. A year or so later we go back and find it just sputtered and died. If we want to gain maximum efficiency from our program, we must check constantly to be sure that each member of supervision actively follows up on the picture which our statistics present.

If these qualities are active in your statistical program, then certainly you should have a clearer picture of our objective, elimination of off-the-job injuries.

(The speaker showed slides illustrating basic statistics used in his off-the-job safety program.)

Now, so far we have discussed the mechanics of an off-the-job safety program, and to the majority, it has been merely a review. And like most reviews, it is mentally associated with your program or plans.

Let's assume that this discussion has helped you with some new ideas. Are you then asking yourself that "\$61,000 question," "What can I do as one individual?"

I know that sometimes I look at the help we in safety are getting from various law agencies, the National Advertising Council and such TV programs as "Dodge for Life," and ask myself, "If they can't influence the public, then how can I hope to?" Then I think of a little rhyme I read somewhere:

Sitting still and wishing
Makes no person great;
The Good Lord sends us fishing,
But we must dig the bait.

All we can do is redouble our individual efforts and dig more bait. I think back and realize that pioneers in industrial safety must have had, on occasions, the same futile feeling at times, but they stayed in there swinging—and have continually reduced the overall injury-frequency rate until in 1954 it was only 7.22 or one fourth of that in

1926. I hesitate to think what our national off-the-job injury-frequency rate would be without each of these present off-the-job safety activities, and I firmly believe that each of us will accept the problem as a challenge.

I think this challenge may be more acceptable if we stop and realize that a majority of people are interested in safety, but are just complacent. The crying need is for leaders who are willing to set the example in combatting this complacency. We all are aware that management has less control over the employee's actions off the job than on. We must help provide endeavor to sell the individual on his personal responsibilities toward off-the-job safety. Nowhere in the world can we find a more independent or wonderful people—nor a people more complacent—than in the United States.

None of us thinks he will be the next accident victim; each of us firmly believes he lives a charmed life. So any attempt to mold this complacent attitude toward a safer and safer everyday life will require a lot of planning and a world of effort. Even if you have not started your off-the-job safety program yet, don't let its magnitude discourage you.

Instead, set the example, accept your personal responsibility for contributing your fair share to the overall program. Sometimes when you wonder at the value of starting such a huge undertaking, think of this old Chinese proverb: "The journey of a thousand miles begins with the first step."

We in safety can prepare and present a good program and then watch its track up and down, and any time we care to, find plenty of excuses why it is not working 100 per cent. But we know that every program has a key and safety programs are no exception. An honest analysis of your off-the-job safety program will clearly show that the key to its success is you.

If you have the necessary fortitude and properly apply it, then you will be making a giant stride toward solving the off-the-job safety problem.

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Staff Representative—L. W. DUTTON, National Safety Council, Chicago, Ill.

*Past General Chairman

The committee shall:

a. Meet at least once a month on established dates.

b. Periodically inspect the plant.

c. Make recommendations for the correction of unsafe or harmful conditions and the elimination of unsafe or harmful work practices.

d. Review and analyze all reports of industrial injury and illness, investigate causes of same, and recommend rules and procedures for the prevention of accidents and diseases and for the promotion of the health and safety of employees.

e. Subject to grievance procedure, negotiate and adjust all disputes arising under the health and safety clauses of this contract.

f. Promote health and safety education.

5. The Health and Safety Committee shall be considered adjunct and subordinate to the regular grievance procedure herein set forth. All disputes and disagreements arising under the health, safety and compensation clauses of this contract, if not disposed of by the Health and Safety Committee, shall proceed to the final bargaining step provided by this contract. (Note: Or any other desired step.)

a. The Health and Safety Committee may seek the advice, opinion and suggestions of experts, authorities and official agencies. The committee or union representatives shall have the right to call such experts, authorities and official agencies, as well as representatives of the Industrial Health and Safety Division of the Compensation and Safety Department of the UAW into the plant, and they shall be permitted to make such examinations, investigations and recommendations as shall be reasonably connected with the purposes of the committee.

7. The company agrees to inform the Health and Safety Committee of the names and natures of substances used in the plant, exposure to which may be unhealthful or dangerous, and upon request of the union representatives on the committee to reveal the names and natures of any substance or compound used in the plant.

8. The company shall furnish competent medical service and supply adequate facilities for proper diagnosis and treatment of

cases resulting from injuries, physical impairments or afflictions obtained while working in the plant. Copies of the reports of findings made by the company medical service or reports of outside medical services used by the company shall be furnished to the employee. Employees injured in the plant shall be permitted medical aid or treatment on company time and shall receive full pay for the shift on which they were working when injured.

9. No employee shall be required to work on a job or machine while its safety is being questioned by any three members of the Health and Safety Committee, and during such time he shall receive full wages even if transferred to a lower-rated job.

10. No employee shall be required to work on a job or machine with which he is unfamiliar until he has received adequate instruction and training in the performance of the job.

11. The union agrees that it will participate on the committee and that it will endeavor to have its members observe all safety rules and use all equipment and safeguards provided.

Now let's move on and consider safety standards. As you will have noted model contract safety clause No. 2 calls for the adoption of American Standards Association Safety Standards as the minimum acceptable practice.

Why standards? Standards are crucially important in all phases of safety work. They lie at the heart of educational programs and of safety research. They are an essential part of safety equipment, both in its manufacture and in its use. Safety codes are in themselves safety standards. More and more organization officials and safety engineers have come to realize that safety standards, if they are to be truly effective, must be developed and used on a national basis. Individual, group and regional safety standards have been generally outgrown. Where they are retained beyond their time, confusion, cost and danger can result. We believe that we can perform a great service by seeing that American Standards Association safety standards are written into our contracts so as to help bring about nationwide uniformity. State-by-state competition in blood must stop!

Most of our industries are interstate. Conflicting requirements in the various states cause inconvenience and unnecessary loss in manufacture, distribution and use of safety apparatus. This in itself demonstrates the need for uniform safety standards.

The American Standards Association is in a logical position to help in the creation of these national safety standards. It is the recognized clearinghouse for standards in the United States and the accredited agency for work with foreign countries in the field of international standards. A privately financed scientific and educational organization working in the public interest, it serves:

1. To simplify development of industrial, engineering, consumer and safety standards.
2. To eliminate duplication, overlapping and variations of standards activities among other bodies in the country.
3. To weld conflicting standards into a single, generally accepted standard, designated "American Standard."
4. To serve as a central clearinghouse for

information on all standards in this country and abroad.

Why is it necessary to write these standards into contracts? Mainly to bring about complete cooperation and safety that will result in mutual well-being—for management, for government and for labor.

It is a national crime that these safety standards are not universally applied. We are all responsible, all of us, management, government and labor. Most plants have not voluntarily applied American Standards Association safety standards. Most states that have the authority to adopt safety standards have not done the complete job. How many of the 160 ASA safety standards have been adopted and enforced in your state? Most unions have not yet written safety clauses and standards into their contracts.

We are all remiss in our duty if committees and standards are not employed. Their use helps us to see that the safety job is done. Working together not to place blame, but to do the job. It can and will be done!

Discussion

After brief opening remarks and an introduction of the members of the panel, the presiding officer, Frank Burke, threw the meeting open to questions from the floor.

Question: Did Morecell speak for industry as a whole or for his own particular plant (Jones & Laughlin) in his Wednesday morning speech?

Answer (Burke): In my opinion he was speaking as an American citizen, and everything he said was absolutely true.

Question (USW foundryman): Silicosis is a major problem in our plant. We find getting information about and aid in this problem is difficult. What, if anything, can be done?

Answer: Burke stated that in 1948 he had a special assignment from Philip Murray to go to Ontario to study the value of aluminotherapy in the treatment of silicosis. He found no conclusive evidence that aluminotherapy was beneficial. He brought out that the American Medical Association looks unfavorably upon aluminotherapy.

Atkinson added that studies by the well known Dr. Lanzo concluded that aluminotherapy was unacceptable. Other comments: Good ventilation is the best solution to the silicosis problem. Research should be continued.

Question: What authority has the safety committee in the plant?

Answer: Utter stated that it depends on how well it is pinned down in the contract, and that it is a definite contract requirement. However, even if it is not in the contract, it should not be ignored.

Comment from floor: One difficulty that safety committees have frequently, is getting management to act on recommendations within a reasonable length of time.

Comment—Atkinson: Official position of IAWA is that no committee or council has any authority within the organization. Only the right to recommend. With authority goes responsibility. . . . The employer is responsible. . . . There should be no mixture of authority. . . . Working men should re-

serve the right to refuse to do an unsafe act or work with unsafe equipment.

Comment—Burke: Steel workers have the contractual right to refuse to work with unsafe equipment, but cannot pass on advice or influence a relief man to refuse to work with unsafe equipment or in a hazardous situation.

Comment—Kumpel: Contracts differ in the various industries. . . . Frequent procedure in his union—Recommendations are passed on to the foreman. If a hazardous situation is not corrected after a reasonable length of time foreman is called before the safety committee. If recommendations still not carried out, a grievance may be filed.

Comment—Atkinson: Safety should be kept away from grievance procedure.

Ferguson: It is necessary to take safety through grievance procedures so that the safety committee may have definite powers and responsibilities. In UMW the safety committee has the right to inspect and to make recommendations for correction of hazardous situations to management. Management is required to carry out the recommendations.

Brown: In the IBPM's West Coast program, the safety committee has the right to discuss and make recommendations. If these are not acted upon, the safety committee has the right to push grievance as far as possible.

Question: In most contracts reference is made to "safety and health," however, many companies limit the safety director or safety committee to safety only. For instance, not being able to make a recommendation on washrooms. Why?

Answer: Burke quoted wording from steel workers' contract, which is worded—" . . . eliminate accident and health hazards." He then asked for comment from the members of the panel.

Greene: IAM contracts do not specify how safety committee will operate. They work out their own procedure. They deal with both safety and health problems. Disagreements may be taken through grievance procedure.

Brown: In the IBPM program employees and management attend yearly regional conferences at which safety education, accident prevention, first aid training, etc., etc., are

given thorough study. These conferences are an excellent source of suggestions and ideas for the safety program. . . . The safety committee is divorced entirely from grievance committee, although lack of cooperation by management on safety problems can be taken to grievance procedure.

Atkinson: Stated that his job was to sell accident prevention to his own people. Stated that management was cooperating beautifully. Joint effort of employee, management and government has resulted in a 66 per cent drop in accidents since inception of safety program. Workers have maximum workmen's compensation benefits. . . . The safety committee functions on every operation. Safety and health go together, and in his industry, dining rooms, washrooms, smoking rooms, drinking fountains have been secured because of the excellent cooperation of the employers, who have demonstrated to management how important safety is. . . . For a safety program to be successful, the managers and supervisors must be safety conscious. But the people who can prevent accidents are the people that accidents happen to.

Ferguson: Said there was not sufficient time to tell the whole program. The safety division in the UMW is a straight line organization. . . . There is a safety committeeman in every mine. . . . Education in injury and death (they don't like the term accident) prevention is a major part of the union's program. . . . In some instances, legislation is sought to correct hazardous conditions.

Kumpel: His union's program of safety and compensation has been going on for about 12 years. . . . The safety committee has at least three representatives of union, management has equal representation. . . . Weekly inspection trips are made. . . . Joint weekly safety meetings are held to discuss results of the inspection trips (minutes are kept). . . . The safety committee works out an educational program for district representatives, who are urged to become acquainted with the workings of the state safety office and with the inspectors and officials. They are developing job hazard analysis course.

Utter: It is the responsibility of the union to see that work conditions are safe, and also to see that management accepts its responsibilities. . . . Smaller plants are a major concern of the UAW. Some have

poor management, and consequently little or no safety program. Sometimes the establishment of an active safety committee in these problem plants can make management aware of safety. . . . Safety clauses are written into contracts—to ". . . provide safe place of work, comply with state laws and regulations . . ." . . . The safety program is similar to others that have been discussed here. There is heavy emphasis on education and training. . . . They concentrate on public relations—let newspapers, radio, general public, television, etc., know about safety awards and records.

Morales: The safety committee of the Baltimore Federation of Labor has been very successful pushing favorable legislation. It has been influential in having the state safety division set up as one unit. Other things committee helped to accomplish—Labor Dept. can now adopt safety codes by reference. . . . Advisory board with labor representation to recommend rules and regulations. One problem with the building trades is that sometimes a job is finished before accident hazards have been corrected, although called to builder's attention previously. . . . Safety committee is set up in the contract. Steward is safety representative of union. On larger jobs steward is full-time. . . . The company is privileged to hold safety meetings once a week. If it doesn't take advantage of this, the union holds the meeting.

Burke: The safety and health clause is the most important clause in the contract.

Question: What can be done when after a year or two recommendations by the

safety committee have still not been acted upon?

Kumpel: Make a direct request to the state labor department to step in.

Question: When faced with safety recommendations, management sometimes raises the question of economy as a reason for not carrying out recommendations. What about this?

Answer: Statistics show that money spent on safety is money gained in the long run. Safety is good for economy. Point this out to management. Make them aware of it.

Question: Should company reports of accidents be made available to the safety committee?

Greene: Yes. They're absolutely necessary if you're going to correct hazards.

Atkinson: Our safety committees have access to all accident records.

Utter: They're available to our committees at all times.

Ferguson: In the mines this is covered by law.

Burke: This is something on which policies vary with the company. It is a right you should fight for. Go to the state department of labor if necessary.

Question: Should something be written into the contract about the right to have access to company accident reports?

Greene: You can't negotiate safety into any contract. The company will recognize what you do, not what's written. Show by action the importance of safety to both employee and employer.