

REMINGTON ARMS PLANT

October 25, 1918.

FROM: Estimates and Requirements Division, Progress Section
TO: Mrs. Clara M. Tead, Director, Women's Branch, Industrial
Service Section.
Subject: Remington Arms Company, Ilion, New York.

This firm is a large corporation with several plants. With reference Ilion Plant: they have several contracts with the Ordnance Department, the largest and most important of which is R 18-14063, an order for 868,460 M rifles. Their Ilion plant is one of three manufacturing this type of rifle. Up to date they have completed only 499,013. These rifles are badly needed and we are receiving urgent cables from General Pershing even to strip the training camps. This firm has also orders for spare parts which are being filled at their Ilion plant. These contracts are behind in delivery.

Sanford E. Thompkins
Lt. Col. Ord. Dept. U.S.A.

By (Signed) W.O. McDowell

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

Remington Arms

September 25, 1918.

MEMORANDUM

FOR: Major Tully, Office of the Secretary of War
FROM: Miss Van Kleeck, Director, Woman in Industry Service.
SUBJECT: Rates of increase recommended by the Remington Arms
Union Metallic Cartridge Company.

I. The Woman in Industry Service has carefully noted the recommendations of the Remington Arms Union Metallic Cartridge Company as follows.

A. That at the Bridgeport works a general increase of six cents per hour be authorized for women employees heretofore earning 32¢ to 39¢ per hour inclusive, these increases to be effective as of May 1, 1918, supplementing the general wage increase at these two plants recently decided upon which put into effect a minimum wage of 32¢ per hour for women 18 years of age or over and 42¢ per hour for men 21 years of age or over, with also the general increase in hourly wage rates covering a range from 40¢ to 78¢ per hour, all of these increases being authorized to take effect on and after May 1, 1918.

B. That at the Swanton works an increase of six cents per hour be given to women 18 years of age or over, heretofore earning between 25¢ per hour and 39¢ per hour inclusive, and an increase of six cents per hour be authorized to men 21 years of age or over, heretofore earning between 35¢ per hour and 39¢ per hour inclusive.

C. That at the Remington Ilion works and U. M. C. Hoboken works an increase of six cents per hour be authorized for women 18 years of age or over, heretofore earning between 30¢ per hour and 39¢ per hour inclusive.

II. We note that the National War Labor Board has informally expressed its willingness to have this increase supplement their recent award in the Bridgeport works.

III. It is also noted that the other increases asked for are supplementary to a recent award by the War Department at the Iliion, Hoboken and Swanton works.

IV. The Woman in Industry Service, after informal conference with the Acting Director of the Women's Branch of the Ordnance Department, makes the following recommendations:

A. We believe that an award based on age classifications is not in accordance with the best policy, in that it places a premium upon the employment of young persons and does not recognize that the rates of pay should be determined for the job rather than for the age of the worker.

B. We assume that there are in these plants women under 18 and men under 21 who have not shared in the recent awards and who are undoubtedly the lowest paid workers in the plant. Their wages should be the concern of the government at this time.

C. Therefore it is recommended that the age classifications be omitted in the determination of wages; that the increases of six cents per hour according to the schedules presented be otherwise endorsed, namely, that at the U. M. C. Swanton works the women and girls earning between 25¢ per hour and 39¢ per hour inclusive be given an increase of six cents per hour; that the men and boys heretofore earning between 35¢ per hour and 39¢ per hour inclusive be given an increase of six cents per hour, and that all women and girls at the Remington Iliion works and U. M. C. Hoboken works hitherto earning between 30¢ per hour and 39¢ per hour inclusive be given increases of six cents per hour; and that the company be asked to file a statement of the numbers and occupations of workers in these plants now earning less than the minimum wage specified as hitherto prevailing for women and men of specified ages, as the basis for further consideration of the rates of the lowest paid workers. It is further recommended that to expedite the whole matter the Women's Branch of the Ordnance Department be asked to make an immediate joint inquiry with the Woman in Industry Service as to the rates for women at the Iliion, Hoboken and Swanton plants, and that conference be held by them with the National War Labor Board regarding the rates at Bridgeport.

Mary Van Kleeck, Director,
Woman in Industry Service.

MVK-lmp

WAR DEPARTMENT,
WASHINGTON.

September 24, 1918.

Memorandum for Miss Van Kleeck.

I am enclosing herewith two recommendations from the Ordnance Department, as follows:

1. Recommending that the Remington Arms Union Metallic Cartridge Company be authorized, in the discretion of the management, to grant an increase of 6¢ an hour to all workers at the Hoboken, Ilion and Swanton plants not covered under the authorization given by this office September 11, 1918. This applies to men and women.

2. Recommending similar increase for all employees, men and women, at the Remington Bridgeport plant who may not be provided for in the award of the War Labor Board.

F. W. Tully

F. W. Tully,
Major, Ordnance, U.S.A.

Detailed to Office of Secretary of War.

*Will you kindly give me the benefit
of your opinion.*

*Letters from Company
specifying increases returned
to War Dept. - M. V. D.*

248.35 Miss
1465

1st Ind.

BHG-ec.

Ordnance Office, September 21, 1918.

To: War Department Representative on the War Labor Policies Board.

1. It is recommended that the Remington Arms Union Metallic Cartridge Company be authorized, in the discretion of the management, to grant an increase of 6¢ an hour to all workers at the Hoboken, Ilion and Swanton plants not covered under the authorization given by this office September 11, 1918.

C. C. WILLIAMS,
Major General, U. S. A.
Chief of Ordnance.

By:
B. H. Gitchell,
Major, U. S. A.

248.35 Miss
1433

777

1st Ind.

BHG-ec.

Ordnance Office, September 21, 1918.

To: War Department Representative on the War Labor Policies Board.

1. The rulings of the National War Labor Board, as referred to in the attached communication of September 13th, is noted.

2. Since this communication was received, it is understood that the Secretary of the War Labor Board stated to a representative of the Ordnance Department that they did not object to authority being given the Remington Arms Company to grant an increase of 6¢ per hour to all employees not covered by the award of that Board.

3. It is recommended that the matter be taken up with the National War Labor Board, and if there is no objection that the Chief of Ordnance be authorized to authorize the Remington Arms Union Metallic Company to grant an increase of 6¢ an hour to the employees of their Remington Bridgeport Works who were not covered by the specific authority granted under the recent award of the National War Labor Board, this authority to be exercised at the discretion of the management of the company.

C. C. WILLIAMS,
Major General, U. S. A.
Chief of Ordnance.

By:
B. H. Gitchell,
Major, U. S. A.

GET/mhg

September 16, 1918

248.35
1433
Price

From Brigadier General G.E. Tripp, Assistant to the
Chief of Ordnance.

To Major B. H. Gitchell, Industrial Service Section,
Office of the Secretary of War.

Subject: Award to Remington Arms Union Metallic Cartridge Co.

1. I understand that the approval given the Remington
Arms Union Metallic Cartridge Company is consistent with the
enclosed ruling. Am I correct?

G E TRIPP
Brig.Gen., Ord. Dept., U.S.A.
Assistant to the Chief of Ordnance.

✓
1 ind.

Remington Arms Union Metallic Co.
Ilion, New York.

Wages Sept 25/8

Recommendation that Women's Branch Ordnance Dept. be asked to make an immediate joint inquiry with the Woman in Industry Service as to the rates for women at the Ilion, Hoboken & Scranton plants and that conference be held by them with the National War Labor Board regarding the rates at Bridgeport. Memorandum of date October 25 from estimates and requirements Division Progress Section to Mrs. Tead. Nov. 5. No reply on file from Major Tully.

No. 203
Ed. 6-13-18-200,000

see letter from Mary F. Murto
Sec. to Mr. Frayne
Should letter be sent her in reference
to Miss Van Kleek's letter to Major
Tully.

September 25, 1918.

MEMORANDUM

FOR: Major Tully, Office of the Secretary of War

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

SUBJECT: Rates of increase recommended by the Remington Arms
Union Metallic Cartridge Company.

I. The Woman in Industry Service has carefully noted the recommendations of the Remington Arms Union Metallic Cartridge Company as follows.

A. That at the Bridgeport works a general increase of six cents per hour be authorized for women employees heretofore earning 32¢ to 39¢ per hour inclusive, these increases to be effective as of May 1, 1918, supplementing the general wage increase at these two plants recently decided upon which put into effect a minimum wage of 32¢ per hour for women 18 years of age or over and 42¢ per hour for men 21 years of age or over, with also the general increase in hourly wage rates covering a range from 40¢ to 78¢ per hour, all of these increases being authorized to take effect on and after May 1, 1918.

B. That at the Swanton works an increase of six cents per hour be given to women 18 years of age or over, heretofore earning between 25¢ per hour and 39¢ per hour inclusive, and an increase of six cents per hour be authorized to men 21 years of age or over, heretofore earning between 35¢ per hour and 39¢ per hour inclusive.

C. That at the Remington Ilion works and U. M. C. Hoboken works an increase of six cents per hour be authorized for women 18 years of age or over, heretofore earning between 30¢ per hour and 39¢ per hour inclusive.

II. We note that the National War Labor Board has informally expressed its willingness to have this increase supplement their recent award in the Bridgeport works.

III. It is also noted that the other increases asked for are supplementary to a recent award by the War Department at the Ilion, Hoboken and Swanton works.

IV. The Woman in Industry Service, after informal conference with the Acting Director of the Women's Branch of the Ordnance Department, makes the following recommendations:

A. We believe that an award based on age classifications is not in accordance with the best policy, in that it places a premium upon the employment of young persons and does not recognize that the rates of pay should be determined for the job rather than for the age of the worker.

B. We assume that there are in these plants women under 18 and men under 21 who have not shared in the recent awards and who are undoubtedly the lowest paid workers in the plant. Their wages should be the concern of the government at this time.

C. Therefore it is recommended that the age classifications be omitted in the determination of wages; that the increases of six cents per hour according to the schedules presented be otherwise endorsed, namely, that at the U. M. C. Swanton works the women and girls earning between 25¢ per hour and 39¢ per hour inclusive be given an increase of six cents per hour; that the men and boys heretofore earning between 35¢ per hour and 39¢ per hour inclusive be given an increase of six cents per hour, and that all women and girls at the Remington Ilion works and U. M. C. Hoboken works hitherto earning between 30¢ per hour and 39¢ per hour inclusive be given increases of six cents per hour; and that the company be asked to file a statement of the numbers and occupations of workers in these plants now earning less than the minimum wage specified as hitherto prevailing for women and men of specified ages, as the basis for further consideration of the rates of the lowest paid workers. It is further recommended that to expedite the whole matter the Women's Branch of the Ordnance Department be asked to make an immediate joint inquiry with the Woman in Industry Service as to the rates for women at the Ilion, Hoboken and Swanton plants, and that conference be held by them with the National War Labor Board regarding the rates at Bridgeport.

Mary Van Kleeck, Director,
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MVK-lmr

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MVK-lmr

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Mary Ven Kleeck, Director,
Woman in Industry Service.

MVK-lmp

Remington Arms.

September 26, 1918.

Mr. A. Mitchell,
Mitchell & Dillon Coal Co.,
203 S. Dearborn Street,
Chicago, Ill.

My dear Mr. Mitchell:

Your inquiry to the Information and Education Service of the Department of Labor, was referred to me for reply. I enclose a statement adopted by the War Labor Policies Board regarding the substitution of women for men. If, after your connection with the Remington Arms Company of Bridgeport, Conn. any specific questions arise on which we could give you information, we shall be glad to hear from you.

Very truly yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/AL

Miss Van Kleeck

September 9, 1918.

Mr. A. Mitchell,
Mitchell & Dillon Coal Co.,
203 South Dearborn Street,
Chicago, Ill.

Dear Mr. Mitchell:

I am referring your letter of recent date to Miss Mary Van Kleeck, who probably knows more about the labor problems which concern women in munition plants than any other person in the United States.

Yours very truly,

Acting Director,
Publicity Division.

CST/alk

MITCHELL & DILLON COAL CO.

ANTHRACITE AND BITUMINOUS COAL.

203 S. DEARBORN STREET.

W. J. DILLON, PRESIDENT.
A. MITCHELL, SECY & TREAS.

Chicago, Sept. 4th, 1918.

Mrs. Clara S. Taylor,
Bureau of Information,
Dept. of Labor,
Washington, D.C.

Dear Madam:

I am very much interested in receiving any bulletins which may have been issued regarding labor problems in munition plants, and especially any articles pertaining to the substitution of men by women.

I am soon to be connected with the Remington Arms Plant at Bridgeport, Conn.

Yours very truly,

AM/ERC

A. Mitchell

U. S. DEPARTMENT OF LABOR
INFORMATION AND EDUCATION SERVICE
WASHINGTON

September 9th, 1918.

Miss Mary Van Kleeck,
Women's Industries Service,
604 Ouray Building,
Washington, D. C.

My dear Miss Van Kleeck:

I am referring the letters which
have to do with the substitution of men by women in the
munition plants to you. This one came in today concern-
ing it.

Yours very truly,

Cesra Fears Taylor

Acting Director,
Publicity Division.

CST/alk

Enclosure

From A. Mitchell

Mitchell & Dillon Coal Co. -

Remington Arms

WOMEN IN INDUSTRY SERVICE

July 26, 1918.

MEMORANDUM

For: Mrs. Clara M. Tead.

From: Miss Van Kleeck

Attached letter concerning the Remington Arms Company of Ilion referred to us by Miss Mary F. Murto, Secretary to Mr. Frayne of the War Industries Board, will explain itself.

Director, Women in Industry Service.

CH
CHAIRMAN

WOMEN IN INDUSTRY SERVICE

July 26, 1918.

My dear Miss Murto:

Your letter of July 22nd with the enclosed information about the Remington Arms Company of Edion is being referred by this office to the Women's Branch of the Ordnance Department, Mrs. Clara M. Tead, Acting Director.

Thank you for bringing it to our attention.

Very truly yours,

Director, Women in Industry Service.

WAR INDUSTRIES BOARD

WASHINGTON

IRMAN

IN YOUR REPLY

REFER TO.....

July 22, 1918,

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

Dear Miss Van Kleeck:

I am enclosing herewith copy of letter and clippings
addressed to the Director, Department of Munitions,
which was referred to me for attention.

Will you kindly look into this matter with a view
to eliminating such methods complained of?

Yours very truly,

Mary F. Murto

Secretary to Mr. Frayne,
Chairman Labor Division,
War Industries Board.

Council of National Defense Building,
18th and D Streets, N. W.,
Washington, D. C.