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SECOND SAFETY CONGRESS

OF THE

National Council for Industrial Safety

HOTEL McALPIN, NEW YORK

September 23rd to 25th, 1913



FOREWORD

In submitting this volume of Proceedings to Members of the National Council for Industrial Safety, and others, its Officers and Executive Committeemen do so in the hope that the information presented may prove of practical interest and value in furthering the cause of the Accident Prevention Movement, and in throwing light upon everyday aspects of the work.

Opportunity has been taken to incorporate a brief topical index which may prove of service in locating specific subjects dealt with. As regards the "Round Table" Sessions, this index has not been compiled with any degree of minuteness, as the report of these Sessions is virtually a series of running notes on interdependent topics; and it is earnestly desired that all of those into whose hands this volume may fall will carefully digest and profit by the points brought forward at such Sessions—forming, as they do, an authoritative concensus of expert opinion.

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—ought to be an association of all the employing interests of the country, united for this one cause, contributing to its support, raising a large fund and maintaining a bureau with a large corps of expert men, and that it should also be, essentially and primarily, a center of light, a center of education, until, as I said in the beginning, we would have it fully grounded and accepted in every industrial center in the United States that every avoidable accident was a crime. (Great applause.)

CHAIRMAN CHANEY: I now have pleasure in introducing to you a gentleman whom we all welcome into our midst; the new Commissioner of Labor and Industry for the State of Pennsylvania, Dr. John Price Jackson, who will speak on the "Pennsylvania Department of Labor and Industry."

Dr. JOHN PRICE JACKSON: It gives me great pleasure to be with you, because I believe it is through your organization, and similar organizations in the United States, that such departments as the Department of Labor and Industry of Pennsylvania, can do much of their best work.

There are approximately seventy men and women in the organization of the Pennsylvania Department of Labor and Industry and nearly 8,000,000 people in the Commonwealth, a very large proportion of whom are engaged directly in various industries. What can seventy men do as policemen, among so large a population, to enforce the laws, or what can they do as advisers even, if they are to work alone? But if the seventy men have the backing of every humanitarian society in the State; have the support of every manufacturer in the State; have the confidence of the labor of the State; and have the co-operation of the insurance companies, the school people and public officials of the State, instead of being seventy, do they not become multiplied into tens of thousands of man-powers? Do not they, the small State Department men, become the center of a great organization covering the whole State, largely made up of voluntary units, and yet very positive and effective? I believe such co-operation was intended when this Department was established.

I have been informed that what you wish me to do this morning is to give you an outline of our Department organization. I be-

lieve, with Dr. Chaney, it is entirely fitting and proper that the State of Pennsylvania should be represented this morning inasmuch as the law creating its Department of Labor and Industry is probably the last enacted in any State of the Union, and, the result of much investigation and thought.

A number of prominent men did a large work, at the request of the Governor and the Attorney General of the State, in preparing a basis for working out the law and many of the details for the creation of this new Department. Of these men I wish to mention in particular, Jasper Y. Brinton, of Philadelphia, a brilliant lawyer and a man of the highest humanity. Governor Tener himself took the subject up and reviewed, with his Attorney General, the proposals submitted to him, making such modifications as appealed to him as right. He then used his personal influence to have a proper law enacted. I have drawn here a few rough charts which give you a concrete idea of our work. Possibly, I ought to have Washington, the national government, the center and have surrounded that by a Department of Labor and other national service departments. But since we are dealing with Pennsylvania, the charts represent the administrative organization of Pennsylvania alone. The State administration converges to the center; thus the center circle represents the Governor. Surrounding him, and subject to his will and control are the various departments of the State. Permit me to say here, as a personal interjection, that when I was appointed to the Department (my first public position) I had much doubt of the wisdom of accepting, and, further, many of my best friends advised against leaving a private professional career for a political position. As an indication of my acceptance, I can now honestly say that I have been in my new position three months, and every day my admiration of the great work that the administration of Pennsylvania is doing for the people of Pennsylvania, is increasing, as is likewise my respect for the personnel of the people who are doing that work. Is not such a statement rather surprising to you from Wisconsin, Massachusetts or elsewhere, who have often heard ill of my State? In this age, the State Governments and the United States Government are, in a surprising degree, learning to give direct service of the greatest value along many lines to the people. For instance, in Pennsylvania, the Department of Health has changed our water supply from an origin of typhoid

fever and other sickness to one of purity and safety, has reduced contagious disease to a minimum, and many other and valuable works of equal extent have been accomplished. The Highway Department is covering the State with good main highways, as rapidly as its funds will permit, and is certainly reducing the transportation costs of the people. The Water Ways Department is vigorously attacking the problem of reducing floods and the resultant loss to life and property, promoting steady water flow, and conserving the water power of our streams as they flow down the mountainsides of the Commonwealth; the Forestry Department has gathered a million acres of woodland and is adding thereto, for the purpose of maintaining the fertility of our agricultural lands, and to hold for the people a great natural resource; the Fire Marshal's Department is showing the way to reduce loss by fire; the Public Utilities Commission has entered upon the task of regulating the vast public utilities of the Commonwealth in fairness to the user and the investor; the Department of Agriculture is demanding that our food be pure and is aiding the farmer; the Department of Education and State College are carrying their facilities direct to the people of all ages and avocations; and so on through the list. The slogan of the State Administration has become not only "law and order," but also and conjointly therewith, "service."

Having now pointed out the Governor's office in the center of our chart and spoken of some of the service departments radiating therefrom, let us hasten to our more particular business, namely, the new Department of Labor and Industry.

This radiates from the Governor's office in three lines: the legal division extends from the Governor through the Attorney General's Department; the Industrial Board comes directly from the Governor; while the various bureaus of the Department, to be described later, are connected to the Governor through the Commissioner. Let me say, before I go on, that I have yellow here in the chart and blue there (indicating), because our Chief Medical Inspector says that, physiologically, those are the proper colors to indicate danger. I assume that the safety experts have already adopted them to a certain extent. We put green in the Commissioner's spot, not as an indication of character, but because we hope he is safe. (Laughter).

Let us first take the path to the Industrial Board, which consists

of the Commissioner as Chairman, one employer, one employee, one woman, and one other person.

The Industrial Board, being appointed by the Governor, is rather independent from the rest of this organization, which, excepting the Attorney, is appointed by the Commissioner. Its functions are to investigate various kinds of labor, such as immigrant, women's and children's labor, and to make special studies along various other lines. But its most important function is to formulate and adopt regulations and rules for carrying the recently enacted safety law of the State into effect. The gist of this law is as follows: "All rooms, buildings and places in this Commonwealth where labor is employed, or shall hereafter be employed, shall be so constructed, equipped and arranged, operated and conducted, in all respects, as to provide reasonable and adequate protection for the life, health, safety, and morals" (note particularly the words, "to provide reasonable and adequate protection for the life, health, safety, and morals of all persons employed therein"). For the carrying into effect of this provision, and the provisions of all the laws of this Commonwealth, the enforcement of which is now or shall hereafter be entrusted to or imposed upon the Commissioner or Department of Labor and Industry, the Industrial Board shall have power to make, alter, amend, and repeal general rules and regulations necessary for applying such provisions to specific conditions, and to prescribe means, methods, and practices to carry into effect and enforce such provisions." Thus the Board shall make regulations as to safety and health and carry them into effect, or see that the remainder of the Department does so. "Any employer, employee, or other person interested, either because of ownership in or occupation of any property affected by such order, regulation, or otherwise, may petition for a hearing on the reasonableness of a rule or regulation."

The chart indicates this enormously important duty of the Industrial Board to make regulations and rules for the safety, health, and moral welfare of all people employed in the industries, and also that the Board may sit to review its rules and regulations when complaints come in that they are working a hardship and are unfair. You can readily see from a consideration of these functions, the importance of having this Industrial Board independent of, but at the same time, correlated with the Department of Labor and Indus-

try proper, which is executive in character. I brought the Industrial Board to your attention first, because I consider that it is in some regards the heart of the whole organization.

The Department Attorney and other legal assistants are appointed by the Attorney General. The Attorney is expected to give legal advice to the Department, and is also to direct the prosecutions. Permit me to diverge a moment to say a word concerning prosecutions. I had a six-page letter recently from one of the best manufacturers in the State of Pennsylvania, who operates one of our cleanest, best arranged plants. He is a man who is kind to his employees and looks after their welfare. Our inspectors found that he had in his employ two young men—boys, slightly over fourteen—who had not presented school employment certificates which the law demands. In this letter he put the case before me very strongly, arguing that he should not be disgraced by being taken before a magistrate. Should his pleadings win or should he be prosecuted? On the other side of the picture is a poor ignorant fellow down the street, who does not write a letter, but who has two other boys illegally employed. He is prosecuted at once by the Attorney. If we let the first man off are we not now inconsistent? And will we not lose the confidence of both employers and employees, and our usefulness? Then, again, here is another man, who is squarely crooked and intends to break the law. He is prosecuted, of course. I draw your attention to these cases to show you how difficult it is to keep the friendship and co-operation of the manufacturers and at the same time squarely enforce the law. Yet we must have this co-operation, as I said in my very first remark, if we are going to be of value. As a police department we are very small; as a co-operative department we may be very great. Though, as you see, the problem of prosecution is difficult, I am inclined to believe that it may be solved by reasonable and open-minded study of intent on one side and fearless insistence that the law must be obeyed on the other side.

We have considered the Industrial Board and Legal Division. The executive organization of the Department is under "the direction and supervision of the Commissioner of Labor and Industry," who makes the appointments, and consists at present of the Bureaus of Inspection, Statistics and Information, and Mediation and Arbitration; the Divisions of Hygiene and of Accident Reports; and the Chief Clerk's Office.

The Bureau of Inspection includes the Chief Inspector; fifty first grade or district inspectors; two supervising inspectors (second grade); two physicians (third grade inspectors); and the fourth grade inspectors, consisting of the Chief Medical Inspector, a Mechanical Engineer, who is familiar with accident prevention, heat, light, and so forth, a Civil Engineer, who is familiar with accident prevention, and a Chemical Engineer who is familiar with poisonous gases and dangers in industry of a chemical nature.

These fourth grade inspectors act under the direction of the Chief Inspector, but also form, with the Chief Inspector and the Commissioner, a Division of Sanitation and Hygiene, of which the Chief Medical Inspector is Chairman.

The Bureau of Inspection proper has, as its first duty, under the direction and supervision of the Commissioner, the enforcement of the law. In Pennsylvania the laws relating to safety, health, and employment will be enforced as fully as possible. It is the duty of the Bureau of Inspection to co-operate with industries, and all who can be of service in reducing loss of life or sickness. Its third duty—and I am not sure whether I ought not to reverse these—the third duty is to act as an educational center, as Dr. Neile suggested. That is, the whole force of inspectors are expected to teach methods of reducing accidents and sickness in industrial work.

The Division of Sanitation and Hygiene, which is closely connected with the Bureau of Inspection, is required to make investigations for the benefit of labor and industry—investigations of the Industrial Board are likely to be concerning special cases that arise, as I conceive it, but the Division of Hygiene and Sanitation takes up and carries on extended investigations to help the Bureau of Inspection in developing efficient methods; formulates methods for accident prevention; studies the effect of labor conditions on morals and health of employees; publishes bulletins; and brings to the people, in every way possible, useful information.

The Bureau of Statistics and Information is endeavoring to do just what Dr. Neill suggests, namely, as far as possible, to gather comparative statistics with regard to accidents, etc., tabulating and using them in such a manner as to show a poorly run establishment how a like one is more efficient and humane, and is by its methods bringing greater profits and welfare to both the employer and em-

ployees. Such activity does not in any way conflict with the work of this Council—the two organizations should be mutually helpful. The Bureau of Statistics must furnish information to the Industrial Board for use in making regulations; collect and tabulate industrial statistics in the most useful way possible; be a center of information to serve the industry—a bureau to which any one can turn for aid.

The office of the Chief Clerk handles the Department finances and performs such other duties as the Commissioner may designate.

Certain groups of laws the Department is delegated to enforce—not to enforce necessarily by having people fined and put in prison, although that has to be done now and then, but rather by teaching the people why they should be obeyed; thus getting them complied with in the proper spirit and contentedly.

There is a group of safety laws for properly guarding machinery—making machinery safe. We have fire prevention laws, the enforcement of which saves not only life, but makes an enormous saving in property. We have the steam boiler laws. Every person employing labor, except the farmers and those having domestic servants, must report all accidents to their employees at once. There are the hygienic laws requiring proper toilets, wash-rooms, rest rooms, seats for women, (one for every three women), and cleanliness—conditions which will permit labor and health to go hand in hand. There are the labor laws. No child under fourteen is allowed to work for wage; those under sixteen must have school certificates; those under eighteen are not permitted to work in hazardous industries, etc.

This winter a law regulating the conditions and hours of woman's labor was passed. A radical new law of this character develops many difficult situations. Thus, here is a girl, living in a small hamlet, out in rural Pennsylvania. She is the night telephone operator. She works not over ten hours per day, not more than fifty-four hours a week, nor more than six days consecutively, which is in accord with the law. But, by the terms of the new law, she must also have time off for lunch after six hours' labor. She has a cot in the exchange, and she sleeps most of the night; she answers during the night maybe a dozen calls, or less. It would be hardship to her to wake her up and make her take time off for her lunch, as

the law demands, after six hours' continuous duty. It would be a hardship to wake another girl up, and make her dress and come into the exchange to serve an hour while the other girl was getting her lunch. It would be a hardship on the telephone company to require any such condition. I speak of this case, gentlemen, because a great many of you have been interested in drawing up women's labor laws. Some of you have something to do with creating the Pennsylvania Industrial Board, and bestowed upon it the power, with reference to accidents and health, to make regulations for applying of existing laws. It would be wise, when your State enacts child and woman labor laws, that some suitable Board should have power to make modifications therein for special cases. Then the telephone girl referred to and others like her, could be relieved from unnecessary hardship without injuring the proper operation and purpose of the laws. The new woman's labor law will be a great benefit to Pennsylvania, but its short life has shown clearly the desirability of the suggestion that it be enforced by a discretionary power.

I have left the Bureau of Mediation and Arbitration to the last, as it is, in some respects, further away from the rest of the Department organization than any other component part. The law creating the Department of Labor and Industry states that there shall be a Bureau of Mediation and Arbitration in connection therewith; the chief or a deputy shall go to the place where there are troubles—labor troubles—and he shall try to adjust the differences through mediation. If he fails in this he may then explain, to the people concerned in the trouble, the method of arbitration which the law establishes. This consists in the appointment of one man from each side, who shall appoint a third, or if they fail to agree, the third man automatically becomes the representative of the Department of Labor and Industry. After arbitration is accepted by both parties, its findings are binding.

Just as soon as this Department was created, we began to get applications asking us to go to this town and that town with reference to labor troubles. We are deep in such work now. We hoped to stay out of the Mediation and Arbitration service until we got the other branches of the Department under way, and then enter this delicate phase of our work very gradually, but we were forced deeply into it at the start. However, I do not believe we have

done any serious harm yet. (Laughter.) We have done some good. We have settled several strikes and prevented others from materializing. The Department belief is, that, like war, which is said to prevent war because of the fear of war—a logic which results in terrible economic waste—strikes may, by fear, cause the manufacturer not to be oppressive, and on account of the hardship may prevent labor from using them as a weapon; yet strikes are relics of barbarism, which our children will class among other crude and savage actions, and they will not be able to understand why we ever permitted them or ever used them for settling controversies between labor and capital.

In by-gone days when we were savages, we as individuals fought for our wives and children, we destroyed property and we destroyed people. Later we formed into clans and did the same destructive work as clans. Then we became principalities and were continually engaged in bloody wars. As civilization advanced and nations formed, the fighting continued, on a continuously increasing and more destructive scale. In the present age to the terrific wars is also added the almost unbearable burden of military armaments in times of peace. Strikes are of the same genus as wars. As civilization advances there are signs that war will be eliminated by some process of international mediation and arbitration, or possibly by the creation of international laws with the necessary legislative, executive and judicial machinery. In like manner it seems probable that strikes may be eliminated through the development of peaceable methods of obtaining industrial justice for employee and employer. Thus, I have an idea that the manufacturers' associations and the labor unions may become at length so efficient, perfect, and responsible to the people, through growth of just ideals and legislation, that the terrific waste and suffering of the strike will be entirely wiped out. I used the words "terrific waste" advisedly. We have the enormous and useless fire waste, the terrible human waste through unnecessary sickness and accidents, the waste of natural resources, the waste of labor through ignorance and inefficiency, but looming very large among these is the almost incalculable waste due to labor differences. These wastes can largely be stopped and wiped out—the latter by orderly civil method.

I scarcely have a right to hope, while Pennsylvania's Commissioner of Labor and Industry, that such a solution of labor differ-

ences will be wholly consummated, but for the reason that the Legislature and Governor placed the Bureau of Mediation and Arbitration in my Department, I shall do my best to forward the move.

Before ending the discussion of this newly created Pennsylvania Executive Department, permit me to say that the speaker has gathered together under the advice and with the approval of Governor John K. Tener, a number of experts to direct several divisions of the work, who, by reason of high character and expert knowledge and experience should be capable of producing useful results. Among these are Lew R. Palmer, Chief Inspector; Dr. John C. Price, Chief Medical Inspector; Alfred R. Houck, Chief of the Bureau of Statistics; Richard M. Pennock, Mechanical Engineer, and expert on heating and ventilation; John H. Walker, Civil Engineer and fire prevention expert; John S. Spicer, Chemist and expert in poisonous gases; Willis I. Fleming, Assistant Chief of the Bureau of Statistics; James A. Steese, Chief Clerk; Drs. W. H. Blakeslee and Elizabeth Brinker, Medical Inspectors; Jacob Leichter and Francis Neehan, Supervising Inspectors, and the Industrial Board, composed of (in addition to the Commissioner) James C. Cronin, representing the employees; Mrs. Samuel Semple, representing the women; George W. McCandless, representing the employers, and George S. Comstock, an industrial expert.

In closing permit me to say that we have found it necessary to get our inspectors, manufacturers, employees, and others together to study the Pennsylvania law, to learn something about this whole project of how to reduce the enormous losses in the Commonwealth; so, almost at the inception of the Department, a conference was called at Harrisburg to be held on October 28, 29 and 30, under the auspices of the Engineers' Society of Pennsylvania. I presume there will then be a large gathering of people interested in the Pennsylvania industries, both directly and indirectly. I believe it is going to be worth while, and I am authorized to invite you, not only to attend yourselves, to take part and help on this good work for humanity and for the prosperity of the industries. but also to bring it to the attention of others.

As I said before, I am much honored in being with you, and I am very happy to be among so many earnest, enthusiastic men. It will be a comfort to have your support and a pleasure to work with you. (Applause.)

The CHAIRMAN: Dr. Andrews of the American Association for Labor Legislation has been concerned with the pioneer work which has been done in relation to the betterment of industrial conditions, and we are very glad to have him here and to have from him his opinion as to what this association ought to do; Dr. Andrews of the American Association for Labor Legislation. (Applause.)

Dr. JOHN B. ANDREWS: Mr. Chairman and Gentlemen: The Program Committee has asked me to speak particularly about occupational diseases, and as my time is limited to five minutes, it will be possible for me merely to suggest a few of the most important phases of the subject.

Popular interest in industrial *accidents* is largely a development of the past five years. During that time national conferences have been held, safety committees have been organized, factory inspection departments have been re-formed, workmen's compensation laws have been passed by twenty-two states and by the Federal government. All of this within the last five years. We move rapidly in America when once under way.

A little later, but also remarkable in its development, there has grown up a somewhat similar interest in *occupational diseases*. National conferences, state commissions, and legislative campaigns have called attention to occupational diseases as to a *new* problem. Investigations have made familiar to all of us such typical trade maladies as lead colic, the brass founders' ague, the match workers' phossy jaw, the potters' rot, the hatters' shakes, the boiler makers' deafness, the miners' asthma, the compressed air workers' bends. These are merely suggestive. We now know that practically every calling contributes its own special malady to the long list of work diseases. And we all recognize the appalling loss of human life due to that most common of all industrial diseases, tuberculosis.

In discussing accidents in coal mines before your safety congress last year in Milwaukee, Dr. Holmes complained that it is the occasional mine explosion that receives attention, while the steady daily toll of accidental injury and death—many times as important in the year's total—is scarcely recognized. So it is with industrial *diseases*. Because more easily recognized, the striking manifestations of occupational disease are first to receive popular attention. But these spectacular effects are trivial compared with the gradual lowering of vitality caused by the daily breathing of impure air and by continual over-strain.

The principal health risks in industry are classified according to their nature as: (1) Specific industrial dusts, fumes, gases, vapors and acids (poisonous and non-poisonous); (2) Harmful bacteria and micro-organisms; (3) Compressed or rarified atmospheres; (4) Improper lighting; (5) Extremes of temperature; and (6) Excessive strain.

If we consider merely those diseases due to industrial poisons, we find already published by the Federal Bureau of Labor a carefully analyzed list of fifty-five, one of which alone (lead) is in daily use in more than 150 trades. The first state medical inspection of factories in Illinois resulted in the removal from a single establishment of sixty workmen who had become "leaded." The Federal Bureau of Labor reports upon a white lead factory employing only 170 men, but recording sixty cases of plumbism during the year.

Under a special appropriation of the Ohio Legislature the Board of Health in that state is now making a survey of occupational diseases. Dr. Hayhurst announces that of eighty-two women telephone and telegraph operators who died in Ohio in 1911, forty-three per cent died from tuberculosis at the average age of only 28.8 years.

German sickness society records for a period of eighteen years show that while barbers have a rate of only 365 days of sickness per hundred members per year, iron founders and machinists present an experience of 1,189 days of sickness per hundred members per year; polishers and metal grinders 1,215 days, and iron and steel mill workers 1,256 days.

Conservative authorities have estimated that from sickness alone among our industrially employed in the United States, our mere money loss each year is nearly three-quarters of a billion dollars. These experts further declare that with our present scientific knowledge, at least one-fourth of this annual economic loss (approximately \$200,000,000) can be prevented.

You remember with what conscious pride we recently hailed the statement that owing to the efforts of science the average life of the individual is being prolonged. But our authorities on vital statistics now tells us that while it is true that infant mortality is being reduced, while it is true that scientists are now dealing more successfully with those diseases which formerly carried off the young, that nevertheless the mortality among men of middle age

and older, is actually *increasing*. The death rate of the group from 45-54 years of age increased 1.9 per cent, and the group from 55-64 years increased 6.92 per cent during the decade 1900-1910. This same tendency is recorded in the reports of the United States census. Obviously something is wrong, and there is reason to believe that the principal cause of this sacrifice of human life is the condition under which men work. There, in that group, are our skilled workers, experienced at the trade, capable of producing at high speed—for a time. But under the stress of their work they are failing to keep the pace.

We hear much about neurasthenia among society leaders, and the increasing pilgrimage to "take the waters" at Karlsbad and Baden Baden. But those victims of fast living—of the highball and the joy ride—are as *dust in the balance* compared with the worn-out and diseased in the great host of industrial workers. These obscure ones—the unnumbered thousands who weaken and die yearly because of unsanitary conditions of employment and strain of overwork—are much more worthy of national attention.

Industrial *accidents* are now happily receiving careful study. Accidents which are preventable, will be prevented. Economic interest and public sentiment both demand it. And the injured workman will be compensated finally by a system of insurance that will insure *for* the injured workmen instead of *against* him. But I wish to urge you to consider a problem, less appreciated at present, but even more important to the efficiency of the worker and to society as a whole—the problem of safeguarding the workers against unhealthful conditions of employment.

This work should be seriously undertaken by employers and workmen in their own establishments. Committees on sanitation should be formed. Sickness benefit systems should be established. The fullest co-operation should be given to factory inspectors in order that the establishment of the backward and short-sighted employer may be brought up to the standard fixed for that industry.

Well-meaning manufacturers have sometimes protested that legislation for the protection of labor has been over-done. But such legislation has *not* been over-done. On the contrary, the trouble has been that much legislation in the past was drafted without intelligent co-operation, and as a result it frequently was *under-done*.

--the consequence of "half-baked" proposals. In recent years more attention is given to the proper drafting of legislation, and the co-operation of all interested groups is invited.

It is fortunate that the average intelligent, thoughtful American employer believes in keeping a little in advance of remedial legislation. But we all know that as long as the less progressive employer exists to pull back and oppose every movement for the promotion of the comfort, safety, health and industrial efficiency of the workers, we must expect as a matter of decency and humanity to use the strong arm of the government.

Gradually, and surely, but almost without realizing it, we have passed within the last few years into a new period of American history. Recent court decisions clearly indicate that protective labor legislation will be sustained as a legitimate exercise of the police power when it is made apparent that conditions justify such interference on the grounds of health. Only through careful study and intelligent co-operation can we secure information which will finally enable us to establish scientific standards.

While such researches are under way, we should remember that (1) all preventable occupational diseases must be prevented; (2) those occupational diseases which we do not yet know how to prevent must be reduced to a minimum; and finally (3) the victims of occupational disease as well as those injured by industrial accidents, must be compensated for their injuries by some just system of insurance. (Applause.)

The CHAIRMAN: We would like to hear briefly from Mr. Jasper Yeates Brinton, Assistant United States Attorney, Philadelphia, and President of the Pennsylvania Child Labor Association. (Applause.)

Mr. JASPER YEATES BRINTON: Mr. Chairman, Ladies and Gentlemen: I must protest against the too generous tribute of that always generous man, Mr. Jackson, in describing my services in the creation of our new Department of Labor in Pennsylvania.

When our governor invited me, as President of the Pennsylvania Child Labor Association, to submit a draft of a bill to create a de-