

AETNA EXPLOSIVE CO.

Also stated that it would be impossible to secure men for a permanent night shift even if a bonus is paid. "Men refuse to work on the "Grave-yard Shift". Transportation facilities as well as distance from Mt. Union prevents changing hour of beginning work in the morning to 6.

- D. Wages: Women 35 cents per hour. All time work.
Men 40 cents per hour

Reason given for difference in pay was that women cannot be employed at night, so are not worth as much as men. If the company are allowed to put women on at night the matter can be taken care of. Doing same work as men except that men do the lifting.

- E. Kind of work: Women employed in dehydrating house, operating machines. Men do all lifting. Women employed in finishing press room, The smokeless powder is brought to this room in cylinder form weighing about 34 or 35 pounds. Girls lift these cylinders a little above the waist line placing them in the container of the press. Lifting is from the ground and about once every 6 or 7 minutes. It is not hard work and is considered the snap job in the room because the girls can sit down between each lift. The company plan to employ only women on this work.

The other work in the room is very light, pulling over a tin container with one strand of the "macaroni" and guiding it through the press for punching.

May want to employ women in mixing room, in magazine building, all work which can be done by women.

- F. Employment Methods; Centralized department hires and procures all workers. Assistant Superintendent discharges, but men are transferred whenever possible and placed in some other department if physically able to do the work. Transfers to accommodate the men during the month of September number eighty-five. Company turns no man away who can possibly be placed in the plant. Company has employment manager in New York. Labor turnover is very great. It was found in a shipment of 20 men who recently arrived from New York that eight had some venereal disease and three were tubercular, although the New York office ships only men who sign a statement to the effect that they have neither venereal disease, tuberculosis, nor hernia, and that applicant will submit to a physical examination and pay transportation if it is found that he is subject to either. From now on the physical examination will take place before shipment.

1. In reference to the labor turnover the employment manager stated that during the month of August 1343 men were hired and that 1154 left voluntarily or were discharged.

2. No woman to employ women.

3. Women have only been employed since October 1.

G. Source of Labor supply; No additional labor available except perhaps a limited number of women. Very few men available from Huntington or Orbassonia. Need of employing women evidently very great. The State Reformatory is located at Huntington, Dr Joachim of the Pennsylvania Department of Labor suggested that an effort be made to employ some of the young men from there. The suggestion is worthy of consideration and it is suggested that a letter be written to Mr. Palmer asking him to delegate some one to look into the matter and find out if it is possible and if so whether it is practical and to work out the problem of supervision, etc. (Transportation can be by jitney train, distance about 12 miles.) With the exception of a few men who live in Mt. Union most men employed are shipped in from New York, Philadelphia and Harrisburg.

H. Welfare Department:

1. No special welfare department, but a club house but a club house and amusement hall has been provided, and seems to be well run. The commissary department is well equipped. One building near the entrance with good cafeteria, one building on the grounds is divided into a boarding house and cafeteria.

2. Housing facilities. New houses have been erected, including a number of attractive cottages for men with families. It is thought best not to provide housing for the women on the grounds. Up to the present women employed live at Mt. Union, but if more women are to be employed it will be necessary to make some provision for them and not take chances of securing rooms in Mt. Union. The plan now under consideration is to rent a building with 12 large rooms in Mt. Union and put a competent woman in charge.

I. Supervisor of women: None employed at present but company plans to do so if their plan for increasing the number of women materializes. Forelady said to be employed but ill the day we were there.

J. General Working Conditions; General working conditions are good. Hazards not very great. Posted notices call attention to the need to be careful, not to wear rings of smokeless powder which seems attractive to the new girls.

Work room light and kept clean, house-keeping good both inside and outside of building. Change rooms conveniently located.

Toilet facilities adequate. More will be added if number taken on makes it necessary.

- K. Transportation: Employees not living at plant ride on "Jitney" train from Mt. Union. Train leaves at 6:00 A.M. arrives about 6:30. Time consumed in walk from train and change of clothing by women 30 minutes. Company is trying to arrange for a "Jitney" train service from Huntington and Orbasonia. No industries employing women at Orbasonia. Ralph Cassidy, U. S. Employment Service, has looked over the field and 25 women will come there if transportation facilities make it possible. Distance about 12 miles. Rate offered at the present time, however, is prohibitive, matter to be taken up with the Public Service Commission.

5. Other Industries.

Three brick refractories, 100% Government work.

Coke ovens.

Tannery

Railroad yards.

6. Summary

Plant conditions although very good are not such as to make it desirable to employ at night. Although the women would not have to work in a building alone and the buildings are not isolated, and although the change houses and toilets are conveniently located for day workers, they are more or less isolated in a way for night service.

Labor shortage is limiting production.

Much of the work is suitable for women.

7. Recommendations.

A. That the request of the Actna Explosives Co., Inc., for permission to employ women at night should be denied.

B. Because of the fact that it would necessitate leaving home at 5 o'clock if the morning shift go to work at 6 A. M. It is recommended that the necessary steps be taken to secure for the Actna Explosives Co., Inc. permission to employ women until the hour of 11 P.M. in the interests of the maximum production, provided the plan now being considered for the control of night work goes through.

C. That such permission be dependent on the establishment of the following conditions at the plant:

1. That a woman employment manager take over the

hiring of women.

2. That "Buss" service be provided for the return to Mt. Union of the women who work at night, and that they be taken to within one block from their home.
3. That adequate "Jitney" train service be provided for other shifts, with special coach for women.
4. That adequate housing facilities for women be provided at Mt. Union with competent person in charge, both to be approved by the Pennsylvania Department of Labor before women are encouraged to come in to Mt. Union to work.
5. That the wages of women be put on an equal basis with the wages of men.

Agnes Peterson,
Women in Industry Service.

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

To insure prompt attention,
in replying refer to

No. _____
Attention of

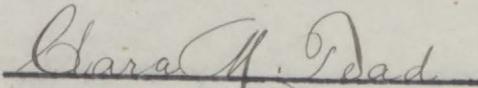
OCT 24 A.M.

October 21, 1918.

From: Womens Branch, Industrial Service Section, Ordnance
Dept.,
To: Mary Van Kleeck, Director, Woman in Industry Service
Dept. of Labor,
Subject:

APPLICATION OF THE ~~AETNA~~ ETNA EXPLOSIVES COMPANY FOR PERMIT
TO EMPLOY WOMEN AT NIGHT.

1. Confirming our telephone conversation of October 19, it is understood that the Woman in Industry Service of the Department of Labor, desires to make such investigations of labor supply, and working conditions, etc., as may be necessary in connection with the application of the Etna Explosives Company for a permit to employ women at night.
2. The petition of the Company, addressed to the Secretary of War, together with a letter of endorsement from the Explosives Section, Production Division, Ordnance Dept., has been forwarded to this office from the Office of the Secretary of War, Major F. W. Tully, U. S. A.
3. The Womens Branch, Industrial Service Section, Ordnance Department, has requested from the Progress Section a report of the contracts held by the Etna Explosives Company.
4. The above mentioned papers and data will be held in the office of the Womens Branch, pending further advice from the Office of the Secretary of War, or the Woman in Industry Service of the Department of Labor.


F.

CLARA M. TEAD, DIRECTOR, WOMENS BRANCH,
INDUSTRIAL SERVICE SECTION,
ORDNANCE DEPT.

October 21, 1918.

From: Womens Branch, Industrial Service Section, Ordnance Dept.,
To: Mary Van Kleeck, Director, Woman in Industry Service Dept. of Labor,

Subject: APPLICATION OF THE ETNA EXPLOSIVES COMPANY FOR PERMIT TO EMPLOY WOMEN AT NIGHT.

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5/11-050-44/5

CLARA M. TEAD, DIRECTOR, WOMENS BRANCH,
INDUSTRIAL SERVICE SECTION,
ORDNANCE DEPT.

October 8, 1918.

From: Mary Van Kleeck, Director, Woman in Industry Service.
To: Major F. W. Tully, War Department.
Subject: Application of Aetna Explosives Company for permission
to employ women at night.

Under date of September 26th, a copy of an application
from this plant to the Secretary of War, was received in this
office. No action has been taken, pending an official request to
us from the Office of the Secretary of War.

MVK/AL

Mary Van Kleeck, Director
Woman in Industry Service.

COPY.

Copy to Mr. Gillespie, Wash.
Mr. Bigelow, Bldg.
Mr. Carroll, "
Miss Van Kleek, Wash.
Mr. O'Neill, Wash.
Capt. Perkins, Phila.
Mr. de Lancey, Wash.
Mr. Jenkins, Pitts.
Hon. L.R. Palmer, Harrisburg
Mr. Young, Newton Hamilton
Mr. Cordie, Emporium.

AETNA EXPLOSIVES CO., Inc.
120 BROADWAY
NEW YORK CITY

September 26, 1918.

Honorable Secretary of War,
Washington, D.C.

SIR:

The insufficient quantity and the poor quality of male labor obtainable is seriously affecting the production of smokeless powder, trinitrotoluol and picric acid at our Mt. Union, Pennsylvania and Emporium, Pennsylvania Plants.

At the above plants we are now working on the following contracts for military explosives for the U.S. and Allied Governments:

AT	FOR	ARTICLE	POUNDS PER MONTH	DESIGNATION OF CURRENT CONTRACT
Mt. Union	U.S. Army	Smokeless pdw.	1,750,000	P12823-1262E
"	U.S. Navy	Trinitrotoluol	2,500,000	32849
Emporium	U.S. Army	Picric	500,000	G1862-483E
"	U.S. Army	Picric	360,000	P2521-564E
"	U.S. Army	Smokeless pdw.	1,000,000	G1133-406E
"	U.S. Army	Ammonium picrate	150,000	P11915-1189E
"	France	Picric	1,200,000	O3042-P154-W1205
"	France	Picric	500,000	O3286-P163-W1419

Our only apparent source of labor relief is the employment of women, but the Pennsylvania laws prohibit working women more than fifty-four hours per week and only between the hours of 6 A.M. and 10 P.M. The continuous nature of our processes requires operation throughout the twenty-four hours of the day and many of the operations must run seven days per week.

Our process work is divided into eight-hour shifts and due to transportation and other considerations, the first day shift must commence at 7 A.M. We are, therefore, prohibited by the Pennsylvania laws from making any effective use of woman labor in our plants. The Department of Labor & Industry of the State of Pennsylvania has the discretion of waiving the existing prohibition regarding the working hours for women, and we believe that if the emergency of the situation is impressed upon the State officials by the War Department, the necessary relief will be granted by the State officials.

Hon. Secy. of War

9-26-18.

We respectfully appeal to you to inform the Department of Labor & Industry of Pennsylvania at Harrisburgh, Honorable Lew R. Palmer, Acting Commissioner, that an extreme emergency exists, and request him to grant us permission to employ women at the aforesaid plants in excess of the Pennsylvania standards until the end of the war.

The situation is critical and we hope for prompt and favorable action on this request.

Respectfully yours,

(SGD) H. L. WOLLENBERG

General Manager.

HLW/V



Sept. 19-18

J. B. CARROLL

EMPLOYMENT MANAGER

+ Mr. T.C. Gillespie -

AETNA EXPLOSIVES CO. INC.

120 BROADWAY
NEW YORK CITY

Franklin 78

Int. Union
Expansion

TRIMCO #10100 1225

St. Louis

Sept. 19, 1918.

From: Mary Van Kleeck, Director Woman in Industry Service

To: File

Subject: Aetna Explosives Company - permission to employ women at night.

1. Mr. J. B. Carroll, Employment Manager and Mr. T. C. Gillespie of the Aetna Explosives Company, 120 Broadway, New York City, came to the office for information as to the possibility of employing women at night in the plants at Mount Union and Emporium, Pa. Advised that they send written request to the office of the Secretary of War.

October 26, 1918.

Memorandum

To: Miss Van Kleeck
From: Agnest Peterson
Subject: Application of the Aetna Dynamite Company, Emporium, Pa.,
for permission to employ women at night.

1. Date of visit, October 21.
Miss Anna Siebert, Field Supervisor, Woman's Division,
Pennsylvania, Department of Labor, Saccharin representative of Woman in Industry Service.
2. Persons interviewed: E. V. Keeler, Assistant Superintendent.
Mr. Carpenter, Employment Manager.
Mr. Goldbard, Assistant to Mr. Carroll, New York.
Mr. Bair, U. S. Employment officer.
3. Organization: Branch, Aetna Explosives Company, 120 Broadway, New York City.
4. Statement of Case: 25% of plant products direct U. S. war contract.
10% shipped abroad.
65% indirect war products in that explosives are used in mines, quarries, etc.
Plant now operating on two shifts.

Statement made: "Women employed only on day shift. (But reported that women work until 11 p. m. sometimes. Miss Siebert will have this report investigated and report to Woman in Industry Service.)"
- a. Number of women employed, 15
Number of men employed 71
All working seven days a week. (This matter will also be taken up by Pennsylvania Department of Labor).
- b. Hours. Shell house 7:30 a. m. to 12:0 p. m.
1:00 p. m. to 5.00 p. m.
Powder line, 7:30 a. m. to 12:00
1:00 p. m. to 5 :00 p. m.
7:30 p. m. to 5:30 a . m.

Superintendent stated that no women are employed in powder mixing house. Lunch one hour.

- c. Shifts: Permanent night shift of men now employed and request is not made especially in order to put on three shifts but to employ four women at night and release four men for other work. The work for women which they would do at night would be packing and lining of boxes. Effort is now made to prepare boxes for night packing during the day. This is not the most convenient arrangement but it is a workable one.
- d. Wages. Women 44 cents per hour.
Men 44 cents per hour.
As yet no piece rate system has been established.
May be done, however.
- e. Kind of work.
 - 1. Women now operating machines which roll papers and casings for powder.
Only one size made by machine. All large and special sizes rolled by hand.
Dynamite to be used in wet places such as that used for quarries is not put in powder form but pressed into sticks. Sticks sometimes have to be repressed because of breaking, falling apart, etc.
Two girls do this sorting and the wrapping all casing of these sticks by hand.
Until they become accustomed to it, it is apt to make them very sick, head-ache and nausea. Sometimes they are sick the first day and then again it will be several weeks before it seems to affect them. It is claimed, however, that this spell of sickness left no bad effects.
 - 2. Want to employ women on two small machines which packs the dynamite into casings. This work is suitable for women. One large packing machine is not to be operated by a woman as the company considers it too heavy.
- f. Employment methods. No employment manager. Clerk and machine inspector whose duty it is to see that no one passes in with metal on their persons, does the hiring. Turnover very great. 75% the last three months.
- g. Source of labor supply: Additional local labor not available. Claim to have had more applications from women than positions which they could offer.
- h.
 - 1. Welfare department. No regular welfare department. No provision for hot drinks. One half the girls go home for lunch.

7. Problem of securing women workers not great.
Women can replace men on day shift and release men for
night work if necessary.

Recommendations:

That the request for permission to employ women at
night should be denied.

2. Housing facilities. Not a problem, so few
women employed.

i. Supervisor of women. No supervisor of women employed.
Forelady is employed.

j. General working conditions. Fair.
Careful housekeeping inside of buildings. Not much
attention paid to the outside. Hazards not very great.
Guarding of machinery not up to standard. (Miss Siebert
will see that this is taken care of)
Lighting good.
No lockers.
Toilet adequate.

k. Transportation. Not a problem. All women employes
except those living near taken to town in office machines.

5. Other industries:

Novelty House. Employes from 125 to 150 women.
Electric bulba.
Tannery.
Aetna Company Explosive Plant.

6. Summary:

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Women can replace men on day shift and release men for
night work if necessary.

7. Recommendations:

That the request for permission to employ women at
night should be denied.

OCT 19 A.M.

WAR DEPARTMENT,
WASHINGTON.

October 17, 1918.

From: War Department, Major F. W. Tully.
To: Miss Mary Van Kleeck, Director, Woman in Industry Service.
Subject: Application of Aetna Explosives Company for permission
to employ women at night.

Dear Miss Van Kleeck:

Acknowledging your letter of October 8th. received today, you say, "No action has been taken, pending an official request to us from the Office of the Secretary of War."

In my letter of October 9th. on this subject I had in mind that you could not approve issuing certificates of emergency pending the approval of the War Labor Policies Board's plan by the Council of Defense, but I suggested that you might take action tending to save delay when such approval by the Council came through by taking such steps now as would expedite matters when the Policies Board received official approval. By this I meant to confirm our verbal understanding that on these cases that were coming through you would start immediate investigations so that they might be completed and no time lost in case the way should be made clear very shortly.

Very truly yours,

F. W. Tully

F. W. Tully,

Major Ord. U. S. A.

Detailed to Office of Secretary of War.

*Manterped
two
corrected
Lapham*

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To: Miss Mary Van Kleeck, Director, Women in Industry Service.
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Very truly yours,

F. W. Tully,
Major Ord. U. S. A.
Detailed to Office of Secretary of War.

M. U. K.

To

ATTACHED HERETO ARE _____ PAPERS

PLEASE _____

*This has been
copied and the
copies filed.*

BRANCH 1094

MONTH	DAY	HOURL

CLARA M. TEAD
WOMEN'S BRANCH
INDUSTRIAL
SERVICE SECTION

October 25, 1918.,

From: Estimates & Requirements Division, Proffress Section

To: Mrs. Clara M. Tead, Director, Womens Branch, Industrial Service Section.

Subject: AETna Explosives Co. Mt. Union and Emporium, Pa.,
Marlin-Rockville, Co., Norwich Conn., and New York City.
and Remington Arms Co., Ilion, New York. ,

1. AETNA EXPLOSIVES COMPANY, Mt. UNION, AND EMPORIUM, PA.

This firm is manufacturing smokeless powder and high explosives at both of these plants. The Production Division has notified this office that this firm is working on 100 per cent government contracts at both of the above mentioned plants. It was understood from Production Division that this firm is behind in production at both plants, due chiefly to lack of labor. The largest contract of the AETna Explosives Company, Mt. Union, Pennsylvania was placed July 31, 1918, War Order P 12823-1262 E, for 16,500,000 pounds of smokeless powder. This contract has only been in production about four weeks and, therefore, is behind its scheduled deliveries. This same condition is true at the Emporium plant.

2. MARLIN-ROCKVILLE COMPANY, Norwich, Conn. and New York PLANT. This firm is manufacturing such articles as Aviation Guns, Browning Automatic Guns, Marlin Tank Guns, Marlin Aviation Guns, and several other similar items. This matter has been taken up with the Small Arms Section, Production Division, and they have requested this office to wait until Monday to make reply to this request, stating that the Small Arms Section has a man at both of the above plants making a full investigation and will return to the office Monday morning. Therefore, the Production Division will make a statement to this office and same will be forwarded for your information. However, it is understood from the Small Arms Section that this firm is also behind their scheduled deliveries on War Contracts.

3. REMINGTON ARMS COMPANY, ILION, NEW YORK. This firm is a large corporation with several plants. With referenece Ilion plant; they have several contracts with the Ordnance Department, the largest and most important of which is R 18-14063, an order for 868,460, M 1917 rifles. Their Ilion plant is one of three

#2 To: Industrial Section, Womens Branch, October 25, 1918.

manufacturing this type of rifle. Up to date they have completed only 499,013. These rifles are badly needed and we are receiving urgent cables from General Pershing even to strip the training camps. This firm has also orders for spare parts which are being filled at their Ilion plant. These contracts are behind in delivery.

4. It is thought, by this office, that these reports will cover questions asked by you several days ago.

Sanford.E.Thompson,
Lt.Col.Ord.Dept.U.S.A.

By (Signed) W.O.MCDOWELL.

W.O.McDowell,
1st Lt. Ord.Dept.U.S.A.

October 25, 1918.

FROM ; Estimates and Requirements Division, Progress Section
TO: Mrs. Clara M. Tead, Director, Women's Branch, Industrial
Service Section.
Subject: Aetna Explosives Co., Mt. Union and Emporium, Pa.

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Sanford E. Thompson,
Lt. Col. Ord. Dept. U.S.A.

By (Signed) W.O. McDowell

W.O. McDowell,
1st Lt. Ord. Dept. U.S.A.

Memorandum

October 25, 1918.

To: Miss Van Kleeck
From: Agnes Peterson
Subject: Application, Aetna Explosives Co. Inc. Mount Union, Pa. for permission to employ women at night.

1. Date of visit to plant, October 19th.
Miss Anna Siebert, Field Supervisor, Woman's Division, Department of Labor, accompanied Representative Woman in Industry Service.

2. Persons interviewed:

Mr. Young	Superintendent
Mr. T. P. Payne	Safety Engineer Assistant
Mrs. Carlin	Assistant to Safety Engineer.
Mr. Lung	Shop Foreman
Major Pains	Employment Manager
Mr. R. Cassidy	U. S. Employment Service
<u>Organization</u>	

Organization

3. Branch Aetna Explosives Co. Inc. 120 Broadway, N. Y.

4. Statement of the Case:

Plant now operating on three 8-hour shifts: rotating weekly, except women employees on one shift only.

a. Number employed, 2750; Men 2700

; Women 50
20 on powder line
30 cafeteria, etc
50

b. Hours: Women 7 a. m. to 3 p. m.

Men 7 a.m. to 3 p. m.
3 p. m. to 11 p. m.
11 p. m. to 7 a. m.

Lunch period 45 minutes.

Operators expected to report in time to relieve worker at machine without need of turning off power. Men work seven days a week, women six days a week.

c. Shifts: Management stated that shifts must be well balanced if the maximum of output is to be attained. Also stated that it would be impossible to secure men for a permanent night shift even if a bonus is paid. "Men refuse to work on the "Graveyard Shift".

Transportation facilities as well as distance from Mt. Union prevents changing hour of beginning work in the morning to 6.

d. Wages: Women 35 cts. per hour. All time work. Men 40 cts. per hour.

Reason given for difference in pay was that women cannot be employed at night, so are not worth as much as men. If the company are allowed to put women on at night the matter can be taken care of. Doing same work as men except that men do the lifting.

e. Kind of work:

Women employed in dehydrating house, operating machines. Men do all lifting. Women employed in finishing press room, The smokeless powder is brought to this room in cylinder form weighing about 34 or 35 pounds. Girls lift these cylinders a little above the waist line placing them in the container of the press. Lifting is from the ground and about once every 6 or 7 minutes. It is not hard work and is considered the snap job in the room because the girls can sit down between each lift. The company plants employ only women on this work. The other work in the room is very light, pulling over a tin container with one strand of the "macarony" and guiding it through the press for the punching. May want to employ women in mixing room, in magazine building, all work

f. work which can be done by women.

f. Employment Methods.

Centralized department procures and hires all workers. Assistant Superintendent discharges, but men are transferred whenever possible and placed in some other department if physically able to do the work. Transfers to accommodate the men during the month of September number eighty five. Company turns no men away who can possibly be placed in the plant. Company has employment manager in New York. Labor turnover is very great. It was found in a shipment of twenty men who recently arrived from New York that eight had some venereal disease and three were tubercular, although the New York office ships only men who sign a statement to the effect that they have neither venereal disease, tuberculosis, nor hernia.

physical examination and pay transportation if it is found that he is subject to either. From now on the physical examination will take place before shipment.

1. In reference to the labor turnover the employment manager stated that during the month of August 1343 men were hired and that 1154 left voluntarily or were discharged.

2. No woman to employ women.

3. Women have only been employed since October 1.

g. Source of labor supply.

No additional local labor available except perhaps a limited number of women. Very few men available from Huntington or Orbasonia. Need of employing women evidently very great. The State Reformatory is located at Huntington, Dr. Joachim of the Pennsylvania Department of Labor suggested that effort should be made to employ some of the young men from there. The suggestion is worthy of consideration, and ~~it is~~ ^{it is} ~~to~~ suggest that a letter be written to Mr. Palmer asking him to delegate some one to look into the matter and find out if it is possible and if so whether it is practical and to work out the problem of supervision, etc. (Transportation can be by "Jitney" Train, distance about 12 miles.)

With the exception of a few men who live in Mt. Union most men employed are shipped in from New York, Philadelphia, and Harrisburg.

h. Welfare Department.

1. No special welfare department, but a club house and amusement hall has been provided, and seems to be well run. The commissary department is well equipped. One building near entrance with good cafeteria, one building on the grounds is divided into a boarding house and cafeteria.

2. Housing facilities.

New houses have been erected, including a number of attractive cottages for men with families. It is thought best not to provide housing for the women on the grounds. Up to the present women employed live at Mt. Union, but if more women are to be employed it will be necessary to make some provision for them and not take chances of securing rooms in

Mt. Union. The plan now under consideration is to rent a building with 12 large rooms in Mt. Union and put a competent woman in charge.

i. Supervisor of women.

None employed at present but company plans to do so if their plan for increasing the number of women employed materializes. Forelady said to be employed but ill the day we were there.

j. General working conditions.

General working conditions good.

Hazards not very great. Posted notices call attention to the need of being careful, not to wear rings of smokeless powder which seems attractive to the new girls. Work room light and kept clean, hose-keeping good both inside and outside of building. Change rooms conveniently located.

Toilet facilities adequate. More will be added if number taken on makes it necessary.

k. Transportation.

Employees not living at plant ride on "Jitney" train from Mt. Union. Train leaves 6 a. m. arrives about 6:30. Time consumed in walk from train and change of clothing by women 30 minutes. Company is trying to arrange for "Jitney" train service from Huntington and Orbasonia. No industries employing women at Orbasonia. Ralph Cassidy, U. S. Employment, has looked over the field and 25 women will come from there if transportation facilities make it possible. Distance about 12 miles. Rate offered at present time, however, is prohibitive, matter to be taken up with the Public Service Commission.

5. Other Industries.

Three brick refractories, 100% Government work.

Coke ovens

Tannery

Railroad yards.

6. Summary.

Plant conditions although very good are not such as to make it desirable to employ women at night. Although the women would not have to work in a building alone, the buildings are not isolated, and although the change houses and toilets are conveniently located for day workers, they are more or less isolated in a way for night service. Labor shortage is limiting production. Much of the work is suitable for women.

7. Recommendations.

- a. That request of the Aetna Explosives Co. Inc. for permission to employ women at night should be denied.
- b. Because of the fact that it would necessitate leaving home at 5 o'clock if the morning shift go to work at 6 a. m. it is recommended that the necessary steps be taken to secure for the Aetna Explosives Co. Inc. permission to employ women until the hour of 11 p. m. in the interests of the maximum production, provided the plan now being considered for the control of night work goes through.
- c. That such permission be dependent on the establishment of the following conditions at the plant:
 1. That a woman employment manager take over the hiring of women.
 2. That "Buss" service be provided for the return to Mt. Union of the women who work at night, and that they be taken to within one block from their home.

That adequate "Mitney" train service be provided for other shifts, with special coach for women.
 3. That adequate housing facilities for women be provided at Mt. Union with competent person in charge, both to be approved by the Pennsylvania Department of Labor before women are encouraged to come in to Mt. Union to work.
 4. That the wages of women be put on an equal basis with the wages of the men.

Signature

October 15, 1918.

From: Mary Van Kleeck, Director, Woman in Industry Service
To: Major F. W. Tully, War Department
Subject: Request of Aetna Explosives Co. to employ women at night

The application of this Company as submitted to the Secretary of War is received. We shall make an investigation of this plant in co-operation with the Pennsylvania Board of Labor and Industry and the Women's Branch of the Ordnance Department. We should appreciate it, therefore, if you would ask the Women's Branch to get in touch with us before sending a representative to the plant. Our interest in handling this directly is due both to the importance of the request and to the fact that standards for employment of women in the explosives industry are now under consideration and investigation of this plant will be helpful in that connection.

Until the proposed plan for regulation of night work is adopted by the Council of National Defense, we are not empowered to recommend the employment of women at night, but we shall be glad to take immediate action which may result in some other possible adjustment.

MVK/AL

Mary Van Kleeck, Director
Woman in Industry Service.

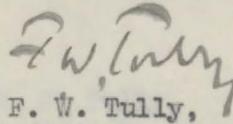
WAR DEPARTMENT,
WASHINGTON.

OCT 11 A.M.

October 9, 1918.

From: War Department, Major F. W. Tully.
To: Miss Mary Van Kleeck, Director, Women in Industry Service.
Subject: Request of Aetna Explosives Co. to employ women at night.

Application has been made by the Aetna Explosives Co. of Mt. Union, Pennsylvania, and Emporium, Pennsylvania, two plants, for permission to work women at night. The letter of request is addressed to the Secretary of War, and is accompanied by a letter from the Explosives Section, Production Division. I am sending a copy of their letters, but returning the originals to Major Gitchell for such recommendation as he may care to make in the matter. It seemed to me that meanwhile you might wish to have the matter before you for consideration to be taking such steps as would expedite matters if this should be considered necessary.



F. W. Tully,
Major, Ord. U. S. A.
Detailed to Office of Secretary of War.

October 9, 1918.

From: War Department, Major F. W. Tully.
To: Miss Mary Van Kleeck, Director, Women in Industry Service.
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F. W. Tully,
Major, Ord. U. S. A.
Detailed to Office of Secretary of War.

September 26, 1918.

Honorable Secretary of War,
Washington, D. C.

SIR :

The insufficient quantity and the poor quality of male labor obtainable is seriously affecting the production of smokeless powder, trinitrotoluol and picric acid at our Mt. Union, Pennsylvania and Emporium, Pennsylvania plants.

At the above plants we are now working on the following contracts for military explosives for the U. S. and Allied Governments:

AT	FOR	ARTICLE	POUNDS PER MONTH	DESIGNATION OF CURRENT CONTRACT
Mt. Union	U.S.Army	Smokeless pdw.	1,750,000	P12823-1262E
"	U.S.Navy	Trinitrotoluol	2,500,000	32849
Emporium	U.S.Army	Picric	500,000	G1862-483E
"	U.S.Army	Picric	360,000	P2521-564E
"	U.S.Army	Smokeless pdw.	1,000,000	G1133-406E
"	U.S.Army	Ammonium picrate	150,000	P11915-1189E
"	France	Picric	1,200,000	03042-P154-W1205
"	France	Picric	500,000	03286-P163-W1419

Our only apparent source of labor relief is the employment of women, but the Pennsylvania laws prohibit working women more than fifty-four hours per week and only between the hours of 6 A.M. and 10 P.M. The continuous nature of our processes requires operation throughout the twenty-four hours of the day and many of the operations must run seven days per week.

Our process work is divided into eight-hour shifts and due to transportation and other considerations, the first day shifts must commence at 7 A.M. We are, therefore, prohibited by the Pennsylvania laws from making any effective use of woman labor in our plants. The Department of Labor & Industry of the State of Pennsylvania has the discretion of waiving the existing prohibition regarding the working hours for women, and we believe that if the emergency of the situation is impressed upon the State officials by the War Department, the necessary relief will be granted by the State officials.

We respectfully appeal to you to inform the Department of Labor & Industry of Pennsylvania at Harrisburgh, Honorable Lew R. Palmer, Acting Commissioner, that an extreme emergency exists, and request him to grant us permission to employ women at the aforesaid plants in excess of the Pennsylvania standards until the end of the war.

The situation is critical and we hope for prompt and favorable action on this request.

Respectfully yours,

General Manager

September 26, 1918.

Explosives Section,
Production Division,
Office of Chief of Ordnance,
7th & B Sts., Washington, D. C.

Gentlemen:

The production of smokeless powder, trinitrotoluol and picric acid by this Company at its Mt. Union and Emporium, Pennsylvania plants is seriously affected by insufficient quantity and poor quality of male labor obtainable.

The only two sources of relief which we see at the present time are as follows:

1. The introduction of woman labor.
2. The introduction of limited service men to be assigned to us by the Government.

We are making a formal application to the Secretary of War asking that representations be made by the Federal Government to the Department of Labor & Industry of the State of Pennsylvania calling attention to the emergency that exists and the necessity of employing women in excess of the Pennsylvania standards for the duration of the war in order to permit utilization of this source of supply in our continuous processes.

With respect to the assignment of limited service men, our Employment Manager, J. B. Carroll, has had this matter up with Captain J. C. Packard of the Production Division, and an application has also been made to Captain Perkins of the Ordnance Office in Philadelphia.

We respectfully call your attention to the urgency of this situation and request your active support in the accomplishment of the introduction of woman labor and the assignment of limited service men to our plants.

Very truly yours,

General Manager

October 2, 1918.

From: Explosives Section, Production Division

To: Major F. W. Tully
Room 293, State, War & Navy Building

Subject: Aetna Explosives Company Labor Question.

1. There is forwarded herewith, for such action as you deem proper, copy of letter just received from the Aetna Explosives Company. This letter is self explanatory.

2. It is our understanding that this matter has already been brought to your attention by the Aetna Explosives Company.

3. This Section wishes to emphasize the importance of full production of the Aetna Explosives Company and to recommend that some step be taken to relieve the labor situation indicated in the attached letter.

By order of Colonel Jamieson.

J. H. Burns
Lieut. Col. Ord. Dept. . U. S. A.

Enc.

October 26, 1918.

Memorandum.

To; Miss Van Kleeck
From; Agnes Peterson
Subject; Application of the Aetna Dynamite Company, Emporium, Pa. for permission to employ women at night.

1. Date of visit, October 21.
Miss Anna Siebert, Field Supervisor, Woman's Division, Pennsylvania, Department of Labor, accompanied representative of Woman in Industry Service.
2. Persons interviewed:
E. V. Keeler, Assistant Superintendent.
Mr. Carpenter, Employment Manager.
Mr. Goldbard, Assistant to Mr. Carroll, New York.
Mr. Bair, U. S. Employment Office.
3. Organization:
Branch, Aetna Explosives Company, 120 Broadway, New York City.
4. Statement of Case:
25% of plant products direct U. S. war contract.
10% shipped abroad.
65% indirect war product in that explosives are used in mines, quarries, etc.
Plant now operating on two shifts.

Statement made: "Women employed only on day shifts!" (But reported that women work until 11 P. M. sometimes. Miss Siebert will have this report investigated and report to Woman in Industry Service).

A. Number of women employed, 15.
Number of men employed, 71.
All working seven days a week. (This matter will also be taken up by the Pennsylvania Department of Labor).

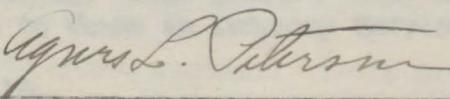
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7:30 P. M. to 5.30 A. M.

Superintendent stated that no women are employed in powder mixing house. Lunch one hour.

- C. Shifts: Permanent night shift of men now employed and request is not made especially in order to put on three shifts but to employ four women at night and release four men for other work. The work for women which they would do at night would be packing and lining of boxes for night packing during the day. This is not the most convenient arrangement but it is a workable one.
- D. Wages: Women 44 cents per hour.
Men 44 cents per hour.
As yet no piece rate system has been established. May be done, however.
- E. Kind of work:
1. Women now operating machines which roll papers on casings for powder.
Only one size made by machine. All large and special sizes rolled by hand.
Dynamite to be used in wet places such as that used for quarries is not put in powder form but pressed into sticks. Sticks sometimes have to be repressed because of breaking, falling apart, etc.
Two girls do this sorting and the wrapping all casing of these sticks by hand.
Until they become accustomed to it, it is apt to make them very sick, headache and nausea. Sometimes they are sick the first day and then again it will be several weeks before it seems to affect them. He claimed, however, that this spell of sickness left no bad effects.
 2. Want to employ women on two small machines which packs the dynamite into casings. This work is suitable for women. One large packing machine is not to be operated by a woman as the Company considers it too heavy.
- F. Employment methods: No employment manager. Clerk and machine inspector whose duty it is to see that no one passes in with metal on their persons, does the hiring. Turn-over very great. 75 per cent the last three months.
- G. Source of labor supply: Additional local labor not available. Claim to have had more applications from women than positions which they could offer.

- H. 1. Welfare Department: No regular welfare department. No provision for hot drinks. One half the girls go home for lunch.
2. Housing facilities: Not a problem, so few women employed.
- I. Supervisor of women: No supervisor of women employed. Fore-lady is employed.
- J. General Working Conditions: Fair.
Careful housekeeping inside of buildings. Not much attention paid to the outside. Hazards not very great. Guarding of machinery not up to standards. (Miss Siebert will see that this is taken care of).
Lighting good.
No lockers.
Toilet adequate.
- K. Transportation: Not a problem. All women employees except those living near taken to town in office machines.
5. Other Industries:
Novelty House. Employs from 125 to 150 women.
Electric bulbs.
Tannery
Aetna Company Explosive Plant.
6. Summary:
Problem of securing women workers not great. Women can replace men on day shift and release men for night work if necessary.
7. Recommendations:
That the request for permission to employ women at night should be denied.



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Careful housekeeping inside of buildings. Not much attention paid to the outside. Hazards not very great. Guarding of machinery not up to standards. (Miss Siebert will see that this is taken care of).
Lighting good.
No lockers.
Toilet adequate.
- K. Transportation: Not a problem. All women employees except those living near taken to town in office machines.
5. Other Industries:
Novelty House. Employs from 125 to 150 women.
Electric bulbs.
Tannery
Astma Company Explosive Plant.
6. Summary:

Problem of securing women workers not great. Women can replace men on day shift and release men for night work if necessary.
7. Recommendations:

That the request for permission to employ women at night should be denied.

Agnes Peterson,
Woman in Industry Service.

October 25, 1918.

Memorandum.

To: Miss Van Kloeck.
From: Agnes Peterson.
Subject: Application of the Aetna Explosives Co., Inc. Emporium, Pa. for permission to employ women at night.

1. Date of visit to plant, October 21.
Miss Anna Siebert, Field Supervisor, Woman's Division, Pennsylvania Department of Labor, accompanied the representative of the Woman in Industry Service.
2. Persons interviewed.

Mr. Cordie,	Superintendent
Mr. Dowd	Assistant Superintendent
Mr. Carpenter	Employment Manager
Mr. Goldbard	Assistant to Mr. Carroll, New York.
Mr. Bair	U. S. Employment
3. Organization.
Branch, Aetna Explosives Company, Inc., 120 Broadway, New York City.
4. Statement of Case

Plant now operating on three eight hour shifts: rotating weekly except that women are employed only on two shifts.

 - A. Number employed: 1500 Men 1455 Women 45
All have been working 7 days a week. Women on two shifts.
 - B. Hours.

Women	7:30 A. M. to 2:30 P. M.
	2:30 P. M. to 10:00 P. M.
Men	7:30 A. M. to 2:30 P. M.
	2:30 P. M. to 11:00 P. M.
	11:00 P.M. to 7:00 A. M.
Lunch	One-half hour.
 - C. Shifts. Third shift of women asked to balance shifts. Manager stated that it would be impossible to secure men for a permanent night shift even if a bonus is paid. Made reference to "Graveyard" shift.
Employment manager said that company would bring women to and from work in auto busses. Distance from town about 1½ miles. Two of the women said that they hoped that the permit would be granted as they disliked working one week under one foreman and

next week under the other. One foreman would want them to do a thing this way and the other foreman would want it done some other way, finding fault with work which was in accordance with instructions from the other foreman.

- D. Wages: Women 35 cents per hour All time work
Men 40 cents per hour

Superintendent said that if permission for night work is granted he thought that the same rate of pay could be established. Could give no reason for not doing so except that women were being tried out and custom had established a lower rate of pay.

E. Kind of work:

1. Women now employed as sweeper in cleaning and drying house. Press operators in dehydrating house. Company had to make changes and put in elevators to lift containers in order to employ women here.
Employed in machine shop.
Employed in straining press house (macaroni) operating presses and cutting machines.
2. Want to employ women in mixing house.
Want to employ women in peaching house to operate valves.
Want to employ women in pulp house.
Work in pulp house and peaching house suitable for women.
Work in mixing house not so desirable because of other fumes.

- F. Employment methods: Centralized department procures and hires all help. Assistant Superintendent discharges, but men are transferred whenever possible.
Labor turnover very great. Assistant to Mr. Carroll seems to go around and ship men from Buffalo, altho they are not supposed to get labor there under ruling of the U. S. Employment Service. Buffalo is the nearest place of labor supply but they are supposed to draw only from Philadelphia, Harrisburg, or New York City.
Criticism of U. S. Employment Service most evident.
No woman to employ women.
Physical examination not required.

Source of labor supply: Local labor not available.
Said effort was to be made to advertise in rural districts and that if all the employers at Emporium helped finance and push such a campaign, some labor could be secured for the winter months. If more women are to be employed they will have to come from out of town.

U. S. Employment office verified the statement about the labor supply. He also verified statement to the effect that men were shipped from New York to Buffalo, shipped out of Buffalo to Esorium came to him without reporting for work and tried to be shipped for war work at some other place, but that he "refused to send one man out of town for there is great need of every available man there" They all seem to think that men are traveling seeing the sights at cost of the Government.

H. Welfare Department:

1. No welfare department. No provision for hot drinks, except that overtime was indulged in some time ago, when the company commissary located in town sent down lunches.

2. Housing facilities. No provision has been made for women, place has been provided for the men. If the plan to employ women goes through, the company plans to rent a hotel now vacant and fit it up. They expect to put a competent woman in charge.

Two girls stated that they have been hunting for weeks to get a good room and that they have to eat around in restaurants. A look at the restaurants verified the fact that objections were well founded.

It was suggested to Mrs. Gaskill, member Community Board, that an effort be made to have the Y. W. C. A. come in there, which suggestion was met with delight by the girls.

I. Supervisor of women: None employed at present. But company plans to do so if permitted to employ women at night. Forelady taken on that day, and was being initiated into the work of the plant. Was working in the strain press room and is to work in each department so as to learn each process.

J. General working conditions: Fair, quite a little unguarded machinery however.

Women wear caps and bloomers.

Hazards not very great.

Workroom light, housekeeping inside buildings better than outside. This may be due to the fact that most of the buildings are old. Change rooms conveniently located, but being cleaned by a colored man.

Half length lockers provided.

New change house is being built, one building for men and women, (partition).

Toilet facilities adequate for the present. The question of additional toilets will be taken care of by the company as the needs arises.

K. Transportation. Men walk to work but women are taken by auto.

5. Other industries.

Novelty house employing from 125 to 150 women. (electric bulbs).

Tannery.

Aetna's Co's Dynamite plant.

6. Summary.

Plant conditions fair, but much time and money would have to be consumed to put the plant in such a condition that night work of women could be considered. It would seem that the company solve the problem of housing the women now employed and those needed to fill the two day shift before considering the possibility of putting women on at night.

There is no question but that labor shortage is limiting production.

Much of the work is suitable for women.

7. Suggestions made.

That a woman be employed to clean the change house.

That a screen be built around men's toilet.

That individual towels be provided.

Attention was called to violation of law forbidding employment of women more than 6 days a week.

8. Recommendations.

A. That the request for permission to work women at night should be denied.

B. That the necessary steps be taken to secure for the Aetna Explosives Co., Inc. permission to employ women until 11 P. M. in order to balance up two full day shifts and release men now working on work which could be done by women, providing the plan goes through which is now being considered for the control of night work.

C. That such permission be dependent on the establishments of the following conditions at the plant:

1. Guarding of machinery at least to comply with laws of Pennsylvania.

2. Full compliance with the Pennsylvania Law prohibiting the employment of women more than six days a week.

3. Appointment of a woman supervisor.

4. Change houses for women to be entirely separate from and not located in vicinity of those used by men.

5. That individual or sanitary towels be provided.

6. That woman or women be employed to do cleaning in woman's change houses.
7. That provision be made for the serving of hot drinks.
8. That adequate housing facilities for women be provided with competent person in charge, both to be passed upon and approved by the Pennsylvania Department of Labor.
9. That adequate transportation facilities be provided, and that those employed on the shift returning at 11 P. M. be taken to within one block of their homes.
10. That the wages of women be put on an equal basis with the wages of the men.

Agnes Peterson
Woman in Industry Service.

5 2

October 26, 1918.

Memorandum

To: Miss Van Kleeck

From: Agnes Peterson

Subject: Application of the Aetna Dynamite Company, Emporium, Pa.,
for permission to employ women at night.

1. Date of visit, October 21.
Miss Anna Siebert, Field Supervisor, Woman's Division,
Pennsylvania, Department of Labor, accompanied representa-
tive of Woman in Industry Service.
2. Persons interviewed: E. V. Keeler, Assistant Superin-
tendent.
Mr. Carpenter, Employment Manager.
Mr. Goldbard, Assistant to Mr.
Carroll, New York.
Mr. Bair, U. S. Employment officer.
3. Organization: Branch, Aetna Explosives Company, 120
Broadway, New York City.
4. Statement of Case: 25% of plant products direct U. S. war
contract.
10% shipped abroad.
65% indirect war product in that
explosives are used in mines, quarries, etc.
Plant now operating on two shifts.

Statement made: "Women employed only on day shift. (But
reported that women work until 11 p. m. sometimes. Miss
Siebert will have this report investigated and report to
Woman in Industry Service.)"
- a. Number of women employed, 15
Number of men employed 71
All working seven days a week. (This matter will also
be taken up by Pennsylvania Department of Labor).
- b. Hours. Shell house 7:30 a. m. to 12:00 p. m.
1:00 p. m. to 5.00 p. m.
Powder line, 7:30 a. m. to 12:00
1:00 p. m. to 5 :00 p. m.
7:30 p. m. to 5:30 a . m.

October 26, 1918.

Pennsylvania RR. Co.,
Freight Station,
4 $\frac{1}{2}$ & Virginia Ave. S. W.

Gentlemen:

If any freight arrives at your station
for please notify

C.

Superintendent stated that no women are employed in powder mixing house. Lunch one hour.

- c. ~~Shifts:~~ Permanent night shift of men now employed and request is not made especially in order to put on three shifts but to employ four women at night and release four men for other work. The work for women which they would do at night would be packing and lining of boxes. Effort is now made to prepare boxes for night packing during the day. This is not the most convenient arrangement but it is a workable one.
- d. Wages. Women 44 cents per hour.
Men 44 cents per hour.
As yet no piece rate system has been established.
May be done, however.
- e. Kind of work.
1. Women now operating machines which roll papers on casings for powder.
Only one size made by machine. All large and special sizes rolled by hand.
Dynamite to be used in wet places such as that used for quarries is not put in powder form but pressed into sticks. Sticks sometimes have to be repressed because of breaking, falling apart, etc.
Two girls do this sorting and the wrapping all casing of these sticks by hand.
Until they become accustomed to it, it is apt to make them very sick, head-ache and nausea. Sometimes they are sick the first day and then again it will be several weeks before it seems to affect her. He claimed, however, that this spell of sickness left no bad effects.
2. Want to employ women on two small machines which packs the dynamite into casings. This work is suitable for women. One large packing machine is not to be operated by a woman as the company considers it too heavy.
- f. Employment methods. No employment manager. Clerk and machine inspector whose duty it is to see that no one passes in with metal on their persons, does the hiring. Turnover very great. 75% the last three months.
- g. Source of labor supply: Additional local labor not available. Claim to have had more applications from women than positions which they could offer.
- h. 1. Welfare department. No regular welfare department. No provision for hot drinks. One half the girls go home for lunch.

2. Housing facilities. Not a problem, so few women employed.

i. Supervisor of women. No supervisor of women employed. Forelady is employed.

j. General working conditions. Fair.
Careful house keeping inside of buildings. Not much attention paid to the outside. Hazards not very great. Guarding of machinery not up to standard. (Miss Siebert will see that this is taken care of)
Lighting good.
No lockers.
Toilet adequate.

k. Transportation. Not a problem. All women employes except those living near taken to town in office machines.

5. Other industries:

Novelty House. Employes from 125 to 150 women.
Electric bulba.
Tannery.
Aetna Company Explosive Plant.

6. Summary:

Problem of securing women workers not great.
Women can replace men on day shift and release men for night work if necessary.

7. Recommendations:

That the request for permission to employ women at night should be denied.

OD2954

To Miss Van Kleeck

ATTACHED HERETO ARE _____ PAPERS

PLEASE _____

For your reference

BRANCH 1094

MONTH	DAY	HOUR	CLARA M. TEAD WOMEN'S BRANCH INDUSTRIAL SERVICE SECTION
11	2	10	

NOV 4 - A.M.

November 2, 1918

From: Women's Branch, Industrial Service Section,
Ordnance Department.

To: Major F.W. Tully, Office of the Secretary
of War.

Subject: Aetna Explosives Company.

1. The Women's Branch of the Industrial Service Section of the Ordnance Department has received a report from the Progress Section, Production Division, in regard to the Aetna Explosives Company, and has forwarded a copy of this report to the Director of the Woman in Industry Service, Department of Labor, in accordance with the statement made in our letter to you of October 21st.

2. It is understood that the Women's Branch is to make no investigation of this request except upon request of the Woman in Industry Service of the Department of Labor.

3. The petition of the Company addressed to the Secretary of War, together with the papers forwarded to us from your office on October 9th, are herewith returned to you.

CLARA M. TEAD,
Director, Women's Branch
Industrial Service Section

C O P Y

JHB/mlh

October 2, 1918.

From: Explosives Section, Production Division
To: Major F. W. Tully
Room 293, State, War & Navy Building.
Subject: Aetna Explosives Company Labor Question.

1. There is forwarded herewith, for such action as you deem proper, copy of letter just received from the Aetna Explosives Company. This letter is self explanatory.

2. It is our understanding that this matter has already been brought to your attention by the Aetna Explosives Company.

3. This Section wishes to emphasize the importance of full production of the Aetna Explosives Company and to recommend that some step be taken to relieve the labor situation indicated in the attached letter.

By order of Colonel Jamieson.

(signed) J. H. Burns
J. H. Burns,
Lieut. Col., Ord. Dept., U. S. A.

Enc.

COPY

AETNA EXPLOSIVES COMPANY, INC.

October 5, 1918.

SPECIAL DELIVERY

Mr. T. C. Gillespie, Washington, D.C.

Subject EMPLOYMENT OF
WOMEN-PLANTS
IN PENNA.

I have just had a conversation with Mr. Palmer, Acting Commissioner of the Department of Labor & Industry, Harrisburgh, Penna., on the subject of employment of women by munition plants in excess of the State code.

Mr. Palmer states that there have been several discussions of this subject in Washington during the past week and that the program decided upon is as follows:

If the War Department considered the emergency in any particular case to justify the employment of women under conditions prohibited by the present State code, the War Department will issue permits to the manufacturer, specifically instructing him in this respect, and the State Authorities will recognize the validity of the permit and will not attempt to enforce the State code.

This program is contrary to our previous understanding which was to the effect that upon request from the War Department, the State would waive the code.

Our production at Mr. Union and Emporium is suffering severely due to lack of labor and could be almost instantaneously improved if we could employ women on all shifts instead of only between the hours of 6 A.M. and 10 P.M. We are employing women on the day shift, but this results in a blank shift when the rotation of shifts occurs with consequent serious loss of production.

The situation is extremely critical and daily growing worse, and I wish you would give this matter your personal attention and try to get the necessary permits issued by the War department at once.

If there are any inspections of the plants necessary prior to the issuance of these permits, I think you could arrange to have such inspections initiated at once so that the results will be available when a decision is reached regarding the issuance of permits.

Yours very truly,

H.L. Wollenberg, General Manager.

C O P Y

AETNA EXPLOSIVES CO., INC.

September 26, 1918.

Explosives Section,
Production Division,
Office of Chief of Ordnance,
7th & B Sts., Washington, D. C.

Gentlemen:

The production of smokeless powder, trinitrotoluol and picric acid by this Company at its Mt. Union and Emporium, Pennsylvania plants is seriously affected by insufficient quantity and poor quality of male labor obtainable.

The only two sources of relief which we see at the present time are as follows:

1. The introduction of woman labor.
2. The introduction of limited service men to be assigned to us by the Government.

We are making a formal application to the Secretary of War asking that representations be made by the Federal Government to the Department of Labor & Industry of the State of Pennsylvania calling attention to the emergency that exists and the necessity of employing women in excess of the Pennsylvania standards for the duration of the war in order to permit utilization of this source of supply in our continuous processes.

With respect to the assignment of limited service men, our Employment Manager, J. B. Carroll, has had this matter up with Captain J. C. Packard of the Production Division, and an application has also been made to Captain Perkins of the Ordnance Office in Philadelphia.

We respectfully call your attention to the urgency of this situation and request your active support in the accomplishment of the introduction of woman labor and the assignment of limited service men to our plants.

Yours very truly,

HLW/v

General Manager.

C O P Y

September 26, 1918.

Honorable Secretary of War,

Washington, D. C.

S I R :

The insufficient quantity and the poor quality of male labor obtainable is seriously affecting the production of smokeless powder, trinitrotoluol and picric acid at our Mt. Union, Pennsylvania and Emporium, Pennsylvania plants.

At the above plants we are now working on the following contracts for military explosives for the U. S. and Allied Governments:

AT	FOR	ARTICLE	BOUNDS PER MONTH	DESIGNATION OF CURRENT CONTRACT
Mt. Union	U.S.Army	Smokeless Pdw.	1,750,000	P12823-1262E
"	U.S.Navy	Trinitrotoluol	2,500,000	32849
Emporium	U.S.Army	Picric	500,000	G1862-483E
"	U.S.Army	Picric	360,000	P2521-564E
"	U.S.Army	Smokeless Pdw.	1,000,000	G1133-406E
"	U.S.Army	Ammonium picrate	150,000	P11915-1189E
"	France	Picric	1,200,000	03042-P154-W1205
"	France	Picric	500,000	03286-P163-W1419

Our only apparent source of labor relief is the employment of women, but the Pennsylvania laws prohibit working women more than fifty-four hours per week and only between the hours of 6 A.M. and 10 P.M. The continuous nature of our processes requires operation throughout the twenty-four hours of the day and many of the operations must run seven days per week.

C O P Y

Hon. Secy. of War

-2-

9-26-18

Our process work is divided into eight-hour shifts and due to transportation and other considerations, the first day shift must commence at 7 A.M. We are, therefore, prohibited by the Pennsylvania laws from making any effective use of woman labor in our plants. The Department of Labor & Industry of the State of Pennsylvania has the discretion of waiving the existing prohibition regarding the working hours for women, and we believe that if the emergency of the situation is impressed upon the State officials by the War Department, the necessary relief will be granted by the State officials.

We respectfully appeal to you to inform the Department of Labor & Industry of Pennsylvania at Harrisburgh, Honorable Lew R Palmer, Acting Commissioner, that an extreme emergency exists, and request him to grant us permission to employ women at the aforesaid plants in excess of the Pennsylvania standards until the end of the war.

The situation is critical and we hope for prompt and favorable action on this request.

Respectfully yours,

(signed) H.L. Wollenberg.

General Manager

HLW/v

October 25, 1918.

Memorandum.

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From: Agnes Peterson.
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Lunch	One-half hour.
 - C. Shifts. Third shift of women asked to balance shifts.
Manager stated that it would be impossible to secure men for a permanent night shift even if a bonus is paid. Made reference to "Graveyard" shift.
Employment manager said that company would bring women to and from work in auto busses. Distance from town about 1½ miles. Two of the women said that they hoped that the permit would be granted as they disliked working one week under one foreman and

next week under the other. One foreman would want them to do a thing this way and the other foreman would want it done some other way, finding fault with work which was in accordance with instructions from the other foreman.

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Men 40 cents per hour

Superintendent said that if permission for night work is granted he thought that the same rate of pay could be established. Could give no reason for not doing so except that women were being tried out and custom had established a lower rate of pay.

E. Kind of work:

1. Women now employed as sweeper in cleaning and drying house. Press operators in dehydrating house. Company had to make changes and put in elevators to lift containers in order to employ women here.
Employed in machine shop.
Employed in straining press house (macaroni) operating presses and cutting machines.
2. Want to employ women in mixing house.
Want to employ women in poaching house to operate valves.
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Agnes L. Peterson

Agnes Peterson,
Woman In Industry Service.

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Employed in straining press house (macaroni) operating presses and cutting machines.
2. Want to employ women in mixing house.
Want to employ women in peaching house to operate valves.
Want to employ women in pulp house.
Work in pulp house and peaching house suitable for women.
Work in mixing house not so desirable because of ether fumes.

F. Employment methods: Centralized department procures and hires all help. Assistant Superintendent discharges, but men are transferred whenever possible.

Labor turnover very great. Assistant to Mr. Carroll seems to go around and ship men from Buffalo, altho they are not supposed to get labor there under ruling of the U. S. Employment Service. Buffalo is the nearest place of labor supply but they are supposed to draw only from Philadelphia, Harrisburg, or New York City.

Criticism of U. S. Employment Service most evident.

No woman to employ women.

Physical examination not required.

Source of labor supply: Local labor not available.

Said effort was to be made to advertise in rural districts and that if all the employers at Emporium helped finance and push such a campaign, some labor could be secured for the winter months. If more women are to be employed they will have to come from out of town.

U. S. Employment office verified the statement about the labor supply. He also verified statement to the effect that men were shipped from New York to Buffalo, shipped out of Buffalo to Emporium came to him without reporting for work and tried to be shipped for war work at some other place, but that he "refused to send one man out of town for there is great need of every available man there" They all seem to think that men are traveling seeing the sights at cost of the Government.

H. Welfare Department:

1. No welfare department. No provision for hot drinks, except that overtime was indulged in some time ago, when the company commissary located in town sent down lunches.

2. Housing facilities. No provision has been made for women, place has been provided for the men. If the plan to employ women goes through, the company plans to rent a hotel now vacant and fit it up. They expect to put a competent women in charge.

Two girls stated that they have been hunting for weeks to get a good room and that they have to eat around in restaurants. A look at the restaurants verified the fact that objections were well founded.

It was suggested to Mrs. Gaskill, member Community Board, that an effort be made to have the Y. W. C. A. come in there, which suggestion was met with delight by the girls.

I. Supervisor of women: None employed at present. But company plans to do so if permitted to employ women at night. Forelady taken on that day, and was being initiated into the work of the plant. Was working in the strain press room and is to work in each department so as to learn each process.

J. General working conditions: Fair, quite a little unguarded machinery however.
Women wear caps and bloomers.
Hazards not very great.
Workroom light, housekeeping inside buildings better than outside. This may be due to the fact that most of the buildings are old. Change rooms conveniently located, but being cleaned by a colored man.
Half length lockers provided.
New change house is being built, one building for men and women, (partition).
Toilet facilities adequate for the present. The question of additional toilets will be taken care of by the company as the needs arises.

K. Transportation. Men walk to work but women are taken by auto.

5. Other industries.

Novelty house employing from 125 to 150 women. (electric bulbs).

Tannery.

Aetna's Co's Dynamite plant.

6. Summary.

Plant conditions fair, but much time and money would have to be consumed to put the plant in such a condition that night work of women could be considered. It would seem that the company solve the problem of housing the women now employed and those needed to fill the two day shift before considering the possibility of putting women on at night.

There is no question but that labor shortage is limiting production.

Much of the work is suitable for women.

7. Suggestions made.

That a woman be employed to clean the change house.

That a screen be built around men's toilet.

That individual towels be provided.

Attention was called to violation of law forbidding employment of women more than 6 days a week.

8. Recommendations.

A. That the request for permission to work women at night should be denied.

B. That the necessary steps be taken to secure for the Aetna Explosives Co., Inc. permission to employ women until 11 P. M. in order to balance up two full day shifts and release men now working on work which could be done by women, providing the plan goes through which is now being considered for the control of night work.

C. That such permission be dependent on the establishments of the following conditions at the plant:

1. Guarding of machinery at least to comply with laws of Pennsylvania.
2. Full compliance with the Pennsylvania Law prohibiting the employment of women more than six days a week.
3. Appointment of a woman supervisor.
4. Change houses for women to be entirely separate from and not located in vicinity of those used by men.
5. That individual or sanitary towels be provided.

6. That women or woman be employed to do cleaning in women's change houses.
7. That provision be made for the serving of hot drinks.
8. That adequate housing facilities for women be provided with competent person in charge, both to be passed upon and approved by the Pennsylvania Department of Labor.
9. That adequate transportation facilities be provided, and that those employed on the shift returning at 11 P. M. be taken to within one block of their homes.
10. That the wages of women be put on an equal basis with the wages of the men.

Agnes Peterson,
Woman in Industry Service.

5th copy

October 25, 1918.

Memorandum

To: Miss Van Kleeck
From: Agnes Peterson
Subject: Application of the Aetna Explosives Co. Inc. Emporium, Pa. for permission to employ women at night.

15 20

1. Date of visit to plant, October 21st.

Miss Anna Siebert Field Supervisor Womans Division Penn. Dept. of Labor accompanied representative Woman in Industry Service.

2. Persons interviewed.

Mr. Cordie Superintendent
Mr. Dowd Assistant Superintendent
Mr. Carpenter Employment Manager
Mr. Goldbard Assistant to Mr. Carroll, New York.
Mr. Bair U. S. Employment

3. Organization.

Branch Aetna Explosives Co. Ind. 120 Broadway, New York City.

4. Statement of the case.

Plant now operating on Three 8-hour shifts: rotating weekly except that women are employed only on two shifts.

a

- a. Number employed: 1500 Men, 1455 Women, 45
- b. All have been working 7 days a week. Women on two shifts.

X. Hours.

Women 7:30 a. m. to 2:30 p. m.
2:30 p. m. " 10:00 p. m.
Men 7:30 a. m. to 2:30 p. m.
2:30 p. m. " 11:00 p. m.
11:00 p. m. " 7:00 a. m.

Lunch, one-half (1/2) hour.

c. Shifts:

Third shift of women asked for to balance shifts. Manager stated that it would be impossible to secure men for a permanent night shift even if a bonus is paid. Made reference to "Graveyard" shift. Employment manager said that company would bring women to and from work in auto buss. Distance from town about 1 1/2 miles. Two of the women said that they hoped that the permit would be granted as they disliked working one week under one foreman and

next week under the other. That one foreman would want them tondo a thing this way and the other foreman would want it done some other way, finding fault with work which was in accordance with instructions from the other foreman.

d. Wages:

Women 35 cts. per hour. All time work.
Men 40 cts. per hour.

Superintendent said if permission for night work is granted that he thought that same rate of pay could be established. Could give no reason for not doing so except that women were being tried out and custom had established a lower rate of pay.

e. Kind of work:

1. Woman now employed as sweeper in cleaning and drying house. Press operators in dehydrating house. Company had to make changes and put in elevators to lift containers in order to employ women here.
Employed in machine shop.
Employed in straining press house (macaroni) operating presses and cutting machines.
2. Want to employ women in mixing house.
Want to employ women in poaching house to operate valves.
Want to employ women in pulp house.
Work in pulp house and poaching house suitable for women.
Work in mixing house not so desirable because of ether fumes.

f. Employment methods:

Centralized department procures and hires all help.
Assistant Superintendent discharges, but men are transferred whenever possible.
Labor turnover very great. Assistant to Mr. Carroll seems to go around and ship men from Buffalo, altho they are not supposed to get labor there under ruling of U. S. Employment Service. Buffalo is the nearest place of labor supply, but they are supposed to draw only from Philadelphia, Harrisburg, or New York City.
Criticism of U. S. Employment service most evident.
No woman to employ women?
Physical examination not required.

g. Source of labor supply.

Local labor not available.
Said that effort was to be made to advertise in rural districts and that if all the employers at Emporium helped finance and push such a campaign, some labor could be secured for the winter months. If more women are to be employed they will have to come from out of town.
U. S. Employment office verified the statement about the labor supply. He also verified statement to the effect that men

were shipped from New York to Buffalo, shipped out of Buffalo to Emporium came to him without reporting for work and tried to be shipped for war work at some other place, but that he refused to send one man out of town for there is great need of every available man there? They all seem to think that men are traveling seeing the sights at cost of Government.

h.1. Welfare Department.

No welfare department. No provision for hot drinks, except that overtime was indulged in some time ago, when the company commissary located in town sent down lunches.

2. Housing facilities.

No provision has been made for women, place has been provided for the men. If the plan to employ women goes through, the company plans to rent a hotel now vacant and fit it up. They expect to put a competent person in charge.

Two girls stated that they have been hunting for weeks to get a good room, that they have to eat around in restaurants.

A look at the restaurants verified the fact that objection was well founded.

It was suggested to Mrs. Gaskill, ^{member Community Board} that effort be made to have the Y. W. C. A. come in there, which suggestion was met with delight by the girls.

i. Supervisor of women.

None employed at present. But company plans to do so if permitted to employ women at night.

Forelady taken on that day, and was being initiated into the work of the plant. Was working in the strain press room, and is to work in each department so as to learn each process.

j. General working conditions.

Fair, quite a little unguarded machinery however.

Women wear caps and bloomers.

Hazards not very great.

Workroom light, housekeeping inside buildings better than outside. This may in part be due to fact that most of the buildings are old. Change rooms conveniently located, but being cleaned by a colored man.

Half length lockers provided.

New change house is being built, one building for men and women. (partition).

Toilet facilities adequate for the present. The question of additional toilets will be taken care of by the company as the need arises.

k. Transportation.

Men walk but women are taken to work by auto.

5. Other Industries.

Novelty house employing from 125 to 150 women. (Electric bulbs)
Tannery
Aetna Co's Dynamite plant.

6. Summary.

Plant conditions fair, but much time and money would have to be consumed to put the plant in such a condition that night work of women could be considered. It would seem that the company solve the problem of housing the women now employed and those needed to fill the two day shifts before considering the possibility of putting women on at night. There is no question but that labor shortage is limiting production. Much of the work is suitable for women.

7. Suggestions made.

That a woman be employed to clean the change houses.
That a screen be built around men's toilet.
That individual towels be provided.
Attention was called to violation of law forbidding employment of women more than 6 days a week.

8. Recommendations.

- a. That the request for permission to work women at night should be denied.
- b. That the necessary steps be taken to secure for the Aetna Explosives Co. Inc. permission to employ women until the hour of 11 p. m. in order to balance up two full day shifts and release men now working on work which can be done by women, providing the plan goes through which is now being considered for the control of night work.
- c. That such permission be dependent of the establishment of the following conditions at the plant:
 1. Guarding of machinery at least to comply with laws of Pennsylvania.
 2. Full compliance with the Pennsylvania Law prohibiting the employment of women more than six days a week.
 3. ^{Appointment} Installation of woman supervisor.
 4. Change houses for women to be entirely separate from and not located in vicinity of those used by men.
 5. That individual or sanitary towels be provided.
 6. That woman or women be employed to do cleaning in women's change houses.

7. That provision be made for the serving of hot drinks.
8. That adequate housing facilities for women be provided with competent person in charge, both to be passed upon and approved by the Pennsylvania Department of Labor.
9. That adequate transportation facilities be provided, and that those employed on the shift returning at 11 p. m. be taken to within one block of their homes.
10. That the wages of women be put on an equal basis with the wages of the men.

Signature

October 25, 1918.

Memorandum.

To: Miss Van Kleeck

From: Agnes Peterson

Subject: Application, Aetna Explosives Co., Inc., Mount Union, Pa. for permission to employ women at night.

1. Date of visit to plant, October 19th.
Miss Anna Siebert, Field Supervisor, Woman's Division, Department of Labor, accompanied the representative of the Woman in Industry Service.

2. Persons Interviewed:
Mr. Young Superintendent
Mr. T. P. Payne Safety Engineer Assistant
Mrs. Carlin Assistant to Safety Engineer
Mr. Lung Shop Foreman
Major Pains Employment Manager
Mr. R. Cassidy U. S. Employment Service.

3. Organization:
Branch, Aetna Explosives Company. 120 Broadway, New York City

4. Statement of Case
Plant now operating on three eight hour shifts: rotating weekly, excepting women employees on one shift only.

A. Number employed, 2750; Men 2700 Women 20 on powder line
30 cafeteria, etc.
50

B. Hours:
Women 7 A. M. to 3 P. M.
Men 7 A. M. to 3 P. M.
3 P. M. to 11 P.M.
11 P. M. to 7 A. M.

Lunch period 45 minutes.
Operators expected to report in time to relieve worker at machine without need of turning off power.
Men work seven days a week, women six days a week.

C. Shifts: Management stated that shifts must be well balanced if the maximum of output is to be attained.

Also stated that it would be impossible to secure men for a permanent night shift even if a bonus is paid. "Men refuse to work on the "Grave-yard Shift". Transportation facilities as well as distance from Mt. Union prevents changing hour of beginning work in the morning to 6.

- D. Wages: Women 35 cents per hour. All time work.
Men 40 cents per hour

Reason given for difference in pay was that women cannot be employed at night, so are not worth as much as men. If the company are allowed to put women on at night the matter can be taken care of. Doing same work as men except that men do the lifting.

- E. Kind of work: Women employed in dehydrating house, operating machines. Men do all lifting. Women employed in finishing press room, The smokeless powder is brought to this room in cylinder form weighing about 34 or 35 pounds. Girls lift these cylinders a little above the waist line placing them in the container of the press. Lifting is from the ground and about once every 6 or 7 minutes. It is not hard work and is considered the snap job in the room because the girls can sit down between each lift. The company plan to employ only women on this work.

The other work in the room is very light, pulling over a tin container with one strand of the "macaroni" and guiding it through the press for punching. May want to employ women in mixing room, in magazine building, all work which can be done by women.

- F. Employment Methods; Centralized department hires and procures all workers. Assistant Superintendent discharges, but men are transferred whenever possible and placed in some other department if physically able to do the work. Transfers to accommodate the men during the month of September number eighty-five. Company turns no man away who can possibly be placed in the plant. Company has employment manager in New York. Labor turnover is very great. It was found in a shipment of 20 men who recently arrived from New York that eight had some venereal disease and three were tubercular, although the New York office ships only men who sign a statement to the effect that they have neither venereal disease, tuberculosis, nor hernia, and that applicant will submit to a physical examination and pay transportation if it is found that he is subject to either. From now on the physical examination will take place before shipment.

1. In reference to the labor turnover the employment manager stated that during the month of August 1343 men were hired and that 1154 left voluntarily or were discharged.

2. No woman to employ women.

3. Women have only been employed since October 1.

G. Source of Labor supply; No additional labor available except perhaps a limited number of women. Very few men available from Huntington or Orbasonia. Need of employing women evidently very great. The State Reformatory is located at Huntington, Dr Joachim of the Pennsylvania Department of Labor suggested that an effort be made to employ some of the young men from there. The suggestion is worthy of consideration and it is suggested that a letter be written to Mr. Palmer asking him to delegate some one to look into the matter and find out if it is possible and if so whether it is practical and to work out the problem of supervision, etc. (Transportation can be by jitney train, distance about 12 miles.) With the exception of a few men who live in Mt. Union most men employed are shipped in from New York, Philadelphia and Harrisburg.

H. Welfare Department:

1. No special welfare department, but a club house but a club house and amusement hall has been provided, and seems to be well run. The commissary department is well equipped. One building near the entrance with good cafeteria, one building on the grounds is divided into a boarding house and cafeteria.

2. Housing facilities. New houses have been erected, including a number of attractive cottages for men with families. It is thought best not to provide housing for the women on the grounds. Up to the present women employed live at Mt. Union, but if more women are to be employed it will be necessary to make some provision for them and not take chances of securing rooms in Mt. Union. The plan now under consideration is to rent a building with 12 large rooms in Mt. Union and put a competent women in charge.

I. Supervisor of women: None employed at present but company plans to do so if their plan for increasing the number of women materializes. Forelady said to be employed but ill the day we were there.

J. General Working Conditions; General working conditions are good. Hazards not very great. Posted notices call attention to the need to be careful, not to wear rings of smokeless powder which seems attractive to the new girls.

Work room light and kept clean, house-keeping good both inside and outside of building. Change rooms conveniently located.

Toilet facilities adequate. More will be added if number taken on makes it necessary.

K. Transportation: Employees not living at plant ride on "Jitney" train from Mt. Union. Train leaves at 6:00 A.M. arrives about 6:30. Time consumed in walk from train and change of clothing by women 30 minutes. Company is trying to arrange for a "Jitney" train service from Huntington and Orbasonia. No industries employing women at Orbasonia. Ralph Cassidy, U. S. Employment Service, has looked over the field and 25 women will come there if transportation facilities make it possible. Distance about 12 miles. Rate offered at the present time, however, is prohibitive, matter to be taken up with the Public Service Commission.

5. Other Industries.

Three brick refractories, 100% Government work.
Coke ovens.
Tannery
Railroad yards.

6. Summary

Plant conditions although very good are not such as to make it desirable to employ at night. Although the women would not have to work in a building alone and the buildings are not isolated, and although the change houses and toilets are conveniently located for day workers, they are more or less isolated in a way for night service. Labor shortage is limiting production. Much of the work is suitable for women.

7. Recommendations.

A. That the request of the Aetna Explosives Co., Inc., for permission to employ women at night should be denied.

B. Because of the fact that it would necessitate leaving home at 5 o'clock if the morning shift go to work at 6 A. M. It is recommended that the necessary steps be taken to secure for the Aetna Explosives Co., Inc. permission to employ women until the hour of 11 P.M. in the interests of the maximum production, provided the plan now being considered for the control of night work goes through.

C. That such permission be dependent on the establishment of the following conditions at the plant:

1. That a woman employment manager takes over the

hiring of women.

2. That "Buss" service be provided for the return to Mt. Union of the women who work at night, and that they be taken to within one block from their home.
3. That adequate "Jitney" train service be provided for other shifts, with special coach for women.
4. That adequate housing facilities for women be provided at Mt. Union with competent person in charge, both to be approved by the Pennsylvania Department of Labor before women are encouraged to come in to Mt. Union to work.
5. That the wages of women be put on an equal basis with the wages of men.

Agnes L. Peterson

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Men 40 cents per hour

Reason given for difference in pay was that women cannot be employed at night, so are not worth as much as men. If the company are allowed to put women on at night the matter can be taken care of. Doing same work as men except that men do the lifting.

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The other work in the room is very light, pulling over a tin container with one strand of the "macaroni" and guiding it through the press for punching.

May want to employ women in mixing room, in magazine building, all work which can be done by women.

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Agnes Peterson,
Woman in Industry Service.

57
Memorandum

October 25, 1918.

To: Miss Van Kleeck

From: Agnes Peterson

Subject: Application, Aetna Explosives Co. Inc. Mount Union, Pa. for permission to employ women at night.

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2. Persons interviewed:

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Mr. T. P. Payne	Safety Engineer Assistant
Mrs. Carlin	Assistant to Safety Engineer.
Mr. Lung	Shop Foreman
Major Pains	Employment Manager
Mr. R. Cassidy	U. S. Employment Service
	Organization

3 Organization

3. Branch Aetna Explosives Co. Inc. 120 Broadway, N. Y.

4. Statement of the Case:

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a. Number employed, 2750; Men 2700, Women 50
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30 cafeteria, etc
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b. Hours: Women 7 a. m. to 3 p. m.

Men 7 a.m. to 3 p. m.
3 p. m. to 11 p. m.
11 p. m. to 7 a. m.

Lunch period 45 minutes.

Operators expected to report in time to relieve worker at machine without need of turning off power. Men work seven days a week, women six days a week.

c. Shifts: Management stated that shifts must be well balanced if the maximum of output is to be attained. Also stated that it would be impossible to secure men for a permanent night shift even if a bonus is paid. "Men refuse to work on the "Graveyard Shift".

Transportation facilities as well as distance from Mt. Union prevents changing hour of beginning work in the morning to 6.

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g. Source of labor supply.

No additional local labor available except perhaps a limited number of women. Very few men available from Huntington or Orbasonia. Need of employing women evidently very great. The State Reformatory is located at Huntington, Dr. Joachim of the Pennsylvania Department of Labor suggested that effort should be made to employ some of the young men from there. The suggestion is worthy of consideration, and it is suggested that a letter be written to Mr. Palmer asking him to delegate some one to look into the matter and find out if it is possible and if so whether it is practical and to work out the problem of supervision, etc. (Transportation can be by "Jitney" Train, distance about 12 miles.)

With the exception of a few men who live in Mt. Union most men employed are shipped in from New York, Philadelphia, and Harrisburg.

25 h. Welfare Department.

301. No special welfare department, but a club house and amusement hall has been provided, and seems to be well run. The commissary department is well equipped. One building near entrance with good cafeteria, one building on the grounds is divided into a boarding house and cafeteria.

30 1.2. Housing facilities.

New houses have been erected, including a number of attractive cottages for men with families. It is thought best not to provide housing for the women on the grounds. Up to the present women employed live at Mt. Union, but if more women are to be employed it will be necessary to make some provision for them and not take chances of securing rooms in

Mt. Union. The plan now under consideration is to rent a building with 12 large rooms in Mt. Union and put a competent woman in charge.

i. Supervisor of women.

None employed at present but company plans to do so if their plan for increasing the number of women employed materializes. Forelady said to be employed but ill the day we were there.

j. General working conditions.

General working conditions good. Hazards not very great. Posted notices call attention to the need of being careful, not to wear rings of smokeless powder which seems attractive to the new girls. Work room light and kept clean, house-keeping good both inside and outside of building. Change rooms conveniently located. Toilet facilities adequate. More will be added if number taken on makes it necessary.

k. Transportation.

Employees not living at plant ride on "Jitney" train from Mt. Union. Train leaves 6 a. m. arrives about 6:30. Time consumed in walk from train and change of clothing by women 30 minutes. Company is trying to arrange for "Jitney" train service from Huntington and Orbasonia. No industries employing women at Orbasonia. Ralph Cassidy, U. S. Employment, has looked over the field and 25 women will come from there if transportation facilities make it possible. Distance about 12 miles. Rate offered at present time, however, is prohibitive, matter to be taken up with the Public Service Commission.

5. Other Industries.

Three brick refractories, 100% Government work.
Coke ovens
Tannery
Railroad yards.

6. Summary.

Plant conditions although very good are not such as to make it desirable to employ women at night. Although the women would not have to work in a building alone, the buildings are not isolated, and although the change houses and toilets are conveniently located for day workers, they are more or less isolated in a way for night service. Labor shortage is limiting production. Much of the work is suitable for women.

7. Recommendations.

- 25/ a. That request of the Aetna Explosives Co. Inc. for permission to employ women at night should be denied.
- b. Because of the fact that it would necessitate leaving home at 5 o'clock if the morning shift go to work at 6 a. m. it is recommended that the necessary steps be taken to secure for the Aetna Explosives Co. Inc. permission to employ women until the hour of 11 p. m. in the interests of the maximum production, provided the plan now being considered for the control of night work goes through.
- c. That such permission be dependent on the establishment of the following conditions at the plant:
- 30/ 1. That a woman employment manager take over the hiring of women.
2. That "Buss" service be provided for the return to Mt. Union of the women who work at night, and that they be taken to within one block from their home.
- That adequate "Jitney" train service be provided for other shifts, with special coach for women.
3. That adequate housing facilities for women be provided at Mt. Union with competent person in charge, both to be approved by the Pennsylvania Department of Labor before women are encouraged to come in to Mt. Union to work.
4. That the wages of women be put on an equal basis with the wages of the men.