

EQUAL PAY

Release MONDAY, October 20, 1938.

RAILROAD COMPANIES DISCRIMINATE AGAINST WOMEN WORKERS,  
SAYS RAILWAY BROTHERHOOD.

Washington, October 20.- Charges that the railroad companies are attempting to evade Director-General McAdoo's orders affecting women railroad workers have been laid before the Labor Division of the Railroad Administration by the Brotherhood of Railway Clerks, it was learned today from J. J. Forrester, grand president of the brotherhood, at the Washington office of the organization in the A. F. of L. Building.

"The evidence in such cases is always difficult to obtain", said President Forrester, "but the Brotherhood has been able to obtain it, and as we are pledged to the fullest cooperation with the Railroad Administration for the enforcement of the Director-General's orders, we are laying the cases before the labor division as rapidly as they come to our knowledge."

The most flagrant disregard of orders is reported in the application of the principle of equal pay for equal work by women and men. Specific cases have been reported on the Pennsylvania, the Baltimore and Ohio, the Lehigh, the Atlantic Coast Line, and practically all the big lines, it is said. In the general offices of the Atlantic Coast Line at Wilmington, for example, according to President Forrester, a woman employee who has been in the service of the company for 7 years and whose ability is not only unquestioned but is highly rated by the company officials, is now being paid but \$94 per month in a position which last June paid her predecessor, a man, something like \$105, and for which the pay has since been raised, under orders of the Director-General, to \$130. Still the woman employee has not received the increase.

"An official of the company stated", said Mr. Forrester, "that were a man holding this job he would of course be receiving \$130. When asked if the woman who does hold it was not doing the work equally well, he said, 'OH yes, but she's a woman."

and women never did, and so far as I am concerned never will, receive the same pay as men." When his attention was called to the Director General's order on this subject, he replied, "Well, I take my position irrespective of that". "

In the B. & O. offices at Baltimore, the brotherhood president declares, the company officials are juggling the orders in such a way as to make the rates for messengers, chore boys, and other attendants under 18 years of age apply to girls of 17 whom they engage as messengers and then assign to duty as clerks. Under the orders, the least that may be paid any clerk is \$87.50 per month, but the girls referred to are paid but \$70 per month.

The Brotherhood of Railway Clerks is pushing its organization campaign among the women employees of the railroads with great activity, the officers state. At present 40 per cent of the members of the brotherhood are women, and the numbers are increasing steadily. "This means the clerical workers in all the offices and stations", says Mr. Forrester. "We are not pushing organization among the women freight and baggage handlers, because we are hoping for a ruling from the Railroad Administration transferring them to other kinds of railroad employment. We do not think women should be required to lift such heavy packages as must be handled in some of the freight and baggage rooms, and we are urging the Railroad Administration to utilize the women employees in work that is lighter and for which women are physically better fitted."

Wages Expansion of opinion -

EQUAL PAY.

October 28, 1918.

Interview with Miss Obenauer,  
War Labor Board.

Miss Obenauer stated she felt there was a great need for popular education on the subject of equal pay for equal work. She feels, however, that there is danger of giving the impression that equal pay can be regulated by a blanket order, whereas it is really a matter for "household" arrangement in the shop. It is very difficult to determine exactly whether women are doing equal work with men and for the determination of this matter she feels, and it is the policy of the War Labor Board, that Shop Committees should be employed. In connection with this she quoted the following award of the War Labor Board made for the General Electric Company:

"Wherever the gang of women employed on work requires more assistance, after the initial instruction, than the gang of men receive or received, a monetary value shall be put on the additional assistance rendered the women and this amount shall be subtracted from the rate of wages which women would receive if such assistance were not necessary."

One of the awards made by the War Labor Board and administered by the Shop Committees was that the men in a certain plant should receive a ten per cent increase and the women a twenty per cent increase of wages. In cases, however, where women were doing the same work as men their pay should be the same. When that ruling was applied it was found that some women were doing the same work as men and receiving only sixty per cent of the men's wages. In that case the women received a fifty per cent increase. On another process men and women doing the same work were already receiving the same pay so that these women could only get a ten per cent increase.

When Shop Committees are formed on the recommendation of the War Labor Board it is required that women should be proportionately represented. Recently, however, Miss Obenauer said the question has arisen as to what representation a small group of women or men workers should have in a shop where a large majority of workers were of the other sex.

This matter will have to be covered by special ruling of the Board in special cases, as while these small groups of men or women may be numerically insignificant they may, on the other hand, be very important industrially.

In connection with all the investigations that were made for the War Labor Board the budgets of a certain number of women are studied with a view to determining their home responsibilities. The first of these investigations was made with no arrangement to consider the effect of the draft on these families, as it was felt that such young men were being drafted and that all men with dependents were being exempted. When the results of the investigation were examined, however, it was found that twenty per cent of the women had additional responsibilities caused by one of the chief wage earners of the family being drafted, while five per cent had additional responsibilities because the husband had gone to war. In a following investigation made of the General Electric Company employees even more significant facts were disclosed but these could not be made public, as the material was not used by the War Labor Board in making its award.

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*J 44.*  
*Mrs. Rautzahn*

WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
PRODUCTION DIVISION  
WASHINGTON

To insure prompt attention,  
in replying refer to

*Ms. No. 231.65/54*  
Attention of

NOV 11 AM

03-5845

November 6, 1918.

From: Office of the Chief of Ordnance, Industrial Service  
Section, Womens Branch, Mrs. Clara M. Tead, Director

To: Miss Mary Van Kleeck, Women in Industrial Department  
of Labor. *Curry Bldg Rm 604*

Subject: Equal Pay for Equal Work.

1. I think you may be interested in the statement of the Plant Report of the American Car & Foundry Company, Detroit, Michigan. As the report is not as inclusive as it *might* be I have written to Miss Hine for further and more definite information, and as soon as I get this I will forward it to you.

2. I quote this directly from the Plant Report of the American Car & Foundry Company.

WAGES

"Women at this plant are paid at the same rate as the men, after they have learned the operation. During the period of training, they receive a flat rate of \$.35 an hour."

OCCUPATIONS

"Women are employed on sensitive drills, lathes, milling machines, acetyline welding, and inspection."

TRAINING

"There is no special training system in vogue, the women are put right on to the machine and are given instruction by the foreman or job setter or fore workman."

CLARA M. TEAD, DIRECTOR,  
WOMENS BRANCH,  
INDUSTRIAL SERVICE SECTION  
OFFICE OF THE CHIEF OF ORDNANCE.

*Edna Thuner*  
BY: EDNA THUNER.



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INDUSTRIAL SERVICE SECTION  
OFFICE OF THE CHIEF OF ORDNANCE.

BY: EDNA THURER.

ms 231.65/54

NOV 10 1918

RECEIVED  
FEDERAL RESERVE BANK OF ST. LOUIS  
NOV 10 1918

TO: THE DIRECTOR, FEDERAL RESERVE BANK OF ST. LOUIS  
FROM: THE DIRECTOR, FEDERAL RESERVE BANK OF ST. LOUIS

REPLY

RE: [Illegible]

REPLY

[Illegible text]

REPLY

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U.S. WAR BUREAU  
REPRODUCTION DIVISION  
RECORDS SECTION

918 NOV 8 PM 10 06  
ADM DIVISION

MAIL CONTROL  
OUT

Wages

Expression of opinion

October 29, 1918.

Mrs. Tead,  
Industrial Service Section,  
Ordnance Department.

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<sup>although</sup>  
Mrs. Tead feels that as there is a need for popular education on the subject of equal pay for women there should be nothing given out until a definite statement was secured from the War Labor Board as to methods of determining equal work on the basis upon which the pay should be decided. Decision as to the proper wage rate on a piecework basis she felt would not be difficult in cases where women are supplanting men, but she feels there should be some safeguard against the manufacturers putting women in on an old process, that was formerly performed by men, on an equal wage, and then changing them to a new process for which no standard has been made, with a reduction in rate of payment.

Many manufacturers when installing women have to meet expenses for special vocational training and mechanical adjustments to enable these women to perform the work necessary. Mrs. Tead would like to have a definite ruling as to how much of <sup>the</sup> ~~an~~ additional overhead expense should be considered in regulating the wage of women. She would like to have a definite regulation as to period of apprenticeship, minimum wage for women and as to which class of laboring man they should be considered the equals.

If such a ruling could be made by the War Labor Policy Board she feels that the administration of labor matters in her department would be much facilitated. As it is, she says there are firms throughout the entire country that are not giving equal pay to their women employees for the same work done by men.

Mary N. Winslow.

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