

Andrew MILLS + SON

October 25, 1918.

FOR: Mr. L. M. Howe, Navy Department

file
SUBJECT: Andrew Mills & Sons, and Midvale Steel Company.

As Miss Allinson is now in New York making an investigation in connection with the rates at the Charleston Navy Yard, we are holding until her return the matter of overtime in the shop of Andrew Mills & Sons and the application of the Midvale Steel Company to employ women at night.

It seems to me desirable that the matter of overtime in the flag-making shop should be taken up with the Naval Overseas Transport Service. Miss Allinson will ask your advice on this point on her return and will follow this procedure if you think it best.

The application of the Midvale Steel Company to employ women at night cannot be acted upon until some action is taken regarding the whole policy in reference to night work.

MVK:IMP

Mary Van Kleeck, Director,
Woman in Industry Service.

OCT 16 AM.

NAVY DEPARTMENT,
ASSISTANT SECRETARY'S OFFICE,
WASHINGTON.

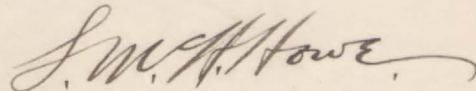
October 14, 1918.

Dear Miss VanKleek:

This is a fine young thing to pass on me when I am trying to get off for a week's vacation. Incidentally, please let Miss Allison understand that we want from her recommendations as well as polite inquiries as to what has to be done.

As Miss Allison is now out roaming the country on our behalf, would you mind letting me know what you think about this.

Very sincerely,



Miss Mary Van Kleeck, Director,
Women in Industry Service,
Department of Labor,
Washington, D. C.

U. S. DEPARTMENT OF LABOR

WOMAN IN INDUSTRY SERVICE

WASHINGTON

October 8, 1918.

MEMORANDUM.

For: L. McH Howe, Assistant to the Assistant
Secretary of the Navy,

From: Mary Van Kleeck, Director, Women in Industry Service.

Subject: Andrew Mills & Sons, Flagmakers, 53 South St., New York City.
Request for permission to work women more than nine hours a day.
July 18, 1918.

1. A letter from Miss Nelle Swartz, Chief of the Bureau of Women in Industry, New York State Department of Labor, under date of October 3rd asks to have placed before the Secretary of the Navy at once, the conditions underlying the request of Andrew Mills & Son, Flagmakers, 53 South St., New York City, to work more than nine hours per day which was first presented on July 18, 1918.

On receipt of this request, Miss Swartz made an inspection of the plant, and submitted the attached report August 14, 1918.

2. Attention is called to the statement in the report that "the difficulty lies with the Naval Overseas Transport Service, who issue an order one day asking that it be delivered on the next day. These orders were gone over by the investigator, and almost without exception, they ask for immediate delivery or delivery within two days. Orders from the United States Shipping Board and the Quartermaster Department which were placed late in February and March, have not yet been filled by this firm, because of the pressure from the Naval Overseas Transport Service" There is no doubt that orders issued at night by the United States Government to be delivered the next day is a serious matter. The manufacturer is told that the order must be filled. For the men workers it means, perhaps, all night work, and for the women it means often overtime and excessive fatigue."

3. In the letter of transmittal under date of August 15th, Miss Swartz wrote:

"The idea of granting an extension of hours to Andrew Mills & Son is not to be considered. The addition of six girls will relieve their pressure, and I have asked Miss Odenchantz (head of the Women's

Division of the U. S. Employment Service in New York) to attend to this."

4. In her letter of October 3rd, Miss Swartz writes:

"Mr. Mills is still unable to secure enough help to have his machines busy 100% of the time. Probably because Mr. Mills starts his girls at \$10.00 per week, makes it difficult for him to secure help, even though they earn as much as \$22.00 per week after some experience. Since, in a number of the factories in New York City the initial wage is over \$10.00 per week, we feel that this is a sore spot in Mr. Mills management.

However, it is still evident that the United States Shipping Board, United States Navy, and United States Transport Service are giving Mr. Mills contracts calling for immediate delivery. A number of these contracts seen by our representative asked for delivery in anywhere from eight to twenty-four hours. Even with all his machines busy, it does not seem possible for Mr. Mills to fill these orders without some overtime. For example, an order coming in at three o'clock in the afternoon, calling for delivery at eight in the morning, makes it practically imperative to have night work. Mr. Mills frankly states he is violating the law, as women frequently work at night and in addition are having some Sunday work.

I placed the situation this morning before Commissioner Lynch, who authorized me to have this matter placed, through you, before the Secretary of the Navy at once."

5. Will you be good enough to let us know what is the wish of the Secretary in regard to this situation?

Mary Van Kleeck, Director
Women in Industry Service

By

May Allinson
May Allinson, Industrial Expert,
Women in Industry Service.

Office of
ANDREW MILLS & SONS.

Sail Makers.

53 South St. & 8 Jones Lane.

New York City, N.Y.

July 18th, 1918.

Honorable Baker,
Secretary of War,
Washington, D. C.

Dear Sir:-

We respectfully request you to give us permission to work our girls in our Flag Dept. overtime. We are doing nothing but Government Work, and we have had a State Factory Inspector in who informed us that we could not work the girls over nine (9) hours per day, and as we are short of help we have to work over_time to get these orders out.

The orders we have are for the U.S. Shipping Board, U.S. Navy, U.S. Army Transport Service, and the Naval Overseas Trans, which issues orders at night to be delivered the next day, so you see it is impossible to get these orders out if we cannot work overtime.

Kindly let us hear from you on this matter at once, as we cannot do anything further until hearing from you, and greatly oblige

Yours respectfully,

ANDREW MILLS & SONS.

AGM/AG.

Memorandum Relative to Andrew Mills & Son, Sail Maker
53 South Street & Jones Lane, New York City.

Date August 14, 1918.

Inspection made by Nelle Swartz, Director of Bureau of
Women in Industry, New York State Department of Labor.

Reason
for
Visit

Andrew Mills & Son applied to the War Department for permission to work girls overtime in their flag department in order to fill the orders for the United States Government.

Status
of
Contract.

The Factory of Andrew Mills & Son is located on South Street, New York City, facing South and Jones Lane, facing East River. It is an old firm, but they have only been doing Government contract work since the war. They are doing 100% Government work and have orders from the United States Shipping Board, the United States Navy, the Quartermaster's Department, the United States Transport Service, and the Naval Overseas Transport Service. The difficulty lies with the Naval Overseas Transport Service, who issue an order one day asking that it be delivered on the next day. These orders were gone over by the investigator, and almost without exception, they ask for immediate delivery or delivery within two days: Orders from the United States Shipping Board and the Quartermaster's Department, which were placed late in February and March, have not yet been filled by this firm because of the pressure from the Naval Overseas Transport Service. The Quartermaster's Department and the Shipping Board are, therefore, pressing the firm for their orders.

Physical
Condition
of
Factory.

The building itself is an old one, and poorly arranged and equipped for factory work. The first floor is given over to storage and shipping, the second floor to offices and storage, and the third and fourth floors to the factory. The girls employed in the flag room work almost entirely with artificial light. The room is a long narrow one, with windows on two sides. The whole appearance of the factory is one of unkemptness. The walls and stairs are very dirty.

Number of
Employees.

There are 11 girls employed in the flag room, and 30 men employed in the sail room.

Hours.

Girls are employed from 8 a.m. to 5:30 p.m. with one hour off for luncheon.

Wages.

The starting wage for women is \$10 a week. They work at this wage for 1 or 2 weeks and then are put on piece work, when they can make from \$18 to \$20 a week,---that is for the girls working on the machines.

The girls employed at cutting make about \$12 per week.

Conclusion.

Mr. Mills stated that up to about a month ago, he had

MEMORANDUM OF ANDREW MILLS & SON.

employed his girls two hours overtime a day in hope of catching up with his orders, but he was notified by the Department of Labor that this is not legal. He claimed that if he could secure sufficient labor force, it would not be necessary to have overtime work. He claimed that he had advertised in the papers for help but was not successful. He had not applied to any public or private employment agency.

State Labor
Laws.

The firm comply with State Labor Laws.

Recommendations

The physical working conditions of the factory are such that it is undoubtedly hard to secure and keep a labor force. There is much absenteeism. The whole problem seems to be one of labor shortage rather than the necessity of considering overtime, and a request has been made by the Director of the Bureau of Women in Industry to the Federal Employment Bureau to try to send to Mr. Mills, 6 girls to operate machines. There is no doubt that orders issued at night by the United States Government to be delivered the next day is a serious matter. The manufacturer is told that the order must be filled. For the men workers it means, perhaps, all night work, and for the women it means often overtime, and excessive fatigue.

October 8, 1918.

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On receipt of this request, Miss Swartz made an inspection of the plant, and submitted the attached report August 14, 1918.

2. Attention is called to the statement in the report that "the difficulty lies with the Naval Overseas Transport Service, who issue an order one day asking that it be delivered on the next day. These orders were gone over by the investigator, and almost without exception, they ask for immediate delivery or delivery within two days. Orders from the United States Shipping Board and the Quartermaster Department which were placed late in February and March, have not yet been filled by this firm, because of the pressure from the Naval Overseas Transport Service" There is no doubt that orders issued at night by the United States Government to be delivered the next day is a serious matter. The manufacturer is told that the order must be filled. For the men workers it means, perhaps, all night work, and for the women it means often overtime and excessive fatigue."

3. In the letter of transmittal under date of August 15th, Miss Swartz wrote:

"The idea of granting an extension of hours to Andrew Mills & Son is not to be considered. The addition of six girls will relieve their pressure, and I have asked Miss Odencrantz (head of the Women's

Division of the U. S. Employment Service in New York) to attend to this."

4. In her letter of October 3rd, Miss Swartz writes:

"Mr. Mills is still unable to secure enough help to have his machines busy 100% of the time. Probably because Mr. Mills starts his girls at \$10.00 per week, makes it difficult for him to secure help, even though they earn as much as \$22.00 per week after some experience. Since, in a number of the factories in New York City the initial wage is over \$10.00 per week, we feel that this is a sore spot in Mr. Mills management.

However, it is still evident that the United States Shipping Board, United States Navy, and United States Transport Service are giving Mr. Mills contracts calling for immediate delivery. A number of these contracts seen by our representative asked for delivery in anywhere from eight to twenty-four hours. Even with all his machines busy, it does not seem possible for Mr. Mills to fill these orders without some overtime. For example, an order coming in at three o'clock in the afternoon, calling for delivery at eight in the morning, makes it practically imperative to have night work. Mr. Mills frankly states he is violating the law, as women frequently work at night and in addition are having some Sunday work.

I placed the situation this morning before Commissioner Lynch, who authorized me to have this matter placed, through you, before the Secretary of the Navy at once."

5. Will you be good enough to let us know what is the wish of the Secretary in regard to this situation?

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Women in Industry Service

By

May Allinson, Industrial Expert,
Women in Industry Service.

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Mary Van Kleeck, Director
Women in Industry Service

By

May Allinson, Industrial Expert,
Women in Industry Service.

October 3, 1918.

Miss Nelle Swartz,
Department of Labor, New York Office,
230 Fifth Avenue, New York City.

My dear Miss Swartz:

In response to your letter of October 3, concerning the difficulties of Andrew Mills and sons and their request for exemption from the night work law, we are sending you today enclosed memorandum, asking him to present the situation to Secretary Daniels at once. As soon as we have a response, we will let you know.

Very sincerely,

Mary Van Kleeck, Director,
Woman in Industry Service.

MA/EPH



STATE OF NEW YORK
DEPARTMENT OF LABOR
OFFICE OF THE STATE INDUSTRIAL COMMISSION
CAPITOL, ALBANY
NEW YORK OFFICE, 230 FIFTH AVENUE

OCT 5 - A.M.

BUREAU OF
WOMEN-IN-INDUSTRY

NELLE SWARTZ
CHIEF OF BUREAU

STATE INDUSTRIAL COMMISSION
JOHN MITCHELL, CHAIRMAN
EDWARD P. LYON
LOUIS WIARD
JAMES M. LYNCH
HENRY D. SAYER

WILLIAM S. COFFEY, SECRETARY

NEW YORK, October 3, 1918

re-Andrew Mills & Son

Miss Mary VanKleeck
Women in Industry Service
Department of Labor
Southern Building
Washington, D. C.

My dear Miss Van Kleeck:

I sent you on August 15th the result of an investigation made at your suggestion of the factory of Andrew Mills and Son, relative to an exemption from the night work law. I have a memorandum from you to Major Rosensohn on August 31st.

This Bureau followed up our investigation of Andrew Mills and Son on October 2nd, and our conclusions are as follows:

Mr. Mills is still unable to secure enough help to have his machines busy 100% of the time. Probably because Mr. Mills starts his girls at \$10. per week, ~~it~~ makes it difficult for him to secure help, even though they earn as much as \$22. per week after some experience. Since, in a number of the factories in New York City the initial wage is over \$10. per week, we feel that this is a sore spot in Mr. Mills management.

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Miss Mary Van Kleeck

10/3/1918

re-Andrew Mills & Son

-2-

May we have your recommendations and suggestions
as to the procedure of this Bureau on this case as soon as
possible?

Very sincerely yours,

Wille Swartz

Chief

NS/MH

WAR DEPARTMENT,
WASHINGTON.

September 3, 1918

MEMORANDUM

From Samuel J. Rosensohn, Major, J.A.G., Detailed to the
Office of Secretary of War.

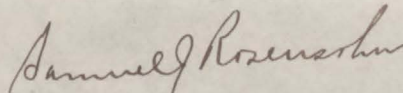
To Miss Mary Van Kleeck, Director, Woman in Industry
Service.

Subject: Andrew Mills & Sons matter.

1. Your report with reference to the above matter has been received, and a letter sent to the firm denying their request for a certificate of emergency.

2. I should thoroughly approve your taking up with the Navy Department the matter of orders from the Naval Overseas Transport Service which seem, according to your report, to be to some extent the source of the difficulties of the above firm.

Cordially yours,



Samuel J. Rosensohn,
Major, J. A.G.,
Detailed to Office of Secretary of War

SMI:GT

September 3, 1918

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Detailed to Office of Secretary of War

SMI:GT

Exemption

August 31, 1918.

FOR: Major Samuel J. Rosensohn, J.A.G., R.C., Office of the
Secretary of War.

FROM: Miss Van Kleeck, Director, Woman in Industry Service.

SUBJECT: Andrew Mills and Sons, Request for permission to work
more than eight hours.

The attached request from Andrew Mills and Sons to the Secretary of War for permission to employ girls overtime in their flag department was referred by you to us and we requested an investigation by Miss Nelle Swartz, Director of the Bureau of Women in Industry of the New York State Department of Labor. Her report is attached. Attention is drawn to the conclusion that the granting of extension of hours to Andrew Mills and Sons is not to be considered, as the addition of six girls to their force will relieve their pressure, and the federal employment service in New York has been asked to secure these workers.

Attention is also called to the statement in the report that "the difficulty lies with the Naval Overseas Transport Service who issue an order one day asking that it be delivered on the next day. These orders were gone over by the investigator and almost without exception they asked for immediate delivery or delivery within two days. Orders from the U. S. Shipping Board and the Quartermaster's Department which were placed late in Feb-

ruary and March have not yet been filled by this firm because of the pressure from the Naval Overseas Transport Service.***** * There is no doubt that orders issued at night by the United States Government to be delivered the next day is a serious matter. The manufacturer is told that the order must be filled. For the men workers it means, perhaps, all night work, and for the women it means often overtime and excessive fatigue."

With your approval the Woman in Industry Service will be glad to take this matter up with the Navy Department. Meanwhile we assume that a letter will be sent from the office of the Secretary of War to the firm. The Woman in Industry Service sent a letter to the firm on August sixth saying that we were referring the matter to Miss Swartz for investigation.

Mary Van Kleeck,
Director, Woman in Industry Service.

THE CONSUMERS' LEAGUE
of The City of New York.

August 15, 1918.

Miss Mary Van Kleeck,
Federal Department of Labor,
Washington, D. C.

my dear miss van Kleeck:

I am enclosing to you a report of the inspection
which I made yesterday of Andrew Mills & Son, concerning
which you sent me a memorandum on the 8th of August.

As you see, our Bureau is not yet in running shape,
as we have not yet secured our cards and forms for mem-
oranda.

I trust this gives you the information that is
necessary. The idea of granting an extension of hours
to Andrew Mills and Son is not to be considered. The
addition of 6 girls will relieve their pressure, and I have
asked Miss Odencrantz to attend to this.

Very sincerely yours,

Miss SWARTZ,
Executive Secretary.

Memorandum relative to Andrew Mills & Son, Sail Maker
53 South Street & Jones Lane, New York City.

Date August 14, 1918.

Inspection made by Nelle Swartz, Director of Bureau of
Women in Industry, New York State Department of Labor.

Reason
for
Visit

Andrew Mills & Son applied to the War Department for permission to work girls overtime in their flag department in order to fill the orders for the United States Government.

Status
of
Contract

The Factory of Andrew Mills & Son is located on South Street, New York City, facing South and Jones Lane, facing East River. It is an old firm, but they have only been doing Government contract work since the war. They are doing 100% Government work and have orders from the United States Shipping Board, the United States Navy, the Quartermaster's Department, the United States Transport Service, and the Naval Overseas Transport Service. The difficulty lies with the Naval Overseas Transport Service, who issue an order one day asking that it be delivered on the next day. These orders were gone over by the investigator, and almost without exception, they ask for immediate delivery or delivery within two days. Orders from the United States Shipping Board and the Quartermaster's Department, which were placed late in February and March, have not yet been filled by this firm because of the pressure from the Naval Overseas Transport Service. The Quartermaster's Department and the Shipping Board are, therefore, pressing the firm for their orders.

Physical
Condition
of
Factory

The building itself is an old one, and poorly arranged and equipped for factory work. The first floor is given over to storage and shipping, the second floor to offices and storage, and the third and fourth floors to the factory. The girls employed in the flag room work almost entirely with artificial light. The room is a long narrow one, with windows on two sides. The whole appearance of the factory is one of unkemptness. The walls and stairs are very dirty.

Number of
Employees.

There are 11 girls employed in the flag room, and 30 men employed in the sail room.

Hours.

Girls are employed from 8 a.m. to 5:30 p.m. with one hour off for luncheon.

Wages.

The starting wage for women is \$10 a week. They work at this wage for 1 or 2 weeks and then are put on piece work, when they can make from \$18 to \$20 a week, --that is for the girls working on the machines.

The girls employed at cutting make about \$12 per week.

Conclusion

Mr. Mills stated that up to about a month ago, he had employed his girls two hours overtime a day in hope of catching up with his orders, but he was notified by the Department of Labor that this is not legal. He claimed that

MEMORANDUM OF ANDREW MILLS & SON.

if he could secure sufficient labor force, it would not be necessary to have overtime work. He claimed that he had advertised in the papers for help but was not successful. He had not applied to any public or private employment agency.

State Labor
Laws

The firm comply with State Labor Laws.

Recommendations.

The physical working conditions of the factory are such that it is undoubtedly hard to secure and keep a labor force. There is much absenteeism. The whole problem seems to be one of labor shortage rather than the necessity of considering overtime, and a request has been made by the Director of the Bureau of Women in Industry to the Federal Employment Bureau to try to send to Mr. Mills, 8 girls to operate machines. There is no doubt that orders issued at night by the United States Government to be delivered the next day is a serious matter. The manufacturer is told that the order must be filled. For the men workers it means, perhaps, all night work, and for the women it means often overtime, and excessive fatigue.

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August 20, 1918

My dear Miss Swartz:

Thank you for your letter of August 15th enclosing a report of the inspection of the factory of Andrew Mills & Son, which has come during Miss Van Kleeck's absence in Niagara Falls. I will bring it to her attention immediately upon her return.

Very truly yours,

Secretary to Miss Van Kleeck.

Miss Nelle Swartz,
New York State Department of Labor,
Bureau of Women in Industry.

WOMEN IN INDUSTRY SERVICE

August 6, 1918.

Andrew Mills & Sons,
53 South street, and Jones Lane,
New York City.

Dear Sirs:

Your request addressed to the Secretary of War asking permission to employ girls in your flag department longer than nine hours a day has been referred to this office for recommendation.

We are asking Miss Nelle Swartz, Director of the Bureau of Women in Industry of the New York State Department of Labor to visit your plant at her earliest convenience, and to send us her report as a basis for decision.

Very truly yours,

Director, Women in Industry Service.

WOMEN IN INDUSTRY SERVICE

August 6, 1918.

My dear Miss Swartz:

The attached copy of a letter from Andrew Mills & Sons contains a request for permission to employ women longer than nine hours a day in New York City. It has been referred to us by the War Department and we are writing the Company that we are referring it to you for investigation and advice. Is it possible for you to make this inquiry? As it is probable that some adjustment can be made in conformity with the state labor laws I am not troubling the various departments concerned to give us information about the state of the contracts, but if you discover that you need these facts and will let me know, promptly, I shall start the procedure for getting them. Possibly a report from you dealing with the effect of labor conditions of ordered issued at night to be delivered the next day would be useful in drawing to the attention of the contracting departments, if we find that this is the difficulty in this case.

Sincerely yours,

Director, Women in Industry Service.

Miss Nelle Swartz,
Director, Bureau of Women in Industry,
New York State Department of Labor,
New York City.

WOMEN IN INDUSTRY SERVICE

August 6, 1918.

My dear Major Rosensohn:

We have received a memorandum from you referring to us the following cases, and we are taking action as indicated.

W. P. WEST & SON, request to work women in New Jersey longer than eight hours a day. As the New Jersey law already permits ten hours it does not seem necessary to take any action on this point. We are writing the firm to ask them why it is not possible for them to plan a sufficiently long working day and still keep within the New Jersey law.

WILLIAM S. HAYNES COMPANY, request for deferred classification of foreman. This request is being returned to you, as it is not a question of the employment of women.

ANDRES MILLS & SONS, request for permission to work women longer than nine hours a day in New York State. We are referring this to Miss Nelle Swartz, Chief of the Bureau of Women in Industry, New York State Department of Labor, for investigation and report.

NATIONAL CONSUMERS' LEAGUE, letter from Miss Agnes de Lima regarding the Trumbull Waste Manufacturing Company, held for further attention.

Very truly yours,

Director, Women in Industry Service.

Major Samuel J. Rosensohn,
J. A. G., R. C., detailed to the
Office of the Secretary of War.
Washington, D. C.

POSTAL TELEGRAPH - COMMERCIAL CABLES

RECEIVED AT

CLARENCE H. MACKAY, PRESIDENT.

TELEGRAM

DELIVERY NO.

The Postal Telegraph-Cable Company (Incorporated) transmits and delivers this message subject to the terms and conditions printed on the back of this blank.

This is a fast Day Telegram unless otherwise indicated by signal after the number of words:—"N. L." (Night Lettergram) or—"Nite" (Night Telegram). ||

Form 16

480ny hf 25 156p

sb Newyork july 30

MARY A VANKLEECK

OURAY BLDG WASHINGTON DC

Vogt on vacation will not return for three weeks no one else in
Newyork Dept to take his place will see you about matter thursday.

A D Reiley

POSTAL TELEGRAPH-COMMERCIAL CABLES

OPERATOR'S NOTATIONS,
TIME SENT, ETC.



THE GREATEST TELEGRAPH AND CABLE SYSTEM IN THE WORLD.

EXTENDS OVER TWO-THIRDS OF THE WAY AROUND THE EARTH.

THE POSTAL TELEGRAPH-CABLE COMPANY (INCORPORATED)

TRANSMITS AND DELIVERS THE WITHIN TELEGRAM SUBJECT TO THE FOLLOWING TERMS AND CONDITIONS:

To guard against mistakes or delays, the sender of a telegram should order it REPEATED; that is, telegraphed back to the originating office for comparison. For this, one-half the unrepeated telegram rate is charged in addition. Unless otherwise indicated on its face, THIS IS AN UNREPEATED TELEGRAM AND PAID FOR AS SUCH, in consideration whereof it is agreed between the sender of the telegram and this Company as follows:

1. The Company shall not be liable for mistakes or delays in the transmission or delivery, or for non-delivery, of any UNREPEATED telegram, beyond the amount received for sending the same; nor for mistakes or delays in the transmission or delivery, or for non-delivery, of any REPEATED telegram, beyond fifty times the sum received for sending the same, UNLESS SPECIALLY VALUED; nor in any case for delays arising from unavoidable interruption in the working of its lines; NOR FOR ERRORS IN CIPHER OR OBSCURE TELEGRAMS.

2. In any event the Company shall not be liable for damages for any mistakes or delays in the transmission or delivery, or for the non-delivery of this telegram, whether caused by the negligence of its servants or otherwise, beyond fifty times the REPEATED telegram rate, at which amount this telegram, if sent as a REPEATED telegram, is hereby valued, unless a greater value is stated in writing hereon at the time the telegram is offered to the Company for transmission, and an additional sum paid or agreed to be paid based on such value equal to one-tenth of one per cent. thereof.

3. The Company is hereby made the agent of the sender, without liability, to forward this telegram over the lines of any other company when necessary to reach its destination.

4. Messages will be delivered free within the established free delivery limits of the terminal office. For delivery at a greater distance a special charge will be made to cover the cost of such delivery.

5. No responsibility regarding messages attaches to this Company until the same are presented and accepted at one of its transmitting offices; and if any message is sent to such office by one of this Company's messengers, he acts as the agent of the sender for the purpose of delivering the message and any notice or instructions regarding it to the Company's agent in its said office. Messages sent to the Company's office by private wire or telephone are sent at the sender's risk of errors or failures in such service and all of the terms and conditions herein shall apply to the message throughout.

6. The Company shall not be liable for damages or statutory penalties in any case where the claim is not presented in writing within sixty days after the telegram is filed with the Company for transmission.

7. The above terms and conditions shall be binding upon the receiver as well as the sender of this telegram.

8. Special terms governing the transmission of messages under the classes of messages enumerated below shall apply to messages in each of such respective classes in addition to all foregoing terms.

9. NO EMPLOYEE OF THIS COMPANY IS AUTHORIZED TO VARY THE FOREGOING.

CHARLES C. ADAMS,
VICE-PRESIDENT.

CLARENCE H. MACKAY, PRESIDENT.
EDWARD REYNOLDS, VICE-PREST. AND GENERAL MANAGER.

CHARLES P. BRUCH,
VICE-PRESIDENT.

CLASSES OF SERVICE

FAST DAY TELEGRAMS. A full rate expedited service.

NIGHT TELEGRAMS. Accepted to be sent during the night and delivered not earlier than the next ensuing business day, at reduced rates but in no case for less than twenty cents tolls for a single message.

SPECIAL TERMS APPLYING TO NIGHT MESSAGES. The Company shall not be liable for damages or statutory penalties in any case where the claim is not presented in writing within thirty days after the message is filed with the Company for transmission.

NIGHT LETTERGRAMS. Accepted up to midnight, for delivery on the morning of the next ensuing business day at rates still lower than standard night message rates, as follows: The standard day rate for a 10-word day message shall be charged for the transmission of a night lettergram containing 80 words or less, and one-fifth of the standard day rate for a 10-word day message shall be charged for each additional 10 words or less in such night lettergram.

SPECIAL TERMS APPLYING TO NIGHT LETTERGRAMS. In further consideration of the reduced rate for this special "Night Lettergram" service, the following special terms in addition to those enumerated above are hereby agreed to:

(a) Night Lettergrams may at the option of the Telegraph Company be mailed at destination to the addressees, and the Company shall be deemed to have discharged its obligation in such cases with respect to delivery by mailing such Night Lettergrams at destination, postage prepaid.

(b) Night Lettergrams shall be written in plain English. Code language is not permitted.

(c) The Company shall not be liable for damages or statutory penalties in any case where the claim is not presented in writing within thirty days after the message is filed with the Company for transmission.

THE FASTEST TELEGRAPH SERVICE IN THE WORLD

*Keep for next meeting
of Committee*

IN REPLY ADDRESS
BUREAU OF ORDNANCE, NAVY DEPARTMENT

AND REFER TO NO.

(R2)-0
SLZ.

NAVY DEPARTMENT
BUREAU OF ORDNANCE
WASHINGTON, D. C.

JUL 26 1918

Madam:-

I regret to inform you that by direction of the Chief of Bureau I must decline service as member of the special committee appointed to advise the Division of Women In Industry regarding the possible employment of women in the chemical industries of Niagara Falls. It is considered that my present duties would disallow such service.

Very truly yours,

Ronald Riley
Lieut. Comdr. U.S.N.R.F.

Miss Mary Van Kleeck, Chief,
Division of Women in Industry,
Department of Labor,
Washington, D. C.

WAR DEPARTMENT,
WASHINGTON.

July 22, 1918.

MEMORANDUM for Miss Mary Van Kleeck, Division of Women in Industry,
War Labor Policies Board.

1. - Annexed hereto is a copy of a letter from Andrew Mills & Sons, manufacturers of flags, asking for permission to work their girls in the flag department more than nine hours.
2. - I presume this refers to girls under twenty-one years of age to whom the nine-hour limitation is applicable.
3. - Will you be good enough to have an investigation made to determine the necessity for the suspension of the limitation imposed by the state of New York; and, if you are of the opinion that such suspension should be granted, will you please set forth the conditions upon which the suspension is to be granted.
4. - I understand that under the New York labor laws the New York Industrial Commission is without power to waive the limitations with respect to child labor and the employment of women. This question, therefore, will involve another one of those cases within the opinion of the Judge Advocate General.

Samuel J. Rosensohn
Samuel J. Rosensohn
Major, J.A.G., R.C., detailed to the
Office of the Secretary of War.

Mr. J. R. Mc Lane
Rm 97
1800 Va. Ave.

Branch No. 15 Lewis Wharf, Boston, Mass.

OFFICE OF

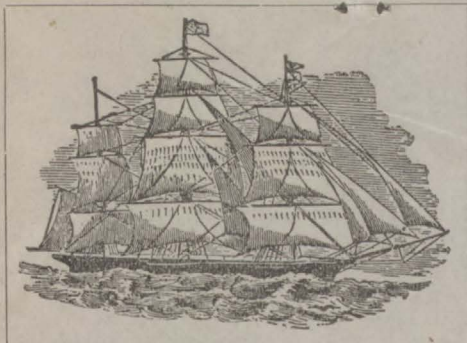
ANDREW MILLS & SONS,
SAIL MAKERS,
YACHT SAILS AND TENTS A SPECIALTY

53 SOUTH ST. & 8 JONES LANE,

(One Block Below Wall Street.)

**LIGHTER AND TRUCK COVERS, WATERPROOF
TARPAULINS, CANVAS COVERS OF EVERY DESCRIPTION.**

Ash Bags
Brewers Mats
Cork Fenders
Life Preservers
Ring Buoys
All Widths Cotton Duck
Flags of every description
Hammocks
Second Hand Sails
Palms Needles
Sail Twine
Camp Chairs
Coal Bags
Cot Bottoms
Canvas
Rope and Canvas Slings
Tarpaulins of every description
Tarpaulins to let



TELEPHONE { 836 } HANOVER.
 { 837 }

NIGHT CALL 1065 BUSHWICK.

New York, July 18th, 1918

Exempt

SECRETARY'S OFFICE

JUL 18 1918

Honorable Baker
Secretary of War
Washington, D. C.

Dear Sir:-

We respectfully request you to give us permission to work our girls in our Flag Dept. over-time. We are doing nothing but Government Work, and we have had a State Factory Inspector in who informed us that we could not work the girls over nine (9) hours per day, and as we are short of help we have to work over-time to get these orders out.

The orders we have are for the U. S. Shipping Board, U. S. Navy, U. S. Army Transport Service, and the Naval Overseas Trans, which issues orders at night to be delivered the next day, so you see it is impossible to get these orders out if we cannot work overtime.

Kindly let us hear from you on this matter at once, as we cannot do anything further until hearing from you, and greatly oblige

Yours respectfully,

ANDREW MILLS & SONS

AMills

AGM/AG-

July 18th, 1918.

Honorable Baker,
Secretary of War,
Washington, D. C.

Dear Sir:-

We respectfully request you to give us permission to work our girls in our flag Dept. overtime. We are doing nothing but government work, and we have had a State Factory Inspector in who informed us that we could not work the girls over nine (9) hours per day, and as we are short of help we have to work overtime to get these orders out.

The orders we have are for the U.S. Shipping Board, U.S. Navy, U.S. Army Transport Service, and the Naval Overseas Trans, which issues orders at night to be delivered the next day, so you see it is impossible to get these orders out if we cannot work overtime.

Kindly let us hear from you on this matter at once, as we cannot do anything further until hearing from you, and greatly oblige

Yours respectfully,

ANDREW MILLS & SONS

AGM/AG.

Exemptions

August 31, 1918.

My dear Miss Swartz:

Thank you for making the investigation in the plant of Andrew Mills and Sons. I have written to Major Rosenshbn of the office of the Secretary of War regarding your conclusions and our decision, and a copy of my letter is attached.

Sincerely yours,

Mary Van Kleeck,
Director, Woman in Industry Service.

Enc.

Miss Nellie Swartz,
Bureau of Woman in Industry
Department of Labor,
230 Fifth Avenue, New York

Exemptions
⑦

The Consumers' League
OF THE CITY OF NEW YORK
105 EAST 22ND STREET

MRS. FREDERICK NATHAN, HONORARY PRESIDENT

MISS AMEY ALDRICH, PRESIDENT
MRS. MORRIS KELLOGG, TREASURER
MISS NELLE SWARTZ, EXECUTIVE SECRETARY

AN ORGANIZATION DEVOTED TO THE
IMPROVEMENT OF INDUSTRIAL
CONDITIONS FOR WOMEN AND GIRLS

August 15, 1918

Miss Mary Van Kleeck
Federal Department of Labor
Washington, D.C.,

My dear Miss Van Kleeck:

I am enclosing to you a report of the inspection which I made yesterday of Andrew Mills & Son, concerning which you sent me a memorandum on the 8th of August.

As you see, our Bureau is not yet in running shape, as we have not yet ~~SECURED~~ our cards and forms for memoranda.

I trust this gives you the information that is necessary. The idea of granting an extension of hours to Andrew Mills and Son is not to be considered. The addition of 6 girls will relieve their pressure, and I have asked Miss Odencrantz to attend to this.

Very sincerely yours,

Nelle Swartz

Executive Secretary.