

WAR LABOR POLICIES BOARD (MINUTES)

FEB. 1919



MEETING WAR LABOR POLICIES BOARD.

February 11, 1919.

Present: Mr. Frankfurter, Chairman  
Mr. Howe  
Dr. Wilcox  
Mr. Densmore  
Miss Van Kleeck  
Mr. Gans  
Mr. Gaus, Secretary.

- I. Mr. Frankfurter announced his resignation as Assistant to the Secretary of Labor and as Chairman of the War Labor Policies Board, and that the Secretary of Labor had directed that the Board be terminated by May.
- II. There was a general discussion of the necessity for the continuing of an inter-departmental board to coordinate the work of the various labor adjustment agencies of the government.
- III. Mr. Howe was chosen as temporary chairman of the Board.
- IV. It was decided that a meeting should be held on Friday, February 14th at 10 A. M. to discuss the advisability of some organization to carry on the work of the Board.
- V. The temporary chairman appointed Mr. Wilcox and Mr. Densmore as a Committee to prepare resolutions regarding Mr. Frankfurter's services to the War Labor Policies Board for the signatures of the members.

The meeting was adjourned at 11:15 A. M.

J. M. Gaus, Secretary.

WAR LABOR POLICIES BOARD

MINUTES OF MEETING

February 14, 1919.

Present: Mr. Howe, Chairman  
Mr. King  
Mr. Christie  
Mr. Wilcox  
Mr. Ehrmann  
Mr. Diamond  
Mr. Densmore  
Miss Van Kleeck  
J. M. Gaus, Secretary.

Mr. Densmore presented resolutions concerning Mr. Frankfurter's services to the War Labor Policies Board for the committee previously instructed to prepare such resolutions. It was moved by Mr. Diamond and seconded by Mr. Christie that these resolutions be adopted. The motion was voted unanimously.

The Chairman asked Mr. Diamond to ascertain from the officials of the A. F. of L. what their attitude would be toward the establishment of an inter-departmental board to which labor could state its program and desires.

The Chairman also requested Miss Van Kleeck to do the same for the women's trade unions.

It was decided to hold another meeting on Friday, February 21.

The meeting adjourned at 11:30 A. M.

J. M. Gaus

Secretary.



The attached statement explains the procedure and the reasons for it, and it is suggested that it be issued by the Board at this time.

In working out the plan here suggested, conferences have been held with representatives of the Committee on Women in Industry and the Woman's Committee of the Council of National Defense, the Labor Division of the War Industries Board, the War Labor Board, the American Federation of Labor, especially its legislative committee, the Council on Women in Industry of the Department of Labor, the Committee on Hazardous Occupations appointed by the Woman in Industry Service, (representing the Public Health Service, the Army, the Navy and the Bureau of Standards), the Pennsylvania Board of Labor and Industry, the National Consumers' League, the National Women's Trade Union League and the American Association for Labor Legislation. Although we have not asked for official endorsement by any of these groups, we believe that the result of these conferences, is an understanding on their part of the problem which we are facing. It has been clear in all the conferences that these agencies are much concerned that night work for women should not be permitted except where the necessity for it is fully demonstrated.

The effectiveness of the plan proposed will depend wholly upon its administration, and careful attention has therefore been given to this problem. In general the procedure will be that requests for permits will be sent to the office of the Secretary of



War or the Secretary of the Navy, and the necessity for granting the permit from the point of view of production will be determined by the department concerned. The Women in Industry Service will be charged with responsibility for determining the conditions under which a given plant will be permitted to employ women at night and will cause an investigation to be made in advance of the granting of the permit. At the time when the permit is granted the Women in Industry Service will designate an appropriate official agency to supervise the night shift for women during the period of the permit and will receive regular reports regarding the conditions of employment in each plant holding a permit.

Conferences have been held with the War Department and with the Navy regarding the organization of staffs of women inspectors in connection with those departments to carry on the necessary administrative procedure for the granting of permits. A Women's Branch is already organized in the Ordnance Department and is fairly well equipped to handle the work in plants working on contracts for that department, although the staff must be enlarged. Arrangements can probably be made for inspections through the existing forces in the Quartermaster's Department, and plans are under way for other divisions of the War Department. The Navy prefers to have the administrative work done by the Woman in Industry Service and will therefore appoint a staff of inspectors for plants working on contracts for the Navy on nomination of the Woman in Industry Ser-



vice, detailing them for duty in that Service. No plans have yet been made for administration of the plan in plants under the jurisdiction of the Food Administration or the U. S. Shipping Board, or other federal departments, as the immediate problems brought to our attention concern the War Department and the Navy.

To administer the plan properly, and to review the recommendations of the investigating forces in the various departments will require a larger staff than is possible under the present appropriation of the Woman in Industry Service. If the War Labor Policies Board approves the plan, therefore, it will be essential to provide the necessary funds for increasing the field force of the Woman in Industry Service. An effective plan and the machinery for carrying it out during the present emergency should have permanent and advantageous results in the establishments of standards for labor legislation as well as in the protection of standards already attained.

General standards including the limitation of the night shift to eight hours and rigid appliance of the principle of equal pay for equal work will be required of all plants holding permits, and in each plant specific conditions will be set in advance of recommending the permit. These conditions will cover such matters as the ages of the women employed at night, rotation of shifts, transportation facilities, installation of canteens, adequate supervision, facilities for health, comfort and safety and the selection and training of women workers.

States now having unequivocal laws prohibiting the employment of women at night in factories are as follows:

Delaware, Indiana, Kansas, Massachusetts, Nebraska, New York, Pennsylvania and Wisconsin.

**SUMMARY.** The War Labor Policies Board is asked, therefore, to vote upon the plan outlined in the attached statement, and to endorse the administrative procedure suggested, including the need for larger funds for the Woman in Industry Service to make the plan effective.

Respectfully submitted,

Mary Van Kleeck, Director,  
Woman in Industry Service of the  
U. S. Department of Labor.