

ference of 1946 of joint union-management-government participation. This planned program of cooperation was carried out and the records will show that during these last ten years, industrial accidents in the lumber industry have been reduced by 68 per cent.

This month is the 10th anniversary of the establishment of this program and I am happy to report that last year there was a 50 per cent reduction in fatalities and a 25 per cent reduction in time loss accidents.

These are the dividends we seek from accident prevention programs: fewer people killed, fewer people hurt, and cleaner and better and safer places in which to work.

This program I speak of must be established on a cooperative basis and, when all three partners in safety cooperate fully, the results are tremendous.

In the opinion of the union, the respective responsibilities of management, government and the union should be clearly and correctly defined, and failure to do this will only result in chaos. Management has the legal and moral responsibility to organize and direct a safety program and to see that it is carried out. They must provide safe working premises, proper instruction of workmen, and adequate training of supervisors.

One of the big reasons for the success of the safety program in the Pacific Northwest is that management is carrying out its obligation, and it is our duty as a full partner in the program to see that he does.

Management has gained a lot from safety. He saves money on his insurance costs, he saves money on the protection of his equipment and material, he protects the investment by continuity of production, and develops better public and union relations—so we must believe that safety is good for management.

Safety is good for us, too. We receive dividends—dividends in human happiness and worker welfare, better and safer working conditions, and a better way to live.

We started to build our safety program on a foundation of adequate, proper and complete first aid standards. We made sure that every industrial unit had proper first aid facilities and personnel as required by the state regulations. We insisted that proper and swift transportation was provided for injured workmen by land, by sea and by air. We undertook to organize and set up a joint

safety committee in every operation under contract with our union and that safety meetings will be held regularly at least once a month without fail. As the program developed we sought and got adherence to the state regulations. We also proposed new ones and recommended them to the proper authorities, believing in the principle that there would be greater adherence to safety codes that we helped to write.

Thus it became necessary to work with the Workmen's Compensation Board or the state enforcement agency. They are always available for interpretation of the safety codes. They provide expert advice and consultation on mechanical and industrial safety problems.

Many states and provinces rely upon them for safety posters and educational material. Field staff inspectors cover industrial unit and issue stop orders to employers whose equipment and/or work methods violate safety regulations. They are the keepers of accident statistics, records of fatalities and work exposure.

They cannot make our industries safe places in which to work, however, regardless of size or sincerity of administration, but they do make a full and great contribution as a partner in this teamwork with labor and management in safety.

Many union theories were developed. The end objective of our safety program is the development of a safety consciousness in every worker that would protect him on the job, on the highway, and in the home. We believe that safety must start at the top, and if you want a safety-conscious worker you must give him a safety-conscious boss. We are of the opinion that safety must start at the top and be carried right down through all supervisors and departments, right down to the worker on the job. Indeed, much of the success of the program and the results obtained are due to this enlightened supervision. These are the things that we believe in.

No one—no safety director, no state inspector, and no supervisor can protect the worker who is not interested in his own protection. The hazards of industrial units will always be there, so it is very necessary that an educational program be adopted that will sell him the idea that safety is good for him.

Our work in the union safety program became so vast and complicated that it was necessary to appoint a safety director on a full-time basis to educate and train safety committeemen and to coordinate safety activities in the local unions.

It was necessary to organize a local safety council in every local union with its own safety director and to hold meetings on a regional basis every three months. The union policy is developed and recommended by resolutions at our annual union meeting and, when adopted, becomes official union policy. Indeed, I am happy to state that the I.W.A. is the only union in North America that has its statement of policy on paper and is used as a guide by all its local unions.

The educational plan is carried out through our media of propaganda by our union newspaper, our radio time, and television. It is duty of the safety director to conduct lectures and safety talks in plants and logging camps. This has resulted in the development of an attitude and a climate for safety in this industry.

The institution of this program was most difficult due to the fact that there were no footsteps to follow and progress in this field of union endeavor had to be established step by step.

As a union safety director, I do not class myself as an "expert" in industrial safety. Personally, I believe there is no such thing. Some state inspectors and company directors often make this mistake of setting themselves up as experts, but I believe that the worker himself, with his skill, his knowledge and experience, the narrow escapes he has in day-by-day exposure to the hazards of his own work is far better qualified as an "expert," once he has accepted the idea that safety is good for him. When workers protect themselves and each other by cooperating and sharing these things we will have made much progress towards accident-free operations.

It is my firm opinion that the answer to the problem of the prevention of industrial accidents lies in the efforts of union, management and government together.

By JOHN GRUDEN

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The Ford Motor company's Rouge Plant located in Dearborn, Mich., is the only automobile plant of its kind in the world—the only one which can, within its confines, start at one end of the line with iron ore and have a nice, shiny new car roll off the other end of the line. To give you some idea of its magnitude, the Rouge Plant is situated on 1,200 acres of land and is comprised of 16 separate plants within the Rouge Plant proper. Each of those 16 plants, or "units" as we refer to them, is also quite vast. For example, the power house, which supplies power for the plant, generates enough electric current to provide power for all the homes in Boston.

The transportation unit has 110 miles of railroad tracks with 22 diesel locomotives, and boats that bring in two million tons of iron ore a year. There are also 81 miles of conveyor lines and the Rouge Plant has its own inter-plant bus system.

The coke ovens produce approximately 3,500 tons of coke daily, a blast furnace

produces 3,200 tons of steel daily, an electric furnace produces 18,000 tons of steel a month, and the open hearth produces 5,000 tons of a special kind of steel daily. The rolling mill has an output of approximately one-half million tons of steel a month.

Then there are other plants such as the foundries, the glass plant, the world's largest stamping plant, the engine plant, frame plant and assembly plant.

For the employees' protection there is a plant hospital within the confines of the Rouge Plant which has a staff of 171, including 12 doctors and 30 nurses. One hundred ten acres of space is utilized for parking lots which provide enough space for 21,000 automobiles. This should give you some idea of the vastness of the Ford Rouge Plant.

Now I would like to give you a brief background of Ford Local 600, UAW, to acquaint you with the largest local union in the world.