

FEBRUARY 1985



BULLETIN



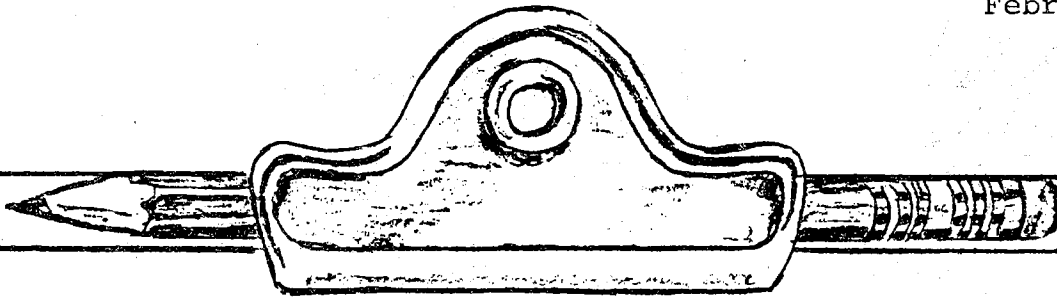
**Make A
Safety Drive
In "85"**

THIS SAFETY BULLETIN CONTAINS SAFETY ARTICLES ON A VARIETY OF SUBJECTS, FATAL ACCIDENT ABSTRACTS, STUDIES, POSTERS AND OTHER SAFETY INFORMATION FOR PRESENTATION TO GROUPS OF MINE AND PLANT WORKERS.

AS GROUP SPOKESPERSON, LEADER OR SUPERVISOR, YOU PLAY AN IMPORTANT ROLE IN THE ACCIDENT PREVENTION PROGRAM FOR YOUR COMPANY. THE WAY YOU TALK, THINK AND ACT ABOUT SAFETY DETERMINES, TO A GREAT EXTENT, THE ATTITUDE YOUR COWORKERS WILL HAVE ABOUT SAFETY.

THIS MATERIAL, FUNDED BY THE MINE SAFETY AND HEALTH ADMINISTRATION, U.S. DEPARTMENT OF LABOR, IS PROVIDED FREE AS A BASIS FOR DISCUSSION AT ON-THE-JOB SAFETY MEETINGS. IT MAY BE USED AS IS OR TAILORED TO FIT LOCAL CONDITIONS IN ANY MANNER THAT IS APPROPRIATE.

PLEASE USE THE ENCLOSED GREEN MEETING REPORT FORM TO RECORD YOUR SAFETY MEETINGS AND RETURN TO THE HOLMES SAFETY ASSOCIATION, POSTAGE-PAID.



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<u>COMPANY</u>	<u>CHAPTER NO.</u>	<u>LOCATION</u>
Mar-Mac Coal Co.	5762	Lorado, WV
MSHA	5763	Carlsbad, NM
Hale County Sand & Gravel	5764	Plainview, TX
American Asphalt Paving Co.	5765	Shavertown, PA
Ludwig Explosives	5766	Lemont, IL
Utica Stone Co.	5767	Utica, IL
Adams Stone & Materials Inc.	5768	Quincy, IL
G & S Coal Co.	5769	Bloomington, MD
Tower Resources Inc.	5770	Frostburg, MD
Jones Mining Inc.	5771	Friendsville, MD
Winner Bros. Coal Co., Inc.	5772	Frostburg, MD
Cold Spring Granite Co.	5773	Cold Spring, MN
Vulcan Materials Co.	5774	Bristol, VA
S and M Coal Co.	5775	Coal Mountain, WV
Moberly Stone Co.	5776	Huntsville, MO
Casper Fire Extinguisher Inc.	5777	Casper, WY
D. M. Stoltzfus & Sons	5778	Elk Mills, MD
Candice Coal Co. Inc.	5779	Oceana, WV
E. Dillon & Co.	5780	Swords Creek, VA
Chester Quarry Company	5781	Chester, IL
Kohl Industries	5782	Bolivar, OH
Standard Metals Corp.	5783	Silverton, CO
Jet Coal Company Inc.	5784	Pikeville, KY
Onton Dock	5785	Sebree, KY
Union Rock & Materials	5786	Mesa, AZ
D. M. Stoltzfus & Son Inc.	5787	Peach Bottom, PA
Bradys Bend Corporation	5788	East Brady, PA
Plateau Resources Limited	5789	Ticaboo, UT
Whitlock Coal Group, Inc.	5790	Summersville, WV
Badger Highways Co., Inc.	5791	Menasha, WI
R. H. Armstrong Inc.	5792	Elkins, WV
Virginia Lime Company	5793	Ripplemead, VA
V. and R. Coal Company, Inc.	5794	Hurley, VA

HOLMES SAFETY ASSOCIATION

COMMENTS FROM THE SECRETARY

The outstanding organization of 520 safety chapters in 1982 and 865 in 1983 was surpassed when nationwide metal and nonmetal districts made their drive and established 68 percent of the 1,221 safety chapters formed in 1984.

The 16 district HSA councils that direct and assist the 920 safety chapters and 45,000+ members in their health and safety and related work consolidated and formed the West Virginia State Council with Walter N. Miller, Director of the West Virginia Department of Mines, elected President. A very selective staff of officers was also elected to support the president in council activity with 10 members elected to the executive committee representing labor, management, state, federal and suppliers, at the MSHA Academy in Beckley, West Virginia, April 7, 1984. Their second annual meeting will be held at Lake View Country Club, Morgantown, West Virginia, April 6, 1985.

With authorization under the officers of the National Council, HSA, the secretary with appointed committees selected from the executive body by the president has developed and implemented a new reporting system for a nationwide safety awards district council competition.

NOTICE

TO BE A NATIONAL WINNER YOUR DISTRICT COUNCIL 1984 REPORT IS DUE NO LATER THAN FEBRUARY 15, 1985. ANY FURTHER QUESTIONS CALL PITTSBURGH - 8-721-8649 or 8650 COMM. (412) 621-4500 EXT.649/650 TUCSON - 8-762-6631 OR 6632 OR COMM. (602) 629-6631.

"BIG CHANGES"

The annual meeting of the Holmes Safety Association and the Joseph A. Holmes Safety Association will be held on the same day, May 22, 1985, at the Best Western Falls Church Inn, 6633 Arlington Boulevard, Falls Church, Virginia.

The meeting will begin with the executive board meeting at 9:00 a.m. followed by the regular meeting at 10 a.m. The Joseph A. Holmes meeting will convene at 2 p.m.

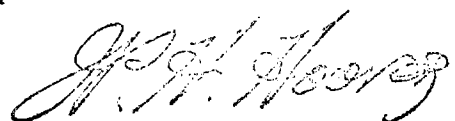
The district council awards banquet will be held at 7 p.m. Awards will be presented to those councils with the lowest incidence rates in their group.

Banquet attendees will have a choice of either top sirloin or red snapper dinner. Tickets are \$15 including tax and gratuity.

A hospitality bar will be held from 4:30 - 12 p.m., May 21.

Please note the change in location for this year.

William H. Hoover
National Secretary



HOLMES SAFETY ASSOCIATION

NATIONAL COUNCIL HSA SAFETY COMPETITION AWARDS PROGRAM

OBJECTIVES

TARGET FREQUENCY ZERO

WHAT IS FREQUENCY ZERO?

"THE WINNING EDGE"

A winning edge may make the difference between a group of safety conscious chapters under the banner of the district council in a spirit of safety successes and poor incident rates.

When district councils and their chapter members enthusiastically contribute, rather than simply "function" in safety they become partners in a frequency zero campaign.

FREQUENCY ZERO is an employee chapter-council motivation plan which includes a specific safety awareness campaign that is simply outlined in a safety program. Because of its motivational format, employee involvement in accident prevention can be applied to areas of performance as well. Attitudes and practices that make for a safer, healthier employee are often the same as those that lead to improved communications, teamwork and productivity.

It's also a great opportunity to meld your efforts more closely with other chapters and councils in your district area and the entire association.

How does the frequency zero program work? The chapters and district councils taking part in it are virtually an unlimited resource in terms of energy and initiative. Becoming involved in this program you'll be discovering new ways to reduce accidents, cut costs and operate more efficiently through improved employee chapter and district council meetings.

HERES HOW.

1. ENTHUSIASM - The frequency zero program centers around the idea of employees in the chapters and district councils being involved in a competitive safety program.

2. GOALS - The simple fact is that communications will go a long way toward getting employees to focus their efforts on the chapter and district councils incident rate standings. At the same time you'll make employees more knowledgeable and careful about safety regulations, requirements and other aspects of their work. Having a common goal will also unify and bind them closer together and create a noticeable standing in the final results.

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3. MOTIVATION - Providing incentives and offering national safety awards and recognition for desired safety records should motivate employees within the chapters and district councils to contribute rather than simply function on their jobs.

4. TEAM SPIRIT - Showing employees within their chapters and district councils how they can form the winning edge for their chapter and council can be an effective way to build team spirit. By centering on the group of chapters under the district council as well as individual results, you can link people together across industry operations into a joint effort that works.

5. SELF ESTEEM - Besides promoting general team spirit, the target frequency zero will help employees realize that each of them is important to the overall effort. The recognition and approval that you give them will renew their own self esteem as well as define their role in the overall safety competition.

6. MEASUREMENT - As you continuously monitor progress toward this goal and periodically post the results, you'll sustain emphasis on that goal. Follow-through will help generate momentum.

7. RECOGNITION - No matter what chapter or district council level, everyone needs recognition. While the actual incentives and awards will be appealing, the manner in which they are presented and the sincere feelings behind them are what really gives them value.

What role in the safety awards program do the officers of the chapter and district councils play? While you are seeking to motivate and involve your members in the program, the first person to motivate is yourself. As chapter and district council officers your leadership must always prevail. Ample administrative support must be solidly provided from all five segments of the industry, management, labor, state and federal agencies and suppliers.

THE KICKOFF should be timed as precisely as possible to achieve instant impact.

AND

On day one, a letter from the national council president, district managers and award committee should be distributed to each president and secretary of the district councils.

AND

All take place simultaneously as possible. Top officials speak and explain program.

-MORE-

AND

Follow-up the kickoff as soon as possible in that council officers can reemphasize their particular goals at the first meeting following kickoff date.

FOLLOW-UP

MEASURE PROGRESS - Another critical step. At intervals throughout campaign measure improvement and distribute information - standings.

FOLLOW-UP

Recognition is important - if merited, have top management sign and send messages of their own.

FOLLOW-UP

Informally congratulate those in the lead and encourage others.

FOLLOW-UP

PUMP IT UP - There will be lag periods in the momentum of the campaign. Keep emphasis on the program and its objectives visible. The key is focusing on people. Keep in touch with them and listen to feedback.

FOLLOW-UP

PLAN AHEAD - In any case don't lose the momentum. Planning, budgeting and targeting should begin now.

FOLLOW-UP

WRAP IT UP - Public recognition of the council's achievement and its chapters is as important as the award itself.

FOLLOW-UP

Generous thanks and congratulations should go to everyone involved. Stress value of their combined efforts to the district and national council.

FINAL

PRESENTATIONS - Should be performed by the highest level of management and before the largest possible group.

-MORE-

February 1985

NEEDS - Promote brainstorming type atmosphere for a free flow of ideas.

- Listen for suggestions.

BUT

- Stress identification of needs.

- Find out what the real needs are.

- Don't get sidetracked into premature programs.

- Develop a list of needs.

- Maintain your chapter and district council safety meetings in a motivational/educational, people-oriented approach to all problems.

* * * * *

TO ALL MEMBERS

THE 1985 SLOGAN DECAL IS NOW AVAILABLE IN LIMITED SUPPLY.
SEND REQUESTS TO:

Donna
MSHA, Holmes Safety Association
4800 Forbes Avenue, Rm. A268
Pittsburgh, PA 15213

**MAKE A SAFETY
DRIVE IN**



“85”

ABSTRACT FROM FATAL ACCIDENT

FATAL HAULAGE ACCIDENT



GENERAL INFORMATION: A haulage accident occurred in the No. 5 entry, 1 butt left section of the mine, resulting in the death of a continuous-mining machiner operator helper. The victim had 31 years mining experience, the last 1-1/2 years as a continuous mining machine operator helper. He was in the process of positioning a battery tractor to pull the continuous-mining machine's trailing cable, when he collided with the end of the continuous miner's loading boom.

DESCRIPTION OF ACCIDENT: The 1 butt left crew, under the supervision of the section foreman, entered the mine and traveled to the active working areas of the section. The supervisor proceeded to examine the proposed work areas and assign duties and work locations to the crew members. Thereafter coal production and preparation activities continued normally except for a period of time when cable failure was corrected by re-entering the cable into the continuous-mining machine.

After completing the mining of coal in the No. 1 room, the continuous miner operator trammed the continuous-mining machine out of No. 1 room and parked it at the intersection of No. 4 room on No. 5 entry. Meanwhile the roof bolting machine operator backed the roof bolting machine out of the face area of No. 3 room and parked it at the entrance of No. 3 room. The continuous-mining machine operator helper, asked the roof-bolter if he knew the location of the Kersey battery tractor. The roof bolter informed him it was parked on No. 5 entry outby No. 5 room. The continuous mining machine operator helper then left to obtain the battery tractor and the continuous miner operator went to the front of the continuous-mining machine removing the trailing cable from the head of the miner.

A mechanic and a shuttle car operator were in the No. 4 entry across from the continuous-mining machine when they heard the battery tractor in operation and then heard a crash. They looked over and saw the operator's compartment of the tractor under the boom of the continuous-mining machine. The shuttle car operator yelled to the continuous mining machine operator to raise the boom. The continuous mining machine operator went to the operator's compartment, started the pump motors, then raised the boom, releasing the victim who was pinned under the boom against the dash area of the battery tractor. First aid was rendered and the victim was transported to the surface.

He was taken to the hospital where the doctor pronounced him dead.

CAUSE OF THE ACCIDENT: This accident occurred when the victim failed to realize the proximity of the loading boom of the continuous-mining machine while positioning the battery tractor.

ABSTRACT FROM FATAL ACCIDENT



FATAL ROOF-FALL ACCIDENT

INTRODUCTION: A fatal roof-fall accident occurred resulting in the death of a roof-bolting machine operator. The victim was barring down top coal inby permanent support at a slip that had appeared in the last cut.

DESCRIPTION OF ACCIDENT: The roof-drill operator and his helper proceeded to No. 7 entry tramping the roof drill up the center of entry until the drill head was about 4 feet inby the last row of permanent support (roof bolts) and also inby the slip, which ran diagonally across the entry. The victim then removed a 60-inch bar from the roof drill and pryed down top coal on the left side of the working place and then walked in front of roof drill to the right side and pryed down the top coal. The helper who was crouched down on the left side of roof drill, stated the victim then walked back in front of roof drill to the left side when he saw the roof break and shouted at the victim; however, before he could react, the roof fell. The victim was transported to the surface on a personnel carrier and to the hospital by ambulance, where he was pronounced dead. Cause of death was attributed to a broken neck and internal injuries.

CAUSE OF ACCIDENT: Work was performed inby permanent support by taking down loose material in No. 7 entry face area (accident scene) of the main north entries without installing temporary support, a violation of Section 75.200, 30 CFR.

The accident occurred because work was performed inby permanent support without installing temporary support.

Follow Your Roof-Support Plan Don't Be a Roof-Fall Victim!

REAP

Roof Evaluation - Accident Prevention



WHAT'S HAPPENING IN REAP

The use of fluorescent streamers to mark areas of unsupported roof is being generally well received by the industry. However, there are complaints that the streamers are not sufficiently reflective to be seen for long distances especially when covered by water and coal dust. Representatives of the 3M Company are sending samples of their most reflective material to test underground. Several companies have been marking entrances to areas of unsupported roof for years with signs or other reflective material and are reluctant to change to the streamers. We are hopeful that the use of the streamers will eventually become the nationally recognized symbol for unsupported roof. Our first priority is to get all entrances to unsupported roof plainly marked and identified with highly visible materials. Miners must be kept out of such areas unless provisions are made for their safety.

The REAP monthly poster program is underway with each poster depicting the practices or causes of fatal roof fall accidents.

All roof control plans are being carefully reviewed and most of these plans are being modified to prohibit miners from traveling or working inby permanent roof supports. In those rare instances when miners are required to advance beyond permanent roof supports to install temporary supports, the plans are modified to specify the necessary provisions for their safety. Modification of these roof control plans is the most significant action to date in the fight against roof fall fatalities. This action clearly demonstrates that the necessary action will be taken to keep miners out of areas of unsupported roof.

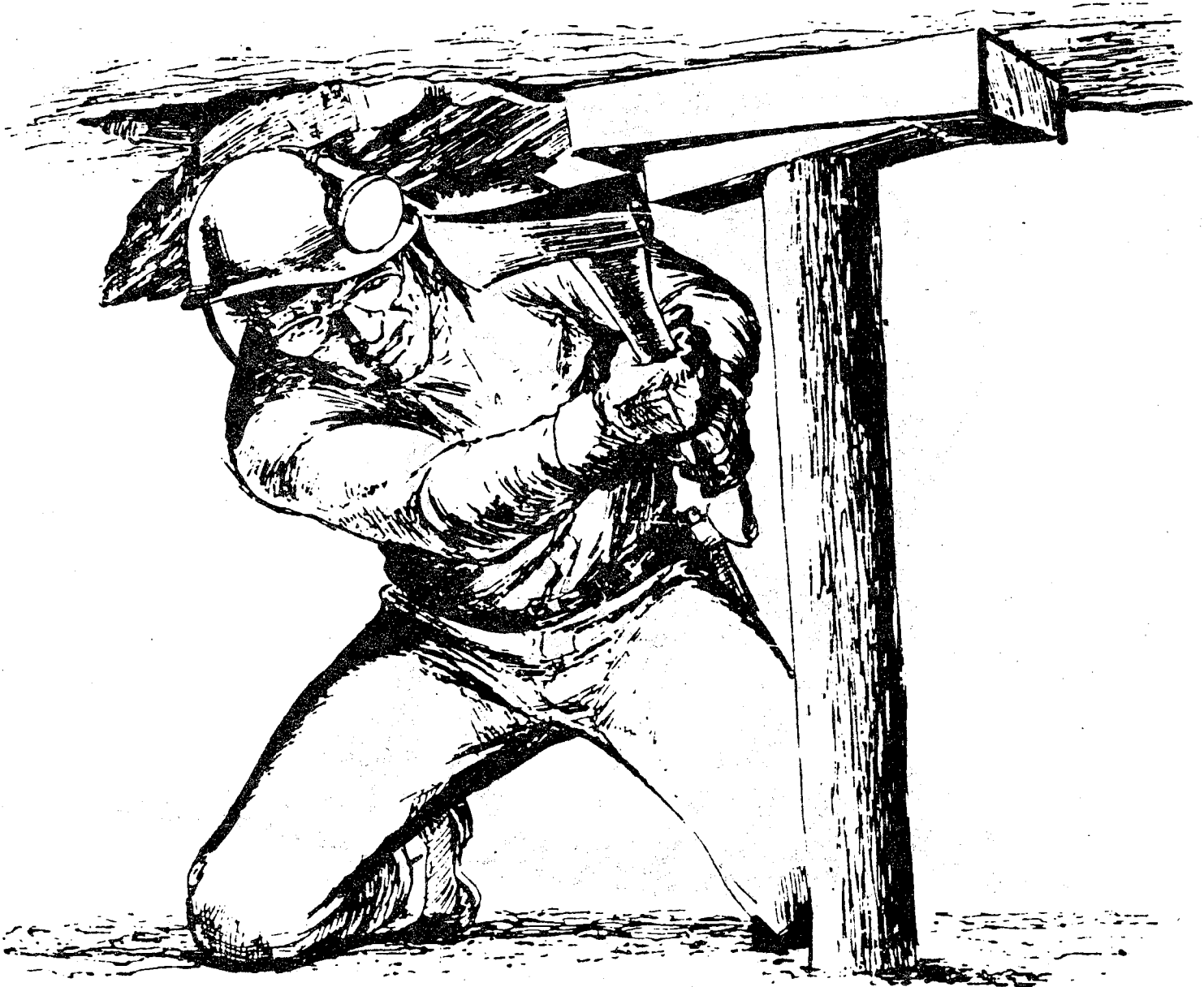
Drafts of REAP radio public service spot announcements have been written and submitted for approval. These announcements are aimed at coal miners and are designed to keep them aware of the ever present hazards of improperly supported roof. The recordings will be made by the Academy and distributed to all radio stations in the coal producing areas of the Nation.

Slides on fatalities are available and make an excellent program for presentation to groups such as the Holmes Safety Association meetings, company safety meetings, mining institute meetings, UMWA meetings, supervisors meetings, training sessions, etc.

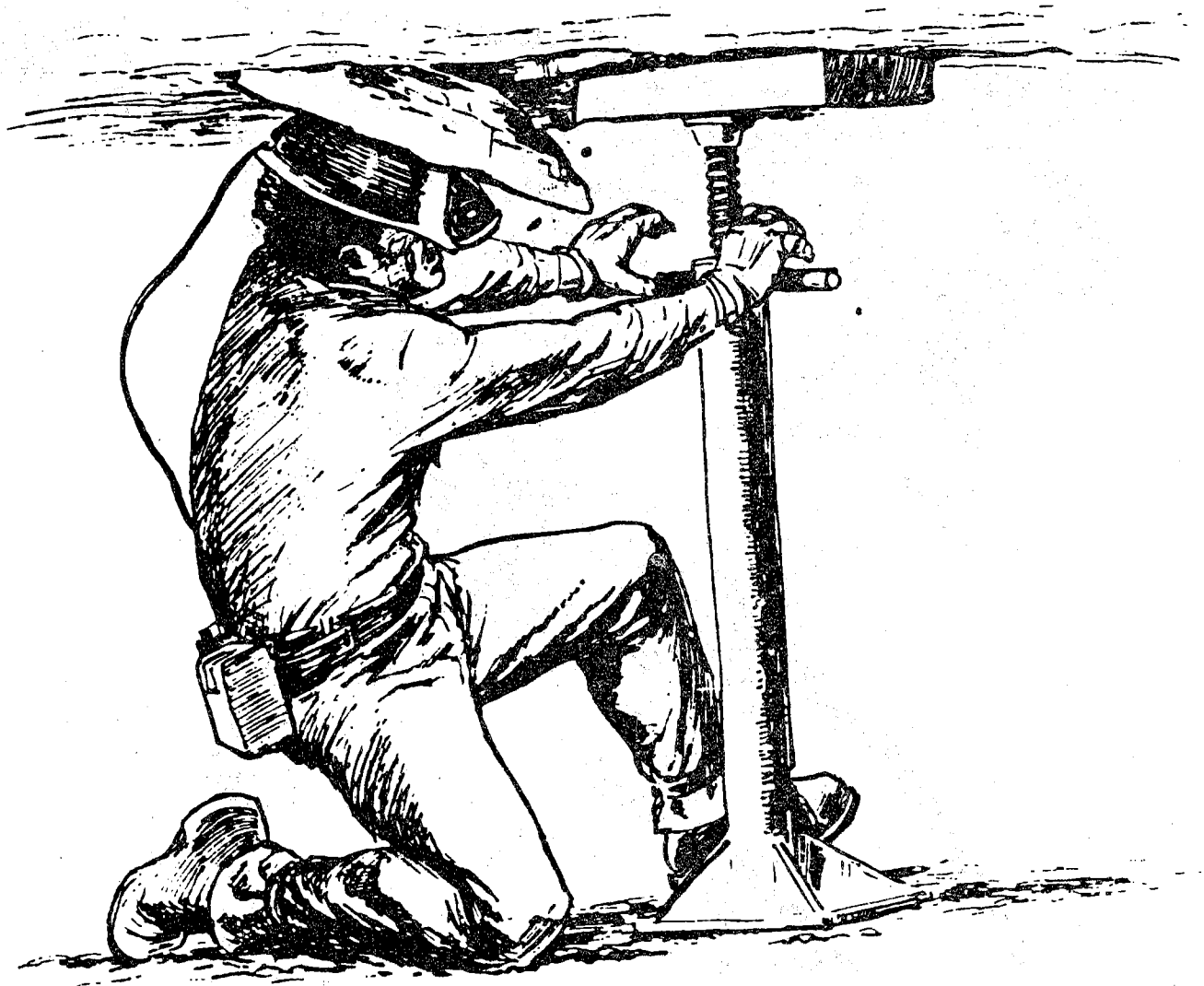
The goal of the REAP program for 1985 is to have the best year in history. In order to realize this goal, all segments of the industry must make a concentrated effort.

The following posters are available as a set of three. The size of these posters is 8½" x 11". The posters are black on yellow poster paper. For copies contact:

Donna
Holmes Safety Association
4800 Forbes Avenue, Rm. A268
Pittsburgh, PA 15213
412-621-4500 Ext. 649/650
FTS-721-8649/8650



Holmes Safety Association



Holmes Safety Association



Holmes Safety Association



H.S.A. SAFETY TOPIC



OBSERVE THE GUIDELINES FOR SNOWMOBILE SAFETY

Did you know that snowmobiling is the fastest growing winter sport in North America and that there are now over two million snowmobiles in the United States and Canada?

Because of the nature of the sport, snowmobiling is simple, but it can be hazardous. The machine is only as safe as the person operating it. The key to safe operation is knowledge of the vehicle, good judgment and courtesy.

The operation of a snowmobile requires the operator's attention at all times. Observation of the following guidelines will contribute towards a safe, enjoyable winter outing.

Don't drive if you drink.

Your physical condition is most important. Stay physically fit! Our body's efficiency is lessened by sub-zero weather.

Keep your machine and equipment in good repair. Test both for condition and readiness.

For minor emergencies carry a tool kit containing a spare drive belt, plug wrench, extra spark plugs, pliers, screw driver, electrician's tape, tow rope and owner's manual.

Plan your trips thoroughly and well ahead of time. If you intend to leave well-traveled trails or enter rough country, leave instructions and an approximate schedule with a ranger or a reliable individual.

Obtain a map of the region (topographical maps are most valuable). A good compass is a must, as it is difficult to maintain a sense of direction during snow storms.

Snow or ice storms can be quite dangerous and unpredictable. Check weather reports and conditions in advance. Also check for long-range expected weather.

Wear the proper clothing for snowmobiling. Carry a light-weight blanket, extra dry socks and spare gloves. Sun glasses can prevent snowblindness. On a long trip it might be a good idea to carry a pair of snow shoes for each passenger.

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Carry a hunting knife and small hatchet. Include water-proof matches or keep them in a water-proof container.

An intelligent snowmobiler will always carry a first aid kit.

In the case of an emergency or being stranded, stay calm. Save your energy and food supply and plan carefully your mode of action. Start a fire for warmth and as a signal or beacon. Find shelter of some sort.

Be prepared for the possibility of becoming stranded. Carry emergency food supplies that are easy to store and a pot in which you can prepare hot food or liquids for warmth.

Carry a flashlight and spare batteries and bulbs. Also, check your headlights and tail lights and carry replacement parts.

Fast starts causing injuries to yourself, others and machines can be caused by a frozen throttle and brake controls. Test both controls before starting.

Snowmobiling is not a dangerous sport if you obey the simple rules of common courtesy and common sense.

* * * * *

SIGNS OF POSSIBLE DRUG USE

It is important that we stress possible signs of drug use. It is also important that you be aware of any important changes. In short, BE AWARE, ALERT and COMMUNICATE. Watch for --

- Loss of interest in activities, drop in performance, lack of motivation and enthusiasm.
- Personality changes (irritability, hostility, paranoia, over-reaction to criticism, secretiveness, withdrawal).
- Physical decline (weight loss, neglect of appearance, acting intoxicated, change in vitality and sleep patterns).
- Reduced memory, concentration and attention span.
- Smell of marijuana (sweet, burnt odor), attempt to disguise odor of marijuana with cigarettes, beer, room deodorizer, incense, etc., eye drops (Visine, etc.) for clearing eyes.
- Physical evidence; roach (butt of marijuana cigarette) or roach holders (small clips), rolling papers, seeds, leaves, pipes with screens inside (bongs) devices for hiding the "stash" (pot) such as pop (soda) cans with false bottoms; other drug paraphernalia and magazines.
- Disappearance of items of value or money, items missing from medicine cabinet.

COUNCIL NEWS

Here is an excellent example of a council meeting announcement.



JOHN E. JONES COUNCIL

Quarterly Meeting Report

Date: Oct 25, 1984 Time: 7:00 P.M. Meeting Place: Holiday Inn

<u>Marion</u> (Town)	<u>Williamson</u> (County)	<u>Illinois</u> (State)
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Total Council Membership: 12

Attendance

Company Officials	56
Workers	2
State Dept. Of Mines	2
MSHA	7
Others	7
Total	74

Invocation by: Mr. Robert Travelstead

Entertainment: None

Address by: Mr. Robert Hill

Subject of Address: Truss Roof Bolting

Demonstrations, pictures, etc: Mr. Hill used slides to assist in his program.

Remarks: Mr. Hill has excellent knowledge of his subject and gave a very informative program.

Joseph A. Bozarth
Joseph A. Bozarth
Secretary/Treasurer



JOHN E. JONES COUNCIL
"MINUTES"

The fall meeting of the John E. Jones Council, Holmes Safety Association met on Thursday evening October 25, 1984 at the Holiday Inn, Marion, Illinois. The meeting was called to order by President Elmer Layne. After a welcoming Statement Mr. Layne then asked each person to stand and introduce themselves and the organization represented. The minutes of the summer meeting were read and approved as read.

Council safety director Bob Cross called the roll of Chapters for a report of their accident incident rate to compete for the awarding of the quarterly traveling plaques. The chapter with the lowest incident rate was Kerr-McGee Coal Company, Galatia mine. The chapter with the most improved quarterly incident rate was the Eagle Two mine, Shawneetown, Illinois, Peabody Coal Company. The plaques were presented to representatives from each company by President Layne. There was no discussion of any accidents or near misses for the past quarter. The chairman of the nominating committee read the names of the people selected for the 1985 officers,

Rodney Allen (Freeman) President
Jerry Jones (MMWA) 1st Vice-president
Mark Eppers (Peabody) 2nd Vice-president
Joe Bozarth (Inland) 3rd Vice-president
Ivan Moreton (Inland) Secretary/Treasurer
Bob Cross (MSHA) Safety Director

A request was made for any additional nominations from the floor, there being none a motion was made and seconded and the members present voted to install the officers as read. The following awards were presented; the Sentinals of Safety award 1983 was presented to Larry Newton, Saraha Coal Company, mine # 22 and Bob Travelstead, Old Ben Coal Company, mine # 27. Forty year awards was presented to John Skinton, and Elmer Layne, Old Ben Coal Company. The door prize was won by Jim Wilson, Kerr-McGee Coal Company. There being no further business Mr. Bob Hill was introduced and gave an excellent presentation on the principles of roof trusses.

The meeting adjourned at 9:10 P.M.

Joseph A. Bozarth
Joseph A. Bozarth
Secretary/Treasurer

HOLMES SAFETY ASSOCIATION

A Fable

Once upon a time, there was an intelligent people who gained their livelihood from an ancient forest. Some half a million people were employed in producing and processing the fruits of this forest and by far the greater part were required to work directly in the forest and face its hazards.

Rarely, if ever, was a full day's work done in the forest without a loss of life from the beasts that lurked in its depths. These beasts killed an average of eight people every day of work and badly injured three hundred others.

"Gassus" was a beast regarded with great fear. With "Coldustus," this beast, breathing flame and with shocking force, every once in a while would lay waste to part of the forest and take many lives before its destructive force was spent. "Monoxus" followed in their tracks and silently took many more by suffocation. Great was the clamor when these beasts made their raids on those in the forests. Heralds cried the news abroad. "Ferocious 'Coldustus' kills two score! Survivors feared slain by 'Monoxus'!"

Harkening to the voice of the people, the rulers of the land summoned their scholars and instructed them: "Study the breeding places of 'Gassus' and 'Coldustus'. Tell us how they may be found even before they grow to dangerous proportions so that we may guard against their outbreaks."

Long and hard did the scholars labor; great was the interest in their work. At last, the teeth of "Gassus" and "Coldustus" would be drawn. A miniature forest was created in which "Gassus" and "Coldustus" were permitted and, in fact, incited to do their worst, while the scholars observed their habits from the outside. Much knowledge of the ways of the beasts and the methods of rendering them harmless or checking their ferocity was obtained. Instruments for detecting the beasts and measuring their capacity for harm were devised and it was ruled that those familiar with their habits should be employed in all parts of the forest and that the overseers of the work should guard against their growth and remove them when found.

The findings of the scholars were made available to all and detectors of the utmost simplicity were developed, so that no one had to guess at the presence of "Gassus" and "Coldustus" or how dangerous they were. When the beasts did take the lives of certain of the workers in the forest, it was found that the methods of detecting their presence and eliminating them were

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incorrectly followed or that they were not followed at all. Out of each 1,000 lives lost in the forest, "Gassus" and "Coldustus" took about 100.

But another beast killed its tens while "Gassus" and "Coldustus" killed their ones and twos. This was "Roofus" whose mate was "Ribbus," the two together taking some 550 to each 1,000 workers slain in the forest. But did the people cry out? Did the rulers call in their scholars? No! "Roofus" and "Ribbus" crushed out the lives of the workers one by one and not score by score. They did not attack with flame and concussion but rather with quick and stealthy blows. Many did they slay while the seasons changed from spring to summer, to fall, and to winter, then back to spring but their killing was done one by one.

Heralds found little with which to impress their hearers, while workers and their families accepted death at the hands of "Roofus" and "Ribbus" as the will of the gods. No voices were lifted up to the rulers that means of detecting these beasts be developed, as in the case of "Gassus," although much was written by the scholars telling the workers to be careful and instructing them in the methods of holding "Roofus" and "Ribbus" immovable.

But "Roofus" and "Ribbus" were everywhere in the forest--above the workers, to each side of them and ahead of them. Never were the workers out of their reach; and seeing them usually harmless, they possibly gave too little attention or thought to their ability to do harm. Workers who had toiled safely in the forest for many years seemed to be those that these beasts took most delight in attacking.

But how were the workers to tell when "Roofus" and "Ribbus" were dangerous? It seems that some thinker back in the Stone Age--probably among the cliff dwellers--had discovered that by rapping these beasts on the noses he could determine when they were ready to let loose and drop on some unwary worker. Judgment was based on the sound waves striking the ear drums, and some held that the size of "Roofus" and "Ribbus", whether small or mammoth, could be determined before the secret of the analysis was lost. Generations followed in the footsteps of the cliff dwellers, and, at the time the intelligent people worked in the ancient forest, rapping the beasts on the noses still was the most advanced method of determining their capacity for harm. In fact, it was the only method, workers in the forest employing a working tool, a special rod, or even bare knuckles.

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Outside the forest, the scholars had gone far in the science of vibration, sound and sound waves, radio waves and the seismograph, as well as other means of determining the nature and characteristics of the things with which the people had to work. But none of this was thought of in connection with the better methods of finding out how dangerous "Roofus" and "Ribbus" were.

When children went with parents into the forest, parental instruction was little more than "Sound the Roofus!" and in study for certificates of competency, instructions in this important subject were contained in "Sound the Roofus." In the pronouncements of the scholars representing the rulers, it was simply, "Sound the Roofus," to which was frequently added, "Be careful." The habits of "Gassus" were studied intensely, while guessing predominated in the cases of "Roofus" and "Ribbus."

Nevertheless, "Roofus" and "Ribbus" took by far the greatest toll, and the failure to check their destructive tendencies exceeded all other failure to make the forest safe. Many hazards were taken into the forest by the workers -- power, machinery, infection and the like -- but even these, together with "Gassus" and "Coldustus", did not take the toll of deaths and injuries marked up against "Roofus" and "Ribbus."

In later days, some said the art of analyzing the sound warnings developed by the cliff dwellers was lost. Yet rapping the beast on the nose was the best method the workers had, and those diligent in its use were better able to tell when the treacherous "Roofus" and "Ribbus" were set to do them harm.

MORAL: TO ACQUIRE AND ADOPT KNOWLEDGE OF FUNDAMENTAL PRINCIPLES FAR SUPERSEDES GUESSING.

A T T E N T I O N !

The Pennsylvania Bituminous Council of the Holmes Safety Association announces their business meeting will be held on Friday, March 22, 1985, at 7:00 p.m., at the Omni Civic Center, Indiana, Pennsylvania.

For information, call 412/621-4500, extension 649 or 650.

Holmes Safety Association



HOLMES SAFETY ASSOCIATION

IS BAD PUBLICITY AN INDIRECT COST?

Much has been said and written about the indirect costs of accidents: disrupted production schedules, damaged tools, damaged stock, supervisory time losses, etc. However, a less mentioned indirect cost, bad publicity, can produce important and costly side effects.

For example, bad publicity can result in a loss of confidence in a company and/or product, thus leading to loss of customers and business.

Consider these actual and mythical headlines with the question in mind, 'What are my feelings toward this company?'

"WORKER DIES AFTER FALLING FROM TRUCK"

"TWELVE DEAD IN PLANT BLAST; FOUR MISSING"

"WORKMAN BADLY HURT IN FIVE-STORY FALL"

"FATAL MISHAP'S SECOND VICTIM HOSPITALIZED"
(One dead, one injured in lift truck accident.)

"WORKER HIT BY LARGE TIRE; INJURIES FATAL"

"MAN KILLED AT PLANT IN EAST CHICAGO"

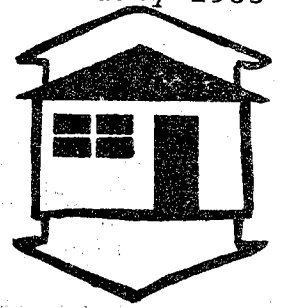
The above headlines are typical of those appearing in large cities in just one year's time.

Newspapers contain stories of workers buried in cave-ins, workers killed by electric shock, workers suffering amputations, etc. These injuries and countless others cannot be covered up.

Is it worthwhile for your company to avoid such publicity by preventing accidents before they occur? Ask management this question and see if it doesn't help you step up your safety activities.



HOLMES SAFETY ASSOCIATION MONTHLY SAFETY TOPIC



House Talk

HERE'S A GLOSSARY OF TERMS HOME BUYERS NEED TO KNOW.

ADJUSTABLE-RATE MORTGAGE: A mortgage in which the interest rate is changed periodically by the lender - depending on the terms of the agreement with the borrower and on increases or decreases in the interest rates on some financial instrument, such as Treasury bills. The rate can be adjusted as frequently as every six months or as infrequently as every five years. ARMs might be called variable-rate mortgages, renegotiable-rate mortgages or adjustable mortgage loans.

AMORTIZATION: The process by which the mortgage principal and interest are paid. Payments reduce the principal by increasing amounts and pay the interest due on the balance.

APPRAISAL: An estimate of the market value of a home to make sure the home's value covers the amount of the loan in case of default. The lender typically orders the appraisal and the fee-usually from \$150 to \$200-is paid by the buyer.

CONDOMINIUM: A housing unit, in a building or complex, owned by an individual who pays a monthly fee for maintenance of the common area shared with other unit owners. A condominium unit is a legally defined piece of real estate.

COOPERATIVE: A housing complex or building owned by a non-profit corporation, whose shareholders are the residents. The co-op - most of them located on the East Coast - is governed by an elected board of directors. The co-op either contracts for outside maintenance, or residents share clean-up duties.

DUE-ON-SALE CLAUSE: A statement in a mortgage contract that allows the lender to prohibit the loan from being assumed at the original interest rate by a new buyer. Federal Housing Administration or Veterans Administration-insured mortgages do not contain due-on-sale clauses.

ESCROW: An account controlled by a third party, typically a title company, until terms of a sales contract are met. Money often is collected by a lender and held in escrow to pay the buyer's property taxes and insurance.

FIXED-RATE MORTGAGE: A mortgage in which the interest rate remains the same over the life of the loan, allowing the borrower to make equal monthly payments.

-MORE-

GRADUATED-PAYMENT MORTGAGE: A mortgage in which the payments begin low and rise gradually over a specific period, typically five to 10 years.

LAND CONTRACT: A sales contract that lets the seller retain title to the property until the buyer has paid the seller the full purchase price. It also is called a contract for deed.

LAND SURVEY: A survey requested by the lender to make sure boundary lines of the property have not changed because of shifting soil or other conditions since the original deed was drawn. The buyer pays the cost.

LIEN: A legal claim against a piece of property as payment of, or security for, a debt.

MORTGAGE: An agreement between a buyer and a bank, savings and loan association, credit union or another individual to finance a part of the price of a home. The agreement usually is accompanied by a note promising repayment of all borrowed money on a specified schedule. The borrower pledges to the lender his interest in the property as security.

MORTGAGE INSURANCE: A policy that insures repayment of a mortgage in the event of default. This security enables lenders to offer mortgages for lower downpayments and at lower interest rates. Buyers paying less than 20% down are required to buy mortgage insurance.

NEGATIVE AMORTIZATION: A feature of an adjustable-rate mortgage in which the lender adds additional interest expenses to the end of the mortgage term so that a borrower's monthly payments do not increase sharply with each rise in interest rates. A 360-month mortgage, for example, could become a 365-month mortgage if interest rates rose sharply during the term of the ARM.

ORIGINATION FEES: The service charge made by the lender-sometimes a percentage of the loan value or a flat fee-to cover the administrative costs of making the loan.

POINTS: A one-time charge for making the loan, with each point equal to 1% of the principal. Loan discount points are charged by the lender to increase the yield on a mortgage loan.

PREPAYMENT CLAUSE: A provision in a mortgage that allows you to pay off part of the loan in advance of the monthly schedule without penalty.



-MORE-



REAL ESTATE AGENT, BROKER: An agent is licensed by a state to negotiate the sale, purchase or lease of property for a commission. A broker is an agent with more training and experience who employs other agents. A Realtor is an agent who is a member of a local real estate board affiliated with the National Association of Realtors.

SECOND MORTGAGE AND EQUITY LOANS: A tool, often used by sellers, to help buyers who do not have the cash to cover a big downpayment. The full amount of the second mortgage loan is due as a "ballon payment" in two to seven years. Some home owners use a second mortgage, often called an equity loan, to finance such things as home improvements. In this case, the owner secures the second mortgage with his equity, basically the difference between the amount still owed on the mortgage and the current market value of the home.

SETTLEMENT/CLOSING: The meeting between buyer and seller where the property formally changes hands. Often, the buyer pays at closing the costs of attorneys, title search and insurance, credit report, land survey, house appraisal, termite inspection as required by local law, fee for recording deed, prepaid taxes and points to the lender.

* * * * *

How's Your Credit?

In today's credit oriented society, we are all careful to make every effort to make all our payments on time so that we will maintain a good "credit history."

But have we ever stopped to consider how our financial credit can be affected by our "safety credit?"

Without "safety credit" loans may be hard to obtain. When you're laid up due to an accident, your income is drastically affected.

Without "safety credit" a needed job may be hard to get. Few employers want to hire an employee with a history of accidents.

Without "safety credit" it is difficult to rent a car or home or other property. No one wants to entrust you with their belongings when they may be damaged or destroyed.

If you are safety minded your "safety credit" is probably good. But, if you have those "small accidents" frequently, perhaps it is time to work on a better safety credit. NOTHING AFFECTS YOUR "SAFETY CREDIT" AS ADVERSELY AS ACCIDENTS.

HOW IS YOUR "SAFETY CREDIT"?

The Last Word

A LITTLE STORY

This is a story about four people named Everybody, Somebody, Anybody and Nobody. There was an important job to be done and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that, because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done!

A sure sign you're getting older is when the children tell you about their history lesson and you realize that when you went to school the same items were called "current events."

Nurse: "There's an invisible man in the waiting room."

Doctor: "Tell him I can't see him."

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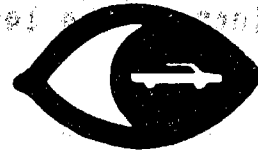
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CLEAN UP



DON'T SLIP UP

WATCH OUT FOR THE OTHER GUY



Drive Defensively!

IS YOUR ADDRESS CORRECT?

CHANGE OF ADDRESS FORM

Name-First, Last		
Company Name or Additional Address Line		
Street Address		
City	State	Zip Code
(or) Country		

PLEASE PRINT OR TYPE

Mail this form to:
 Rita Hansen
 MSHA
 Holmes Safety Asso. Rm. 486
 P. O. Box 25367
 Denver, CO 80225

Attach last subscription label here.

The Joseph A. Holmes Safety Association was founded in 1916 by 24 leading National organizations of the mining industries.

The Joseph A. Holmes Safety Association is named to commemorate the first director of the Bureau of Mines for his efforts in reducing accidents and illness throughout the mineral industries.

The following is the different award criteria:

Type "A" Awards - For Acts of Heroism

The awards are medals with Medal of Honor Certificate.

Type "A" - For Acts of Heroic Assistance

The awards are Certificates of Honor.

Type B-1 Awards - For Individual Workers

(40 years continuous work experience without injury that resulted in lost workdays)

The awards are Certificate of Honor, Gold Pins and Gold Decal.

Type B-2 Awards - For Individual Officials

(For record of group working under their supervision)

The awards are Certificate of Honor.

Type C Awards - For Safety Records

(For all segments of the mineral extractive industries, meeting adopted criteria)

The awards are Certificate of Honor.

Other Awards - For Individual Workers

(For 10, 20, or 30 years without injury resulting in lost workdays)

The awards are 30 years-Silver Pin and Decal, 20 years-Bronze Pin and Decal, 10 years-Decal bearing insignia.

Special Awards - For Small Operators

(Mine operators with 25 employees or less with outstanding safety records)

The awards are Certificate of Honor!

Contact: HSA Office

Department of Labor
MSHA, Holmes Safety Association
4800 Forbes Avenue, Room A268
Pittsburgh, PA 15213

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