

DUPONT De Nemours Co.

DEPARTMENT OF LABOR

DUPONT DE NEMOURS PLANT.

We understand that permission to "maintain the status quo" was telegraphed to the Brandywine office of the Dupont de Nemours plant, and our records do not show whether the company was then employing women at night. The records of the War Department are more complete on this case.

October 24, 1918.

Memorandum

To: Miss Van Kleeck
From: Miss Peterson
Subject: Application of the Du Pont De Nemours Company,
Brandywine, Del. for permission to employ women
until 12 p.m.

Interviewed: Mr. Wilson

1. Shifts
 - (a)
 1. From 7 a.m. to 3 p.m.
 2. From 4 p.m. to 10 p.m.
 - (b) At 3 p.m. the tables are cleared and made ready for the afternoon shift. The loss of this hour is unavoidable due to the fact that the work on which the second shift are employed is special work undertaken by the firm on order of the government.
 - (c) The work of the women on the late afternoon shift is loading and assembling of the Livens Gas Bomb projectors.

First process: Essembling six componant parts; weight less than $3\frac{1}{2}$ lbs. Even lift.

Second process: Loading into cartridge case and packing into boxes. Weight about 5 lbs. Box is on table on rollers.
2. Request will effect about 125 women and is for permission to employ women after 10 p.m. until Dec. 1st. Stated it may not be necessary to do so

after November 15th if permission is granted at once.

3. Transportation: Night shift to be taken in auto busses to within one block of their home. Time consumed in trip to city about 35 minutes.

4. Explained to Mr. Wilson that women in Industry Service could make no recommendation as the plan under consideration for the controll of night work has not been adopted.

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October 7, 1918.

Memorandum

From: Miss Peterson
To: Miss Van Kleeck
Subject: Reference to War Labor Board
Application of the du Pont de Nemours Company,
Brandywine Plant, Brandywine, Delaware, for
permission to employ women at night.

1. Delivered memorandum from Miss Van Kleeck to War Labor Board to Miss Obenauer.
2. (a) The War Labor Board has no information in reference to the Brandywine Plant, Brandywine, Delaware.
(b) The du Pont Company has been before the War Labor Board in connection with other plants. Miss Obenauer explained the experience of the War Labor Board has been that when one Company Plant comes before the board other plants soon follow.
3. If the Brandywine Plant should come before the War Labor Board notice will be forwarded to Miss Van Kleeck.

October 7, 1918.

M emorandum

From: Woman in Industry Service, Department of Labor
To: War Labor Board
Subject: Application of the du Pont de Nemours Company,
Brandywine Plant, Brandywine, Delaware, for permission
to employ women at night.

1. The Office of the Secretary of War has referred the request of this Company for recommendation.
2. Has the War Labor Board information about this plant and if so, will it be possible for us to have access to the data, insofar as it bears upon the desirability of permitting a suspension of the state labor laws for a specified period?

MVK/ALL

M ary Van Kleeck, Director
Woman in Industry Service.

October 7, 1918.

From: Mary Van Kleeck, Director, Woman in Industry Service
To: Major F. W. Tully, War Department
Subject: Request of duPont de Nemours Company for exemption
from State laws.

The papers and application of the duPont de Nemours Company for exemption from State laws forwarded from your office, are received today. We are proceeding to secure some information before making a recommendation.

As we understand, we are not empowered to recommend the granting of a certificate until the proposed plan for temporary modification of State laws has been adopted by the Council of National Defense. These papers will therefore be held until decision is reached regarding the plan as a whole.

MVK/AL

Mary Van Kleeck, Director
Woman in Industry Service.

C O P Y

July 20, 1918.

Our file SC-117-LAD

PERSONAL

Mr. Charles E. Warner, Chairman,
Labor Commission, State of Delaware,
I.O.O.F. Building,
Wilmington, Del.

Dear Sir:

We have undertaken to furnish for the Ordnance Dept. certain special munitions which are imperatively needed by our overseas forces. In order to fulfill this contract, which is in the nature of an emergency, it would be necessary for us to use some of the existing plant at Brandywine, putting on a second shift consisting of approximately 50 women operators. We hope to be able to obtain the necessary output by working this shift six hours; that is, up to 10 P. M., but it may be found necessary to work them not later than midnight, making a working period of eight hours, with the necessary allowance for lunch.

It would be our intention to provide the necessary moral supervision for these women on the plant during their time of work, and afterward to deliver them by our buses at their homes or points close to their homes, such that they would be enabled to reach them without any danger or molestation.

The work under contemplation would extend over the months of August and September and should a further continuation of the work be made necessary by the request of the Ordnance Dept., we would anticipate other arrangements, permitting full compliance with the existing statute.

Won't you kindly advise us at the very earliest possible date if there is any objection to our working the second shift of operators at Brandywine until midnight during the temporary period required to complete this very important and necessary work?

Very truly,

ENGINEERING DEPARTMENT.

F. A. Wardenburg, Asst. Chief Engr.,
Per.

50855

WAR DEPARTMENT,
WASHINGTON.

October 5, 1918.

From: War Department, Major F. W. Tully.
To: *Miss* Mary Van Kleeck, Director Women in Industry Service
Subject: Request of duPont de Nemours Company for exemption
from State laws.

I am forwarding herewith papers in the application of duPont de Nemours Company for exemption from State laws permitting them to employ women at night. These papers include the request of the Ordnance Department that the application be granted, and that the Secretary of War issue a Certificate of Emergency. Your recommendation is requested.

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

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Major, Ordnance U. S. A.
Detailed to Office of Secretary of War.

W. & C. C. TALLY.

All communications should be accompanied by carbon copy and addressed to

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

To insure prompt attention,
in replying refer to

No. _____
Attention of _____

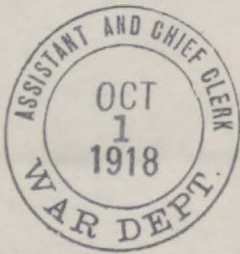
03-6845

October 1, 1918.

From : Chief of Ordnance.
To : Secretary of War.
Subject : Re: Request of duPont de Nemours Co. for exemption
from State laws.

1. It is requested that application be made through the state Department of Labor requesting an exemption in the case of the du Pont de Nemours Company from operation of the state law which prohibits the employment of women on night work between the hours of 10 p. m. and 6 a. m.

2. A complete report on the matter is attached herewith.



C. C. WILLIAMS,
Major General, U. S. A.
Chief of Ordnance.

By: *C. C. Jamieson*
C. C. Jamieson, *Col*
Colonel, Ordnance, U. S. A.

Dr. Hopkins,

293

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To : Secretary of War.
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WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

To insure prompt attention,
in replying refer to

No. _____
Attention of _____

September 30, 1918.

c 3-5845

From: Womens Branch, Industrial Service Section

To: Chief, Ind. Service Section, Major B. H. Gitchell.

Subject: Request of Du Pont De Nemours Co., for exemption from State Law to employ women between the hours of 10 P. M. and 12 P. M., at Brandywine Plant, Brandywine, Dela.

1. Attention is invited to the attached correspondence, reports, memoranda, etc, re request of Du Pont De Nemours Co., to employ women between 10 P. M. and 12 P. M. at the Brandywine Plant.
2. The salient features of the situation are as follows:
 - (a) The desire to operate a second shift, not exceeding fifty women, from 4 P. M. to 12 P. M., with 45 minutes for lunch, making a working period of $7\frac{1}{4}$ hours, for the months of October and November. (See attached petition of Company under date of September 5, addressed to the District Chief, Phila. District Ordnance Office)
3. The Company has undertaken an experiment, in regard to the loading of propellent charge for Levins Trench Mortar Bombs. It is understood that if the experiment is successful and if the Ordnance Department desires that this Company shall carry on the work in a more extensive way, that a new plant will be built located nearer to the source of supply of component parts, all of which except one are furnished by the government; and that such work can be done in full compliance with existing statute (see attached letter from Engineering Department, Du Pont De Nemours Co., to Mr. Charles Warner, Labor Commissioner, State of Dela.)
4. An investigation of the conditions of work for women has been made by Miss Edna Palmer, Labor Inspector, State of Dela., and Miss I. Stevenson of the Womens Branch, Ind. Service Sec., Phila. District Ordnance Office. (See copy of reports attached) It is agreed that the working conditions at this plant are good; a woman is in charge of employment of women; there are adequate service facilities and good supervision; women are transported to and from the plant in auto busses.

5. The Company has pledged itself to provide adequate transportation in busses and also necessary supervision for women on the second shift.
6. When this temporary emergency began in July, the Du Pont De Nemours Company presented its case to Mr. Warner, Labor Commissioner, State of Dela., asking for temporary exemption to employ women between 10 P. M. and 12 P. M. A report of the interview between the Labor Commissioner and Mr. L. A. De Blois is confirmed in a letter under date of July 22, to Mr. Edward H. Ford, Gen. Supt., Black Powder Division of the Du Pont De Nemours Co., as follows - - "Levin Mortar Contract - giving hours of Labor - confirming Saturday's conversation with you, I interviewed Mr. Charles Warner, Labor Commissioner on this subject, and he seemed to think that while the commission has no legal authority to waive the statute, they still could overlook the slight deviation made necessary by the national emergency. He stated that he would bring the matter before the Board immediately and would advise me at once if there is any objection. At the same time he said that we should not look for a reply from him, thus indicating that no exception to the suggested practice would be taken, and that it would not be advisable to require a final reply from the Board" SIGNED (L. A. De Blois, Safety Division).
7. It is understood that this plant has been operating a second shift of women from 4 P. M. to 12 P. M., without any specified exemption from the Delaware Department of Labor and without approval from the Office of the Secretary of War.
8. The necessity from the point of view of production needs has been testified to by Major C. B. Peters of the Explosive Section, Procurement Division. (See attached report) and by Major R. H. Hawkins of the contract Section, Procurement Division. (See attached memoranda of August 27 to Phila. District Ordnance.)
9. RECOMMENDATIONS

In view of the existing temporary emergency caused by the experimental work which the Du Pont De Nemours Plant at Brandywine is doing in connection with the loading of propellant charges for the Levins Trench Mortar Bombs, and in view of the good working conditions now existing at the plant and the pledges of the Company to provide adequate working conditions for women on the second shift, the Womens Branch recommends :-

that the office of the Secretary of War take steps to make possible the employment of women over 21 years of age, between the hours of 10 P. M. and 12 P. M., provided conditions hereinafter recommended, are established.

10. It is recommended ,

- (a) That a lunch period of 45 minutes be allowed as stated in the petition of the Company under date of September 5.
- (b) That the Company be responsible for the transportation of women to and from the plant in auto busses as stated in paragraph 1 of the petition.
- (c) That the permit specify a temporary period covering two months.
- (d) That a representative of the Womens Branch, Ind. Service Section, Army Ordnance, be temporarily assigned, to advise with the Company and with the Phila. District Ordnance Office, in regard to the most effective way to use women on the second shift herein recommended.

Clara M. Tead

CLARA M. TEAD, Director,
Womens Branch.

Sept. 25

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B F PHILADELPHIA PENN 645P 38

B H GITCHELL MAJOR ORDNANCE US A CHIEF INDUSTRIAL SERVICE
SECTION ORDNANCE DEPT WASHINGTON DC

REFERENCE IS MADE TO MY REPORT SEPTEMBER THIRTEEN ON EMPLOYMENT OF
WOMEN AT BRANDYWINE PLANT AT DUPONT DE NEMOURS COMPANY PERIOD
DU PONT COMPANY WANTS ADVICE MONDAY WHETHER THEY CONTINUE TO WORK
WOMEN IN THE SECOND SHIFT OR NOT AND ADVISES IN THE ABSENCE OF SUCH
FEMALES IN THE SECOND SHIFT THEIR PRODUCTION OF LIVENS TRANCH MORTAR
PROPELLENT CHARGES WILL BE REDUCED TO AN ALMOST NEGLIGIBLE QUANTITY
DAILY PERIOD HAVE YOU SUBMITTED THIS CASE TO THE SECRETARY OF WAR
OR DECIDED THAT ACTING JUDGE ADVOCATE GENERAL HAYES OPINION STILL
HOLDS PLEASE WIRE US MONDAY MORNING WITHOUT FAIL AS OTHERWISE SAID
PRODUCT WILL NOT BE DELIVERED A S DESIRED BY THE GOVERNMENT AS
AN EMERGENCY PRODUCT JONES

OFFICE OF DISTRICT CHIEF ARMY ORDNANCE

JOHN C JONES ORDNANCE DISTRICT CHIEF.

Copy copy

File - du Pont de Nemours Co.
Branched in Delaware

WOMEN IN INDUSTRY SERVICE

August 6, 1918.

My dear Miss Cornell:

Miss Van Kleeck is called to Niagara Falls to direct the investigation of the chemical industries in that state, and she asked me to write you and let you know that your letter has been received. She will be back here on Thursday morning and will no doubt then take the next step in this ^{important} ~~immediate~~ case.

With best wishes,

Sincerely yours,

Assistant Director,
Women in Industry Service.

Miss Louise Cornell,
Philadelphia District Ordnance Office,
1710 Market Street,
Philadelphia, Pennsylvania.

Write for information.

WAR DEPARTMENT
ORDNANCE OFFICE—PHILADELPHIA DISTRICT
INDUSTRIAL SERVICE SECTION
1710 MARKET STREET
PHILADELPHIA

July 31, 1918.

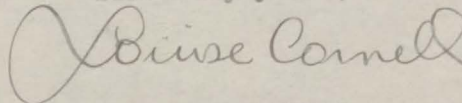
REFER TO

Miss Mary Van Kleeck,
605 Ouray Building,
8th & G Streets,
Washington, D. C.

Dear Miss Van Kleeck:

Enclosed is a copy of a letter sent at
our request by the du Pont Company to the District
Chief. I am forwarding it for the light it may
throw on the case referred to you yesterday.

Sincerely yours,



LOUISE CORNELL
Women's Branch.

July 31, 1918.

Miss Mary Van Kleeck,
605 Oursay Building,
8th & G Streets,
Washington, D. C.

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throw on the case referred to you yesterday.

Sincerely yours,

LOUISE CORNELL
Women's Branch.

C O P Y

July 28, 1918.

Mr. Jones, Chief,
Philadelphia District Ordnance Dept.,
1710 Market Street,
Philadelphia, Pa.

Dear Sir:

Recently the du Pont Company made a request of Charles Warner, Chairman of the State Labor Commission of Delaware, that an exception be made relative to the employment of women after ten o'clock P. M. at our Brandywine Works.

Mr. Warner felt inclined to permit us to extend the hours, inasmuch as we had represented to him that it was for the purpose of executing important government work, viz: the loading of the propellant charge in the "Levins Trench Mortar Bomb". Today he has sent to us Miss Stephenson, of the Industrial Service Section of the Ordnance Dept., who, after learning our needs in this matter, suggests that we write to you stating what they are and requesting you to take such prompt action as will enable the Industrial Service Section to advise the Delaware State Labor Commission by tomorrow, if possible, as to whether our request is sanctioned by the Secretary of War.

We have been recently requested and have undertaken to load an emergency requirement of propellant charges for the "Levins Trench Mortar". The Ordnance Department are extremely anxious to get the first shipment of these by August 1st. Without knowing exactly how we are going to accomplish this because we have to develop the operations, I should say that it will be necessary for us to employ two shifts of women, the larger of which are already employed, for eight hours during the day time. I should say that the women affected by this request will be in number about 50 and that in order to allow the work to progress satisfactorily, it might be necessary for us to retain them not later than 11 o'clock or possibly 11.30 at night.

These women would not work over eight hours and just as soon as we have developed the process and know what we want and the Government requires us to continue the work, we shall undoubtedly make such provision as will entirely eliminate night work.

The reason for this request, I admit is very indefinite but it must be remembered that the problems that are being put up to industry by the Government at the present time are also very indefinite. At the Brandywine Works we have surrounded the women that we employ with every reasonable comfort, paid great attention to safety matters for their protection; we also convey them to and from town in comfortable machines and in case we are allowed to employ women after hours prescribed by the State we shall take unusual steps to see them safely to points very close to their homes.

I trust, Sir, that you will see fit to recommend to the Delaware State Commission through the proper channels the Government's action on our request.

Yours very truly,

E. I. DU PONT DE NEMOURS & COMPANY

Per _____

Gen'l Supt. Black Powder Division

EHF:LLS

WAR DEPARTMENT
ORDNANCE OFFICE—PHILADELPHIA DISTRICT
INDUSTRIAL SERVICE SECTION
1710 MARKET STREET
PHILADELPHIA

REFER TO

July 30, 1918.

FROM: Louise Cornell, Industrial Service
Section, Women's Branch, Phila. District.

TO: Mary Van Kleeck, 605 Ouray Building,
8th & G Streets, Washington, D. C.

SUBJECT: Request for Exemption of Night Work Law
by du Pont Company.

1. Enclosed please find correspondence (a) letter from du Pont Company to Commissioner of Labor of Delaware— (b) copy of letter from Labor Commissioner of Delaware to Women's Branch, July 23rd— (c) report by Miss Stevenson on conversation with Labor Commission of Delaware, July 29th.

2. At my suggestion Miss Stevenson advised the du Pont Company to file with the District Ordnance Office a formal request for this exemption.

3. Mr. Jones is of the opinion that this matter should be handled by the District Chief, suggesting, however, that the Women's Branch consider the necessity for granting the exemption.

Louise Cornell

LOUISE CORNELL
Women's Branch.

C O P Y

State of Delaware

TEN HOUR LAW INSPECTOR
491 du Pont Bldg.
Wilmington, Del.

July 23, 1918.

M. EDNA PALMER
Inspector

Miss Louise Cornell,
Women's Branch, Industrial Service Section,
Ordnance Department,
1710 Market Street,
Philadelphia, Penn.

My dear Miss Cornell:

I am enclosing a copy of a letter which we received from the du Pont de Nemours Co. requesting permission to work women until 12 P.M. at their Brandywine plant in order to fulfill a contract for the Ordnance Department.

I inspected this plant last week and the conditions under which the women work are excellent. Their work consists in marking, filling, sewing, inspecting, and packing small silk bags filled with a mixture of smokeless powder and nitro-glycerine, which are used to ignite the fuse in trench mortar guns. At present they are employing about 125 women.

We have been told that the shipment of these mortar guns has been held up because these bags were not ready. If it is necessary that a second shift be run at this plant we are willing to grant this favor for a period of 60 days, however unless it is absolutely necessary we do not want to start a precedent of this kind. I feel satisfied that this night work would be carried on at this plant in the proper way, but it would hold us open to requests of similar nature from other plants where the conditions are not so favorable.

The Company has planned to provide the proper moral supervision and to take the women home in their buses, and in case we do grant this request, it is my thought to specify a certain age limit for the women who would be permitted to work on the night shift.

We would like to have your opinion on this matter before we give our reply to the du Pont Co. We would appreciate an early reply as the du Pont Co. are anxious to have our decision by the end of this week.

Very truly,

M. EDNA PALMER
Ten Hour Law Inspector.

C O P Y

Engineering Department,
E. I. du Pont de Nemours & Co.
Wilmington, Del.

Mr. Charles Warner,
Labor Commission, State of Delaware,
Wilmington, Del.

Dear Sir:

We have undertaken to furnish for the Ordnance Department certain special munitions which are imperatively needed by our overseas forces. In order to fulfill this contract, which is in the nature of an emergency, it would be necessary for us to use some of the existing plant at Brandywine, putting on a second shift consisting of approximately 50 women operators. We hope to be able to obtain the necessary output by working this shift six hours; that is, up to 10 P.M., but it may be found necessary to work them not later than midnight, making a working period of eight hours, with the necessary allowance for lunch.

It would be our intention to provide the necessary moral supervision for these women on the plant during their time of work, and afterward to deliver them by buses at their homes or points close to their homes, such that they would be enabled to reach them without any danger or molestation.

The work under contemplation would extend over the months of August and September and should a further continuation of the work be necessary by the request of the Ordnance Department, we would anticipate other arrangements, permitting full compliance with the existing Statute.

Won't you kindly advise us at the very earliest possible date if there is any objection to our working the second shift of operators at Brandywine until midnight during the temporary period required to complete this very important and necessary work?

Very truly,

ENGINEERING DEPARTMENT

F. A. WARDENBURG, Asst. Chief Engr.

Per

L. A. DE BLOIS.

WAR DEPARTMENT
ORDNANCE OFFICE—PHILADELPHIA DISTRICT
INDUSTRIAL SERVICE SECTION
1710 MARKET STREET
PHILADELPHIA

July 29, 1918.

REFER TO

FROM: Idabelle Stevenson, Industrial Service Section,
Women's Branch, Philadelphia District.

TO: Industrial Service Section, Women's Branch, Ordnance
Office, Washington, D. C.

SUBJECT: Visit to Wilmington, Delaware, July 26, 1918.

1. PERSONS INTERVIEWED

Mr. Charles Warner, Chairman Delaware Labor Commission
Miss M. Edna Palmer, Inspector " " "
Mr. Hagner, " " "
Mr. E. H. Ford, Operating Department, du Pont Company
Mr. Rogers Wilson, du Pont Company.

In view of the fact that Mr. Warner considered the question of whether or not production demanded exemption from the State Law as the only means of meeting requirement of the Government at the du Pont Company to be one directly between the du Pont Company and Ordnance, he preferred that representative of Industrial Service Section confer directly with du Pont representatives.

Mr. Warner stated that it was a pressing case and time was a real consideration. Said he would withhold all action until recommendation had come from our department. Decided to let formal request for exemption come directly from the du Pont Company to Mr. Jones, Chief of Philadelphia District Ordnance.

Mr. De Blois of Engineering Department, du Pont Company, from who request had come to Mr. Warner, out of town, conferred with Mr. E. H. Ford, Superintendent Operating Department, and Mr. Rogers Wilson.

Mr. Ford says they are asking for temporary exemption only, not more than six weeks or two months. At the bag-loading plant at Hagley Yard, Company has been employing 150 women loading small bags with ballistite to ignite fuses in trench mortars. These women work from 7 A. M. to 3.30 P. M., with half hour for lunch and a ten minute rest period morning and afternoon- 48 hour week. Are paid from 27¢ to 35¢ per hour. Workers have been steady and production satisfactory. Have provided service building for women and woman in charge of employment most successful- has an assistant with nurse's training.

WAR DEPARTMENT
ORDNANCE OFFICE—PHILADELPHIA DISTRICT
INDUSTRIAL SERVICE SECTION
1710 MARKET STREET
PHILADELPHIA

Visit to Wilmington

July 29, 1918.

REFER TO

-2-

Recently the Ordnance Department has placed an order with them, an experiment, in filling pyroline rings with mixture of powder. These rings are to be used to eject gas bombs. Government wants 12,000 delivered by August 1st. This is out of question as component parts have not arrived. If the use of these rings proves successful and du Pont Company finds it can furnish what the Government expects, they will increase equipment and make necessary changes. While experimenting can use equipment in bag loading plant in Hagley. To do this and keep us production on the ballistite rings, they plan to employ shift of about fifty women to work from 4 P.M. to 11 or 11.30 P.M., with half hour for lunch. At present all employees are brought to plant in auto buses. Takes 55 minutes to drive from Wilmington to Hagley. This means that bus must leave Wilmington at about 6 A.M., and in order to meet this bus women must leave their homes about five o'clock. If starting hour were changed to six o'clock women would have to leave their homes at four o'clock. It is their intention to take the smaller number of women who will work on the night shift directly to their homes or to within a very near point.

If plan is a success, Company will increase plant capacity and place all women on same day shift. Cannot put up temporary structure, as it is against their safety standard at the Black Powder Plant, the hazard being too great to work in structure unless perfectly equipped. Half hour interval necessary between shifts to change material.

Agreed to take matter up with Production Division at Washington, to see how vital immediate delivery of work is to Ordnance. Advised Mr. Ford to write Mr. Jones, and present request formally.

Mr. Ford said they had made plans to put women on night shift this week, as Mr. Warner had notified them that unless they heard from him to the contrary this would be satisfactory to him. Explained that we had no authority beyond advisory at the present status

WAR DEPARTMENT
ORDNANCE OFFICE—PHILADELPHIA DISTRICT
INDUSTRIAL SERVICE SECTION
1710 MARKET STREET
PHILADELPHIA

REFER TO Visit to Wilmington

July 29, 1918.

-3-

of situation. Mr. Ford phoned Mr. Warner and
it was decided that matters stand as they were
until we made our report to the Labor Commission.

Idabelle Stevenson

IDABELLE STEVENSON
Women's Branch.

54043

ORDNANCE DEPARTMENT
OFFICE OF ORDNANCE DISTRICT CHIEF
1710 MARKET STREET
PHILADELPHIA, PA.

DIVISION

IMG/JDjr

Sept. 17, 1918.

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO:

NO.

ATTENTION OF

John Dickey, Jr.

Col. C. C. Jamieson,
Chief of Production,
Ordnance Department,
7th and B Streets,
Washington, D. C.

My dear Colonel Jamieson:

1. Enclosed please find copy of letter which has just been received from the Du Pont de Nemours Company, to which your attention is called for the purpose of directing your mind to the fact that the female labor inspector for the State of Delaware seems to have a well-established direct pipe line of information as to the doings of the Production Division of the Ordnance Department, and one, in view of the fact that neither this office nor the Philadelphia Production Division has been advised of the action of the Production Division of the Ordnance Department described, which seems to be working on a priority basis, unless the referred to order or communication of the Production Division refers to or be the order of Major Gitchell under date of June 25, 1918.

2. In connection with the said order, if and when applied to the work being done by the Du Pont Brandywine plant for which exemption is sought, we would point out that this office is advised that the contract under which said work is being done contains no labor control clause, and that in the absence of such labor control clause it is difficult to appreciate the right of the Federal Government to act thereon. The proposed action appears to be in harmony with General Order #13, and the Dupont Company appears to be free from the limitations imposed by the said law, under the opinion of James J. Mayes, Acting Judge Advocate-General, dated June 19, 1918.

Very truly yours,

John C. Jones
JOHN C. JONES,
Ordnance District Chief.

O. O. War Department
M 230, 44/31
SEP 18 1918

A CARBON COPY OF
ALL LETTERS WILL BE
APPRECIATED

UNRECORDED
OFFICE OF THE DISTRICT CLERK
ST. LOUIS, MO.

U.S. WAR DEPT.
PRODUCTION DIV.
OFFICE DISTRICT CLERK
ST. LOUIS, MO.

1918 SEP 18 PM 3 11

MAIL CONTROL

TO: THE DISTRICT CLERK
ST. LOUIS, MO.

FROM: THE DISTRICT CLERK
ST. LOUIS, MO.

RE: [Illegible]

[Illegible text]

SEP 18 1918

DIVISION

1310 MARKET STREET

OFFICE OF OBEDIENCE DISTRICT CLERK

OBEDIENCE DEPARTMENT

ORDNANCE DEPARTMENT
OFFICE OF ORDNANCE DISTRICT CHIEF

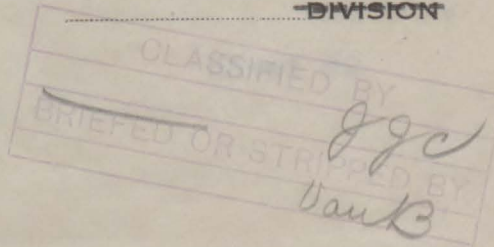
1710 MARKET STREET
PHILADELPHIA, PA.

BF:JD Jr
September 13, 1918

~~DIVISION~~

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO:

NO. _____
ATTENTION OF _____



SEP 16 1918

O. O. WAR DEPT.
2346
4387

From Ordnance District Chief,
Philadelphia, Pa.

To B. H. Gitchell, Major, Ordnance, N. A.
Chief, Industrial Service Section,
Ordnance Department, Washington, D. C.

Subject Employment of Women at Brandywine Plant of
du Pont de Nemours Company.

1. In further reply to your letter $\frac{230.6}{3542}$ in respect to the above entitled subject matter dated August 26, please note the following.
2. This office thought it was desirable to forward this report without further awaiting your expected arrival at this office, as some two weeks have elapsed since your intimation that you would shortly visit here.
3. Enclosed please find the following for your more convenient and full understanding of the history of this matter from the beginning to even date herewith.
 - (a) Copy of report, dated August 15, 1918 heretofore in this matter forwarded to you;
 - (b) Copies of letters received since August 15th from E. I. du Pont de Nemours & Co. and of letters forwarded to it by this office,

concerning which you will please note, by letter of the du Pont de Nemours Company dated September 5, 1918, a formal application, pursuant to your expressed request for exemption from the State law in respect to women working subsequent to 10 P.M., although employed in the second shift and not employed in the technical night shift.

50855

WAR DEPT.
M. DIVISION
SEP 16 PM 3 20
L & RECORD BRANCH

TO THE DISTRICT CHIEF OF ORDNANCE
FROM THE DISTRICT CHIEF OF ORDNANCE

RE: [Illegible subject line]

[Illegible body text]

[Illegible body text]

OFFICE OF ORDNANCE DISTRICT CHIEF
ORDNANCE DEPARTMENT

ORDNANCE DEPARTMENT
OFFICE OF ORDNANCE DISTRICT CHIEF

1710 MARKET STREET
PHILADELPHIA, PA.

BF:JD Jr
9/13/18

.....DIVISION

Sheet #2

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO:

..... NO.

ATTENTION OF

To B. H. Gitchell, Maj. Ord. N.A.

4. Also enclosed please find copy of letter dated August 27th from R. H. Hawkins, Contract Section, Ordnance Department U.S.A., which is to the effect that there is no clause in the contract which specifically refers to the employment of labor.

5. Your attention is called to the fact that in view of the opinion of James J. Mayes, Acting Judge Advocate General, dated June 18, 1918 to the effect that contractors engaged on cost plus and fixed price contracts for the United States are under no legal obligation to comply with the laws of the State in which the plant of the contractor is located in respect to hours of labor of employees and classes of persons who may be employed, and in view of the further fact that there exists in the du Pont de Nemours contract under discussion no labor control clause, it is difficult for this office to determine upon what ground it has jurisdiction in the premises, and therefore submits the foregoing and the enclosed papers for such action as you may recommend upon the du Pont de Nemours Company's request, which seems to be, in all respects, within and harmonious with General Order No. 13.

*Incls. - 15 letters -
22 sheets regarding
above subject.*

JOHN C. JONES,
Ordnance District Chief

John Dickey, Jr.
By
JOHN DICKEY, Jr.
Industrial Engineer.

E. I. DuPONT DENEMOURS & COMPANY

Wilmington, Delaware

September 12, 1918.

Our File OH-3BB

Mr. John C. Jones, District Chief,

Ordnance Department, 1710 Market St.,

Philadelphia, Pa.

(Att. Mr. John Dickey, Jr.)

Dear Sir:

FEMALE LABOR AT DUPONT'S BRANDYWINE PLANT.
REFERENCE: Our letter September 5, 1918.

We are in receipt of the following letter from Miss M. Edna Palmer, Female Labor Inspector for the State of Delaware:-

"We have been advised by the Production Division of the Ordnance Dept. to permit no violations of the State Labor Laws in order to fulfill ordnance contracts, unless the Secretary of War demand the same.

We have failed to receive any communication from the Secretary of War in regard to the employment of women at night at the Brandywine Ballistite Works, and will ask that after October 1st, 1918, you comply in full with the Ten Hour Law for Female Employees.

Yours truly,

(Signed) M. Edna Palmer,
Ten Hour Law Inspector."

Will you please endeavor to obtain a request from the Secretary of War that we be permitted to employ a second shift of women as outlined in our letter of September 5, 1918. This request should be forwarded to the "Ten Hour Law Inspector of the State of Delaware, #491 du Pont Building, Wilmington, Delaware."

From Miss Palmer's letter we infer that we have the permission to go ahead as we are during the month of September but shall have to desist, commencing October 1st, unless further permission is granted.

As you have already been made aware, unless this permit is granted, it will seriously interfere with the production of the "Liven's Trench Mortar Propellents" and the "3" Stokes Mortar Propellents", for which the Ordnance Dept. have urgent need and upon the loading and assembling of which our female force is employed.

O. O. War Department
M 230.44/31
SEP 18 1918

Encl. 1

- 2 -

Your earnest endeavor to obtain for us the desired permit will be
greatfully appreciated by,

Yours very truly,

E. I. DU PONT DE NEMOURS & COMPANY ,

(Signed) Ed. H. Ford

General Supreintendent.

EHF:LLS

O.O. WAR DEPT
ADM. DIVISION

- 3 -

1918 SEP 19 PM 1 30

MAIL & RECORD BRANCH

Your earnest endeavor to obtain for the desired part will be greatly appreciated by
Yours very truly,
L. L. IN FOOT IN MEMORIAL & COLONY

(Signed) M. F. Ford
General Superintendent

MR. LEE

1918 SEP 19 M 11 44
MAIL & RECORD BRANCH
O.O. WAR DEPT

State of Delaware

Ten Hour Law Inspector

491 duPont Building

Wilmington, Delaware



NOTED

SEP 18 1918

M. Edna Palmer

Inspector

Sept. 11, 1918.

No. 2306
Attention of 3798

Miss Lois B. Rantoul
Asst. Director, Women's Branch
Industrial Service Section
Office of the Chief of Ordnance,
Production Division.

My Dear Miss Rantoul:

In reply to your letter of Sept. 2nd in regard to the E. I. duPont de Nemours Co.'s request to work women after ten P. M. would say that on Sept. 9th we advised them to discontinue night work by October 1st, 1918. We are acting upon the supposition that if it is necessary that the State Labor Laws be violated in order that the production of munitions may not be hampered, we will be so advised by the Secretary of War, and unless we receive official orders to this effect, we will enforce the laws as they stand.

Very truly yours,

M. E. P.
M. R. L.

M. Edna Palmer

Ten Hour Law Inspector.

COPY

STATE OF DELAWARE

TEN HOUR LAW INSPECTOR
491 DuPont Bldg.
Wilmington, Del.

August 29, 1918.

M. EDNA PALMER
Inspector

Miss Louise Cornell,
Production Division,
Ordnance Department,
1710 Market St.,
Philadelphia, Penn.

My dear Miss Cornell:-

We are most anxious to learn the result of your communication with Washington in regard to the E. I. DuPont de Nemours & Co.'s request for exemption from the Delaware Ten Hour Law. As stated in my letters of August 6 and 16, we are overlooking the half hour overtime work they are doing at night until we hear from you. On account of an explosion which took place in a black powder mill at Hagely Yard, which caused some damage to the buildings in which the women are employed, they have not been running the night shift this week, but expect to continue the night work until October 1 in order to fill their contract.

Mr. Rogers Wilson of the DuPont Co. informed me again today that they have received no reply as yet from Mr. R. Jones of the Ordnance Department.

Thanking you for an early reply, I am

Sincerely yours,

(Signed) M. EDNA PALMER

MEP/MEP

ORDNANCE DEPARTMENT
OFFICE OF ORDNANCE DISTRICT CHIEF

1710 MARKET STREET
PHILADELPHIA, PA.

DIVISION

CLASSIFIED BY
BRIEFED BY
STRIPPED BY

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO:

NO. _____
ATTENTION OF _____

IMG/JD

August 29, 1918.

From John C. Jones, District Chief,
Dist, Ord, Production Division

To B. H. Gitchell, Major U.S.A.
Chief Industrial Service Section,
Ordnance Department.
6th and B Sts., Washington, D. C.

Subject: Enforcement of State Labor Laws on
Government Contracts.

O. O. WAR DEPT.
230.6
3702
AUG 30 1918

1. Your letter of the 26th, respecting the above subject matter, received and noted.
2. This office has not as yet received from Major C. B. Peters, Explosives Section, Procurement Division, Washington, D. C., excerpts of contracts made with the Du Pont Company, which were requested of him under date of August 7, 1918, so that this office would be informed whether jurisdiction existed. A second request to like effect goes forward this evening.
3. Letter will be addressed to the Du Pont Company this p.m., as per your suggestion.

230.6
3702

John C. Jones,
District Chief,

By *John Dickey, Jr.*
John Dickey, Jr.
Industrial Engineer.

A CARBON COPY OF
ALL LETTERS WILL BE
APPRECIATED

47444

OFFICE OF ORDNANCE DISTRICT CHIEF

U.S. WAR DEPT.
M. DIVISION

AUG 30 PM 2 13

FILE & RECORD BRANCH
IN

CLASSIFIED BY
DATE
BY

TO INCLUDE REPLY ATTENTION
IN REPLYING REFER TO

ATTENTION ON

August 29, 1918.

John G. Jones, District Chief,
Procurement Division

W. H. Mitchell, Major U.S.A.,
Chief Industrial Service Section,
Ordnance Department,
4th and B Sts., Washington, D.C.

Subject: Employment of State Labor Law on
Government Contracts.

1. Your letter of the 23rd, respecting the above sub-
ject matter, received forwarded.

2. This office has not as yet received from Major U.S.A.
Mitchell, Procurement Division, Washington,
D.C., a copy of contracts made with the Infont Company,
which were requested of his under date of August 7, 1918, so
that this office would be informed whether jurisdiction ex-
isted. A second request to him effect was forwarded this
evening.

3. Letter will be addressed to the Infont Company
this a.m., as per your suggestion.

John G. Jones,
District Chief

John G. Jones,
Industrial Engineer

A CARBON COPY OF
ALL LETTERS WILL BE
APPROPRIATED

INDUSTRIAL SERVICE SECTION.

August 26, 1918.

Memorandum

From : Major B. H. Gitchell, Chief Industrial Service Section.
Ordnance Office.

To : District Ordnance Production Office,
1710 Market Street,
Philadelphia, Pa.
Attention of Mr. Jones.

Subject : Enforcement of State Labor laws on Government contracts.

I. In connection with the attached file, you would be interested to know:

First: That the War Labor Policy Board has recently decided that there will soon be inserted a clause in all Government contracts requiring the observance of the State labor laws of the states in which the contractors are located, and designating the State Department of Labor as the agents of the Secretary of War in the enforcement of this provision of the contract.

Second: It is now and has been the policy that all requests from contractors for exemption from the provisions of the state law should be made by the Secretary of War and he has required all departments to investigate these matters thoroughly so that we could certify to him the specific character of the emergency and the increased production which can be secured by reason of the exemption desired.

Third: That the Secretary's office has now provided that these matters shall be reviewed before being presented to him for action by the Women in Industry Service of the Department of Labor this service being headed by Miss Mary Van Kleeck. The preliminary investigations in these matters are supposed to be conducted by the representatives of this Women's Branch, with the cooperation of the Production officers directly interested.

2. This specific matter having now been held for a little over a month since it was taken up, it is suggested that it now be ascertained whether or not the exemption from the state law is needed beyond the month of September, and if so that the request be amended and reconsidered.

3. If I can get through and be in Philadelphia Wednesday, I think it might be mutually advantageous for us to talk this case over.

By Order of the Chief of Ordnance.

B.H. Gitchell,
Major, U.S.A.

Chief, Industrial Service Section,
Ordnance Department.

Copies sent to
Mrs. Lois Rantoul.
Miss Louise Cornell.

WAR DEPARTMENT
ORDNANCE OFFICE
PRODUCTION DIVISION
PHILADELPHIA DISTRICT
1710 MARKET STREET
PHILADELPHIA

BF:JD Jr

August 15, 1918

REFER TO

From District Chief of Ordnance, Production Division
Philadelphia, Pa.

To B. H. Gitchell, Major, Ordnance, N. A.
Chief, Industrial Service Section,
Ordnance Department, Washington, D. C.

Subject Employment of Women at Brandywine Plant of
du Pont de Nemours Company.

1. Your letter 230.6/3087, in respect to above
entitled subject matter, dated August 9, has been
received and noted.

2. This matter was first called to the attention
of this office by Miss Louise Cornell, Industrial Ser-
vice Section, Woman in Industry Branch, Philadelphia
District.

3. Reference is hereby made to the hereto attach-
ed papers, which are copies of letters and/or reports of

- (a) Miss Cornell
- (b) E. I. du Pont de Nemours & Co.
- (c) Miss Idabelle Stevenson, Industrial
Service Section, Woman in Industry
Branch, Philadelphia District
- (d) John Dickey, Jr., Industrial Engineer,
of this office, and
- (e) Letters addressed to Maj. C. B. Peters,
Explosive Section, Procurement Divis-
ion, Washington, D. C.

to which your attention is invited, and the perusal of
which should give you a complete history of the subject
matter of your letter to date, so far as this office is
concerned, all of which, please, together with this

50855

Sheet #2

8/15/18

To B. H. Gitchell, Major, Ordnance, N. A.
Chief, Industrial Service Section,
Ordnance Department, Washington, D. C.

letter, consider as a report pursuant to your request.

4. Until this office had received a reply to its letter addressed to Major C. B. Peters, it did not seem as if this could, or should, take jurisdiction of this matter, or otherwise proceed in the premises.

JOHN C. JONES,
District Chief of Ordnance

50855

July 29, 1918.

FROM: Idabelle Stevenson, Industrial Service Section,
Women's Branch, Philadelphia District.

TO: Industrial Service Section, Women's Branch, Ordnance
Office, Washington, D. C.

SUBJECT: Visit to Wilmington, Delaware, July 26, 1918.

1. PERSONS INTERVIEWED

Mr. Charles Warner, Chairman Delaware Labor Commission
Miss M. Edna Palmer, Inspector " " "
Mr. Hagner, " " "
Mr. E. H. Ford, Operating Department, DuPont Company
Mr. Rogers Wilson, DuPont Company.

In view of the fact that Mr. Warner considered the question of whether or not production demanded exemption from the State Law as the only means of meeting requirement of the Government at the Du Pont Company to be one directly between the DuPont Company and Ordnance, he preferred that representative of Industrial Service Section confer directly with DuPont representatives.

Mr. Warner stated that it was a pressing case and time was a real consideration. Said he would withhold all action until recommendation had come from our department. Decided to let formal request for exemption come directly from the DuPont Company to Mr. Jones, Chief of Philadelphia District Ordnance.

Mr. DeBlois of Engineering Department, DuPont Company, from who request had come to Mr. Warner, out of town, conferred with Mr. E. H. Ford, Superintendent Operating Department, and Mr. Rogers Wilson.

Mr. Ford says they are asking for temporary exemption only, not more than six weeks or two months. At the bag-loading plant at Hagley Yard, Company has been employing 150 women loading small bags with ballistite to ignite fuses in trench mortars. These women work from 7 A. M. to 3.30 P. M., with half hour for lunch and ten minute rest period morning and afternoon - 48 hour week. Are paid from 27¢ to 35¢ per hour. Workers have been steady and production satisfactory. Have provided service building for women and woman in charge of employment most successful has an assistant with nurse's training.

50855

July 29, 1918.

Visit to Wilmington

- 2 -

Recently the Ordnance Department has placed an order with them, an experiment, in filling pyroline rings with mixture of powder. These rings are to be used to eject gas bombs. Government wants 12,000 delivered by August 1st. This is out of question as component parts have not arrived. If the use of these rings proves successful and Du Pont Company finds it can furnish what the Government expects, they will increase equipment and make necessary changes. While experimenting can use equipment in bag loading plant in Hagley. To do this and keep up production on the Ballistite rings, they plan to employ shift of about fifty women to work from 4 P.M., to 11 or 11.30 P.M., with half hour for lunch. At present all employees are brought to plant in auto buses. Takes 55 minutes to drive from Wilmington to Hagley. This means that bus must leave Wilmington at about 6 A.M., and in order to meet this bus women must leave their homes about five o'clock. If starting hour were changed to six o'clock women would have to leave their homes at four o'clock. It is their intention to take the smaller number of women who will work on the night shift directly to their homes or to within a very near point.

If plan is a success, Company will increase plant capacity and place all women on same day shift. Cannot put up temporary structure, as it is against their safety standard at the Black Powder Plant, the hazard being too great to work in structure unless perfectly equipped. Half hour interval necessary between shifts to change material.

Agreed to take up matter with Production Division at Washington, to see how vital immediate delivery of work is to Ordnance. Advised Mr. Ford to write Mr. Jones, and present request formally.

Mr. Ford said they had made plans to put women on night shift this week, as Mr. Warner had notified them that unless they heard from him to the contrary this would be satisfactory to him. Explained that we had no authority beyond advisory at the present status

50853

July 29, 1918.

Visit to Wilmington

- 3 -

of situation, Mr. Ford phoned Mr. Warner and
it was decided that matters stand as they were
until we made our report to the Labor Commission.

IDABELLE STEVENSON
Women's Branch.

50855

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PROCUREMENT DIVISION
WASHINGTON

GDC/cc

To insure prompt attention,
in replying refer to

PV P5864-831E
No. P12531-2268TW

Attention of

Lt. G.D. Crittenberger
Explosives.

To: Mrs. L. B. Rantoul,
Women's Branch, Industrial Service Section.

From: Major C. B. Peters,
Explosives Section, Procurement Division.

Subject: Female Labor at DuPont's Brandywine Plant.

1. In reply to your inquiry with reference to female labor at night at the DuPont Brandywine plant, and their application for exemption from law prohibiting same, wish to advise you that their plant is engaged on the following contracts which demand night labor for women:

(a) War Ord P12531-2268TW for the loading of 62,600 Livens Projectors. Contractor is to furnish containers and pasteboard boxes for shipment of same and is to load and projectors and to suitably pack boxes and ship projectors. 12,600 were to be completed by August 1 and the remainder by September 1, 1918. The DuPont Company has advised this Office that all of the loading, assembling and packing was done by female labor. This contract was one of extreme urgency and required night work.

(b) War Ord P6864-831E for loading 6,858,530 rings for 3" Trench Mortar shell. 1,000,000 of these rings were to be delivered during May 1918, and the remainder at the rate of 1,150,000 each month thereafter, ending Dec. 1, 1918. The Contractor is to supply all thread, solder, and labor of loading, sewing and packing in containers, and it is understood that this work is being done by women, and the urgency of the work requires night work.

EXPLOSIVES SECTION

C. B. Peters
(C. B. PETERS)

Major, Ordnance N.A.

COPY

E. I. DU PONT DE NEMOURS & COMPANY
Wilmington, Delaware.

July 26, 1918.

Mr. Jones, Chief,
Philadelphia District Ordnance Dept.,
1710 Market Street,
Philadelphia, Pa.

Dear Sir:

Recently the du Pont Company made a request of Charles Warner, Chairman of the State Labor Commission of Delaware, that an exception be made relative to the employment of women after ten o'clock P. M. at our Brandywine Works.

Mr. Warner felt inclined to permit us to extend the hours, inasmuch as we had represented to him that it was for the purpose of executing important Government work, viz: The loading of the propellant charge in the "Levins Trench Mortar Bombs". Today he has sent to us Miss Stephenson, of the Industrial Service Section of the Ordnance Dept., who, after learning our needs in this matter, suggests that we write to you stating what they are and requesting you to take such prompt action as will enable the Industrial Service Section to advise the Delaware State Labor Commission by tomorrow, if possible, as to whether our request is sanctioned by the Secretary of War.

We have been recently requested and have undertaken to load an emergency requirement of propellant charges for the "Levins Trench Mortar". The Ordnance Department are extremely anxious to get the first shipment of these by August 1st. Without knowing exactly how we are going to accomplish this because we have to develop the operations, I should say that it will be necessary for us to employ two shifts of women, the larger of which are already employed, for eight hours during the day time. I should say that the women affected by this request will be in number about 50 and that in order to allow the work to progress satisfactorily, it might be necessary for us to retain them not later than 11 o'clock or possibly 11:30 at night.

These women would not work over eight hours and just as soon as we have developed the process and know what we want and the Government requires us to continue the work, we shall undoubtedly make such provision as will entirely eliminate night work.

The reason for this request, I admit is very indefinite but it must be remembered that the problems that are being put up to industry by the Government at the present time are also very indefinite. At the Brandywine Works we have surrounded the women that we employ with every reasonable comfort, paid great attention to safety matters for their protection; we also convey them to and from town in comfortable machines and in case we are allowed to employ women after the hours prescribed by the State we shall take unusual steps to see them safely to points very close to their homes.

I trust, Sir, that you will see fit to recommend to the Delaware State Commission through the proper channels the Government's action on our request.

Yours very truly,
E. I. DU PONT DE NEMOURS & COMPANY
PER GENL. SUPT. BLACK POWDER DIVISION

50855

COPY

State of Delaware

TEN HOUR LAW INSPECTOR
491 duPont Building

Wilmington, Delaware.

July 23, 1918.

M. Edna Palmer
Inspector

Miss Louise Cornell
Women's Branch, Industrial Service Section,
Ordnance Department,
1710 Market Street,
Philadelphia, Penna.

My dear Miss Cornell-

I am enclosing a copy of a letter which we received from the duPont de Nemours Co. requesting permission to work women until 12 P.M. at their Brandywine plant in order to fulfill a contract for the Ordnance Department.

I inspected this plant last week and the conditions under which the women work are excellent. Their work consists in marking, filling, sewing, inspecting, and packing small silk bags filled with a mixture of smokeless powder and nitro-glycerine, which are used to ignite the fuse in trench mortar guns. At present they are employing about 125 women.

We have been told that the shipment of these mortar guns has been held up because these bags were not ready. If it is necessary that a second shift be run at this plant we are willing to grant this favor for a period of 60 days, however unless it is absolutely necessary we do not want to start a precedent of this kind. I feel satisfied that this night work would be carried on at this plant in the proper way, but it would hold us open to requests of similar nature from other plants where the conditions are not so favorable.

The Company has planned to provide the proper moral supervision and to take the women home in their buses, and in case we do grant this request, it is my thought to specify a certain age limit for the women who would be permitted to work on the night shift.

We would like to have your opinion on this matter before we give our reply to the duPont Co. We would appreciate an early reply as the duPont Co. are anxious to have our decision by the end of this week.

Very truly,
(signed) M. EDNA PALMER

TEN HOUR LAW INSPECTOR

50855

COPY

July 22, 1918.
File SC-117-LAD

PERSONAL

Mr. Ed. H. Ford

LEVIN MORTAR CONTRACT - HOURS OF LABOR

Confirming Saturday's conversation I interviewed Mr. Charles Warner, Chairman of the Delaware Labor Commission, on this subject. He seemed to think that while the Commission had no legal authority to waive the statute, they could still overlook the slight deviations made necessary by the National emergency. He requested me to write him, stating that he would bring the matter before the board meeting today and would advise us at once if there were any objections. At the same time he stated that we should not look for a reply from him, thus indicating that no exception to the suggested practice would be taken and that it would not be advisable to require a final reply from the board.

Copy of letter to him of this date is attached.

SAFETY DIVISION,
(S) L. A. DE BLOIS

50855