

GISHOLT MFG. CO.

142

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WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
PRODUCTION DIVISION  
WASHINGTON

NOV 11 AM

To insure prompt attention,  
in replying refer to

MS No. 319.12/111  
Attention of

November 9, 1918.

CS-5846

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

To: Miss Mary Van Kleek,  
Women in Industry Service,  
U. S. Department of Labor.

Subject: Gisholt Manufacturing Company.

I am inclosing an extra copy of a report made by the  
Chicago District which gives, it seems to me, a very interesting  
resume' of a vestibule school which is run by the Gisholt  
Manufacturing Company of Milwaukee. You may keep this copy if  
you so desire.

Clara M. Tead,  
Director, Women's Branch.

*Edna Thuner*

By: Edna Thuner.

1 Incl. ✓

NOTED

NOV 1918

Production  
Women's Branch,  
Industrial Service Section.

From: Amy Hewes, Women's Branch, Industrial Service Section  
To: Clara M. Tead, Director Women's Branch, Industrial Service Section.

SUPPLEMENTARY REPORT.

Subject: Visit to plant of GISHOLT MANUFACTURING COMPANY  
and NORTHWESTERN ORDINANCE COMPANY, Milwaukee,  
Wisconsin. Inspected by Avis Ring, October 30, 1918.

Reason for visit:

These closely affiliated plants were visited to obtain information of the progress made in the training and employment of women.

Persons interviewed:

Mr. C. A. Johnson, President  
Mr. Bullard, Superintendent of Instruction.  
Miss Koppke, Instructor.

Training school.

The Gisholt Company now employs about 140 women. All but about ten of these women have been trained in the vestibule school. The outline of this course is given below.

Outline of course for Girls.

- Step 1. Lecture on the various measuring scales used in machine shop work.
- Step 2. Drawing lines and measuring same within limits of 1/16th.
- Step 3. Drawing lines and measuring same within limits of 1/32nd.
- Step 4. Measuring cold rolled stock for lengths and diameters, using both scale and calipers. Limits 1/64th.

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- Step 5. Measuring sample pieces, getting length bore and outside diameters in 64ths, using scale, inside and outside calipers.
- Step 6. Lecture on the micrometer caliper.
- Step 7. Measuring cold rolled stock, using scale and micrometer.
- Step 8. Measuring sample pieces, using scale for length, calipers and micrometers for inside and outside diameters.
- Step 9. Sketching plug gauge, milling cutter and snap gauge; inserting dimensions in thousandths. Explaining use of thickness gauge and applying same in practice.
- Step 10. Using bevel protractor, measuring standard threads. Calipering drill sizes, gauging tapped holes and selecting machine screws to fit same. Using depth gauge. Inserting dimensions as indicated in drawing.
- Step 11. Practice in reading drawings, review of tools and use of same.

The firm has found this school of infinite value in determining placement. The rating the foreman accords the girl after a week or two of employment invariably coincides with the school rating, a fact which would seem to check up on the value of the school. The firm has not followed the plan of refusing to put girls who fail in the school to work because they do not wish people to leave the plant with a grievance. But girls who fail in the school rarely last and usually quit voluntarily within a week. (A sample of rating card is filed in Record Form folder.)

At the present time women are graduated from the school into the shop. This week they expect to put a woman through a part of the course in the men's service school. This will be begun by having the woman take a lathe apart and reconstruct it and then grind a complete set of tools. If this succeeds, they will put more women through this training.

The course for men is as follows:

1. Dismantling a Gisholt tool-grinding machine to learn its construction.
2. Assembling, adjusting, and oiling the grinding machine.
3. Grinding a set of standard tools on the grinding machine to learn clearances and rake.

4. Brushing and cleaning the grinding machine to teach care and neatness.
5. Dismantling an H-21-in. standard belt-driven Gisholt turret lathe.
6. Scraping bearings, Vs, etc. for use in overhauling machinery.
7. Assembling, adjusting and oiling the lathe to learn construction and care.
8. Operating the lathe to be familiar with all of its movements.
9. Heavy cuts on J-28-in. standard belt-driven Gisholt lathe to see execution.
10. Placing tools on lathe as per layout sheet for machining countershaft pulley.
11. Operating 28-in. lathe on countershaft pulleys as per time study.
12. Dismantling tool set-up to teach proper disposition of tools.
13. Cleaning lathe and tools to teach care and neatness.
14. Boring jaws on an H-21-in. standard motor-driven Gisholt turret lathe for practice.
15. Cutting threads on lathe to learn method and practice.
16. Turning tapers on the lathe to learn method and practice.
17. Placing tools on the lathe as per layout for drilling, boring, reaming and turning a steel piece.
18. Operating the machine on a steel piece for experience on steel work.
19. Dismantling set-up and cleaning tools to teach care and neatness.
20. Placing tools on the machine as per layout sheet for making crosshead pins from bar stock.
21. Operating machine on crosshead pins for experience with bar stock tools.
22. Dismantling and cleaning up tools to teach care and neatness.
23. Cleaning up machine to teach care and neatness.
24. Estimating the basis for planning method and tooling of work.
25. Taking a new man for a trip through all departments of the factory.

Labor situation at Northwestern Ordnance Plant:

At present men only are employed in the ordnance plant. If women are used later they will come from the Gisholt school. The management is unable to estimate how far the expansion will go because of the unsettled war situation.

Employment Department:

When interviewed in regard to the installing of a woman employment executive, Mr. Johnson said it might be a future development but would depend upon the continuance of the war, and also upon whether women are employed after the war. He stated that the company is so experienced in personnel problems that even if they should install a woman executive, they would not need outside help in doing so but would take some one from the plant for the work.

AMY HEWES,  
Supervisor in Women's Branch,  
Industrial Service Section.  
By:

AVIS RING,  
Supervisor in Employment Management.

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