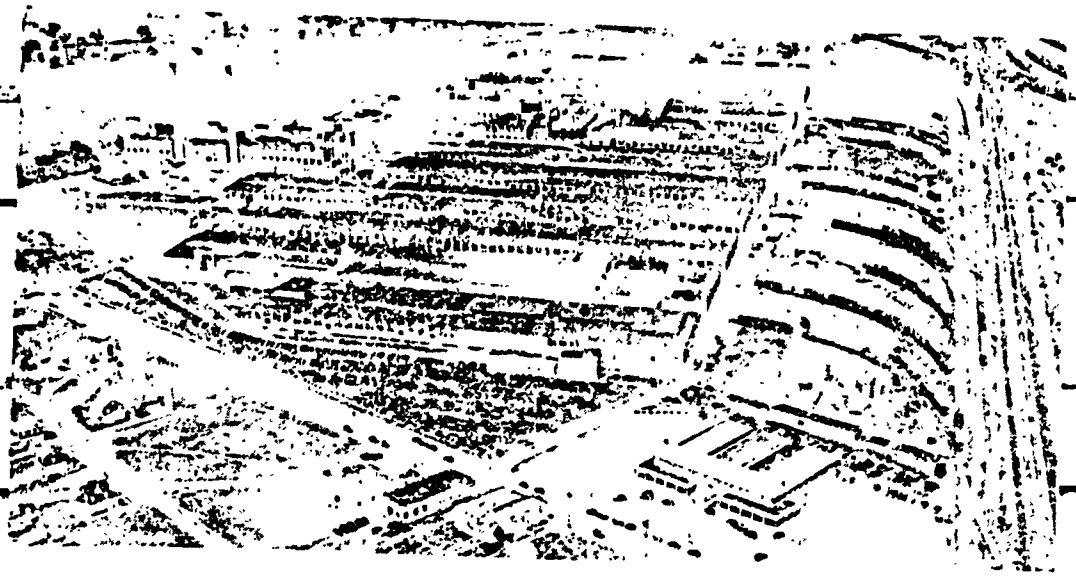


This is Our Policy on Working Conditions

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The Third of a Series of Talks on Johns-Manville Policies.

Manville, New Jersey, January, 1938

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OUR POLICY ON WORKING CONDITIONS

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On a recent visit with you we considered our policy on wages.

Now, let's think about *Working Conditions.*

It is the Company's determined policy to make J-M plants safe, healthful places to work.

More than $100,000 has been spent for safety devices to protect workmen against injury by machines, and against possible injuries in cases where they may be careless.

In the last four years Johns-Manville has spent at its 11 plant locations more than $153,000 for dust-collecting equipment alone, of which $15,000 worth has been installed at Nashua within the last five months.

In the five-year period just ended, the Company spent $430,000 for medical care and compensation of injured employes, and $31,000 for hospital treatment—a total of nearly half a million dollars.

That amounts to about $150 spent for every worker in an effort to make his working conditions among the best in the land.

And what have been the results of all these efforts?

In the past year, only 124,096 hours were lost because of accidents out of a total of 11,000,000 man-hours worked. That's only about one out of every hundred hours.

But Johns-Manville *is not satisfied* with even that good record. The Company intends to leave nothing undone until the causes for all accidents are completely removed from all Johns-Manville plants.

Reduction of accidents will not only safeguard the health and lives of J-M employes but it will produce savings in operating costs as real as any money saved by stopping waste. That will give us more money to put into pay envelopes.

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Johns-Manville insists that all employes co-operate in observing safety rules and in using the safety equipment that is provided for them.

An employe might be careless about his own health and safety but he has no right to endanger his fellow workers. That's just what carelessness on his part might do.

It is the policy of the Company to provide modern locker space, wash rooms and toilet facilities and this is being done as rapidly as possible. Here again employes can co-operate in keeping these facilities in a clean, healthful condition.

First aid equipment and facilities are provided and are always available to every Johns-Manville employe while on duty.

Every employe is expected to take advantage of these medical facilities by seeking immediate treatment for even the slightest scratch which might become infected and cause serious illness.

Regular physical examinations in Johns-Manville factories protect employes from other employes who might have contagious disease. If any employe needs medical advice he should report to the plant medical department. It is not Johns-Manville policy to recommend physicians or to take on activities rightfully the responsibility of a local physician.

The Company maintains safety engineers whose full time is spent in studying our plants with a view to improving working conditions at every opportunity. And we have one industrial hygienic engineer who spends his entire time testing the air for dust content. This is to protect your health.

It is a policy of the Company constantly to educate all employes along safety lines for their own benefit. Employes are naturally expected to do what

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they can to help this program by helping to keep the plant clean and passing the Johns Manville tradition of cleanliness on to new employes. When employes habitually pick-up, clean-up, and sweep-up, and keep materials in neat orderly piles it not only helps safeguard their lives and health but makes the factory a more pleasant place in which to work.

J. E. Liegeal

Manager
Manville, New Jersey Plant.

JOHNS-MANVILLE POLICY

It is the policy of Johns-Manville to make *Working Conditions* in its factories and mines everywhere safe, healthful and pleasant.

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