

WAR LABOR POLICIES BOARD (MINUTES)

OCT. 1918

WAR LABOR POLICIES BOARD

Minutes of Meeting

October 11, 1918.

Present: Mr. Coonley, Acting Chairman.  
Mr. Drury  
Mr. Frayne  
Major Gitchell  
Mr. Hammond  
Mr. Keefe  
Mr. Smyth  
Miss Van Kleeck  
Miss Abbott  
Mr. Chenery  
Mr. Gans  
Mr. Lamson,  
Mr. Bell, Executive Secretary

Mr. Coonley presided as Chairman at the request of Mr. Frankfurter, who was unable to be present.

I. The Executive Secretary submitted a statement by the Chairman of the Board outlining the accomplishments of the Board which have tended to stimulate production and suggesting the creation of a committee of representatives of the production departments of the government to make further investigations and recommendations in connection with this problem.

Moved by Mr. Frayne, seconded by Miss Van Kleeck, that the Chairman's report be accepted and that he be authorized to appoint a committee on Stimulation of Production; the membership of the committee to include representatives from the War and Navy Departments, Emergency Fleet Corporation, Fuel Administration, War Industries Board and also representatives of labor and employers. Motion carried unanimously.



II. After discussion, it was agreed that the Chairman of the Board be requested to conduct an investigation of the operation of the plan of industrial exemptions drawn up by the committee on the Relation of Military to Industrial Man-power and subsequently adopted by this Board and the Provost Marshal General; the Chairman to submit a report in this matter at the earliest possible date.

Mr. Coonley left at 10:45 and requested Mr. Frayne to take the chair.

III. Mr. Grant Hamilton, Director of the Working Conditions Service, Department of Labor, and Dr. Alice Hamilton, chairman of his committee on a Sanitary Code for the Explosives Industry, were invited into the meeting to submit the code as drafted by the committee.

After discussion, it was the sense of the meeting that the report should be referred back to the committee to consider the new clause suggested by Mr. Hamilton with reference to the length of the working day for process workers.

Moved by Miss Van Kleeck, seconded by Mr. Smyth, that the Executive Secretary request the War and Navy Departments to consider the Sanitary Code submitted by this committee and to present their recommendations to this Board before the next meeting in order that one uniform code may be adopted for all government departments. Motion carried unanimously.

IV. Miss Van Kleeck submitted a tentative draft of standards governing the employment of women in industry and asked that the Board members give it careful consideration before the next meeting.

On motion duly made and seconded the meeting was adjourned at 12:15 P. M.

George L. Bell, Executive Secretary.

WAR LABOR POLICIES BOARD

Minutes of Meeting

October 18, 1918.

Present: Mr. Frankfurter, Chairman  
Mr. Bass  
Mr. Eyerly  
Mr. Hammond  
Mr. Keefe  
Mr. Smyth  
Major Tully  
Miss Van Kleeck  
Miss Abbott  
Mr. Chenery  
Mr. Gans  
Mr. Bell, Executive Secretary.

I. The consideration of the Sanitary Code for the Explosives Industry was postponed to the next meeting of the Board as the Working Conditions Service, Department of Labor, reported that they had not yet reached an agreement with the War Department with regard to certain changes.

II. Miss Van Kleeck submitted a tentative draft of Standards Governing Employment of Women in Industry.

After several changes were agreed upon in the draft, it was moved by Mr. Smyth and seconded by Major Tully that the standards be approved and adopted by the Board, including the changes indicated during the meeting and omitting all references to the Railroad Administration; and that the Chairman appoint a special committee with power to change phraseology and to make mandatory requirements hortatory. Motion carried unanimously.



Minutes of Board Meeting  
War Labor Policies Board  
October 18, 1918.

The Chairman appointed the following special committee for this purpose: Major Tully, Miss Abbott, Mis Van Kleeck and Mr. Gans.

III. The Chairman submitted a suggestion that the Board create a committee to investigate and report on the question of general insurance for war workers.

Moved by Mr. Smyth, seconded by Major Tully that the Chairman appoint a committee to report to the Board at the earliest possible date on the advisability and practicability of the government adopting a general insurance plan for war workers. Motion carried unanimously.

On motion duly made and seconded the meeting adjourned at 12:30 P.M.

George L. Bell,

Executive Secretary.

## CONFERENCE ON PUBLICITY METHODS

### Minutes of the Fifth Meeting

Washington, October 3, 1918.

The Conference met in the Office of the Chairman at two o'clock with the following members present:

Major Thomas	Dr. Keir	Miss Lewis
Capt. Buhler	Mr. Marsh	Miss Ury
Capt. Holder	Mr. Koepler	Mr. Coleman
Lt. Todd.	Mr. Hawley	

Capt. Hessler ( )  
Mr. R. Neale Smith ( Guests  
Mr. Morley ( )  
Mr. Corning representing Mr. Ingersoll and Mr. Pettijohn

The minutes of the last meeting were read and approved.

Mr. Felix Morley representing the United States Employment Service was elected a member of the Conference.

Mr. R. Neale Smith, who is associated with Captain Dickinson in the Ordnance Department, was elected a member of the Conference.

Mr. Ingersoll sent word that he was engaged in field work and was unable to attend the meeting, but was planning to have ready to present at the next meeting a report concerning Instructions to Speakers.

Mr. David K. Niles, Chief of the Motion Picture Section of the Information and Education Service of the Department of Labor, was present at the request of the Chairman and explained the plans of the Committee on Public Information relating to the use of motion pictures by the various departments of the Government for propaganda purposes. Mr. Niles answered a number of questions as to the kind of service he was prepared to render and stated that the Committee on Public Information would soon send out lists of the films they were preparing to supply, together with suggestions concerning other advantages they would be able to offer,

The Chairman explained that he was amplifying the minutes of the Conference beyond the usual limitations of such records in order that absent members on reading the minutes of the meeting might get the drift of the discussions as well as a record of the votes passed.

Captain Buhler read a letter dated September 26 from General March, Chief of Staff, advising the Conference of some of the reasons why he could not grant our request for the use of returned American soldiers as speakers. He



explained that the War Department had permitted several hundred returned American soldiers to take part in the present Liberty Loan Drive, but that the Secretary of War feels very strongly on the subject of exploiting wounded soldiers, and has refused absolutely to allow them to be carried around the country. General March pointed out that as time went on the number of returned soldiers would be greatly increased, and that there would be available more and more men for use in such drives as the Liberty Loan Campaign. Captain Buhler commented on the situation. Following a general discussion, the Chairman was authorized to reply to the letter, taking such steps as in his judgment seemed wise.

It was voted that the Executive Clerk make inquiry of the members of the Conference as to the number of returned American soldiers they could use as speakers in their respective departments and to indicate the length of time they could employ their services. If they had used soldier speakers from allied countries to give a specific expression of the effectiveness of their work, and if they are anxious to use American returned soldiers to state how much more effective that would be.

Mr. Corning, who was present representing Mr. Ingersoll and Mr. Pettijohn, reported that he was using in the theatres in connection with the Liberty Loan drive, an alien squad of American soldiers with great effect, and recommended to the members the use of such squads in connection with public meetings as a substitute for American soldier speakers when they could not be had.

Lieutenant Todd reported that an old order in the Navy Department had been recently revived forbidding the use of the members of the Navy as speakers except for such purposes as the Liberty Loan Campaign.

The Chairman brought to the Conference this suggestion from Major Tully and Mr. Perkins of the War Department--the advisability of launching a publicity campaign encouraging all the war industries in the country to make as a definite goal an increase of production of 25% in the next six months. A full discussion developed the difficulty of selecting any percentage that would be just to all industries and it was also pointed out by Mr. Hawley that the result of such a campaign on the working classes would be much more satisfactory if we were to set as the goal a high standard of attendance rather than an increase in production. It was pointed out that the letter would follow if the former could be secured, but that the psychology of the appeal would be much stronger if it were handled in this way. After a very complete discussion it was voted to refer the whole matter for further consideration and report at the next meeting to a committee consisting of Mr. Koepler, Chairman, Lieutenant Todd and Major Thomas.

The Executive Clerk exhibited card forms for registering information concerning speakers to be supplied by the various members of the Conference.

Mr. Koepler reported that he had discharged Gunner C. W. Gutteridge one of his speakers, for disobeying orders. This information will be placed on file.

Lieutenant Todd presented a report of the labor situation in the Fourth Naval District. The Executive Clerk was instructed to send copies of these reports in the eight or ten members present who expressed a desire for it. This report covered matters of labor shortage, turn-over and efficiency, with conclusions and recommendations.

Lieutenant Todd exhibited an illustrated poster making an appeal to the workers of America in five languages and the Executive Clerk was instructed to send a copy to each member of the Conference, together with a statement that the publishers of the poster, ( Michael T. Hickey, representative) will be glad to supply our members without expense any number they may desire.

It was voted to meet again Thursday, October 10, at two o'clock in the Chairman's office.

The meeting adjourned at 4.00 P.M.



WAR LABOR POLICIES BOARD

MINUTES OF MEETING

October 25, 1918.

Present: Mr. Frankfurter, Chairman  
Mr. Bass  
Mr. Eyerly  
Mr. Hammond  
Mr. Howe  
Asst. Secy. Roosevelt  
Mr. Smyth  
Major Tully  
Miss Van Kleeck  
Miss Abbott  
Mr. Chenery  
Mr. Gans  
Mr. Perkins  
Mr. Gaus, Acting Secretary

- I. The Chairman announced that Colonel Wolf had consented to act as chairman of the Committee on Industrial Insurance.
- II. Assistant Secretary of the Navy Roosevelt discussed his observations on the labor situation in England and France as compared with that in America at the present time.
- III. Miss Van Kleeck presented the present situation regarding women in industry and discussed briefly the proposed standards to be established. Mr. Smyth presented the point of view of the Employment Service and the Community Labor Boards in this matter.

WAR LABOR POLICIES BOARD

MINUTES OF MEETING,

October 25, 1918. - 2

After a considerable discussion of the standards involved in the general problem of women in industry, it was moved by Mr. Howe and seconded that an eight-hour day with a maximum of a ten-hour day and a maximum fifty-five hour week should be effective for all women in industry from January 1, 1919. The Motion was carried unanimously.

On motion duly made and seconded, the meeting adjourned at 12:15 P. M.

John M. Gaus

Acting Secretary