

SOUTHERN PACIFIC COMPANY

(Pacific Lines)



SAFETY MEETINGS

SOUTHERN PACIFIC COMPANY

(Pacific Lines)



APRIL 15, 1935

GREETINGS FROM VICE-PRESIDENT IN CHARGE OF OPERATIONS

To All Employees:

I am happy to have this opportunity of saying a word to you regarding Safety.

To my mind the progress which has been made in reducing personal injuries, as well as train accidents, is one of the brightest spots in our achievement as railroad men.

I sometimes shudder as I look back and review the unnecessary risks incurred by employees in all branches of the service fifteen or twenty years ago, and derive a great deal of personal satisfaction from the elimination of a large majority of the unsafe practices formerly followed.

There remains, however, much to be accomplished, hence I wish to take this opportunity of letting you know how deeply interested the officers of this Company are in your personal welfare and our earnest desire that continued rapid progress be made in the reduction of personal injuries and accidents of all kinds.

Our employees are second to none in their ability to conduct our business in a satisfactory manner, with the possible exception that there is room for more rapid improvement in the reduction of personal injuries.

All supervisors are constantly being urged to devote a considerable amount of their time and thought to safe methods of doing the work, and I solicit the earnest cooperation of every employe in this important subject in which the employees themselves will benefit the most.



VICE-PRESIDENT

GENERAL MANAGER'S PAGE

To All Employees:

This booklet has been prepared chiefly for the purpose of acquainting you with the remarkable progress which has been achieved in making our Railroad a safer place to work, to acknowledge the part you have played in accomplishing this and to encourage you to continue your efforts. A reduction in casualties of 80 per cent. in seventeen years is a record to be proud of, but so long as any employee loses his life in service or sustains injury, our work remains unfinished.

Several Safety papers prepared by employees of various crafts and read at Safety Meetings are reproduced in the following pages. They were selected from a large number submitted by heads of departments, and it is regretted that space will not permit of more being included, as each was a valuable contribution to the Safety First movement. It is desired to give recognition to the value of this feature of the Safety Work and to bring to those who cannot attend the Division or Shop Safety Meetings an opportunity to read some of these excellent papers and to review a reproduction of some of the slides shown at Safety Meetings. I trust that all who can possibly make it convenient to attend the Safety Meetings will do so and contribute their thought to this all-important work.

I desire to acknowledge my personal appreciation of your continued efforts in the promotion of Safety and urge you to ~~renew~~ your determination to make your jobs safe for yourselves and your fellow employees, by watching for and avoiding unsafe practices.

I shall be very happy, indeed, when a year rolls by without the loss of a single life and with a further heavy reduction in the number of employees injured.



GENERAL MANAGER

**REPORTABLE CASUALTIES TO EMPLOYEES
MAINTENANCE OF WAY & STRUCTURES
YEAR 1934**

Division or Department	Killed	Injured	Ratio Per Million Man-Hrs.	Rank 1934	Rank 1933
Tucson.....	—	5	3.73	1	2
San Joaquin....	—	4	4.99	2	9
Portland.....	—	9	5.36	3	5
Sacramento.....	1	16	6.57	4	7
Los Angeles.....	—	13	7.75	5	8
Coast.....	—	14	8.42	6	4
Rio Grande.....	1	15	9.43	7	3
Salt Lake.....	—	19	10.17	8	1
Western.....	—	26	11.84	9	6
Telegraph Dept..	—	3	13.74	10	10
Pac. Lines.	1934 2	124	7.86		
	1933 2	131	9.38		

**REPORTABLE CASUALTIES TO EMPLOYEES
MAINTENANCE OF EQUIPMENT & STORES
YEAR 1934**

Division, Shop or Department	Killed	Injured	Ratio Per Million Man-Hrs.	Rank 1934	Rank 1933
Sacto. Gen. Shops	—	6	2.14	1	1
San Joaquin.....	—	2	3.49	2	11
L. A. Gen. Shops.	—	7	3.76	3	3
Portland.....	—	5	4.16	4	2
Los Angeles.....	—	7	4.52	5	8
Sacramento.....	1	9	5.63	6	13
District Stores...	—	9	5.64	7	9
Coast.....	—	16	5.94	8	12
E. P. Gen. Shops.	—	10	6.64	9	5
Salt Lake.....	—	11	7.54	10	7
Western.....	—	27	9.57	11	4
Tucson.....	—	11	11.32	12	6
Rio Grande.....	1	7	12.04	13	10
Wood Pres. Works	—	13	55.06	14	14
Pac. Lines.	1934 2	140	6.44		
	1933 4	139	7.20		

**REPORTABLE CASUALTIES TO EMPLOYEES
TRANSPORTATION
YEAR 1934**

Division, Shop or Department	Ratio Per Million Killed Injured Man-Hrs.		Rank 1934	Rank 1933
Steamer.....	—	2	3.33	1 1
Coast.....	—	25	6.93	2 5
Dining Car Dept.	—	22	8.63	3 2
San Joaquin....	1	12	9.52	4 7
Western.....	4	46	9.84	5 3
Portland.....	—	26	13.43	6 4
Salt Lake.....	—	20	14.76	7 8
Los Angeles.....	1	47	15.71	8 11
Sacramento.....	1	50	17.15	9 6
Rio Grande.....	1	18	19.85	10 9
Tucson.....	1	29	23.88	11 10
Pac. Lines.	1934 9 297 12.25 1933 10 256 11.76			

REPORTABLE CASUALTIES TO ALL EMPLOYEES

1934				DIVISION, SHOP OR DEPARTMENT	1933			
NUMBER KLD	INJ	RATIO PER MILLION MAN-HOURS	RANK		RANK	NUMBER KLD	INJ	RATIO PER MILLION MAN-HOURS
-	6	2.08	1	SAC. GEN. SHOPS	2	-	4	1.67
-	2	2.39	2	STEAMER	1	-	1	1.16
-	7	3.67	3	L. A. GEN. SHOPS	5	-	8	5.03
-	9	4.19	4	DISTRICT STORES	9	-	13	7.17
-	3	4.61	5	TELEGRAPH	4	-	3	4.93
-	56	6.05	6	COAST	11	2	82	10.02
-	10	6.50	7	E. P. GEN. SHOPS	6	-	8	6.58
1	19	6.59	8	SAN JOAQUIN	15	-	37	12.82
-	22	7.80	9	DINING CAR	3	-	12	4.54
-	40	7.47	10	PORTLAND	7	-	30	6.77
4	103	9.38	11	EASTERN	8	1	69	6.78
1	69	9.55	12	LOS ANGELES	16	7	78	13.41
3	76	9.82	13	SACRAMENTO	14	3	85	11.40
-	51	10.24	14	SALT LAKE	10	-	36	7.86
1	45	11.87	15	TUCSON	12	1	38	10.59
3	40	11.95	16	RIO GRANDE	13	3	33	10.68
-	13	42.66	17	OOD PRES. WORKS	17	-	6	24.78
13	x 572	7.51		PACIFIC LINES	17	543		7.92

(X) INCLUDES 1 IN G.O. BUILDING

**Casualties to Employees Reported to
Interstate Commerce Commission**

(Pacific Lines)

Year	Killed	Injured
1917	64	2,814
1918	63	2,774
1919	53	2,420
1920	46	2,599
1921	33	2,035
1922	41	2,022
1923	49	2,556
1924	48	2,044
1925	30	2,263
1926	42	1,872
1927	35	1,552
1928	31	1,489
1929	36	1,569
1930	25	1,014
1931	19	674
1932	17	598
1933	17	543
1934	13	572

SAFETY FIRST

By

*Mr. J. M. Day, District Material Supervisor
El Paso District Stores*

The experience needed by an employee in Stores Department service before he can satisfactorily perform his duties in a safe manner consists chiefly in a knowledge of Rules and their application under working conditions. In the Ideal Organization there are no new men, and all employees may be relied on at all times to observe the requirements of Safety.

But it seems this Ideal condition never exists; therefore, it is the work of every man in this Organization to see that the new man is properly trained to work in a safe manner and that the more experienced men are helped to a broader understanding of their duties to enable them to give more efficient service in a safe manner.

Safety First is a big job and the one job that is never finished.

First, I consider living right, eating right and getting the proper rest to be a big factor in Safety First; for it keeps us in good physical condition and we can then be alert at all times, and when any hazard shows up we are prepared for it and can probably avoid an injury to ourselves or to fellow employees.

Next, we must have a clean plant and clean surroundings; a dirty plant means personal injuries caused by falls, sprains, etc. Good house-keeping is one of the most important things in the prevention of accidents. We cannot ex-

pect to have a good safety record unless we have a place for everything and everything in its place, and insist on things being kept in place while not in use.

Employees of the Stores Department are engaged chiefly in handling material, and the following are some of the most frequent causes of personal injuries sustained by them:

- Splinters from rough, split and stringy lumber; tables, work benches and racks, and slivers from metal objects.

- Cuts from sharp-edged materials.

- Pinched fingers from catching them between materials.

- Dropping material on feet.

- Slipping of objects while piling or taking materials to and from piles, racks, skids, platforms, etc.

- Handling heavy, bulky, or irregular objects without assistance.

- Handling objects without thought of consequences from injuries that might result.

Insure safe footing when handling materials for there is no injury more distressing, or painful and inconvenient than one resulting from incorrect method of lifting. Avoid this class of injury by acquiring correct methods of lifting.

Lack of protection to the hands or body when handling sharp, splintery, rough, hot or caustic objects, and

Insufficient clearance between all parts of the body and the materials or objects to be handled, are often causes of accidents.

It is important to give careful attention to wearing apparel; under the heading of unsafe clothing include the following:

- Loose or flowing neckties.

- Loose or ragged sleeves.

- Rolled up trouser legs.

- Oily garments.

- Shoes badly in need of repairs (shoes with good soles have fooled many a protruding rusty nail).

Be careful when near unprotected or dark places, or of any condition or act that might cause falls, such as tripping over projecting objects, railroad tracks, uneven surfaces, slipping on oily, icy, wet or smoothly worn floors and surfaces while walking, running, etc.

Always bend nails down before throwing boards aside; many serious injuries result in stepping on protruding nails (think about the other fellow).

All platforms, roadways, and aisles must be kept clear and in good repair and free from nails or obstructions over which persons may stumble and fall.

To help prevent Accidents to yourself and fellow men, I offer you this resolution:

I will so act at work, that through no fault of mine, will an accident happen to myself or others. Furthermore, I will at all times endeavor by my example to instill the thought of safety into the minds of my fellow workers.

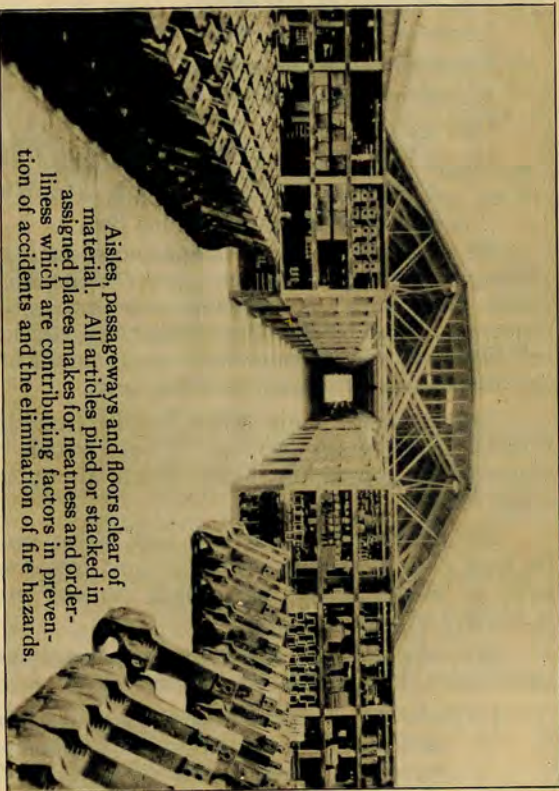
TALK BY

*Mr. C. H. Thompson, District Storekeeper
Los Angeles*

In order to insure the successful performance of railroad work free from accidents, two factors are essential—safe equipment and safe men. The major part of our time and energy is devoted to the machine rather than the man, and, true enough, a great deal has been accomplished. Dangerous conditions have been eliminated, safety devices have been applied and, as a result, there has been a steady decline in our accidents. But it is possible to apply safety devices until the equipment is as near fool-proof as human ingenuity can make it and accidents will still be with us, unless in the operation of this equipment, men are also rendered safe to the extent that ignorance may be overcome, carelessness eliminated and unnecessary risk abolished.

It seems that the proper solution for the mechanical factor is quite simple compared with the proper solution of the human factor, for all machines operate according to certain well defined laws, but what man will do, who can tell? Every man is a problem. They cannot be dealt with en masse. A solution that is highly successful applied to one man or class of men might easily result in failure if applied to another man or class of men.

Ignorance of conditions or surroundings, or of the requirements of the job at hand, is a very prolific source of accidents. For this there is only one remedy, namely, "Education" and which can be gained in several ways, for example:



Aisles, passageways and floors clear of material. All articles piled or stacked in assigned places makes for neatness and orderliness which are contributing factors in prevention of accidents and the elimination of fire hazards.

TYPICAL PACIFIC LINES STORE

HOW DO YOU LIFT?

THIS WAY or THIS WAY



THE RIGHT WAY
PUSH YOUR BODY UPWARD
WITH YOUR LEGS

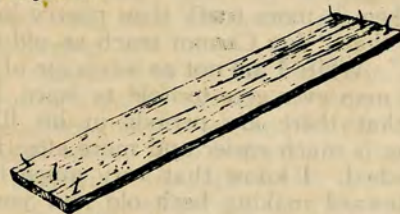


THE WRONG WAY
TAKING ALL THE STRAIN
IN THE BACK



Wear Safe Shoes

PUNCTURE WOUNDS come from nails, glass, and other sharp objects. Good housekeeping and the wearing of safe shoes will prevent the majority of such injuries.

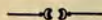


More Dangerous Than Snakes

First, by the Foreman pointing out to the new man, before putting him to work, wherein the danger of accident lies, warning him to exercise extra caution until he becomes accustomed to surroundings and the work.

Second, by the apprentice instructor carefully instructing the apprentices to the end that their training will render them safe and careful, as well as efficient workers.

Third, by the Safety Committee carefully following out suggestions made at Safety Meetings and calling to the attention of other employes the **Unsafe Practices** which are the cause of the majority of our accidents.



SAFETY TRAINING FOR APPRENTICES

By

Mr. R. P. Peek, Foreman

Passenger Car Department, Sacramento

There is more truth than poetry in the old saying that "You Cannot teach an old dog new tricks." While I am not an advocate of the idea that a man ever gets too old to learn, I do believe that there are periods in his life when learning is much easier and more effectively accomplished. I know that very much has been done toward making both old and young employes take more interest in "Safety First," but if we would be most effective in our Safety First work, we must take more time and spend more energy in teaching the beginner in industry to be as safe as well as an efficient workman or

mechanic. In fact, we cannot teach a man to be an efficient workman unless he is a safe workman as well, because Safety is one of the greatest factors for the promotion of efficiency.

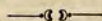
This being true, we should make a united effort to train our young workers the safe way of going all his work before we teach him the other phases of his work, or at least he should be taught Safety while he is being taught the other things pertaining to his trade. This cannot be accomplished by any one agency. There must be cooperation between the mechanic with whom the young apprentice works, the Foreman, and any others under whose supervision he may come.

The mechanic on the job who has the young apprentice assigned to him, has the best opportunity of teaching Safety First, both by precept and example, because he is the man who has continuous personal contact with the boy for eight hours each day, and if the mechanic is a safe workman, he is in a position to teach the boy more in a short time, by setting a good example for him, than he could learn in a life time of lecturing.

The responsibility of the Foreman should be to see to it that the safest and most efficient mechanic in his group is selected for the apprentice to work with. This is the most important step in beginning the apprentice training in Safety First. This being done, then an occasional word from the Foreman to the boy will emphasize the importance of Safety. When the Foreman observes a striking example of either a safe or an unsafe way of doing a job, he should explain to the apprentice the effect of such practice.

When an apprentice is hired, some one in authority should have a talk with him on general Safety matters and explain what our aim is in emphasizing the Safety First work. An endeavor should be made to interest the apprentice in the Safety First program by pointing out to him the benefits that can be obtained by following safe methods of working.

If all apprentices be given this training in Safety work, along with the other features of their trade, Safety work will within a very few years be a paramount thing in the life of every employe, because each will have been educated to Think Safety, Act Safety and Talk Safety.



MENTAL ATTITUDES GOVERNING SAFETY

By

*Mr. Geo. Oppenheimer, Blacksmith
Los Angeles General Shops*

I have been interested and active in Safety First work during my employment with the Southern Pacific Company as Blacksmith for the past 21 years, and have had but one reportable accident.

There is much to think about and to figure out as to just what is the right way to play safe in order to avoid injury to yourself or others when going about ones daily activities. Now, we cannot play safe when we are careless. That would be working in the opposite direction. "Carelessness;" how often do we hear or refer

to that word? We do not give any definite thought to its meaning. Webster should have placed the accent on the second syllable instead of the first, pronouncing it—care-LESS-ness.

"Carelessness Seen as Great Danger to United States Worker." Such was the caption of an editorial which came to my notice. Please emphasize the second syllable—care-LESS-ness. To care LESS for a certain thing implies that at one time we cared more for it than we do now, either growing tired of it, or negligent, having no room for it in our thoughts or mental attitude.

The key thought for this Safety talk is that our **mental attitude** applies itself to our Safety, either pro or con; and our Safety, wherever we are, or whatever we do, depends upon which of the two mental attitudes governs or controls our actions.

It is the effortless and care-LESS way that is the broad way which leads to injury and death, and it is the care-MORE, the more care or thoughtful way that regards human life as precious which makes one Safety-minded.

To fight care-LESS-ness requires conscious effort. A man must choose or determine to overcome wrong mental habits and attitudes, and daily cultivate that which will add to his welfare and well-being, thereby promoting his Safety and security against injury as well as that of his fellow-workers; and this becomes a part of his mental habits, or being without any special effort on his part when once acquired.

The Safety habit is an acquired habit of thoughtfulness toward your own and others welfare, and is the opposite of care-LESS-ness, which is natural and the line of least resistance.

The Safety habit is governed by an alert, favorable attitude of the mind, actively seeking to express itself in its best qualities every minute of the working day.

What a jolt we might get for letting our mind wander away from our work into territory which does not concern us, and so lessen the Safety grip on the tools with which we do our work while we work by the side of a steam hammer, locomotive, freight or passenger car on running boards, scaffolds or ladders. Men must be particularly careful, when doing overhead work, but the odds are not always against the man on the ladder or scaffold, for very often men who work directly beneath are injured on account of care-LESS-ness on the part of men working above them, not intentionally, but that hammer or wrench will surely obey the law of gravity when given a chance, and will land on whatever or whoever may be in the way. The law of gravity can be overcome only by a strict observance of it, not by ignoring it.

All of us have seen men who worked under the influence and control of wrong mental attitudes, who became angry when things did not go just as they thought they should, and who, at the least provocation, lost control over their actions, and gave way to an uncontrollable temper to the detriment of their fellow workers. Such momentary loss of self-control does not

go hand in hand with the Safety First movement. The right and proper attitude, and the daily practice of it in our work, will eliminate many of the things which are harmful and injurious to us.

Those of you who take this business of eliminating harmful things seriously will agree with me when I say that there are other harmful indulgences, such as the use of intoxicating liquors on or off duty, and when this indulgence is eliminated, it aids greatly in carrying out the Safety First plan in railroad shops.

The standard set up by the individual Supervisor in his attitude towards Safety First is reflected in the attitude of his employees toward the Management; toward other employees and toward Company property. A man's success as Supervisor is measured largely by the amount and quality of work turned out in his department. Also, the success of his Safety work among his men is indicated by the rating he and his department is given on the Safety record sheet, which is influenced by, and indicates, the attitude shown by the men in his charge. If his name is at the top of the list, we can readily assume that he sees to it that everything his men use in the way of tools and other implements are fit for use, and that he does not jeopardize either men or material to accomplish a selfish purpose, or to establish for himself a personal record regardless of the consequences.

CARELESSNESS

By

*Mr. Chas. B. MacLellan, Machinist
Los Angeles General Shops*

If we were suddenly thrown into a body of water and found ourselves confronted by an Octopus, and had a sharp, strong knife in our possession, we would not hesitate a minute as to our action. We would start cutting, carving and hewing until we were free. It does not make a very pleasant picture, does it? Yet an Octopus, wrapping itself about you to suck out your life's blood is a veritable fireside companion compared with Carelessness in connection with your daily work on this Railroad. For every tentacle of the Octopus, Carelessness has a hundred, and unlike the tentacles of an Octopus, which are just as they appear—repulsive and dangerous—those of Carelessness are very often disguised and camouflaged to appear desirable.

Perhaps a more graphic example would be to compare Carelessness with an invisible rattlesnake. Just try to visualize the horror and chaos which would be ours if dangerous reptiles or insects had the power of invisibility. Try and fathom the depths of our uncertainty and unhappiness. We would be deathly afraid to venture out of doors and in time would become as hunted animals. In fact, if so unthinkable a thing should ever become a reality, it would mark the beginning of the end of civilization. The only reason I can give for starting my talk so unpleasantly is because the subject "Carelessness" is so unpleasant.

We will never be able to over-emphasize its importance or paint too dark a word picture of the result of carelessness. How we can allow a condition of unhappiness, suffering and bereavement through carelessness to exist is beyond me. Burn it into your mind and heart that the minute every man in this organization takes a deep, personal interest in Safety First and pledges himself never to make an unsafe or unguarded move, just that minute will accidents stop.

Today, through our lack of foresight, through preventable accidents, an army of producers are thrown into the ranks of another great army of consumers, and through their disablement and dependency are diverting money which should go to increased employment, increased wages and salaries and to profits; not to mention the wages of carelessness in the way of unhappiness, pain, sorrow, death and bereavement for these social and industrial defectives and their dependents.

Conservation of human life means a credit balance on the ledger of social efficiency.

World-wide we are known as a nation of wasters. Our fires cost more, our coal, lumber and oil waste is more reckless than that of any other country on the face of the earth. But in the wasted lives of our people, this last and most vital matter of all, we have been making ourselves ridiculous in the eyes of the world.

If we are ever mindful of the danger, traps and pitfalls which carelessness puts in our way, our chances of sidestepping them are excellent, but if we go through life heedlessly, carelessly

and unthinkingly, then surely carelessness will some day overtake us.

One peculiar, but true, phase of our accident prevention efforts is that while each one knows the duties to perform in connection with Safety First, they are of such a nature they cannot be turned over to others to accomplish. We cannot say, "George, you be careful for me." Each employe has his allotted tasks to perform, and if we are to be sincere in our Safety efforts, we must each accomplish our task unaided, that is, from a Safety standpoint. We cannot be like the lazy wife who put popcorn in the pancakes so they would flop themselves. There is nothing we can put in our Safety campaign except plain, hard work.

One of the factors which makes our task so difficult is the fact that it is so, shall I say, unspectacular. If it were an election we were dealing with or a campaign to raise funds, or a membership drive, our problems would be simplified. Our procedure then would be to work up a high degree of enthusiasm for the duration of the campaign and then forget it, but the drive against Carelessness is the only thing in the world that I know of that we can never say is finished. We may as well become reconciled to this fact, and govern ourselves accordingly. As Mr. Kidwell, Machinist, so aptly remarked, "We are not addressing a mass meeting, but a continual parade of events."

Do not forget that "Familiarity breeds contempt," and that the old saying, "Forewarned is forearmed" is right, as far as it goes,

but the trouble is it does not go far enough. It is not enough to know the hazards of any occupation, but we must build up the habit of resisting them to the point where there will never be a careless movement.

—3—

SOME CAUSES OF ACCIDENTS AND SOME SUGGESTIONS FOR THEIR PREVENTION

By

*Mr. William Woods, Electrician,
El Paso General Shops*

"An ounce of prevention is worth a pound of cure." Thought and foresight will save much grief and loss. Most accidents are preventable and we should be willing to keep on guard to prevent them. Before we can prevent accidents we must know what causes them or at least some of the most common causes.

First, there is "Carelessness" or "Recklessness;" these are similar failings. These are responsible for a great number of accidents and untold grief. A large number of street accidents occur at places other than intersections. Many shop casualties happen at unlikely places; not many accidents at the most hazardous points. These are caused because people are reckless; they take the most direct route or short cuts. People are self-centered, they are not alert to what is going on around them. It is natural to want to take a chance—as a boy we wanted to climb a high tree; we wanted to balance on a rail or a fence—we took a chance. Sometimes

it was with disastrous results; but those experiences did not teach us much. Grown-ups take too many chances; it is nearer to cut diagonally across the street so why go to the corner? It is easier to climb through cars standing, why walk all the way around to the designated crossing? Men dart in front of trucks and other moving objects rather than wait for them to pass, for it seems we are always in a hurry. Men climb over material or equipment on the floor rather than walk around.

Another cause of accidents is "Ignorance." It is known that the placing of safeguards around machinery and other equipment will not prevent all mishaps. The men must be educated to safe practices and must be continually on guard. We should avoid doing things methodically; know what we are doing and why. We should educate ourselves to take advantage of the Safety devices provided and be ever on the alert for improvement.

SAFETY

By

Mr. R. A. Bogle, Shop Foreman, Tucson

Writing an article on Safety to a Southern Pacific Safety Committee is no easy task, especially if you have served on one of them. You will understand then it will be difficult to bring up anything that has not already been discussed at these meetings.

However, reviewing facts is always in order

—so during the period of domestic and hand-craft employment, before the application of steam and electric power, workers were exposed to few hazards; then the question of safety in industrial life was principally a matter of individual caution, but introduction of machinery changed conditions in all phases of work. Accident hazards were multiplied; the safety of the worker depended not only on his own judgment and caution, but also on that of his fellow worker and on the amount of protection afforded by the employer through the mechanical devices furnished. It did, however, take considerable time to realize that an accident to a worker evidenced that something had gone wrong and that should a repetition of the same accident occur, it showed something fundamentally wrong should be corrected.

Mounting accidents, causing physical and mental suffering, financial loss to the worker and increased cost of production to employers finally resulted in the organizing of Safety Supervisors and their Committees. I remember when these organizations were first formed. In the shops where I was employed, mechanics of the various departments were chosen for this service. One day a posted notice informed us to meet with certain Company officials for working out Safety Codes. Inexperienced in this line of work, progress was slow. However, this was soon overcome and every worker was pulling hard for Safety methods in all departments. I should like to state here that anyone who will not cooperate for the promotion of Safety should have no place with the railroads today.

In my seventeen years with the Southern Pacific, I have seen every mechanical Safety device possible installed for protection against all hazards connected with railroading. For this work we must have something more than mere mechanical safeguards. We must have workers with clear brains, sound bodies and good wholesome habits of life. Machinery must be safeguarded and all unnecessary hazards removed from shops and it is important that the workers themselves acquire habits of taking no unnecessary chances. This human element is the most important factor in the work of accident prevention. Employees perform dangerous operations and unnecessarily subject themselves to danger. They escape nine times out of ten, but the tenth takes their eye, limb or life. Thus the object of all Safety teaching is to educate the worker not to become indifferent and reckless, but to look out for that tenth time. Foremen and others in charge of Safety work sometimes become disgusted with the carelessness and utter lack of interest of employees in small injuries. The so-called trifles of today often develop into serious affairs tomorrow. A splinter from a board brings about infection and loss of hand. A punctured finger or stepping on a nail left lying around has set up blood poisoning and perhaps takes a life in this way. These are not mere fancies but a statement of facts. So, it is your duty, as well as mine, to see that every injured worker under our supervision is properly cared for no matter how minor the injury. As the old saying goes, "A Stitch in Time Saves Nine."

As we all know, the Southern Pacific installed emergency hospitals many years ago and equipped locomotives and cabooses with first-aid kits, etc. We are asked to use them and not to take chances with the happiness of those dependent on us for their bread and butter.

Duties of a Safety Committee are many and experience has demonstrated the value. It locates shop hazards, road dangers and all working conditions needing correction; and promotes co-operation between officials and employees. It contacts the proper officials and produces corrective results.

Experiments tried in the New Deal are many and various. Hope is a very desirable virtue in all human relations but the practical solving of Safety problems must have the center of the stage. Merely to drift along in an idle manner is not enough to break the back of casualties. What I aim to emphasize is this—that indifference toward Safety is one of the constant factors we shall always have to cope with. One of the chief duties of the Safety man is to devise ways of maintaining interest and arousing enthusiasm which will tend to overcome this indifference. That is why I believe that those in charge of Safety work should frequently get together in conference with the employees to promote enlightenment, inspiration and encouragement that will send workmen back to face the problems of Safety with refreshed energy and renewed enthusiasm.

SUPPORT THE PIECE THAT
IS BEING CUT OFF



A LARGE MAJORITY OF FOOT INJURIES MIGHT BE CHARGED TO "DROPSY", THAT IS, DROPPING MATERIAL OR TOOLS ON THE FEET. SUCH ACCIDENTS USUALLY INDICATE THAT THE PERSON INJURED DID NOT HAVE HIS MIND ON WHAT HE WAS DOING. THE CAUSES OF THESE ACCIDENTS ARE PURELY MENTAL AND THE REMEDY RESTS LARGELY WITH THE INDIVIDUAL.

During 1934, 16 of our employees suffered injuries to feet as result of articles being dropped on them. Many employees find it to their advantage to wear Safety Shoes for prevention of toe injuries.



Co-operate

Use the blue flag

Obey the blue flag

During 1934, two of our employees on duty, and a Foreman who had just gone off duty, lost their lives because they were caught when they moved between cars not protected by blue flag.

Remember the **Blue Flag** serves two purposes. One to warn engine and train crews not to couple into the cars, and another to inform all employees whether or not cuts of cars are under blue flag protection, and when not so protected, employees should govern themselves accordingly, always bearing in mind the fact unprotected cars may be moved at any instant.

WATCH WHAT YOU ARE DOING



EMPLOYEES ENGAGED IN HANDLING MEDIUM OR HEAVY WEIGHT OBJECTS, OR WHOSE WORK REQUIRES THEIR PRESENCE NEAR OR ABOUT SUCH OPERATIONS, MUST, OF NECESSITY, BE ALERT AT ALL TIMES AND AWARE OF WHAT THEY OR OTHERS ABOUT THEM ARE DOING.

PERSONAL SAFETY

By

*Mr. J. P. Edwards, Assistant Division Engineer,
Los Angeles*

Absolute personal Safety to each one of us while engaged in our daily occupations is the most important consideration that confronts us. Shelter, food, clothing, and social relaxation for ourselves and families are in a measure all dependent on our individual personal Safety, or, in other words, our physical ability to perform our duties and draw our pay.

For many years our Company has followed up correcting unsafe conditions over the entire System, until today unsafe conditions contribute very slightly to the cause of accidents. Personal accidents still continue in great numbers, and the thoughtful man must ask himself "WHY."

An analysis of personal injuries shows that practically all these accidents are caused by unsafe or careless methods used either by ourselves individually or by fellow employees—in other words, either we hurt ourselves or are hurt by the man working alongside. Obviously, therefore, the correction of these conditions lies in our own hands, and the more we think it over the more we must be convinced that our best insurance against accidents is the careful performance of our duties.

The most important factors contributing to the safe performance of our duties are:

1. Observance of Rules and Instructions.
2. Vigilance.
3. Mental alertness.

Out of the experience of 100 years of rail-roading, Books of Rules have been evolved. These rules are the guide-posts pointing out the way to be followed—when we travel the indicated path all is well; when we wander from these paths we invite the unforeseen.

Vigilance and alertness are mental habits. By vigilance we recognize or are conscious of the conditions in our immediate vicinity, and by alertness we are enabled immediately to adjust ourselves to these conditions. If we exercise vigilance and alertness, our duties will not be performed mechanically and we will have contributed intelligently to the safe performance of our duties—Safety for ourselves and for our fellow employe. Eternal vigilance is the price of personal Safety.

We are experienced railroad men. Our experience has taught us how to perform our duties, and, if our duties are properly performed, they are safely performed. It should not be necessary for a Supervisor or a fellow employe to caution us against the unsafe way. If we are mentally alert we know the right way is the safe way and the only way, and it is for each one of us, as individuals, to see that ours is the safe way.

The **will** to work Safely is what each man must contribute to be assured of personal Safety.

SAFETY FIRST

By

*Mr. E. N. Conley, Section Foreman
Rio Grande Division*

This is my first time to try to write a letter on Safety First and I find it quite a job. Have attended a few Safety Meetings and read writings of other employes. Some of the ideas and suggestions sounded very poor to me, but after trying them out I found they were not so bad after all. In a few cases I have gone ahead with my own ideas and paid for them, whereas if I had practiced Safety First I would have done practically the same amount of work and kept out of a jack-pot. So I say, live up to the Book of Rules, practice Safety First and use your head along with your back. By doing this you not only save your back but you accomplish more and in some cases you save a life.

Doubling up gangs is where I have experienced a lot of trouble account Foremen not having their men lined up alike, and where two or more Foremen start bossing the job, it confuses the men and sooner or later someone will get hurt. My suggestion is that where two or more gangs double up, let the Foreman on whose section the work is being done, rule the roost and the other Foremen and laborers work and handle material as he says; also that he be held responsible for any personal injuries to his men or the other gang's men. The first thing I do when I am going to double up with another gang is to caution my men at the tool house before going out, and, after arriving, I get a line-up on what the other Foreman intends to do and how he

intends to do it. After this I tell my men from time to time what to expect and what they must watch, and beyond all to watch the other Foreman's men as they are not accustomed to their ways.

To me, flagging is a very serious thing and should be done properly, and I think is being done properly with a few exceptions. However, I have noted that a great many Foremen have only two men in their gangs who know how to flag. Think that every laborer on a gang should be a flagman for several reasons—one, our rules require it; second, an inexperienced man might be sent out to do a job of flagging and he might let a train by, short flag, or one of a thousand things could happen. Some foremen offer as an excuse that their men can talk pretty good English. According to the rules I do not think a flagman has to say a word of English; just present Form 5526—Flagman's Orders. Personally I would rather have a dumb man out flagging than a foreigner who could speak a little English, because he might try telling the engineman what was wanted and cause a serious accident. A man you cannot trust to flag should not be trusted in the gang. If he is a careless man he should not be retained in service. By keeping such men in your gang you are not doing right by the other men, because careless men not only injure themselves but injure others as well.

Some Foremen when they have four men in their gang have them lined up as follows: two men to watch for broken bolts, rails, etc., one man to watch blocks ahead and one to watch

blocks behind. This is a very good line-up but it has its faults. It is a good idea where your gang is small to make each minute count, but don't try killing two birds with one stone unless you can with Safety. So I believe that when you patrol track, patrol it and nothing else; and if you are going in from work, go in. For if each man has his special thing to watch and say the man watching ahead gets something in his eye and fails to do his duty for thirty seconds and the Foreman is having trouble with his motor, you are running blind and there are times and places where less than 30 seconds of this kind of running will cause you serious trouble.

The best line-up is to have your men watch everything in general and the Foreman do likewise. When you get your men broken in this way you have to be pretty sharp yourself to see anything before one of them does. They pride themselves in beating their Foreman at things like this. Of course, you will find men who think the day's work has come to an end when they get on the car and start in. This is very easily broken up. Such men will get on the car and be half asleep when you get to the tool-house. A good way to stop this is to let such a man walk in.

Don't ever go around a switch in a hurry. I did once, but never again. In changing No. 1 head rod end for end and inspecting for flaws, as we have to do twice a year, I find it a good idea to keep first tie back of head block in proper space where you can disconnect No. 1 rod and drop it without springing point with bar or dis-

connecting No. 2 rod. Believe most foremen in doing this work do it like I formerly did—just spike main line point and if a train shows up they let it over and No. 2 rod holds floating point or lead point. This is not Safety First at all. It is best to send out a flag in both directions and have No. 1 and No. 2 rods connected up before allowing train to pass over switch, because it is mighty easy for the men to disconnect No. 2 rod unknown to the Foreman, or bolt in No. 2 rod could be defective and break while train is passing over, as we all know points vibrate some.

In ordinary section work gasoline is about the only explosive we handle. Most foremen let their men fill the cars and as the men draw gasoline one or more times a day they are sure to get careless about smoking while around the toolhouse or filling the motor car by the light of a lantern after night. My suggestion is to draw gasoline and fill your car the last thing in the evening when returning from work so that if it is necessary to patrol track after night, or you are called out, you will not have to draw gasoline after dark. By doing this your car is ready for immediate use and it is not necessary to pour gasoline by a light. This also enables you to get to work from headquarters on time in the morning.

—3 D—



"Watch where you step."



"They had to put another man in his place"

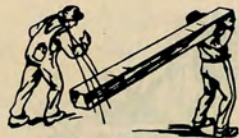


Your Foreman had a time getting you to work safely.

**SUCH ACCIDENTS AS THESE
RESULT FROM FOREMAN NOT
LOOKING AFTER THEIR MEN
AND THE MEN DOING FOOL
STUNTS WITHOUT THINKING.**



"I struck a Laborer on the heel."



"Give the other fellow a chance."



"I broke a couple of toes for a guy."



"Look out for men below."

DID YOU EVER?

1. Try to button your shirt with burned fingers?
2. Try to eat a meal with a fractured jaw?
3. Try to sleep with an infected hand as a bedfellow?
4. Try to see straight and clearly after an eye injury?
5. Try to tie your shoe laces with one arm out of commission?
6. Try to lift a heavy object with a sprained wrist?
7. Try to make yourself comfortable with a strained back?
8. Try to walk any distance with an injured foot?
9. Try to ride in a street car with a stiff knee?

ACCIDENT PREVENTION

By

*Mr. F. W. Smith, Chief Dispatcher
Ogden*

The proper place to begin accident prevention is with the new employes; teach these men the safe way of doing their daily work; train them to think about their work while they are working, then the greatest hazard to Safety is overcome.

Personal Safety in performance of physical actions arises with, and proceeds from proper mental reactions. If the mental reaction is proper, it follows that the physical action must be proper. In the performance of accustomed tasks each action is not slowly and carefully worked out, but is done semi-automatically, the result of repeated performance. As in driving an automobile, the student proceeds uncertainly, hesitatingly and with the clashing of gears and stalling of motor. With proper training he soon becomes a smooth, efficient driver, capable of accurate judgment of speed and distance, and seemingly the physical actions incidental to such an accomplishment are purely automatic. The physical equipment of the finished driver and the novice is no different; the difference lies in the proper mental reactions, from which proceed the physical actions.

The safe workman is the man who has an adequate foundation of knowledge and training for his particular job, and in addition is mentally aware of what he is doing. An adequate foundation includes an intimate knowledge of the work

at hand, and a complete understanding of the rules and regulations pertaining to that work. It is impossible to protect a man against himself, and no system of Safety appliances has yet been devised that can replace the human brain when it is functioning. The difficulty arises in persuading men to use their minds and to be mentally alert. An editorial recently appeared in a local paper, a few lines of which I quote as being very fitting: "...Death lurks wherever human indifferences or forgetfulness or miscalculation attend traffic movements. Individual care and caution and judgment are the only aids. In the midst of hazard, life lasts longest for those who minimize the risk." There you have the answer, minimize the risks. Every man to minimize the risks to himself and to his fellow worker by doing his work in THE safe way and THE safe way proceeds from proper and early training.

Tests conducted by experts reveal that any action repeated three times at close intervals tends to become fixed, and the more frequently the action is repeated in the same manner, the stronger becomes the inhibition against its performance in any other manner.

Accepting the foregoing as reasonable and logical, it would appear that the road to accident prevention is based upon a proper beginning with sufficient supervision to assure adherence to that initial training.



*Who Set the Trap—Think of the
Other Fellow*

Every accident should be a forcible reminder that something may be wrong, either in physical conditions or in methods of operation, and **whether any one was injured** or whether the injury was slight or serious, **is of no consequence in determining the cause and prevention.**

SAFETY FIRST

By

*Mr. C. L. Herbst, Retired Agent,
Los Angeles*

Self-preservation is the first law of Nature.

Personal Safety is closely related to this law. In order to accomplish self-preservation we must sense personal safety at all times.

It has been said that only one percent of accidents "happen," the other ninety-nine percent are "caused."

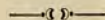
That is the very foundation of the campaign for eliminating accidents the world over. If accidents "happened" there would be very little difference in the comparative accident reports from month to month, and the elimination of certain accidents would be merely luck and not good judgment on the part of the workmen to whom credit is largely due for preventing accidents, but such is not the case. Accidents have really been prevented, and judgment and cautiousness upon the part of the workmen are responsible for this prevention.

It is the "cause" that the Safety movement is after. If an accident can occur, it is apt to occur, and the only way to prevent it is to eliminate the cause. Some accidents in the past have occurred because of dangerous conditions, and when the dangerous conditions were corrected and made safe, accidents at those particular points immediately stopped, but accidents from carelessness are still occurring at frequent intervals and the only way to prevent this class of accidents is to educate the workmen to sub-

stitute safe and cautious habits for careless habits, or to replace the careless men with safe men—one of the two is absolutely necessary.

A safe man will also assist in making dangerous places safe. When he sees a dangerous condition he will immediately report it to his Foreman for correction, and his Foreman will at once see that it is corrected, so by this it can plainly be seen that the elimination of accidents always has and always will depend largely upon the interest taken by the men on the job and the Foreman who has charge of the department.

Reduce the percentage of "caused" accidents by keeping safe men with safe places for safe men to work.



SAFETY

By

Mr. D. Sprague, Stower, Portland

Self-preservation is the first of the seven motives for human action. This being true, we would suppose that Safety First should not be a problem, but, as we know, such is not the case because people are prone to become careless, especially after the rudiments of any new work have been mastered. Knowing this, is to be forewarned and is all the more reason to practice Safety.

To avoid accidents and injury to yourself and your fellow workers on the job, or elsewhere, is to keep wide awake and think Safety First at all times. Look up, straight ahead and around you to be sure of Safety. Keep your mind on the job and on yourself and do not rush unless you can do so safely. Whenever the weather is stormy and you are working on an outside job around the freight house, shops or yards, handle gang planks carefully to or from cars to make sure they do not slip off hand truck blade and fall down between the cars and injure someone who may be working or walking there. When a person is working at night and has to pass through dark passageways, he should be equipped with a light, to avoid injury to himself or others.

Help your fellow workmen as much as possible, also advise them of any unusual condition like sharp edges on a piece of freight, so they can avoid a possible injury to their hands. Another important condition is that empty nail kegs used around warehouses and shops for various purposes, such as collecting material, should have all of the nails drawn which were originally placed in the keg to fasten the top cover. If these nails are not pulled, injury may result to persons putting their hands in the keg to place contents in same, or take something out.

The benefits of Safety First do not "just happen," but are the results of constant individual and cooperative thinking and acting.

WHAT AN AGENT CAN DO TO PREVENT ACCIDENTS AND SAFEGUARD FELLOW WORKMEN

By

Mr. C. R. Sillers, Agent, Emeryville

The word "Safety" and its meaning should be understood by all employes under the jurisdiction of an Agent at both Freight and Passenger stations. There are a great many small oversights which at times cause serious accidents and the loss of time, and maybe life, which can be avoided with a second thought, and a word of Safety advice.

Below are some of the Safety suggestions to be followed around freight stations:

Do not use freight hooks in trying to close car doors—they may slip and injure party doing so.

Do not break tin car seals with fingers—you may obtain a cut which may mean the loss of time and the use of hand.

Do not allow oil to remain on steel running boards or floors over which you are trucking—you may slip and cause truck and contents to fall upon you with serious injury and a long period before you are back in service again.

Do not allow small pieces of boards with nails protruding to lay around on warehouse floors—some one may step on them with serious injury, which could be avoided with that Safety motto, "Pick up and place this material where it belongs."

Do not let your anger get the best of you when moving heavy, bulky articles—call for more help and use our Safety slogan, "Safety First."

Do not allow steel or wooden running boards to project over station platforms—pick up and place in the manner in which they belong. Switch crews may switch your station at night with the result that brakeman may be knocked from side of car and injured.

See that hand trucks used in loading or unloading baggage are always the proper distance from track, avoiding some one being injured getting off at your station. Also that trucks are placed in the proper places and staked each night after closing hour.

Impress upon all industries to keep rubbish from sides of tracks entering their plant to avoid injury to switchmen while doing work required.

Call shippers attention to poor nailing of crates and boxes when offered for shipment where they have allowed nails to protrude from sides, which may cause serious injury to party handling.

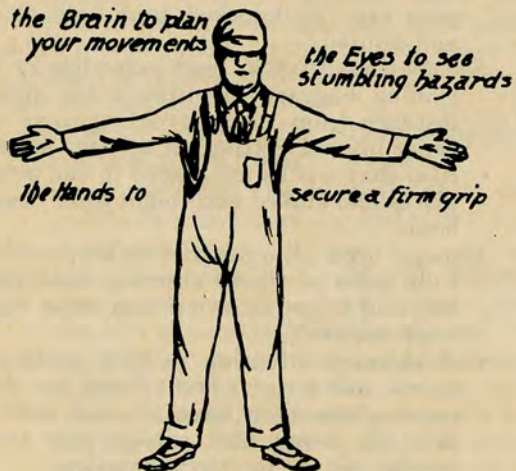
When hazard confronts you, correct with that safety thought, "Don't put it off until too late and the injury is done," then discuss how it might have been avoided.

The above are a few thoughts an Agent may impart to his fellow workers, and the public as well.

If you would keep from falling
use

*the Brain to plan
your movements*

*the Eyes to see
stumbling hazards*



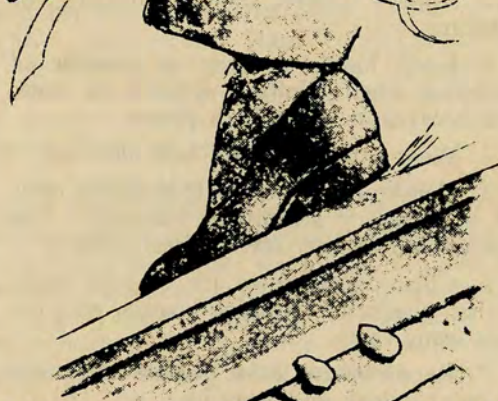
the Hands to

secure a firm grip

*the Feet to find a safe
foot hold*

Then falls of persons will stop

DON'T STEP ON
RAIL



MANY FALLS AND SPRAINS ARE CAUSED BY THIS PRACTICE
STEP CLEAR OVER

A total of 95 employees sustained "Foot Injuries" during 1934. This represents 17 per cent of all the reportable casualties to employees for the year and therefore indicates the necessity for supervisors and employees exercising more than ordinary care to prevent accidents of this character.

PREVENTIVE MEASURES

1. Form the habit of thinking of the job in terms of Safety.
2. Always LOOK before jumping or stepping.
3. Keep hands as free as possible of material when climbing around on cars, locomotives or other high places.
4. Wear safe shoes and safe clothing.
5. Construct and use safe scaffolds clear of unnecessary stumbling hazards. Use ladders with safety feet properly placed.
6. Clean debris, snow, ice, etc., off steps, stairs, platforms, running-boards, etc., before using them.
7. Repair steam leaks, gutters and other drips that leak and form ice.
8. When moving about, do so **deliberately and thoughtfully**, avoiding hurry.
9. Form the habit of lifting the feet when walking along.
10. BE SURE OF FIRM GRIP AND SAFE FOOTHOLD.

THE PURPOSE OF SAFETY MEETINGS

By
Mr. John L. Brannely, Yard Clerk
Sacramento Division

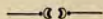
Roughly speaking, accidents may be divided into two classes. The first class may be defined as an unfortunate occurrence resulting in injury or destruction to life or property, which could have been avoided with some degree of foresight. The second class comprehends such things defined as "Acts of God," injury or destruction resulting from floods, fires not caused by human instrumentalities, etc., over which mankind has no control.

In Safety discussions we are primarily concerned with the first class, because with alert minds and the application of common sense we have within our power the means of prevention. Eternal vigilance is the price of prevention, and it may well be called a bargain price when one considers the hardship and suffering inseparably connected with accidents.

Railroads have adopted many types of Safety equipment and devices for the protection of the public and employees. While these probably fulfill the purposes for which they are intended, the main element is left untouched, because it cannot by law or otherwise be enforced. That element is the employee whose actions are beyond the power of regulation, and who must be brought to realize the responsibility resting upon him for the protection of the public and his fellow employees. It is true that drastic action may be taken against a careless employee

by the employer, and if a sufficient degree of carelessness is disclosed also by the State in a criminal proceeding. But that is not prevention which is the purpose of this meeting.

Here we have the human being to deal with, whose conduct is difficult to regulate. It is necessary, therefore, that a campaign of "Education" be conducted which will bring to every employe the full realization of the sense of moral responsibility imposed upon him by his taking part in the operation of this Railroad. Our Safety Meetings are an important part of this campaign of "Education."



SAFETY

By

*Mr. Geo. A. Boyle, Conductor
Salt Lake Division*

While much has been done along the lines of Safety, much more can be accomplished through diligent efforts and thoughts to justly preserve the fundamental structures upon which Safety is based.

To clearly illustrate the thought, let's dwell for a moment in the years gone by, when Safety work was virtually unknown, and seldom, if ever, practiced by employes on railroads. The results that were obtained from performing their daily assignments in such a haphazard manner can probably best be illustrated from the large toll of deaths and injuries that we find tabulated upon our records of memory.

It was from and through sad and costly experiences of this nature that our officers set out to end the sufferings thus caused perhaps through carelessness on the part of some one who had failed to comply with the laws of Safety. On our respective territories the teaching of Safety was instituted and promoted in two ways. First, right upon the very first page in our Book of Rules appears: "Safety is of the first importance in the discharge of duty." But not letting matters remain at that, educational campaigns are extensively carried on through means of Safety Meetings, which are regularly held at some convenient point on each division. Officers, Supervisors, Foremen and employes from all the different branches of the service are privileged and invited to attend the meetings and to make suggestions for the correction of any and all irregularities which come to our attention and which should be remedied for the further promotion of Safety and the protection and welfare of all.

Safety can never be classed as a one man's job. All concerned must participate equally and whole-heartedly within its laws, whether it be during our tours of duty, on the street, or at home; the same policy must be strictly adhered to if we are to harvest our share of success in the prevention of accidents. The only safe and sane way in which we might accomplish these measures is through alertness and sound reasoning, together with attentive thoughts to but one thing—THE WORK that we are performing at the time.

SAFETY

By

*Mr. A. W. League, Conductor,
Tucson Division*

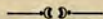
Safety has been so thoroughly discussed from every angle, I see very little that I can add. The only thing we can do as employes of this great transportation system is to be ever on the "alert" while on duty, to prevent any kind of accident that might happen to ourselves or to the equipment of which we are placed in charge.

Each and every one of us now in the service has had long years of experience, and has been thoroughly coached by our local officials as to our duty in protecting ourselves, as well as the property entrusted to our care. As trainmen we should give our train a careful inspection as often as it is possible to do so, while standing or in motion. We should also carefully observe trains that we meet, or which pass us, to see that everything is all right, as many times we can see defects more quickly by a running inspection than we can by a standing inspection at meeting points. We should be on the alert and watch trainmen for signals, should it be necessary for them to give signals. It is also my experience and very important that enginemen should pull out of stations, after stop has been made, at such a rate of speed that the trainmen can give their train the proper inspection. Failure on the part of enginemen to control the speed of trains nullifies the efforts of trainmen to properly perform their duty and many times results in a man failure. We have had trainmen maimed

for life on account of excessive speed of trains while pulling out of sidings, trying to bleed off sticking brakes.

The rules in regard to train operation are so explicit, there is no excuse for a misunderstanding of them and it is almost impossible to find a movement that is not amply protected by their application. We should never take undue chances if the speed of a train is such that it cannot be boarded with safety. It is better to be left than to be badly injured trying to get on and be sorry afterwards. The same applies to getting off—we should never attempt to get off unless we are absolutely certain we can do so with absolute safety.

It is the seemingly small things that often result in partial or permanent injury to men. We should be very careful to note condition of brakes on cars we pick up and set out, as many of us work on grades, and failing to see or know that we have a brake in good condition may result in damage to equipment or personal injury to us, and cause embarrassment to our local supervising officials, who are always anxious to maintain a clear record as to personal injuries and damage to equipment. So let us all do our work in such a manner that it will reflect credit, not only to ourselves, but to our Supervising Officials under whose jurisdiction we work.



NUMBER OF CASUALTIES TO EMPLOYEES WHILE GETTING ON OR OFF, OR FALLING FROM CARS OR LOCOMOTIVES

PACIFIC LINES

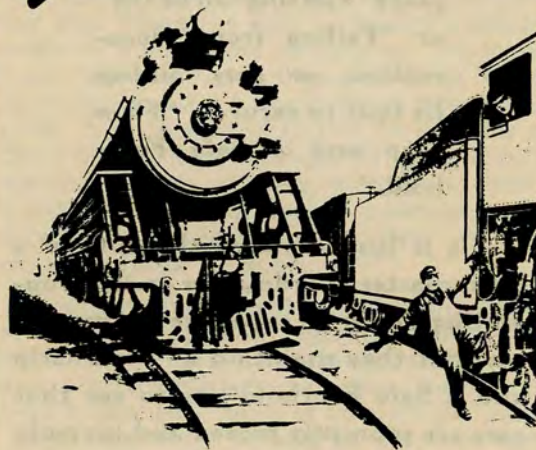
1932		1933		1934	
Killed	Injured	Killed	Injured	Killed	Injured
3	56	4	55	3	84

Special study was made of the circumstances and conditions under which these personal injuries occurred. It was found that many of the accidents were due to improper methods pursued in alighting from equipment.

Employees are now required to be governed by the following rule in order to afford themselves a greater degree of protection:

“When coming out gangway of engine to steps, getting off top of tender or car equipped with vertical steps or ladders, or stepping from roof of car to brake board, face the equipment and be sure ball of foot is firmly placed on step, ladder or brake board before placing full weight on it.”

MAN ALIVE!



**LOOK BOTH WAYS BEFORE 'LIGHTING
AND KEEP ON LIVING**

There is comparatively little danger to an employe "Getting On or Off" or "Falling from" locomotives or cars, unless he fails to secure a "Firm Grip and a Safe Foothold."

It is just as much the duty of a Trainmaster, Yardmaster or other operating officer to supervise his men to see that they maintain a "Firm Grip and a Safe Foothold" as to see that cars are promptly moved and properly placed.

SAFETY FIRST

By

*Mr. C. M. Buckley, Engineer
Los Angeles Division*

The Safety First movement, as we know it, has passed the experimental state. That it is constructive in its nature and a means of conservation of life, limb, and property in its practical application, is beyond argument. Statistics prove that where the code is applied accidents decrease in number and seriousness. All thinking men are agreed as to the worth of the Safety movement. It has a natural affinity for railroad service. Still, in spite of all this, we continue to suffer from avoidable accidents, bringing in their wake material loss, suffering, misery, and death. We are agreed that the applied principles of the Safety First movement are correct. Where, then, is the blame to be placed?

Too many of us regard the Safety movement now as we as children regarded goblins and fairies; as a nebulous something existing in a vague, abstract manner—something to be considered or discussed while in an academic frame of mind, but really nothing of a nature close to our practical every-day life. It is for the other fellow, the student, but for us! . . . Oh well, our experience as full grown practical railroad men makes us superior to all that. We may be unconscious of this state of mind, but the existence of such an attitude determines the fact that we have failed by thoughtful consideration to identify ourselves personally and definitely with the Safety movement. I dare say

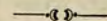
we have not failed in this regard with our relationship to taxes; there is nothing vague about taxes. This leads us, then, to the conclusion that thoughtlessness is the main thing responsible; failure to appreciate our duty to ourselves, our families, our associates, our employer, and our community.

What is the remedy? Obviously it is to awaken the individual from his apathy. Sounds simple, doesn't it? Well, educators have been trying since civilization was born to teach men to think. Their success up to date is measured in the statement of a famous educator that but ten men out of a hundred are capable of the process, and but one of the ten can put his thought into constructive action. What, then, we to do about it? And, if our duty is obviously to awaken individuals to their personal relationship to the Safety movement, are our efforts doomed to failure? Not at all.

The difficulty of our task makes our effort all the more necessary. There is no failure in persistent effort. We cannot hope, it is true, to teach all men to think, but our duty certainly makes it incumbent upon us to make and continue the effort. We can at least hope and try to increase the average in our particular sphere, because our subject is one of peculiar personal significance to all of us. It would be impossible to codify into rule the behavior to be followed in meeting every demand of railroad service, therefore, we must continue the effort to expound the gospel of Safety First, stressing the point that its fruits are found only in eternal vigilance. We

should record and cite that we may all profit from the experience of others, all incidents of carelessness without revealing identities (it being assumed the incident was corrected on the spot), and suggest the necessary remedies, keeping foremost in mind our effort to induce independent thought on the individual's part, and to awaken him to a realization of his personal relationship to the Safety idea.

Our duty is to carry on with patience, stressing with the individual whenever we note a careless or unsafe act, his personal relationship to the Safety movement, to the end that he may continue the pursuit of "Life, Liberty, and Happiness," without the handicap of an empty coat sleeve or a glass eye that does not see, or to be suddenly arrested in that pursuit by the most permanent of human experiences—Death itself.



SAFETY

By

*Mr. W. H. Hastay, Yardman
Portland Division*

Safety, it is said, is of first importance in the discharge of duty. No statement could be more true. The countless risks which are taken every day are entirely unnecessary and should be avoided as diligently as though every one were to end with the loss of life or limb, for all too often those very risks do end with just such serious and sometimes fatal disasters.

One should never lift a coupling pin by hand or kick a drawbar over with his foot, when cars

are in motion. Cut levers are provided for this purpose, and their use will prove a great deal more safe and economical in the end. Nor should one risk jumping from one car to another on an adjoining track, for the danger encountered thereby is all out of proportion to the time saved by the practice.

To safeguard the welfare of the others of his crew, one should always make sure that cars are kept well in the clear. If they are not, the close clearance may be the cause of a man being brushed from a ladder and seriously injured.

Passing between cars should also be done with caution, for when cars are close together there is always the possibility that one of them will be kicked and trap a man before he can get into clear. So it is with climbing between cars in motion. If a man should lose his footing, or if he should be jostled from a ladder, he would be trapped under the wheels before he had even a chance to escape.

That others who are affected by the movement of cars may also be protected, it is vitally necessary to pay strict attention to blue flags at all times. The infraction of this rule is unpardonable and is sufficient grounds for discharge from the service.

Likewise, one should always proceed with care when working around team tracks and warehouses. All shippers and truckmen should be forewarned, and special precaution as to the removal of toe boards and the breaking down of loads should be taken before any cars are coupled or any other movements are made.

In regard to the crew, every man should be instructed at all times as to how and under what circumstances a piece of work is to be done. In this way the possibility of injury, either to the equipment or the men themselves, is markedly lessened.

By night the dangers of railroad work may be greatly lessened by a few simple precautions. When coupling air hose or making minor repairs, one should leave a light beside the track, then the rest of the crew will realize that someone is working between cars, and give no signal until the work is done and the lantern is removed.

A familiarity with the rules of the Company will also prove greatly beneficial to all employes, for by keeping themselves well posted concerning the precautions necessary in their work, they are much less likely to become careless. This truth applies to all work as well as to railroading and should carefully be considered.

Lastly, one should always remember to be courteous. Estrangements between an employer and his employes, or between a Foreman and his crew, are especially dangerous and must carefully be avoided. It is a well known fact that harmony makes for respect and caution; but it is just as true that discord works for recklessness and injury. Therefore, if you would have complete and impartial safety, and if you would possess the respect of your fellowmen, be courteous, obey orders, and above all, work with caution.

EMPLOYEES KILLED WHEN STRUCK OR RUN
RUN OVER BY LOCOMOTIVES OR CARS
AT PLACES OTHER THAN HIGHWAY
CROSSINGS

SOUTHERN PACIFIC COMPANY
(Pacific Lines)

Class of Employees	Total Killed				
	1930	1931	1932	1933	1934
TRAINMEN.....	—	—	1	—	2
YARDMEN.....	1	1	2	2	1
SEC.—EXTRA GANG.	3	—	1	1	—
CARMEN.....	—	1	—	1	1
ALL OTHER.....	3	1	—	1	1
TOTAL.....	7	3	4	5	5

What a Whale
Of a Difference.

—a few!
feet make



**DOUBLE
DANGER**

—no chance if the
car is bumped—
too close to see
moving engine.



DOUBLE SAFETY!
Plenty of clearance to move and see.

He thought it was
perfectly safe
to cross
without looking



**NO TRAIN WAS COMING
HE STARTED THE HABIT
OF NOT LOOKING BOTH WAYS**

More Railway Officers and Employees have been killed when struck and run over by engines or cars than from any other single cause.—*Association of American Railroads Safety Section Circular S-433.*

Next time it was
most unsafe
when he started across
without looking



**A TRAIN WAS COMING
HE LACKED THE HABIT
OF LOOKING BOTH WAYS**

SAFETY FIRST

By

*Mr. T. J. Hawkins, Conductor,
Western Division*

The subject of "Safety First" is of sufficient importance to engage the interest of every man who works on a railroad.

Next to getting a job on a railroad is the importance of knowing how to do that job in such a manner as to insure Safety, not only to ourselves, but, to others to whom we owe the same degree of Safety that we expect from them.

At a convention of astronomers, one member made this statement: "Find out nature's laws and obey them at whatever cost."

We may well paraphrase that statement insofar as railway transportation rules are concerned. Based on time existence, they are the nearest approach to nature's laws that mankind has devised in exactitude and certainty of fulfillment. We can say with certainty, "Learn Safety First Rules, Obey, and be Safe."

We should realize that unless a man knows his work and does it correctly he is not a safe railroader. Not being sure of his moves, he does not feel safe unto himself and depends upon "good luck" and more competent employees to help him hold his place inside the railroad circle.

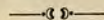
Calm concentration marks the good railroader. A detachment from everything except his work is the result of good railroading habits. His mind, trained to correct practices, rebels at a wrong combination of circumstances and he

instinctively applies the protective rules indicated in such circumstances and saves the situation and himself.

Every man in railroad service can improve; can be taught something he did not know about his work; can be urged toward a better performance of his work so that he may stand comparison with the acknowledged good railroader.

Among railroad men, the men who are recognized as "good men" by their fellow workers, are men who do not accept the phrase, "Get By" as a motto. These men do good work because they know how, and instinctively do the best that is in them.

To be a good railroader is the way to the solution of the problem of "Safety First."



SAFETY FIRST

By

*Mr. C. L. Eisert, Brakeman,
Rio Grande Division*

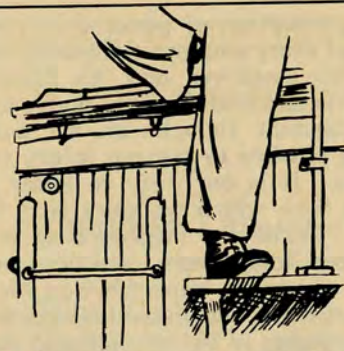
From time immemorial, especially in Transportation service, Safety First has forcibly been brought to the attention of all employees. However, the tendency seems to be to drift from our teachings and at times become delinquent and careless in the performance of our duties. This applies to employees in all departments of a railroad and particularly to trainmen, enginemen and yardmen, who, as we know, operate under conditions which require that men keep alert at all times. Therefore, it behooves us to perform our duties in a safe and sane manner.

LOOK BOTH WAYS AND LIVE

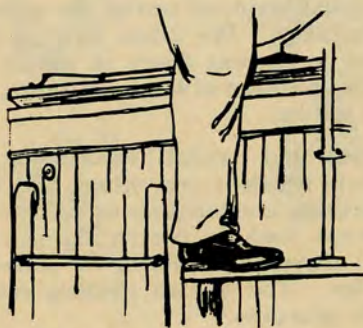
A FEW WELL KNOWN FACTS

1. Railway trains have the right of way and he who contests this right of way will surely come to grief.
2. He who forms the habit of looking both ways before stepping or driving onto a railroad track and heeds the warning will never be struck and killed or injured by an engine or train.
3. All railway employes on the road, particularly those in transportation service, are subject to the liability of being struck or run over by moving engines and cars for the entire time they are on duty.

**MORAL-LOOK BOTH WAYS AND YOU WILL
LIVE LONG**



A Brakeman, attempted to step from the top of box car to runningboard, facing foremost, without maintaining secure hand hold. He made misstep, his foot slipped from the runningboard, throwing him between cars with fatal results.



He should have turned around, taken firm grip on hand hold on top of car and carefully placed his feet on the brake step. Had he done this, he would not have lost his life.

The prevention of personal injuries is the first duty of every employe to himself, his fellow-workers, his employer and his family. The saving of life and limb is a real man's job, which requires constant thought on his part to do everything possible to prevent injury to himself and others. It is our duty to know that the equipment with which we work is in first-class condition. While the inspection of every machine, every tool, every practice and every method is of utmost importance in the prevention of accidents, the individual working with these implements of industry should know that they are in a safe condition. Therefore, I do not feel that the responsibility for personal injuries always lies with the Supervisor for not having properly instructed the employe in the performance of his duties, but do believe that the individual involved carries the greater load of responsibility. We know how to perform, but in our incoherent desire to handle the job through the medium of least resistance, tragedy oft-times results.

Physical and mental fitness for a job is a big factor in accident prevention, and when we have a working combination of both we can go a long ways towards preventing personal injuries and alleviating suffering for ourselves and our families. The human element enters into all unsafe practices.

We all realize that it costs the Southern Pacific a tremendous sum of money each year to settle claims which resulted from injuries due to indifference in the performance of duties

WHY DOES A MAN FALL?



Lost Handhold



Poor Housekeeping



Stepping from Car to Car



Unsafe Scaffolds



Unsafe Foothold

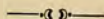


Slipping and Falling

by employes. This is our Company, the one that provides our sustenance, and it is our duty with respect to our employer to do everything in our power to reduce these uncalled for expenditures.

Our stay is short enough. You cannot challenge death. Since life in its-self is a hazard, why then should we, through indifference and careless methods, subject ourselves to that ever awaiting monster of disaster and destruction? We are human, prone to take a chance and defiant, but prudence and judgment should dominate our minds and we should ever be alert in the field of Safety First and in the exercise of care in every step we take.

In conclusion, if we adhere strictly to our operating rules, complying with them to the letter, we will not only do a better job of rail-roading, but will promote Safety to our fellow-workers and ourselves.



NO SUBSTITUTE FOR WATCHFULNESS

By

*Mr. T. Milner, Engineer,
Shasta District*

After long years in engine service, and being constantly in a position where I can observe the actions of those working with and around me in a more or less hazardous occupation, I am convinced that the first requisite for Safety is a thoughtful and active mind. If we can instill into ourselves, as well as others, the positive

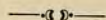
fact that it is more honorable and more satisfactory to all concerned, more professional, to be cautious and prudent rather than take unnecessary risks and chances, a great reduction in accidents will result.

We Educate and train ourselves along other lines of proficiency in order that we may discharge our duties in a competent manner, and thus obtain for our employers and ourselves satisfaction and remuneration. Will it be less profitable to all concerned to be constantly alert and studious in the interests of Safety First? A possibility of accident is always lurking around the bend or behind the corner, ready to confront us in the most unexpected places and under the most unusual circumstances. To have a clear head, eyes trained to see, a mind educated to recognize the first appearance of danger and a hand firm and be quick to take the necessary action to avoid likelihood of hazard to life and limb, these are the requisites we should strive to obtain. They possess the possibilities of continued employment, free from pain and sorrow, effective service with certain and satisfactory remuneration.

We must not for a minute lose sight of the fact but keep it constantly before us, that we are responsible for our own Safety, as well as the Safety of others. It is true that our employers have their responsibilities too, but when this is met, Safety devices of all sorts installed and appliances and improvements placed around us to protect us at our work, machines made fool-proof to prevent accidents, there still re-

mains the human factor to reckon with, and, unless you "watch your step," it is a most difficult task for the other fellow to watch it for you. We owe it to ourselves, our families, our employers, our friends, to become an ardent and studious adherent to and a most careful observer of the laws, rules and principles of the Safety First movement at all times and under all conditions.

To live a long life, to engage in work which is also a pleasure, to win with money earned from that work honor in plenty and a sense of security while surrounded with numbers of devoted friends is a position that is a desirable one, and to live this long life and engage in a more or less hazardous occupation requires constant and careful attention on the part of the aspirant. But such is the possibility within the reach of every live, wide-awake, ambitious person in the employe of this railroad company.



A FEW SUGGESTIONS WHICH ARE ALWAYS NEW

By

*Mr. L. E. Fish, Assistant Chief Engineer
Steamer Santa Clara*

The request of our worthy Chairman that I write an article to be read to you, produces the same feelings as those of the village blacksmith when ordered by the King to repair a fine watch.

However, the following are a few of the things I have tried to impress on engine room crews for their Safety while handling fires or making repairs:

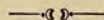
Trying to light the fires off cold bricks, or forgetting to open the dampers, is quite a popular pastime. Also, after the fires are set, one of them may go out, and in either case, the results will be about the same—loss of hair, bad burns, a job of picking up and repairing brickwork, and maybe a few demerits for good measure.

In regard to making repairs, etc., paddle-wheel work is, in my opinion, one of the most dangerous as well as the most thankless jobs. The main idea here is always to have one hand for yourself and one for the Company. Of course, this is often quite difficult to arrange, especially when you are trying to use a hammer and chisel, or a hack saw. If you feel yourself slipping, let go of the tools; you will be criticised for losing them but you wont get wet.

When making repairs in the engine room, be sure to pick the right size of wrench for the job. A mashed finger or bruised hand is often the result of picking the wrong one.

While overhauling is going on, or when gathering up tools after a job is completed, great care should be taken to keep from tripping or falling over spare parts, tools, spikes, etc., which have not been gathered up.

It is impossible to make a list of set rules to govern at all times, as conditions are never the same on any two jobs. The main thing to keep in mind is that eternal vigilance will help to keep you out of the hospital and off the carpet.



IDEAS ON SAFETY

By

Mr. Donald Mathieson
Dining Car Inspector

All rules governing dining car operations embrace the principle of SAFETY FIRST. These rules originate in experience and are designed primarily to give the employe the best possible protection in the performance of his duties. To the extent that these rules are observed, accidents including personal injuries diminish, and vice versa. This shows clearly that accidents and injuries do not belong in the mythical realm of chance, any more than does safety lie in so-called good luck. On the contrary, in nearly every case involving an accident such failure can be linked to some man or men at some point along the line who failed to observe safe practices in the performance of his duties.

When well understood and heeded this is most reassuring. Putting the issue squarely up to the man, it summons his confidence and becomes a rebuke to his carelessness. The wise employe will then resolve to abide by the rules,

and as far as it lies within his power he will make his fellow workman do likewise.

Every employe should not only see to it that he approaches the job in a fit condition physically, but he should guard against a frame of mind conducive to any action on his own part that may hamper or endanger himself or his fellows. He will find that, when properly on guard against the paralyzing action of fear, hurry, worry or anger, he will be enabled to retain a clear eye and a steady hand all through the day's routine, and even in emergencies. Thus he becomes not only a safe workman but one who exerts a steadying influence on those around him.

Here are a few practical reminders to dining car employes:

Avoid burns by keeping lids on hot water pots and on every pot and pan that can be covered. When making curves brace pots against guard rail of the range. Wear good heavy shoes as protection against hot grease. They serve also to protect your feet from tools or any object that may fall from the dresser.

Avoid cuts from tools by avoiding hurry. Return knife or icepick to its place every time used. Remember that a sharp knife is safer than a dull one. When opening sardine or any other can hold it in a towel. Dispose of can as soon as possible and keep dresser clean and clear.

Avoid cuts from broken crockery and glassware. Never slide dishes off tray.

Unload by hand. Have regard for the dishwasher's hands as well as the dishes. Discard at once all chipped pieces. Never cram a large piece of ice into a thin glass, forming a wedge. The glass may fly to pieces in your hand or in front of the guest.

Avoid bruises by never placing step ladder, step box or any object where there is a risk of stumbling. Brace the step ladder toward the engine every time used. Have two men open or close car windows. Do not let the tail gate nip your fingers. Take time to wipe a wet floor dry no matter how busy you are. Watch out for the open locker door overhead. ANTICIPATE every motion of the train and the movements of your fellows until it becomes second nature.

Avoid accidents at the terminal by being right when you report for duty. By careful loading and unloading of supply truck. Have two men lift all heavy crates, sacks, meat boxes and large milk cans, first taking a good stance and getting a good hold. Don't toss cans or packages up to car when you can just as easily hand them up. Neither should containers be thrown from car onto platform. Horseplay belongs in the gymnasium; giving vent to it while on duty is foolish and dangerous. A new man needs all the advice and help you can give, but above all he needs your good example. He is watching and absorbing what you demonstrate. Let this be SAFETY FIRST.

ACKNOWLEDGMENT

The Committee on Education, Safety Section, Association of American Railroads, originated the subject matter from which was made a majority of the cuts reproduced in this booklet.

The work of this Committee is acknowledged as having been far-reaching in scope and very helpful in furthering the Safety First movement on the American Railroads which sponsor the Association and its various Committees.

It is hoped this Committee and the other contributors to this issue will derive much satisfaction from having assisted in arousing renewed interest in the Safety First movement.

SOUTHERN PACIFIC COMPANY
(Pacific Lines)

Progress Report

The reduction in fatalities and injuries reportable to the Interstate Commerce Commission amounts to 80% for year 1934 as compared with the year 1917. This remarkable achievement is the direct result of the untiring efforts of those officers and employes who have given freely of their time and thought in searching for unsafe practices and conditions, daily setting a good example for all to follow and by assisting in teaching the new employes.

Greater effort will be required to effect a continuation of the reduction in number of accidents since the task becomes more difficult as the number is reduced to a low level.

It is planned to "Take the Safety Meetings to the men" by holding some at the outside points in addition to the regular meetings at division headquarters, thereby giving many more employes an opportunity to obtain first-hand information on the subject, so they may profit by the misfortune of fellow employes and be guided towards safe practices.

We are endeavoring to effect a reduction of at least 5% per year in the number of all casualties to employes and to continue the rapid decrease in number of fatalities. The 13 fatalities in 1934 was 4 lower than for any previous year, and there were none during the first three months of 1935. An average of five employes have lost their lives each year for the past five years by reason of stepping in front of cars or engines. This is a type of accident which can be wiped out at one stroke and is the one which is being stressed at Safety Meetings. Let every one "Watch his step" this year and eliminate this type of accident which proves fatal in 50% of the cases.

— 3 —

OUR PROGRAM FOR REDUCTION OF ACCIDENTS

1. To instruct each man as to proper way of doing each task.
2. To educate Supervisors to search for and observe all unsafe practices and conditions.
3. To impress upon all Supervisors their responsibility for turning out work free from personal injury to employes.
4. To encourage discussion and interest in Safety Work.
5. To make Safety Meetings more interesting and instructive to the end that more Employes will attend and become encouraged to take a very active interest in the welfare of themselves and fellow employes.

THE PROGRAM FOR RESEARCH
IN ACCIDENTS
The purpose of this program is to
investigate the causes of accidents
and to develop methods for their
prevention. The program is divided
into three main sections: 1. The
causes of accidents, 2. The
methods of investigation, and 3. The
methods of prevention. The first
section is devoted to the study of
the factors which lead to accidents,
such as human error, equipment
failure, and environmental conditions.
The second section is devoted to the
study of the methods of investigation
of accidents, and the third section
is devoted to the study of the
methods of prevention of accidents.
The program is designed to be a
comprehensive study of the subject
of accidents, and it is hoped that
it will be of great value to those
interested in the subject.