

MIDVALE Steel Co.

383-248

October 25, 1918.

FOR: Mr. L. M. Howe, Navy Department
SUBJECT: Andrew Mills & Sons, and Midvale Steel Company

White Town Pa

As Miss Allinson is now in New York making an investigation in connection with the rates at the Charleston Navy Yard, we are holding until her return the matter of overtime in the shop of Andrew Mills & Sons and the application of the Midvale Steel Company to employ women at night.

It seems to me desirable that the matter of overtime in the flag-making shop should be taken up with the Naval Overseas Transport Service. Miss Allinson will ask your advice on this point on her return and will follow this procedure if you think it best.

The application of the Midvale Steel Company to employ women at night cannot be acted upon until some action is taken regarding the whole policy in reference to night work.

MVK:IMP

Mary Van Kleeck, Director,
Woman in Industry Service.

SUBJECT: Andrew Mills & Sons, and Midvale Steel Company.

MEMORANDUM.

OFFICE OF THE ASSISTANT SECRETARY.

October 14, 1918.

OCT 16 A.M.

Dear Miss Van Kleeck:

This also applies to the memo in regard to the Midvale plant. What do you think we should do. You see what I am trying to do is to take your advice on these questions as I do not feel I have either the time or the competence to weigh the data myself.

L. How

*Report of Women's Branch,
Ordinance,
Investigation +
Recommendations*

Assistant Secretary.

383

U. S. DEPARTMENT OF LABOR
WOMAN IN INDUSTRY SERVICE
WASHINGTON

October 8, 1918.

MEMORANDUM.

For: L. McH Howe, Assistant to the Assistant
Secretary of the Navy

From: Mary Van Kleeck, Director, Women in Industry Service.

Subject: Application of Midvale Steel Company, Nicetown, Pennsylvania to the Secretary of War under date of August 12th, 1918 to employ women between the hours of 10 P. M. and 6 A. M.

Papers received from the Secretary of War include:

1. The request from the Midvale Steel and Ordnance Company, Nicetown, Pennsylvania to the Secretary of War for permission to employ women between 10 P. M. and 6 A. M. as crane operators. (August 12, 1918)
2. The Statement from the Ordnance Office, Estimates and Requirements Division showing orders from the War Department placed with the Midvale Steel Company (Sept. 6, 1918) and delay in delivery.
3. Report of investigation and recommendations of the Women's Branch, Industrial Service Section, of the Ordnance Department re request of Midvale Steel Company. (September 8, 1918).
4. Memorandum from the Women's Branch to Major B. H. Gitchell, Chief of the Industrial Service Section, Ordnance Department, summarizing the main facts and recommendations of the report. (September 9, 1918.) Copy attached.
5. Memorandum from C. C. Jamieson, Chief Production Division of Ordnance, U. S. A. to the Secretary of War requesting that application be made through the State Department of Labor requesting exemption for the Midvale Steel & Ordnance Company from operation of the state law which prohibits the employment of women on night work between the hours of 10 P. M. and 6 A. M. (September 19, 1918).

6. Memorandum from Major F. W. Tully detailed to the Office of the Secretary of War to Miss Van Kleeck asking if there is any reason why the Secretary should not issue such a certificate of emergency. (September 24, 1918.)

7. Memorandum from Miss Van Kleeck to Major Tully. (September 26, 1918).

a. pointing out

(1) that the Pennsylvania law gives no power to the Industrial Commission to grant exemptions.

(2) that this case would have to be handled under a special plan for issuance of a permit by the War Department and that this plan has not yet been approved and adopted.

(3) that the Navy Department is vitally concerned in any plan affecting the Midvale Steel Company

b. and recommending that action be postponed until

(1) the Navy can determine what course of action it would recommend and (2) until a plan of procedure is definitely agreed upon for the issuance of certificates.

Copies of these letters, memoranda and reports will be sent to the Navy Department if desired.

Mary Van Kleeck, Director,
Women in Industry Service

May Allison
By May Allison, Industrial Expert,
Women in Industry Service.

383

dpl

October 8, 1918.

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(3) that the Navy Department is vitally concerned in any plan affecting the Midvale Steel Company

b. and recommending that action be postponed until

(1) the Navy can determine what course of action it would recommend and (2) until a plan of procedure is definitely agreed upon for the issuance of certificates.

Copies of these letters, memoranda and reports will be sent to the Navy Department if desired.

Mary Van Kleeck, Director,
Women in Industry Service

By May Allinson, Industrial Expert,
Women in Industry Service.

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September 26, 1918.

MEMORANDUM

FOR: Major F. W. Tully, War Department.
FROM: Miss Van Kleeck, Director, Woman in Industry Service.
SUBJECT: Application of Midvale Steel Company, Nicetown, Pennsylvania,
for permission to employ women at night.

The papers in this case have been received from your office under date of September 24th.

As the Pennsylvania labor law prohibits the employment of women after 10 P.M. or before 6 A.M., and as the law gives no power to the Industrial Commission to grant exemptions, this case would have to be handled under a special plan for issuance of a permit by the War Department, but as this plan has not yet been approved and adopted it seems necessary to suspend action in this case.

Moreover, the Navy Department is vitally concerned in any plan affecting the Midvale Steel Company. In a recent informal conference regarding this company we were advised by the Navy Department that the Navy is not convinced that the company intends to accept the award of the War Labor Board.

Under the circumstances it is recommended that action be postponed until the Navy can determine what course of action it would recommend, and until a plan of procedure is definitely agreed upon for the issuance of certificates.

The papers are retained in this office to be acted upon promptly as soon as these other matters are settled. The case will also at once be taken up with the Navy as affecting women employed on Navy contracts.

Mary Van Kleeck, Director,
Woman in Industry Service.

✓
k MCA/eo.

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

To insure prompt attention,
in replying refer to

No. _____
Attention of _____

77230.44/32
03-6845

September 19, 1918.

From : Chief of Ordnance.
To : Secretary of War.
Subject : Re: request of Midvale Steel & Ordnance Company
for exemption from State laws.

1. It is requested that application be made through the state Department of Labor requesting an exemption in the case of the Midvale Steel and Ordnance Company from operation of the state law which prohibits the employment of women on night work between the hours of 10 p. m. and 6 a. m.

2. A complete report on the matter is attached herewith.

C. C. WILLIAMS,
Major General, U. S. A.
Chief of Ordnance.

By: *Chas Jamieson*
C. Jamieson,
Colonel, Ordnance, U. S. A.
Chief, Production Division.

WAR DEPARTMENT,
WASHINGTON.

September 24, 1918.

Memorandum for Miss Van Kleeck.

The Ordnance Department requests the Secretary of War to issue a certificate of emergency in the case of the Midvale Steel Company, Nicetown, Pa., requesting the Labor Department of the State of Pennsylvania to set aside the State law prohibiting women from working before six a.m. and after ten p.m. Will you please advise this office if there is any reason why the Secretary should not issue such a certificate of emergency?

F. W. Tully

F. W. Tully,
Major, Ordnance, U. S. A.,
Detailed to Office of Secretary of War.

Copies attached.

September 24, 1918.

Memorandum for Miss Van Kleeck.

The Ordnance Department requests the Secretary of War to issue a certificate of emergency in the case of the Midvale Steel Company, Nicetown, Pa., requesting the Labor Department of the State of Pennsylvania to set aside the State law prohibiting women from working before six a.m. and after ten p.m. Will you please advise this office if there is any reason why the Secretary should not issue such a certificate of emergency?

F. W. Tully,
Major, Ordnance, U. S. A.,
Detailed to Office of Secretary of War.

Copy attached.

MCA/co.

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To : Secretary of War.
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C. C. WILLIAMS,
Major General, U. S. A.
Chief of Ordnance.

By:

C. C. Jamieson,
Colonel, Ordnance, U. S. A.
Chief, Production Division.

O. O. War Department
M 230.4
SEP 19 1918

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
INTRAOFFICE MEMORANDUM

FOR USE WITHIN THE ORDNANCE OFFICE ONLY

DATE Sept. 18, 1918

FROM: Clara M. Tead Production Industrial Serv.
NAME BUREAU OR DIV. SECTION

TO: Major B.H. Gitchell, Chief, Industrial Serv.
NAME BUREAU OR DIV. SECTION

SUBJECT: Midvale Steel & Ordnance Co.

1. Attention is called to the fact that in a telephone conversation, Miss Van Kleeck, Director of the Woman in Industry Service of the Dept. of Labor, told the Women's Branch that this plant had also Navy Ordnance contracts, and that therefore ~~the Navy was~~ also interested in this request for exemption.

Clara M. Tead

Clara M. Tead
Director, Women's branch
Industrial Service Section

U. S. DEPARTMENT OF LABOR
WOMAN IN INDUSTRY SERVICE
WASHINGTON

Copy.

September 9, 1918.

From: Women's Branch, Industrial Service Section,
Ordnance Department

To: Major B. H. Gitchell, Industrial Service Section,
Ordnance Department.

Subject: Request of Midvale Steel & Ordnance Company
to work women between the hours of 10 P. M. and
6 A. M. at their Nicetown plant.

1. The Women's Branch of the Industrial Service Section has made an investigation of the situation regarding the request of the Midvale Steel & Ordnance Company to work women at night.

2. A visit to the plant has been made by Mrs. Rantoul and Miss Cornell of the Women's Branch, in co-operation with Miss Harnish of the Pennsylvania Department of Labor & Industry.

3. Attention is called to the following salient facts of the situation:

(a) The problem in this plant is one of expansion, with a decreasing force of men to draw from. The company is well up in its orders, and in shop #7 (8" howitzers) it is ahead of the capacity rating of the government. In making this request the aim is to have in five months a sufficiently trained body of women to permit the drawing off of 1500 men for a new shop.

(b) The claim of the company that, on account of the rotation of shifts and in order to maintain a balanced line of production through the shops, it will be necessary for women to work at night, is logical. Paragraph 8 in this report shows the location of this plant as being rather inaccessible to the carlines.

(c) The fact that there is no canteen service either for men or women in the plant is something which

~~U. S. DEPARTMENT OF LABOR~~
~~WOMAN IN INDUSTRY SERVICE~~
~~WASHINGTON~~

ought to be immediately remedied. The facilities for getting food outside are ~~totally~~ inadequate. The company feels it cannot justifiably install canteen until it is assured that the increased facilities can be made use of. This they feel is dependent on night work for women being permitted. The apparent desire of the company to build up a productive organization of women for near future use, and the fact that the building of this organization ought to cover at least five months of training, coupled with the fact of the technical nature of the work in machining guns, which would mean a slow dilution, makes permission to work women nights seem necessary.

4. On the basis of the facts presented in the report, the Women's Branch recommends:

That the War Department take steps to make possible the employment of women over eighteen years of age between the hours of 10:00 P. M. and 6:00 A. M. in order to allow the operation of three eight-hour shifts; Provided, that the conditions hereinafter recommended are established:

- (a) That no shift of women shall be longer than eight hours, with an allowance of thirty (30) minutes for lunch in the middle of each period.
- (b) That adequate facilities for the health and comfort of women be provided in each shop in proportion to the number of women employed. These conditions to be subject to the approval of the Board of Labor & Industry of the state of Pennsylvania.
- (c) That canteens be installed to meet the needs of the women and men employed on day and night shifts.
- (d) That proper and adequate supervision in the rest rooms and in the shops be given the women both day and nights.
- (e) That adequate transportation be provided at the time of each shift.

U. S. DEPARTMENT OF LABOR
WOMAN IN INDUSTRY SERVICE
WASHINGTON

- (g) That a representative of the Women's Branch of the Industrial Service Section of the Army Ordnance be assigned to insure and assist in the establishment of these recommendations, working co-operatively with Miss Dean, now in charge of the working conditions for women.

(Signed) Clara M. Tead
Director, Women's Branch
Industrial Service Section

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

To insure prompt attention,
in replying refer to

September 9, 1918

No. _____
Attention of _____

03-5845

From: Women's Branch, Industrial Service Section,
Ordnance Department

To: Major B.H. Gitchell, Industrial Service Section,
Ordnance Department.

Subject: Request of Midvale Steel & Ordnance Company
to work women between the hours of 10 P.M. and
6 A.M. at their Nicetown plant.

1. The Women's Branch of the Industrial Service Section has made an investigation of the situation regarding the request of the Midvale Steel & Ordnance Company to work women at night.
2. A visit to the plant has been made by Mrs. Rantoul and Miss Cornell of the Women's Branch, in co-operation with Miss Harnish of the Pennsylvania Department of Labor & Industry.
3. Attention is called to the following salient facts of the situation:
 - (a) The problem in this plant is one of expansion, with a decreasing force of men to draw from. The company is well up in its orders, and in shop #7 (8" howitzers) it is ahead of the capacity rating of the government. In making this request the aim is to have in five months a sufficiently trained body of women to permit the drawing off of 1500 men for a new shop.
 - (b) The claim of the company that, on account of the rotation of shifts and in order to maintain a balanced line of production through the shops, it will be necessary for women to work at night, is logical. Paragraph 8 in this report shows the location of this plant as being rather inaccessible to the carlines.
 - (c) The fact that there is no canteen service either for men or women in the plant is something which ought to be immediately remedied. The facilities

for getting food outside are totally inadequate. The company feels it cannot justifiably install canteen until it is assured that the increased facilities can be made use of. This they feel is dependent on night work for women being permitted. The apparent desire of the company to build up a productive organization of women for near future use, and the fact that the building of this organization ought to cover at least five months of training, coupled with the fact of the technical nature of the work in machining guns, which would mean a slow dilution, makes permission to work women nights seem necessary.

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- (c) That canteens be installed to meet the needs of the men and women employed on day and night shifts.
- (d) That proper and adequate supervision in the rest rooms and in the shops be given the women both day and night.
- (e) That adequate transportation be provided at the time of each shift.

(g) That a representative of the Women's Branch of the Industrial Service Section of the Army Ordnance be assigned to insure and assist in the establishment of these recommendations, working co-operatively with Miss Dean, now in charge of the working conditions for women.

Clara M. Tead

CLARA M. TEAD
Director, Women's Branch
Industrial Service Section

Bois D. Santoul
Asst. Director,
Women's Branch

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
PRODUCTION DIVISION
WASHINGTON

September 9, 1918

To insure prompt attention,
in replying refer to

No. _____
Attention of _____

03-5845

FROM: Lois B. Rantoul, Women's Branch, Industrial Service Section.

TO: Major B.H. Gitchell, Chief, Industrial Service Section.

SUBJECT: Report and recommendations re request of Midvale Steel & Ordnance Company to work women between the hours of 10 P.M. and 6 A.M. at their Nicetown plant.

Investigation made by Mrs. Lois B. Rantoul, and Miss Louise Cornell, of the Industrial Service Section, in co-operation with Miss Harnish of the Pennsylvania Department of Labor and Industry.

1. PERSONS INTERVIEWED

Mr. Henry D. Booth, General Superintendent
Mr. Bradley, Asst. Manager
Mr. Strachan, Supt #7 Shop
Mr. Dickinson, Supt. Testing Dept.
Mr. Beissop, Production Office
Dr. George L. Kelley, Chief Chemist
Mr. Wadleigh, Employment Manager
Mr. Dean, Employment manager for women

2. REASON FOR REQUEST

The Company is in the process of building a large new shop for the manufacture of 16" howitzers. The work on these guns is very heavy, unfit for women, which means that every man who can be released from the present organization will be needed to build up the organization of the new shop. It is expected that the shop will be finished in five months, and that no less than 1500 men will be needed as a nucleus organization to be drawn from the present organization. The Company wish to draw these men from the machines which women are capable of operating, and in order to do this they feel they must at once begin to train women into the use of these machines. The schedule of hours now in practice for their men is 3 eight-hour shifts, rotating weekly. To use women therefore it would be necessary to have permission to work them between the hours of 10 P.M. and 6 A.M.

3. PRESENT GUN CONTRACTS

C.F. 363	*Guns asked for	115
	Proof fired	28
	Ready for proving	10

* This includes carriages, limbers and firing platforms.
Average output from Shop #7, 8" Howitzers, 20 a month.

4. NECESSITY

See attached report from Progress Section.

5. NUMBER OF WOMEN NOW EMPLOYED IN SHOPS

Approximately \rightarrow 100
Number of men, 10,000; required number, 11,000.

6. LABOR SUPPLY

Drawn principally from Philadelphia.
Niketown is one of the steel and iron industrial sections. Because of constant fluctuation of labor, difficult to obtain definite information as to labor supply. The United State Employment Service, the Registration Bureau of the Council of National Defense, and the Chamber of Commerce, while unable to furnish figures, gave statements that there is not enough male labor in the city to meet the demand. The approximate shortage of unskilled labor in the Niketown District was given as 50%, and of skilled 10%. Representatives of Machinists' Assn. claims there are 15,000 skilled workmen in Philadelphia in non-essential trades.

The Registration Bureau for Women reports the supply of women in 36th ward, or Niketown district, to be partially used. Wards 21 and 22, adjacent on the west, represent residential sections offering no workers, while wards 43 and 39 on the east are drained by the textile works of the Kensington District. If women are to be recruited in large numbers it will be necessary to bring them from South Philadelphia.

7. HOUSING AND LODGING

In 1914 there were 2,000 houses in Philadelphia for rent; at present only several hundred. Families from more congested sections of city have been forced to fill in vacancies in outskirts such as Niketown. Few houses to be had there now. (Chamber of Commerce.)

Company keeps lists of boarding and lodging houses in a district which has been investigated and approved by their Welfare Department.

8. LOCATION AND TRANSPORTATION

Nicetown is situated in the northeastern section of Philadelphia. The plant is somewhat inaccessible, being a good ten minutes' walk from the Reading Railroad Station and trolley line. This distance at night would be a consideration if women were employed, as the section is isolated, crossing vacant lot.

The Reading runs 32 trains daily to and from the 12th St. station to Nicetown, with service mornings and evenings averaging every 15 minutes. Three trolley routes #21, #33, and #53, originating in the south and east sections of the city come to within walking distance of plant. Jitneys and busses carry the men from this plant to the trolley for five cents. Mr. Bradley, Asst. Supt., says the company has considered the advisability of building or extending a track from the present trolley to their plant. This he thinks may be done with the erection of the new Ordnance plant. At present plant guards escort the women clerks leaving plant at 10:45 P.M. to the cars.

9. DILUTION

Dilution would have to be slow owing to the great skill and accuracy required in the machining of gun parts. There is practically no so-called repetitive work, such as is found on the machine work on shells.

10. TRAINING

Method of training now adopted is to put women on the machines as helpers to the men, gradually training them in to the use of the machines. This method has proved satisfactory, not only in training the women but in maintaining output while training.

11. HOURS FOR WOMEN

- a. Chippers, machine hands, layers-out, painters, etc.
work from

7 A.M. - 5 P.M.

12 M - 1 P.M. (lunch)

9 hours per day

Saturdays from 7 A.M. - 12 M -- 50 hrs. per week.

Chippers given 10 minutes rest period morning & afternoon.

- b. Crane operators work 8-hour day with $\frac{1}{2}$ hour for lunch.
48 hours per week.

- c. Sketchers work (classified as clerks) two shifts from:
 - 6:45 - 2:45 P.M.
 - 11:30 - 12:15 P.M. (lunch)
 - 8 hours per day; 48 hours per week.
 - 2.45 P.M. - 10:45 P.M.
 - 5:30 - 6:15 (lunch)
 - 8 hours per day; 48 hours per week.

12. WAGES FOR WOMEN

All women in shop, with exception of sketchers, started at 33¢ per hour, gradually raised to 38¢. Majority of chippers and machine hands in Shop #7 receive 38¢. Sketchers started at 36¢- no limit on rate. All workers paid on basic eight-hour day- receive time and a half for all over eight hours.

13. WORKING CONDITIONS FOR WOMEN

- a. Shop I- machine shop- long brick building with gallery along one side. Large machinery in center of room, with small machines, milling machines, drills, lathes, at which it is proposed to use women. At sides and along gallery crowded. Floors in bad condition- poor passageways. Ventilation and light satisfactory. No women at present- possibilities several hundred.
- b. Shop II- machine shop- similar to Shop I. Very large machinery-crowded- poor passageways. Women not employed on machines, but as sketchers and layers-out.
- c. Shop #7- modern brick, steel and glass structure. Good ventilation and light. Machinery not crowded, well placed and guarded. Bubbling fountains installed. Stools. Adequate fire protection. 40 women employed- possibilities for 600.
- d. Tool Store Room- small detached building for storing yard tools. Men carry out own tools. 1 woman.
- e. Pipe shop and Carpenter shop- small adjacent detached buildings- conditions satisfactory. 1 woman at present- possibilities for 5 or 10.
- f. Hammer Shop- crude large shop similar to I and II. Large furnaces for heating ingots.
- g. Chippers now working in small crowded shack upon at one side. New Building being erected.
- h. Press Plant- Crude large shop- not crowded.

14. OCCUPATIONS WOMEN ARE PERFORMING

Machine operators
Light lathes (1e Blond) -no air pressure appliances
for chucks
Milling machines (Schwind)
Hack saws
Sharpening
Gear grinding
Planers
Crane operators- 5 ton cranes
Painters
Chippers- 7 lb. air pressure chippers
Tool attendants
Sweepers
Sketchers (clerks)
Layers-out
Inspection
Laboratory helpers

Total 100 women
Clerks and office assistants 350 women

15. SANITARY CONDITIONS

Toilet and rest room provided for Shop II. Cement floor, five toilets and six basins, with soap and paper towels. Rest room partitioned off from toilets. Simple crude facilities. Tables at which girls may eat lunch, and benches with backs- several rocking chairs- steel lockers, two women to a locker. Cots to be provided- also small electric heater where women may cook lunch if they so desire.

Facilities in Shop #7 similar to Shop II- 6 toilets and 10 bowls.

Matron in charge.

Small temporary toilet provided for chippers.

One service toilet in yard- kept locked. Women whose work takes them out into yard provided with keys.

Plans have been drawn to convert gallery of Shop #1 into large toilet room, rest room and cafeteria to accommodate 600 women.

16. HEALTH PROVISIONS FOR WOMEN

Woman doctor on duty every afternoon. All employees must have initial physical examination. Women are carefully watched when put on new work, and follow-up examinations are made by the doctor. Small, inadequate consultation room for doctor. Plans for larger hospital room being made.

All women employed in shops must wear overalls and caps. First set furnished by company.

No cafeteria, or provision to provide food for workers. Several quick lunch restaurants outside plant- dirty and crowded with men at lunchhour.

17. EMPLOYMENT DEPARTMENT FOR WOMEN

Miss Dean interviews and employs all women, but no records are kept of number hired, or turnover. At present has waiting list of over 100.

She also supervises women in plant, and passes on all new processes on which women are placed.

Miss Dean is a woman of indefatigable energy and a sincere interest in her work and the women. She came to the company in May- prior to that time she was a parish worker.

18. EMPLOYMENT DEPARTMENT FOR MEN

An employment manager interviews and employs all men. A simple form of record is used, and figures on turnover are kept. All discharges are made by foremen through shop superintendents, and when necessary through the assistant manager. This method of discharging is undoubtedly a factor in the turnover figures, as it checks possibility of transfer. Hiring and discharging should be done by the employment department.

19. TURNOVER (Men)

12.5	January
14.5	February
13.	March
15.8	April
13.3	May
16.9	June
25.	July
30.	August (estimated)

20. ATTITUDE OF COMPANY TOWARD LABOR

Open shop. No recognition of trade unions. Grievances dealt with individually. Strike in June by tool makers. Demand was made for \$1.50 an hour while teaching women. Trouble was adjusted.

21. PLANT SYSTEM

Centralized planning department in charge of all production matters with the exception of Shop #7 which has separate planning department. The two departments, however, work cooperatively. Systems in use seemed adequate & efficient.

Lois. B. Rantoul

Idabelle Stevenson

SUMMARY

The problem in this plant is one of expansion, with a decreasing force of men to draw from. The company is well up in its orders, and in shop #7 (8" howitzers) it is ahead of the capacity rating of the government. In making this request the aim is to have in five months a sufficiently trained body of women to permit the drawing off of 1500 men for a new shop.

The question of method of training these women is a very serious one and should be approached, not from the point of view of numbers alone, but from the point of view of maintaining present production, and through the use of proper and efficient methods of teaching, to gain a maximum of future production power from the women.

The claim of the company that, on account of the rotation of shifts and in order to maintain a balanced line of production through the shops, it will be necessary for women to work at night, is logical. Stationary shifts of women would tend to overburden the day shifts, thereby unbalancing the shop. Paragraph 8 in this report shows the location of the plant as being rather inaccessible to the carlines. At night and especially in winter this inaccessibility would have to be taken into account, in its relation to the employment of women. Protection of some sort should be given the women walking to and from the cars, or else busses should be provided. An extension of the carline to the plant, when the increase in the number of women warrants it, should be further considered.

The fact that there is no canteen service either for men or women in the plant is something which ought to be immediately remedied. The facilities for getting food outside are totally inadequate. The company is willing to equip the shops with adequate facilities for the health, comfort and safety of women, in increased numbers. This, however, would necessitate the spending of quite a large amount of money, which the company feels it cannot justifiably do until it is assured that the increased facilities can be made use of. This they feel is dependent on night work for women being permitted. The apparent desire of the company to build a productive organization of women for near future use, and the fact that the building of this organization ought to cover at least five months of training, coupled with the fact of the highly technical nature of the work in machining guns, which would mean a slow dilution, makes permission to work women nights seem necessary. The following recommendation, contingent upon certain conditions, is therefore made:

RECOMMENDATION

That the War Department take steps to make possible the employment of women over eighteen years of age, between the hours of 10:00 P.M. and 6:00 A.M. in order to allow the operation of three eight-hour shifts: Provided; the conditions hereinafter recommended are established.

Conditions Recommended:

1. That no shifts of women shall be longer than eight hours with an allowance of thirty (30) minutes for lunch in the middle of each period.
2. That adequate facilities for the health, comfort and safety of women be provided in each shop in proportion to the number of women employed. These conditions to be subject to the approval of the Board of Labor & Industry of the State of Pennsylvania.
3. That canteens be installed to meet the needs of the men and women employed on day and night shifts, -such canteens to supply hot drinks and such other nourishment as may be found to be desirable.
4. That proper and adequate supervision in the rest rooms and in the shops be given the women both day and night.
5. That adequate transportation be provided at the time of each shift.
6. That a representative of the Women's Branch of the Industrial Service Section of the Army Ordnance be assigned to insure and assist in the establishment of these recommendations, working cooperatively with Miss Dean, now in charge of the working conditions for women.

Clara M. Tread

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

WAR DEPARTMENT

OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

EHB/gad

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

No. _____

ATTENTION OF _____

B-3-112

September 6, 1918.

From: Ordnance Office, Estimates & Requirements Division,
Progress Section.

To: Woman's Service Section, Production Division, (Attention
Mrs. Lois B. Rantoul)

Subject: 8" Howitzer production at Midvale Steel Company,
Niketown, Pa.

1. The Chief of the Estimates & Requirements Division directs me to submit the following statement to you as requested in connection with 8" Vickers Howitzers, Model 1917, Mark VI, being manufactured by the Midvale Steel Company at Niketown, Pa.

2. The Midvale Steel Co. holds contracts for 295 8" howitzer equipments, complete with battery spares, replacement parts, tools, and accessories on three separate contracts as follows:

Date	Contract Order No	Amount
4/5/17	CF60	80
2/8/18	CF363	115
Aug. '18	Informal Contract	100

3. The first order for 80 howitzers was contracted to be completed April, 1918 but was not completed until June, 1918.

The second order placed in February for 115 howitzers contracted to deliver 20 howitzers per month, starting in July, 1918. Deliveries on this order are just starting, there having been accepted to date 8 howitzers complete ready for shipment to France.

The third order, placed informally with the Midvale Steel Co. in August of this year, contracts for production to start Jan 1, 1919, deliveries to be made at the rate of 20 per month.

4. The requirements schedule for 8" howitzers to date calls for 253 units. Against this requirement, there have been

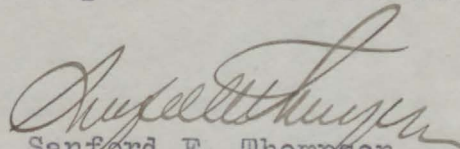
EHB/gad
September 6, 1918

delivered in France 156 howitzers, 80 having been furnished by the English Government, and 76 having been shipped from the United States. This makes a deficit of 97 units needed to fill requirements to date.

5. It is desired that production by the Midvale Steel Co. be maintained at its maximum, and that, if possible, this company's output be increased above the contract schedule of 20 per month.

6. At the present time, the 8" howitzer spare and replacement part production at Midvale Steel Co. is not sufficient to meet the requirements, there having been shipped to France to date battery spare parts for 24 howitzers and one set of replacement parts for 80 howitzers. Spares for 24 more howitzers are expected shipped during September together with a second set of replacement parts.

7. Shipments of spare parts should be made along with the howitzers. Every effort should be made to increase production of spare parts and replacement parts at the Midvale Steel Co. in order to catch up with the previous shipments of howitzers and allow shipments of spare parts to be made with the howitzers in the future.


Sanford E. Thompson,
Maj., Ord. Dept., U.S.A.

COPY

August 17, 1918

From: Philadelphia Dist. Ordnance Production Office

To: Col. Guy E. Tripp, Chief of Production Division,
Army Ordnance, Washington, D.C.

Subject: Midvale Steel & Ordnance Company

1. This office is in receipt of a letter from Midvale Steel & Ordnance Company, requesting us to forward to the Secretary of War the attached communication relative to the laws of the State of Pennsylvania interfering with that Company's employment of female labor.

2. It seems to me that this matter is of sufficient importance to reach the Secretary of War, and therefore it will be appreciated if you will see that it is forwarded to him.

(Signed) R.A. Greene,
Major, Ord. R.C.
Production Manager.

Please reply
ATTENTION OF
MAJOR R.A. GREENE

COPY

MIDVALE STEEL AND ORDNANCE COMPANY
NICETOWN WORKS
Philadelphia

August 12, 1918

The Honorable, The Secretary of War,
Washington, D.C.

Sir:-

We respectfully beg to call your attention to the serious handicap under which we are working in our efforts to expand female labor in these works, which are 98 percent on Government work.

We have at present about 386 women employed at various occupations; in all departments where they have been used they have been a success, and in many cases more efficient than masculine labor.

This Company expects to start a large new ORDNANCE PLANT for the manufacture of 16-inch Howitzers in about six months. In order that the work in this plant may proceed speedily and successfully the operating force for this new shop must be largely drawn from our own organization. This means that in the next half year we must train approximately 1500 men and draw from a market which is practically exhausted. Therefore our only hope is to fill with women all occupations for which they are fitted.

Unfortunately, in a plant like that of the Midvale Steel & Ordnance Company, it is imperative that operation be carried on 24 hours a day.

The laws of the State of Pennsylvania governing the employment of female labor are as follows:

"Section 4. No female shall be employed or permitted to work in any manufacturing establishment before the hour of six o'clock in the morning, or after the hour of ten o'clock in the evening of any day; Provided, That this section shall not apply to managers, superintendents, or persons doing clerical or stenographic work."

We had used women very successfully as crane operators in the lighter work, but were forced to abandon this practice on account of a ruling handed down by the Pennsylvania Industrial Board.

In view of the above, we would respectfully ask whether, in the case of this Company, these laws and this ruling cannot be set aside and this Company be permitted to employ women between 10 P.M. and 6 A.M. and as crane operators.

Respectfully,

(Signed) Henry D. Booth

General Superintendent.