

and sold by the United States of America Standards Institute, 10 East 40th Street, New York, New York 10018.

Kumpel: If anybody is interested, if they write me I will provide them with safety information regarding these mills. I will also inform them of the pertinent safety codes that are in effect for their state.

Gold: What can we do when lower management in the plant does not care about safety while, at the same time, top management does care?

Dery: I believe that the most accurate answer to that question is that top management is really not concerned about safety if lower management isn't concerned. Usually, when top management is concerned about accident prevention, they see to it that lower management is also concerned or they get rid of them.

Culver: This is a problem that we have had some experience with in our local union. We have attempted to do something about it. Our plant is too small to afford a full-time professional safety engineer. The responsibility for safety is in the hands of management and the local union; this usually means that accident prevention is in the hands of amateurs. In order to handle these responsibilities, we at first established a union safety committee and a labor-management safety committee. These people really did a fairly good job. Because of this, many foremen felt safety was not their business; that it was the responsibility of the safety committees. As a result, the foreman usually was the person least concerned.

After discussion with management, it was agreed that the foreman should be the first line of responsibility for accident prevention. Previous to this, management felt that as long as we had no lost time accidents, there was no need to take any of the foreman's time from production to work on safety. We tried to negotiate a contract stipulating that the foreman has definite responsibilities in accident prevention. However, during negotiations the company indicated that it would look bad if the union had to force the company to accept their safety responsibilities, so the company said they would issue a written letter stating the company would insure that the foremen are responsible for accident prevention in their departments.

Delegate Nick Corondon, UAW, Local 1010: I am sure that some industries and

unions are interested in safety. However, everyone is concerned to a certain extent. As long as accident prevention doesn't conflict with production, everyone is for safety. However, when production must be held up in order to correct a hazardous condition, the problem gets very sticky.

We had a condition where a scaffold was constructed quickly in order to repair a crane which had broke down. The workers and I felt that the scaffold was unsafe. I asked the management people if they would climb up on the scaffold and stand there while the men are working. They said they would not. Then I recommended that the men ask for release from the job, which can be done under our contract. Management refused release, and the problem was grieved. Following the grievance procedure, we won the case, the scaffold was corrected, and the job was completed. This is just one example where production and dollars and cents often come before safety. These are the times that the safety committeemen of the union must have guts enough to stand up and believe in their opinions.

McCarthy, U. S. Steel Corp.: I would like to mention that all management isn't bad. A lot of times we hear of things that happen, that are not done correctly, and it is true that these are wrong. But I believe that this is a small percentage. I believe that where management is enjoying a low frequency and severity accident rate, they must be doing something right. There is a way of getting lower supervision interested in safety. Whenever we have a fatal accident, top management is a part of the investigation of the accident. This makes the lower supervision think. The top management involved in this investigation will be from vice president up. This is probably one of the best methods of ensuring that lower management does handle their responsibility in accident prevention, properly.

Gold: Probably one of the most effective ways of ensuring that lower management is interested in accident prevention, is to go directly to top management. If top management is concerned, lower management will be forced to be concerned. Until you get accident prevention coming from the top down, the program isn't worth anything.

An example of what can be done if top management is serious about a good safety program is the case of a large company pur-