



海菜湯 *Seaweed soup*

Recipe: 1 cup dried wakame, 1/2 cup dried kombu, 1/2 cup dried shiitake mushrooms

Directions: Soak the wakame in water for 10 minutes. Wash the kombu and shiitake mushrooms. Cut the kombu into 2-inch pieces. Cut the shiitake mushrooms into 1/2-inch pieces. Add the kombu, shiitake mushrooms, and 4 cups of water to a pot. Bring to a boil. Reduce the heat and simmer for 1 hour. Add the wakame and simmer for 10 minutes. Season with soy sauce and a dash of sesame oil.

Tip: Wakame is a healthy seaweed that is rich in calcium and iron. It is also a good source of fiber.



the individual's ability to understand and use information to make decisions that affect his or her health. Health literacy is a key component of the patient's ability to participate in decisions about his or her health care. Health literacy is a complex concept that involves the ability to read, understand, and use health information. It is a skill that is essential for patients to be able to make informed decisions about their health care. Health literacy is a key component of the patient's ability to participate in decisions about his or her health care. Health literacy is a complex concept that involves the ability to read, understand, and use health information. It is a skill that is essential for patients to be able to make informed decisions about their health care.



National Medical Nephrology Society
Society for Nephrology & Dialysis

in the same way. The model is based on the idea that the probability of a person being infected by a given source is proportional to the number of contacts with that source. The model is based on the idea that the probability of a person being infected by a given source is proportional to the number of contacts with that source.

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the following principles: (1) the use of a single, common, and simple language; (2) the use of a common set of symbols and units; (3) the use of a common set of definitions; (4) the use of a common set of procedures; (5) the use of a common set of standards; (6) the use of a common set of methods; (7) the use of a common set of results; (8) the use of a common set of conclusions; (9) the use of a common set of recommendations; (10) the use of a common set of actions.

THE TROUBLE WITH BAKING (How to Bake a Cake)



It's time to bake a cake. The ingredients are all in the cupboard. The oven is preheated. The cake is in the oven. The cake is done. The cake is on the table. The cake is eaten. The cake is gone.

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ethically sound and legally defensible. The authors argue that the use of the term "bioethics" is likely to be associated with the other two terms and affects a broader understanding of the discipline. The concept of "bioethics" is exemplified by the authors' discussion of the ethical challenges of stem cell research. They argue that the term "bioethics" is often used to refer to the ethical challenges of stem cell research, but that this is a narrow and potentially misleading view of the discipline. They argue that the term "bioethics" should be used to refer to the ethical challenges of all biomedical research, not just stem cell research. They argue that the term "bioethics" should be used to refer to the ethical challenges of all biomedical research, not just stem cell research. They argue that the term "bioethics" should be used to refer to the ethical challenges of all biomedical research, not just stem cell research.



along the Gulf Coast for pollution control and protection. In recent years there have been numerous studies of the effects of dredging and spoil disposal on the environment. The Gulf of Mexico is a large body of water, and the effects of dredging and spoil disposal are not expected to be significant unless they are done in a large area. The effects of dredging and spoil disposal are not expected to be significant unless they are done in a large area. The effects of dredging and spoil disposal are not expected to be significant unless they are done in a large area.

1. **Identify the main components of the system.** The system consists of a **client** and a **server**. The client is responsible for sending requests to the server and receiving responses. The server is responsible for processing requests and returning responses.

2. **Describe the flow of data.** Data flows from the client to the server and back. The client sends requests to the server, and the server returns responses to the client.

3. **Identify the protocols used.** The system uses **HTTP** (Hypertext Transfer Protocol) for communication between the client and the server.

4. **Describe the architecture.** The system is a **client-server architecture**. The client is a separate entity from the server, and they communicate over a network.

5. **Identify the data formats.** The data is exchanged in **JSON** (JavaScript Object Notation) format.

6. **Describe the security measures.** The system uses **SSL/TLS** (Secure Sockets Layer/Transport Layer Security) for secure communication between the client and the server.

7. **Identify the dependencies.** The system depends on **Internet connectivity** for communication between the client and the server.

8. **Describe the scalability.** The system is designed to be **scalable**, meaning it can handle a large number of clients and requests.

9. **Identify the potential risks.** The system is vulnerable to **DDoS attacks** (Distributed Denial of Service) and **data breaches**.

10. **Describe the future improvements.** The system can be improved by adding **authentication** and **authorization** mechanisms.

[illegible]

There are a number of factors that can affect the results of a survey. The most common is non-response bias, which occurs when the people who do not respond to the survey differ in some important way from those who do. Other factors include sampling error, which is the difference between the sample and the population, and measurement error, which is the difference between the true value and the value reported by the respondent. To minimize these errors, researchers use a variety of techniques, including random sampling, follow-up interviews, and careful question wording.

[illegible]

Abstract The purpose of this study was to determine the effect of a 12-week, 1000 kcal energy deficit diet on the body composition and physical fitness of obese women. The study was conducted in a laboratory setting. The subjects were 10 obese women (mean age 45.0 ± 5.0 years, mean BMI 35.0 ± 2.0 kg/m²). The subjects were divided into two groups: a control group (n = 5) and an intervention group (n = 5). The control group received no intervention, while the intervention group received a 12-week, 1000 kcal energy deficit diet. The subjects were assessed at baseline and at 12 weeks. The results showed that the intervention group had a significant decrease in body weight, body fat, and waist circumference compared to the control group. The intervention group also had a significant increase in lean body mass and physical fitness compared to the control group. The results suggest that a 12-week, 1000 kcal energy deficit diet is effective in improving body composition and physical fitness in obese women.

Abstract *Background:* The purpose of this study was to determine the prevalence of *Helicobacter pylori* (H. pylori) infection in the general population of a large, urban, tertiary care hospital in the United States. *Methods:* A cross-sectional study of 1,000 patients was conducted. The prevalence of H. pylori infection was determined by serologic testing (enzyme-linked immunosorbent assay) and by endoscopic biopsy (histology and rapid urease test). *Results:* The prevalence of H. pylori infection was 10.5% (95% confidence interval [CI], 8.5–12.5%). The prevalence of H. pylori infection was significantly higher in patients with a history of peptic ulcer disease (15.5%, 95% CI, 12.5–18.5%) than in patients without a history of peptic ulcer disease (9.5%, 95% CI, 7.5–11.5%). *Conclusions:* The prevalence of H. pylori infection in the general population of a large, urban, tertiary care hospital in the United States is 10.5%.

1. **Identify the problem:** The first step is to identify the problem or issue that needs to be addressed. This involves understanding the context, the stakeholders involved, and the specific goals and objectives of the project.

2. **Analyze the problem:** Once the problem is identified, the next step is to analyze it. This involves breaking down the problem into smaller, more manageable components and identifying the root causes of the problem.

3. **Generate solutions:** The third step is to generate potential solutions to the problem. This involves brainstorming ideas and evaluating them based on their feasibility, effectiveness, and potential impact.

4. **Select a solution:** Once several potential solutions have been generated, the next step is to select the most appropriate solution. This involves comparing the solutions and choosing the one that best addresses the problem and meets the project goals.

5. **Implement the solution:** The final step is to implement the selected solution. This involves developing a plan of action, allocating resources, and executing the plan.

6. **Evaluate the results:** After the solution has been implemented, the next step is to evaluate the results. This involves monitoring the progress of the project, assessing the impact of the solution, and identifying any areas for improvement.

7. **Communicate the results:** The final step is to communicate the results of the project. This involves sharing the findings with the stakeholders and providing a clear and concise summary of the project's outcomes.

[illegible][illegible]

1. **Identify the problem**
 2. **Define the problem**
 3. **Generate hypotheses**
 4. **Test the hypotheses**
 5. **Evaluate the results**
 6. **Implement the solution**
 7. **Monitor the results**
 8. **Adjust the solution**
 9. **Communicate the results**
 10. **Document the results**

QUESTION I have a 2001 Ford Focus with 100,000 miles. The car has been running fine, but recently I've noticed a knocking sound coming from the front end. I've checked the oil level and it's fine. I've also checked the tire pressure and it's correct. I'm not sure what else to check. Can you help me?

ANSWER The knocking sound you're hearing is likely coming from the front end of the car. There are several things you can check to identify the problem. First, check the front suspension. The shocks and struts may be worn out, which can cause a knocking sound. You can check this by looking at the front end of the car. If the shocks or struts are worn, they will be sagging. You can also check the front end of the car for any damage. If there is any damage, it may be causing the knocking sound. Another possibility is that the front end of the car is out of alignment. This can also cause a knocking sound. You can check this by looking at the front end of the car. If the front end is out of alignment, it will be crooked. Finally, the front end of the car may be hitting something. This can also cause a knocking sound. You can check this by looking at the front end of the car. If there is any damage, it may be causing the knocking sound. If you're not sure what to do, it's best to take the car to a mechanic. They can check the front end of the car and tell you what's wrong.

1999

RUTGERS

School of Management
and Labor Relations

Week 2

Occupational Safety and Health History Overview

Ashley Conway, Assistant Teaching Professor
Occupational Safety and Health
Labor Studies and Employment Relations

Welcome to the Week 2. I hope that your first week of the spring semester was a good one. You will be viewing this week's presentation in the Prezi program. For those of you who like to print out material, I posted a link to a PDF version of this presentation on the Week 2 page. You cannot view embedded videos in the PDF version. In addition to viewing the videos, there is text in most of the frames that you should read. This text is my "virtual voice" and takes the place of additional readings.



Early occupational safety and health observations and concerns

- Hippocrates linked the breathing problems of Greek stonecutters to rock dust.
- Roman slaves who survived the launching of ships were given their freedom because it was observed that their chances of surviving were almost zero.
- In 1700 Bernardino Ramazzini, an Italian physician, published a seminal work in occupational disease, *The Diseases of Workers*, that outlined the health hazards of chemicals, dust, metals, and other agents found in 52 occupations.
- In 1775 English doctors discovered an increase in cancer among chimney sweeps exposed to coal tar residues.



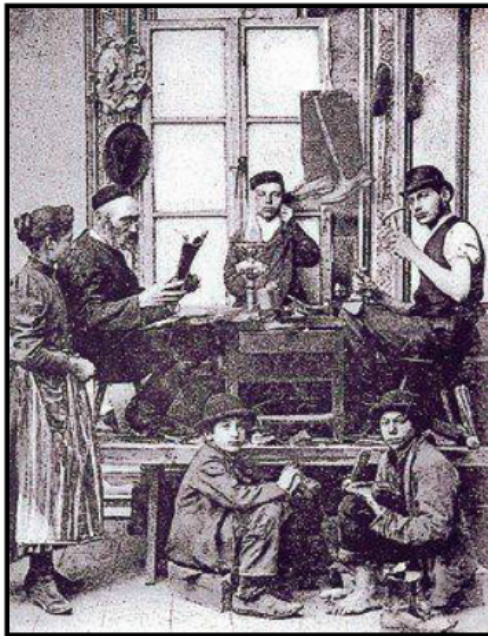
This week will explore the history of occupational safety and health. Our look back will set the stage for your own exploration of the work health and safety history of your family. I'll have more to say about the history paper assignment later in the presentation.

Only fragments are known about the earliest occupational safety and health observations and concerns. Undoubtedly, work was hazardous whether on a farm or construction site or in the trades. Physical trauma such as being trampled by a team of work horses, suffocating in a tunnel collapse or being crushed when launching great ships were obvious hazards, but infectious diseases and poor sanitation and hygiene likely took a greater toll on workers. These were times when scourges such as smallpox, plague, and cholera could wipe out large swaths of a population. Great leaps in unraveling scientific mysteries, such as the development of germ theory and the evolution of public health provided a foundation for beginning to understand the more invisible work hazards and prevent them; hazards like silicosis and lead poisoning.

If the science of preventing occupational injury and disease has progressed since the time of Hippocrates, why are there still occupational injuries and diseases?

Historically, efforts to improve worker health and safety have been met with resistance and opposition from economic and political forces. The voice of one worker has mostly been viewed as irrelevant, no matter how grievous or legitimate the complaint. Early trade organizations and, later, labor unions paved the way for the significant progress that has been made in work health and safety. The history of occupational health and safety is intertwined with the history of the labor movement. The strong link between organized labor and health and safety continues in the 21st Century, both in the U.S. and globally.

Trade and Mutual-Aid Societies:
Federal Society of Journeymen Cordwainers



For those of you who are labor studies majors, the history of the United States' labor movement is familiar, and for others it will be new information. This lecture is a very condensed overview of U.S. labor history with an emphasis on the role that the health and safety of men, women, and children played - not only on the course of labor history, but the history of the U.S. in general.

Prior to the Industrial Revolution, tradesmen organized into the precursor of modern day unions – trade societies- that functioned as mutual aid societies. For instance, a group of Philadelphia shoemakers organized the first successful trade society in the U.S. in 1794. Early trade unions often provided a range of benefits to insure members against unemployment, ill health, old age and funeral expenses.

By 1800 the success of the Philadelphia shoemakers' mutual aid society was being repeated in other U.S. cities. In 1806 the shoemakers went on strike for better wages and conditions (the two most basic purposes of unions). They were subsequently charged with conspiracy and found guilty. The use of conspiracy prosecution was used to break strikes for the next 36 years, effectively hampering workplace reform.

The only significant workplace safety improvements during this time was in the area of fire protection. It is important to note that workplace fire prevention was not undertaken for the benefit of protecting workers from injury and death, but was required by insurance companies. Insurance protected the material investment of owners (buildings and equipment) not the workers they employed.



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The Industrial Revolution



Source: Aldrich & Trattner

The onset of the Industrial Revolution was a major turning point in the history of occupational safety and health, unions, and society as a whole. Almost every aspect of daily life was impacted in the late 18th and early 19th centuries by industrial advancements. A period of rapid technological change spread through previously manual-based economies. New industries such as textiles, iron making, and coalmining transformed economies from reliance on manual labor to machine-based manufacturing. This transformation of work that occurred took place in a legal and regulatory climate where employers' interest in safety was insignificant. As a result, Americans developed production methods that were both highly productive and often very dangerous (Aldrich, 1997).

This Industrial Revolution enabled greater production of goods that in turn expanded trade. The increased amount of goods to be moved resulted in the introduction of canals and improved roadways and railroads. Work was transformed from primarily agricultural, craftsmen, and tradesmen based (like the shoemakers in Philadelphia) to workers who sold their labor for wages in factories and became part of a huge workforce in an industrial-based economy. It became much less likely that workers would own their businesses and control their work.

What did this mean for the new industrial worker? This is an excerpt from Mark Aldrich's article, *Train Wrecks to Typhoid Fever*: While workers injured on the job or their heirs might sue employers for damages, winning proved difficult. Where employers could show that the worker had assumed the risk, or had been injured by the actions of a fellow employee, or had himself been partly at fault, courts would usually deny liability. A number of surveys taken about 1900 showed that only about half of all workers fatally injured recovered anything and their average compensation only amounted to about half a year's pay. Because accidents were so cheap, American industrial methods developed with little reference to their safety.

Were it left to me to decide whether we should have a government without newspapers, or newspapers without a government, I should not hesitate a moment to prefer the latter.

- Thomas Jefferson



Painting: Henry Louis Stephens, c.1863 (untitled watercolor of a man reading a newspaper with headline "Presidential Proclamation/Slavery")

**DID YOU
KNOW?**

The Industrial Revolution brought advances in printing press technology; which enabled newspapers to become a widely circulated means of communication. Articles in these publications helped expose the sordid working conditions of the time. Exposés on corporate corruption and compelling stories of workplace injuries and fatalities kept the public interested in working conditions and reform. An example of this is the Triangle Shirtwaist Factory fire.

The need for labor that the advent of the Industrial Revolution created changed cultural patterns and attitudes toward women working outside the home, household, or farm. Minority and lower-class women went to work in mills and factories in unhealthy, dangerous conditions.

In 1911, 146 workers - mostly young women employed as seamstresses - died in a fire at the Triangle Shirtwaist Factory. The company had locked its doors to prevent the possibility of worker theft when fire swept through the building. The locked doors trapped many workers in smoke-filled rooms or forced them to jump from upper windows. The magnitude of the event, coupled with the ability to report it to many people in newspapers, served to heighten interest in working conditions. It often takes dramatic loss of life or extreme cases of injury or illness, for workplace safety and health change to occur.

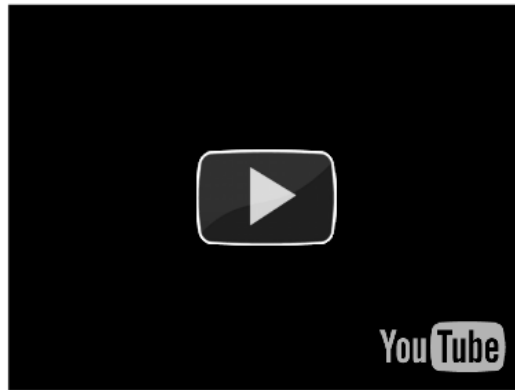
In the next slide you will be watching an excerpt from a documentary about the Triangle Shirtwaist fire.

New Jersey was a major US textile center. Paterson was called America's Silk City and harnessed the power of the Passaic River Gorge Falls to power the machines that drove the manufacturing taking place in massive buildings that lined Paterson's streets. In 1913 those mills stood silent for five months as workers joined in a bitter strike that brought the city national attention.

The textile industry area of Paterson Great Falls is now designated an urban national park. Besides the magnificent falls, the national park has a museum, guided and self-guided walking tours, and special events. Great Falls National park is worth a visit – and it's just a short drive away for most of us.

The Triangle Shirt Waist Factory Fire: Lessons from the Ashes

WATCH
THE VIDEO



Video excerpt from *New York: A documentary film*. (1999) PBS, WGBH Boston, 13/WNET and the New York Historical Society. (16:02)

As you watch the video, note that Francis Perkins witnessed the Triangle disaster. As you might imagine, the experience had a lasting impact on her.

This video is graphic and disturbing, but is a realistic picture of working conditions before there were comprehensive fire regulations in the US. It is noteworthy that garment workers continue to be the victims of mass casualty fires in countries, such as Bangladesh, that make our clothes.

DID YOU
KNOW?

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RUTGERS

Occupational Safety & Health

Time line of historical labor milestones for African Americans:

1607 English planters found Jamestown colony and complain about lack of laborers
1619 Slaves from Africa first imported to colonies
1664 First slavery codes begin trend of making African servants slaves for life
1676 Bacon's Rebellion of servants and slaves in Virginia
1800 Gabriel Prosser's slave insurrection in Virginia
1808 Slave importation prohibited
1861 Abraham Lincoln takes office as president and Civil War begins
1863 President Lincoln issues Emancipation Proclamation
1867 Congress begins reconstruction policy in former slave states
1869 Noble and Holy Order of the Knights of Labor and Colored National Labor Union formed
1870 15th Amendment to the Constitution adopted: The right to vote may not be abrogated by color
1894 Boycott of Pullman sleeping cars leads to general strike on railroads
1910 The beginning Great Migration of over 5 million African Americans from southern states to the Midwest, Northeast, and West to escape racism and seek industrial jobs
1937 Brotherhood of Sleeping Car Porters wins contract with Pullman Co.
1941 A. Philip Randolph threatens march on Washington to protest racial discrimination in defense jobs
1964 Civil Rights Act bans institutional forms of racial discrimination
1965 AFL-CIO forms A. Philip Randolph Institute
1968 Dr. Martin Luther King Jr. Assassinated in Memphis, Tenn., during sanitation workers' strike

Source: Democracy at Work: The Union Movement in U.S. History, Prof. James Green, University of Massachusetts-Boston Labor Resource Center and AFL-CIO.

Ashbrook Center on Teaching and American History and PBS



Artist: Earle Richardson, 1934
WPA Public Works Art Project

Although life was harsh and grueling for most workers, particularly indentured servants and other workers who were debt-bound to employers, the system of slavery sought to eliminate the essential humanness of enslaved men, women, and children. I have found that there is surprisingly little written about the hazards of laboring in slavery in occupational safety and health literature. This time line presents major milestones in African American labor history.

During the 1850s, Frederick Douglass, American social reformer, abolitionist, orator, writer, and statesman, typically spent about six months of the year travelling extensively, giving lectures. On July 5, 1852, Douglass gave a speech at an event commemorating the signing of the Declaration of Independence, held at Rochester's Corinthian Hall. It was biting oratory, in which the speaker told his audience, "This Fourth of July is yours, not mine. You may rejoice, I must mourn." This speech is considered one of the great speeches in US history. In the video on the next page actor Phil Darious Wallace recites this famous speech. As you listen to it, what questions does it raise for you? Do you think Douglass's message has meaning in the US today?

the Civil War, the push for better working conditions focused on the three major

Frederick Douglass' July 4th Speech

WATCH
THE VIDEO



Phil Darius Wallace. (2008) Frederick Douglass' 4th of July Speech. (3:55)

If you are interested in learning more about African American contributions to the U.S. labor movement, I recommend the following films:

At the River I Stand: This documentary recounts the two months leading up to Martin Luther King Jr.'s death in 1968, coinciding with the 65-day strike of 1300 Memphis sanitation workers. Available online at:

<https://www.youtube.com/watch?v=HBDgH435oaU&list=PL9FC2536363CDAB19>

The Killing Floor: A young man migrates from the south to work on in a Chicago slaughterhouse and attempts to form an interracial industrial union in the face of growing conflict.

10,000 Black Men Named George: Union activist Asa Philip Randolph's efforts to organize the black porters of the Pullman Rail Company in 1920s America.

Roots. 1977 American television series dramatizing author Alex Haley's family line from ancestor Kunta Kinte's enslavement to his descendants' liberation.

Knights of Labor



After the Civil War, the push for better working conditions focused on the three major industries of the day – mining, railroads and steelmaking. As you will see in the video, Can't Take No More, work in these industries was perilous. Miners' push for safety resulted in the Pennsylvania Mine Safety Act in 1869. And early railroad unions forced companies to compensate workers injured on the job.

At the same time, the Knights of Labor (the largest industrial union of its day), representing all workers including factory workers, women, and African-Americans, convinced the Massachusetts legislature to pass the first factory inspection law; helped create state bureaus of labor statistics; and made the first call for comprehensive federal occupational safety and health legislation in 1878.

Comprehensive federal occupational safety and health legislation was considered essential by labor to make workable the patchwork of state legislation and to provide some protections for worker in states devoid of health and safety laws. The push by labor and reformers continued for almost a century when the Occupational Safety and Health Act (OSH Act) was passed in 1970. The OSH Act and OSHA (Occupational Safety and Health Administration) will be the focus of study in Week 5.

The emblem above contains the Knights of Labor motto, “an injury to one is the concern of all”. What do you think was meant by this and do you think it is still applicable to 21st Century work?

Although children had been servants and apprentices throughout most of human history, child labor reached new extremes during the Industrial Revolution. Children often worked long hours in dangerous factory conditions for very little money.

Children were useful as laborers because their size allowed them to move in small spaces in factories or mines where adults couldn't fit, children were easier to manage and control and, perhaps most importantly, children could be paid less than adults. Child laborers often worked to help support their families and were



Child Labor

WATCH
THE VIDEO

TIME. (2027) Cotton Mill Girl: Behind Lewis Hine's Photograph & Child Labor Series | 100 Photos. (3:34)

OPTIONAL: if you are interested in seeing more of Hine's work and learning more about U.S. child labor go to: <http://www.historyplace.com/unitedstates/childlabor/index.html>

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Nineteenth century reformers and labor organizers sought to restrict child labor and improve working conditions, but it took an economic market crash to finally sway public opinion. During the Great Depression, Americans wanted all available jobs to go to adults rather than children.

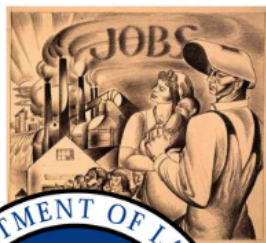
Source: Walter Trattner, *Crusade for the Children: A History of the National Child Labor Committee and Child Labor Reform in America* (1970).

Although significant progress has been made to protect children, violations of child labor laws continue to be a problem in the US. Today, one in six children are involved in child labor globally. The issue of child labor remains an enduring, compelling occupational safety and health problem with far-reaching consequences. We will be exploring some of the issues of child labor in more depth later in the semester.

Source: UNICEF, Unite for Children

View the video U.S. Child Labor: 1908-1920 featuring the photographs of Lewis W. Hine. Hine was an American sociologist, photographer, and reformer. His photographic essays, taken while working for the National Child Labor Committee, were instrumental in changing U.S. child labor laws. He also documented the plight of workers in many occupations in his lifetime. Some of Hine's work may be familiar to you.

At the turn of the 19th century



Organized labor suffered a series of setbacks at the end of the 1800's spurred by the economic Panic of 1873 and health and safety concerns were suppressed. This changed at the turn of the century as union membership (also called union density) increased. Organized labor used public interest in working conditions to help revitalize its ranks. Union actions helped secure a measure of improved working conditions through labor contracts and limited federal legislation.

The formation of the US Department of Labor in 1913 and the creation of an occupational health division of the U.S. Public Health Service were the result of intense pressure on Congress by labor and reform groups. At the state level, unions pushed for workers compensation laws so that injured workers did not have to rely on the court system to receive disability benefits.

You may have noticed the pattern of economic downturns and upturns resulting in setbacks and progress in workplace safety and health. Do you think this pattern continues to be true?

Legislation establishing the Department of Labor was signed on March 4, 1913, the direct product of a half-century campaign by organized labor for a "Voice in the Cabinet." Also, the Department was an indirect product of the Progressive Movement of the early 1900s which promoted better working conditions, conservation of natural resources, and a host of other goals through both private and government action. In the words of the act establishing the Department of Labor, its main purpose is "to foster, promote and develop the welfare of working people, to improve their working conditions, and to advance their opportunities for profitable employment."

Source: United States Department of Labor. Retrieved from: <http://www.dol.gov/oasam/programs/history/dolchp01.htm>

The Great Depression and the New Deal



Gauley Bridge, West Virginia



Frances Perkins with President Franklin Roosevelt as he signs the National Labor Relations Act, (June 6, 1933)



Silica - compound that occurs as the mineral quartz and as a principal constituent of sandstone and other rocks

Silicosis - lung fibrosis caused by the inhalation of dust containing silica.

WWI ended the health and safety reform movement as the tragedy of the war consumed the country. After the World War I, the onset of the Great Depression caused health and safety reform to further recede. Workers' were concerned with being able to find a job just to survive.

In the 1930's a seminal occupational safety and health disaster occurred. Between 1930 and 1936 a tunnel was built in Gauley Bridge, West Virginia through a mountain of pure silica. As workers got sick and died during the tunnel construction replacements were easy to find. By 1936 among the 4,000 workers in the project – an estimated 1,500 to 2,000 had died. Most of the workers were African-American and racism and Jim Crow laws were rampant in the geographic area. The African American workers who died on the Gauley Bridge project could not be buried in the “white” cemeteries. A few were buried in a nearby slave cemetery, while others were buried in unmarked graves on private property. Local residents claim that some workers were buried along the roads near the tunnel, their bodies covered in rock dug from the mountain.

The investigation of the Gauley Bridge project that followed rocked the industry, once again invigorating interest and concern about work health and safety. Frances Perkins, Secretary of Labor, called for a federal occupational safety and health law but her call was rejected. However, in cooperation with labor, Perkins inserted a health and safety clause in the Walsh-Healey Contracts Act – an act that regulates the awarding of government contracts (Week 2 supplemental reading). The influence of labor grew during the 1930's and Walter Reuther, John L. Lewis, and Phillip Murray made safety and health an issue in auto plants, coal mines and textile mills respectively.

In New York City Frances Perkins was General Secretary of the National Consumers' League and an activist in the women's suffrage movement in 1911. She was one of many eye witnesses to the Triangle Shirtwaist Factory fire; watching as many of the 146 young women who died by leaping to their deaths. She later said the event was “seared on my mind as well as my heart—a never-to-be-forgotten reminder of why I had to spend my life fighting conditions that could permit such a tragedy.”

Indeed, Perkins dedicated her life to fighting poverty and “righting industrial wrongs”. The first woman member of the Cabinet, Perkins crafted a social safety net for a Depression-scarred society, securing a remarkable array of benefits for American workers. Frances Perkins had large ambitions—not for herself, but for the world in which she lived. Her vision found concrete expression in such landmark reforms as the Wagner Act, which gave workers the right to organize unions and bargain collectively, and the Fair Labor Standards Act, which established for the first time a minimum wage and a maximum workweek for men and women. Perkins also chaired the Committee on Economic Security, which developed and drafted the legislation that became the Social Security Act in 1935.

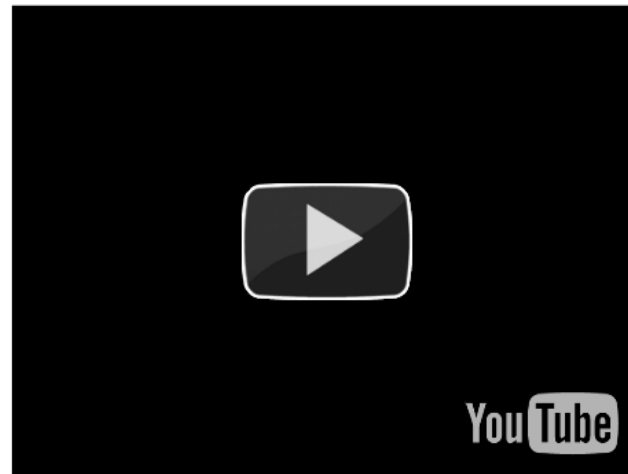
Sources: AFL-CIO, Labor History Biographies.
U.S. Department of Labor

If you would like to learn more about the extraordinary life and career of Francis Perkins, I highly recommend this biography:

Downey, Kristen. (2011) The Woman Behind the New Deal. Doubleday.

You may call her Madame Secretary.

WATCH
THE VIDEO



Public Resource Org. *You May Call Her Madame Secretary* (3:15)

If you would like to learn more about the extraordinary life and career of Francis Perkins, I highly recommend this biography:
Downey, Kristen. (2011) *The Woman Behind the New Deal*. Doubleday.

Walsh-Healey Public Contracts Act

Safety and Health provision: No covered work may be performed in plants, factories, buildings, or surroundings or under work conditions that are unsanitary or hazardous or dangerous to the health and safety of the employees engaged in the performance of the contract. The safety and health provisions of the Walsh-Healey Public Contracts Act are administered by the Occupational Safety and Health Administration.



The Walsh-Healey Act of 1936 is a bill proposed by Frances Perkins and drafted by the Department of labor that requires a minimum wage and non-hazardous working conditions for employees working on any government contract worth \$10,000 or more. Read the Walsh-Healey Act/Fair Labor Standards Act/ document on the Week 2 page in Canvas.

The Fair Labor Standards Act (FLSA) is a federal law which establishes minimum wage, overtime pay eligibility, recordkeeping, and child labor standards affecting full-time and part-time workers in the private sector and in federal, state, and local governments.

FLSA also banned child labor (with some exemptions).

When FLSA was signed into law the first minimum wage of 25 cents was established. Since 2009 the minimum wage for covered, non-exempt employees is \$7.25. Some states have their own minimum wage. New Jersey's is \$8.44 an hour.

Update: New Jersey's minimum wage is now \$8.60 an hour

Read more about FLSA in the assigned document on the Week 2 page in Canvas.

Since the early 1990s, more than 120 municipalities across the country have enacted living wage laws to restore the wage floor at the local level. Living wage laws establish wage standards for businesses that receive contracts or subsidies from local governments. They provide a practical way for cities to ensure that public dollars generate quality jobs for local residents. With wage rates ranging from \$9 to \$16 per hour and higher, living wage laws raise the minimum wage closer to a level that allows low-income workers to meet their families' basic needs. Most living wage laws also create incentives for employers to provide health care by providing wage credits for employers who do so (N.J. Star Ledger).

As when health and safety legislation is proposed, raising the minimum wage is a contentious issue with businesses and conservatives often opposing increases and extending the minimum wage to previously exempt categories of workers citing that such laws hurt their ability to hire and to remain competitive, while adding to the burden of state and federal regulations.

As income inequalities increase and the middle-class in America shrinks, raising the minimum wage has earned public support across party divides. In 2016 four states—Arizona, Colorado, Maine, and Washington—passed ballot measures that will raise the minimum wage significantly by the year 2020.

Increasingly, voters want to use public policy to increase wages. Real wages are stagnant and Americans see raising the minimum wage as an easy way to change that. That's why poll after poll has shown that majorities of Democrats and Republicans support a minimum wage hike (Danny Vinik, New Republic, November 2014).

The video in the next slide is a debate between Fox News' Neil Cavuto and Professor Carla Katz from Rutgers School of Management and Labor Relations on raising the minimum wage.

As you view it think about what questions the debate raises for you about minimum wage.

WATCH
THE VIDEO



Fox News. (2014) *Unions Use Labor Day to Demand Hike in Federal Minimum Wages*. (5:02)

Middlesex County, New Jersey
Living Wage (per hour): \$12.54

New Minimum Wage: \$8.38

You need to earn \$4.16 more to make a living wage.

Poverty Wage: \$5.21 Required annual income before taxes: \$26,090

Monthly Expenses

Food: \$242

Child Care: \$0

Medical: \$138

Housing: \$1,155

Transportation: \$262

Other: \$106

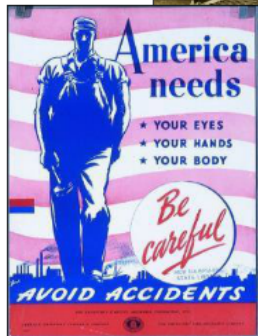
Required monthly income after taxes: \$1,903

Annual taxes: \$3,254

Calculating a Living Wage

Do you know the living wage for *your* town? Check out the Poverty in America Living Wage Calculator at: <http://livingwage.mit.edu/states/34/locations>
Do you make a living wage?

World War II



Optional : If you are interested in learning more about the Rosie the Riveter campaign and the role of women workers in World War II go to <http://www.nps.gov/pwro/collection/website/rosie.htm> .

During WWII the involvement of labor unions in health and safety issues were largely replaced by government involvement as the Walsh-Healy Act governing contracts with the federal government spread to every industry. During this time manpower was consumed by the military and workers became a commodity too valuable to lose to injury or illness.

Dr. Alice Hamilton, a toxicologist who is considered the founder of the field of industrial hygiene, worked in partnership with unions during WW II investigating health conditions in a number of industries.

As with the advent of the Industrial Revolution, during WWII employment patterns for women shifted.. As companies were signing large, lucrative contracts with the government to produce war equipment for the Allies and most able-bodied men were leaving to serve in the military, women were needed in factories. The government launched a propaganda campaign encouraging women to join the workforce to help the war effort, an effort (it was hoped) that would hasten the end of the war and the return of men to their jobs.

The last video you will be watching this week is titled Can't Take No More. Can't Take No More has an interesting back-story....

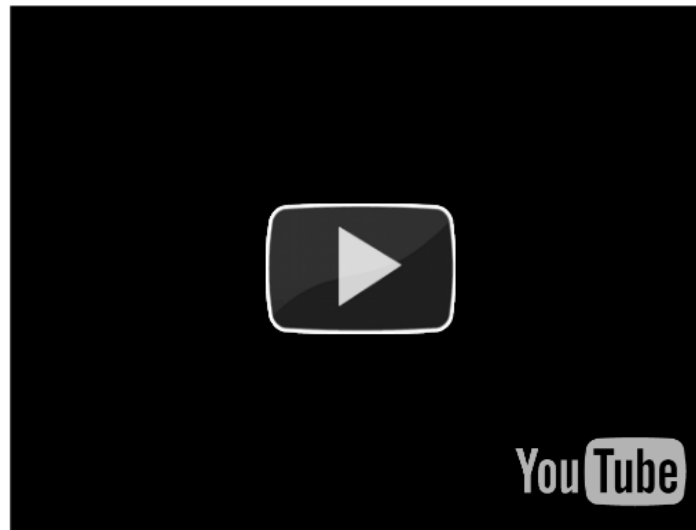
The film was produced by the Occupational Safety and Health Administration (OSHA) in 1980. In 1981 OSHA, under the newly-elected Reagan Administration, recalled the film and destroyed most copies. Organizations receiving OSHA training grants were threatened with a loss of funding if they showed Can't Take No More to workers. The documentary contains rare archival footage and photos that touch on some of the major issues responsible for dramatic tragedies as well as the day-to-day workplace dangers that cause long-term health problems. It also connects the health and safety movement with the civil rights and environmental movements.

Can't Take No More was banned in 1981. As you view the video what questions do you have about this?

Also as you watch it, keep in mind that this week's assignment is to write about your personal family occupational safety and health history. See if you can put your parents or grandparents in any of the historical contexts illustrated in the video - include these observations in your essay.

Can't take no more

WATCH
THE VIDEO



Although this video is last in the presentation, it is an important one to view. Even if you don't watch any of the others, I suggest viewing "Can't Take No More".

OSHA. (1980) Can't Take No More. (26:57)

Assignment Tip:

As you watch the film, keep in mind that this week's assignment is to write about your own family occupational safety and health history and to make connections to OSH history. Are there events covered in this presentation or in the videos that had an impact on the work of your parents or grandparents? Make notes and include it in your history!



Pray for the dead and fight
like hell for the living.

- Mother Jones

Modern developments in occupational safety and health

- 1952 - The Coal Mine Safety Act was passed because of efforts by the United Mine Workers signaling labor's intent to have safety and health mandated by federal legislation.
- 1960 the Walsh-Healey Act strengthened by the Labor Secretary, created specific safety standards that had to be adhered to if a government contract was to get approval.
- 1964 – 1968 Lyndon Johnson, with the support of labor and civil rights activists, put the spotlight on worker safety and health and introduced several bills although none were passed.
- 1969 – Passage of Construction Safety Act. Labor continued to push for a single, extensive occupational safety and health law.
- 1970 – Passage of the Occupational Safety and Health Act (OSH Act). Since its passage, most of labors' efforts have been directed at OSHA: monitoring it, supporting it, trying to change it, defending it, and criticizing it.

After WWII unions again responded to workers' needs by demanding less hazardous working conditions. This was the beginning of modern developments in occupational safety and health including the bulleted items in the slide.

The OSH Act and OSHA will be the focus of study in Week 5

This is a picture and quote of a famous "agitator for change". Mary Harris Jones (most commonly known as Mother Jones or the Coal Miner's Angel) was a community and labor organizer. She was denounced on the floor of the US congress as the "grandmother of all agitators" and is said to have responded, "I hope to live long enough to be the great-grandmother of all agitators."

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United States National Park Service. Rosie the Riveter : Women Working During WWII. <http://www.nps.gov/pwro/collection/website/home.htm>