

Tennessee Coal, Iron & Railroad Company

GENERAL OFFICES: BROWN-MARX BUILDING.

Geo. G. CRAWFORD
PRESIDENT

Birmingham, Ala., January 18, 1917.

My dear Miss Tarbell:-

Upon my return to Birmingham I find your letter of January 3rd, together with a book which you kindly sent me.

I have read the book from cover to cover and was extremely interested in it. I was particularly pleased with what you said of the plant of the National Tube Company at McKeesport. I also appreciated what you said about Mr. McMurtry. I was very fond of Mr. McMurtry and learned much from him in regard to housing conditions which has been of use. I think that he was among the earliest of the large manufacturers to appreciate the necessity for the employer to take more interest in providing proper living conditions for the employes.

I like what you said about Mr. Lynch and his slogan "Safety, the first consideration". There is not a more enviable reputation than that which Mr. Lynch justly earned through the preservation of human life in the great mining operations of which he had charge.

I am going to ask you, however, to make a correction in the next edition of your book in regard to the statement that betterment work in the Tennessee Coal, Iron & Railroad Company started about three years ago, when Dr. Noland was secured to head it. As a matter of fact the work was started in the early part of 1908, and Dr. Noland's valuable services were secured in order to better organize one particular part of it.

Beginning with 1908 and enumerating them in the order in which they were taken up, the following were the principal improvements which were of benefit to our employes:

- 1st. Discontinuance of discounting commissary checks.
- 2nd. Institution of semi-monthly pay.
- 3rd. Housing Problems.
- 4th. Bath houses for each mine and works.
- 5th. Safety work.
- 6th. Educational work.
- 7th. Social workers in a number of the company's camps.

Dr. Noland's function in our organization is to help us carry out, to paraphrase Mr. Lynch's slogan, "Health, the first consideration". The problem is being attacked along the lines of our safety work, namely:

- 1st. Provision of appliances and the execution of methods preventing disease germs.
- 2nd. The education of our working people and their families in the matter of health.

Tennessee Coal, Iron & Railroad Co.

BIRMINGHAM, ALA.

Miss I.T.#2 - 1/18/17.

The idea is that if accidents can be prevented by preventative methods, there is no reason why disease cannot be prevented by preventative methods. Dr. Noland has made splendid progress in accomplishing these results.

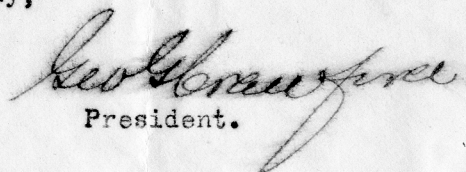
I note your request to quote me as saying that there is no such thing as a normal lazy man, that the lazy man is a victim of malaria, or hookworm, or some kind of poor physical condition.

When I see that statement on paper I feel that it should be modified, for unfortunately I do know some well fed, physically healthy looking men whom I would term lazy. It is just an illustration of the great difficulty in reducing the truth to the simplest terms, for notwithstanding this modification in my statement I am sure that a large, a very large percentage of what is considered laziness among southern working men is due to disease and that the same men in normal health would furnish at least the average percentage of ambitious and efficient men, and that the percentage who would be classified as lazy would be comparatively small.

If from the above you can evolve anything you would care to quote, I would be very much pleased and very proud to be quoted by you.

There are so many people in our country who seem to enjoy the criticism of corporations they know little or nothing about that it is refreshing to know that a clear mind like yours is interested in seeing what conditions are in respect to the relationship between large industrial employers and their working men.

Yours truly,


President.

Mr. Ida Tarbell,
132 East Nineteenth Street,
New York City.