

BAULIG CLOTHING Co.

November 4, 1918.

Mrs. Samuel Semple,
Titusville, Pa.

My dear Mrs. Semple:

Subject: Employment of women at the Theodore F.
Bauligg Clothing Company, Philadelphia.

On October 22nd we sent a memorandum to the Acting Commissioner of Labor calling his attention to conditions in this factory as brought to our attention by the office of the Acting Quartermaster General. The statement was made in that memorandum that additional information would be filed. The attached copy of a memorandum from the Acting Quartermaster General containing this information and indicates that further investigation by the Quartermaster's Department, the Woman in Industry Service or the Pennsylvania Board is not necessary. May I ask you to bring this to the attention of the office of the Board?

Sincerely yours,

Enc.
MVK/ALL

Mary Van Kleeck, Director
Woman in Industry Service.

October 30, 1918.

Dr. Malcolm Keir,
Industrial Relation Branch,
Clothing & Equipage Division,
Office of the Quartermaster General of the Army,
Washington, D. C.

My dear Dr. Keir:

I wish to acknowledge your memorandum of October 25th to Miss Van Kleeck, in regard to the illegal employment of women at the Baulig Clothing Company, which came during her absence from the city for a few days. It will be brought to her attention upon her return.

Very truly yours,

IMP

Secretary to Miss Van Kleeck

OCT 28 A.M.

OFFICE OF THE QUARTERMASTER GENERAL OF THE ARMY

WASHINGTON.

230.14 CE IR

In Answer Refer to File No.-----

No: October 25th, 1918

From: Acting Quartermaster General.

To: Miss Mary Van Kleeck, Women in Industry Service, Southern Bldg.,
Washington, D.C.

Subject: Concerning the illegal employment of women at the Theo. F.
Baulig Clothing Co., 707-9 Tasker St., Philadelphia.

1. On October 9th I sent you a memorandum concerning the employment of women beyond the number of hours set by the law of Pennsylvania in the Theo. F. Baulig Clothing Co., of Philadelphia. This information came to our office through four affidavits filed by women employees of that company. I told you that if any further information came to us we would transmit it to you.
2. On Monday, October 21st, a full hearing was given to the Theodore F. Baulig Clothing Company and its aggrieved employees before the writer, acting as arbitrator. In this hearing it was brought out that the company had not enforced promptness in the morning from its piece-workers, but permitted them to report for work as it was convenient for them between 7:30 and 8:30 A.M. Of course the majority of the people reported for work at the regular time, 8 o'clock, but when individuals were tardy nothing was said to them by the management. Similarly the employees were allowed to go home when they had finished eight hours of work, so that as a result there were stragglers coming in between 7:30 and 8:30 and workers quitting intermittently in the late hours of the afternoon. Since the company has no system of accounting for overtime work or for checking the actual time that women were at their machines, this carelessness on their part permitted workers who so desired to come in at 7:30 in the morning and work through until the shop closed, which may have been beyond the eight hours set by the contract as a basic day. The aggrieved employees failed to prove that the company had ever refused to pay them for overtime work or had ever insisted upon or permitted women to work more than 54 hours a week. Although the employees failed to make the point the company has guaranteed that they will insist that all employees report for work at a specified time and that they will discharge any woman employee who attempts to work beyond the eight hours specified in the contract as a basic day.
3. Another contention of the aggrieved employees was that women workers were forced to carry bundles weighting 25 pounds. The arbitration hearing disclosed that seven men or boys were assigned to the task of carrying bundles for approximately 70 girls. The girls required this aid once or twice each day. Although it was the intention of the company to have men available whenever the girls needed help in carrying bundles, it sometimes happened that a girl had to wait for four or five minutes before a man could get to her machine. As a consequence some of the girls, impatient at the delay in their piecework earnings, carried

the bundles themselves. The hearing brought this to the attention of the management and they have issued orders that no girl under any circumstances is to carry these bundles and that any foreman meeting a girl carrying a bundle in violation of this order is to discharge that girl immediately.

4. It would seem from the foregoing that the grounds for the complaint against the Baulig Company had been removed by the actions of the company itself and that therefore any further investigation by our office, yours or the [^]State Department of Labor is unnecessary.

By authority of the Acting Quartermaster General.

Industrial Relations Branch,
Clothing & Equipage Division,

By: *Malcolm Keir*

(Dr. Malcolm Keir)
Labor expert.

MK:VC

October 22, 1918.

Acting Commissioner Lew R. Palmer,
Department of Labor,
Harrisburg, Pa.

My dear Mr. Palmer:

The enclosed copies of letters from Dr. Malcolm Keir for the Acting Quartermaster General regarding the employment of women at the Baulig Clothing Company, together with a copy of my memorandum of October 10th, will explain themselves. If you will have an investigation made we shall be very glad to be of assistance in bringing the facts to the attention of the Acting Quartermaster General, if you wish to have us do so.

Sincerely yours,

Enc.
MVK/ALL

Mary Van Kleeck, Director
Women in Industry service.

Address reply to
QUARTERMASTER GENERAL
Washington, D. C.

OCT 17 A.M.

WAR DEPARTMENT

OFFICE OF THE QUARTERMASTER GENERAL OF THE ARMY

WASHINGTON.

October 15th, 1918

In Answer Refer to File No. 230.;4 CE IR

No:

From: Acting Quartermaster General.

To: Miss Mary Van Kleeck, Women in Industry Service,
U.S. Department of Labor, Southern Bldg., Washington.

Subject: Baulig Clothing Co., Philadelphia.

1. Your suggestion that the complaints against the Baulig Clothing Co., in reference to working their women employees beyond the legal limits, be referred to Mr. Lew R. Palmer, is satisfactory to us. The only information we have on the case is a complaint from the local union, the Amalgamated Clothing Workers of America, attested by three signed affidavits of their employees to the effect that they were frequently worked overtime.
2. This information was supplemented by a personal investigation in which the fact was brought out that overtime often extended for twelve or fourteen hours per day.
3. We will hold an arbitration hearing on this case next Monday, October 21st; and if any further proof is brought forward regarding the claim for illegal employment of women we will forward it to you at once.

By authority of the Acting Quartermaster General.

Industrial Relations Branch,
Clothing & Equipage Division,

By: *Malcolm Keir*

(Dr. Malcolm Keir)
Labor Expert.

MK:VC

October 11, 1918.

Memorandum

From: Woman in Industry Service, Department of Labor

To: Acting Quartermaster General, Industrial Relations
Branch.
Dr. Malcolm Keir.

Subject: Complaints of Employment of Women in the ^{Plant} Office of
Baulig Clothing Company, Philadelphia.

Your memorandum of October 9th is received. As you suggest, further observation of this plant will probably be necessary to determine the ground for the complaints. I would, therefore, suggest that if you are willing the Woman in Industry Service will refer this matter to Mr. Lew R. Palmer, Acting Commissioner of Labor of Pennsylvania, with the suggestion that an inspector from the Woman's Bureau make further investigation.

If this plan meets with your approval I would suggest your sending us any further information to which your memorandum refers and we shall be glad to take it up at once with the Pennsylvania Board of Labor and Industry upon whose cooperation and effective work I feel sure we can rely.

MVK/EPH

Mary Van Kleeck, Director,
Woman in Industry Service.

Address reply to
QUARTERMASTER GENERAL
Washington, D. C.

WAR DEPARTMENT

OFFICE OF THE QUARTERMASTER GENERAL OF THE ARMY

WASHINGTON.

October 9th, 1918.

In Answer Refer to File No. 230.14 CE IR

OCT 10 A.M.

No:

From: Acting Quartermaster General.

To: Miss Van Kleeck, Women in Industry Service, Southern Bldg., Washington.

Subject: Respecting the illegal employment of women.

1. Recently I sat at a hearing involving a controversy between the Baulig Clothing Company, 707-9 Tasker Street, Philadelphia, and their employees over alleged discrimination against unions.

2. During the taking of testimony it was asserted and affirmed by oath by two or three of the women employees, that they had frequently been compelled to come into the factory as early as six o'clock in the morning and kept there until six o'clock at night, and in some cases even extended their workday until after eight o'clock in the evening. It was also alleged that when one man slipped by the watchman and worked from nine o'clock in the evening until three o'clock in the morning and that upon discovery by his fellow employees the case was carried to Mr. Oritzski, the employer, ^{the latter} he shrugged his shoulders and said that "well, the factory was open to any of them after nine o'clock ^{at} and any time if they wanted to make extra money." This of course included more women employees than it did men.

3. Upon my visit to the factory to investigate these assertions further I could not get any of the people there to admit that such conditions had ever existed, so the only proofs I have are three affidavits from three disgruntled employees. The company has already been informed by this Branch in no light manner that it must discontinue any such practices as those mentioned above. If you care to look into this matter further we will be glad to furnish you with all the facts at our disposal.

4. Another point raised during the controversy was that women were compelled to carry heavy bundles of clothes the full length of the factory. Of course the employers, when questioned in regard to this, claimed that they had men or boys who did all this work for the girls and while the writer was in the factory he saw no girls carrying heavy bundles. Here again we have no proof except the assertions and affidavits of three discharged employees.

5. We are drawing these things to your attention for such action as your judgment may direct.

By authority of the Acting Quartermaster General.

Industrial Relations Branch,
Clothing & Equipage Division,

BY: *Malcolm Keir*

MK:VC