

COUNCIL OF NATIONAL DEFENSE

+58
88

Council of Nat'l Defense

April 5, 1919.

Mrs. R. P. Halleck,
315 E. Walnut Street,
Louisville, Ky.

My dear Mrs. Halleck:

Thank you for your letter of March 28th which came during my absence from the city. My transportation expenses to Louisville were as follows:

Lower berth	\$4.32
Railroad fare	<u>\$21.38</u>
Total	\$25.70

The total transportation to Louisville and return would therefore be \$51.40. I did not come directly to Washington from Louisville but included other errands on my trip and I am not sure of the amount which it is fair to charge to Louisville excepting that the trip was made primarily for Louisville and the dates in the other places were adjusted to suit yours. Do you think it fair, therefore, to reimburse our treasury for the round trip not including any expenses except those of railway fare? I would add that Miss Jewell in Lexington wishes to share this with Louisville and that I told her to arrange with you the fair proportion.

I hope that you are quite well again and I am glad indeed to have such satisfactory reports of the outlook for legislation in Kentucky next winter. In my opinion at present the important thing to work for is shorter hour legislation and better enforcement.

Sincerely yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/ALL

Dictated by Miss Van Kleeck
but signed in her absence.

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April 2, 1919.

Mrs. R. P. Halleck,
216 E. Walnut Street,
Louisville, Ky.

My dear Mrs. Halleck:

I wish to acknowledge your letter of March 28th to Miss Van Kleeck which came during her absence from the office for a week. It will be brought to her attention upon her return.

Sincerely yours,

Secretary to Miss Van Kleeck.

ALL

Permalife
25% COTTON CONTENT

DEPARTMENT OF LABOR

Louisville Ky
and return.

4.32	Lower berths.
21.38	Fare
<hr/>	
25.70	One way
2	
<hr/>	
51.40	Round trips

3440
1700
<hr/>
5140

COUNCIL OF NATIONAL DEFENSE
LOUISVILLE, KY.

WOMAN'S COMMITTEE
KENTUCKY DIVISION
OFFICE CORRESPONDING SECRETARY
~~MISS MRS. B. B. B.~~
215 East Walnut St.

March 28, 1919

MAR 31 1919

My dear Miss VanKleeck:-

I got down to the office for the first time yesterday, and find that Mr. Street had expected me to find out what Louisville owed you upon your expenses on your visit to the city. I am very sorry that I did not speak of this to you when you were here. Will you please write me and let me have your expenses so that we may reimburse ~~them~~ you?

The reports of the various meetings at which you spoke are most enthusiastic. Some of the women said that they could not understand how it was possible to make the business organizations as interesting as you had at the luncheon meeting. Others acknowledged that the afternoon meeting was best but all had nothing but praise for your addresses.

The women seem ~~to~~ aroused now and I believe that we may be able to secure some satisfactory legislation next winter. If you have any choice among the bills to recommend we would be glad to have you write us.

Thanking you very much for your help and hoping to hear from you in regard to your accounts, I am,

Very cordially yours,

Amie A. Hallack

COUNCIL OF NATIONAL DEFENSE
LOUISVILLE, KY.

158
MAR 10 1919
85

file

WOMAN'S COMMITTEE
KENTUCKY DIVISION
OFFICE CORRESPONDING SECRETARY
~~COALFIELD BUILDING~~

March 7, 1919

215 East Walnut St.

Miss Mary N. Winslow, Special Agent,
Women in Industry Service,
Washington, D.C.

My dear Miss Winslow:-

The uniform for the Elevator operator
is progressing slowly. I cannot seem to hurry the dressmaker.

The moment the uniform is complete I will have a photo-
graph taken and sent to you for your exhibit.

Let me thank you for the amount of material you
have sent us for the Conference on Women in Industry, Monday
March 10, and also for the newspaper account of Miss VanKleeck's
work.

Enclosed please find a copy of one of the in-
vitations which have gone out for this Monday's Conference.

Again thanking you, I am,

Very cordially yours

Denise A. Haeseck

Enc.

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88

March 8, 1919.

Mrs. R. P. Halleck,
215 East Walnut Street,
Louisville, Ky.

My dear Mrs. Halleck:-

In reply to your letter of March 5rd, to Miss Van Kleeck in which you suggest that you could make a slide of the photograph of an elevator operator in uniform, I am writing to say that we do not need this photograph for our slide lecture but for our exhibit on uniforms, so that it will not be necessary to have a slide made.

We will be glad to have a photograph as soon as you can send it. It will have to be sent to New York for enlargement before it can be used in the exhibit.

Sincerely yours,

Mary H. Winslow, Special Agent,
Woman in Industry Service.

MHW-gop

March 4, 1919.

Mrs. R. P. Halleck,
215 East Walnut Street,
Louisville, Ky.

My dear Mrs. Halleck:-

You will find enclosed three news releases,
one on Miss Van Kleeck, one on Woman in Industry Service and
one on the standards governing the employment of women.

I am also forwarding you under separate cover
a number of copies of these standards, the Indiana Survey and
an article on women workers during reconstruction period.
I hope you will be able to use these satisfactorily at the
meetings which Miss Van Kleeck will address.

I have not been able to secure a photograph of
Miss Van Kleeck as the one which was recently loaned has not
been returned.

Very sincerely yours,

Mary E. Winslow, Special Agent,
Woman in Industry Service.

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encl(3)
MHW-gcp

#2 Miss M. V.K.

Do you want to rest next Sunday or would you like to meet some of the workers in Louisville? I would be glad to make any arrangement that will meet with your wishes.

Again expressing my great joy at the thought of your coming, I am,

Very cordially yours,

Amie A. Haelsch

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88

WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

MAR 3 1919

MRS. HARRY BISHOP, CHAIRMAN
CHILD-WELFARE COMMITTEE

MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE

~~425 W. WALNUT STREET~~

215 East Walnut St.

March 1, 1919

Miss Mary VanKleeck, Chief
Women in Industry Service,
Department of Labor
Washington, D. C.

My dear Miss VanKleeck:-

I am extremely glad to know that you can go to Lexington. Miss Jewell stated this morning over long distance that she would write you regarding the subject matter and the hour she wants you, I think in the evening.

If so I suppose I will not see you until the middle of the morning on Sunday, March 9.

Your letter arrived day before yesterday and the program has gone to print. I am merely writing this to corroborate Miss Jewell's letter.

Looking forward with the greatest pleasure to your coming, I am,

Very cordially yours,

Annie B. Halleck

~~58~~
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February 20, 1919

Mrs. R. P. Halleck,
215 E. Walnut Street,
Louisville, Ky.

My dear Mrs. Halleck:

I am very glad to accept the wording of the subjects for my numerous addresses at your meetings on March 10th. My present plan is to leave Washington Saturday, March 8th, at 2:05 p.m. arriving in Louisville at 11:45 Sunday morning, March 9th. I shall need a little time there if I am to have any ideas for your Monday meetings.

If I am needed in Lexington, I could stop on my way down, leaving Washington on March 7th and arriving in Lexington Saturday morning, March 8th at 8:50. I could then go on to Louisville either Saturday afternoon, March 8th, in the 5:45 train, reaching Louisville at 8:30 or I could stay overnight in Lexington if an evening meeting was desired and go to Louisville on Sunday. Will you let me know as soon as possible whether this date would suit the Lexington people, provided they are planning a meeting?

I am due in Minneapolis the morning of March 14th and must stop on my way in Des Moines if possible. As I expect to spend a day in St. Louis also, on the way up, it will be necessary for me to leave Louisville on the 9:45 p.m. train, Monday, March 10th.

I think that we could divide the slides and show part in the morning and part in the evening.

You may be interested to know that the Woman in Industry Service was the only War Service which received a favorable report from the House Committee on Appropriations, but the appropriation is only \$40,000, the same amount which we have this year, instead of \$150,000 for which we ask and urgently need. We are expecting a vote today in the House. We are liable to a point of order whereby one member may throw out our appropriation entirely. If that happens we have still the chance to get the Senate to restore us. The women of the country have responded splendidly and the Congressmen have heard from many of them but it is impossible to predict what the outcome will be.

Looking forward with great pleasure to seeing you on March 9th, believe me

Cordially yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/ALL

WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

MRS. HARRY BISHOP, CHAIRMAN
CHILD WELFARE COMMITTEE

February 18, 1919

MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE
~~225 W. WALNUT STREET~~
215 East Walnut St.

Miss Mary VanKleeck,
Woman's Division,
Department of Labor,
Washington, D.C.

FEB 21 1919

My dear Miss VanKleeck:-

I wired you yesterday that I had arranged to postpone all three meetings until March 10. This means the Consumers' League annual meeting, the School of Social Work lecture, and Conference of Social Workers. The Consumers' League meeting will be held either at the morning session or at the luncheon at 12:30. In the latter case the business meeting of the League will be handled at about 11:30 and your address upon "Women in industry and the Work of the Consumers' League", will be ^{the} only address at the luncheon. Following the luncheon, while you are resting, if you so desire, the conference will be held consisting of the Consumers' League members, Y. W. C. A. people, Missionary Societies and at least a paper representative ^{from} for the National Women Trade Union League, unless we can get someone to represent it in person.

At 4:45 you will speak before the industrial section of the School of Social Work upon "Future Legislation" for Women in Industry." Following the dinner meeting of the

WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

MRS. HARRY BISHOP, CHAIRMAN
CHILD WELFARE COMMITTEE

MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE

425 W. WALNUT STREET

#2 Miss M.V.K.

27:15 - Conference of Social Workers, lasting from 6:30 to 8, you will speak upon "What we have learned from our War Industries"

If you have enough slides for two meetings, we would like to have some of them at the morning meeting and remainder at night.

I believe Lexington may want you on a visit, but I have not heard whether or not this date will suit the Lexington people.

I was very glad to change the date for you and hope that this date will be convenient. If you arrive Sunday morning you may have a little time to rest or get some fresh air in our parks. The C & O leaves Washington at 2:05 p.m. arrives at 11:45 a.m. I am not sure about the other lines. Personally I prefer the B & O, although this surprises all travelling people.

We are looking forward to your coming with the greatest pleasure. The various departments of social work are constantly leading back to wages and industrial conditions and to the part that women have played and must play, so that we believe you will find more sympathetic audiences at this time than we ever could have given you before.

If these subjects are not what you wish, please

WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

MRS. HARRY BISHOP, CHAIRMAN
CHILD WELFARE COMMITTEE

MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE
XXXXXXXXXXXX
425 W. WALNUT STREET

#3 Miss M.V.K.

let me know in time to print the program.

Tell Miss Anderson that her Victory dinner and conference was a grand success and inspiration. I just wish I might have seen more of both of you.

Awaiting your visit with high anticipations, I am
Most cordially yours,

Annie R. Halleck

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February 28, 1919.

Mrs. R. P. Halleck,
215 East Walnut Street,
Louisville, Ky.

My dear Mrs. Halleck:

Will you tell Mrs. Musgrove that the facts which would probably be most useful in the conference in Louisville relating to the present conditions of employment or unemployment affecting women. That is to say, the immediate question seems to be whether or not women will be able to retain their positions in new industries and whether the unemployment which exists, seems to be merely temporary. If in visiting plants, Mrs. Musgrove would ask how many women were employed during the war and how many are now employed and if she would then ascertain whether the proportion of women laid off is larger or smaller than the corresponding proportion of men, the information would, I am sure, be illuminating. It is also important to know whether or not there is evidence of a reduction in wages.

We have no further news regarding the fate of our appropriation except the indication in the newspapers that the Appropriation Bill may not be passed at this session.

I have no available photograph at this moment but if one is returned which was recently loaned for press purposes, we shall send it to you immediately.

Sincerely yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/ALL

1919 FEB 28

February

MAINTENANCE

DO NOT WRITE IN THESE SPACES

STANDARD FORM NO. 64

THIS IS TO BE MAINTAINED IN THE OFFICE OF THE DIRECTOR OF THE FEDERAL RESERVE BANK OF ST. LOUIS

IT IS THE POLICY OF THE FEDERAL RESERVE BANK OF ST. LOUIS TO MAINTAIN THIS RECORD IN THE OFFICE OF THE DIRECTOR OF THE FEDERAL RESERVE BANK OF ST. LOUIS

IT IS THE POLICY OF THE FEDERAL RESERVE BANK OF ST. LOUIS TO MAINTAIN THIS RECORD IN THE OFFICE OF THE DIRECTOR OF THE FEDERAL RESERVE BANK OF ST. LOUIS

MAINTENANCE

DO NOT WRITE IN THESE SPACES
STANDARD FORM NO. 64
FEBRUARY 1954

FEBRUARY 1954

WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

FEB 28 1919

MRS. HARRY BISHOP, CHAIRMAN
CHILD WELFARE COMMITTEE

MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE

~~225 W. MAIN STREET~~
215 East Walnut St.

February 26, 1919

Miss Mary VanKleeck,
Chief of Women in Industry Service,
Department of Labor,
Washington, D.C.

My dear Miss VanKleeck:-

Mrs. Charles H. Musgrove, State Labor Inspector Of Kentucky, is anxious to know what specific facts you would like ~~therate~~ have at the tip of her tongue when you come to Louisville. I fear she does not know how many women were ~~addd~~ added to the working force of Louisville or Kentucky during the war and I do not believe she knows whether or not wages were raised equal to that of the men. She has some knowledge however of the wages paid as her last Report shows.

She is now out in the State prosecuting some cases and may be able to compare conditions of the State with that of Louisville.

The work is so large, too big for the few people undertaking it that it cannot be accomplished, therefore she would like to know what specific points you will most need for Kentucky and these I believe she can secure.

~~The~~ splendid circular letter arrived today regarding your Department. It was sent out by the National Women's Trade Union League. We shipped in many telegrams from

WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

MRS. HARRY BISHOP, CHAIRMAN
CHILD WELFARE COMMITTEE

MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE

~~225 W. WALNUT STREET~~

#2 Miss M.V.K.

Louisville last week for the continuance of your Department and full appropriation. I do hope and pray that we may succeed in retaining the Women in Industry Service.

Looking forward with the greatest pleasure to your visit among us, I am,

Most cordially yours,

Bessie A. Halleck

P.S. May we have your photographs and some fact history for the publicity?

Mailing list

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February 5, 1919.

The India Rubber World,
25 West 45th Street,
New York City.

Gentlemen:

We shall be glad to place your name on our mailing list to receive full information concerning the scope of our work. Copies are enclosed of Standards Governing the Employment of Women in Industry and Labor Laws for Women in Industry in Indiana. This Service has not made any investigation of the employment of women in the rubber industry.

Very truly yours,

Enc.
MVK/L

Mary Van Kleeck, Director
Woman in Industry Service.

HENRY C. PEARSON,
EDITOR



CABLE ADDRESS:
"IRWORLD, NEW YORK,"
WESTERN UNION CODE.
TELEPHONE 2576 BRYANT.

JAN 9 - 1919

No. 25 WEST 45TH STREET.

NEW YORK, January
7-1919.

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

Dear Sirs:-

We are interested in receiving full information concerning the scope of your dept. We are particularly desirous of learning what has been done with regard to the employment of women in the rubber industry. This information is for publication in THE INDIA RUBBER WORLD and we trust that you will favor us with whatever literature you may have on the subject.

Yours very truly,

THE INDIA RUBBER WORLD.

WMM:KRG

WMM:KRG.

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February 5, 1919.

Mrs. R. P. Halleck,
215 E. Walnut Street,
Louisville, Ky.

My dear Mrs. Halleck:

Please let me express to you on behalf of the Woman in Industry Service our very great appreciation of your contribution to the success of the Indiana Conference. It was a great disappointment to me personally, that I was obliged to leave Indianapolis before you arrived as I had been looking forward to talking with you and hearing your address at the luncheon. I know that you have a very large part in the success of the meeting. If Indiana secures the new and much needed legislation, it will be encouraging to realize that Kentucky, through you, had a share in this forward step. Perhaps during the next session of your legislature, you will be able to call upon some one from Indiana to assist in new standards for Kentucky. If that happens it will mean one more instance of the kind of cooperation which the Woman in Industry Service is trying to encourage between the states in raising the standards of conditions affecting women workers.

With best wishes to you and sincere appreciation,

Very cordially yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/L

Uniforms -

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Council Hall Ref.

November 22, 1918.

R.P.
Mrs. Annie A. Hallack,
215 E. Walnut Street,
Louisville, Ky.

My dear Mrs. Hallack:

Thank you very much for your interesting letter about the meeting of the elevator operators. We shall wish to be informed of final decision about the costume.

I shall be comparatively near you when I go to Cincinnati the last two or three days of the month and wish that it might be possible to see you but it would probably not be practicable to include Louisville in the trip.

Sincerely yours,

MVK/L

Mary Van Kleeck, Director
Woman in Industry Service.

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JJ

COUNCIL OF NATIONAL DEFENSE
LOUISVILLE, KY.

NOV 11 A.M.

WOMAN'S COMMITTEE
KENTUCKY DIVISION

November 9, 1918

~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXXXXXXXXXXXXXXXXXX~~
215 E. Walnut St.

Mrs. Neufeld

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

My dear Miss Van Kleeck:-

Your reply to my letter about the elevator girls' costume came in time for our first meeting with the operators and was most helpful.

Miss Florence Palmer is chairman of the Louisville Committee on the Protection of women Workers and is also the Industrial Secretary of the Y.W.C.A. She therefore was in a fine position to invite these elevator operators to supper last night. Fifteen accepted but only three came. The premature celebration of peace caused the falling off, we think, because each girl knew that she was representing all the girls in her establishment.

Two of the girls were as proud as could be of their work. They had their favorite elevators in the building, talked about the peculiarities of numbers 1 - 2 - 3 - and 4 until we thought about elevators as living things. One girl oiled hers, repaired it, watched conditions in the engine room, and seemed to love her work. She was spotted with grease and had a hole in her uniform where it had caught in the machinery. She wore her uniform, as we had requested, and it was a skirt and coat of Khaki. She wanted breeches for two reasons:- First, she had to think about her dress now and she does not feel safe. Second, her skirt blows up when the elevator is descending and makes her self-conscious.

The second girl runs an Otis elevator making the speed of

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November 16, 1918.

^{ms}
Miss Annie A. Hallack,
215 E. Walnut Street,
Louisville, Ky.

^{ms}
My dear Miss Hallack:

I wish to acknowledge your letter of November 13th 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.

Sincerely yours,

L.

Secretary to Miss Van Kleeck.

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November 4, 1918.

Miss ^RAnnie A. ^PHallack, Woman's Committee,
Council of National Defense,
215 E. Walnut St., Louisville, Ky.

My dear Miss Hallack:

Subject: Uniform for Women Elevator Operators.

We discussed thoroughly your letter of October 26th at the meeting of the Council on Women in Industry held on Thursday. This Council represents all of the divisions of the Department of Labor and the federal agencies outside the Department, which have relation to women in industry.

It seemed to be the consensus of opinion that the wearing of trousers by women elevator operators was unnecessary and should not be insisted upon. It seems to have been the experience that it is quite safe to wear neat skirts not too full. We think that even if it is necessary for the operator to stand while the elevator is in motion, seats should be provided which can be used when the elevator is not in motion. In certain types of elevator we believe it is practicable to have seats. It was recommended that special mention should be made of the desirability of comfortable low-heeled shoes for elevator operators.

We are especially glad that you are planning to call together the women elevator operators themselves as their judgment will be the best as to the kind of costume which should be designed. Will you not let us know the result as it will be useful in other parts of the country. The best method of designing such a uniform seems to us to have several suggestions made and then have samples made up for actual use by several of the women in the occupations. On the basis of a brief trial, final decision can be reached. This was the method followed in designing the uniform for the girls at Frankfort Arsenal. If you follow it we should be glad to use the material in the form of a bulletin.

In this case will you not bring up also the question of the weight of the doors. We are told by Miss Pauline Goldmark that the Otis Elevator Company in New York has information to give on the weight of the doors and if the women elevator operators in Louisville can give us any facts based on their experience, it will be helpful.

With cordial greetings to you,

Sincerely yours,

Mary Van Kleeck, Director
Woman in Industry Service.

MVK/ALL

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COUNCIL OF NATIONAL DEFENSE
LOUISVILLE, KY.

October 26, 1918

OCT 29 AM.

WOMAN'S COMMITTEE
KENTUCKY DIVISION

~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXXXXXXXXXXXXXXXXXX~~

215 E. Walnut St.

Miss Mary Van Kleeck,
Head of Woman's Div.,
Department of Industry,
Washington, D.C.

My dear Miss Van Kleeck:-

The Building Inspector of Louisville called on our Committee for the Protection of Women Workers of the Council of National Defense for assistance in ^{sign} demanding a costume for women operating elevators that would be both modest and safe.

We had a conference last night, composed of two elevator operators, the Building Inspector, the head of the building department and members of the Committee on the Protection of Women Workers. The head of the building department insists that the costume must be composed of trousers with no skirts in front to catch in the hinges of the elevators. He says the operators must stand whenever the elevator is in motion in order to insure perfect safety. The Inspector estimates one hundred and fifty elevator operators among the women in this city. When the ban is lifted by the Health Board and we can hold a large meeting, we are going to call together the women elevator operators and women organizations of various kinds interested in the welfare of girls.

If it is discovered that safety demands trousers and that the Building Department has the authority to insist upon them, there will be only ^{one} thing for us to do and that is to design an inexpensive and attractive uniform. You must have met this situation over the country. How are you solving it?

COUNCIL OF NATIONAL DEFENSE
LOUISVILLE, KY.

WOMAN'S COMMITTEE
KENTUCKY DIVISION
OFFICE CORRESPONDING SECRETARY
204 SPEED BUILDING
215 E. Walnut

2.

I am glad to state that two women from our Committee
in the Council of National Defense have been chosen to serve upon
the County Labor Boards.

Thanking you for your assistance, I am,

Very cordially yours,

Bessie A. Halladay

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October 30, 1918.

Mrs. Annie E. Halleck,
Women's Committee,
Council of National Defense,
Louisville, Kentucky.

My dear Mrs. Halleck:

I wish to acknowledge your letter of October 26th to
Miss Van Kleeck. Miss Van Kleeck is out of the city for a few
days, and I will bring it to her attention upon her return.

Very truly yours,

IMP

Secretary to Miss Van Kleeck.

158/851

WOMEN IN INDUSTRY SERVICE

August 1, 1918.

My dear Mrs. Halleck;

Thank you for your letter of July 24th with the enclosed clipping about the Jeffersonville Depot. If further information comes to you to confirm the statements in the newspaper I shall be glad to have it to present to the Quartermaster's Department.

I hope that you may be coming to Washington before many weeks.

Sincerely yours,

Director, Women in Industry Service.

Mrs. R. P. Halleck,
Woman's Committee, Council of National Defense,
Kentucky Division,
Louisville, Kentucky.

APPEAL TO WOMEN TO WORK FOR GOVERNMENT

Col. R. B. Powers, Depot Quartermaster, has issued the following appeal to women of this locality to assist in keeping up the soldiers shirt production:

Many sewing operatives who have been making shirts for the soldiers in the past have been forced to temporarily discontinue such work on account of the increased work in the farming districts, and no doubt many who live in town employ a considerable part of their time in working war gardens.

As a consequence production of shirts has fallen off somewhat, and although the Depot Quartermaster at Jeffersonville has been issuing new passes in order to keep up production, applicants for these passes have not been coming in as rapidly as desired.

It is believed that many women who do not find it necessary to seek

employment are anxious to do something of benefit to the Government. A great many have been knitting, but it is believed that many for some reason are unable to do this knitting. It occurred to the Depot Quartermaster that if the fact that we desire to increase our shirt production was generally known to the public many more would call at the Louisville Armory or shirt departments in New Albany or Jeffersonville and take some of these shirts home to be made. The shirts are cut and issued in bundles of ten, with all material and findings, and a sample shirt and full instructions how to make them are furnished to beginners. It must be distinctly understood, however, that as soon as application is made for a pass for making these shirts sanitary inspectors must visit the home of the applicant before she is allowed to take out any shirts. Naturally only those who are competent sewing machine operators should apply for this work.

Many working women, by devoting all of their time to shirtmaking, turn out two or more bundles of ten per week. It is believed that those who feel that they can devote two or three hours a day to this work could readily make a shirt a day. If they really do not need the money which is paid by the Government for the making of these shirts—namely, 44½ cents apiece—it is believed that many would be interested in doing this work and turning the money they thus receive for the work over to the Red Cross or some other worthy cause.

ing at
Dear Miss Vankleek,
Washington, D. C. Dept.
Miss Mary Vankleek
Head of Vankleek
Washington, D. C. Dept.

Miss Mary Vankleek
Head of Vankleek
Washington, D. C. Dept.

Mrs. Harry Bishop
Child Welfare
Mrs. R. P. Halleck
Protection of Women
Workers Committee
212 W. Main Street
Louisville, Ky.

WOMAN'S COMMITTEE
OF NATIONAL DEFENSE
KENTUCKY DIVISION
LOUISVILLE

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...enses to the following appl
Andrew Hinkebein, E. L.
B. L. Fisher, Henry H. Hess
W. J. Renn, John Leaf, Mary T. Mad-
dox, Doane Mackey, C. F. Callahan,
L. Reas, G. A. Biel, Albert Jones, J.
E. Fagan, Fred Best, Thomas Eurtou
and George Holland.
W. J. Winn reported to the police
that thieves entered the stable at
his home at 520 Culbertson avenue,
and stole a quantity of carpenters'
tools.
Miss Irma Heckler, daughter of Mr.
and Mrs. R. J. Heckler, -139 West
Main street, is seriously ill.
Dr. William R. Tebault, Vincennes
street, has gone on a business trip
to Washington, D. C.
Mrs. Thomas Zahn has gone on a
visit to her sons, Edward and Thomas
Zahn, in Denver, and Tabanash, Col.
She was accompanied by Miss Geneva
McCarten.
Mr. and Mrs. Frank D. Fell, 1110
Shelby street, have received from
their son, Frank Fell, a letter an-
nouncing his safe arrival in France.
Mr. and Mrs. Fell have another son,
Joseph Fell, who also is in the serv-
ice in France.
Mr. and Mrs. Peter Leaf and
children have returned from

Announcement was made to-day o
a meeting of the New Albany Centra
Labor Union which will be held a
Maennerchor Hall Sunday afternoon
to enter a formal protest against th
inflicting of the death penalty o
Thomas Mooney, the California labo
leader, who was convicted om com-
plicity in the San Francisco bom-
throwing crime. It is stated that th
meeting is a part of a nation-wid
move among the labor organization
of the country in an effort to save th
life of Mooney, who has steadfastl
denied his guilt. State Senator M. C
Thornton has consented to preside a
the meeting which will be open to th
public. Addresses will be delivere
by local speakers and a resolutio
against protesting against the inflic-
tion of the death penalty on Moone
will be presented for adoption.

Recover Stolen Automobile.

Capt. Carson and Detective Adams
of the police force, returned at noon
to-day from Franklin, having in cus-
tody Andrew Bunch, a young negr
and a negro named McCarten, wh
were arrested in Franklin on a charg
of stealing an automobile from th
garage of F. A. Best, on State stree
The automobile which is a new
Mitchell car, was recovered though i
was damaged somewhat. The officer

WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

MRS. HARRY BISHOP, CHAIRMAN
CHILD WELFARE COMMITTEE
MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE
425 W. WALNUT STREET
215 E. Walnut St.

Louisville, Ky. July 24, 1918

Miss Mary VanKleeck,
Head of Woman's Dept., Division of Industry,
Washington, D. C.

My dear Miss VanKleeck:-

The enclosed newspaper clipping regarding sewing at the Jeffersonville Depot will be of interest to you. Some complaints have come recently about the heavy work which the women have in driving the large trucks. We have not had time to investigate the complaint and can hardly credit the statement that women are employed from seven until six o'clock, with only an hour for lunch, on these trucks.

We have had one name sent us, Miss Edith Gray, to make the survey in Kentucky of the new work for women. She is recommended by Miss Edith Abbott in whom we have tremendous confidence. We had hoped for more names however, before making our selection.

Labor Again congratulating the country upon having you upon the War Policy Board in the sacred precincts of the labor department, I am,

Very cordially,

Annie A. Halleck

I have changed my stenographer but I do not get pretty work such as yours does.

Your letter came to-day. Many thanks for your kindness in sending my request on to Miss Abbott

There is a little more hope about the Employment Bureaus.

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WOMEN IN INDUSTRY SERVICE

July 22, 1918.

My dear Mrs. Halleck:

As a number of women appointed in the Child Labor Division of the Children's Bureau of which Miss Grace Abbot is head have been released owing to the Supreme Court decision, it may be that one of them would be available for the investigation which you propose to make in Kentucky. Therefore I am sending a copy of your letter to Miss Abbot with the suggestion that she write you if any of these former workers would be available.

Miss Manning, a factory inspector of Minnesota was one of those who reached Washington expecting to be appointed in the Children's Division just at the moment of the Supreme Court Decision. She is on leave of absence from her work in Minnesota. Miss Peterson and others with whom she has worked there speak very highly of her and I have been pleasantly impressed in the brief talks which I have had with her. I suggest that you write her, her present address being Miss Caroline Manning, Zanesville, Ohio.

Thank you very much for your note of July fifteenth. We shall need your co-operation in the new work of this division.

Very truly yours,

Director, Women in Industry Service.

Mrs. R. P. Halleck,
1154 Third Avenue,
Louisville, Kentucky.

Miss Van Kleeck, Personal

1154 Third Avenue,

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July 15, 1918.

My dear Miss Van Kleeck -

Since writing the enclosed,
I have had the joy of seeing
that you were in the Department
of Labor, head of the Women's
Department.

This is splendid! Please
permit me to congratulate
the country upon such an
appointment, ~~and~~ give my
best compliments and highest
esteem to Miss Anderson.

Very cordially yours

Amie A. Hallack.

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WOMAN'S COMMITTEE
OF
COUNCIL OF NATIONAL DEFENSE
KENTUCKY DIVISION

MRS. HARRY BISHOP, CHAIRMAN
CHILD WELFARE COMMITTEE

MRS. R. P. HALLECK, CHAIRMAN
PROTECTION OF WOMEN
WORKERS COMMITTEE
~~425 W. WALNUT STREET~~

Louisville, Ky., July 10th, 1918

Miss Mary Van Kleeck,
Division of Industries,
130 E. 22nd St., New York City

My dear Miss VanKleeck,-

The Council of National Defense of Kentucky is going to allow our Committee on the Protection of Women Workers to employ a trained woman investigator to make a survey of the conditions of women in their new employments in Kentucky. The idea is to have some well equipped person to make this survey and show us whether or not we need an all time regular worker. Do you know anybody who could give us two months? We have a couple of teachers who might help with the tabulating and other work requiring little skill. If necessary we will pay as much as \$200 a month, but this is with the understanding that the worker is so acute that she can save us money by saving time. ~~Of course, we would prefer someone at \$100 a month.~~ Thanking you for any help that you may give us,

I am,

Very cordially yours,

Russell A. Halleck

P. S. The final vote allows the expenditure of \$500 which is to pay for the survey, including salary for two months and travelling expenses.

THE SECRETARY OF WAR, CHAIRMAN
THE SECRETARY OF THE NAVY
THE SECRETARY OF THE INTERIOR
THE SECRETARY OF AGRICULTURE
THE SECRETARY OF COMMERCE
THE SECRETARY OF LABOR

RECONSTRUCTION RESEARCH
DIVISION

COUNCIL OF NATIONAL DEFENSE

WASHINGTON

88
AUG 5 1919

August 4, 1919.

Miss Mary Anderson, Asst. Director,
Women's Bureau, Department of Labor,
Washington, D. C.

Dear Madam:

In reply to your letter of July 31st,
you are advised that no enclosure was received
asking for a pamphlet concerning the number of
women who have replaced men in industry.

I am informed that possibly you can
get a copy of this pamphlet from Miss Pauline
Goldmark, formerly of the Women In Industry
Section of the Council of National Defense,
but now with the Railroad Administration.

Very truly yours,

A. J. Fitzgerald

July 31, 1919.

Council of National Defense
Washington, D. C.

Gentlemen:

Enclosed you will find a letter asking for a pamphlet concerning the number of women who have replaced men in industry. If you have such a pamphlet will you kindly send one to the office of the Women's Bureau, Department of Labor, Washington, D. C.

Very sincerely yours,

Mary Anderson, Assistant Director
Women's Bureau, Department of Labor
(Formerly Woman in Industry Service)

MA:EFH

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HVL/sag

February 15, 1918.

Industrial Service Section
1330 F Street

230.6
880

Miss Amy Hewes,
Room 515,
Council of National Defense Bldg.,
Washington, D. C.

My dear Miss Hewes:-

I have received the report on Picatinny arsenal and shall give it very careful attention as soon as possible. I do not understand why the first copy which you sent me on February 5th did not arrive. I notice that you often address me at 1912 G. Street, letters reach me more promptly if sent to the Office.

Sincerely yours,
MARY VAN KLEECK

In Charge of Womens' Division
Industrial Service Section.

12031

PERSONAL FILE COPY

Yours

Wm. H. Hines

Re. Presbyterian matter

FRASER & NEAVE CO.

Plain Dealer Letter Box

Contributions should not exceed 150 words. Send your name and complete address.

A Correction.

Editor Plain Dealer—Sir: The headline and statement of the attitude of the committee on women in industry, Ohio branch, Council of National Defense, in The Plain Dealer of Sept. 26, is so misleading we respectfully ask you to print the following statement in order to clarify our position to the public.

We said at the meeting of women conductors, held in the city hall, on the evening of Sept. 25, that we were in accord with women being used on the cars as conductors, provided they were used under the recommendations of the war labor policies board concerning the entrance of women into new occupations—to wit: that women should not be used to replace men unnecessarily; that the labor reserve of older men should be generally drawn upon (so that older conductors would not be thrown out); that in the street railway service girls under 21 should not be employed, and that hours of labor and night work should be guided by the Wisconsin ruling, which provides that women should be employed as conductors only at day work between the hours of 8 a. m. and 5 p. m.

The position of this committee is identical with that of the war labor policies board as outlined above.

MYRTLE S. JONES.

Chairman Committee on Women in Industry, Ohio Branch, Council of National Defense.

that showed through the gloom
their delectable curves. The old
fashioned cellar, the beam-ceil-



What's Wrong With My Menu

Mrs. M. W. M.—husband farmer—
Let us hear more about making apple
jelly without sugar. Where mush-
rooms are grown on the farm they
can be used to give variety to the diet,
but they are low in food value. They
are not suitable for breakfast as sug-
gested by Mrs. E. F. G., especially
where the men are working hard. In
using soda and sour milk use one tea-
spoon soda to a pint of milk to neu-
tralize the acid, then add two tea-
spoons of baking powder for a

CROSS REFERENCE SHEET

Name or Subject

File No.

Council of National Defense

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SEE

Name or Subject

File No.

Shenton, Herbert W.
(Division of Reconstruction Research)

335

Correspondence

Date Beginning February 1, 1919



Cat No. 03648E

For use in Library Bureau Filing Systems

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COUNCIL OF NATIONAL DEFENSE

WASHINGTON

WOMAN'S COMMITTEE
1814 N STREET NW.

August 2, 1918.

Russell Sage Foundation,
East 22nd Street,
New York, N.Y.,

Gentlemen:

We are enclosing a copy of the News Letter listing some of the books recently sent to our Library; among which you will find some of your publications.

Owing to the generosity of publishers, we have been able to establish this library of Women's Work in the War at the Woman's Committee headquarters, and we are desirous of making it as complete as possible.

It is constantly being consulted by women from all over the United States, and as we wish to have information on the latest books of women's war work, may we ask you to send us copies of any that you wish to have reach the women of the country.

With thanks and appreciation for your courtesy and co-operation.

Yours very truly,

Marion R. Uuis.

B.
News Department.

Miss Ida M. Tarbell,
Chairman News Department.

N:L.

THE ADVISORY COMMISSION
OF THE
COUNCIL OF NATIONAL DEFENSE
WASHINGTON

COMMITTEE ON LABOR
(INCLUDING CONSERVATION AND WELFARE OF WORKERS)
SAMUEL GOMPERS, CHAIRMAN

January 7, 1919

JAN 8 - 1919

Miss Mary Van Kleeck,
Member, Executive Committee,
Committee on Women in Industry
Washington, D. C.

My dear Miss Van Kleeck:

I am enclosing herewith copy of the
"Second Annual Report of the Council of National Defense,"
on pages 83 - 100 inclusive of which will be found a
general statement of the achievements and activities of the
Committee on Labor for the year ending June 30, 1918.

Very truly yours,



Assistant to Mr. Gompers, as
Chairman Committee on Labor
Council of National Defense,

FEB 25 1919

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THE ADVISORY COMMISSION
OF THE
COUNCIL OF NATIONAL DEFENSE
WASHINGTON

COMMITTEE ON LABOR
(INCLUDING CONSERVATION AND WELFARE OF WORKERS)
SAMUEL GOMPERS, CHAIRMAN

January 7, 1919.

To Members of the Committee on Labor,
Advisory Commission, Council of National Defense:-

Changing events and absence from this country have made it difficult to keep in close touch with individual members of the Committee on Labor.

The achievements of its various subcommittees are such that, as Chairman, I am able to point to them not only with pride but with a great degree of satisfaction, which comes from the knowledge that they have been a real contribution in the successful prosecution of the war.

The three great successful endeavors of the Committee on Labor, in addition to its success in having maintained the economic standards of the American working men and women, were

The drafting of the War Risk Insurance Bill, providing compensation for soldiers and sailors and their dependents in the case of deaths or disability and including family allotments and life insurance;

The initiating and developing of the War Housing Plans, both for the shipping and munitions making plants; and

The initiating and developing of Industrial Training for the War Emergency.

Those three efforts have stood out before the country as vast undertakings and as they are creatures of the Committee on Labor, we have the right to rejoice in the successful culmination of our plans in connection therewith.

Other useful phases of the Subcommittees on Welfare Work have been such as relate to the publication of standards for healthful shop and home conditions, prepared by industrial, scientific and health experts, some of which are:

"Industrial Fatigue" (How to reduce industrial fatigue)

"Standards for Working Conditions in the Manufacture and Loading of High Explosives" (The standards given for sanitary arrangements in factories, eating facilities, emergency hospital service, etc., are equally applicable to the textile and shoe trades, the metal trades, and in fact any other industry.)

"Code of Lighting" (Standards for good lighting in workrooms. Especially useful in undertaking to secure state legislation.)

"Requirements and Standards upon Heating and Ventilation" (Standards for good ventilation of workrooms, including working places where excessive dust, fumes, gases, etc. arise.)

"Sanitation of Rural Workmen's Areas" (Gives specifications for proper sanitation and sewage arrangements in new or rapidly growing village and camp sites.)

These reports have not only been called for in large quantities, but they have been reissued in several editions by the Public Health Service, which in itself points to their value.

Some other subjects dealt with by experts were --

Industrial Safety, Recreation, Abnormal Atmospheric Pressures, Medical Supervision, and Public Health Education.

The Committee on Women in Industry investigated the working conditions of women in arsenals and elsewhere. Its careful recommendations for improvement were received with cordiality and acted upon. This fall the establishment of a division on Women in Industry in the Department of Labor was a recognition of the important field which our Committee had explored.

In a similar way the Working Conditions Service and the Training Service, established in the Department of Labor in September, 1918,

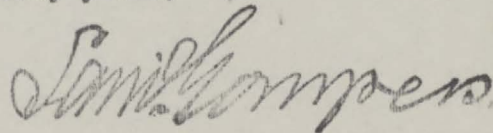
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were the outcome of the advisory work of the Committee on Labor and its recommendations to the War Labor Administration.

I desire to express to you personally my thanks for the complete cooperation extended at all times during the trying period of our active participation in the great world conflict.

Just what the reconstruction period holds for us, no one yet knows, but I feel sure that any services which our country needs, you will be ready to supply.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Sam Hays".

Chairman,
Committee on Labor.

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COUNCIL OF NATIONAL DEFENSE

WASHINGTON

FIELD DIVISION

January 2, 1918.

MEMORANDUM

TO THE STATE CHAIRMEN OF WOMEN IN INDUSTRY;

Notwithstanding the coming of peace, and in part because of it, the New Year opens with renewed demands upon the women of the country for patriotic service. The uncertainties as to the future of emergency Federal Agencies have made it impossible for the present to carry out plans formulated for the Departments of Women in Industry in the States. However, on December 12, the Woman in Industry Service of the U. S. Department of Labor issued a set of standards governing the employment of women in industry which may well furnish a program for state activity in this field. One copy is enclosed and a copy has been sent to each State and Publicity Chairman of the State Divisions of the Woman's Committee and to the State Councils of Defense. Additional copies may be obtained from the Woman in Industry Service, U. S. Department of Labor, Southern Building, 15th & G Streets, Washington, D. C.

With the coming of peace, Federal control of industrial conditions is greatly diminished and State responsibility correspondingly increased. The Legislatures of forty-three (43) States meet in regular session during the coming year. The time, therefore, seems opportune and the need great for bringing state legislation up to the standards recommended by the Federal Government. The Divisions of the Woman's Committee of Indiana, Minnesota, and Nebraska in cooperation with other organizations have already undertaken campaigns for improved labor laws, especially those safeguarding women and children.

At the Middlewest conference of the Departments of Women in Industry of the Woman's Committee (printed reports of which have unfortunately, been much delayed) the states there represented pledged themselves to work for:

1. A woman's division or bureau in the State Department of Labor or State Industrial Commission.
2. One woman factory inspector for each 15,000 women employed in the state.
3. Adequate appropriations for the work of the above.

The conference also recommended that Women in Industry Departments organize study groups to consider the problems of social and industrial reconstruction especially as they relate to women's work. In most states, assistance in this matter in the form of study outlines, references, and package libraries can be obtained from the Extension Division of the State University and from the State Library Association.

Accompanying this letter but under separate cover there are being sent to you copies of circulars concerning the re-employment of soldiers, sailors, and war workers, recently transmitted to State and Publicity Chairmen of the State Councils of Defense and State Divisions of the Woman's Committee. Included also are Bulletins of the Committee on Women in Industry of the Advisory Commission, Council of National Defense and other material which may prove useful. The Bureau of Labor Statistics of the U. S. Department of Labor has been requested to add the names of the State Chairmen of the Department of Women in Industry to the mailing list of the Monthly Labor Review issued by the Bureau.

The need for improving the conditions under which women work and for safeguarding children existed before the war and may become still more acute during the coming years. There can be no question, therefore, as to the importance of "Carrying on" the work for women and children in industry into peace times. May the sense of social responsibility and fraternity, the spirit of devotion to the common causes of humanity, stimulated by the terrible necessities of war, bring about in our own land a fuller "Realization" of the democratic aims for which we fought, aims so nobly expressed by our great leader and President.

Very sincerely yours,

FEDERAL AGENCIES SECTION.

By MARGARET S. HARDING.

U.S. DEPARTMENT OF LABOR
Woman in Industry Service
Washington

This article was released
to the press in condensed
form November 18, 1918.

November 25, 1918.

WOMEN WORKERS IN THE RECONSTRUCTION PERIOD.

With the cessation of active military operation, the industrial problem in the United States has changed its aspect. Before the armistice was signed, the difficult task was to provide the enormously increased production required for the war while the number of men workers was being steadily depleted by withdrawal into military service.

Now that the armistice is signed, the immediate task is to accomplish the change from a war basis to a peace basis, with the least possible unemployment. Thus stated the task is the same for all workers, including women and men. The Federal Government is developing a policy with reference to cancellation of contracts with due regard to relation to the transfer of labor from one occupation to another, the conversion of plants manufacturing munitions to the manufacture of products required in peace, the stimulation of the peace industries, plans for public works and demobilization of returning soldiers at a sufficiently slow rate to insure their reinstatement in normal occupations with the least possible loss of time.

The question peculiar to women relates to those who have taken men's places. Many persons are asking the Woman in Industry Service of the U. S. Department of Labor whether these women should not now withdraw to give place to the men. It would seem to be a fair policy for a business organization to reinstate a returning soldier in the position which he held before the war if he wishes to be reinstated, but in justice to the woman who has taken his place during the war, sufficient notice should be given to enable her to be transferred to other work. The question most frequently raised relates to women who although not previously employed, have been drawn into gainful employment for patriotic reasons. No information is available showing the extent of the employment of women who have not hitherto been wage earners. Scattered evidence indicates that the number is much smaller than is generally supposed and that large numbers of women employed in the war industries has been transferred from other occupations. In one plant engaged in a war industry 65% had come from other factories, 25% from domestic service and restaurants, 5% from laundries and only 5% had not been employed previously. If these figures are typical, the problem for women in the war industries is to arrange for their transfer to normal employment, unless the plants in which they are at work are converted to production in peace time, under conditions making it possible to retain the same personnel.

A report published by a large organization representing employers, points out that in the last twenty-five years the employment of women in manufacturing has increased more rapidly than that of men and adds, "The expansion of their activities at this time may be regarded not as a radical innovation but rather as an acceleration of a normal development." With the need for production to feed and clothe and shelter other nations besides our own, there

is reason to believe that the employment of women in industry will increase rather than decrease.

In view of this need and the responsibilities of women for their own support and often for the support of dependents, it is inconceivable that any agencies of the Federal Government should urge upon them or upon any other group of workers, that they withdraw entirely from gainful employment if they wish to make this contribution to the economic life of the nation. The problem is not one of withdrawal of any group of workers voluntarily but rather the organization of industry in such a way as to utilize to the full all of the available working forces of the country. Who can doubt that the enormous work of reconstruction will demand the activity of every man and woman capable of taking part in the production needed not only for the United States but for the countries of Europe.

One large group in industry, however, should be withdrawn at the earliest possible moment, that is, the group of children under sixteen, of whom there were nearly two million employed according to the census of 1910. Of these more than one half million were in industries other than work on the farm.

For women in industry the chief danger is that they will remain in certain industries or be introduced into new ones at a lower wage scale than is paid to the men. It is time to establish wages on the basis of the occupation and not on the basis of sex.

The Women in Industry Service recognizes that problems of women in industry which have been familiar before the war will be accentuated during the reconstruction period. These include dangers to health from unsanitary working conditions and hazardous occupations, inadequate opportunities for training and limited chances to be advanced to more responsible work in many industries and the danger to health involved in long hours and employment at night. These conditions and the payment of a distinctly lower wage in women's occupations than in men's work, have always been a check upon the rendering of the most efficient service by women workers. The war has demonstrated that the range of possibilities for efficiency by women in industry is much larger than has been assumed in the past. This is notably illustrated in the work of women in machine processes.

These complicated problems can only be met by a variety of methods of attack. The agencies of the Federal Government, the local offices of the United States Employment Service, state departments of labor, industrial establishments, especially through effective employment management, the working women themselves and the public schools, must all have an active part in a well rounded program.