

educate its employees. Extra hazardous labor requires extra diligence and care in the selection of employees, and the proper instruction and information of these employees, he said. From a recent decision in New Hampshire he made the following deduction: "This shows that employees occupying responsible positions, such as require the organs of vision and hearing to be acute, their habits and mental faculties to be without fault or blemish, must from time to time be examined by those competent to determine their fitness to perform their service without danger to themselves, their fellow-servants or the public.

After saying that railway surgeons, especially those who are on lines with some form of a surgical organization, should be anxious to have their road effective in this particular, Dr. Conn went on to argue on behalf of a physical examination of applicants for positions on railways. His position was as follows: "(1) That a rigid physical and mental examination should be instituted before allowing new recruits to enter the service of railroads; (2) all roads should have a school of instruction in which new recruits should be thoroughly drilled in the work which they are to perform, so as to bring out the best results of all safety appliances and also those intended to supply the heating, lighting, ventilating and cleaning of cars; the intention of this being to simply enlarge the school of instruction in the use of automatic brakes that is now practised on most large roads, and which might without much additional expense be made a part of the standard of education; (3) that the recruit after being thoroughly instructed in every duty that can in any way serve to render the lines and property of all concerned more nearly safe and comfortable, and having passed an examination, he should be advised of the fact that in taking service upon a railroad he is entering upon a vocation extra hazardous in its nature, but, having been thoroughly instructed in his work and given an opportunity to learn its duties, he must take a certain amount of chance of his life and limb without recourse or damages."

Dr. Conn stated in amplification of these points that he would have the examination as vigorous as that for the United States army.

The discussion which followed was of considerable length. Dr. H. L. Getz, of Marshalltown, Ia., emphasized the need for a rigid examination. The ordinary examinations for sight and hearing were useless, he said; the men should be stripped and thoroughly examined. Dr. W. S. Hoy, Wellston, O., observed that his State has adopted a physical examination. Dr. Currie, of Toledo, spoke of the methods adopted. Dr. Pepler, of Toronto, concurred in Dr. Conn's suggestions. Dr. Hungate, of Nebraska gave two or three specific instances which bore out Dr. Conn's point. Dr. W. D. Middleton, of the Rock