UNIVERSITY OF CALIFORNIA
AUG 9 194
LIBRARY

10c

PUBLIC AFFAIRS PAMPHLET No. 106

STRAIGHT TALK FOR DISABLED VETERANS

BY EDNA YOST



Digitized by Google

Digitized by Google

STRAIGHT TALK FOR DISABLED VETERANS

By EDNA YOST
In collaboration with
Dr. Lillian M. Gilbreth

AT first thought it may seem brutally unkind to suggest to a severely wounded or disabled man that probably he is not so badly off as he thinks. Yet his future need not be dark at all—provided, of course, he wants a future such as any other normal man wants, and is willing to bestir himself and work to achieve it.

At least that is what scores of today's successful people, who received severe injuries in an earlier war or in civilian life years ago, have assured us. When asked "What would you like most to tell the service men who are being seriously wounded every day?" these men answered in words of their own choosing:

Edna Yost and her collaborator, Dr. Lillian M. Gilbreth, are authors of *Normal Lives for the Disabled,* published by the Macmillan Company in 1944. Miss Yost is also author of *Modern Americans: In Science and Invention,* 1941, and *American Women of Science,* 1943.

Copyright, 1945, by the Public Affairs Committee, Incorporated
—A nonprofit, educational organization—

Digitized by Google

"I'd tell them that if a man makes up his mind to lick whatever has happened to him, if he gets ready to work and then gets the right kind of job, things turn out far better than he thought they would at first."

They do not deny that it is a hard job, a grueling job sometimes. But they take for granted, and by the scores of thousands they have proved to the rest of the world, that men bearing all kinds of physical losses and disabilities can achieve economic independence and build for themselves lives that are as satisfying and happy as anyone else's.

Maybe you are saying that you've heard all about these wonderful human beings who can talk and act like that, and that you're sick to death of having these paragons crammed down your throat, that you've heard all about legless wonders who are successful tap dancers, about armless golf champions, and eyeless men who lost their hands and then learned to read Braille with their toes—and you're sick of it. You wish the world would understand that you are just an ordinary fellow and that you want to be treated like one.

Just an Ordinary Fellow

O.K. That's the way we feel about it, too, and it's the ordinary man we're talking about. If you have lost a hand or arm or two, you are probably not going to play golf—it wouldn't be worth the effort it would take. Check. If both your legs are gone, most likely you are not going to dance. Maybe you would have done both if you had not received your injuries—check again. (Though maybe you wouldn't, either. Plenty of ordinary men with all their arms and legs don't play golf or dance.) But if, in your mind, you have the innate capacities needed for good golf playing and good dancing or for success in any other kind of work, and if you possess the kind of strong desire and stick-to-it-iveness that would have made you successful if your injuries had not occurred, there is every reason for you to know that those capacities need not be wasted. They can be developed by the man you still are inside you, and used by the body still left to you, and the time will come when you will recognize that what you can do with them is far more important than what

Digitized by Google

you cannot do. That is what the successful handicapped have told us, and I defy anyone to look into their faces and read what is there and not believe them. And they are as far removed from genius as you are.

You're Still the Man You Were

"Don't forget," they have told us more than once, "you're still the man you were before you had your injuries. The fellow who would have made good with all his body intact can make good despite the most severe body losses. A man is more than the sum of his legs, arms, eyes, ears, and so on. The real man—the inner man—remains, regardless of physical injuries, and can learn to use whatever skills and capacities he has in ways he had not even dreamed of before his accident." As Michael Dowling once put it, "The only thing a man needs to be afraid of is a wooden head."

I remember a one-armed man. He was a young fellow who had been a highly skilled, right-handed mechanic when he lost his right hand and part of his arm. One day several years later he came into a college classroom to let one of the professors compare the skills of one-armed and two-armed men in certain one- and two-handed tasks. Using his left hand and a pincer-like apparatus that he wore where he had once had his highly skilled right hand, he ran circles around most of the other young men in the tests. The skills that had once resided in his right hand had been transferred, through practice and without loss, to his left hand. Even with his apparatus he could do some of the tests—picking up small objects, inserting them in holes, etc. —as well as, and sometimes more quickly than, some of the young men with perfectly sound right hands.

In other words, in many skilled, well-paid jobs requiring the use of both hands, the one-armed fellow was worth more money to an employer than the two-armed men. But I'll bet he never dreamed it would be so during those first weeks of looking down at the stump of an arm a few inches below his elbow. And if anybody said "genius" to him, he'd probably ask how to spell it!

It is not what a man loses but how he uses what he has left that is the more important factor in an injury. The successful

Digitized by Google

handicapped have adjusted to that fact. There is, for example, that young man who chose to become a typist after he lost an arm, and then to become an expert typist after he began to find out what he could do with his one hand. He worked his speed



More hands would have been in the way.

up to eighty words a minute, which is well beyond the rate of most good two-armed typists. When someone, looking over his shoulder in amazement, asked what speed he could have attained with two arms, he answered matter-of-factly, "Well, not so much as eighty words a minute. The other hand would have been in the way."

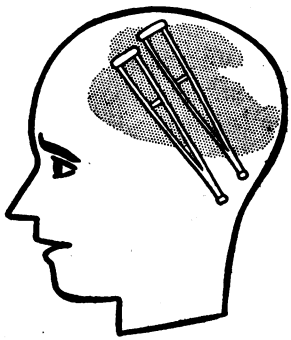
There is much in the human mind that has never been fathomed, and that young man had more first-hand experience than the most learned professors in discovering the superiorities that lie hidden in ordinary, everyday, run-of-the-mill human beings until something arouses them. I have read about a tiny form of animal life that has the capacity, when a leg is torn off, to grow a new one. Human beings are not so good as that—worse luck for some of us. But unlike the lower forms of life, we have powers within ourselves to compensate for physical loss by transferring skills, *which reside primarily in the mind rather than in legs or fingers or eyes,* where they may be developed and

Digitized by Google

used. The starfish has to have a new leg or be seriously crippled. But the only thing that can really knock out a man who is possessed of normal intelligence is a warped mental attitude.

DON'T BE A MENTAL CRIPPLE

WHOEVER you are and wherever you are, bedfast or convalescent or back in civilian life again with injuries that were once looked upon as a permanent handicap, the biggest job you have is to save yourself from being a mental cripple. The odds may be stacked against many of you temporarily. Many of you are under the cloud of depression that is so normal a part of physical recovery during that period when so much of your nervous energy and physical strength have been sapped by shock. The temptation is to think that there is not much ahead for you. Anyone who says there is, is open to suspicion. It is easy enough, you tell the fellow in the next bed, for men with perfect bodies and fat pay checks every week to tell you that everything is going to be jake. If they were in your state, they'd know better.



Look Around You

Don't fall too hard for that temptation, even though you may not be able to help skidding into it at first. Take a look at what has been happening in this country in the last twenty-five years if you want to see things as they actually are. Starting with the Presidency, you can look at every possible kind of work there is and find that it has been done successfully by people with severe physical losses. (People still call them "handicaps," though only God knows why.) We have had a blind Senator, and even Congressmen in wheel chairs, with various parts of their bodies paralyzed or amputated. We have had Army and Navy officers and high ranking diplomats minus hands or legs. We have had scientists and college presidents without hands, and scientists in

Digitized by Google

wheel chairs. A recent book on men of science records the fact that two of our early American entymologists continued their work in the classification of small insects after blindness had caught up with them. We have had ministers and doctors and lawyers, big and small business executives, and men and women in every lesser kind of position in business and industry—*by the thousands*—who have held every possible kind of job with the most severe physical disabilities and who have given excellent service in them.

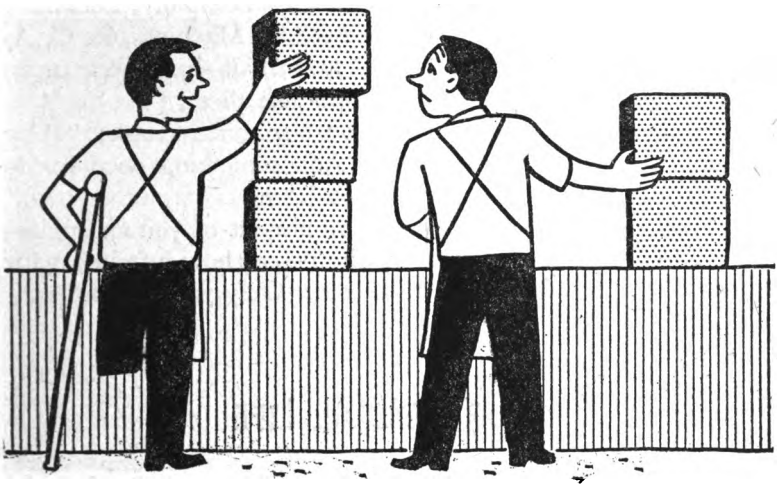
Facts and Figures

Here are a few facts and figures to show that we are not talking about geniuses: There is an artificial limb company out in Minneapolis where jobs fall into three groups—sales, office routine, and factory work, which includes running lathes, electrical welding equipment, drill presses, bandsaws, sandpapering and polishing machines, spray paint guns, etc. More than 95 per cent of this company's several hundred employees are handicapped. An outstanding example among them is a man who lost both legs and part of both arms in a blizzard. He started out on the simplest tasks, worked his way up like any other normal man, and at last report was doing a good job and earning good money running machinery that polishes metal and fiber, drills holes, ties heel cords, etc. Incidentally, the employees of this one concern wear artificial legs, arm or hand apparatus, and braces of all possible kinds, to an average of nearly two apiece—a collection that would almost fill a small room. And they have a safety record that brings them plaques from grateful insurance companies!

Maybe you think that because this is an artificial limb company, they do a better job for the disabled than anyone else would try to do. Maybe it pays them in dollars and cents because it is good advertising for their products. If that is the thought that has been running through your mind, suppose you look at the Ford Motor Company. It employed 9,563 physically handicapped men as long ago as 1919, has been using them in proportionate numbers ever since, and had raised the ante to nearly 12,000 by 1943. They have used hundreds of one-handed

Digitized by Google

or one-armed men. (Arm losses are dwelt upon here because they are one of the most severe handicaps to take into industry.) I saw a report on a tool-stock-crib attendant not long ago—a man



Properly trained, carefully placed "handicapped" men and women often have a higher rate of production . . . than their "normal" fellow workers.

with *both* hands off—which said: "Has respect of own supervision and is efficient." The report on another, a man with both hands off who is a build-up and tear-down inspector of Pratt and Whitney engines, read: "Signs own tear-down records . . . makes own entries on inspection sheets . . . has proven efficient on this job." (This brings to mind a report from a company employing deaf and dumb workers, which ended: "Wish we could find more like them.") Furthermore, the Ford Motor Company reports that its disabled receive full pay. And it's not altruism! Each man gave full value for his wages.

No wonder the accepted dictionary meaning of the word "handicap" as it is used in sports has come to be "a penalty imposed upon the superior entrant in a contest to equalize the chances of the other (inferior) entrants." Surveys show that

Digitized by Google

in scores of business and industrial establishments in this country, properly trained, carefully placed "handicapped" men and women have a higher rate of production, fewer accidents, and less absenteeism than their "normal" fellow workers. The Western Electric Company, Caterpillar Tractor Company, Lockheed Aircraft Corporation, International Business Machines, R. C. A. —dozens of corporations, both large and small—have been using the handicapped for years with results like these.

If these fellows can do it, are you beginning to ask: "Why can't I?" The answer is—you can. And something deep inside yourself will tell you this truth if you let it.

Nothing can make an economic cripple out of you except refusing to listen to that inner man who is somehow in touch with the man it is possible for you to become. Only your mental attitude can stop you.

YOUR SOCIAL LIFE

MANY a man lies on his hospital bed suffering at the thought of how the little wife back home is going to feel about anything from a lost limb to a crooked finger. It is real suffering, too, that this man endures, even though a lot of it is misplaced. Read *Thirty Seconds Over Tokyo* and you cannot doubt that Captain Ted Lawson's sufferings were real as he lay in bed, after one of the bravest exploits for which a nation will ever be grateful, thinking about his wife almost as if he believed their whole relationship would be altered because he had only one leg and a mutilated face.

But the simple truth is that something—probably the maternal quality—with which every normal woman is endowed makes her able to accept physical disfigurement as unimportant in a man, although the average man does not yet possess this kind of acceptance. And when an injured man finally looks this fact in the face, he will begin to put his misplaced suffering in its proper pigeonhole. A man may continue to suffer because he feels sorry for himself; but one who is ready to face his future constructively need not feel sorry for his wife if she loves him. There is

Digitized by Google

nothing in the world that so arouses admiration and cements the love of the ordinary run of American women as a man's rising above his handicaps.

Give the Women a Break

If you happen to have a wife or sweetheart who is not of this caliber, you are out of luck. Sorry. A few women are walking out on men in hospitals today. But give your own women a decent chance to prove themselves before you jump to conclusions. Frankly, men, don't prejudge women's reactions to physical imperfections by your own. They are way ahead of you there.

Whether you are married or single, a satisfying social life is both your right and your need. Don't cut women off your list because you are less than perfect physically. Let those first contacts at your bedside that help you toward economic independence for the rest of your life, help you get over the thought that people—men or women—are not going to be able to accept you as they accept other human beings.

MAKE THE BEST RECOVERY POSSIBLE

IT is important that the injured veteran take full advantage of what his employer, Uncle Sam, can and should do in the way of helping him get ready to go back to work. Some injuries cause physical losses that a man must accept as final. But others may bring about conditions that seem final even though they are not actually so. Since such losses may become permanent if neglected, the injured man should be wary about accepting any loss that it is not absolutely necessary for him to accept. He should, in other words, make every effort to achieve the most complete physical recovery possible for a man with his injuries.

Sometimes "best physical recovery" means merely skill in the use of some form of artificial appliance. In the case of lost feet or legs, artificial feet or legs should be adjusted to as quickly as the doctors think wise. The same is true of hearing aids. Artificial eyes and plastic surgery should also be accepted even though

Digitized by Google

no recovery of the lost function is involved, because anything that helps give a man what we call "a normal appearance" has value in many kinds of jobs. In the case of lost hands or arms, successful workers very often prefer the artificial appliances shaped either like pincers or like a claw rather than the more natural appearing artificial hands while they are on the job. Recovery of function is preferred more often than recovery of normal appearance here. There is no reason, however, why a hand should not be worn "for dress," if desired.

A Warning on Appliances

Unfortunately, the veteran needs to be warned at this point that a lot of bad advice and poor workmanship are available in America in the artificial limb and appliance business. Suckers are still being made out of rich and poor, famous and obscure, alike. Many of us hope that this war's veterans will be able to eliminate the unethical element in this business. For the present, remember that good work is available. Don't be too quick to blame difficulties with your appliances on bad workmanship. Their successful use sometimes requires more blood, sweat, and tears than it is easy to endure. So don't give up until you have determined that faulty workmanship is preventing you from doing what other men have done. Get expert advice. Talk with men who have adjusted successfully to your form of appliance.

Our very best artificial limb makers say that three things are necessary for the successful use of their equipment—a good stump (which a second operation may produce if you have a bad one); a good appliance; and the right kind of head on the wearer. They say it is much harder to fit a man's head than his stump.

It is scarcely necessary to press this point about artificial appliances with most injured veterans because they have seen so many fellow veterans perform miracles of skill and adjustment. Take Lieutenant Wood, son of the British Ambassador to Washington, Lord Halifax, for example. Lieutenant Wood climbed a slippery hill on foot one morning in the winter of 1944–45 so as not to disappoint the convalescent service men who were expecting him. Yet he had failed to walk successfully on his first pair of artificial limbs. Determined to get out of his wheel chair—

Digitized by Google

which is what a wheel-chair case should always aim to do if at all possible—he had had a second pair made by another limb maker, mastered them, and in a comparatively short time was able to climb a hill so slippery that his taxi could not make it.

Work Is Needed

The definite physical losses occasioned by amputations are often simpler to handle than those that are not so bluntly final. In cases where members of the body are left, but with their functions lost or impaired, a man should take all possible steps toward their recovery before admitting that the handicap is permanent. He has fingers, let us say, but they are stiff; a good-looking leg, but it does not serve him well; an arm that hangs limply. Once upon a time, these conditions might have been accepted as final. Today we know that even the doctors have been surprised by man's capacity for recovery.

These are the cases in which it is so essential for the inner man to want hard to help himself. There are dozens of men who will be saying ten years from now that if they had been given intelligent medical advice and help soon enough, they would be using their hands or legs as well as anyone else. That is what happened after the last war. Unquestionably, many veterans suffered from inexcusable negligence. But the main thing for today's injured veteran to remember is that thousands of severely injured men were helped back to normal living after the last war and—depend upon it—they were the fellows who did what was necessary to help themselves. If Uncle Sam today were as wise as Providence (and he isn't) and all the Army and Navy and Veterans' Hospitals as fully and competently staffed as the most efficiently established, best-managed business or industry in the world, all of them together could still do comparatively little for the man who does not try hard to help himself.

Cooperate—Don't Fight

Obviously, then, an injured man should learn how to cooperate—not fight—with those who are, by law, given responsibility for helping him get back to work. The law places him first under the Army, Navy, or Air Forces Medical Corps, and after his

Digitized by Google

discharge from active service, under the Veterans Administration for rehabilitation and general physical care. It charges this Administration with the task of enabling him to return to civilian life equipped for self-supporting work if that is at all possible.

Wise Guy?

Obviously, in a job the size and caliber of that one, there will be inefficiencies and negligences. There will be errors in judgment; there will be injustices inevitably brought about by the need of hospital beds and space for the freshly wounded. The question, then, is how to avoid becoming one of those wise guys who will be saying: "Yeah, the law says you can have everything you need, even four years of education. But try and get it! If you happen to be somebody's pet, you can get it—maybe! But the rest of us get a kick in the pants as soon as we can walk, and a few dollars a month that's supposed to make up for the fact that we'll never be able to make a decent living."

These are matters we have spoken about with disabled men who are now at work successfully. And one of the things they stress is that too many men do not want to make the effort to remove their physical disabilities. They want to ignore them rather than to face them. Or, facing them, to learn how to get along with them. These men say—and so do the men who have spent years training and placing the handicapped at work where they have made such splendid records—that *a man should try to remedy any physical disability that can be cured or partly cured.* He should return to work-life as normal, physically, as he can possibly be.

Activity Is Important

This means that in the early days of his injuries, a man should accept eagerly any kind of activity that the doctors, nurses, or other hospital workers offer, even if it doesn't seem to make sense at first. They tell about fellows in the last war who remained apathetic, who refused to cooperate and even laughed at other men who were willing to do weaving or basketry or any of the simple bedside activities that were used at that time. Possibly

Digitized by Google

their reactions were due to the fear that these childlike activities were a measure of what they would be able to do for the rest of their lives—which, of course, was not so. At any rate, sometimes loudly but more often in sullen silence, many men refused to have anything to do with that sissy stuff! Too many of this uncooperative group remained in veterans' institutions when they might have been restored to economic independence by overcoming their handicaps if they had roused themselves to an interest in work soon enough.



Accept eagerly any kind of activity that the doctors, nurses, or other hospital workers offer.

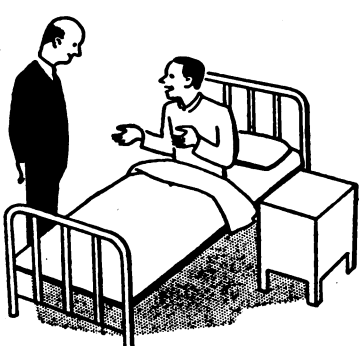
Much water has flowed under the bridge since then. Today's injured veterans have access to the very best "occupational therapies," as they are called, to say nothing of the magnificent "physiotherapies" that our various hospitals are equipped to administer. And there is less tendency among modern young men to be unduly scared about such work being sissified. Attempts have been made to have bedside and other hospital activities as "manly" as possible. In a few instances, industrial jobs are being done by service men who are still confined to their beds—jobs that are of benefit to them in overcoming temporary loss of motions and that give them a weekly pay check and help in the war effort as well. Some of our service men's convalescent institutions offer a reconditioning program with constructive occupational activities such as have never been available to injured men before. Seriously disabled men are often used as instructors here—living proof of what can be done. Uncle Sam's best work in this direction is unbelievably good, and it is a pity that this kind of convalescent training is seriously limited in the number of men it can reach.

But even though it is a pity, it is comparatively unimportant. For, just as what you have left is more important than what

Digitized by Google

you have lost in an injury, likewise what an activity can do to you rather than what you are doing to it is the more important aspect in restoring a man to normal activity and normal economic life again.

For example: Suppose you have stiff fingers which doctors and therapists say may be curable, but not without regular exercises. This is a type of disability that many women have eliminated by knitting, using the largest needles and gradually working up to the smallest ones, or by typewriting exercises begun first on a table top and later moved to a typewriter. It is going to be wonderful for you to be in a hospital where you are supplied with some form of industrial work requiring motions as curative for your needs as knitting would be. But some men who did not find opportunity for those more "manly" occupations have, at doctor's or therapist's advice, knitted and knitted *and knitted*. The most careful observation detects no loss of manliness in the process. They got out of knitting what they wanted, and it wasn't primarily a sock or a baby sweater. It was recovery of lost motions by whatever method was most easily available.



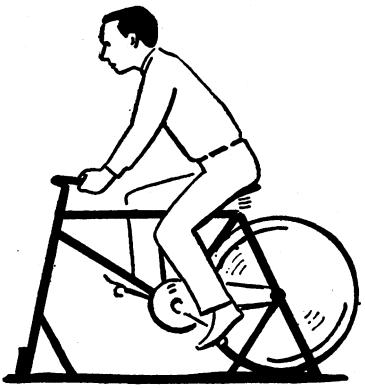
See to it that those in charge understand how much you want to cooperate.

If your hospital authorities recommend any kind of work activity, *grab it* instead of turning your face to the wall, as happens far too often, in an attitude of "Oh, what the hell — more fancy doo-dads to keep me busy and help me forget I'm a cripple till they can get rid of me." For heaven's sake, snap out of it! Sister Kenny, the Australian nurse whose methods for treating infantile paralysis have helped give useful lives to many who would not have had them otherwise, has helped both children and adults to walk again who had not walked for years. Much of her success is through wise "therapies"—in her wise use of massage and in the diligent practice by the patients themselves of exercises designed to

Digitized by Google

stir atrophied muscles to activity. And listen to this one: Those marvelous techniques of hers will not produce best results *unless the patient's mind cooperates*. Leg action is a mind activity as well as a leg activity. So is any other physical activity. So if you are suffering from any kind of lost function, let your *mind* help the doctor, the nurse, the therapist in whatever they prescribe for you.

Help yourself to *any* available activity that requires the right kind of muscular effort for your specific condition, and don't wait for something that seems more suited to your dignity or desire. The stationary bicycles in modern hospitals, which cleverly manipulate leg muscles so that thousands of veterans from this war will be able to walk without a limp, are excellent—under the guidance, of course, of a skilled therapist — and you may prefer bicycle riding to weaving. But in severer cases, involving both leg and arm muscles and the kind of mental paralysis that often results from severe injuries, weaving a large-sized pattern on a loom may be more effective. Working upon a pattern that he becomes interested in completing, one that requires a daily widening of the arm stretch as feet and legs continue to manipulate the loom's pedals, has helped many a man make motions he had been entirely incapable of until, at some off-guard moment when his mind was so intent upon something that held great creative interest for him, he "forgot" he could not make certain motions and went right ahead making them! Oddly enough, in cases like this, a man may suddenly realize that he is doing something he supposedly cannot do—and immediately become incapable of doing it. But the experience of having done it even once can convince the inner man that it can be done again. So the outer man goes at his weaving again next day, becomes interested, does it again, and eventually the once lost motions become as easy as any other motions.



Digitized by Google

No. The human mind has not yet been fathomed. But daily it performs miracles, when desire and interest and manual activity cooperate. It is interest in something rather than sheer will power that has turned the page to success for many a man. So see to it that those who are in charge of your convalescence understand how much you want to cooperate in everything and anything that can help you regain your lost functions.

YOUR ATTITUDE COUNTS

THIS brings up the question of how an injured veteran's attitude can help him get the best possible deal for himself. For it certainly is true that a man's attitude counts, even if the authorities, doctors, nurses, and therapists have no desire except to be utterly fair. Many veterans were discharged by the spring of 1945 who had not made the most complete physical recovery possible. Oftentimes, they were men who had wanted nothing except to get back to civilian life as quickly as possible. Sometimes they had wanted more help than they got but found themselves outside without it. How much does a man's attitude have to do with the kind of deal he gets?

I'll never forget how a convalescent soldier—he was in a wheel chair recovering from injuries to both legs and able to do a lot of things the men around him could not yet do—answered a nurse one day when she asked him for a small service in connection with an outside activity that was being arranged for the good of the whole group. "What's there in it for me?" was his response. It might have been accepted as good-natured kidding, except for the surly and ungracious tone in which it was uttered and for the expression that lingered on the young man's face. Judging from the quick glance that passed between the people in charge that day, it was not the first time it had happened. And I knew it would be only human nature if that young man eventually found himself back in civilian life—especially if he were in a unit that suddenly became overcrowded—without all that might have been made available for his best physical recovery and, hence, for his most advantageous return to economic life.

Digitized by Google

Catching Flies with Sugar

True, there are sometimes nervous reactions following injuries that seem to change a man's whole disposition. And there is that dreadful physical and nervous exhaustion that sometimes grips one for weeks, even months. Men and women who work professionally with the injured understand such things, and they do not expect a fellow to get up singing every morning. Far from it! But they do expect, just as soon as it is possible, pleasant cooperative relationships with patients. A man has to be likable if he wants to be liked. Even if he thinks he does not want to be liked, he will catch more flies, as the saying goes, with sugar than with vinegar.



Don't be a vinegar puss!

One of the saddest sights in the world is a man who has remained unnecessarily disabled, or partially disabled, simply because he cultivated an attitude in the early days of his illness that repelled help and then never snapped out of it. I was coming out of a cafeteria one evening when a strange woman, seeing a book under my arm that was on the problems besetting the disabled, stopped me and asked, "But what can be done for a young man who pushes off every kind of help anyone offers him?" She went on with a story that is all too common—of a young man who cultivated the vinegar in him and has fed far too fondly and too long on its acid. Answer her question for yourself. All I could say when she had finished was that no one could do much for a man unless or until he wanted to help himself, though a good psychologist or psychiatrist might help him uncover a desire to help himself and should be called upon if the money for financing it could be found.

It is so very important, this taking yourself in hand and seeing to it that you are as agreeable a person or, better still, a *more* agreeable person than you were before you were injured. *For your prime objective during convalescence is to get ready for the best job possible;* and an agreeable, cooperative disposition

Digitized by Google

is one of the biggest assets a person can take to a job. Lack of success in jobs, according to surveys made to determine reasons for it, is more often the result of personality defects than of any other single factor.

Since personality defects are Enemy No. 1 to success on jobs, they should be guarded against during a man's convalescence. Unpleasant personality traits, cultivated during the distresses of injury and illness, are not automatically shed with your hospital pajamas. They carry over wherever you go unless you deliberately get rid of them. So look yourself over as you must seem to the outside world. What kind of impression are you making on those who care for you during convalescence? Is it the best you can take with you into job training or a job? What kind of facial expressions are you cultivating? Put yourself in the place of these other people for a moment. If you had hundreds of injured men needing services and were under the limitations they work under, might you not just naturally be more cooperative with the ones who are agreeable and likable without realizing that you were playing favorites?

Maybe you think that in your particular case there is nothing in life to be pleasant about and that it would be hypocrisy for you to pretend to be pleasant when you feel quite otherwise. That is a good argument, if it is based on truth. Evidence that its basis is not the whole truth, however, comes from thousands of men who were once in your condition. They—and by "they" I mean today's job-holding *able disabled*—stress that they had to struggle through their depressions with far less hope than today's injured veterans may intelligently hold.



Personality defects are Enemy No. 1 to success on jobs.

The only way your case differs from scores who have preceded you is that you yourself, the man within, differ from every other man who has ever met your losses.

Digitized by Google

But that man inside you is the same man he was before your injuries. It is he who will determine your future, not the parts of your body you may have lost. No man has faced his problem squarely until he admits the inevitable truth of this fact—that his chances for success are as good as they ever were, that it is only the *way* to success that is different.

GETTING READY FOR THE RIGHT KIND OF JOB

WHEN a physically handicapped man frankly faces his job future, he begins to realize how lucky he is if he has not permitted shock and illness to make him silent or sullen. This is particularly true if his injuries make it necessary for him to change his work, since he is likely to need more help from others if he must train himself for a new type of work. He needs to speak up and ask all kinds of questions to gather the information he needs.

Don't Be Afraid to Ask Questions

Nothing is more desirable at this point than that he be able to open his mouth and talk. The capacity to use words is one of the main capacities that differentiates men from the lower animals. The myth that the strong man is likely to be the silent man has long since been exploded. The intelligent man cultivates a wise use of words to find out the things he will be the better for knowing.

Unfortunately the world has had experience with disabled men who have permitted physical disfigurement to make them silent and morose. Recently an extravagant picture-spread in one of our national weeklies portrayed a man with an injured hand being discharged from service, refusing job training although he knew he could no longer do the highly skilled work he did before entering service, coming back to his wife, but afraid to go back to his old boss for a job because of his hand. The man was pictured as growing increasingly morose, becoming disagreeable with his best friends, making his wife unhappy. Then, after need-

Digitized by Google

lessly having made every one miserable, he forced himself to go back to his old boss, who promptly gave him a job supervising other men doing the same kind of work he had once done.

There's Still No Santa Claus

Physical injury is nothing to be ashamed of, especially one received in battle. The rest of us must share a sense of shame in being part of an American public that still feeds upon pictures and stories showing us stay-at-homes as Santa Clauses who make gr-r-rand and glorious gestures when disabled service men come back. In all truth, most of today's injured service men are quite capable of normal approach to jobs in communities where opportunities exist. And those who are not yet capable had better learn to be if they do not want, eventually, to get the little end of the stick. Depending upon Santa Claus may be O.K. for children, but injured service men are quite capable of accepting physical disfigurement as a permanent nuisance and inconvenience without glooming about it as being a permanent economic disadvantage.

This is not to say that mature men do not go through their own private tortures about physical injuries, losses, and disfigurements. They often find it difficult to talk freely about them even when necessary. Up in a New England war plant, I was watching a one-armed man at work who was making use of an artificial appliance in a way that seemed incredible to me. Spontaneously a question came out of my lips. He opened his mouth—but instead of words from his lips, tears came from the eyes of this great, powerfully built Slavic workman.

"Sorry," I said quickly. "Forget it."

"No," he replied grimly. "Make me answer it. I've got to learn to talk about it." And he did!

This was the reaction of a mature man—a man who had tried to find a way to commit suicide, who had repelled offers of civilian rehabilitation workers for any kind of help other than fitting him with his artificial appliance, but who finally accepted the challenge by learning to use his appliance first on the family lawn mower and then in more delicate operations around the house and yard. Finally he went back to the personnel depart-

Digitized by Google

ment of his old factory and said, "I'm getting the hang of this appliance on my arm. I know there are good jobs here that I can do as well as anyone else with a little practice and training." They went into a huddle about it with him and found a job. Now he not only likes his work but earns as much today as he would have earned without his accident.

What Can You Do?

Any successful handicapped man will tell you that this is the way to go about a job—find out what you are capable of and speak out when asking for training for a job you can do as well as anyone else. For there is a kind of employer in America quite different from the benevolent, ready-to-be-most-intelligent type in that picture-spread. Recently we were handed a copy of a plan for taking disabled men into a factory in the East. The plan called for placing them in jobs they would not be able to do so well as their nonhandicapped fellow workers. Pay would be at piece-work rates. The idea was that their piece-work earnings, added to their pensions from the government, would give them incomes comparable to those of the more efficient workers around them. Basic to this plan, then, is placement of men at work in which they are under an economic handicap. Day by day they would have to submit to comparison with nonhandicapped men who constantly surpass them, and they are supposed to grow old gracefully, saying, "Oh, well, Santa Claus gave us pensions." But even this plan is miles ahead of some others by which the disabled are frankly exploited. There are all kinds of employers in America.

By law the disabled veteran is guaranteed an opportunity to prepare for work in which he will not find himself at an economic disadvantage if that is possible. But unless you—that disabled veteran—take some responsibility for discovering and training for this kind of work, the law is not going to be of much help to you. Some of you may prefer to get your discharge as quickly as possible and take a chance on getting into one of the many industries that are doing excellent work of their own in training and wisely placing the handicapped. There is often cooperation between these industries and the Veterans Administration.

Digitized by Google

Here's wishing you success. But this kind of opportunity will not come to everyone alike, so here are some suggestions about how to help yourself intelligently.

For the Great Majority of Disabled Veterans

The great majority of you should prepare for normal work at normal salaries or wages. If you had chosen a vocation you liked before your injury, do not change it merely because at first thought your injuries seem to preclude it. Vocational counselors experienced in working with the handicapped should be asked frankly, "If I am willing to pay the price in effort, can I continue in my chosen line of work without economic disadvantage?" If the answer is "yes," ask for the necessary training and make an intelligent plea for it.

These trained counselors are available to you at every Veterans Administration Hospital having regional office activities and at many other places. If, however, you cannot find one who can answer your questions authoritatively, get in touch immediately with the nearest office of the Veterans Administration or with one of your old school teachers and ask him to get the vocational advice you need quickly. Every public school center in this country should have someone attached to it who can provide this service for you. Go after it.

Many of you will find it necessary to choose a new kind of work, either because your injuries make the old kind impossible or inadvisable or because you had not chosen a vocation before you were hurt. *Go about it exactly as you would have if you had not had your injuries.* That is, make your choice primarily dependent upon what you have rather than upon what you have not. Do not approach the problem of vocational choice by asking, "What are the jobs an armless man can do?" but by saying, "I am a man with such-and-such abilities and assets to be used in suitable work." These assets consist of every constructive qualification you possess—for example, any skills you have, ability to cooperate with others, a pleasing approach to the public, a mechanical bent, or, perhaps, a particularly good record in high school math, English, or history. After you have gathered all this information about yourself, and added to it your liabilities—that

Digitized by Google

is, the things you are not good at—you then add, "And now I have only one arm." Or no arms, no eyes, etc. Good vocational advisers can then help you find ways of using your assets to advantage—and the biggest one you can have will be the willingness of the man inside you to perform the disciplined work necessary to prove that your physical handicaps need not become economic handicaps.

Refuse to be discouraged if, after having faced your assets truthfully, and then your liabilities, you must discard some vocational choices as impossible or scarcely advisable. There are thousands of types of work in this country, and your future happiness and success depend upon doing only one of them well—or one at a time. Refuse to be discouraged if you fail at the first work you select. Plenty of successful disabled workers have had to make a second choice and, maybe, a harder try.

Alibis

Another thing: Guard against thinking you are worse off than you are. For instance, a young man with a hand off said of a man a few beds away who had lost his legs, "He's lucky. He can go into science without legs. I can't—with only one hand." The legless man's comment was, "Science! That's what flunked me out of high school. I have no head for it." That particular young man without a hand is better equipped for scientific work than the young man without legs.

Or consider another man, in his middle twenties when he lost some fingers in the Pacific, who now tells his friends his life is ruined because now he can never become a surgeon. He had never finished high school. Nothing in his prewar life indicates that he would have accepted the intellectual discipline necessary to enter medical school, much less to graduate from it. So far as becoming a surgeon is concerned, that man is no worse off than he ever was.

For a Small Minority of Disabled Veterans

A group among you will be so severely injured that you will not be able to place yourself on a par, economically, with your fellows. Sometimes this will be a temporary state of affairs, some-

Digitized by Google

times a permanent one. You deserve everything your government can do for you, financially and in every other way. Accept it. But don't let yourself believe you are permanently incapacitated for normal earning power until it is proved. Start out with this thought in mind, that handicapped people are unanimous in saying "A man is happier if he works—no matter what." There are industrial establishments called "sheltered workshops" in every section of the United States, where thousands of people incapable of working in competitive business and industry are earning a living. Often a person who enters one of these establishments (the Goodwill Industries is the best known of them) finds that he is able eventually to work in one of the nonsheltered competitive establishments. So if you are not fit for competitive business or industry, ask about these sheltered workshops. Get yourself into one of them if you possibly can. You'll be happier than if you loaf.

Of course there are ways for a man to do noncompetitive work at home. That may be better in your case. Talk your problem over thoroughly with men who have worked with other men in your condition. The main point is: from the beginning, prepare to keep busy. Possibly no one should say to you now that you can be just as happy as anyone else. But get in touch with the Goodwill Industries at 2102 West Pierce Street, Milwaukee, Wisconsin, and let some of these people themselves tell you how they found happy, useful lives.

The Blind

Another small group—the totally blinded—are among those who are seriously limited in their choice of work. Today's blinded veterans are automatically transferred to convalescent homes for the blind where special vocational advice and training are given them. Their future problems are made easier by the fact that they have a pension sizable enough to make the financial returns of a job less important than they must be for a man with a smaller pension or none at all. This is illustrated by the case of a young man who was blinded in the Pacific and who has already made his mental adjustment; as this is written, he is in a workshop for the blind, getting over the clumsiness which the blind

Digitized by Google

must overcome before they are ready to work with the sighted. He has the promise of a job with one of our industries that is doing splendid work with the blind. He wants to work there until thoroughly adjusted to everything that goes into the normal requirements of a normal job. But he does not want to be limited to the repetitive motions of such a job all his life. So he plans to save his pension and part of his wages, and "in several years" he intends to buy a small farm, which he knows he can operate with the help of his family. Because of his continuing pension he faces fewer financial worries than most other young farmers.

What Is Important to You?

In deciding on a job for yourself, remember that the specific work a man does in life is usually not of primary importance to his happiness except where there is a strong talent and vocational trend. If you truly possess these, sweat blood to find ways to use them. But for most of us only a few aspects of a job are considered to be of vital importance. If you prefer the out-of-doors to being shut up indoors, that is important. If you prefer country or small community life to that of a big city, that is important, too. A man with severe facial disfigurements is justified in wanting a job where he will not have to be in constant contact with the public. Then there is the question of how important money is to you. For the most part, work (1) for which he has innate qualifications, (2) that gives economic returns comparable to those of friends and fellow citizens, (3) that is situated in the kind of community he prefers, will enable a normal man to be happy both on the job and away from it. Happiness, of course, must be made. It does not come on a silver platter as a result of having a specific job.

Uncovering Hidden Talents

One more thing before leaving the question of choosing the right kind of work. The very fact that choices are more limited for the physically disabled than for the nondisabled has sometimes proved a very valuable asset in the end. A seriously disabled man who is doing personnel work in an important war

Digitized by Google

industry, and who is rated as a very capable man, says he would probably never have found his capacities in this line except for his so-called handicap. When he accepted the fact that his physical condition made it wise to get into work in which there would be less physical strain, he began to search himself a bit more intelligently. Eventually he uncovered hidden capacities in the line in which he is now outstanding. As a younger man it was his physical skills that had given him the most satisfaction —he was a better baseball player, a faster runner than average. Only a physical handicap, he says, diverted him from work where physical skills would have been of primary importance. But they never could have given him the deep satisfactions, he believes, that have grown out of the use of new capacities.

There is another man, a lawyer, who tells that if he had not lost parts of his body he would never have discovered he had capacities for becoming a professional man. He had quit school for a job where he says his legs were more important than his head. Then, when he lost his legs, he discovered his mental qualifications and worked his way through college. Examples could be multiplied if space permitted. Yet space must be taken to insert a very personal note here, that as I sit writing of these splendid men who gave so freely of their time and experience, I have had difficulty in recalling what their physical handicaps were. I could see myself sitting with them in their offices or beside them in a factory, yet seeing them in my mind's eye as such normal beings that only with difficulty have I been able to recall their physical losses or disfigurements.

ON THE JOB

THE good news at this point is that after you have chosen wisely and then trained wisely for some specific kind of work, you have at least as much to offer an employer needing that kind of work done as anyone else has. The phrase "at least" is included because, as mentioned earlier, surveys made in establishments using well-trained, properly placed disabled workers along with nondisabled workers usually rate their "able disabled" employees higher than their nondisabled employees. Surely, then,

Digitized by Google

no one should be able to approach a prospective employer with more confidence than the disabled man who has accepted the discipline necessary to prepare for work for which he is suited. He has every right to believe he has something valuable to offer.

Emotional Pitfalls

But despite this fact, the first weeks or months on a new job, or after return to an old job, are likely to hold pitfalls for the recently disabled which their nondisabled fellow workers need not meet. On the emotional side they may meet prejudices among employers and fellow workers alike, or they may just as likely meet an over-sympathetic attitude, which creates pitfalls, too. It is often as hard to dispel the cloud of over-protectiveness put forth by ill-advised well-wishers as to dissipate the prejudices of those who are still ignorant of the successful work done by people they insist upon thinking of as handicapped. Added to this is the fact that fatigues due to recent injuries often have to be lived through until adjustments are made so that they can be conquered. And the man who is constantly over-tired is under nervous strains that also give rise to difficult situations.

Each case of return to work is an individual one in which a man must use his own best judgment when, or if, difficulties arise. According to people who have had long contact with well-trained disabled men and women who have become successful at work, the experience of conquering personal disabilities has produced a growth of character which makes them able to meet difficult situations in a way the rest of the world is not always so capable of.

The Early Battles

Even though the well-trained disabled man carries within him the final solution to his own problems, nevertheless it is well to recognize ahead of time that difficulties may come to him. Far more often, however, they will come to those many veterans with disabilities who find themselves on jobs without having been properly trained for them, jobs for which they are not fitted, and jobs they can probably hold only at an economic disadvantage or at the risk of increasing disability.

Digitized by Google

Whoever and wherever you are, *don't give up your war as lost simply because you are losing an early battle or two.* Many of today's successful workers lost early battles. Your job is to use intelligence in winning the next one. First of all, if you strike a snag, do your utmost to get help and cooperation from your employer. In so many of our big industries the personnel department will want to do its best for you. Let someone in personnel know about your difficulties early rather than late, and open your mind to his suggestions. Some of these people have had expert experience. Many of them will consider it a privilege as well as their duty to do their best for you—and this goes for certain of the "higher-ups" in smaller organizations where personnel problems are not handled in a special department.

Ask for Help

If you really want to make good in a completely normal way, attack your early problems on a job in an intelligent manner. If you feel yourself failing in any way, open your mouth and ask for advice and help as sincerely as you can.

In presenting your problems to these men in industry, bear in mind that adjustments made by progressive industries for the advantage of disabled workers have already paid for themselves in advantages for all workers. Adjustments that have made jobs safer for the handicapped are already reducing the frightful toll of accidents in industry. Adjustments that reduce fatigue are assets to management as well as to workers. Motion studies and other job studies that result in work simplification, which in turn results in more jobs that can be done by people with physical disabilities, pay dividends to all workers and to employers, too. Personnel workers, roused by the legitimate needs of the recently disabled, have testified by the scores to the advantages of better personnel work to all workers and to management.

But sometimes a disabled man's problems after he returns to work cannot be met on the job. Maybe you will come across an employer who is not ready to cooperate, or who actually cannot supply the kind of work a disabled man should have. Or maybe your health is not what it needs to be for success on the job. In such cases intelligence will often consist in approach-

Digitized by Google

ing some friendly, influential person in your community and explaining your difficulties to him. In every American community today are citizens who will be greatly interested in disabled veterans who want to help themselves. The veteran may naturally turn to some other veteran first or to a veterans' organization if he needs help. If he needs more training, he should consult the Veterans Administration not only about his rights to more training as a disabled veteran but also about the training available under the GI Bill of Rights. If he cannot get help here, and if he really has a vocational disability, he is eligible for the civilian rehabilitation services of the state in which he lives and should find out how to get them.

In a case of this kind, why not approach some respected, influential person in your community—minister, civic club worker, high school principal—and ask him, or her, to have your case brought for review before the proper authorities? Make an honest plea to get what the laws provide for you. Don't ask for what is not your legal as well as moral right. Don't antagonize. Don't be sullen or sarcastic if it takes longer than it should. Spit out your vinegar in private, and know that you have the sympathy of every intelligent American if you have to do it. On this one fact take your public stand: It is the intention of the laws that every disabled man or woman in this country, capable of achieving economic independence, be given the help and training necessary for it. Surely there is no community that will not want to see to it that its disabled men are treated as well as any other community's disabled men, since each community bears its share in the taxation which supports both the Veterans Administration and civilian rehabilitation work.

Be Smart

This is not suggesting that you shove off your own responsibility on someone else. Rather, it suggests that you assume your own responsibility in the most intelligent way. It is not going to be smart for you to run into a serious breakdown on your job on top of your recent injuries. Nor is it going to be smart for your fellow citizens to fail to do their share of your job, either, as you have done your share of theirs. It is a disabled man's

Digitized by Google

responsibility to share his too great burden, before it is too late, with those whose right and privilege it is to help keep him from becoming an economic burden. That is only horse sense.'

Nail the Big Lie

Whether you meet these serious problems or not, you have a very immediate responsibility for getting the facts about disabled men before your own community. You can help crush the myth that the disabled must work at reduced wages or not at all. There are progressive businessmen in every community—to say nothing of doctors, ministers, teachers, librarians, and civic-minded club women—who will help you secure the books and magazines that tell the truth about the work of the disabled. Somewhere in your community is a hall in which a film, borrowed from the Caterpillar Tractor Company, Peoria, Illinois, can be shown that will dispel the myth about the so-called "handicapped." It shows them doing the very kinds of work some employers now claim cannot be done by the handicapped as well as by other men. By democratic, educational processes you can nail the lie when the lie is there to be nailed.

The responsibility for this kind of educational work rests upon all of us, but surely upon none quite so much as upon those who will profit most from it. You who are today's war disabled bear scars that prove you have done much for us. We owe you much. Yet here is a job you can do better than we can. Take responsibility for it, and help us to work with you in seeing to it that American democracy gives a square deal to those who, above all others, deserve it.

Digitized by Google

FOR FURTHER READING

Barton, Betsy. *And Now to Live Again.* New York, Appleton-Century. 1944

The Disabled Veteran. The Annals of the American Academy of Political and Social Science. Vol. 239. May, 1945

Johnson, Dallas. *Veteran's Guide.* Public Affairs Pamphlet No. 102. 1945. Public Affairs Committee, 30 Rockefeller Plaza, New York 20. 10¢

Selby, C. D., and others. *Putting the Disabled Veteran Back to Work.* New York, Industrial Hygiene Foundation. 1943. (Special Series, Bulletin No. 2)

Untapped Manpower: Facts and Figures on Employment of the Physically Handicapped. Washington, D. C., U. S. Civil Service Commission. 1943. Obtainable from the Superintendent of Documents, Government Printing Office, Washington, D. C.

Yost, Edna. In collaboration with Dr. Lillian M. Gilbreth. *Normal Lives for the Disabled.* New York, Macmillan. 1944

SPECIAL NOTICE

The Public Affairs Committee has become the exclusive distributor of the American edition of the original 300-page Beveridge Report, *Social Insurance and Allied Services.*

The Public Affairs Packet on Jobs and Security contains this basic work and four Public Affairs Pamphlets—No. 79, *The Beveridge Plan;* No. 84, *Jobs and Security for Tomorrow;* No. 104, *Health Care for Americans;* and No. 105, *There Can Be Jobs for All!* Send 75¢ for this packet on social security and full employment to the

Public Affairs Committee, Inc.
30 Rockefeller Plaza New York 20, N. Y.

Digitized by Google

FACTS are needed by thoughtful citizens in a democracy. But how is one to get at the facts? Here is a suggestion. Get the habit of reading ***Public Affairs Pamphlets.*** Nearly eight million copies have been bought by people seeking facts. Have these summaries of millions of dollars worth of research studies at your elbow on less than one foot of your book shelves!

Special Offer

For $5 you can get all the ***Public Affairs Pamphlets*** in print (see back cover) and new ones as they appear each month, to a total of 70. If you already have some of these pamphlets, check the ones you want, and we'll extend your subscription accordingly to the total of 70. Mail your order today. Simply write: "I want the ***Public Affairs Pamphlet Library***" and mail us your check for $5. (Single pamphlets, 10c.)

The publication of the ***Public Affairs Pamphlets*** is one of the activities of the Public Affairs Committee, Inc., whose purpose as expressed in its Constitution is "to make available in summary and inexpensive form the results of research on economic and social problems to aid in the understanding and development of American policy. The sole purpose of the Committee is educational. It has no economic or social program of its own to promote." The members serve in a personal capacity and not as representatives of their respective organizations. Publication of a pamphlet does not necessarily imply the Committee's approval of the statements or views contained in it.

THE COMMITTEE

Ordway Tead, *Chairman*
Harry D. Gideonse, *Vice Chairman*
S. M. Keeny, *Secretary*
Erling M. Hunt, *Acting Secretary*
Beulah Amidon, *Treasurer*
Eleanor C. Anderson
Earl Brown
Raymond Leslie Buell
William Trufant Foster
Luther Gulick
F. Ernest Johnson
Harry W. Laidler
Robert P. Lane
Francis P. Miller
Frieda S. Miller
Felix Morley
Thomas D. Rishworth
Walter R. Sharp
Donald Slesinger
George Soule
Mark Starr
William T. Stone

William H. Wells

Maxwell S. Stewart, Editor of the Pamphlet Series
Mabel C. Mount, Assistant Editor
Violet Edwards, Education and Promotion
Gladys Gunnerson, Business Manager

All rights reserved. No part of this pamphlet may be reproduced without permission, except short passages of no more than 500 words in length which may be quoted by a reviewer or commentator, with full credit to the Committee. For permission to use longer excerpts, write to the Public Affairs Committee, Incorporated, 30 Rockefeller Plaza, New York 20, N. Y.

First Edition, June, 1945

Printed in the United States of America

Digitized by Google

Digitized by Google

PUBLIC AFFAIRS PAMPHLETS

1. Income and Economic Progress
5. Credit for Consumers
6. The South's Place in the Nation
18. How We Spend Our Money
25. Machines and Tomorrow's World
26. How Good Are Our Colleges?
27. Who Can Afford Health?
34. What Makes Crime?
38. The Fight on Cancer
39. Loan Sharks and Their Victims
42. Adrift on the Land
43. Safeguarding Our Civil Liberties
45. How Money Works
47. America's Children
50. Credit Unions
51. Read Your Labels
53. What It Takes To Make Good In College
56. What the New Census Means
62. How to Buy Life Insurance
65. Prostitution and the War
66. Homes to Live In
67. Government Under Pressure
68. The Crisis in Manpower
69. Vitamins for Health
70. What's Happening to Our Constitution?
72. How to Win on the Home Front
73. After the War?
74. How Can We Pay for the War?
75. Where Can We Get War Workers?
76. Workers and Bosses Are Human
77. Women at Work in Wartime
78. The Airplane and Tomorrow's World
79. The Beveridge Plan
80. Freedom from Want: A World Goal
82. The Kitchen in War Production
83. War, Babies, and the Future
84. Jobs and Security for Tomorrow
85. The Races of Mankind
86. When I Get Out? Will I Find a Job?
87. Why Race Riots?
88. The Smiths and Their Wartime Budgets
89. Have We Food Enough for All?
90. The American Way
91. What About Our Japanese-Americans?
92. Facts and Tips for Service Men and Women
93. Freedom of the Air
94. Reconversion—The Job Ahead
95. The Negro in America
96. Houses for Tomorrow
97. Social Work and the Joneses
98. Epilepsy—The Ghost Is Out of the Closet
99. What Foreign Trade Means to You
100. Small Farm and Big Farm
101. The Story of Blue Cross
102. Veteran's Guide
103. Cartels or Free Enterprise?
104. Health Care for Americans
105. There Can Be Jobs for All!
106. Straight Talk for Disabled Veterans

For quantity rates and list of new titles write:

PUBLIC AFFAIRS COMMITTEE, INC.

30 Rockefeller Plaza **New York 20, N. Y.**

Digitized by Google