

PIANO FACTORIES

P.

RUSSELL SAGE FOUNDATION  
130 EAST TWENTY SECOND STREET  
NEW YORK CITY

JOHN M. GLENN,  
GENERAL DIRECTOR

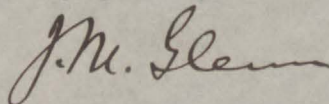
July 29, 1918

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,



DEPARTMENT OF LABOR  
INVESTIGATION AND INSPECTION SERVICE  
WASHINGTON

October 10th, 1918.

MEMORANDUM

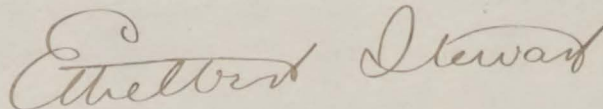
TO: Miss Van Kleeck, Director, Woman in Industry Service.

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.



Director.

S/P

# The Music Trades.

Edited by John C. Freund

Established 1890.

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## Doors of Piano Manufacturers Must Soon Swing Back for Admission of Female Labor

**Manufacturers in 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 Substitution 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 problem that thus looms 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.

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

Such a revolutionary idea must inevitably meet with antagonism, and possibly active opposition from the doubting, 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 as in piano plants have been studied as have those in the musical instrument line.

This survey has made it plain that in spite of the theories of some practical piano men who say the work is too hard physically for women to do, nevertheless women can be employed in large numbers in the factories. With the exceptions of a few special tasks they can practically take over the work of thousands of men now 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. It just can't be done."

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. These men were not aware most likely that in every country of Europe women are employed in the heaviest agricultural pursuits, driving and manipulating mighty tractors, plows, seeding machines, mowers, reaping machines and doing the handwork which is more tiring even than the mechanical. 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 Mount Clare shops of the Baltimore & Ohio Railroad and others they are to-day wheeling barrows piled high with pig 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 troop trains.

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 these out all day long, lifting heavy articles and perfectly happy all the while in their overalls and caps. They did not know perhaps that in a recent declaration 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 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

"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



(Photo from Underwood & Underwood)

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?

this page is a photograph of two of the husky British girls sawing tree trunks and smiling at their job. This sort of work—and it may be added, work in a piano factory as well—is a muscle builder from which women will not shirk. The world must have music, even though it wars. There must be musical instruments to provide this solace in time of conflict, and when all the men are needed to crush the devils that have come out of Germany the women must make the instruments.

The practical-minded man will next inquire:

### 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.

The philosophy of the manufacturer who wants to let the future take 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.

would not put a 90-pound man on heavy work, any more than he would a 90-pound woman. 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 recruits are to be educated into his work. He must determine the scale of wages to be paid these women while they are 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 a 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 there 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, that he must give these women what the government gives its conscripts. They must have "intensive training" in piano making.

Now the government put its best trained men to coaching 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 mailed cohorts of the madman of Potsdam. That is just what the piano manufacturer ought to 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 who were brought from Flanders

[Continued on page 4]

## WOMEN WILL SOON BE ADMITTED INTO THE PIANO FACTORIES OF AMERICA

[Continued from page 3]

to cantonments here to instruct raw recruits didn't like the men, but war and everything else that follows in its wake is no respecter of likes or dislikes. Efficiency is what counts, and to get efficiency out of women new to a job you simply have got to give them expert instruction. Merely to begin by employing them on small and unimportant tasks would be a vital and tremendous mistake. The essential thing is to fit them 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 in the piano factories is the fact that many veterans are in the shops. Like everybody else in the world, however, these veterans are going to die. It is also certain that the man power of America may be employed overseas for many years. Therefore, women will be needed for the most expert tasks in the business, and the time to train them is now.

### Woman Labor Proving Satisfactory

A survey of the existing labor conditions throughout the country will reveal the fact that not a few employers are finding women so satisfactory that they are planning to employ an even greater proportion of them than the present labor scarcity necessitates. Therefore, if the war should end in the near future the employment of females in many businesses would undoubtedly continue to increase towards a basis of permanency.

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

The female worker has advantages in many other occupations usually considered as distinctly male. On all kinds of light 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.

In the matter of wages several of the largest employers do not believe it is right to argue that a higher wage should be fixed for men. One recently commented on this as follows:

"The hesitancy of the average honest employer in paying a woman exactly the same rate as a man is on account of not knowing what the future may bring forth, and, therefore, he prefers to start women at a lower rate than men in order that he may experiment on their relative value. As time goes on, however, it is reasonable to assume that the difference between a man and a woman doing the same work will be comparatively little."

Granting that women are entitled to the same wages as men if they do the same work, there remains the practical problem of determining whether the female

of the big industries of the country who have made the big experiment nevertheless laugh at this theory



(Photo from Underwood & Underwood)

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

and express themselves in highest confidence of the practical results obtained from woman labor substituted in male work.

There is no great reservoir of female labor at the present which can at any time be called upon; in fact it is becoming more and more difficult to obtain female labor, especially in factories where the labor shortage is most pronounced. If the supply of male labor further decreases, employers will have more than the problem of properly adjusting factory or office so that women can be employed efficiently. Therefore, the time for piano men to start is now.

Chief Statistician L. W. Hatch of the New York State Industrial Commission has expressed his belief that when a survey was made it would be found that many women had adapted themselves to the intricate work and that they were taking the place of men in every line. Women were able, the commission knows, to adapt themselves to any kind of work, excepting the heaviest kind of labor. In Great Britain, statistics show, women have stood the strain of the factories and of other industrial pursuits and have made splendid records. They have taken the place of the skilled man as well as the one whose labor was of the unskilled variety.

In New York all that has been done in the line of a survey is reported by inspectors of the State Industrial Commission. These reports are gone over carefully and inspectors are detailed to see whether the women are working under wholesome conditions and in sanitary places.

It is the intention of the commission in the near future to make a survey of the 1648 large manufacturing firms of the state who employ about 40 per cent of the workers to ascertain just what part women are playing in the business of winning the war.

WASHINGTON, D. C., April 24.—One of the phases of our industrial status under war conditions which is claiming the serious attention of governmental authorities having in charge these matters is the extent to which we will be able to enlist in our industries the woman labor of the country, and what methods we can adopt for bringing about their assistance in making up for the man power called out of our industrial life by the war.

In an effort to ascertain the actual conditions, especially as regards the possibility of replacing the war-called man power of our piano and musical instrument factories with women, THE MUSIC TRADES representative interviewed a number of officials of the United States Department of Labor and bureaus closely connected with the country's industries, and found that there is practically but one view held on this subject, and that is that our musical instrument industry, as well as all others, must adopt measures to use woman

labor at once. Especially was this emphasized as being necessary should the war continue a considerable time longer.

Hugh L. Kirwan, Assistant Secretary of Labor (in the absence of Secretary Wilson), said that our manufacturers cannot, in his opinion, do better than to familiarize themselves with the problem and its solution as Great Britain has met it, and that we are, or soon will be, in practically the same industrial condition as that country was. Mr. Kirwan, as well as others with whom THE MUSIC TRADES man talked, did not give much weight to the statement frequently heard that American women cannot, in any considerable number, be induced to go into the factories to take men's places and do men's work. He is confident that in all lines, except where the work is beyond the physical strength and endurance of women, there will be found women to do it if working conditions and remuneration are satisfactory. He said the department is familiar with the fact that to-day large numbers of women are leaving positions of domestic service and going into mills and factories. Said Mr. Kirwan:

"Within a short time after the war began the English 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 subdivision or rearrangement of their work. As one step toward securing this 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 Y. W. C. A., the Women's Co-operative Guild, 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 factories were generally canvassed to find out what were their needs, present and prospective, in the way of women workers. Armed with this information, the committee set out to find the workers. In some places a house-to-house canvass was undertaken to find women willing to take up the work; in other places, where the need was more urgent, public meetings were held, handbills and posters displayed, funds were raised to enable workers to journey to the places where they were needed, crèches were started in which married women might leave their babies while they were engaged in work, and generally every effort was used to bring in the workers. Employers, too, were labored with in the matter of providing working conditions attractive for women, etc."

"Thus the English government has maintained and extended its 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 mechanical work, and who by means of this training could quickly be fitted into certain limited, but nevertheless skilled, operations. Special emphasis was laid on the opportunities this training offered for women, and on the desire to increase the number of women thus preparing themselves for something better than the unskilled work on which they had at first been employed."

"In England, the year 1917 was characterized by a greater attempt to co-ordinate the various methods of securing women for industrial and commercial work by greater efforts to obtain women for semi-skilled,



### The Women Are Doing Every Sort of Work, and Doing It So Well That Production Has Increased Instead of Decreasing, as Would Be Expected. The Women in the Factories Usually Work in Comfortable Bloomers

does turn out equal work. Many manufacturers, representing various fields of industry where women are now at work, answer this question in the affirmative. From all over the country reports are being received by labor commissions that women are most efficiently filling the place of man in practically every new field of labor which they have entered.

Several manufacturers argue that there are inherent differences between male and female workers which affect their value to industry and which must be taken into consideration in connection with the question of equal wages. They say that women are much more difficult to handle than men. A majority of the heads



### Assembling the Working Parts of a Piano. This Work Could Easily Be Done by a Woman

skilled and professional positions.

"Early in 1917 a Women's Division of National Service was formed and placed under the direction of a woman. The general plan was that all women should be encouraged to look upon themselves as volunteers in the national service. As a need for them arose in any industry or locality appeals would be issued, stating wages and conditions of work, subsistence allowance if the work were at a distance from the worker's home, and asking details as to the worker's qualifications. All willing to serve would fill out certain forms, and with this data before her the director could assign those apparently best fitted for the work to the place where they could apply themselves most effectively for the general good."

# 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

## SWAT THE SPY!

The articles published in recent issues of THE MUSIC TRADES, in which the spy evil in industrial plants has been shown up, have stirred up the industry.

From all parts of the country letters of indorsement and approval have been received.

In furtherance of this movement THE MUSIC TRADES has secured from the Committee on Public Information an official statement directing fresh attention to the danger of the men who retail lies in a crafty effort to destroy the morale of the American public.

The article is presented herewith. It needs no comment. It speaks for itself.



George W. Creel, Chairman of Committee on Public Information

Germany would like to undermine American courage. She wants to quench our home fires and strike a blow at the heart of American industry. To do this she employs a very subtle kind of propaganda. Among the agents who render most useful service to the Kaiser in America are his high-class confidence men: weavers of insidious stories and spreaders of 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.

"Have you heard the latest news about the submarines?" asked one of the men.

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

"Why, the Germans have torpedoed an 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 (so this man said) and it was one of the biggest in the service. Eleven thousand men had gone down with it. And that was not all. The superdreadnaught "Texas" had been destroyed by a German U-boat, and the Government, for reasons of policy, was suppressing the news.

The second linotype operator was not a credulous man, but he carried the story to the chairman of his county council of defense. The chairman of the council was able to reassure him. It 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 cablegram 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 the fictitious disaster to an American transport similar stories were on the lips of scores of other workmen in the industrial plants of the same city.

One of the most familiar types of German falsehood is designed to produce industrial unrest and create a breach between labor and capital. It has been repeatedly said that this is "a rich man's war." Like a good many empty phrases, the force of this accusation has been diminished by repetition. The rich man stands to lose heavily by the fortunes of this war, and he is risking not merely dollars, but, in many cases, the lives of his sons. If this were only a rich man's war,

it would have been unable to stand the acid test of popular support. Yet it has stood that test. The greatest labor organizations of the country are behind the war. They realize that the future welfare of labor is dependent upon the successful issue of the combat, and that if Germany is to win the laboring man's chances of life, liberty and happiness will not be worth a fig.

The pro-German scheme also attempts to set the different religious faiths at variance. It is said, for instance, that "the Roman Catholics are getting all the plums at the training camps; just watch and you'll see that this is so." This is supposed to make the Protestants restless. Another curious story which gained wide circulation conveyed the news that Joseph P. Tumulty, secretary to the President and a Roman Catholic, had been sentenced as a spy, taken to Fort Leavenworth, stood up against a wall and shot. This was evidently designed to cause a stir among the Catholics. The fact is that there is no cause whatever for jealousy and misunderstanding on religious grounds. The different religious are fighting side by side with one will and with no intimation of friction. The chaplains of different creeds have worked together in the camps, forgetting all contests over dogma, and the spirit they manifest is duplicated by the men.

Then there is the "horror story." The diabolical resourcefulness of the German mind has taken advan-

Keep the "BOND" Fires Burning!

Do you realize the things that are at stake?

Keep the flame of liberty alive—lighten the world for freedom.

Your bonds will build a conflagration that may burn away the refuse of Hunnish barbarism.

Keep the whole world clean and safe for democracy and brotherly love!



tage of the fact that people easily believe in the grotesque and the terrible. Somebody pretends to have heard of a hideous new disease which has been playing havoc among the soldiers and for which no cure has been found or suggested. Or, again, a pro-German doctor at Camp Bowie is said to have injected deadly germs instead of typhoid serum into about 1400 men. Or a German woman declares that she knows, as an actual fact, that when soldiers reach New York on their way to France they are overcome with fear and are put into chains and thrown aboard ship by order of President Wilson; if they resist further their legs are blown off with bombs. Nothing could be more absurd; yet these extravagant distortions find many listeners. The readiness of people to give ear to such lurid nonsense is akin to the impulse which, in former years, sent them to see hair-lifting melodramas of the Lincoln J. Carter type.

If you trace one of these stories to its place of origin you will almost invariably find that it emanated from a disaffected or pro-German individual. A great many of them are sent out with calculating malice. Others are invented with a reckless disregard for probabilities which makes their authors quite as guilty as if they had directly intended the injury.

Whatever the authorship, the repetition of such chatter is a positive offense, unless it is for the sake of denying it. Tale-bearers do as much damage as tale-makers.

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 down of effort. One of the surest ways to produce such a condition of slacking is to tell disquieting stories to the factory owner and his employee. Obviously, if they come to believe that we are fighting for a hopeless or an unjust cause, they will work with poor spirit, and will achieve only a small fraction of what they might.

If you are a worker engaged in an American industry you are one of those upon whose effective labors the winning of the war depends. Do not allow yourself or others to be duped by old wives' tales. Insist upon proof. The German campaign against American morale is bound to fail. Hasten its destruction by refuting these German lies and doing your utmost to see that they are carried no further.

## FAVOR "STOCKING UP" PLAN

Washington Dealers Are Practically Unanimously in Favor of Buying Ahead

WASHINGTON, D. C., May 1.—Piano and talking-machine dealers of the national capital are practically unanimous in the opinion that no time should be lost in "stocking up" to the limit. With transportation difficulties and curtailed output of factories and the uncertainty almost sure to come in the near future affecting deliveries of pianos and other musical instruments it is felt here that every effort should be put forth to anticipate the requirements to as great an extent as possible. Some of the large dealers state that they are placing rush orders for instruments to meet the demands of months to come. "It is only a matter of providing warehouse space if we order them in now, and get them, which in itself is doubtful," said one dealer; "whereas if we delay ordering there is no telling when we will receive the goods, and almost a certainty that all kinds of difficulties in the way of priority transportation rules, curtailment of output at factories, etc., will have to be encountered. We feel that it is a wise move to take no chances, and to rush them in now while there is some show of getting them through."

## Places New R. S. Howard Agencies

George E. Mansfield, vice-president of the R. S. Howard Co., New York, has returned from a very successful road trip on which he placed a number of new agencies for the R. S. Howard Co. line.

## Internal Revenue Bureau Makes Important Ruling Having Vital Importance to All Music Industries

Federal Board Issues New Order Bearing on Sales of Pianos, Talking Machines and Other Musical Instruments on Installment Plan—Will Result in Price Increase to Consumers or General Reduction in Net Profits to Retailer

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 on the installment plan. One of the direct and most serious effects of the new ruling will be to either make necessary a price increase to consumers all along the line or a general reduction in net profits to the retailer.

The ruling, as issued, covers all property, real and personal, sold on the installment plan, requiring all dealers in pianos, talking-machines and other musical instruments, as well as retailers of furniture, jewelry, clothing, etc., on the deferred payments plan, to report as taxable income the percentage of profits represented in each installment payment and the entire payments if the purchaser defaults and the property is taken back by the dealer.

In order that the musical instrument trade may be authoritatively informed as to the operation of this new phase of income tax procedure the representative of

THE MUSIC TRADES sought an interview with Luther F. Speer, deputy commissioner of internal revenue, in charge of the income tax bureau. Mr. Speer said:

"After carefully investigating the subject from all angles, and thorough discussion of its probable effects, it has been decided that this ruling will be made to apply to everything sold on deferred payments or installments. There will be no exceptions. Pianos, talking-machines, all musical instruments, all other merchandise, real estate—everything not sold for cash and on which there is a profit represented in the transaction—will come under the operation of the rule. It is recognized by the bureau that the ramifications of the installment business of the country are many and exceedingly varied, and, as I say, we went into the subject thoroughly in all its bearings before the ruling was issued."

It is pointed out here that the one inevitable result of the ruling will be that heavier taxation is in store for musical instrument dealers who are doing business on the installment basis, as practically all are, to a greater or less extent.

“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  
Worcester, Mass.

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Edited by John C. Freund

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## Piano Famine Now Foreseen by Experts, and Dealers Must Shape Their Plans to Meet a Difficult Situation

Policy of Ordering from Hand to Mouth if Persisted in Will Disorganize and Paralyze American Piano Factories as Long as the Present Condition of Labor and Materials and Transportation Continues—Some Practical Hints to the Dealer That Will Help in Stabilizing the Industry During This Economic Situation

THE danger of a real piano famine is now confronting the industry.

Because of the unparalleled labor shortage, the mid-period of disorganization and lack of readjustment consequent upon America's entry into the war, the constantly increasing difficulty in securing materials of all kinds and the ever-growing troubles in forwarding freight as well as scores and hundreds of minor perplexities, a situation has been created which gravely affects the entire trade.

At present it is the manufacturer who is bearing the chief burdens of the crisis. The retailer, whose warehouses are fairly well stocked, who does not look for any hurricane of orders during the summer months and who finds his war-time business far better than he had expected it to be, is in most cases contented and ready to let the days drift by confident that the manufacturers will see to it, for their own preservation, that he is looked out for when the time comes.

Such a view can result only in disaster. If the factories do not have the liveliest co-operation of the retail stores, only an aggravation of the present difficulties can ensue. It is time now for the retailer to realize his own responsibility, if he cares anything at all about the preservation of his own interests. The handwriting on the wall is not in cryptic characters. It is so plain that anyone who runs may read, even if he runs a musical store. The facts are plain and the time for action is at hand.

The chief perplexity encountered by manufacturers in their relations with dealers is the "hand-to-mouth" policy which they pursue in ordering their goods. In normal times, when such war-time inventions as priority orders were unheard of; when the colossal freight congestion of recent months was an undreamed-of possibility; when there were plenty of "empties" to transport musical instruments; when spruce was not needed by the millions of feet to build aeroplanes; when steel was not needed by the millions of tons to build new ships; when labor was not needed for the same purpose, and man power for the destruction of the barbarians, business could be conducted in such a manner without serious inconvenience. But that time is no more. We are at war. Certainly that is stating the obvious, but it is stating an obvious fact to which an unfortunately large percentage of the population, especially in this industry, seem only partially to have recognized. If the fact, with all its implications, was completely grasped, there should be no necessity for directing the attention of the retail trade to its war-time duties in assisting manufacturers.

### PIANO MANUFACTURERS AFFECTED BY WAR TRADE BOARD CIRCULAR

WASHINGTON, D. C., May 8.—The following statement has been authorized by the War Trade Board, which especially concerns our exporters of pianos and other musical instruments:

"Particular attention of exporters is called to the fact that, in addition to the export license number appearing on the waybill, the license or partial shipment authority must be in the hands of the collector of customs at the port of exit on or before the arrival of the freight at that port or point of exit. Shipments made on or after this date may be detained at the point of exit if the license or partial shipment authority is not on hand.

"Attention of shippers is further directed as follows: "That a shipment from one consignee to one consignee, which shall exceed one carload and which is intended for export, will only be permitted with the provision that the car or cars are loaded to full visible or carrying capacity."

"In order to make this rule effective, the War Trade Board will incorporate in all export licenses hereafter issued a clause reading as follows:

"This license is granted on condition that if shipments made under the authority of this license are in excess of one carload they shall be forwarded only in a car or cars loaded to full visible or carrying capacity."

"Notice is hereby given to all shippers and exporters that a violation of any of the foregoing rules and regulations will be regarded by the War Trade Board as a sufficient ground for the revocation of any export license already issued as well as for the refusal of all applications for export licenses hereafter made by or on behalf of any person who has violated said rules and regulations."

### YOU MUST HELP THE MANUFACTURER AND THEREBY HELP YOURSELF!

The approaching danger of a piano and player-piano famine is not an imaginative fantasy.

It is a serious fact in which every dealer consciously or unconsciously is gravely involved.

If the dealer cannot get pianos he cannot sell pianos, and therefore he might as well be out of business.

A careful study of this situation by members of the staff of THE MUSIC TRADES has disclosed a prevalent and widespread ignorance of the facts and their implications for the future throughout the retail branch of the business.

In the article herewith presented the situation as it exists is carefully explained.

It will be to the interest of every dealer to consider it in all earnestness.

There can be no "hand-to-mouth" policy of ordering under this new régime. A broader vision must guide the dealer. He must look ahead, not a month, but a year. He must be prepared to place comprehensive orders and not intensive ones calculated to serve his trade for a short period.

Instead of ordering a consignment of thirty pianos, let us say, he will have to order three hundred to be delivered when he can get them. If his warehouses are not large enough to accommodate such a shipment when complete, the best thing he can do for his own safety is to hire space in storerooms and store his instruments there. Upon these he can draw as he needs them.

This is not only necessary, it is imperative. The manufacturer must know where he stands. Under his present purchasing system made necessary by the war, buying materials as he can get them, where he can get them, and when he can get them, his plant subject to conscription, and his men likely to be called to the colors at any moment, he must have his orders as far ahead as humanly possible. He cannot do this without the complete, whole-hearted, unstinting co-operation of the retail trade.

Naturally, the question of credit will immediately arise in the mind of the dealer. It may appear as the most embarrassing phase of the proposition, and as a

matter of fact it is the simplest. By a simple readjustment, individually between dealer and manufacturer, the matter can be regulated without financial hardship to the retailer. Such an arrangement obviates any necessity of financial hardship. The additional expense involved in hiring more storeroom space is a small item which the retailer should be glad to assume when the urgency of his own danger is revealed. For unless he does act, and act quickly, he will find himself in the position of an inveterate smoker floating on a raft in the middle of the ocean with a barrel of cigarettes alongside of him and no matches. The retailer will have a barrel of sales and no pianos with which to fill them. He will have the smokes but not the lights. The time to get busy is now.

In all lines of industry the war is having the beneficial effect of tightening the bonds between the various branches. Retailers and manufacturers are getting closer together for their own safety and their own protection, and the sooner this is completed the better it will be for all concerned. Especially is this true of the piano industry, which has found itself tangled many times in disorganizing methods of business. Here is a glorious opportunity as well as an imperative necessity, and the way in which the problem is met and solved will do much to stabilize the industry when the war is over. Properly to make his service efficient, the manufacturer has had to study until he thoroughly understood all the problems encountered by the dealer in selling his output. Now it is up to the retailer to go and do likewise. He must grasp the condition which the manufacturer is up against. He must understand all of his problems, and he must lend his strength to help.

Marketing conditions have changed, just as every other condition has changed since the war began. If you sold 100 pianos of a certain make last year, order 100 pianos now instead of ten at a time. An exact parallel is found in the coal situation. By big type in block form THE MUSIC TRADES has repeatedly called the attention both of dealers and of manufacturers to the urgency of getting in coal now. The lesson of last winter must not be forgotten. The heatless Mondays must not be repeated, and Mr. Garfield has done all that he could to impress upon the industries of America the vital necessity of coaling up at once. The man who ignores the warning does so at his own peril, and if his plant or store or factory is closed down he can blame no one but himself. The piano dealer is up against an identical situation. If he doesn't order his pianos now, it may be a long, long time before he gets them. There is no dodging the issue. There is a piano famine coming unless the retail dealers help the manufacturers to prevent it.

### ORDERING FAR AHEAD

Scruggs, Vandervoort & Barney of St. Louis First to  
Take Warning and Stock Against Piano Famine

ST. LOUIS, MO., May 8.—If the Scruggs, Vandervoort & Barney piano department runs short of pianos during the period of curtailed production, it will not be because of lack of foresight on the part of Manager Hammond. He has the department crowded now with the goods he ordered without stint a few months ago and when he read the other day that the government had commandeered the steel supply, he immediately telegraphed the Kohler & Campbell people for ten carloads and gave them to understand that the sooner the instruments are shipped the better he will like it.

Manager Hammond is perfecting plans for the expansion of the department over the state of Missouri. He opened a branch Monday in the Madison Hotel at Jefferson City, which is to be under the management of G. W. Conner, formerly sales manager of the Wurlitzer branch here, and more recently on the road for the Waltham Piano Co., Milwaukee, Wis. He expects later to obtain a permanent location in Jefferson City. He is also making arrangements to open branches in several other Missouri cities. For the present the branches will handle pianos and players exclusively.

Among the recent sales of pianos by E. F. Droop & Sons Co., Washington, D. C., was an X-Electric Automatic Melville Clark player to the Walter Reed Army Hospital in that city, purchased by the women's Red Cross unit of the hospital. The firm has also sold for use in Hostess House, at Camp Quantico, Va., a fine Steinway upright piano.

### HEARING TO BE HELD SHORTLY ON CARY PROFIT-LIMITING BILL

WASHINGTON, D. C., May 8.—It is now reported that hearings on the Cary bill limiting profit margins to 30 per cent in selling goods on the installment plan will be arranged at a meeting of the House Committee on the District of Columbia within a few days, according to a statement just made by Chairman Johnson.

Representative Cary, the ranking minority member of the committee, who is the author of the bill, is sending out hundreds of letters to those who have written in protest against the bill, advising them that they will have an opportunity to be heard before the committee. He will also invite representatives from the music trade and many other lines of business in Washington to testify in regard to the cost and risk in the deferred-payment system, and in regard to what they consider a proper percentage of profit.

The musical instrument manufacturers throughout the country have brought strong influence to bear against the further consideration of the bill, deeming it a bad precedent and also demonstrating that the installment sales of pianos, etc., cannot be carried on on a 30 per cent margin.

### AMEN! AMEN!

To the Editor of THE MUSIC TRADES:  
I have just read Mr. Freund's masterly article, "What Are You Going to Do About It?" Amen!  
Amen!

Yours truly,

BEN H. JEFFERSON,

Lyon & Healy.

Chicago, Ill., April 29, 1918.



## 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.

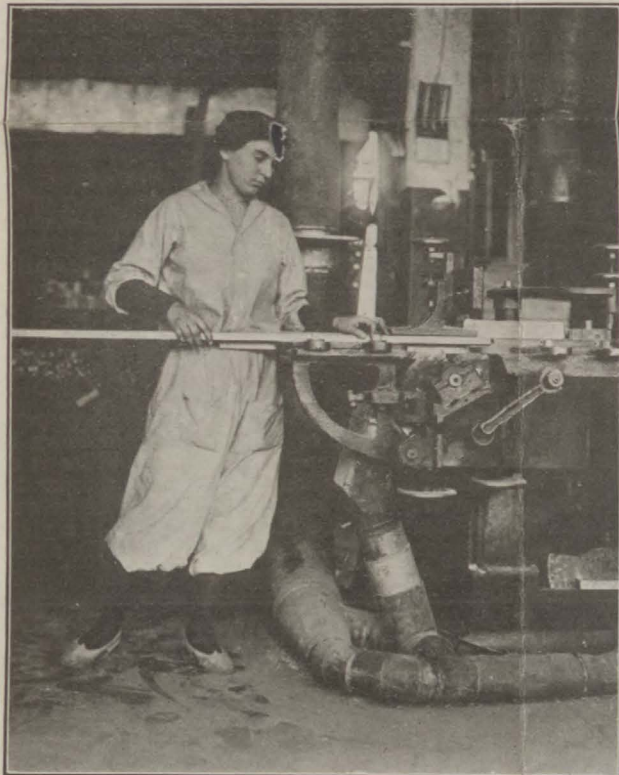
This bears out completely the arguments advanced in the leading article in the last issue of "The Music Trades."

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 to take the place of men. With more and more of Lester's male workers joining the army, the force of women workers was rapidly augmented, until now it reached the large figures mentioned. The policy which in doubt and hesitation was first attempted a year ago, owing



At Work on Case-Making

to the exigencies of a shortened male labor supply, has now registered such a decided and marked success that the Lester Co. feels no hesitation in stating that no matter what demands the national service may make on its male employees, it will continue to turn out pianos of its well-known high quality and at the usual volume, notwithstanding the unprecedented conditions of war time.

"We have been only following the lead of piano factories in Canada and England in employing women," said George Miller, treasurer and general manager of the Lester Piano Co. this week. "In but one line did we find that they could not take the place of men, and that was, naturally, wherever heavy work was required. Everywhere else, after a course of instruction, they became as efficient as the male worker."

"In the player department their work is excellent on player actions, boring machines, and all the small parts, also they are good on assembling. In the piano department they are particularly good at action finishing, fly finishing, or setting up or assembling the case. They are also invaluable in the varnishing department, in fact, as I before stated, anywhere that heavy work does not have to be performed."

"Of course at the beginning there is an item of expense to be figured in, that is that the girls are naturally not familiar with piano work and require instruction. We find women instructors and forewomen best,

but the organization in this line which we have gradually built up has naturally taken time to develop.

"When the woman operative has, however, learned

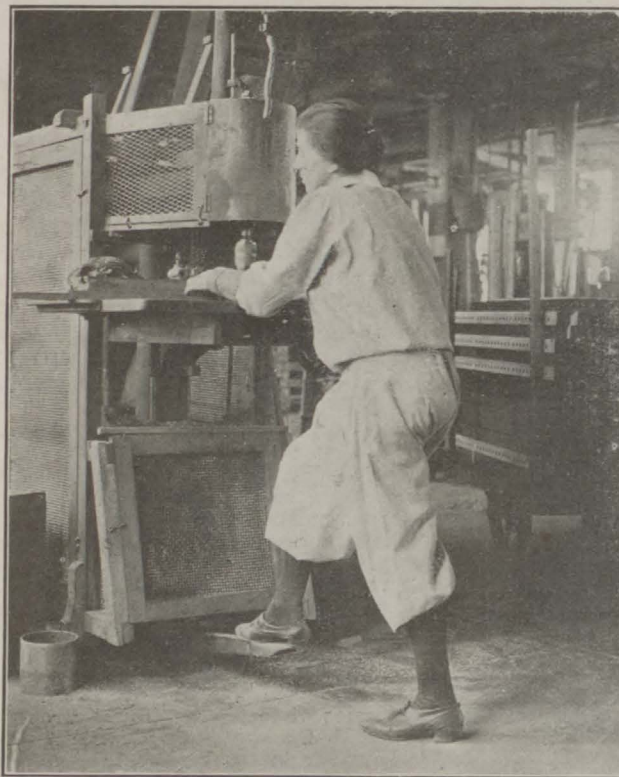


This Young Lady Is Fly-Finishing, and in a Short Experience in the Factory Has Rapidly Developed Into an Expert in This Work. Note the Bloomers, the Easy Slippers, the Free and Easy Blouse Which Makes the Woman Factory Worker Fifty Per Cent More Efficient

the work of piano manufacture the product she turns out is as good as that of the man. When she becomes skilled her scale of wages becomes the same as that of the male worker, and rightly so, we believe. Skilled women workers are earning \$16 to \$24 a week at the factory now, and many, very many, at the higher figure."

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 only 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 from time to time, without impairing, rather increasing the efficiency of the plant. Grand pianos, uprights and players are manufactured. The company



Making Player Action Parts. It Has Been Found That Women Are Especially Adapted to This Kind of Work

owns and operates a large factory at Lester, just across the Delaware County line from Philadelphia, and about a dozen miles from City Hall in the Quaker City.

### CONSCRIPTION OF SKILLED LABOR WILL BE CONSIDERED AGAIN

Proposed Bill, if Passed, Will Call Large Proportion of Skilled Workers Out of Manufacturing Plants, Including Those in Music Industry

WASHINGTON, D. C., May 8.—One of the subjects again looming large in the prosecution of war work is the conscription of skilled labor. The matter has been under discussion in one or more of its phases for the past six months, with the certainty that sooner or later measures will be adopted either by Congress or by some of the war boards which will call a large proportion of the skilled labor out of manufacturing plants, including those in the music industry, for use in war work.

It has been anticipated that it would be possible to secure from the selective personnel at the various National Army camps 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.

Up 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 labor conscription similar to that put in force in Great Britain will be one of the early possibilities, and if this proves to be the case practically all of the industries will be called upon to give up a percentage of their skilled artisans for war service.

Especially urgent is the need of wood workers, machinists and tool-makers in the essential war industries, production being retarded fully 25 per cent, it is said, and manufacturers of the "less essentials" will have to face the proposition of releasing their skilled mechanics if the output of war materials is to be increased, says an announcement just issued by the federal employment service. Many large war industries have reported shortages in woodworkers and machinists, and 12,000 could be placed immediately if they were available.



Hammering in the Bridge Pins

### TO TRAIN EMPLOYMENT MANAGERS UNDER AUSPICES OF GOVERNMENT

Officials 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, and which will be given in New York and other large cities in a short time. As a result of this course in Rochester fifteen factories there are providing laboratory work and assisting the University of Rochester in presenting the theory of personnel management.

The course is given at the express request and under the supervision of the Industrial Service Sections of the several departments at Washington, including the Emergency Fleet Corporation, the Ordnance Department, the Quartermaster's Department, the Department of Labor, and the Navy. The work has the endorsement of the educational committee of the General Staff of the War Department and the War Industries Board. The storage committee of the latter has undertaken the organization of the work.

# WOMEN WORKERS IN FACTORIES PROVE THEY CAN DO BETTER AND MORE WORK THAN MEN

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.

Leaders 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 industrial establishments 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, selections 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 get 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 into successful operation business systems which are making for the still more extensive participation



Mrs. Lucinda Wyman Prince

are making for the still more extensive participation



Woman Setting Up Piano in Large Western Factory

of women in manufacturing and sales work. She is the director of the Teachers' Training Class of Simmons College, Boston, and director of education of the National Retail Dry Goods Association.

### How Far Can They Go?

The daily increasing 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 close application, great 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 inherently 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 Executive Club of Detroit was at work studying the possibilities of employing women in the city's industries, planning ways and means for recruiting them for industrial work, setting up standards for their employment and preparing for their education. Immediately



Women Taking Places of Brothers and Husbands in Barrel Factory

forty leading plants of Detroit directed a staff to survey conditions and ascertain where women might profitably and safely replace men. They discovered surprising opportunities and found almost no kind of work which women of the proper type, with the aid of men to do the heavy lugging and lifting, might not do.

Women are not nearly so fragile as the average man in America is wont to believe nor is factory work as now carried on in most of America nearly as heavy or as arduous as is the prevailing opinion. As a matter of fact, there are few jobs in the factory more taxing on the strength and endurance than the tasks about the kitchen which our housewives perform without injury to health.

In the operation of light punch presses, as several Detroit factories have already found out, the women are far superior to their brothers. It is perfectly amazing the way their quick eyes and deft fingers can keep up with the trip of the fastest running presses.

That women on work for which they are adapted are superior producers to men, both in regard to quantity and quality, is now pretty thoroughly established, due to their almost entire freedom from the age-old tradition of the male laboring classes which makes for the deliberate restriction of effort and is part and parcel of every new worker's tutelage. Not knowing what they are supposed to do according to labor codes they make an honest effort to give the best that is in them, with the result that they are setting records which make the best efforts of their male predecessors look like piking. The larger utilization of women in industry, therefore, apparently points the way to great social and economic gain. So far from looking forward to the substitution with forebodings, managers have every reason to welcome the opportunity as one of the "blessings in disguise" which the war has brought.

But no man should seize upon this opportunity to debase existing wage standards. That is the obvious temptation in view of the unfamiliarity of women not



This Female Regulator Likes Her Job and Is Making Good at It

previously employed in factories with the existing standards of compensation. Equal pay for equal work is the principle which should be adopted.

It is equally important that proper standards of working conditions and hours of work be maintained. Women as a class are more responsive to their environment than men. If, therefore, factory betterment work fully justifies itself economically in the case of men, it is even more fully justified with women.

### A Case in Point

The Wagner 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 drill press spindle, for when the girls lean forward their hair is attracted, and to be caught means scalping.

The company caters to the neatness and innate delicacy of women by painting all machines they use with white oilproof 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. Lyon, secretary and treasurer of the Chas. Parker Co., Meriden, 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.

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. Most of the business during the period mentioned seems to have been in the medium priced lines 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 so 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.

MVK/AL

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

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.

# WESTERN UNION



# TELEGRAM

NEWCOMB CARLTON, PRESIDENT

GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

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.

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MISS MARY VAN KLEECK

157

209 SOUTHERN BLDG WASHINGTON DC

ETHELBERG STEWART ASKS FOR PIANO STUDY WRITE ME YOUR ADVICE

JOHN M GREEN

140P

NEW YORK

CHICAGO

BOSTON

LONDON

BERLIN

PARIS

MILAN

*Piano Industry*  
2

# THE MUSIC TRADES COMPANY

501 FIFTH AVENUE

## THE MUSIC TRADES

THE LEADING PAPER DEVOTED TO THE MUSICAL  
INDUSTRIES

EDITED BY JOHN C. FREUND

## THE

## PIANO AND ORGAN PURCHASER'S GUIDE

THE RECOGNIZED AUTHORITY ON  
PIANOS, PLAYERS, ORGANS AND THEIR MAKERS

COMPILED BY JOHN C. FREUND

TELEPHONES: 820-821-822-823 MURRAY HILL

CABLE ADDRESS: "MUTRADE"

NEW YORK. August 27th, 1918.

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,

*Charles Freund*  
Managing Editor  
THE MUSIC TRADES.

CFO/AB

*Piano Industry*

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.

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 Kleeck,  
Director, Woman in Industry Service.



Piano Industry

August 26, 1918.

My dear Mr. Omsley:

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 men, but 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. Omsley,  
Managing Editor, Music Trades Magazine,  
501 Fifth Avenue,  
New York City.

# THE MUSIC TRADES COMPANY

501 FIFTH AVENUE

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TELEPHONES: 820-821-822-823 MURRAY HILL

CABLE ADDRESS: "MUTRADE"

NEW YORK, July 30th, 1918.

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,

*Charles F. Freund*  
Managing Editor  
THE MUSIC TRADES

CFO/AB

Enc.

*Piano Industry*

NATIONAL CONSUMERS' LEAGUE

289 FOURTH AVENUE, NEW YORK CITY

Telephone, 5923 Gramercy

President, Hon. NEWTON D. BAKER, Washington, D. C.  
Treasurer, G. HERMANN KINNICUTT, New York City

General Secretary, Mrs. FLORENCE KELLEY  
Publication Secretary, Miss Josephine Goldmark  
Research Secretary, Miss Pauline Goldmark

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 apologise 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 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 easily be amplified for this purpose.

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

Very sincerely yours,

*Pauline Goldmark*

PG:RS:

Copy for Mr. Stewart  
Very sincerely yours,

National Consumers' League  
289 Fourth Avenue Pauline Goldmark.  
New York, N.Y.

August 12, 1918.

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

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Very sincerely yours,

Pauline Goldmark.

*Training of Women*

WOMEN IN INDUSTRY SERVICE

July 25, 1918.

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.

*Piano Industries*

WOMEN IN INDUSTRY SERVICE

August 1, 1918.

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.

Piano Industries

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.

NEW YORK

Piano Industry

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.



CHICAGO

BOSTON

LONDON

BERLIN

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MILAN

# THE MUSIC TRADES COMPANY

501 FIFTH AVENUE

## THE MUSIC TRADES

THE LEADING PAPER DEVOTED TO THE MUSICAL  
INDUSTRIES

EDITED BY JOHN C. FREUND

## THE

## PIANO AND ORGAN PURCHASER'S GUIDE

THE RECOGNIZED AUTHORITY ON  
PIANOS, PLAYERS, ORGANS AND THEIR MAKERS

COMPILED BY JOHN C. FREUND

TELEPHONES: 820-821-822-823 MURRAY HILL

CABLE ADDRESS: "MUTRADE"

NEW YORK, July 18th, 1918.

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

My dear Madam:

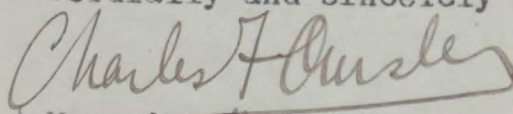
At the suggestion of Mr. George L. Bell, Executive Secretary of the War Labor Policies Board I am writing to ask if I may enlist your cooperation in THE MUSIC TRADES campaign for the introduction of women in piano factories and other plants where musical instruments are manufactured. In recent months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

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,



Managing Editor  
THE MUSIC TRADES.

CFO/AB