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November 6, 1918. Miss Elizabeth Moran, Deputy Factory Inspector, In re: Maxwell Motor Company, 49 Buhl Block, Oakland Plant. Detroit, Michigan. My dear Miss Moran: Miss Hines of the Woman's Branch, Industrial Service Section, Ordnance Department, has reported to Mrs. Tead, Director of the Woman's Branch in Washington to the effect that working conditions in this and other plants are very bad, indeed. She has made special mention of the immoral atmosphere in this particular plant. I have suggested that Miss Hines call on you and I have assured them that you will give her whatever assistance is possible, especially in reference to the enforcement of the Michigan state laws in reference to hours and toilet facilities. I was very glad to hear from you and I am looking forward to meeting you. It was a great relief to me to find that you are still in the Michigan department. Very truly yours, Agnes Peterson, Women in Industry Service. AP: EFE igitized for FRASER tps://fraser.stlouisfed.org

November 4, 1918.

Memorandum

To:

Mrs. Clara M. Tead, Director, Woman's Branch, Industrial Service Section, Ordnence Department.

From:

Woman in Industry Service

Subject:

Plant of Manwell Motor Car Company (Oakland Plant)

- 1. Acknowledgment of your communication of October 18th was forwarded to you October 28th.
- 2. (a) Violations of the Michigan State Law, regulating hours of employment of women should be reported to the Commissioner of Labor.
 - (b) Report should also be made to the Commissioner of Labor relating to the fact that the general working conditions in this factory are poor, -- the conditions of the toilet, etc.

Section 17 of the Act providing for inspection and regulation in factories covers the provision and sanitation in rest rooms and toilets.

- 3. '(a) The question of the moral atmosphere is, however, a more difficult matter. The Woman in Industry Service urges the calling in of state departments of labor for cooperation in matters pertaining to the conditions surrounding the employment of women, whenever possible. In this particular instance, however, we advise that Miss Hines consult with Mrs. McCurdy, Industrial Secretary, Young Women's Christian Association, Detroit, Michigan, as to the practicability and advisability of doing so in this case. It may be that Mrs. McCurdy is in the position to recommend some better way of handling the problem.
 - (b) We would suggest that Miss Hines forward detailed report of the work of the women working on sand blasts.

Agnes Peterson, Woman in Industry Service.

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Mrs. Lead called to day.
Made suggestion that Miss Hines call in
Miss Elejabrek Misse. Deputy Factory Suspector
49 Bull Block Detroit much

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STATE OF MICHIGAN DEPARTMENT OF LABOR 49 BUHL BLOCK DETROIT

FRED W. CASTATOR,

DEPUTY COMMISSIONER

MAURICE D. KIRBY,

CHIEF ASSISTANT

November 1,1918

Women in Industry Service.

Dear Miss Peterson;

I have been out of town and so have just received your letter. I am still with the Department and, will be very much pleased to meet you again.

I have been inspecting in the State quite a bit lately but think I will be finished in about three more weeks. Be sure and get in touch with me at 49 Buhl Blk.Detroit.

Elizabeth Moran

Deputy State Factory Inspector.

October 28, 1918.

To:

Miss Clara M. Tead, Director, Woman's Branch Industrial Service Section, Ordnace Department.

From:

Woman in Industry Service.

Subject:

Plant of Maxwell Motor Car Company (Oskland Plant) .

Acknowledgement is made of receipt of your memorandum of October 18th, 1918.

The Woman in Industry Service will give careful attention to this case and report to you at the very earliest possible date.

AP/EFH

Agnest Peterson, Woman in Industry Service.

No. 230.6
Attention of 5-863 October 18, 1918. 03-5845 Womens Branch, Industrial Service Section, Ordnance Dept., From: Miss Mary Van Kleeck, Director, Woman in Industry Service To: Department of Labor, Subject: PLANT OF MAXWELL MOTOR CAR COMPANY (OAKLAND PLANT). Attention is invited to the attached report of a visit 1,0 made to the Maxwell Motor Car Company (Oakland Plant) by Miss Charlotte Hine of the Womens Branch, Industrial Service Section, Detroit District Office. It is noted that the women are being employed 10 hours 2. per day, in violation of the State Labor Law. The general working conditions seem to be very poor, and 3. the moral atmosphere, as described in paragraph 7, would appear to be so bad as to need immediate attention. Attention is further invited to the fact that women are 44 working on sand blasts as described in the next to the last paragraph of Miss Hine's report . The Womens Branch would appreciate the comperation of the Woman in Industry service in making recommendations and in taking such action as may seem necessary. Clara Milead CLARA M. TEAD, DIRECTOR, WOMENS BRANCH, INDUSTRIAL SERVICE SECTION, ORDNANCE DEPT. igitized for FRASER tps://fraser.stlouisfed.org

All communications should be accompanied by carbon copy and addressed to

WAR DEPARTMENT

PRODUCTION DIVISION

WASHINGTON

To insure prompt attention,

in replying refer to

OFFICE OF THE CHIEF OF ORDNANCE OCT 21 AM

Miss Pelerary

October 18, 1918.

From: Wemens Branch, Industrial Service Section, Ordnance Dept.,

Te: Miss Mary Van Kleeck, Director, Weman in Industry Service Department of Labor,

Subject: PLANT OF HAXWELL MOTOR CAR COMPANY (OAKLAND PLANT).

- Attention is invited to the attached report of a visit made to the Maxwell Motor Car Company(Oakland Plant) by Miss Charlette Hime of the Womens Branch, Industrial Service Section, Detroit District Office.
- 2. It is noted that the women are being employed log hours per day, in violation of the State Labor Law.
- 3. The general working conditions seem to be very poor, and the meral atmosphere, as described in paragraph 7, would appear to be so bad as to need immediate attention.
- 4. Attention is further invited to the fact that women are working on sand blasts as described in the next to the last paragraph of Miss Hine's report. The Womens Branch would appreciate the co-operation of the Woman in Industry service in making recommendations and in taking such action as may seem necessary.

CLARA M. TEAD, DIRECTOR, WOMENS BRANCH, INDUSTRIAL SERVICE SECTION, ORDNANCE DEPT. Charlotte Hine, Women's Branch, Industrial Service Section.

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

VISIT TO PLANT OF MAXWELL MOTOR COMPANY (OAKLAND PLANT)

1 - Reasons for Visit
Mr. Dunn, Assistant Supt. of the Shell Shop,
requested help in arranging new schedule of

working hours and also wished to work the girls more than ten hours in one day.

2 - Persons Interviewed

Mr. Dunn, Assistant Supt. of Shell Plant.

5 - Organization 4 - Contracts

Adapters for 155 m/m Shells. 12" S.C.Mortar H.E.Shells

5 - Production

They have just gotten the work to a point where they are running according to schedule.

6 - Salient Features Regarding Employment.

(a) Number employes and labor supply
There are 500 men on direct production and
18 women. They have plenty of help applying
at the Employment Office for work.

(b) Hours

They had formerly worked the women on two eight hour shifts, but on the date of the visit had changed over to a 102 hour day with no women on the hight shift.

(c) Wages

Women are paid a starting rate of 35d an hour with time and one-half for overtime over eight hours. On the piece work rate, they earn from \$4.50 to \$6.00 in 8 hours. The rate will remain the same for the ten hour day and will not be cut.

(d) Occupations for women
Inspection, Lathe Machines, Band Grooving
and rough turn on 75 m/m shell.

(e) Training
No training is given but the job-setter is
supposed to show the women how to operate
their machines.

- (f) Employment Management
 Mr. MacElfatrick is the Employment Manager
 and works under the direction of Mr. Dunn.
 There is no system and no records are kept.
 Mr. Dunn stated that the turnover ran as
 high as 400%, but could not give the period
 covered, and it was applied to the men as
 well as the women. It was mere guess work.
- (g) Working Conditions.

 The shop is extremely dirty for a plant that has been in operation only 22 months. The machines are crowded together with very narrow isles for passages. There is no discipline in
- the shop.

 Sanitation and Health.

 No attention has been paid to either of these factors. The condition of the toilet room is shocking, the toilets have been out of order for months and plumbers were there the day of my visit to put in a larger sewer pipe.
- (i) Accident Hazards (j) Fire Hazards
 - The Company maintains a cafeteria but when the women worked on the 8 hour shift they had no time to patronize this, but ate their lunch at tables provided for them in the Rest Room.

 Each noon a basket of sandwiches are brought into the Rest Room and sold to the girls.

 Coffee is made by the matron in charge of the Rest Room. This room is very unattractive, poorly ventilated and a very unhealthful place in which to eat ones lunch. There are no other service features.
- There was a great deal of "jollying" among the men and girls on the floor. Even Mr. Dunn, while taking me thru the plant, stopped to "jolly" with the workers, although he told me that they discharged any men taught talking to a girl, if he persisted in it. When I pinned him down, he stated that no man had ever actually been discharged for this offense.

 After is aving the plant, the inside secret service man came up to me and told me that he wished that he might tell me of some of the things that occur within the plant, but because of the change of shifts

#3 Maxwell Motor Company Oct. 15th, 1918. a good many of the "tough women" had been dismissed, and he could not at that time give me reliable reports in particular instances, but if I would return in two weeks, he would give me some inform tion upon which I could act. He stated that both Mr. Dunn and Mr. Mitchell make "dates" with the girls and if they do not keep them they are dismissed. Recommendations Showed Mr. Dunn the clause in the State Laws distinetly prohibiting women to work more than ten hours in any one day. He porfessed to be unfamiliar with it, but I noticed that it had been marked in his book. He stated that these new hours were merely a temporary make-shift and that they would increase the lunch hour to a full hour and dismiss the girls 15 minutes early. Further recommended that a partition between the toilets be run up at least 7 feet if not to the ceiling and that doors be put on. He agreed to do this at once. A group of women are working on the sand blast, which in itself is injurious to their health, but, in addition, their work beach is logated in the heat treat room, thus increasing the danger to their health. Suggested a different arrangement to be made for these Mr. Dunn was advised that these suggestions would be followed up and that an interview would be requested with Mr. Adams, the Manager of the Maxwell Company. CHARLOTTE HINE, Supervisor, Women's Branch, CH/B Industrial Service Section. igitized for FRASER tps://fraser.stlouisfed.org