Piano Factories
Miss Mary Van Kleeck  
Division of Women in Industry  
Room 605, Ouray Building  
Eighth and G Streets  
Washington, D. C.

Dear Miss Van Kleeck:

I have your favor of July 25 and am sending you herewith a manuscript copy of Mr. Child's report of the piano trade in New York. This is the editor's copy. I will ask you therefore to be especially careful of it and see that it is returned within reasonable time.

Sincerely yours,

J. M. Glenn
MEMORANDUM

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

FROM: Mr. Ethelbert Stewart, Director, Investigation and Inspection Service.

SUBJECT: Request for investigation of the possible employment of women in work hitherto done by men in piano factories.

The agents of the Investigation and Inspection Service who will be detailed to take up the study of piano factories are expected to be in Washington Monday, October 14th.

I note in your memorandum of August 26th that you desire to go over in detail this investigation with the investigators to be assigned. I should like to have such conference held at my office at 2:00 P. M., on the date indicated above.

Ethelbert Stewart
Director.

S/P
Doors of Piano Manufacturers Must Soon Swing Back for Admission of Female Labor

Many factories in the music industry, as well as those of other trades, who now face serious shortage in male help because of this world war, which has taken millions of skilled industrial workers, are receiving more solid proof each day that the only practical solution of this perplexing situation is the introduction of “woman-power” in factories and shops.

When President Wilson, in his notable address on the anniversary of America’s declaration of war upon the barbarians, sounded the keynote of “force, force to the utmost,” he announced a decision fraught with the utmost significance to the musical instrument industry of the United States.

The simple meaning of “force, force to the utmost,” is that there will be no early peace. America’s arm is bare to the shoulder. It means that millions of men probably will shoulder rifles to deliver liberty from the Hun. Among these millions who forsake offices, stores, schools and shops for camps and battlefields there undoubtedly will be many thousands from the factories of this industry.

To the question on the immediate horizon of the musical instrument manufacturers there can be but one answer. It is the reply which England and Canada have already given when men were called out of such war essential plants as munition factories to service on the battlefield. It is the reply which the street car companies, the great railroads and other giant industrial enterprises of America have already given.

It is the answer of womanhood.

Craftsmen will take the place of craftsmen in the piano factories.

Such a revolutionary idea must inevitably meet with antipathy, and possibly active opposition from the incredulous men who cannot see the increasing necessity for man power to meet man power on the fields of France and Belgium. But the awakening of even these cannot be far delayed.

It has been the realization of this that has led The Music Trades to make an exhaustive survey of the situation. Conditions in other industries where work is just as heavy and the plants studied as those in the musical instrument line.

This survey has made it plain that in spite of the theories of some practical piano men who maintain that work is too hard physically for women to do, nevertheless women have been called into large numbers into the factories. With the exceptions of a few special tasks that they cannot perform, women are employed throughout the country in producing pianos, players, piano actions, and other musical instruments.

When a representative of The Music Trades visited a number of piano factories recently and discussed the proposition of receiving women into the plants, he encountered instant and practically universal discouragement.

"Women can’t do this work," he was told. "They would not last a day. The labor is entirely too severe for a woman." These opinions were not unexpected. It is entirely evident that they were based upon ignorance of what women have done in other fields where heavy labor is essential. There were not aware most likely that in every country of Europe women are employed in the heaviest agricultural pursuits, driving and managing mighty tractors, plows, reaping machines, reaping mowers, reaping machines and doing the heavy work which is more tiring even than the mechanisms. They did not know, perhaps, that in the munition factories, the shipyards, the railroad terminals and the freight yards, not only of Europe and Canada, but also in such places as the huge Mountain Hiro railroad and others they are to-day wheeling barrows piled high with iron, pipes and other weighty materials; that they are laboring in the repair shops, in the round houses, and that before the war is over they may be engineering the locomotives of the home front.

They did not know possibly that in the big industrial institutions of England the British women workers are taking care of stock, bolts, nuts and heavy tools, feeding the ovens all day long, loading heavy and performing all the work in their overalls and caps. They did not know perhaps that in a recent exhibition a British cabinet officer said that England’s women are doing every sort of work, and doing it so well that the production has increased instead of decreasing, as it would be expected in every branch of industry.

The men who fear that women could not handle the heavy boards and metals out of which a grand or an upright is evolved have doubtless never heard of the British lumber women who are filling the shoes of the war-gone lumber jacks with entire satisfaction. On the other hand, the simple meaning of “force, force to the utmost” has doubtless never heard of the British lumber women who are filling the shoes of the war-gone lumber jacks with entire satisfaction.

"What can a woman do in my plant?"

The practical answer to that question is that she can do almost anything in the factory. Of course, all women cannot do all things. A superintendent would not put a 90-pound woman on heavy work; no more than he would a 90-pound woman to weight for weight, women can do men’s work in the factories.

When the manufacturer begins seriously to consider how and when and by what channels he will introduce women labor into his plant, there will come before him a definite group of problems which must be settled before a single woman is on his payroll. He must determine in what departments female labor must first be introduced. He must decide how the feminine results are to be educated into his work. He must determine the scale of wages to be paid these women while they are o-learning and after they have become efficient. As these matters begin to work themselves out they will develop others, but in the ultimate analysis it will be found to be more or less simple undertaking after all.

Having settled in his mind where he will first place women workers, the manufacturer will next determine by what process he will fit the untrained, raw, unprepared girls who are to come to work for him. He will realize that he has little time; that soon his men will be taken away, and the rattle and bang of his factory will be followed by utter silence unless there are others to keep up the rattling, to keep up the banging, to keep up the piano output, and thus keep up the business. With this before him he will know that he must act quickly, that he must get results right away.

The man who does not appreciate his own danger must beware, for it is a birdseye view of the labor situation as it appears to-day.

The manufacturer who cannot foresee this and does not prepare for it now does not understand preparedness.

The philosophy of the manufacturer who wants to let the future care of itself in this regard is essentially and unequivocally the philosophy of the man who does not appreciate his own danger.

Beginnings with women labor have already been made in some of the factories of the industry.

The results have been gratifying.

In this article THE MUSIC TRADES presents a birdseye view of the labor situation as it applies especially to the employment of women in the manufacture of pianos and other musical instruments.

Women Will Soon Be Making Pianos

The doors of the piano factories will soon be opened to thousands of women.

They will take the places of skilled artisans who will be called to the colors.

The manufacturer who cannot foresee this and does not prepare for it now does not understand preparedness.

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All Day Long They Cut Down Trees. If Women Can Do This—and Large Numbers Are Doing It—Why Can’t They Help Build Pianos?

Women Will Soon Be Making Pianos

(Two from Underwood & Underwood)

The practical-minded man will next inquire: What can a woman do in my plant?

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Now the government puts its best trained men to teaching the rookies. It even imported scarred veterans from the trenches to teach our boys in the shortest possible time how to be better soldiers than the most highly trained officers of the madman of Potsdam. That is just what the piano manufacturer must do. He ought to take his experts and set them to teaching the girls. Possibly the experts will not like their task. Certainly the officers were brought from Flanders.
Women Will Soon Be Admitted into the Piano Factories of America

(Women Workers Do Everything and Anything—and Do It Well. British Women Workers Taking Care of Stock)

The Women Are Doing Every Sort of Work, and Doing It Well. The Production Has Increased by 50%; Decrease of Wages Will Be Exemplified. The Women in the Factories Usually Work in Comfortable Bloomers that turn courts to cantamaments here to instruct raw recruits didn't like to take the place of the men who are surely going to be called. Therefore, a school for women is needed now in every piano factory in the land.

A condition one encounters most especially is that piano factories is the fact that many veterans are in this war. Left-handed players, for example, these veterans are going to die. It is also certain that man power of America may be employed overseas to take the place of the men who are surely going to be called. Therefore, a school for women is needed now in every piano factory in the land.

It is generally conceded everywhere that no longer is the type of occupation in which women workers will be a factor in the production of pianos. The female worker is no longer excluded from or placed at a disadvantage in occupations requiring strength, endurance, control over others—particularly men—under disagreeable conditions, long periods of apprenticeship, natural mechanical ability as in positions demanding close contact with the public.

The female worker has advantages in the form of education, as well as advantages in other occupations usually considered as distinctly male. On all kinds of work requiring manual dexterity, quickness of hand, eye or brain which can be accomplished after a period of instruction the female worker generally learns more quickly than the men and produces better work.

The heaviest kind of labor. In Great Britain, statistics show, women have stood the strain of the factories and workshops. As one step toward securing the place of men in every industry, the employers and women workers, Woman's Co-operative Guild, and the Y. W. C. A., have taken up the work; in other places, where the need was more urgent, public meetings were held, handbills were distributed, and women were taken out to instruct raw recruits didn't the result of any efforts to educate women to make every possible effort to utilize women for this purpose. Union workers for the men who had been withdrawn or by some substitution or re-arrangement of their work. As one step toward securing the result local committees to deal with the question of ideas, the employment of women in industry. As a beginning, the employers and women workers who were willing to take up work, and generally every effort was used to interest women. Employers, too, were laboring with the assistance of providing working conditions attractive for women, too.

The English government has maintained and extended efforts to secure women workers in the various industries. The government recently issued a report giving an account of the training provided for educated and intelligent women who were willing to take up such work. In order to encourage the men who were actually skilled, operations were laid on the opportunities this training offered for women, and on the desire to increase the use of women to prepare themselves for some utilization and much work. The same was the one whose labor was of the unskilled variety.

Assembling the Working Parts of a Piano. This work could easily be done by a woman skilled and professional positions.

The establishment of National Serv-ice for its form and placed under the direction of a group of women, the women industry or locally appeals would be issued, stating wages and conditions of work, subjects, if the work were at a distance from the worker's home, and desiring the help of the women's committee. Said Mr. Kirwan:

"Within a short time after the war began the Eng-lish government issued an appeal to employers pointing out the vital importance of keeping up production in spite of the reduction of man power, urging them to make every possible effort to utilize women for this purpose, either in direct substitution for the men who had been withdrawn or by some substitution or re-arrangement of their work. As one step toward securing the result local committees to deal with the question of women's employment were established in various parts of the country. These committees were formed of representatives of both employers and work people, and included also members of such organizations as the Women's National Journal, the World's Work, and the like. In general, they were authorized to assist the local labor exchanges in extending the employment of women in industry. As a beginning, the employers and women factories were generally canvassed to find out what were the present wage and working conditions of women workers. At these meetings, which took place in most of the houses, the need of more urgent, public meetings were held, handbills were distributed, and women were taken out to instruct raw recruits didn't the result of any efforts to educate women to make every possible effort to utilize women for this purpose. Union workers for the men who had been withdrawn or by some substitution or re-arrangement of their work. As one step toward securing the result local committees to deal with the question of ideas, the employment of women in industry. As a beginning, the employers and women workers who were willing to take up work, and generally every effort was used to interest women. Employers, too, were laboring with the assistance of providing working conditions attractive for women, too.

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HOW THE GERMANS ARE PLOTTING AGAINST AMERICAN MORALE BY SPREADING FALSE REPORTS AND TREASON

Prepared Especially for THE MUSIC TRADES by the Committee on Public Information

SAY THE SPY!

The articles published in recent issues of THE MUSIC TRADES, in which the spy expert, the agent who renders most useful service to the Kaiser in America is his high-class confidence men: weavers of ingenious stories and devices of running rumors which are usually as ridiculous as they are false.

A few weeks ago a conversation took place between two linotype operators in the composing room of a middle-western newspaper, one of whom was a German.

"Have you heard the latest news about the submarine menace in New York harbor?" asked the German, with a touch of pride.

"No. What's happened?" the other inquired.

"Why, the Germans have torpedoed the American transport," the first operator replied.

He then went on to relate the story as he had heard it from a man who lived in his block. A troop-ship had been sunk in the harbor, and it was one of the biggest in the service. Eleven thousand men had gone down with it. And that was not all. The super-loudspeakers had broadcast this news all over the country, U-boat, and the Government, for reasons of policy, were denying it. Tale-bearers do as much damage as tale-bearers.

The second linotype operator was not a credulous man, however. He knew that there was a county council of defense. The chairman of the council had stated that no such disaster had happened that a similar story had been repeated to the editor of the St. Louis "Republic," and, with the help of that newspaper, it had been traced. This lie had traveled far. It had first been printed in a Spanish newspaper in Guadalajara, Mexico, and the information was shown to have been received by电缆 from Spain. German agents had originated the romance, and, as soon as it came to the notice of Washington officials, it was unequivocally denied.

At the same moment that the two linotype men were discussing this story, a representative of an American drug company, seeking a list of foreign importers, came to the place of work. The drug company is one of the agencies put into operation by the War Department. The secondlinotype man of the "Republic," who had been present at the conversation, quickly brought to the attention of his editor the inaccuracy of the story. The second linotype man was neither the only linotype man who was seeking to check the story, for it was being discussed throughout the country.

One of the most familiar types of German falsehood is that known as the "horror story." It is not always a branch between labor and capital, it has been repeatedly used, for many men, to make the point. The story of a man who was killed by a German U-boat, and the Government, for reasons of policy, was denying it. Tale-bearers do as much damage as tale-bearers.

The different religious are fighting side by side with the rich and the poor, nations of all races. The Teuton would like nothing better than to win, and with no intimation of friction. The chaplain of the winning of the war depends. Do not allow yourself to be duped by old wives' tales. Insist upon proof. The German campaign against American morale is bound to fail. Hasten its destruction by regarding it as a case of poor spirit, and will achieve only a small fraction of what they might have accomplished.

The harm may be especially great in factories and business plants. The Teuton would like nothing better than to see work slowed up, the energies of the laborer relaxed, and the general tone of our industry sickened by a spirit of dissatisfaction and unrest. It is of paramount importance that no industry essential to the winning of the war be blocked or interfered with by a letting off of effort. One of the surest ways to produce such a condition of slackening is to tell disquieting stories that are not necessarily true in the fact.

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"Why, the Germans have torpedoed the American transport," the first operator replied.

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THE MUSIC TRADES sought an interview with Luther F. Speer, deputy commissioner of internal revenue, in Washington, D. C., May 1.—The United States Internal Revenue Bureau has just issued a ruling which will have a vitally important bearing on all sales of pianos, talking-machines and other musical instruments, and it will meet the demands of months to come. "It is only a phase of income tax procedure the representative of the fact that you are carrying on a successful road trip on which he placed a number of new authoritatively informed as to the operation of this new instrument trade may be authoritative informed as to the operation of this new phase of income tax procedure the representative of the idea that the musical instrument trade may be authoritative informed as to the operation of this new phase of income tax procedure the representative of
"The loyalty and the support that has always been given us by Vose & Sons has been of the greatest possible assistance to me in making our business what it is today."

Excerpt from a letter of Marcellus Roper
Amen! Amen! To the Editor of The Music Trade:
I have just read Mr. Freund's mimeographed article, "Are You Going to Go Along with the 'AMEN'?" Yours truly,
B. M. J. S. ENESS, Lyons & Healy.
Chicago, Ill., April 29, 1919.
THE MUSIC TRADES

Two Hundred Women Now Employed in The Factory of the Lester Piano Co.

Female Labor, Introduced as an Experiment About a Year Ago, Giving Such Excellent Results That It Is Now Considered a Complete Success—A Strong Demonstration of the Facts Brought Out in Article Advocating Women Employees in the Industry in the Last Issue of THE MUSIC TRADES

WOMAN PIANO EMPLOYEES A SUCCESS

Women have been admitted by the scores into the plant of the Lester Piano Co. of Lester, Pa. The experiment has been a startling success. In but one line was it found that women were unable to do the work.

This bears out completely the arguments advanced in the leading article in the last issue of "The Music Trades."

The experience of the Lester Piano Co. should be an inspiration and a source of enlightenment to the entire industry.

The article and photographs here presented are convincing.

They are respectfully commended to the earnest attention and study of the entire trade.

 Lester, Pa., May 7—Started as an experiment about a year ago, with a force of four or five women operatives, the Lester Piano Co. has found female labor giving such excellent results that now almost 200 are employed in various capacities in the big piano factory at this place. From the first half dozen engaged the force increased slowly until last autumn, when the women operatives having become quite fully experienced, were thoroughly demonstrating their ability. Great pianos, uprights and players are manufactured. The company now employs fully satisfactory. Commodious and well furnished rest rooms, ample toilet facilities, and a locker room with over 250 lockers is part of the work that the Lester Piano Co. is doing in this line.

The Lester Piano Co. is doing everything in its power to make the working conditions of the women in its employ fully satisfactory. Commodious and well furnished rest rooms, ample toilet facilities, and a locker room with over 250 lockers is part of the work that the Lester Piano Co. is doing in this line.

This company under normal conditions employs 450 men, and now, as it may be seen, over 40 per cent of its employees are women, and this force is liable to be increased, says an announcement just issued by the federal government, to be the case practically all of the industrial trades will be called upon to give up a percentage of their skilled artifices for the war.

Lester Piano Co.

TO TRAIN EMPLOYMENT MANAGERS UNDER AUSPICES OF GOVERNMENT

Officially Supervising Course of Intensive Training in Employment Management Which Will Be Given in New York and Other Large Cities

Manufacturers in the music trade, particularly because many of them are now planning to do war work in their plants on a part-time basis, will be interested in the course of intensive training in employment management under government supervision which was successfully opened at the University of Rochester last March, which will be given in New York and other large cities in a short time. As a result of this course local industrial executives and managers of war work have reported shortages in woodworkers and machinists and 12,000 could be placed immediately if they were available.

The article and photographs here presented are convincing. They are respectfully commended to the earnest attention and study of the entire trade.

THE EXPERIENCE OF THE LESTER PIANO CO. SHOULD BE AN INSPIRATION AND A SOURCE OF ENLIGHTENMENT TO THE ENTIRE INDUSTRY.

THE FACTORY OF THE LESTER PIANO CO.

This Young Lady Is Fly-Finishing, and in a Short Experience in the Factory Has Rapidly Developed Into an Expert in This Work. Note the Bloomers, the Easy Slippers, the Free and Easy Blouse Which Makes the Woman Factory Worker Fifty Per Cent More Efficient

This proves to be the case in most of the factories at this place. From the first half dozen engaged the force increased slowly until last autumn, when the women operatives having become quite fully experienced, were thoroughly demonstrating their ability. Great pianos, uprights and players are manufactured. The company now employs fully satisfactory. Commodious and well furnished rest rooms, ample toilet facilities, and a locker room with over 250 lockers is part of the work that the Lester Piano Co. is doing in this line.

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It has been anticipated that it would be possible to secure from the selective personnel at the various National Armies a sufficient number of skilled workers to meet the demands, but this has not proven to be the case, and it appears to be necessary to go to the manufacturing plants for them.

To this time four bills have been introduced in Congress—two in the Senate and two in the House—having for their object the drafting of skilled help for the carrying on of the war work, each seeking to attain this end by a different method. It is not at all unlikely, as stated on the floor of the Senate this week, that a proposal similar to that in Great Britain will be made. If this proves to be the case practically all of the industrial trades will be called upon to give up a percentage of their skilled artifices for the war.

Special urgency is needed in the need of woodworkers, machinists and tool-makers in the essential war industries, production being retarded fully 25 per cent, it is reported. Manufacturers of the "less essentials" will have to face the proposition of releasing their skilled mechanics of the out-of-work men who are not expected to be increased, says an announcement just issued by the federal government, to be the case practically all of the industrial trades will be called upon to give up a percentage of their skilled artifices for the war.

May 11, 1918
Manufacturers Who Have Been Forced Through Increasing Labor Shortage to Employ Women in Their Plants Are Delighted with the Outcome of the Experiment and Testify to the Benefit of the Innovation—They Declare Women Are More Conscientious Workers

Put Women in Your Factories

"The Music Trades" has emphasized for some time past the necessity for employing female labor generally in musical instrument factories as in other industries. Men are being drafted from the factories in large numbers and from all sides comes the complaint of labor shortage. Manufacturers in other trades are alive to the trend of the times and are making the necessary alterations and changes for introducing women into their factories in large numbers.

There are many things in piano factories that women may do as readily, as well, and in some cases far better than men, as has been demonstrated in recent issues of "The Music Trades." The time is ripe to begin as soon as possible to instruct women that they may step into the places of their brothers in the musical instrument business.

A study of industrial conditions in munition plants, supply factories and other industries engaged in war work, with a view to determining the fitness of various classes of this work for performance by women, and with a view to suggesting changes in conditions which would make the employment of women possible where that is not now the case, has recently been made by the Bureau of Registration and Information of the National League for Women's Service. Already it has been instrumental in securing employment for large numbers of working women at wages and under conditions more favorable than they as individuals would have been able to obtain.

Ascertaining the industrial conditions in the shops having war contracts as a basis for judgment as to the fitness of these shops for women's employment, selection of kinds of work and bringing pressure to bear upon the industries to improve sanitary and hour schedule and wage standards to meet the new requirements, is being carried on under the eye of the Department of Labor and with the co-operative advice of the Women's Committee and Committee on Labor. Manufacturers of musical instruments who intend introducing female labor would do well to put in touch with this bureau.

One of the leading persons in supervision of women workers in factories is Mrs. Lucinda Wyman Prince, who in seventy-eight of the largest factories in the country has trained and instructed women in various lines of work and put them into successful operation business systems which are making for the still more extensive participation of women in manufacturing and sales work. She is the director of the Teachers' Training Class of Simmons College, also director of education of the National Retail Dry Goods Association.

How Far Can They Go?

The daily increase in number of women who are stepping into men's shoes in the factories leads to the question: How far can woman go in industry and what does her presence mean? According to statements made by those who employ women for all kinds of skillful labor requiring a high degree of accuracy but no extremely physical strength, women are superior to men. They turn out more work and better in a given time. Woman is actually an inherent better worker than man. An even stronger probability is she is a more conscientious one.

Another suggestion is that the trend of modern industrial development is such as to remove from most operations the strength factor, in which the male excels, and therefore to substitute the skill factor, in which, according to hypothesis, the female has the advantage. In any event, if woman shall ultimately be able to compete with man on an equal basis in a large number of occupations formerly closed to her, the effect will be fundamental.

How Far They Went in Detroit

Within a fortnight after the declaration of war, the Industrial Development Committee and the Labor Committee were studying the possibilities of employing women in the city's industries, planning ways and means for recruiting them for industrial development work. Most factories were setting up standards for their employment and preparing for their education. Immediately

A Case in Point

The Warner Electrical Manufacturing Co. in St. Louis, manufacturing a broad line of mechanical apparatus, employs about 700 girls in a wide range of operations. The company supplies a matron as well as a nurse for the hospital. The women have been found to do particularly good work at the drill press and small punch press. They are not required for work where they are compelled to stand in the one place all day or on the footpress work unless a shock absorber is used. All the machinery has been safeguarded. A prolific source of danger is the press grind apron, for when the girls lean forward their hair is attracted, and to be caught means scalping.

The company caters to the business and innate delicacy of women by painting all machines they use with white oilpainted enamel and the aesthetic end of the matter has been attended to in numerous other little ways which means so much to women.

PIQUETTE CO. GIVES W. S. STAMPS

$2 Worth to Each Person Buying Piano and Making Deposit of $10

BRIDGEPORT, CONN. June 12.—The Piquette Piano Co. recently offered $2 in Thrift Stamps to every person who bought a piano and made a deposit of $10 or over, also $1 in Thrift Stamps to every person who bought a Graphophone and made a deposit of $10 or over.

W. H. Lynde, secretary and treasurer of the Chas. Parker Co., Middletown, was elected first vice-president of the Home Club at their annual meeting held recently. He was also elected a member of the Executive Committee.

The Draft Board No. 2 has certified Chester Badger of 905 Lafayette Street, Bridgeport, as eligible for service as a government telephone operator. He will go to Washington on May 17. Badger is the manager of M. Steinert & Sons Co. Victrola department.

Experience Good Piano Season

Piano sales during the last four weeks, says the New York "Times," seem to have been very good. Several manufacturers report having bettered last year's record of business for the same period, while others claim not to have fallen behind any. Cash business was fair, though the bulk of the orders were placed on a part payment basis and the business during the period mentioned seems to have been in the medium priced field. The smaller pianos which give good quality without the various elaborations obtained in the most expensive grades.

The demand for the very cheap instruments is said to be small.
This is a copy of a McPhail advertisement appearing April 21, 1917. The situation is as true today as then.

In these stirring days of shifting values the wise pianos merchant is making appeal to his public on the score of investment.

What other commodity equals a piano as an investment?
What other article is sold on such an honest margin?
What other possession gives such an enduring satisfaction?

In McPhail Pianos it is a lifetime of satisfaction. For years and years no shrinkage in value or apparent wearing qualities.
An investment in a quality piano is better than in any other property.
Dollar for dollar there is more intrinsic worth alone in a McPhail Piano than in a diamond.

The intelligent piano merchants are educating their people to take a few hundred out of their savings banks and invest in a commodity worth while—an investment that does not depreciate 50% in value the minute the bill of sale is passed. The people are being taught to put their money into quality pianos, for they will never be less in price.

McPHAIL PIANO COMPANY
BOSTON, MASS.
October 7, 1918.

Mr. John M. Glenn,
Russell Sage Foundation,
130 E. 22nd Street,
New York, N.Y.

My dear Mr. Glenn:

We have asked Mr. Stewart to make an investigation for us of the desirability of encouraging women to enter the piano industry. In making the request we told him that you had in this office a copy of the report made for the Russell Sage Foundation and would give his investigators access to it here. There has been delay in acting on our request and meanwhile, as you know, we returned the manuscript to your office. Last week Mr. Stewart's assistant asked me for it and I suggested that the investigators go to the Foundation and look at it there.

It would be my advice to give them access to the material if convenient, but to do it in your office since I am sure that you do not want the manuscript to be taken away.

Sincerely yours,

Mary Van Kleeck, Director
Woman in Industry Service.
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If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT COM'L NAT'L BANK BLDG., COR. 14TH & G STS., N. W., WASHINGTON, D. C. ALWAYS OPEN

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RH NEW YORK 1235P OCT 7 1918

MISS MARY VAN KLEECK 157

209 SOUTHERN BLDG WASHINGTON D.C.

ETHELBERG STEWART ASKS FOR PIANO STUDY WRITE ME YOUR ADVICE

JOHN M GREEN

140P
Miss Mary VanKleeck,
Director, Woman in Industry Service,
U. S. Department of Labor,
Washington, D. C.

My dear Miss VanKleeck:

This is to acknowledge receipt of your letter of August 26th. I appreciate the interest that you are taking in the subject of introducing women into piano factories, and shall await with interest hearing from you when your investigation is completed.

Yours very truly,

Managing Editor
THE MUSIC TRADES.
August 26, 1918.

MEMORANDUM

TO: Mr. Ethelbert Stewart, Director, Investigation and Inspection Service
FROM: Miss Van Kleeck, Director, Woman in Industry Service.

SUBJECT: Request for investigation of the possible employment of Women in work hitherto done by men in piano factories.

We are in receipt of a letter from the managing editor of the Music Trades Company asking the Director of the Woman in Industry Service to write an article as an aid in the propaganda carried on by the Music Trades Company in its magazine called "The Music Trades" to introduce women into work hitherto done by men in piano factories. It is claimed that this would release skilled men for essential war industries. We have replied that we have not sufficient information regarding the piano industry to be able to write such an endorsement of this campaign.

It seems to us, however, to bring up an exceedingly important question, and we have therefore been making some inquiries as to information already available. We have on file in this office a report prepared for the Russell Sage Foundation on the piano industry. As this is the editor's copy we are not permitted to let it go from the office, but we should of course be glad to have any of your representatives read it here. We are also in receipt of a letter from Miss Pauline Goldmark, under whose direction the in-
vestigations for the Russell Sage Foundation are made. A copy of her letter is attached. It is in reply to our request for her opinion on this subject.

The problem presented in the piano trades seems to be as follows:

1. Whether women can successfully and safely be employed in the piano trades.

2. Whether, if it is a non-essential industry, it is desirable to train women for this work and thus release men now employed in it, or whether our emphasis should be on the curtailment of industries of this kind and the introduction of women into the war industries. This in turn involves a thorough knowledge of the available supply of women workers who may be needed in the war industries. I have thought.

It seems to me that an investigation of this particular subject at this time would give us a basis for the development of a policy of great importance. If you agree, and if it is possible for your Service to make this investigation, I should be glad to go over the details of it with you and with the investigators whom you may decide to assign.

Mary Van Kleek,
Director, Woman in Industry Service.
August 26, 1918.

My dear Mr. Osbey:

Your letter of July 30th has remained unanswered because I was waiting to secure some information regarding the piano industry. The whole situation raises some important questions, not only as to possible release of manpower as to the policy which should be followed in training women for industries in which they have not hitherto been employed, and which are not at the moment vital to the war. This in turn demands some survey of the number of women available for present essential war needs. Therefore, I am taking up the possibility of having a careful investigation made on this subject by our Department, and I shall write you more fully as soon as plans are formulated.

Very truly yours,

Mary Van Kleeck,
Director, Woman in Industry Service.

Mr. Charles F. Osbey,
Managing Editor, Music Trades Magazine,
501 Fifth Avenue,
New York City.
Miss Mary VanKleeck,  
Director of the Women in Industry Service,  
Department of Labor,  
Washington, D. C.  

My dear Miss VanKleeck:

I have your letter of recent date in which you state that you do not feel you have enough information as yet to prepare an article, as I requested, regarding the introduction of women into the piano factories. Enclosed I am sending you clippings from recent issues of THE MUSIC TRADES in which this subject has been discussed, as you will see, very fully. This will give you enough material, I am sure, to write a convincing personal editorial, appealing to manufacturers to take this under very serious advisement. This article from you is a feature which we feel will add tremendously to the propaganda which we have been conducting along this line, and your assurances of cooperation are certainly gratifying.

Trusting to hear from you at your early convenience, and with best wishes, I am

Very truly yours,

[Signature]

Managing Editor
THE MUSIC TRADES.
August 12th, 1918.

Miss Mary Van Kleeck,
Women in Industry Service,
Ouray Building,
8th and "G" Streets,
Washington, D. C.

My dear Miss Van Kleeck,

Your letters of July 24th and 25th reached me during my vacation and I must apologize for the delay in answering them. I am delighted to hear that your division will take up the matter of women as mail carriers, with special reference to the undesirable character of the work for girls under twenty-one.

In regard to the employment of women in piano factories, no great reorganization of the industry, will, in my opinion, be necessary to facilitate the introduction of women. In factories making the finest grade of pianos, there are certain processes of which this would not be true. Women would need extensive training for work which still resembles handicraft, but in the case of the cheaper product, the processes have largely been mechanized and women are now, as I understand, being largely employed for them. It would of course be most valuable to have an inspection of several plants made, with a view to the use of women.

The description of processes in Mr. Child's report for the Russell Sage Foundation, is detailed, and I believe could easily be amplified for this purpose.

I shall be in Washington later this week and shall hope to see you again.

Very sincerely yours,

[Signature]
August 12, 1918.

Miss Mary Van Kleeck,
Women in Industry Service,
Ouray Building,
8th and "G" Streets,
Washington, D.C.

My dear Miss Van Kleeck:

In regard to the employment of women in piano factories, no great reorganization of the industry, will, in my opinion be necessary to facilitate the introduction of women. In factories making the finest grade of pianos, there are certain processes of which this would not be true. Women would need extensive training for work which still resembles handicraft, but in the case of the cheaper product, the processes have been mechanicalized and women are now, as I understand, being largely employed for them. It would of course be most valuable to have an inspection of several plants made, with a view to the use of women.

The description of processes in Mr. Child's report for the Russell Sage Foundation, is detailed, and I believe could be easily amplified for this purpose.

Very sincerely yours,

Pauline Goldmark.
My dear Miss Goldmark:

I have had an inquiry from the Music Trades Company which publishes the magazine called the "Music Trades," asking for our co-operation in a campaign for the introduction of women in piano factories. Recalling that you directed an investigation into conditions in piano factories in New York, I should be glad to have from you advice which will enable me to answer this inquiry. In your opinion would it probably be necessary to make a good many adjustments in the industry if women are to be employed, and if so, do you think that we could secure the co-operation of some of the voluntary agencies in making the necessary inquiry? As this is not a war industry, inspection of plants is more advisable for private agencies than would be the case in the war plants.

I have written Mr. Glenn to ask him for a copy of the report on the piano industry, which I understand was prepared for the Foundation.

Sincerely yours,

Director, Women in Industry Service.

Miss Pauline Goldmark,
289 Fourth Avenue,
New York City.
August 1, 1916.

My dear Mr. Glenn:

Thank you very much for sending me Mr. Child's report on the piano industry. I shall be especially careful of it and return it as promptly as possible.

I expect to be in New York Saturday night and if possible I shall try to see you Saturday evening if I reach New York in time.

Sincerely yours,

Director, Women in Industry Service,

Mr. John M. Glenn,
Russell Sage Foundation,
130 East 22nd Street,
New York City.
WOMEN IN INDUSTRY SERVICE

July 25, 1918

My dear Mr. Glenn:

I have had an inquiry from the Music Trades Company which publishes a trade paper of the musical industries asking for a statement of opinion regarding the introduction of women into work hitherto done by men in piano factories. The Music Trades Magazine is carrying on a campaign for the use of women in the piano trade. Is there available a duplicate copy of the report made for the Foundation on piano factories on the middle west side, and if so could such a copy be loaned to me?

Sincerely yours,

Director, Women in Industry Service.

Mr. John M. Glenn,
Russell Sage Foundation,
130 East 22nd Street,
New York City.
WOMEN IN INDUSTRY SERVICE

July 25, 1918.

Mr. Charles F. Omsley,
Managing Editor,
The Music Trades Company,
501 Fifth Avenue,
New York City.

My dear Mr. Omsley:

I have your interesting inquiry of July 18th asking for our co-operation in the campaign for the introduction of women in piano industries and requesting a statement or article which might be of use in your campaign to convince manufacturers of the urgency of such a policy.

I do not feel at this time that I have enough information to make such an article useful to you. I shall be glad to have from you any material regarding labor conditions in piano factories, especially bearing upon the necessity for adjustments and changes which may be necessary if women are to be employed. I should be glad also to have copies of the Music Trades Magazine which contain references to this subject.

Sincerely yours,

Director, Women in Industry Service.
Miss Mary VanKleeck,
Director of the Women in Industry,
Department of Labor,
Washington, D. C.

My dear Madam:

At the suggestion of Mr. George L. Bell, Executive Secretary of the War Labor Policies Board I am writing to ask if I may enlist your cooperation in THE MUSIC TRADES campaign for the introduction of women in piano factories and other plants where musical instruments are manufactured.

In recent months we have placed considerable emphasis on this project in our editorial and news columns. We have pointed out that it is entirely possible for women to do most of the work required in building a piano, there being only one or two very heavy operations which they would hardly, save in exceptional instances, be able to do. We have shown that by the introduction of such women workers not only would the present labor shortage in this vast industry be considerably reduced, but also increasingly large numbers of men, who, because of their skilled training would be valuable in many ways to the Government in the prosecution of the war, would be released for strictly war duties, and yet the industry would not be entirely crippled during the conflict.

You will readily understand that a statement or an article bearing generally on the introduction of women in manufac-
Miss Mary VanKleek:

turing plants from the Government's standpoint with, perhaps, some specific bearing on this particular industry, would be of immeasurable value in convincing our manufacturers of the urgency and patriotic foundation of such a policy. If, therefore, you could prepare such a statement or article, we would be glad to give it the utmost prominence, and it would be productive of a great deal of practical benefit not only to this industry, but to the armies of our country. We should like to carry in connection with this article your photograph, and, if possible, any pictures that you may have showing how women are employed in large manufacturing plants. Your cooperation in this respect will be, indeed, appreciated.

Cordially and sincerely yours,

[Signature]

Managing Editor
THE MUSIC TRADES.

CFO/AB