

ATLANTIC REFINING CO.



OFFICE OF
FIELD INVESTIGATIONS
INDUSTRIAL HYGIENE

TREASURY DEPARTMENT

UNITED STATES
PUBLIC HEALTH SERVICE

PITTSBURGH, PA.

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REPORT OF CURSORY SURVEY OF THE WORK WOMEN ARE DOING AT
THE ATLANTIC REFINING COMPANY,
PHILADELPHIA, PA.

Assist. Gen. Manager, Mr. Waite
Employment Manager, Mr. Purdy.

Supervisor of Women, Miss Hannum
Assist. " " " , Miss Allen

The Company employs about 3800 people, of which about 300 are women. These figures are average and fluctuate considerably. At present, due to the influenza epidemic, about 800 employees are out. This epidemic has affected the women more than it has the men for the reason that whenever any other member of a working woman's family is sick she stays home to take care of him. This is not true of the men. Because of this fact less than half of the usual number of women are now working.

The policy of the Atlantic Refining Company regarding the employment of women is somewhat different than that of many other companies now using women, in that women are not put at the lightest and easiest work first. On the contrary, women have been given the dirtiest, most disagreeable and some of the hardest jobs in the plant first, all unskilled labor, jobs that men could not be kept at and would not do. As this class of jobs has been filled and women were still available they have been put on different kinds of indoor work--somewhat easier than the other and requiring a certain amount of skill,--semi-skilled labor.

The supply of women has been fairly adequate and the company is now laying plans for putting women at machine operations, work more skilled than any they are yet doing here.



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All new women employees are examined by a trained nurse. It is planned, however, to have this done by a woman physician as more women are employed. There are no age limits. The employment of women is under the supervision of Miss Hannum and Miss Allen who decide whether or not the particular woman is fitted for a certain job. In this way a picked group of women is working at jobs for which they seem to be suited--from a social, physical and mental standpoint. When the women work in groups they are in charge of forewomen. Rest rooms, wash rooms, toilet and locker rooms are fitted up for them at convenient points throughout the plant. Inasmuch, however, as the plant covers more than 50 acres and much of the work is ordinary labor it frequently happens that women must walk about one half mile to use some. Since women have been employed herefor only about four months such facilities are not yet as extensive as they will be. However, they are being constantly improved.

The Company is fortunate in being able to secure many large, strong, healthy foreign women who are able and willing to do work which American women cannot and will not do. The laboring women here are building roads, mixing cement unloading coal and coke cars, digging ditches, wheeling heavy wheelbarrow/loads of brick, earth and refuse, carpenter work, building concrete buildings, unloading 90# sacks of cement, driving teams, shoveling sand and ashes, scraping tar and asphalt from the pavements, cleaning bricks, loading and unloading brick, and lumber, etc., on wagons, sweeping, taking care of horses and harnessing their own teams, rolling around heavy barrels, etc. It is sometimes necessary for them to don rubber boots and dig ditches thru wet soggy ground. There is practically no laborers' job in



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this plant which these women are not doing, and they receive the same pay as the men--43 cents an hour.

When this work for women was first begun it was that that they would not be physically able to work more than half ~~time~~ each day, so two shifts were provided daily. This also permitted them to do any housework that they wanted to do. As the women became used to the work, however, many of them asked that they be ~~a~~ allowed to work the full day, so at present there are women in the plant who are working half day shifts and others who work the full eight hour shift each day, 8-12, 12:45-4:45. Of course at some of the work, such as loading lumber, the number of women required to do the work is somewhat greater than the number of men formerly employed at this work. On the ^{other} hand less women are working on some jobs than men were formerly, so matters are fairly well equalized.

On the whole women are quite as satisfactory for this class of work as men are with the exception of one point--they do not stand wet, cold weather as well as the men and it ^{is} problematical how many of them will continue at the work through out the winter. About half the number of women now employed at the plant are laborers and work outside. They are principally Italians, Lithuanians and Poles.

The semi-skilled women are largely employed indoors in the candle factory, garage, barrel factory, laboratories and lubricating factory. The majority of these jobs requires less strength and endurance, and more speed, accuracy and intelligence than those described in the foregoing. They include packing candles, nailing boxes, packing oil, weighing, sawing by machinery, etc. Much of this work is done on the "stunt" system, and the woman or girl has to work at considerable tension all day. Many of



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During the survey the investigators came in contact with every kind of work now being done by women in this plant, and in no instance did the woman seem unequal to her job nor the work detrimental to her welfare. The forewomen and supervisors of women see to it that strong women do the heavy jobs. Many of the women expressed a liking for their work. If they dislike their work or think it is too heavy for them they are given different jobs. So far the present system has met with the satisfaction of both the company and the women.

Respectfully submitted.

Scientific Assistant, Marvin D. Shie
Scientific Assistant, Frank D. Metcalf

U.S.P.H.S.

October 22, 1918.

Dr. Paul M. Holmes,
720 Chicago Avenue, Rooms 8-9
East Chicago, Ind.

My dear Doctor Holmes:

I enclose ~~four~~ copies of a report on the work of
women at the Atlantic Refining Company, prepared by your
representatives, Scientific Assistants Marvin D. Shie and
Frank D. Metcalf.

Sincerely yours,

Enc.
MVK/ALL

Mary Van Kleeck, Director
Woman in Industry service.

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THE ATLANTIC REFINING COMPANY,
PHILADELPHIA, PA.

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The policy of the Atlantic Refining Company regarding the employment of women is somewhat different than that of many other companies now using women, in that women here were not put at the lightest and easiest work first. On the contrary, women have been given the dirtiest, most disagreeable and some of the hardest jobs in the plant first, all unskilled labor, jobs that men could not be kept at and would not do. As this class of jobs has been filled and women were still available they have been put on different kinds of indoor work--somewhat easier than the other and requiring a certain amount of skill,--semi-skilled labor.

The supply of women has been fairly adequate and the company is now laying plans for putting women at machine operations, work more skilled than any they are yet doing here.

All new women employees are examined by a trained nurse. It is planned, however, to have this done by a woman physician as more women are employed. There are no age limits. The employment of women is under the supervision of Miss Hannum and Miss Allan who decide whether or not the particular woman is fitted for a certain job. In this way a picked group of women is working at jobs for which they seem to be suited--from a social, physical and mental standpoint. When the women work in groups they are in charge of forewomen. Rest rooms, wash rooms, toilet and locker rooms are fitted up for them at convenient points throughout the plant. Inasmuch, however, as the plant covers more than 50 acres and much of the work is ordinary labor it frequently happens that women must walk about one half mile to use same. Since women have been employed here for only about four months such facilities are not yet as extensive as they will be. However, they are being constantly improved.

The Company is fortunate in being able to secure many large, strong, healthy foreign women who are able and willing to do work which American women cannot and will not do. The laboring women here are building roads, mixing cement, unloading coal and coke cars, digging ditches, wheeling heavy wheelbarrow loads of brick, earth and refuse, carpenter work, building concrete buildings, unloading 90# sacks of cement, driving teams, shoveling sand and ashes, scraping tar and asphalt from the pavements, cleaning bricks, loading and unloading brick, and lumber, etc., on wagons, sweeping, taking care of horses and harnessing their own teams, rolling around heavy barrels, etc., etc. It is sometimes necessary for them to don rubber boots and dig ditches thru wet soggy ground. There is practically

no laborers' job in this plant which these women are not doing, and they receive the same pay as the men--43 cents an hour.

When this work for women was first begun it was thought that they would not be physically able to work more than half time each day, so two shifts were provided daily. This also permitted them to do any home work that they wanted to do. As the women became used to the work, however, many of them asked that they be allowed to work the full day, so at present there are women in the plant who are working half day shifts and other who work the full eight hour shift each day, 8-12, 12:45-4.45. Of course at some of the work, such as loading lumber, the number of women required to do the work is somewhat greater than the number of men formerly employed at this work. On the other hand less women are working on some jobs than men were formerly, so matters are fairly well equalized.

On the whole women are quite as satisfactory for this class of work as men are with the exception of one point--they do not stand wet, cold weather as well as the men and it is problematical how many of them will continue at the work throughout the winter. About half of the number of women now employed at the plant are laborers and work outside. They are principally Italians, Lithuanians, and Poles.

The semi-skilled women are largely employed indoors in the candle factory, garage, barrel factory, laboratories and lubricating factory. The majority of these jobs requires less strength and endurance, and more speed, accuracy, and intelligence than those described in the foregoing. They include packing candles, nailing boxes, packing oil, weighing, sawing by machinery, etc. Much of this work is done on the

"stunt" system, and the woman or girl has to work at considerable tension all day. Many of these are seated and many of them are Americans. Rest rooms and toilets are provided for them in each building in which they are working. Such facilities are adequate.

During this survey the investigators came in contact with every kind of work now being done by women in this plant, and in no instance did the woman seem unequal to her job nor the work detrimental to her welfare. The forewomen and supervisors of women see to it that strong women do the heavy jobs. Many of the women expressed a liking for their work. If they dislike their work or think it is too heavy for them they are given different jobs. So far the present system has met with the satisfaction of both the company and the women.

Respectfully submitted.

Scientific Assistant Marvin D. Shie
Scientific Assistant Frank D. Metcalf

U. S. P. H. S.

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Report of Careery Survey of The Work Women are now
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The Atlantic Refining Co. Philadelphia Pa.

Asst. Gen. Manager - Mr Waite.

Employment manager - Mr Purdy.

Supervisor of Women - Miss Hannum.

Asst - Miss Allen.

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All new women employees are examined by a trained nurse. It is planned, however, to have this done by a woman physician as more women are employed. There are no age limits. The employment of women is under the supervision of Miss Harner and Miss Allan who decide whether or not the particular woman is fitted for a certain job. In this way a picked group of women is working at jobs for which

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Respectfully Submitted

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