

MARLIN - Rockwell Co.

November 5, 1918.

MEMORANDUM

FOR: Mrs. Tead, Women's Branch, Industrial Service Section.

SUBJECT: Marlin-Rockwell Corporation.

Thank you for the interesting papers in this case.
We understand from your letter that it is unnecessary for the
Woman in Industry Service to take any action in this matter.

Mary Van Kleeck, Director,
Woman in Industry Service.

MVK:IMP

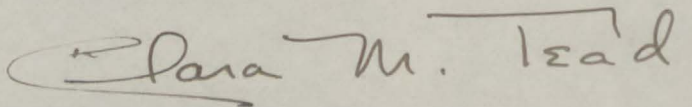
WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
ARMY AND NAVY BUILDINGS, GROUP B
SEVENTH STREET, BETWEEN A AND B STREETS NW.
WASHINGTON

October 31, 1918.

In replying refer to No.

From: Ordnance Dept., Industrial Service Section, Womens Branch, Clara M. Tead, Director,
To: Woman in Industry Service Dept., of Labor, 209 Southern Bldg., Mary Van Kleeck, Director,
Subject: REQUEST OF MARLIN-ROCKWELL CORPORATION FOR PERMIT TO EMPLOY WOMEN ON THIRD SHIFT AT THE MAYO PLANT, NEW YORK CITY.

1. Attention is invited to the attached report made by the Womens Branch on the request of the Marlin-Rockwell Company for a permit to employ women on a third shift at the Mayo Plant, New York City.
2. This investigation and report was made at the request of Major, B. H. Gitchell, Chief of the Industrial Relations Section, Bureau of Aircraft Production.
3. It is understood that the Industrial Relations Section of the Bureau of Aircraft Production, will endorse the recommendations made by the Womens Branch as stated in the memorandum of October 30 herewith attached. The matter will therefore probably not be referred to the office of the Secretary of War.
4. It was thought that the Woman in Industry Service might be interested in this case.



CLARA M. TEAD, DIRECTOR,
WOMENS BRANCH,
INDUSTRIAL SERVICE SECTION,
ORDNANCE DEPT.

October 31, 1918.

From: Ordnance Dept., Industrial Service Section, Womens Branch, Clara M. Tead, Director,

To: Women in Industry Service Dept., of Labor, 209 Southern Bldg., Mary Van Kleeck, Director,

Subject: REQUEST OF MARLIN-ROCKWELL CORPORATION FOR PERMIT TO EMPLOY WOMEN ON THIRD SHIFT AT THE MAYO PLANT, NEW YORK CITY.

1. Attention is invited to the attached report made by the Womens Branch on the request of the Marlin-Rockwell Company for a permit to employ women on a third shift at the Mayo Plant, New York City.
2. This investigation and report was made at the request of Major, B. H. Gitchell, Chief of the Industrial Relations Section, Bureau of Aircraft Production.
3. It is understood that the Industrial Relations Section of the Bureau of Aircraft Production, will endorse the recommendations made by the Womens Branch as stated in the memorandum of October 30 herewith attached. The matter will therefore probably not be referred to the office of the Secretary of War.
4. It was thought that the Women in Industry Service might be interested in this case.

CLARA M. TEAD, DIRECTOR,
WOMENS BRANCH,
INDUSTRIAL SERVICE SECTION,
ORDNANCE DEPT.

October 30, 1918.

From: Ordnance Department, Industrial Service Section,
Womens Branch,
To: Major B. H. Gitchell, Chief, Industrial Relations
Section, Bureau of Aircraft Production,
Subject: REQUEST OF MARLIN-ROCKWELL CORPORATION FOR PERMIT
TO EMPLOY WOMEN ON A THIRD SHIFT AT THE MAYO PLANT
143rd ST., AND SOUTHERN BLVD., NEW YORK CITY, N.Y.

1. Attention is invited to the attached correspondence and reports of the Marlin-Rockwell Corporation, for a permit to employ women on a third shift at the Mayo plant, located at 143rd St., and Southern Boulevard, New York City.
2. The matter was referred for investigation to the Womens Branch, Industrial Service Section, N. Y. District Ordnance Office. A joint investigation was made by Miss N. M. Reeder of the Womens Branch, and Miss Nalle Swartz, Chief of the Womens Division, N.Y. State Industrial Commission. A separate report has been filed by each of the investigators, a copy of each report is attached herewith.
3. The outstanding facts in the case are as follows:

(A) CONTRACTS

- I - Contracts at this plant are for radiators, direct or indirect contracts under the Bureau of Aircraft Production.
- II - Major Moore, District Manager, Aircraft Production, N. Y. City, in a memorandum of October 23rd (see attached copy) endorsed the petition of the Company on the basis that "this Company has yet unfilled orders of 3,015 radiators - - has produced 1,704 radiators, which averages 32½ radiators, per working day - - it is essential to the plans of this department that the Mayo Co. get up to a production of 75 or 80 radiators per day".

III - W. E. Ritter, Chief of the Bureau of Aircraft Production

Office of the District Manager, Aircraft Production, N. Y. City, in a memorandum of October 22, states that "it is highly desirable to have a large production at this plant. The radiator production at the present time is causing considerable trouble in regard to leaky radiators and otherwise defective radiators, resulting in a large percentage of rejections at this plant." "it occurs to us that night work might increase their defects in this regard. It has been the writer's observation that night work is never of a quality equal to that of day work. This is peculiarly true in the radiator line." (see attached copy of letter for complete memorandum.)

(B) VIOLATIONS OF STATE LAW.

An hour schedule of three 8 hour shifts was introduced at this plant on October 14th. Women are employed on all three shifts. At the present time, there are about 10 girls on the third shift, and it is the intention of the Company to increase this number to 35. Women were introduced on the third shift in direct violation of the N. Y. State law, which prohibits the employment of women in factories between the hours of 10 P. M. and 6 A. M. Moreover no provision has been made for a definite lunch period, which is contrary to section 89, N. Y. State Laws. The introduction of women on the third shift, without permit from the State authorities, was undertaken by the Company, contrary to the advice of the Womens Branch, Industrial Service Section. Messrs. Ward and Mann (Maken ?) of the Rockwell Corporation consulted with the Industrial Service Section, Ordnance Dept., on October 10th, in regard to the possible use of women at their plants. Mrs. Tead advised them in regard to the regular procedure for requesting such a permit. They showed us at that time a bulletin announcing the introduction of the three 8 hour shifts, for the Mayo plant, N. Y. City, to go into effect October 14. The Womens Branch emphasized the fact that this would be a direct violation of the N. Y. state law, and that no such change should be made, except after securing a permit from the State authorities, upon the certification of emergency by the Office of the Secretary of War.

4. RECOMMENDATIONS

On the basis of the facts presented in the attached reports, and especially in consideration of the necessity of reducing the percentage of

leaky and defective radiators, manufactured at this plant, it does not seem to the Womens Branch, Industrial Service Section, that the introduction of women on a night shift, is the solution of the problem.

It is further felt that the introduction of women on a third shift, contrary to the State Law, without securing a permit from the State Authorities, giving permission for such waiving of state law, is a serious violation and should be dealt with as such by the N. Y. State Industrial Commission, which has been instructed by the Office of the Secretary of War to maintain the labor standards established by the State Law.

The Womens Branch therefore recommends that the Office of the Secretary of War should take such steps as may be necessary to effect the discontinuance of the employment of women on the third shift at the Marlin-Rockwell Corporation at the Mayo plant.

CLARA M. TEAD, DIRECTOR,
WOMENS BRANCH,
INDUSTRIAL SERVICE SECTION,
ORDNANCE DEPT.

COPY

PLANE PROD.
Radiator Section
WHR-BC

October 22, 1918

BUREAU OF AIRCRAFT PRODUCTION

District Manager of Production, New York City
Attention, Major A. C. Moore.

NIGHT WORK AT MAYO PLANT.

1. Confirming telephone conversation regarding night work at the Mayo radiator plant, it is highly desirable to have large production at this plant. That radiator production at the present time is causing considerable trouble in regard to the leaky radiators and otherwise defective radiators resulting in a large percentage of rejections at this plant.
2. It occurs to us that the night work may increase their defects in this regard. It has been the writer's observation that night work is never of a quality equal to that of day work. This is peculiarly true in the radiator line on account of the metal being reflected by the artificial light and by the denser fumes from the acids used.
3. This section therefore suggests that the inspection of these radiators be very thorough and a watch kept to see that it keeps up in quality with the day work.
4. Nothing has been said to the radiator people in regard to this as the writer believed it would be much better for them to learn this from the results of the inspection. We will be most agreeably surprised if the experiment of the night work proves successful.

BU DIRECTION OF THE DIRECTOR OF AIRCRAFT PRODUCTION

PRODUCTION DIVISION.

W. H. RITTER
Chief, Radiator Division.

From: N.M. Reeder
To: Mrs. C.M. Tead.

New York District Ordnance Office.
Director Women's Branch, Industrial Service

Subject: Petition for night Work for Women by the Marlin-Rockwell Company.

1. Enclosed you will please find a statement made by Major Moore Production Department, Aircraft, relative to the needs of the Marlin-Rockwell Company.

2. On Tuesday October 22nd, I had a conference with Major Moore, Mr. Campbell of the Production Department Aircraft, Mr. Power and Mr. Willmore of the Industrial Relations Aircraft. Major Moore questioned not only the recommendation made by N.M.R. relative to this case but the facts which she had prepared. Major Moore at this meeting emphasized the need of speed of finishing this contract so that future orders could be taken on. N.M.R. was of the opinion that her recommendations could be based only upon present conditions and present contracts. N.M.R. asked Major Moore to give her any additional data that he might have at his command which would show the production needs of this company.

3. This morning Major Moore presented the following output record beginning September 1st up to and including October 12th an interval of 33 days; 17, 18, 21, 5, 5, 27, 23, 28, 26, 27, 24, 18, 23, 39, 44, 43, 14, 15, 40, 39, 38, 51, 22, 35, 44, 40, 45, 58, 21, 43, 61, 39, 15. You will note here that the maximum output for any one day has gone as high as 61, whereas the minimum output for any one day is 5. The fluctuation has been due in great measure. I am given to understand by Major Moore and Mr. Campbell to lack of material. This however, has been changed so that at the present writing there is no lack of material to hinder the production programme. The daily output beginning October 14th up to and including October 19th is as follows; 20, 23, 19, 28, 15, 21. You will remember that October 14th is the day when the Marlin-Rockwell people began the operation of three shifts. My visit was made on October 17th and although this firm said they were accustomed to working 35 women on one shift, which had heretofore been enforced, there were on each of the three shifts only six women. The whole working force beginning with October 14th has been reduced 25% by the Influenza Epidemic. The output since the installation of three shifts cannot be accurately computed.

4. N.M.R. suggested to Major Moore this morning that two shifts of women might be able to handle the work on which they are engaged in such quantity to make any permission for night work unnecessary. Major Moore was of the opinion that the three shifts was a much better plan and that two shifts should be resorted to only in case the exemption was refused in Washington.

There are according to Major Moore three other concerns making D-H 4 radiators. They are the English & Mersick Company of New Haven. The G & O Company of New Haven, and the Livingston Radiator Company of New York City. Another concern the A-Z company of New York City is in process of organization.

N.M. REEDER, SUPERVISOR
WOMEN'S BRANCH.

ACM/HR

October 23, 1918.

District Manager-Aircraft Production, New York City.

N.M.Reeder, Supervisor, Women's Branch, N.Y.District Office.
Joint Visit with Chief of Women in Industry Sec.N.Y.
Industrial Commission.

Petition for Night Work for Women by the Marlin-Rockwell Company.

1. Regarding conditions at the Mayo Plant of the Marlin-Rockwell Company; this company has yet unfilled orders of 3,015 radiators. They produced from September 1st up to and including October 12th, which was the last day under the old arrangement of one shift 1,704 radiators, which averages $32\frac{1}{2}$ radiators per working day. This would mean that it would require approximately four months work at that rate to finish the orders in hand, which, aside from any additional orders which might be given this concern would be far from satisfactory to take care of requirements.
2. It is essential to the plans of this department that the Mayo Company get up a production of 75 or 80 radiators per day. Experience thus far with the Mayo Company has demonstrated that it is not possible for them to accomplish this without increasing the number of shifts.
3. An other matter which is of considerable importance in this connection is the fact that the extreme limit allowed by the Fire Department is 64 people on the top floor of the building where all of the core work is done, and this limit would have to be very substantially exceeded were they to employ a sufficient number to constitute force required for one shift.
4. It is the opinion of this office that exemption should be allowed this company in order that they may continue the three shift plan.

By direction of the District Manager-Aircraft Production:

A.C. Moore,
Major, A.S.A.P.

ORDNANCE DEPARTMENT

OFFICE OF ORDNANCE DISTRICT CHIEF

1107 BROADWAY
NEW YORK, N. Y.

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO
FILE No. _____
ATTENTION OF PRODUCTION DIVISION

October 23rd, 1918.

PRODUCTION DIVISION

N. M. Reeder, Supervisor, Women's Branch, N. Y. District Office.

Mrs. C. M. Tead, Director, Women's Branch, Industrial Service
section, Washington, D. C.

1. When an exemption is granted by the Secretary of War for night work for women, am I correct in thinking that this exemption lasts for only the duration of contract specified in the recommendation.
2. I would like to add some other facts relative to the Harlin-Rockwell Case. I think it is well to bear in mind that out of 3015 radiators that Major Moore mentions as still unfinished over 1300 are spare radiators for repair work which can be carried along over an indefinite period of time along with the new contracts that the Harlin-Rockwell people might have.

Another point which has occurred to me, is the work which the girls are now doing it seems to me might be done on two shifts without delaying the production. I have not gone into this thoroughly but the firm has not been asked even to consider this. The number of people engaged to work on the second floor is limited. Requirement relative to the New York State Fire Law seems to have filled them with more respect than some of the other state laws which they are and have been violating for the past week and a half. Miss Schwartz raised the question in talking over the situation with me whether they had not considered the space requirement and the output requirement before beginning business in this plant, as she likened it to the case of the canning manufacturers who regularly apply for exemptions for overtime and night work, as the fire law limits them as to space.

N. M. REEDER, SUPERVISOR
WOMEN'S BRANCH.

IMR/flh

ORDNANCE DEPARTMENT

OFFICE OF ORDNANCE DISTRICT CHIEF

1107 BROADWAY

NEW YORK, N. Y.

INDUSTRIAL SERVICE SECTION.

PRODUCTION DIVISION

October 17, 1918.

fld

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO
FILE No. _____
ATTENTION OF PRODUCTION DIVISION.

H. M. Reeder, Supervisor, Women's Branch, New York District Office.
Clara M. Read, Director, Women's Branch, Industrial Service Section,
Washington, D. C.
Petition for Night Work for Women by the Marlin-Rockwell Company.

SUMMARY

PRODUCTION

Output of Mayo radiators for "D-H 4" planes not behind need of either concern, i. e. Dayton-Wright Co., and Fisher Body Corporation, to whom priority of delivery was given by Government Order.
Direct Government contract is for spare radiators to be used in repair work, not for completed planes as in above cases.
90% of work of this firm for Government orders.

VIOLATIONS OF NEW YORK LAWS

1. Women are working on each of the three 8 hour shifts, contrary to Sec. 93 B, New York State Labor Laws. This schedule went into effect October 14, 1918.
2. No provision has been made for a definite lunch period contrary to Sec. 89 New York State Labor Laws.
3. No poster stating hours signed by an accredited representative of the State Labor Department was posted in the factory, contrary to Sec. 77 #4, New York State Labor Laws.

RECOMMENDATION.

From the point of view of production need, this case, in my opinion, does not warrant exemption.

N.M. REEDER, Supervisor
Women's Branch, N.Y. Dist.

Reeder
From the point of view of production need, this case, in my opinion, does not warrant exemption.
Signature

ORDNANCE DEPARTMENT

OFFICE OF ORDNANCE DISTRICT CHIEF

1107 BROADWAY

NEW YORK, N. Y.

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO
FILE No. _____
ATTENTION OF PRODUCTION DIVISION

PRODUCTION DIVISION
INDUSTRIAL SERVICE SECTION.

October 17, 1918.

FROM: N.M. Reeder, Supervisor, Women's Branch, N.Y. District Office.
Joint Visit with Chief of Women in Industry Sec., N.Y.
Industrial Commission.

TO: Clara M. Tead, Director, Women's Branch, Industrial Service
Section, Washington, D. C.

SUBJECT: Petition for Night Work for Women by the Marlin-Rockwell
Company.

I. PRODUCTION

A. PRESENT STATUS

1. By order of Government to firm priority is given to Dayton-Wright contract, as they have completed planes ready for radiators. Firm has orders to send 32 daily to this plant. Fisher Body Corporation receives remainder of daily output. This averages between 13 and 18 daily.
The direct contracts with the Government, Contract Orders #730,241 and 720,541, are for spare radiators to be used in repairing planes used by the A. E. F.
The Sturtevant Auto Co. contract is to be finished as soon as possible.
2. 1400 Radiators of 3000 ordered by Dayton Wright and Fisher Body Corporation have been delivered up to October 16th.
Production at this rate meets production need of Dayton-Wright and Fisher Body Corporation according to Mr. Gordon, Plant Manager.
3. No time limit has been set for finishing 1325 spare radiators ordered by Government for repair purposes of A. E. F., or for 65 ordered by Sturtevant Co.

B. STATEMENT OF MR. DRAKE - Shop Superintendent:

"We are not behind in our production; but we can't get the Government to give us any more contracts until these are delivered."

- C. CONTRACT FOR DAYTON-WRIGHT will be finished at rate of output of one shift (50 daily) about Nov. 1st.
Fisher Body contract at same rate can be finished approximately in 20 days after completion of Dayton-Wright contract.

II. REPORT OF PLANT VISIT

1. REASON FOR VISIT

Request by firm for night employment of women.

2. PERSONS INTERVIEWED

Mr. Gordon - Plant Manager.
Mr. Drake - Shop Superintendent

3. ORGANIZATION

Corporation - Central office in New York City.
Eleven plants in the following states:

4 in Connecticut
1 in New York
4 in Pennsylvania
1 in Delaware
1 in Massachusetts

4. CONTRACTS

Mayo radiators for "D-H 4" planes.

<u>With</u>	<u>Quantity</u>	<u>Deliveries</u>	<u>Expires</u>
U.S. Government			
#730241	1260	9/1/18	11/1/18
		No deliveries to date.	
#720541	65	10/1/18	12/1/18
		No deliveries to date.	
Dayton-Wright			
#12672	500	-----	-----
#10634	1000	-----	-----
		-----	When finished
		900 delivered by	October 16th.
Fisher-Body			
#K722	500	-----	-----
		One delivery.	
#K723	1000	-----	-----
		410 delivered by	October 16th
Sturtevant Auto Co.			
#7258	56	Sept.	October
		No deliveries to date.	

5. PRODUCTION

50 daily: Of these 32 go to Dayton-Wright and the remainder to Fisher Body.

6. SALIENT FEATURES

a. WORKING FORCE

Total 250
Male 215
Female - 35

expect to triple this

b. LABOR SUPPLY

Statement of Firm: Shortage of boys.
No shortage of women.

Statement of U.S. Employment Service - Bronx Office:
Shortage of boys in locality.
No shortage of women, especially
elder women.

Application put into this office by Marlin-Rockwell
for boys. Have supplied firm with some. Are
still requisitioned on books. No requisition
received for women.

c. EMPLOYMENT MANAGEMENT

None - Hiring, firing done by Mr. Drake, Shop Supt.
No records kept.
Labor turnover is very low. Thinks only six women
have left since June 1st.

d. HOURS

Same for Men and Women.
Weekly 46 Hours.
Daily 8 Hours
Three Shifts:
7 A.M. to 3 P.M.
3 P.M. to 11 P.M.
11 P.M. to 7 A.M.
No lunch period.

e. WAGES

Initial wage for:
Men 37¢ per Hour
Women 27¢ " "
No Bonus on night work

f. REPLACEMENT OF MEN BY WOMEN

Have always used women in other factories.
This plant in New York opened June 1, 1918.

g. OCCUPATIONS OF WOMEN

1. CORE DEPARTMENT - only department working women on 3 shifts.

BENCH WORK

Bending brass strips for radiator core with small hand operated bending machine.
Straightening ends of brass strips with hand pincers.

2. CUTTING DEPARTMENT - women used only on day shift.

Marking strips of brass for cutting.

h. TRAINING - None

i. TRADE UNIONS - Open Shop

j. FIRE HAZARDS - FIRE PROTECTION
Fire-proof building. Very good.

k. ACCIDENT HAZARDS - PROTECTION
Women working on non-hazardous work.

l. WORKROOM CONDITIONS - Good.

m. HEALTH PROVISIONS - None
Small lunch room - 2 Sandwiches, cup of coffee or glass of milk, furnished gratis by firm.

n. SANITARY PROVISIONS -

Number of Toilets and Wash Bowls sufficient.
No janitress.
Very dirty - coffee pots, shoes and old milk bottles cluttered together on floor of cloak room.
Cloak Room - No lockers, hooks or shelves for clothing.

III. CONDITIONS AT NIGHT

Same as day.

Transportation:

Employees live within walking distance of plant. One girl takes trolley.

No supervision of women. Only 3 girls on force who are 18. Older women on each shift, probably between 40 and 50 years of age.

H. M. REEDER, Supervisor,
WOMEN'S BRANCH

MARLIN-ROCKWELL CORPORATION
143d Street & Southern Blvd.
Bronx, New York City.

October 16th, 1918.

REASON FOR VISIT:

Letter from Marlin-Rockwell Corporation to Secretary of War applying for an exemption from the night work law. Referred by Aircraft Production Department to Bureau of Women in Industry.

ACTION TAKEN:

Investigation made for the Bureau of Women in Industry
Nelle Swartz

LABOR LAW VIOLATIONS

The Marlin-Rockwell Corporation is violating the following Labor Laws:

Section 93-b - employment of women between 10 p.m. and 6 a.m.

Section 89 - requiring at least 60 minutes shall be given for lunch unless a shorter time is permitted by the Industrial Commission.

Ten minutes is the usual time allowed for lunch.

Section 77-4 - in that there are no hours posted from the State Department of Labor.

SUMMARY

The Marlin-Rockwell Corporation has 11 plants distributed through the eastern states. The firm came to New York on June 1, 1918. The management says that production is satisfactory and the reason why it wants to employ women at night is to increase production because it cannot get any more contracts until this work is delivered.

The Dayton-Wright contract can be completed, at the previous day production rate, a few days after November 1st. The United States direct contract has no time limit for the radiators are spare ones to be used for repair work overseas. They have delivered 1/3 of their contract for Fisher body. They still have 56 radiators to deliver on Sturdevant order. They now produce about 50 radiators a day. Where the "pinch" comes apparently is in the testing of the radiators because it is extremely difficult to test radiators and mend them by artificial light.

Marlin-Rockwell Corporation applied to Secretary of War for exemption from night work law for women in order that they might increase production. Before the War Department had time to reply to this request the firm had put its workers on three 8-hour shifts and is now working the women nights. The firm has not had time to decide whether or not this method is increasing production.

RECOMMENDATIONS

The status of contracts of the Marlin-Rockwell Corporation seem to indicate that they are not being pressed to deliver their contracts; the only thing that they are being pressed for is to deliver 32 radiators to the Wright-Martin, which they have able to do. All their contracts have not time set for delivery. The rub seems to come in the fact that they have to finish these contracts before they can get more.

They are working women only in departments where they are bending brass and it is only in these departments that they are not able to keep up production on day shift work. Only about 10 girls are working on the 3d shift, though it is hoped that the number will be increased to 35 soon.

On the strength of the above evidence, it seems absolutely unnecessary to consider night work exemption for Marlin-Rockwell Corporation. They should be reported to the Inspection Division of the Department of Labor for violation of the Labor Law.

MARLIN-ROCKWELL CORP.
143rd St. & Southern Blvd.
Bronx, New York City.

October 16th, 1918.

I. Reason FOR VISIT

Letter from Marlin-Rockwell Corp. to Secretary of War applying for an exemption from the night work law. Referred by Air-Craft Production Department to Bureau of Women in Industry.

II. STATUS OF CONTRACT

90% government work

Direct Contract: Not given priority by order of the Government. Firm were to begin deliveries Sept. 1, 1918. Contract expires November 1st, 1918. No deliveries have been made.

Dayton Wright: Priority by government order. Out of 1,500 they have shipped 900. Firm supposed to ship 32 daily and excess to Fisher Body.

Fisher Body: Contract calls for 1,500; 410 have been delivered.

Sturtevant: Contract is for 56, to be delivered as soon as possible.

III. EMPLOYMENT

Number in shops	men	215
	women	<u>35</u>
	total	250

There is no employment manager. Hiring and firing is done by the shop Superintendent.

Labor Turnover - low; no records.

Labor Supply - The firm stated that it could get plenty of girls, but not enough boys; processes on which girls work now were formerly done by boys.

The government employment office reported that there is a labor shortage of boys between the ages of 16 and 21, for factory work. The Marlin-Rockwell Corp. had applied for boys and they had been able to send them some.

IX. PROGRESSES ON WHICH WOMEN ARE WORKING

Women are engaged on bench work entirely. They bend brass strips for radiator cores with small bench machines; they straighten ends of cores with hand pinchers; they mark strips of brass for cutting. They are seated while at work and have backs to their chairs. There is no health hazard involved in this work.

There is no training for women workers. They are put at the machines and instructed by the shop superintendent.

V. HOURS

For both men and women the same. They work six days a week, on three shifts; (1) 7:00 a.m. - 3:00 p.m. (2) 3:00 p.m. - 11:00 p.m. (3) 11:00 p.m. - 7:00 a.m.

The firm put the policy of three shifts into effect on Oct. 14th, 1918.

There is no regular period for meals. The firm supply all employees with two sandwiches and a cup of coffee or milk. The shop superintendent said that they took as long for lunch as "it takes them to eat two sandwiches and drink a cup of coffee", which usually does not exceed ten minutes.

There are no rest periods.

VI. WAGES

Initial rate for men - 38¢ an hour
"women - 27¢ " "

They work on hourly basis, and there is no bonus for night work.

VII. PHYSICAL WORKING CONDITIONS

The building is of fireproof construction and seems to comply with the labor laws. The floor capacity on each of the four floors is limited to 65 people so that the question of increasing the force beyond 65 would be in direct violation of capacity law.

There is no accident hazard involved in this work.

The lighting, heating and ventilation seem to be adequate.

The building was fairly clean and a man janitor is employed to take care of the cleanliness.

The speed at which the girls were working did not seem to be excessive but the noise of the machines was very great.

Sanitary Service.

Good facilities for washing or drinking - recently installed in sufficient number. The toilets and cloak room are in one room, and the facilities are adequate. Clothes, shoes, etc. thrown about on

the floor of the break room together with an abundance of milk bottles gave one the impression of great slovenliness.

There is no medical service of any kind.

There is a room set aside for the girls where they may eat lunch, an absolutely bare room with only a bare table and chairs.

VIII. POLICY RE TRADE UNIONS

According to testimony of employers, it is an open shop, and no questions are asked whether or not a man or woman is a unionist.

ORDNANCE DEPARTMENT

OFFICE OF ORDNANCE DISTRICT CHIEF

1107 BROADWAY

NEW YORK, N. Y.

TO INSURE PROMPT ATTENTION

IN REPLYING REFER TO

FILE No. _____

ATTENTION OF PRODUCTION DIVISION

PRODUCTION DIVISION
INDUSTRIAL SERVICE SECTION.

October 17, 1918.

FROM: N.M. Reeder, Supervisor, Women's Branch, N.Y. District Office.
Joint Visit with Chief of Women in Industry Sec., N.Y.
Industrial Commission.

TO: Clara M. Tead, Director, Women's Branch, Industrial Service
Section, Washington, D. C.

SUBJECT: Petition for Night Work for Women by the Marlin-Rockwell
Company.

* 2 *

MARLIN-ROCKWELL

547 Madison Avenue, New York, Oct. 11, 1918

Secretary of War,
Industrial Service Section,
Ordnance Department,
Washington, D. C.

Dear Sir:-

It has been suggested by the Ordnance Department that we increase our production of machine guns and airplane radiators by introducing three shifts of eight hours each so that we may have continuous production of the above. We are making plans to comply with the above request.

This necessitates the employment of women for the same working hours as men, and consequently we beg to request that you assist us in any way possible, so that we may have permits to proceed under this intensified production scheme.

We beg to make such application and to request immediate action in connection with our airplane radiator division at 143rd Street and Southern Boulevard, New York City.

The contracts which we have for radiators are as follows:

Direct - U. S. Government Order No. 730,241; indirect, Dayton Wright Airplane Company No. 20038 - A; Fisher Body Corporation No. 20207; Sturdevant Aeroplane Company Nos. 720,046 and 720,048.

Secretary of War (Cont'd)

Our output at present is between 45 and 50 per day, which we hope to increase proportionately with our increased running time under the three shifts of eight hours each.

Our present force consists of 215 men and 35 women, and as we increase the shifts we will have to rely proportionately more on women.

Our factory at 143rd Street and Southern Boulevard is a modern fireproof factory building, practically new; we have a rest room for women and are willing to let the women take as reasonably long periods for eating and resting at night as they care to.

If there is anything further which you care to have us do in connection with the matter, we will be glad to receive suggestions, which may help out the situation.

Very truly yours,

MARLIN-ROCKWELL CORPORATION

(Signed) Albert Newcombe

Secretary and Treasurer

October 25, 1918.

FROM: Estimates and Requirements Division, Progress Section.

TO: Mrs. Clara M. Tead, Director, Women's Branch, Industrial Service Section.

Subject; Marlin-Rockville Company, Norwich, Conn., and New York.

This firm is manufacturing such articles as Aviation Guns, Browning Automatic Guns, Marlin Tank Guns, Marlin Aviation Guns, and several other similar items. This matter has been taken up with the Small Arms Section, Production Division, and they have requested this office to wait until Monday to make reply to this request, stating that the Small Arms Section has a man at both of the above plants making a full investigation and will return to the office Monday morning. Therefore, the Production Division will make a statement to this office and same will be forwarded for your information. However, it is understood from the Small Arms Section that this firm is also behind their scheduled deliveries on War Contracts.

Sanford E. Thompson,
Lt. Col. Ord. Dept. U.S.A.

By (Signed) W. O. McDowell

W.O. McDowell,
1st Lt. Ord. Dept. U.S.A.

To Miss Van Kleeck,

ATTACHED HERETO ARE 3 PAPERS

PLEASE Re Marlin-Rockwell Company

~~These are sent you to complete~~
~~your files on this matter.~~

MONTH	DAY	HOURL
11	4	12M

CLARA M. TEAD

BY G. F. Flynn

(COPY)

STATE OF NEW YORK
DEPARTMENT OF LABOR
OFFICE OF THE STATE INDUSTRIAL COMMISSION
CAPITOL, ALBANY

NOV 6 - A.M.

NEW YORK, November 1, 1918.

SUBJECT + MARLIN + ROCKWELL CORP. + MAYO PLANT + NEW YORK CITY.

Mrs. Clara M. Tead, Director
Women's Branch, Industrial Service Section
Ordnance Department
6th and B. Streets
Washington, D. C.

My dear Mrs. Tead:

Referring to your memorandum of October 21st, relative to the action taken by the New York State Industrial Commission regarding the violation of the State labor law by the Marlin-Rockwell Corp., Mayo Plant; by action of the First Deputy Commissioner, the Marlin-Rockwell Corp. was ordered on October 23

- 1 - to discontinue the employment of women between 10 p.m. and 6 a.m., in accord with Section 93-b of the state labor law.
- 2 - to allow their employees not less than 30 minutes for lunch, in accord with Section 89 of the labor law.
- 3.- to post the hours of employment of women employees, according to Section 77-4 of the labor law.

A later report by one of our inspectors showed that the firm are now complying with the labor law.

These violations of the labor law were reported to the Inspection Bureau by the Bureau of Women in Industry, following a visit by representatives of the Women's Division of the Industrial Service Section of the Ordnance Department and of the Bureau of Women in Industry at the Marlin - Rockwell plant on October 16th.

Very sincerely yours,

(Signed) Nellie Swartz

Chief.

COPY

November 1, 1918.

From: Office of the Director of Aircraft Production
To: ^W Ordnance Dept., Industrial Service Section, Womens Branch,
ATTENTION: MRS. CM. TEAD.
Subject: MARLIN-ROCKWELL CORPORATION

1. With reference to your letter of October 31, 1918, copy attached, attached herewith is copy of letter sent yesterday to the Marlin-Rockwell Corporation, refusing the certificate of emergency.

By direction of the Director of Aircraft Production.

Signed _____

CHAS. T. LATHERS,
CAPTAIN, U.S.A.
IN CHARGE, INDUSTRIAL RELATIONS DEPT.

2 atts.

Office of the Director of Aircraft Production,

Marlin-Rockwell Corporation (Mayo Plant) 143rd St., N. Y. City, N.Y.

Certificate of Emergency.

1. Your letter of October 11th addressed to the Secretary of War, Industrial Service Section, Ordnance Dept., has been forwarded to this Department for the necessary action.
2. Following a joint survey made by Miss N. M. Reeder of the Womens Branch, New York District of Ordnance, and Miss Nellie M. Swartz, Chief of the Womens Division, New York State Industrial Commission, and after conferring with the Chief of the Radiator Section, Bureau of Aircraft Production, Washington, it is felt ~~it is~~ advisable not to have issued the emergency certificate requested.
3. Artificial light used in the production of radiators is not generally satisfactory and is liable to increase rejections and we are safe in saying that night work is never of a quality equal to that of day work. The atmosphere is also heavier at night than in the day time and because of winter approaching, which means that doors and windows will be kept closed, the fumes from the acids will be denser and more injurious to health.
4. The two prime reasons given above, together with your present standing, comparing production against requirements, which is coming along nicely, prompts the decision that it is not in order to issue the certificate of emergency, waiving the State Laws of New York.

BY DIRECTION OF THE DIRECTOR OF AIRCRAFT PRODUCTION.

(Signed) Charles T. Lathers,

CHARLES T. LATHERS,
CAPTAIN U.S.A.
IN CHARGE, INDUSTRIAL RELATIONS DEPT.