WAGE QUESTION
DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

August 19, 1918.

Mr. John Riley,
Organizer American Federation of Labor,
4356 S. State St.,
Chicago, Illinois.

Dear Sir:

Your letter of August 17 with reference to the substitution of women as freight handlers and in other jobs formerly held by men, and the hiring of colored women as saloon porters, is received. I am taking up the matter at once with the proper representatives of the Department for investigation and action, and will acquaint you with the progress of the matter as soon as possible.

Appreciating your interest in this matter, I remain,

Yours very truly,

Director of Negro Economics

GEH-FAL

EXACT COPY AS SIGNED BY GEORGE E. HAYNES
MAILED 8/22/18 BY H. C. R
August 24, 1918.

My dear Mr. Riley:

Your letter of August 17th referred by Dr. George E. Haynes to our division, Woman in Industry Service, for your information I want to say that that part of your report that deals with the colored women freight handlers on the Wabash Railroad I have taken this matter up with Mr. Carter of the Labor Section of the Railroad Administration. He says that there is no question about the equal pay for equal work. That has been decided by the Director General of the Railroad and will be put into force, but there is another question involved and that is whether handling freight is too hard work for women.

On the question of hiring colored women porters in saloons, I would like a little more information. Can you find out what saloons they are, where they are located, what wages the women are getting, and just what kind of work do they do?

The War Labor Policies Board adopted a resolution at its meeting which governs the Woman in Industry Service, and in that resolution we especially declare against women being put to work in bar rooms, saloons and pool rooms. We are going to co-
August 24, 1918.

To Mr. Riley.

operate with Mr. Haynes to the extent of putting a colored woman on our staff assigned to this Department.

Hoping that I will hear from you soon, and with best wishes to yourself and Mrs. Goins,

Sincerely yours,

MARY ANDERSON,
Assistant Director,
Women in Industry Service.

Mrs. John Riley,
Organizer of American Federation of Labor
4353 South State St.,
Chicago, Ill.

MA:PH.
August 25, 1918.

Mr. W. S. Carter,
Chief of Labor Division
of U. S. Railroad Administration,
Interstate Commerce Department,
Washington, D. C.

Dear Sir:

According to our conversation this afternoon I am referring to you the complaint made by Mr. John Riley, Organizer of the American Federation of Labor. His exact language is:

"The Wabash Railroad Company has a gang of freight handlers, all colored women who are working ten hours per day for $3.25 a day as compared with $4.80 a day the pay received by men."

Aside from the inequality of pay it is whether or not women ought to truck freight. It may entail a little hard lifting which would be injurious.

Respectfully submitted,

MARY ANDERSON,
Assistant Director,
Woman in Industry Service.
August 19, 1918.

Dear Miss Mecham:

The Secretary of Labor, Mr. Wilson, has referred your letter of July 18th to the Woman in Industry Service. Enclosed you will find a copy of the memorandum from the Assistant Secretary, of August 15th and also my own memorandum dated July 11st.

Thanking you for calling the attention of this Department to a situation that is likely to be of nation-wide conference, I am

Very sincerely yours,

MARY ANDERSON,
Assistant Director, Woman in Industry Service.

Enc.

Miss Lillian Mecham,
Assistant Secretary, Waitresses Union,
Local #240, Seattle, Wash.
DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

August 19, 1918

MEMORANDUM FOR MISS VAN KLEEK, CHIEF OF DIVISION OF WOMEN IN INDUSTRY:

The enclosed letter with my reply calls to your attention a matter which may need investigation and action.

Respectfully,

[Signature]

Director of Negro Economics

[Handwritten note: Wage question]
CHICAGO, ILLINOIS.

August, Nineteen Eighteen.

Dr. George E. Haynes,
Director, Negro Economics,
Office Assistant Secretary of Labor,
Washington, D. C.

My dear Dr. Haynes:

I wish to call your attention to a situation in this vicinity that is rapidly becoming a serious menace to the rights of workingmen, if allowed to continue will undermine and destroy the vitality of the nation. I refer to the systematic efforts on the part of the employers to break down existing labor standards by placing women to work on jobs that were formerly held by men and paying them a wage much lower than that paid to the men for the same class of work.

The Wabash Railroad has a gang of freight handlers, all colored women, who are working ten hours per day for $3.25, as compared with $4.80, the pay received by the men. And a few days ago the Ritzwoller Cooperage Company put five Polish women to work on a job where they were exposed to excessive heat. I personally saw them leaving the plant after working ten hours covered with dirt and dust, and their clothing wringing wet with perspiration.

Now the saloons are hiring colored women as porters. Are we going to sit by and see these conditions prevail, and in so doing encourage the enemy, and become a nation of imbeciles and deformed human derelicts by allowing these greedy financial vultures to destroy the future prospects of the American people?

We must take immediate steps to bring about a governmental regulation of industries, in order to properly safeguard the future motherhood of America, for the same methods are being used all over, and we cannot gainsay our responsibility in this, the most crucial period in the history of the nation. Fully realizing how necessary it is at this time to fortify our industrial army against those that have only their own selfish interests to promote, we must regard these things seriously; and all those guilty of such crimes are arch traitors to the country, for they are deliberately giving aid to the Imperial German Government in its conquest to become the dominating power of the World.

Respectfully submitted,

[Signature]

Organizer American Federation of Labor.

4356 S. State St. Chicago, Ill.
August 28, 1918.

To Mr. Haynes.

My dear Mr. Haynes:—

Your letter referred to Miss Van Kleck by you on August 19th in regard to the latter received by you from Mr. John Riley, Organizer of the American Federation of Labor. I want to say for your information that I have taken up with Mr. Carter, the Labor representative of the Railroad Administration, the matter of colored women employed by the Wabash Railroad as freight handlers, receiving less wages than men.

Mr. Carter said that he would take this question up immediately and that the policy of the Railroad Administration is equal pay for equal work. I also drew to his attention the question that there was another question involved. Whether or not women should be employed as freight handlers; and whether they will lift too heavy freight. He said he would look into that matter as well.

The question of employing colored women as porters in saloons—I have written to Mr. Riley for further information on that subject. In the resolution passed by the War Labor Policies Board to guide our Women in Industry Service we emphatically declare against women being employed in bar rooms, saloons and
August 28, 1918.

To Mr. Wayne,

pool rooms.

I will give you further report on this when I hear
from Mr. Riley.

Respectfully submitted,

MARY ANDERSON,
Assistant Director,
Women in Industry Service.

MA/PH.
August 26, 1918.

My dear Mr. Walsh:

Enclosed you will find a report on wages of girls at the Wheeling Can Company, of Wheeling West Virginia. Major Peck of the Industrial Service Section of the Ordnance Department has made a survey of the labor conditions in Wheeling, and among other institutions he made a survey of this Can Company. Not being an Ordnance plant the Industrial Service Section, through the Women's Branch has referred this report to us. You will note that Major Peck in his report says that the women's wages are too low, and has suggested that something be done to raise the rate of pay.

Hoping that the War Labor Board can take up this matter and see what can be done with the question of wages in this establishment I am referring to you this matter for any attention that you think best.

Sincerely yours,

MARY ANDERSON,
Assistant Director,
Woman in Industry Service.

Hon. Frank P. Walsh,
Joint Chairman of National War Labor Board,
1014 Massachusetts Ave,
Washington, D.C.
PRESENT ECONOMIC STATUS OF WOMEN

New Opportunities Thrown Open to Them by the War—They Have Won Equal Pay—Movement to Oust Male Industrial Slackers

The recent draft bill has been under consideration for several weeks in the United States Congress, and has been passed by both houses of Congress. The general trend of the bill is to provide for universal military service, and to extend the Great War to include all forms of war service. The bill was passed by the Senate on May 16, and by the House of Representatives on May 20. The bill was signed by President Wilson on May 23, and went into effect on May 26.

The provisions of the bill include:

1. The creation of a National Guard, consisting of volunteer units, to be trained for military service.
2. The establishment of a National War Labor Board, to be appointed by the President.
3. The granting of equal pay to men and women in all branches of the military and naval services.
4. The provision of women's suffrage in all states.
5. The establishment of a Federal Women's Bureau, to be appointed by the President.

The bill has been said to be a great step forward in the emancipation of women, and has been hailed as a victory for the cause of women's rights.

The national labor movement has long been seeking equal pay for women and men, and the passing of this bill is a significant step in that direction. The bill is expected to bring about a revolution in the economic status of women, and to open up new opportunities for them in the labor market.

The women's rights movement has been pressing for women's suffrage for many years, and the passing of the bill is a significant step in that direction as well. The bill is expected to bring about a revolution in the political status of women, and to open up new opportunities for them in the political arena.

The national labor movement has long been seeking equal pay for women and men, and the passing of this bill is a significant step in that direction. The bill is expected to bring about a revolution in the economic status of women, and to open up new opportunities for them in the labor market.

The women's rights movement has been pressing for women's suffrage for many years, and the passing of the bill is a significant step in that direction as well. The bill is expected to bring about a revolution in the political status of women, and to open up new opportunities for them in the political arena.

The national labor movement has long been seeking equal pay for women and men, and the passing of this bill is a significant step in that direction. The bill is expected to bring about a revolution in the economic status of women, and to open up new opportunities for them in the labor market.

The women's rights movement has been pressing for women's suffrage for many years, and the passing of the bill is a significant step in that direction as well. The bill is expected to bring about a revolution in the political status of women, and to open up new opportunities for them in the political arena.

The national labor movement has long been seeking equal pay for women and men, and the passing of this bill is a significant step in that direction. The bill is expected to bring about a revolution in the economic status of women, and to open up new opportunities for them in the labor market.

The women's rights movement has been pressing for women's suffrage for many years, and the passing of the bill is a significant step in that direction as well. The bill is expected to bring about a revolution in the political status of women, and to open up new opportunities for them in the political arena.
OPERA NOVELTIES FROM CHICAGO

Concert Season Starting

CALENDAR OF CONCERTS.

OCTOBER

6—Dorothy Jardine and Max Rosen, soloists, orchestra, in Program A, with morning recital.

9—Miss Garden and Novello, soloists, orchestra, in Program B, with afternoon recital.

10—Koscak Yamada, orchestra, evening, Carnegie Hall.

15—Nelli Gardini, soprano, evening, Metropolitan.

16—Koscak Yamada, orchestra, evening, Carnegie Hall.

17—Koscak Yamada, orchestra, afternoon, Aeolian Hall.

18—Toscha Seidel, violin, afternoon, Metropolitan.

19—Toscha Seidel, violin, evening, Carnegie Hall.

24—Violet Ewart, piano, evening, Metropolitan.

25—Stanley Kubrick, viola, afternoon, Aeolian Hall.

26—Violet Ewart, piano, afternoon, Metropolitan.

27—Violet Ewart, piano, evening, Carnegie Hall.

28—Violet Ewart, piano, evening, Metropolitan.

29—Toscha Seidel, violin, afternoon, Aeolian Hall.

30—Violet Ewart, piano, afternoon, Metropolitan.

PLANS OF THE MUSICIANS.

Dorothy Jardine, baritone, has been chosen to present after Monteux, whom the Metropolitan rejected for the Metropolitan season, Nov. 14; first Philadelphia visit, Nov. 19, and Russian tour in the spring. Following Monday's performance of the Metropolitan season, a new president, Edward A. S. Van Pelt, is to be inaugurated by a musical event. Following Tuesday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Wednesday's performance, a new president, Montezuma, is to be inaugurated by a musical event. Following Thursday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Friday's performance, a new president, Mme. Monteux, is to be inaugurated by a musical event. Following Saturday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Sunday's performance, a new president, Mme. Monteux, is to be inaugurated by a musical event. Following Monday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Tuesday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Wednesday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Thursday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Friday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Saturday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome. Following Sunday's performance, the Metropolitan orchestra will give its last concert of the season, at La Scala, in Rome.
Miss Mary Anderson

Attached hereto are 2 papers

Please refer to your reference

Clara M. Tead
Women's Branch
Industrial Service Section

Branch 1094

<table>
<thead>
<tr>
<th>Month</th>
<th>Day</th>
<th>Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>1</td>
<td>15</td>
</tr>
</tbody>
</table>
WAR DEPARTMENT
WASHINGTON

October 31, 1918.

Lois B. Rantoul, Asst. Director,
Women's Branch, Industrial Service Section,
Ordinance Dept.,
Washington, D. C.

Dear Miss Rantoul,

I am enclosing herewith copy of report from Mr. Luther G. White who has been investigating the wages of women employed in manufacturing saddlery at the firm of S. D. Myers, Sweetwater, Tex., as requested by you in your letter to me of September 3, 1918.

Trusting that same is satisfactory,

Cordially yours,

(Signed) Samuel A. Rosensohn
Major, J. A. C.
Chairman, Harness & Saddlery Adjustment Commission.
October 28, 1912.

Major S. J. Rosensohn, Chairman,
Harness & Saddlery Adjustment Commission,
Washington, D. C.

My dear Major Rosensohn,

Regarding wages paid to women in the saddle manufactory of S. D. Myers at Sweetwater, Texas, I find on careful investigation:

First - That these prices have been materially increased since the receipt of a complaint in regard to the same, forwarded by the Ordnance Department through Lois B. Ramboul. The prices now range from $14.25 to $17.25 per week of fifty-four hours, of which three hours are not worked; that is to say, the employees work fifty-one hours and are paid for fifty-four.

Second - The sanitary arrangements and general lay-out of the factory are excellent. Mr. Myers seems to me a man anxious to do the best that he could by his employees of either sex, and to give every one a square deal.

Third - An interview with some of his women workers developed the fact that they were now thoroughly satisfied with wages and conditions of employment.

Fourth - Mr. Myers is president of the Local Board of the National Council of Defense. He is also a Texas Ranger. In the performance of his necessary duties in each of these positions, he has undoubtedly offended grievously a certain pro-German element found in that section. He believes, and cited to me instances which gave a certain credence to his belief, that the complaint made against him was made at the instigation of, though not directly by, some enemy who had been offended by his strong pro-American Activities. This seems to me decidedly probable. I think that the Commission cannot justly find any fault with the manner in which Mr. Myers is dealing with a rather difficult problem.

Sweetwater is a rather small town. Prices there are low, more particularly because of a long drought. Many houses are empty and a wage of $14.25 per week suffices to supply more for comfortable living than a larger wage would supply in other sections. Since one may live at the best hotel in town, having a room with a private bath, and all meals, and pretty good meals, too, for $2.00 a day, it may be seen that the high cost of living in Sweetwater is not what we know elsewhere.

Respectfully submitted,

(signed) Luther C. White.
All communications should be accompanied by carbon copy and addressed to

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

September 12, 1918

Miss Mary Van Kleeck
Director, Woman in Industry Service
Department of Labor
Washington, D.C.


My dear Miss Van Kleeck:

1. Your attention is invited to a paragraph in a letter which I have received, dated September 6, from Miss Suzanne Wunderbaldinger, representative of the Women's Branch in the Boston district office. It reads:

   "I had an interview with Mr. Jerould of the American Steam Gauge & Valve Company, telling him about the letter concerning low wages paid by his concern. He explained that they were gradually increasing the wages, everybody now getting $11.00 after the first four weeks; bench leaders getting $12.00 now, and monitors being paid $13.00 per week. He is considering paying a bonus of $1.00 per week for perfect attendance. When he makes his decision as to whether or not this bonus will be given, he will notify us. Owing to the fact that Mrs. Stone of the U.S. Employment Service office, in Boston, had visited the plant and said she thought it one of the best as to working conditions, and that she felt that they were paying good wages for the work done, the Company does not feel called upon to make any further increase."

2. Miss Anderson referred to me about two weeks ago an anonymous complaint in regard to conditions of work for women at the American Steam Gauge & Valve Co.

3. I explained to Miss Anderson that we had been doing some work at this plant, and would use the fact that complaint had been made to your section as additional pressure in securing results at the plant, where lengthy promises had been made by Mr. Jerould, Works Manager.
4. I should like to talk with you about the situation at the American Steam Gauge & Valve Company, and also about the matter of policy which is involved in having representatives of the Employment Service visit plants in which representatives of other government departments are already working.

Sincerely yours,

Clara M. Tead
Director, Women's Branch
Industrial Service Section
GENERAL ORDER No. 27

WAGES OF RAILROAD EMPLOYEES

WASHINGTON
MAY 25, 1918
UNITED STATES RAILROAD ADMINISTRATION,
OFFICE OF DIRECTOR GENERAL.

WASHINGTON, MAY 25, 1918.

GENERAL ORDER NO. 27.

PREAMBLE.

In promulgating this order I wish to acknowledge the patriotic service so unselfishly rendered by the Railroad Wage Commission, consisting of Messrs. Franklin K. Lane, Charles C. McChord, J. Harry Covington, and William R. Willcox, in connection with the important question of wages and hours of service of railroad employees which I referred to them by my general order No. 5, dated January 18, 1918.

This Commission took hold of the task with great energy and devotion and has dealt with the entire subject in a thoroughly sympathetic spirit.

Manifestly in a matter of such magnitude and complexity it is impossible to find any general basis or formula which would correct every inequality and give satisfaction to every interest involved. But the Commission has made an earnest effort to do justice to all concerned. I have felt obliged, however, to depart from its recommendations in some particulars.

With respect to hours of service the Commission says:

"Manifestly, therefore, at this time, when men must be constantly taken from the railroads, as from all other industries, to fill the growing needs of the Nation's Army, hours of labor can not be shortened and thereby a greater number of men be required for railroad work. The Nation can not, in good faith, call upon the farmers and the miners to work as never before and press themselves to unusual tasks, and at the same time so shorten the hours of railroad men as to call from farm and mine additional and unskilled men to run the railroads. While the Commission is strongly disposed to a standard day, in so far as the nature of the service will permit it, its firm judgment consequently is that the existing hours of service in effect on the railroads should be maintained for the period of the war. "But with this we earnestly urge that a most exhaustive study be made of this matter of hours of service, not with a view to the adoption of some arbitrary and universal policy which shall have no regard to the kind of work done, or to the effect upon the railroad service, but with these very considerations in mind. And we have gone into this matter far enough to justify to ourselves the belief that
by the steady application of such sympathetic consideration, the railroad service may be improved, and at the same time fuller opportunity be given for lifting a burden that falls disproportionately upon some of the less favored of the railroad workers."

The Commission also reached the conclusion that as to overtime "the existing rules and conditions of payment should not be disturbed during the period of the war." The Commission has pointed out that this is not the time for any experiments which might lessen the tons of freight hauled and the number of passengers carried when the urgent and serious necessities of the war compel sacrifices from all, and that the adoption of any plan which would prevent the Government from working its men as long as they have been in the habit of working under private employers would be to take advantage of the grave war necessities of the Government and to embarrass it in carrying forward essential operations of the war at a time when the need of service was never greater and the ability to call in outside men is seriously impaired.

There has never been a time when the public interest demanded more urgently the devotion and unselfish service of all classes of railroad employees. I agree with the Commission that it is not practicable at this time, when the war is calling upon every class of loyal citizens for service and sacrifices, to reduce the actual hours of labor to eight in every line of railroad work.

Nevertheless I am convinced that no further inquiry is needed to demonstrate that the principle of the basic eight-hour day is reasonable and just and that all further contentions about it should be set at rest by a recognition of that principle as a part of this decision.

Recognition of the principle of the basic eight-hour day in railroad service is, therefore, hereby made.

The question arises as to what further steps can and ought justly to be taken to strengthen the application of that principle, and when. This question must be solved in the light of the varied conditions of railroad employment and will have to be studied in detail by the Board of Railroad Wages and Working Conditions herein and hereby created and in the light of what is reasonably practicable under war conditions.

No problem so vast and intricate as that of doing practical justice to the 2,000,000 railroad employees of the country can be regarded as completely settled and disposed of by any one decision or order; therefore the Board of Railroad Wages and Working Conditions is hereby established and will take up as presented any phases of the general problem relating to any class of employees or any part of a class of employees which may justly call for further consideration.

It is my earnest hope that railroad officials and railroad employees will realize that their relations under Federal control are not
based upon the old conditions of private management. Dissensions and disappointments should be forgotten and all should now remember that they are not only serving their country in the operation of the railroads, but that upon the character, quality, and loyalty of that service depends in large measure our success in this war.

It is an inspiring task—this task of putting upon a more just and equitable basis the wages and working conditions of loyal workers in railroad service—and I confidently expect the patriotic support and assistance of every railroad official and every railroad employee in performing that task with credit to each other and with honor to their country.

ORDER.

Respecting the wages, hours and other conditions of employment of the employees of the railroads hereinafter mentioned,

It is hereby ordered:

ARTICLE I.—RAILROADS AFFECTED.

This order shall apply to the employees of the following railroads:

Alabama & Vicksburg Ry. Co.
Alabama Great Southern R. R. Co.
Ann Arbor R. R. Co.
Arizona & New Mexico Ry. Co.
Arizona Eastern R. R. Co.
Atchison, Topeka & Santa Fe Ry. Co.
Atlanta & West Point R. R. Co.
Atlanta, Birmingham & Atlantic Ry. Co.
Atlantic Coast Line R. R. Co.
Atlantic & St. Lawrence R. R. Co.
Atlantic City R. R. Co.
Baltimore & Ohio R. R. Co.
Bangor & Aroostook R. R. Co.
Bessemer & Lake Erie R. R. Co.
Boston & Maine R. R.
Buffalo & Susquehanna R. R. Corporation.
Buffalo, Rochester & Pittsburgh Ry. Co.
Carolina, Clinchfield & Ohio Ry.
Central of Georgia Ry. Co.
Central New England Ry. Co.
Central R. R. Co. of New Jersey.
Central Vermont Ry. Co.
Charleston & Western Carolina Ry. Co.
Chesapeake & Ohio Ry. Co.
Chicago & Alton R. R. Co.
Chicago & Eastern Illinois R. R. Co.
Chicago & Erie R. R. Co.
Chicago, Burlington & Quincy R. R. Co.
Chicago Great Western R. R. Co.
Chicago, Detroit & Canada Grand Trunk Junction R. R. Co.
Chicago, Indianapolis & Louisville Ry. Co.
Chicago, Peoria & St. Louis R. R. Co.
Chicago, Rock Island & Gulf Ry. Co.
Chicago, Rock Island & Pacific Ry. Co.
Chicago, St. Paul, Minneapolis & Omaha Ry. Co.
Chicago, Terre Haute & Southeastern Ry. Co.
Cincinnati, Indianapolis & Western R. R. Co.
Cincinnati, New Orleans & Texas Pacific Ry. Co.
Cincinnati Northern R. R. Co.
Cleveland, Cincinnati, Chicago & St. Louis Ry. Co.
Coal & Coke Ry. Co.
Colorado & Southern Ry. Co.
Cumberland Valley R. R. Co.
Delaware & Hudson Co.
Delaware, Lackawanna & Western R. R. Co.
Denver & Rio Grande R. R. Co.
Detroit & Mackinac Ry. Co.
Detroit & Toledo Shore Line R. R. Co.
Detroit, Grand Haven & Milwaukee Ry. Co.
Detroit, Toledo & Ironton R. R. Co.
Duluth & Iron Range R. R. Co.
Duluth, Missabe & Northern Ry. Co.
Duluth, South Shore & Atlantic Ry. Co.
Elgin, Joliet & Eastern Ry. Co.
El Paso & Southwestern Co.
Erie R. R. Co.
Florida East Coast Ry. Co.
Fort Smith & Western R. R. Co.
Fort Worth & Denver City Ry. Co.
Fort Worth & Rio Grande Ry. Co.
Galveston, Harrisburg & San Antonio Ry. Co.
Georgia R. R. Lessee Organization.
Georgia Southern & Florida Ry. Co.
Grand Rapids & Indiana Ry. Co.
Grand Trunk Western Ry. Co.
Great Northern Ry. Co.
Gulf & Ship Island R. R. Co.
Gulf, Colorado & Santa Fe Ry. Co.
Gulf, Mobile & Northern R. R.
Hocking Valley Ry. Co.
Houston & Texas Central R. R. Co.
Houston East & West Texas R. R. Co.
Hudson & Manhattan R. R.
Illinois Central R. R. Co.
International & Great Northern Ry. Co.
Kanawha & Michigan Ry. Co.
Kansas City Southern Ry. Co.
Lake Erie & Western R. R. Co.
Lehigh & Hudson River Ry. Co.
Lehigh Valley R. R. Co.
Long Island R. R. Co.
Los Angeles & Salt Lake R. R. Co.
Louisiana & Arkansas Ry. Co.
Louisiana Ry. & Navigation Co.
Louisiana Western R. R. Co.
Louisville & Nashville R. R. Co.
Louisville, Henderson & St. Louis Ry. Co.
Maine Central R. R. Co.
Midland Valley R. R. Co.
Michigan Central R. R. Co.
Minneapolis & St. Louis R. R. Co.
Missouri, Kansas & Texas Ry. Co.
Missouri, Kansas & Texas Ry. Co. of Texas.
Missouri Pacific R. R. Co.
Mobile & Ohio R. R. Co.
Monongahela Ry. Co.
Morgan's, Louisiana & Texas R. R. & S. S. Co.
Nashville, Chattanooga & St. Louis Ry.
New Orleans & Northeastern R. R. Co.
New Orleans, Texas & Mexico R. R. Co.
New York Central R. R. Co.
New York, Chicago & St. Louis R. R. Co.
New York, New Haven & Hartford R. R. Co.
New York, Ontario & Western Ry. Co.
New York, Philadelphia & Norfolk R. R. Co.
New York, Susquehanna & Western R. R. Co.
Norfolk & Western Ry. Co.
Norfolk Southern R. R. Co.
Northern Pacific Ry. Co.
Northwestern Pacific R. R. Co.
Oregon Short Line R. R. Co.
Panhandle & Santa Fe Ry. Co.
Pennsylvania Co.
Pennsylvania R. R. Co.
Pere Marquette R. R. Co.
Philadelphia & Reading Ry. Co.
Pittsburgh & Lake Erie R. R. Co.
Pittsburgh & Shawmut R. R. Co.
Pittsburgh & West Virginia Ry. Co.
Pittsburgh, Cincinnati, Chicago & St. Louis R. R. Co.
Port Reading R. R. Co.
Richmond, Fredericksburg & Potomac R. R. Co.
Rutland R. R. Co.
Seaboard Air Line Ry. Co.
Southern Pacific Co.
Southern Ry. Co.
Southern Ry. Co. in Mississippi.
Spokane, International Ry. Co.
Spokane, Portland & Seattle Ry. Co.
Staten Island Rapid Transit Ry. Co.
St. Joseph & Grand Island Ry. Co.
St. Louis, Brownsville & Mexico Ry. Co.
St. Louis-San Francisco Ry. Co.
St. Louis, San Francisco & Texas Ry. Co.
St. Louis Southwestern Ry. Co.
St. Louis Southwestern Ry. Co. of Texas.
Tennessee Central R. R. Co.
Texarkana & Fort Smith Ry. Co.
Texas & New Orleans R. R. Co.
Texas & Pacific Ry. Co.
Toledo & Ohio Central Ry. Co.
Toledo, Peoria & Western Ry. Co.
Toledo, St. Louis & Western R. R. Co.
Ulster & Delaware R. R. Co.
Union Pacific R. R. Co.
Utah Ry. Co.
Vicksburg, Shreveport & Pacific Ry. Co.
Virginian Ry. Co.
Wabash Ry. Co.
West Jersey & Seashore R. R. Co.
Western Maryland Ry. Co.
Western Pacific R. R. Co.
Western Ry. of Alabama.
Wheeling & Lake Erie R. R. Co.
Wichita Falls & Northwestern Ry. Co.
Wichita Valley Ry. Co.
Yazoo & Mississippi Valley R. R. Co.
And all terminal, union station, and switching companies, all or a majority of whose stock is owned by railroads named above.

Such other railroads as may be retained in Federal control on July 1, 1918, will be added to the foregoing list by order of the Director General.

The Pullman Company, whose status is now being considered, will also be added by order to the foregoing list, if decision shall be reached to retain it in Federal control.

ARTICLE II.—RATES OF WAGES AND METHODS OF COMPUTATION.

Increases in wages, effective as hereinafter provided, January 1, 1918, are hereby established as follows:

Section A.—Rates of Wages of Railroad Employees Paid Upon a Monthly Basis.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.</td>
<td>Add the per cent named in this column.</td>
<td>Equivalent to amount named in this column.</td>
<td>Making new rate per month as shown in this column.</td>
</tr>
<tr>
<td>Under $46 (except as provided in par. 13, page 22)...</td>
<td>43</td>
<td>$20.00</td>
<td>$87.21</td>
</tr>
<tr>
<td>$46.01 to $47...</td>
<td>43</td>
<td>20.21</td>
<td>$87.21</td>
</tr>
<tr>
<td>$47.01 to $48...</td>
<td>43</td>
<td>20.64</td>
<td>$88.64</td>
</tr>
<tr>
<td>$48.01 to $49...</td>
<td>43</td>
<td>21.07</td>
<td>$80.07</td>
</tr>
<tr>
<td>$49.01 to $50...</td>
<td>43</td>
<td>21.50</td>
<td>$81.50</td>
</tr>
<tr>
<td>$50.01 to $51...</td>
<td>42.35</td>
<td>21.60</td>
<td>$82.60</td>
</tr>
<tr>
<td>$51.01 to $52...</td>
<td>41.73</td>
<td>21.70</td>
<td>$83.70</td>
</tr>
<tr>
<td>$52.01 to $53...</td>
<td>41</td>
<td>21.73</td>
<td>$84.73</td>
</tr>
<tr>
<td>$53.01 to $54...</td>
<td>41</td>
<td>22.14</td>
<td>$86.14</td>
</tr>
<tr>
<td>$54.01 to $55...</td>
<td>41</td>
<td>22.55</td>
<td>$87.55</td>
</tr>
<tr>
<td>$55.01 to $56...</td>
<td>41</td>
<td>22.96</td>
<td>$89.96</td>
</tr>
<tr>
<td>$56.01 to $57...</td>
<td>41</td>
<td>23.27</td>
<td>$90.27</td>
</tr>
<tr>
<td>$57.01 to $58...</td>
<td>41</td>
<td>23.78</td>
<td>$91.78</td>
</tr>
<tr>
<td>$58.01 to $59...</td>
<td>41</td>
<td>24.19</td>
<td>$93.19</td>
</tr>
<tr>
<td>$59.01 to $60...</td>
<td>41</td>
<td>24.60</td>
<td>$94.60</td>
</tr>
<tr>
<td>$60.01 to $61...</td>
<td>41</td>
<td>25.01</td>
<td>$96.01</td>
</tr>
<tr>
<td>$61.01 to $62...</td>
<td>41</td>
<td>25.42</td>
<td>$97.42</td>
</tr>
<tr>
<td>$62.01 to $63...</td>
<td>41</td>
<td>25.83</td>
<td>$98.83</td>
</tr>
<tr>
<td>$63.01 to $64...</td>
<td>41</td>
<td>26.24</td>
<td>$99.24</td>
</tr>
<tr>
<td>$64.01 to $65...</td>
<td>41</td>
<td>26.65</td>
<td>$100.65</td>
</tr>
<tr>
<td>$65.01 to $66...</td>
<td>41</td>
<td>27.06</td>
<td>$102.06</td>
</tr>
</tbody>
</table>

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in column 4. The roads will substitute for the "old rates" of December, 1915, scheduled in column 1, the "new rates" listed in column 4.
# Section A.—Rates of Wages of Railroad Employees Paid Upon a Monthly Basis—Continued.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.</td>
<td>Add the per cent named in this column.</td>
<td>Equivalent to amount named in this column.</td>
<td>Making new rate per month as shown in this column.</td>
</tr>
<tr>
<td>$66.01 to $67.00</td>
<td>41</td>
<td>$27.47</td>
<td>$94.47</td>
</tr>
<tr>
<td>$67.01 to $68.00</td>
<td>41</td>
<td>27.88</td>
<td>95.88</td>
</tr>
<tr>
<td>$68.01 to $69.00</td>
<td>41</td>
<td>28.29</td>
<td>97.29</td>
</tr>
<tr>
<td>$69.01 to $70.00</td>
<td>41</td>
<td>28.70</td>
<td>98.70</td>
</tr>
<tr>
<td>$70.01 to $71.00</td>
<td>41</td>
<td>29.11</td>
<td>100.11</td>
</tr>
<tr>
<td>$71.01 to $72.00</td>
<td>41</td>
<td>29.52</td>
<td>101.52</td>
</tr>
<tr>
<td>$72.01 to $73.00</td>
<td>41</td>
<td>29.93</td>
<td>102.93</td>
</tr>
<tr>
<td>$73.01 to $74.00</td>
<td>41</td>
<td>30.34</td>
<td>104.34</td>
</tr>
<tr>
<td>$74.01 to $75.00</td>
<td>41</td>
<td>30.75</td>
<td>105.75</td>
</tr>
<tr>
<td>$75.01 to $76.00</td>
<td>41</td>
<td>31.16</td>
<td>107.16</td>
</tr>
<tr>
<td>$76.01 to $77.00</td>
<td>41</td>
<td>31.57</td>
<td>108.57</td>
</tr>
<tr>
<td>$77.01 to $78.00</td>
<td>41</td>
<td>31.98</td>
<td>109.98</td>
</tr>
<tr>
<td>$78.01 to $79.00</td>
<td>41</td>
<td>32.39</td>
<td>111.39</td>
</tr>
<tr>
<td>$79.01 to $80.00</td>
<td>41</td>
<td>32.70</td>
<td>112.70</td>
</tr>
<tr>
<td>$80.01 to $81.00</td>
<td>41</td>
<td>32.80</td>
<td>113.90</td>
</tr>
<tr>
<td>$81.01 to $82.00</td>
<td>40</td>
<td>33.20</td>
<td>114.80</td>
</tr>
<tr>
<td>$82.01 to $83.00</td>
<td>40</td>
<td>33.60</td>
<td>115.70</td>
</tr>
<tr>
<td>$83.01 to $84.00</td>
<td>40</td>
<td>34.00</td>
<td>116.60</td>
</tr>
<tr>
<td>$84.01 to $85.00</td>
<td>39.36</td>
<td>33.85</td>
<td>117.60</td>
</tr>
<tr>
<td>$85.01 to $86.00</td>
<td>38.74</td>
<td>33.70</td>
<td>118.55</td>
</tr>
<tr>
<td>$86.01 to $87.00</td>
<td>38.13</td>
<td>33.55</td>
<td>119.50</td>
</tr>
<tr>
<td>$87.01 to $88.00</td>
<td>37.53</td>
<td>33.40</td>
<td>120.45</td>
</tr>
<tr>
<td>$88.01 to $89.00</td>
<td>36.93</td>
<td>33.25</td>
<td>121.40</td>
</tr>
<tr>
<td>$89.01 to $90.00</td>
<td>36.33</td>
<td>33.10</td>
<td>122.35</td>
</tr>
<tr>
<td>$90.01 to $91.00</td>
<td>35.82</td>
<td>32.95</td>
<td>123.30</td>
</tr>
<tr>
<td>$91.01 to $92.00</td>
<td>35.27</td>
<td>32.80</td>
<td>124.25</td>
</tr>
<tr>
<td>$92.01 to $93.00</td>
<td>34.74</td>
<td>32.65</td>
<td>125.20</td>
</tr>
<tr>
<td>$93.01 to $94.00</td>
<td>34.22</td>
<td>32.50</td>
<td>126.15</td>
</tr>
<tr>
<td>$94.01 to $95.00</td>
<td>33.70</td>
<td>32.35</td>
<td>127.10</td>
</tr>
<tr>
<td>$95.01 to $96.00</td>
<td>33.20</td>
<td>32.20</td>
<td>128.05</td>
</tr>
<tr>
<td>$96.01 to $97.00</td>
<td>32.71</td>
<td>32.05</td>
<td>129.00</td>
</tr>
<tr>
<td>$97.01 to $98.00</td>
<td>32.23</td>
<td>31.90</td>
<td>130.95</td>
</tr>
<tr>
<td>$98.01 to $99.00</td>
<td>31.75</td>
<td>31.75</td>
<td>132.00</td>
</tr>
<tr>
<td>$99.01 to $100.00</td>
<td>31.29</td>
<td>31.60</td>
<td>133.05</td>
</tr>
<tr>
<td>$100.01 to $101.00</td>
<td>30.84</td>
<td>31.45</td>
<td>134.10</td>
</tr>
<tr>
<td>$101.01 to $102.00</td>
<td>30.39</td>
<td>31.30</td>
<td>135.15</td>
</tr>
<tr>
<td>$102.01 to $103.00</td>
<td>29.96</td>
<td>31.15</td>
<td>136.20</td>
</tr>
<tr>
<td>$103.01 to $104.00</td>
<td>29.53</td>
<td>31.00</td>
<td>137.25</td>
</tr>
<tr>
<td>$104.01 to $105.00</td>
<td>29.11</td>
<td>30.85</td>
<td>138.30</td>
</tr>
<tr>
<td>$105.01 to $106.00</td>
<td>28.70</td>
<td>30.70</td>
<td>139.35</td>
</tr>
<tr>
<td>$106.01 to $107.00</td>
<td>28.29</td>
<td>30.55</td>
<td>140.40</td>
</tr>
<tr>
<td>$107.01 to $108.00</td>
<td>27.90</td>
<td>30.40</td>
<td>141.45</td>
</tr>
<tr>
<td>$108.01 to $109.00</td>
<td>27.50</td>
<td>30.25</td>
<td>142.50</td>
</tr>
<tr>
<td>$109.01 to $110.00</td>
<td>27.12</td>
<td>30.10</td>
<td>143.55</td>
</tr>
<tr>
<td>$110.01 to $111.00</td>
<td>26.74</td>
<td>29.95</td>
<td>144.60</td>
</tr>
<tr>
<td>$111.01 to $112.00</td>
<td>26.38</td>
<td>29.80</td>
<td>145.65</td>
</tr>
<tr>
<td>$112.01 to $113.00</td>
<td>26.01</td>
<td>29.65</td>
<td>146.70</td>
</tr>
<tr>
<td>$113.01 to $114.00</td>
<td>25.66</td>
<td>29.50</td>
<td>147.75</td>
</tr>
<tr>
<td>$114.01 to $115.00</td>
<td>25.31</td>
<td>29.35</td>
<td>148.80</td>
</tr>
<tr>
<td>$115.01 to $116.00</td>
<td>24.96</td>
<td>29.20</td>
<td>149.85</td>
</tr>
<tr>
<td>$116.01 to $117.00</td>
<td>24.62</td>
<td>29.05</td>
<td>150.90</td>
</tr>
<tr>
<td>$117.01 to $118.00</td>
<td>24.29</td>
<td>28.90</td>
<td>151.95</td>
</tr>
<tr>
<td>$118.01 to $119.00</td>
<td>23.96</td>
<td>28.75</td>
<td>153.00</td>
</tr>
<tr>
<td>$119.01 to $120.00</td>
<td>23.63</td>
<td>28.60</td>
<td>154.05</td>
</tr>
</tbody>
</table>

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in column 4. The roads will substitute for the "old rates" of December, 1915, scheduled in column 1, the "new rates" listed in column 4.
Section A.—RATES OF WAGES OF RAILROAD EMPLOYEES PAID UPON A MONTHLY BASIS—Continued.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.</td>
<td>Add the per cent named in this column.</td>
<td>Equivalent to amount named in this column.</td>
<td>Making new rate per month as shown in this column.</td>
</tr>
<tr>
<td>$120.01 to $121.00</td>
<td>23.64</td>
<td>$28.60</td>
<td>$149.60</td>
</tr>
<tr>
<td>$121.01 to $122.00</td>
<td>23.32</td>
<td>28.45</td>
<td>150.45</td>
</tr>
<tr>
<td>$122.01 to $123.00</td>
<td>23.01</td>
<td>28.30</td>
<td>151.30</td>
</tr>
<tr>
<td>$123.01 to $124.00</td>
<td>22.70</td>
<td>28.15</td>
<td>152.15</td>
</tr>
<tr>
<td>$124.01 to $125.00</td>
<td>22.40</td>
<td>28.00</td>
<td>153.00</td>
</tr>
<tr>
<td>$125.01 to $126.00</td>
<td>22.11</td>
<td>27.85</td>
<td>153.85</td>
</tr>
<tr>
<td>$126.01 to $127.00</td>
<td>21.81</td>
<td>27.70</td>
<td>154.70</td>
</tr>
<tr>
<td>$127.01 to $128.00</td>
<td>21.53</td>
<td>27.55</td>
<td>155.55</td>
</tr>
<tr>
<td>$128.01 to $129.00</td>
<td>21.24</td>
<td>27.40</td>
<td>156.40</td>
</tr>
<tr>
<td>$129.01 to $130.00</td>
<td>20.96</td>
<td>27.25</td>
<td>157.25</td>
</tr>
<tr>
<td>$130.01 to $131.00</td>
<td>20.69</td>
<td>27.10</td>
<td>158.10</td>
</tr>
<tr>
<td>$131.01 to $132.00</td>
<td>20.42</td>
<td>26.95</td>
<td>158.95</td>
</tr>
<tr>
<td>$132.01 to $133.00</td>
<td>20.15</td>
<td>26.80</td>
<td>159.80</td>
</tr>
<tr>
<td>$133.01 to $134.00</td>
<td>19.89</td>
<td>26.65</td>
<td>160.65</td>
</tr>
<tr>
<td>$134.01 to $135.00</td>
<td>19.63</td>
<td>26.50</td>
<td>161.50</td>
</tr>
<tr>
<td>$135.01 to $136.00</td>
<td>19.38</td>
<td>26.35</td>
<td>162.35</td>
</tr>
<tr>
<td>$136.01 to $137.00</td>
<td>19.13</td>
<td>26.20</td>
<td>163.20</td>
</tr>
<tr>
<td>$137.01 to $138.00</td>
<td>18.88</td>
<td>26.05</td>
<td>164.05</td>
</tr>
<tr>
<td>$138.01 to $139.00</td>
<td>18.64</td>
<td>25.90</td>
<td>164.90</td>
</tr>
<tr>
<td>$139.01 to $140.00</td>
<td>18.39</td>
<td>25.75</td>
<td>165.75</td>
</tr>
<tr>
<td>$140.01 to $141.00</td>
<td>18.16</td>
<td>25.60</td>
<td>166.60</td>
</tr>
<tr>
<td>$141.01 to $142.00</td>
<td>17.92</td>
<td>25.45</td>
<td>167.45</td>
</tr>
<tr>
<td>$142.01 to $143.00</td>
<td>17.69</td>
<td>25.30</td>
<td>168.30</td>
</tr>
<tr>
<td>$143.01 to $144.00</td>
<td>17.47</td>
<td>25.15</td>
<td>169.15</td>
</tr>
<tr>
<td>$144.01 to $145.00</td>
<td>17.24</td>
<td>25.00</td>
<td>170.00</td>
</tr>
<tr>
<td>$145.01 to $146.00</td>
<td>17.02</td>
<td>24.85</td>
<td>170.85</td>
</tr>
<tr>
<td>$146.01 to $147.00</td>
<td>16.80</td>
<td>24.70</td>
<td>171.70</td>
</tr>
<tr>
<td>$147.01 to $148.00</td>
<td>16.59</td>
<td>24.55</td>
<td>172.55</td>
</tr>
<tr>
<td>$148.01 to $149.00</td>
<td>16.38</td>
<td>24.40</td>
<td>173.40</td>
</tr>
<tr>
<td>$149.01 to $150.00</td>
<td>16.17</td>
<td>24.25</td>
<td>174.25</td>
</tr>
<tr>
<td>$150.01 to $151.00</td>
<td>15.96</td>
<td>24.10</td>
<td>175.10</td>
</tr>
<tr>
<td>$151.01 to $152.00</td>
<td>15.76</td>
<td>23.95</td>
<td>175.95</td>
</tr>
<tr>
<td>$152.01 to $153.00</td>
<td>15.56</td>
<td>23.80</td>
<td>176.80</td>
</tr>
<tr>
<td>$153.01 to $154.00</td>
<td>15.36</td>
<td>23.65</td>
<td>177.65</td>
</tr>
<tr>
<td>$154.01 to $155.00</td>
<td>15.16</td>
<td>23.50</td>
<td>178.50</td>
</tr>
<tr>
<td>$155.01 to $156.00</td>
<td>14.97</td>
<td>23.35</td>
<td>179.35</td>
</tr>
<tr>
<td>$156.01 to $157.00</td>
<td>14.78</td>
<td>23.20</td>
<td>180.20</td>
</tr>
<tr>
<td>$157.01 to $158.00</td>
<td>14.59</td>
<td>23.05</td>
<td>181.05</td>
</tr>
<tr>
<td>$158.01 to $159.00</td>
<td>14.40</td>
<td>22.90</td>
<td>181.90</td>
</tr>
<tr>
<td>$159.01 to $160.00</td>
<td>14.22</td>
<td>22.75</td>
<td>182.75</td>
</tr>
<tr>
<td>$160.01 to $161.00</td>
<td>14.04</td>
<td>22.60</td>
<td>183.60</td>
</tr>
<tr>
<td>$161.01 to $162.00</td>
<td>13.86</td>
<td>22.45</td>
<td>184.45</td>
</tr>
<tr>
<td>$162.01 to $163.00</td>
<td>13.68</td>
<td>22.30</td>
<td>185.30</td>
</tr>
<tr>
<td>$163.01 to $164.00</td>
<td>13.51</td>
<td>22.15</td>
<td>186.15</td>
</tr>
<tr>
<td>$164.01 to $165.00</td>
<td>13.33</td>
<td>22.00</td>
<td>187.00</td>
</tr>
<tr>
<td>$165.01 to $166.00</td>
<td>13.16</td>
<td>21.85</td>
<td>187.85</td>
</tr>
<tr>
<td>$166.01 to $167.00</td>
<td>13.00</td>
<td>21.70</td>
<td>188.70</td>
</tr>
<tr>
<td>$167.01 to $168.00</td>
<td>12.83</td>
<td>21.55</td>
<td>189.55</td>
</tr>
<tr>
<td>$168.01 to $170.00</td>
<td>12.66</td>
<td>21.40</td>
<td>190.40</td>
</tr>
<tr>
<td>$170.01 to $171.00</td>
<td>12.50</td>
<td>21.25</td>
<td>191.25</td>
</tr>
<tr>
<td>$171.01 to $172.00</td>
<td>12.34</td>
<td>21.10</td>
<td>192.10</td>
</tr>
<tr>
<td>$172.01 to $173.00</td>
<td>12.18</td>
<td>20.95</td>
<td>192.95</td>
</tr>
<tr>
<td>$173.01 to $174.00</td>
<td></td>
<td>12.02</td>
<td>20.80</td>
</tr>
</tbody>
</table>

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in column 4. The roads will substitute for the "old rates" of December, 1915, scheduled in column 1, the "new rates" listed in column 4.
### Section A. - RATES OF WAGES OF RAILROAD EMPLOYEES PAID UPON A MONTHLY BASIS—Continued.

To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.</td>
<td>Add the percentage named in this column.</td>
<td>Equivalent to amount named in this column.</td>
<td>Making new rate per month as shown in this column.</td>
</tr>
<tr>
<td>$174.01 to $175</td>
<td>11.71</td>
<td>$20.50</td>
<td>$195.50</td>
</tr>
<tr>
<td>$175.01 to $176</td>
<td>11.66</td>
<td>20.35</td>
<td>196.35</td>
</tr>
<tr>
<td>$176.01 to $177</td>
<td>11.41</td>
<td>20.20</td>
<td>197.20</td>
</tr>
<tr>
<td>$177.01 to $178</td>
<td>11.26</td>
<td>20.05</td>
<td>198.05</td>
</tr>
<tr>
<td>$178.01 to $179</td>
<td>11.12</td>
<td>19.90</td>
<td>198.90</td>
</tr>
<tr>
<td>$179.01 to $180</td>
<td>10.97</td>
<td>19.75</td>
<td>199.75</td>
</tr>
<tr>
<td>$180.01 to $181</td>
<td>10.83</td>
<td>19.60</td>
<td>200.60</td>
</tr>
<tr>
<td>$181.01 to $182</td>
<td>10.69</td>
<td>19.45</td>
<td>201.45</td>
</tr>
<tr>
<td>$182.01 to $183</td>
<td>10.55</td>
<td>19.30</td>
<td>202.30</td>
</tr>
<tr>
<td>$183.01 to $184</td>
<td>10.41</td>
<td>19.15</td>
<td>203.15</td>
</tr>
<tr>
<td>$184.01 to $185</td>
<td>10.27</td>
<td>19.00</td>
<td>204.00</td>
</tr>
<tr>
<td>$185.01 to $186</td>
<td>10.14</td>
<td>18.85</td>
<td>204.85</td>
</tr>
<tr>
<td>$186.01 to $187</td>
<td>10.00</td>
<td>18.70</td>
<td>205.70</td>
</tr>
<tr>
<td>$187.01 to $188</td>
<td>9.87</td>
<td>18.55</td>
<td>206.55</td>
</tr>
<tr>
<td>$188.01 to $189</td>
<td>9.74</td>
<td>18.40</td>
<td>207.40</td>
</tr>
<tr>
<td>$189.01 to $190</td>
<td>9.61</td>
<td>18.25</td>
<td>208.25</td>
</tr>
<tr>
<td>$190.01 to $191</td>
<td>9.48</td>
<td>18.10</td>
<td>209.10</td>
</tr>
<tr>
<td>$191.01 to $192</td>
<td>9.35</td>
<td>17.95</td>
<td>210.05</td>
</tr>
<tr>
<td>$192.01 to $193</td>
<td>9.22</td>
<td>17.80</td>
<td>210.90</td>
</tr>
<tr>
<td>$193.01 to $194</td>
<td>9.10</td>
<td>17.65</td>
<td>211.75</td>
</tr>
<tr>
<td>$194.01 to $195</td>
<td>8.97</td>
<td>17.50</td>
<td>212.60</td>
</tr>
<tr>
<td>$195.01 to $196</td>
<td>8.85</td>
<td>17.35</td>
<td>213.45</td>
</tr>
<tr>
<td>$196.01 to $197</td>
<td>8.73</td>
<td>17.20</td>
<td>214.30</td>
</tr>
<tr>
<td>$197.01 to $198</td>
<td>8.61</td>
<td>17.05</td>
<td>215.15</td>
</tr>
<tr>
<td>$198.01 to $199</td>
<td>8.49</td>
<td>16.90</td>
<td>216.00</td>
</tr>
<tr>
<td>$199.01 to $200</td>
<td>8.37</td>
<td>16.75</td>
<td>216.85</td>
</tr>
<tr>
<td>$200.01 to $201</td>
<td>8.26</td>
<td>16.60</td>
<td>217.70</td>
</tr>
<tr>
<td>$201.01 to $202</td>
<td>8.14</td>
<td>16.45</td>
<td>218.55</td>
</tr>
<tr>
<td>$202.01 to $203</td>
<td>8.03</td>
<td>16.30</td>
<td>219.40</td>
</tr>
<tr>
<td>$203.01 to $204</td>
<td>7.92</td>
<td>16.15</td>
<td>220.25</td>
</tr>
<tr>
<td>$204.01 to $205</td>
<td>7.80</td>
<td>16.00</td>
<td>221.10</td>
</tr>
<tr>
<td>$205.01 to $206</td>
<td>7.69</td>
<td>15.85</td>
<td>221.95</td>
</tr>
<tr>
<td>$206.01 to $207</td>
<td>7.58</td>
<td>15.70</td>
<td>222.80</td>
</tr>
<tr>
<td>$207.01 to $208</td>
<td>7.48</td>
<td>15.55</td>
<td>223.65</td>
</tr>
<tr>
<td>$208.01 to $209</td>
<td>7.37</td>
<td>15.40</td>
<td>224.50</td>
</tr>
<tr>
<td>$209.01 to $210</td>
<td>7.26</td>
<td>15.25</td>
<td>225.35</td>
</tr>
<tr>
<td>$210.01 to $211</td>
<td>7.16</td>
<td>15.10</td>
<td>226.20</td>
</tr>
<tr>
<td>$211.01 to $212</td>
<td>7.05</td>
<td>14.95</td>
<td>227.05</td>
</tr>
<tr>
<td>$212.01 to $213</td>
<td>6.95</td>
<td>14.80</td>
<td>227.90</td>
</tr>
<tr>
<td>$213.01 to $214</td>
<td>6.85</td>
<td>14.65</td>
<td>228.75</td>
</tr>
<tr>
<td>$214.01 to $215</td>
<td>6.74</td>
<td>14.50</td>
<td>229.60</td>
</tr>
<tr>
<td>$215.01 to $216</td>
<td>6.64</td>
<td>14.35</td>
<td>230.45</td>
</tr>
<tr>
<td>$216.01 to $217</td>
<td>6.54</td>
<td>14.20</td>
<td>231.30</td>
</tr>
<tr>
<td>$217.01 to $218</td>
<td>6.44</td>
<td>14.05</td>
<td>232.15</td>
</tr>
<tr>
<td>$218.01 to $219</td>
<td>6.35</td>
<td>13.90</td>
<td>233.00</td>
</tr>
<tr>
<td>$219.01 to $220</td>
<td>6.25</td>
<td>13.75</td>
<td>233.85</td>
</tr>
<tr>
<td>$220.01 to $221</td>
<td>6.15</td>
<td>13.60</td>
<td>234.70</td>
</tr>
<tr>
<td>$221.01 to $222</td>
<td>6.06</td>
<td>13.45</td>
<td>235.55</td>
</tr>
<tr>
<td>$222.01 to $223</td>
<td>5.96</td>
<td>13.30</td>
<td>236.40</td>
</tr>
<tr>
<td>$223.01 to $224</td>
<td>5.87</td>
<td>13.15</td>
<td>237.25</td>
</tr>
<tr>
<td>$224.01 to $225</td>
<td>5.78</td>
<td>13.00</td>
<td>238.10</td>
</tr>
<tr>
<td>$225.01 to $226</td>
<td>5.69</td>
<td>12.85</td>
<td>238.95</td>
</tr>
<tr>
<td>$226.01 to $227</td>
<td>5.59</td>
<td>12.70</td>
<td>239.80</td>
</tr>
<tr>
<td>$227.01 to $228</td>
<td>5.50</td>
<td>12.55</td>
<td>240.65</td>
</tr>
</tbody>
</table>

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in column 4. The roads will substitute for the "old rates" of December, 1915, scheduled in column 1, the "new rates" listed in column 4.
Section A.—RATES OF WAGES OF RAILROAD EMPLOYEES PAID UPON A MONTHLY BASIS—Continued.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>To the monthly rate of pay of men receiving in December, 1915, the amounts named in this column.</td>
<td>Add the per cent named in this column.</td>
<td>Equivalent to amount named in this column.</td>
<td>Making new rate per month as shown in this column.</td>
</tr>
<tr>
<td>$228.01 to $229.00</td>
<td>5.415</td>
<td>$12.40</td>
<td>$241.40</td>
</tr>
<tr>
<td>$229.01 to $230.00</td>
<td>5.33</td>
<td>12.25</td>
<td>242.25</td>
</tr>
<tr>
<td>$230.01 to $231.00</td>
<td>5.24</td>
<td>12.10</td>
<td>243.10</td>
</tr>
<tr>
<td>$231.01 to $232.00</td>
<td>5.15</td>
<td>11.95</td>
<td>243.95</td>
</tr>
<tr>
<td>$232.01 to $233.00</td>
<td>5.065</td>
<td>11.80</td>
<td>244.80</td>
</tr>
<tr>
<td>$233.01 to $234.00</td>
<td>4.98</td>
<td>11.65</td>
<td>245.65</td>
</tr>
<tr>
<td>$234.01 to $235.00</td>
<td>4.89</td>
<td>11.50</td>
<td>246.50</td>
</tr>
<tr>
<td>$235.01 to $236.00</td>
<td>4.81</td>
<td>11.35</td>
<td>247.35</td>
</tr>
<tr>
<td>$236.01 to $237.00</td>
<td>4.73</td>
<td>11.20</td>
<td>248.20</td>
</tr>
<tr>
<td>$237.01 to $238.00</td>
<td>4.64</td>
<td>11.05</td>
<td>249.05</td>
</tr>
<tr>
<td>$238.01 to $239.00</td>
<td>4.56</td>
<td>10.90</td>
<td>249.90</td>
</tr>
<tr>
<td>$239.01 to $240.00</td>
<td>4.50</td>
<td>10.75</td>
<td>250.00</td>
</tr>
<tr>
<td>$240.01 to $241.00</td>
<td>4.44</td>
<td>10.60</td>
<td>250.00</td>
</tr>
<tr>
<td>$241.01 to $242.00</td>
<td>4.38</td>
<td>10.45</td>
<td>250.00</td>
</tr>
<tr>
<td>$242.01 to $243.00</td>
<td>4.32</td>
<td>10.30</td>
<td>250.00</td>
</tr>
<tr>
<td>$243.01 to $244.00</td>
<td>4.26</td>
<td>10.15</td>
<td>250.00</td>
</tr>
<tr>
<td>$244.01 to $245.00</td>
<td>4.21</td>
<td>10.00</td>
<td>250.00</td>
</tr>
<tr>
<td>$245.01 to $246.00</td>
<td>4.16</td>
<td>9.85</td>
<td>250.00</td>
</tr>
<tr>
<td>$246.01 to $247.00</td>
<td>4.11</td>
<td>9.70</td>
<td>250.00</td>
</tr>
<tr>
<td>$247.01 to $248.00</td>
<td>4.06</td>
<td>9.55</td>
<td>250.00</td>
</tr>
<tr>
<td>$248.01 to $249.00</td>
<td>4.01</td>
<td>9.40</td>
<td>250.00</td>
</tr>
<tr>
<td>$249.01 to $250.00</td>
<td>3.96</td>
<td>9.25</td>
<td>250.00</td>
</tr>
</tbody>
</table>

Columns 2 and 3 in the above table are explanatory of the method of arriving at the "new rates" included in column 4. The roads will substitute for the "old rates" of December, 1915, scheduled in column 1, the "new rates" listed in column 4.

**METHOD OF APPLYING INCREASES TO MONTHLY RATES.**

1. The employee who holds the same position to-day that he did the last day of December, 1915, and who then received $75 a month and has received no increase since, will receive an additional wage of $30.75 per month. If he has received an increase in these two years of $10 per month, the recommended increase of his wage will be cut down by that much, making his net advance $20.75.

2. Employee "A" occupied the same position in 1915 and in 1918: Salary, 1915, $150 per month; 1918, $175 per month. Basis of increase on salaries of $150 per month is 16.17 per cent, or $24.25 per month. New salary, $174.25; present salary, $175. Present salary undisturbed.

3. Employee "B" in 1915 received $100, and on the same desk in 1918 received $112.50 per month. Basis of increase on $100, 31.75 per cent, or $31.75. New salary, $131.75. Present salary, $112.50. Employee "B" is entitled to receive back pay from January 1, at the rate of $19.25 (the difference between $131.75 and $112.50), and to receive monthly, hereafter, $131.75 instead of $112.50. Back pay due January 1 to May 31, $96.25.
(4) Employee in December, 1915, received $100 per month, entitles him, with this increase, to $131.75. His salary had been raised for same position on January 1, 1918, to $135. He is not, therefore, entitled to any advance or back pay. Present salary undisturbed.

Section B.—RATES OF WAGES OF RAILROAD EMPLOYEES PAID UPON DAILY BASIS.

<table>
<thead>
<tr>
<th>Old rate per day</th>
<th>New rate per day</th>
<th>Old rate per day</th>
<th>New rate per day</th>
<th>Old rate per day</th>
<th>New rate per day</th>
<th>Old rate per day</th>
<th>New rate per day</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.75</td>
<td>$1.52</td>
<td>$2.50</td>
<td>$3.53</td>
<td>$4.25</td>
<td>$5.40</td>
<td>$5.95</td>
<td>$6.85</td>
</tr>
<tr>
<td>.80</td>
<td>1.57</td>
<td>2.55</td>
<td>3.60</td>
<td>4.30</td>
<td>5.45</td>
<td>6.09</td>
<td>6.90</td>
</tr>
<tr>
<td>.85</td>
<td>1.62</td>
<td>2.60</td>
<td>3.67</td>
<td>4.35</td>
<td>5.49</td>
<td>6.05</td>
<td>6.94</td>
</tr>
<tr>
<td>.90</td>
<td>1.67</td>
<td>2.65</td>
<td>3.74</td>
<td>4.40</td>
<td>5.53</td>
<td>6.10</td>
<td>6.98</td>
</tr>
<tr>
<td>.95</td>
<td>1.72</td>
<td>2.70</td>
<td>3.81</td>
<td>4.45</td>
<td>5.58</td>
<td>6.15</td>
<td>7.02</td>
</tr>
<tr>
<td>1.00</td>
<td>1.77</td>
<td>2.75</td>
<td>3.88</td>
<td>4.50</td>
<td>5.62</td>
<td>6.20</td>
<td>7.06</td>
</tr>
<tr>
<td>1.05</td>
<td>1.82</td>
<td>2.80</td>
<td>3.95</td>
<td>4.55</td>
<td>5.66</td>
<td>6.25</td>
<td>7.11</td>
</tr>
<tr>
<td>1.10</td>
<td>1.87</td>
<td>2.85</td>
<td>4.02</td>
<td>4.60</td>
<td>5.71</td>
<td>6.30</td>
<td>7.15</td>
</tr>
<tr>
<td>1.15</td>
<td>1.92</td>
<td>2.90</td>
<td>4.09</td>
<td>4.65</td>
<td>5.75</td>
<td>6.35</td>
<td>7.19</td>
</tr>
<tr>
<td>1.20</td>
<td>1.97</td>
<td>2.95</td>
<td>4.16</td>
<td>4.70</td>
<td>5.80</td>
<td>6.40</td>
<td>7.23</td>
</tr>
<tr>
<td>1.25</td>
<td>2.02</td>
<td>3.00</td>
<td>4.23</td>
<td>4.75</td>
<td>5.83</td>
<td>6.45</td>
<td>7.28</td>
</tr>
<tr>
<td>1.30</td>
<td>2.07</td>
<td>3.05</td>
<td>4.30</td>
<td>4.80</td>
<td>5.88</td>
<td>6.50</td>
<td>7.32</td>
</tr>
<tr>
<td>1.35</td>
<td>2.12</td>
<td>3.10</td>
<td>4.36</td>
<td>4.85</td>
<td>5.92</td>
<td>6.55</td>
<td>7.36</td>
</tr>
<tr>
<td>1.40</td>
<td>2.17</td>
<td>3.15</td>
<td>4.41</td>
<td>4.90</td>
<td>5.96</td>
<td>6.60</td>
<td>7.41</td>
</tr>
<tr>
<td>1.45</td>
<td>2.22</td>
<td>3.20</td>
<td>4.48</td>
<td>4.95</td>
<td>6.00</td>
<td>6.65</td>
<td>7.45</td>
</tr>
<tr>
<td>1.50</td>
<td>2.27</td>
<td>3.25</td>
<td>4.55</td>
<td>5.00</td>
<td>6.05</td>
<td>6.70</td>
<td>7.49</td>
</tr>
<tr>
<td>1.55</td>
<td>2.32</td>
<td>3.30</td>
<td>4.60</td>
<td>5.05</td>
<td>6.09</td>
<td>6.75</td>
<td>7.53</td>
</tr>
<tr>
<td>1.60</td>
<td>2.37</td>
<td>3.35</td>
<td>4.65</td>
<td>5.10</td>
<td>6.13</td>
<td>6.80</td>
<td>7.58</td>
</tr>
<tr>
<td>1.65</td>
<td>2.42</td>
<td>3.40</td>
<td>4.70</td>
<td>5.15</td>
<td>6.17</td>
<td>6.85</td>
<td>7.62</td>
</tr>
<tr>
<td>1.70</td>
<td>2.47</td>
<td>3.45</td>
<td>4.75</td>
<td>5.20</td>
<td>6.21</td>
<td>6.90</td>
<td>7.66</td>
</tr>
<tr>
<td>1.75</td>
<td>2.52</td>
<td>3.50</td>
<td>4.80</td>
<td>5.25</td>
<td>6.26</td>
<td>6.95</td>
<td>7.70</td>
</tr>
<tr>
<td>1.80</td>
<td>2.57</td>
<td>3.55</td>
<td>4.85</td>
<td>5.30</td>
<td>6.30</td>
<td>7.00</td>
<td>7.75</td>
</tr>
<tr>
<td>1.85</td>
<td>2.62</td>
<td>3.60</td>
<td>4.90</td>
<td>5.35</td>
<td>6.35</td>
<td>7.05</td>
<td>7.79</td>
</tr>
<tr>
<td>1.90</td>
<td>2.67</td>
<td>3.65</td>
<td>4.95</td>
<td>5.40</td>
<td>6.40</td>
<td>7.10</td>
<td>7.83</td>
</tr>
<tr>
<td>1.95</td>
<td>2.72</td>
<td>3.70</td>
<td>4.99</td>
<td>5.45</td>
<td>6.45</td>
<td>7.15</td>
<td>7.87</td>
</tr>
<tr>
<td>2.00</td>
<td>2.77</td>
<td>3.75</td>
<td>5.00</td>
<td>5.50</td>
<td>6.47</td>
<td>7.21</td>
<td>7.91</td>
</tr>
<tr>
<td>2.05</td>
<td>2.82</td>
<td>3.80</td>
<td>5.05</td>
<td>5.55</td>
<td>6.51</td>
<td>7.25</td>
<td>7.95</td>
</tr>
<tr>
<td>2.10</td>
<td>2.87</td>
<td>3.85</td>
<td>5.10</td>
<td>5.60</td>
<td>6.55</td>
<td>7.30</td>
<td>8.00</td>
</tr>
<tr>
<td>2.15</td>
<td>2.92</td>
<td>3.90</td>
<td>5.15</td>
<td>5.65</td>
<td>6.60</td>
<td>7.35</td>
<td>8.05</td>
</tr>
<tr>
<td>2.20</td>
<td>2.97</td>
<td>3.95</td>
<td>5.20</td>
<td>5.70</td>
<td>6.64</td>
<td>7.40</td>
<td>8.08</td>
</tr>
<tr>
<td>2.25</td>
<td>3.02</td>
<td>4.00</td>
<td>5.25</td>
<td>5.75</td>
<td>6.68</td>
<td>7.45</td>
<td>8.13</td>
</tr>
<tr>
<td>2.30</td>
<td>3.07</td>
<td>4.05</td>
<td>5.30</td>
<td>5.80</td>
<td>6.73</td>
<td>7.50</td>
<td>8.17</td>
</tr>
<tr>
<td>2.35</td>
<td>3.12</td>
<td>4.10</td>
<td>5.35</td>
<td>5.85</td>
<td>6.77</td>
<td>7.55</td>
<td>8.21</td>
</tr>
<tr>
<td>2.40</td>
<td>3.17</td>
<td>4.15</td>
<td>5.40</td>
<td>5.90</td>
<td>6.81</td>
<td>7.60</td>
<td>8.25</td>
</tr>
<tr>
<td>2.45</td>
<td>3.22</td>
<td>4.20</td>
<td>5.45</td>
<td>5.95</td>
<td>6.85</td>
<td>7.65</td>
<td>8.30</td>
</tr>
</tbody>
</table>

"Old rates" are those of December, 1915.

For common labor paid by the day, the scale of new rates per day shown shall apply, with the provision, however, that as a minimum 20 cents per 8-hour day, 22½ cents per 9-hour day, 25 cents per 10-hour day, 27½ cents per 11-hour day, and 30 cents per 12-hour day will be added to the rates paid per day as of December 31, 1917.
METHOD OF APPLYING INCREASES TO DAILY RATES.

(1) Employee, December, 1915, $3.00:

Increased to new rate of $4.23 per day ................................................. $109.98
Jan. 1, 1918, his pay was raised for same work to $3.50 per day, equal per month
   to ...................................................... 91.00

Difference in pay:

   1 month .................................................. 18.98
   5 months ................................................ 94.90

An 8-hour 26-day month both years.

   Worked 62 hours overtime, at new 1918 rate ......................... 52.9¢  $32.80
   Was paid 62 hours overtime at .................................. 37.5¢  23.25  9.55

Total back pay due Jan. 1 to May 31, 1918 ...................................... 104.45

(2) Employee "C" was employed in 1918, but not in 1915. Rate

   of pay on the district where he is employed in 1918, in 1915 was $1.10
   per day. The 1918 rate of pay is, on the same district, $1.50 per day. The
   new rate is $1.87 per day. He will, therefore, be entitled to re-
   ceive from January 1, 1918, to May 31, 1918, 37 cents per day addi-
   tional for each day he worked in that period.
## Section C.—RATES OF WAGES OF RAILROAD EMPLOYEES PAID UPON HOURLY BASIS.

(Rates of pay in cents per hour.)

<table>
<thead>
<tr>
<th>Old rate per hour</th>
<th>New rate per hour</th>
<th>Old rate per hour</th>
<th>New rate per hour</th>
<th>Old rate per hour</th>
<th>New rate per hour</th>
<th>Old rate per hour</th>
<th>New rate per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.5</td>
<td>20.25</td>
<td>33.5</td>
<td>64.25</td>
<td>66.5</td>
<td>78.50</td>
<td>94.5</td>
<td>102.50</td>
</tr>
<tr>
<td>11</td>
<td>20.75</td>
<td>39.5</td>
<td>65.75</td>
<td>67.5</td>
<td>79.25</td>
<td>97.5</td>
<td>105.00</td>
</tr>
<tr>
<td>11.5</td>
<td>21.25</td>
<td>40.0</td>
<td>66.00</td>
<td>68.5</td>
<td>80.25</td>
<td>99.5</td>
<td>107.50</td>
</tr>
<tr>
<td>12</td>
<td>21.75</td>
<td>40.5</td>
<td>66.75</td>
<td>69.5</td>
<td>81.25</td>
<td>101.5</td>
<td>110.00</td>
</tr>
<tr>
<td>12.5</td>
<td>22.25</td>
<td>41.5</td>
<td>67.75</td>
<td>70.5</td>
<td>82.25</td>
<td>103.5</td>
<td>112.50</td>
</tr>
<tr>
<td>13</td>
<td>22.75</td>
<td>42.0</td>
<td>68.25</td>
<td>71.5</td>
<td>83.25</td>
<td>105.5</td>
<td>115.00</td>
</tr>
<tr>
<td>13.5</td>
<td>23.25</td>
<td>42.5</td>
<td>68.75</td>
<td>72.5</td>
<td>84.25</td>
<td>107.5</td>
<td>118.50</td>
</tr>
</tbody>
</table>

*Old rates* are those of December, 1915.
While it is expected that the Board of Railroad Wages and Working Conditions hereinafter created shall give consideration to all questions of inequality as between individuals and classes of employees throughout, sufficient information is available to justify certain conclusions with respect to the mechanical crafts, and in the case of machinists, boilermakers, blacksmiths, and other shop mechanics who have been receiving the same hourly rates, the increases named in this Order shall apply, with a minimum wage of 55 cents per hour.

It is recognized that this may still leave among shop employees certain inequalities as to individual employees, to which the Board of Railroad Wages and Working Conditions will give prompt consideration.

For common labor paid by the hour, the scale named herein shall apply, with the provision, however, that as a minimum, $0.21 cents per hour will be added to the rates paid per hour, as of December 31, 1917.

**METHOD OF APPLYING INCREASES TO HOURLY RATES.**

(1) Machinist worked in January, 1918, 8 hours per day, 27 days, total 216 hours straight time.

The rate of pay for this position in December, 1915, was 34 cents per hour; new rate under this order 48 cents per hour, but with minimum rate of 55 cents per hour as herein ordered, will receive $118.80.

In January, 1918, his rate of pay was $0.37 per hour, for 216 hours, equals $81.00.

Difference one month: $37.80

On basis of working same amount straight time each month for five months (January 1 to May 31): $189.00

Also worked in same period 90 hours overtime at time and one-half, new 55 cents minimum rate, or $0.82 cents, equals $74.25

Was paid $0.56 cents (time and one-half): $33.75

Balance due January 1 to May 31, 1918: $243.25

(2) Machinist worked in January, 1918, 10 hours per day, 26 days, total 260 hours straight time.

The rate of pay for this position in 1915 was 34 cents per hour; new rate under this order, 48 cents per hour, but with minimum rate of 55 cents per hour as herein ordered will receive $143.00.

In January, 1918, his rate of pay was $0.37 per hour, for 260 hours equals $97.50.

Difference 1 month: $45.50

On basis of working same amount of straight time each month for 5 months (Jan. 1 to May 31): $227.50

Also worked in same period 90 hours overtime at pro rata rate, new 55-cent minimum rate, equals $49.50

Was paid at $0.37-cent rate pro rata overtime or: $33.75

Balance due Jan. 1 to May 31, 1918: $243.25

(3) Machinist "D" was employed in the same shop in December, 1915, and in 1918 on the same class of work. His hourly rate in December, 1915, was 35 cents for 9 hours, 26 days a month. He
was paid for overtime and Sunday work at time and one-half. On January 1, 1918, his hours were reduced to 8 and his rate increased to 40 cents. The new hourly rate applicable to his 1915 rate, viz: 49\(\frac{1}{2}\) cents being less than the minimum of 55 cents, his new rate will be 55 cents per hour. In 1918, from January 1 to May 31, he worked 234 hours per month or an average of one hour overtime daily on the 1918 schedule. This for five months gives him 130 hours overtime. He has been paid as follows:

<table>
<thead>
<tr>
<th>Hours</th>
<th>Rate per Hour</th>
<th>Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,040 hours straight time, at 40 cents</td>
<td>$416.00</td>
<td></td>
</tr>
<tr>
<td>130 hours overtime, at 60 cents</td>
<td>78.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>494.00</strong></td>
</tr>
</tbody>
</table>

His back pay will be computed as follows:

<table>
<thead>
<tr>
<th>Hours</th>
<th>Rate per Hour</th>
<th>Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,040 hours straight time, at 55 cents</td>
<td>$572.00</td>
<td></td>
</tr>
<tr>
<td>130 hours overtime, at 82(\frac{1}{2}) cents</td>
<td>107.25</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>679.25</strong></td>
</tr>
<tr>
<td>Deduct payment at 1918 rates</td>
<td>494.00</td>
<td></td>
</tr>
<tr>
<td><strong>Back pay due</strong></td>
<td></td>
<td><strong>185.25</strong></td>
</tr>
</tbody>
</table>

and his future rate per hour will be 55 cents.

(4) In the case of employee "E," who was employed in a shop where the rate for his position was 35 cents per hour for 8 hours work in 1915, with time and one-half for overtime, but in the same position and same shop with the same hours in 1918 his rate is 45 cents per hour; his earnings in 1915 in the standard 208-hour month would be $72.80 per month, and he would be entitled to the new hourly rate of 49\(\frac{1}{2}\) cents per hour. His straight time and overtime earnings and back pay would be computed in exactly the same manner as machinist "D." The principles illustrated will apply to all men paid by the hour, whatever their occupation may be.

Section D.—RATES OF WAGES OF RAILROAD EMPLOYEES PAID UPON PIECEWORK BASIS.

METHOD OF APPLYING INCREASES TO PIECE RATES.

(1) The pieceworker shall receive for each hour worked, the same increase per hour as is awarded to the hourly worker engaged in similar employment in the same shop.

(2) If the hourly rate has been increased since 1915 to an amount greater than the increase herein fixed, then the higher rate shall prevail.

(3) Where there was no piece rate for an item or operation in the piece-rate schedule of 1915, adjust the current price by such an amount as a similar item or operation has been increased or decreased since December 31, 1915, or as near such a plan as practicable.

(4) It is understood that the application of this order shall not, in any case, operate to reduce current earnings.

(5) When a pieceworker works overtime or undertime, he shall receive that proportion of the increase provided in the schedule which the time actually worked bears to the normal time in the position.
(6) Overtime is not to be considered solely as the number of hours employed in excess of the normal hours per month in the position, but rather the time employed in excess of the normal hours per day.

(7) Employee "F" was employed under a piecework schedule in a shop where the basic hourly rate was 35 cents for eight hours, with time and one-half for overtime. This rate under the plan illustrated above will be increased to 49½ cents per hour. Difference, 14½ cents.

Regardless of the schedule of piece rates under which he is paid, under this order "F" will be entitled to receive 14½ cents per hour in addition to his piecework earnings for every hour worked in 1918 unless the hourly rate shall in the interim have been raised and a proportionate increase made in the piecework schedule.

For example: Assume that "F" made $90 in December, 1915, at his piecework. At the hourly rate he would have earned only $72.80, and his hourly rate must therefore be increased to 49½ cents.

If, in January, 1918, he has attained sufficient skill to earn $100 on the same piecework schedule, he will be entitled to receive, nevertheless, 14½ cents per hour for each hour of straight time worked, and for each hour of overtime, 21½ cents additional (if time and one-half for overtime is in effect).

Assume that in the five months, January 1 to May 31, "F" has worked 1,040 hours straight time, and 130 hours overtime, and has, at his piece-work schedule earned $500. He will be entitled, nevertheless, to receive as back pay, the following amount:

1,040 hours at 14½ cents per hour ........................................ $150.80
130 hours at 21½ cents per hour ........................................... 28.28

179.08

But if in January, 1918, the basic hourly rate had been increased to 50 cents, and this increase had been correspondingly expressed in his piece-work schedule, he would be entitled to no back pay. If, on the other hand, the hourly rate had been increased from 35 cents in 1915 to 45 on January 1, 1918, and this increase had been expressed in a corresponding increase in the piece-work schedule, then "F" would be entitled to receive back pay at 4½ cents per hour for straight time and 6½ cents per hour overtime.

If the practice in the shop, however, had been to pay pro rata for overtime, then the rate for such overtime since January 1, 1918, would be pro rata at 4½ cents, or 14½ cents per hour, according to whether piece rates had been or had not been increased.

(8) Employee's December, 1915, rate was 38½ cents; which rate in this order for 8 hours per day entitles him to 54½ cents per hour. His basic rate had, by January 1, 1918, been raised to 42½ cents per hour. Piece work rates had not been raised in the interval. This
man earned in 208 hours $100. He is entitled to a raise of 11\frac{1}{2}
cents per hour.

\[11\frac{1}{2} \text{ cents} \times 208:\]
- 1 month $24.44
- 5 months $122.20

Section E.—RATES OF WAGES OF RAILROAD EMPLOYEES PAID UPON MILEAGE BASIS.

The following rates will apply “per day” or its established equi-
valent in “miles”:

<table>
<thead>
<tr>
<th>Passenger engineers</th>
<th>Passenger engineers</th>
<th>Passenger engineers</th>
<th>Passenger engineers</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4.10</td>
<td>$4.56</td>
<td>$4.53</td>
<td>$5.04</td>
</tr>
<tr>
<td>$4.15</td>
<td>$4.62</td>
<td>$4.55</td>
<td>$5.06</td>
</tr>
<tr>
<td>$4.20</td>
<td>$4.67</td>
<td>$4.60</td>
<td>$5.12</td>
</tr>
<tr>
<td>$4.25</td>
<td>$4.73</td>
<td>$4.65</td>
<td>$5.17</td>
</tr>
<tr>
<td>$4.30</td>
<td>$4.78</td>
<td>$4.70</td>
<td>$5.23</td>
</tr>
<tr>
<td>$4.35</td>
<td>$4.84</td>
<td>$4.75</td>
<td>$5.28</td>
</tr>
<tr>
<td>$4.40</td>
<td>$4.90</td>
<td>$4.78</td>
<td>$5.32</td>
</tr>
<tr>
<td>$4.45</td>
<td>$4.95</td>
<td>$4.80</td>
<td>$5.34</td>
</tr>
<tr>
<td>$4.50</td>
<td>$5.01</td>
<td>$4.90</td>
<td>$5.45</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Passenger firemen</th>
<th>Passenger firemen</th>
<th>Passenger firemen</th>
<th>Passenger firemen</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.91</td>
<td>$2.46</td>
<td>$2.60</td>
<td>$3.35</td>
</tr>
<tr>
<td>$2.25</td>
<td>$2.62</td>
<td>$3.00</td>
<td>$3.78</td>
</tr>
<tr>
<td>$2.33</td>
<td>$3.00</td>
<td>$2.65</td>
<td>$3.41</td>
</tr>
<tr>
<td>$2.34</td>
<td>$3.01</td>
<td>$2.69</td>
<td>$3.46</td>
</tr>
<tr>
<td>$2.40</td>
<td>$3.09</td>
<td>$2.70</td>
<td>$3.48</td>
</tr>
<tr>
<td>$2.42</td>
<td>$3.12</td>
<td>$2.75</td>
<td>$3.54</td>
</tr>
<tr>
<td>$2.45</td>
<td>$3.15</td>
<td>$2.76</td>
<td>$3.55</td>
</tr>
<tr>
<td>$2.50</td>
<td>$3.22</td>
<td>$2.78</td>
<td>$3.58</td>
</tr>
<tr>
<td>$2.51</td>
<td>$3.23</td>
<td>$2.80</td>
<td>$3.61</td>
</tr>
<tr>
<td>$2.55</td>
<td>$3.28</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Passenger conductors</th>
<th>Passenger conductors</th>
<th>Passenger conductors</th>
<th>Passenger conductors</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.50</td>
<td>$2.89</td>
<td>$2.68</td>
<td>$3.10</td>
</tr>
<tr>
<td>$2.60</td>
<td>$3.00</td>
<td>$2.75</td>
<td>$3.18</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Passenger baggagemen</th>
<th>Passenger baggagemen</th>
<th>Passenger baggagemen</th>
<th>Passenger baggagemen</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.40</td>
<td>$1.94</td>
<td>$1.49</td>
<td>$2.06</td>
</tr>
<tr>
<td>$1.45</td>
<td>$2.00</td>
<td>$1.54</td>
<td>$2.13</td>
</tr>
</tbody>
</table>

Digitized for FRASER
https://fraser.stlouisfed.org
Federal Reserve Bank of St. Louis
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.35</td>
<td>$1.88</td>
<td>$1.47</td>
<td>$2.05</td>
</tr>
<tr>
<td>1.43</td>
<td>1.99</td>
<td>1.49</td>
<td>2.08</td>
</tr>
<tr>
<td>1.46</td>
<td>2.04</td>
<td>1.55</td>
<td>2.16</td>
</tr>
<tr>
<td>$1.50</td>
<td>$2.09</td>
<td>1.87</td>
<td>2.61</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Freight engineers.</th>
<th>Freight engineers.</th>
<th>Freight engineers.</th>
<th>Freight engineers.</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4.25</td>
<td>$4.91</td>
<td>$5.05</td>
<td>$5.83</td>
</tr>
<tr>
<td>4.50</td>
<td>5.20</td>
<td>5.06</td>
<td>5.84</td>
</tr>
<tr>
<td>4.70</td>
<td>5.43</td>
<td>5.10</td>
<td>5.89</td>
</tr>
<tr>
<td>4.75</td>
<td>5.49</td>
<td>5.13</td>
<td>5.93</td>
</tr>
<tr>
<td>4.80</td>
<td>5.54</td>
<td>5.14</td>
<td>5.95</td>
</tr>
<tr>
<td>4.85</td>
<td>5.60</td>
<td>5.15</td>
<td>5.95</td>
</tr>
<tr>
<td>4.86</td>
<td>5.61</td>
<td>5.17</td>
<td>5.97</td>
</tr>
<tr>
<td>4.87</td>
<td>5.62</td>
<td>5.20</td>
<td>6.01</td>
</tr>
<tr>
<td>4.88</td>
<td>5.64</td>
<td>5.25</td>
<td>6.06</td>
</tr>
<tr>
<td>4.89</td>
<td>5.65</td>
<td>5.28</td>
<td>6.10</td>
</tr>
<tr>
<td>4.90</td>
<td>5.66</td>
<td>5.30</td>
<td>6.12</td>
</tr>
<tr>
<td>4.95</td>
<td>5.72</td>
<td>5.33</td>
<td>6.16</td>
</tr>
<tr>
<td>4.97</td>
<td>5.74</td>
<td>5.35</td>
<td>6.18</td>
</tr>
<tr>
<td>5.00</td>
<td>5.78</td>
<td>5.39</td>
<td>6.23</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.25</td>
<td>$3.02</td>
<td>$2.93</td>
<td>$3.93</td>
</tr>
<tr>
<td>2.36</td>
<td>3.17</td>
<td>2.95</td>
<td>3.96</td>
</tr>
<tr>
<td>2.45</td>
<td>3.29</td>
<td>3.00</td>
<td>4.03</td>
</tr>
<tr>
<td>2.47</td>
<td>3.32</td>
<td>3.01</td>
<td>4.04</td>
</tr>
<tr>
<td>2.50</td>
<td>3.36</td>
<td>3.03</td>
<td>4.07</td>
</tr>
<tr>
<td>2.56</td>
<td>3.44</td>
<td>3.04</td>
<td>4.08</td>
</tr>
<tr>
<td>2.59</td>
<td>3.48</td>
<td>3.05</td>
<td>4.09</td>
</tr>
<tr>
<td>2.60</td>
<td>3.49</td>
<td>3.07</td>
<td>4.12</td>
</tr>
<tr>
<td>2.70</td>
<td>3.62</td>
<td>3.10</td>
<td>4.16</td>
</tr>
<tr>
<td>2.75</td>
<td>3.69</td>
<td>3.13</td>
<td>4.20</td>
</tr>
<tr>
<td>2.78</td>
<td>3.73</td>
<td>3.15</td>
<td>4.23</td>
</tr>
<tr>
<td>2.81</td>
<td>3.77</td>
<td>3.16</td>
<td>4.24</td>
</tr>
<tr>
<td>2.85</td>
<td>3.83</td>
<td>3.19</td>
<td>4.28</td>
</tr>
<tr>
<td>2.87</td>
<td>3.85</td>
<td>3.20</td>
<td>4.30</td>
</tr>
<tr>
<td>2.90</td>
<td>3.89</td>
<td>3.22</td>
<td>4.32</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.31</td>
<td>$2.78</td>
<td>$4.24</td>
<td>$5.11</td>
</tr>
<tr>
<td>2.90</td>
<td>3.49</td>
<td>4.25</td>
<td>5.12</td>
</tr>
<tr>
<td>3.46</td>
<td>4.17</td>
<td>4.27</td>
<td>5.15</td>
</tr>
<tr>
<td>3.63</td>
<td>4.37</td>
<td>4.38</td>
<td>5.28</td>
</tr>
<tr>
<td>3.85</td>
<td>4.64</td>
<td>4.40</td>
<td>5.30</td>
</tr>
<tr>
<td>3.90</td>
<td>4.70</td>
<td>4.42</td>
<td>5.35</td>
</tr>
<tr>
<td>3.975</td>
<td>4.79</td>
<td>4.43</td>
<td>5.34</td>
</tr>
<tr>
<td>4.00</td>
<td>4.82</td>
<td>4.48</td>
<td>5.40</td>
</tr>
<tr>
<td>4.10</td>
<td>4.94</td>
<td>4.50</td>
<td>5.42</td>
</tr>
<tr>
<td>4.13</td>
<td>4.98</td>
<td>4.51</td>
<td>5.43</td>
</tr>
<tr>
<td>4.165</td>
<td>5.02</td>
<td>4.52</td>
<td>5.45</td>
</tr>
<tr>
<td>4.18</td>
<td>5.04</td>
<td>4.53</td>
<td>5.46</td>
</tr>
</tbody>
</table>

$4.54 $5.47 $4.88 $5.88
Freight brakemen and flagmen.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.60</td>
<td>$2.23</td>
<td>$2.70</td>
<td>$3.77</td>
<td>$3.02</td>
<td>$4.21</td>
<td>$3.48</td>
<td>$4.85</td>
</tr>
<tr>
<td>1.89</td>
<td>2.64</td>
<td>2.72</td>
<td>3.79</td>
<td>3.10</td>
<td>4.32</td>
<td>3.60</td>
<td>5.02</td>
</tr>
<tr>
<td>1.93</td>
<td>2.69</td>
<td>2.75</td>
<td>3.84</td>
<td>3.13</td>
<td>4.37</td>
<td>3.62</td>
<td>5.05</td>
</tr>
<tr>
<td>2.14</td>
<td>2.69</td>
<td>2.78</td>
<td>3.88</td>
<td>3.14</td>
<td>4.38</td>
<td>3.66</td>
<td>5.11</td>
</tr>
<tr>
<td>2.25</td>
<td>3.14</td>
<td>2.80</td>
<td>3.91</td>
<td>3.15</td>
<td>4.39</td>
<td>3.707</td>
<td>5.17</td>
</tr>
<tr>
<td>2.33</td>
<td>3.25</td>
<td>2.82</td>
<td>3.93</td>
<td>3.20</td>
<td>4.46</td>
<td>3.71</td>
<td>5.18</td>
</tr>
<tr>
<td>2.40</td>
<td>3.35</td>
<td>2.83</td>
<td>3.95</td>
<td>3.21</td>
<td>4.48</td>
<td>3.93</td>
<td>5.48</td>
</tr>
<tr>
<td>2.42</td>
<td>3.38</td>
<td>2.85</td>
<td>3.98</td>
<td>3.25</td>
<td>4.53</td>
<td>4.24</td>
<td>5.91</td>
</tr>
<tr>
<td>2.48</td>
<td>3.46</td>
<td>2.88</td>
<td>4.02</td>
<td>3.29</td>
<td>4.59</td>
<td>4.26</td>
<td>5.94</td>
</tr>
<tr>
<td>2.60</td>
<td>3.63</td>
<td>2.95</td>
<td>4.12</td>
<td>3.33</td>
<td>4.65</td>
<td>4.62</td>
<td>6.44</td>
</tr>
<tr>
<td>2.62</td>
<td>3.65</td>
<td>2.98</td>
<td>4.16</td>
<td>3.41</td>
<td>4.76</td>
<td>4.96</td>
<td>6.92</td>
</tr>
<tr>
<td>2.65</td>
<td>3.70</td>
<td>2.99</td>
<td>4.17</td>
<td>3.46</td>
<td>4.83</td>
<td>5.37</td>
<td>7.49</td>
</tr>
<tr>
<td>2.67</td>
<td>3.72</td>
<td>3.00</td>
<td>4.19</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

"Old" rates are those of December, 1915.

If there were mileage rates in effect in December, 1915, which are not included in the above tables, they shall be increased in accordance with the following percentages:

<table>
<thead>
<tr>
<th>Per cent.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Road passenger engineers and motormen</td>
</tr>
<tr>
<td>Road passenger firemen and helpers</td>
</tr>
<tr>
<td>Road passenger conductors</td>
</tr>
<tr>
<td>Road passenger baggagemen</td>
</tr>
<tr>
<td>Road passenger brakemen and flagmen</td>
</tr>
<tr>
<td>Road freight engineers and motormen</td>
</tr>
<tr>
<td>Road freight firemen and helpers</td>
</tr>
<tr>
<td>Road freight conductors</td>
</tr>
<tr>
<td>Road freight brakemen and flagmen</td>
</tr>
</tbody>
</table>

**METHOD OF APPLYING INCREASES TO MILEAGE BASIS.**

(1) Rates for overtime as now in effect, whether providing for pro rata basis or in excess thereof, shall be increased by same percentage as straight time rates.

(2) Miles run, in excess of the established equivalent of a day (or of a month where such basis prevails) shall be paid for pro rata.

(3) If any increase has been made in the mileage rates of employees paid on that basis in December, 1915, it will be understood that the per cent of increase allowed by this order is inclusive of such interim increases and that the new rate is computed from the base rates of December, 1915.

(4) Example (1): Engineer "G," passenger service, received $4.25 per day of one hundred miles in 10 hours in December, 1915. According to this plan, although in 1918 this rate was $4.25 per hundred miles in 8 hours, the rate will be increased 11 1/4 per cent to $4.73 per 100
miles ($4.7281 equalized as $4.73). He will be entitled to back pay for every 100 miles run at the rate of 48 cents per 100 miles.

Example (2):

Conductor through freight:

2,950 miles at 4 cents, at new rate, would entitle him to 4.82 cents, or $142.19
He was paid $118.00

Leaving to be paid $24.19

He made 26 hours and 10 minutes overtime, equivalent, on basis of 12\(\frac{1}{4}\)
miles per hour, to 327 miles, which, at the increased rate of 4.82 cents
per mile, entitles him to $15.76
Was paid, at 4 cents per mile, $13.08

A difference of $2.68

One month $26.87
Five months $134.35

This principle will apply to all employees of the train and engine service who are paid on the mileage basis. There are some railroads in the United States upon which men in the train and engine service are paid on a monthly wage. Such employees will be entitled to the increased rates named in Article 2, section A.

(5) Since the application of the increases hereby granted will tend in individual cases to give increases greater than is appropriate or necessary to those train and engine men who make abnormal amounts of mileage and who, therefore, make already abnormally high monthly earnings, the officials of each railroad shall take up with the respective committees of train and engine men the limitation of mileage made per month by employees paid upon a mileage basis, so as to prevent employees now making such abnormal mileage profiting by the wage increases herein fixed greatly in excess of employees habitually making a normal amount of mileage. It shall be understood that any such limitation of mileage so arrived at shall not preclude the officials of a railroad from requiring a train or engine man to make mileage in excess of this limitation when the necessities of the service require it. The officials of each railroad will report to the Regional Director such arrangements agreed upon and any cases of failure to reach such agreements.

Section F.—GENERAL RULES FOR APPLICATION OF WAGE INCREASES.

(1) In the application of the scale the wage runs with the place. If in the past two years an employee has been promoted, his new wage is based upon the rate of increase applicable to the new schedule governing the position to which he has been promoted.

(2) In applying these percentages to the hourly, daily, monthly, or mileage rates for December, 1915, in order to determine the rates to be applied, beginning January 1, 1918, each decimal fraction over 1 per cent shall be equalized as follows:

Less than one-fourth of 1 per cent, as one-fourth of 1 per cent.
Over one-fourth of 1 per cent, but less than one-half of 1 per cent, as one-half of 1 per cent.
Over one-half of 1 per cent, but less than three-fourths of 1 per cent, as three-fourths of 1 per cent.
Over three-fourths of 1 per cent, as 1 per cent.

(3) These increases are to be applied to the rates of wages in effect on December 31, 1915. They do not represent a net increase at this time.

(4) As to the employee who may have been promoted since December 31, 1915, his increase will be based upon the rate of his present position as of December 31, 1915.

(5) As to the employee who has been reduced in position, his increase will be based upon the rate of his present position as of December 31, 1915.

(6) The new rates named herein, where they are higher than the rates in effect on January 1, 1918, will be applied to the occupants of positions that carried the rates in December, 1915.

(7) In those cases where increases have been made by the railroads since December 31, 1915, in excess of the amounts herein ordered, present wages shall apply, for in no instance shall the application hereof operate to reduce present rates of pay.

(8) Reductions in hours between December 31, 1915, and January 1, 1918, are not to be regarded as increases in pay.

(9) The wage increases provided for herein shall be effective as of January 1, 1918, and are to be paid according to the time served to all who were then in the railroad service or who have come into such service since and remained therein. The proper ratable amount shall also be paid to those who have been for any reason since January 1, 1918, dismissed from the service, but shall not be paid to those who have left it voluntarily. Men who have left the railroads to enter the Army or Navy shall be entitled to the pro rata increases accruing on their wages up to the time they left, and the same rule shall apply to those who have passed from one branch of the railroad service or from one road to another.

(10) This order applies to foremen, chief clerks, and others employed in a supervisory capacity, as well as to their subordinates.

(11) This order shall be construed to apply to employees of railroads operating ferries, tugboats, lighters, barges, and any other floating equipment operated as terminal or transfer facilities, but shall not be construed as applying to railroad employees on cargo and passenger carrying equipment on lakes, rivers, or in coastwise or ocean traffic.

(12) The provisions of this order will not apply in cases where amounts less than $30 per month are paid to individuals for special service which takes only a portion of their time from outside employment or business.
Office boys, messengers, chore boys, and similar positions filled by employees who are under 18 years of age will receive the following increase per month:

- $20 increase per month where December, 1915, rate was from $30 to $45 per month.
- $15 increase per month where December, 1915, rate was from $20 to $30 per month.
- $10 increase per month where December, 1915, rate was less than $20 per month.

**ARTICLE III. RULES GOVERNING CONDITIONS OF EMPLOYMENT.**

**Section (a).—THE BASIC EIGHT-HOUR DAY.**

The principle of the basic eight-hour day is hereby recognized. Where employees are paid upon a daily or monthly basis, the new compensation herein established will apply to the number of hours which have heretofore constituted the actual day’s work. For example, where an actual day’s work has been 10 hours, the new compensation will cover the 8 basic hours and 2 hours overtime. Additional overtime will be paid pro rata.

**METHOD OF APPLYING BASIC EIGHT-HOUR-DAY RULES.**

1. Position which in December, 1915, paid $2 per 9-hour day:
   - Old rate, $2 per day.
   - New rate, $2.51 for 8-hour basic day.
   - Overtime, 31.4 cents per hour.
   - New rate, $2.83 for 9-hour service; 31 cents increase.

2. Position which in December, 1915, paid $2.40 per 10-hour day:
   - Old rate, $2.40 per day.
   - New rate, $2.70 for 8-hour basic day.
   - Overtime, $0.68—2 hours, at 34 cents per hour.
   - New rate, $3.38 for 10-hour service; 98 cents increase.

3. Position which in December, 1915, paid $75 per month, working 10 hours per day for 26 working days:
   - Old rate, $75 per month.
   - New rate, $84.60 per month basic 8-hour day.
   - Overtime, $21.15—52 hours, at 40.67 cents per hour.
   - New rate, $105.75 for same service; increase, $30.75.

4. Position which in December, 1915, paid $100 per month, working 11 hours per day for 31 working days:
   - Old rate, $100 per month.
   - New rate, $95.82 per month basic 8-hour day.
   - Overtime, $35.93—93 hours, at 38.64 cents per hour.
   - New rate, $131.75 for same service; increase, $31.75.

**Section (b).—RATES OF PAY FOR OVERTIME.**

This order shall not affect any existing agreements or practices for the payment of higher rates of pay for time worked in excess of any standard day. Time worked in excess of the basic eight-hour day hereby established will, when there is no existing agreement or practice more favorable to the employee, be paid on a pro rata basis, as indicated in section (a) of this article.
Section (c).—NO REDUCTION IN TOTAL INCREASE.

Pending consideration by the Board of Railroad Wages and Working Conditions hereinafter provided for, no reduction in the actual hours constituting a day’s work shall operate to deprive any employee, paid by the day or month, of the total increase in pay granted him by this order.

ARTICLE IV.—PAYMENTS FOR BACK TIME.

Each railroad will, in payments made to employees on and after June 1, 1918, include these increases therein.

As promptly as possible, the amount due in back pay from January 1, 1918, in accordance with the provision of this order, will be computed and payment made to employees separately from the regular monthly payments, so that employees will know the exact amount of these back payments.

Recognizing the clerical work necessary to make these computations for back pay and the probable delay before the entire period can be covered, each month, beginning with January, shall be computed as soon as practicable and, as soon as completed, payment shall be made.

ARTICLE V.—EMPLOYMENT OF WOMEN.

When women are employed, their working conditions must be healthful and fitted to their needs. The laws enacted for the government of their employment must be observed and their pay, when they do the same class of work as men, shall be the same as that of men.

ARTICLE VI.—COLORED FIREMEN, TRAINMEN AND SWITCHMEN.

Effective June 1, 1918, colored men employed as firemen, trainmen and switchmen shall be paid the same rates of wages as are paid white men in the same capacities.

Back pay for period January 1, 1918, to May 31, 1918, will be based only upon the increases provided in Article II of this order for such positions. Back payments will not apply to the further increased rate made effective by this Article.

ARTICLE VII.—BOARD OF RAILROAD WAGES AND WORKING CONDITIONS.

There is hereby created a Board of Railroad Wages and Working Conditions which shall consist of the following members: J. J. Dermody, F. F. Gaines, C. E. Lindsey, W. E. Morse, G. H. Sines, A. O. Wharton.
This Board shall at once establish an office at Washington, D. C., and meet for organization and elect a Chairman and Vice Chairman, one of whom shall preside at meetings of the Board.

It shall be the duty of the Board to hear and investigate matters presented by railroad employees or their representatives affecting,

1. Inequalities as to wages and working conditions whether as to individual employees or classes of employees.
2. Conditions arising from competition with employees in other industries.
3. Rules and working conditions for the several classes of employees, either for the country as a whole or for different parts of the country.

The Board shall also hear and investigate other matters affecting wages and conditions of employment referred to it by the Director General.

This Board shall be solely an advisory body and shall submit its recommendations to the Director General for his determination.

ARTICLE VIII.—INTERPRETATIONS OF THIS ORDER.

Railway Board of Adjustment No. 1 is authorized by Article 9 of General Order No. 13 to perform the following duty:

Wages and hours, when fixed by the Director General, shall be incorporated into existing agreements on the several railroads, and should differences arise between the management and the employees of any of the railroads as to such incorporation, such questions of difference shall be decided by the Railway Board of Adjustment No. 1, when properly presented, subject always to review by the Director General.

In addition to the foregoing, other questions arising as to the intent or application of this order in respect to the classes of employees within the scope of Railway Board of Adjustment No. 1 shall be submitted to such Board, which Board shall investigate and report its recommendations to the Director General.

Similar authority may be conferred on any additional Railway Board of Adjustment hereafter created.

Decisions shall not be rendered by such Boards until after approval by the Director General.

Prior to the creation of additional Railway Boards of Adjustment to deal with questions as to the intent or application of this order as it affects any other class of employees, such questions, with respect to such employees, shall be presented to the Director of the Division of Labor, United States Railroad Administration, Washington, D. C.

W. G. McADOO,

Director General of Railroads.
September 3, 1918.

My dear Mrs. Barnes:-

I have taken up with the Women's Branch in the Ordnance Department the question of wages and conditions in the plant of S. D. Myers, saddlery and Cow Boy Supplies, of Sweetwater, Texas.

I am awaiting their reply and will let you know as soon as I hear from them. The Government contract with this firm is with this Department.

Sincerely yours,

MARY ANDERSON,
Assistant Director,
Woman in Industry Service.

Mrs. Bennie Bernes,
Sweetwater,
Texas.
Box 14.
MA/PH.
Refused a place in the government service when he volunteered at the outbreak of the war, and told that he could serve his country best by sticking to his business, was the experience of S. D. Myres, now in Dallas attending the Cattle Raisers' Convention.

Twenty-one years ago, when Mr. Myres located at Sweetwater, Texas, the place was a typical Western town, with real rattlesnakes, wild cowboys and nimble prairie dogs in full evidence. Myres engaged in saddle making in a small way, using the back of a local hardware store as his shop. He had the advantage of being a journeyman, having served a regular apprenticeship, and by honest dealing and superior workmanship his business rapidly increased, until today it is one of Texas' largest plants making strictly high grade saddles.

Myres has made some of the most widely known saddles of the past twenty years, notably the $20,000 saddle used by J. C. Miller in the 101 Wild West show.

Myres has twice been mayor of his native city, and during his administrations the beautiful and permanent street which characterizes Sweetwater was constructed.

When the United States entered the war Mr. Myres learned that practical mechanics of all kinds were wanted in the ordnance department, and volunteered his services. He was informed that he could serve best by making cavalry saddles. He has been producing three times the number of saddles required of his plant, and they are said to be of the highest grade and finish, such as United States cavalrymen should have.
Y GARDNER, "The Human Fly," will play the Old Mill on his climbing act Saturday, March 24, 4, 8:30 and 10 p.m.

"Follies" Beauties

OF THE SEASON

BIG TIME VAUDEVILLE STARS

KENNETH A. O'HARA

MILITAIRE

VAUDEVILLE REVUE

Kelly Field Orchestra

Seats Now at Field-Lippman's and Hippodrome Theater.

LAST RAID AND OTHERS

AGAINST GOV. FERGUSON
Aug 31, 1918,

Miss Mary Anderson, Washington, D.C.

My dear Miss Anderson, Myra Samuel, Harding refers me to you as the one who is doing more to help the working women I am employed in the government work making saddles for the soldiers. S. D. Myres is the best paid on the line. He has the contract from the government to get up 400 saddles this is his second contract. But he is going to Washington soon to get a larger contract.

There are six women, three girls (age 10, 15, 13,) the women started in at 13 cts per hr.,

we now get 20 cts and work nine hours.

the girls started in at 12 1/2 cts. now get eight dollars per week. Eight hours each day.

The boys. There are 8 boys. They get the radio as the girls, and work same hours. We work on the radio, the men get at least 30 cts per hour up to 60 cts. and they work ten hours. They can make as high as $1.30 per day.
We women are doing men's work. As this shop never employed women before this work began, we cut strings polished leather by hand and on machines, we draft and cut sheepskin, then paste and smoked the leather. We crease by using the machine all done by using stamps and burnishers. We use the edge tools, skive all the leather, bunch and be the shape, and put buckels on and bridle.

We use the punch and make holes in the leather all around the round knife. And I have used the machine for sewing leather. But they all do the most of sewing, they all do all of the saddles. There are about 25 men working. I beg of you that you will use your influence in getting us more pay we give all sincerely and strengthen to the work! And S. D. Myres and the foremen both say our work is 100%. And that we are just as men. We are all poor folks and need the money. But everything is so high we must pay as much as need for what we get, then do our home work care for our children and need more pay than we are getting.

Yours.
I am using the paper and envelopes from the shop. Do you wish me to
forward patriotic and employer thinks he is
all to send you clipping from the Dallas
papers. Mr. Myers wants the profit for his
own! But he has all the comforts of life
now. But is getting richer every day
by working people who must work
if they keep bread for their families.
I with others will greatly appreciate
anything you can do to help us.
If you can do anything to help us where
Could we get a union to organize a
union any thing for justice
Your help,

Mrs. Berrien Barnes,
Sweetwater, Tex.

Mrs. 14
Mrs. L. S. Carley,  
Pocatello,  
Idaho.  

September 3, 1918.

My dear Mrs. Carley:—

I received your letter of August 18th and am greatly interested in all you have to say in regard to the labor situation in your city. Your conditions there are similar to many other cities throughout this great land of ours, and the Government through its various agencies is earnestly trying to combat the injustices to the workers.

I am glad to note that all the men in your city are organizing into trade unions and hope that the women will do likewise, so that they will be in a position to do something for themselves collectively, for it is the only way to gain permanent results. If there is discrimination shown against the workers for organizing they have a right to put the case to the War Labor Board.

Enclosed you will find a copy of the War Labor Board Support, in its functions, powers and principles governing industries, and methods of entering complaints.

Thanking you for your great interest and understanding of the wage earning women.

Sincerely yours,

MARY ANDERSON,  
Assistant Director,  
Woman in Industry Service.

Miss Mary Anderson,
Women's Division of the Dept. of Labor.
Washington, D.C.

Dear Miss Anderson:

I have before me a copy of "Life and Labor" of the issue of Aug. this year, and I am looking into your face, as into the face of a sister, and speaking to you as one whose service is so near to the hearts of hundreds of thousands of women of this great nation facing the problems of combating a force which threatens us jointly in the future enjoyment of the security of our Republic and the happiness of its millions of homes, with the civilization of the entire world in jeopardy, at the hands of a common foe of civilization.

America has received in kindness and brotherliness as citizens by adoption and by birth, many who have been found wanting in that spirit of righteousness and brotherliness which should mark a citizen in deed as well as in word. Every part of our domain has been violated by those who under the cover of words have loosed themselves sidewardly and actively to creating conditions which have aided andabetted and given comfort and aid to the common foe of civilization. We in this city and state have been no exception.

Idaho, as a state has been peculiarly positioned in its great woman struggle for proper hours and working conditions, with adequate wage, because of the fact, that no one industry employed enough women to make possible an organization which would permit them to unite in a common effort to secure the adoption of measures tending to protection, and to adapt them to the woman; to surround them with the safeguards necessary to promote their health and moral standards, and to grant them economic justice, which shall ever maintain the equity between them and their Brother Man in the wage markets of the state, particularly now that the stress of war, and the home necessities have driven our women into the shops and elsewhere in positions and work formerly employing men only.

Thus the women of Pocatello, employed in the shops and other departments of labor, are now making an attempt to organize a Working Girls' Trade Union Committee, that they may have some adequate means of protecting themselves in all ways - and of bettering their condition as wage earners, and aiding our Government in its war activities thus actuated in behalf of all labor and all Governments that civilization may be preserved, and the world made safe for democracy and the victory of lasting peace secured to all the world.

These women have realized that conditions under which they are employed lack much to be desired, and that only by organization would they be able to secure those inherent rights granted to citizens of this Great Republic under our Inspired Constitution, and recognized by those executing the same, as officials clothed with ITS authority.

They have attempted to organize, and have been intimidated, until many anxious woman wage earners does not dare to make the attempt to unite with the little body of women who have put their shoulder to the wheel to thus better serve their country, by having a voice in determining the conditions which shall surround them in the service of their labor, to the Government and their families at this critical time in national events.

Many of these workers have read in the press of Government issues of the desire of the Government to extend such relief, relating to the hours of labor- the adoption of the work to woman, and of proper safeguards and conditions surrounding them in that service, and while they desire to avail themselves of the protection of the Government upon these matters are not only intimidated, but being discharged, for no other reason than daring to Unionize, while others have been recorded in the local papers as being entirely satisfied with the conditions as they are not taking part in the agitation through the threat of being discharged from the shops are forced daily to tolerate, among which is cursing by officers high in command concerning work and employees. The women, I am told are put excepted from the men, in this particular, being obliged to suffer the same indignities as women.

(The night Mr. Paquin was here with us - over 200 shop men signed up to union - yet not one word in the paper about this- but that Mr. H gave him at most cordial admission to the shopmen)???
it is to be regretted that the press of Pocatello, has failed to
make known to the reading public the effort of labor, to assist the
Government by means afforded thru organized efficiency, and protected
wage earners, but we presume that intimidation of the paper trust , at
the hands of foreign Monied interests have practically subsidized the ma-
majority of the publications of our land, so that they are unable to
publish any news relative to the interest of either the tax payer- business
man or wage earner, hence we excuse our local paper, that it may secure
its print paper, to do as well in regading the real news, as it does.
However, we doubt the entire candor of the wage earner who has been thus
reported, as being free , also from intimidations and threats or other
elements not of a free agency.

Not only this, but high officials go so far as to deny to the repre-
sentatives of the Government, I understand, a right to personally visit
the shops, that the conditions complained of by the men employed may be
investigated and observed by such officials. A young man this morning
told me personally that he had heard the Railway official enquire how
certain Government Agents had secured admission to the shops- that he
might post the guards against such measures in the future. He also verified
my common knowledge had made regarding abusive language and cursing
indulged in by another official of the Railway - toward shop men and women.

Personally, I believe the situation here, to require the close and im-
partial investigation of proper authorities in behalf of the women , not only
in the shops, but of声道( that other things may be done, I am unable
to suggest, in as much as there is not a woman here who has had any expe-
rience in meeting such problems, who is qualified as an experienced organizer
or able to take her time to make proper and thorough investigations in
an intelligent manner, entirely impartial and just.

That is just the question that confronts me personally as chair woman of
that Committee.

While I have had much experience in making investigations upon my own
initiative in behalf of the public and the Government, I have at those
times been able to spare both time and money for such work, while now
however, one must meet the payment of past services, and live.
However as the men are Unionizing, we may be able to acquire strength
and aid from them, to meet this condition and that eventually an adjust-
ment can be attained which will safeguard any hostility on either side,
which shall in any wise disturb the functions of continued operation of
and duties of Labor to the Government in the management and execution of
railway traffic matters. But I feel sure that this joint investigation
must come soon, that labor may not be deprived of serving the Government
with all its heart and brawn, intent and devotion.

The conditions of open shop have made of Pocatello a place of constant
anxiety to business men as well as all classes of population, because
unorganized, a floating population was kept constantly pouring thru this
state-which has brot its evils of many kinds, and made possible the lowering
of wage scale and standards of labor, which makes for a full day
well served and recompensed.

Taxes have, crept up on the taxpayers- and evils unmentionable have festered
in our courts and public life, and citizenry has been penalized, and pauper-
ized by enforced subjugation of justice and equity to open evasions of
the law, while our town has been the victim of floods of uneducated and
foreign labor, equally incompetant- to whom wages often exceeding that paid
to white men, with families and for better skill received for less, and
who eventually has been forced to move on, because the barest existence
of starvation wage was afforded by the management of the C S L Ry.

These and many more hear sicking things came to my ears, as I heard
day by day, the stories of labor- who came to me in my former employment
as a salaried loan agent, which place I occupied for 14 yrs, that I might
learn the truth about labor- and help solve the problem of Idaho and its
people.

I came from Denver here, working along the railway where I found the con-
ditions of labor as heartrending, as I found them here, women
18 hours and more, and compelled to submit the insults of licentious
men- also in the same employ- or be fired if they resisted, with condi-
tions of employment wholly tending to destroying all that is best in
woman to say nothing of bodily health.

My self appointed mission to Denver was to uncover the hand of Imperial
Germany in those labor upheavals in 1914, to help the Federal Govt.
and capitalists and labor to get together again- the consuming race
had spent 8 months prior to studying the outlyng condition of labor
and Capitol in Rapid City, S Dak and Omaha, which former place I worked
as a waitress, to get the money to go to Denver, if needed. I had come
from Puget Sound and Portland Oregon, which I recognize as the western
Headquarters of Prussian Money power, and the source from which emanates the many activities directly affecting labor in Idaho, as well as other important functions.

Idaho, with its wealth of power and resources of Mining, grazing and agriculture, has been hindered by what appears to be malicious persecution and prosecution, which endangers every class of citizen, but most of all the wage workers, for it is thru them that these conditions are created.

Idaho wage workers feel therefore that they have not been permitted to render the service to our Government in its great defense of our homes, lives and liberties, as they wish. This denial to bring themselves up to the highest state of efficiency, which this constant denial of personal rights inflicts upon them, as home makers, and taxpayers, works against our Government of their full desire of service and aid to win the war and afterward to win the peace, which the adjustment following must bring.

What ever destroys the home- destroys the Government and society, and with them civilization.

We hear rumors that a certain citizen who is also an official of the C.S.L. remarked that if labor unionized that they would take steps to raise rents on them and the cost of living would be advanced. Pork has advanced from 34c to 39c wholesale, and local dealers say they would have to have from 50c to 75c per pound as a result, and refuse to buy from packers and shippers. To not know how far this threat has acted upon - or in a position to make enquiry worthy while, as I am employed all day long, and have very little time or opportunity to inform myself beyond rumors and the fact that prices and rents and taxes are all known to be very high in Pocatello.

Not only have the shop men been unjustly treated- but the train men in some respects, and most of these things are directly traceable to new officials, not in sympathy with labor or Government management of the railways.

Personally, I can see no way to reduce this spirit of opposition, or secure adequate justice to the stock-holders of the railways- and labor employed by them, or to the public as users of them- and Government constituting such railroads, if we would be able to show the want of 卓越性 over all of these. We must show the desirability of corporate management even of greater significance than that at this time acting its position in the matter, or to effectually remove this foreign domination of American Industry and peoples, save by enlarging our Constitution to provide for direct Governmental Financing of the same, by an enabling act which grants the right of issuing a Representative money, legal tender for all debts public and private of this nation- issued in the specific pursuance by the Government of the Bonds of corporations of such dimensions upon the basis of assessed valuation, the Government receiving all interest upon same, as well as installment payments of principle.

This act would take the railways and all corporate bodies out of the hands of foreign or other financiers, whose agents are thus put in the position of corporations for the express purpose of denying Prussia and other foreign monied powers. It would also protect our American Industry and peoples, save by enacting a law for direct Government Financing of the same, by an enabling act which grants the right of issuing a Representative money, legal tender for all debts public and private of this nation- issued in the specific pursuance by the Government of the Bonds of corporations of such dimensions upon the basis of assessed valuation, the Government receiving all interest upon same, as well as installment payments of principle.

It would take the railways and all corporate bodies out of the hands of foreign or other financiers, whose agents are thus put in the position of corporations for the express purpose of denying Prussia and other foreign monied powers. It would also protect our American Industry and peoples, save by enacting a law for direct Government Financing of the same, by an enabling act which grants the right of issuing a Representative money, legal tender for all debts public and private of this nation- issued in the specific pursuance by the Government of the Bonds of corporations of such dimensions upon the basis of assessed valuation, the Government receiving all interest upon same, as well as installment payments of principle.

It would increase the exchange medium of the U.S. to the difference between that of our present exchange and that of the corporate valuation, which would enable the corporations to meet the labor demand for increased wage, while corresponding pay to provide for an income direct to the Government, which would probably provide something like 3 Billion per annum plainly reducing the taxes charged to the common producer and feeling to the power of the people to pursue to the end the winning of this war.

This would deal to a Prussian Monied powers now operating in this country and all others a death blow- as great as any victory of arms- while also strengthening our arms.

It would provide for a market in the man in every land, because all nations may be free and thenceupon be able to promote a Parliament of nations which may spring a similar International Money, for international trade uses and defraying the expenses of that parliament, if it should sit in the council of Nations upon the same basis as all other relations of nations and peace that even the Peace after the war won, would also be won in righteousness.

I cannot forget that when the Central Powers tried to frame for this nation thru its agents- a central bank scheme- that with all my mind and body, I defied that power- that out of that defiance- our present great regional Bank system has risen, which has save the U.S to this day.
all that earnestness and desire to do only that which is just; to serve all that is good and useful, have I pursued my course to serve
Government and this nation, as a simple citizen who respects and honors them both. Who knows not the earnestness of heart and desire to serve to the best of my ability to the end of gaining equity to all concerned, and as little harm to any, as may be possible?—that only as I serve to secure this for my fellow citizens may I also enjoy the fruits of labor and prosperity mingled with peace for all the world, Victory for righteous Arms on the battle field clothed with that Love which springs from Brotherhood, founded upon equity, and enforced by statutes recognizing the Value of Man, as God's great Creation—and the Earth his dwelling place, made and abode not only fitting for Gods' Creature Man— but also the Divinity made Flesh.

I now ask consideration for a Representative Money—by which the greatest Corporation known to mankind—Government—may be clothed with the power and authority to represent all the people ALL of the time, and to grant it the right to perform the functions which shall make a living fact the Constitutional Guarantee, and by that very act not only win the war— but win the peace, together with its own source of maintainence from performing the functions and powers of Government, for its people, for which it was created.

I predict that the income from Bond Purchases made by our government of our Own Corporate enterprises, of a public utility nature—will within 50 years after such adoption, yield an Income of 15 Billion per annum as a maintenance fund to the Government— while prosperity will abound to the most remote corner of the earth, with all nations as well as our own.

That, the Flag of our beloved country—will be honored above all other Flags, because of that great act assuring the removing of the cause for all wars, which is Usury.

This week a man who is a Railway train man—of note in the union, called and remarked that where they stood in September on the lines of a 1,000,000 gross 4 a Government owned money—then today they exceeded that sum total, and that it would only be a matter of time—when the Government must act upon this vital point—to save itself and our nation from the plundering of it, and labor and capital at the hands of Finance Kings with their thieving Finance Kings which threatens a world peace,—and democracy from attaining that end.

A few months ago—a representative of capital made the same remark to me, coming many hundred miles to say that to me, and to apologize for failure to recognize my loyal service to the citizens—no,—and to the Government, that I might now be prepared to have met with greater dispatch the emergency of war to defend our selves—while we moved to legislate these acts.

With a Government owned money in circulation, white slavery could not exist; impoverishment of labor— or embarrassment of Corporations for finance and depression of securities would be impossible. The market which is in THE man would be established, and great prosperity and affluence of the Government—to provide all paternal functions and service for its people.

I predict under such adoption—the greatest stampede to the land the world has ever known, so great that even bankers will participate, and will compel the Government to take over the Banking business, which will add additional incomes to Government powers of representation and reclamation of both Man and the earth to civilization.

It can be accomplished without a panic— or depreciating values of even our present monetary mediums, which can be retired without loss to the bankers and citizens, thereby decreasing still more tax burdens, which must increase the Producing powers of the nation.

It will nationalize our Corporate Creations, called railways, etc.,

But Miss Anderson. Why have I mentioned this greater subject, when I sat down to tell you about Pocatello and its conditions—to ask your personal suggestions as to how we can overcome the conditions presented which seems well nigh impossible to get them together—if I have not also, recognised with my womans' intuition, that behind our best endeavor stood this thing—copying itself determinately more than all else on right, and with a womans' fearlessness, I have defied them and struck boldly at the root of the cause for wars—Usury, which compells taxes and all obesitysubterfuge sources of Government support, which deprives the Government of its just powers of Government—ing a people, and representing them equally in justice before its bars of judgement.

Usury destroys the market in the man—for as taxes advance to maintain usurous exchange systems—so also advances cost of living
until a time comes when such an nation cannot consume what they have created by corporate powers; then to make up the deficit, prices are raised- and finally- even the producing powers are impaired. when wars for trade are instituted by Money rings to collect the interest on usury and the principle- when ensues all that we today witness.

Everywhere riots for food- everywhere advancing prices- and correspondingly advancing taxes. Wars- and famine stalk the land chaos reigned in every place and every industry.

Woman like- I cannot deal with symptoms when civilization stands upon the brink of the precipice of world destruction, at the hands of Shylock who now demands the pound of flesh nearest the hearts of the women of the world- our fathers- our sons our brothers- and husbands- either in the industries or battle field- while usury holds high carnival in the seat of finance - and topples over Governments as a child topples over the house made of blocks in the nursery. I must deal with the CAUSE.

The mother love of all women- must sense the crime of usury- and stand defiant upon the demands of Shylock who stands at the door of every governments Treasury ; and snarls at the gate of industry while it barters the sacredness of womanhood upon its unholy altar of usury as lustily in this century and hour as it did when Rome fell - or Jerusalem the great city- met her fate in centuries long passed.

I demand a dollar which represents the value of Man- Gods! Greatest Creation, and the abolishment of the power of Shylock of this nation and all others.

An Electric Dollar for an Electric Regional bank engine- that the fluid values of Man values may circulate in the arteries of this Government - and reach the veins of commerce that it may stimulate the GREAT HEART - OUR GOVERNMENT in this its great hour of peril and of World Saving.

What is a Government but the Child of Society, which we have created to represent and protect us- and which as yet we are using the trans-fusion of blood method to sustain such creation! How long before such a foolish method must destroy both parent and child!

Yet - I - stand before you- only a woman - who realizes that only as the masses are able to understand, can we expect advancement of civilization and the powers by which it is sustained as laws.- I await - your understanding of this my most feeble arraignment of Usury which is the cause for wars- and of a way to remove that cause, knowing that as you shall think- so shall it be done. That I cannot expect adoption of these things- unless there be at least numbers to support them, and the time to forward them for adoption.

Is my life to be in vain ? Is the labor of my hands and brain which has stood firmly behind many of the most important incidents of national preservation - to come to a time and place where all I have wrought, shall fail to secure the prize of Victory of Arms and of a just and lasting peace ? Is my hope to be frustrated by inaction or failure of the masses to rally to forestalling the Revolution of starving millions who may starve because of this inadequate money system which destroys both the consuming and creating powers of nations? Shall the hope of thousands of men who have dared to say they would desert all other causes- for that of a Sound Dollar, to be accounted as nothing in the scale of human concept? Tears- hunger and want abound. I would fill the empty hands of labor and capital - and of the Government with power that all that is just and kindly to mankind might be granted, not in charity- but as a human right, Divinely ordered. America's Land of the noble Free, your mission to the many mother lands is plain; Women of America! Mothers of these brave men- to you I appeal- that your ears may be opened and your understanding awakened, before it is too late.'

Miss Anderson- a few years ago, I stood before an audience of several hundred in a western house of Worship -at their command- I delivered a message which rang around the world tho the subsidized press never lent their aid.
I planted that message as a precious seed of Liberty and Truth— that some day— it would be watered with the affliction of many sorrows and out of that seeding and sorrow— grow up to be a great towering three from whose branches would bloom the seed of this salvation. Then I disappeared from their midst— No longer was the writer and creator of Advertising and Land occupation to be found in their midst or the Government to find me there— but elsewhere— they (the later) have followed the mere woman who dared to meet Shylock on his own ground— and defy him in word and deed in behalf of the people and Government, whose kindly protection I have enjoyed.

My employer is about to close his business out, and I am anxious to see the women well organized before I return to the coast. The Union men say I must remain— yet a while— and help them get these women organized— that I am needed sorely, all of which I recognize, and I want to know the best way to proceed to serve them. because Idaho is the state lying immediately behind Oregon and Washington— which I have selected to organize to come to the support of the government in a national crisis in Finance or War.

I am well known in the Coast— tho I have been absent 3 yrs.4 months— yet many of my Pocatello Ry Boys are there in the Service— and many in the trenches of Europe.

My first duty is to these women as wage earners— and to those who may be forced into the wage world by the next draft now approaching. and as I have intimated— conditions here in the railway shops could be greatly improved if we can get organized— and without any trouble whatever, in spite of their attempt to discharge all union women— and thereby intimidate the men also.

I wish to offer an apology for my letter in its appearance— for much of it was written while waiting upon customers— phone and perhaps a half a hundred other interruptions, and the fact that the machine at the store is not in good condition as my own.

This letter is not intended as an official letter, but one of seeking counsel on my part for I have hitherto worked all alone and had no need to familiarize myself with organization methods or to carry the weight of numbers, tho I have directed labor at work on big ranches and solved problems of development of resources and financing, together with rallying all of these to the building up of national defense, particularly in the NW Pacific.

I have been selected for many important functions for the people and Government at various times and places— but this is my first attempt to help organize the wage workers. The securing of at Million for coast defense was far easier than this to me, or the foiling of Prussian agents in Oregon and the Puget Sound less difficult.

I landed in Oregon during the Land fraud cases— and saw much service I am just finishing reading a law course, as an aid to understanding problems of legal significance in National and International Laws yet to be framed.

I am employed in a store— therefore have no personal knowledge or immediate contact with the women in the shops— while I am so well known that the Supt— who fears and hates me would never permit me to be employed there. Oh. I wish I could talk as your organizers can talk and use your arguments— but— mine are dressed up in clothes to educate the other half of industry to take the hand of labor in its own— for their cause is a common cause. Thank God for the warm hand clasp of Uncle Sam with Labor— which now permits me to join them in defense of our flag and nation— even capital will owe its security to LABOR as I told them long ago— if they failed to see the dangers of a private owned and issued money— compelling taxes for Government maintenance. Those capitalists have sat with their knees against my humble desk— to ask my aid— and counsel— and I have pointed calmly to Labor Rights— and a Sound Dollar— so Uncle Sam could have a real income of His own one day— and they— be free also from usury. Audubon.

Fraternally. Mrs. L S Carley

(I was born and reared upon a farm) Box 783 Pocatello, Idaho
September 8, 1918.

My dear Mrs. Braunlich—

Mrs. Harding referred your letter of August 25th to me because of your feeling that the Government was the only one that could do something for the working women of Waterbury, Connecticut. I am inclined to agree with you that that is so.

The War Labor Board of which Mr. Taff and Mr. Walsh are joint chairmen, is the agency through which the Government settles the labor disputes. You have no doubt read in the papers about Bridgeport, Connecticut, and how this Board is trying to bring order out of chaos in that city, and is also getting at last a measure of justice for the men and women employed in these essential war industries.

I believe that that is what ought to happen in your city. It would only take a very few people employed to put their complaints before the War Labor Board, that would then be in a position to take up the whole question.

I do not know how far you might be able to help in that situation. If you could give any help I am sure that the
September 8, 1918.

To Mrs. Braunlich.

workers would be very grateful to you.

I am enclosing a statement of the policy of the War Labor Board. Thanking you for your interest and co-operation, and hoping to hear from you again in more detail as to the conditions in the munition factories in Connecticut.

Very sincerely yours,

MARY ANDERSON,
Assistant Director,
Woman in Industry Service.

Mrs. Helen L. Braunlich,
227 Hillside Ave,
Waterbury,
Conn.

MA: PH.
August 28, 1918.

Miss Mary Anderson, Assistant Director
Women in Industry Service, Dept. of Labor
Ouray Bldg., 8th and G. Sts.
Washington D.C.

My dear Miss Anderson:

I am referring to you a second letter from
Mrs. Braunlich of Waterbury, Connecticut, together with
my reply.

Sincerely yours,

(Mrs. Samuel F. Harding)
Executive Chairman
Department of Women in Industry

Miss Agnes Mestor, Chairman

H/B
Encl.
August 28, 1918.

Mrs. F. W. Braunlich
227 Hillside Ave.
Waterbury Connecticut

My dear Mrs. Braunlich:

I am very glad to have your letter of August 25th.

I cannot do anything directly to improve conditions in Waterbury but I will refer your letter to Miss Mary Anderson, Assistant Director of the Women in Industry Service, of the Department of Labor.

Miss Anderson was formerly a member of the Woman’s Branch of the Ordnance Department and knows conditions in munitions factories in Connecticut at first hand. She is a very big and humane woman and deeply interested in the welfare of women workers. I am sure that if anything can be done through governmental agencies to improve conditions in Connecticut Miss Anderson will see that it is done.

I know that she would be very glad to have you make detailed reports to her of conditions which need remedying.

Very sincerely yours,

(Mrs. Samuel E. Harding)
Executive Chairman
Department of Women in Industry

Miss Agnes Nestor, Chairman

H/B
227 Hillsdale Ave.
WATERBURY, CONN.
Aug. 25, 1916

Mrs. W. B. Harding
Chairman Dept.
Of Women in Industry,

Dear Friend,

I am making bold to write you again concerning some branch of work either in the lines of women in industry, welfare work or possibly y.m.c.a., whereby the title especially between the ages of sixteen to twenty of whom there are no doubt from thousand and as many women below twenty and fifty years of age.
employed in the American
Factories in Waterbury conn.
I told you in my previous
letter, the conditions which
exist among the girls -
and you referred me to -
Dr. Mary Wells - Chairman of
the Woman Committee at
Hartford conn. I received a
very kind reply from Mrs.
Dr. Wells saying she had
referred my letter to some
other source and etc. Not
hearing from her again
I wrote her the second
letter, and got another
reply telling me she real-
conditions or restrictions
It seems she has been
the means of getting
some small things done
for women in camp. for
which she is very much
disliked, especially by
the largest of government
plants here, "Scrivelli."
So feels that her hands
are tied to certain extent
so far as doing any thing,
only as it might be
accomplished through
This Service represents who it be you may Run connected with the U.S. Government Bureau here of employment here in This City. He is a man who is working for Service all the time and not for the people they employ.

She also told me that no women are employed by the Government in connection with look out for the care or any other class of working women & girls who are doing such important work for our
country, you will agree
with me that if
someday something is done
of this kind when there
money are no necessary
10 help—there never was
be perhaps done if the
officials have help for these
poor people more than 4
years directly from Y.M.C.
Government in the shape
of a home nominee rent
here from some of your
influential committees
be for himself to have
been accomplished
in the State of Conn. and
still this city could do a
great deal more and
better work toward viewing
the war—of the conditions
were better. There is so
much money behind the
Civic Plan as just
most of the city is modern
and run by them,
here you can see how
it is. If I had influence
and money armed me
to accomplish and try
to introduce a free to have
at least a woman suspect
rent here for this purpose
of looking out for them
women's side of life in
their prisons as does
their employer.
Dear Mr. Harding - I do not want to take up much of your time, and sincerely hope I am not but keenly
your interest I have been in close touch with these poor girls, I feel as if I
would not be doing my
duty if I let the matter rest before I had done what
I could for them. Here
this second letter I you
Telling you again some-
thing about what I am
trying to do. If you think
it could be any use to
read some woman of your
committee here, I should -
I am very glad to entertain her in my home—and see her more about the
jared growth of which it seems to me that is no end or is the very good to meet you
or your representative
anywhere. Or in any
way you might suggest
if you think it is possible
for you to institute the
Government in any way.
My personal experience
of about four months in
this place or Factory
might be of value to you.
I know there are a few women in Waterbury
interested and anxious to help in any way
they can to benefit their
Y.R.U., but like myself
feel that nothing aside
from U.S. poverty
would avail any thing
here. We know what
whatever is done must
be very quietly and with
a great deal of diplomacy
otherwise we must be
get in trouble and
accomplish nothing.
If you do not feel as
if you could start any
This is a handwritten letter. The content is difficult to read due to the handwriting style and quality of the image. It appears to be a personal message that includes a combination of sentences, possibly discussing a specific situation or request. The text is not clearly legible and requires close inspection to understand the full context and meaning.
I am so pleased to hear from you again, at least telling me your ideas concerning mine. I am very audacious to do something helpful and beg for our beloved country now as she daughct of a civil war veteran should.

Very sincerely,

Helen L. Braunlich
227 Hillcrest
Waterbury, Conn.
Miss Mary Anderson,
Assistant Director, Women in Industry Service,
United States Department of Labor,
Washington, D. C.

Dear Madam:

I have your letter of the 23rd with reference to complaint made by Mr. John Riley, Organizer of the American Federation of Labor that "the Wabash Railroad Company has a gang of freight handlers, all colored women who are working ten hours per day for $3.25 a day as compared with $4.80 a day the pay received by men."

I hope within the next few days to complete the organization of the Women's Service Section, when this complaint will be taken up for investigation.

Yours truly,

W. Carter
August 28, 1918.

Dear Mr. Frayne:

Your letter of August 26th received in regard to an inquiry by Hon. W. W. Lufkin, Congressman of the 6th District of Massachusetts, asking for information whether there is any ruling by the Government that women shall be paid the same wages as men for doing the same kind of work. General Orders number 13 adopted by the Ordnance Department and General Orders number 18 adopted by the Quartermaster Department together with the Declaration and also the enforcement of this principle by the National War Labor Board all declares for equal pay for equal work.

The War Labor Board has rendered several decisions in disputes between the employer and the employees putting in effect equal pay for equal work for men and women.

Enclosed you will find General Orders number 13 and the report of the War Labor Board. Hoping that this will give you the desired information.

Very truly yours,

MARY ANDERSON,
Assistant Director
Women in Industry Service.

Mr. Hugh Frayne,
Chairman of the Labor Division,
War Industries Board, Council of National Defense,
Washington, D. C.
August 26, 1916.

Miss Mary Van Kleeck, Director,
Women in Industry Service,
Department of Labor,
Washington, D. C.

Dear Miss Van Kleeck:

I am enclosing herewith copy of letter from Honorable
W. W. Lufkin, Congressman 6th District of Massachusetts,
which is self-explanatory.

Will you please furnish me with such information as you
may have on this subject so that I may advise Congressman
Lufkin.

Yours very truly,

Chairman Labor Division,
War Industries Board.
August 16, 1918.

My dear Sir:

I am in receipt of a letter from a constituent of mine, Mr. Frank B. Ireland of 29 Middle St., Newburyport, Massachusetts, asking if I can find out for him whether there is any ruling which provides that on Government work women shall be paid the same wages as men for doing the same kind of work.

I shall appreciate any information you may be able to give me on the subject.

Very truly yours,

(signed) W. W. LUFKIN

Chief, Labor Board,
War Industries Board,
Washington, D. C.
August 28, 1918.

My dear Miss Flett:

Your letter of August 20th received and I was very glad to hear from you, also thank you very much for your well wishes. The Woman in Industry Service has a very large undertaking before it as all matters pertaining to women in industry are under the jurisdiction of this Service.

Women are entering into industry in large numbers and when the new draft order goes into effect we will have a larger number still. The greatest question today before us is the equal pay for equal work for men and women. It is a most difficult question to solve. The War Labor Board is trying to enforce this principle and through this channel we are likely to get better results than through any other as they take up the disputes between the employer and employees, and is the final authority in settlement of labor disputes.

Enclosed you will find the Resolutions passed by the War Labor Policies Board for guidance of the Woman in Industry Service; and also General Orders No. 13 adopted by the Ordnance Department and the Quartermaster Department and the pamphlet issued by the War Labor Board which all set forth the principles
To Miss Flett.

of the Government in regard to labor.

I sincerely hope that you will be successful of getting
the women in Government positions that effectively deal with Women
in Industry. In the works of President Wilson the women are,
"indispensable to the Nation's full productive efficiency." Under
that condition we certainly need women to handle women's problems
and the Government ought to recognize that fact.

Thank you for writing on this subject, I remain

Very Sincerely yours,

MARY ANDERSON,
Assistant Director,
Woman in Industry Service.

Miss Lynne M. Flett,
309 Lipton Street,
Winnipeg, Manitoba,
Canada.

MA/PH.
Miss Mary Anderson,
Ordnance Department,
Army & Navy Bldg.,
Seventh & B Streets,
Washington, D.C.

Dear Miss Anderson:

Allow me to be one more to express her gratification and delight that Secretary Wilson had the good sense to add a Trade Union woman to the new Federal Bureau, also that the selection fell on one as worthy as yourself. I followed with delight your activities in organizing the packing districts of Chicago, and only wish our Canadian women even in some of the less arduous occupations, were as well organized.

Our Dominion Department of Labor has given me the assurance that they will consider following the example of U.S.A. as soon as we can convince them or rather show a definite plan that will ensure beneficial results to the worker, and as so many of our politicians "seem to hail from Missouri", I would be delighted to receive any information that you might care to pass on to me for the harvest truly is great and the laborers are few. I expect to interview the Minister of Labor within a couple of weeks' time and any literature or plans that you might pass on to me, you can rest assured will be used for the good of the Cause.

We have had a very strenuous summer here - at one time it looked as if industrial Canada from Coast to Coast was going to be tied up entirely. The Capitalists along with the privileged interests are getting together now for another desperate attack on Organized Labor and under the cloak of patriotism it looks as if many attempts will be made to use women as a lever to crush Trade Unionism and the pity is so very few of our women have any organization at all.

Thanking you and wishing you continued good health and prosperity, I remain,
Yours sincerely,

[Signature]

P.S. - I represent the workers on our Manitoba Wage Board for Women and any information about the probability of U.S. enacting a Federal Minimum Wage for Women, will be of great interest. L.M.P.
WAGES FOR WOMEN WORKERS
by
Mary Anderson, Assistant Director,
Woman in Industry Service, Department of Labor.

Women are doing their share of our country’s work under many new conditions and it therefore becomes a national responsibility to see that they are not sacrificed or exploited.

Women’s wages should be determined in the same manner as men’s wages. As Miss Mary Van Kleeck, Director of the Women in Industry Service of the Department of Labor has well said, "wages should be determined on the basis of occupation and not on the basis of sex." Women doing the same work as men should receive the same wages with such proportionate increases as the men are receiving in the same industry. Slight changes made in the process or in the arrangement of work should not be regarded as justifying a lower wage for a woman than for a man unless statistics of production show that the output for the job in question is less when women are employed than when men are employed. If a difference in output is demonstrated the difference in the wage rate should be based upon the difference in production for the job as a whole and not determined arbitrarily.

During the period of the war employers have been outspoken in their praises of women’s work. They have said very truthfully that the women who have taken men’s places have been just as efficient and in many instances have done more and better work than men whom they replaced or those with whom they worked side by side. But their attitude on wages has been curiously illogical.
Answer: "We will pay them twenty five cents an hour".

The query went forth again: "You have said women are more efficient than the men and that they do more work and better work; don't you think that they ought to receive the same pay that these very inefficient men are getting?"

Reply: "But women have not the same family responsibility that men have."

Question: "Do you know how many of your men employees have family responsibilities?"

Reply: "Some do and some do not."

The same question was asked as to the women. He said that..."
he had in his employ widows who had children dependent upon them and he admitted that girls probably had the same responsibility toward their families that young men had, "But", he said, "the manufacturers in this city are not paying the same wages to the women as to the men. If they did, it would bring on a revolution."

He was asked "Have the employers an understanding that equality shall not prevail as to wages for men and women?"

His answer was "Yes".

Statements are frequently made by employers that they are paying the same wage for the same work to women as to men. No doubt in many cases this is literally true, but more often the statement will not bear analysis. For example, one company which is using women to do heavy hauling claimed to be paying women the same money as the men, giving the rate as thirty-two and one-half cents an hour, but at the time the statement was made the rate for men was from forty to forty-two cents. Another statement, which is probably more accurate, comes from a lumber operator who says, "The women receive the wages formerly paid to men for the same work". Paying women a wage at which men would not be available at the time is not in any sense equal pay for equal work.

"The waitresses of a big middle-west city report similar discrimination. The waitresses' union had difficulty this year in signing up its contracts. The contracts contained a clause stating that where women were employed to take men's places doing an equal amount of work they must be paid an equal wage with the men. The employers admitted that they were intended to fill vacancies left by men with women,
employment of women should be resorted to merely in order to obtain cheap labor. As a matter of public health we must see to it that women are paid equal wages for equal work. Otherwise, their employment can be and is daily being made the excuse for undercutting the standard wages of men and so reducing the standards of living in the community. It is true that in many of the new occupations the women are unskilled and need training. Yet even while they are being trained, they should as a matter of health be paid an adequate wage."

Employers will advance the same arguments against wage increases for women that they have long used in opposing the demands of men workers. They will claim that regardless of the essential fairness of any wage increase that might be asked by the workers, the financial condition of the business will not stand the burden of a higher labor cost and that great consideration should be given to this fact; that it should, indeed, be the only factor in determining whether an increase should be given. However, a careful inquiry into the profits will often show that there is a large overhead expense, such as dividends paid in the form of large salaries, or that wasteful methods dissipate the profits leaving no money for increasing wages. The only way to obtain a thorough knowledge of what an industry can or cannot stand in the way of increased labor cost is to refer the whole matter to a court of arbitration.

In the arbitration of questions concerning wages and hours in the packing house industry the packing firms did not give the usual testimony that the profits of the industry will not warrant a substantial increase in wages or that the highly competitive nature of the business would forbid the change. Obviously, this was because the workers and the people had been reading of the large dividends in this industry. The lawyers for the firm, in summing up the case, begged the arbitrator to have in mind, in considering this question, that granting
must submit to ill treatment and constant nagging by the men and women
directly in charge of the work can render only poor and inefficient
service; while those who are adequately paid and thereby better
nourished, who have shorter hours which means lessened fatigue, who
this increase would create unrest and dissatisfaction in other industries
have self-government through shop committees and the right to take up
paying less than the packing houses' employees would be receiving gains;
the grievances that constantly arise between the foreman or forelady
therefore, an increase should not be granted.
and the workers, do work of better quality and produce a greater output.

A result of the arbitration was the establishment of the

basic eight-hour day with time and one-half for overtime, double time
for all time, work on Sundays and holidays, the same rate of pay for
eight hours as was previously paid for ten hours with an additional
increase in the hour rate and piece rate. Thus order instead of chaos
was established in the packing industry.

Another claim frequently urged by the employers is that the
amount of increase in wages adds directly to the expenses of the business
and, therefore, automatically results in reduction in profits. This claim
is based upon the assumption that the employer will have to pay a higher
price for the same quality and the same amount of work that he obtained
under the lower wage scale. That this assumption is erroneous has been
conclusively proven by generations of industrial experience. Workers
whose wages are low, hours of work long, working conditions poor, who
must submit to ill treatment and constant nagging by the men and women
directly in charge of the work can render only poor and inefficient
service; while those who are adequately paid and thereby better
nourished, who have shorter hours which means lessened fatigue, who
have self-government through shop committees and the right to take up
the grievances that constantly arise between the foreman or forelady
and the workers, do work of better quality and produce a greater output.
Experience has proven that increases in the amount of the output and its improved quality entirely offset the increase in wages. This is illustrated in the case of Hart, Schaffner, and Marks, a large clothing firm employing about 3,000 people of whom about sixty-three per cent are women. During the first two years of the agreement between the firm and the union wages had increased from twenty-five to eighty per cent, and at the same time profits were doubled. This was due to the increased efficiency of the workers which decreased to a large extent the need for sub-foremen and examiners and increased the volume of business because of better workmanship.

Some of the largest of our industries have voluntarily made large increases in wages against the protest of business competitors and associates who predicted that the effect would be the financial ruin of the industry. The practical results, however, completely refuted these predictions for the expense per unit of production was very much decreased as a result of better service rendered, and profit to the employer showed the corresponding increase.

Another beneficial result of paying adequate wages that should be mentioned is the immediate decrease in the "labor turnover" which means the constant hiring of large numbers of workers to take the places of those who leave. The greatest number of employees leaving their place of employment can be found without a doubt in the establishments where wages are so low that men and women cannot maintain themselves and their families in health, thereby becoming a charge upon society as a whole, through the medium of charitable organizations, in order to supply the difference between their actual wage and a living wage. This can at its best be done only in a very meager way for a limited time. It is conceded by all enlightened employers of labor that
industry. The lawyers for the firm, in summing up the case, begged the arbitrator to have in mind, in considering this question, that granting this increase would create unrest and dissatisfaction in other industries paying less than the packing houses' employees would be receiving and, therefore, an increase should not be granted. The result of the arbitration was the establishment of the basic eight-hour day with time and one-half for overtime, double time for all work on Sundays and holidays, the same rate of pay for eight hours as was previously paid for ten hours with an additional increase in the hour rate and piece rate. Thus order instead of chaos was established in the packing industry.

Another claim frequently urged by the employers is that the amount of increase in wages adds directly to the expenses of the business and, therefore, automatically results in reduction in profits. This claim is based upon the assumption that the employer will have to pay a higher price for the same quality and the same amount of work that he obtained under the lower wage scale. That this assumption is erroneous has been conclusively proven by generations of industrial experience. Workers whose wages are low, hours of work long, working conditions poor, who must submit to ill treatment and constant nagging by the men and women directly in charge of the work, can render only poor and inefficient service. Those who are adequately paid and thereby better nourished, who have shorter hours which means lessened fatigue, who have self-government through shop committees and the right to take up the grievances that constantly arise between the foreman or forelady and
there is not only a large cost in constantly training people in an industry, but that there is also a decided reduction of product due to the continuous introduction of new and untrained workers. This very expensive process could be eliminated if the money and time spent in "hiring and firing" and training could be added to the wages of the employees.

Captain Boyd Fisher, who conducted courses in the employment management for the United States Government, says:

"One of the basic remedies for high labor turnover is the payment of an adequate wage. . . . By an adequate wage I do not mean the minimum wage. I mean a good fat wage. One that will clothes and educate their children as well as feed them properly."

Wage questions affecting both men and women can best be handled by collective bargaining and by arbitration. The combination of these two methods means the application of sound democracy in the workshop. No one knows better than the trade unionists that the average wage earner has had very little control over the conditions of his or her life, especially over that part of life which is the core of all the rest, the job. Collective bargaining means that the workers have got together, have elected their committees let us say, sent this committee to the employer; have been told there is nothing to discuss. The committee suggests arbitration. They are told there is nothing to arbitrate. The workers begin to understand that in industrial democracy they have no representation, that there is not actually industrial democracy. The National War Labor Board, by proclamation of the President, instituted collective bargaining in many cases where there was no organization. The first princi
reads: "The right of workers to organize in trade-unions and to bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged, or interfered with by the employers in any manner whatsoever." It is becoming clearer and clearer to all thinking men and women that we cannot have real democracy unless we have democracy in the workshop.

The arbitration policy that I am most familiar with is that instituted by the Boot and Shoe Workers International Union more than twenty years ago. It has been very successful, so much so that Brockton, Massachusetts, the largest shoe center in this country, has had no strikes or lockouts since this agreement was signed. The first firm that entered into this arbitration agreement was W. L. Douglas Shoe Company of Brockton, Massachusetts, about twenty one years ago. Many shoe firms, both in Brockton and other localities, have entered into similar agreements because they have seen the results of this policy of peace. Employers know that during the life of the agreement there will be no strikes and the employees know that there will be no lockout by the firm. They know that wages, hours of work and other working conditions which cannot be continuously agreed upon will be submitted to arbitration and the decision that is reached will be final and binding upon the employer, the union, and the employees.

For years, many people have thought of shortened hours of labor and of increases in wages from the standpoint of its meaning a few more dollars on pay day, and another hour or two that would not have to be spent in the factory. It is time to look at wages as something more than a few more dollars on pay day and another hour or two out of the factory. It is something more than that. Wages determine
life, --the standards of living, the health of body as well as of mind. The wages received determine where the worker shall live, whether in one room or two, in a cheap and crowded tenement district or in a home with pure air and sunshine. Wages will determine what kind of food can be had for families and that in turn determines the quality of children and the future citizenship.
The Wheeling Can Company.

(In connection with attached report).

In two conferences I held with Mr. Morse, general manager of the Wheeling Can Company, he went very thoroughly into details as to their operating plans, care of the help, and profit and loss statements. They have 500 employees, about half being women, mostly between sixteen and twenty years of age. They have twenty machinists. Machinists were given eight-hour basis on June 24th to avoid strike; others are on fifty-four hours per week basis. Machinists receive 57 1/2 to 65 cents per hour; one dyemaker, 75 cents per hour. Machine shop has been union for two years.

There is no prospect of trouble at this plant as machinists' demand for an eight-hour day has been met. Mr. Morse criticized the wages paid to girls which, according to Mr. Morse's statement, are as follows:

16 - 18 year old girls, representing 50% of women employees .......... $10.50 to $12. per week

An older group representing 35% of women employees .............. $14.00 to $15. per week

Another group representing 15% of women employees ................. $16.50 to $16.99

Mr. Morse then asked the privilege of showing me detailed profit and loss statements, and met me again in the evening for that purpose, bringing copies of monthly statements submitted to their directors, covering the first four months of this year. This statement showed that during the first two months they lost money and, at the end of the four months, were about even, but they were running very close to the margin. The copies of reports and Mr. Morse's statements indicate that they would not be able to pay more than one or two per cent to their stockholders for the
The Wheeling Can Company.

year, this situation being due largely to the fact that about forty per cent of their output is on long time contracts made when labor, fuel and materials were much lower than at the present, and their contracts only provided for re-adjustment based on change of price in raw tin. Some of these contracts extend to 1922, but they are beginning to expire in 1919, when they will be gradually getting into a better position to increase wages. Mr. Morse stated that most of the women and girls were living at home and as proof of that he stated that he had proposed starting a home for girls in a large house they could rent in the city. They found that there were so few girls who did not have homes that there would be very few who would take advantage of the place.

I may say, also, that they arrange their work so none of the women employees work at night.

The nearest connection with Government work which this plant seems to be engaged in is that the Government is probably purchasing some canned goods from companies they are supplying with cans.

The opinion I formed of Mr. Morse is that he is a man who is giving a great deal of attention to the care of his employees, and that if the Government should advise an increase in wage for the employees he would accede to their wishes, though it seems evident that any material increase at the present time would result in loss to them on account of not being able to make up for it by changing the price of their cans under the long time contracts.

ELBERT E. PECK,
Major Ord. R. C.
The Wheeling Can Company.

(In connection with attached report).

In two conferences I held with Mr. Morse, general manager of the Wheeling Can Company, he went very thoroughly into details as to their operating plans, care of the help, and profit and loss statements. They have 500 employees, about half being women, mostly between sixteen and twenty years of age. They have twenty machinists. Machinists were given eight-hour basis on June 24th to avoid strike; others are on fifty-four hours per week basis. Machinists receive $7.50 to 85 cents per hour; one dyemaker, 75 cents per hour. Machine shop has been union for two years.

There is no prospect of trouble at this plant as machinists' demand for an eight-hour day has been met. I criticized the wages paid to girls which, according to Mr. Morse's statement, are as follows:

16 - 18 year old girls, representing 50% of women employees ............ $10.50 to $12. per week

An older group representing 35% of women employees ................ $14.00 to $15. per week

Another group representing 15% of women employees ......... $16.50 to $16.99

Mr. Morse then asked the privilege of showing me detailed profit and loss statements, and met me again in the evening for that purpose, bringing copies of monthly statements submitted to their directors, covering the first four months of this year. This statement showed that during the first two months they lost money and, at the end of the four months, were about even, but they were running very close to the margin. The copies of reports and Mr. Morse's statements indicate that they would not be able to pay more than one or two per cent to their stockholders for the
The Wheeling Can Company.

Year, this situation being due largely to the fact that about forty per cent of their output is on long time contracts made when labor, fuel and materials were much lower than at the present, and their contracts only provided for re-adjustment based on change of price in raw tin.

Some of these contracts extend to 1922, but they are beginning to expire in 1919, when they will be gradually getting into a better position to increase wages. Mr. Morse stated that most of the women and girls were living at home and as proof of that he stated that he had proposed starting a home for girls in a large house they could rent in the city. They found, that there were so few girls who did not have homes that there would be very few who would take advantage of the place.

I may say, also, that they arrange their work so none of the women employees work at night.

The nearest connection with Government work which this plant seems to be engaged in is that the Government is probably purchasing some canned goods from companies they are supplying with cans.

The opinion I formed of Mr. Morse is that he is a man who is giving a great deal of attention to the care of his employees, and that if the Government should advise an increase in wage for the employees he would accede to their wishes, though it seems evident that any material increase at the present time would result in loss to them on account of not being able to make up for it by changing the price of their cans under the long time contracts.

ELBERT E. PECK,
Major Ord. R. C.
August 19, 1918

Miss Mary Anderson  
Women's Industrial Service  
Department of Labor  
Couray Building  
Washington, D. C.

My dear Miss Anderson:

Received your letter of August 16th with its inclosure from Mrs. Benny Barnes of Sweetwater District, Texas.

I am directed by the Chief of Ordnance to state that we will do what we can to assist in this matter.

Cordially yours,

Olga S. Halsey  
Supervisor in Women's Branch  
Industrial Service Section
My dear Miss Halsey:

Enclosed you will find a letter from Mrs. Bennie Barnes, Sweetwater, Texas, to Mrs. Samuel B. Harding, of the Women's Committee of the Council of National Defense, referred to us by Mrs. Harding. I hope the Women's Branch of the Ordnance Department can take this matter up with whatever authority there is in the Ordnance Department to take up wages. The letter states that the firm is going to try for a 5,000 saddle contract when the present contract is finished.

With best wishes,

Yours sincerely,

MARY ANDERSON,
Assistant Director, Woman in Industry Service

Miss Olga Halsey,
Ordnance Department,
Washington, D.C.
S. D. Myres
Manufacturer of
High Grade Saddles and Cowboy Supplies
Sweetwater, Texas.

August 2, 1918.

Mrs. Samuel B. Harding:

My dear Mrs. Harding:

Your letter of July 28th received today. S. D. Myres is the name of the employer. The contract is a government job or contract for 3,000 army saddles. The men cut the leather, dress the trees and use the acid. We women, there are six women and three girls do the work men did before the war. We draft the sheep hide and cut them with knives, then paste them to the saddle skirts and cinch pads, then we polish coat straps, cinch pads styrup less then we split leather on the machines, skive all the leather fixtures, punch holes and use finishing knives or edge tools, do all the greasing on machinery and with the hammers and the brass plates.

Men have piece work and some get as high as $60.00 per week. No men work for less than $3 per day and boys and girls who have been on 3 weeks get 15c per hour, women who have been working three weeks and longer get 20c per hour. We women get 9 hours last hour we get 30c. Boys and girls get 8 hours.

This is Mr. Myres second contract, and all the women and girls need the work and must work at these prices if we can’t get more. But at the present prices of food and clothing we can hardly exist on the pay.

I would rather my name was not used as I would lose my job. For our employer says if we don’t like the pay we can walk out, others will take our places. But he also says (and so does the foreman) that the women’s and girls’ work is 100% and that we work fast. I only want what I earn. Men get on the basis of 50 and 60c per hour and work 10 hours. I will appreciate any efforts you use to get us on better pay. Mr. Myres aims to try for a 5,000 saddle contract when we have finished this contract.

If this is not all the information you need I will answer any questions you will send me. Thanking you for your kindness in taking up this matter, I am

Yours sincerely,

Mrs. Bennie Myres Barnes
Sweetwater, Texas, Box 14.
S. D. Myres  
Manufacturer of  
High Grade Saddles and Cowboy Supplies  
Sweetwater, Texas.

August 2, 1916.

Mrs. Samuel B. Harding:

My dear Mrs. Harding:

Your letter of July 29th received today. S.D. Myres is the name of the employer. The contract is a government job or contract for 3,000 army saddles. The men cut the leather, dress the trees and use the acid. We women, there are six women and three girls do the work men did before the war. We draft the sheep hide and cut them with knives, then pete them to the saddle skirts and cinch pads, then we polish coat straps, cinch pads syrup less then we split leather on the machines, skive all the leather fixtures, punch holes and use finishing knives or edge tools, do all the creasing on machinery and with the hammers and the brass plates.

Men have piece work and some get as high as $60.00 per week. No men work for less than $3 per day and boys and girls who have been on 3 weeks get 15c per hour, women who have been working three weeks and longer get 20c per hour. We women get 9 hours last hour we get 30c. Boys and girls get 8 hours.

This is Mr. Myres second contract, and all the women and girls need the work and must work at these prices if we can't get more. But at the present prices of food and clothing we can hardly exist on the pay.

I would rather my name was not used as I would lose my job. Our employer says if we don't like the pay we can walk out, others will take our places. But he also says (and so does the foreman) that the women's and girls' work is 100% and that we work fast. I only want what I earn. Men get on the basis of 50 and 60c per hour and work 10 hours. I will appreciate any efforts you use to get us on better pay. Mr. Myres aims to try for a 5,000 saddle contract when we have finished this contract.

If this is not all the information you need I will answer any questions you will send me. Thanking you for your kindness in taking up this matter, I am

Yours sincerely,

Mrs. Bennie xxxxx Barnes  
Sweetwater, Texas, Box 14.
My dear Mrs. Harding:

In regard to the letter of July 22nd to Dr. Anna Howard Shaw from Mrs. Benny Barnes, Sweetwater, Texas, I will say for your information that I have taken up this matter with Mrs. Barnes and await an early reply. Thank you for reporting this matter to the Women in Industry Service.

Very sincerely yours,

Assistant Director,
Women in Industry Service.

Mrs. Samuel B. Harding,
Woman's Committee, Council of National Defense,
1814 N Street, N. W.,
Washington, D. C.
My dear Mrs. Barnes:

Your letter of July 22nd to Dr. Anna Howard Shaw, Chairman of the Woman's Committee, Council of Defense, has been referred to Miss Mary Van Kleck, Director of the Women in Industry Service of the Labor Department. I take this opportunity of answering your letter in Miss Van Kleck's absence.

I am very glad that you have written on this matter, because many women in this country are working, doing the same work and the same amount of work that men are doing for less pay, and there is a great tendency to put women into industry, and they are seldom getting equal pay for equal work. What we would like to know are the following facts: The name of your employer and the company, how many men it is employing and how many women. If possible could you tell us how many women have replaced men? What are the wages of the men and what are the wages of the women? How many hours a day are you working? What part of the work do the women do, and what part do the men do? Are you working by the hour or do you have piece work? If we can get the required information it might be possible to take this matter up with the War Labor Board.

Sincerely yours,

Assistant Director, Women in Industry Service.

Mrs. Bennie Barnes,
Sweet water,
Texas, Box 14.
July 29, 1918.

Miss Mary Van Kleeck  
Chief Women’s Division, Department of Labor.  
604 Curay Bldg. 8th & G. Streets  
Washington D.C.

My dear Miss Van Kleeck:

I am enclosing a copy of a letter received by Dr. Shaw from Mrs. Bennie Barnes, Sweet Water, Texas together with my reply.

I talked with Miss Mortensen of the War Labor Policies Board about the matter and she told me that you wished everything of this sort to pass through your office.

Sincerely yours,

Margaret S. Harding  
(Mrs. Samuel B. Harding)  
Executive Chairman  
Department of Women in Industry

H/B

It will be further information.
Sweet Water, Texas  
July 22, 1918.

Dr. Anna Howard Shaw  
Chairman of the Woman's Committee  
Council of National Defense

I think you are the one to write to. I with other women who need money to care for our families want to ask your advice. I am working at a saddle shop in this place. Doing the work of a man and men who work with us get from $2.25 per day to $5.00 and $8.00. We women start in at 15¢ per hour, then 18¢ and then 20¢ per hour. Is it right or can it be made right?

The man who hires us has a contract to put up 6,000 saddles and he says he can't pay more to women. Children from 14 to 18 years get 12½¢ per hour.

Everything is high that we have to use and we can turn out as much work as any man on the same job. I do not feel like we are getting the price we should for our work. In other words the man the government has hired is using women and children because it is cheaper for him, he will make more money and the work is just as good as if he hired men to do it, but costs him less. Please advise me where to or how to get at the right pay for women and children.

Enclosed you will find a stamped addressed envelope. I hope I have made my letter plain enough for you to understand and if there is any help for us mothers who must work, I will greatly appreciate it.

Yours for a just and square deal to women and working people,

(Signed) Mrs. Bennie Barnes  
Sweet Water Texas  
P.O. Box. 14.
July 29, 1918.

Mrs. Bennie Barnes
Sweet Water
Texas F.O.Box. 14.

My dear Mrs. Barnes:

Your letter of July 22nd to Dr. Shaw has been referred to me, as executive chairman of the Department of Women in Industry.

Before I can take up the matter of unequal pay received by the women in your shop, I will have to have more information than is contained in your letter.

First, what is the name of the employer or company? Is the contract on which you are working a government contract? Are the women doing just the same work as the men at present employed in the shop? Are they doing work which men did before the war? Can you give me an exact description of the work which you and other women do in the shop and the rate of pay? And, also a description of the work done by men and their rate of pay? Is the work piece-work or on a salary basis?

Sincerely yours,

(Mrs. Samuel B. Harding)
Executive Chairman
Department of Women in Industry.

H/B
Miss Mary Van Kleck  
Director, Women in Industry Service  
Department of Labor  
604 Ouray Building  
Washington, D.C.

My dear Miss Van Kleck:

Enclosed please find report on wages of girls at the Wheeling Can Company of Wheeling, W.Va.; also report made of conditions in Wheeling relative to labor troubles, by Major Peck of the Industrial Service Section. The report on wages of girls was referred to me by Major Peck, with a request that the Women's Branch investigate the possibility of obtaining a higher rate of pay. I find that the Wheeling Can Company does not do work for the Ordnance Department, and only indirectly for the government, so I am referring the matter to you for any action you think best.

I should like to have the larger report by Major Peck returned to me, as it is the only copy in the files. Major Peck tells me he has since found out that the Wheeling Can Company is owned by the Whittaker Glessner Company, a corporation capable of paying higher wages. He also mentioned the Wheeling Stamping Company, where the girls were receiving a very low rate of pay on piece work. We have, however, no report on that.

By order of the Chief of Ordnance.

Sincerely yours,

Lois B. Rantoul  
Asst. Director, Women's Branch  
Industrial Service Section

LBR/afl
I wish to call your attention to some matters pertaining to the Labor situation here at the Sandusky Cement Co. Plant at Syracuse and the Co. is not paying a living wage for men with families and are very short of men. As a consequence, men without families getting more pay than men who have wage scale running from 22 1/2 cents per hour to 35 cents. I have been a foreman in the dry grinding dept. working in heat and dust that no man can stand very long.
for 9 4 1/2.0 Per hour. I have
A family of 6 including myself, on the first of the month the superintendent and general foreman came through the plant saying that the plant had been taking over by the government and that no more men could quit them, telling them that any one quitting them would be arrested and jailed. Also making other threats. There is young boys hear under 17 years working 12 hours a day (and night) in heat and dust, men like myself with big families who can not get away and who can not live on what this co. is paying these times.
These things should not be. Those times and there is.

Merry things going on that needs looking into. If there is anything to this business i hear about that a man must stick to one job. Then in justice that job must pay one a living or something is wrong.

Respectful

Le Le Stuart

Syracuse

Box 354

Ind.
WOMAN IN INDUSTRY SERVICE

August 16, 1918.

Dear Sir:

Your letter referred to us by Secretary of Labor, Mr. Wilson.

I entirely agree with you in all that you say in regard to low wages paid by this concern and that it is impossible for families to live on that kind of wages and that the dusty in industry is such that no man can work very long. The superintendent of the plant has no right to intimidate any of the employees by saying that it is a government plant and because of that fact men could not quit their employment and if they did so they would be arrested and put in jail for doing so. The government's policy is that employees should be free in their employment and that they have the right to quit at any time and for any reason they see fit. The twelve-hour day is far too long. The recognized government standard is a basic eight-hour day with time and a half for overtime. Enclosed you will find a copy of the pamphlet used by the National War Labor Board, its functions and views and principles governing industry, methods of bringing complaints and procedure.

Hoping that this will be of benefit to you and if you should further wish to communicate with me, I will be glad to hear from you.

Sincerely yours,

MARY ANDERSON,
Assistant Director, Woman In Industry.

Enc.

Mr. C. C. Stuart,
Box 366,
Syracuse, Ind.
WOMAN IN INDUSTRY SERVICE

August 16, 1918

Dear Sirs,

Your letter to Secretary of Labor, Mr. Wilson, referred to the Woman in Industry Service.

I want to say that we are in full accord with you as to the low wages received by the employees in the U. S. Leather Company and hope that your mission will be successful. For your information and guidance, I am enclosing a leaflet setting forth the policy of the government in labor disputes. The National War Labor Board, of which Mr. Taft and Mr. Walsh are joint chairmen, has a code of principles which you will find in this pamphlet. I call your special attention to the first paragraph on page 11, on the procedure to be used if any person desires to bring before the War Labor Board, an issue between an employer and an employee. I hope this will be a help to you and if you should wish to further correspond with me, I should be very glad to hear from you.

Yours sincerely,

Enc.

MARY ANDERSON,
Assistant Director, Woman in Industry Service

Mr. G. R. Snow
Clearfield, Pa.
Yorkfield, Pa. 9/10/18

Dear W. B. Wilson,

My dear Sir,

I have been appointed to go to each plant of Elk Tanning Co. and get the men to ask for more wages. They are only paying $3.15 for day, yet they are getting top notch prices for their output which mostly goes to U.S. Gov't. Last year they had excess profits (U.S. Leather Co.) of over 12 Million Dollars, you know.
What it costs to live these days. A man working in one of their laundries at Cunliffe’s mill. He told me yesterday he had wife and 6 children, paid 14.00 for m.o for 6 room house and bankly. made enough to pay rent, grocery bills &c. Said he didn’t know what he or rather his family would do if he was taken sick. Said these low wages make him worry half the night. These people raw and should be made pay a living wage. They must.

Yours truly,

J. R. Snow
WOMEN IN INDUSTRY SERVICE

July 22, 1916.

Mr. R. J. Wigmore,
Richmond, Indiana.

Dear Sir:

Your letter of July 13th to the Secretary of Labor has been referred to this office for reply. Enclosed please find resolutions of the National War Labor Policies Board in reference to the introduction of women and copy of General Orders #13 issued by the Chief of Ordnance with suggestions for standards to be observed in plants manufacturing munitions.

Very truly yours,

Director, Women in Industry Service.

Enclosures-2.
Richmond, Ind.
7/18/18

Dear Mr. Wilson

Sec. Bureau Commerce & Labor.
Wash. D.C.

Owing to the fact that the working people of this place is not getting a square deal particularly by those who have government contracts by ignoring the government's wishes in refusing to adopt the eight hour schedule also the president's wishes in refusing to give the women the same rate of pay where they are doing men's work, in fact they are displacing with women in order to get the work done cheaper, I having heard so many ridiculous & extravagant stories as to how the government is giving out contracts for such work I shall be very pleased indeed if you could give me some inside information pertaining to same also any litera literature you may have that would help in getting the workpeople of this place a square deal, thinking you in advance.

J. Am. Resp. Your's R. J. Wigmore
Miss Mary Van Kleeck,
Department of Labor,
Woman in Industries Service.

My dear Miss Van Kleeck:

Your letter of July 26th in regard to Miss Doan is received. I will get definite information on the question of the docking of salaries, and will communicate this information to Miss Doan.

Thanking you for referring the matter to me,

I am

Sincerely yours,

Dr. Kristine Mann,
Director of Civilian Workers' Branch.
WOMEN IN INDUSTRY SERVICE

July 20, 1918.

My dear Major Rogers:

It has come to my attention that piece rates for women at Frankford Arsenal have been cut without first referring the matter to the Ordnance Department or the War Department. This would seem to be contrary to the express request of various government authorities, who have asked that no changes be made in existing standards except to bring present conditions up to standards already established.

I understand that Miss Reeder has sent the necessary information about the piece rates to the office of the Women’s Branch this week in her weekly report, and this will doubtless be brought to your attention. As the National War Labor Policies Board is much interested just now in rates of pay for women, I should be glad to be kept informed of any action which might be taken at Frankford Arsenal as it would be helpful in dealing with other aspects of the problem of wages for women.

Sincerely yours,

Director, Women in Industry Service.

Major W. G. Rogers,
Industrial Service Section,
Ordnance Department,
Washington.
ASK MINIMUM WAGE FOR WOMEN ON SAME BASIS AS FOR MEN.

Washington, September 6.—Should the minimum wage for women be computed for the support of a woman alone, while the minimum for men is computed for a family of five? This question, says the National Women's Trade Union League, is one which must be faced in connection with the cost-of-living survey which has just been undertaken by the U. S. Bureau of Labor Statistics.

The figures sought, according to the official announcement, are needed by the National War Labor Board and all other wage adjustment boards because every claim for higher wages in these days is based on the increased cost of living. Will the adjustment boards, the women workers are asking, revise their method and compute for women and men on the same basis, now especially as the draft proceeds and women are rapidly becoming the chief or almost the sole support of their families?

"Wage fixing for women as usually done", says the Women's Trade Union League, "is not our idea of a square deal. It collides right off with the principle of equal pay for equal work. But, principle and theory aside for the moment, the straight fact is that most women wage earners, just like most men wage earners, have other people besides themselves to look after. Only the few, relatively, like the few detached men, have themselves alone to consider.

"Time and again investigations have proved this. The New York Factory Investigation Commission, for example, several years ago, found that about 75 per cent of the women factory workers in New York State had dependents or partial dependents. In the Bureau of Engraving and Printing at Washington, where the women workers come from families who have lived for years in the vicinity, the percentage who have dependents is 70. In one of the recent cases that came before the National War Labor Board, according to Miss Marie L. Obenauer, Chief of the Division of Women Examiners out of 150 women's budgets representing a perfect cross section or miniature of the plant, there was only one where a girl was found to have nobody but herself to look after. Taking the entire plant, with thousands of workers, in only 22 per cent of the cases could the women's earnings be disentangled from the family budget.

"Economic equality for women is long overdue. The National Women's Trade Union League urges labor authorities to recognize this fact and utilize their wage-fixing powers to establish it."