

COMMITTEE ON HAZARDOUS OCCUPATIONS

July 24, 1918.

MINUTES OF MEETING  
of  
Committee on the Employment  
of Women in the Chemical In-  
dustries of Niagara Falls,  
held in  
Women's Division, Department of Labor  
Sunday, July 21, 1918,  
At 10:00 A.M.

Present: Lt. Col. Harry E. Mock, Chairman,  
Captain A. D. Reiley, Secretary,  
Miss VanKleeck,  
Dr. Hamilton,  
Miss Anderson,  
Miss Ladenburg, representing the War  
Industries Board, and  
Mr. Stewart, representing the Inspection  
and Investigation Service of the Depart-  
ment of Labor.

1. The following was decided upon as the personnel of the Committee: Chairman, Lt. Col. Harry E. Mock, Surgeon General's Office; Secretary, Captain Austin D. Reiley, Ordnance Department. Members - Dr. Alice Hamilton, Bureau of Labor Statistics, Miss Mary Anderson, Women's Industrial Service, Commander Donald Riley, Navy Department, Mr. John Vogt, New York State Department of Labor, Captain Harold C. Bradley, Gas Defense Service, Miss Nelle Schwartz, New York State Department of Labor, Dr. Richard M. Pierce, National Research Council, Dr. George M. Price, Mr. E. Stewart and Dr. W. J. Schereschewsky.

2. It was agreed to leave the matter of funds for individual traveling expenses of the members of the Committee to each individual member, to be arranged through the organization which he represents.

3. Miss VanKleeck introduced the following letter from the Manufacturers' Association of Niagara Falls:

"The peculiar conditions which have arisen in our country on account of a state of war have obliged the Government to take such action in emergencies which in peace times could not have been done without legislation. We all recognize the immense power, to maintain the equilibrium of social and industrial activities with which Congress has clothed our President

and which has been judiciously used for the benefits of our people.

"The depletion of man power has, in certain localities, seriously crippled the War Department by curtailing production of essentials. Niagara Falls is one of these points and the chemical industries, producing chlorine, caustic-soda, caustic potash, ferro-alloys, metallic magnesium, calcium-carbide, electrodes, formaldehyde, poison gas and everything basic for the production of war materials, are unable to operate to capacity on account of the labor shortage.

"The only remedy is to surplant this man shortage with women of those European States accustomed to laboring work, and repulsive as this may appear to Americans, it is a war necessity and as easily stopped upon war ending as it is to introduce it. Polish women here are anxious and ready to go on shift work of 8 hours, provided such permission could be obtained from the Department, subject of course to supervision and suspension with the power entrusted to the President. Could your Department so far recede from its traditions and customs as to recommend as a war measure only, such a permit to these factories?

"Each individual industry has a welfare and safety department presided over by experts and in addition would be willing to employ a woman superintendent to see that the health of these women employees was not imperilled and to force them to closely follow hygienic, sanitary and precautionary measures for self-protection.

"Such drastic action may at first glance shock, but when we consider the necessity for the protection of the million soldiers and their half million camp-assistants and followers, is it not a duty, even though repulsive to our free republican ideas?

"We have twenty-one such industries which could be speeded up and run to capacity if so permitted.

Respectfully yours,  
(signed) A.H.G.Hardwicke, Sec."

4. Miss VanKleeck further stated that the Committee was brought together by instruction of the National War Labor Policies Board.

5. The following preliminary working committee was appointed: Captain Reiley, Chairman, John Vogt, Miss Anderson and Miss Shwartz. The procedure was decided to be as follows:

List of the chemical industries of Niagara Falls to be procured from the New York State Department of Labor.

Miss Anderson and Miss Shwartz to proceed to Niagara Falls at once for a superficial survey of the general situation, to be followed there, as soon as possible, by Mr. Vogt and Captain Reiley.

Meeting to be held by the main Committee once every week, at which progress to be reported from working committee and problems stated.

6. Captain Reiley agreed to arrange for the list of plants with the New York Labor Department and to interview Mr. Vogt as soon as possible as to his participation in the actual Niagara Falls Work.

7. Miss VanKleeck agreed to send the necessary notices to the members of the Committee; also to see that request for the services of the Army and Navy officers on the Committee was made through the head of the National War Labor Policies Board, to their respective superior officers.

8. Acceptances have been received from Lt. Col. Mock, Dr. Hamilton, Miss Anderson and Captain Reiley.

A. D. Reiley,

Captain, Ordnance R. C.

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR

Held July 27th, 1918.

Present: Colonel Meek, Chairman,  
Captain Bradley,  
Dr. Schereschewsky,  
Miss Schwartz,  
Mr. Stewart,  
Miss Anderson,  
Miss Ladenburg,  
Miss VanCleeck,  
Miss Barnum (by invitation)  
Captain Reiley, Secretary

1. Miss Anderson and Miss Schwartz made the following report on conditions at Niagara Falls:

\* Quote attached report - Exhibit 1.

2. Col. Meek: This Committee has unexampled opportunity for work. The work seems to be that of experts; therefore suggestions as to the employment of special experts is requested.

3. Mr. Stewart: Dr. Hamilton's services have already been enlisted.

4. Moved: That this Committee request the United States Department of Labor, the New York Industrial Board, the United States Public Health Service and any other Department or agency of United States or the State of New York, to use their corps of experts for investigation of industrial conditions at Niagara Falls and report to this Committee.

Seconded and carried.

5. Mr. Stewart: Mr. Stewart stated he had no power to turn over his force to the Public Health Service.

6. Miss VanCleeck: Moved - that no information be given out as to Committee's findings and deliberations except through the Chairman of the Committee.

Seconded and carried.

7. Moved, seconded and carried: It is the sense of the Committee that many related matters, such as hours of labor, rates of wages, safety, living condition, transportation, et cetera, are within its purview and should be investigated. The Steering Committee will be entrusted with the duty of bringing such matters to the Committee's attention.

8. Moved, seconded and carried: That Dr. Schereschewsky be made a member of the Steering Committee.

9. The Steering Committee, as constituted, therefore, now stands:

Captain Reiley, Chairman,  
Members:

Dr. Schereschewsky,  
Miss Anderson,  
Miss Schwartz, and  
Mr. Vogt.

Respectfully submitted.

A. D. Reiley,  
Captain, Ordnance R. C.  
Secretary.

bad. Had had a housing survey made by the Independence Company of Philadelphia. We were not able to secure a copy as there have been a very limited number printed and everyone we asked had loaned his copy to someone else.

The Employers' Association of Niagara Falls has already requested the New York State Industrial Commission for exemption from the State law preventing women working at night between the hours of ten in the evening and six in the morning. The Commission had referred them to the Federal Government, saying that the only one who had the right to give exemption was the President of the United States. Mr. Hardwicke said that the Employers' Association did not care very much whether they got the exemption or not, that they had applied in behalf of a Polish woman of the city who wanted night work.

Respectfully submitted.

(Signed) Mary Anderson  
A.L.

July 29, 1918.

MEETING - Saturday, July 27th,  
1:30, P. M.

M O T I O N S

Moved: That this Committee request the U. S. Department of Labor, New York Medical Board, U. S. Public Health Service and any other Department or Agency of the United States or State of New York, to use their corps of experts for investigation of medical conditions in Niagara Falls and report to this Committee.

Seconded and carried.

(Mr. Stewart stated he had no power to turn over his force to Public Health Service)

Moved: By Miss VanCleeck - and seconded.  
That no information be given out as to Committee's findings and deliberations, except through Chairman of Committee.

Carried.

Moved: And Seconded.  
It is the sense of Committee that many related matters, such as hours of labor, rates of wages, safety and living conditions, are within the jurisdiction of this Committee and should be reported and investigated, and the Steering Committee will be intrusted with the duty of bringing such matters to Committee's attention.

Moved: And Seconded - That Dr. Schereschewsky be made a member of Steering Committee.

*Carried*



July 29, 1918.

MEETING - Saturday, July 27th,  
1:30, P. M.

M O T I O N S

Moved: That this Committee request the U. S. Department of Labor, New York Medical Board, U. S. Public Health Service and any other Department or Agency of the United States or State of New York, to use their corps of experts for investigation of medical conditions in Niagara Falls and report to this Committee.

Seconded and carried.

(Mr. Stewart stated he had no power to turn over his force to Public Health Service)

Moved: By Miss VanCleeck - and seconded.  
That no information be given out as to Committee's findings and deliberations, except through Chairman of Committee.

Carried.

Moved: And Seconded.  
It is the sense of Committee that many related matters, such as hours of labor, rates of wages, safety and living conditions, are within the jurisdiction of this Committee and should be reported and investigated, and the Steering Committee will be entrusted with the duty of bringing such matters to Committee's attention.

Moved: And Seconded - That Dr. Schereschewsky be made a member of Steering Committee.

WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
PRODUCTION DIVISION  
SEVENTH AND B STREETS NW.  
WASHINGTON

RMM/RB

Answer should be addressed to "Staff" Section, Production Division, Seventh and B Sts. NW., Washington, D. C."

In replying refer to No.



July 29, 1918.

From: R. M. Mann, Safety & Sanitation Branch,  
Staff Section

To: Miss Mary A. VanCleeck, Women's Branch  
Department of Labor, Auray Bldg., 8th &  
G. Sts., N. W.

Subject: Motions of Meeting, July 27th.

1. Captain Reiley left hurriedly for New York and asked that I copy from his notes the motions made at Saturday's meeting; also that I advise you the regular report would be made on Wednesday or Thursday, with more details of the meeting.

A. D. Reiley,  
Captain, Ord. R. C.

By: *RMM*  
R. M. Mann,  
Industrial Expert.  
(B)

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR

Held August 10th, 1918.

Present: Miss VanCleeck,  
Dr. Schereschewsky,  
Miss Ladenburg,  
Miss Anderson,  
Commander Riley,  
Mr. Stewart,  
Mr. LeMarsh (by invitation)  
Captain Reiley, Secretary

1. Miss VanCleeck reviewed the work already done at Niagara Falls.
2. Dr. Schereschewsky reported that the services of H. B. Gales, as Ventilating Engineer, had been secured.
3. The Bureau of Standards nominated for membership on the Committee, Dr. C. E. Waters.
4. The election of Dr. Waters was moved, seconded and carried.

Respectfully submitted.

A. D. Reiley,  
Captain, Ordnance R. C.  
Secretary

REPORT ON PRESENT CONDITION  
OF WORK AT NIAGARA FALLS

August 10, 1918.

Investigating force arrived at Niagara Falls Monday morning, August 5th. Scientific consultants from the Public Health Service; Dr. Gilman Thompson, Professor Winslow, Dr. David H. Edsall. In charge of Public Health Service investigators: Captain Landza. Supervising for Department of Labor and Army Ordnance, Miss Mary VanCleeck and Captain A. D. Reiley.

A brief survey was made of the situation, five plants being investigated, representing the following industries: carborundum, chlorine, bleaching powder, graphite electrodes, mono-chlor-benzel and related products, calcium carbide, ferro-silican and storage batteries.

Conference was held with the managers of a number of the plants interested and full co-operation was promised for the investigation. Dr. Holmes, of the Public Health Service, with a corps of skilled assistants representing medical and engineering ability, was left to prosecute the investigation. It was arranged that either Captain Landza or Captain R. R. Ray, of the Rochester Office, or Captain A. D. Reiley, should be in Niagara practically continuously. It was further arranged that Miss VanCleeck should come to Niagara Falls at least once every two weeks for conference and supervision.

Mr. E. N. Riley was sent from the Safety & Sanitation Branch, Staff Section, Ordnance; Miss Nelle Schwartz from the New York State Department of Labor and representatives of the Women in Industry Service to be selected by Miss VanCleeck would also proceed to Niagara Falls.

It was decided that practical results should be reached plant by plant and that recommendations should be made as fast as determination is arrived at, at each separate plant.

It was decided that the proper way to conduct investigation was to separate the two issues into distinct lines, one the question of night work; the other the question of the fitness of women for the particular job involved.

It was further decided that the investigation would proceed from the standpoint of process and each job be separately investigated.

Page 2  
Report on present conditions at  
Niagara Falls.

The first conference of the supervising staff will  
be held in Niagara Falls, August 21st, at which time there  
is expected to be present: Miss VanCleeck, Captain Landis  
and Captain Reiley.

Respectfully submitted.

A. D. Reiley,  
Captain, Ordnance R. C.  
Chairman, Steering Committee.

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR

August 26th, 1918

Present: Col. Mock,  
Miss VanKleeck,  
Dr. Schereschewsky,  
Dr. Pearce,  
Mr. Hamilton,  
Miss Anderson, and  
Capt. Reiley.

1. Letter was read from S. W. Stratton, Director Bureau of Standards, withdrawing the name of Dr. C. E. Waters as member of the Committee and substituting Mr. C. E. Oakes.

Moved, seconded and carried, that Mr. Stratton's suggestion be adopted and Mr. Oakes duly elected member of the Committee, vice Dr. C. E. Waters.

2. Report of Supervisor's Conference at Niagara Falls was made by Captain Reiley, as follows:

- (a) Russell Motors Co., Buffalo. Plant in excellent physical condition for employment of women. Few recommendations, all of which plant management promised to carry out. Further consideration of the subject deferred until receipt of definite request for relief from the Russell Motors Company officials.
- (b) The Norton Company. Report was presented, showing that the plant was in good physical condition. Conference was had with officials of the company at Niagara Falls, at which time it was stated that they were not ready to employ women. Report was ordered filed until such time as definite request was made by the Norton Company for the employment of women.
- (c) The Carborundum Company. Reported that this plant was in general unfavorable condition, but that it was possible to place it in good condition - especially as to the lathe and shaving rooms. Supervisor's Conference at Niagara Falls requested permission to sent committee, consisting of Captain

Lanza, Public Health Service, Dr. Francis D. Patterson, Scientific Assistant, Public Health Service, and Captain Reiley, to Pittsburgh for conference with the owners of the company, to propose to them a comprehensive plan for betterment in the plant.

- (d) Hooker-Electro Chemical Co. Plant was reported to be in general good condition. A number of recommendations made, which require expert criticism. Plant officials invited to criticize recommendations at next conference of the Supervisor's Conference at Niagara Falls on September 11th. Action deferred until that time.
- (e) U. S. Light & Heat Co. Conditions in plant reported unfavorable in all respects.

#### MOTIONS AND RESOLUTIONS

Moved: That standardization of physical conditions of plants as affecting welfare and comfort be prepared in cooperation with the Working Conditions Committee of the Department of Labor.

Seconded and carried.

Moved: That Dr. Schereschewsky and Miss VanKleeck go to the Housing Bureau and point out to them the necessity for haste in providing housing facilities for the workers at Niagara Falls and sanitation and health at the same place.

Seconded and carried.

Moved: That sub-committee, consisting of Captain Lanza, Dr. Patterson and Captain Reiley be appointed for conference with Mr. Mellen, owner of the Carborundum Company in Pittsburgh.

Seconded and carried.

Moved: By Dr. Schereschewsky - In view of the fact that upon investigation of this committee, the plant of the U. S. Light & Heat Co. of Niagara Falls in the State of New York is found to be in such hazardous physical condition as to constitute an obstacle to production; and because such production is necessary to the national interests, this committee recommends to the Ordnance Dept. that the plant of the U.S. Light & Heat Co. be commandeered by the U. S. Government so that the present obstacle to production may be removed.

Seconded (Col. Mock) & carried.

A. D. Reiley, Capt. Ord. U.S.A.  
Secretary

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR  
Sept. 3, 1918.

Present: Col. Mock,  
Miss VanKleeck,  
Maj. Bradley,  
Dr. Schereschewsky,  
Mr. Hamilton,  
Miss Anderson,  
Miss Badenburg,  
Mr. Oakes, and  
Capt. Reiley

1. Moved, seconded and carried: that the minutes of meeting of August 26th be adopted and filed.

2. The matter of the Russell Motors Company, Buffalo, New York, was introduced by the Secretary. During discussion, Miss VanKleeck read report on the method to be pursued in obtaining Federal permit for night work in individual cases.

Moved: That it is the sense of the Committee that the physical condition of this plant is such that women may be employed after the hour of ten P. M. and before the hour of six A. M., on three shift system, not to exceed eight hours to the shift, if it be the policy of the Federal Government to grant permits for night work for women in individual cases.

Seconded and carried.

3. The matter of the U. S. Light & Heat Company was introduced by the Secretary. Miss VanKleeck stated that request for conference had been made by the officials of this company.

Moved: That request of the U. S. Light & Heat Company for conference on the investigators' report be granted and that conference be held during the next conference of the Supervisors at Niagara Falls.

Seconded and carried.

4. Meeting adjourned, on motion.

A. D. Reiley,  
Capt. Ord. U. S. A.  
Secretary



MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR  
Sept. 21, 1918.

Present: Col. Mock,  
Maj. Bradley,  
Capt. Lanza,  
Miss Ladenberg,  
Dr. Holmes,  
Miss VanKleeck,  
Capt. Reiley.

Resume of work at Niagara Falls was made by Dr. Holmes, Director of Field Investigation at Niagara Falls.

Moved and seconded: That the following resolutions regarding the disposition of the reports be accepted:

1. General report as read by Dr. Holmes giving the results of the investigation by industrial groups be completed and filed with the Employers' Association, the Chamber of Commerce, and the Industrial Commission of New York State, and spread in full on the minutes of the committee.
2. The report of each plant when revised after agreement on the recommendations concerning the work of women be filed with the plant management and with the Industrial Commission of the State of New York.
3. The matter of publication of such reports as are deemed wise will be taken under consideration by a publications committee to be appointed as a sub-committee of this committee.
4. Separate analyses of all constructive operations undertaken by the field forces be made and spread in full on the minutes of the committee.

Report of conference between Mr. Mellen, owner of the Carborundum Company, and Captain Lanza, of the Public Health Service, was made by Captain Lanza. It was agreed

at this conference that all measures necessary be adopted for dust removal in the Carborundum Company Plant. Dr. Lanza's written report will be furnished the committee.

Discussion as to method of dealing with the Industrial Board of the State of New York. The Secretary was directed to invite Commissioner Lynch to attend the meeting of the Hazardous Occupations Committee on September 30th, in the evening.

The Secretary reported conference with H. A. Rohr, U. S. Light and Heat Co., at which Mr. Rohr promised compliance with all recommendations and requested reinspection within thirty days.

Moved, seconded and carried: that resolution of August 26th regarding U. S. Light & Heat Co. be withdrawn.

Moved, seconded and carried: that thirty days after recommendations of Public Health Service had been submitted to the U. S. Light and Heat Co. and Industrial Board of the State of New York and the company notified of the Industrial Board's approval, re-investigation of the U. S. Light & Heat Co. be made.

Moved, seconded and carried: that committee delegate Secretary to take up with Industrial Board of the State of New York the matter of U. S. Light and Heat Co.

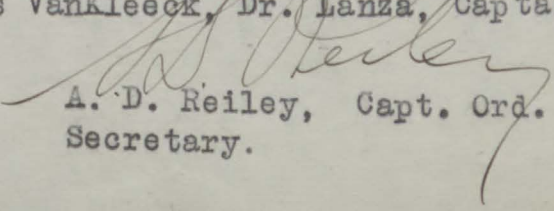
Moved, seconded and carried: that Captain Lanza, of the Public Health Service, be made a member of the committee.

Moved, seconded and carried: that Dr. Schereschewsky, acting as chairman, appoint a committee of three to decide on the next piece of work and make recommendations to the committee.

Moved, seconded and carried: that the committee approve the completion of the investigation of storage batteries under the guidance and advisory work of Dr. Alice Hamilton and that they also approve the completion of the investigation of the abrasives industry.

Moved, seconded and carried: that Dr. Schereschewsky announce the appointment of the sub-committee on job analyses: Miss VanKleeck, Dr. Lanza, Captain Reiley.

Moved, seconded and carried: that Dr. Schereschewsky announce committee of three to decide on the next piece of work to be done: Miss VanKleeck, Dr. Lanza, Captain Reiley.

  
A. D. Reiley, Capt. Ord. U. S. A.  
Secretary.

U.S. Dept Labor

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November 5, 1918.

The Committee on Hazardous Occupations will hold its next meeting on Monday, November 11th, at four o'clock P.M. in the Southern Building, Room 209, Fifteenth and H Streets, Washington D.C.

A. D. Reiley,  
Captain, Ordnance R.C.  
Secretary.

Dr. Royal Meeker, Commissioner

Bureau of Labor Statistics,  
Department of Labor,  
Washington, D.C.

Mr. Charles E. Oakes,

Bureau of Standards,  
Washington, D.C.

Mr. Grant Hamilton, Director

Working Conditions Service,  
Department of Labor,  
Washington, D.C.

Dr. J. W. Schereschewsky,

Assistant Surgeon General,  
U.S. Public Health Service,  
3 B Street, S.E. Washington, D.C.

Dr. Richard M. Pearce,

National Research Council,  
1015 - 16th Street, N.W.  
Washington, D.C.

Miss Nellie Nelle Swartz,

Bureau of Women in Industry,

New York State Department of Labor,  
230 Fifth Avenue, New York, N.Y.

Major Harold C. Bradley,  
Gas Warfare Service, Medical Dept. Bldg.,  
7th and B Streets,  
Washington, D.C.

Mr. John Vogt,  
New York State Department of Labor,  
230 Fifth Avenue,  
New York, N.Y.

Lt. Com. Donald Riley,  
Bureau of Ordnance,  
New Interior Building,  
Washington, D.C.

Dr. Alice Hamilton,  
Bureau of Labor Statistics,  
Department of Labor,  
Washington, D.C.

Captain Austin D. Reiley,  
Ordnance Department,  
Bldg. A-1, Room 224, 6th, and B Streets,  
Washington, D.C.

Lt. Colonel Harry E. Mock,  
Surgeon General's Office,  
War Department,  
Washington, D.C.

NOV 13 A.M.

WAR DEPARTMENT  
ROCHESTER DISTRICT ORDNANCE OFFICE  
INDUSTRIAL SERVICE SECTION

82 ST. PAUL STREET  
ROCHESTER, N.Y.

RRR:MDH

In replying refer to File No.

November 11, 1918

From Capt R R Ray, District Supervising Officer,  
Industrial Service Section, Ordnance Department,  
82 St Paul Street, Rochester, N Y

To Miss Mary Van Kleeck, Director, Woman in  
Industry Service, U S Department of Labor,  
Ouray Building, Washington, D C

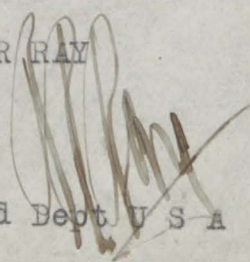
Subject Employment of Women at Certain Prohibited  
Tasks

1 I appreciate having your kind letter of November 4. Miss Swartz, Chief of Women-In-Industry Bureau of the State Department of Labor, has written me in accordance with your suggestion and has asked for certain definite information which I will provide her at an early date.

2 Captain Reilly spoke to me the other day about the final meeting of the Government representatives interested in the special investigations conducted at Niagara Falls which will be held in Niagara Falls November 15 and 16. I shall make an earnest endeavor to be present at this final conference and with your permission I will suggest to Miss Skiff, who is expected at that time to be attached to our office as representing the Womens' Branch, Industrial Service Section, that she also attend the conference.

3 What you have to say relative to the application of the Hooker Electrochemical Company to employ women on an all night shift interests me and I hope there will be a definite decision forthcoming soon from the Secretary of War and the Secretary of the Navy upon this important subject.

R R RAY



Capt Ord Dept U S A

WAR DEPARTMENT  
OFFICE OF ORDNANCE DISTRICT CHIEF

82 ST. PAUL ST.,  
ROCHESTER, N. Y.

RRR:MDH

..... DIVISION

TO INSURE PROMPT ATTENTION  
IN REPLYING REFER TO:

..... NO. ....  
ATTENTION OF .....

November 11, 1918

From Capt R R Ray, District Supervising Officer,  
Industrial Service Section, Ordnance Depart-  
ment, 82 St Paul Street, Rochester, N Y

To Miss Mary Van Kleeck, Director, Woman in  
Industry Service, U S Department of Labor,  
Ouray Building, Washington, D C

Subject Employment of Women at Certain Prohibited  
Tasks

1 I appreciate having your kind letter of  
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will be a definite decision forthcoming soon from the  
Secretary of War and the Secretary of the Navy upon this  
important subject.

R R RAY

Capt Ord Dept U S A

November 4, 1918.

From: Mary Van Kleeck, Director, Woman in Industry,  
Department of Labor, 209 Southern Building,  
Washington, D.C.

To: Captain R. R. Ray, District Supervising Officer,  
Industrial Service Section, Ordnance Department,  
82 St. Paul Street, Rochester, N.Y.

Subject: Inquiry of October 29th regarding employment of  
women at prohibited tasks.

We are referring your letter about the possibility of employing women upon light grinding operations to Miss Nelle Swartz, Chief of the Bureau of Women and Industry of the New York State Department of Labor, with the request that she get in touch with your office.

The similar occupations in the Niagara Falls plants, as you know, is in the plant of the Carborundum Company. We have just received a report on the experiments being made there at our suggestion in dust removal and it is expected that the Public Health Service will proceed at once to make some tests. Until these tests are made, it will be impossible to determine the efficacy of the dust removal system. Without an efficient exhaust system, we of course disapprove of the employment of women in occupations involving exposure to metallic dust.

The Committee in charge of the Niagara Falls investigation proposes to meet at Niagara Falls Friday and Saturday, November 15th and 16th for final formulation of recommendations on the basis of progress made in the plants in experimenting following our first recommendations. We hope that it may be possible for you to meet with us at that time.

Meanwhile the whole matter of prohibiting the employment of women in certain occupations is now before our Committee on Hazardous Occupations and we hope to reach certain conclusions at an early meeting.

The Women's Branch of the Ordnance Department has already told you of the decision reached in the case of the Russell Motor Car Company. The Company itself told us that they had been able to organize a night shift of men.

You will be interested in knowing that the Hooker Electro-Chemical Company has applied for permission to employ women at night but the whole night work plan awaits decision by the Secretary of War and the Secretary of the Navy and no action in specific cases can be taken until that plan is determined upon.

WAR DEPARTMENT  
ROCHESTER DISTRICT ORDNANCE OFFICE  
INDUSTRIAL SERVICE SECTION

OCT 31 AM.

82 ST. PAUL STREET  
ROCHESTER, N. Y.

RRR:MDH

*In replying refer to File No.*

October 29, 1918

From Capt R R Ray, District Supervising Officer,  
Industrial Service Section, Ordnance Department,  
82 St Paul Street, Rochester, N Y

To Miss Mary Van Kleeck, Director, Woman in  
Industry Service, U S Department of Labor,  
Ouray Building, Washington, D. C.

Subject Employment of Women at certain prohibited  
tasks

1 Frequent requests have come to our office recently for permission to employ women upon light grinding operations where the machines are properly protected by exhaust systems.

2 We believe that occupations of this character were investigated by the United States Public Health Service together with your cooperation at Niagara Falls, and it will please us to learn at your earliest convenience what definite decision, if any, has been formed upon this subject as well as other subjects touched upon in the investigation mentioned.

R R RAY

Capt Ord Dept U S A

*Miss Jones*



MINUTED OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR  
November 11, '18.

Present:

Colonel Moek  
Major Bradley  
Captain Lanza  
Miss Van Kleek  
Miss Anderson  
Miss Ladenberg  
Mr. Hamilton  
Miss North  
Dr. Hamilton  
Captain Reiley

Moved and seconded that the Public Health Service of the United States take up with the Industrial Commission of the State of New York the question of the Public Health Service affording the Industrial Commission their assistance in seeing that recommendations made by the Public Health Service be carried out.

Carried.

Moved and seconded Dr. Hamilton's recommendations as to women lead workers be indorsed.

Carried.

*Handwritten:*  
MPL 319.12/981 (Encl)

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR  
October 1, 1918.

Present:

Colonel Mock	Mr. Wright
Lieut.-Com. Riley	Miss Van Kleek
Dr. Selby	Miss Anderson
Dr. Holmes	Miss North
Dr. Hamilton	Miss Schwartz
	Mrs. Ralston
	Captain Reiley


Mr. Lynch and Mr. Gernon of the Industrial Commission of the State of New York were invited to be present, and attended the meeting.

The problem of cooperation with the Industrial Commission of the State of New York was discussed. It was agreed that in the Carborundum report they would check up experimental work of the Public Health Service Engineers, and would pass upon the plans and give their approval or suggestions when the experimental work was finished. Commissioner Lynch requested that joint investigations be made in New York in future.

It was moved by Colonel Mock and seconded, that State Industrial Commission be requested to appoint two members of the Industrial Commission on the Hazardous Occupations Committee of the Women in Industry Service of the Department of Labor.

Carried.

The Hazardous Occupations Committee was subsequently notified that Commissioner Lynch and Deputy Commissioner Gernon should be the members of the Committee on Hazardous Occupations of the Women in Industry Service of the Department of Labor, nominated by the Industrial Commission of the State of New York.

  
A. D. REILEY,  
Capt., Ord., U.S.A.,  
Secretary.

*Handwritten note:*  
M.L. 319.12/581 (Enc 1)

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR  
Sept. 21, 1918.

Present: Col. Meek,  
Maj. Bradley,  
Capt. Lanza,  
Miss Ladenberg,  
Dr. Holmes,  
Miss VanKleeck,  
Capt. Reiley.

Resume of work at Niagara Falls was made by Dr. Holmes, Director of Field Investigation at Niagara Falls.

Moved and seconded: That the following resolutions regarding the disposition of the reports be accepted:

1. General report as read by Dr. Holmes giving the results of the investigation by industrial groups be completed and filed with the Employers' Association, the Chamber of Commerce, and the Industrial Commission of New York State, and spread in full on the minutes of the committee.
2. The report of each plant when revised after agreement on the recommendations concerning the work of women be filed with the plant management and with the Industrial Commission of the State of New York.
3. The matter of publication of such reports as are deemed wise will be taken under consideration by a publications committee to be appointed as a sub-committee of this committee.
4. Separate analyses of all constructive operations undertaken by the field forces be made and spread in full on the minutes of the committee.

Report of conference between Mr. Mellen, owner of the Carborundum Company, and Captain Lanza, of the Public Health Service, was made by Captain Lanza. It was agreed

at this conference that all measures necessary be adopted for dust removal in the Carborundum Company Plant. Dr. Lanza's written report will be furnished the committee.

Discussion as to method of dealing with the Industrial Board of the State of New York. The Secretary was directed to invite Commissioner Lynch to attend the meeting of the Hazardous Occupations Committee on September 30th, in the evening.

The Secretary reported conference with H. A. Rohr, U. S. Light and Heat Co., at which Mr. Rohr promised compliance with all recommendations and requested reinspection within thirty days.

Moved, seconded and carried: that resolution of August 26th regarding U. S. Light & Heat Co. be withdrawn.

Moved, seconded and carried: that thirty days after recommendations of Public Health Service had been submitted to the U. S. Light and Heat Co. and Industrial Board of the State of New York and the company notified of the Industrial Board's approval, re-investigation of the U. S. Light & Heat Co. be made.

Moved, seconded and carried: that committee delegate Secretary to take up with Industrial Board of the State of New York the matter of U. S. Light and Heat Co.

Moved, seconded and carried: that Captain Lanza, of the Public Health Service, be made a member of the committee.

Moved, seconded and carried: that Dr. Schereschewsky, acting as chairman, appoint a committee of three to decide on the next piece of work and make recommendations to the committee.

Moved, seconded and carried: that the committee approve the completion of the investigation of storage batteries under the guidance and advisory work of Dr. Alice Hamilton and that they also approve the completion of the investigation of the abrasives industry.

Moved, seconded and carried: that Dr. Schereschewsky announce the appointment of the sub-committee on job analyses: Miss Vankleek, Dr. Lanza, Captain Reiley.

Moved, seconded and carried: that Dr. Schereschewsky announce committee of three to decide on the next piece of work to be done: Miss Vankleek, Dr. Lanza, Captain Reiley.

A. D. Reiley, Capt. Grd. U. S. A.  
Secretary.

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR

Held July 27th, 1918.

Present: Colonel Mock, Chairman,  
Captain Bradley,  
Dr. Schereschewsky,  
Miss Schwartz,  
Mr. Stewart,  
Miss Anderson,  
Miss Ladenburg,  
Miss VanCleeck,  
Miss Barnum (by invitation)  
Captain Reiley, Secretary

1. Miss Anderson and Miss Schwartz made the following report on conditions at Niagara Falls:

\*See attached report - Exhibit 1.

2. Col. Mock: This Committee has unexampled opportunity for work. The work seems to be that of experts; therefore suggestion as to the employment of special experts is requested.

3. Mr. Stewart: Dr. Hamilton's services have already been enlisted.

4. Moved: That this Committee request the United States Department of Labor, the New York Industrial Board, the United States Public Health Service and any other Department or agency of the United States or the State of New York, to use their corps of experts for investigation of industrial conditions at Niagara Falls and report to this Committee.

Seconded and carried.

5. Mr. Stewart: Mr. Stewart stated he had no power to turn over his force to the Public Health Service.

6. Miss VanCleeck: Moved - that no information <sup>can</sup> be given out as to Committee's findings and deliberations except through the Chairman of the Committee.

Seconded and carried.

7. Moved, seconded and carried: It is the sense of the Committee that many related matters, such as hours of labor, rates of wages, safety, living condition, transportation, et cetera, are within its purview and should be investigated. The Steering Committee will be entrusted with the duty of bringing such matters to the Committee's attention.

8. Moved, Seconded and carried: That Dr. Schereschewsky be made a member of the Steering Committee.

9. The Steering Committee, as constituted, therefore, now stands:

Captain Reiley, Chairman,  
Members:  
Dr. Schereschewsky,  
Miss Anderson,  
Miss Schwartz, and  
Mr. Vogt.

Respectfully submitted.

A. D. Reiley,  
Captain, Ordnance R. C.  
Secretary.

## WOMEN IN INDUSTRY SERVICE

Report of Preliminary Visit to  
Niagara FallsEXHIBIT I.

The preliminary visit to Niagara Falls July 24th and 25th by Nelle Swartz, Chief of the Women's Section, New York State Department of Labor, and Mary Anderson, Assistant Director of Women in Industry Service, is as follows:

Niagara Falls is a chemical manufacturing center of the United States. Of the total value of the products produced by the aid of electricity in 1909, New York reports \$13,401,878 or 72.06% and over \$11,000,000 worth of this product was made in Niagara Falls.

It is estimated that over 75% of the total product of abrasives in the country are made in Niagara Falls. Nearly all of the aluminum in the world is made in three big factories.

Visited Norton Grinding Company, manufacturers of abrasives, 85% Government contracts, 110 employees. The firm reports a labor shortage of 25%. Have about 22 Polish women working shovelling coal, pushing wheel barrows with about 50 pounds of coal.

Visited the American Sales <sup>Co.</sup> Company, 85% Government contracts of carbon paper, 150 girls employed, 8 hours a day's work. Striatly union shop. Labor turnover very small.

Visited Niagara Storage Light Company, 100 employeed, 75% women, short 25 men. Labor turnover large. One colored woman working in the acid room.

Visited United States Light Heating Company, making electric batteries for the Government, 700 men and 300 women employed. Women put on during the last three months. Labor turnover in the month of June: Employed 300, 504 have left. Many complained that the lead made them sick. About six people a week left because of lead. Short 150 men. Women working in the lead room scraping the edges of plates, women putting plates into acid vats. Colored women working in nitro fumes, filling batteries and cleaning them. One wore a face protector. This is the firm that wants women on the night shift.

Visited the Carborundum Company, Manufacturers of all kinds of abrasives and abrasive papers, 90% Government contracts. Have had women employed on the dental abrasives for a long time. The last three months have taken on 300 women. Most of those are employed in the grinding department. 1907 men are employed, short 190 men. Labor turnover 25% a month. Do not want women to work at night.

Niagara Electro-Chemical Company was reported to us by Mr. Hardwicke, Secretary of the Employer's Association as having girls working in the chemicals. He also said that the labor shortage for the city was about 1500 to 2000 men. Said that the housing was very bad. Had had a housing survey made by the Independence Company of Philadelphia. We were not able to secure a copy as there have been a very limited number printed and everyone we asked had loaned his copy to someone else.

The Employers' Association of Niagara Falls has already requested the New York State Industrial Commission for exemption from the State law preventing women working at night between the hours of ten in the evening and six in the morning. The Commission had referred them to the Federal Government, saying that the only one who had the right to give exemption was the President of the United States. Mr. Hardwicke said that the Employers' Association did not care very much whether they got the exemption or not, that they had applied in behalf of a Polish woman of the city who wanted night work.

Respectfully submitted.

(Signed) Mary Anderson  
A.L.



MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR

Held August 10th, 1918.

Present: Miss VanCleeck,  
Dr. Schereschewsky,  
Miss Ladenburg,  
Miss Anderson,  
Commander Riley,  
Mr. Stewart,  
Mr. LeMarsh (by invitation)  
Captain Reiley, Secretary

1. Miss VanCleeck reviewed the work already done at Niagara Falls.
2. Dr. Schereschewsky reported that the services of H. BB. Gales, as Ventilating Engineer, had been secured.
3. The Bureau of Standards nominated for membership on the Committee, Dr. C. E. Waters.
4. The election of Dr. Waters was moved, seconded and carried.

Respectfully submitted.

A. D. Reiley,  
Captain, Ordnance R. C.  
Secretary

REPORT ON PRESENT CONDITION  
OF WORK AT NIAGARA FALLS

August 10, 1918.

Investigating force arrived at Niagara Falls Monday morning, August 5th. Scientific consultants from the Public Health Service: Dr. Gilman Thompson, Professor Winslow, Dr. David H. Edsall. In charge of Public Health Service investigators: Captain Landza. Supervising for Department of Labor and Army Ordnance, Miss Mary VanCleeck and Captain A. D. Reiley.

A brief survey was made of the situation, five plants being investigated, representing the following industries: carborundum, chlorine, bleaching powder, graphite electrodes, mono-chlor-benzol and related products, calcium carbide, ferro-silican and storage batteries.

Conference was held with the managers of a number of the plants interested and full co-operation was promised for the investigation. Dr. Holmes, of the Public Health Service, with a corps of skilled assistants representing medical and engineering ability, was left to prosecute the investigation. It was arranged that either Captain Landza or Captain R. R. Ray, of the Rochester Office, or Captain A. D. Reiley, should be in Niagara practically continuously. It was further arranged that Miss VanCleeck should come to Niagara Falls at least once every two weeks for conference and supervision.

Mr. E. N. Riley was sent from the Safety & Sanitation Branch, Staff Section, Ordnance; Miss Nelle Schwartz from the New York State Department of Labor and representatives of the Women in Industry Service to be selected by Miss VanCleeck would also proceed to Niagara Falls.

It was decided that practical results should be reached plant by plant and that recommendations should be made as fast as determination is arrived at, at each separate plant.

It was decided that the proper way to conduct investigation was to separate the two issues into distinct lines, one the question of night work; the other the question of the fitness of women for the particular job involved.

It was further decided that the investigation would proceed from the standpoint of process and each job be separately investigated.

Page 2  
Report on present conditions at  
Niagara Falls.

The first conference of the supervising staff will be held in Niagara Falls, August 21st, at which time there is expected to be present: Miss VanCleeck, Captain Landza and Captain Reiley.

Respectfully submitted.

A. D. Reiley,  
Captain, Ordnance R. C.  
Chairman, Steering Committee.

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR

August 26th, 1918

Present: Col. Mock,  
Miss VanKleeck,  
Dr. Schereschewsky,  
Dr. Pearce,  
Mr. Hamilton,  
Miss Anderson, and  
Capt. Reiley.

1. Letter was read from S. W. Stratton, Director Bureau of Standards, withdrawing the name of Dr. C. E. Waters as member of the Committee and substituting Mr. C. E. Oakes.

Moved, seconded and carried, that Mr. Stratton's suggestion be adopted and Mr. Oakes duly elected member of the Committee, vice Dr. C. E. Waters.

2. Report of Supervisor's Conference at Niagara Falls was made by Captain Reiley, as follows:

- (a) Russell Motors Co., Buffalo. Plant in excellent physical condition for employment of women. Few recommendations, all of which plant management promised to carry out. Further consideration of the subject deferred until receipt of definite request for relief from the Russell Motors Company officials.
- (b) The Norton Company. Report was presented, showing that the plant was in good physical condition. Conference was had with officials of the company at Niagara Falls, at which time it was stated that they were not ready to employ women. Report was ordered filed until such time as definite request was made by the Norton Company for the employment of women.
- (c) The Carborundum Company. Reported that this plant was in general unfavorable condition, but that it was possible to place it in good condition - especially as to the lathe and shaving rooms. Supervisor's Conference at Niagara Falls requested permission to sent committee, consisting of Captain

Lanza, Public Health Service, Dr. Francis D. Patterson, Scientific Assistant, Public Health Service, and Captain Reiley, to Pittsburgh for conference with the owners of the company, to propose to them a comprehensive plan for betterment in the plant.

- (d) Hooker-Electro Chemical Co. Plant was reported to be in general good condition. A number of recommendations made, which require expert criticism. Plant officials invited to criticize recommendations at next conference of the Supervisor's Conference at Niagara Falls on September 11th. Action deferred until that time.
- (e) U. S. Light & Heat Co. Conditions in plant reported unfavorable in all respects.

#### MOTIONS AND RESOLUTIONS

Moved: That standardization of physical conditions of plants as affecting welfare and comfort be prepared in cooperation with the Working Conditions Committee of the Department of Labor.

Seconded and carried.

Moved: That Dr. Schereschewsky and Miss VanKleeck go to the Housing Bureau and point out to them the necessity for haste in providing housing facilities for the workers at Niagara Falls and sanitation and health at the same place.

Seconded and carried.

Moved: That sub-committee, consisting of Captain Lanza, Dr. Patterson and Captain Reiley be appointed for conference with Mr. Mellen, owner of the Carborundum Company in Pittsburgh.

Seconded and carried.

Moved: By Dr. Schereschewsky - In view of the fact that upon investigation of this committee, the plant of the U. S. Light & Heat Co. of Niagara Falls in the State of New York is found to be in such hazardous physical condition as to constitute an obstacle to production; and because such production is necessary to the national interests, this committee recommends to the Ordnance Dept. that the plant of the U.S. Light & Heat Co. be commandeered by the U. S. Government so that the present obstacle to production may be removed.

Seconded (Col. Mock) & carried.

A. D. Reiley, Capt. Ord. U.S.A.  
Secretary

MINUTES OF MEETING  
of the  
COMMITTEE ON HAZARDOUS OCCUPATIONS  
of  
THE DEPARTMENT OF LABOR  
Sept. 3, 1918.

Present: Col. Mock,  
Miss VanKleeck,  
Maj. Bradley,  
Dr. Schereschewsky,  
Mr. Hamilton,  
Miss Anderson,  
Miss Ladenburg,  
Mr. Oakes, and  
Capt. Reiley

1. Moved, seconded and carried: That the minutes of meeting of August 26th be adopted and filed.

2. The matter of the Russell Motors Company, Buffalo, N. Y., was introduced by the Secretary. During discussion Miss VanKleeck read report on the method to be pursued in obtaining Federal permit for night work in individual cases.

Moved: That it is the sense of the Committee that the physical condition of this plant is such that women may be employed after the hour of ten P. M. and before the hour of six A. M., on three shift system, not to exceed eight hours to the shift, if it be the policy of the Federal Government to grant permits for night work for women in individual cases.

Seconded and carried.

3. The matter of the U. S. Light & Heat Company was introduced by the Secretary. Miss VanKleeck stated that request for conference had been made by officials of this company.

Moved: That request of the U. S. Light & Heat Company for conference on the investigators' report be granted and that conference be held during the next conference of the Supervisors at Niagara Falls.

Seconded and carried.

4. Meeting adjourned, on motion.

A. D. Reiley,  
Capt. Ord. U. S. A.  
Secretary

Notes at meeting Sept. 21-18

RESOLUTION REGARDING THE DISPOSITION OF THE REPORTS.

1. General report as read by Dr. Holmes giving the results of the investigation by industrial groups be completed and filed with the Employers' Association, the Chamber of Commerce, and the Industrial Commission of New York State, and spread in full on the minutes of the committee.
2. The report of each plant when revised after agreement on the recommendations concerning the work of women be filed with the plant management and with the Industrial Commission of the State of New York.
3. The matter of publication of such reports as are deemed wise will be taken under consideration by a publications committee to be appointed as a sub-committee of this committee.
4. Separate analyses of all constructive operations undertaken by the field forces be made and spread in full on the minutes of the committee.

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Moved that Dr. Schereschewsky, acting as chairman, appoint a committee of three to decide on the next piece of work and make recommendations to the committee.

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Moved that the committee approve the completion of the investigation of storage batteries under the guidance and advisory work of Dr. Alice Hamilton and that they also approve the completion of the investigation of the abrasives industry.

ST. LOUIS COLLEGE

*Spencer*

Memorandum:

This may be of interest to the Committee  
on Hazardous Occupations.

I. M. Pierce.

*Put in list  
mailing  
for report  
MPP*



August 19, 1918.

Referred to Women in Industry Service,

for attention.

*Royal Macker*

Commissioner of Labor Statistics.

D.

August 20, 1918.

Mr. A. Warzala,  
Employment Manager,  
Calco Chemical Company,  
Bound Brook, N. J.

My dear Mr. Warzala:

Your letter of August 15th addressed to the Department of Labor has been referred to this office for attention, and in the absence of the Director, Miss Van Kleeck, from the city for a few days, I write to acknowledge its receipt.

The findings in the preliminary survey of the chemical industries at Niagara Falls have not been prepared for publication, and for that reason it will be impossible for us to forward you a copy. As soon as printed material is prepared in relation to the introduction of women into chemical industries I shall be glad to send you copies or to let you know where they may be obtained.

Very truly yours,

Ianthe M. Pierce  
Secretary to Miss Van Kleeck.

THE CALCO CHEMICAL COMPANY

MAIN OFFICE  
AND  
WORKS

BOUND BROOK, N. J.

NEW YORK OFFICE  
WOOLWORTH BUILDING

August 15, 1918

PLEASE ADDRESS REPLY TO THE COMPANY AND REFER TO  
Mr. S. Warzala

Department of Labor,  
Washington, D. C.

Gentlemen:

In the Journal of Commerce of the 12th inst. appeared an article to the effect that the Department of Labor had announced the tentative findings of the preliminary survey of the chemical industries at Niagara Falls, N. Y.

As we are very much interested in the results of this survey, we respectfully request that you kindly furnish us a copy of the findings in question and which relate to the introduction of woman labor in chemical industries.

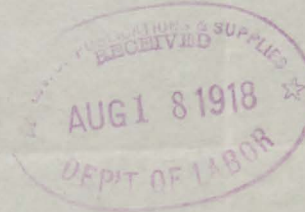
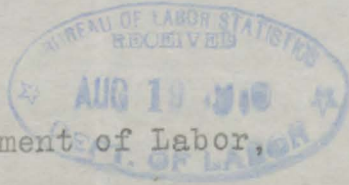
Yours very truly,

THE CALCO CHEMICAL COMPANY

By

*S. Warzala*  
Employment Manager.

SW/MH



ST. LOUIS COLLEGE CONTENT

St. Louis  
College

NITRO and AMIDO  
Employment of Women,

Hazardous Occupations.

As to the Community Labor Board, the opinion of the Board is that they are most important in the present situation and that they should be given the right to appoint their own members. November 22, 1918.

Mrs. Samuel Semple,  
Titusville, Pa.

My dear Mrs. Semple:

I have been very sorry to hear of the proposal to relax the regulations of the Pennsylvania Industrial Board regarding the employment of women in processes involving the use of nitro and amido compounds.

The Committee on Hazardous Occupations did not reach a conclusion on this specific subject. It was their general opinion during the period of the war that if the effect of poison on women was not different from its effect on men, there was no reason from a health standpoint for not permitting women to be employed in trades involving the use of poisons.

Now, however, the emergency of the war is passed and it is necessary that there should be safeguards which shall prevent the introduction of women into those groups of occupations for which it is most difficult to secure men. The poisonous trades are illustrations.

Certainly it is a fair stand to take to say that women should not be employed in any plant in dangerous or poisonous trades unless every possible safeguard has been established in the plant and if the Industrial Board should in any way relax its present regulations, I would hope that it would substitute a regulation of this kind which would require inspection in advance before women should be permitted to work.

I am not at all sure that it is demonstrated that women are not more susceptible to these poisons than men. It would be possible of course for the effect of a poison to be the same and yet for women to be more liable to be poisoned. Certain foreign investigations of the susceptibility of women to <sup>lead</sup> poisons quoted by Dr. Alice Hamilton in a manuscript soon to be published, ascribes the greater susceptibility of women to their lower wages and consequently their lower vitality through insufficient nourishment.

Moreover it is quite clear that the health of women is not more vital to the race than the health of men. Until this point is disproved and until it is also proved that women are not more susceptible than men, we are justified I believe, in maintaining every possible safeguard. In other words the burden of proof would seem to me to be clearly upon these

who would encourage women to go into the dangerous trades.

As to the Community Labor Boards, the opinion of the Employment Service is that they are most important in the present situation and there is no thought of abandoning them or deferring their operation.

Sincerely yours,

Mary Van Kleeck, Director  
Woman in Industry Service.

MVK/L

I have been very sorry to hear of the proposal to refer the regulations of the Pennsylvania Industrial Board regarding the employment of women in processes involving the use of nitro and similar compounds.

The Committee on Hazardous Occupations did not reach a definite opinion on this specific subject. It was their general opinion during the period of the war that if the effect of poison on women was not different from the effect on men, there was no reason from a health standpoint for not permitting women to be employed in trades involving the use of poisons.

Now, however, the emergency of the war is passed and it is necessary that there should be safeguards which would prevent the introduction of women into those groups of occupations for which it is most difficult to secure men. The poisonous trades are illustrations.

Certainly it is a fair thing to say that women should not be employed in plants in dangerous or poisonous trades unless every possible safeguard has been established in the plant and if the Industrial Board should in any way relax the present regulations, I would hope that it would substitute a regulation of this kind which would require inspection in advance before women should be permitted to work.

I am not at all sure that it is demonstrated that women are not more susceptible to these poisons than men. It would be possible of course for the effect of a poison to be the same and yet for women to be more liable to be poisoned. Certain foreign investigators of the susceptibility of women to lead poisoning proved by Dr. Alice Hamilton in a manuscript soon to be published, besides the greater susceptibility of women to lead fumes and consequently their lower vitality through inefficient nourishment.

Moreover it is quite clear that the health of women is not more vital to the race than the health of men. If this point is discovered and it is also proved that women are more susceptible than men we are justified I believe, in maintaining every possible safeguard. In other words the burden of proof would seem to me to be clearly upon those

November 20, 1918.

Dr. Francis D. Patterson,  
Department of Labor and Industry,  
Third and North Streets,  
Harrisburg, Pennsylvania.

My dear Dr. Patterson:

The Committee on Hazardous Occupations is not making any investigation of the employment of women in Handling nitro and amido compounds. We had under consideration at one meeting the whole question of employment which should be prohibited to women, and it was doubtless this consideration of the subject which Mrs. Semple had in mind.

Am I right in believing that the Pennsylvania labor law has some stringent regulations as to the employment of women in industries of this kind. Now that the war emergency is past I would say that so far as the Woman in Industry Service is concerned, we are much opposed to the employment of women in the poisonous processes of industry, and hope that there may be a strengthening of the labor laws of the states on these subjects.

We shall greatly appreciate it if you will let us have the results of your investigations and conclusions on this subject when they are available.

Very truly yours,

Mary Van Kleeck, Director,  
Woman in Industry Service.

MVK:P

NOV 19 A.M.

JOHN PRICE JACKSON  
COMMISSIONER  
(ABSENT ON UNITED STATES MILITARY SERVICE)

COMMONWEALTH OF PENNSYLVANIA

JOHN H. WALKER  
CIVIL ENGINEER

~~NEW YORK~~ Walter McNichols  
ACTING COMMISSIONER



JOHN S. SPICER  
CHEMICAL ENGINEER  
(ABSENT ON UNITED STATES MILITARY SERVICE)

FRANCIS D. PATTERSON, M. D.  
CHIEF OF DIVISION

T. F. FOLTZ  
MECHANICAL ENGINEER

ELIZABETH B. BRICKER, M. D.,  
DIRECTOR, DIVISION OF WOMAN  
AND CHILD LABOR

GLENN W. MOFFATT  
INSPECTOR OF EXPLOSIVES

EARL A. HARDING  
DIRECTOR,  
DIVISION OF EXPLOSIVES

DEPARTMENT OF LABOR AND INDUSTRY  
DIVISION OF INDUSTRIAL HYGIENE AND ENGINEERING

THIRD AND NORTH STREETS

HARRISBURG November 18, 1918

Subject: Employment of Women in the Nitro  
and Amido Compound Industry

Miss Mary Van Kleeck, Director,  
Division of Women in Industry,  
U. S. Department of Labor,  
209 Southern Building,  
Washington, D. C.

My dear Miss Van Kleeck:

I understand from Mrs. Samuel Semple,  
Member of our Industrial Board, that the  
Federal Committee on Hazardous Occupations  
is making an investigation upon the subject  
of women handling nitro and amido compounds.

This Division is also making an investi-  
gation on this subject, and I am convinced  
that women are no more susceptible to nitro  
and amido compounds than men, and I can see  
no objection to their employment.

It will be an appreciated courtesy if  
you will advise me as to the result of your  
investigation.

Very sincerely yours,

*Francis D. Patterson*

Chief, Division of Hygiene

FDP-G

cc: Mr. Walker



November 4, 1918.

Mrs. Samuel Semple,  
Titusville, Pa.

My dear Mrs. Semple:

Mr. Roach of the New Jersey Department, at my request, sent me a letter recently regarding occupations from which he believes women should be excluded. It includes processes involving the use of nitro and amido compounds. I have sent a copy of Mr. Roach's letter to every member of our Committee on Hazardous Occupations and we shall hold a meeting shortly to discuss the whole subject of occupations from which women should be excluded. On the basis of the opinions of the members of this Committee, I shall be glad to write you more fully in answer to your questions about the Nitro and Amida Code for Pennsylvania. I do not know anything about this specific problem but it seems to me quite clear that women should be introduced first into positions involving no danger from industrial poisons and only as a last necessary resort which we hope may not eventuate, should they be admitted to those occupations in which no safe guards against hazards have yet been discovered or applied.

The loss to the Department of Labor and Industry in Mr. Palmer's removal, seems to me very serious. I am sure that it is creating problems for you.

Sincerely yours,

Mary Van Kleeck, Director  
Woman in Industry Service.

MVK/ALL

October 30, 1918.

Mrs. Samuel Semple,  
Titusville,  
Pennsylvania.

My dear Mrs. Semple:

I wish to acknowledge your letter of October 25th  
to Miss Van Kleeck which came during her absence from the  
city for a few days. It will be brought to her attention  
upon her return.

Very truly yours,

IMP

Secretary to Miss Van Kleeck,

MAJOR JOHN PRICE JACKSON  
COMMISSIONER  
ON LEAVE OF ABSENCE—WAR SERVICE

FORM I B-7

LEW. R. PALMER  
ACTING COMMISSIONER  
CHAIRMAN

WILLIAM LAUDER  
SECRETARY  
CAPITOL BUILDING, HARRISBURG



COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY  
INDUSTRIAL BOARD  
HARRISBURG, PA.

INDUSTRIAL BOARD

MRS. SAMUEL SEMPLE  
TITUSVILLE

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DR. A. L. GARVER  
ROARING SPRING

RICHARD V. FARLEY  
515 NORTH AMERICAN BUILDING  
PHILADELPHIA

Please reply to the  
PHILADELPHIA OFFICE  
515 North American Bldg.  
Philadelphia

SUBJECT:

FILE

Philadelphia, Penna.  
October 25<sup>th</sup>, 1918,

OCT 28 A.M.

My dear Miss Van Kleeck, -

Mr. Palmer was kind enough to

send me a copy of your proposed Bulletin on Standards  
for the Employment of Women. They seemed to me very  
admirably presented; although, personally, I should have been  
glad to see a little more emphasis put upon trade poisons  
and weights. Still, as included, they are a ground for care.

Dr. Patterson tells me that the Pitro & Ainsie Code for  
Pennsylvania is about to be so revised as to turn those industries  
wide open for women. May I ask your opinion about that?  
Do you know anything about the basis for the revision of opinion  
that is leading to that proposition? I feel bewildered just now  
in trying to decide where to turn for an opinion that is really  
unbiased so far as the business end of things is concerned,  
and equally unbiased so far as the women's welfare is concerned.

MAJOR JOHN PRICE JACKSON  
COMMISSIONER  
ON LEAVE OF ABSENCE—WAR SERVICE

FORM I B-7

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COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF LABOR AND INDUSTRY  
INDUSTRIAL BOARD  
HARRISBURG, PA.

Please reply to the  
**PHILADELPHIA OFFICE**  
515 North American Bldg.  
Philadelphia

SUBJECT:

FILE

One gets such a see-saw between the two that it upsets  
one's judgment. I shall be very grateful for any indication  
on this from you.

Very truly yours,

S. M. Semple,

(Mrs. Samuel Semple)  
Titusville, Penna.

November 21, 1918.

Dr. Alice Hamilton,  
Bureau of Labor Statistics,  
Department of Labor,  
Washington, D. C.

My dear Dr. Hamilton:

The employment of young girls and boys in the Prestolite plant can be more adequately dealt with after the War Labor Policies Board has adopted recommendations in your bulletin on the lead industries. May I count upon your sending it to me on Monday if possible, as I want to bring it before the Committee on Hazardous Occupations and have it adopted on Friday by the War Labor Policies Board? This action will enable us to notify the Prestolite Company to dismiss the girls and we shall be able to add that the boys also should not be employed. We can then ask Mrs. Cox to act for us with Miss Hewes in securing enforcement. Until we have this vote of the War Labor Policies Board, however, about the prohibition of the employment of women in the lead industries, there is no other effective way of taking action. Will you see that Mr. Welter's report on the Prestolite Company is in our hands as soon as possible?

Sincerely yours,

Mary Van Kleeck, Director,  
Woman in Industry Service.

MVK:IMP

Hull-House, Chicago.

NOV 5 A.M.

U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

Nov. 1st  
1918.

Miss Mary Van Kleeck  
Women in Industry Service  
Washington, D.C.

Dear Miss Van Kleeck:

I have just returned from Indianapolis where with Mr. Welter of the Public Health Service I visited the last storage battery plant, the Prestolite. This is so bad, in several ways worse than the U.S. Light and Heat, that something should be done about it pretty promptly. I understand they are working on Government contracts to a great extent.

The Indiana law seems to be very weak, both as regards conditions and as regards hours, so it seems to be a case for Federal intervention. They are employing girls without proper toilet accommodations, with very insufficient medical supervision, and letting them work too long hours. According to the state law they may not work them more than sixty hours a week, but they divide the sixty by five and a half, in order to have the Saturday half holiday, thus letting them work as much as twelve hours two or three times a week.

I have never seen such young boys in this work before. In the pasting room, where neither women nor boys should be employed, there are three girls, three fifteen-year old boys, and five young lads who are certainly under eighteen. They are working in the most dangerous part of the plant. The rest of the women are in burning and assembling, less dangerous work, but they are not safeguarded by careful cleaning of benches and floor, nor are they given working clothes. A woman starting to work there must invest at least \$3.50 during the first week if she is to be properly clothed.

It is another case of absentee landlordism. There is no use trying to do anything with the man in charge, for he must make good to the New York office and that means keeping down expenses and getting cheap labor. The office there is full of little girls who look no more than fourteen. The Prestolite Company has been taken into a combine with the Union Carbide Company and the National Carbon Company. I suppose the way to manage will be to deal with the heads on the basis of their Government contracts.

Roy Welter, who is in Pittsburgh now, has the full details of our inspection. If you cannot reach him I can write out my notes for you.

Sincerely yours

*Albi Hamilton*

November 5, 1918.

Dr. Alice Hamilton,  
Hull House,  
Chicago.

My dear Dr. Hamilton:

I wish to acknowledge your letters of November first to Miss Van Kleeck, which came during her absence from the city for a few days. They will be brought to her attention upon her return.

Very truly yours,

IMP

Secretary to Miss Van Kleeck.

COMMISSIONERS:  
JOHN MITCHELL, CHAIRMAN  
EDWARD P. LYON  
LOUIS WIARD  
JAMES M. LYNCH  
HENRY D. SAYER  
  
WILLIAM S. COFFEY, SECRETARY

STATE OF NEW YORK  
DEPARTMENT OF LABOR  
STATE INDUSTRIAL COMMISSION  
CAPITOL, ALBANY

NEW YORK OFFICE, 230 FIFTH AVENUE

BUREAU OF INSPECTION

JAMES M. LYNCH  
SUPERVISING COMMISSIONER  
  
JAMES L. GERNON  
FIRST DEPUTY COMMISSIONER  
IN CHARGE

*File: Committee on Hygiene and Occupations*

NOV 11 AM

NEW YORK, November 9, 1918.

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

NOV 11 AM

Dear Madam:

I beg to acknowledge receipt of your letter of October 28th with copy of enclosure of letter from Mr. John Roach, Chief, Bureau of Hygiene and Sanitation, Department of Labor, State of New Jersey in which you invite an expression of opinion regarding Mr. Roach's suggestion.

I agree with Mr. Roach in which he states that in various instances a number of trade poisons are used in industries which are harmful to the human system. In this matter we have made physical examinations of persons, not alone women but men, who have been exposed to various dusts, fumes, gases and other substances which have been the cause of industrial diseases.

Our Law relating to ventilation is decidedly rigid along these lines and there are but few instances which cannot be taken care of by means of proper ventilation systems.

Relative to that section in which Mr. Roach says that women should not be permitted to work about lead corroding, would say no more lead corroding is carried on in the State of New York.

Where women are exposed to poisonous dusts and vapors, our Law, (New York State Labor Law), is so rigid and explicit to cause provision for proper exhaust systems and methods for the removal of such dusts, vapors, fumes or gases.

There is but one place in which two or three women are exposed to arsenic. This is in the manufacture of paris green. Sanitary devices are provided for these two women to such an extent that they are in no way of danger.

Phosphorous is manufactured in but one place in this State, and in that place no women are employed.

Relative to mercury, no cases of occupational diseases have been reported to this Department, although an extensive survey has been carried on.



INDUSTRIAL SAFETY CONGRESS

THE THIRD ANNUAL NEW YORK STATE INDUSTRIAL SAFETY CONGRESS

will be held at Syracuse on

DECEMBER 2, 3, 4 and 5, 1918,

Under the auspices of the State Industrial Commission.

Everyone interested in the elimination of accidents in industry is invited.

For employers it means knowledge of the latest safe practices and devices, increased production, and the cutting down of the cost of compensation.

For employees it means education to increase their earning power, conserve their physical resources and eliminate sorrow and money loss by the avoidance of disability and untimely death.

For both employer and employee it means a better understanding of the problems of each, a closer co-operation for mutual advantage and a happier future for the industry.

The program will be ready in October. If you cannot attend all sessions, get a resume of the program from the State Industrial Commission, 230 Fifth Avenue, New York City, and attend on the day or days which will be of most benefit to you.

Where women are employed in the manufacture of thermometers, precautions have been taken by this Department to so provide means of ventilation and prohibiting eating in workrooms; hot water, soap and individual towels to be furnished by the firm.

This Department is at present engaged in having a Committee study the conditions surrounding hide-handlers in this State in which Anthrax has occurred.

A pamphlet has been prepared and circulated among tanners and hide-handlers, the result of which has been that only two or three cases of Anthrax has been reported within the last year.

It is a simple matter to provide means of ventilation for the removal of nitrous fumes in the nitrating of cotton, and it would be in my opinion as safe to allow women to work at this as men if proper means of ventilation were provided.

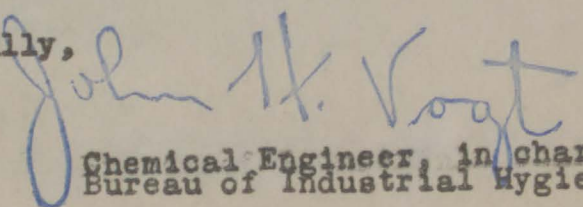
There is but one plant in this State in which the nitrating of cotton is carried on, and that entirely by men. Within this plant, the department has devoted a great deal of time toward securing proper, sufficient and adequate ventilation for the entire elimination of such fumes.

If in other States conditions are not as they are in this State, men working at these processes would be subjected to occupational poisoning as well as women, in which their health should be guarded as well as those of women. If conditions were not found to guard their health, steps should be taken to give the utmost protection to both men and women alike.

I am of the opinion in any trade that no women should be obliged to lift a weight more than 25 lbs. or to push or pull a weight in which the same amount of exertion would be required.

In my opinion, women will replace men in various industries for several years, not only account of the war which will remove many men outright from the factories, etc., and incapacitate others, but also on account of the very high cost of living, which has made it necessary for many women previously engaged in domestic life, to leave their homes and enter the industrial field, that they may earn sufficient to provide for themselves and non-working members of their families. For these reasons, it is well to accept the fact that women will enter various industries in which men alone have formerly been employed. In consequence many changes will occur. It is necessary not only to provide additional guarding of machinery but also to engage trained workers or nurses, who will assist the employment agent in placing women and also supervise their health, thereby insuring better health for the workers, a good attendance and an increased production.

Respectfully,



Chemical Engineer, in charge of  
Bureau of Industrial Hygiene.

November 7, 1918.

Commissioner James Lynch,  
New York State Industrial Commission,  
New York City.

My dear Mr. Lynch:

As we have not heard from you in response to our invitation to the Industrial Commission of New York State to name two representatives to serve on the Committee on Hazardous Occupations, we fear that the letter sent you immediately after our conference in Washington at which you were present must have gone astray.

The next meeting of the Committee will be held Monday afternoon, November eleventh, at four o'clock, in the Southern Building, Room 209, and we should be very glad if you or Mr. Gernon can be present.

Very truly yours,

Secretary, Committee on Hazardous Occupations.

*File: Commerce or Hazardous Occupations*

NOV 6 - A.M.

DEPARTMENT OF COMMERCE

BUREAU OF STANDARDS

WASHINGTON November 5, 1918.

CEO:WCW  
ADDRESS REPLY TO  
BUREAU OF STANDARDS  
1-8

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

Dear Miss Van Kleeck:

Your letter of October 28, with enclosure from Mr. John Roach of the Department of Labor of New Jersey is received. I am in entire accord with Mr. Roach on the subject of the employment of women in industrial processes which are exposed to industrial poison, although I believe the degree of exposure should receive consideration.

By way of a parenthetical statement, I believe that great emphasis should be laid on the subject of handling industrial poisons mechanically. I see no reason why machinery, practically automatic in action could not be developed for this work. A good example of this is the nitration of cotton by the centrifugal process.

I shall be glad to receive Dr. Alic Hamilton's Bulletin as soon as practicable.

Very truly yours,

*Chas. E. Oakes*

Associate Electrical Engineer.

Hull-House, Chicago.

*Summary on Hazardous  
Occupations*

Nov. 1st 1918.

My dear Miss Van Kleeck:

Just as I was about to mail my letter to you I received one from you enclosing a communication from John Roach of the New Jersey Department of Labor on the occupations which should be closed to women because of the hazard to health.

Mr. Roach proceeds on the principle that women must not be employed in the dangerous trades. If we accept that, then his letter is very comprehensive, so far as the dangerous trades in his state are concerned, and indeed it covers most of those in other states. But I am not ready to accept that principle. I am not ready to go further than to say that women must not be employed in a trade which exposes them to some danger to which they are more sensitive than men are or which has on them a more disastrous effect than it has on men. So far as our present knowledge goes, this principle would shut out the occupations in which there is excessive muscular exertion especially lifting, and those in which there is danger of lead poisoning, and probably those which involve exposure to great heat. Perhaps we shall be able to add to these later on, when we learn more about certain trade poisons, but just now we do not know that any of those mentioned by Mr. Roach are more intense or more disastrous in their action on women than on men.

The bulletin on women in the lead trades went to Dr. Meeker last Monday. I think he means to push the publication as much as possible, but how much that will be I do not know. Things seem to wait a good while in the Printing Office nowadays.

Sincerely yours

*Albi Hamilton*

*File Committee on Hazardous Occupations 262*

WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
PRODUCTION DIVISION  
WASHINGTON

NOV 1 - A.M.  
ADR/meh

October 31, 1918

To insure prompt attention,  
in replying refer to

*MS* No. *231.65/25-*

Attention of

Capt. A.D. Reiley

03-6846

*Ans'd by telephone*

From: Major B. H. Gitchell, Industrial Service Section, Safety and Sanitation Branch

To: Miss Mary Van Kleeck, Director, Women in Industry Service, U. S. Department of Labor

Subject: Trades in which Women should not be Employed.

1. Your letter of Oct. 28th, enclosing copy of letter from Mr. John Roach, Chief of the Bureau of Hygiene and Sanitation, Dept. of Labor of the State of New Jersey, is received.

2. Mr. Roach appears to take the ground that women should not be employed in any industry that involves handling of trade poisons.

3. The argument has been heretofore as to whether this ground was a proper one, or whether the ground which should be taken in the present emergency was not more properly whether women should not be employed in those industries which have a distinct effect upon them that they would not have on workers of the opposite sex.

4. Such a trade poison we know is lead.

5. As to whether there is a distinct sex basis for prohibiting the employment of women in arsenic and in mercury trades, I confess I do not know. I have seen women employed in the felt hat industry, although not in the more dangerous processes, such as carrotting, pouncing, sizing, etc.

6. As to the munition trade, I think we can say it has not been established they are in any way more dangerous to women than to men. Therefore, in this emergency, it does not seem to me that we can take the position that women should not be employed because of the poisonous nature of the work. What we certainly know, is that they are being employed, handling practically all the materials used in the manufacture of munitions, and not in isolated instances, but by thousands, and in such a wide range of processes that I doubt if it would be

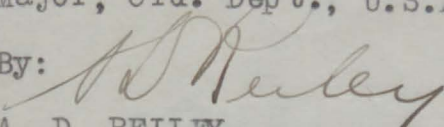
possible to shut them out of any particular process on the ground of exposure to trade poisons.

7. As to phosphorus, their use in the manufacture of incendiary ammunition is of necessity not very wide, but their exposure to phosphorus poisoning in this trade is certainly not as great as in match factories, where they have been employed for many, many years.

8. I think it would be advisable to have a meeting of the Committee on Hazardous Occupations at a very early date in order that further activities may be discussed.

B. H. GITCHELL,  
Major, Ord. Dept., U.S.A.

By:

  
A. D. REILEY,  
Capt., Ord. Dept., U.S.A.

File: Committee on Hygiene

U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

October 31, 1918. NOV 1 - A.M.

Director, Woman in Industry Service,  
Washington, D. C.

I have your letter of the 28th instant, enclosing copy of a letter addressed to you by Mr. John Roach, Chief of the Bureau of Hygiene and Sanitation of New Jersey.

I do not agree with Mr. Roach that all occupations in which there is exposure to any kind of poison should be barred to women. That is going much too far. The danger to the housewife who cooks over a gas range is much greater than the danger of poisoning in many of the processes mentioned by Mr. Roach, yet nobody has suggested that women should be prohibited from doing housework because of the poison hazard involved. Unquestionably women should be forbidden to work in occupations in which there is any considerable danger from lead poisoning. I would certainly exclude them from the occupation of dipping in potteries, paint grinding, the occupations in the making of lead storage batteries in which there is danger of lead poisoning, and all other occupations where there is any considerable risk from lead poisoning. I am not yet ready to say that women should be excluded from the printing trades, even though lead poisoning does occur in them.

As to the manufacture of nitro and amido compounds, I am willing to agree with Mr. Roach that women are more susceptible to poisoning from these compounds than are men. I should also like to see women excluded from the more hazardous occupations in which mercury poisoning occurs, but I think that the making of thermometers is not one of those occupations.

Of course, no human beings, men or women, should be exposed to the hazards of coming in contact with white phosphorus. The other poisons mentioned by Mr. Roach I am either not familiar enough with to have an opinion or else I think the danger is so inconsiderable that it is not expedient at this time to prohibit women entering employments in which such poisons occur.

*Royal Meeker*  
Commissioner of Labor Statistics.



October 30, 1918.

Miss Wilmer I. Ball,  
Department of Women and Children in Industry,  
Council of National Defense,  
612 St. Clair Avenue,  
Cleveland, Ohio.

My dear Miss Ball:

Dr. Alice Hamilton handed me your report on the Theodore Kundtz factory. We are hoping shortly with Dr. Hamilton's help to have our Committee on Hazardous Occupations take up the subject of hazards in the airplane industry, and the information which you have sent us will be valuable in that connection. Pending that kind of an inquiry, which would lead to constructive proposals, it is not likely that at this moment action could be secured, since, as you state, there is no violation of the law in this instance. I shall let you know later if we are able to make this investigation.

Very truly yours,

Mary Van Kleeck, Director,  
Woman in Industry Service.

MVK:IMP

DEPARTMENT OF WOMEN AND CHILDREN IN INDUSTRY  
WOMAN'S COMMITTEE  
OHIO BRANCH  
COUNCIL OF NATIONAL DEFENSE  
612 ST. CLAIR AVENUE  
CLEVELAND, OHIO

TEL. MAIN 7355

September 20th, 1918.

Dr. Alice Hamilton,  
Bureau of Labor Statistics,  
Washington, D. C.

Dear Madam:-

A report has come into this office relative to a case that appears to be industrial poisoning, about which, I think, you will be interested to hear.

We learned that at the Theo. Kundtz factory in this city, a group of six women were employed on varnishing, rubbing and polishing woodwork parts on aeroplanes and that their health was markedly breaking down under the work. It was especially evidenced in the case of one woman, Mrs. Muszti, 1936 Columbus Road.

As the factory is working on Government contract, we have no power of entrance, so turned the report over to Miss Mary Gilson, head of the Woman's Division, Ordnance Department for this district. After several days she reported back to us that she had no authority to enter this factory because the contract was made by the Signal Corps Department, and Ordnance could take no action there.

Our State factory inspector probably could not act as there is no violation of law.

I am wondering if there is any one in your Department who would be out her at any time who might make some investigation. I would be so glad to hear from as to such a possibility.

Very sincerely yours,

*Milena T. Ball*  
Executive Secretary.

WIB-F

~~1/16~~  
~~9.00~~  
9.00

FOR THE ATTENTION OF THE COMMITTEE ON HAZARDOUS OCCUPATIONS

Miss Jones memo

Sept. 20, 1918. Letter from Wilmer I. Ball calling attention to effect on health of employment in varnishing, rubbing and polishing woodwork parts on airplanes in the Theodore Kundtz factory, Cleveland, Ohio.

August 21, 1918. See Correspondence from Lillian C. Hires regarding the effects of ether on women-workers at Dupont Plant at Carney's Point.

October 15, 1918. See letter from John Roach suggesting occupations from which women should be prohibited.

Take up with Col. Mock facts concerning conditions in the handling of glass tubes for the Surgeon General's office in the factory of William D. Young Company, 15 North Washington, Street, Boston. See letter from Miss Mary Wiggin, Mass. Consumers' League, Sept. 26, 1918.

On prohibition of employment of women see following letters:

Royal Meeker, November 1; Captain Reiley, November 1.

Letter from Charles E. Oakes on night employment of women received Nov. 7.

Copy of this letter sent to all the Committee on  
Hazardous Occupations/

October 28, 1918.

Lt. Colonel H. E. Mock,  
Surgeon General's Office,  
Washington, D.C.

My dear Colonel Mock:

The enclosed letter from Mr. John Roach of the Department of Labor of New Jersey, was written in response to my request for his opinion as to the necessity for prohibiting the employment of women in certain occupations or processes involving exposure to trade poisons.

This is a matter to which we hope the Committee on Hazardous Occupations will give very serious attention. In preparation for discussion at our next meeting, the date for which is not yet determined, I should appreciate an expression of opinion from you regarding Mr. Roach's suggestion.

I would add that Dr. Alice Hamilton is preparing a bulletin for you on the employment of women in the lead industries and we hope to submit it to the Committee for endorsement about November 1st. It will include a statement of prohibited processes in the lead trades and the question now is whether other industrial poisons should be dealt with in the same way.

Sincerely yours,

Enc.  
MVK/ALL

Mary Van Kleeck, Director  
Woman in Industry Service.

War Department  
Office of the Chief of Ordnance  
Production Division  
Washington

August 15, 1918,

From: Captain A. D. Reiley, Staff Section, Production Division  
To: Dr. Royal Meeker, Commissioner of Labor Statistics, U. S.  
Department of Labor, Washington, D. C.  
Subject: Work of the Niagara Falls Investigation, undertaken by the  
Woman in Industry Service of the Department of Labor -  
Miss Mary Van Kleeck, Director.

1. In response to the letter which passed through your hands from the Employers' Association of Niagara Falls, requesting permission to employ women in the Chemical industries of Niagara Falls, the following Committee on Hazardous Occupations was appointed by the Woman in Industry Service of the Department of Labor to deal with this and similar problems:

Lt. Col. Mock, Chairman  
Capt. A. D. Reiley, Secretary,  
Miss Mary Van Kleeck, Director,  
Woman in Industry Service of the  
Department of Labor, Ex-officio,

Members:

Dr. Alice Hamilton, Bureau of Labor Statistics;  
Miss Mary Anderson, Woman in Industry Service;  
Lt. Commander Donald Riley, Navy Department;  
Mr. John Vogt, N.Y. State Dept. of Labor;  
Capt. Harold C. Bradley, Gas Defense Service;  
Dr. Richard M. Pearce, Nat'l. Research Council;  
Dr. W. J. Schereschewsky, Public Health Service;  
Dr. George M. Price, Bu. of Labor Statistics;  
Mr. Ethelbert Stewart, Investigation and Inspection Service,  
Department of Labor  
Miss Nelle Swartz, N.Y. State Dept. of Labor;  
Dr. Royal Meeker, Commissioner of Labor Statistics;  
Dr. C. E. Waters, of the Bureau of Standards, has since been  
added to the Committee.

2. The following Steering Committee was formed:

Dr. W. J. Schereschewsky  
Miss Mary Anderson  
Miss Nelle Swartz  
Mr. John Vogt, and  
Capt. A. D. Reiley, Chairman

2. The purpose of the investigation is to ascertain what jobs in the factories of Niagara Falls are - first: suitable for women; second: can women be employed under the same conditions as men. The possible employment of women in the chemical industries has been found to be merely a part of the entire problem of the labor supply for that region. Looking ahead, it is plain that a greater and greater demand for women workers will develop. The purpose of the investigation is therefore to ascertain what jobs in these factories are now suitable for women and which occupations may be made suitable by the application of practical methods worked out by technical experts.

4. The actual field work at Niagara Falls has been undertaken by the Public Health Service, and the New York State Department of Labor, assisted by experts from the various Departments interested. The Supervisors of the field work are Captain A. J. Lanza, United States Public Health Service, Miss Van Kleeck, Captain R. R. Ray, of the Rochester District Ordnance Office, and Captain Reiley. The working force consists of industrial physicians, safety engineers and sanitary engineers and practical, concrete results are expected, plant by plant. The Committee to whom their report will be made will assist the individual manufacturers in so arranging their processes, that condition of employment of women and men as well, will be improved. The Woman in Industry Service is thus planning to operate as a consultant organization, rather than as a Bureau of Research. Methods being tried out at Niagara will, if successful, later be applied to other fields where the demand for women is great.

5. The investigation involves the study of the fumes, gases and dusts, and better methods for their removal; also the question of heat and illumination, and general working conditions and living conditions and transportation, together with all the related matters. The United States Employment Service is planning to cooperate by studying the available labor supply and possibly by immediately opening a branch office at Niagara Falls.

9. Copy of your letter from the Employers' Association is attached for your information.

A. D. Reiley,

Enc.

Captain, Ordnance, R. C.

WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
INTRAOFFICE MEMORANDUM

FOR USE WITHIN THE ORDNANCE OFFICE ONLY

DATE 8/13/18

FROM: Captain Reiley  
NAME BUREAU OR DIV. SECTIONTO: Miss VanKleeck  
NAME BUREAU OR DIV. SECTION

SUBJECT:

1. The attached letter is forwarded for your approval. If satisfactory please return to this office and it will be sent to addressee.

R.O.B.

NO CARBON AND NO RECORD UNLESS ESPECIAL-

Digitized for FRASERLY REQUESTED. PEN OR PENCIL MAY BE USED.



MAIL ROOM OFFICE

*Franklin D. Roosevelt*

All communications should be accompanied by carbon copy and addressed to

WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
PRODUCTION DIVISION  
WASHINGTON

ADR/ROB

To insure prompt attention,  
in replying refer to

No. \_\_\_\_\_  
Attention of \_\_\_\_\_

August 13, 1918.

03-5845

From: Captain A. D. Reiley, Staff Section, Production Division  
To: Dr. Royal Meeker, Commissioner of Labor Statistics, U. S. Department of Labor, Washington, D. C.  
Subject: Work of the Niagara Falls Investigation, Undertaken by the Women in Industry Service of the Department of Labor - Miss Mary VanKleeck, Director.

1. In response to the letter which passed through your hands from the Employers' Association of Niagara Falls, requesting permission to employ women in the chemical industries of Niagara Falls, the following Committee was organized:

*on August 13, 1918*  
*appointed by the Women in Industry Service of the Department of Labor*

- Lt. Col. Mock, Chairman,
- Capt. A. D. Reiley, Secretary,
- Miss Mary VanKleeck, Director,
- Women in Industry Service, of the Department of Labor, Ex-officio,

- Members:
- Dr. Alice Hamilton, Bureau of Labor Statistics;
  - Miss Mary Anderson, Women in Industry Service;
  - St. Commander Donald Riley, Navy Department;
  - Mr. John Vogt, N. Y. State Dept. of Labor;
  - Capt. Harold C. Bradley, Gas Defense Service;
  - Dr. Richard M. Pearce, Nat'l. Research Council;
  - Dr. W. J. Schereschewsky, Public Health Service;
  - Dr. George M. Price, Bu. of Labor Statistics;
  - Mr. Ethelbert Stewart, *Inspection and Investigation* Service, Department of Labor.
  - Dr. G. E. Waters, of the Bureau of Standards, has since been added to the Committee.

*Miss Nelle Swartz*  
*N. Y. State Dept. of Labor*  
*Dr. Royal Meeker, Commissioner of Labor Statistics*

*7*

2. The following Steering Committee was formed:

Dr. W. J. Schereschewsky,  
Miss Mary Anderson,  
Miss Nelle Swartz,  
Mr. John Vogt, and  
Capt. A. D. Reiley, Chairman.

*State Department  
New York  
of Labor*

*The*

*field*  
4. The actual work at Niagara Falls has been undertaken ~~principally~~ by the Public Health Service, *and the* assisted by experts from the various Departments interested. Supervisors of this work are Captain A. J. Lanza, United States Public Health Service, Miss VanKleeck, Captain R. R. Ray, of the Rochester District Ordnance Office, and Captain Reiley.

3 *purpose*  
4. The function of the investigation is to ascertain what jobs in the factories of Niagara Falls are - first: suitable for women; second: can women be employed under the same conditions as men.

*F*  
5. The working force consists of industrial physicians, safety engineers and sanitary engineers and practical, concrete results are expected, plant by plant. ~~Supervising of the work at Niagara Falls is to be divided between the supervisors and results and recommendations reported to the Committee as found.~~

*and illumination*

6. The investigation involves the study of the fumes, gases and dusts, and better methods for their removal; also the question of heat, general working conditions and living conditions and transportation, together with all the related matters. ~~If there is any further information which I can furnish on the subject, I will be most happy to do so.~~

7. Copy of letter from the Employers' Association is attached for your information.

A. D. Reiley,

Enc.

Captain, Ordnance R. C.

WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
PRODUCTION DIVISION  
SEVENTH AND B STREETS NW.  
WASHINGTON

Answer should be addressed to "..... Section, Production Division, Seventh and B Sts. NW., Washington, D. C."

ADR/ROB

In replying refer to No.

August 13, 1918.

**From:** Captain A. D. Reiley, Staff Section, Production Division

**To:** Dr. Royal Meeker, Commissioner of Labor Statistics, U. S. Department of Labor, Washington, D. C.

**Subject:** Work of the Niagara Falls Investigation, Undertaken by the Women in Industry Service of the Department of Labor - Miss Mary VanKleeck, Director.

1. In response to the letter which passed through your hands from the Employers' Association of Niagara Falls, requesting permission to employ women in the chemical industries of Niagara Falls, the following Committee was organized:

Lt. Col. Mock, Chairman,  
Capt. A. D. Reiley, Secretary,  
Miss Mary VanKleeck, Director,  
Women in Industry Service, of the  
Department of Labor, Ex-office,

**Members:** Dr. Alice Hamilton,  
Bureau of Labor Statistics;  
Miss Mary Anderson, Women's Industrial  
Service;  
Commander Donald Riley, Navy Department;  
Mr. John Vogt, N. Y. State Dept. of Labor;  
Capt. Harold C. Bradley, Gas Defense Section;  
Dr. Richard M. Pearce, Nat'l. Research Council;  
Dr. W. J. Schereschewsky, Public Health Service;  
Dr. George M. Price, Bu. of Labor Statistics;  
Mr. Ethahert Stewart, Inspection and Inves-  
tigation Service, Department of Labor.  
Dr. C. E. Waters, of the Bureau of Standards,  
has since been added to the Committee.

2. The following Steering Committee was formed:

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Miss Mary Anderson,  
Miss Nelle Swartz,  
Mr. John Vogt, and  
Capt. A. D. Reiley, Chairman.

3. The actual work at Niagara Falls has been undertaken principally by the Public Health Service, assisted by experts from the various Departments interested. Supervisors of this work are Captain A. J. Lanza, United States Public Health Service, Miss VanKleeck, Captain R. R. Ray, of the Rochester District Ordnance Office, and Captain Reiley.

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5. The working force consists of industrial physicians, safety engineers and sanitary engineers and practical, concrete results are expected, plant by plant. Supervising of the work at Niagara Falls is to be divided between the supervisors and results and recommendations reported to the Committee as found.

6. The investigation involves the study of the fumes, gases and dusts, and better methods for their removal; also the question of heat, general working conditions and living conditions and transportation, together with all the related matters. If there is any further information which I can furnish on the subject, I will be most happy to do so.

7. Copy of letter from the Employers' Association is attached for your information.

A. D. Reiley,

Enc.

Captain, Ordnance R. C.

November 4, 1918.

Major H. C. Bradley,  
Chemical Warfare Service, N. A.,  
War Department, Unit F., Floor 3,  
Washington, D. C.

My dear Major Bradley:

I wish to acknowledge your letter of October 31st to Miss Van Kleeck, which came during her absence from the city for a few days. It will be brought to her attention on her return.

Very truly yours,

IMP

Secretary to Miss Van Kleeck.

*File. Comm. on Hazardous Occupations.*  
NOV 4 - A.M.

WAR DEPARTMENT  
CHEMICAL WARFARE SERVICE, N. A.

UNIT F, FLOOR 3  
SEVENTH AND B STREETS NW.

WASHINGTON, D. C.      October 31, 1918.

*CWS 230.433*  
*2*

In reply refer to  
Medical Division  
Room H-336

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

My dear Miss Van Kleeck:

My comment on the enclosed letter from Mr. Roach would be essentially as follows:

It is highly desirable to prohibit women under ordinary conditions from industrial hazard, just as it is desirable to reduce these same hazards in the case of men. During the emergency of war, however, it may be quite necessary to open up hazardous trades to women and my opinion would be that any trade that is not extra hazardous for women might very well so be opened up. Where a trade is evidently more hazardous for women than for men, it would be my judgment to prohibit women from entering that particular industry; even there, however, it is conceivable that the stress of the emergency might require the entrance of women into such a trade, however hazardous just as it requires the entrance of men into the industry of war with its extra hazards.

*✓ I Enc*

*CWS 230.433*

*H C Bradley*

H. C. Bradley,  
Major Chemical Warfare Service.

*Enc I*  
*accompg.*

HCB/EMME

STATE OF NEW JERSEY  
DEPARTMENT OF LABOR.

Trenton, N. J. Oct. 15, 1918.

Miss Mary Van Kleeck,  
604 Ouray Building,  
Washington, D. C.

My dear Miss Van Kleeck:

I am writing this letter to you in accordance with my promise to make out a list of industrial occupations or processes involving the exposure of workers to the affects of trade poisons that in my judgement should not be open to women employees.

There are a great many industrial trade poisons used in industry that are hurtful to the human system and the affect of some of these trade poisons is so well understood that it is doubtful whether we should permit women to work in processes involving an exposure to them. Roughly I should say that women should not be permitted to work in processes where they are exposed to poisonous nitro and amide compounds. I am enclosing you our Safety Standard covering the manufacture of Nitro and Amide compounds which clearly indicate the nitro and amide compounds that experts have decided are poisonous.

Women should not be permitted to work around lead corroding, lead oxidizing or paint grinding processes where they are exposed to poisonous dusts and vapors. I am enclosing you our Safety Standards covering this subject.

In addition I should urge against the employment of women in processes involving them to an exposure to arsenic, mercury or phosphorous.

Arsenic is commonly used in tempering lead shot. It is also used in the manufacture of a variety of agricultural sprays (including lead arsenate, Paris Green, Sheels Green). Mercury is used extensively in carrotting hatters' fur. An exposure to mercury poisoning also occurs in handling carrotted fur in the hatting industry. An exposure to mercury may occur in the manufacture of thermometers, also in plants manufacturing certain types of incandescent lamps.

It may not be considered advisable to prohibit the employment of women in the making of thermometers or where an exposure occurs in the lamp trade, because from all we can learn poisoning in these industries is infrequent. It would be interesting, however, to know just how much poisoning occurs in the fur preparing trade if statistics on this subject were available. I would further say that women should not be employed in the handling of raw hides or wool that are exported from countries where anthrax prevails. A great many cases of anthrax occur yearly in the leather centers such as Philadelphia, Camden, N. J. and other places of like importance in this trade. So far the handling of these raw skins that may contain the anthrax germ has been done entirely by men, but in view of the war necessity I can readily imagine that an effort may be made to introduce women in this kind of work. I should say it should be placed on the prohibited list.

I am also convinced that women should not be employed in cotton nitration plants or in phenol nitration plants where they are exposed to nitrous oxide vapors.

This may only be a partial list of the employments that on sentimental grounds we should consider closed to women. It may be that a careful examination into industrial processes will indicate many more occupations that women should not be employed in. For the present however, I would confine the discussion to the above list.

Trusting this is the information you desire, I am,

Yours very truly,  
(Signed) John Roach, Chief,

Bureau of Hygiene and Sanitation.



EW 5 2301433  
ENC I

[Faint, illegible text from the document body]

RECEIVED  
OFFICE OF DIRECTOR  
OCT 30 1918  
C. W. S.



*Committee on Occupations*

*NOV 7 - A.M.*

In reply refer to No.  
(R2)-0  
SLZ.

NAVY DEPARTMENT  
BUREAU OF ORDNANCE  
WASHINGTON, D. C.

SUBJECT: Regulations Against the Employment of Women in Certain Industries.

Reference: Letter of Woman in Industry Service, October 28, 1918.

Dear Madam:-

In the consideration of the subject stated, there appear to exist two primary questions.

1. Is the specified industry such as to prohibit the employment of human beings without alterations in the technique of the industry?

2. Is the industry of such a nature as to allow well recognized differentiation between male and female employment?

It is the understanding of the Navy representative that the fundamental reason for the existence of the Woman in Industry Service is to afford ways and means for the replacement of male by female labor for the period of the existing war.

It is therefore apparent that unless specific facts develop an affirmative answer to either of questions one or two in the first paragraph, no restriction upon female employment in an industry is to be considered.

In those industries where the employment of humans or the employment of females to relieve males without modification of the technique of the process is undesirable and where change of technique or non-employment of females is recommended, there appears to be six and only six methods for the execution of the recommendations.

1. The enforcement of existing federal and state legislation.
2. The creation and enforcement of new federal and state legislation.
3. Voluntary agreements and understandings between the administration and certain industries.
4. The regulation of contractual relations between the Government and its contractors.
5. The reduction of raw material transportation

or labor supply to an industry through the action of various administrative agencies of the Government.

6. Intimidation through threat of execution of four of the foregoing methods.

The six methods stated divide themselves naturally into two groups. The first three methods comprise the authority, responsibility and duty of an efficient administration. The second three methods effect a usurpation of the functions, responsibilities, authorities and duties of the legislative branch of the federal and state governments by the federal administration.

The desirability of the usurpation of legislative functions by the administration is open to gravest doubt. Assuming, however, that the present emergency would warrant such procedure, attention is invited to the following considerations:

Should it be desired to regulate contractual relations between the Government and its contractors, one must remember that existing contracts can only be modified by mutual consent, and can only be cancelled by the Government upon a fair and just basis, properly indemnifying the contractor for loss of anticipated profit. The regulation of future contracts is of course not open to this objection, but through such restrictions the desire of contractors to enter into relations with the Government would be decreased, thus necessitating and causing higher prices to be paid by the Government for its materials. Further, such contractual provisions naturally necessitate an adequate means of inspection, investigation and control. The Navy possesses no such means at the present time and it may be questioned that results obtained from the establishment and administration of such a means of control would justify the necessary diversion of skilled effort at the present time. It is not known that other contracting departments of the Government possess such control agencies.

Further, should it be desired to make effective the recommendations of the Women in Industry Service through the agency of reduction of raw material transportation or labor supply, it must be remembered that the difficulties of administration of this method are equal to, if not greater than the regulation of contractual relations.

In reference to intimidation, the views of the Navy Department representative are that such action is impotent unless directly supported by other executive methods,

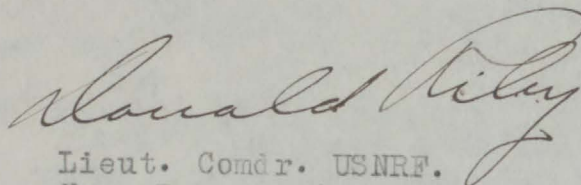
Page -3-

that intimidation is unnecessary and useless.

It is therefore suggested that the efforts of the Woman in Industry Service expended in the execution of its recommendations be limited to the first three methods stated herein, namely,

1. The enforcement of existing federal and state legislation.
2. The creation and enforcement of new federal and state legislation.
3. Voluntary agreements and understandings between the administration and certain industries.

Respectfully,



Lieut. Comdr. USNRF.  
Navy Representative.

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

*file Hazardous  
Occupations  
Committee*

October 22, 1918.

Mr. John Roach, Chief  
Bureau of Hygiene and Sanitation,  
Department of Labor,  
Trenton, N.J.

My dear Mr. Roach:

Many thanks for your letter of October 15th outlining occupations from which it might seem desirable to exclude women. Your wide knowledge of the poisonous trades, makes your suggestions of great value to us and I shall use it as a basis for discussion at the next meeting of our Committee on Hazardous Occupations. We expect shortly to issue a bulletin on women in the lead industries, which is now being prepared by Dr. Alice Hamilton and this will include prohibition of employment in certain processes. I shall hope to have a further conference with you about this and other matters.

One of our representatives is now visiting an explosives plant in Pennsylvania and when she returns we shall wish to discuss with you the inquiries suggested at the Philadelphia conference. We shall want your help in outlining the processes in the explosives industry in which it may prove possible to employ women more extensively than at present.

May I call your attention to our present address,  
Room 209, Southern Building, 15th and H Streets.

Sincerely yours,

Mary Van Kleeck, Director  
Woman in Industry Service.

MVK/ALL

*In Committee on Hazardous Occupations*

*Return to Mr. J. J.*

STATE OF NEW JERSEY

OCT 18 AM.

DEPARTMENT OF LABOR.

Trenton, N. J., Oct. 15, 1918.

Miss Mary Van Kleeck,  
604 Ouray Building,  
8th & G. Streets, N. W.,  
Washington, D. C.

My dear Miss Van Kleeck:

I am writing this letter to you in accordance with my promise to make out a list of industrial occupations or processes involving the exposure of workers to the affects of trade poisons that in my judgment should not be open to women employes.

There are a great many industrial trade poisons used in industry that are hurtful to the human system and the affect of some of these trade poisons is so well understood that it is doubtful whether we should permit women to work in processes involving an exposure to them. Roughly I should say that women should not be permitted to work in processes where they are exposed to poisonous nitro and amido compounds. I am enclosing you our Safety Standard covering the manufacture of Nitro and Amido Compounds which clearly indicate the nitro and amido compounds that experts have decided are poisonous.

Women should not be permitted to work around lead corroding, lead oxidizing or paint grinding processes where they are exposed to poisonous dusts and vapors. I am enclosing you our Safety Standards covering this subject.

In addition I should urge against the employment of women in processes involving them to an exposure to arsenic, mercury or phosphorous.

Arsenic is commonly used in tempering lead shot. It is also used in the manufacture of a variety of agricultural sprays (including lead arsenate, Paris Green, Sheels Green). Mercury is used extensively in carrotting hatters' fur. An exposure to mercury poisoning also occurs in handling carrotted fur in the hatting industry. An exposure to mercury may occur in the manufacture of thermometers, also in plants manufacturing certain types of incandescent lamps.

It may not be considered advisable to prohibit the employment of women in the making of thermometers or where an exposure occurs in the lamp trade, because from all we can learn poisoning in these industries is infrequent. It would be interesting, however, to know just how much poisoning occurs in the fur preparing trade if statistics on this subject were available.

## STATE OF NEW JERSEY

## DEPARTMENT OF LABOR.

I would further say that women should not be employed in the handling of raw hides or wool that are exported from countries where anthrax prevails. A great many cases of anthrax occur yearly in the leather centers such as Philadelphia, Camden, N. J. and other places of like importance in this trade. So far the handling of these raw skins that may contain the anthrax germ has been done entirely by men, but in view of the war necessity I can readily imagine that an effort may be made to introduce women in this kind of work. I should say it should be placed on the prohibited list.

I am also convinced that women should not be employed in cotton nitration plants or in phenol nitration plants where they are exposed to nitrous oxide vapors.

This may only be a partial list of the employments that on sentimental grounds we should consider closed to women. It may be that a careful examination into industrial processes will indicate many more occupations that women should not be employed in. For the present however, I would confine the discussion to the above list.

Trusting this is the information you desire, I am

Yours very truly,

*John Roach*

Chief,

Bureau of Hygiene and Sanitation.

5.

September 12, 1918.

My dear Mr. Roach:

I write at Miss Van Kleeck's request to acknowledge your letter to her of August 29th, and to thank you for the publications which you have sent her. Miss Van Kleeck hopes to keep in touch with you and will be much interested in visiting any of the New Jersey plants with you.

Very truly yours,

Secretary to Miss Van Kleeck.

Mr. John Roach,  
Chief, Bureau of Hygiene and Sanitation,  
Department of Labor,  
Trenton, New Jersey.

# STATE OF NEW JERSEY

## DEPARTMENT OF LABOR

Trenton, N. J., Aug. 29, 1918.

Miss Mary Van Kleck,  
604 Ouray Bldg.,  
8th & G Sts., N. W.,  
Washington, D. C.

Dear Miss Van Kleck:

In accordance with my promise I am sending you under another cover a number of publications in which you may be interested.

They include the reports of the Department of Labor, for the years 1915, 1916, 1917.

Instructions for the Inspection of Plants where Aniline is produced or handled.

Safety Standards for Lead Corroders, Lead Oxidizers, etc.

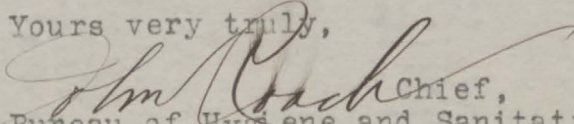
Sanitary and Engineering Industrial Standards.

Safety Standards for the Manufacture of Nitro and Amido Compounds.

I thought you would be interested in the Report of the Bureau of Hygiene and Sanitation contained in the above reports which outline the scope of our activities in endeavoring to improve labor conditions so that the health of the workers in our varied industries may be safeguarded. The Nitro and Amido regulations are of special interest to you at this time.

With kind personal regards and hoping to have the pleasure of visiting our New Jersey Plants with you in person, I am

Yours very truly,

  
John Roach, Chief,  
Bureau of Hygiene and Sanitation.

5.



September 28, 1918.

Commissioner James M. Lynch,  
Washington, D. C.

My dear Commissioner Lynch:

On behalf of the Committee on Hazardous Occupations I am writing to invite and urge you to attend a special meeting of the Committee called for conference with you Monday evening, September 30th. As the field work in which we have had your co-operation in Niagara Falls is now practically completed, and the reports are being finally prepared, we are eager to plan with you the best methods of cooperation between the state and the federal departments in securing an enforcement of the recommendations upon which we may agree. We hope that it may be convenient for you to attend the meeting at 8.45 o'clock in room 209 Southern Building, Fifteenth and H Streets, Washington.

Very truly yours,

Mary Van Kleeck, Director,  
Woman in Industry Service.

WAR DEPARTMENT  
CHEMICAL WARFARE SERVICE, N. A.

UNIT F, FLOOR 3  
SEVENTH AND B STREETS NW.  
WASHINGTON, D. C.

September 27, 1918.

In reply refer to Medical Division,  
Room H-336.

Memorandum to Committee on Hazardous Occupations for Women,  
Room 209 Southern Building, 15th & H Streets,  
Washington, D. C.  
Attention A. D. Reilley, Captain O.R.C.

H. C. Bradley, Major Chemical Warfare Service is detailed to  
Madison, Wisconsin, between September 28 and October 10. He  
will therefore be unable to attend the meeting of the committee  
Monday September 30.

*H. C. Bradley*

H. C. BRADLEY,  
Major Chemical Warfare Service, U.S.A.

HCB-S



WGB/GH

OFFICE OF  
FIELD INVESTIGATIONS  
INDUSTRIAL HYGIENE

TREASURY DEPARTMENT

UNITED STATES  
PUBLIC HEALTH SERVICE

PITTSBURGH, PA.

September 16, 1918.

Miss Mary Van Kleeck,  
Southern Building, Second Floor,  
15th & H Streets,  
Washington, D. C.

My dear Miss Van Kleeck:

Doctor Lanza has requested me to write you in connection with the meeting of the Committee on Hazardous Occupations, which meets in Washington the end of this week. It is desired to have Doctor Holmes attend this meeting, and he has been instructed accordingly. However, in view of the fact that the exact date is not known, Doctor Holmes has been informed that you will communicate with him by telegraph, stating whether the meeting is on Friday or Saturday. Doctor Lanza therefore requests that I ask you kindly to wire Doctor Holmes at 525 Gluck Building, Niagara Falls, informing him as to the exact date of this meeting.

By direction of the Medical Officer  
in Charge.

Very truly yours,

Pharmacist, U.S.P.H.S.

appointment made by Miss  
Anderson at request of Miss  
Neale 2:30

*Note to  
conference  
Thurs  
after  
meeting*

**G. P. WRAY**  
MANAGER

*Mr. J. Allan Smith*  
U. S. LIGHT & HEAT CORPORATION  
MUNSEY BUILDING  
WASHINGTON, D. C.

*Aug. 30 - '18*

*St. Louis Post-Dispatch*  
*SEPTEMBER 1918*

September 4, 1918.

The U. S. Light and Heat Corporation,  
Munsey Building,  
Washington, D.C.

Gentlemen:           Attention of Mr. G. P. Wray

At a meeting of the Committee on Hazardous Occupations, which has been dealing with conditions at Niagara Falls, the request made to us by your representatives, Mr. Wray and Mr. Smith, for a conference with the Committee regarding conditions in your Niagara plant, was presented by me. Members of the Committee will be in Niagara Falls next week and will be glad to confer with your representatives of your company on Thursday afternoon, September twelfth, at 2:30, at the office of the Committee in the Gluck Building. Will you kindly advise us this week whether or not this is convenient?

Very truly yours,

Mary Van Kleeck,  
Director, Woman in Industry Service.

OFFICIAL GOVERNMENT TELEGRAM

GOVERNMENT RATES

September 3, 1918.

Dr. Alice Hamilton,  
Hadlyme Landing,  
Via Seabrook, Conn.

U. S. Light report sent you by Holmes. Please send comments to  
Washington, not New York, this week, as soon as possible.

Mary Van Kleeck.

War Labor Administration - 1919 - Woman in Industry Service.

Have you had shipbuilding, shipyard, or dry-dock experience? ----- If yes, at what branch  
of such work, and how long? -----

Shipwright? ----- Ship carpenter? ----- Joiner? ----- Fastener? ----- Boat builder? -----

Can you lay out work? -----

Can you read blue prints? -----

Do you understand calking? ----- What experience? -----

How soon could you respond after being asked to go to a shipyard for the Government? -----

-----  
What experience in superintending work? -----

-----  
Can you instruct men and get along with them? -----

-----  
Please send here the names and addresses of two or three men, not members of the Brotherhood,  
who have experience that might, under training, qualify them in some branch of shipyard work?  
-----  
-----

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

# WESTERN UNION TELEGRAM



NEWCOMB CARLTON, PRESIDENT

GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

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

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

23  
3BUM 28GVT NL

NIAGARAFALLS NY AUG 31 1918

MARY VANKLEECK

ARMY BUILDING 8 AND G WASHINGTON DC

SENT DR HAMILTON US L REPORT LAST WEDNESDAY BUT WILL SPECIAL ANOTHER TO THE ADDRESS YOU GAVE ASKING HER TO SEND COMMENTS HERE BEFORE TUESDAY SEPTEMBER 10

HOLMES

Miss Preece :-

Ask Bureau of Labor Statistics whether this report has arrived for Dr Hamilton in their care and whether they have forwarded it to her. If not ask them to send it to us by messenger - <sup>8 AM</sup> Please



Show M & K our telegram to Dr. Holmes +  
Joseph Hamilton that report has been  
sent her from Niagara and ask her to  
send comments to me this week as  
soon as possible -

Telegram:

See book -

U.S. L. & H. report sent you by Holmes.

~~Please~~ send comments ~~to me~~ to Washington  
this week as soon as possible. N.Y.

*Hazardous Occupations*

WAR LABOR POLICIES BOARD

July 22, 1918.

My dear Major-General Gorgas:

With the increasing shortage of labor it is becoming necessary in many industries to introduce women, and the newly established Women in Industry Service of the Department of Labor is giving careful attention to the conditions under which they may be employed with the most effective results. Perhaps the most serious problems are encountered in the hazardous occupations in which poisonous materials or otherwise dangerous processes are to be found, and the Women in Industry Service, at the request of the National War Labor Policies Board, is appointing a committee on Hazardous Occupations to advise as to the desirability of prohibiting the employment of women in certain occupations, and as to the best methods of making the conditions safe in those processes in which it seems practicable to employ women. The first group of industries to be brought to the attention of the committee is that of the chemical industries of Niagara Falls. The attached letter from the Employers' Association there was the immediate occasion for the organization of such a committee.

This committee earnestly desires the services of Lieutenant-Colonel Harry E. Mock and of Captain Harold Cornelius Bradley of the Gas Defense Service, inasmuch as their expert knowledge will be of great value in its work, and also because it is desired to have the Surgeon-General's Office represented because it is interested in the Niagara Falls industries through the contracts of the Gas Defense Service. We should greatly appreciate it if you would permit Colonel Mock and Captain Bradley to accept membership on this committee, giving such time to this work as would be consistent with their obligations to the Surgeon-General's office. Representatives of other departments of the government directly interested in any decisions which may be reached as affecting their contracts in Niagara Falls are also being invited.

Sincerely yours,

Major-General William C. Gorgas.

*Committee on Hazardous Occupations*

TELEGRAM

No. ....

U. S. DEPARTMENT OF LABOR  
U. S. EMPLOYMENT SERVICE  
WASHINGTON

Send to

~~Night Letter.~~ *Lab message* July 22, 1918.

A. H. G. Hardwicke,  
Employers Association of Niagara Falls  
Gluck Building, Niagara Falls.

COMMITTEE ON HAZARDOUS OCCUPATIONS APPOINTED BY WOMEN IN INDUSTRY  
SERVICE DEPARTMENT OF LABOR WILL GIVE IMMEDIATE ATTENTION TO REQUEST  
OF YOUR EMPLOYERS ASSOCIATION. MISS MARY ANDERSON REPRESENTING  
THIS COMMITTEE WILL REACH NIAGARA FALLS PROBABLY WEDNESDAY MORNING  
AND WILL GET IN TOUCH WITH YOU AT ONCE. KINDLY GIVE HER FACILITIES  
FOR INQUIRY INTO YOUR REQUEST.

Mary Van Kleeck  
Women in Industry Service.

Appropriation: " WAR LABOR ADMINISTRATION--WOMEN IN INDUSTRY SERVICE. "

*Hazardous Occupations*

WAR LABOR POLICIES BOARD

July 22, 1918.

My dear Dr. Schereschewsky:

With the increasing shortage of labor it is becoming necessary in many industries to introduce women, and the newly established Women in Industry Service of the Department of Labor is giving careful attention to the conditions under which they may be employed with the most effective results. Perhaps the most serious problems are encountered in the hazardous occupations in which poisonous materials or otherwise dangerous processes are to be found, and the Women in Industry Service, at the request of the National War Labor Policies Board, is appointing a committee on Hazardous Occupations to advise as to the desirability of prohibiting the employment of women in certain occupations, and as to the best methods of making the conditions safe in those processes in which it seems practicable to employ them. The first group of industries to be brought to the attention of the committee is that of the chemical industries of Niagara Falls. The attached letter from the Employers' Association there was the immediate occasion for the organization of such a committee.

It is earnestly desired that you serve as a member of this committee. It should be possible for the committee not only to render service in advising regarding the employment of women, but also in suggesting changes which may make these occupations safer for the men employed in them. Colonel Harry E. Mock, of the Surgeon-General's office has accepted the chairmanship, and the other members invited are Captain Austin D. Reiley, Ordnance Department, Dr. Alice Hamilton, Bureau of Labor Statistics, Miss Mary Anderson, Women in Industry Service, Commander Donald Riley, Navy Department, Mr. John Vogt, New York State Department of Labor, Captain Harold C. Bradley, Gas Defense Service, Miss Nella Swartz, New York State Department of Labor, and Dr. Richard M. Pearse, National Reserve Council.

The committee will meet next Saturday, June 27th, at 1.30 o'clock in the office of the Women in Industry Service, Ouray Building, Eighth and G Streets, Room 604. Colonel Mock will be glad to give you further details of the plans at your convenience.

Sincerely yours,

Dr. J. W. Schereschewsky.

Hazardous Occupations

Division of Women in Industry

July 19, 1918.

My dear Colonel Mock:

This is to confirm the notice already sent out of the meeting to be held on Sunday morning at ten o'clock, Room 604, Curay Building. You doubtless have already the details as to room, etc. so that this may be an unnecessary precaution.

Very truly yours,

Secretary to Miss Van Kleeck.

Lt. -Colonel Harry E. Mock,  
Surgeon General's Office,  
Washington, D. C.

Hazardous Occupations

Division of Women in Industry

July 19, 1918.

My dear Mr. Chenery:

I enclose a copy of the letter from the Employers' Association of Niagara Falls, as you may wish to have it in advance of the meeting on Sunday. The committee so far appointed includes the following:

Lt.-Col. Harry E. Mock, Office of the Surgeon General (accepted)  
Captain Austin D. Reiley, Ordnance Department, (accepted)  
Dr. Alice Hamilton, Bureau of Labor Statistics, (accepted)  
Miss Mary Anderson, Division of Women in Industry, (accepted)  
Lt.-Commander Donald Riley, Navy Department, (not yet accepted)  
Mr. John Vogt, N. Y. State Department of Labor, (not yet accepted)

Colonel Mock is to be the committee Chairman, and Captain Reiley Secretary, and the first meeting is to be held as you know at ten o'clock Sunday morning, July 21st, in the Ouray Building, Room 604.

Sincerely yours,

Chief, Division of Women in Industry.

Mr. William L. Chenery,  
Committee on Public Information,  
Gordon Hotel,  
Sixteenth and I Streets,  
Washington, D. C.

Division of Women in Industry

July 18, 1918.

My dear Commander Rálây:

At the request of the National War Labor Policies Board the Division of Women in Industry of the Department of Labor is appointing a committee to deal with the problems suggested in the attached letter from the Employers' Association of Niagara Falls.

Believing that any decision as to the possible employment of women in these industries should be based on a survey which will undoubtedly reveal conditions needing correction as affecting the men now employed, it is desired to appoint a committee which will represent the producing departments of the government now placing contracts in Niagara Falls, as well as the Federal Department of Labor and the New York State Department of Labor. Lieutenant-Colonel, Harry E. Mook, of the Surgeon-General's office, has accepted the chairmanship, and Captain Austin D. Reiley of the Ordnance Department will be Secretary.

We earnestly hope that you will be willing to be a member representing the Navy and bringing to the committee your expert knowledge of the chemical industries.

Either Captain Reiley or I will be very glad to talk with

you more in detail about the plans for the committee. The first meeting is to be held Sunday morning, in the Ouray Building, Room 604, at 10 o'clock. At that meeting the plans for the survey will be outlined.

Sincerely yours,

Chief, Division of Women in Industry.

Lieutenant-Commander Donald Riley,  
Navy Department,  
9th and B Streets,  
Washington, D. C.



Hazardous Occupations

Division of Women in Industry

July 18, 1918.

My dear Captain Reiley:

I enclose a copy of the letter from the Employers' Association of Niagara Falls which led to the appointment of the special committee on the possible employment of women in the chemical industries. In connection with your work as Secretary, we shall be very glad of course to aid you in every possible way in the office of this Division.

We appreciate heartily the help which you are giving, and we are confident that we shall have very valuable results.

Sincerely yours,

Chief, Division of Women in Industry.

Captain Austin D. Reiley,  
Production Division, Ordnance Department,  
Building A, Room 1-105,  
Sixth and B Streets,  
Washington, D.C.

COPY

THE EMPLOYERS' ASSOCIATION  
of Niagara Falls, N. Y.  
Gluck Building

June 27, 1918.

Hon. Royal Meeker, Commissioner,  
U. S. Department of Labor,  
Washington, D. C.

Dear Sir:

The peculiar conditions which have arisen in our country on account of a state of war have obliged the Government to take such action in emergencies which in peace times could not have been done without legislation. We all recognize the immense power, to maintain the equilibrium of social and industrial activities with which Congress has clothed our President and which has been judiciously used for the benefit of our people.

The depletion of man power has, in certain localities, seriously crippled the War Department by curtailing production of essentials. Niagara Falls is one of these points and the chemical industries, producing chlorine, caustic-soda, caustic-potash, ferro-alloys, metallic magnesium, calcium carbide, electrodes, formaldehyde, poison gas and everything basic for the production of war materials, are unable to operate to capacity on account of the labor shortage.

The only remedy is to supplant this man shortage with women of those European States accustomed to laboring work, and repulsive as this may appear to Americans, it is a war necessity and as easily stepped upon war ending as it is to introduce it. Polish women here are anxious and ready to go on shift work of 8 hours, provided such permission could be obtained from the Department, subject of course to supervision and suspension with the power entrusted to the President - could your Department so far recede from its traditions and customs as to recommend, as a war measure only, such a permit to these factories?

Each individual industry has a welfare and safety department presided over by experts and in addition would be willing to employ a woman superintendent to see that the health of these women employees was not imperilled and to force them to closely follow hygienic, sanitary and precautionary measures for self-protection.

Such drastic action may at first glance shock, but when we consider the necessity for the protection of the million soldiers and their half million camp-assistants and followers, is it not a duty, even though repulsive to our free republican ideas?

We have twenty-one such industries which could be speeded up and run to capacity if so permitted.

Respectfully yours,  
(Signed) A. H. G. Hardwick, Sec.

Committee on Hazardous Occupations

August 24, 1918

Mr. R. E. Simpson,  
Travelers Insurance Company,  
Hartford, Connecticut.

My dear Mr. Simpson:

Your letter of August 21st to the Woman in  
Industry Service has been received. No reports have  
been prepared for publication in regard to the investi-  
gation of the hazardous occupations in the industries  
at Niagara Falls. If such reports are available in  
the future we shall be glad to send you copies.

Very truly yours,

Secretary to Miss Van Kleeck.

THE TRAVELERS  
INSURANCE COMPANY  INDEMNITY  
COMPANY COMPANY

ENGINEERING AND INSPECTION  
DIVISION

JOHN L. THOMPSON, SUPERINTENDENT  
WILLIAM P. EALES, ASSISTANT SUPERINTENDENT  
ALLAN D. RISTEEN, DIRECTOR TECHNICAL RESEARCH  
AND SAFETY PUBLICATION  
WILLIAM FERGUSON, TRAVELING SUPERVISING ENGINEER

HARTFORD  
CONNECTICUT

L. F. BUTLER PRESIDENT

August 21, 1918

Department of Labor,  
Women in Industry Service,  
Washington, D. C.

Gentlemen:-

I have just received information to the effect that you have a committee that has investigated the occupational hazards in certain industries. If any reports as the result of your investigation are available, I should greatly appreciate your courtesy in forwarding them to me.

Yours very truly,

*R. E. Simpson*

Engineer.

RES/IH

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

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

*Committee Hazardous Occupations*

# WESTERN UNION



# TELEGRAM

*2-15*

NEWCOMB CARLTON, PRESIDENT

GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

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

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

61BU CT 28 GOVT

NIAGARA FALLS NY 1025A AUG 22 1918

MISS I M PIERCE

ROOM 604 OURAY BLDG WASHN DC

CALL MEETING COMMITTEE HAZARDOUS MONDAY TWO IF CONVENIENT COLONEL  
MACK OTHERWISE TUESDAY AFTERNOON MONDAY PREFERABLE

VANKLEECK

1037AM

*Monday at 2*

*Hazardous Occupations*

WOMAN IN INDUSTRY SERVICE

August 16, 1918.

My dear Colonel Mock:

Copy of the letter from Colonel Furbush regarding your membership on the Committee on Hazardous Occupations is attached in case one has not already been sent to you. As soon as you return to Washington, I shall be very glad to have a chance to talk with you about our very successful initial visit to Niagara Falls last week. I hope it may be possible to have a conference with you before we have the next conference planned in Niagara Falls, on August 21st.

Yours sincerely,

MARY ANDERSON,  
Director, Woman in Industry.

Colonel Harry E. Mock,  
Medical Department,  
Office of the Surgeon General  
Washington, D.C.

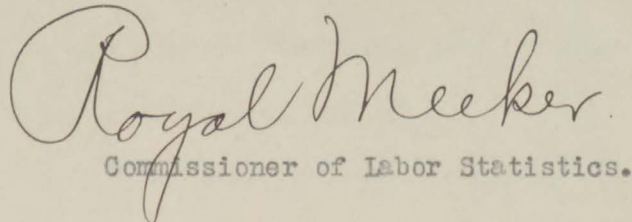
U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

August 15, 1918.

Director, Women in Industry Service,

I have your letter of the 14th inst. and shall be glad to serve on the permanent advisory committee regarding the introduction of women in hazardous occupations, although probably on account of press of work, I shall often have to send a representative to the meetings instead of attending in person.

From present prospects it looks as if I might not be able to get to the Niagara Falls meeting.

  
Commissioner of Labor Statistics.

*Hazardous Occupations*

WOMAN IN INDUSTRY SERVICE

August 14, 1918.

My dear Dr. Meeker:

When I first discussed with you the formation of a committee to deal with the possible employment of women in the chemical industries in Niagara Falls, I had in mind a temporary committee for that single piece of work, and as I recall it we agreed that Dr. Hamilton should represent the Bureau of Labor Statistics. It has now become clear, however, that the committee has a large piece of work to advise regarding the introduction of women in hazardous occupations elsewhere, and it seems probable that it will be continued as a permanent advisory group. In view of its importance I feel justified now in asking you to take time to join its membership. Have you your consent to adding your name to the committee?

I hope that it may be possible for both you and Dr. Hamilton to meet with us at Niagara Falls on Wednesday morning, August 21st. At that time we shall go over the preliminary reports of the field workers and plan next steps. It is hoped that it may be possible at that time to make certain definite recommendations in the plants already covered and thus test out the probability of obtaining immediate practical results. We expect to meet at the Prospect House, which is also the best hotel at the present time in Niagara.

*Sincerely yours.*



Hazardous Occupations

WAR DEPARTMENT  
BUREAU OF AIRCRAFT PRODUCTION  
Washington.

August 8, 1918.

MEMORANDUM for Miss Van Kleeck:

Can meet with you Saturday at 1.30. Please advise  
my office State, War & Navy Building, Telephone Branch  
2020, where the meeting will be held.

*BH Gitchell*

B. H. Gitchell  
Major Ordnance, N. A.

BHG/LKS

*Come on Hazardous  
occupations*

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

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

# WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT

GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

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

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT WYATT BUILDING, COR. 14TH AND F STS., WASHINGTON, D. C. ALWAYS OPEN

*Hazardous Occupation*

6BURV 46 GVT NL

SR BUFFALO NY AUG 7 1918

MISS IANHE M PIERCE 16

ROOM 604 OURAY BLDG WASHINGTON DC.

CALL MEETING COMMITTEE HAZARDOUS OCCUPATIONS SUNDAY TEN THIRTY OR SAT-  
URDAY ONE THIRTY AFTER CONSULTING <sup>with</sup> MOCK GITCHELL AND SCHERESCHEWSKY MAKE  
SURE THAT ANGERSONS REPORT IS IN REILLYS OFFICE BEFORE SATURDAY MORNING  
HAVE TELEGRAPHED GITCHELL

MARY VAN KLEECK.

850A AUG 8

*Comm*

MEMO

August 6, 1918.

To Miss Van Kleeck

From Mr. Bell

In re: Appointment of Lieut. Col Mock on  
Comm on Hazardous Occupations.

Attached herewith is a communication re-  
garding the appointment of Col. Harry E.  
Mock on the Committee on Hazardous Occu-  
pations. This was delayed in reaching  
this office and therefore yours.

DEPARTMENT OF LABOR

*Copies given to  
Col. Mock*

OFFICE O

Mr. Felix F...

DEPARTMENT OF LABOR

*Handwritten notes:*  
This office and therefore yours.  
referred. This was referred in reaching  
work on the Committee on Hazardous Occu-  
sioning the appointment of Col. Harvey.

Attached herewith is a communication re-

Comm on Hazardous Occupations.

In re: Appointment of Maj. Col. Wood in

From Mr. Bell

To Miss Van Klasek

August 9, 1918.

WAR DEPARTMENT  
OFFICE OF THE SURGEON GENERAL  
WASHINGTON

CLF AJM

*etc on Hazardous occupations*

*H. E. M.*

*Van Black*

July 30, 1918

Mr. Felix Frankfurter,  
Chairman, War Labor Policies Board,  
Department of Labor,  
Washington, D. C.

Dear Sir:

In compliance with your request of July 27,  
Lieutenant Colonel Harry E. Mock, Medical Corps, is hereby  
appointed, by direction of the Surgeon General, to represent  
this office on a committee on Hazardous Occupations in the  
Department of Labor, and to give such time as is necessary  
to this work as will not interfere with his duties in this  
office.

Very truly yours,

*C. L. Furbush*  
C. L. Furbush,  
Colonel, Medical Corps, U. S. A.

S.G.C. 02314  
*(War Labor Policies Board)*



OFFICE OF THE SURGEON GENERAL

IN REPLYING  
ADDRESS THE SURGEON GENERAL  
U. S. PUBLIC HEALTH SERVICE

CD

TREASURY DEPARTMENT

BUREAU OF  
THE PUBLIC HEALTH SERVICE

WASHINGTON

July 24, 1918.

*Miss Van Kleeck*

*Committee on Hazardous Occupations*

*77*

Honorable Felix Frankfurter,  
Assistant Secretary, Department of Labor,  
Washington, D. C.

My Dear Mr. Frankfurter:

Assistant Surgeon General J. W. Schereschewsky has referred to me your letter of the 22nd instant requesting him to serve as a member of a committee on Hazardous Occupations to advise as to the desirability of prohibiting the employment of women in certain occupations and as to the best methods of making the conditions safe in those processes in which it seems practicable to employ them.

In accordance with your request, I have taken pleasure in authorizing Dr. Schereschewsky to serve as a member of the committee in question and get in communication with the chairman of the committee, namely, Colonel H. E. Mock in regard to its work.

Sincerely yours,

*Robert Blair*  
Surgeon General.

*J.M.S.*

Copy

Committee on Hazardous Occupations

WOMEN IN INDUSTRY SERVICE

August 1, 1918.

MEMORANDUM

FOR: Dr. J. W. Schereschewsky, U. S. Public Health Service

FROM: Miss Van Kleeck, Women in Industry Service.

The Committee on Hazardous Occupations appointed by the Women in Industry Service is now ready to make a definite plan for dealing with the problems of the possible employment of women in the chemical industries of Niagara Falls. The Committee has gone on record as believing that the outstanding problem centers around conditions affecting health, but that clearly there are other social and economic factors which should be included in any thorough study. It is hoped by the committee that its work may result in immediate changes in conditions affecting both men and women through the active co-operation of the departments placing contracts in Niagara Falls and that lasting results may be secured by the formulation of rules and regulations governing the chemical industries by the New York State Industrial Commission.

To accomplish these results the committee has sought the co-operation of several important departments and agencies including, besides the Department of Labor, - especially its Investigation and Inspection Service, - the Public Health Service, the Ordnance Department, the Surgeon General's office and the Industrial Commission of New York State. The Investigation and Inspection Service of the Department of Labor is being requested to take charge of investigation of the social and economic factors, such as wages, hours, working conditions and living conditions, subject to a plan to be developed in conference with the other co-operating groups under the direction of the Women in Industry Service; to make available the services of Dr. Alice Hamilton and Dr. George M. Price to take part in the inquiry into problems in which they are recognized experts; to furnish the services of a skilled factory inspector, one who has specialized to a greater or less extent in industrial health hazards, blower and fume line engineering and dust removal. A chemical engineer by profession is preferred. Captain Austin D. Reiley of the Ordnance Department and Miss Nelle Swartz of the New York State Department of Labor have also offered their services with the approval of their respective departments, and will be available for actual field work.

Dr. Schereschewsky.

-2-

In order that the various groups concerned in the task may work together effectively, a Steering Committee of the Committee on Hazardous Occupations has been appointed.

The Director of the Women in Industry Service will go to Niagara Falls at once to confer with the physicians of the Public Health Service, the representatives of the Ordnance Department and the New York State Department of Labor, and the representatives which we hope the Investigation and Inspection Service will send, so that we may at once arrive at a conclusion as to the plan and scope of the several investigations which should be combined into a whole in the final results of the committee's work.

The Committee on Hazardous Occupations requests the United States Public Health service to co-operate in this work in accordance with the offer already made by you, namely by making available the services of physicians who will investigate the health aspects of the conditions in Niagara Falls affecting both men and women, furnishing a report to the Committee on Hazardous Occupations as a basis for their recommendations.

It is expected that the conference to plan the inquiry will be held in Niagara Falls at the Imperial Hotel next Monday morning at nine o'clock. →

(Signed) Mary Van Kleeck

Director, Women in Industry service.



*Committee on Hazardous Occupations*

*Copy discussed with Mr. Stewart  
July 29-'18  
Later released*

DEPARTMENT OF LABOR  
OFFICE OF THE ASSISTANT SECRETARY  
WASHINGTON

WOMEN IN INDUSTRY SERVICE

July 29, 1918.

MEMORANDUM

FOR: The Secretary of Labor  
FROM: Miss Van Kleeck  
SUBJECT: Special Committee on Employment of Women in Hazardous Occupations.

The organization of this committee has been mentioned in the weekly reports of the Women in Industry Service of July 20th and 27th. At the meeting on Saturday, July 27th an exceedingly important plan of co-operation between departments was proposed, and as it has far reaching implications it seems desirable to bring it to your attention at once.

On the basis of a report from Miss Anderson of the Women in Industry Service and Miss Swartz of the New York State Department of Labor, who had been appointed to go to Niagara Falls and determine whether women were now employed, it was decided by the committee that the outstanding problem centers around the conditions affecting health. Women are now employed there, and there is an amazing lack of any safeguards against the serious effects of the industrial poisons which they are handling. On the other hand, it is also clear that there are social and economic factors which should be included in any thorough study. The committee, therefore, went on record as recommending that the co-operation of several important departments be sought, including besides the Department of Labor, which is of course taking the lead in this matter, the Public Health Service, the Ordnance Department, the Surgeon General's Office, the Navy and the Industrial Service Commission of New York State. Dr. Schereschewsky on behalf of the Public Health Service offered the active co-operation of the Service, proposing to put at the disposal of the committee several physicians who could take part in the investigation at Niagara Falls. Captain Austin D. Reiley of the Ordnance Department, Miss Nelle Swartz of the New York State Department of Labor, and probably Mr. John Vogt, chemical engineer of the New York State Department of Labor, also offer their services. Dr. Alice Hamilton is already a member of the committee, and the committee very much desires her services and those of Dr. George M. Price with whom the Investigation and Inspection Service has already negotiated.

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The committee also went on record as realizing the necessity for a further investigation of the social and economic factors, such as wages, hours, organization of employment management departments in the plants and co-operation with the employment service, and the committee hopes that the Department of Labor through its Investigation and Inspection Service will take charge of these phases of the inquiry, co-ordinating this study with the investigation of health problems already outlined. In order that the co-operation planned may be most effectively developed, a steering committee has been appointed. 5/18/16

The Women in Industry Service regards the proposed plan of co-operation as a most promising sign of the possibility of getting several departments to work together for important results. The plan is submitted at this time, to the Secretary of Labor in order that we may have his approval and endorsement before the steering committee holds its committee meeting to outline the details of the plan. 6/25/16

Mr. Ethelbert Stewart of the Investigation and Inspection Service is a member of the committee on Hazardous Occupations and he and his assistant, Miss Gertrude Barnum, were present at the meeting on July 27th. A copy of this memorandum is being sent to Mr. Stewart in the hope that in the plan proposed the co-operation of the Investigation and Inspection Service may be assured.

Respectfully submitted,

Director, Women in Industry Service.

WOMEN IN INDUSTRY SERVICE

August 1, 1918.

My dear Dr. Pearce:

Mr. Frankfurter has sent me your letter of July 26th. We earnestly hope that you will join the committee and give us the benefit of advice as often as you may be able to spare time for conference with us. We shall gladly change the day of the meeting to make it more convenient for you to attend. Captain Reiley hopes to see you very soon to tell you more about our plans. There will be no meeting of the committee this week Saturday, August fourth, as the members who will take part in field work are to meet in Niagara Falls on Monday. As soon as they are ready to make a report the main committee will be called together and I trust that we may select a day when it is possible for you to come.

Sincerely yours,

Director, Women in Industry Service.

Dr. Richard M. Pearce,  
National Research Council,  
1015 Sixteenth Street,  
Washington, D. C.

DEPARTMENT OF LABOR  
WAR LABOR POLICIES BOARD.

MEMO.

July 30, 1918.

To: Miss Van Kleeck  
From: Mr. Bell.

In re: Letter from Richard M. Pearce relative to serving on  
Committee on Hazardous Occupations.

I am referring to you for attention and direct reply the attached letter from Richard M. Pearce explaining his hesitancy in serving on this Committee, and his willingness to accept if you think it desirable.

NATIONAL RESEARCH COUNCIL

ACTING AS THE

DEPARTMENT OF SCIENCE AND RESEARCH

OF THE

COUNCIL OF NATIONAL DEFENSE

July 26, 1918.

DIVISION OF MEDICINE AND  
RELATED SCIENCES

1023 SIXTEENTH STREET  
WASHINGTON, D. C.

Mr. Felix Frankfurter,  
War Labor Policies Board,  
Department of Labor,  
Washington, D. C.

*Van K. 9/13*

Dear Mr. Frankfurter:

I have your letter of July 22nd, suggesting that I serve on the Committee on Hazardous Occupations, of the Women in Industry Service of the National War Policies Board. Capt. A. D. Reiley and Dr. Alice Hamilton have already urged me to accept service on this Committee, but as I explained to them I hesitate to do so for several reasons:

1. I am not very familiar with the chemical aspects of these problems, and I understand that the chemical side will be the most important in all matters considered.

2.) In connection with the work of the Research Council and the Surgeon General's Office, I usually take the week-end period for work out of Washington and this would interfere with my attendance at the meetings which I understand are always to be held on Saturday. For example, my engagements at present are such that for the next four weeks I could not attend the meetings on Friday or Saturday.

3. It is very probable that within the next few weeks I will accept a commission in the Medical Reserve Corps which will make it increasingly difficult to attend to committee matters.

If with these restrictions as to service you still consider it desirable for me to be a member of the Committee, I accept membership. I shall not be able to attend the meeting on July 27th.

Yours sincerely,

*Richard M. Pearce*

Richard M. Pearce, Chairman,  
Division of Medicine and  
Related Sciences.

RMP-H  
Dictated but not read.

Hazardous Occupations

WAR LABOR POLICIES BOARD

July 22, 1918.

My dear Dr. Pearse:

With the increasing shortage of labor it is becoming necessary in many industries to introduce women, and the newly established Women in Industry Service of the Department of Labor is giving careful attention to the conditions under which they may be employed with the most effective results. Perhaps the most serious problems are encountered in the hazardous occupations in which poisonous materials or otherwise dangerous processes are to be found, and the Women in Industry Service, at the request of the National War Labor Policies Board, is appointing a committee on Hazardous Occupations to advise us to the desirability of prohibiting the employment of women in certain occupations, and as to the best methods of making the conditions safe in those processes in which it seems practicable to employ them. The first group of industries to be brought to the attention of the committee is that of the chemical industries of Niagara Falls. The attached letter from the Employers' Association there was the immediate occasion for the organization of such a committee.

It is earnestly desired that you serve as a member of this committee. It should be possible for the committee not only to render service in advising regarding the employment of women, but also in suggesting changes which may make these occupations safer for the men employed in them. Colonel Harry E. Mock, of the Surgeon-General's office has accepted the chairmanship, and the other members invited are Captain Austin D. Reiley, Ordnance Department, Dr. Alice Hamilton, Bureau of Labor Statistics, Miss Mary Anderson, Women in Industry Service, Commander Riley, Navy Department, Mr. John Vogt, New York State Department of Labor, Captain Bradley, Gas Defense Service, Miss Nelle Swartz, New York State Department of Labor, and Dr. W. Schereschewsky, Public Health Service.

The committee will meet next Saturday, June 27th, at 1.30 o'clock in the office of the Women in Industry Service, Curay Building, Eighth and G Streets, Room 604. Colonel Mock will be glad to give you further details of the plans at your convenience.

Sincerely yours,

Dr. Richard M. Pearse.

DEPARTMENT OF LABOR  
WAR LABOR POLICIES BOARD

MEMO.

July 31, 1918.

To: Miss Van Kleeck

From: Mr. Bell

In re: Services of Capt. Austin D. Reiley on Committee of Hazardous  
Occupations of Women in Industry.

I am referring to you herewith for direct attention letter from  
the War Department, giving permission to Capt. Reiley to serve on the  
above committee.

Encl.

All communications should be accompanied by carbon copy and addressed to

ADR/mb  
H.

WAR DEPARTMENT  
OFFICE OF THE CHIEF OF ORDNANCE  
PRODUCTION DIVISION  
WASHINGTON

To insure prompt attention,  
in replying refer to

No. \_\_\_\_\_  
Attention of

Capt. A. D. Reiley

03-5845

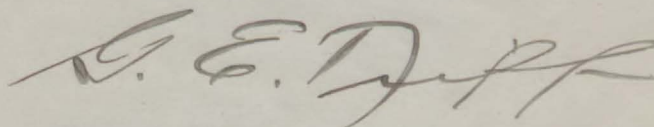
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Mr. Felix Frankfurter,  
Office of the Assistant Secretary of Labor,  
Washington, D.C.

Sir:

Subject: Services of Captain Austin D. Reiley on the  
Committee of Hazardous Occupations of Women  
in Industry, War Labor Policies Board.

1. Your letter of the 22nd inst. requesting the services of Austin D. Reiley, of the Safety and Sanitation Branch of the Staff Section, has been received.
2. Permission for Captain Reiley to serve on this committee is hereby granted.



Guy E. Tripp,  
Colonel, Ord. Dept. N.A.



July 29, 1918.

Capt. A. D. Reiley

Mr. Felix Frankfurter,  
Office of the Assistant Secretary of Labor,  
Washington, D.C.

Sir:

Subject: Services of Captain Austin D. Reiley on the  
Committee of Hazardous Occupations of Women  
in Industry, War Labor Policies Board.

1. Your letter of the 22nd inst., requesting the services  
of Austin D. Reiley, of the Safety and Sanitation Branch of the  
Staff Section, has been received.

2. Permission for Captain Reiley to serve on this committee  
is hereby granted.

Guy E. Tripp,  
Colonel, Ord. Dept. N.A.

WAR DEPT.  
M 000.717951  
JUL 29 1918

Capt. A. D. Reiley

ADR/mb

July 29, 1918.

Capt. A. D. Reiley

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Guy E. Tripp,  
Colonel, Ord. Dept. N.A.

U.S. WAR DEPT.  
M 000,111/151  
JUL 29 1918

WOMEN IN INDUSTRY SERVICE

July 24, 1918.

My dear Mr. Frayne:

We were very sorry that you could not be present at the meeting of the Committee on Hazardous Occupations held last Sunday morning, but we appreciated your sending Miss Ladenburg as your representative. She has probably reported to you the results of the meeting. We are exceedingly anxious to have a permanent representative of the War Industries Board appointed as soon as possible so that we may have the benefit of your advice in our proceedings.

The next meeting will be held Saturday, July 27th, at one-thirty o'clock in this office, Ouray Building, Eighth and G Streets, Room 604.

The minutes of the last meeting are enclosed.

Sincerely yours,

Director, Women in Industry Service.

Mr. Hugh Frayne,  
Chairman Labor Division,  
War Industries Board,  
Washington, D. C.

WAR INDUSTRIES BOARD

WASHINGTON

H. M. BARUCH  
CHAIRMAN

IN YOUR REPLY  
REFER TO.....

July 20, 1918.

Memorandum to: Miss Mary Van Kleeck  
From: Hugh Frayne  
Subject: Meeting of Committee on  
Chemical Industries.

\*\*\*\*\*

This will confirm telephone conversation of this morning advising you that Miss May Ladenburg of this office will represent Mr. Frayne at the meeting tomorrow morning, July 21, at 10 o'clock in the Curay Building,

*Mary F. Munto*

Secretary to Mr. Frayne  
Chairman Labor Division

*Hazardous Occupations*

WAR LABOR POLICIES BOARD

July 22, 1918.

My dear Colonel Tripp:

With the increasing shortage of labor it is becoming necessary in many industries to introduce women, and the newly established Women in Industry Service of the Department of Labor is giving careful attention to the conditions under which they may be employed with the most effective results. Perhaps the most serious problems are encountered in the hazardous occupations in which poisonous materials or otherwise dangerous processes are to be found, and the Women in Industry Service, at the request of the National War Labor Policies Board, is appointing a committee on Hazardous Occupations to advise as to the desirability of prohibiting the employment of women in certain occupations, and as to the best methods of making the conditions safe in those processes in which it seems practicable to employ them.

The first group of industries to be brought to the attention of the committee is that of the chemical industries of Niagara Falls. The attached letter from the Employers' Association there was the immediate occasion for the organization of such a committee.

This committee earnestly desires the services of Captain Austin D. Reiley inasmuch as his expert knowledge of safety and sanitation will be of great service in its work and also because it is desired to have the Ordnance Department represented because it is interested in the Niagara Falls industries through its contracts. We should greatly appreciate it if you would permit Captain Reiley to accept membership on this committee, giving such time to this work as would be consistent with his obligations to the Ordnance Department. Representatives of other departments of the government directly interested in any decisions which may be reached as affecting their contracts in Niagara Falls are also being invited.

Sincerely yours,

Colonel Guy E. Tripp.

No. ....

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

WASHINGTON

July 22, 1918.

Send to Miss Nelle Swartz,  
77 Irving Place,  
New York City.

Women's Division asks you to serve on important national committee on Hazardous Occupations. Anderson arrives New York Tuesday morning. Wants you go with her to Niagara Falls Tuesday evening representing State Labor Department. Urgent problem there requires immediate joint action.

Mary Van Kleeck.

Appropriation: " War Labor Administration-- Women in Industry Service. " " " "

*Hazardous Occupations*

My dear Colonel Mock:

We are very glad indeed that you have consented to be Chairman of the Committee to investigate the possible employment of women in the chemical industries of Niagara Falls. Attached is a copy of the letter from the Employers' Association which led to the appointment of this committee by the Division of Women in Industry at the request of the National War Labor Policies Board.

Sincerely yours,

Chief, Division of Women in Industry,

Lt. Col. Harry E. Mock,  
Office of the Surgeon General,  
7th and B. Streets,  
Washington, D. C.

*Hazardous Occupations*

WAR LABOR POLICIES BOARD

*July* 18, 1918.

My dear Captain Reiley:

As Chairman of the War Labor Policies Board, I am writing to ask if you will serve as Secretary of the special committee appointed to advise the Division of Women in Industry regarding the possible employment of women in the chemical industries of Niagara Falls. Miss Van Kleeck's accompanying letter explains the scope and purpose of this committee. Your services in this connection will be of great value to the Board, and we hope that you may find it possible to serve.

Cordially yours,

Captain Austin D. Reiley



*Hazardous occupations*

Division of Women in Industry

July 18, 1918.

Dear Mr. Vogt:

Captain Austin D. Reiley of the Ordnance Department has already written you to ask you to serve as a member of the special committee appointed by the Division of Women in Industry at the request of the National War Labor Policies Board. A copy of the letter from the Employers' Association of Niagara Falls which led to this action is attached. The committee is asked to make an investigation of the possible employment of women, extending its inquiry to cover existing conditions as they effect the employment of men in Niagara Falls. We are confident that through the co-operation of the Federal Department of Labor, the various producing departments of the government which are placing contracts in Niagara Falls, and the New York State Department of Labor, we shall be able to accomplish some effective results by means of this committee.

Lieutenant-Colonel Harry E. Mock of the Surgeon General's office has accepted the chairmanship, and Captain Austin D. Reiley is Secretary.

-2-

The first meeting of the committee will be held in Washington Sunday morning, July 21st, in Room 604, O'Gray Building, Eighth and G Streets, and we shall be very glad indeed if you can find it possible to attend in order that the plan for the survey may be outlined promptly. We hope very much that you will find it possible to serve, since your expert knowledge of the chemical industries and of Niagara Falls will be of service to us, and your membership on the committee will insure the co-operation of the New York State Department of Labor, which we very much desire to have.

Sincerely yours,

Chief, Division of Women in Industry.

John Vogt, Esq.,  
New York State Department of Labor,  
230 Fifth Avenue,  
New York City.

*Hazardous Occupations*

Division of Women in Industry

July 18, 1918.

My dear Miss Anderson:

The first meeting of the committee on the chemical industries is called for Sunday morning in Washington. I am not sure whether you plan to reach here Saturday night, but I am sending this word in advance so that if you should arrive in Washington Sunday morning you could attend the meeting at ten o'clock, in the Curay Building, Eighth and G Streets, Room 604. I expect to attend it so that it is not necessary for you to change your plans to be here. We are now established in an office at the above address, and we are looking forward to your return.

Sincerely yours,

Chief, Division of Women in Industry.

Miss Mary Anderson,  
246 Summer Street,  
Boston, Mass.

*Hazardous Occupations*

WAR LABOR POLICIES BOARD

July 18, 1918.

My dear Commander Riley:

As Chairman of the War Labor Policies Board, I am writing to ask if you will serve as member of a special committee appointed to advise the Division of Women in Industry regarding the possible employment of women in the chemical industries of Niagara Falls. Miss Van Kleeck's accompanying letter explains the scope and purpose of this committee. Your services in this connection will be of great value to the Board, and we hope that you may find it possible to serve.

Cordially yours,

Lieutenant-Commander Donald Riley

*Hazardous Occupations*

WAR LABOR POLICIES BOARD

July 18, 1918.

My dear Colonel Mock:

As Chairman of the War Labor Policies Board, I am writing to ask if you will serve as Chairman of the special committee appointed to advise the Division of Women in Industry regarding the possible employment of women in the chemical industries of Niagara Falls. Miss Van Kleeck's accompanying letter explains the scope and purpose of this committee. Your services in this connection will be of great value to the Board, and we hope that you may find it possible to serve.

Cordially yours,

Lieutenant-Colonel Mock

*Hazardous Occupations*

WOMEN IN INDUSTRY SERVICE

July 22, 1918.

My dear Mr. Frayne:

This is to give you notice of the first meeting of the committee to advise on the possible employment of women in the chemical industries of Niagara Falls. The meeting is to be held on Sunday, July 21st, at ten o'clock in the Ouray Building, Eighth and G Streets, Room 604.

Very truly yours,

Chief, Women in Industry Service.

Mr. Hugh Frayne,  
War Industries Board,  
18th and D Streets, N. W.  
Washington, D. C.

*Hazardous Occupations*

WAR LABOR POLICIES BOARD

June 18, 1918.

My dear Captain Reiley:

As Chairman of the War Labor Policies Board, I am writing to ask if you will serve as Secretary of the special committee appointed to advise the Division of Women in Industry regarding the possible employment of women in the chemical industries of Niagara Falls. Miss Van Kleeck's accompanying letter explains the scope and purpose of this committee. Your services in this connection will be of great value to the Board, and we hope that you may find it possible to serve.

Cordially yours,

Captain Austin D. Reiley

not sent because no office at Hadlyme Landing

OFFICIAL BUSINESS

TELEGRAM

GOVERNMENT RATES

No. ....

U. S. DEPARTMENT OF LABOR  
U. S. EMPLOYMENT SERVICE  
WASHINGTON

*file*  
Hazardous Occupations  
July 17, 1918

Send to Dr. Alice Hamilton  
Hadlyme Landing  
Connecticut.

Col. Mark has accepted chairmanship of the Niagara  
Committee with Captain Reiley as Secretary. First meeting is  
called for Sunday morning, ten o'clock, room six hundred four  
O'way Building, Eighth and G. Streets, Washington. Your presence  
is urgently desired. Notification of exact place will be sent you  
later. Can you arrange to come and plan the inquiry.

Appropriation: "War Labor Administration - Women in Industry."

11-1027



*Hazardous Occupations*

Division of Women in Industry

July 18, 1918.

Dear Dr. Hamilton:

A night letter was sent you yesterday from this office, but returned because there is no telegraph office at Hadlyme Landing, Connecticut, and I am sending this letter by special delivery so that you may get it as soon as possible.

I am enclosing a copy of the telegram, and a copy of the original letter from the Employers' Association of Niagara Falls which led to the appointment of this committee. I am reluctant to suggest your coming to Washington at the very beginning of your vacation, but we need you very urgently to help in planning the survey.

Sincerely yours,

Chief, Division of Women in Industry.

Dr. Alice Hamilton,  
Hadlyme Landing,  
Connecticut.

U. S. DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

WASHINGTON

62 Washington Square  
New York.

Miss Mary Van Kleeck  
Women's Department  
Department of Labor  
Washington.

Dear Miss Van Kleeck:

Your telegram has just come. I shall be at Saranac Lake tomorrow, in care of Dr. Edward Baldwin, then on Tuesday of this week I can be reached at the Cosmopolitan Club, 133 East 40th Street, New York. On Wednesday I am going to Hadlyme Landing, Connecticut, and shall be there till some time in August, or till whatever time your committee decides to visit Niagara Falls.

I found matters at the Gillespie and Evans plants at Parlin and Old Bridge very bad and as soon as the employment of women there increases I will write you about it and ask you to have someone from your department go there.

Sincerely yours

*Alvin Hamilton*

Committee on Hazardous Occupations

WOMAN IN INDUSTRY SERVICE

August 15, 1918.

My dear Captain Reiley:

I have made some additions to the list of the Committee and I have also taken the liberty of combining with your statement sentences in the statement issued recently by the Committee on Public Information, which it seemed to me the Bureau of Statistics might like to include in The Review. Please do not hesitate to restore your original paragraphs or to make any change in the suggested form.

I am inviting Dr. Meeker to serve on the Committee and I am hopeful that both he and Dr. Hamilton may meet us on August 21st at Niagara Falls. Dr. Hamilton definitely continues on the staff of the Bureau of Labor Statistics.

Yours sincerely,

Enc.

MARY VAN KLEEF,  
Director, Woman in Industry Service

Captain Austin D. Reiley,  
Safety and Sanitation Branch,  
Industrial Service Section, Ordnance Dept.  
Washington, D. C.

Dear Mrs. Robins:

I think you will be interested in some of the suggestions that have been coming to me as a result of the announcement of plans for a disarmament demonstration. While our local committee is of course taking no official action until the word comes from you as to your general plan, I have been talking unofficially with different women here who are interested, in order to get their ideas as to what is possible. Here are some of the ideas that have developed.

1. That the demonstration should combine unity and variety,--i. e. it should mass the support of women of very group behind the big general idea of disarmament, with a program sufficiently elastic to provide for individual expression by each organization participating.
2. For machinery, a central, clearing-house committee, including representatives of all organizations. (We learned this morning that the Foreign Policies Association has called a conference of some sort here on the 8th of Sept. to plan for a big disarmament demonstration--have you received any invitation for the League to participate in that conference?)
3. That however many groups of man and women arrange for a demonstration on Armistice Day, we preserve, if possible, a women's demonstration.
4. That the women's demonstration occupy, say, the week preceding Armistice Day reaching its climax on that day. Under such a plan, each organization of women could have a day for its own particular expression.
5. That the whole plan be directed for permanent effect, to accomplish which the following suggestion are made:
  - (a) that some effective bulletin board be erected in the public grounds facing the Pan-American Building, where the conference will be held, on this board to publish reports of the action or expression of women from all over the world throughout the conference. We think it would be possible to arrange for a news service even from foreign countries for this purpose, and the bulletin board itself would be a subject of news value.
  - (b) that the week of demonstrations, culminating on Armistice day, leave behind it a joint committee of women, one at least from each organization participating, to follow the proceedings of the conference and keep her organizations informed. These women could be channels through which to report to the conference, by means of the bulletin board, the expression of the respective organizations in various localities, states, and even nations.
  - (c) That everything possible be done to get foreign women's organizations to send women here to be a part of the "watch committee", or whatever it might be termed. We think that this would surely be possible for some countries.

One thing which it will be necessary to do almost immediately is to apply for the space, indoors or outdoors, or both, in which our demonstrations would take place. Washington will be very crowded, and there will be great competition among organizations for public grounds and public buildings.

As to the foreign women who might come here, it seems to me we are in especially good position to try for at least one international representative of working women.

Could not the proposal be made to the International Congress of Working Women that they send some official representative of the Congress, who would be elected at Geneva? It would be stunning if we could get Margaret Bonfield over here for that--and might not the British labor movement send her-- I mean pay her way. ? If any countries could send their special working women's representative, that would be splendid too. The more the better, I should think. Jane Adams' group, the International League for Peace and Freedom, could doubtless get some foreign women to come, so could the International Suffrage Alliance, or perhaps others.

I have taken it for granted we would try to have local demonstrations throughout the country wherever possible? If so, they would feed our program in Washington by giving us things to report and make news bulletins with.

Just as soon as I get the word from you, we will get a group together here in Washington representative of the organizations here. I hope I may hear from you not later than Tuesday, so I can arrange for that work to go forward while I am in New Orleans I leave Wednesday evening.

Our announcement has carried far and wide in the newspapers, and a very nice syndicated editorial is going around commending us for our leadership in the plan.

Sincerely yours,

The Conference met at 10.30 A. M., and Miss C. Merriman of the foreign policies association was elected temporary chairman, and Mr. Fred. Libby of the Friends' Society temporary secretary.

After some discussion about the purposes and functions and organization of the body of delegates, a motion was made and carried that a committee be appointed to bring back to the body in concrete form all of the suggestions made so that the delegates would have some definite information to take back to their organizations.

The committee was appointed ~~###~~ and recommendations given below were the ones brought in by the committee and accepted by the conference as a report to take back to their organizations for their consideration. It was understood by all the delegates that this was a tentative conference and that they were not binding their organizations in accepting this report, but merely getting a definite program to take back for their organization's action.

The temporary chairman was instructed to call another meeting in about two weeks, by which time they hope to have heard definitely from the organizations on these points, and also <sup>of</sup> the appointment of their one representative to be a part of the permanent organization.

Name. National Council for the Limitation of Armaments.

Organization. It shall be composed of one representative of each national organization favoring the limitation of armaments.

It shall have an executive board, the members of which shall be elected at the first meeting, also the necessary officers. This board shall have the power to employ an executive secretary, who under the supervision of the members of the Board shall handle the administrative affairs of the council.

General Purpose: To unite and make articulate through the member organizations the overwhelming sentiment of the people of the U. S. in favor of the reduction of armaments.

Specific Purposes.

1. To suggest ways and means by which the work of the member organizations shall be coordinated, duplication perverted and unreached territory covered.
2. To cooperate with its constituent organizations and other agencies in maintaining an information service.
3. To suggest possible lines of action to its member organizations based upon findings of its executive board.
4. To maintain cooperative relations with organizations in other countries having a similar purpose.
5. To maintain and organize an advisory board of experts in the field of labor, agriculture, economics, government, international law and similar subjects, who could attend the conference and give publicity and signed statements to the newspapers, periodicals and monthly magazines.

The following suggestion was made and the temporary secretary instructed to see that all the points were covered in the foregoing purposes, and if not they were to be added as a 6th point.

"to gather and disseminate information regarding the Washington conference both before and during it and suggest to the constituent organizations lines of action to bring about the limitation of armaments. "

# LABOR WILL STAGE HUGE PARADES FOR REDUCING OF ARMS

*Sept 11/21*  
Nation-Wide Demonstration  
to Take Place as Confer-  
ence Convenes Here.

*Star*  
PURPOSE TO BACK STEPS  
BY U. S. GOVERNMENT

## A. F. of L. Authorizes Preparations for Show of Sentiment of Work- ers on Armistice Day.

Plans for a nation-wide demonstra-  
tion Armistice day under the leader-  
ship of organized labor "in support of  
the purpose underlying the inter-  
national conference on the limitation  
of armaments" were announced today  
at headquarters of the American Fed-  
eration of Labor. Central unions in  
every community have been asked to  
organize parades and mass meetings  
on that day—when the international  
conference begins its deliberations.

"It is planned," the announcement  
said, "to unite all civic bodies, trade  
union auxiliaries, women's trade  
union leagues, educational organiza-  
tions, women's clubs and, in fact, all  
organizations interested in civic af-  
fairs and of a progressive character,  
in the great effort."

The purpose of the demonstration,  
as expressed in the communications  
sent by President Gompers to the cen-  
tral unions, is "backing up our gov-  
ernment in its leadership toward dis-  
armament and giving courage and  
determination to the American rep-  
resentatives in the international com-  
mission."

### Considered for Some Time.

The plan to signalize Armistice day  
and the opening of the arms limita-  
tion conference with a series of dem-  
onstrations in which it is hoped by  
federation officials that every city,  
town and community in the country  
will be represented, has been under  
consideration at headquarters for  
three weeks or more. Authority for  
taking the initiative was granted by  
the federation's executive council and  
suggestions as to ways and means for  
promoting successful demonstrations  
have been forwarded to the central  
union, as well as data as to the cost  
of armament and war and the division  
of taxes between armament and edu-  
cational development.

The plan even goes beyond the  
Armistice day demonstration, the an-  
nouncement said, and looks to con-  
tinuing the movement in such fash-  
ion "as to bring to the support of the  
(international) conference a con-  
stant expression of American public  
opinion" during the deliberations in  
Washington. A memorial to the in-  
ternational gathering, urging reduc-  
tion of armament and the settlement  
of international disputes without re-  
sort to arms, will be forwarded by the  
federation for adoption by each  
Armistice day mass meeting.

### Disarmament Is Slogan.

"The time has come to disarm' is  
the slogan," said President Gompers'  
letter to the central unions. "The  
hour has struck to make good our  
faith in democracy, to bring success  
to the great constructive movement  
in which labor has ever been the  
leader.

"Let this be America's greatest  
demonstration, America's greatest  
mandate, America's greatest pledge  
of faith for the peace of the world."

Attention was called to an article  
by Mr. Gompers, in the current is-  
sue of the federation journal, say-  
ing that disarmament now was pos-  
sible for "practical reasons," while  
sentimental reasons had existed al-  
ways. But the necessity of "protect-  
ing democracy against the constant  
threatened menace of autocracy and  
militarism," Mr. Gompers added, "al-  
ways had stood in the way."

"The great militarist autocracies  
have perished," he added. "Self-gov-  
ernment has been gained for practi-  
cally the whole civilized world. That  
fact, more than any other, makes dis-  
armament possible today."

### Plans to Assemble Committee.

In connection with the disarma-  
ment demonstrations, it was stated,  
Mr. Gompers plans assembling an  
advisory committee "composed of  
leading men and women in all walks  
of life," the personnel of which will  
be announced soon. The object of  
the committee, as stated in the an-  
nouncement, will be to aid in obtain-  
ing "full expression of the disarma-  
ment sentiment of the country," and

(Continued on Page 2, Column 2.)

also to offer "helpful and construc-  
tive suggestions."

There has been no attempt to get  
labor organizations in other coun-  
tries to take similar steps, it was  
stated, the federation being concerned  
with development at this time of  
American opinion on the armament  
question. Nor has there been any dis-  
cussion of the demonstration plans  
with officials of President Harding's  
administration, the project having  
been evolved wholly as an attempt  
to get concrete expression of Ameri-  
can opinion on which the federation  
embarked, because of its extensive  
machinery throughout the country by  
which virtually every community  
could be reached and stirred to ac-  
tion.

### Parades Planned Here.

Washington is to take a prominent  
place in the demonstration by labor.  
Mr. Gompers is to speak at a meeting  
here, plans for which are being made  
by the Central Labor Union, in co-  
operation with the American Federa-  
tion of Labor. Parades and other  
demonstrations are planned.

## Innocence of a Young Man in Slaying of Auto Salesmen.

By the Associated Press.

CHICAGO, September 10.—Harvey W. Church, the twenty-year-old youth, arrested in Adams, Wis., last night in connection with the murder of Bernard J. Daugherty and Carl Asmus, was brought back to Chicago tonight in the "de luxe" automobile declared by the police to be the motive for the crime.

Following the finding of the terribly mutilated body of Daugherty yesterday in the Desplaines river, the police today dug up the body of Asmus, which had been hidden in a garage in the rear of the apartment in which Church lives.

Asmus' body had been buried face downward beneath an old automobile owned by Church. The hands and feet were bound together with rope and a bundle of steel and cloth had been thrust into the mouth until it penetrated the chest cavity. The head was beaten into an almost unrecognizable pulp. Death had been caused by strangulation and congestion of the lungs.

### Probably Lured by Drink.

The theory was advanced that the two victims had been lured to the basement under the pretense of having a drink and had been given drugged liquor before they were slain.

Daugherty, whose home was in St. Paul, was thirty-eight years old and was a former student at Harvard University. During the war he served as a captain in the tank corps. Asmus, also a former service man, was several years younger than Daugherty. His home was in Bloomington, Ill.

The two were employed by the Packard Motor Car Company of Chicago, Daugherty as a salesman and Asmus as a demonstrator. According to officials of the concern, Church began negotiations for a car which he said was for his father, a farmer living in Adams, Wis., a week ago. Thursday morning he selected a \$5,400 machine and asked that a salesman be sent with him to a bank. Daugherty and Asmus went with Church to complete the deal.

### Leaves Home Alone.

Neighbors at the Church home told of seeing Church drive up in the new car with two men and said that all of them entered the house. Later Church was said to have driven away alone in the car. A neighbor reported to the police today that she saw lights in the garage between 3 and 4 a.m. Shortly after 6 o'clock Church and his mother drove away in the car after telling friends that they were going to visit at Adams, Wis. Church was arrested as he entered the town last night.

From the very first, Church protested his innocence of all knowledge of the tragedy. He said that he had paid Daugherty in cash for the machine and had a receipt to prove it.

### Declared Plot of Enemies.

He intimated, however, that the finding of evidence of the crime in his apartment was part of a plot of enemies. "It's a frame-up," he was quoted as telling the detectives, and said that he had made enemies by acting as a strikebreaker in the railroad yardmen's strike.

In commenting on Church's statement that he had a receipt showing that he had paid Daugherty for the automobile, officials of the Packard company said that it was probable that the salesman had carried the receipts with him when he left their offices. They said that it was customary to make out the receipt before payment had been made so that it would be ready when the money had been turned in.

## TWO MEN SHOT AFTER ARGUMENT OVER DOG

Assault Follows Kicking of Animal at Brentwood, Md., Last Night.

While walking along Charles street, Brentwood, Md., about 11 o'clock last night, Thomas Cleeves of Brentwood and Edward Kerns of the Victoria apartments, this city, were shot. Cleeves was rushed to the Emergency Hospital with buckshot in his abdomen and lower limbs. He was in a serious condition. Kerns' condition was not serious enough for him to go to the hospital.

The Maryland authorities are making an investigation of the affair to determine who fired the shotgun. The preliminary investigation of the police developed the information that Kerns and his wife went to the Cleeves home on a visit. The two men started to walk down the street, when a dog passed close by, and Kerns kicked at it, the police reported. A woman in a nearby house upbraided him for kicking at the dog, and a heated argument ensued. Cleeves caught Kerns by the arm and was walking away with him when the two shots were fired.

Kerns carried Cleeves back to the latter's house, about two blocks away, from which he was removed to the hospital.

## 24 DROWN IN RIVER AS FOOTWAY FALLS; 15 OTHERS MISSING

(Continued from First Page.)

been playing on the banks of the stream and slipped into the water and sank. Police were summoned, who quickly threw out grappling irons from a rowboat. In the meantime, news of the drowning spread and women and men rushed to the bridge, in fear the child, whose identity was not known, was their own. As the police grappled in the murky water around coal and ice barges, the crowd grew and suddenly there was a cracking sound heard and one end of the foot path gave way. The child who fell into the water was the only one who was recovered.

## 15 OTHERS MISSING

Neighborhood Folk, Watching Search for Drowned Lad, Die at Chester, Pa.

By the Associated Press.

CHESTER, Pa., September 10.—Twenty-four persons are known to be dead, nearly as many injured, and a number of bodies are believed to be at the bottom of Chester river here as the result of the collapse of part of a footway on the 3d street bridge over that stream tonight. No one knows the number of unrecovered dead, and estimates run as high as fifteen. Work of searching the river bottom proceeded tonight under the glare of powerful searchlights requisitioned from nearby shipyards.

The collapse of a small boy, Gus

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Federal Reserve Bank of St. Louis



ARSENALS