

November 11, 1957

Mr. T. W. Collins
Director of Personnel Administration

General Office

Referring to our conversation of recent date regarding the functions of the Safety Department and our major activities during 1957, beg to submit the attached report.

Any charts or other information which you desire to accompany this report, would be glad to have you so advise.

Very truly yours,

Thos. R. Donoghue, Manager
Safety and Plant Protection

TRD/kb

Att.

SL 102798

INDUSTRIAL RELATIONS DEPARTMENT - Safety Division

Staff - Thos. R. Donoghue, Manager Safety and Plant Protection
Clyde C. Ruddick, Assistant Manager Safety and Plant Protection
Kathleen Beggy, Secretary

Organizations Covered

37 Plants and Organizations of Pittsburgh Plate Glass Company
10 Plants and Mines of Columbia-Southern Chemical Corporation
2 Plants of Pittsburgh Corning Corporation
301 Warehouses, Service Branches and Stores of the Merchandising Division,
Pittsburgh Plate Glass Company

Scope of Activities

SAFETY

Organization
Training
Accident Prevention
Industrial Hygiene
Emergencies
Special Investigations
Safe Driving

MEDICAL PROGRAM

First Aid Hospitals
Physical Examinations

FIRE PROTECTION

Organization
Brigade Training
Inspections
Fire Prevention
Housekeeping Programs
Engineering
Special Investigations

PLANT PROTECTION

Organization
Training
Inspections

GENERAL

Meetings
Speeches
Special Assignments
Emergency Control Programs
Internal Security Program

SL 102799

Objectives of our department:

- 1) The reduction of injuries to our employees to a minimum.
- 2) The elimination of occupational diseases in our plants.
- 3) The protection of our plants from fire, sabotage and vandalism.
- 4) The compliance with state codes and insurance requirements pertaining to safety and fire prevention.
- 5) Adequate facilities for carrying out a medical program, including physical examinations, caring for injured employees and rehabilitation work.
- 6) Cooperation and assistance to any and all organizations on matters of safety, health, fire protection and kindred subjects.
- 7) Reduction of motor vehicle accidents to company owned and company insured cars to a minimum.
- 8) Cooperation with agencies, associations, civic and other organizations in matters of safety and fire protection.

History of Safety in Pittsburgh Plate Glass Company

The safety movement in our company started several years prior to 1920. The plants covered were in the Glass Division. However, a more formulated and intensive program was inaugurated in 1922, which embraced all plants of the company. Results of this new and intensified program were immediately apparent. Safety organization was carried on in each plant, and improved medical and first aid services were provided.

In 1926 through its Insurance Department the company became self-insurers in Workmen's Compensation coverage. Through the years this has been extended to cover additional plants in the various states where self-insurance is permitted.

Through the subsequent years, the improved safety records in the plants enabled the company to show substantial savings in their self-insurance program.

In 1926 or 1927 the first employee general physical examination program was initiated in the Glass Division. It subsequently was extended to other plants and organizations. Through the years its scope of coverage has been increased until now in some organizations it includes, besides the general physical examination, blood check, x-ray of chest and back, and hearing acuity test. This type of examination should be considered by all organizations.

These factors have all contributed, through the years, to making our plants safer and to increase the interest in safety in our managerial staff.

The accompanying chart shows the company records from 1940 to 1956 inclusive. During this period the number of organizations have increased from 33 to 49 at the present time. It is contemplated that three or more manufacturing organizations will be added to this list in the next year or so. The hours of exposure have

increased from about 23,000,000 in 1940 to about 53,000,000 in 1956. The frequency and severity rates of injuries have been reduced to where they are in the lowest in the company's history.

Since January 1, 1955 we have included in our records not only the industrial injuries causing disability but also the occupational disease cases and permanent partial disability cases, in which penalty days were assessed even though no actual time was lost from work. In this respect we have complied with the provisions of the American Standards Association code for recording industrial injuries, which is also the code sponsored by the National Safety Council. Even with these added cases which were not included previously, we have continued to show improvement in our rates.

For the ten month period of 1957 our frequency rate of injuries is lower than for the corresponding period of 1956. With favorable results in November and December, 1957 should show the lowest rates of any year in the company's history.

MAJOR ACTIVITIES DURING THE YEAR ARE AS FOLLOWS:

- 1) The general safety and fire prevention program has been continued in all divisions of the company with increased emphasis on the necessity of reducing the incidents of accidents and fires in each individual organization.
- 2) Distribution of posters, publications and advisory service on matters of safety, hygiene and fire prevention has continued. Additional material was distributed to increase interest and enthusiasm in our safety and fire prevention work.
- 3) Monthly, quarterly and semi-annual reports of accident experience have been issued regularly to all plants.
- 4) Special surveys of plants or operations in plants have been made to determine exposure to injuries or occupational disease and to suggest measures to be taken to eliminate exposure.
- 5) Assisted in formulating and initiating safety and fire prevention programs in various plants.
- 6) Spent considerable time at Works #7, Cumberland, Maryland, due to the construction program nearing completion so that all matters of safety, fire protection and fire prevention which were to be included in the construction project would be taken care of. Also to advise and assist on matters of safety, plant protection, fire prevention, training of employees and the starting up of this operation. We worked with Mr. Long on the safety program and in training all his emergency crews in safety and fire prevention. We worked with the Engineering Department on many phases of the construction program, especially from the safety and fire prevention standpoint, at this project.
- 7) We have been working with the various Engineering Departments in the different divisions on plans and specifications for new plants and for additions to present plants and also on matters of safety, plant protection and fire prevention. We have supplied information regarding state codes and regulations and also furnished estimates of cost on first aid hospitals, safety materials and fire protection equipment. This included the current projects of Works #14, Deatur; Works #52, Shelby, N. C. and Crestline, Ohio.

- 8) Checking on existing programs in plants as to their effectiveness and also on safety training, fire brigade training and offered suggestions and recommendations for increasing their activities in these programs. We make inspections of all phases of safety and fire protection when we are in the plants and report directly to the plant manager as to our findings on the inspections.
- 9) Promoted Emergency Control Programs in the plants and continue to follow up on these programs.
- 10) Attended meetings of construction engineers and fire insurance representatives to decide on matters of building construction, fire protection, sprinkler systems and fire lines for new plants or new installations in present plants.
- 11) Conducted three day meeting of safety engineers of Columbia-Southern Chemical Corporation, which was held at Barberton, Ohio on March 4, 5 and 6. In attendance at these meetings, besides the safety engineers from the various plants and mines, were members of the Barberton management. At these meetings we covered all phases of safety, fire protection, fire prevention and plant protection activities, stressing the need for improving our programs in order to reduce injuries, accidents and fires in our plants.
- 12) On June 19, 20 and 21 we held a meeting of plate glass and glass products safety engineers at Works #1, Creighton. In attendance at these meetings besides the safety engineers were members of Works #1, Works #3 management. At these meetings we covered all phases of safety, fire protection, fire prevention and plant protection activities, stressing the need for improving our programs in order to reduce injuries, accidents and fires in our plants.

(We feel that these conferences have been very much worthwhile and that we will extend them to the other organizations of our company.)

- 13) We held special meetings to inaugurate the Foreman Contact Plan of safety training. This program has been very effective in reducing the number of injuries in the plants where it's used.
- 14) We worked with the Internal Security Committee, of which Mr. C. R. Fay is chairman, on the setting up of an Emergency Control Program in case of disaster. We have been checking on company locations, as to whether they would be suitable for locating corporate headquarters and auxiliary headquarters in case of an emergency if our General Offices would not be available. Also the setting up of a reporting center for employees not reporting to corporate or auxiliary headquarters. Have been working with other members of our Internal Security Committee on these matters.
- 15) We have assisted the Legal representatives of the company at various locations in their defense of claims for Workmen's Compensation. We have obtained reports and information for them and in some cases, have secured medical witnesses to substantiate our defense of these claims of not being factory connected. Most of these claims have been from the occupational disease standpoint.

SL 102802

16) We have intensified our program of safe driving in all units of our company. Due to the large increase in the number of vehicles insured, it has been necessary to increase the number of pamphlets sent out each month and at this time we are mailing over 5,000 copies of our attachments and pamphlets to managers of each plant and merchandising unit and General Office insured. This covers some 350 locations throughout the states. The interest and cooperation we are receiving from all units of our company in this matter has been very good. We hope to show a decrease in the number of accidents during the year 1957.

17) We have made investigations of serious or fatal injuries, fires or explosions that have occurred in any of our plants. In these cases we work with the local organization in the setting up of methods and procedures for eliminating any recurrences. As a result of these investigations, reports are sent to the various organizations of our company so that they may benefit from any of our findings.

18) We have advised organizations on matters of industrial hygiene, arranging for surveys to be made at plants to investigate exposures to health. Likewise, we have advised them on matters pertaining to medical programs and physical examinations.

We are members of the Industrial Hygiene Foundation and use the services of this organization continually in securing information on hygiene problems and toxicity of various materials or gases used in our plants. We have arranged for surveys by this organization of dust conditions on certain operations and also of operations where poisonous or toxic liquids and vapors cause an exposure to employees.

19) Safety and fire prevention films and safetygraphs are being forwarded to the various organizations continually for use at safety meetings as a training medium for supervision and workers. We have increased the number of films in our library to keep up to date on the latest subjects published. We developed a new catalog of the films and safetygraphs in our library and have forwarded a copy to each plant and organization in the Manufacturing Division and to all units of the Merchandising Division. Since this distribution, we have had an increased demand for films, many of which are scheduled for showing during 1958. (Copy of film catalog attached.)

20) We have increased our efforts in our fire prevention and fire protection program. We are continually sending out releases to all organizations on matters of housekeeping and fire prevention, care of sprinkler systems and fire fighting equipment.

We follow up on the Factory Mutual and Factory Insurance Association recommendations, consulting with management on their problems in this respect and advising them as to methods or procedures to be followed to eliminate their exposures. We have worked with the plants in setting up fire brigades and the training of these brigades in the use of equipment. Special meetings have been held on the storing and processing of flammable liquids in certain operations. We are continually in touch with the installation of new fire protective equipment and sprinkler equipment and changes in fire lines in the different plants through the cooperation of our Engineering Department.

SL 102803

Several plants have installed A.D.T. systems for fire protection and when in these plants, we check on these installations to determine coverage and make suggestions and recommendations as to additional coverage which should be initiated at the plant.

The accompanying chart shows the fire loss record of the manufacturing divisions of the company for the past eleven years. We hope that through the mutual efforts of all we will be able to reduce our fire losses during the subsequent years. As of the first ten months of 1957 I do not have a report of a major loss in any one of our manufacturing operations.

21) Outside activities of our department are centered in:

- American Society Safety Engineers
- National Safety Council
- Pittsburgh Personnel Association
- Western Pennsylvania Safety Council
- Industrial Hygiene Foundation

Mr. Ruddick and I have served on different committees of these organizations and have cooperated with them fully in their activities. We have appeared on programs of the different organizations, acting as chairman and appearing on the programs as principal speakers or on panels in other programs.

We appreciate the cooperation given us in our efforts to assist the management of each and every organization in their safety and fire prevention activities. The vice presidents and managers of the different divisions have been most cooperative and through their efforts and interest we can do more to aid organizations in matters pertaining to safety and fire protection.

RECOMMENDATIONS:

With the increase in the number of organizations and the many problems presented from the medical and physical examination standpoint, we find it necessary to continually consult with plant physicians or others well versed in industrial medical practices, to make decisions assisting local management in their problems. With the pressure from unions on many of these matters we are finding it more difficult to give advice on the many cases presented. Likewise, I feel it advisable to give consideration to executive and management periodical physical examinations. Many companies have this program and I think our company should take this matter under consideration. This type of program would need to be supervised and administered by a qualified physician.

I would recommend consideration be given to employing a medical director for the company who would report to the President and who would administer and supervise the medical program of the company in all of its plants and organizations.

Likewise, due to the many and varied hygiene problems being presented in our plants on account of new processes, materials, etc., which are toxic or which may expose employees to dermatitis or occupational disease, we find the problem of securing information, conducting investigations and making decisions as to the proper method of controlling exposures, is getting beyond our realm of knowledge and experience.

SL 102804

Also it will be necessary in the near future to investigate the noise problem in all of our plants with the objective of reducing noise where it causes an occupational exposure to the hearing of the employees. To make this survey it would require the services of an engineer with knowledge of this type of work.

I feel consideration should be given to employing an industrial hygienist to carry on this noise survey and likewise, to evaluate the exposure in our plants from a toxic and occupational disease standpoint. He could be an employee of the Safety Department or could report to the medical director if and when one is employed.

In line with the noise survey, consideration should be given to a program of hearing acuity tests in all plants. This is becoming necessary due to "loss of hearing" being covered by Workmen's Compensation as a compensable disability.

I do not feel we should have all employees' hearing tested at one time as this may cause some hysteria, with objection by unions and claims presented to Compensation Commissions for hearing loss. I would recommend that all applicants be checked at time of physical examination and that employees who have a check physical examination be tested. In organizations where they have yearly examinations, the test could be made at that time.

The testing program and the procedure to be followed will be governed by the size of the organization, location and physical examination procedures now in effect. Hearing acuity testing machines cost about \$500.00, sound proof booths - approximate cost \$1,800.00. We will be glad to work with any organization in setting up their programs.

The cooperation we have received from the staff members of the Industrial Relations Department is appreciated.

SL 102805

INDUSTRIAL RELATIONS DEPARTMENT - Safety Division

Staff - Thos. R. Donoghue, Manager Safety and Plant Protection
Clyde C. Ruddick, Assistant Manager Safety and Plant Protection
Kathleen Beggy, Secretary

Organizations Covered

37 Plants and Organizations of Pittsburgh Plate Glass Company
10 Plants and Mines of Columbia-Southern Chemical Corporation
2 Plants of Pittsburgh Corning Corporation
301 Warehouses, Service Branches and Stores of the Merchandising Division,
Pittsburgh Plate Glass Company

Scope of Activities

SAFETY

Organization
Training
Accident Prevention
Industrial Hygiene
Emergencies
Special Investigations
Safe Driving

MEDICAL PROGRAM

First Aid Hospitals
Physical Examinations

FIRE PROTECTION

Organization
Brigade Training
Inspections
Fire Prevention
Housekeeping Programs
Engineering
Special Investigations

PLANT PROTECTION

Organization
Training
Inspections

GENERAL

Meetings
Speeches
Special Assignments
Emergency Control Programs
Internal Security Program

SL 102806

Objectives of our department:

- 1) The reduction of injuries to our employees to a minimum.
- 2) The elimination of occupational diseases in our plants.
- 3) The protection of our plants from fire, sabotage and vandalism.
- 4) The compliance with state codes and insurance requirements pertaining to safety and fire prevention.
- 5) Adequate facilities for carrying out a medical program, including physical examinations, caring for injured employees and rehabilitation work.
- 6) Cooperation and assistance to any and all organizations on matters of safety, health, fire protection and kindred subjects.
- 7) Reduction of motor vehicle accidents to company owned and company insured cars to a minimum.
- 8) Cooperation with agencies, associations, civic and other organizations in matters of safety and fire protection.

History of Safety in Pittsburgh Plate Glass Company

The safety movement in our company started several years prior to 1920. The plants covered were in the Glass Division. However, a more formulated and intensive program was inaugurated in 1922, which embraced all plants of the company. Results of this new and intensified program were immediately apparent. Safety organization was carried on in each plant, and improved medical and first aid services were provided.

In 1926 through its Insurance Department the company became self-insurers in Workmen's Compensation coverage. Through the years this has been extended to cover additional plants in the various states where self-insurance is permitted.

Through the subsequent years, the improved safety records in the plants enabled the company to show substantial savings in their self-insurance program.

In 1926 or 1927 the first employee general physical examination program was initiated in the Glass Division. It subsequently was extended to other plants and organizations. Through the years its scope of coverage has been increased until now in some organizations it includes, besides the general physical examination, blood check, x-ray of chest and back, and hearing acuity test. This type of examination should be considered by all organizations.

These factors have all contributed, through the years, to making our plants safer and to increase the interest in safety in our managerial staff.

The accompanying chart shows the company records from 1940 to 1956 inclusive. During this period the number of organizations have increased from 33 to 49 at the present time. It is contemplated that three or more manufacturing organizations will be added to this list in the next year or so. The hours of exposure have

increased from about 23,000,000 in 1940 to about 53,000,000 in 1956. The frequency and severity rates of injuries have been reduced to where they are in the lowest in the company's history.

Since January 1, 1955 we have included in our records not only the industrial injuries causing disability but also the occupational disease cases and permanent partial disability cases, in which penalty days were assessed even though no actual time was lost from work. In this respect we have complied with the provisions of the American Standards Association code for recording industrial injuries, which is also the code sponsored by the National Safety Council. Even with these added cases which were not included previously, we have continued to show improvement in our rates.

For the ten month period of 1957 our frequency rate of injuries is lower than for the corresponding period of 1956. With favorable results in November and December, 1957 should show the lowest rates of any year in the company's history.

MAJOR ACTIVITIES DURING THE YEAR ARE AS FOLLOWS:

- 1) The general safety and fire prevention program has been continued in all divisions of the company with increased emphasis on the necessity of reducing the incidents of accidents and fires in each individual organization.
- 2) Distribution of posters, publications and advisory service on matters of safety, hygiene and fire prevention has continued. Additional material was distributed to increase interest and enthusiasm in our safety and fire prevention work.
- 3) Monthly, quarterly and semi-annual reports of accident experience have been issued regularly to all plants.
- 4) Special surveys of plants or operations in plants have been made to determine exposure to injuries or occupational disease and to suggest measures to be taken to eliminate exposure.
- 5) Assisted in formulating and initiating safety and fire prevention programs in various plants.
- 6) Spent considerable time at Works #7, Cumberland, Maryland, due to the construction program nearing completion so that all matters of safety, fire protection and fire prevention which were to be included in the construction project would be taken care of. Also to advise and assist on matters of safety, plant protection, fire prevention, training of employees and the starting up of this operation. We worked with Mr. Long on the safety program and in training all his emergency crews in safety and fire prevention. We worked with the Engineering Department on many phases of the construction program, especially from the safety and fire prevention standpoint, at this project.
- 7) We have been working with the various Engineering Departments in the different divisions on plans and specifications for new plants and for additions to present plants and also on matters of safety, plant protection and fire prevention. We have supplied information regarding state codes and regulations and also furnished estimates of cost on first aid hospitals, safety materials and fire protection equipment. This included the current projects of Works #14, Decatur; Works #52, Shelby, N. C. and Crestline, Ohio.

- 8) Checking on existing programs in plants as to their effectiveness and also on safety training, fire brigade training and offered suggestions and recommendations for increasing their activities in these programs. We make inspections of all phases of safety and fire protection when we are in the plants and report directly to the plant manager as to our findings on the inspections.
- 9) Promoted Emergency Control Programs in the plants and continue to follow up on these programs.
- 10) Attended meetings of construction engineers and fire insurance representatives to decide on matters of building construction, fire protection, sprinkler systems and fire lines for new plants or new installations in present plants.
- 11) Conducted three day meeting of safety engineers of Columbia-Southern Chemical Corporation, which was held at Barberton, Ohio on March 4, 5 and 6. In attendance at these meetings, besides the safety engineers from the various plants and mines, were members of the Barberton management. At these meetings we covered all phases of safety, fire protection, fire prevention and plant protection activities, stressing the need for improving our programs in order to reduce injuries, accidents and fires in our plants.
- 12) On June 19, 20 and 21 we held a meeting of plate glass and glass products safety engineers at Works #1, Creighton. In attendance at these meetings besides the safety engineers were members of Works #1, Works #3 management. At these meetings we covered all phases of safety, fire protection, fire prevention and plant protection activities, stressing the need for improving our programs in order to reduce injuries, accidents and fires in our plants.

(We feel that these conferences have been very much worthwhile and that we will extend them to the other organizations of our company.)
- 13) We held special meetings to inaugurate the Foreman Contact Plan of safety training. This program has been very effective in reducing the number of injuries in the plants where it's used.
- 14) We worked with the Internal Security Committee, of which Mr. C. R. Fay is chairman, on the setting up of an Emergency Control Program in case of disaster. We have been checking on company locations, as to whether they would be suitable for locating corporate headquarters and auxiliary headquarters in case of an emergency if our General Offices would not be available. Also the setting up of a reporting center for employees not reporting to corporate or auxiliary headquarters. Have been working with other members of our Internal Security Committee on these matters.
- 15) We have assisted the Legal representatives of the company at various locations in their defense of claims for Workmen's Compensation. We have obtained reports and information for them and in some cases, have secured medical witnesses to substantiate our defense of these claims of not being factory connected. Most of these claims have been from the occupational disease standpoint.

16) We have intensified our program of safe driving in all units of our company. Due to the large increase in the number of vehicles insured, it has been necessary to increase the number of pamphlets sent out each month and at this time we are mailing over 5,000 copies of our attachments and pamphlets to managers of each plant and merchandising unit and General Office insured. This covers some 350 locations throughout the states. The interest and cooperation we are receiving from all units of our company in this matter has been very good. We hope to show a decrease in the number of accidents during the year 1957.

17) We have made investigations of serious or fatal injuries, fires or explosions that have occurred in any of our plants. In these cases we work with the local organization in the setting up of methods and procedures for eliminating any recurrences. As a result of these investigations, reports are sent to the various organizations of our company so that they may benefit from any of our findings.

18) We have advised organizations on matters of industrial hygiene, arranging for surveys to be made at plants to investigate exposures to health. Likewise, we have advised them on matters pertaining to medical programs and physical examinations.

We are members of the Industrial Hygiene Foundation and use the services of this organization continually in securing information on hygiene problems and toxicity of various materials or gases used in our plants. We have arranged for surveys by this organization of dust conditions on certain operations and also of operations where poisonous or toxic liquids and vapors cause an exposure to employees.

19) Safety and fire prevention films and safetygraphs are being forwarded to the various organizations continually for use at safety meetings as a training medium for supervision and workers. We have increased the number of films in our library to keep up to date on the latest subjects published. We developed a new catalog of the films and safetygraphs in our library and have forwarded a copy to each plant and organization in the Manufacturing Division and to all units of the Merchandising Division. Since this distribution, we have had an increased demand for films, many of which are scheduled for showing during 1958. (Copy of film catalog attached.)

20) We have increased our efforts in our fire prevention and fire protection program. We are continually sending out releases to all organizations on matters of housekeeping and fire prevention, care of sprinkler systems and fire fighting equipment.

We follow up on the Factory Mutual and Factory Insurance Association recommendations, consulting with management on their problems in this respect and advising them as to methods or procedures to be followed to eliminate their exposures. We have worked with the plants in setting up fire brigades and the training of these brigades in the use of equipment. Special meetings have been held on the storing and processing of flammable liquids in certain operations. We are continually in touch with the installation of new fire protective equipment and sprinkler equipment and changes in fire lines in the different plants through the cooperation of our Engineering Department.

SL 102810

Several plants have installed A.D.T. systems for fire protection and when in these plants, we check on these installations to determine coverage and make suggestions and recommendations as to additional coverage which should be initiated at the plant.

The accompanying chart shows the fire loss record of the manufacturing divisions of the company for the past eleven years. We hope that through the mutual efforts of all we will be able to reduce our fire losses during the subsequent years. As of the first ten months of 1957 I do not have a report of a major loss in any one of our manufacturing operations.

21) Outside activities of our department are centered in:

American Society Safety Engineers
National Safety Council
Pittsburgh Personnel Association
Western Pennsylvania Safety Council
Industrial Hygiene Foundation

Mr. Ruddick and I have served on different committees of these organizations and have cooperated with them fully in their activities. We have appeared on programs of the different organizations, acting as chairman and appearing on the programs as principal speakers or on panels in other programs.

We appreciate the cooperation given us in our efforts to assist the management of each and every organization in their safety and fire prevention activities. The vice presidents and managers of the different divisions have been most cooperative and through their efforts and interest we can do more to aid organizations in matters pertaining to safety and fire protection.

RECOMMENDATIONS:

With the increase in the number of organizations and the many problems presented from the medical and physical examination standpoint, we find it necessary to continually consult with plant physicians or others well versed in industrial medical practices, to make decisions assisting local management in their problems. With the pressure from unions on many of these matters we are finding it more difficult to give advice on the many cases presented. Likewise, I feel it advisable to give consideration to executive and management periodical physical examinations. Many companies have this program and I think our company should take this matter under consideration. This type of program would need to be supervised and administered by a qualified physician.

I would recommend consideration be given to employing a medical director for the company who would report to the President and who would administer and supervise the medical program of the company in all of its plants and organizations.

Likewise, due to the many and varied hygiene problems being presented in our plants on account of new processes, materials, etc., which are toxic or which may expose employees to dermatitis or occupational disease, we find the problem of securing information, conducting investigations and making decisions as to the proper method of controlling exposures, is getting beyond our realm of knowledge and experience.

SL 102811

Also it will be necessary in the near future to investigate the noise problem in all of our plants with the objective of reducing noise where it causes an occupational exposure to the hearing of the employees. To make this survey it would require the services of an engineer with knowledge of this type of work.

I feel consideration should be given to employing an industrial hygienist to carry on this noise survey and likewise, to evaluate the exposure in our plants from a toxic and occupational disease standpoint. He could be an employee of the Safety Department or could report to the medical director if and when one is employed.

In line with the noise survey, consideration should be given to a program of hearing acuity tests in all plants. This is becoming necessary due to "loss of hearing" being covered by Workmen's Compensation as a compensable disability.

I do not feel we should have all employees' hearing tested at one time as this may cause some hysteria, with objection by unions and claims presented to Compensation Commissions for hearing loss. I would recommend that all applicants be checked at time of physical examination and that employees who have a check physical examination be tested. In organizations where they have yearly examinations, the test could be made at that time.

The testing program and the procedure to be followed will be governed by the size of the organization, location and physical examination procedures now in effect. Hearing acuity testing machines cost about \$500.00, sound proof booths - approximate cost \$1,800.00. We will be glad to work with any organization in setting up their programs.

The cooperation we have received from the staff members of the Industrial Relations Department is appreciated.

SL 102812

CHART 1

PITTSBURGH PLATE GLASS COMPANY
INJURY EXPERIENCE

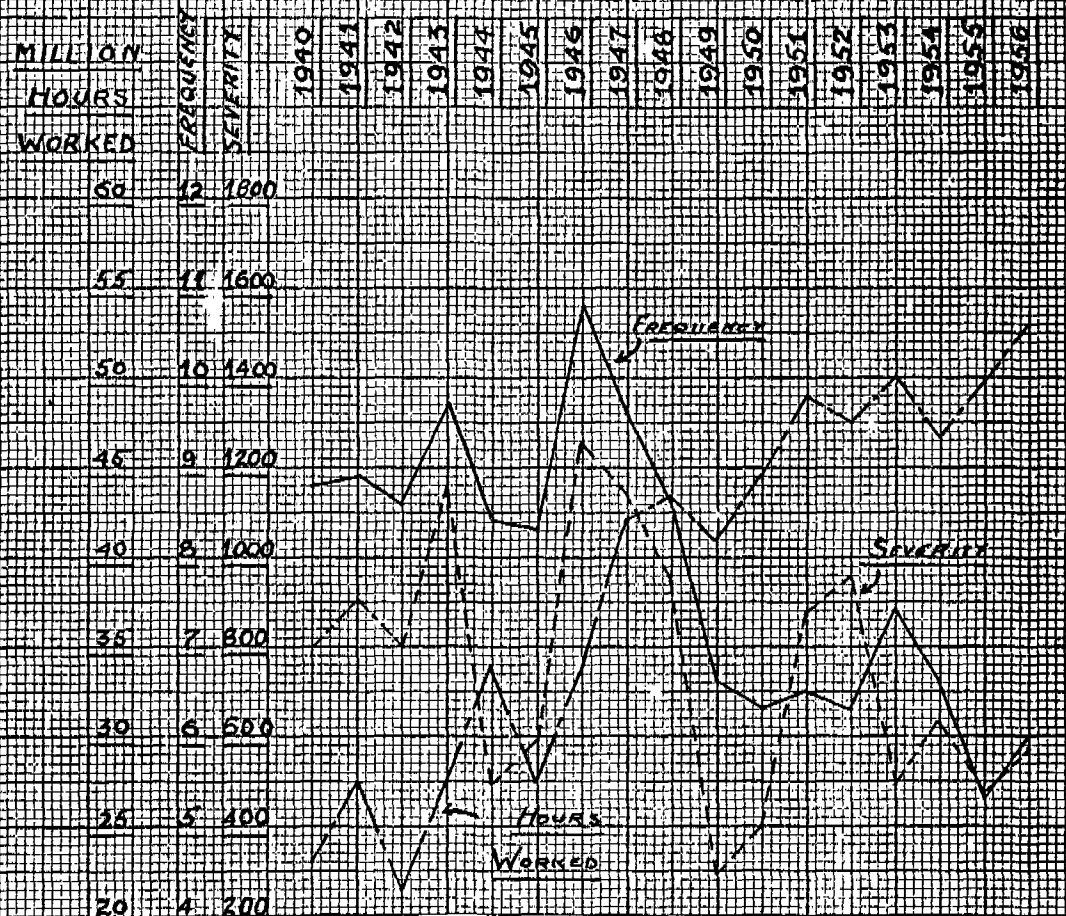


CHART 2

ACCIDENT EXPERIENCE

GLASS DIVISION

1950-1956

<u>YEAR</u>	<u>HOURS WORKED</u>	<u>L.T.CASES</u>	<u>DAYS LOST</u>	<u>FREQ.</u>	<u>SEV.</u>
1950	28,580,094	187	8,615	6.5	301
1951	30,803,748	200	8,131	6.5	261
1952	29,483,200	170	18,454	5.8	630
1953	31,234,609	228	9,725	7.3	310
1954	28,752,009	200	9,826	7.0	342
1955	31,944,320	166	14,314	5.2	448
1956	33,248,348	181	8,590	5.4	258

CHART 7

FIRE AND ALLIED LOSSES
AND LOSS OF EARNINGS ARISING THEREFROM

	<u>GLASS</u>	<u>PAINT</u>	<u>BRUSH</u>	<u>COL.-SOU.</u>	<u>CEMENT</u>	<u>FIBERGLAS</u>	<u>TOTAL</u> <u>FIRE</u>	<u>U.&O.</u>	<u>GRAND</u> <u>TOTAL</u>
1946	1,542	672	-	358	-	-	2,572	-	2,572
1947	4,934	2,886	-	17,657	11	-	25,488	-	25,488
1948	2,317	10,068	140	64,278	46	-	14,548	62,301	76,849
1949	2,068	10,942	1,124	12,155	-	-	25,704	585	26,289
1950	75,635	1,890	359	5,085	385	-	82,403	951	83,354
1951	14,185	12,466	-	55,316	-	-	32,296	49,671	81,967
1952	33,909	3,611	523	7,152	-	-	45,195	-	45,195
1953	6,926	8,714	-	46,119	2,236	-	61,488	2,507	63,995
1954	26,309	1,094	445	347,517	-	1,099	345,047	31,417	376,464
1955	15,150	5,687	279	575,696	7,000	13,864	590,863	26,813	617,676
1956	<u>17,254</u>	<u>3,687</u>	<u>-</u>	<u>21,523</u>	<u>-</u>	<u>310</u>	<u>42,774</u>	<u>-</u>	<u>42,774</u>
TOTAL	200,229	61,717	2,870	1,152,856	9,678	15,273	1,268,378	174,245	1,442,623

SL 102815

It is very pleasing to have had this conference, said Mr. Gregorius. Only good can accrue from such meetings. I mean good for us as well as for you individually and the company. We at Creighton have enjoyed having you and want you to know that you are always welcome to come again.

Thos. R. Donoghue - Fires and Property Damage 1956

A recent letter and the cost figures of fires which occurred in company plants was read and discussed. Several delegates requested copies of that letter.

A transparency chart was shown on the projector and this was discussed. Fire and allied losses (comprehensive) and loss of use and occupancy were shown for all company divisions for an eleven year period. This chart created considerable interest and discussion. The chart is reproduced on the following page.

Jos. Gretz, Works No. 1 - Fire Brigade, Organization and Training

In the Creighton Plant (No. 1) the maintenance men make up the personnel of the fire brigades on each shift. When an alarm is sounded a pipe fitter who has been trained is assigned to shut off gas lines if necessary, an electrician is assigned to cutting off current and another electrical man to start up the fire pump.

Works #1 has three separate fire alarm circuits.

- 13 boxes on one circuit for Building 58
- 35 boxes for another in the plate glass plant
- 36 boxes in another for the laminating plant

The other two locations are set up to call for assistance from the plate glass plant. Two drills are held per month per shift in the plate glass plant. One drill is held in the laminating plant which is an exit drill for all employees, a state requirement for multi-floor buildings where women are employed.

The brigades practice with extinguishers on some of their drills. On others, fire films are shown and discussions are held. For the most part, the drills are pre-planned to alert the brigades to the fact that certain locations are primary hazards.

All fire protective equipment is inspected weekly. Weekly reports are made covering extinguishers, hoses, housekeeping and the sprinkler system valves. Plate has 85 valves; laminating 40 and a few are located at Works No. 17. The Factory Mutuals red tag system is used when sprinklers are shut off and we feel that it is just good sense and good insurance to have water over our heads at all times in the event of fire.

At Creighton, we have a call system of welding and burning permits. When called, a man is always stationed at the welding or cutting job and for particularly hazardous areas several men are used. We are particularly concerned about conditions where flammable solvents are used. Safety cans are used, drums are grounded and supplies are usually kept in metal boxes with fused lids. Fire equipment includes:

- 5200 feet $2\frac{1}{2}$ " hose
- 5000 feet $1\frac{1}{2}$ " hose
- 100 soda and acid extinguishers