

Stewartype Co.

To.....

*Miss Van Blesh*

ATTACHED HERETO ARE.....PAPERS

PLEASE.....

*In your file + references*

MONTH	DAY	YEAR
<i>72</i>	<i>19</i>	

CHAS. M. GAY  
 CAPTAIN,  
 ORD. DEPT. U.S.A.  
 ROOM A 1-225  
 PHONE 2964

8630

October 22, 1918.

From: Clara M. Tead, Director, Womens Branch, Industrial Service Section, Ordnance Dept.

To: Mr. Grant Hamilton, Director, Working Conditions Service, Dept. of Labor, Washington, D. C.

Subject: STENOTYPE COMPANY, INDIANAPOLIS, INDIANA.

1. Your letter of September 12, was referred to this office by Major B. H. Gitchell.
2. We have had the matter investigated by our representative in the Chicago District Ordnance Office.
3. We enclose herewith a copy of the summary of the case and the recommendations which were made by the Womens Branch for transmission to the office of the Secretary of War, through Major B. H. Gitchell, Chief of the Industrial Service Section.

---

CLARA M. TEAD, DIRECTOR;  
WOMENS BRANCH,  
INDUSTRIAL SERVICE SECTION,  
ORDNANCE DEPT.

intraoffice

November 7, 1918.

Womens Branch

Industrial Service

Major B. H. Gitchell, Chief,

" "

Stenotype Company, Indianapolis, Ind, to employ women on a night shift.

1. In accordance with your request the report made by the Womens Branch, Chicago District Office, and the application of the Stenotype Company for a permit to employ women at night, together with the recommendations which the Womens Branch had under consideration, were forwarded to the Industrial Service Section in the Cincinnati District Office for their comments.
2. Your attention is invited to the attached memorandum which have been received from the Industrial Service Section, Cincinnati Office in which Miss Campbell of the Womens Branch states "Lt. Burns wishes me to say that your recommendations are concurred in, and I have no comments to add to this concurrence".
3. The full report is attached for your further action.

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CLARA M. TEAD, DIRECTOR,  
WOMENS BRANCH.

TELEPHONE CANAL 4265

ORDNANCE DEPARTMENT  
OFFICE OF DISTRICT CHIEF  
GWYNNE BUILDING, 208 EAST SIXTH STREET  
CINCINNATI, OHIO

MCN

PRODUCTION DIVISION

November 5, 1918.

FROM: Edith Campbell, Supervisor in Women's Branch,  
Industrial Service Section, Cincinnati District.

TO: Clara M. Tead, Director in Women's Branch,  
Industrial Service Section, Washington, D.C.

SUBJECT: Application of Stenotype Company of Indianapolis  
for Permit to Employ Women at Night.

1. Acknowledgment is made of your letter concerning application of Stenotype Company of Indianapolis for permit to employ women at night and the attached report.

2. Lieut. Burns wishes me to say that your recommendations are concurred in, and I have no comments to add to this concurrence.

3. Miss Hewes had sent me a copy of her report and we have greatly appreciated her assistance to us in our district before we were organized for work.

EG/ebd

EDITH CAMPBELL,  
Supervisor in Women's Branch,  
Industrial Service Section,  
Cincinnati District.

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EDITH CAMPBELL,  
Supervisor in Women's Branch,  
Industrial Service Section,  
Cincinnati District.

October 21, 1918.

From: Womens Branch, Industrial Service Section, Ordnance Dept.,

To: Major B. H. Gitchall, Chief, Industrial Service Section., Ordnance Dept.,

Subject: APPLICATION OF THE STENOTYPE COMPANY, INDIANAPOLIS, INDIANA, FOR PERMIT TO EMPLOY WOMEN AT NIGHT.

1. The request of the Stenotype Company, for exemption from the State Law, in order to employ women between 10 P. M. and 11:30 P. M., contrary to the Indiana Law, was addressed to Mr. T. J. Williams, Conciliator in the Department of Labor and referred to Major B. H. Gitchall, Chief of the Industrial Service Section, by Mr. Grant Hamilton, Director of the Working Conditions Service, Department of Labor (see attached correspondence.)
2. The case was referred to Miss Howes of the Womens Branch, Chicago District Ordnance Office, because she had already established contacts, with the Stenotype Company through several visits there, previous to the assignment of a representative of the Womens Branch to the Cincinnati District Ordnance Office.
3. The report from The Womens Branch, Chicago District Ordnance Office, signed by Miss Amy Howes, is herewith attached, together with a letter from the Production Division, Explosives Section of the Cincinnati District Ordnance Office, signed by A. H. Pugh, outlining the present conditions at the Stenotype plant.

4. SUMMARY

- (a) The Stenotype plant has been laboring under many serious conditions, including financial embarrassment, inadequate management, irregularities in delivery of component parts, inadequacy of certain parts of plant equipment such as heating system, lunch room, toilet and washing facilities, etc. It is understood that all these factors have contributed to the slowness and backwardness which has characterized production at this plant.

(b) It is understood that a re-organization has been effected which promises more satisfactory results.

(c) Hours - At the present time women are employed on the first shift, from 7 A. M. - 11:35 A. M. and, from 12 noon - 3.25

which makes 8 hours daily and 48 hours weekly. Men and boys are employed on the so-called night shift from 3:35 P. M. to 11:30 P. M., which makes 7½ hours daily and 45 hours weekly. NOTE - the 25 minute lunch period allowed for the first shift is in violation of the State Law which requires a minimum of 60 minutes for lunch period, unless special permit otherwise has been granted. The Stenotype Company has not applied for such a permit.

The permit is requested in order to allow the employment of women on the second shift, that is from 3:35 - 11:30 P. M. It was suggested by the Director of the Working conditions Service, of the Department of Labor that it might be possible to meet the situation by having two shifts, one from 6 A. M. - 2 P. M. and the other from 2 P. M. - 10 P. M., which arrangements would conform to the State Law.

(d) Transportation - because of the location of the plant (5 miles from the city) and the present transportation facilities and schedule (see page 8 of Miss Howe's report) it does not seem feasible to attempt to run two shifts between 6 A. M. and 10 P. M.

#### 5. RECOMMENDATIONS

The Womens Branch recommends that, in as much as the Company has been subject to many difficulties (since noted) in regard to finances, management, delivery of component parts, and in as much as it is understood that a recent re-organization of the Company has taken place, the permit requesting permission to employ women between 10 and 11:30 at night should not be granted at this time.

It is felt that the burden of proof should rest with the Company to show that, under the re-organized management, with improved employment methods and improved working conditions, there is a shortage of male labor for the second shift, which is retarding production.

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CLARA M. TEAD, DIRECTOR,  
WOMENS BRANCH, INDUSTRIAL SERVICE  
SECTION,  
ORDNANCE DEPT.

REPORT ON  
PETITION OF THE STENOTYPE COMPANY OF  
INDIANAPOLIS, INDIANA  
FOR EXEMPTION FROM THE INDIANA LAW PROHIBITING  
NIGHT WORK FOR WOMEN.

SUBMITTED BY

AMY HEWES

SUPERVISOR IN WOMEN'S BRANCH  
INDUSTRIAL SERVICE SECTION  
CHICAGO DISTRICT

OCTOBER

7

1918

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INDUSTRIAL SERVICE SECTION  
CHICAGO DISTRICT

OUTLINE OF REPORT  
STENOTYPE COMPANY, INDIANAPOLIS.

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APPENDICES

- I. Memorandum of Clara M. Tead, Dated September 28th, Making the Reference.
- II. Letter, Grant Hamilton, Director Working Conditions Service to Major B. M. Gitchell, Chief of Industrial Service Section, Dated September 12.
- III. Letter, R. M. Bowen, Chairman Stenotype Company to T. J. Williams, August 27th.
- IV. Letter A. H. Pugh, Head of Explosives and Loading Section, Cincinnati District to Amy Hewes, Supervisor in Women's Branch, Dated October 5th.

Production  
Women's Branch  
Industrial Service Section

October  
7  
1918

**From:** Amy Hewes, Supervisor in Women's Branch.

**To:** Clara M. Tead, Director, Women's Branch,  
Industrial Service Section.

**Subject:** Petition of the Stenotype Company of Indianapolis for an exemption from the Indiana law prohibiting night work for women after 10:00 P.M. Referred by memorandum dated September 28, 1918 (See Appendices I, II, III).

**EXEMPTION REQUESTED.**

The Stenotype Company proposes to employ 600 women on a shift from 3:25 P.M. to 11:30 P.M., with 25 minutes for lunch, six nights a week. This makes a weekly total of 45 hours working time.

The plan involves the employment of women one hour and a half beyond the limit fixed by statute, which forbids the employment of women between ten o'clock at night and six in the morning. (Annotated Statutes, 1901, 7087c and 7087y).

The company takes the position that this exemption will be necessary to enable it to secure a sufficient amount of suitable labor to fill its contracts with the present equipment.

## PRESENT SCHEDULE OF HOURS.

First Day Shift

(Men and women)

		Working Time	
		Day	Week
7:00 A.M. to 11:35 A.M.			
12:00 N. to 3:25 P.M.		8 hours	48 hours.

Second Day Shift

(Men and women)

8:15 A.M. to 12:00 N.			
12:25 P.M. to 4:40 P.M.		8 hours	48 hours

Night Shift

(Men and boys only)

3:35 P.M. to 11:30 P.M.		7½ hours	45 hours.
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No overtime is worked on any shift.

Since the day shifts allow for less than sixty minutes for the lunch period for women, they are in violation of the statute which requires a minimum of sixty minutes unless special permit has been granted (Annotated Statutes 1901, Sec. 7087k). The Stenotype Company has not applied for a permit. It was stated by Mrs. Arthur Cox, of the Factory Inspector's office, that up to the present time this statute has not been enforced.

Before September 1918 there was a day shift of ten hours and a night shift of twelve hours. The statement was made by the company that production has improved since the shorter shifts have gone into effect.

## PRODUCTION.

The company is on a 95% war basis. It is under contract for the manufacture and loading of rifle grenades, and for the manufacture of detonating fuses Mark V, trench mortar fuses, fuses for rifle grenades, and six-inch trench mortar shell adapters. It also has sub contracts for parts of the detonating mechanism for Mark III and Mark IV drop bombs.

The following table indicates the backward state of production on prime contracts of the company.

TABLE I

Article	Deliveries called for by contracts to October 1, 1918.	Actual production September 27, 1918.	Date of final completion called for in contract.	Estimated date of final completion.
5,775,000 Detonating fuses, Mark V	2,695,000	None	Dec. 30, 1918.	March 30, 1919
4,200,000 Rifle grenades Mark I, loaded	2,350,000	728,951	Jan. 20, 1919.	May 1919 (?)
2,200,000 Rifle grenades Mark I, unloaded	2,200,000	859,477	July 31, 1918	Dec. 31, 1918
4,200,000 Fuses for rifle grenades, Mark I	2,350,000	728, 951	Jan. 20, 1919	May 1919 (?)
1,000,000 Trench Mortar fuses, Mark VI	1,000,000	109,340	July 31, 1918.	January 31, 1919
100,000 6" trench mortar shell adapters	None	None	April 15, 1919	

In addition to the need for more labor on which the company's petition is based, a number of other factors have operated to explain the present backward production.

1. Serious financial difficulties. In spite of Government loans of about \$1,000,000, the company is practically bankrupt (See Appendix IV) but the Cincinnati office reports that a reorganization has just been effected which promises more satisfactory results.
2. Irregular deliveries of nitro starch. Lack of powder caused a week's shut down in September (See Appendix IV, Par. 2). On the two days of the inspection, October 2nd and 3rd, no filling of the grenades was being done, due to the lack of "Trojan powder" which is supplied by the Government.
3. Characteristics of nitro starch. Damp weather causes nitro starch to stick together and the filling of the grenades has thereby been retarded (See Appendix IV, Par. 3).
4. Lack of provision for heating. Cold weather at present would cause a shut down. (See Appendix IV, Par. 3).

The company estimates that the proposed change in schedule will effect production as follows:

Women on present day shift	
(8 hours) produce	9000 grenades
Boys on night shift	
(7½ hours) produce	<u>4000</u> grenades
	Total 13000

If women are employed on the night shift the boys would be transferred from it to a second night shift, working from 11:30 P.M. to 7:00 A.M. It is thought that production would be increased as follows:

Women on 1st (day) shift	
(8 hours) will produce	9000 grenades
Women on 2nd (night) shift	
(7½ hours) will produce	9000 grenades
Boys on 3rd (night) shift	
(8 hours) will produce	<u>4000</u> grenades
	Total 22000

The production of trench mortar fuses is approximately 3000 per day. It is thought the production could be increased to 10,000 by the night work of women.

This estimate assumes that in seven and one half hours at night women will produce as many grenades as they now produce in eight hours by day. In consideration of the unfavorable effect of night work on production this estimate seems highly improbable. At the present time the requests from the workers for transfer from the night shift are numerous, according to Mr. Sparks of the Personnel Department, and it is reasonable to suppose that it will be difficult to keep as steady a force of women on a night shift as on the day shift.

Between 35,000 and 50,000 rifle grenades are loaded per day. It is not planned to do any loading at night. On Tuesday, October 1st, the production was 43,000. These grenades are manufactured partly by the Stenotype Company and partly by two other concerns. Available space in the loading houses is not used. The equipment could be increased so that several thousand more grenades could be loaded per day. In the building where the fuse containers of the grenades are loaded, only one-half of the building is used.

#### SALIENT FEATURES REGARDING EMPLOYMENT.

##### Labor Supply.

About 1400 men and 1200 women are now employed. (These include clerical employees). Considerably over half the labor force is from Indianapolis. The remainder is from the district between the city and the Stenotype plant, and from small towns nearby, the most important of which are Mooresville and Martinsville.

Adult male labor is scarce. There is an adequate supply of satisfactory female labor. Boys are used at present to replace the women operating on the day shift. They are said to be irresponsible as regards attendance. They do considerable injury to the machines and they turn out a high percentage of scrap. They do not have as much interest in the work as the women and the company states that it is impossible to stimulate production through rivalry between the day and night shifts.

Mr. Vanderbilt, Assistant to the Chief of the Cincinnati District, stated that the labor temper at the plant has

not been good and labor has not been well handled by the company.

#### Employment Methods.

The Employment Manager, Mr. Watkins, handles all employing, discharging and transferring. A separate personnel department has recently been installed. Every new employee and every employee discharged or leaving voluntarily passes through this department. It has the authority to return employees to the employment office for reclassification if it is thought that the employee has not been suitably placed. Through interviewing employees who have signified their intention of leaving, it has been possible to save a number to the company. During the week preceeding October 2nd, 18 employees out of 98 were retained through the efforts of the personnel department. Transfers may be requested also.

Mr. Bowen stated that there was an annual labor turnover of about 200%.

#### Wages of Women.

When the eight hour shifts went into effect (September 3rd, 1918) wages were increased 20% throughout the factory. All employees on piece work are guaranteed a minimum hourly rate of 25¢ and are paid for what they do over and above this amount. Men on the night shift receive a guarantee of a minimum hourly rate of 30¢ to 35¢ an hour. They are paid for eight hours.

About 300 women are working on grenades at piece rates. The minimum daily wage received is \$2. The maximum is between \$4 and \$5. On the whole the women earn more than the boys on the same work.

Loading is time work. About 300 women are employed. The minimum rate for this work is 25¢ per hour; maximum rate 32¢. Increases in rate are made by the foreman. It is planned to put loading on a bonus basis.

Work on trench mortar fuse is on the time basis. A piece work basis will go into effect as soon as the operations can be standardized. About 150 women will be affected thereby.

### Occupations of Women.

Women are employed at the following occupations: Milling, drilling and loading rifle grenades; drilling through fuse container and counter boring (Brown and Sharp Automatic Machines); lathe work; grinding; buffing and drilling small parts for trench mortar fuse; inspection; cutting of aeroplane bomb parts, e.g. rear bushings, front bushings, bodies, shell caps and adapters (Gridley Automatic Machines).

For the last operation the equipment consists of 30 machines; only 20 are in use. This seemed to be the only place in the factory where there were idle machines.

It is planned to continue all these operations at night with the exception of loading.

### Provisions for Health and Comfort.

In some particulars the provisions for health and comfort have received careful attention and excellent equipment has been provided, as for instance in the modern hospital building. On the other hand, there is serious lack of a sufficient number of toilets. The Indiana law requires one for every 25 women. For the loading units where 300 women work there are but 9 toilets and only 6 on the two floors of the main building where 750 women are employed.

Similarly, 26 wash bowls for a minimum of 950 women make their general use impossible in the short lunch hour.

The lack of a rest room and lunch room in the factory is not made good by the elaborate plans for these which the company has been discussing for several months.

### HOUSING

The extensive program for increasing housing facilities in the neighborhood of the plant with assistance from the Government, has not materially advanced since the special housing report filed June 21, 1918. Plans now being worked on embrace the erection of dormitories near the plant which shall accommodate about 200 women. It is thought they can be induced to come from rural neighborhoods. These women will be employed on detonator fuse loading which is not now being done by the Stenotype Company.

## TRANSPORTATION

The plant is located about five miles from Indianapolis. The present working hours, 7:00 A.M. to 11:30 P.M., are arranged to fit in with the schedule of the street railway company. Over 60% of the employees live in the city, and are taken to and from work on six special cars, operated by company employees. The cars run on the following schedule in the morning:

NO.	Cars.	Leave Indiap.	Arrive plant.	Shift begins.
2		6:05 A.M.	6:40	7:00
2		6:09	6:44	7:00
2		6:13	6:48	7:00
2		7:20	7:55	8:15
2		7:24	7:59	8:15
2		7:28	8:03	8:15

In order to connect with the first cars to the plant employees must use the first cars operated on the city lines. Similarly the night shift must close at 11:30 P.M. in order to connect with the last cars operated on the city lines.

If the first shift should begin at 6:00 A.M. and the second shift end at 10:00 P.M., as has been proposed in order to meet legal requirements, it would be necessary to change the street car schedules on about 60% of the city lines. It would also be necessary for many of the employees to leave home as early as 4:30 A.M. This would break into the normal time for sleep nearly as much as if the women should work until 11:30 P.M., not reaching their homes until 1:00 A.M. They are much more likely to sleep the necessary eight hours from 1:00 A.M. to 9:00 A.M. than from 8:00 P.M. to 4:00 A.M.

## RECOMMENDATIONS

A study of the situation makes clear the following considerations:

1. Two shifts before 10:00 P.M. are not feasible because of the transportation situation.
2. The physiological effects of such a shift as that proposed would not be as injurious as those of a late night shift.
3. Production could be increased by more efficient management without the exemption,
  - a. Improved employment methods would result in a better selected force, a lower labor turnover, and better labor relations.
  - b. Improved working conditions would directly increase production.
  - c. The Briggs and Stratton Company of Milwaukee to whom a similar petition was denied by the War Industries Board, completed in less than eight months a contract for 1,000,000 rifle grenades and is only 600,000 behind schedule on another contract for 2,500,000. The Wisconsin law forbids the employment of women between 6:00 P.M. and 6:00 A.M.
4. The recent reorganization of the company offers opportunity for increased efficiency.
5. It is doubtful whether the exemption can be granted legally since there is no provision for such exemptions in the Indiana law, and since the federal policy regarding night work is not fully developed.

Therefore it is recommended that the granting of the petition be deferred pending the final action of the War Labor Policies Board and the Secretary of Labor on the matter of federal control of night work, and that if, when this policy has been determined, a more efficient management has proved unable to increase production sufficiently, the matter be again given consideration.

AMY HEWES,  
Supervisor in Women's Branch,  
Industrial Service Section.

WAR DEPARTMENT

Office of the Chief of Ordnance

Washington.

INTRAOFFICE MEMORANDUM

September 28.

**From:** C. M. Tead, Production, Industrial Service.

**To:** Miss Hewes, Chicago District.

1. Enclosed correspondence referred to you for action.
2. Please return these originals with your report on the case to this office.

C. M. TEAD.

COPY

U.S. DEPARTMENT OF LABOR  
WORKING CONDITIONS SERVICE  
WASHINGTON

September 12, 1918

Major B. H. Gitchell, Chief,  
Industrial Service, Ordnance Department,  
Washington, D. C.

Dear Major:

Enclosed you will find copy of a letter addressed to Mr. T. J. Williams, a conciliator in the Department of Labor. The firm in question desired Mr. Williams to take this matter up directly with the Government, but he suggested that a communication be addressed to him in order that all the facts might be comprehensively arrayed. This letter was sent to the Department of Labor and then referred to this Service.

This is one of those cases where, if the transportation company which carries these people to the manufacturing establishment, would so change its schedule as to permit women to begin work at 6 a.m., two shifts of eight hours each could be worked by women without an infraction of the law. The Indiana law prohibits the employment of women from 10 p.m. to 6 a.m. in each 24 hours; therefore, it is apparent if the train schedules could be changed as to permit women to be engaged on two 8-hour shifts, there would be no necessity for waiving the present law.

If it is possible for you to assign this subject to one of the bureaus in your Service which deals with this class of cases for the purpose of making an adjustment of this situation, it would be greatly appreciated. I should like, however, to have information as to the outcome of the case if it is within your province to handle it.

Very truly yours,

GRANT HAMILTON

Director,  
Working Conditions Service.

Enclosure.

THE STENOTYPE COMPANY, Indianapolis, Aug. 27, 1918.

Mr. T. J. Williams,  
c/o Hotel Washington,  
Indianapolis, Ind.

My dear Mr. Williams:

Referring to our conference of today, I beg to submit herewith, in line with your request, some data in connection with the operation of our plant, which is now on a 95% war basis, and the Indiana State law which prohibits the working of female help after ten o'clock at night.

We are manufacturing and loading rifle grenades, trench mortar fuses, aeroplane bomb parts, and detonator fuses for high-explosive shells. All of these articles are rather small in size and weight and the manufacture of same constitutes what we call light work. In other words the nature of this work is such that it can be handled very largely by women.

We are now running two shifts----the day shift of ten hours and composed largely of women, and the night shift of twelve hours, composed of men and boys. Effective September 3, our entire organization will go on a straight eight-hour basis; our first shift working from seven to three; the second from three to eleven; and in a few departments we will run a third shift working from eleven to seven o'clock.

The nature of our work, together with the fact that the labor situation as regards female labor, is much easier than male labor, will enable us, no doubt, to keep a full group going on the first shift. In view of the Indiana law, however, prohibiting the working of women after 10 o'clock at night, we will be unable to use a single woman worker on the second shift, and for this shift we will have to depend upon boys and men.

As you well know, jobs are very plentiful for all kinds of labor, particularly competent men, so we anticipate a great deal of difficulty in keeping our second shift going at full capacity. In fact, we hardly dare hope that we can keep it going at full capacity without relief from this State law.

In my opinion, this law was all right at the time it was made and should be adhered to during normal times, but in

view of the desperate need of this country for production, I cannot for the life of me see any reason in the world why we should not be permitted under the emergency that now exists, to work women one hour longer, or, say, one hour and a half longer, than is now permitted by the law. I think this is especially true in our case for two reasons:

First, our shift will be on an eight-hour basis, which is certainly not too much, even for female labor.

Second, our plant is located some five miles from the city proper, which makes it impossible for us to start the first shift earlier than 7 o'clock in the morning. If we were down in the city, we could probably begin work at 6 o'clock and finish at 10; but, as explained to you today, it is impossible under present conditions, in view of our location.

In conclusion, permit me to again point out that from a production standpoint, as far as our plant is concerned, the situation is serious. If relief can be had from this 10 o'clock law through the influence of the Government, we can beyond the shadow of a doubt greatly increase our production of war munitions.

You were kind enough to offer to submit this question to the proper authorities at Washington. If you will do this, we will greatly appreciate it. In taking up the subject with the proper party at Washington, will you kindly point out and emphasize the need for very quick action. I may be wrong, but I have an idea that if the Government would intimate to the State authorities that our plant should be permitted to work women under present conditions for an hour or an hour and one-half over the time limit set by law, that is all that would be necessary to enable us to fill our second shift with female help.

Very truly yours,

R. M. BOWEN,

Chairman,  
The Stenotype Company.

## WAR DEPARTMENT

PRODUCTION DIVISION-ORDNANCE DEPARTMENT  
Office of Chief of Cincinnati District  
Gwynne Building, 208 East Sixth Street  
Cincinnati, Ohio

October

5

1918

From: Cincinnati District Ordnance, Production Division,  
To: Miss Amy Hewes, Supervisor Women's Branch, Industrial  
Service Section, Chicago Office, Production Division,  
1556  
Subject: Conditions of the Stenotype Co.

1. The writer has asked permission of Miss Fisk to set down a few random notes on conditions of the Stenotype Company and what might be expected in the way of production from them. This Company is laboring under many serious conditions. The first place, the company is practically bankrupt and has been in serious financial difficulties for some time.
2. The deliveries on nitro starch for loading grenades have been very irregular. About two weeks ago when they were nearly out of nitro starch our Indianapolis office sent a man to Allentown to bring a car load of this material on by express. It seems, however, the railroads would not allow this and the car had to come by freight. This car only arrived about October 2nd, the Stenotype Company having been shut down about a week. This car will hold them about two weeks.
3. It had been originally contemplated to load the grenades with "TNT" but it was impossible to secure a sufficient supply. The nitro starch has caused a great deal of trouble in damp weather as it sticks together and does not run into the grenades. Therefore, the production is very seriously retarded by humidity. A still more serious handicap of the Stenotype Company is the fact that they made no provision to heat their buildings, which are series of small shacks.
4. About two weeks ago the Stenotype Company started to put in a number of hot air furnaces. As the air is often full of nitro starch dust, this system was absolutely prohibited even for emergency heating. A Central Station steam heating was ordered to be installed immediately, the pipes to be

supported on poles and thoroughly insulated from the weather. In case of clod weather the plant will have to be shut down until this new steam heating is complete, which is supposed to be the middle of November.

5. We believe the plant is about six miles from town and if for any reason the plant were shut down it will be hard to get the workers back again as they would probably prefer working near home.

GEO. S. HAYDOCK,  
Production Division.  
By:

A. H. PUGH,  
Head of Explosives and Leading Sec.