

party. Is it possible that the average citizen still holds the ancient idea that an accident "is a visitation of the Lord?"

While this awful record has been climbing up on the highways of the Nation, it is impressive and encouraging to note that in the industries represented by the delegates here present, there has been, through an adoption of safety appliances and the dissemination of propaganda, a gratifying decrease in the number of deaths and injuries. This achievement is the result of intelligence, persistence and sacrifice. This is familiar to all of you and it is to your everlasting credit that you are not satisfied with the results of your pioneering, but through conventions of this character, and in every other way, are constantly seeking appliances and methods to conserve the lives of your fellow humans.

It occurs to me that you have sensed the real spirit of responsibility. You appraise responsibility not as a simple knowledge of a condition but as an obligation for the conclusion of a task. I do not believe that your determination in this regard was materially advanced by the enactment of the so-called Employers' Liability Statutes by many of the states. In fact, unless I am incorrectly advised regarding the history of your organization, your pioneer work for the safety of your employees antedated the enactment of these laws by practically any of the states. Your executives have demonstrated a vision and courage as well as a cooperation which, particularly in these days of tribulation, should be appreciated by your workmen. It may be, however, that most of them take it for granted that your thoughtfulness for their safety is coming to them anyhow, and appreciation may consequently be lacking.

There isn't a doubt, under this financial depression through which we are attempting to struggle, that conditions have become the more perplexing. Economic conditions are very much out of joint. It takes the right spirit of humanity to continue your endeavors and keep trying to find some additional means whereby you can more fully conserve the lives of those who are in your employ. This spirit of looking after the other fellow—this really human impulse which all of you express—should be an inspiration to those who otherwise, because of lack of work, might be disheartened and discouraged.

I presume it is a practice with the various units of your organization to, at least occasionally, have "Safety First" talks with your men, in which they are reminded of your interest in them and urged to extend similar consideration to their fellows. It should mean much to these men, in these days of unemployment, to know that they are not only in a position of employment, but that every safeguard possible is placed about their work so that their employment may continue and that the members of their household need have no fear while they are at work, and may confidently look forward to their return to their domiciles at the conclusion of their day's work.

I was much edified recently in reading the speech of the head of a great industry in our country, advocating measures for the permanent employment and protection of men, not only in his industry, but in the great industries of the Nation.

His suggestions were courageous and patriotic, and I am hopeful will come into full fruition. If so, we need have no fear of the future.

Communism and its principles will not have its present more-or-less fertile fields of operation, and will be exiled as a force of influence in the community for all time to come.

This splendid program will necessitate that same degree of mutual consideration and cooperation which has distinguished the National Safety Council from its inception. This is one of your great opportunities.

It is inconceivable that Legislative enactments will build up the consideration of the average man for his neighbor. We are often reminded that you cannot legislate morality into the people.

It would be a far better and more useful program if this principle could be brought more strongly to the attention of our school children in their early youth. Something along this line is undoubtedly being accomplished in many communities, but if the

youth of the land is sternly taught to accept responsibility if injured, or at least until he can prove himself innocent, it may do much to instill a sentiment of caution and a willingness to give the other chap a break.

It is, perhaps, all right to offer this suggestion in a general way, but if we are to get anywhere it must be through intelligent unselfish leadership. The leadership must come primarily from your organization. You have pioneered the field: you have done much. Your example should prove a stimulating encouragement to those really concerned for the safety of others. In the hustle and strife of our day and age, we are prone to forget everything but self. Nothing but the everlasting keeping at it will count. Through the ramifications of this organization it is possible for you to reach members of the legislature, executives of municipalities, school boards and every other agency through, and by which, safety propaganda can be disseminated.

The Golden Rule should enjoy a renaissance and be made the great stimulating force to bring back to all men the "Spirit of brotherhood of man and the Fatherhood of God."

CHAIRMAN HENSEL: We owe Mr. Sweitzer a vote of thanks for bringing this wonderful inspirational talk to us and the Metals Section can assure him that we realize our responsibility and that we are going to take renewed interest and go ahead with greater effort than ever to prevent accidents.

We continue with the subject, "Metals Section Statistics for 1930" and a friend of mine and of this Section has agreed to give us a brief report.

T. A. Schendel, safety director for the Caterpillar Tractor Co., Peoria, Ill., will address us.

Metals Section Statistics for 1930

By T. A. SCHENDEL

Safety Director, Caterpillar Tractor Company, Peoria, Ill.

I know you will all be glad to hear that the Metals Section had, during 1930, one of the safest years in its history. Excellent records were made by many members, with the steel industry low with 11.99 lost-time injuries per 1,000,000 hours of work. They thus rank fifth in frequency among 28 major industries, included in the Council's annual report.

The foundry industry shows the other side of the picture—high frequency of 32.11. Smelting, refining, fabricating and non-ferrous metals had a more favorable experience. Their average frequency was 17.14. Combining the experience of these three groups shows 15.86 lost-time injuries per one million hours of work, or 14 per cent lower than the rate for all industries.

As to severity—not so good. Lost-time injuries per 1,000 hours, 2.38 for the Metals Section compared to 1.97 for all industries. Steel had the highest severity rate, 2.47, with foundry crowding them at 2.23, and the non-ferrous metals coming in with 2.03. Of course, our high severity in contrast to low frequency, shows a high ratio of serious injuries to temporary disabilities. Fatalities alone are responsible for 1.37 days per 1000 hours work, or 58 per cent of our total severity rate, and that should give us all reason to pause and consider that figure. It is serious, gentlemen.

The elimination of serious injuries is one of the major problems which confront industry. The records of over 1500 establishments that have reported in each of the last three years show that, while frequency decreased 28 per cent in comparison with 1928, severity was down only 8 per cent. The reason for the comparatively small decrease in severity is found in the decline of only 10 per cent in the frequency of fatalities, and a slight increase in the frequency of permanent partial disabilities. The records of plants reporting for five years also indicate a pronounced decrease in the frequency and severity of temporary disabilities but much less success in