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Industry and Colleges Join Hands

Few high school and college instructors have had actual industrial experience or the opportunity otherwise to study management's problems at first hand. As a result, graduates seeking employment in industry are frequently strong on academic theory and deficient in the knowledge of its practical application. Deprecating this situation in the January issue of PERSONNEL, Mr. C. T. Reid, of the Douglas Aircraft Company, presented a strong case for the periodic swapping of personnel between faculty assignments and the production line.

One industrial organization, at least, has made a realistic—and successful—attempt to create a community of understanding between the industrial and academic viewpoints, *Mill & Factory* reports.* The pioneer venture was made by Chrysler Corporation, which last summer launched an eight-week program in vocational counselor guidance for high school teachers. Forty hours weekly of their time was devoted to actual shop work, and eight hours to counselor training methods with credit toward university degrees. The teachers received their regular salaries during the training period.

So favorable has been the company's experience in cooperative training that it has entered upon a five-year affiliation with the University of Michigan, Wayne University, Northwestern University, and the University of Cincinnati. Under this arrangement a five-year course in production and engineering will be made available to qualified college students.

The cooperative counselor training program was sponsored by the four universities, together with the corporation. Seventy high school teachers from four states participated. During the eight-hour weekly period devoted to counselor training methods, conferences were conducted by both industrial and university conference leaders. Subjects covered in the industrial conferences included employment procedure, training, labor relations, productive methods, shop problems and procedures, sales and advertising, engineering problems, and apprentice training. The conferences under university leadership were concerned with vocational guidance, occupational information, understanding the individual, and counseling techniques.

The reactions of the teachers who completed the course were unanimously favorable. Most of them declared they had gained first-hand knowledge of the skills needed in industry and a better understanding of the attitudes and abilities industry considers important. The results justify hope that industrialists and educators elsewhere will develop similar practical approaches to undergraduate training.

* "Industry Teaches Teachers," by Gerald E. Stedman, *Mill & Factory*, January, 1944.

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Beware of "Angel Eyes"!

"Angel eyes," murmured the plant doctor. He was not making love to one of the women employees, but diagnosing an unusual ailment to which industrial workers are prone. According to *The Wall Street Journal*, the disease is caused by excessive exposure to hypochlorite dust, and derives its name from the fact that those who have it see a hazy halo around lights when they look at them.

The "zinc shakes" (technically known as metal fume fever) is another of the quaintly named diseases against which industry is waging a determined fight. It is an affliction common among welders and pipefitters who apply torches to galvanized iron and inhale zinc oxide fumes. Shipyards must take special precautions against the disease because galvanized iron is used extensively in combat vessels. Most yards protect their workers by exhausts, or insist that they wear masks to prevent inhalation of fumes.

According to *The Wall Street Journal*, one of the most successful attacks on the

problem of occupational hazards has been made by Westinghouse Electric & Manufacturing Company. A decade ago it established an industrial hygiene laboratory in Pittsburgh. The staff of this laboratory constantly takes dust counts in the company's plants; and when harmful concentrations of dust are discovered, corrective measures are suggested. A "rogues' gallery" of production materials potentially hazardous to workers is also maintained here. More than 9,000 materials are currently indexed in this "rogues' gallery." The result of the program: Westinghouse employees, though working 185,000,000 man-hours in 1942, lost only 2,000 hours through occupational illness.

Skin diseases are the most common of occupational ailments, costing industry millions yearly. One company provides separate locker rooms for employees' street clothes and their working clothes, with a supervised shower room in between.

A recent manual which contains invaluable information for plant physicians and safety engineers is *1021 Answers to Industrial Health and Safety Problems*, published at $10.00 by Occupational Hazards, Inc., 812 Huron Road, Cleveland, Ohio.

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Dealing with Draft Boards

Many employers have had little success in dealing with draft boards because of their woeful ignorance of correct procedure. Yet it has been found that properly filed requests for occupational deferments will facilitate favorable action or at least assure intelligent consideration of industry's manpower needs.

A few simple rules which management should observe in seeking occupational deferments were recently outlined by an official of the War Production Board, Paper Division Deputy Director James L. Madden. Mr. Madden's advice, though addressed primarily to companies in the paper industry, is largely applicable to employers in general His suggestions, as presented by the *Labor Relations Reporter*, follow in part:

Be on the safe side; submit for all "necessary men" Form 42A (may be obtained from local Selective Service board). Regulations in some states now require the official forms

It is generally conceded that the request should be for Class II-A.

Be sure to be in a position to prove attempts have been made to secure replacements through the local office of the U. S. Employment Service and through your own efforts.

Insist on employees keeping you posted as to their classification. Keep an up-to-date record of the classifications of all employees. It is a good plan to take data directly from the employee's classification card (Form 57).

If on a Replacement Schedule, be sure the "Acceptance Stamp" is placed on all Form 42A requests for deferment.

When it has been determined that his organization is large enough and the type of work is suited for operation under a Replacement Schedule, the operator immediately should take the necessary steps for setting up a training and replacement program. For information on the proper procedure to follow in developing a Replacement Schedule, consult the occupational advisory staff of state Selective Service headquarters.

In asking deferment, present a strong case in concise, clear-cut language. Include all pertinent facts. Do not quote regulations; simply refer to them. Do not be long-winded. Avoid involved statements. Remember members of Selective Service local boards are donating their time and are busy men.

Statements from one or two companies which utilize your output, certifying that your products are being channeled for war and other essential uses, to accompany Form 42A, are entirely in order and may assist the local board in arriving at a fair decision.

A request for deferment should be presented to the local board prior to the reclassification of a registrant. In the event a man has been placed in Class I-A before the filing of a request, a request should be presented immediately, together with a statement that you did not know the individual was up for reclassification.

Remember deferment for more than six months is prohibited by law, but another request may be filed. A request for renewal should be filed on Form 42 from 10 days to a month before the expiration date.