

OCCUPATIONS (LIST OF)

INDUSTRIES PLACED IN FOUR CLASSES

Continued from Page 1, Column 2.

engaged principally in manufacturing same, Class 3.

EXPLOSIVES—Plants engaged principally in manufacturing same for military and naval purposes for the United States Government and the Allies, Class 1.

EXPLOSIVES—Plants not otherwise classified or listed, engaged principally in manufacturing same, Class 3.

FARM IMPLEMENTS—Plants engaged principally in manufacturing agricultural implements and farm operating equipment, Class 4.

FEED—Plants engaged principally in preparing or manufacturing feed for livestock and poultry, Class 1.

FERRO ALLOYS—Plants engaged principally in producing ferro-chrome, ferro-manganese, ferro-nickel, ferro-silicon, ferro-tungsten, ferro-uranium, ferro-vanadium, and ferro-zirconium, Class 2.

FERTILIZERS—Plants engaged principally in producing same, Class 4.

FIRE BRICK—Plants engaged principally in manufacturing same, Class 4.

FOODS—Plants engaged principally in producing, milling, refining, preserving, refrigerating, wholesaling or storing food for human consumption, embraced within the following description: All cereals and cereal products, meats, including poultry, fish, vegetables, fruit, sugar, syrups, gums, butter, eggs, cheese, milk and cream, lard, lard compounds, oleomargarine and other substitutes for butter or lard, vegetable oils, beans, salt, coffee, baking powder, soda, and yeast, also ammonia for refrigeration, Class 1.

FOODS—Plants engaged principally in producing, milling, preparing, refining, preserving, refrigerating or storing food for human consumption not otherwise specifically listed. Excepting heretofore plants producing confectionery, soft drinks, and chewing gum, Class 3.

FOOD CONTAINERS—Plants engaged principally in manufacturing same, Class 4.

FOUNDRIES—Plants engaged principally in the manufacture of grey iron and malleable iron castings, Class 4.

GUNS—Plants engaged principally in manufacturing same for the United States Government and the Allies, Class 1.

HOSPITALS—See public institutions and buildings.

ICE—Plants engaged principally in manufacturing same, Class 3.

INSECTICIDES AND FUNGICIDES—Plants engaged principally in manufacturing same, Class 4.

LAUNDRIES—Class 4.

MACHINE TOOLS—Plants engaged principally in manufacturing same, Class 2.

MEDICINES—See drugs and medicines.

MINES—Coal, Class 2.

MINES—Producing metals and ferro-alloy minerals, Class 2.

MINES—Plants engaged principally in manufacturing mining tools or equipment, Class 4.

NEWSPAPERS AND PERIODICALS—Plants engaged principally in printing newspapers and periodicals which are entered at the Post Office as second class mail matter, Class 4.

OIL AND GAS—Plants engaged principally in producing oil or natural gas for fuel, or for mechanical purposes, including refinery or manufacturing oil for fuel, or for mechanical purposes, Class 1.

OIL AND GAS—Pipelines and pumping stations engaged in transportation of oil or natural gas, Class 1.

OIL AND GAS—Plants engaged principally in manufacturing equipment or supplies for producing or transporting oil or natural gas or for refining and manufacturing oil for fuel or for mechanical purposes, Class 3.

PUBLIC INSTITUTIONS AND BUILDINGS—Maintenance and Operation Of—Dishes than hospitals and sanitariums, Class 1.

PUBLIC INSTITUTIONS AND BUILDINGS—Maintenance and Operation Of—Used as hospitals or sanitariums, Class 1.

PUBLIC UTILITIES—Gas plants producing fuel, Class 1.

PUBLIC UTILITIES—Street railways, electric lighting and power companies, gas plants not otherwise classified, telephones and telegraph companies, water supply companies, and like general utilities, Class 2.

PUBLIC UTILITIES—Plants engaged principally in manufacturing equipment for railways or other public utilities, Class 2.

RAIL AND PAPER—Plants engaged exclusively in manufacturing same, Class 4.

RAILWAYS—Operated by United States Railroad Administration, Class 1.

RAILWAYS—Not operated by United States Railroad Administration, (excluding those operated at plant facilities,) Class 2.

SHIPS—Maintenance and Operation Of—Excluding pleasure craft, not common carriers, Class 1.

SHIPS—Plants engaged principally in building ships, excluding (a) pleasure craft, not common carriers; (b) ships not built for the United States Government or the Allies nor under license from United States Shipping board, Class 1.

SOAP—Plants engaged principally in manufacturing same, Class 4.

STEEL MAKING FURNACES—Plants engaged solely in manufacturing ingots and steel castings by the open hearth, Bessemer, crucible or electric furnace process, including blowing mills, billet mills, and slabbing mills for same, Class 1.

STEEL PLATE MILLS—Class 1.

STEEL RAIL MILLS—Rolling rails fifty or more pounds per yard, 2.

STEEL—All plants operating steel rolling and drawing mills exclusive of those taking higher classification, Class 3.

SURGICAL SUPPLIES—See drugs and medicines.

TANNERS—Plants engaged principally in tanning leather, Class 4.

TANNERS—Plants engaged principally in manufacturing tanning extracts, Class 4.

TEXTILES—Plants engaged principally in manufacturing cotton textiles, Class 4; including spinning, weaving, and finishing, Class 4.

TEXTILES—Plants engaged principally in manufacturing woolen textiles, including spinners, topmakers, and weavers, Class 4.

TEXTILES—Plants engaged principally in manufacturing cotton or woolen knit goods, Class 4.

TEXTILES—Plants engaged principally in manufacturing textile machinery, Class 4.

TIN PLATES—Plants engaged principally in manufacturing same, Class 3.

TOBACCO—Only for preserving, drying, curing, packing, and storing same, not for manufacturing and marketing, Class 4.

TOLUOL—See coke, also Public Utilities.

TOOLS—Plants engaged principally in manufacturing small tools for working wood or metal, Class 3.

TWINE (Binder and Rope)—Plants engaged principally in manufacturing same, Class 3.

WAR AND NAVY DEPARTMENTS—Construction work conducted by either the War Department or the Navy Department of the United States in embarkation ports, harbors, fortified places, flood protection operations, docks, locks, channels, inland waterways, and in the maintenance and repair of same, Class 2.

WIRE ROPE AND ROPE WIRE—Plants engaged principally in manufacturing same, Class 2.

WOOLEN TEXTILES—See textiles.

Baruch Explains List.

In connection with the list Mr. Baruch issued this statement:

"The preference list of industries and plants compiled by the Priorities Division of the War Industries Board is herewith presented. This list is the master key governing the flow of basic industrial elements to the industries essential to the war program. It supersedes all previous listings.

"It is the basis for industrial exemption from the draft, and may be regarded as the governing factor in the distribution of labor, capital, facilities, material, transportation, and fuel.

"The Priorities Division has grouped major industries according to their relative importance into four great classes, consideration being given in this grouping to these factors: (1) Intrinsic importance of the product for use during the war and the urgency; (2) necessity for maintenance or stimulating and increasing the total quantity of production; (3) proportion of the capacity of the industry or plant devoted to the production of essential products. Each industry or plant is given a class number.

"Judge E. B. Parker, Chairman of the Priorities Division, states the determination of the relative importance of all industries and plants for both production and delivery by a single agency, the War Industries Board, renders it possible to maintain a well-balanced program with respect to the several factors entering into production, which includes, among other things, plant facilities, fuel supply or electrical energy, labor and transportation, without all of which production is impossible.

"Where it is imperative not only to maintain but to stimulate and increase production to supply abnormal demands created by war requirements, a high rating is necessary, even though the intrinsic importance of the product may be less than that of other products placed in the lower classification, due to the fact that the supply of such other products equals the demand without the stimulus of high priority. Certain plants produce commodities of more relative importance, that at the same time produce other commodities of less relative importance, and under such circumstances consideration and weight is given to the ratio of production between the more important and less important commodities.

"The inclusion of the industries and plants on this preference list does not operate as an embargo against all others, but the effect is to defer the requirements of all other industries and plants until the requirements of those on the preference shall have been satisfied. The paramount purpose of priorities is the selective mobilization of the products of the soil, the mines, and the factories for direct and indirect war needs in such a way as will most effectively contribute toward winning the war.

"In listing industries as such, or individual plants, while a number of factors are taken into account, the ultimate test is: To what extent, if at all, will according preference contribute directly or indirectly toward winning the war; and, if at all, how urgent is the need? A high priority classification does not always mean that the product of the industry or plant so classified is of greater intrinsic importance than those of industries and plants in a lower classification, or not appearing at all on the preference list, but that taking into account the urgency of the demand and the relation of supply to demand, it is in the public interest that the artificial stimulus of priority should be applied. All priority is relative and implies purposeful discrimination."

Necessity of Priority Plan.

Judge Parker made this statement: "Without a central agency to determine the relative needs, importance, and urgency of the requirements of each department of this Government, of its

allies and of the civilian population, there would be hopeless conflict and confusion. The unprecedented expansion of the armies and of the navy of the United States, the creation of the Emergency Fleet Corporation to engage in shipbuilding on an extraordinary scale, and the demands made by our allies for munitions, material, equipment, fuel, food, and feeds—the abrupt change from a peace to a war basis—have all combined to create abnormal industrial conditions in the United States to regulate which the law of supply and demand and other economic laws applicable to normal conditions are wholly inadequate. The administration of priorities is calculated to bring order out of chaos and to develop an evenly balanced industrial program to meet the requirements of the military program, and at the same time supply the essential requirements (as distinguished from the mere wants or desires) of the civilian population. Now that it is understood that priority and preference cannot be purchased, the tendency is to assume more nearly the normal level. It is now the public interest rather than the dollars of the purchaser that determines precedence in production and delivery.

"Closely associated with the promulgation of this new preference list by the War Industries Board is the great necessity for conservation in every possible way of men, material, transportation, and all energies that go to placing the United States with all its power and resources behind its men at the front in winning the war. It is necessary now more than ever, to save to the point of sacrifice so that demand may be held to the bone, enabling supply to go as far as possible in the list this statement is made:

"The President has placed upon the Chairman of the War Industries Board the responsibility for determining and administering all priorities in production and delivery.

"The determination of the relative importance of all industries and plants for both production and delivery by a single agency renders it possible to reasonably maintain a well-balanced program with respect to the several factors entering into production, which include (a) plant facilities, (b) fuel supply or electrical energy, or both, (c) supply of raw material and finished products, (d) labor, (e) transportation by rail, water, pipe lines, or otherwise. Without all of these—speaking generally—production is impossible.

"In compliance with the directions of the President that plans be formulated whereby there may be a common, concerted and concerted action in carrying into effect all priority policies and decisions, the Chairman of the War Industries Board has created a Priorities Board, with the Priorities Commissioner of the War Industries Board as Chairman, consisting of (1) the Chairman of the War Industries Board, (2) the Priorities Commissioner, (3) a member of the Railroad Administration, (4) a member of the United States Shipping Board, (5) a member of the Emergency Fleet Corporation, (6) a member of the War Trade Board, (7) a member of the Fuel Administration, (8) a representative of the War Department, (9) a representative of the Navy Department, (10) a member of the Allied Purchasing Commission, and (11) the Chairman of the War Labor Policies Board.

Decisions Subject to Review.

"The decisions of the Priorities Board are subject to review only by the Chairman of the War Industries Board and by the President.

"For the guidance of all governmental agencies and all others interested in (1) the production and supply of fuel and electric energy, (2) in the supply of labor, and (3) in the supply of transportation service by rail, water, pipe lines or otherwise, in so far as such service contributes to production of finished products, the accompanying designated Preference List 2 has been adopted by the Priorities Board, superseding Preference List 1, adopted April 8, 1918, and all amendments and supplements thereto.

"Where advisable, industries as such have been classified and listed. In numerous instances individual plants have been found to be entitled to preference, although the industries to which they belong are not; and in other instances where an industry as such has been accorded a degree of preference, particular plants in such industry have been placed in a higher class. This has necessitated classifying and listing not only industries as such, but to a limited extent individual plants, some of which are accorded a higher rating than that

accorded the listed industry to which they belong.

"The preference list is made up of industries and plants which in the public interest are deemed entitled to preferential treatment. The inclusion of these industries and plants on this list does not operate as an embargo against all others, but the effect is to defer the requirements of all other industries and plants until the requirements of those on the preference list shall have been satisfied.

"In the compilation of this list industries and plants have been divided according to their relative importance into four classes, viz.: Class 1, Class 2, Class 3, and Class 4. In determining such relative importance consideration and weight have been given not solely to any one, but to all of the following factors: (1) The intrinsic importance of the product itself for use during the war, and the urgency, as measured by which it is to be put; (2) the necessity for maintaining or stimulating and increasing the total quantity of production, which in turn depends largely upon the relation of the supply to the demand for essential uses; (3) the proportion of the capacity of the industry or plant which is devoted to the production of the essential product.

Method of Deciding Priority.

"Where it is imperative not only to maintain but to stimulate and increase production to satisfy abnormal demands created by war requirements, a high rating is necessary, even though the intrinsic importance of the product may be less than that of other products placed in a lower classification, due to the fact that the supply of such other products equals the demand without the stimulus of high priority. Where it is necessary to speed the production of a particular product required at a particular time to carry into effect an important program a high priority is given, although changing conditions may thereafter suggest and demand a reclassification. Certain plants produce commodities of great relative importance, but at the same time produce other commodities of less relative importance, and under such circumstances consideration and weight is given to the ratio of production between the more important and less important commodities. Instances occasionally arise where individual plants are given preference so long as they are rendering and so long as it is in the public interest that they should render a particular service, even

though, taking the country as a whole, the supply of their product is ample to meet all demands.

"No distinction has been made between any of the industries or plants within any one class, and no significance attaches to the order in which industries and plants are listed within any class.

"The industries and plants grouped under Class 1 are only such as are of exceptional importance in connection with the prosecution of the war. Their requirements must be fully satisfied in preference to those of the three remaining classes.

"Requirements of industries and plants grouped under Class 1, Class 3, and Class 4 shall have precedence over those not appearing on the preference list. As between these three classes, however, there shall be no complete or absolute preference. The division into classes is for the purpose of presenting a composite picture of the relative importance of the industries and plants embraced within each group. It is not intended that the requirements of Class 2 shall be fully satisfied before supplying any of the requirements of Class 3, or that those of Class 3 shall be fully satisfied before supplying any of those of Class 4.

Basis for Rationing.

"The classification does, however, indicate that the industries and plants grouped in Class 2 are relatively more important than those in Class 3, and that those in Class 3 are relatively more important than those in Class 4. It will often happen that after satisfying the requirements of Class 1 the remaining available supply will be less than the aggregate requirements of the other three classes, in which event such supply will be rationed to the industries and plants embraced within those classes. In determining a basis for such rationing the relative importance of each industry and plant, according to its class rating, must be considered. It has been found impracticable to prescribe for rationing purposes any general and uniform rule or formula, but the Priorities Board will from time to time, after conference, and in co-operation with each of the several governmental agencies charged with the distribution thereof, determine particular principles, values, and methods of application which may be followed in allocating fuel, power, transportation, and labor, respectively, to the end that

proper recognition and weight may as far as practicable in each case be given to the relative importance of Class 2, Class 3, and Class 4.

"Each plant listed as such shall not later than the 15th of each month file with the Secretary of the Priorities Board, Washington, D. C., a report on P. L. Form No. 3 (a supply of which will be furnished on application) covering its activities during the preceding month. Any plant failing to file such report will be dropped from the preference list.

"Priorities in the supply and distribution of raw materials, semi-finished products, and finished products shall be governed by Circular 4, issued by the Priorities Division of the War Industries Board under date of July 1, 1918, and all amendments and supplements thereto or substitutes therefor.

"The term 'principally' as used in listing industries shall be construed to mean plants whose output is not less than 75 per cent. of the products mentioned.

"This preference list shall be amended or revised from time to time by action of the Priorities Board to meet changing conditions. The Priorities Commissioner shall, under the direction of and with the approval of the Priorities Board, certify additional classes of industries, and also certify additional plants whose operations as a war measure entitle them to preference treatment, which industries and plants when so certified shall be automatically included in the preference list."

Electric, Gas or Oil

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English Velvet
English Velvet.

for life is dear; but rarer is the hero whose flame of valor burns luminously, steadily, inspiringly, whenever death confronts men and there is need of the stout heart and the soul that loves its kind. Such a hero is Father DUFFY, Chaplain of the 165th Regiment, the Old Sixty-ninth, to whom General PERSHING has awarded the Distinguished Service Cross.

Father DUFFY is the hero of a regiment of which heroism is always expected. Chaplain and noncombatant, he devoted himself, when it crossed the Ourcq on July 28 in a hell of fire, to bringing in the wounded as well as to tending to the last words of the dying, oblivious of danger, thinking only of those in danger, tireless in helpfulness, spending his strength in good deeds—lion-hearted, tender Father DUFFY! In making the award, which so many brave soldiers covet, General PERSHING said of the Chaplain's work on the three terrible days from July 28 to 31:

patients can be carried as soon as murder appears in the air. German ingenuity has made many hitherto unheard-of things necessary, such as gas masks; but this is probably the greatest tribute yet paid by their enemies to their genius. Only one thing remains, and that is for the Allies to disguise their hospital ships as battleships; paint out the Red Cross distinguishing marks, and paint the mercy ships gray, adding false superstructures. Germany is not only ingenious herself, but is the cause of ingenuity in other peoples.

TOPICS OF THE TIMES.

Their Fears Are Not Well Founded.

An Englishman, writing to a friend in New York under a date as recent as letters from abroad are apt to have, these days—which isn't saying, unfortunately—seeks light on a question that seems to be held large and important over there, though here, curiously enough, where our good friends the British think it looms large, nobody has thought of asking it, and still less of answering it.

Here is the way the Londoner propounds the problem:

One subject much discussed over here is the effect which the casualty lists of big fighting will have on your side. It will certainly be an interesting point in national psychology. I have no doubt, myself, what the effect will be, but some people believe that when the murderous totals grow heavy, the pacifism and pro-Germanism now dormant on your side will start again into activity.

Now, the writer of this letter happens to be an Englishman with more knowledge of America and Americans than most of his fellow-countrymen possess, and his certainty with regard to our

courage and their colossal sacrifices. His one mention of the American Expeditionary Force was when he expressed the deep emotion with which its members "offer our homage to those brave men, both the living and the dead, and again confirm our devotion to their cause, and again declare it to be our fixed purpose that their sacrifice shall not have been in vain."

That was fine and it was enough.

Identification Cards for All.

To the Editor of The New York Times: When I lived in Manila, during four years' service with the Insular Government, it was compulsory for every male above a certain age to take out each year what was known as a "cedula." This card (costing 50 cents) served the purpose of an identification, and was useful as such both to the authorities and the holder as occasion might require. As I remember it, there were no complications due to loss of cards or other causes, and the system worked out in innumerable situations as a quick check on statements of individuals where same were in doubt.

Would it not be a good plan to enact a law, wholly apart from military control, compelling every male resident of the United States over 18 years of age, white, black, yellow, citizen or alien, to take out such a card? I believe it would be almost as desirable in times of peace as now. The tax would be no small addition to our resources, every man would always have a reasonable means of identification, and the authorities an aid to their investigations when required.

These "cedulas" could be issued by Postmasters, perhaps, thus avoiding the expense of another bureau particularly for that purpose.

I do not think this could be considered an abridgment of a man's liberties or freedom. New York, Sept. 7, 1918. B.

The Russian Officers.

To the Editor of The New York Times: While enthusiastic sympathy for Russia is being revived, let us stop long enough to make honorable mention on our own hero lists of all those Russian officers stranded in allied countries who have silently and anxiously watched their beloved land pass through its greatest crisis. When the shadow of "traitor" hung over them, denying them active service in the allied cause, they struggled individually as best they could. A General became a night watchman, a Rear Admiral worked as gardener; prayerfully and magnificently they waited for great Russia to regain strength. It seemed almost a hopeless expectancy, for how could they prove their faith to others? The brave and faithful spirit of the Russian Army and Navy is still alive, although it has been cruelly misused and misjudged. Think what it would mean to our men on foreign missions to be suddenly cut off from any communication whatsoever with their homes, and to hear only horrible rumors on all sides of the murder, betrayal, and starvation of their compatriots! If you can fancy that, then, perhaps, you can realize what a heavy burden of depression these Russian officers have lived under for over a year, and you will wish to praise and help them.

We must not forget so soon how invaluable Russia's sacrifice was, and remember that Russia is still invaluable. The ingredients are all there; it only needs trust and the encouraging hand to stir up a victorious Russia. FRANCES SIMPSON STEVENS. New York, Sept. 2, 1918.

second street and Fifth Avenue, in City Hall Park, and elsewhere to stimulate the sale of stamps. After citing the laws against gambling and lotteries and asking who had authorized gambling for War Savings Stamps, he continued:

"If the Government expects the churches and the moral forces of the nation to wholeheartedly and enthusiastically support the campaign for the sale of War Savings Stamps, then she ought to see to it that these infamous practices are stopped, because it is impossible to have very much enthusiasm over this movement when it is so badly mixed up with gambling."

Dr. Christian F. Reinsner, who has preached during the Summer at various army camps, said last night in the Grace Methodist Episcopal Church:

"After visiting many camps and speaking with soldiers black and white, one is impressed that there is a spiritual atmosphere, a mysterious power in their midst that can only be explained by the presence of God and the dominance of a lofty ideal."

An officer writing recently said: "I have censured 24,000 letters, and in almost every one these three phrases have appeared: 'I love you,' 'Don't worry about me,' 'Pray for me.'" Imagine a German stressing such so-called feminine sentiments. He who would doubt the power of spiritual ideals must in these days frankly recall George Washington, Lafayette, John Brown, Abraham Lincoln, Frances Willard, Pershing and the boys over there."

PAULIST FATHERS' JUBILEE.

Church Honors Three Priests Who Have Served 25 Years.

Priests and parishioners of the Church of St. Paul the Apostle, Columbus Avenue and Fifty-ninth Street, yesterday joined in honoring three members of the Paulist Community who celebrated their silver jubilee as priests. They were the Rev. Timothy V. Manton, the Rev. Peter J. O'Callaghan, and the Rev. Henry E. O'Keefe.

The celebration took place at 11 o'clock, when a solemn high mass was sung in the big church, which was filled to capacity by the regular congregation and friends of the jubilee priests. Father Manton was the celebrant of the mass, Father O'Callaghan deacon, and Father O'Keefe sub-deacon. The Rev. Charles Powers, C. S. P., preached the sermon, which was devoted to an exposition of the office and work of the priesthood. The musical program, which was under the direction of Father Finn, was rendered by the famous Paulist choir of men and boys.

Father Manton was for many years one of the most successful members of the Paulist missionary band. Father O'Callaghan, a Harvard graduate, and who seven times was elected President of the Catholic Total Abstinence Union of America, is now rector of the Apostolic Mission House of the Catholic University at Washington. Father O'Keefe, who is a nephew of the late Monsignor Cornelius G. O'Keefe, Catholic Chaplain at West Point, graduated from the College of St. Francis Xavier in 1889, and has given missions in almost every part of the country. He is now Director of the Catholic Converts' League.

TO PROCLAIM ANTHEM DAY.

Mayor Will Designate Sept. 14 to Popularize National Hymn.

The Mayor's Committee on National Defense announced yesterday that Mayor Hylan would issue a proclamation designating Saturday, Sept. 14, as National Anthem Day, for the purpose of developing greater patriotic interest in the words and music of "The Star-Spangled Banner." It was said that more than twenty cities would join in the movement, which was started by Director Henry MacDonald of the committee, with the intention of teaching every

child and young person in the public schools. But interest in public education has nowhere been weakened, nor have the standards of instruction been lowered. On the contrary, Europe has never been so alive to the supreme social importance of education as in this time when all established social institutions are being tested as by fire.

It has been found that France and England are engaged in a simultaneous reorganization of their respective systems of public education, and the continuation school projects now pending in the Parliaments at Paris and London are essentially identical. They both introduce universal compulsory continuation schooling of general and vocational character. The English bill provides, in addition, for an extension and perfection of elementary school compulsion. In Italy the elementary school system is undergoing extension, and provision has been made, it was found, for instruction of illiterate adults.

In addition to the present activities, it has been found that extensive plans for educational reconstruction and reforms after the war are under consideration in all the warring countries. In these plans several features appear with striking similarity in the different countries. It is, for example, the consensus of educational opinion that improvement must be sought in technical and vocational education, in modern languages and commercial subjects, in physical and character training.—Newark News.

14 STATES BAR GERMAN.

Sixteen Others Likely to Stop Teaching the Language in Schools.

Fourteen States have abolished the teaching of the German language in schools, and the campaign to abolish German is under good headway in sixteen other States, according to a report made public yesterday by the American Defense Society.

"Many cities in the sixteen States," the report says, "have already thrown German out of their schools, but the State itself has not taken decisive action. The honor roll of States which have abolished German entirely reads: Alabama, California, Connecticut, Delaware, Louisiana, Maine, Mississippi, Montana, North Dakota, Oklahoma, South Dakota, Tennessee, Utah, and West Virginia."

The cities which have thrown German out of the schools are New York City, Philadelphia, Penn.; Washington, D. C.; Seattle, Wash.; Louisville, Ky.; Portland, Ore.; Jersey City, N. J.; Grand Rapids, Mich.; Des Moines, Iowa; Elizabeth, N. J.; Passaic, N. J.; Tacoma, Wash.; Bayonne, N. J.; Wheeling, W. Va.; Mount Vernon, N. Y.; Pawling, N. Y.; Alton, Ill.; Champaign, Ill.; Charleroi, Penn.; Eugene, Ore.; St. Marys, Penn.; Cliffside Park, N. J.; Quakertown, Penn.; and Glen Cove, L. I.

The States which now have under consideration the abolishing of the teaching of German are Arizona, Arkansas, Florida, Georgia, Idaho, Indiana, Kansas, Michigan, Missouri, New Jersey, New York, Ohio, Rhode Island, Texas, Virginia, and Wisconsin."

WAR VIEWS OF CANDIDATES.

Congress Eligibles Reply to Security League's Queries.

The National Security League yesterday gave out a series of answers from candidates for Congress to questions sent out asking for information upon their attitude upon the prosecution of the war. Some of the answers were from members of Congress seeking reelection and others were from candidates running for the first time. The replies of the candidates are to be circulated in their respective districts to show their views upon "preparedness and the aggressive prosecution of the war to a conclusive victory."

D. T. Morgan, Republican, representative from the Eighth Oklahoma District, replied that before July, 1914, he had "always voted for a big navy and adequate preparedness." He said that between that time and the entrance of the country into the war he was "somewhat conservative as compared with those who were extreme in their views on so-called preparedness." Our entrance into the war "made self-evident and imperative that which was a matter of conjecture and opinion" before that, he says.

"My view is that for an indefinite time after the war it will be absolutely necessary for the

Eighth and Forty-third Streets yesterday, from 10:15 A. M. until 3:15 P. M., seven cars were stopped and the drivers were asked to explain why they were not respecting the Fuel Administration's request. According to Patrolman John O'Leary of the West Thirtieth Street Station, they gave various excuses, all of the drivers stating that they were out on important errands. One of the cars stopped at noon contained George Artiss, the actor, who said he was on his way to Pittsburgh. He explained to the policeman that he had been stopped six times since he had left his house at 3 East Eighty-fourth Street and that these delays would surely cause him to miss his train at the Pennsylvania Station.

Had "Sickness" Sign on Car.

One woman said she was returning from the Pennsylvania Station, where she had taken her sister, who was a Red Cross nurse. A private in the National Army driving a touring car exhibited a telegram which stated that his sister and mother were ill. He came from Newark, N. J. Another woman driving a "five-year" with a Massachusetts license said she was in a hurry and had to get back to Boston. A small touring car with a Connecticut name plate bore the inscription "Case of Sickness." An aged woman seated in the rear of the car seemed to be in a hurry to get to the city.

Evidences of joy riding were no scarcer on Fifth Avenue, however, than they were on all the other thoroughfares of the city, such as Riverside Drive and the main highways leading out of the city proper into the suburban districts of Long Island and Westchester. Thomas Ford, a patrolman from the 125th Street Station, stood in front of Grant's Tomb on Riverside Drive for hours yesterday without seeing a car pass. From 8 A. M. until 12 P. M. he saw not one pleasure automobile pass.

At the various bridge and ferry terminals the patriotic determination of the people to live up to the gasless rule was equally manifest. At Fort Lee Ferry, where ordinarily, thousands of machines leave and enter the city every Sunday, the gatekeepers counted only 132 automobiles of all kinds from 12 o'clock midnight to 12 o'clock noon. No gasoline whatever was sold by the garage keepers at the terminal. Between 8:30 o'clock and noon only four automobiles passed over the Williamsburg Bridge in either direction. The traffic patrolman at the Manhattan terminus of the Brooklyn Bridge stated that less than half a dozen cars passed him between 8 o'clock and noon.

But four automobiles were seen to leave Manhattan by way of the Staten Island ferries up to noon, and not one crossed over the Brooklyn ferries from the Battery or South Ferry. Of the four that crossed to Staten Island, two were in charge of officers of the navy, one was in charge of an army officer, and the other was from Connecticut and engaged in urgent business. On ordinary Sundays between these hours some 500 machines and more use these ferries.

The thoroughfares of the Bronx showed a remarkably clean slate all day long. During the period from 8 o'clock in the morning to 4 o'clock in the afternoon the traffic patrolmen on duty at the principal intersections in the Bronx had stopped the following automobiles:

Cars.
Belmont Parkway and Bronx Park East... 62
Boston Post and Eastchester Roads... 43
Boston Post and Williamsburg Roads... 10
Grand Concourse and Kingsbridge Road... 57
City Island and New Rochelle Roads... 50
Broadway and 225th Street... 44
Jerome Avenue and 204th Street... 25

A number of the taxicab companies, among them the Black and White, stopped the operation of their cabs entirely. Those cabs which did run, and it was difficult to locate them, confined their operations entirely to runs between the Grand Central and Pennsylvania Stations. All of them carried placards indicating that they were being used entirely for transportation to one or the other of these two stations. No eight-seater cars were in evidence, and the Fifth Avenue Coach Company kept in operation not more than fifty cars, as compared to more than 250 cars before the gasoline restriction went into effect. Outside of the large hotels of the city one could see a small row of cabs—but there was a horse in front of every one. In Brooklyn there was, in the words of the traffic men, "absolutely nothing doing." Up to 6 P. M. there was but one automobile accident in the entire borough, a record which has not been approached in eighteen years. At Coney Island, from 10 A. M. to 6 P. M., twenty-one machines were discovered, most of them driven by foreigners who seemed to have no clear conception of the new rule. One of the machines stopped carried Trixie Friganza, the actress. She had a sign on the car which read, "I am on my way to work," and she explained to a traffic policeman that she was en route to a theatre in New York with the intention of bringing back a lot of clothes which she could not possibly carry in her arms.

Y. W. C. A. for Chinese Women.

Young Chinese women of New York have petitioned the Young Women's Christian Association for a Chinese Y. W. C. A. to be established in Chinatown. The petition, which has been granted, was signed by thirty-nine Chinese women, all born and educated in this country, though some of the signatures were in Chinese characters. A fund has been raised among Chinese of the city to defray running expenses of a Chinese Y. W. C. A., and a location for it is now being sought. A Chinese Secretary will teach English to women.

INDUSTRIES PLACED IN FOUR CLASSES UNDER NEW DRAFT

Producers of Food, Fuel, Munitions and Ships to Have First Call in Exemption.

PLANTS WILL BE COMBINED

Only Those Who Are Actually Essential to Vital Industries May Avoid Service.

NEW PRIORITY LIST ISSUED

Shows the Order in Which Industries Will Be Affected by Man Power Law.

Special to The New York Times.

WASHINGTON, Sept. 8.—Bernard M. Baruch, Chairman of the War Industries Board, issued tonight a list of industries which he said should receive preferential treatment under the new selective service legislation. He sets up four classes, which, he holds, are essential to the conduct of the war. The list, Mr. Baruch says, will be the key to the situation which will confront the nation. Food, fuel, munition factories, and shipping are, of course, included in Class 1.

It is understood, however, that all employes, even in the industries listed in the first class by the War Industries Board, will not receive deferred classification en masse, and that employes, other than foremen and highly skilled artisans, will be required to prove to the local boards that they are essential to the conduct of the industry if they expect to avoid military service.

It was the view expressed by the Provost Marshal General's Office, it is said, about the vital need of men to go to the cantonments, which moved Mr. Baruch and his advisers recently to give out a statement to the effect that women would have to take the places of men in the war industries on a scale which had not been anticipated by this nation. General Crowder has held a very decisive view concerning the number of professional men, otherwise equipped for military service, who have sought employment in munition and shipbuilding plants, believing that they would be "bomb-proof" industries.

That certain industries essential to the conduct of the war must be kept in operation on a full basis no official in Washington attempts to deny, but it is evident that there is a distinct feeling on the part of those who guide the military destinies of the nation that no one shall escape the draft, aside from those who are actually essential. Every opportunity will be vouchsafed to men who seek exemption or deferred classification to state their claims, but the line will be tightly drawn.

It is probable that the officials of the Provost Marshal General's Office, the War Industries Board, the Shipping Board, Food, Fuel and Railroad Administrations will get together within a few days and decide all of the questions that are still at issue.

Classification of Industries.

Here is the list of industries which the War Industries Board holds should have preferential treatment:

AIRCRAFT—Plants engaged principally in manufacturing aircraft or aircraft supplies and equipment, Class 1.

AMMUNITION—Plants engaged principally in manufacturing same for the United States Government and the Allies, Class 1.

ARMY AND NAVY—Arsenals and Navy Yards, Class 1.

ARMY AND NAVY—Cantonments and Camps, Class 1.

ARMS—(Small)—Plants engaged principally in manufacturing same for the United States Government and the Allies, Class 1.

BAGS—Hemp, jute, and cotton, plants engaged principally in manufacturing same, Class 4.

BLAST FURNACES—(Producing pig iron.) Class 2.

BOOTS AND SHOES—Plants engaged exclusively in manufacturing same, class 4.

BRASS AND COPPER—Plants engaged principally in rolling, and drawing copper brass and other copper alloys in the form of sheets, rods, wire, and tubes, Class 2.

CHAIN—Plants engaged principally in manufacturing iron and steel chain, Class 3.

CHEMICALS—Plants engaged principally in manufacturing chemicals for the production of military and naval explosives, ammunition, and aircraft, and use in chemical warfare, Class 1.

CHEMICALS—Plants, not otherwise classified and listed, engaged principally in manufacturing chemicals, Class 4.

COKE—Plants engaged principally in producing metallurgical coke and byproducts, including toluol, Class 1.

COKE—Plants, not otherwise classified and listed, producing same, Class 2.

Cotton Plants in Class 4.

COTTON—Plants engaged in the compression of cotton, Class 4.

CRANES—Plants engaged principally in manufacturing locomotive or traveling cranes, Class 3.

DOMESTIC CONSUMERS—Fuel and electric energy for residential consumption, including homes, apartment houses, residential flats, restaurants, and hotels, Class 1.

DOMESTIC CONSUMERS—Fuel and electric energy, not otherwise specifically listed, Class 3.

DRUGS—Medicines and medical and surgical supplies, plants engaged principally in manufacturing same, Class 4.

ELECTRICAL EQUIPMENT—Plants en-

Continued on Page Nine.

Saulcourt, south of it, was found unoccupied. Between these villages the enemy retired to the Epehy line, which is a little over a mile from his Hindenburg trench works. We are more than half way between Villers-Faucon and Ronsoy—the front embraced St. Emilie this morning—and have crossed the Cologne River east of Roisel. Sharp resistance was encountered when British patrols tried to enter Roisel and fighting is reported in that vicinity today.

Below Roisel, however, our advance has been accelerated. Vendelles and Soyecourt were abandoned by the Germans before the British patrols were in contact, and the wooded area east of Caulaincourt was cleared, bringing our line into open country before Holnon Wood, the last obstacle on this side of the Hindenburg trenches around St. Quentin.

trated. A picture of Christ, ten feet square, was pierced with seven round holes, one exactly in the left side, and I wondered whether the revolver of some boche brute had not added sacrilege to vandalism.

With the exception of the cathedral and a little side street from the Rue de Paris, called Rue de Saint Eloi, there is not a single building in Noyon that escaped injury, and the Mayor reckoned less than 10 per cent. capable of reconstruction. Before leaving he made a suggestion of particular value at this time when the German retreat from other French towns seems imminent.

"Cannot your President," he said, "or the Allies collectively, address a formal warning to Germany that full and terrible punishment will be exacted for such wanton destruction. Homes can be rebuilt, hard though it will be, but nothing can replace those relics of art and poetry of previous generations that were our pride and glory."

probably match any gas they turn out, since the unavoidable percentage of "duds" is certain to give us the secret of it. This report calls to mind the fact that in the last ten months the boche has tried seven new gases, but none of the new brands has proved worth while.

Incidentally, the Germans are having trouble in supplying troops with masks because of the rubber shortage. Leather as a substitute for rubber in the face of the mask is not good.

Prisoners taken by Americans in the Toul sector tell of threatened revolts among troops ordered to move from quiet sectors into the battle raging in the west.

which have been broken up recently. Munition workers, telegraphers, railroad employes, and zone troops have been found in the front lines.

All in all, the German Army is now showing the beginning of a real decline. It is losing effectives much faster than it can replace them. These fissures will widen and widen.

The German Army declines while the allied army increases, but the Kaiser still has a force of more than 4,000,000 men, and while they do his Imperial bidding, Germany is not defeated.

the Day's Operations

of the Oise, east of Fargniers and west of Servais.

Day Report.—North of the Oise the French troops have captured the Village of Mennessis and are along the Canal St. Quentin.

South of the Oise the French have made progress to the outskirts of Servais.

In the region of Laffaux, as well as north of Celles-sur-Aisne, we have maintained our positions in spite of several German counter-attacks.

We took prisoners during two surprise attacks we delivered in Champagne.

German

BERLIN, Sept. 8, (via London.)

Night Report.—There is nothing new from the battlefield.

Day Report.—Our infantry detachments brought prisoners from the Belgian lines east of Merckem.

North of Armentières we repulsed renewed attacks by the English.

On the battlefield we are everywhere in our new positions.

South of the Péronne-Cambrai road the enemy yesterday sought by means of strong forces to approach our positions. Our rear-guards opposed him, but yielded, fighting, to the numerically superior enemy, and in the evening repulsed violent attacks west of Gouzeaucourt-Epehy-Templeux.

On both sides of the Somme again yesterday the enemy followed us only hesitatingly. We are in fighting contact with him at the Vermand-St. Simon line and the Crozat Canal, [also known as the St. Quentin Canal.]

North of the Aisne the artillery duel became more intense. West of Premontre and Brancourt strong partial attacks of the enemy failed.

South of the Ailette the enemy worked his way into our line east of Vauxaillon. Strong attacks between Vauxaillon and west of Vailly were repeated many times until evening, but were repulsed.

Between the Aisne and the Vesle the fighting activity has decreased.

U. S. EMPLOYMENT SERVICE
WOMEN'S DIVISION

AGRICULTURE

Farm hands	Placed
Gardeners	"
Dairy hands	"
Milk testers	"
Inspectors	"
Bee-keeping	"
Sheepherders	Women working
Cottonfield	" "

BUILDING AND CONSTRUCTION

Carpenters	Placed
Electricians	"
Painters	"
Cabinet makers	"
Sash, Door and Furn. Factories	Women working
Paper hangers	
Pipe fitters	
Plumbers	" "
Roofers and sheet metal workers	
Structural Iron workers	
Building trade helpers	" "
Brickyard workers	
Architects	" "

CASUAL WORKERS

U. S. EMPLOYMENT SERVICE

WOMAN'S DIVISION

CHEMICALS, OILS AND PAINTS

Medical Laboratories	Inspectors in Hog Serum Plants Actual work in Hog Serum plants	Women working 2
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CLAY, GLASS AND STONE PRODUCTS

CLERICAL, PROFESSIONAL AND TECHNICAL

Bookkeepers,	Placed
Accountants	"
Cashiers	"
Stenographers	"
Typists	"
Office clerks	"
Teachers	"
Telegraphers	"
Photographers	"
Letter Carriers	"
Two Marine Corps, Louisiana	
Mail Censor	
Draftsmen	
Engineer	
Journalist	
Laboratory worker	
lawyer	
Lecturer	
Librarian	
Musician	
Physician and Surgeon Saleswoman	
Pharmacist	
Statistician	
Saleswoman	
Auto Saleswoman	calls for
Station agents	"

CLOTHING AND TEXTILES

Dressmakers	
Seamstresses	
Garment workers	
Hat, cap and millinery workers	
Shirt, collar and cuff workers	
Textile workers	
Print shops	Women working

CHWICVTE

COMMON LABOR

Railway	Guard Crossing attendants	Placed
	Railroad car cleaners	Women working
	Engine cleaners	"
	Track walking	"
	Painters	"
	Baggage porters	Placed
	Truckers - freight	"
	Tire builders	"

U. S. EMPLOYMENT SERVICE
WOMEN'S DIVISION

COMMON LABOR(Cont'd)

Bootblacks	Women working
Beef packing houses	" "

DOMESTIC AND PERSONAL SERVICE

Domestics	Placed
Laundry	"
Cleaners	"
Dyers	"
Nurses and attendants	"
Manicure and Haardressers	Women working
Messenger	" "

FOOD, BEVERAGES, TOBACCO

Bakery workers	Women Working
Confectionery workers	" "
Cannery workers	" "
Tobacco workers	" "
Butcher shop workers	" "
Grocery clerks	" "
Buyer	" "
Retail dealers	" "
Dietition	" "

HOTEL AND RESTAURANT

Chambermaids	
Cooks	
Kitchen workers	
Pantry workers	
Matrons	
Housekeepers	
Waiters	
Busboys	
All positions formerly occupied by men (Hotel de Monte)	Women working

LEATHER, RUBBER AND ALLIED PRODUCTS

Boot and shoe workers
Fur workers
Glove workers
Rubber workers

LUMBER

Skilled woodman
Woods laborers
Lumber yard workers
Cooks for logging camps
(formerly men)
Shingle mills

call -- Maine
Women working
" "

calls

REVISED 1918

METALS AND MACHINERY

Automobile factories.

	Drill pressers.....	Women working	
	Gear machine.....	"	"
	Lathes.....	"	"
	Milling machine.....	"	"
	Punch press.....	"	"
	Core making.....	"	"
	Sewing machine.....	"	"
	Bench work.....	"	"
	Inspecting.....	"	"
	Tool room attendant.....	"	"
	Stock room attendant.....	"	"
	Lapping machine.....	"	"
	Shaving machine.....	"	"
	Electric wiring.....	"	"
	Cutting machine (leather)	"	"
(Light).....	Assembling.....	"	"
(Chassis).....	Disassembling.....	"	"
	Pasting.....	"	"
	Slot machine.....	"	"
	Armature winding.....	"	"
	Upolstery.....	"	" Automobile and aeroplane
	Carpenter.....	"	"
	Repair.....	"	"
	Shipping.....	"	"
Special Occupa-	Riveting machine.....	"	"
tions.	Burring.....	"	"
	Pinning.....	"	"
	Adjusting.....	"	"
	Engraving.....	"	"
	Printing.....	"	"
	Tapping machine.....	"	"
	Stenciling.....	"	"
	Cabinet work.....	"	"
	Tracing.....	"	"
	Bindery work.....	"	"
	Laundry ".....	"	"
	Filing machine.....	"	"
	Foot press.....	"	"
	Thread rolling machine...	"	"
	Japan spraying.....	"	"
Electrical.....	Winding induction.....	"	"
machinery and	Taping.....	"	"
supplies.	Testing.....	"	"
	Assembling meters.....	"	"
	Insulating armatures.....	"	"
	Stamping name plates.....	"	"
	Elevator operators.....	"	"
	Grinders.....	"	"
	Assembling coils.....	"	"
	Coil pressing.....	"	"
	Coil insulating.....	"	"
	Coils, form and pull.....	"	"
	Connecting.....	"	"
	Material cutting.....	"	"

METALS AND MACHINERY (cont'd)

	Lamp repairing.....	Women working
	Packing.....	" "
	Weighing.....	" "
	Messenger.....	" "
	Sorting.....	" "
	Boxing.....	" "
	Labeling.....	" "
	Drafting.....	" "
	Braiding.....	" "
	Spooling.....	" "
Foundry and.....	Pattern making.....	" "
Machine Shop	Molders.....	" "
Products.	Clipping.....	" "
	Automatic screw machine.....	" "
	Counting.....	" "
	Filing turbine wheels.....	" "
	Broaching machine.....	" "
	Gutter grinding.....	" "
	Blueprint work.....	" "
	Etching.....	" "
	Stamping.....	" "
	Cylindrical grinding.....	" "
	Wrapping.....	" "
	Making small runners.....	" "
	Electric Cranes.....	" "
	Hobbing machine.....	" "
Munitions.....	Brazing machine.....	" "
	Copper tipping.....	" "
	Doping.....	" "
	Castulating machine.....	" "
	Automatic dial machine.....	" "
	Automatic closing machine.....	" "
	Knurling machine.....	" "
	Primer machine.....	" "
	Machine instructor.....	" "
	Setting up.....	" "
	Making wing floats.....	" "
	Woodworking.....	" "
	Machine apprentice.....	" "
	Charging buttons.....	" "
	Gauging.....	" "
	Lacquering.....	" "
	Chemist.....	" "
	Banding press.....	" "
	Band grooving laths.....	" "
	Shaker operator.....	" "
	Powder dispatching.....	" "
	Charging.....	" "
	Loading.....	" "
	Adjusting.....	" "
	Hustler.....	" "
	Supervising of women.....	" "
LaCrosse.....	Women Workers.....	" "
Tractor Co.		
Disston Saw Works..	Girl workers.....	" "
(Phila)		

METALS AND MACHINERY (cont'd)

Railway	Cane weaving	Women working
Equipment	Curtain making	" "
	Coach cleaning.....	" "
	Laborers	" "
	Bolt cutting machine.....	" "
	Sorting light scrap.....	" "
	Shearing machine	" "
	Repairing valves	" "
	Testing valves	" "
	Preparing journal packing	" "
	Smith shop	" "

Tools, cutlery

Hardware..	Canvas department	" "
	Honing machine.....	" "
	Stropping machine	" "
	Cleaning razors	" "
	Oiling blades	" "
	Straightening razor parts	" "
	Trimming press	" "
	Scratch brushing	" "
	Wiping	" "
	Wiring and unwiring(Plating)....	" "
	Making leather cases	" "
	Eyelet machines	" "
	Machines for cappingtacks	" "
	Tackmaking machines	" "
	Carding eyelets	" "
	Fitting nuts on bolts	" "
	Bolt pointing machine	" "

Miscellaneous

Metal Products	Diamond die drilling	" "
	Edging	" "
	Redrawing	" "
	Bobbin winding	" "
	Dandy roll work	" "
	Wire bending	" "
	Jigwork	" "
	Opening sheets	" "
	Boring machine	" "
	Card machine	" "
	Reinforcing machine	" "
	Handwork on Stationery	" "
	Graying	" "
	Machine burnishing	" "
	Aluminum washing	" "
	Dipping	" "
	Drying	" "

Airplane
Construction

Motor Assembling	Placed
Bench Hands	"
Inspectors	"
Stores Depts.	"
Testing Raw Materials	"
Production Routers	"

RECEIVED
FEDERAL RESERVE BANK
OF ST. LOUIS

METALS AND MACHINERY (cont'd)

Miscellaneous

- Shell loader
- Millwrights
- Molders
- Core Makers
- Blacksmiths and boiler makers

U. S. EMPLOYMENT SERVICE
WOMEN'S DIVISION

PUBLIC SERVICE

Inspector
Institutional Manager
Mail carrier
Police patrol
Postmistress
Signaling
Wireless

SOCIAL SERVICE

Charities
Camp work
Club executive
District nursing
Hospital
Industrial welfare
Investigator
Playgrounds
Recreation

LOBBY SERVICE

U. S. Employment Service

WOMEN'S DIVISION

MINE AND QUARRY WORKERS

Skilled miners

PAPER AND PRINTING

Pulp and paper mill workers
Printers and pressmen
Feeders and bindery workers
Paper box and bag workers
Linotype Operators

SEWING TRADES

Power Machine Operators
Overall factories (calls)

SHIPBUILDING

Riveters
Chippers
Calkers
Reamers
Ship fitters
Ship carpenters
Laborers
Helpers
Oakum spinners
Switchboard

Women Placed

STEAMSHIP SERVICE

Cook
Mess Woman
Mess girl

Women Working (Lovejoy, Seattle,
Wash.)

U. S. EMPLOYMENT SERVICE
WOMEN'S DIVISION

THEATRES AND AMUSEMENTS

Ushers

TRANSPORTATION AND PUBLIC UTILITIES

Chauffeurs (private)
Auto-truck drivers
Teamsters
Delivery
Stable hands
Street car conductors
Street car Motomeers
Taxi drivers
Ambulance drivers
Teaming and Delivery work (laundry) Placed
Aviatrix
Motor Cycle
Power boat
see common labor -- railway

WHOLESALE AND RETAIL TRADE

Sales people
Shipping clerks
Stock clerks
Packers

THEVILLE YMD

U. S. EMPLOYMENT SERVICE

WOMEN'S DIVISION

WOODWORKING AND FURNITURE

- Cabinet makers
- Furniture finishers
- Upholsterers
- Machine Woodworkers
- Furniture Assistants

MISCELLANEOUS

- Apprentices, (all trades)
- Elevator operators..
- Watchmen
- Janitors
- Guards
- Aircraft assemblers
- Wing Coverers -- airplanes
- Weighers of powderbags
- Fuse plant workers
- Window cleaners
- Tractor driver (applicants)

Women working
call

call

women working

U. S.
Army

- Storage
- Warehouses
- Gas Mask Factories

Women working
"
"

From and after December 1, 1918 and during the period of the war, no person or corporation shall employ an able-bodied man in any of the occupations listed below, except subject to the exceptions set forth:

Hotels
(1) In or in connection with preparing or serving food or ~~drink~~, or selling candy, cigars or cigarettes, in any place, public or private (except that permission may be given by the Community Labor Board to employ men for supervision or heavy work ~~to an extent not exceeding twenty percent of the whole force employed~~ or where work late at night is necessary).

(2) As passenger-elevator operators and attendants, doormen, footmen, cleaners, carriage-openers, or other attendants in any place public or private (except that Community Labor Boards may permit the employment of men for night work in any such occupation or where women cannot be employed with due regard to their health and safety or the safety of the public).

(3) As ushers or attendants, or otherwise in or in connection with games, sports or amusements of any kind, excepting performers, including musicians, in legitimate concerts, operas, motion pictures, or theatrical performances, and skilled persons who are necessary to such performances or presentations.

(4) In domestic service of any sort, *including chauffeurs*

(5) In driving passenger automobiles, including taxicabs, jitney, or sight-seeing busses (except that permission may be given by Community Labor Boards for the employment of men to the extent that limited traffic facilities or the public safety make it necessary.

Collectors

(7) As meter-readers or inspectors in residential sections, counters, checkers, ~~cassiers~~, talliers, time-keepers, wrappers, messengers, or drivers of light delivery wagons (except where the Community Labor Board may grant permission to employ men because of conditions which make it improper, from the point of view of health or safety, to use women).

(8) Bootblacks, bill-distributors, street vendors -- such as sandwich men, book agents, peddlers, and other canvassers, peanut roasters, and other street vendors.

Insofar as the foregoing list corresponds with the list of non-productive occupations issued under the Selective Service Regulations, all rulings and definitions made by the Provost Marshal General in connection with such list of non-productive occupations shall prevail in determining the application of the foregoing list.

A Community Labor Board may grant permission to employ in any of the foregoing occupations, men whom it may certify as being unable because of physical disability (including old age) to secure more essential employment.

Men in Class 1-A under the Selective Service Regulations may be permitted by a Community Labor Board to remain engaged in any of the foregoing occupations; while awaiting their call into the Army.

Exceptions may be made by Community Labor Boards in individual cases for limited periods of time when necessary to avoid undue hardship to men now employed in ^{any} one of the foregoing occupations.

POLICY

Vacancies should filled with women instead of with men in the following occupations:

CLERICAL - *in all establishments*

Agents, canvassers and collectors

that is all people engaged in

over 21 years of age.

Book keepers, cashiers, accountants
Stenographers and typists

"The words sales clerks and other clerks include the clerical force in the office and in all departments of stores and mercantile establishments," Page 90, Paragraph 121 - K, Selective Service Regulations.

TRADE

Clerks in stores

Stock clerks, store keepers, etc.
(Work or Fight Order does not include executives)

Commercial travellers (not included in the Work or Fight Order)
Decorators, drapers and window trimmers
Delivery men in stores, bakeries and *laundries*
(not included in Work or Fight Order) (*package not over 10 lbs*) (*height truck*)
Floor walkers and floor men in stores
Inspectors, gaugers and samplers
Insurance Agents
Laborers and helpers in stores
Demonstrators
Salesmen and buyers for stores
(all salesmen in departments selling to women)
(Work or Fight Order does not include heads of departments) or buyers)
Fruit craters and packers
Meat cutters
Bill posters

TRANSPORTATION

Road and street transportation

carriage
Garage and hack drivers
Chauffeurs, ~~garage keepers and managers~~
~~Tray men, teamsters, expressmen, hostlers,~~
stable hands, carriage washers

Express, telegraph and telephone

Agents, express messengers, mail clerks,
mail carriers, telephone and telegraph operators.

1.

Other Transportation

Foremen and overseers for road and street building
and repairing for telegraph and telephone companies.
Inspectors for street and electric roads, for bridge
canals, docks and wharves.
Laborers for road and street building and street
cleaning - semi-skilled laborers for street railways,
guards, ticket choppers, etc.

2.

Other Transportation

Baggage men, bridge keepers, gatemen, ticket collectors,
lamp lighters, labelers and packers in express offices.

DOMESTIC AND PERSONAL SERVICE.

Barbers and hair dressers, boot blacks, window cleaners,
elevator tenders, janitors and sextons, laundry operatives
Porters (Pullmans on railroads)
Servants (coachmen, butlers, hall boys, valets, waiters,
door men, (
Cleaners, renovators of clothes, carpets, vacuum cleaners.

Work or Fight Rule

Waiters - does not include those on dining cars
Doormen, waiters and elevator tenders in hotels, clubs,
apartments, stores, etc. are included. All personal
servants except chauffeurs included.

Public Service

Guards, watchmen and door keepers. Laborers in parks,
street cleaning department, etc.

Probation and truant officers.

Inspectors for buildings, food, health, tax collectors.

PROFESSIONAL SERVICE

Journalists and reporters

Chemists, assayers and metallurgists

Civil Engineers and Surveyors

Dentists

Designers and Draftsmen

Lawyers

Photographers

Motion picture~~s~~ photographers

Bacteriologists, etc.

Notaries, Record searchers, etc.

Theatre ushers.

*When enforced
including a few
grades
of last minute needs.*

POLICY

*Men not retained except in
so far as needed to train very
women*

Vacancies should filled with women instead of with men in the following occupations:

CLERICAL - *In all establishments*
Agents, canvassers and collectors?

that is all people engaged in

unpractical

over 21 years of age.

Book keepers, cashiers, accountants
Stenographers and typists

"The words sales clerks and other clerks include the clerical force in the office and in all departments of stores and mercantile establishments," Page 90, Paragraph 121 - K, Selective Service Regulations.

TRADE

Clerks in stores
heavy weight

Stock clerks, store keepers, etc.
(Work or Fight Order does not include executives)

- ~~Commercial travellers~~ (not included in the Work or Fight Order) *in feminine depts*
- Decorators, drapers and window trimmers
- Delivery men in stores, bakeries and *laundries* *25*
(not included in Work or Fight Order) *(packages not over 10 lbs) (light truck)*
- Floor walkers and floor men in stores
- ~~Inspectors, gaugers and samplers~~
- Insurance Agents
- Laborers and helpers in stores *heavy*
- Demonstrators
- Salesmen and buyers for stores *in all but coats & shoes*
(all salesmen in departments selling to women)
(Work or Fight Order does not include heads of departments) or buyers)
- ~~Fruit craters and packers~~
- ~~Meat cutters~~
- ~~Bill posters~~

TRANSPORTATION

Road and street transportation

carriage
Garage and hack drivers
Chauffeurs, garage keepers and managers
~~Day men, teamsters, expressmen, hostlers,~~
stable hands, carriage washers

*light trucks
trucks
chauffeurs*

Express, telegraph and telephone

Agents, express messengers, mail clerks,
~~mail carriers,~~ telephone and telegraph operators.

1.

Other Transportation

~~Foremen and overseers for road and street building
and repairing for telegraph and telephone companies.
Inspectors for street and electric roads, for bridge
canals, locks and wharves.
Laborers for road and street building and street
cleaning - semi-skilled laborers for street railways,
guards, ticket choppers, etc.~~

conductors

2.

~~Other Transportation~~

~~Baggage men, bridge keepers, gatemens, ticket collectors,
lamp lighters, labelers and packers in express offices,~~

DOMESTIC AND PERSONAL SERVICE.

*does slide
easily*

~~Barbers and hair dressers, boot blacks, window cleaners,
elevator tenders, janitors and sextons, laundry operatives
Porters (Pullmans on retrofits)
Servants (coachmen, butlers, hall boys, valets, waiters,
door men,
Cleaners, renovators of clothes, carpets, vacuum cleaners.~~

1st floor

requ

Work or Fight Rule

Waiters - does not include those on dining cars -
Doormen, waiters and elevator tenders in hotels, clubs,
apartments, stores, etc. are included. All personal
servants except chauffeurs included.

specify

Public Service

Guards, watchmen and door keepers. Laborers in parks,
~~street cleaning department, etc.~~

Probation and truant officers.
Inspectors for buildings, food, health, tax collectors.

*State County &
Municipal*

factories roads

and safety

lamp lighters

*fire insurance
inspectors*

PROFESSIONAL SERVICE

Journalists and reporters

Chemists, assayers and metallurgists

Civil Engineers and Surveyors

Dentists

Designers and Draftsmen

Lawyers

Photographers

Motion picture photographers

Bacteriologists, etc.

Notaries, Record searchers, etc.

↳ Theatre ushers.

Agriculture -



By Delegate

List suggested by
Mr. Payne

(NAME OF UNION)

Resolution No.

(SECRETARY WILL NUMBER)

Baltimore, Md., November , 1916.

white goods makers.

Elevator operators, in apartment houses & small Bldgs.

Flower & Fancy Good makers.

Wreckwear Makers Ladies & Men.

Fancy Leather Goods workers

laundry makers & Confectionery workers

Millinery workers

Porters & Cleaners, Hotels & Rest & Pub. Bldgs

waiters Hotel & Restaurants

Umbrella makers.

Private automobile Chauffeurs

Soda Fountain attendants

~~Pool Room attendants~~

Trust Scalper 100 to

~~Shoe Shining Parlors~~

Cheese Room Boys Hat Checkers

Theatre ushers ticket Sellers.

Shipping clerks & checkers $\frac{2}{11}$

As revised September 26, 1918.

TO THE GOVERNORS OF ALL STATES:

REGULATIONS CONTROLLING NIGHT WORK OF WOMEN IN PLANTS
MANUFACTURING WAR PRODUCTS FOR THE FEDERAL GOVERNMENT.

As a rapidly increasing force of men is withdrawn from industry for military service, the urgent national need for continuous production of munitions of war has led to frequent requests for permission to employ women at night. The War Labor Policies Board therefore regards it as a matter of public importance to formulate a program which will adequately meet the needs of production, while maintaining the necessary safeguards for women workers.

From the beginning of the war it has been the policy of the government to oppose short-sighted attempts to relax labor laws. Long hours of work and employment seven days in the week tend to decrease rather than increase production. It is recognized also that continuous and unregulated night work for women is harmful because of its bad effect on health, morale, family life and the welfare of children. Before the war it was forbidden by international treaties in the European countries. Several important industrial states in this country have laws prohibiting night work for women. It is of the utmost importance that such laws prohibiting night work of women should not be repealed or the standards attained through them lowered. In those states in which night work is legal, it is important that the conditions of employment of women should be further safeguarded.

It has been decided, therefore that night work for women in plants working on contracts for the Federal Government should be prevented so far as lies in the power of the Government to prevent

it and not allowed except upon official request of the Secretary of War or the Secretary of the Navy under conditions approved by the Secretary of Labor through the Woman in Industry Service. Such request should be in the form of a certificate to the proper state officials declaring that a war emergency has arisen in a particular place for a particular time. By this method, if any temporary deviation from conditions prescribed by law should be demonstrated to be necessary, the necessity for it will be determined solely by the national government, and the need will be met without permanent or sweeping changes in state labor laws. Furthermore, women will be protected against the dangers of night work in states now legally permitting it.

If the necessity for the employment of women between the hours of 10 P.M. and 6 A.M. is demonstrated, and if working conditions satisfactory to the federal government are established, the Secretary of War or the Secretary of the Navy, under conditions approved in advance in each instance by the Woman in Industry Service of the U. S. Department of Labor, acting for the Secretary of Labor, will call upon the state agency charged with enforcement of labor laws to grant to a particular plant for a specified period a temporary war certificate allowing the employment of women at night. These certificates will be issued under the war powers of the federal government. Plants in states where night work has been legally resorted to in the past will come under the same regulations beginning December 1, 1918. No plant working on a war contract for the federal government will be allowed thereafter to employ women after 10 P.M. or before 6 A.M. without a war emergency certificate.

Thorough investigation preceding the issuance of the certificate will determine the necessity for night work and each establishment holding a certificate shall be under the continued supervision of the Woman in Industry Service of the Department of Labor or of a federal agency designated by it. In the enforcement of the regulations the cooperation of state agencies will be sought, as it has already been secured in the working out of this plan. It should be emphasized that night work of women can often be avoided by the employment of men over the draft age and those not qualified for military service, by the transfer of men from non-essential industries, by the extension of plants, by the introduction of an industry into new areas, by a careful distribution of contracts with due regard to the local labor supply or by improved management. Certificates will not be granted unless it is clear that these methods do not suffice to increase production to the point demanded for the prosecution of the war.

A plant holding a certificate will be required to limit the employment of women each day or night to shifts of eight hours or less, and rotating shifts will be encouraged. Full compliance will be required with the standards and wards of the War Labor Board, including the provision that women introduced into work hitherto done by men shall receive equal pay for equal work, and other standards set by the federal government and the state labor laws. A certificate will be continued in force only so long as the required standards are maintained.

September 19, 1918.

MEMORANDUM

For: Mr. Felix Frankfurter, Chairman, War Labor Policies Board.
From: Miss Van Kleeck, Director, Woman in Industry Service.
Subject: Procedure in dealing with requests for certification to employ women at night.

The essential features of the plan for controlling night work as endorsed by the War Labor Policies Board are as follows:

"If in any plant working on a contract or subcontract for the Federal Government the War Department or the Navy, finds that the employment of women between the hours of ten P.M. and six A.M. is necessary for the prosecution of the war, the Secretary of War or the Secretary of the Navy, under conditions of employment recommended in each instance by the Woman in Industry Service of the Federal Department of Labor acting for the Secretary of Labor, will transmit through the state agency charged with enforcement of labor laws a temporary war certificate allowing the employment of women at night in the particular plant for a specified period."

According to this plan the necessary procedure will have two main divisions:

1. Determination by the Secretary of War or the Secretary of the Navy of the necessity for increased production in the plant in question.
2. Determination by the Woman in Industry Service acting for the Secretary of Labor, of the conditions of employment to be required.

In both 1 and 2 thorough consideration will be given to the possibility of avoiding night shifts of women by such methods as employment of men over the draft age or unqualified for military service, the release of men from other industries, the extension of plants, the introduction of industries into new areas, the employment of two day shifts of women, improved plant management, or by a careful distribution of contracts with due regard to the local labor supply.

To carry out this plan and policy the following steps appear to be necessary:

1. The plant will file a request for a certificate in the office of the Secretary of War or the Secretary of the Navy.
 2. The officers representing the Secretary of War or the Secretary of the Navy in industrial relations will at once ascertain the nature and extent of the contracts with the federal government held by the plant making the application.
 3. At the same time the Secretary of War or the Secretary of the Navy will transmit to the Woman in Industry Service, representing the Secretary of Labor, a copy of the plant's application and a statement of the nature of the contracts (to enable the Woman in Industry Service to infer in what occupations the women are employed in the plant) and the Division or Bureau having the contracts (to enable the Woman in Industry Service to plan co-operation in making the investigation).
 4. The Department or Bureau having the contract for the fulfillment of which the request for night work is made, will be asked by the office of the Secretary of War or the Secretary of the Navy to file a statement of the progress of the contract and its necessity from the point of view of production. This statement should also include a statement of the capacity of other plants manufacturing the same products and the possibility of utilizing them in such a way as to avoid night shifts for women.
 5. The War Industries Board will be asked for a statement of the possibility of meeting the situation through the policy of dealing with less essential industries in such a way as to release more men workers through conversion of other plants to the manufacture of the required products or through a change in the distribution of contracts for these products.
 6. As soon as the request of the plant and the data about the Divisions having contracts have been transmitted to the Woman in Industry Service, the Director of that Service will outline the essential facts needed, ascertain data already on file regarding this plant, and request the appropriate Division or Bureau to make investigation of working conditions affecting women in order to determine whether the plant has demonstrated the necessity for night work of women from the point of view of problems of employment as distinct from production of the working conditions already prevailing, and what standards and safeguards should be established if night shifts are recommended.
- In designating the Division or Bureau to make the investigation the policy of the Woman in Industry Service will be to call on the Division or Bureau having contract wherever that Bureau is equipped with a force of women inspectors of labor conditions. The recommendations resulting from this investigation and the facts outlined in it will form the basis for decision by the Secretary of Labor represented by the Woman in Industry Service.
7. The entire plan will be subject to change if it is found possible and desirable to develop a field force under the direction of the Woman in Industry Service, but at all times it would be the policy to cooperate with every other department vitally concerned in the problem.

8. The Woman in Industry Service will notify the State Department of Labor that the request is under consideration and will wherever possible associate the State Department with the Federal representative charged with responsibility for the investigation.

9. It may prove desirable to ask the State Department of Labor to hold hearings at some point in these proceedings according to the method already followed in Massachusetts by the War Emergency Industrial Commission.

Mary Van Kleeck, Director
Woman in Industry Service.

WAR LABOR POLICIES BOARD

(To be Considered at Board Meeting September 13, 1918)

September 16, 1918.

TO THE GOVERNOR OF ALL STATES:

REGULATIONS GOVERNING NIGHT WORK OF WOMEN IN PLANTS MANUFACTURING
WAR PRODUCTS FOR THE FEDERAL GOVERNMENT.

The increasing withdrawal of men from industry coupled with the enormous expansion of the war program has created the imperative necessity for the more extensive employment of women in the essential industries. As their numbers increase while the available supply of men workers decreases, the departments of the government responsible for the conduct of military operations are confronted with the problem of permitting women to be employed on night shifts in plants where continuous production is required, or of allowing machinery to stand idle with the danger of suffering our forces to go into the field under-equipped and under-munitioned. Recognizing the threat of permanent impairment of labor standards which the situation enfolds, the War Labor Policies Board, speaking for all the departments of the government vitally concerned, regards it as a matter of the highest public importance that it shall formulate a program which, while meeting adequately the necessity for immediate production, will maintain the necessary safeguards for women workers.

From the beginning of the war, it has been the policy of the government to oppose short-sighted attempts to relax labor laws. Long hours of work and employment seven days in the week tend to decrease rather than increase production. It has been demonstrated that continuous and unregulated night work for women is harmful because of its bad effects on health, morals,

Regulations Governing Night Work of Women etc.

family life and the welfare of children. Before the war it was forbidden by international treaties in European countries. Several important industrial states in this country have laws prohibiting night work for women. It is of the utmost importance that these laws should not be repealed. Yet the evidences are increasing that these conditions reinforced by the patriotic impulse in favor of measures that seem to lead to increased production may secure the repeal of statutes which it has taken years of patient endeavor to secure, unless wise plans are devised for meeting the problem through a more far-sighted policy.

This policy must be devised also in the light of the fact that in the large majority of states the employment of women at night is neither forbidden by law nor subject to regulation. Irrespective of the necessity for night work of women, it is now in many of the important centers of industry an established fact, with no state law at present to restrict it. In these states women will be employed at night in increasing numbers and without supervision by the government unless some method is devised of restricting the practice to the occasion wherein the national need may justify its adoption. Measures of protection throughout all the states must be taken because industrial experience has demonstrated that it is in the interest of long continued production to safeguard health and industrial efficiency. The industrial efficiency of women workers is essential to the winning of the war and must be maintained by adequate safeguards against fatigue and excessive physical strain.

In all states, therefore, the Federal Government will refuse to permit night work of women on its war production so far as the exigencies of the

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war situation will permit. If in any plant working on a contract or sub-contract for the Federal Government the War Department or the Navy finds that the employment of women between the hours of ten P. M. and six A. M. is necessary for the prosecution of the war, the Secretary of War or the Secretary of the Navy, under conditions of employment recommended in such instance by the Woman in Industry Service of the Federal Department of Labor acting for the Secretary of Labor, will transmit through the state agency charged with enforcement of labor laws a temporary war certificate allowing the employment of women at night in the particular plant for a specified period. In states having laws prohibiting night work these certificates will be issued under the war powers of the Federal Government and will be a declaration to the state officials that a war emergency has arisen requiring that local regulations regarding night work should be superseded in a particular plant for a specified period. In states at present having no law prohibiting night work of women the same regulations will take effect beginning December first, 1918. No plant working on a contract or sub-contract for the War Department or the Navy will be allowed thereafter to employ women after ten P. M. or before six A. M. without a war emergency certificate.

Thorough investigation preceding the issuance of a certificate will determine the necessity for night work and the safeguards which should be established for the women employed, and each establishment holding a permit shall be under the continued supervision of the Woman in Industry Service of the Department of Labor or of a federal agency designated by it.

In the enforcement of the regulations the cooperation of state agencies

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will be sought, as it has already been secured in the working out of this plan, and the powers confided to the various departments and bureaus of the federal government will be invoked to the fullest extent.

Certificates will be issued only when the necessity therefor has been demonstrated and when it has been established to the satisfaction of the government that the working conditions in the plant conform to the standards set by the federal government, including the provision that women doing the same work as men shall receive the same pay. Full compliance will be required with the provisions for health, safety and comfort demanded in the state labor law. A plant holding a certificate will be required to limit the employment of women by day or night to shifts of eight hours or less, and rotating shifts will be encouraged. A certificate will be continued in force only so long as the required standards are maintained.

It will be the policy to withhold a certificate unless it shall be made apparent that it has been impracticable to avoid the necessity therefor by the employment of men over the draft age or unqualified for military service, by the release of men from other industries, by the extension of plants, by the introduction of industries into new areas by two day shifts of women, or by improved management. The departments will endeavor also to minimize the necessity for issuing certificates by a careful distribution of contracts with due regard to the local labor supply.

It is believed that this plan of regulating night work for women in all states, while meeting the need of immediate production, will remove the incentives to repeal of state laws against night work, will maintain

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the necessary safeguards for women workers and will insure that their introduction into night work shall be limited to the period of emergency. Moreover, it will render it certain that those periods of emergency will be restricted to the time when, through the recruiting and mobilization of men workers withdrawn from other fields, or the better utilization or distribution of labor within the field, production will be adequate. Further, it is believed that through the decrease of labor turnover which will result from the adoption of standards and the creation of improved working conditions, and through the more vivid realization by all participants in industry that the price of delay is the blood of our men at the front, production will be secured to the point where the employment of women at night may become unnecessary.

September 16, 1918.

TO THE GOVERNORS OF ALL STATES:

REGULATIONS GOVERNING NIGHT WORK OF WOMEN IN PLANTS MANUFACTURING
WAR PRODUCTS FOR THE FEDERAL GOVERNMENT.

The increasing withdrawal of men from industry coupled with the enormous expansion of the war program has created the imperative necessity for the more extensive employment of women in the essential industries. As their numbers increase while the available supply of men workers decreases, the departments of the government responsible for the conduct of military operations are confronted with the problem of permitting women to be employed on night shifts in plants where continuous production is required, or of allowing machinery to stand idle with the danger of suffering our forces to go into the field under-equipped and under-munitioned. Recognizing the threat of permanent impairment of labor standards which the situation enfolds, the War Labor Policies Board, speaking for ^{all} the departments of the government vitally concerned, regards it as a matter of the highest public importance that it shall formulate a program which, while meeting adequately the necessity for immediate production, will maintain the necessary safeguards for women workers.

From the beginning of the war, it has been the policy of the government to oppose short-sighted attempts to relax labor laws. Long hours of work and employment seven days in the week tend to decrease rather than increase

Regulations Governing Night Work of Women etc.

production. It has been demonstrated that continuous and unregulated night work for women is harmful because of its bad effects on health, morals, family life and the welfare of children. Before the war it was forbidden by international treaties in European countries. Several important industrial states in this country have laws prohibiting night work for women. It is of the utmost importance that these laws should not be repealed. Yet the evidences are increasing that these conditions reinforced by the patriotic impulse in favor of measures that seem to lead to increased production may secure the repeal of statutes which it has taken years of patient endeavor to secure, unless wise plans are devised for meeting the problem through a more far-sighted policy.

This policy must be devised also in the light of the fact that in the large majority of states the employment of women at night is neither forbidden by law nor subject to regulation. Irrespective of the necessity for night work of women, it is now in many of the important centers of industry an established fact, with no state law at present to restrict it. In these states women will be employed at night in increasing numbers and without supervision by the government unless some method is devised of restricting the practice to the occasion wherein the national need may justify its adoption. Measures of protection throughout all the states must be taken because industrial experience has demonstrated that it is in the interest of long continued production to safeguard health and industrial efficiency. The industrial efficiency of women workers is essential to the winning of the war and must be maintained by adequate safeguards

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against fatigue and excessive physical strain.

In all states, therefore, the Federal Government will refuse to permit night work of women on its war production so far as the exigencies of the war situation will permit. If in any plant working on a contract or sub-contract for the Federal Government the War Department or the Navy finds that the employment of women between the hours of ten P.M. and six A.M. is necessary for the prosecution of the war, the Secretary of War or the Secretary of the Navy, under conditions of employment recommended in each instance by the Board in Industry Service of the Federal Department of Labor acting for the Secretary of Labor, will transmit through the state agency charged with enforcement of labor laws a temporary war certificate allowing the employment of women at night in the particular plant for a specified period. In states having laws prohibiting night work these certificates will be issued under the war powers of the Federal Government and will be a declaration to the state officials that a war emergency has arisen requiring that local regulations regarding night work should be superseded in a particular plant for a specified period. In states at present having no law prohibiting night work of women the same regulations will take effect beginning December first, 1918. No plant working on a contract or sub-contract for the War Department or the Navy will be allowed thereafter to employ women after ten P.M. or before six A.M. without a war emergency certificate.

Regulations Governing Night Work for Women.

Thorough investigation preceding the issuance of a certificate will determine the necessity for night work and the safeguards which should be established for the women employed, and each establishment holding a permit shall be under the continued supervision of the Woman in Industry Service of the Department of Labor or of a federal agency designated by it. In the enforcement of the regulations the cooperation of state agencies will be sought, as it has already been secured in the working out of this plan, and the powers confided to the various departments and bureaus of the federal government will be invoked to the fullest extent.

Certificates will be issued only when the necessity therefor has been demonstrated and when it has been established to the satisfaction of the government that the working conditions in the plant conform to the standards set by the federal government, including the provision that women doing the same work as men shall receive the same pay. Full compliance will be required with the provisions for health, safety and comfort demanded in the state labor law. A plant holding a certificate will be required to limit the employment of women by day or night to shifts of eight hours or less, and rotating shifts will be encouraged. A certificate will be continued in force only so long as the required standards are maintained.

It will be the policy to withhold a certificate unless it shall be made apparent that it has been impracticable to avoid the necessity therefore by the employment of men over the draft age or unqualified for military service, by the release of men from other industries, by the extension of plants, by the introduction of industries into new areas

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by two day shifts of women, or by improved management. The departments will endeavor also to minimize the necessity for issuing certificates by a careful distribution of contracts with due regard to the local labor supply.

It is believed that this plan of regulating night work for women in all states, while meeting the need of immediate production, will remove the incentives to repeal of state laws against night work, will maintain the necessary safeguards for women workers and will insure that their introduction into night work shall be limited to the period of emergency. Moreover, it will render it certain that these periods of emergency will be ^{terminated} ~~restricted to the time~~ when, through the recruiting and mobilization of men workers withdrawn from other fields, or the better utilization or distribution of labor within the field, production will be adequate. Further, it is believed that through the decrease of labor turnover which will result from the adoption of standards and the creation of improved working conditions, and through the more vivid realization by all participants in industry that the price of delay is the blood of our men at the front, production will be secured to the point where the employment of women at night may become unnecessary.

September 6, 1918.

SUGGESTED DRAFT OF STATEMENT ON NIGHT WORK OF WOMEN TO BE ISSUED
BY THE WAR LABOR POLICIES BOARD.

As a rapidly increasing force of men is withdrawn from industry for military service, the urgent national need for continuous production of munitions of war has led to frequent requests for permission to employ women at night. The War Labor Policies Board therefore regards it as a matter of public importance to formulate a program which will adequately meet the needs of production, while maintaining the necessary safeguards for women workers.

From the beginning of the war it has been the policy of the government to oppose short-sighted attempts to relax labor laws. Long hours of work and employment seven days in the week tend to decrease rather than increase production. It is recognized also that continuous and unregulated night work for women is harmful because of its bad effect on health, morals, family life and the welfare of children. Before the war it was forbidden by international treaties in the European countries. Several important industrial states in this country have laws prohibiting night work for women. It is of the utmost importance that such laws prohibiting night work of women should not be repealed or the standards attained through them lowered. In those states in which night work is legal, it is important that the conditions of employment of women should be further safeguarded.

It has been decided therefore, that night work for women in plants working on or in connection with contracts for the Federal Government should be prevented so far as the exigencies of the war situation will permit and will be authorized only upon the official certificate of the Secretary of

War or Navy. Such certificate should be in the form of a declaration to the proper state officials that a war emergency has arisen in a particular plant for a particular time. By this method, if any temporary deviation from conditions prescribed by law should be demonstrated to be necessary, the necessity for it will be determined solely by the national government, and the need will be met without permanent or sweeping changes in ^{the} state labor laws. Furthermore, women will be protected against the dangers of night work in states now legally permitting it.

If the necessity for the employment of women between the hours of 10 P. M. and 6 A. M. is demonstrated, and if working conditions satisfactory to the Federal Government are established, the Secretary of War or the Secretary of the Navy, under conditions approved by the Woman in Industry Service of the U. S. Department of Labor, will transmit through the state agency charged with enforcement of labor laws a temporary war certificate allowing the employment of women at night in the particular plant for a specified period and will request the State agency to co-operate in the enforcement of the limitations specified in each certificate. These certificates will be issued under the war powers of the federal government. Plants in states where night work has been legally resorted to in the past will come under the same regulations beginning December 1, 1918. No plant working on a war contract for the federal government will be allowed thereafter to employ women after 10 P.M. or before 6 A.M. without a war emergency certificate.

Thorough investigation will determine the necessity for night work and each establishment holding a certificate shall be under the continued supervision of a designated federal department. It should be emphasized