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BOARDING HOMES AND CLUBS FOR WORKING WOMEN.

BY MARY S. FERGUSSON.

In the social life of working women, the class of homes or clubs included under this title occupies an important sphere. The class may be said to be indigenous to large cities and an outgrowth of the special conditions of life which obtain in such cities. They may be described as homes or clubs in which working girls and young women of good moral character can live at prices within their reach, in which they can find, to some considerable extent, the conveniences, social pleasures, and good influences of a real home, and in which they can secure by combination many comforts and wide opportunities for pleasure and culture.

Institutions organized and conducted on a purely charitable basis have no place in this classification. It embraces within its scope only those homes or clubs founded upon the principle of mutual aid and cooperation, and which are wholly or partly self-supporting. In the present consideration of this subject, however, it matters not whether the homes owe their origin to cooperative enterprise among working women or to philanthropic effort in their behalf.

NEED OF HOMES.

With a large working population of women without local homes in great cities, a goodly proportion of whom are perhaps young and inexperienced and without relatives or friends; with the high price of living in ordinarily good boarding houses; with the fact that comparatively few private houses are open to strangers, and with the great disproportion of wages paid women to their necessary expenses, the question how a self-supporting woman can secure the comforts or even the neces-

sities of life in localities morally clean, and where independence and self-respect can be fostered, becomes one of great importance.

Perhaps at no previous time has the question been of such vital moment as during the last decade, which has seen the opening of many avenues for self-support hitherto closed to women. To this fact, coupled with the fact that domestic service, with its long hours and close confinement, offers but few attractions to young women, can be attributed a considerable proportion of the gravitation toward business centers of girls who must earn their own living. To meet a need, seen and felt no less by the working woman than by the social economist and philanthropist, the boarding home or club for self-supporting women has sprung into existence.

For the purposes of this study the self-supporting women of this country should be considered as belonging to two classes, both alike interested in the question of bringing living expenses within their means, and both alike resenting the association of the institutional or charitable idea with the boarding home or club. The two classes differ, however, in the fundamental particular that the one is self-reliant, self-respecting, and perfectly able, from a moral and social point of view, to stand alone, while to the other belong the young, the inexperienced, the morally weak, the stranger within our city doors, the discouraged, and perhaps the tempted. To the former class the home stands as an exponent of comfort, ease, and pleasure; to the latter it stands for protection and prevention. While the former appreciates the advantages which a home roof, a house mother, and association give in a large city, to the latter these things are safeguards. The boarding home, with its protective supervision, its personal interest, and its moral support, becomes, therefore, a powerful social as well as economic factor in the life of the working girl; and it can be said to her credit that even under adverse circumstances, where too strict rule is pervasive of happiness, or where untidiness, uncleanliness, and poorly served food make an unattractive home, she yet seeks the protection which association affords rather than the independence and freedom of lodging-house life.

In some of our large cities, notably Chicago and Boston, among those visited in the pursuit of the present study, the lodging house without a parlor was found to be a distinct feature of city life. In other cities the well-recognized tendency to crowd in the very cheap boarding or tenement houses is an evil fraught with danger to health and morals alike. In the lodging house a girl living alone drifts from place to place for her meals. She receives her friends and acquaintances, male and female, in her bedchamber, or meets them in the dance hall or on the street corner. Failing to avail herself of such opportunities as these she lives a life of loneliness, detrimental alike to health and happiness. Home for such girls has no meaning except, perhaps, as a memory, and all the restraining influences of home and home ties give place to an

independence which is perilous and a freedom that only the strongest can safely use. If, in the place of the lodging house, she chooses the cheap boarding house, with its dingy parlor and its 7 by 9 bedroom, or the tenement house with its common living room and its too numerous lodgers, she does not lose altogether the idea of personal interest of her fellow-beings in her welfare—she may even cherish the idea of home, but what a home! Cold and cheerless rooms, insanitary conditions, poorly cooked and poorly served food, uncultured and even uncouth associates, unattractive and filthy streets, and perhaps other social surroundings that tend to take the blush of modesty from the cheek and the sense of shame from the heart—these are the characteristics of such a home.

There are here and there private homes opened to a girl at the small sum which she can pay, if she earns from \$3 to \$5 a week; there are lodging houses cleanly and attractive; there are tenement homes that are homes in reality as well as in name; but the vast majority of working girls alone in cities of any size who can pay but from \$2.50 to \$4 a week for board, lodging, and laundry are confronted with the conditions outlined above.

PRESENT STATUS OF THE WORK.

As far as known, the first organized effort in this country to offer a comfortable and attractive home to self-supporting women for permanent residence, at rates coming within the reach of those earning small wages, was made during the year 1856 by the Ladies' Christian Union in New York City. Baltimore came next, with its Female Christian Home, established in 1865. Following this lead, the Women's and Young Women's Christian Associations in the different cities have fallen into line, and to-day 35 associations make reports of this class of work, and a number of other associations are known to be maintaining boarding homes. In some cities the homes have assumed hotel proportions, and in several cities there are two or more association homes.

The Young Women's Boarding Home Association, of Philadelphia, finds it necessary to maintain three large houses, two of them being under one roof and a third one located elsewhere. In Boston the work of the Grey Nuns has entirely outgrown its original proportions, and difficulty has been found in keeping pace with the demand. When visited by agents of this Department ten years ago this work was conducted in two small houses on Dover street, and at that time they had 18 residents only. When visited recently they were occupying a large and beautiful building 132 feet long and five stories high, accommodating 155 girls—580 girls being refused admission during the last year for want of accommodations. Yet, notwithstanding these prominent instances in which efforts have been made to keep pace with the demand for homes of this character, the tables accompanying this report show

that outside of the cities of New York, Chicago, Boston, Philadelphia, Baltimore, St. Louis, and Cincinnati this work has received comparatively little attention in the most populous cities of our country. Over 45 per cent of the whole number of homes reported are in these seven cities. Buffalo, while appearing but once in the tables, has three homes, special reports of all of them being given in the pages following. San Francisco and Cleveland, each with a population of over 300,000, report but two homes each, and the same number is reported from Detroit, Minneapolis, and Pittsburg, each having a population of over 200,000. A number of cities having 100,000 inhabitants or over report but one or two such homes, or make no indication of having undertaken any work in this direction.

According to one of its most prominent divines, "the greatest need of Chicago to-day is of homes and mothers for homeless girls," and similar testimony comes from other cities. Boston, in availing herself very largely through her Young Women's Christian Association of a board directory, bears most emphatic testimony to the difficulty of finding the right kind of lodging house in the right location for the money that the working girl can pay, and to the trouble therefore met with in placing those who must be turned from the association building for want of room. In New York, where the supply is entirely inadequate to the demand, there are, happily, at this time two movements in progress of most generous proportions, which will help to remedy the situation. One movement has in view the erection of a large dormitory building for working women, including restaurant, public baths, etc., and the other project is the founding of a home for Jewish working girls, an endowment for the purpose having been made and the home incorporated.

The Journal of the Thirteenth Biennial Conference of the Women's and Young Women's Christian Associations says in regard to this work: "The limited capacity for room in many of the homes necessitates making ample provision for girls outside the building through board directories, which means searching for homes in the neighborhood, where many applicants, who can not be accommodated in the building, can be received and have the assurance that their surroundings are safe and respectable."

CLASSES OF WORKING WOMEN NOT REACHED.

The experience of Women's and Young Women's Christian Associations whose work along this line is of sufficient magnitude to enable them to speak authoritatively has been repeated again and again in undertakings of this character on a smaller scale, and it is especially true that these homes have not largely reached the class of women whose need is the greatest. There is, for example, a lamentable lack of homes for transients. Working women temporarily without work and

without resources find very few doors open, and practical utilitarianism can find no better field for work than in founding such homes.

Nor does the boarding home, as it now exists, largely reach the mill operative or the factory girl, whose social condition, in view of her low wages, would most demand amelioration. It may be urged that in the majority of homes of which reports are here given the occupation, if it be an honorable one, is rarely made a condition of admission, and that practically all doors of this class of homes are opened to the mill operative and the factory girl as well as to the girl engaged in any other vocation. True as this may be, it often happens that the price of living, even in these homes, is beyond the reach of this class of wage earners, and the distance of the home from the manufacturing districts will be found to be another reason, in many cases, why the home is not patronized by those employed in manufacturing establishments. But even where these objections do not obtain, a minimum percentage only of the resident boarders in working girls' homes will be found to be engaged in factories or mills of any kind.

The Adams House, at Waltham, Mass., is conducted by the American Waltham Watch Company for its own employees, and a few other manufacturing companies have also provided for their employees in this way in cities and towns of moderate size, but in the very large cities, where the need is greater, there is no work among the boarding homes visited or reported to this Department that is prominent as representative work of this character.

The foundation members of the Jane Club, of Chicago, were two book-binders, two shoemakers, and one shirt maker, and the membership list of this club at present includes a number of girls and women engaged in manufactories, though the club does not claim to devote itself to work distinctively of this nature.

THE BOARDING CLUB.

In Chicago, to a greater extent apparently than elsewhere, the self-supporting woman recognizes and keenly feels the want of a home. In her endeavor to better her life in its social, intellectual, and domestic aspects by her own unaided efforts she has in two prominent instances dropped the home idea and proposes to work out the problem on club lines. Other cities, among them Buffalo and Philadelphia, have also done some work in this direction. It is not to be understood that reference is made here to social clubs, to clubs organized for the purpose of culture only, or to clubs which are such in name only and which retain the distinctive feature of a home in having a house mother. The class can be properly designated as boarding clubs, in which women lodge as well as board, and which stand for home to resident members. They are self-governing and aim to be self-supporting. The movement is in its infancy and may yet be regarded as an experiment. It is the logical

outgrowth of the spirit of the times, and strikes, to some extent at least, at the root of home life. It owes its origin in some measure to the too pronounced tendency to regard the boarding home established through endowment as charity; it is unquestionably a revolt against authority as administered by a paid officer, and while it may or may not indicate the decadence of home life, it effectually deprives its members of participation in such life. For a vast army of the working women of this country who would come in the better-paid class in the differentiation previously made, such club life, with its independence, its class opportunities, and its principles of self-government, offering as it does protection in its very organization, answers every need. But the movement serves to bring more prominently to view the faults that must be guarded against if we would keep the boarding home popular with the class of girls and young women whose craving is for home life and whose need has established the boarding home as a fact.

OBJECTIONS TO THE HOME.

The objection often urged to the name of "Home," that it is suggestive of an institution and has about it the odor of charity, can be met only by a broader view, though it matters not whether the domicile be called house, or home, or club, so that it retains the distinctive features of home life. The public, as well as the working girl, should be taught to distinguish between philanthropic effort and charity. To the former all are debtors. We owe to it most of our library opportunities, a large proportion of our great hospital advantages, and the major part of the superior facilities for training and culture offered by our great institutions of learning. The working woman has no more reason for regarding the home comforts and pleasures that are brought within her reach through this agency and her own cooperative efforts as charity than the student of an endowed university has for regarding as such the privileges which the university endowment makes possible to him. His slender tuition fees pay no interest on the amount invested in property, nor do they by any means furnish him with the magnificent dining hall, the beautiful chapel, the rare and valuable books of the library, the costly apparatus, and all the other aids to culture and opportunities for pleasure that are offered him and of which he gladly avails himself. In the hospital, too, a patient paying from \$15 to \$20 a week will hardly regard himself as an object of charity, even though in the great economy of the hospital the amount he pays does no more than meet his proportion of the running expenses of the same.

The other evil which threatens the boarding home, and which it is the aim of club life to overcome, is found in the over-zealousness of a too-rigid disciplinarian. The woman who is giving ever so little of her small income for home and shelter may crave personal interest, may willingly listen to advice, may be grateful even for kindly care; but

she naturally resents any undue interference with her freedom and any curtailment of her liberty that is not in the interest of good government. In two instances, at least, among the homes visited there were indications of a lack of prosperity which could be traced to stringency of rules, and incidentally it was learned that in each of these cases the superintendent's experience had been gained in reformatory work. If "the function of the household is the fulfillment of personal satisfaction, the creation, if possible, of happiness," then the girl or woman who works all day needs in her home not only good food, a clean bed, and a decent bath tub, but she needs pleasure; even more, she needs recreation. It may mean to her reading, resting, writing, embroidering, physical culture lessons, dancing, the society of the opposite sex, music, theater going; whatever it means, the opportunity to indulge in it to a reasonable extent should be hers. In this connection it is well to add that the home, to be popular and to fulfill its mission, must encourage hospitality. This is a feature of ideal home life which no home can afford to ignore.

These evils overcome, the next point that demands the thought of all interested in this subject is the necessity of greater attention to sleeping accommodations and toilet facilities. It is a noteworthy fact that among the girls in the homes objections to inadequate sleeping and bathing accommodations are oftener made than to any other feature of the home life. This is principally due to the fact that every woman naturally likes her own room, and that where living is placed at an unusually low figure, space is valuable, and separate rooms are not possible to any great extent. Some few homes have done much toward remedying this evil by giving to each boarder her own bed, washstand, closet, and chair, and with an arrangement of screens, curtains, etc., privacy is secured. Many of the homes have abandoned the dormitory system, and in one only was the cubicle seen. In the majority of homes visited in the course of this study the double wooden bedstead has given place to the single iron bedstead, the change having just been made at the time of visit in one of the very large homes of the Young Women's Christian Association. Much more has been done in this line than in the equally important one of providing separate washstands and sufficient bath accommodations. It is no uncommon thing for three or four girls to use the same washstand, and in one case one stationary washstand in a bathroom adjoining their bedrooms was the only provision made for the use of eight girls in two rooms. It may be said to be the custom very generally for two girls to use the same washstand, though there are exceptions to this rule, and in all the better class of homes there are always found a number of single rooms, with all the conveniences and comforts of home.

In the large homes of the Young Women's Christian Association, notably those that have been built in late years, and in the large Catholic homes the closest attention has been paid to all sanitary arrange-

ments, and few private houses can show better heating, lighting, and ventilating facilities, more approved bathing accommodations, or more thoroughly equipped kitchens and laundries.

It has been urged that the offering of attractive homes and good living at rates within the reach of the woman with scant wages has a tendency to keep wages scant. Unfortunately, the objection is not without some foundation, though the danger exists more in theory than in fact, since the greater number of the better class of homes for women do not offer living at prices so much less than many lodging and boarding houses, but rather seek, through combination, to give greater comfort and broader opportunities for happiness than it is possible to obtain for the same money in those boarding houses conducted on a smaller scale or with a view to profit.

It is true that there are employers who make the fact of her living in a cooperative home or club an excuse for offering a girl or woman lower wages, just as the same employers will advertise for girls who live in their own homes, with the same end in view. Instances also have been known of girls being referred to these homes by employers, because they could then live on the proffered wages. But these things have been met with in a few cases only, and the threatened evil from this cause under present conditions of living can by no means be compared to the certain evils which every good home does its part toward remedying.

It may not be amiss to quote here from the report made in 1895 by the superintendent of the Boarding House for Working Girls, Berkeley street, Boston, where this matter has been closely watched. She says: "In reviewing the experiences of the four years given to this work, I can truthfully say that the average wages of our girls have steadily increased. All the arguments that one hears from the political economist, the theorist, the dreamer, that such houses as ours tend to lower wages, surely have no weight with us. We know better. The history of this house refutes them." And it may be still further urged, in answer to such objection, that the broadening of life's opportunities, the training to habits of thought, of punctuality, of neatness, and of respect for others' rights, which is the office and function of any well-ordered home, as well as the fact that women are better nourished and cared for physically through the agency of such a home, puts them in a position to command higher wages than would be possible without such advantages.

Some of the better class of homes, too, proceed upon the theory that life in such homes is an economic and social education; that just as the university trains a young man or young woman to self-reliance and self-government, so the boarding home is a preparation in the same direction, and that four years of life in such a home should make a woman able to stand alone. In homes of this kind the price of board is generally graded according to the wages received, and when the max-

imum is reached, the girl or woman is expected to give place to someone receiving lower wages and capable of benefiting by the same training. While this rule obtains in many homes, it does not seem to be strictly adhered to. There is always the risk and the unhappiness of sending forth into the world a woman or girl who craves shelter and protection and home rather than freedom and independence without the home.

ORGANIZATION AND MANAGEMENT OF HOMES.

A study of the tables accompanying this paper and of the reports of 34 homes that were visited during May, 1897, in the pursuit of this inquiry, will help to an understanding of how the homes are organized and managed, and to what extent they are self-sustaining.

ORGANIZATION.—Agencies of various types and character have undertaken this work. Where they have been attainable, several examples are given of homes under each kind of management, in order that an intelligent study may be possible. Six of the homes visited, of which special reports are made, were founded and are carried on by the Women's and Young Women's Christian Associations. These are the homes in Chicago, Boston, Cleveland, Buffalo, Philadelphia, and Baltimore. The Margaret Louisa Home, in New York City, while belonging now to the Young Women's Christian Association, is the direct outcome of private munificence, as is the Theta Club, in Boston, both of which still look in matters of finance, and to some extent in government, to their original beneficent donors. Three other homes visited are under the care of the Ladies' Christian Union, in New York City, which has been called the oldest Christian association in the world. These are the Young Women's Home, 27 Washington square; the Branch Home, 308 Second avenue, and the Eva Home, 153 East Sixty-second street. Nine of the homes are governed by boards of managers or directors, chosen generally from among women of wealth and leisure. These are the Home for Self-supporting Women, at 275 Indiana avenue, Chicago; Temporary Home for Working Women, 453 Shawmut avenue, Boston; New England Helping Hand Society, Boston; The Cooperative Home, 348 West Fourteenth street, New York City; Shelter for Respectable Girls, 241 West Fourteenth street, New York City; Business Women's Union, Brooklyn; Clinton Street and Pine Street Boarding Homes, Philadelphia, and the Young Woman's Christian Home, Washington, D. C. Six of the homes are under Roman Catholic care. These are the Working Girls' Home of the Young Woman's Catholic Association in charge of the Grey Nuns, Boston; St. Francis' House of Providence, Chicago; the Catholic Home, 64 Franklin street, Buffalo; St. Mary's Home, Cleveland, and St. Vincent's Home and the Aisquith House, both in Baltimore. Two of the homes are under Protestant Episcopal Church control, being St. Paul's House, Baltimore, and St. Bartholomew's Girls'

Club Boarding House, 136 East Forty-seventh street, New York City. One, the Boarding House for Working Girls, 115 to 117 Berkeley street, Boston, is governed by an executive committee of five members, one of whom, the chairman, is minister of the First Church (Unitarian), in Boston. All matters of detail in government are left in this house to the superintendent. One, the Adams House, Waltham, Mass., was organized and is conducted by the American Waltham Watch Company for its own employees. Four others are boarding clubs, governed either by the working members or by members chosen from among women of leisure and means. These are the Working Girls' Club, of Buffalo; the Alice Fisher Alumnae Club, of Philadelphia, and the Alpha Sorosis Club and the Jane Club, both of Chicago.

FINANCIAL SUPPORT.—It may be said in a general way that the management of a home or club, or the agency through which it has been established and is conducted, represents its financial backing; and further, that such financial backing is a necessity for the success of such effort. It may come in the shape of the Young Women's Christian Association, of some other corporate body of men or women, of private endowment, of the Roman Catholic or Protestant Episcopal Church, of a large membership list, or of a large manufacturing company.

To him who looks for a commercial return on his investment the boarding home offers no field; and cooperative housekeeping for women unable to pay \$5 a week for living is, generally speaking, impracticable. There may be cases in which a few women can safely undertake cooperative housekeeping on salaries of \$5 a week or less without the moral support of a head to the home, or the financial backing which relieves them of the strain and worry of "making both ends meet," but the circumstances under which such a project could be safely undertaken would be exceptional and the women must be exceptional women, thoroughly imbued with the cooperative idea, and ready to undergo discomfort and privations for the sake of their theory.

A majority of the 34 homes visited make no claim to being absolutely self-sustaining. As a rule the home building is owned or rented by the governing power, and generally the salary of superintendent is also assured. It is the expectation, then, in the majority of cases, that the homes will pay running expenses, and with a fair measure of success this seems possible, and, except in temporary homes, is generally realized.

As a class, it is the aim of the boarding club to become independent of outside financial help and to establish itself as an economic success. In the case of the Jane Club, of Chicago, this has been accomplished through a system of cooperative housekeeping. In other cases, the plan is to furnish a home to a limited number, in connection with a restaurant which gives good food at low rates to large numbers. The Working Girls' Club of Buffalo is a prominent example of this class.

A study of the methods and workings of the clubs from this standpoint will be found to be both interesting and instructive.

In the restaurant, undoubtedly, lies the hope of working out this problem along economic lines, but in any consideration of this subject the surroundings and conditions of life, and especially the question of rent and cost of supervision, must be taken most carefully into consideration. Where it is claimed that a club or home is self-sustaining it will generally be found that these items bear a lower ratio than usual to the total cost of living.

In the support of temporary homes philanthropic agencies must of necessity enter to a much greater extent than in the permanent boarding homes. The receipts from board and lodging in these homes are occasionally supplemented by an income from the work of women. This is notably the case in the Temporary Home for Working Women, on Shawmut avenue, Boston, where the receipts from the laundry and sewing room for the year 1896 paid one-half of the total expense of running the house.

MANAGEMENT.—Upon the judicious selection of superintendent, matron, or house mother depends much of the success of the home. All questions of government concerning the internal workings of the home and matters of detail in management, especially in personal dealings with the girls, seem to be considered as best left for the superintendent. The most satisfactory results are obtained in homes where this is done.

EDUCATIONAL CLASSES AND OTHER ADJUNCTS TO BOARDING-HOME WORK.

While the employment bureau, travelers' aid, holiday fund, and lunch room are in no sense essential parts of the boarding home or club, it is impossible to consider this subject without reference to these agencies, which work through the home to the betterment of the social condition, not only of those within its doors but also of the class at large of self-supporting women. A number of the homes and clubs keep in touch with vacation homes and holiday houses, to which the tired working girl goes either by invitation or at a rate of board within her reach. No effort has been made in this paper to gather statistics of these adjuncts of boarding-home work, since they cover a field so large as to render their consideration at this time impossible.

The educational work of the various homes visited is noticed under the separate homes. Outside of the classes of the Women's and Young Women's Christian Associations, which are always a prominent feature in the work of the association homes, the boarding home may be said to do but little educational work. In transient homes there is some attention paid to industrial training, and a few homes of this class are doing good work in educating hand and mind and giving to the world a class of women more capable of taking care of themselves.

BOARDING HOMES OF WOMEN'S AND YOUNG WOMEN'S
CHRISTIAN ASSOCIATIONS.

The Young Women's Christian Association belonging to the International Board supports two homes in Chicago, one the beautiful, newly erected association building at 288 Michigan boulevard, and the other a transient home at 57 Center avenue. According to the constitution of the association a part of its work consists in organizing homes and securing employment for self-supporting girls, and, according to the by-laws of the association, a special committee receives all applicants for admission to the boarding homes, and satisfactory testimonials of character are required from all who desire to become permanent boarders in the Michigan boulevard home. This home is a modern fire-proof structure, seven stories in height. It has 300 rooms, with accommodations for 300 boarders; it is heated by steam and lighted by electricity, and provided with all modern conveniences, including passenger and freight elevators. About one-third of the sleeping rooms are furnished with double beds. Besides sleeping and dining rooms, there are class rooms, a large library, parlor, reception rooms, gymnasium, laundry, bathrooms, and an auditorium or assembly hall with seating accommodations for 750, and which has been furnished at a cost of \$2,000. This hall is opened to the boarders once a week for free entertainments. The price of board is from \$3 to \$6 a week, so that the occupations represented in this home are not as a rule those in which very low wages are paid. Among the resident boarders during the month of May, 1897, were stenographers, bookkeepers, saleswomen, kindergartners, dressmakers, seamstresses, and a large number of music and art students. During the last year there were in the home 3,500 permanent and transient boarders. At the time of this inquiry there were present in the home 190 boarders. The transient home on Center avenue registered during the last year 300 persons; a number of these were wholly without money and many were able to pay but half their expenses.

The transient home does not quite pay for itself, but it is the expectation that the Michigan boulevard home will be self-sustaining, and the treasurer's report for the last year shows it to have more than paid all ordinary current expenses from its board receipts. But it must be noted that neither furnishings nor interest are included under the head of expenses, which, also, of course, does not include any permanent outlay on property. In this association home, as in most of those under the same control, the boarders have access to all educational advantages offered by the association, and to the gymnasium and library either free of charge or at nominal rates. Home-cooked food is always provided, sociability is fostered, and the aim of the home life is to exercise a careful guardianship over all. Family devotions are held, attendance upon which is optional. An employment bureau and travelers' aid department are features of the work of the association.

Like the Chicago association, the Boston Young Women's Christian Association maintains two homes, both of which are permanent ones. It offers, likewise, the advantages of educational classes, of a well-equipped gymnasium, of a library and reading room, of an employment bureau, and of a travelers' aid to the boarders within its homes. In addition to the usual classes, including stenography and typewriting, there is a training school for domestics, in which young girls of good character who wish to make household work their occupation are given a home and instruction for six months without charge. After the six months' training a girl must render satisfactory service in a family for three months or more in order to obtain her certificate. The free course of instruction in this school includes cooking and serving, general housework, home nursing, sewing and mending, reading, spelling, penmanship, letter writing, arithmetic, geography, and daily Scripture lessons. There is also a school of domestic science and Christian work, in which pupils are prepared for the duties of matrons or housekeepers, of teachers of domestic science, of the missionary field, of secretaries of the Young Women's Christian Association, and of homes of their own. There were 19 resident and 6 day pupils in this school March 1, 1897. In the department of domestic science, classes in cooking for working girls are held in the evening, at a cost of \$2 for the plain course and \$4 for an advanced course. In the department of domestic arts, 12 lessons in either millinery, dress cutting, or dressmaking are offered for \$5, and 12 lessons of an hour each in sewing or clay modeling for \$3.

The Warrenton street home of this association is entirely given up to boarders, accommodating 180, while the Berkeley street home had a resident family of 142 members at the date of report, being the association headquarters for its various departments of work. About 20 are accommodated in the school of domestic science, which occupies a building near the Berkeley street home known as the "Annex." During the past year 2,140 boarders were received in the two homes. Permanent boarders pay an average of \$4 a week. The restaurant is an important feature in the domestic economy of the Berkeley street home. According to the last printed report there were 94,215 meals furnished to transients during the year, at a cost of \$3 a week, or, for single meals, 15 cents for breakfast or lunch and 25 cents for dinner.

Both of these homes are self-supporting, paying, according to the financial report for the year ending January 1, 1897, not only all current expenses, including salaries, but repairs and refurnishings as well. But it must be borne in mind that this includes neither rent nor taxes, nor any rent equivalent in the form of interest. A large proportion of the rooms for boarders are furnished with separate beds with two in a room. No room has more than four girls, and there are only three rooms in the two houses which have as many as four. As far as possible the boarders are given separate beds. There is a washstand in

each room and bathrooms on every floor with hot and cold water. The 10 o'clock rule prevails; girls absent from the home after 10 in the evening are required to report personally to the superintendent. Other rules are the same as in any well-ordered private house. Almost every kind of work that a woman engages in is represented in the houses of this association: Bookkeepers, stenographers, office assistants, needlewomen, milliners, compositors, students, teachers, machine operators, girls in rubber factories, negative retouchers, telegraphers, etc.

Another very large home department is maintained by the Philadelphia Women's Christian Association in its commodious and well-appointed building at the corner of Eighteenth and Arch streets. There are accommodations for 250 permanent boarders, and a transient department supplies safe and inexpensive lodging for a night or for a week at 25 cents or 50 cents each night. In the boarding department there were 465 boarders during the past year. They were all earning their own support or training for the same. Where any preference is shown it is invariably in favor of those young in years whose earnings are small. For admission to the permanent boarding department references are required. Price of board varies with location of rooms, being from \$3 to \$5 a week, which procures the necessaries and comforts of life in sickness as in health, and includes the week's laundering of a dozen pieces. Permanent boarders have a dining room separate from the restaurant, which latter is open to transients and serves well-prepared food from 1 cent to 10 cents for each dish. The number of lodgings in the transient department during the year for which this report is made was 14,330, and the number of meals furnished in the restaurant was 55,788. The building is heated by steam and lighted by electricity and is provided with an unusually large number of reception rooms, parlors, etc. A feature of the house is its brightly lighted, commodious sewing room furnished with a number of machines, and the very generous space given to an apartment devoted primarily to purposes of amusement and recreation. Besides this there is a large assembly hall, with seating capacity for 1,000, numerous class rooms, and a free library of 4,000 volumes.

The association carries on under the same roof the usual work of such organizations, and the opportunities for and advantages of all branches of the work are to be had either free of charge or for a small fee by resident boarders and others. These include library opportunities, concerts, lectures, classes in elementary English branches, sewing, dressmaking, millinery, cooking, stenography, typewriting, bookkeeping, etc. There is also a training school for domestic service which has for its use a model kitchen, dining room, parlor, class room, and bedroom, affording opportunity for instruction to a class of 15 girls from 16 to 20 years of age. The course is of three months' duration, during which time board and tuition are given free. The training school has been in operation only since 1896. An employment bureau and trav-

clerk's aid department are also branches of the work of this association. Clerks in business offices, saleswomen, girls in bookbinderies and shoe factories, stenographers and typewriters in offices and in business houses, seamstresses, dressmakers, and teachers are among those who board in this home. Of the bedrooms about two-thirds are single, and two beds is the largest number in any one room. There are 21 bathrooms in the building, and an abundance of hot and cold water. The boarding home pays its running expenses, but, as usual, it is not expected that it will do more than this, and in this case repairs and refurnishings are not included in running expenses.

The Kensington branch of the association is an educational center for millworkers and others on the same lines as the Arch street classes. During six years about 1,600 girls have been enrolled in classes in dress cutting, dressmaking, millinery, and nursing. The association maintains two vacation homes.

In Cleveland the boarding home of the Young Women's Christian Association is not in the association building, but occupies a house at 16 Walnut street, where it has been located ever since its foundation, 28 years ago, twice outgrowing the quarters provided, and twice making additions to the original home. The rooms are heated; two, as a rule, occupy a room, in double beds. There is also a dormitory. No educational work is done in the house, and the general air is that of a home rather than of an association building. All the classes of the association are open to girls in the boarding home at moderate prices. The average price of board is \$3 a week, not including laundry. Milliners, bookbinders, stenographers, clerks, students, typewriters, girls in factories, buttonhole makers, dressmakers, and, to a limited extent, domestics, find a home in this house. At the time of making report there were 40 boarders in the house; it is possible to accommodate 55. References in regard to moral character are required of applicants for board. The home building is owned by the association, having been largely an individual gift for the purpose for which it is used. The home pays all its running expenses. Attendance upon family worship is an undeviating requirement in the home.

The building of the Women's Christian Association in Buffalo was undergoing extensive repairs at the time of the visit made to it in the course of this study, and there were only some 20 boarders in the house. The building, which is located at 10 Niagara square, is heated by furnace and has all the modern appliances and conveniences. Under the new arrangements the house will accommodate about 110 persons. Entirely new plumbing and a new laundry equipment have just been put in at a cost of \$2,000 to the association. Forty single iron bedsteads were taking the place of double bedsteads. The charge for room and board is \$3 to \$4 a week. The boarders are clerks in stores, child nurses, stenographers, typewriters, seamstresses, and milliners. An employment bureau, of which the residents in Buffalo avail them-

selves very largely, is carried on by the association. The following are the regulations of the boarding department:

1. Applications for board may be presented to the matron. The admission committee will consider such applications. Satisfactory testimonials of character will be required. The same committee will also consider the cases of boarders who do not conform to the regulations of the family. No boarder will be allowed to remain whose conduct is not satisfactory to the committee and matron.

2. Payment for board must be made, invariably in advance, to the matron each Monday. Any boarder wishing to invite a friend to a meal must first receive permission of the matron. Meals will be furnished guests at the regular price. On the ringing of the bell for meals, each boarder is required to take her place promptly at the table. No boarder must enter the pantry, and no food is to be taken from the table, or dishes, or napkins, to private rooms. In cases of illness, meals will be ordered by the matron. Meal tickets will be issued as follows, per dozen: dinner, \$2.40; tea or breakfast, \$1.80.

3. Rooms must be well aired every morning, and kept in all respects neat by the occupants, who are expected to make their own beds mornings. All rubbish must be placed in a box or basket, which will be removed by the chambermaid, and nothing must be thrown from the windows. Burnt matches, hair, or rubbish of any kind, must not be thrown into the water-closets or sinks. No nails or tacks must be driven either in woodwork, walls, floor, or furniture. All such work must be done by the janitor and by order of the matron. The walls must not be defaced by scratching of matches, scribbling, or anything of the kind. The use of the bathroom will be carefully adjusted, occupants of each room being assigned its use on certain days and hours. Only one occupant will be allowed in the bathroom at a time. No visiting between the rooms will be permitted except by consent of all the occupants.

4. Boarders are required to have good locks on their trunks. Money or valuables left in the rooms will be at the risk of the owner, and the association will not be responsible for them. They may be left, however, in the care of the matron. No trunks allowed to remain in the rooms, except the guest chamber. Storage will be charged for trunks left at the home after one week, at the rate of 25 cents per week.

5. All persons are prohibited from going into the laundry except on Thursday and Friday evenings. No garments are to be washed except handkerchiefs and hosiery. Any person breaking these rules will be denied the privilege of entering the laundry.

6. Family worship is held daily, which all are required to attend. It is expected that no boarder will absent herself from these exercises without a reasonable excuse to the matron. All are affectionately urged to attend church at least once on Sunday.

7. All visitors must leave the house promptly at 10 p. m. The gas will be turned off and the house closed at 10.30 p. m., when it is expected that all boarders will retire to their respective rooms and perfect quiet will be secured. A charge of 12½ cents a week is made to each boarder for gas. Permission to be out later than the time specified must be obtained from the matron.

8. All visitors will be received in the parlors, and, under no circumstances taken into the other parts of the building without the knowledge and consent of the matron. Men callers will be received only on Tuesday and Thursday evenings.

The boarding home of the Young Women's Christian Association, in Baltimore, located on the corner of Franklin street and Park avenue, has the advantage of being in one of the pleasant resident sections of that city. It can accommodate about 47 boarders, and the average number of permanent boarders is 33. The association devotes a large room to its library, has an excellent gymnasium and sitting room, class rooms, and sewing room. The number of bedrooms is small in proportion to the size of the building and the amount of work carried on, and difficulty is, therefore, experienced in making the boarding home self-sustaining. Situated, too, somewhat away from the busiest portion of the city, the dining room is not opened to those who are not boarders in the home. These things, while having a tendency to reduce income, have the effect of producing an unusually home-like atmosphere. In the spring and fall seasons the house is generally filled to its utmost capacity, and it is often found necessary to turn girls away for want of accommodations.

There are a number of single rooms, but usually two occupy a room, each girl having her own bed. The cost per week for living is \$3.25 for a single room and \$2.75 each where there are two or more in a room. This includes laundry, board, lodging, and all privileges of the house. A single night's lodging for a self-supporting girl is 15 cents; for others, 50 cents.

The halls of the building and living rooms are heated by steam; the bedrooms are heated from the halls only. There are gymnasium classes, and classes in stenography, typewriting, bookkeeping, and dressmaking open to all self-supporting women at nominal rates. All boarders are required to attend the Thursday evening special religious exercises as well as daily family prayers. The boarders are seamstresses, dressmakers, saleswomen, girls in manufacturing establishments, teachers, artists, kindergartners, medical students, students in business colleges, bookbinders, and milliners. Almost every occupation that honorably engages women is represented at one time or another in the home.

Through its fresh-air fund the association assists young working girls to needed rest and recreation in the summer months, and through its helping-hand branch, in another section of the city, it offers instruction in cooking, plain sewing, dressmaking, and fancy work, besides various entertainments, talks on popular subjects, and Bible-class work. An employment bureau is also a successful department of the association's work.

Unique in the position that it holds among the boarding homes for self-supporting women in this country is the Margaret Louisa Home, in New York City. It is the gift of private munificence to the Young Women's Christian Association, of New York, and is the direct outgrowth of the need felt by the association of a temporary home for Protestant self-supporting women. In no other city in this country is there provision made on such a scale for the temporary accommodation

of women who support themselves. The limit of time for each guest is four weeks, after which readmissions are made for a few days only, and no guest is entitled to more than thirty-five days in any current year. Applicants for admission are required to furnish references.

The home is located at 14 and 16 East Sixteenth street. It is a brownstone structure, six stories in height, in the very center of business, and has direct communication with the main building of the association on East Fifteenth street. It is tastefully and comfortably furnished. A conspicuous feature in the construction of the house is the light and air admitted to every part of it. The entire building is strictly fireproof. It contains 46 single and 31 double bedrooms; 108 beds in all. Of these 23 are occupied by employees, leaving accommodations for 80 boarders. Every room is heated by steam, lighted by both gas and electricity, and in direct communication with the outside air. Bathrooms are free to boarders. All plumbing is open and of the latest and most approved pattern. A laundry, fitted with modern machinery, occupies a portion of the top floor of the building. The price of single rooms is 50 cents per day; rooms with two beds, 80 cents; rooms with one double bed, 75 cents.

The restaurant is open to women only, and the aim is to provide wholesome, well-cooked food at moderate prices, the cost for breakfast or lunch being 20 cents, and for dinner, 35 cents. The bill of fare for breakfast includes a choice of tea, coffee, or chocolate, three cereals, two relishes, potatoes, rolls, and butter, with corn bread, griddle cakes, graham gems, muffins, pop-overs, or waffles; for lunch, soup, a hot relish, vegetable, salad, or a fruit sauce, and cold meats are provided; for dinner, soup, a choice of meats or fish, three vegetables, a choice of three desserts, with bread and butter, fruit, and tea or coffee. Meals may be broken as desired and only a portion of the table d'hote meal ordered.

The restaurant has never quite reached the point of self support, though for 18 months, ending January, 1897, the loss had been reduced to so small a sum as to be equalized by the small margin of profit resulting from the rental of rooms. For these 18 months the home paid all its actual running expenses, exclusive of repairs and replenishings.

Since the restaurant was opened in February, 1891, an average of 306,000 meals has been served each year. The largest number of meals served in one year was 311,222; in one month, 30,318; in one day, 1,338; persons served at one meal, 610. For 10 months of the year the lunches averaged about 500 per day, breakfasts, 150, dinners, 250, though at all these meals a much higher figure was often reached.

Since the opening of the home in January, 1891, there were 15,054 original admissions of women to January, 1897. There were 12,710 readmissions, increasing the total number of admissions to 27,764. Of these more than one-third, or nearly 10,000, were teachers; the next

largest number in the classification of occupations was represented by over 3,000 dressmakers and milliners; nearly 2,000 were clerks, bookkeepers, and stenographers; 1,500 were matrons and housekeepers, and about the same number were trained nurses, while the professional callings were represented by physicians, dentists, druggists, lawyers, and ministers; the business world by farmers, fruit growers, florists, and poultry raisers; the world of science and art by artists, electricians, wood carvers, sculptors, photographers, engravers, designers, architects, and microscopists, and the literary world by authors, editors, and journalists.

Access to the association building on East Fifteenth street is one of the pleasant features of the home, making easily available the privileges of the chapel, library, class rooms, and employment bureau.

Following is a comparative statement of statistics for the years 1895 and 1896:

STATISTICS OF MARGARET LOUISA HOME, 1895 AND 1896.

Items.	1895.	1896.	Items.	1895.	1896.
Admissions	5,773	6,057	Lunches	151,806	155,297
Lodgings	37,600	37,498	Dinners	94,143	88,477
Average number in house	103	102½	Average receipts per meal	\$0.22½	\$0.22
Receipts per night per lodger	\$0.45½	\$0.45½	Average cost per meal	\$0.23½	\$0.22½
Cost per night per lodger	\$0.43½	\$0.43	Cost of service per meal	\$0.08½	\$0.08½
Profit on each night's lodging per lodger	\$0.02	\$0.02½	Cost of food per meal	\$0.15	\$0.14
Meals	311,221	308,178	Loss on each meal	\$0.01½	\$0.00½
Breakfasts	65,272	64,301	Laundered pieces	481,526	561,296
			Cost per laundered piece	\$0.01	\$0.00½

There were in the home on January 1, 1896, 47 guests, 2 permanent, 10 officers, and 18 servants; a total of 77. Of the 6,057 admissions during 1896, there were 3,145 readmissions, leaving 2,912 women who had never been in the home before. Giving the admissions in detail, there were 434 in January, 379 in February, 536 in March, 636 in April, 465 in May, 573 in June, 640 in July, 481 in August, 419 in September, 519 in October, 496 in November, and 479 in December. The following statement gives statistics in regard to lodgings for the year ending December 31, 1896:

Number of lodgings furnished to guests	27,691
Number of lodgings furnished to employees	9,807
Total number of lodgings furnished	37,498
Largest number in house at one time	116
Average number in house per night	102½
Remained four weeks or over	177
Remained two weeks or over	281
Remained one week or over	741
Remained less than one week	4,935

The Young Women's Christian Association, of New York, also maintains a permanent boarding home for working women at 453 West Forty-seventh street, where the prices of board are \$3 and \$3.50 per

week. This home has a free circulating library and afternoon and evening classes in millinery, with small charge for lessons and materials.

Other departments of the association which are open to self-supporting women only, or those preparing for self-support, are the free circulating library, containing 25,000 volumes, in its East Fifteenth street building, its class department, and its concerts and entertainments which are given from November to May on the last Monday evening of each month. In the needlework department the articles are the work of self-supporting women, and all sales in the department are for the benefit of consignors. The Bible class, summer school, vacation circles, and office of the board directory are all open free to the use of any woman or girl. The board directory also receives all applications for admission to the seaside summer home of the association at Asbury Park, N. J., and for the country home. The employment bureau and the order department are among the agencies of the association for the help of women.

HOMES OF THE LADIES' CHRISTIAN UNION.

As stated previously, the pioneer work in this country in establishing boarding homes for self-supporting women was done by the Ladies' Christian Union in New York City, an organization of women similar in character and aims to the Women's Christian Association. In the year 1856 the Young Women's Home on Washington square had its beginning, and since then it has received any self-supporting Protestant woman of good moral character whenever there was room in the home. So great has been the demand that it has often happened that this home could not meet it, and in carrying out the object of the society "to promote the temporal, moral, and religious welfare of Protestant women, especially of those who are young and self-supporting," the union has established in other parts of New York City two other homes, called the Branch Home, at 308 Second avenue, and the Eva Home, at 153 East Sixty-second street.

One of the objects of the union in establishing several homes of moderate size, rather than one large building, is to foster the home idea and to make of each boarding house a home. In accordance with this idea the Young Women's Home on Washington square, under one superintendent, accommodates 85, and the Branch Home under another superintendent, and the Eva Home under still another, accommodate together about the same number. The buildings of the Branch Home and the Eva Home are both owned by the Ladies' Christian Union; that on Washington square is not, and having recently been sold, a change of location is possible in the near future.

The rates of living vary from \$3 to \$5 a week, it being the expectation that the price of board shall be proportioned to the income of each individual. In all three homes each boarder has her own bed,

washstand, and rocker. Baths are free in all the homes. In none of them is any educational work done. In the busy season of the year, from September to May, the homes are always full. Seamstresses, dressmakers, teachers, bookkeepers, stenographers, and saleswomen make up a large proportion of those in the homes.

During the last fiscal year the Eva Home, which is the youngest of the three homes, paid all its expenses and accumulated a surplus of \$968.87; the Branch Home paid its expenses, with a surplus nearly as large; while the Young Women's Home, having a large expenditure in ground and house rent, not incurred by the other homes, falls a little short of absolute self-support.

By making a donation of \$500 at one time a person may become a patron of the union; of \$100, an honorary member, and of \$50 a life member. Annual subscriptions form another source of income for the society.

HOMES UNDER THE CARE OF TRUSTEES, DIRECTORS, MANAGERS, OR LADY ASSOCIATES.

Another association which works along lines similar to the Ladies' Christian Union in having several small rather than one large home is the Young Women's Boarding Home Association, of Philadelphia, which has two homes on Clinton street under one roof and one matron, and another home on Pine street, also having its matron. It is believed by the association that this plan secures to young and unprotected girls that personal guidance and influence which the majority of girls crave in their home relations, and which can be made so strong a factor for good in the life of such girls in a large city. The association pays special attention to the personal comfort of the girls in that it provides for each one her own bed, her own washstand, and her own closet and chair. All the rooms in both houses are heated, and both houses are provided with sewing rooms, parlors, libraries, and reading rooms. The Clinton street home has also a recreation room. Board is \$3 a week to all, which includes washing and ironing, and medical attendance when necessary. Satisfactory references are required, and no one over 30 years of age is admitted without express consent of the managers.

The Boarding Home Association is formed of women of leisure and is now in its seventh year; the Clinton street home is in its twenty-seventh year. The association owns the houses. The average cost to the association for the support of each girl is \$3.35 a week. The Clinton street home when full, having from 40 to 45 boarders, pays its running expenses. On May 14, 1897, there were 44 in the home. The Pine street home is less than a year old, and had on the same date but 17 boarders, although it has accommodations for 26. Religious exercises are held in the library each evening. The occupations represented

are about the same in both houses. There are saleswomen, stenographers, typewriters, accountants in hotels and lunch rooms, bookbinders, tailoresses, students, machine operators in ready-made clothing establishments, and dressmakers in the dressmaking departments of stores.

The Home for Self-supporting Women at 275 Indiana street, Chicago, was started in small quarters on Illinois street in 1887. It is owned and directed by an association of women, 50 of whom form a board of directors, each member paying an annual membership fee of \$5. The house now occupied is a large double building, and cost with furnishings about \$24,000. It is well lighted and ventilated, is comfortably furnished, and has a library. It is one of the few homes in the city of Chicago in which women who earn low wages can find home comforts and pleasures at prices within their reach. Every girl received is supposed to be a stranger in the city and to have no other home in it. The majority of the boarders are dressmakers, saleswomen, accountants and stenographers, nursery governesses, and ladies' maids, and there are some few who work in factories. The prices of board range from \$2.50 a week in the dormitory to \$3 in double and \$3.50 in single rooms, the average cost of living being \$2.60. No girl is received in the dormitory who earns over \$8 a week. Those earning \$8 are expected to take either a single or a double room. Single iron bedsteads are used throughout the house, and dressing rooms arranged to accommodate two are connected with each dormitory. The house has 4 bath rooms; all have porcelain-lined tubs. The average number of boarders in the house is 60; the number at time of report was 62. A provident laundry is run in connection with the house.

An excellent house for women earning fairly good wages has been in existence for 26 years at 80 Willoughby street, Brooklyn. The organization which owns the property is incorporated under the name of The Business Women's Union of the City of Brooklyn, and the boarding house is under the immediate control of a board of managers, who are members of the union. From the beginning the house has paid its current expenses, repairs and new conveniences being provided for from outside sources.

The house contains 36 single bedrooms, and this is given as one of the reasons for its unvarying success. The rates for permanent boarders in these rooms are from \$4.75 to \$6 per week. In rooms accommodating two persons 50 cents less a week is charged. A separate washstand is provided for each one, and every boarder has a single bed. The house accommodates 42. On May 14, 1897, there were 36 boarders in the home. References are required. The larger number of the boarders are teachers, stenographers, typewriters, dressmakers, and trained nurses, the price of board putting this house practically out of the reach of women earning very low wages. A well-selected library of about 700 volumes, a parlor, reading room, and sitting room are open for the pleasure and accommodation of all. This union has now in con-

templation the establishing of another boarding house for young girls who are earning very small wages.

The New England Helping Hand Society has a home for young girls at 124 Pembroke street, Boston. The object of the society, which was organized under its present name and form early in the year 1887, is, as set forth in its charter, the "providing of homes for working girls and otherwise extending to them a helping hand whenever it is deemed expedient by the society." The home is established especially for working girls who receive less than \$6 a week. None are received who earn over that amount, and when this sum is obtained in weekly wages by one already in the house, she is expected to give place to another who earns less, if the demand for such place arises.

The society is composed of three classes of members—annual, honorary, and life. The board of management consists of ten members, with the president, recording secretary, and treasurer exofficio members of the board. There is also an advisory board consisting of five male members. Annual members pay \$1 and honorary members \$5 annually, and \$25 paid at one time constitutes one a life member who has been regularly proposed and elected as such.

The house accommodates 21, and many are turned away every winter for want of room. All boarders pay \$3 a week. The house is attractive and homelike and social intercourse is encouraged. Family worship is held daily. An object of the society is to keep the home small enough to be homelike. Students are received as well as those already at work. It is estimated that the cost per week for supporting each girl is about \$5, including laundry work. This society also carries on as a department of its work a vacation home, for invalid and tired-out working women, at Hanson, Mass.

The Cooperative Home for Working Girls, at 348 West Fourteenth street, New York City, is a home for girls who receive from \$4 to \$6 a week, out of which they pay from \$2.50 to \$3 a week for board, laundry privileges being free. With an increase of salary they are expected to secure homes elsewhere in order to make room for the less fortunate. The home accommodates 31 boarders, and there are always many applicants for admission. It is a large, comfortable, steam-heated house.

While founded by a clergyman of the Methodist Episcopal Church, it is under the control of a board of trustees and a board of lady managers, who pay the rent of the house and make up any deficiency in its expense account. Since the home was founded in 1893, over 300 girls have been received and cared for. The rules, which are few, are those which are understood in any well-regulated private home. The girls are seamstresses, saleswomen, stenographers, typewriters, and pocket-book makers. Those without money are employed to do the work of the house, leaving them sufficient time to seek employment. Each one is expected to care for her own room. At one time in the history of the home there was but one girl in it who received over \$4 a week,

and at another time there was only one in it whose wages were as much as \$6 a week.

The Temporary Home for Working Women, at 453 Shawmut avenue, Boston, is one of the best examples of its class. The home was opened in 1878 in order that any poor and respectable woman able and willing to work might receive food and shelter in return for her work for the space of one month, thus giving time for securing employment through the agency of the home and by her own efforts. She must have three requisites—poverty, respectability, and ability.

The home is controlled by a board of twelve lady managers, who own the property, which is a large, bright, home-like building in the heart of the city. It is expected that the home will pay one-half of its expenses, this being accomplished through the receipts from laundry and sewing room, where the women who are in the home are expected to work from 7.30 in the morning until 4 in the afternoon. In the sewing room nurses' dresses are made and any kind of family sewing and mending done. Dressmaking, which was tried, was not found to be profitable, because there were seldom girls or women in the home who were capable of cutting, fitting, and finishing such work as it was desired to send out. Nor has it, in the experience of this home, been found advisable, or even possible, to run a laundry on a large scale with the average class of workers who come to a temporary home.

Though no effort is made to make the home profitable, yet the primary object in its founding is kept constantly in view, which is to enable women to become independent and self-supporting and to help self-respecting women over "hard places" without making them objects of charity. There is no limit as to age and no question as to religion.

There are no luxuries provided in the home, but there are the comforts to be found in a pleasant sitting room, bright dining room, clean beds, and well-ventilated bedrooms. There are accommodations for 32, with single iron bedsteads for all. The house is nearly always full. A matron, housekeeper, cook, and laundress are employed on salaries.

Since 1878 there have been 6,665 women admitted. There have been 540 lodgings paid for in money and 7,280 in work, and 1,643 meals paid for in money and 22,298 in work. During 1896 there were 442 women admitted. For the year ending December 31, 1896, the total receipts from all sources for the home, including a balance on hand December 31, 1895, of \$1,103.95, were \$6,460.31. Of this amount \$2,200.87 was received through the home, \$1,721.60 coming from the laundry alone. The expenses at the home were \$3,993.10.

The Shelter for Respectable Girls is located at 241 West Fourteenth street, New York City. It had its origin 25 years ago in a convalescent home for girls and training school. The need of the "Shelter" was recognized in her hospital work by the Protestant Episcopal sister who is still in charge of it. It was seen that girls and young women without homes and not strong enough to work would be literally discharged

into the streets when the hospital could no longer keep them. In the experience of the convalescent home it was found that those other classes of self-respecting working women who were temporarily without means and looking for work, or who were discharged suddenly from their places with or without fault, had no homes to turn to. Girls from country homes, or those who, in a too lengthy wait for work, had exhausted all their resources, came to notice. These considerations prompted the establishment of the Shelter for Respectable Girls, which succeeded the convalescent home, to do a broader work and to meet even a greater need.

The "Shelter" is not a charity; it is a help only in time of need. Each one is charged board, and if she can not pay while in the home she is expected to pay in small installments when she obtains employment. During the year of this report 500 women were received. About one-sixth of these were admitted free. There are usually from 25 to 30 girls in the house. The house is entirely unequal to the demands made upon it by the class that it would help. The appointments of the home are simple and comfortable. The beds are single and each girl has her own washstand. The boarders are usually child nurses, chambermaids and waitresses, laundresses, dressmakers, and milliners. The "Shelter" has no endowment and does not own the house it occupies. It is entirely dependent on donations, subscriptions, and board receipts for support. The board receipts pay about one-third of its expenses. Its governing power is vested in a board of trustees, who are responsible for the rent, and a board of lady associates, who solicit donations and subscriptions and give an annual entertainment.

Another home, which stands with open doors ready to help the working girl whenever there is any need of help and as long as the need exists, is the Young Woman's Christian Home, at 311 C street NW., Washington, D. C. While organized as a temporary home, girls are sheltered and cared for until in some other way a good, comfortable home is open to them. Idlers are not encouraged and the fundamental aim is to help women who want to help themselves, but the woman who stands in need of charitable assistance finds here a safe abiding place, food, and even clothes, until, through her own efforts and those of the home authorities, her social condition is bettered. If she earns \$6 a week or less, the home asks for her board and lodging only one-half of her earnings; when her income increases and she is the recipient of more than \$6 a week, she then pays \$3.50 for her living expenses, or even more, in the discretion of the committee on admissions.

While good moral character is an unfailing requisite for those who live in the house, any woman who may apply is admitted for a night's lodging, so far as the accommodations of the home will permit. It is also open to transient guests, who, fully able to pay, yet prefer the quiet and retirement of the home to the publicity of a hotel. Among

the occupations represented are typewriting, stenography, millinery, tailoring, dressmaking, house and chamber work, cooking, and nursing.

The home was incorporated in 1886, and is governed by a board of trustees, consisting of 30 members or more, 5 of whom constitute an advisory board, and all of whom are annually elected. Each trustee pays an annual subscription of \$5 into the treasury. The membership of this organization consists of four classes: Life, honorary, sustaining, and annual. Life members pay \$100 at one time; honorary members, \$25 at one time; sustaining members, \$5 a year, and annual members \$1 a year.

Two large, roomy parlors, daintily furnished bedrooms, a nicely appointed table, plenty of bath accommodations, sanitary plumbing, heat in all rooms, single beds as a rule, individual washstands, and a special room for the sick make this, in its material appointments, a more than ordinarily attractive home. There are accommodations in the house for 40 boarders; the average number is 20.

Family prayers are held daily, which all are expected to attend, as well as a special religious service held every Wednesday evening. Visiting is not allowed on Wednesday, Saturday, and Sunday evenings. The home closes at 10 p. m.

During the year covered by this report 7,759 meals were served free, 19,254 were paid for at half rates, 2,104 were worked for, and 4,315 were supplied to salaried employees; 2,491 lodgings were given free and 6,446 were paid for, 379 persons were cared for during the year, and employment was found for 98. The cost of carrying on the home for the same year was \$4,423.90. Of the receipts, \$2,901.23 were received from the home, \$1,000 from Congressional appropriation, and \$671.21 from all other sources. The total receipts, not including balance from previous year, were \$4,572.44. The organization owns the home building.

Some class work was undertaken during the winter of 1896-97, but the want of permanence in the residents of the home was found to militate against the success of such work to such an extent as to make it almost impracticable.

HOMES UNDER ROMAN CATHOLIC CARE.

Among the agencies for the comfort and help of working women in Boston is the Working Girls' Home of the Young Woman's Catholic Association, under the charge of the Grey Nuns, at 89 Union Park street. The home is a large, imposing building, 132 feet long and five stories high, heated by steam, and with approved sanitary equipments and all modern household conveniences. In addition to the library and reception rooms for the use of boarders, there is a large room given to recreation purposes, furnished with two pianos and a stage.

The home was begun in one house at first; then two houses were taken, and as the work outgrew these, the present building was erected,

accommodating 155 persons. The accommodations by no means meet the demand, 580 being refused admission during the past year. During that year 1,695 girls were received in the home, and during the previous year there were 1,694 enrolled. The best references are required of those who are received as boarders. The charge for board is from \$3 to \$5 a week, except to those learning to sew, when it is \$2.50 a week. The average charge is \$2.60. There is an extra laundry charge of 25 cents for a dozen pieces. Girls are taken care of in slight illness, and there is a thoroughly equipped dispensary in the house. Women are often temporarily kept free of charge until employment is obtained for them, but every effort is made to help such women to become independent and self-sustaining. The home is in no sense a charity. The cost for supporting each girl is estimated to be 37 cents a day, or \$2.59 a week. All boarders occupy single beds and each has her own wardrobe, which is portable, and her own washstand. There are 2 bathrooms on each flat, with porcelain-lined tubs. Four flats are used by domestics. There are 30 single bedrooms, 26 bedrooms for 2 persons only, and 21 in which there are 3 or more.

This home is both a temporary and a permanent one. Some women make their home here for years. Among the boarders are typewriters, stenographers, compositors, milliners, dressmakers, girls employed in piano and in shoe and rubber goods manufacturing establishments, store girls in all departments, domestics, students, and teachers. As a rule, the home is open only to those from outside the city, but in special cases a resident of Boston may be taken. The 10 o'clock rule prevails, with all reasonable exceptions. There is a noticeable absence of rule and restriction, and a home-like atmosphere pervades the beautiful building. Hospitality is encouraged. Girls are urged to receive their male friends in the parlors of the home. There are 8 Sisters in charge. The employment bureau is a valuable adjunct to the work of the home.

Other work of the Roman Catholics in this direction is carried on in the West by the Franciscan Sisters, who have three homes, one in Denver, one in Chicago, and one in St. Louis.

St. Francis' House of Providence, in Chicago, like the home in Boston, is a large establishment, with modern conveniences and appliances. The building has 130 rooms, with a sitting room on each floor for the special use of the girls. Each bedroom has two single beds. Board is from \$2 to \$3.50 a week, according to the ability to pay. Laundry privileges are free. The house has been sixteen years in existence and has a department for the unemployed as well as the employed. There were from 80 to 90 in the house during May, 1897, and 16 Sisters. Girls of all denominations are received.

The Catholic Home for Working Girls, in Buffalo, is part of a large Catholic property, and is situated in the business section of Buffalo, at 64 Franklin street. It is a transient home for those without work, or

for those who desire rest from work, and is filled mainly by domestics, who gladly avail themselves of its protection and of the help given them in getting employment. Only Catholics are received. The home accommodates 14 persons and only special cases are received without pay. It is not self-sustaining, and any deficiency in the expense account is made up from the receipts of the academy with which it is affiliated. Boarders have separate beds, several in a room. There is no teaching or training of any kind carried on except in sewing, and this is optional with the girls.

In Cleveland, St. Mary's Home, situated within walking distance of the business portion of the city, is a quiet home for respectable Catholic working girls. It was opened for this purpose in 1895. The price of board is low, being from \$2.15 to \$3 a week, thus coming within the reach of a needy class. The house accommodates 40 girls. When visited there were 25 in the home, consisting of house girls, dressmakers, telephone and telegraph operators, milliners, and designers in book-binding and stationery. They are taken care of when sick or out of employment, the expectation being that they will pay something when they can. In the house, which is three stories in height, there are 2 bathrooms; 17 of the sleeping rooms are single, 4 are for two only, and there are 3 dormitories. There are sewing machines for the use of the boarders, a piano, and an organ. Eleven Sisters reside in the home. From its foundation it has paid its current expenses, which do not, however, include cost of housing, supervision, or wages.

St. Vincent's Home, in Baltimore, although under the immediate care of the Sisters of Mercy, is a nonsectarian home. The director of the home is the pastor of St. Vincent's Church. It is located at 108 North Front street, and is a cleanly, attractive, and comfortable home, accommodating between 30 and 40 boarders. It is generally full, a number of the boarders being employed in manufacturing establishments. References are required of boarders. The house has a library, sewing room, and reception room. All rooms are heated, including bedrooms; single beds are provided, and each girl has her own washstand. Board is \$2.50 a week. The atmosphere of the home is peaceful and the moral tone high. The home, outside of the cost of housing and supervision, is self-supporting.

The Aisquith House, in the same locality in Baltimore, at 411 Aisquith street, was founded by the present director of the Carmelite Nuns, who was also the founder of St. Vincent's Home. Like St. Vincent's Home, the Aisquith House is open to girls of all denominations and is nonsectarian. It is governed by a board of managers, appointed by the founder of the house, who elect the matron. The founder also furnishes the use of the home building and furniture free, and supplies the greater portion of the fuel. It is expected that the house will pay all other expenses. References are required of boarders, and the references are verified. The house accommodates 25 boarders, and the num-

ber varies with the busy and dull seasons in factories and stores, the majority of the girls being employed in manufacturing establishments and shops. The price of board, lodging, and washing is \$2.50 a week where there are two or more in a room, and \$2.75 and \$3 a week for single rooms. In some cases girls are taken for less, and if out of service or employment they are given board and lodging in return for work. The house has a sewing room and two parlors, one of them a sitting room for girls. Separate beds are provided as a rule. Evening prayers are held, which all are required to attend. The house was founded in 1894.

HOMES UNDER PROTESTANT EPISCOPAL CARE.

The Girls' Club Boarding House of St. Bartholomew's Protestant Episcopal Church, in New York City, at 136 East Forty-seventh street, has been in existence since February 13, 1895. The house was originally opened for the members of the Working Girls' Club of St. Bartholomew's parish, but as the work has developed it has been opened to all working girls who could bring references as to moral character. The church rents the house and pays the house mother; otherwise it is expected that the house will be self-supporting. During the year for which this report is made it fulfilled this expectation and paid in addition \$600 toward the rent.

The house accommodates 25 girls. It has generally been overcrowded, except during the summer months. Since its opening 110 girls and young women have boarded in the house. Board to club members is \$3.50 a week; to others, \$4. No girl is received who earns over \$10 a week. Single iron bedsteads are provided for all. The house has modern sanitary plumbing throughout and the baths are free.

There is no code of rules in the house, and regulations understood to be in force are those of any well-ordered private home. The 10 o'clock rule is the only one to which any prominence is given, and the usual exceptions are made to this. The girls are typewriters, accountants, bookkeepers, shirt makers, saleswomen, dressmakers, and students. The boarders have the advantages offered in the club classes taught at the parish house. The club fees are 50 cents for initiation and 25 cents monthly dues, entitling a member to admission to all classes. The classes are typewriting, physical culture, cooking, shorthand, book-keeping, dressmaking, millinery, embroidery, and drawn work.

St. Paul's House, which is pleasantly located at 309 Cathedral street, in Baltimore, is owned and conducted by St. Paul's Parish. It is first a parish house, serving all those purposes for which parish houses are built, but, in addition to this, and entirely separate from other departments of work, St. Paul's House is also a protected home for young women who are not in a position to secure comfortable board at the usual rates. A girl earning \$6 or \$8 a week is not kept if her room is

needed for one earning less, and no one earning \$10 a week is received. Girls are helped by having their board paid for them for a month when out of employment.

An attractive parlor, girls' sitting room, bright dining room, heated bedrooms, porcelain-lined bath tubs, and all other appointments of a comfortable home are provided. Generally each girl who is a permanent boarder has her own room. She pays \$3 a week, including washing. There are 2 rooms for transients. During the last year there were 119 permanent and transient boarders in the house. At the time of this report there were 14. Of these 2 had been in the house for over six years, 1 for three years, and 1 for one year. Evening prayers are held, which all are required to attend. The internal government of the house, as far as its boarding department for girls is concerned, rests entirely in the hands of its matron.

The original cost of the building, including gas fixtures, etc., was \$18,794, and the cost of the lot was \$4,000. Two entire floors of the building are occupied by the boarding department; the remaining portion of the building, as already stated, is devoted to parish uses. The house approximates self-support, the cost to the parish funds being from \$300 to \$700 a year. For the year ending January 13, 1897, the receipts from board were \$1,863.10, and the cost of running the house was \$2,608.64. This amount includes furnishing, gas, fuel, care and repairs, and plumbing for the house, and \$1,745.68 for general house expenses of the boarding department. A balance on hand from the previous year of \$57.85 brings the cost to the parish for the year within the estimate stated above.

HOMES UNDER OTHER FORMS OF GOVERNMENT.

A home which, like the Margaret Louisa Home, in New York City, owes its origin to private munificence is the Girls' Boarding House, at 20 Ashburton place, Boston, called the Theta Club. Though named a club, it is in all respects a home, the most prominent feature of club life being its restaurant. The house accommodates but 16 resident boarders. These pay from \$5 to \$6 a week. The rates of board prevent this house from being sought by those receiving low wages. Of the 16 in the house during May, 1897, 7 were stenographers, 3 teachers, 1 compositor, 1 buyer in a large department store, 1 in charity work, 2 student teachers, and 1 student of music.

The primary object in opening this house was not so much to reach girls earning very low wages as to insure comfort to those able to pay a fairly reasonable sum for living, placing within their reach the privileges of a parlor, in which friendships could be formed and social intercourse encouraged, and giving them the benefit of well-cooked, nourishing food, selected with reference to their needs, and served in an acceptable style. Two large rooms, furnished attractively and com-

fortably, and provided with piano, books, and pictures, are devoted to parlor uses, and hospitality is encouraged and social pleasures provided. There are 2 girls in each bedroom. Individual provision is made for all wants, except heat in winter, which it is expected they will provide for themselves. They pay for their own laundry work.

From the first six months of its existence the house has been entirely self-supporting, the amount paid for board by the individual being above the average in houses of this class, and the restaurant being an important factor in such success. From 60 to 70 outsiders lunch here every day, the lunch being in reality a hot dinner, which is given for 25 cents. Receipts from lunches and from table boarders during the month of March, 1897, amounted to \$400.

All matters of detail in government are left to the superintendent, who, in the exercise of her power, is friend and guide to those under her roof. The founder of the house acts as adviser. There is no governing board and no other governing officers.

"Good Rest," a vacation house, at Lancaster, Mass., is associated with the Theta Club, in that both houses owe their origin to the same generous founder, and that girls from this club, as well as other working girls of Boston, are personally invited by her, for summer rest and recreation, to the holiday house.

Another home in Boston which is of special interest, because of its seven years' success and because of the simplicity of its management, is the Boarding House for Working Girls, at 115 and 117 Berkeley street. The superintendent in this house represents to the boarders its governing power. It is true there stands behind her an executive committee of five, of which the minister of the First Church (Unitarian) is chairman, but all matters of detail in the management of the house and of those under its roof are left to the superintendent, so that the boarders find in their home but little, if any, suggestion of the supervising power of a board of managers or a board of directors. In addition to the superintendent there is a housekeeper. This leaves the superintendent free to look after the outside interests of girls under her roof and to investigate cases of girls brought to her notice who require special care and attention. This house has been in existence in the same locality for seven years. It is within ten or fifteen minutes' walk of the business center of Boston.

From the first it was expected that the salary of superintendent and rent of house would come through a guaranty fund raised from year to year by the executive committee, and that after this provision the running expenses of the house would be met by the income from board. This expectation has been more than realized. For the seven years all running expenses of the house have been paid by the superintendent from receipts for board and lodging and a surplus each year of from \$600 to \$700 handed over to the treasurer toward the guaranty fund

for rent and salary of superintendent. One factor that makes such a financial showing possible is the serving of extra meals to table boarders.

The highest per capita cost for food a week has been \$2.19, the lowest \$2.08, and the average cost \$2.15. The highest per capita for all expenses has been \$3.37, the lowest \$3.29, and the average \$3.31. The average amount paid by girls for board is \$3.75 a week. The house accommodates 39 boarders, who pay from \$3.50 to \$4 a week, including washing. Girls are often received who are unable to pay even \$3.50 a week, and all efforts are then directed toward making them self-supporting. No one is received as a permanent boarder who earns over \$8 a week, and no girls are taken who have a respectable home in Boston. As a rule the house is filled to overflowing. The rooms are all heated by furnace and all have single beds. Five rooms have 2 beds only; others have 3 or 4. No washstand is used by more than 2 girls. There is a salaried housekeeper and 6 employees. The majority of the boarders are sewing girls, stenographers, accountants, and saleswomen. The rules are few and perhaps the most stringent is that requiring a girl to be in the house by 10 at night unless with special permission.

Three well-cooked, wholesome meals are served a day and an abundance provided at each meal. Three rooms are set apart in this house in which girls can entertain their friends, and a large room is given up to entertainments, dancing, etc. Some class work is carried on, which is, however, optional. There is an embroidery class with an efficient teacher, and during the last season a most successful gymnastic class was held in the evenings.

There is but little room in the house for transients, and this fact is to be deplored, since the atmosphere of the home is helpful to this very class of girls. Ten girls among the permanent boarders during the year 1895 and 12 during the previous year gave place to others because of increased wages, but even with this making way for the less fortunate the house does not seem in size to be equal to the demands made upon it. During the seven years of its life 420 young working women have lived in this house for a longer or shorter time, many of whom have been helped through its influence to absolute self-support.

The Adams House, at Waltham, is conducted by the American Waltham Watch Company as a home for certain classes of its employees, especially for girls and young women. It is a commodious, comfortable, well-located house, with sleeping accommodations for 134 persons. It is heated by steam and lighted with gas. The house is four stories in height and there are 3 bathrooms on each floor. It has dining-room accommodations for 250, and large reception rooms and parlors. It is expected that each bedroom will accommodate 2, being provided with a double bed. Great attention seems to be paid to cleauliness and to the physical comfort of the boarders. Girls are taken care of in the house in ordinary illness, trained nurses being sometimes provided at the expense of the company. In serious illness they are sent to the

Waltham Hospital, in most cases free of expense to themselves, unless they are fully able to pay.

The cost to the girls for room, board, light, and heat is \$3 a week. Laundry privileges are free. A matron and an assistant reside in the house and exercise a personal interest in and supervision over the girls who board there. The 10 o'clock rule is in force, with, however, all reasonable exceptions.

The house is not self-supporting. The receipts do not cover the expenditures for fuel, gas, insurance, repairs to building, and furniture, nor do they leave any margin for interest on the amount invested in property; but it is believed by the company that the home works for good in two directions: First, that women well nourished and well taken care of will make, and do make, a superior class of workers to those not so fed and housed, and second, that it serves to keep up the tone of other boarding houses in which girls and young women without local homes must live. Not alone is this true of the table and of other provision for physical comfort, but in many instances it has the effect of securing parlor privileges, which would not otherwise have been provided.

BOARDING CLUBS.

The Working Girls' Club, at 216 Franklin street, Buffalo, is an incorporated club, formed among working girls and women of wealth and leisure to provide by cooperation a home for busy women and girls where home comforts and pleasures can be secured at the lowest possible price; to furnish pleasant reading rooms, where its members can pass the evening and noon hours; to organize such classes for mutual improvement as the members may desire, and to collect a circulating library for the use of the members.

Its membership list includes annual members, who pay \$1 a year; sustaining members, who pay \$5 a year; honorary members, who pay \$10 a year, and life members, who pay \$25 at one time. In May, 1897, the membership list numbered about 1,100, the great majority of whom were working girls who were annual members. Members must be over 14 years of age. Annual membership entitles one to live in the club home if desired and gives all club privileges. For members of the club 5 cents less is charged on each meal than to others not members. The officers of the club are a president, three vice presidents, a treasurer, assistant treasurer, secretary, and assistant secretary. They are appointed by the board of directors, who are sustaining members of the club, and they hold their office during the pleasure of the board and until their successors are appointed. The board of directors hold monthly meetings at the clubhouse.

The club occupies the same house in which it was started in February, 1892. It was reorganized in May, 1894, and since 1895 it has not only supported itself but has now a small fund in reserve. The

rent, amounting to \$1,000 a year, is nearly paid from the rent of rooms, and the restaurant, in which three good, well-cooked meals a day are served at 10 cents each to members of the club, is more than self-supporting. To outsiders the same meals are 15 cents. About 150 members take dinner each day and from 60 to 70 take breakfast and supper. On the date on which the club was visited, May 6, 1897, the income from meals was \$20.45. The following is the bill of fare for one of the 10 cent dinners: Soup, roast, potatoes and one other vegetable, brown and white bread, dessert, tea or milk. The other meals are equally substantial and there is always a hot supper. The object of giving the most and best food for the least money seems to be secured.

A home atmosphere rather than that of a club pervades the house. The presence of a matron, who is not only housekeeper and general manager, but exercises a personal supervision over the members of the club who board in the clubhouse, gives form to the home idea. The house accommodates 29 persons, and the price for room to each one a week, including all the privileges of the house, is \$1. Laundry privileges are free. The accommodations of the house by no means equal the demand, and as many as 30 applicants have been refused admission in one week for want of room. The boarders occupy single beds, three as a rule in each room.

The club is sought by the best class of working girls, and it has been found necessary to expel only one member in the last three years. Places are secured for girls, and while much helpful work is quietly done in needy cases, yet the home life of the club encourages independence, self-government, and self-support. The girls are largely occupied in stores, shirt factories, and patent medicine manufacturing establishments, and as hairdressers, trained nurses, massagists, and stenographers. Girls wishing to fit themselves for positions in families are given a home and instruction free if they take a regular course in domestic training, which is, however, only six weeks in length.

Clubrooms are open every day from 7.30 a. m. to 9.30 p. m. The library is open every evening. The club members have free use of rooms, library, piano, and writing materials; also the privilege of consulting the club physician free of charge, access to dining room with meals at lowest price, and the use of daily papers and magazines in the reading room.

The classes which are formed during the winter are singing, dancing, gymnastics, fine needlework, embroidery and dressmaking, cooking, music, and recitation. Terms are 10 cents a lesson. Any other classes may be formed upon application of 10 members. The most successful classes have been those in dressmaking, cooking, piano, dancing, physical culture, and embroidery. There are monthly entertainments free to members and their friends.

The Working Girls' Club has organized a branch club, called the Grace Dodge Society, in East Buffalo, its object being to give to the

girls in that section of the city the advantages of the classes and social pleasures such as are enjoyed in the clubhouse. The society has been in existence for three years and numbers 30 members. It is officered by the girl members with the exception of the president. The society holds Tuesday evening meetings only, but membership in it entitles one to all the privileges of membership in the parent club.

The Alpha Sorosis Club, of Chicago, at 52 Dearborn street, is incorporated, and founded for the purpose of giving to busy women through cooperation advantages which as individuals they could not enjoy. The club provides at a reasonable cost meals for its members and guests, and to a limited extent rooms for resident women members. It has also classes in French, German, stenography, needlework, dressmaking, millinery, music, physical culture, dancing, etc. The fee for a lesson in most of these classes is 10 cents; for a piano lesson it is 25 cents. It is a self-governing body, all regularly elected members being voters. The executive authority of the club is vested in a board of 9 directors, elected by the members. New members must be regularly proposed by a member in good standing and a reference furnished. It requires a majority vote of the directors to elect a member. In May, 1897, the club numbered 350 members. Out of several hundred memberships but two have been revoked.

The membership fee is \$3 per annum. This gives a member access to restaurant and classes at low club rates, use of clubrooms, library and stationery, and all other club privileges, including residence in the clubrooms when there is a vacancy. It has ample dining-room accommodations, library, reception room, class rooms, and a commodious drawing-room. It has, however, room for only 40 resident members. Among the rooms are several for either one or two girls, but the greater number are cubicles. The rent of rooms is from \$1 to \$1.50 a week. The European plan prevails in the restaurant, no dish costing over 5 cents. There is an abundance of well-cooked food.

As this club is self-governing it also aims to be self-supporting, and with its well-conducted restaurant there is every prospect that it will become so. Since January, 1897, it has been able to meet all expenses, and now believes itself to be established on a firm financial basis. Members are mostly stenographers, clerks in office, bookkeepers, and saleswomen. The club has a physician in regular daily attendance, a fee of 10 cents being charged for consultation.

Large, attractive clubrooms, pleasant social companionship, opportunities for culture, and nourishing food at reasonable prices make this club a boon to the self-supporting women of Chicago. The building is in the heart of the city and its rooms teem with busy life. Arrangements are made with the Gamma Rest Association, at Lake Bluff, Ill., whereby the members of this club are received at club prices.

The Jane Club is incorporated and maintains a clubhouse for young women at 253 Ewing street, Chicago. At the clubhouse residents of

the club may lodge and board on the cooperative plan, all resident members sharing the expenses and benefits equally. Any self-supporting, unmarried woman, or widow without dependent children, between the ages of 18 and 45, who is of good moral character is eligible for regular membership. The size of the clubhouse limits its membership to 40. The officers of the club are president, vice president, secretary, treasurer, and steward. They are elected from among the resident members and serve for six months only. No officer is eligible for immediate reelection to the same office, though she may again fill the office after one or more intervening terms. The women performing the household work of the club are eligible for club membership.

The members of the club are mostly factory or store employees, with a few teachers and kindergartners among the number. The club was founded in 1892.

The weekly dues are \$3, which constitute the regular payment of board and lodging in the clubhouse. The constitution of the Jane Club requires that if there is any expense over \$3 a week, each member shall be assessed equally, but there have been but few special assessments made, since, as a rule, the expenses are kept within the income accruing from membership dues. One of the causes that make this showing possible is the fact that there is no expense for superintendence and a comparatively small expense for wages, since under the cooperative plan each member of the club takes her share of responsibility and work, and is expected, as far as possible, to keep down the expenses of the club.

The club occupies flats near the Hull House Social Settlement, and rents only the number necessary to accommodate its resident members, giving up such flats as may be found expedient to vacate. This proximity to the Hull House gives members of the club social advantages and opportunities for culture which would not be possible in many other localities. The classes, gymnasium, and entertainments at the Hull House are open to members of the Jane Club at the very low rates laid down in the Hull House Bulletin for residents of the neighborhood. The Jane Club owes its origin to the headworker of the Hull House, who helped it over its first days of financial struggle and who is still an honorary member of the club.

The Alice Fisher Alumnæ Club, which is composed of graduates of the Philadelphia Hospital Training School for Nurses, has an attractive clubhouse at 804 Pine Street, Philadelphia. The house was opened January 12, 1895, and has sleeping accommodations for club members only. By the courtesy of the club the dining room is open to all graduates. It has a large and comfortably furnished clubroom, a reception room, and sleeping accommodations for 27 persons. In May, 1897, the house was full. Rooms are rented at from \$5 to \$7 a month for each occupant, from 2 to 4 as a rule occupying one room. Each member has her own bed and her own closet, but in most cases 2 share

a washstand. The rates in the dining room are 15 cents for breakfast, 15 cents for lunch, and 25 cents for dinner. Seven lunch or breakfast tickets can be purchased for \$1.

The club was started by the aid of the generous, but it aims to be entirely self-sustaining. It has two lists of members, resident and nonresident; the former pay \$5 annually and the latter \$2. The officers of the club are a president, vice president, secretary, treasurer, and twelve managers, elected annually by ballot, and constitute the board of managers. There is a matron in charge of the house and dining room. Connected with the club is the graduate registry for nurses.

ANALYSIS OF THE GENERAL TABLES.

In the first of the general tables are shown the names and locations of 90 homes for working women which have made reports to the Department on the schedules of inquiries prepared for the purpose, and the facts relating to them could therefore be presented in tabular form. Of the homes visited the greater number have also made written reports to the Department in the schedule form, and are included in this table. Nine homes among those visited, of which special reports are made in the preceding text, failed to make returns on the prepared schedules, and could not, therefore, be included in the statistical presentation. The summaries given in the analysis necessarily include only the 90 homes appearing by name in Table I.

The following summary shows the distribution of the homes by cities, with accommodations offered, number of boarders in the homes at date of report, number availing themselves of accommodations during the preceding year, and total number of boarders since the establishment of the homes.

HOMES, ACCOMMODATIONS OFFERED, AND NUMBER OF PERSONS ACCOMMODATED,
BY CITIES.

City.	Homes.	Accommodations offered.	Boarders at time of report.	Different boarders during year.	Different boarders since establishment of home.
Oakland, Cal.....	2	76	41	417	<i>a</i> 348
San Francisco, Cal.....	2	111	95	1,109	2,300
Denver, Colo.....	2	100	84	1,238	4,600
Hartford, Conn.....	1	70	65	100	<i>b</i> 2,000
New Haven, Conn.....	1	61	30	300	1,400
Washington, D. C.....	1	40	18	379	1,850
Chicago, Ill.....	7	582	410	<i>a</i> 4,967	<i>e</i> 7,875
Rockford, Ill.....	1	15	8	25	<i>b</i> 60
Fort Wayne, Ind.....	1	23	19	(<i>d</i>)	(<i>d</i>)
Indianapolis, Ind.....	1	26	20	175	800
Dubuque, Iowa.....	1	35	20	50	300
Topeka, Kans.....	1	30	12	(<i>d</i>)	(<i>d</i>)
Louisville, Ky.....	1	30	30	65	3,750
Bangor, Me.....	1	20	20	88	500
Lewiston, Me.....	1	15	9	72	300
Baltimore, Md.....	5	140	116	605	<i>e</i> 9,827
Boston, Mass.....	5	537	514	3,990	<i>e</i> 8,782
Fall River, Mass.....	1	12	4	<i>f</i> 38	<i>f</i> 38
Salem, Mass.....	1	26	20	80	(<i>d</i>)
Springfield, Mass.....	1	41	35	438	(<i>d</i>)
Worcester, Mass.....	1	85	78	142	355
Detroit, Mich.....	2	108	84	<i>g</i> 924	(<i>d</i>)
Kalamazoo, Mich.....	1	10	8	(<i>d</i>)	(<i>d</i>)
Minneapolis, Minn.....	2	100	57	595	(<i>d</i>)
Kansas City, Mo.....	1	130	50	300	(<i>d</i>)
St. Louis, Mo.....	5	235	186	2,203	<i>e</i> 14,640
Brooklyn, N. Y.....	2	61	54	<i>a</i> 30	<i>a</i> 152
Buffalo, N. Y.....	1	29	29	(<i>d</i>)	5,000
New York, N. Y.....	11	519	<i>a</i> 411	<i>h</i> 8,078	<i>c</i> 38,911
Rochester, N. Y.....	1	18	17	(<i>d</i>)	(<i>d</i>)
Troy, N. Y.....	1	57	57	57	(<i>d</i>)
Utica, N. Y.....	1	20	9	28	638
Cincinnati, Ohio.....	4	165	142	<i>i</i> 664	<i>i</i> 7,248
Cleveland, Ohio.....	2	95	77	620	<i>a</i> 450
Columbus, Ohio.....	1	<i>f</i> 50	20	(<i>d</i>)	(<i>d</i>)
East Liverpool, Ohio.....	1	17	10	65	150
Steubenville, Ohio.....	1	13	4	(<i>d</i>)	(<i>d</i>)
Portland, Oregon.....	2	63	<i>a</i> 22	338	<i>a</i> 700
Allegheny, Pa.....	1	22	22	35	(<i>d</i>)
Erie, Pa.....	1	16	5	35	68
Philadelphia, Pa.....	4	<i>a</i> 287	<i>a</i> 233	<i>e</i> 599	<i>h</i> 44
Pittsburg, Pa.....	2	76	76	(<i>d</i>)	(<i>d</i>)
Providence, R. I.....	2	183	132	<i>a</i> 423	(<i>d</i>)
Memphis, Tenn.....	1	55	40	112	900
Dallas, Tex.....	1	40	20	(<i>d</i>)	(<i>d</i>)
Richmond, Va.....	1	40	27	172	664

a One home not reporting.*b* Not including transients.*c* Four homes not reporting.*d* Not reported.*e* Two homes not reporting.*f* From August 1, 1896, to April 30, 1897.*g* One home reporting for 10 months only.*h* Three homes not reporting.*i* One home not reporting, and one reporting for 5 months only.*j* Including day boarders.

Forty-six cities reported homes for working girls. Forty-one of these homes are in the cities of New York, Chicago, Boston, Philadelphia, Baltimore, St. Louis, and Cincinnati, leaving but 49 homes reporting from 39 other cities.

Eighty-nine homes reported accommodations for 4,484 boarders. Eighty-seven reported the total number of boarders at the time of report as 3,440, and as these 87 homes could accommodate 4,449, the number in such homes was therefore more than three-fourths of the whole number that could be accommodated. The reports of 71 homes, including 3 which reported for a portion of the year only, showed that 29,416 girls and young women were residents therein during some part

of the preceding year. In 48 homes, making reports of the different kinds of boarders received since their establishment, there have lived for a longer or a shorter time 121,656 girls and young women. Two of the 48 homes make a partial report only on this subject and 2 do not report those who have been transient boarders only.

Of the 90 homes, 85 reported date of establishment. Of these, 35 had been founded since 1890, the boarding club for women especially belonging to this period of time. Sixty-four of the 85 homes had been established since 1880, or in the last 17 years.

The Temporary Home Association in Philadelphia first opened its doors in 1849 for the temporary help of those out of employment; and, as stated elsewhere, the first permanent home for working women was that of the Ladies' Christian Union in New York City, which was established in 1856. The Sisters of Mercy came next in order of time, having founded a temporary home called the House of Mercy, in Cincinnati, in 1858. Five homes reported as having been founded during the 10 years from 1860 to 1869, and 13 during the next 10 years.

The cost of living per week, including room rent, varies from \$1; the minimum cost in the House of Mercy, in Cincinnati, to \$7 a week, the maximum cost in the Margaret Louisa Home, in New York City, and in the Portland Women's Union, in Portland, Oregon. Five homes only are reported in which the minimum cost of living is over \$4 a week, so that, omitting these and the 5 homes not reporting and 3 reporting only the cost of lodging, there are 77 homes in which a working woman can live at a cost of \$4 a week or less. There are 58 in which it is possible for her to live at a cost of \$3 a week or less.

Of the 90 homes, 15 are for permanent residence, 20 for temporary residence, and 55 for both permanent and temporary residence. In reference to the serving of free meals to the unemployed, 34 homes reported that they did not serve free meals, 33 homes served free meals to the unemployed, 17 served free meals in special cases, 2 served meals in return for work, 1 served meals on promise of future payment, and 3 did not report on the subject.

As a rule, the temporary homes serve free meals to the unemployed; the permanent homes seldom do, and of the homes which receive boarders either for a temporary stay or for an indefinite residence 17 do not serve free meals and 17 serve them only in special cases or on promise of future payment.

The accompanying summary shows the receipts of each home for the last fiscal year from board, room rent, and all other charges to boarders, the total expenditure for maintenance for the year, and the excess of expenditure over income from boarders in the various homes during the same period.

RECEIPTS FROM BOARDERS AND TOTAL COST OF MAINTENANCE OF EACH HOME
FOR THE LAST FISCAL YEAR.

Locality.	Name of home.	Receipts from boarders.	Total cost of maintaining home.	Excess of cost of maintenance over receipts from boarders.
Oakland, Cal.....	Chabot Woman's Sheltering and Protection Home.	\$654.65	\$4,269.69	\$3,615.04
Oakland, Cal.....	Young Women's Christian Association Home.	3,781.90	3,950.16	168.26
San Francisco, Cal....	San Francisco Girls' Union.....	3,115.20	9,020.60	5,905.40
San Francisco, Cal....	Young Women's Christian Association...	7,030.47	17,408.05	10,377.58
Denver, Colo.....	Young Women's Christian Association.....	16,535.56	17,660.62	1,125.06
Denver, Colo.....	Young Women's Christian Club.....	8,725.30	5,022.55	1,297.25
Hartford, Conn.....	Young Women's Boarding Home.....	8,794.22	8,794.22	.....
New Haven, Conn.....	Young Women's Christian Association.....	9,446.64	10,352.73	906.09
Washington, D. C.....	Young Women's Christian Home.....	(a)	4,423.90	(a)
Chicago, Ill.....	Home for Self-supporting Women.....	7,387.05	7,993.92	606.87
Chicago, Ill.....	House of Providence.....	(a)	(a)	(a)
Chicago, Ill.....	Jane Club.....	4,220.37	4,680.08	459.71
Chicago, Ill.....	Working Woman's Home ("Minnetonka")	2,145.80	2,242.72	97.42
Chicago, Ill.....	Young Women's Christian Association...	b24,583.33	c71,789.26	c47,205.88
Chicago, Ill.....	Young Women's Christian Association, Transient Home.	2,355.33	2,807.70	452.37
Chicago, Ill.....	Young Woman's Christian Home.....	920.88	1,295.28	374.50
Rockford, Ill.....	Young Women's Christian Association...	1,200.00	1,852.00	652.00
Fort Wayne, Ind.....	Young Women's Christian Association.....	3,872.25	5,696.67	1,824.42
Indianapolis, Ind.....	Friends' Boarding Home for Girls.....	3,625.28	3,904.69	389.43
Dubuque, Iowa.....	Home for Working Girls.....	1,143.50	1,300.85	157.35
Topeka, Kans.....	Ingleside.....	(a)	1,003.00	(a)
Louisville, Ky.....	Young Women's Boarding Home.....	3,650.00	5,559.00	1,909.00
Bangor, Me.....	King's Daughters' Home of Bangor, Me.....	2,157.37	2,982.55	825.18
Lewiston, Me.....	Young Women's Home.....	844.96	1,897.44	1,052.48
Baltimore, Md.....	Aisquith House.....	1,300.80	1,449.70	148.90
Baltimore, Md.....	Female Christian Home.....	2,287.05	2,852.85	565.80
Baltimore, Md.....	St. Martha's Episcopal House.....	404.00	1,060.00	656.00
Baltimore, Md.....	St. Paul's House.....	1,863.10	2,608.64	745.54
Baltimore, Md.....	Young Women's Christian Association...	4,759.65	8,887.07	4,127.42
Boston, Mass.....	Boston Young Women's Christian Association, Berkeley Street Home.	30,704.59	d36,663.43	d5,958.84
Boston, Mass.....	Boston Young Women's Christian Association, Warrenton Street Home.	32,820.04	32,676.71	e143.33
Boston, Mass.....	Boarding House for Working Girls.....	7,990.54	10,892.20	2,901.66
Boston, Mass.....	New England Helping Hand Home.....	2,201.49	4,121.31	1,919.82
Boston, Mass.....	Working Girls' Home, or Home of the Grey Nuns.	17,219.80	f17,218.80	g1.00
Fall River, Mass.....	Women's Union Home.....	h1212.50	h302.45	h179.95
Salem, Mass.....	Woman's Friend Society.....	1,629.24	3,494.78	1,865.54
Springfield, Mass.....	Young Women's Christian Association Boarding Home.	5,815.15	12,070.62	6,255.47
Worcester, Mass.....	Young Women's Christian Association...	20,510.83	33,534.37	13,023.54
Detroit, Mich.....	St. Mary Home for Young Women.....	1,983.02	3,782.97	1,799.95
Detroit, Mich.....	Young Woman's Home.....	7,710.92	6,745.60	e965.32
Kalamazoo, Mich.....	Young Women's Christian Association...	767.70	(a)	(a)
Minneapolis, Minn....	Woman's Christian Association Boarding Home.	10,094.57	10,520.78	426.21
Minneapolis, Minn....	Woman's Christian Association Branch Home.	3,067.89	3,317.29	249.40
Kansas City, Mo.....	Young Women's Christian Association Home.	7,402.60	14,617.65	7,215.05
St. Louis, Mo.....	St. Joseph's Convent of Mercy, Young Girls' Home.	(a)	(a)	(a)
St. Louis, Mo.....	St. Louis Working Girls' Home.....	j2,700.00	2,600.00	k100.00
St. Louis, Mo.....	Women's Christian Home.....	12,316.49	11,931.19	e385.30
St. Louis, Mo.....	Women's Training School.....	10,863.90	17,028.55	6,164.65
St. Louis, Mo.....	Young Women's Christian Association...	(a)	(a)	(a)
Brooklyn, N. Y.....	Business Women's Union.....	9,358.32	l10,409.19	m1,050.87

a Not reported.

b From board, room rent, and meals only; no separate report made of any other charges.

c Including \$36,592.53 paid on new building and \$5,825.33 interest on loan.

d Including expenditures for training school for domestics and for religious work.

e Excess of receipts from boarders over cost of maintenance.

f Including \$2,000 paid on mortgage.

g Cost of maintenance includes \$2,000 paid on mortgage.

h From August 1, 1896, to April 30, 1897.

i From lodgings only.

j Does not include receipts from meals.

k Excess of receipts from lodgers over cost of maintenance.

l Including \$517.50 interest and \$1,000 paid on mortgage.

m Cost of maintenance includes \$517.50 interest and \$1,000 paid on mortgage.

BOARDING HOMES AND CLUBS FOR WORKING WOMEN. 181

RECEIPTS FROM BOARDERS AND TOTAL COST OF MAINTENANCE OF EACH HOME FOR THE LAST FISCAL YEAR—Concluded.

Locality.	Name of home.	Receipts from boarders.	Total cost of maintaining home.	Excess of cost of maintenance over receipts from boarders.
Brooklyn, N. Y.	Young Women's Christian Association, Boarding Department.	\$2,696.17	\$4,457.20	\$1,761.03
Buffalo, N. Y.	Working Girls' Club of Buffalo, N. Y.	8,426.29	8,808.38	332.09
New York, N. Y.	Cooperative Home.	(a)	(a)	(a)
New York, N. Y.	Florence Crittenton.	925.13	1,643.00	717.87
New York, N. Y.	Girls' Home Society.	(a)	(a)	(a)
New York, N. Y.	Ladies' Christian Union Young Women's Home.	b 13,304.38	15,032.46	1,728.08
New York, N. Y.	Ladies' Christian Union Branch Home.	5,777.22	4,883.53	c 893.69
New York, N. Y.	Ladies' Christian Union Eva Home.	6,306.83	5,337.96	c 968.87
New York, N. Y.	Margaret Louisa Home of the Y. W. C. A.	88,760.83	95,257.53	6,496.70
New York, N. Y.	National Christian League Industrial Home for Self-supporting Women.	(a)	5,477.99	(a)
New York, N. Y.	St. Bartholomew's Girls' Club Boarding House.	(a)	(a)	(a)
New York, N. Y.	Shelter for Respectable Girls.	2,339.94	6,683.50	4,343.56
New York, N. Y.	Young Women's Home Society of the French Evangelical Church of the City of New York.	2,654.85	3,279.33	624.48
Rochester, N. Y.	Young Women's Christian Association Boarding Home.	(a)	(a)	(a)
Troy, N. Y.	Young Women's Association.	10,537.41	17,000.00	6,462.59
Utica, N. Y.	Industrial Home.	1,254.00	(a)	(a)
Cincinnati, Ohio.	House of Mercy.	700.00	825.00	125.00
Cincinnati, Ohio.	Lawrence.	d 602.80	d 971.47	d 368.67
Cincinnati, Ohio.	Sacred Heart Home for Young Working Girls.	(a)	(a)	(a)
Cincinnati, Ohio.	Young Women's Christian Association Boarding House.	1,822.75	3,996.25	2,173.50
Cleveland, Ohio.	Boarding Home for Working Women.	7,301.14	7,281.01	e 20.13
Cleveland, Ohio.	St. Mary's.	(a)	(a)	(a)
Columbus, Ohio.	Woman's Educational and Industrial Union.	2,450.81	3,372.76	921.95
East Liverpool, Ohio.	Woman's Christian Temperance Union Home for Young Women.	1,298.31	1,482.25	183.94
Steuensville, Ohio.	Helping Hand.	e 447.52	(a)	(a)
Portland, Oregon.	Home for Unemployed Women.	150.00	650.00	500.00
Portland, Oregon.	Portland Women's Union.	3,138.29	4,115.92	977.63
Allegheny, Pa.	Young Women's Boarding Home.	3,438.97	3,623.09	184.12
Erie, Pa.	Women's Christian Association Boarding Home of Erie.	f 1,419.44	1,774.33	354.89
Philadelphia, Pa.	Boarding Home of Germantown Women's Christian Association.	1,142.01	1,839.44	697.43
Philadelphia, Pa.	Guild Boarding Home.	926.85	1,281.60	354.75
Philadelphia, Pa.	Temporary Home Association.	2,876.78	4,038.14	1,161.36
Philadelphia, Pa.	Women's Christian Association of Philadelphia, Boarding Department.	53,652.70	72,822.51	19,169.81
Pittsburg, Pa.	Central Young Women's Christian Association.	15,965.33	21,008.80	5,043.47
Pittsburg, Pa.	Young Women's Christian Association Home.	f 1,462.70	1,932.50	469.80
Providence, R. I.	St. Maria Home.	6,788.23	8,614.12	1,825.89
Providence, R. I.	Young Women's Christian Association.	6,653.97	9,432.07	2,778.10
Memphis, Tenn.	Anne Brinkley Home.	3,019.13	2,960.00	c 59.13
Dallas, Tex.	Girls' Cooperative Home.	2,458.43	(a)	(a)
Richmond, Va.	Woman's Christian Association.	2,518.73	3,336.41	817.68

a Not reported.

b Including receipts from laundry conducted by the home.

c Excess of receipts from boarders over cost of maintenance.

d From January 8, 1897, to June 12, 1897.

e From board, room rent, and meals only; no separate report made of any other charges.

f Does not include receipts from meals.

From these figures it will be seen that in the majority of homes the income from the boarders only can not be altogether relied upon for the support of the home. This subject has been dwelt upon at some length in the preceding pages, but it is interesting and helpful to study the figures of the above table in this connection.

In 64 homes there is an excess of expenditure over the receipts from boarders, varying in amount from less than a hundred dollars to several thousand; 16 homes have not reported both items of income and expenditure, or have not reported them in such shape as to make it possible to make this comparison; 1 home reports an even balance sheet; 1 reports a difference of \$1 in favor of the income, and 8 others report that the income from the boarders more than pays the ordinary expenses of the home.

It is a fact worthy of note that of the homes which more than pay expenses from board receipts but one pays rent, being the St. Louis Working Girls' Home, in which no meals are served. The others own the buildings occupied.

Of the 90 homes, 54 are reported as owning the buildings, 2 others under Roman Catholic control report that the buildings are owned by the archbishop in one case and the Sisters of St. Joseph in the other. The building of 1 home is owned by the president of the league governing the home, and 1 home failed to report on this item, leaving 32 which pay rent or have it paid for them.

Rent is variously reported as ranging from \$180 a year to \$3,600. Two Young Women's Christian Associations, while owning the buildings which they occupy, report that they pay a small rent for a lodging house in the one case and a branch home in the other.

Forty-four of the homes report not only the kind of occupations engaged in by the girls and young women who are residents in such homes, but give also the number of girls and women pursuing those occupations.

The number of boarders for the last year in the Margaret Louisa Home, a most successful temporary home in New York City, is so large a proportion of the whole number reported that it has seemed best to make a separate statement of the number of such boarders pursuing each occupation.

This is rendered necessary, also, from the fact that the range of occupations of those availing themselves of the hospitality of this home is much more extended than is ordinarily the case in other homes in this classification, the professional and semiprofessional callings being so largely represented as to make a comparison on the basis of occupation with the majority of other homes almost impossible.

For the 43 other homes reporting the classification of occupations, with the number in each, the summary is as follows:

Nurses, cooks, chambermaids, waitresses, parlor maids, and other domestics	586	Office employees.....	14
Stenographers, bookkeepers, and cashiers	309	Bindery employees	12
Saleswomen, shop girls, and clerks	270	Engaged in religious work.....	11
Dressmakers and seamstresses	259	Canvassers, agents, and travelers..	11
Students	241	Artists and designers	10
Teachers and governesses	146	Manicurists, massagists, shampooers, and chiropodists.....	10
Milliners	87	Telegraph operators	9
Factory and mill employees.....	82	Trained nurses	8
Companions and ladies' maids	81	Hairdressers	5
Nursery governesses	33	Librarians	5
Machine operators	20	Laundry employees.....	5
Matrons and housekeepers.....	17	Pottery employees.....	5
Tailoresses and vest makers.....	17	Secretaries and superintendent ...	3
Telephone operators.....	16	Miscellaneous	95
Typewriters.....	15	No occupation.....	14
Compositors and proof readers....	14		
		Total	2,410

In the Margaret Louisa Home the classification is as follows:

Nurses	110	Telegraph operators	9
Stenographers, bookkeepers, and cashiers	342	Trained nurses	147
Saleswomen and clerks	237	Hairdressers.....	14
Dressmakers and seamstresses	489	Librarians	39
Students	229	Secretaries and superintendents...	84
Teachers and governesses	2,016	Miscellaneous (including 127 journalists, editors, reporters, cataloguers, and other literary workers; 70 physicians; 70 musicians, organists, singers, and violinists; 26 elocutionists, readers, and lecturers; 82 employed in china painting, fancy work, art embroidery, and lace; 96 boarding house and hotel keepers, and 116 in other occupations).....	587
Milliners	639		
Factory and mill employees.....	22	Total	6,022
Companions	43		
Matrons and housekeepers	225		
Typewriters.....	9		
Compositors and proof readers....	15		
Office employees.....	10		
Bindery employee	1		
Engaged in religious work.....	53		
Canvassers, agents, and travelers..	523		
Artists and designers	172		
Manicurists and massagists	7		

In the homes reporting on this subject other than the Margaret Louisa Home domestic service is more largely represented than any other occupation, the number in service, as given above, being more than one-fifth of the total number reported; stenographers, bookkeepers, and cashiers rank next in point of numbers; saleswomen, shop girls, and clerks come next, while dressmakers and seamstresses hold the fourth place in this classification by occupations. There are but 82 factory and mill employees reported, out of a total of 2,410. The fact that these homes do not largely reach this class of workers and some suggestions as to the reasons therefor have already been touched upon.

TABLE I.—NAME, LOCALITY, AND PROPERTY VALUE OF HOMES.

Mar- ginal num- ber.	Locality.	Name of home.
1	Oakland, Cal.	Chabot Woman's Sheltering and Protection Home
2	Oakland, Cal.	Young Women's Christian Association Home
3	San Francisco, Cal. .	San Francisco Girls' Union
4	San Francisco, Cal. .	Young Women's Christian Association
5	Denver, Colo.	Young Women's Christian Association
6	Denver, Colo.	Young Women's Christian Club
7	Hartford, Conn.	Young Women's Boarding Home
8	New Haven, Conn. .	Young Women's Christian Association
9	Washington, D. C. .	Young Woman's Christian Home
10	Chicago, Ill.	Home for Self-supporting Women
11	Chicago, Ill.	House of Providence
12	Chicago, Ill.	Jane Club
13	Chicago, Ill.	Working Woman's Home ("Minnetonka")
14	Chicago, Ill.	Young Women's Christian Association
15	Chicago, Ill.	Young Women's Christian Association, Transient Home
16	Chicago, Ill.	Young Woman's Christian Home
17	Rockford, Ill.	Young Women's Christian Association
18	Fort Wayne, Ind. .	Young Women's Christian Association
19	Indianapolis, Ind. .	Friends' Boarding Home for Girls
20	Dubuque, Iowa .	Home for Working Girls
21	Topeka, Kans.	Ingleside
22	Louisville, Ky.	Young Women's Boarding Home
23	Bangor, Me.	King's Daughters' Home of Bangor, Me
24	Lewiston, Me.	Young Women's Home
25	Baltimore, Md.	Aisquith House
26	Baltimore, Md.	Female Christian Home
27	Baltimore, Md.	St. Martha's Episcopal House
28	Baltimore, Md.	St Paul's House
29	Baltimore, Md.	Young Women's Christian Association
30	Boston, Mass.	Boston Young Women's Christian Association, Berkeley Street Home
31	Boston, Mass.	Boston Young Women's Christian Association, Warrenton Street Home
32	Boston, Mass.	Boarding House for Working Girls
33	Boston, Mass.	New England Helping Hand Home
34	Boston, Mass.	Working Girls' Home, or Home of the Grey Nuns
35	Fall River, Mass. .	Women's Union Home
36	Salem, Mass.	Woman's Friend Society
37	Springfield, Mass. .	Young Women's Christian Association Boarding Home
38	Worcester, Mass. .	Young Women's Christian Association
39	Detroit, Mich.	St. Mary Home for Young Women
40	Detroit, Mich.	Young Woman's Home
41	Kalamazoo, Mich. .	Young Women's Christian Association
42	Minneapolis, Minn. .	Woman's Christian Association Boarding Home
43	Minneapolis, Minn. .	Woman's Christian Association Branch Home
44	Kansas City, Mo. .	Young Women's Christian Association Home
45	St. Louis, Mo.	St. Joseph's Convent of Mercy, Young Girls' Home
46	St. Louis, Mo.	St. Louis Working Girls' Home
47	St. Louis, Mo.	Women's Christian Home
48	St. Louis, Mo.	Women's Training School
49	St. Louis, Mo.	Young Women's Christian Association
50	Brooklyn, N. Y.	Business Women's Union
51	Brooklyn, N. Y.	Young Women's Christian Association, Boarding Department
52	Buffalo, N. Y.	Working Girls' Club of Buffalo, N. Y.
53	New York, N. Y.	Cooperative Home
54	New York, N. Y.	Florence Crittenton
55	New York, N. Y.	Girls' Home Society
56	New York, N. Y.	Ladies' Christian Union Young Women's Home
57	New York, N. Y.	Ladies' Christian Union Branch Home
58	New York, N. Y.	Ladies' Christian Union Eva Home
59	New York, N. Y.	Margaret Louisa Home of the Y. W. C. A.
60	New York, N. Y.	National Christian League Industrial Home for Self-supporting Women
61	New York, N. Y.	St. Bartholomew's Girls' Club Boarding House
62	New York, N. Y.	Shelter for Respectable Girls
63	New York, N. Y.	Young Women's Home Society of the French Evangelical Church in the City of New York
64	Rochester, N. Y.	Young Women's Christian Association Boarding Home
65	Troy, N. Y.	Young Women's Association

a Not incorporated.

b Not reported.

c The home is under the management of the Y. W. C. A., which was incorporated in 1877.

d For lodging house.

e The home is a department of the Y. W. C. A., which was chartered April 3, 1879.

f Rent donated.

g For branch home.

h Including Warrenton Street Home.

i Included in Berkeley Street Home.

j Owned by the archbishop.

k Operated under charter of Fall River Women's Union, which was chartered February 7, 1837.

l From August 1, 1896, to April 30, 1897.

BOARDING HOMES AND CLUBS FOR WORKING WOMEN. 185

TABLE I.—NAME, LOCALITY, AND PROPERTY VALUE OF HOMES.

Established.	Incorporated.	Building owned.	If owned, estimated value of land and improvements.	If not owned, yearly rent.	Value of furniture and other household articles owned.	Marginal number.
May 3, 1888.....		Yes.....	\$12,000.00	.....	\$1,500.00	1
Nov. 3, 1892.....	Nov. 17, 1890.....	Yes.....	18,000.00	.....	2,500.00	2
Mar. 27, 1884.....	June 6, 1884.....	No.....	.....	\$960.00	1,000.00	3
Sept. 18, 1877.....	Mar. 22, 1886.....	Yes.....	42,000.00	.....	5,000.00	4
Jan. 11, 1887.....	July 3, 1893.....	No.....	.....	3,024.00	2,000.00	5
May 23, 1892.....	(a)	No.....	.....	1,020.00	2,000.00	6
Oct. —, 1872.....	July —, 1869.....	Yes.....	60,000.00	.....	.....	7
Dec. —, 1880.....	Mar. 8, 1882.....	Yes.....	40,000.00	.....	3,500.00	8
Apr. —, 1886.....	Feb. 23, 1886.....	Yes.....	30,000.00	.....	1,600.00	9
—, 1887.....	—, 1890.....	Yes.....	20,000.00	.....	2,500.00	10
(b)	(b)	Yes.....	(b)	.....	(b)	11
May —, 1892.....	(a)	No.....	.....	840.00	1,500.00	12
Apr. —, 1890.....	Apr. —, 1890.....	No.....	.....	720.00	600.00	13
—, 1876.....	—, 1877.....	Yes.....	35,000.00	.....	10,000.00	14
May 1, 1839.....	(c)	No.....	.....	900.00	300.00	15
Sept. 1, 1895.....	(a)	No.....	.....	240.00	400.00	16
May —, 1891.....	July —, 1891.....	Yes.....	6,000.00	d156.00	500.00	17
June —, 1894.....	Mar. 6, 1897.....	No.....	.....	855.50	1,000.00	18
July 22, 1890.....	(a)	No.....	.....	960.00	1,000.00	19
July —, 1884.....	(a)	Yes.....	15,000.00	.....	3,000.00	20
Dec. 2, 1867.....	Feb. 25, 1896.....	Yes.....	7,500.00	.....	2,500.00	21
July 31, 1891.....	Dec. 2, 1867.....	Yes.....	11,000.00	.....	3,000.00	22
Jan. 30, 1893.....	Dec. 2, 1891.....	Yes.....	7,000.00	.....	1,500.00	23
Aug. 1, 1894.....	(e)	Yes.....	8,500.00	.....	925.00	24
Dec. —, 1865.....	June —, 1895.....	No.....	.....	(f)	300.00	25
Sept. 20, 1894.....	Apr. 8, 1867.....	Yes.....	16,200.00	.....	500.00	26
Nov. 1, 1882.....	—, 1897.....	Yes.....	5,500.00	.....	500.00	27
Feb. 12, 1883.....	(a)	Yes.....	22,300.00	.....	500.00	28
—, 1884.....	Feb. 10, 1883.....	Yes.....	34,000.00	g300.00	8,000.00	29
—, 1874.....	Apr. 13, 1867.....	Yes.....	h275,000.00	.....	h25,000.00	30
Sept. —, 1890.....	(a)	No.....	.....	2,200.00	6,000.00	31
—, 1885.....	Dec. 12, 1887.....	Yes.....	13,000.00	.....	1,500.00	32
Apr. 1, 1888.....	Apr. 1, 1889.....	(j)	25,000.00	.....	15,000.00	34
Aug. 1, 1896.....	(k)	No.....	.....	1162.00	500.00	35
—, 1876.....	—, 1885.....	Yes.....	9,200.00	.....	1,200.00	36
—, 1885.....	(m)	Yes.....	10,000.00	.....	2,000.00	37
Sept. 22, 1892.....	(n)	Yes.....	o121,059.78	.....	o12,812.59	38
Jan. 1, 1895.....	Mar. 1, 1896.....	No.....	.....	600.00	2,500.00	39
—, 1877.....	—, 1877.....	Yes.....	30,000.00	.....	2,500.00	40
—, 1887.....	—, 1893.....	Yes.....	6,500.00	.....	800.00	41
—, 1872.....	Nov. 6, 1896.....	Yes.....	(b)	.....	(b)	42
—, 1884.....	(b)	No.....	.....	882.50	(b)	43
—, 1888.....	—, 1890.....	No.....	.....	1,200.00	2,500.00	44
(b)	(b)	(b)	(b)	.....	(b)	45
—, 1889.....	—, 1895.....	No.....	.....	780.00	500.00	46
—, 1868.....	Jan. 5, 1870.....	Yes.....	32,000.00	.....	3,000.00	47
Nov. —, 1882.....	(p)	No.....	.....	2,503.20	2,000.00	48
(b)	—, 1882.....	No.....	.....	720.00	(b)	49
May 1, 1871.....	Nov. —, 1871.....	Yes.....	37,000.00	.....	(b)	50
(b)	—, 1880.....	No.....	.....	q200.01	1,000.00	51
Feb. —, 1892.....	June 2, 1896.....	No.....	.....	1,000.00	3,000.00	52
Nov. —, 1893.....	June 12, 1896.....	No.....	.....	1,500.00	(b)	53
Apr. 6, 1891.....	Apr. 3, 1893.....	No.....	.....	(f)	2,000.00	54
Feb. —, 1895.....	(a)	No.....	.....	600.00	(b)	55
—, 1856.....	Apr. 5, 1866.....	Yes.....	(b)	.....	(b)	56
—, 1870.....	Apr. 5, 1866.....	Yes.....	26,000.00	.....	(b)	57
—, 1893.....	Apr. 5, 1866.....	Yes.....	(b)	.....	(b)	58
Jan. 19, 1891.....	(r)	Yes.....	.....	.....	10,000.00	59
May 1, 1895.....	(t)	(u)	45,000.00	.....	3,000.00	60
Feb. —, 1895.....	(v)	No.....	.....	1,500.00	2,000.00	61
—, 1872.....	—, 1880.....	No.....	.....	3,600.00	3,000.00	62
—, 1888.....	Oct. 7, 1890.....	Yes.....	15,000.00	.....	(b)	63
—, 1884.....	—, 1891-1895.....	Yes.....	20,000.00	.....	(b)	64
—, 1883.....	—, 1886.....	Yes.....	60,000.00	.....	4,000.00	65

m The home is a department of the Y. W. C. A., which was incorporated in 1882.

n The home is a department of the Y. W. C. A., which was incorporated October 26, 1885.

o Includes value of Y. W. C. A. property and Vacation House.

p The home is a department of the Y. W. C. A., which was chartered in 1870.

q For three months; rent free for two years.

r The home is a department of the Y. W. C. A., which was incorporated April 29, 1873.

s Not known; gift of Mrs. Elliott F. Shepard.

t The home is under the management of the National Christian League, which is incorporated; date not reported.

u Owned by the president of the league.

v Operated under charter of St. Bartholomew's Club; date of incorporation not reported.

TABLE I.—NAME, LOCALITY, AND PROPERTY VALUE OF HOMES—Concluded.

Mar- ginal num- ber.	Locality.	Name of home.
66	Utica, N. Y.	Industrial Home
67	Cincinnati, Ohio	House of Mercy
68	Cincinnati, Ohio	Lawrence
69	Cincinnati, Ohio	Sacred Heart Home for Young Working Girls
70	Cincinnati, Ohio	Young Women's Christian Association Boarding House
71	Cleveland, Ohio	Boarding Home for Working Women
72	Cleveland, Ohio	St. Mary's
73	Columbus, Ohio	Woman's Educational and Industrial Union
74	East Liverpool, Ohio	Woman's Christian Temperance Union Home for Young Women
75	Steubenville, Ohio	Helping Hand
76	Portland, Oregon ...	Home for Unemployed Women
77	Portland, Oregon ...	Portland Women's Union
78	Allegheny, Pa.	Young Women's Boarding Home
79	Erie, Pa.	Women's Christian Association Boarding Home of Erie
80	Philadelphia, Pa.	Boarding Home of Germantown Women's Christian Association
81	Philadelphia, Pa.	Guild Boarding Home
82	Philadelphia, Pa.	Temporary Home Association
83	Philadelphia, Pa.	Women's Christian Association of Philadelphia, Boarding Department
84	Pittsburg, Pa.	Central Young Women's Christian Association
85	Pittsburg, Pa.	Young Women's Christian Association Home
86	Providence, R. I.	St. Maria Home
87	Providence, R. I.	Young Women's Christian Association
88	Memphis, Tenn.	Anne Brinkley Home
89	Dallas, Tex.	Girls' Cooperative Home
90	Richmond, Va.	Woman's Christian Association

a Not incorporated.

b From January 8, 1897, to June 12, 1897.

c Owned by Sisters of St. Joseph.

d Not reported.

TABLE II.—AGENCY THROUGH WHICH HOME WAS ESTABLISHED AND CONDITIONS OF ADMISSION.

Mar- ginal num- ber.	Agency through which home was established.	Home for tem- porary or permanent residence.
1	Bequest of Anthony Chabot	Temporary ..
2	Earnest women and persistent effort	Both
3	Philanthropic men and women of the various churches	Both
4	Managers of the association	Both
5	Ladies of the city	Both
6	Sunday-school class, Trinity M. E. Church	Both
7	Women's Christian Association	Permanent ..
8	Ladies of the city	Both
9	Mrs. Mary G. Wilkinson	Temporary ..
10	A committee of ladies interested in working girls	Permanent ..
11	Franciscan Sisters	Permanent ..
12	Miss Jane Addams, of Hull House	Permanent ..
13	(a)	Both
14	Young Women's Christian Association	Both
15	Young Women's Christian Association	Both
16	Public philanthropy	Both
17	Young Women's Christian Association	Both
18	International Committee Young Women's Christian Association	Both
19	Women of Western Yearly Meeting of Friends' Church	Both
20	(a)	Permanent ..
21	Citizens of Topeka	Both
22	Mrs. Mary Crutcher and others	Both
23	King's Daughters' Union, of Bangor	Temporary ..
24	Women's Christian Association	Both
25	Rev. Edmund Didies	Both
26	Ladies of various Protestant churches	Both
27	Daughters of the King	Both
28	Parishioners of St. Paul's Church, Baltimore	Temporary ..
29	A few Christian women	Both
30	Boston Young Women's Christian Association	Both
31	Boston Young Women's Christian Association	Both

a Not reported.

BOARDING HOMES AND CLUBS FOR WORKING WOMEN. 187

TABLE I.—NAME, LOCALITY, AND PROPERTY VALUE OF HOMES—Concluded.

Established.	Incorporated.	Building owned.	If owned, estimated value of land and improvements.	If not owned, yearly rent.	Value of furniture and other household articles owned.	Marginal number.
—, 1871.....	June 6, 1871.....	Yes.....	\$20,000.00	.....	\$1,500.00	66
—, 1858.....	(a).....	Yes.....	24,000.00	.....	2,000.00	67
Oct. 1, 1896.....	(a).....	No.....	.....	6 \$275.00	350.00	68
June 16, 1892.....	Feb. —, 1893.....	(c).....	45,000.00	.....	3,000.00	69
(d).....	Oct. 6, 1868.....	Yes.....	22,000.00	.....	2,500.00	70
Nov. 11, 1869.....	(e).....	Yes.....	30,000.00	.....	1,500.00	71
Mar. —, 1895.....	(d).....	Yes.....	(d).....	.....	(d).....	72
Dec. —, 1886.....	Jan. 26, 1887.....	Yes.....	16,500.00	.....	500.00	73
Nov. 3, 1894.....	(d).....	No.....	.....	288.00	1,200.00	74
Dec. 1, 1895.....	(a).....	No.....	.....	180.00	(d).....	75
June —, 1895.....	(d).....	No.....	.....	180.00	500.00	76
Oct. 21, 1887.....	Oct. 21, 1887.....	Yes.....	20,369.00	.....	4,216.00	77
Mar. 25, 1889.....	(f).....	Yes.....	20,000.00	.....	1,500.00	78
Apr. —, 1895.....	Mar. 22, 1895.....	No.....	.....	480.00	(d).....	79
—, 1870.....	—, 1875.....	Yes.....	13,000.00	.....	(d).....	80
Apr. —, 1896.....	(d).....	No.....	.....	336.00	800.00	81
June 25, 1849.....	Jan. 29, 1852.....	Yes.....	12,000.00	.....	1,000.00	82
June —, 1871.....	May —, 1871.....	Yes.....	335,000.00	.....	15,000.00	83
Dec. —, 1891.....	Dec. —, 1891.....	No.....	.....	g 2,422.05	(d).....	84
—, 1890.....	June 9, 1888.....	Yes.....	12,000.00	.....	1,500.00	85
—, 1888.....	Feb. 21, 1890.....	Yes.....	75,000.00	.....	(d).....	86
—, 1867.....	—, 1870.....	Yes.....	h 39,291.66	.....	(d).....	87
—, 1887.....	—, 1887.....	Yes.....	23,000.00	.....	2,000.00	88
—, 1891.....	—, 1892.....	Yes.....	8,500.00	.....	1,500.00	89
Mar. —, 1887.....	Mar. —, 1890.....	Yes.....	18,000.00	.....	2,000.00	90

e The home is a department of the Y. W. C. A. of Cleveland, which was incorporated in April, 1869.

f The home is a branch of the Y. W. C. A., which is incorporated; date not reported.

g Including water tax.

h Two buildings.

TABLE II.—AGENCY THROUGH WHICH HOME WAS ESTABLISHED AND CONDITIONS OF ADMISSION.

Conditions of admission.		Marginal number.
Age.	Other.	
All ages.....	Respectability; working for a living.....	1
Under 35 years.....	Protestant.....	2
10 to 35 years.....	No conditions relating to religion.....	3
16 to 35 years.....	Good character; two reliable references.....	4
All ages.....	Good character.....	5
16 years and over.....	Good character; self-supporting.....	6
Under 40 years.....	Self-supporting or preparing for self-support; Protestant; white.....	7
Under 30 years.....	Good character; those earning small wages given preference.....	8
Under 35 years.....	Good character; in need of help.....	9
Under 30 years.....	Respectability; without natural protection in Chicago.....	10
14 years and over.....	Good character.....	11
18 to 35 years.....	Good character; city reference; self-supporting; subscribe to constitution.....	12
All ages.....	Respectability; working for a living.....	13
(a).....	Good character.....	14
All ages.....	No restrictions.....	15
(a).....	Respectability; self-maintenance.....	16
16 to 40 years.....	Two acceptable references.....	17
All ages.....	Good character; wholly or partially self-supporting.....	18
All ages.....	Good character.....	19
All ages.....	Good character.....	20
(a).....	(a).....	21
32 years and under.....	(a).....	22
All ages.....	Good character.....	23
Young girls preferred.....	Good character.....	24
18 years to middle age.....	Respectability; industry; cleanliness.....	25
Under 27 years.....	Good character; self-supporting.....	26
(a).....	Good character; able to pay only moderate board.....	27
Under 25 years (b).....	References as to good character.....	28
Under 35 years.....	Two references as to good character.....	29
25 years and under.....	References as to good character.....	30
25 years and under.....	References as to good character.....	31

b Exceptions are made.

TABLE II.—AGENCY THROUGH WHICH HOME WAS ESTABLISHED AND CONDITIONS OF ADMISSION—Concluded.

Marginal number.	Agency through which home was established.	Home for temporary or permanent residence.
32	First Church (Unitarian) of Boston.....	Permanent ..
33	New England Helping Hand Society	Permanent ..
34	The archbishop and ladies' societies.....	Both ..
35	Fall River Women's Union	Temporary ..
36	(a)	Temporary ..
37	Young Women's Christian Association	Both ..
38	A group of women desiring to work for and with other women	Permanent ..
39	Catholic ladies of Detroit	Permanent ..
40	Five women and two men	Both ..
41	Young Women's Christian Association	Permanent ..
42	Woman's Christian Association of Minneapolis	Both ..
43	Woman's Christian Association of Minneapolis	Both ..
44	Christian women	Both ..
45	Sisters of Mercy	Both ..
46	Benevolent individual	Temporary ..
47	Women's Christian Association	Both ..
48	Women's Christian Association	Both ..
49	Women's Christian Association	Both ..
50	Committee of ladies of Brooklyn Woman's Club	Both ..
51	Home Association of Working Women and Girls.....	Both ..
52	Lecture by Grace Dodge	Both ..
53	Dr. J. A. B. Wilson	Temporary ..
54	Charles N. Crittenton, A. W. Dennett.....	Temporary ..
55	Woman's Society of the German Baptist Church.....	Both ..
56	Ladies' Christian Union	Both ..
57	Ladies' Christian Union	Both ..
58	Ladies' Christian Union	Both ..
59	Gift of Mrs. Elliott F. Shepard to the Young Women's Christian Association	Temporary ..
60	The Christian League and its president	Both ..
61	Girls' Club of St. Bartholomew's Church.....	Temporary ..
62	Episcopal Sisterhood	Temporary ..
63	Young Women's Christian Association of the French Evangelical Church.....	Temporary ..
64	Young Women's Christian Association.....	Both ..
65	Ladies' Society of Troy, N. Y.	Permanent ..
66	Women's Christian Association	Temporary ..
67	Sisters of Mercy	Temporary ..
68	Episcopal Church of Cincinnati	Permanent ..
69	Miss M. McCabe, of Cincinnati	Both ..
70	Thoughtful Christian women	Permanent ..
71	Women's Christian Association	Both ..
72	(a)	Temporary ..
73	Gifts of various people	Both ..
74	Woman's Christian Temperance Union	Both ..
75	Steubenville Central Woman's Christian Temperance Union	Temporary ..
76	Mrs. Dr. Henry W. Coe	Temporary ..
77	Portland Women's Union	Both ..
78	Gift of the property by Mrs. Felix R. Brunot to the Young Women's Christian Association	Both ..
79	Mrs. D. P. Eells, president, and Mrs. L. T. Scofield, vice president, Cleveland Christian Association	Both ..
80	Women's Christian Association of Germantown	Both ..
81	St. James's Guild for Girls	Permanent (b)
82	A society of women	Temporary ..
83	Women's Christian Association	Both ..
84	Young Women's Christian Association	Permanent ..
85	Young Women's Christian Association	Both ..
86	(a)	Both ..
87	Annie F. Martin, Laura C. Lincoln, Frances M. White, Maria M. Benedict, Elizabeth E. Andrews	Both ..
88	Women's Christian Association	Temporary ..
89	Ladies of Dallas	Both ..
90	Ladies of Richmond	Both ..

a Not reported.

b Temporary boarders received when there is room.

BOARDING HOMES AND CLUBS FOR WORKING WOMEN. 189

TABLE II.—AGENCY THROUGH WHICH HOME WAS ESTABLISHED AND CONDITIONS OF ADMISSION—Concluded.

Conditions of admission.		Marginal number.
Age.	Other.	
16 to 25 years	Earning less than \$3 per week or supporting some other member of family.	32
All ages	Good character; Protestant; earning less than \$6 per week.	33
15 to 40 years	Physically and mentally sound.	34
Over 12 years	Respectability.	35
Under 60 years	Good character.	36
All ages	Good character; preference given to self-supporting young women.	37
All ages	Self-supporting; Protestant.	38
15 to 30 years	References.	39
15 to 30 years	Unmarried; no home in Detroit; self-supporting or preparing for self-support.	40
All ages	Good character; self-supporting.	41
(a)	(a)	42
All ages	Obedience to rules of the home.	43
All ages	Good references as to character.	44
(a)	Unmarried; good character; working for a living.	45
12 to 50 years	Working for a living.	46
(a)	Good character; self-maintenance.	47
All ages	Good character.	48
(a)	Good references.	49
All ages	Good character; self-supporting.	50
(a)	Membership in Young Women's Christian Association.	51
Over 14 years	Good behavior; working for a living.	52
(a)	Self-supporting.	53
30 years and under	(a)	54
(a)	Good character.	55
(a)	Earning wages; unable to pay prices of usual boarding houses.	56
(a)	Earning wages; unable to pay prices of usual boarding houses.	57
(a)	Earning wages; unable to pay prices of usual boarding houses.	58
All ages	Self-supporting; Protestant; not house servants.	59
All ages	No requirements but desire and need.	60
Young women	Membership St. Bartholomew's Girls' Club; without families in the city.	61
Young women	Seeking employment or being temporarily homeless; credentials of capability and character.	62
All ages	Respectability; speak French; temporarily unemployed.	63
All ages	Good character; self-supporting.	64
Young women	Respectable character; working for a living.	65
(a)	Unmarried; respectability; desiring refined home suitable to their means.	66
7 years and over	Good character.	67
All ages; young women preferred.	Self-supporting on small salary.	68
14 to 30 years	Respectability.	69
Under 30 years	Good behavior; those whose need is greatest.	70
All ages; young women preferred.	Good character; references.	71
(a)	Honesty and respectability.	72
All ages	Good character.	73
All ages	Good character.	74
All ages	In need.	75
14 to 45 years	Good health; good reputation; without means.	76
(a)	Testimonials of character.	77
Young girls	Self-supporting.	78
All ages	Good character; willing obedience to rules of the home.	79
Under 25 years	Income not exceeding \$6 per week.	80
14 years and over	Working for a living.	81
All ages	Seeking employment, help, or shelter.	82
Young women preferred.	Self-supporting or preparing for self-support.	83
(a)	Good character; Protestant; references.	84
(a)	Good character; Protestant; self-supporting.	85
(a)	(a)	86
Over 18 years	Good character.	87
Young women	Unmarried.	88
(c)	Good references.	89
All ages	Good character; working for a living.	90

c Single, all ages; widows under 23.

TABLE III.—NUMBER OF BOARDERS AND SLEEPING ROOMS AND COST OF LIVING.

Marginal number.	Boarders.						Sleeping rooms.			Cost of living, etc.		
	That can be accommodated.	At time of report.	Now unemploved.	Average number.	Different ones during last year.	Different ones since establishment of home.	Single.	For two only.	For three or more.	Average per week, including room rent.	Are free meals served to the unemploved?	If not, are they served at a reduced rate?
1	36	16	9	20	325	(a)	-----	16	-----	\$2.50 to \$4.00	Yes....	
2	40	25	4	25	92	348	15	21	(a)	3.00	No.....	
3	35	25	6	22	520	5,300	5	7	2	3.50 to 4.00	Yes(b,c)	No.
4	76	70	8	65	539	4,000	40	18	-----	3.50	Yes....	(c)
5	65	65	12	(d)	1,100	4,000	10	30	-----	4.50	Yes(b)	
6	35	19	2	25	138	600	5	6	4	4.60	No.....	No.
7	70	65	-----	50	100	e 2,000	4	40	-----	3.00	Yes(b)	
8	61	30	2	50	300	1,400	34	12	1	4.00	No.....	Yes.
9	40	18	-----	20	379	1,850	24	3	3	2.45	Yes....	(f)
10	66	62	-----	60	205	(a)	4	2	6	2.60	No.....	No.
11	110	85	52	65	(a)	(a)	(a)	(a)	(a)	(a)	Yes....	(a)
12	27	25	1	22	42	225	3	2	7	3.00	No.....	No.
13	40	22	13	35	900	5,250	4	4	8	2.50	Yes....	
14	300	190	5	250	3,500	(a)	96	63	(a)	3.00 to 6.00	No.....	No.
15	25	20	12	20	300	2,400	(a)	1	4	3.00	Yes....	
16	14	6	-----	7	20	(a)	1	2	3	3.00	Yes(g)	
17	15	8	-----	12	25	e 60	2	7	-----	2.50	Yes(b,c)	(e)
18	23	19	-----	21	(a)	(a)	5	4	3	3.84	Yes(b,c)	(c)
19	26	20	-----	20	175	800	-----	13	-----	3.00 to 3.50	Yes(b)	
20	35	20	2	20	50	300	5	3	5	2.00	No.....	No.
21	30	12	5	6	(a)	(a)	(a)	30	2	2.50	Yes....	
22	30	30	-----	27	65	3,750	12	10	2	2.50	Yes....	
23	20	20	2	17	88	500	4	5	4	3.00	Yes....	
24	15	9	2	10	72	306	2	4	2	2.75	Yes....	
25	25	18	3	18	83	227	6	3	4	2.50	Yes(c)	(c)
26	30	27	1	27	50	1,100	2	11	2	2.75	No.....	
27	18	10	3	12	28	(a)	5	4	2	h 2.50	Yes....	(h)
28	20	14	1	16	119	(a)	11	1	2	3.00	Yes(b)	
29	47	47	4	33	325	8,500	11	13	3	2.75 to 3.25	(i)	(i)
30	142	142	6	(a)	j 2,140	(a)	j 33	j 102	j 48	4.00	Yes(c)	(c)
31	180	180	8	(a)	(k)	(a)	(k)	(k)	(k)	4.00	Yes(c)	(c)
32	39	36	4	37	80	420	-----	5	10	3.50 to 4.00	No.....	No.
33	21	21	3	20	75	700	1	3	4	3.00	No.....	No.
34	155	135	50	140	1,695	7,682	30	26	21	2.60	Yes(c)	(c)
35	12	4	1	5	l 38	l 38	4	4	-----	m 1.00 to 3.00	(m)	(m)
36	26	20	1	20	30	(a)	2	-----	8	(a)	No.....	No.
37	41	35	-----	35	438	(a)	3	16	2	3.25 to 5.00	Yes(b,c)	(c)
38	85	78	3	80	142	355	17	20	8	3.75	No.....	No.
39	40	24	7	30	337	(a)	-----	3	15	2.00	Yes....	
40	68	60	6	55	n 587	(a)	9	25	2	3.00	No.....	No.
41	10	8	-----	9	(a)	(a)	-----	5	-----	3.15	No.....	No.
42	70	39	(a)	65	205	(a)	-----	35	-----	3.50	No.....	No.
43	30	18	-----	25	390	(a)	-----	7	5	2.00 to 3.00	No.....	No.
44	130	60	3	50	300	(a)	30	15	8	3.25	Yes....	
45	45	35	30	35	1,231	(a)	45	3	4	2.50 to 3.50	(a)	(a)
46	30	16	3	22	120	(a)	-----	7	5	m 2.00	(m)	(m)
47	90	87	-----	62	552	0,840	10	36	3	3.00 to 3.50	Yes(b)	
48	40	33	-----	30	200	4,200	4	10	5	3.00 to 4.00	Yes(c)	(c)
49	30	15	5	10	100	600	4	1	1	3.00 to 4.00	No.....	No.
50	42	36	-----	38	(a)	(a)	36	3	-----	4.75 to 6.00	No.....	No.
51	19	18	1	18	30	152	4	6	1	3.00	No.....	No.
52	29	29	2	29	(a)	5,000	1	1	10	3.10	(a)	(a)
53	31	31	-----	31	105	307	3	3	6	2.50 to 3.00	No.....	No.
54	20	20	5	14	167	671	2	4	3	2.95	Yes....	
55	20	(a)	(a)	(a)	247	374	2	(a)	3	3.00	No.....	(a)

a Not reported.
 b In special cases.
 c Are also served at reduced rate.
 d In dining room, 220 per day.
 e Not including transients.
 f Rates vary according to wages earned.
 g On promise of future payment.
 h Those on half time pay half board.
 i Paid for out of special fund.
 j Including number in Warrenton Street Home.
 k Included in Berkeley Street Home.
 l From August 1, 1896, to April 30, 1897.
 m No meals served; lodgings only.
 n For 10 months.
 o At discretion of superintendent.

BOARDING HOMES AND CLUBS FOR WORKING WOMEN. 191

TABLE III.—NUMBER OF BOARDERS AND SLEEPING ROOMS, ETC.—Concluded.

Marginal number.	Boarders.						Sleeping rooms.			Cost of living, etc.		
	That can be accommodated.	At time of report.	Now unemployed.	Average number.	Different ones during last year.	Different ones since establishment of home.	Single.	For two only.	For three or more.	Average per week, including room rent.	Are free meals served to the unemployed?	If not, are they served at a reduced rate?
56	85	70	10	70	(a)	(a)	(a)	(a)		\$3.00 to \$5.00	Yes (b).	
57	38	25	.....	30	(a)	(a)	8	.....	10	3.00 to 5.00	Yes (b).	
58	45	80	.....	33	(a)	(a)	(a)	14	5	3.00 to 5.00	Yes (b).	
59	120	108	(a)	103	6,057	27,764	46	31	.....	7.00	No.....	No.
60	60	45	15	45	648	(a)	13	5	3	2.50 to 4.00	Yes (b).	
61	25	23	3	20	90	110	2	2	5	3.50	No.....	No.
62	45	41	41	30	500	7,285	6	2	5	3.50	Yes.....	
63	30	18	18	15	264	2,400	4	4	3	4.00	No.....	No.
64	18	17	3	12	(a)	(a)	(a)	(a)	(a)	3.00	No.....	No.
65	57	57	2	(c)	(a)	(a)	57	.....	.....	4.00 to 5.00	No.....	No.
66	20	9	(a)	12	28	638	16	3	(a)	3.00	Yes (b).	
67	60	43	34	50	(a)	1,200	4	2	3	1.00 to 2.00	Yes.....	
68	16	13	3	12	d 48	d 48	.....	2	4	3.00	No.....	No.
69	75	75	40	25	600	6,000	5	7	13	2.00 to 3.00	Yes.....	
70	14.	11	1	12	16	(a)	2	2	3	3.00	Yes.....	
71	55	40	1	43	400	(a)	1	28	1	3.00	(e)	(e)
72	40	37	3	30	220	450	17	4	3	2.75	Yes.....	
73	f 50	20	2	30	(a)	(a)	2	6	3	2.75	Yes (b).	
74	17	10	.....	14	65	150	.....	1	5	2.50	Yes.....	
75	13	4	.....	(a)	(a)	(a)	5	4	.....	(a)	(g)	(g)
76	15	(a)	(a)	(a)	320	700	3	2	1	1.55	Yes.....	
77	48	22	.....	(a)	18	(a)	2	24	1	2.50 to 7.00	No.....	No.
78	22	22	.....	20	35	(a)	.....	2	5	3.50	No.....	No.
79	16	5	.....	11	35	68	.....	5	2	2.50 to 3.00	Yes (b).	
80	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)	(a)
81	12	11	2	7	44	44	2	2	2	3.50	No.....	No.
82	25	25	14	27	(a)	(a)	.....	7	4	(a)	Yes.....	(h)
83	250	197	5	190	465	(a)	137	69	(a)	3.00 to 5.00	Yes.....	
84	46	46	.....	46	(a)	(a)	3	2	14	5.00	No.....	Yes.
85	30	30	.....	28	(a)	(a)	(a)	(a)	1	1.15 to 2.75	(i)	(i)
86	125	103	18	70	(a)	(a)	78	4	3	3.00	Yes.....	
87	58	29	.....	50	423	(a)	17	23	.....	3.00 to 4.00	Yes (b).	
88	55	40	4	35	112	900	6	2	11	1.15	Yes.....	
89	40	20	2	18	(a)	(a)	3	(a)	14	1.15	Yes.....	
90	40	27	1	23	172	664	.....	3	7	2.00	No.....	Yes.

a Not reported.
 b In special cases.
 c Over 100 served with meals.
 d For 5 months.
 e At discretion of superintendent.
 f Including day boarders.
 g Those served are allowed to assist with the work for payment.
 h Meals and lodgings also furnished at 10 cents each.
 i No meals served; lodgings only.

TABLE IV.—RECEIPTS AND EXPENDITURES FOR THE LAST FISCAL YEAR.

Marginal number.	Receipts.				Expenditures.					
	Board, room rent, and meals.	Fees, dues, and other charges to inmates.	Other sources.	Total.	Rent.	Food.	Salaries and wages.	Furniture and repairs.	All other purposes.	Total.
1	\$654.65		\$3,015.34	\$3,669.99		\$3,015.36	\$300.00	\$165.15	\$789.18	\$4,269.69
2	3,547.40	\$234.50	168.28	3,950.18		1,655.05	1,197.00	128.85	969.28	3,950.16
3	3,115.20		5,877.73	8,992.93	\$960.00	1,409.80	882.40	168.20	5,602.20	9,020.60
4	6,647.58	882.89	10,325.81	17,356.28		8,268.15	6,375.65	508.65	2,255.60	17,408.05
5	15,557.89	977.87	1,120.60	17,656.18	3,024.00	7,340.04	4,772.60	420.04	2,103.94	17,680.62
6	3,554.30	171.00	1,297.25	5,022.55	1,020.00	2,125.02	4,569.78	700.00	607.77	5,022.55
7	8,794.22			8,794.22		6,157.99	2,239.07	300.16	97.00	8,794.22
8	9,177.29	269.35	3,282.62	12,729.26		4,996.20	2,555.95	706.26	2,124.32	10,352.73
9		(a)	(a)	4,572.44		(b)	(b)	(b)	3,395.90	4,423.90
10	7,987.05		1,239.61	8,626.66		4,006.08	2,053.00	647.10	1,287.74	7,993.92
11		(d)	(d)			(d)	(d)	(d)		
12	4,000.85	219.52	410.00	4,630.37	840.00	2,131.04	799.00	20.70	889.34	4,680.08
13	2,145.30		111.40	2,256.70	720.00	(b)	(b)	(b)	e 1,522.72	2,242.72
14	24,583.38	(a)	f 11,614.64	f 35,898.02		7,109.87	4,737.22	9,595.93	g 50,346.24	g 71,789.26
15	2,355.33			2,355.33		(b)	(b)	(b)	e 1,907.70	2,807.70
16	920.88		375.63	1,296.51	240.00	522.41	310.50	64.33	157.84	1,295.38
17	700.00	500.00	757.44	1,957.44	h 156.00	670.00	650.00	120.00	356.00	1,956.00
18	3,158.75	713.50	1,204.76	5,077.01	855.50	1,586.48	1,285.75	320.92	1,648.02	5,096.67
19	3,625.26		378.84	4,004.10	960.00	1,783.90	760.05	168.62	322.12	3,934.69
20	1,143.50		200.00	1,343.50		500.00	600.00	150.00	50.85	1,300.85
21		(d)	(d)			(a)	(a)	(a)	(a)	1,000.00
22	3,650.00			3,650.00		4,750.00	300.00	9.00		5,559.00
23	2,157.37		676.64	2,834.01		1,685.29	724.40	151.54	421.32	2,982.55
24	724.58	120.38	1,181.87	2,026.83		727.17	643.17	84.03	443.07	1,897.44
25	1,300.80		i 148.90	i 1,449.70	(j)	1,089.85	83.85	125.00	151.00	1,449.70
26	2,297.05		497.00	2,794.05		1,519.69	632.50	420.66	311.00	2,838.85
27	404.00		400.00	804.00		800.00	210.00	50.00		1,060.00
28	1,863.10		719.22	2,582.32		k 1,745.68	(l)	353.01	509.95	2,608.64
29	4,759.65		4,127.42	8,887.07	m 300.00	4,275.00	2,904.96	332.47	1,174.64	8,887.07
30	30,704.59		6,000.63	36,705.22		20,032.10	n 9,528.15	3,141.70	3,961.48	36,663.43
31	32,820.04		472.31	33,292.35		16,169.97	8,046.72	2,958.38	5,501.64	32,676.71
32	7,990.54		2,739.83	10,730.37	2,200.00	4,745.43	2,656.21	235.47	1,055.09	10,802.20
33	2,201.49		1,853.42	4,054.91		2,203.28	986.00	100.00	836.03	4,121.31
34	17,201.80	18.00	17,219.80			11,882.33	2,313.17	553.26	2,070.04	17,218.80
35	p 212.50		p 210.50	p 423.00	p 162.00	(p q)	p 161.22	p 30.06	p 39.17	p 392.45
36	1,629.24		2,482.64	4,111.88		1,099.12	1,542.13	190.19	663.34	3,494.78
37	5,726.58	88.57	7,177.54	12,992.69		2,970.33	3,298.45	1,736.71	4,065.13	12,070.62
38	20,510.83		10,334.94	30,845.77		6,932.31	8,624.33	4,950.15	13,027.58	33,534.37
39	1,983.02		1,065.44	3,048.46	600.00	1,254.09	805.57	1,123.31		3,782.97
40	7,710.92		450.00	8,160.92		3,327.60	2,628.00		790.00	6,745.60
41	787.70			787.70		(d)	(d)	(d)	(d)	(d)
42	10,094.57		99.50	10,194.07		5,770.14	2,345.50	491.30	1,914.04	10,520.76
43	2,949.89	118.00	295.00	3,362.89	882.50	1,190.15	858.00	35.00	351.64	3,317.29
44	7,402.60		7,202.46	14,605.06	1,200.00	(b)	(b)	(b)	e 13,417.65	14,617.65
45		(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)
46	q 700.00	2,000.00	500.00	3,200.00	780.00	(g)	720.00	600.00	500.00	2,600.00
47	12,316.49		36.25	12,352.74		6,653.19	2,798.01	313.35	2,166.64	11,931.19
48	10,863.90		6,362.76	17,226.66	2,503.20	9,434.02	4,394.59		696.74	17,028.55
49		(d)	(d)	720.00		(d)	(d)	(d)	(d)	(d)
50	9,358.32		128.31	9,486.63		4,278.47	2,047.00	1,708.51	r 2,375.21	r 10,409.10
51	2,696.17		659.78	3,355.95	s 200.01	2,000.09	1,164.50	430.10	662.50	4,457.20
52	7,914.29	512.00	826.58	9,252.87	1,000.00	4,182.55	934.81	1,000.00	1,691.02	8,808.38
53		(d)	(d)	1,500.00		(d)	524.00	(d)	(d)	(d)
54	925.13		18.24	943.37	(j)	706.04	401.32		535.64	1,643.00
55		(d)	(d)		600.00	(d)	(d)	(d)	(d)	(d)

a Not separately reported.
 b Included in expenditures for all other purposes.
 c Including expenditures for food and furniture and repairs, and \$612.52 interest on loan.
 d Not reported.
 e Including expenditures for food, salaries and wages, and furniture and repairs.
 f Including \$4,000 borrowed money and \$4,526.27 donated.
 g Including \$36,592.53 paid on new building and \$5,825.83 interest on loan.
 h For lodging house.
 i Including \$125 donated in furniture and repairs.
 j Rent donated.
 k Including salaries and wages.
 l Included in food.
 m For Branch Home.
 n Including expenditures for training school for domestics and for religious work.
 o Including \$2,000 paid on mortgage.
 p From August 1, 1896, to April 30, 1897.
 q No meals served; lodgings only.
 r Including \$517.50 interest and \$1,000 paid on mortgage.
 s For 3 months; rent free for 2 years.

BOARDING HOMES AND CLUBS FOR WORKING WOMEN. 193

TABLE IV.—RECEIPTS AND EXPENDITURES FOR THE LAST FISCAL YEAR—Concluded.

Marginal number.	Receipts.				Expenditures.					
	Board, room rent, and meals.	Fees, dues, and other charges to inmates.	Other sources.	Total.	Rent.	Food.	Salaries and wages.	Furniture and repairs.	All other purposes.	Total.
56	\$13,304.38	.....	.....	\$13,304.38	.....	\$8,329.09	\$2,534.96	\$382.42	\$3,785.99	\$15,032.46
57	5,777.22	.....	.....	5,777.22	.....	2,955.66	948.00	265.05	714.82	4,883.53
58	6,306.88	.....	.....	6,306.88	.....	2,890.41	1,186.00	350.64	910.91	5,337.96
59	87,942.94	\$817.89	\$6,500.00	95,260.83	.....	43,968.77	31,903.53	6,500.00	12,885.23	95,257.53
60	(c)	(c)	(c)	6,247.74	.....	(c)	(c)	(c)	(c)	5,477.99
61	(d)	(d)	(d)	\$1,500.00	.....	(d)	900.00	(d)	(d)	(d)
62	2,339.94	.....	4,079.25	6,419.19	3,600.00	1,590.82	1,285.35	207.33	.....	6,683.50
63	2,654.85	.....	433.23	3,088.08	.....	(e)	2,678.35	98.73	502.25	3,279.33
64	(d)	(d)	(d)	(d)	.....	(d)	(d)	(d)	(d)	(d)
65	10,252.41	285.00	2,278.24	12,815.65	.....	10,000.00	2,595.25	.....	4,404.75	17,000.00
66	1,254.00	.....	300.00	1,554.00	.....	(d)	300.00	2,340.00	(d)	(d)
67	700.00	.....	152.00	852.00	.....	369.50	75.80	101.60	278.10	825.00
68	8602.80	.....	851.36	9454.16	275.00	8303.92	219.20	75.96	897.39	8971.47
69	(d)	(d)	(d)	(d)	.....	(d)	(d)	(d)	(d)	(d)
70	1,822.75	.....	1,617.45	3,440.20	.....	2,480.00	1,105.25	64.35	346.65	3,962.25
71	7,301.14	.....	.....	7,301.14	.....	4,164.95	1,736.92	696.46	682.68	7,281.01
72	(d)	(d)	(d)	(d)	.....	(d)	(d)	(d)	(d)	(d)
73	2,450.81	.....	627.74	3,078.55	.....	(e)	(e)	(e)	(e)	3,372.76
74	1,288.31	.....	184.46	1,482.77	288.00	851.01	148.60	24.36	170.28	1,482.25
75	447.52	.....	(d)	(d)	.....	(d)	(d)	(d)	(d)	(d)
76	50.00	120.00	.....	980.00	.....	180.00	180.00	100.00	60.00	650.00
77	3,138.29	.....	1,083.55	4,221.84	.....	1,478.19	.....	29.29	2,608.44	4,115.92
78	3,438.97	.....	365.00	3,803.97	.....	2,433.74	767.01	219.20	203.14	3,623.09
79	1,419.44	(d)	(d)	(d)	480.00	(f)	(f)	100.00	1,194.33	1,774.33
80	1,142.01	.....	929.07	2,071.08	.....	1,196.18	300.00	136.14	207.12	1,859.44
81	926.85	.....	292.35	1,219.20	536.00	(g)	(g)	(g)	845.60	1,281.60
82	2,876.78	.....	1,240.80	4,117.58	.....	(i)	460.00	(i)	13,578.14	4,038.14
83	53,652.70	.....	21,107.04	74,759.74	.....	22,462.14	16,510.93	6,291.21	27,558.23	72,822.51
84	14,268.33	1,697.00	4,945.59	20,910.92	2,423.05	8,142.54	6,738.75	816.81	2,888.65	21,068.80
85	1,420.45	42.25	.....	492.73	1,955.43	(n)	852.00	107.26	973.24	1,932.50
86	6,788.23	.....	5,293.51	12,081.74	.....	344.91	1,182.00	4,969.54	2,117.67	8,614.12
87	6,653.97	.....	2,068.50	8,722.47	.....	4,921.04	708.00	391.43	3,411.60	9,432.07
88	2,700.00	319.13	.....	3,019.13	.....	2,100.00	810.00	50.00	.....	2,960.00
89	1,875.90	582.53	.....	2,458.43	.....	700.00	456.00	(d)	(d)	2,980.00
90	2,518.73	.....	668.42	3,187.15	.....	1,557.73	714.00	.....	1,064.68	3,336.41

- a Including receipts from laundry conducted by the home.
- b Gift of Mrs. Elliott F. Shepard for repairs and replenishings.
- c Not separately reported.
- d Not reported.
- e Included in salaries and wages.
- f Including food.
- g Remodeling building.
- h From January 8, 1897, to June 12, 1897.
- i Included in expenditures for all other purposes.
- j Including expenditures for food and salaries and wages.
- k Including expenditures for food, salaries and wages, and furniture and repairs.
- l Including expenditures for food and furniture and repairs.
- m Including water tax.
- n No meals served; lodgings only.

TABLE V.—OCCUPATIONS OF INMATES.

[The number of inmates as shown in this table does not agree in every case with the number shown in Table III, for the reason that the number shown here often includes all the different persons who were in the home during the year.]

Marginal number.	Occupations pursued by inmates and number in each.
1	Bookkeepers, cooks, dressmakers, milliners, second girls, shirt makers, students, etc. (a)
2	Domestics, 7; dressmakers, 2; elocutionist, 1; nurses, 2; saleswomen, 6; stenographers, 2; students, 2; teachers, 3.
3	Bookkeepers, domestics, dressmakers, factory employees, hairdressers, housekeepers, nurses, shopgirls, teachers, typewriters. (a)
4	Bookkeepers, canvassers, cooks, dressmakers, maids, saleswomen, second girls, stenographers, teachers. (a)
5	Artist, 1; bookkeepers, 5; cashiers, 3; clerks, 3; cooks, 2; domestics, 10; dressmakers, 6; housekeepers, 2; laundry employee, 1; manicurist, 1; massagists, 3; nurses, 8; physicians, 2; stenographer, 1; teachers, 5; teachers, elocution, 2; waitresses, 7; no occupation, 4.
6	Bookkeepers, 2; cashier, 1; nurse, 1; saleswomen, 2; stenographers, 2; students, 3; teachers, school, 7; superannuated, 1.
7	Bookbinders, 3; clerks, 14; compositors, 5; demonstrators, 2; dressmakers, 8; hairdresser, 1; machine operators, 11; milliners, 10; proof reader, 1; seamstresses, 3; stenographers, 5; telegraph operator, 1; telephone operator, 1.
8	Bookkeepers, 3; clerk, 1; exchange attendant, 1; manicurist and shampooer, 1; milliner, 1; nurses, 3; proof reader, 1; reporter, 1; scholars, 5; seamstress, 1; shopgirls, 2; stenographers, 2; teachers, 4; telegraph operators, 2.
9	Chambermaids, 2; dressmakers, 3; lady's maid, 1; milliners, 2; missionary, 1; photographer, 1; seamstresses, 2; tailresses, 2; teachers, 3; telegraph operator, 1; typewriters, 4.
10	Bookkeepers and stenographers, 25; clerks, 26; factory employees, 3; milliners, 3; seamstresses, 3.
11	Occupations not reported.
12	Bindery employees, 5; domestics, 3; factory employees, 3; laundry employees, 2; office employees, 2; saleswomen, 2; seamstress, 1; shoe operative, 1; stenographer, 1; teacher, elocution, 1; teachers, kindergarten, 3; teacher, school, 1.
13	Cashiers, domestics, factory employees, typewriters. (a)
14	Clerks, stenographers, students, art and music, teachers, etc. (a)
15	Domestics, nurses, children's, and for the sick, office employees, seamstresses, stenographers. (a)
16	Clerks (b); factory employees (b); physician, 1; scholars (b); seamstresses (b).
17	Bookkeepers, 2; clerks, 4; dressmakers, 5; factory employees, 7; milliners, 5; nurses, 4; scholars, 7; stenographers, 5; students, art, 13; teachers, 8.
18	Agents, bookkeepers, domestics, embroiderers, laundry employees, milliners, notaries public, nurses, saleswomen, saleswomen, traveling, seamstresses, stenographers, teachers. (a)
19	Clerks, 3; stenographers, 9; students, business college, 6; students, kindergarten, 2.
20	Factory employees (b); scholars, 6; teachers, 16.
21	Occupations not reported.
22	Bookkeepers and stenographers, 6; dressmakers, 7; saleswomen, dry goods, 15; shirt maker, 1; vest maker, 1.
23	Bindery employee, 1; clerks, 8; confectionery employee, 1; domestic, 1; milliners' apprentices, 3; scholars, 3; shoe-factory employee, 1; no occupation, 2.
24	Bookkeepers, 2; canvasser, 1; mill employees, 3; milliner, 1; nurses, 2; saleswoman, 1; saleswoman, soliciting, 1; shirt-factory employees, 4; shoe-factory employee, 1; shopgirl, 1; teachers, school and music, 6; weavers, 2.
25	Domestics, 6; dressmakers, 3; hat maker, 1; housekeeper, 1; saleswoman, 1; seamstresses, 4; tailress, 1; typewriter, 1.
26	Dressmakers, 6; factory employees, 11; saleswomen, 2; students, medical, 3; students, normal, 5.
27	Clerks, dressmakers, factory employees, seamstresses, stenographers. (a)
28	Artists, bookkeepers, cashiers, dressmakers, factory employees, fancy workers, florists, hairdressers, milliners, mission workers, scholars, stenographers, teachers, kindergarten, etc. (a)
29	Bookkeepers, 2; cashier, 1; cook, 1; domestics, 2; dressmakers, 8; factory employees, 7; hairdresser, 1; milliner, 1; nurse, child's, 1; nurse, trained, 1; saleswomen, 5; stenographer, 1; students, 7; teachers, 3; typewriters, 2; waitress, 1.
30	Bookkeepers, cashiers, chiropodists, clerks, compositors, dressmakers, factory employees, forewomen, fur workers, hairdressers, manicurists, massagists, milliners, proof readers, retouchers, saleswomen, seamstresses, stenographers, straw workers, students, tailresses, teachers, telephone operators. (a c)
31	Occupations included in those given for home No. 30.
32	Bookkeepers, 7; factory employees, 3; forewomen, factory, 2; saleswomen, 5; seamstresses, 7; stenographers, 2; students, 6; waitress, 1.
33	Chiropodist, 1; clerks and saleswomen, 5; dressmakers, 4; office employees, 3; stenographer, 1; students, 4; no occupation, 1.
34	Bookkeepers, 5; clerks, 8; compositors, 5; cooks, 42; designers, 2; domestics, 6; housekeepers, 4; milliners, 9; nurses, 6; parlor maids, 10; seamstresses, 32; students, elocution, 4; students, music, instrumental, 7; students, music, vocal, 5; students, typewriting, 4; tailresses, 8; teachers, 6; no occupation, 6.
35	Teachers, traveling agents, etc. (a)
36	Clerks, students, normal, etc. (a)
37	Bookkeepers, 4; clerks, 9; milliners, 2; seamstresses, 6; stenographers, 5; students, 2; teachers, 3; telegraph operator, 1; telephone operators, 3.
38	Agent, 1; bookkeepers, 9; box maker, 1; card clothier, 1; clerks, 8; compositor, 1; dressmakers, 6; examiners, 3; forewoman, threadmakers, 1; librarian, 1; milliners, 3; polisher, 1; seamstresses, 3; stenographers, 7; stitchers, 9; students, 10; teachers, 3; telephone operator, 1; weaver, 1.

a Number in each occupation not reported.

b Number not reported.

c Including home No. 31.

TABLE V.—OCCUPATIONS OF INMATES—Continued.

Marginal number.	Occupations pursued by inmates and number in each.
39	Bookkeepers, 2; clerks, 21; domestics, 234; dressmakers, 16; nurses, 10; students, 3; teachers, 3; telephone operators, 8; travelers, 5; typewriters, 5.
40	Bookbinders, bookkeepers, candy makers, canvassers, clerks, compositors, domestics, dressmakers, elocutionists, factory employees, fur sewers, governesses, hairdressers, housekeepers, laboratory employees, milliners, missionaries, nurses, office employees, physicians, saleswomen, saleswomen, traveling, seamstresses, stenographers, students, students, music, tailoresses, teachers, teachers, kindergarten, teachers, music, telegraph operators, telephone operators, typewriters, umbrella makers. (a)
41	Clerks, 2; dressmaker, 1; seamstresses, 2; stenographers, 2; teacher, music, 1.
42	Occupations not reported.
43	All occupations open to women.
44	Bookkeepers, 5; nurses, 4; saleswomen, 12; servants, 3; shopgirls, 6; stenographers, 20; miscellaneous, 4.
45	Cooks, domestics, factory employees, seamstresses, store employees. (a)
46	Clerks, 2; domestics, 6; milliners, 4; seamstresses, 5; typewriters, 3; waitresses, 2.
47	Nearly all occupations open to women except domestic service.
48	Nearly all occupations open to women.
49	Cooks, 2; nurses, 4; stenographers, 4; tailoress, 1.
50	Dressmakers, stenographers, students, art, teachers, typewriters, etc. (a)
51	Canvassers, compositors, dressmakers, saleswomen, stenographers, students, typewriters, etc. (a)
52	Bookkeepers, 4; clerks, 2; cooks, 2; dressmakers, 4; nurses, 6; stenographers, 5; waitresses, 4.
53	Laundry employees, machine operators, maids, office clerks, seamstresses, shopgirls, typewriters, etc. (a)
54	Cashier, 1; chambermaid, 1; cook, 1; domestics, 4; dressmaker, 1; fancy worker, 1; milliner, 1; photographer, 1; solicitor, 1; stenographers and typewriters, 3; upholsterer, 1; waitresses, 4.
55	Occupations not reported.
56	Artists, saleswomen, seamstresses, students, teachers. (a)
57	Artists, saleswomen, seamstresses, students, teachers. (a)
58	Artists, saleswomen, seamstresses, students, teachers. (a)
59	Actresses, 11; agents, 74; agents, real estate, 2; architects, 3; artists, 158; assayer, 1; boarders, 90; bookbinder, 1; bookkeepers, 59; box makers, 4; cashiers, 7; cataloguers, 4; chaperous, 6; china painters, 17; clerks, 192; cloak makers, 2; collar makers, 3; companions, 43; compositors, 6; confectioners, 4; copyists, 10; deaconesses, 2; designers, 14; dressmakers, 436; editors, 11; electrician, 1; elocutionists, 9; embroiderers, art, 19; fancy workers, 40; farmers, 7; feather curlers, 4; florists, 3; forewomen, 2; fruit grower, 1; glove maker, 1; governesses, 62; hairdressers, 14; hatters, 2; hotel keepers, 6; housekeepers, 171; illustrator, 1; janitress, 1; journalists, 89; lace workers, 6; lawyers, 15; lecturers, 15; librarians, 39; literary workers, 21; maids, 12; manicurists, 3; manufacturers, 8; massagists, 4; matrons, 54; merchants, 44; mill operators, 3; milliners, 639; missionaries, 37; mission workers, 14; musicians, 24; nurses, 98; nurses, trained, 147; organists, 12; pharmacists, 3; photographers, 5; physicians, 70; post-mistresses, 5; proof readers, 9; readers, 2; reporters, 2; saleswomen, 45; sculptor, 1; seamstresses, 53; secretaries, 46; singers, 33; stenographers, 246; students, 208; students, art, 15; students, medical, 6; superintendents, 38; teachers, 1,710; teachers, art, 16; teachers, cooking, 3; teachers, kindergarten, 44; teachers, music, 152; teachers, vocal, 29; telegraph operators, 9; travelers, 449; typewriters, 9; umbrella makers, 3; violinist, 1; weaver, 1; wood carver, 1.
60	Artists, canvassers, clerks, collectors, companions, delegates to organizations, nurses, children's, nurses, trained, seamstresses, superannated, teachers. (a)
61	Cashiers, clerks, dressmakers, governesses, ladies' maids, milliners, nurses, trained, saleswomen, students, teachers, telegraph operators, etc. (a)
62	Occupations not reported.
63	Chambermaids, 16; cooks, 7; domestics, 9; housekeepers, 2; laundress, 1; ladies' maids, 76; nursery governesses, 33; nurses, 79; seamstresses, 2; teachers, 16; waitresses, 2; miscellaneous, 21.
64	Clerks, 4; matron, 1; missionary, 1; secretary Travelers' Aid Society, 1; secretary Young Women's Christian Association, 1; superintendent woolen mill, 1; tailoress, 1; telephone operator, 1.
65	Dressmakers, milliners, nurses, seamstresses, shirt and collar makers, teachers, etc. (a)
66	Bookkeepers, 2; seamstresses, 3; stenographer, 1; teachers, kindergarten, 3; etc.
67	Laundresses and domestics, 15; scholars, 19; seamstresses, 9.
68	Agent, corset, 1; companions, 2; milliners, 2; proof reader, 1; stenographers, 2; students, music and art, 4; teacher, kindergarten, 1.
69	All occupations filled by women.
70	Bookkeeper, 1; clerks, 4; seamstress, 1; stenographers, 4; student, music, 1.
71	Clerks, 7; domestics, 34; dressmakers and seamstresses, 8; milliners, 24; stenographers and bookkeepers, 22; students, 20; teachers, 8; telegraph operators, 2.
72	Domestics (b); dressmakers, 4; engraver, 1; factory employees (b); nurses, trained, 2; scholars, 2; stenographers, 2; telephone operators, 2.
73	Bookkeepers, factory employees, shopgirls, stenographers, students. (a)
74	Dressmaker, 1; pottery employees, 5; tailoresses, 2; teachers, school, 2.
75	Domestics, seamstresses, etc. (a)
76	Cooks, domestics, dressmakers, general workers, nurses for the sick and for children, seamstresses, waitresses, etc. (a)
77	Bookkeepers (b); cashiers (b); dressmakers, 3; milliners (b); nurses (b); saleswomen (b); stenographer, 1; student, 1.

a Number in each occupation not reported.

b Number not reported.

TABLE V.—OCCUPATIONS OF INMATES—Concluded.

Mar- ginal num- ber.	Occupations pursued by inmates and number in each.
78	Dressmaker, 1; electric light company employee, 1; milliner, 1; saleswomen, 7; stenographers 7; tailoress, 1; teacher, kindergarten, 1; tobacco-factory employees, 3.
79	Bookkeepers, canvassers, clerks, copyists, dressmakers, forewomen, bakeries and stores, milliners, stenographers, typewriters. (a)
80	Occupations not reported.
81	Agent, 1; chambermaid, 1; clerks, 4; deaconess, 1; domestic, 1; governesses, 4; housekeepers, 7 ladies' maids, 2; laundress, 1; milliners, 2; nurses, 3; nurse, child's, 1; nurse for the sick, 1 nurses, trained, 5; seamstress, 1; stenographers, 2; teachers, 4; teacher, music, 1; waitresses, 2.
82	Domestics, nurses, saleswomen, seamstresses, typewriters, etc. (a)
83	Artists, 5; bookbinders, 3; bookkeepers, 13; cashiers, 3; dressmakers, 65; factory employees 26; folder, 1; hairdressers, 3; librarians, 4; massagists, 4; milliners, 13; missionaries, 8 office employees, 9; saleswomen, 68; seamstresses, 12; stenographers, 88; students, art, business, dental, domestic science, dressmaking, kindergarten, medical, massage, millinery music, pharmacy, 94; teachers, 23; telegraph operators, 2; United States mint employees, 5 miscellaneous, 44.
84	Bookkeepers, clerks, nurses, stenographers, students, teachers, typewriters, etc. (a)
85	Domestics, dressmakers, clerks, nurses, seamstresses, teachers, typewriters. (a)
86	Occupations not reported.
87	Bookkeepers, clerks, dressmakers, milliners, stenographers, students. (a)
88	Bookkeepers, canvassers, dressmakers, nurses, trained, pants makers, seamstresses, shirt makers, stenographers, typewriters. (a)
89	Clerks, stenographers, teachers, typewriters, etc. (a)
90	Dressmakers, factory employees, milliners, saleswomen, stenographers, teachers, school. (a)

a Number in each occupation not reported.

THE TRADE-UNION LABEL.

BY JOHN GRAHAM BROOKS.

No sign of a trade-union label has been found by the writer earlier than 1874. It appears to be wholly of American origin, nor is any evidence at hand that unions elsewhere, except in Canada, show special interest in it. (a) The chief reason for its adoption here is doubtless in the intenser and more embarrassing forms of competition under which labor unions suffer. Many devices, both good and bad, to which the American trade union has been driven, find their origin in the exigencies of this severer competition. If the distinctively race element is included, no single factor in this competition is so powerful as that of immigration. It is not merely a question of numbers. It is not merely a question of multitudinous unskilled labor. It is also a question of race. All *a priori* theories of liberty and brotherhood yield quickly before the actual competition of different standards of living in a common market.

The Australian trade unions were powerful enough practically to exclude the "yellow race." The unions there, as in England, are overwhelmingly of the same race. This fact makes the competitive struggle relatively a simple one. The attempt to understand the American trade union is incomparably more perplexing because of the racial effects. The constant pressure, through immigration, of a great multitude of half-skilled laborers, representing far lower standards of life and at the same time introducing race antagonisms, has driven the trade union in this country to catch at every weapon of defense. The label is one of these weapons. Its first appearance was in California during the "sand lot" agitation against the Chinese. The Burlingame treaty with China was concluded July 28, 1868. In article 5 both countries "cordially recognize the inherent and inalienable right of man to change his home and allegiance, and also the mutual advantage of the free migration and emigration of their citizens and subjects respectively from one country to the other for the purposes of curiosity, of trade, or as permanent residents." This hospitable mood was of short duration. In this same year (1868) 11,085 Chinese landed on the Pacific Coast. In 1872 a San Francisco firm of cigar makers took on a number of Chinese. The number which came into direct competition with the work of any trade union must have been slight, except perhaps with the cigar makers, yet, as with the insignificant product of prison labor, it aroused instant hostility.

a The subject of the label in England seems first to have come up at the Trade Union and Cooperative Congress in 1893. It had favorable recognition and the felt hatters have adopted it.

Much of the more recent State legislation concerning the label throws light upon its origin, as in Illinois, where it is held that a label upon cigars showing them to have been "made by a first-class workman, a member of an organization opposed to inferior, rat-shop, cooly, prison, or filthy tenement-house workmanship" is legal, etc. Against the rat-shop, cooly-made cigars the California cigar makers first struck. But how should a sympathizing public know which were rat-shop and cooly-made cigars, and which the product of "American labor with its superior standard?" To meet this practical difficulty a label was adopted, not the blue label in present use, but a white one, to show the buyer that he was patronizing white labor. It was thus against the competition of a low-class unorganized labor that this weapon of the label was first directed. Its appeal was to the smoker: "Buy no cigars except from the box marked with the trade-union label, thus you help maintain the white as against the cooly standard of life and work."

In 1875 another label appeared in St. Louis during a strike of the cigar makers against a reduction of wages. The color was changed from white to red. The fight was, however, strictly over the issue of organized and unorganized labor. Both were putting cigars upon the market. The trade union wished in this instance to win the support of the consumer for a product made under union conditions. To show this a red label was used. There was at least success enough in this attempt to cause the counterfeiting of this label, upon which the trade union placed on the label its own seal. At that time there was no thought of legal protection against counterfeiting. At the convention held in Chicago, 1880, a dispute arose between delegates from the Pacific Slope and those from St. Louis as to the color of the label. "Let us," said an Eastern delegate, "take the other color on the flag," upon which the present blue label was adopted.

At this convention great stress was laid upon the fact that the unions were suffering not only from Chinese labor, but from the competition of the prisons and the tenement house. A further and more systematic use of the label was urged in order to strengthen the cause of the union against such competition.

The Cigar Makers' Union has grown against great difficulties into an organization of such power and effectiveness, that a brief account of it seems here in place, especially since the label plays so important a part in its history during the last 17 years. The first union was formed in 1851 in Baltimore. It ceased to exist within six months, largely from internal dissensions. In 1859 another was formed. It, too, failed after some ten months from the same causes. In 1864 the National Union was organized in New York City. The objects are thus stated in the first constitution: "To facilitate the thorough organization of the trade it represents for mutual benefit and protection; to secure cooperation

whenever it may be required, and to decide all differences that may arise between local unions." At the second convention (1865) several new unions were added. The gain was steady until the panic of 1870. The membership, which had grown to 5,800 in 1869, fell to 3,771 in 1873. After 1877 the gain in local unions was as follows:

September, 1877	17	September, 1887	259
September, 1879	35	September, 1889	270
September, 1880	74	September, 1891	291
September, 1881	126	September, 1893	316
September, 1883	183	September, 1896	350
September, 1885	191		

The official journal (1896) of the cigar makers reports a total of 14,070 factories, of which 7,147 are strictly union shops.

The efficiency of the union is best seen in the summary of benefits from the report of 1896.

The total amount of benefits expended in sixteen years and eight months aggregated \$3,182,281.19.

BENEFITS PAID IN SIXTEEN YEARS AND TWO MONTHS.

Year.	Benefits paid.				
	Strike.	Sick.	Death.	Traveling.	Out of work.
1879 (a)	\$3,668.23				
1880	4,950.36			\$2,808.15	
1881	21,797.68	\$3,987.73	\$75.00	12,747.09	
1882	44,850.41	17,145.29	1,674.25	20,386.64	
1883	27,812.13	22,250.56	2,690.00	37,135.20	
1884	143,547.36	31,551.50	3,920.00	39,632.08	
1885	61,087.28	29,379.89	4,214.00	26,683.54	
1886	54,402.61	42,225.59	4,820.00	31,835.71	
1887	13,871.62	63,900.88	8,850.00	49,281.04	
1888	45,303.62	58,824.19	21,319.75	42,894.75	
1889	5,202.52	59,519.94	19,175.50	43,540.44	
1890	18,414.27	64,660.47	26,043.00	37,914.72	\$22,760.50
1891	33,531.78	87,472.97	38,068.35	53,535.73	21,223.50
1892	37,477.60	89,906.30	44,701.97	47,732.47	17,460.75
1893	18,223.15	104,891.83	49,458.33	60,475.11	89,402.75
1894	44,966.76	106,758.37	62,158.77	42,154.17	174,517.25
1895	44,039.06	112,567.06	66,725.98	41,657.16	166,377.25
Total	623,151.44	894,542.57	353,894.90	590,414.00	491,742.00

a Two months only.

The above table does not include the amount expended for benefits the first six months of the current year (1896), which amounted to \$228,536.28, as follows:

Loan	\$17,509.15
Sick	57,199.45
Strike	18,407.71
Out of work	95,115.00
Death	40,304.97

From the constitution of the International Union, adopted in Detroit, 1896, the following sections are devoted exclusively to the label.

THE BLUE LABEL.

SECTION 152. The president of the International Union shall have prepared, printed, and registered, a trade-mark label, to be known as the union label, in perforated sheets of not less than ten, suitable to be pasted on the outside of the box, so that the label will be conspicuously displayed. The labels shall be furnished free of charge to local unions. The paper used shall be a quality known as "mill medium," and of light blue color. The proportion of labels used by the Canadian unions to be printed in Canada by order and under the supervision of the international president.

SEC. 153. The following shall be the inscription on the union label:

SEPTEMBER, 1880.

Issued by authority of the Cigar Makers' International Union of America.

UNION-MADE CIGARS.

This certifies that the cigars contained in this box have been made by a first-class workman, a member of the Cigar Makers' International Union of America, an organization devoted to the advancement of the moral, material, and intellectual welfare of the craft; therefore we recommend these cigars to all smokers throughout the world.

All infringements upon this label will be punished according to law. President Cigar Makers' International Union of America.

SEC. 154. Each local union shall furnish, through its shop committeemen, to all strict union shops, free of all charges, as many of these labels as may be required from week to week for all cigars actually made by members of the union and persons holding retiring cards. No shop shall be considered a strict union shop unless the packers of the shop are members of the International Union, and the apprentice law of the local union be complied with. Where the manufacturer deals in Chinese, tenement-house, or scab cigars, it shall be optional with local unions to withhold the union label from such firms. All labels issued must bear the ink stamp. It shall be optional with local unions to paste them on the boxes. But in no case shall the union label be used in any factory which pays less than \$6 per thousand. Nor shall it be allowed on any cigars sold for less than \$20 per thousand. This shall not debar local unions from establishing a price above \$20 per thousand. No union shall be allowed to furnish the label for cigars made in whole or in part by machinery. Manufacturers employing no hands shall not be entitled to the label unless they have been a member of the International Union one year. This shall not apply to members suspended who were, prior to their suspension, members of the International Union for one year or longer, providing they be reinstated within six months of such suspension. But in no event shall a manufacturer be permitted the use of the label who offers presents as an inducement for the sale of his goods.

SEC. 155. In shops employing only union members in which the employer or foreman work at the bench, the union shall allow the use of the union label on all cigars made by them; provided, that they do not work to exceed eight hours per day at the bench or at the packing table.

SEC. 156. Employers agreeing to use the union label and violating any of the conditions for use, shall, for the first offense, be refused the use of the label until the employer deposits the sum of \$50 with the union as a guaranty for a faithful compliance in the future; for a

second violation the use of the label shall be refused for the space of six months. In no case shall there be more than one union label or facsimile of the same on each box. Nor shall the word "blue label" be used as a brand by any manufacturer under penalty of forfeiture of the label.

SEC. 157. Shop committees are strictly enjoined to demand a faithful compliance by employers in the use of the union label, and to report any breach of agreement to the executive board or label committee, or to the union forthwith. For violating or neglecting the enforcement of the conditions controlling the use of the label, the shop committee shall be fined not less than \$1 for the first offense, and not less than \$2 for the second offense. Unions violating any of the conditions controlling the use of the label, or neglecting its enforcement, shall be fined not less than \$5 for the first offense, payable to the International Union, and for the second offense be fined not less than \$25.

SEC. 158. Manufacturers operating more than one shop shall not be allowed the use of the union label unless all shops operated by such manufacturers are strictly union shops. Manufacturers, their agents, or representatives, operating a shop or shops in any locality, establishing a shop or shops in any other locality, shall not be allowed the use of the union label unless at least the same rate of wages is paid in the newly established shop or shops that prevail in the original shop or shops. Manufacturers, their agents or representatives, making cigars for other manufacturers, their agents or representatives, shall not be allowed the use of the union label unless at least the same rate of wages shall be paid in the shop or shops of the former as is paid in the shops of the latter. No brands of cigars made in both union and non-union shops shall be allowed to bear the union label.

SEC. 159. The international president shall furnish each local union with a uniform label canceling stamp, and no other shall be used for stamping the district and factory number on the union label. The district and factory number shall be movable; red ink shall be used on the right hand end of the label by the financial secretary or a committee designated for the purpose.

SEC. 160. Wherever two or more unions are located in any one city they shall jointly issue the union labels and each pay its proportionate share towards the issuance of the same. A joint committee shall issue the labels and supervise and sign all contracts between the unions and manufacturers. But no label committee shall grant labels to members who have a license and who work in factories at the same time. In localities where the open shop system is in existence it shall be optional with local unions to refuse labels to manufacturers (who employ no hands) until they have been members one year.

SEC. 161. Local unions shall be allowed a sum not to exceed \$25, in addition to attorney fee, for committee work in the prosecution of counterfeit label cases. But no prosecution of label cases shall be instituted without the consent of the international president.

SEC. 162. Local unions shall be allowed \$1 per capita per annum out of the general fund for label agitation by circulars, newspaper advertising, committees, etc., in their respective districts, the per capita tax to be based on the May report of local unions.

SEC. 163. Local unions shall, wherever practical, organize state, province, or district label leagues for State or district label agitation. Each local union in a State or district where a league exists or may thereafter be formed should be a part thereof.

The apparent success of the label among the cigar makers raised the question of its adoption with other unions in 1883 and 1884. The powerful organization of the hatters introduced it in 1885. The label is attached under the lining or "sweat" band of the hat. Its use has become so common in stiff hats that a visit to 12 New York stores (not the more fashionable ones) showed that 9 of them regularly kept the labeled hats. In the semiannual report of the United Hatters for June, 1897, the number of labels used from December 1, 1896, to June 1, 1897, in 14 towns where hats are made is given as follows:

Bethel	300,000	Newark	500,000
Bloomfield	50,000	Norwalk	150,000
Boston	175,000	Orange.....	150,000
Brooklyn	130,000	Philadelphia	100,000
Chicago.....	65,000	St. Louis	10,000
Danbury	1,450,000	Yonkers.....	10,000
Hamilton	10,000		
Milburn.....	20,000	Total	3,120,000

Above 95,000,000 have been used since the label was adopted in 1885. It is admitted by manufacturers that the influence of the label is increasing.

The regulations of the United Hatters of North America governing the use of the label are as follows:

No. 1. No factories other than those working under the jurisdiction of the United Hatters of North America shall be entitled to the use of the label.

No. 2. Any manufacturer using hats, any part of which was made in a foul shop, shall not be entitled to the use of the label.

No. 3. Labels shall not be furnished to any person buying seconds, knockdowns, or hats in the rough to be finished outside the factory where they are made, unless a voucher is presented to the label secretary, filled out and signed by the steward of either the finishing or making departments.

No. 4. The label steward of the finishing room shall have full charge of the distribution of the labels, and shall give to journeymen the number of labels necessary for each weighout to be sent with the hats to the trimming room. A record shall be kept of each day's work by the label steward, and he shall report the same to the label secretary weekly.

No. 5. The labels must be sewed in all hats, so that they can not be taken out without destroying the label.

No. 6. The labels shall be kept in a box under lock and key.

No. 7. The national secretary shall furnish to the label secretaries books of blank certificates and anything else that may be necessary to prevent abuses in the use of the label. The books shall be given to the shop stewards, and shall be filled out by them when hats are sent out from factories in the rough.

No. 8. Shop stewards, when hats are sent out in the rough, shall send by mail to the label secretary of the district to which the bodies are sent Voucher B. Voucher C shall be sent with the hats. When hats

are sent to a district in which there is no local union of hat makers, Voucher B shall be sent to the secretary of this association.

No. 9. No label voucher shall be recognized after forty days from date of issue.

No. 10. It shall be the duty of the joint local board to look after the interests of the label in their respective districts.

No. 11. Any manufacturer who may violate any of the label laws shall be deprived of the use of the label for thirty days for the first offense.

The label appeared in the ready-made clothing trade in 1886 at a time when the Knights of Labor were in control of organized labor. It took the form of a small card tied to the garment by a thread. The present form of the label was adopted by the National Union in 1891. It is of cloth attached to the inside of the garment, and costs the seller of the garment one-third of a cent, the purpose being merely to cover its cost. The inscription on the label shows that it is issued by the authority of the general executive board of the United Garment Workers of America, and the garment is guaranteed union made.

The following are the rules and regulations of the United Garment Workers concerning labels:

1. The label can only be used on garments made for strictly union firms.

2. The label shall in no case be delivered to any employer to be by him attached to the garments.

3. Each local or locals using the label shall appoint some member or a committee to issue to the members the label, and to control its use, subject to these rules and the regulations of the locals.

4. The label shall be attached to the garments by the members making them.

5. Each member shall report to the committee or member having charge of the label how many they have attached to garments for the firms for whom they work.

6. It shall be the duty of the union, in such manner as seems to them most advisable, to collect from each firm on whose garments the label has been used one-third of 1 cent for each label used. (*a*)

7. The label shall be placed in the inside breast pocket of coats, on the underside of the back strap of vests, and on the waistband lining of trousers.

8. The price of the label to the local unions shall be \$3 per thousand, or 30 cents per hundred in less quantities than one thousand.

From 1891 the label has been taken up by printers, bakers (*b*), wood-

a Slight as the expense is, this expense to the purchaser has led to many troublesome objections. Bakers and shoemakers use a stamp, cigar makers and printers a label printed upon paper without cost to the user. To avoid the friction caused by the expense of the linen label of the garment makers several officials urge that it, too, be distributed gratis.

b The label issued by the Journeymen Bakers and Confectioners' International Union of America is a guaranty that each loaf of bread on which it appears is the product of union labor. It is also claimed that bread so labeled is made only in shops where sanitary conditions are perfect and cleanliness prevails.

workers (*a*), harness makers, iron molders, broom makers, coopers, photographers (*b*), shoemakers, custom tailors, mattress makers, horse-shoers (*c*), brewers, egg inspectors (*d*), and barbers (who display their label in the window). Labels are found even upon coal carts, indicating that union men only are employed in distributing coal.

Among the cigar makers, hatters, and printers the label is an influence of very considerable importance. The label of the printers, for example (adopted November, 1891), is in use in more than 200 cities in the United States and Canada. Several cities have gone so far as to pass ordinances requiring all city printing to bear the union label. The State of Nevada requires all State printing to be done in union offices and to bear the trade-mark of the union. This recognition of the trade union by the municipality is the boldest step yet taken. The city thus becomes the "model employer," accepting frankly the principle of the "trade-union wage," and endeavoring, to the extent of its patronage, to uphold the standard of hours and wages, conditions for which the union stands. The action recently taken by the mayor of Boston, Josiah Quincy, is so significant that the paragraphs from a recent address to the city council are given in full:

For a number of years the typographical union has been endeavoring to secure the recognition by the city of the organization of the printing craft through the appointment of some member of the union as superintendent of printing. I stated a year ago that "in some foreign countries organizations of wage earners take a constant, active, and intelligent interest in municipal questions, and some of their members occupy important positions and render useful service in connection with city governments," and that similar cooperation might well be encouraged to a greater extent than in the past in American cities. After mature consideration I concluded that it would be advisable, in pursuance of the policy thus indicated, to place in charge of the city printing some member of the typographical union thoroughly qualified to fill such a position, and that this step would be in the public interest; I am now entirely satisfied that this has proved to be the case. It seems to me highly desirable to make organized bodies of intelligent wage earners feel that they are directly represented in the management of public business, particularly such as pertains to their several trades.

The city printing has been done for the last twenty years under a contract made in 1876, and allowed to run on without change since that time. About \$70,000 a year is now paid out for composition and press

a The Amalgamated Woodworkers' International Union of America issues a label to be placed on articles made by union woodworkers. On ordinary household articles this label is stamped with ink, and on store, office, and saloon fixtures a brass stamp is used, similar to the name plates used by the manufacturer.

b The label issued by the National Photographers' Union is printed in black ink on red paper, and placed on each union-made photograph.

c The horseshoers' label is stamped on the inside heel of each shoe, and is a guaranty that the horse wearing the shoes was shod by union horseshoers.

d The egg inspectors' label is a guaranty that the eggs have been inspected by skilled union men. It is printed on yellow paper and placed on the end of the box.

work alone. When the present superintendent of printing took office I instructed him to examine carefully into the expenditures for printing, and to report to me whether the city could not with advantage establish a plant for itself, to do a part or the whole of its own printing. After careful investigation, both the superintendent and myself have become satisfied that the city should take steps in this direction. The continuance of the contract referred to stood in the way of adopting this policy, as it gave the contractor all of the printing of the city. As it was originally made through the joint committee on printing of the city council, at a time when it exercised powers since vested in the executive, it seemed necessary that action for its abrogation should be taken by this committee, as well as by the superintendent of printing, and this has just been effected.

Typographical unions have for many years urged the establishment of public printing plants for the execution of public printing, and the printers of this city have warmly favored the proposed establishment of a municipal plant. The new policy will be inaugurated in a careful and conservative manner. Probably only a portion of the city printing will be undertaken at first, and the work of the municipal plant only gradually extended. In the meantime the present contractors will continue to do such portion of the city printing as the municipal plant is not ready to take. It should be stated, in justice to them, that both the quality of their work and the manner in which it has been executed have been found satisfactory. (a)

It is hardly open to doubt that such action upon the part of municipalities would greatly strengthen the use of the label, at least until such time as the experiment was found to fail. Upon its theoretic side the label stands, primarily, for "better pay and for improved conditions of labor." As will appear later, this is thus far but slightly realized in practice. Its practical and immediate purpose is, of course, to strengthen the union. The label is the chosen symbol of work done under union conditions. Any open and distinct recognition of the union and its principles of "collective bargaining" must so far help their trade-mark. Some of the local and college settlements take the same step, not merely of dealing with unions as distinct from individuals, but expressly recognizing the label. The Prospect Union, carried on in Cambridge, Mass., as a kind of college settlement, expressly recognizes the label of the typographical union, which does work on the cooperative plan with good measure of success. The aim is, moreover, to make the label in this instance stand for excellence of workmanship, restoring something of the ideal of the craft guilds in their better days. That this has not been done more generally with the label is clearly a weakness, especially if appeal is to be made to a larger purchasing public. It has been usual to claim for the label that it represented merely that the work was done under strictly union conditions. So far as these conditions—wages, hours, sanitation, etc.—stand for higher

a The following is from a Chicago labor paper: "The city councils of Davenport, Iowa, Rockford, Ill., Louisville, and several other Western cities have recently passed resolutions that all city printing must hereafter bear the union label."

excellence (as in many cases they do) it may be claimed that the label also represents a better quality of work.

Further than this very indefinite claim, the label can not be said to stand for excellence of workmanship or of product. The cigar makers usually admit this, although they have an organization of extraordinary completeness and efficiency. A sort of minimum of quality is, however, set, as will be seen in the following extract from their constitution, sec. 154: "In no case shall the union label be used in any factory which pays less than \$6 per thousand; nor shall it be allowed on any cigars sold for less than \$20 per thousand." This action of the international body does not, however, cover the procedure of local unions, which may allow a label on cheaper cigars.

In the case of the hatters, it is even more difficult to trace any relation whatever between the label and quality or improved conditions. Many shops conspicuous for the high character of their product, wages, and entire circumstances under which the laborer works, have never used the label, nor is there any likelihood of their so doing.

Nowhere better than among the hatters can the matter-of-fact side of the label be seen. It is, like the strike or the boycott, an instrument of warfare. The published literature of the hatters' union is filled with evidence on this point. No printed matter upon this subject is so wholly frank as to the primary objects to be sought through the label. It is of course assumed that the mere fact of labor organization implies of itself higher wages and better surroundings; otherwise there is singularly little pretense that quality of work, for example, or sanitation enters into their calculation.

A movement to strengthen the ideal character of the label, to help make it what many unions claim that it is, has grown out of the activities of the Social Reform Club in New York. The first announcement of the club, signed by its committee on organized labor, is as follows:

The working people have an answer of their own to these perplexing questions. They advocate the use of the union label—the workingman's trade-mark. Placed upon goods by the workers themselves, this mark assures the buying public that these goods were made for fair wages and under healthful conditions.

This device, invented by American labor, is still new, but it promises a quiet adjustment, through business methods, of these ethical difficulties which are now troubling the minds of consumers. People who are anxious to help in mending matters can do so by asking for the union label on the goods they buy. The undersigned committee holds itself ready to give full information concerning the various labels, and what are the best methods of advancing the movement.

The club has begun the publication of a series of leaflets "to make the idea, the history, and possible use of the label known, not only among members of trade unions, but also among the general public who may wish to know effective ways in which the unions may be strengthened."

These leaflets are "to be issued from time to time for a period of twelve or fourteen months. Written by members of the club and others. Subjects: General Argument; The Label as it Is, What and Why; Value to the Consumer, Ethical and Practical; History of the Label; Economic Value; Legal Standing; Bakers' Label;" etc.

It is the express purpose of this committee to make an active propaganda for the label. Two leaflets have already appeared, the first over the name of James B. Reynolds, the head of the well-known College Settlement in New York City. The appeal is made directly to the public, first, to understand what the label means.

1. It means or aims to mean that the work is done under wholesome conditions. 2. It insures or aims to insure the payment of reasonable wages. 3. It insures or aims to insure reasonable hours of work. 4. It stands for the effort of an organization constantly striving to secure and maintain these results.

Secondly, the appeal is made to cooperate actively in furthering its use.

To promote the use of the union label means, then, to unite with the workers in their struggle to make the conditions under which work is done more sanitary, the conditions of the worker safer, and the products of better quality.

The union label, therefore, appears to be the only means of helping the workers in the factories to help themselves. For this reason, and because of the benefits to the public as well as to the workers for which it is guaranteed, the support of the union label is strongly urged by the Committee on Organized Labor of the Social Reform Club.

The committee regards the label as the only sign which indicates that the work has been done under suitable conditions and with any consideration of the rights of the employees, and therefore urges the conscientious public in making purchases to ask for articles bearing the union label.

In the second leaflet, just issued, the point is fairly made that the general public has had its attention called chiefly and inevitably to the dramatic side of trade-union life and effort. It has heard constantly of the violence and strife. It has known far less, or not at all, of the educational and peacemaking tendencies in the unions.

The label brings us to the union when it is in another mood, and we find it a peace-loving association bent upon improving society through improving the conditions of work among its own members. It is an enthusiastic reformer. Here is no contradiction; none ever fight with so much fervor as those who fight for ideals.

The label has resulted from that steady constructive effort toward improvement which is carried on by wage earners through the many months or years when they are not at war. It has great interest for everyone who loves fair play, self-help, and equal chances for all. Its capacity for affecting trade seems likely to produce rapid changes, and consequently the principal labels, how they are applied, just what they signify, and whether they may be misused, are matters that really concern our whole community.

Certain weaknesses of the label are frankly recognized:

Plainly the scheme is not without its dangers and drawbacks, such as are inherent in all man's dealings. The danger of counterfeiting is the same as with any other trade-mark. The label is copyrighted, and a strong union protects its own label; the label of a weak union scarcely attracts counterfeiters. Treachery among the men is more difficult to meet. The label sometimes is sold out. But a fraudulent label is so injurious to the union that the evil is soon detected and likely to be quickly corrected. These are misfortunes incident to all trade.

The leaflet concludes:

This, then, is the union label, a mere business device of the American workingman, invented to protect himself from broken promises and crooked dealing in the business world of bargains and competition. It originated without sentiment and without consciousness of having anything more than the most sordidly practical of uses. But like all sound business methods, it is notably well fitted to help along the progress of humanity. Considerably to its own surprise, it proves to be an object for enthusiasm. To anyone who realizes the underlying significance of the trade union this is no surprise, however, and the practical good sense of the device becomes its strongest claim to confidence. Though the trade union does not always handle it well or wisely, and there are plenty of unavoidable inconveniences and imperfections in its actual use, nevertheless the label has great possibilities, and closely concerns others as well as the men who planned it. To these men it means stable advantages in wages, hours, surroundings, honesty, and fair competition. Its right to receive these things is sometimes questioned, but this leads into the whole economic argument about trades unionism, which has no place here. Its actual value to the craftsman in securing him the sort of life he needs is clear enough.

As for the buyer, on whose demand the success of the label's work depends, its value to him, though less evident, is quite as great. He, as well as the employer and the worker, may find positive advantage in using the union label. The evidence and proof of this are matter for another discussion.

The occasional selling out of the label and other abuses here referred to are true and constitute a real weakness in the history of the label. A perfectly fair criticism, however, admits some extenuation. The abuses will be found at those points (as among garment and cigar makers) where the struggle of organized labor is very intense. Here, as in any fight which waxes hot, principles suffer. The high phrases in political platforms do not deceive us. We allow for a very wide and sharp difference between the printed ideals and the compromises which mark the actual work of party warfare.

It would not be fair to hold cigar or garment workers to stricter responsibility. The awful struggle which goes on in the clothing industry is marked by broken faiths, in the case of manufacturer, contractor, and laborer alike. It is much to expect under these circumstances that the label should come off unscathed. It has undoubtedly been often used and allowed under conditions which violate every principle for which the label stands.

The conditions against which the cigar makers (and even more the garment workers) have had to contend are not overstated by Helen Campbell in her *Prisoners of Poverty*:

A block or two beyond, the house entered proved to be given over chiefly to cigar making. It is to this trade that women and girls turn during the dull season, and one finds in it representatives from every trade in which women are engaged. The sewing women employed in suit and clothing manufactories during the busy season have no resource save this, and thus prices are kept down and the regular cigar makers constantly reinforced by the irregular. In the present case it was chiefly with regular makers that the house was filled, one room a little less than 12 by 14 feet holding a family of seven persons, three of them children under ten, all girls. Tobacco lay in piles on the floor and under the long table at one end where the cigars were rolled, its rank smell dominating that from the sinks and from the general filth, not only of this room but of the house as a whole.

Two of the children sat on the floor stripping the leaves, and another on a small stool. A girl of twenty sat near them, and all alike had sores on lips and cheeks and on the hands. Children from five or six years up can be taught to strip and thus add to the week's income, which is far less for the tenement-house manufacture than for regular factory work, the latter averaging from \$8 to \$12 a week. But the work if done at home can be made to include the entire family, and some four thousand women are engaged in it, an almost equal but unregistered number of young children sharing in with them. As in sewing, a number of women often club together, using one room, and in such case their babies crawl about in the filth on the wet floors, playing with the damp tobacco and breathing the poison with which the room is saturated.

In the case both of cigar makers and garment workers, it is incontestable that the additional strength which the unions have gained by the use of the label has made conditions like those described above somewhat more difficult in a few centers. Theodore Roosevelt is reported as saying at a public meeting, "I have visited these pest holes personally, and I can assure you if smokers could only see how these cigars are made we should not need any legislative action against this system."

This trade-mark is first and last a weapon with which to defend the union. Sanitary and other improved conditions are of secondary consideration. If the pressure of competition is too great, there is naturally no thought of any end except to induce the employer to maintain a strictly union shop and thus insure the payment of members' dues. Even in the constitution of the International Cigar Makers, section 160, it is said: "In localities where the open shop system is in existence it shall be optional with local unions to refuse labels to manufacturers (who employ no hands) until they have been members one year." Section 154 says: "Where the manufacturer deals in Chinese, tenement-house, or scab cigars, it shall be optional with local unions to withhold the union label from such firms."

It is recognized that much elasticity is necessary in applying principles. Where competition is too strong or the union too weak, abuses have shown themselves, or no attempt has been made to enforce rigidly the broader principles of the label.

Even at present, in an organization as powerful as the cigar makers, there has been great license in granting the label. It is distinctly maintained that the label is a guaranty against tenement-made goods and against goods made under insanitary conditions. This is clearly the aim of the unions; but a careful examination showed plenty of cases—in Chicago, for example—in which the label was used with dangerous laxity. It is certain that in many of these instances the label was counterfeited, the proof being that prosecutions were very common. In other cases the label had been given out carelessly, on the one condition that all dues were paid and no charges pending.

It also appeared that an extremely liberal definition of a tenement was in use. It is but fair, however, to say that as the union strengthens the abuses are less and less frequent. The testimony from several firms who have had experience with the label, as well as many contractors, confirm this view.

The head of a large firm in New York said to the writer in April, 1897: "I did everything that I could to get hold of the label on my own conditions, but it was refused until my shop became strictly a union shop, and I have been held rigidly to the contract. They have been straight and fair with me." This is also the testimony of a large firm in Boston.

Wholesale firms are often led to adopt the label because of the form of propaganda in use among the unions. In hundreds of country towns where trade unionism is strong an agitation is organized among the various unions, lecturers sent out, and literature distributed to induce the local traders to keep labeled goods in stock. (a)

a From the national office of the Boot and Shoe Workers' Union the following circular, containing resolutions adopted at the convention of the American Federation of Labor in New York, 1895, was sent out in 1896 as an appeal to the 160,000 shoe workers in the United States and Canada:

FELLOW WORKERS: We desire to call your attention to the following extracts from the printed report of the proceedings of the fifteenth annual convention of the American Federation of Labor, held in New York City December 9 to 17, 1895:

Resolution No. 22:

Whereas rival organizations heretofore existing among the boot and shoe workers have been contending for supremacy, resulting in a division of the workers into small factions; and

Whereas this division has operated to the detriment of the boot and shoe workers with a twofold effect:

First. In making impossible that unity of action necessary in any trade to protect the workers from the encroachments of the employer, and

Second. In depriving the boot and shoe workers of the benefits to be derived from the assistance of other organized trades through the use of a label representing a united craft; and

Whereas the Boot and Shoe Workers' Union, at a joint convention held in Boston, April 10, 1895, founded a new national organization into which all existing national organizations were merged, thus completing an amalgamation of the organized shoe workers into one organization known as the Boot and Shoe Workers' Union; and

Whereas the Boot and Shoe Workers' Union has adopted as the trade-mark or label of the craft a device known as the union stamp, said union stamp being a steel die in the design of a shield, with factory number attached, to be impressed upon the soles of only such boots and shoes as are made entirely by union workers under fair conditions; and

Whereas the amalgamation of the different factions of the organized workers in any trade into one

This demand leads the trader to ask in the large cities from the wholesale departments that the label shall be put upon hats, garments, shoes, cigars, etc. If this demand becomes serious enough the firm, if a manufacturer, must "unionize" its shop and sign a contract to adhere strictly to union conditions.

The contract between manufacturer and union often contains a promise on the part of the union to do all within its power as a labor organization to advertise the labeled goods and otherwise benefit the manufacturer. The United Garment Workers of America has a contract with a large firm of clothing manufacturers in the West. This contract contains an admirable form of arbitration, which has proved entirely satisfactory. The head of the firm assured the writer that the label

organization and under one head is one of the basic principles of the American Federation of Labor: Therefore be it

Resolved, First. That the American Federation of Labor, in fifteenth annual convention assembled, does hereby heartily indorse the action of the organized boot and shoe workers in their efforts to unite the craft;

Second. That all indorsements heretofore given by the American Federation of Labor to labels, stamps, trade-marks, or devices, representing the whole or any part of the boot and shoe workers, be and hereby are withdrawn;

Third. That the union stamp of the Boot and Shoe Workers' Union be and hereby is indorsed as the label or trade-mark of the organized boot and shoe workers, and that no boots or shoes shall be considered as union made except they bear upon the soles an impression of the Boot and Shoe Workers' Union stamp, with factory number attached; and be it further

Resolved, That no national, international, local, or federal labor union, State branch, central body, or any other organization that is now or may be affiliated with the American Federation of Labor shall lend encouragement or give support to any device, label or trade-mark on boots and shoes other than the union stamp of the Boot and Shoe Workers' Union; and be it further

Resolved, That any national, international, local, or federal labor union, State branch, central body, or any other organization now affiliated with the American Federation of Labor giving indorsement, encouragement, or support to any label, trade-mark, or device on boots and shoes, other than the union stamp of the Boot and Shoe Workers' Union, be and hereby is instructed to immediately withdraw such indorsement, encouragement, or support in the interest of a thorough unity of the craft.

The foregoing action of the convention of the American Federation of Labor leaves no room for doubt as to what constitutes the genuine trade-mark of the organized shoe workers of the United States and Canada.

[Facsimile of label shown in circular.]

The organized workers should refuse to recognize any other form of label than the one at the head of this paragraph, no matter what representations may be made by dealers. Insist upon having none but the "union stamp," an impression of which will be found on the sole of all strictly union-made shoes, and without which no goods are union made.

You will place us under obligations to you if you will at once appoint committees to wait upon dealers in boots and shoes and insist on them keeping in stock a line of "union stamp" shoes.

If the dealers ask you where they are to be had, tell them to write to this office, and at all times refuse to buy unless the "stamp" is on the goods.

If you persist in your demands, the dealers will find a way to supply the demand.

After once having asked for "union stamp" goods in a store refuse to purchase in that store unless you get them.

Our reason for making this request is that if you purchase after having asked for the "stamp" the dealer concludes that as you buy without the "stamp" he can get along quite as well without the "union stamp," and is not influenced as he would be if you left the store to buy elsewhere.

If you can make it possible to organize shoe workers in your locality, communicate with this office and we will furnish you with all information necessary to complete the organization, and in this way you can help us to a great extent.

Thanking you in anticipation of your assistance in the work of booming the "union stamp" and organizing our craft, and promising to render like service to all other crafts, we are fraternally, yours,

BOOT AND SHOE WORKERS' UNION.

P. S.—Secretaries will confer a special favor upon us by having this circular read at meetings of their organizations and advising us of their action thereon.

had subjected him to no trouble, and that he had found the officials perfectly fair as to the conditions of the contract, which is as follows:

Know all men by these presents: Agreement entered into between the firm of ———, party of the first part, and the United Garment Workers of America, party of the second part.

In consideration of the use of the union trade label of the party of the second part, party of the first part agrees to abide by the following rules and regulations governing the uses of the same:

First. All employees engaged in the manufacture of garments for the party of the first part shall be good-standing members of the party of the second part.

Second. All proper sanitary conditions shall be observed in all shops manufacturing garments for the party of the first part.

Third. The said label shall be controlled by Local Union No. —, who shall attend to the proper issuance of the same.

Fourth. The said label shall be in the sole charge of a responsible member of the party of the second part in the shop of said firm, and who shall report weekly to the respective unions, giving an account of the quantity of labels used.

Fifth. Party of the second part agrees to do all within its power as a labor organization to advertise the labeled goods and otherwise benefit the business of the party of the first part.

Sixth. The party of the first part agrees to pay for the printing of the labels used.

Seventh. Should any differences arise between the party of the first part and the employees as to conditions of labor, it shall be adjusted by a committee of three selected by the firm and a committee of three from Local Union No. —. Should these committees fail to agree, then both committees shall select a seventh party, who shall decide any said question in dispute.

This agreement to go into effect ——— and to terminate two years from date.

Signed by party of the first part.

Signed by committee of the party of the second part.

This contract gives the officials of the union much help in doing their own work, as it becomes the interest of the manufacturer to see to it that his workmen fulfill the conditions (paying dues, etc.), which the unions set. This is indeed the real influence which the advocates of the label seek to advance.

Several special label papers are now printed in different cities solely to further the cause. Some idea of the effort put forth by the unions to strengthen the label may be got from the fact that in Boston during 1895 the Cigar Makers' Union No. 97 expended for "label agitation" \$3,188.28. In the president's report to the Detroit convention last year it is said that 43,393,000 labels (for cigar boxes) were distributed between September 1, 1893, and August 31, 1896.

A new step has also been taken in the formation in New York and other cities of a Trade Union Label League to "give unity and efficiency to the general work of education and agitation." From Toronto we read:

The league was organized June 10, 1895, for the purpose of uniting together the trades using union labels in this city. This central body

doing the work of advertising and protecting the various labels relieves the unions of a great deal of work, and makes it more economical and effective than by individual effort in bringing before the general public the different labels in use.

The league meets on the second and fourth Tuesdays in each month at 8 o'clock p. m.

The gain made in the attention now paid to the label may be best measured by the action at the annual meeting of the American Federation of Labor, held in Cincinnati in 1896. In the secretary's report it is said :

The growth of the union label is steady and sure. It is the backbone of some of our unions and a great aid to them all. Label leagues are being instituted in many places, both on local and State lines, and are doing good work. There are many more industries which can adopt union labels, and which, no doubt, will in the course of time. From reports made to headquarters during the year from the various unions, continued and increasing interest is being taken in their welfare. That all unions should boom the union label of each other is important, for to build up and strengthen any one union strengthens all others. While we may be working at different callings, our interests are intertwined. Upon the growth and activity of unionism generally in any city depends the stability and power of the particular union in which any one of us may hold a card. Hence the importance of furthering union labels of sister unions. By helping them we help ourselves and all help each other.

The following resolutions were also adopted at this convention :

Whereas the National Union of the United Brewery Workmen has adopted a union label for use on all packages containing union-made beer, ale, and porter, and also a union show card for display in all saloons which sell union products exclusively; be it

Resolved, That this sixteenth annual convention of the American Federation of Labor indorses said label and show card, and urges all members of the American Federation of Labor to demand the label and the show card.

Whereas we recognize in the union label the mainstay of trade unions, and that the best, most far-reaching, and most earnest way of educating and advocating the union labels is through the organization of active label leagues; therefore,

Resolved, That the American Federation of Labor recognize this form of organization, impress upon the minds of delegates in reporting to their constituents the necessity of organizing and maintaining label leagues, and that this body instruct the newly elected officers to grant charters to local, district, and State label leagues.

Resolved, That this, the sixteenth annual convention of the American Federation of Labor, declare it to be the duty of the trade unionists to not only purchase the products of union labor as indicated by the union labels and trade-marks of the various industries, but that it shall also be their duty to see that their wives and families patronize union products.

Whereas in order to better acquaint the public with the different union labels, be it

Resolved, That the executive council of the American Federation of Labor be instructed to have cardboard or enameled tin signs made with

the different union labels of unions affiliated with the American Federation of Labor, and distributed pro rata among the different unions for advertising the same.

The secretary of the United Hatters of North America reported in 1897: "We now use between eleven and twelve millions of labels annually. The label is growing in importance. We have unionized about twelve factories during the last year."

As in the case of cigars and garments, there is much complaint against counterfeit labels. Cards and leaflets are widely distributed, with appeals to keep a sharp lookout for counterfeits. There is also very extensive circulation of cards bearing the names of those firms in different cities where the labeled goods may be found. (a)

Laws protecting the cigar makers' label have been adopted in 28 States and Territories: California, Colorado, Connecticut, Delaware, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oklahoma, Pennsylvania, South Dakota, Tennessee, Texas.

Cost of prosecuting counterfeits is about \$8,000 annually.

In Illinois the using of a false label is a quasi-criminal offense, and the penalty, \$100 fine or imprisonment, is so administered that counterfeiting is not much checked (fines being remitted, etc.). About 50 cases were tried last year.

Protection by injunction or suit for damages in court was long refused, the grounds of refusal being that workmen who used the label were only laborers, having no property right in what they produced, and therefore could suffer no loss from counterfeit.

F. J. Stimson, in his Handbook to the Labor Law of the United States, page 184, says:

To meet these cases the statute has very generally been passed allowing members of trade unions, or labor unions, or associated

a The following appeal for cooperation was issued in 1896 by the United Hatters:

BROTHERS: We, the United Hatters of North America, appeal to you for assistance. We do not ask for financial aid, nor do we ask you to make the slightest sacrifice of either time or money. Our request is a simple one: Do not buy or wear a fur or felt hat, either soft or stiff, unless the genuine union label is sewed in it. That is all there is to it, and if you comply with our request you will confer on us an everlasting favor.

The following are prominent nonunion concerns; they use counterfeit labels:

* * * * *

For the assistance which we have received from organized labor in the past we are sincerely thankful. The support given to us by our friends has enabled us to unionize twelve factories during the past year, and with a continuance of it we will be able to unionize every factory in the country.

Keep a sharp lookout for counterfeit labels. As a general thing they are not perforated on the four edges. They are sometimes perforated on three of the edges and sometimes only on two. The genuine label is perforated on the four edges, exactly the same as a postage stamp.

Do not patronize any retailer who has loose labels in his store. Loose labels in retail stores are counterfeits. Do not buy a hat unless the label is sewed in it. Nonunion hats are sometimes found with counterfeit labels sewed in. The fact of a label being sewed in does not go to prove that it is a genuine one, though as a rule it does.

laborers in any shop or class, to adopt labels or trade-marks to be used solely to designate the products of their own labor, or of the labor of members of their own trade unions or labor unions in alliance with them; and provision is usually made for the registration of such label or trade-mark in the office of the secretary of state, and a penalty imposed for counterfeiting it; and in most of the above-mentioned States remedies by injunction or equity process are expressly given the laborers or the labor union against the infringement of their trade-mark or label, or unauthorized use of such trade-mark by other persons. In fact, the Kentucky statute provides that such union label shall not be assignable at all.

Such statutes are constitutional, and are not class legislation. (a) And it has further been held in Illinois, and denied in Pennsylvania, that a label declaring union-made cigars to "have been made by a first-class workman, a member of * * * an organization opposed to inferior, rat-shop, cooly, prison, or filthy tenement-house workmanship," is not illegal as being immoral or against public policy within the meaning of the law of trade-marks.

It will thus be seen that such praise or blame as the label may receive will be determined largely by general views upon the trade union itself. If it is conceded that labor organization is a necessity of the time, that it is especially necessary at the points where competition is most intense, it will not be denied that the label is an effective weapon to fortify the union in its struggle for a higher standard of living.

If the label is to win a larger and more strictly public sympathy, it is obvious that far greater effort must be made to have it stand—as it stoutly claims to stand—for improved sanitation and other better conditions.

In trades like that of the garment makers, a label that should be confidently known to stand for definite improvement in the life of the worker, would attract a powerful public sympathy. There are many indications at hand that a growing public interest will soon demand from some source—from manufacturers, storekeepers, voluntary associations like the Consumers' League, or from trade unions—a label that shall be an absolute guarantee that the goods upon which it is placed are not made in sweat shops. Every increased effort of the unions to have their label a sure symbol of higher standards of life and work among the wage earners is certain to command more cordial and more helpful recognition from the general purchaser.

The Illinois act of July 1, 1891, as amended by the act of July 1, 1895, and the Massachusetts act of 1893, are good illustrations of legislation regarding labels.

The Illinois act is as follows:

SECTION 1. Whenever any person, or any association or union of workingmen, has heretofore adopted or used, or shall hereafter adopt or use, any label, trade-mark, term, design, device or form of advertisement for the purpose of designating, making known or distinguishing any

a Cohn v. People, 37 N. E., 60; State v. Bishop, 31 S. W., 9.

goods, wares, merchandise or other product of labor as having been made, manufactured, produced, prepared, packed or put on sale by such person or association or union of workmen, or by a member or members of such association or union, it shall be unlawful to counterfeit or imitate such label, trade-mark, term, design, device or form of advertisement, or to use, sell, offer for sale, or in any way utter or circulate any counterfeit or imitation of any such labels, trade-mark, term, design, device or form of advertisement.

SEC. 2. Whoever counterfeits or imitates any such label, trade-mark, term, design, device or form of advertisement, or sells, offers for sale or in any way utters or circulates any counterfeit or imitation of any such label, trade-mark, term, design, device or form of advertisement, or knowingly uses any such counterfeit or imitation, or knowingly sells or disposes of or keeps or has in his possession, with intent that the same shall be sold or disposed of, any goods, wares, merchandise or other product of labor to which any such counterfeit or imitation is attached or affixed, or on which any such counterfeit or imitation is printed, painted, stamped or impressed, or knowingly sells or disposes of any goods, wares, merchandise or other product of labor contained in any box, case, can or package to which or on which any such counterfeit or imitation is attached, affixed, printed, painted, stamped or impressed, or keeps or has in his possession, with intent that the same shall be sold or disposed of, any goods, wares, merchandise or other product of labor, in any box, case, can or package to which or on which any such counterfeit or imitation is attached, affixed, printed, painted, stamped or impressed, shall be punished by a fine of not less than one hundred (100) dollars, nor more than two hundred (200) dollars, or by imprisonment for not less than three (3) months nor more than one (1) year, or by both such fine and imprisonment.

SEC. 3. Every such person, association or union that has heretofore adopted or used, or shall hereafter adopt or use, a label, trade-mark, term, design, device or form of advertisement, as provided in section one (1) of this act shall file the same for record in the office of the secretary of state, by leaving two (2) copies, counterparts or facsimiles thereof with said secretary, and by filing therewith a sworn statement specifying the name or names of the person, association or union on whose behalf such label, trade-mark, term, design, device or form of advertisement shall be filed, the class of merchandise and a particular description of the goods to which it has been or is intended to be appropriated, that the party so filing, or on whose behalf such label, trade-mark, term, design, device or form of advertisement shall be filed, has the right to the use of the same, and that no other person, firm, association, union or corporation has the right to such use either in the identical form or in any such near resemblance thereto as may be calculated to deceive, and that the facsimile copies or counterparts filed therewith are true and correct. There shall be paid for such filing and recording a fee of one (1) dollar. Any person who shall for himself, or on behalf of any other person, association or union, procure the filing of any label, trade-mark, term, design, device or form of advertisement in the office of the secretary of state, under the provisions of this act, by making any false or fraudulent representations or declarations, verbally or in writing, or by any fraudulent means, shall be liable to pay any damages sustained in consequence of any such filing, to be recovered by or on behalf of the party injured thereby in any court having jurisdiction, and shall be punished by a fine not exceeding two hundred (200) dollars or by imprisonment not

exceeding one year, or both such fine and imprisonment. The secretary of state shall deliver to such person, association or union so filing or causing to be filed any such label, trade-mark, term, design, device or form of advertisement so many duly attested certificates of the recording of the same as such person, association or union may apply for, for each of which certificates said secretary shall receive a fee of one (1) dollar. Any such certificate of record shall in all suits and prosecutions under this act be sufficient proof of the adoption of such label, trade-mark, term, design, device or form of advertisement. Said secretary of the state shall not record for any person, union or association any label, trade-mark, term, design, device or form of advertisement that would reasonably be mistaken for any label, trade-mark, term, design, device or form of advertisement theretofore filed by or on behalf of any other person, union or association.

SEC. 4. Every such person, association, or union adopting a label, trade-mark, or form of advertisement, as aforesaid, may proceed by suit to enjoin the manufacture, use, display or sale of any such counterfeits or imitations; and all courts having jurisdiction thereof shall grant injunctions to restrain such manufacture, use, display or sale, and shall award the complainant in such suit, such damages, resulting from such wrongful manufacture, use, display or sale, as may by said court be deemed just and reasonable, and shall require the defendants to pay to such person, association or union the profits derived from such wrongful manufacture, use, display or sale; and said court shall also order that all such counterfeits or imitations in the possession or under the control of any defendant in such case be delivered to an officer of the court, or to the complainant to be destroyed.

SEC. 5. Every person who shall use or display the genuine label, trade-mark, or form of advertisement of any such person, association or union, in any manner not authorized by such person, union or association, shall be deemed guilty of a misdemeanor, and shall be punished by imprisonment in the county jail not less than three months nor more than one year, or by a fine of not less than one hundred dollars nor more than two hundred dollars, or both. In all cases where such association or union is not incorporated, suits under this act may be commenced and prosecuted by any officer or member of such association or union on behalf of and for the use of such association or union.

SEC. 6. Any person or persons who shall in any way use the name or seal of any such person, association or union, or officer thereof, in and about the sale of goods or otherwise, not being authorized to so use the same, shall be guilty of a misdemeanor, punishable by imprisonment in the county jail of not less than three months nor more than one year, or by fine of not less than one hundred dollars nor more than two hundred dollars, or both.

SEC. 7. The fines provided for in this act may be enforced before a justice of the peace in all cases where the party complaining shall so elect, and in case of conviction before such justice of the peace the offender shall stand committed to the county jail until the fine and costs are fully paid, under the provisions of section 8, article IX of "An act to revise the law in regard to criminal jurisprudence," in force July 1, 1874, or otherwise.

Following is the Massachusetts act:

SECTION 1. Whenever any person, association or union of persons has adopted or shall hereafter adopt for his or its protection, any label, trade-mark or form of advertisement not previously adopted or owned

by any other person, firm, association or union, announcing that goods to which such label, trade-mark or form of advertisement is attached were manufactured by such person, or by a member or members of such association or union, and shall have duly filed copies of the same for record in the office of the secretary of the commonwealth, as provided in section four of this act, it shall be unlawful for any person or corporation to counterfeit or imitate such label, trade-mark or form of advertisement. Every person violating the provisions of this section shall, upon conviction, be punished by a fine not exceeding one hundred dollars or by imprisonment not exceeding six months, or both.

SEC. 2. Every person who shall use any counterfeit or imitation of any label, trade-mark or form of advertisement of any such person, union or association, copies of which have been duly filed for record in the office of the secretary of the commonwealth, as provided in section four of this act, knowing the same to be counterfeit or imitation, shall be guilty of a misdemeanor, and shall be punished by a fine not exceeding two hundred dollars or by imprisonment not exceeding six months, or both such fine and imprisonment.

SEC. 3. Every manufacturer who shall knowingly use or affix the genuine label or trade-mark adopted by any person, association or union, as herein provided, and filed in the office of the secretary of the commonwealth, as provided in section four of this act, upon any goods not manufactured by such person, or by a member or members of such association or union, shall be punished by a fine not exceeding two hundred dollars or by imprisonment not exceeding one year, or both such fine and imprisonment.

SEC. 4. Every such person, association or union that has heretofore adopted, or shall hereafter adopt, a label, trade-mark or form of advertisement, as provided in section one of this act, may file the same for record in the office of the secretary of the commonwealth, by leaving two copies, counterparts or facsimiles thereof, with said secretary and shall file therewith a certificate specifying the name or names of the person, association or union so filing such label, trade-mark, or form of advertisement, his or its residence, location or place of business, the class of merchandise and the particular description of goods comprised in such class to which it has been or is intended to be appropriated, and the length of time, if any, during which it has been in use. Such certificate shall be accompanied by a written declaration, verified under oath by the person or some officer of the association or union by whom it is filed, to the effect that the party so filing such label, trade-mark or form of advertisement has a right to the use of the same, and that no other person, firm, association, union or corporation has the right to such use, either in the identical form or in any such near resemblance thereto as may be calculated to deceive, and that the facsimiles, copies or counterparts filed therewith are true and correct. There shall be paid for such filing the fee of one dollar. Any person who shall procure the filing of any label, trade-mark or form of advertisement in the office of the secretary of the commonwealth, under the provisions of this act, by making any false or fraudulent representation or declaration, verbally or in writing, or by any fraudulent means, shall be liable to pay any damages sustained in consequence of any such filing, to be recovered by the party injured thereby in an action of tort; and shall be punished by a fine not exceeding two hundred dollars or by imprisonment not exceeding six months, or both such fine and imprisonment. Said secretary shall deliver to such person, association or

union so filing the same a duly attested certificate of the record of the same, for which he shall receive the fee of one dollar. Such certificate of record shall in all suits and prosecutions under this act be sufficient proof of the adoption of such label, trade-mark or form of advertisement. No label, trade-mark or form of advertisement shall be recorded that would reasonably be mistaken for a label, trade-mark or form of advertisement already on record.

SEC. 5. Every such person, association or union which has adopted a label, trade-mark or form of advertisement, as provided in section one of this act, and that has duly filed copies of the same for record in the office of the secretary of the commonwealth, as provided in section four of this act, may proceed by suit to enjoin the manufacture, use or sale of any such counterfeits or imitations; and all courts having jurisdiction thereof shall grant injunctions to restrain such manufacture, use or sale, and shall award the complainant in such suit such damages resulting from such wrongful manufacture, use or sale as may by said court be deemed just and reasonable, and shall require the defendant to pay to such person, association or union the profits derived from such wrongful manufacture, use or sale, and such court may also order that all such counterfeits or imitations in the possession or under the control of any defendant in such case be delivered to an officer of the court, or to the complainant, to be destroyed. In all cases where such association or union is not incorporated, suits under this act may be commenced and prosecuted by any officer of such association or union, on behalf of and for the use of such association or union, and every member of such association or union shall be liable for costs in any such proceeding.

SEC. 6. The secretary of the commonwealth is authorized to make rules and regulations, and prescribe forms for the filing of labels, trade-marks and forms of advertisement, under the provisions of this act.

SEC. 7. In any suit or prosecution under the provisions of this act the defendant may show that he or it was the owner of such label, trade-mark or form of advertisement, prior to its being filed under the provisions of this act, and that it has been filed wrongfully or without right by some other person, association or union.

RECENT REPORTS OF STATE BUREAUS OF LABOR STATISTICS.

KANSAS.

Twelfth Annual Report of the Kansas Bureau of Labor and Industry.
1896. William G. Bird, Commissioner. 105 pp.

The following subjects are treated in this report: Milling industry, 12 pages; packing industry, 4 pages; cigar industry, 6 pages; creamery industry, 3 pages; bookbinders and printers, 3 pages; poultry packing industry, 1 page; two important manufacturing enterprises in Kansas, 3 pages; lead and zinc mines, 4 pages; general manufacturing industries, 12 pages; wage earners, 35 pages; labor organizations, 10 pages.

THE MILLING INDUSTRY.—Information on this and the other subjects treated in the report was obtained chiefly by means of blank schedules mailed to the various establishments. In this industry responses received from 82 establishments show an aggregate invested capital of \$3,010,549, which is probably less than one-half of the capital invested in the milling industry in the entire State. Following is a summary of the principal data presented for the milling industry:

MILLING STATISTICS FOR THE YEAR ENDING DECEMBER 31, 1896.

Items.	Mills reporting.	Total.	Average per establishment.
Capital invested.....	82	\$3,010,549	\$36,714
Capacity, 24 hours' run, barrels.....	75	17,719	236
Output for year, barrels.....	61	1,693,886	27,769
Sets of rolls.....	78	923	11.8
Sets of buhrs.....	34	55	1.6
Materials:			
Wheat, bushels.....	65	7,875,423	121,160
Cost.....	62	\$4,568,834	\$73,691
Corn, bushels.....	55	907,300	16,496
Cost.....	48	\$146,016	\$3,042
All other grain, bushels.....	34	147,600	4,341
Cost.....	29	\$23,395	\$807
Products:			
Flour, wheat, pounds.....	53	285,371,538	5,384,369
Value.....	49	\$4,603,687	\$93,953
Corn meal, pounds.....	45	14,478,875	321,753
Value.....	41	\$109,371	\$2,668
Other flour or meal, pounds.....	19	1,798,500	94,553
Value.....	15	\$16,917	\$1,128
Offal, pounds.....	57	123,347,892	2,163,998
Value.....	50	\$382,786	\$7,656
Employees:			
Greatest number.....		811	.....
Smallest number.....		489	.....
Average number.....		555	.....
Total wages paid during year.....	70	\$338,758	\$4,839

THE PACKING INDUSTRY.—In point of magnitude the meat-packing industry is regarded as probably the most important in the State. Ten of the leading packing houses report a total of \$14,748,588 capital invested in this industry. Following is a summary of the information returned.

PACKING STATISTICS FOR THE YEAR ENDING DECEMBER 31, 1896.

Items.	Estab- lishments report- ing.	Total.	Average per estab- lishment.
Capital invested	10	\$14, 748, 588	\$147, 486
Animals killed:			
Cattle	10	524, 692	52, 469
Calves	7	37, 292	5, 327
Sheep	8	407, 720	50, 965
Hogs	11	1, 158, 938	105, 358
Lambs	2	360	180
Cost of raw material.....	8	\$48, 027, 610	\$6, 003, 451
Value of product.....	8	\$52, 732, 895	\$6, 591, 604
Wages paid during year	12	\$3, 414, 835	\$284, 570
Average number of hands employed	12	6, 190	516

THE CIGAR INDUSTRY.—Of 288 cigar manufacturers in the State, only 41 sent returns to the bureau. These reported a total invested capital of \$128,167. Twenty-eight establishments paid wages amounting to \$54,842 during the year.

THE CREAMERY INDUSTRY.—The production of milk, butter, and cheese has developed into an important industry in Kansas during recent years. In 1896 the total value of these products, as reported by the secretary of the State Board of Agriculture, was \$4,972,446. Forty-three creamery establishments making returns to the bureau reported a total invested capital of \$288,365. Of 27 establishments, 16 reported an increase and 11 a decrease of business as compared with 1895.

BOOKBINDERS AND PRINTERS.—Twenty establishments reported a total capital of \$259,300, and employed 357 persons. A total of \$118,837 in wages was paid by 19 establishments during the year. The average daily wages paid for skilled labor was \$2.33 in 18 establishments, and for ordinary labor \$1.12 in 16 establishments.

LEAD AND ZINC MINES.—This industry has been developed within a few years, and is reported to be growing rapidly in the southeastern section of the State. In 1896 about \$150,000 was invested in 35 ore mills or crushers. During that year these plants produced 124,464,150 pounds of zinc, valued at \$1,401,308, and 28,123,170 pounds of lead, valued at \$450,530. The value of the total production was \$556,497 in excess of that of the preceding year.

WAGE EARNERS.—This chapter contains a series of tables showing the social and economic condition of wage earners, as investigated by the bureau.

LABOR ORGANIZATIONS.—Returns were received by the bureau from 54 local unions, branches, or divisions of labor organizations. Detailed tables are presented showing membership, increase or decrease in membership, wages and hours of labor, annual dues, insurance features, and other information of interest to labor organizations. In the following table, which contains a summary of the more important facts returned, the local organizations are grouped according to their national or international titles.

STATISTICS OF LABOR ORGANIZATIONS, 1896.

Labor organizations.	Local unions, branches, or divisions.	Membership.		Dues per year.	Insurance.		
		Unions, etc., reporting.	Total membership.		Disability.	Sickness.	Death.
Brotherhood of Locomotive Engineers.....	14	13	545	\$0.75 to \$30.00	2	8	14
Brotherhood of Locomotive Firemen.....	10	6	172	2.00 to 26.00	5	4	9
Brotherhood of Painters and Decorators of America.....	1	1	35	6.25	.....	1	1
Brotherhood of Railway Trainmen.....	9	6	122	1.00 to 33.00	3	3	9
Cigar Makers' International Union.....	6	4	105	13.00 to 15.00	2	6	6
International Association of Machinists.....	1	1	19	6.00	.....	1	.....
International Typographical Union.....	3	3	55	3.00	.....	.....	3
Journeyman Barbers' International Union of America.....	2	2	60	7.20	.....	2	2
Order of Railway Conductors.....	6	6	257	3.00 to 5.00	1	3	6
Retail Clerks' Union.....	1	1	27	3.00	.....	1	.....
Switchmen's Union of North America.....	1	.....	.....	2.00	.....	1	1

PENNSYLVANIA.

Annual Report of the Secretary of Internal Affairs of the Commonwealth of Pennsylvania. Vol. XXIV, 1896. Part III, Industrial Statistics. James M. Clark, Chief of Bureau. 648 pp.

This report treats of the following subjects: Individual time and earnings, 329 pages; statistics of manufactures, 246 pages; strikes and lockouts, 12 pages; statistics relating to prison manufacture, 19 pages; analysis, 29 pages.

INDIVIDUAL TIME AND EARNINGS.—The statistics presented show the actual earnings and time worked in the case of 2,381 wage earners for the entire year 1896, and in the case of 244 wage earners for the first six months. The actual earnings and hours worked during each month, and for the whole period, and the average daily earnings are shown for each individual workman. In the case of pieceworkers, the quantity worked is shown instead of the time. The industries represented in this investigation are pig metal, iron and steel, tin plate, textiles, and window glass. The information presented was copied by agents of the bureau from the original pay rolls.

STATISTICS OF MANUFACTURES.—The first part of this chapter consists of statistics regarding 1,162 establishments in various industries. A series of tables is given showing the amount of capital invested, the cost of material used and value of the products, the days in operation, the number of wage earners, the aggregate wages paid, and the average earnings in each establishment. The establishments are grouped under 96 industry headings. Of the 1,162 establishments, 1,156 reported an aggregate invested capital of \$195,639,976. The aggregate figures for the 1,162 establishments were as follows: Value of products, \$221,765,544; average number of days in operation, 286; average num-

ber of persons employed, 157,914; aggregate wages paid, \$58,666,882; per cent of wages of value of product, 26.5; average earnings for average time of employment during the year, \$371.51; average daily wages per employee, \$1.30.

Similar information, covering in each case the entire industry in the State, is given for pig iron, rolled and finished iron and steel, and tin plate. Comparative data are presented for 364 identical establishments, representing 50 industries, for the years 1892 to 1896, inclusive. These data comprise the average number of persons employed, the aggregate wages paid, the average yearly earnings, and the value of the product, and are shown in the following table:

STATISTICS OF 364 MANUFACTURING ESTABLISHMENTS FOR THE YEARS 1892 TO 1896.

Year.	Average persons employed.		Aggregate wages paid.		Average yearly earnings.		Value of product.	
	Number.	Per cent of increase.	Amount.	Per cent of increase.	Amount.	Per cent of increase.	Amount.	Per cent of increase.
1892.....	138,780	.....	\$67,867,579	.....	\$489.03	.....	\$271,836,072	.....
1893.....	123,975	<i>a</i> 10.67	57,324,326	<i>a</i> 15.54	462.05	<i>a</i> 5.52	228,158,388	<i>a</i> 16.07
1894.....	110,892	<i>a</i> 10.55	45,683,345	<i>a</i> 20.31	411.91	<i>a</i> 10.85	187,338,625	<i>a</i> 17.89
1895.....	129,109	16.43	57,257,849	25.34	443.48	7.66	224,087,705	19.94
1896.....	119,670	<i>a</i> 7.81	52,573,123	<i>a</i> 8.18	439.32	<i>a</i> 9.1	213,517,584	<i>a</i> 4.97

a Decrease.

Comparing the year 1896 with 1892, the year of greatest activity in the series, it is found that there was a decrease of 21.45 per cent in the value of the product, of 13.77 per cent in the number of persons employed, of 10.17 per cent in the average yearly earnings per employee, and of 22.54 per cent in the aggregate wages paid. Of the 50 industries represented, 7 showed an increase in the value of the product, 10 in the number of persons employed, and 6 in the aggregate wages paid.

The entire production of pig iron during 1896 amounted to 4,026,350 tons, valued at \$45,172,039. Returns regarding other items are incomplete. Complete returns covering the production of 3,992,861 tons were as follows: Value of product, \$44,773,998; aggregate wages, \$1,551,120; average yearly wages per employee, \$396.30; average number of days in operation, 289.

The tabulated information relating to "iron and steel rolled into finished form" includes plates, sheets, cut nails, rails, billets, blooms, slabs, muck bar, bars, shapes, hoops, etc. The total production in 1896 was 4,297,864 tons, valued at \$126,782,279. The value of the material used was \$70,811,190, and the capital invested in all but 3 of the establishments reporting was \$120,620,912. An average of 53,573 wage earners were engaged in this production, earning wages amounting to \$23,832,628, or an average of \$444.86 per employee. The average time these establishments were in operation was 251 days.

The entire production of the 12 establishments manufacturing black plate in the State during 1896 was 158,106,490 pounds, of which 97,814,762 was tinned and 60,291,728 was not tinned. These establishments reported an aggregate invested capital of \$3,570,275. The tinned product was valued at \$3,157,699; the product not tinned was valued at \$1,475,462. These 12 establishments were in operation an average of 254 days, employed 3,144 wage earners, and paid \$1,435,400, or \$456.53 per employee in wages. Fourteen dipping works produced 41,773,941 pounds of tin and terne plate, valued at \$1,888,398, paid \$125,889 in wages to 447 employees, or \$281.63 per employee, and were in operation an average of 240 days during the year. The total production of black and tin and terne plate in the 26 establishments was 199,880,431 pounds, valued at \$5,045,097.

STRIKES AND LOCKOUTS.—Separate strikes occurred in 68 establishments, and one general strike among house painters involved 200 shops. The following table shows the strikes by industries:

STATISTICS OF STRIKES, 1896.

Industries.	Strikes.	Persons involved.	Others thrown out of employment.	Average days duration.	Cause or object.			Result.		
					For increase of wages.	Against reduction of wages.	Other.	Succeeded.	Succeeded partly.	Failed.
Coal mining	51	6,734	2,468	21	25	16	10	12	9	30
Blast furnaces.....	5	640	25	68	3	1	1		1	4
Limestone quarrying..	4	525	26	26		4				4
Glassworks.....	2	770	210	12		1	1			2
Iron foundry.....	1	100	25	6				(a)	(a)	(a)
Nail mills.....	1	20	100	30			1			1
Machinery.....	1	112		74			1			1
Cotton goods.....	1	60	100	4			1	(b)	(b)	(b)
Hosiery.....	1	125		6			1			1
Clothing.....	1	68	25	(c)			1			1
House painting.....	1	1,000		73	1				1	
Total.....	69	10,154	2,979		29	22	18	d12	d11	d44

a Difference satisfactorily adjusted.

b Strike due to misapprehension on the part of employees.

c Not reported.

d See notes a and b.

Of the 69 strikes 24 were ordered by labor organizations, 36 were not so ordered, and in the case of 9 this information could not be ascertained. There was a loss in time of 323,854 days, or an average of 32 days per striker.

PRISON LABOR.—Returns received from the 10 institutions in the State show that there were 2,227 inmates employed in manufacture. The aggregate value of production sold on the market was \$524,271.38, that consumed by the institutions was \$79,493.70, and that remaining on hand at the close of the year was \$13,295.44, making a total value of \$617,060.52. The cost of material out of which the product was made was \$393,194.33, and the other expenses connected with the manufacture amounted to \$78,768.38. This information, together with amount invested in machinery, number of power, hand, and foot machines, and number of days worked, is given for each of the 10 institutions.

ELEVENTH REPORT ON THE ANNUAL STATISTICS OF MANUFACTURES IN MASSACHUSETTS.

The Annual Statistics of Manufactures, 1896. Eleventh Report. xi, 240 pp. (Issued by the Bureau of Statistics of Labor, Horace G. Wadlin, Chief.)

The information contained in this report is presented under the following subjects: Statistics of manufactures, 104 pages; selected industry presentations, 43 pages; analysis, 45 pages; industrial chronology, 46 pages.

The statistical presentations are based upon the returns made by 4,609 identical establishments, representing 77 classified industries, for each of the years 1895 and 1896. This does not, however, represent all the establishments and industries in the State.

The 4,609 establishments were conducted, in 1896, by 3,493 private firms and 1,070 corporations. This shows a decrease of 1.02 per cent in the number of private firms and an increase of 3.28 per cent in the number of corporations, over 1895. These figures, as those for previous years, show a tendency toward a corporate form of management. This tendency is further shown by the number of partners and stockholders. The total number of partners in private firms shows a decrease from 5,577 in 1895 to 5,482 in 1896, or 1.70 per cent, while the number of stockholders of corporations increased from 44,928 in 1895 to 46,143 in 1896, or 2.70 per cent. Of the partners in private firms in 1896, 95.46 per cent were males, 2.64 per cent were females, and 1.90 per cent were estates, etc. Of the stockholders of corporations, 57.49 per cent were males, 31.97 per cent were females, and 10.54 per cent were banks, trustees, etc.

The following table shows the items of invested capital, wages, value of stock used, and value of goods made and work done during the years 1895 and 1896 in the same 4,609 establishments:

STATISTICS OF MANUFACTURES IN 77 INDUSTRIES, 1895 AND 1896.

Industries.	Establishments.	Capital invested.			Wages paid.		
		1895.	1896.	Per cent of increase.	1895.	1896.	Per cent of increase.
Boots and shoes	605	\$23, 172, 349	\$19, 990, 145	a 13. 73	\$20, 838, 632	\$20, 834, 331	a 0. 02
Carpetings	12	6, 008, 497	6, 020, 485	. 20	1, 709, 689	1, 443, 472	a 15. 57
Cotton goods	169	116, 141, 614	112, 902, 817	a 2. 79	26, 234, 125	25, 865, 194	a 1. 41
Leather	143	8, 479, 094	7, 329, 970	a 13. 55	3, 448, 203	2, 984, 515	a 13. 45
Machines and machinery ..	371	23, 167, 426	23, 733, 634	2. 44	9, 072, 876	9, 731, 509	7. 26
Metals and metallic goods ..	382	19, 177, 940	17, 633, 004	a 8. 06	7, 479, 643	7, 218, 118	a 3. 50
Paper and paper goods	123	24, 682, 633	23, 670, 894	a 4. 10	4, 723, 678	4, 476, 285	a 5. 24
Woolen goods	122	21, 932, 897	19, 186, 201	a 12. 52	5, 987, 401	4, 963, 615	a 17. 10
Worsted goods	27	15, 700, 666	15, 343, 809	a 2. 27	4, 490, 457	3, 848, 327	a 14. 30
Other industries	2, 655	132, 469, 647	127, 771, 202	a 3. 55	46, 860, 847	45, 548, 006	a 2. 80
Total	4, 609	390, 932, 763	373, 582, 161	a 4. 44	130, 845, 551	126, 913, 372	a 3. 01

a Decrease.

STATISTICS OF MANUFACTURES IN 77 INDUSTRIES, 1895 AND 1896—Concluded.

Industries.	Estab- lish- ments.	Stock used.			Goods made and work done.		
		1895.	1896.	Per cent of in- crease.	1895.	1896.	Per cent of in- crease.
Boots and shoes	605	\$55,559,505	\$53,883,477	α 3.02	\$89,938,212	\$87,945,168	α 2.22
Carpetings	12	4,336,556	3,302,365	α 23.84	7,213,798	5,674,637	α 21.34
Cotton goods	169	46,244,435	50,297,985	8.77	89,615,751	87,146,004	α 2.76
Leather	143	15,746,203	13,127,769	α 16.63	22,379,841	19,041,544	α 14.92
Machines and machinery ..	371	9,931,227	10,350,938	4.23	26,027,029	28,489,920	9.46
Metals and metallic goods..	382	11,021,656	10,628,329	α 3.59	24,484,118	23,472,316	α 4.13
Paper and paper goods	123	14,830,407	13,625,290	α 8.13	25,023,375	23,044,582	α 7.93
Woolen goods	122	14,410,166	11,393,040	α 20.94	24,899,606	19,662,182	α 21.03
Worsted goods	27	13,133,003	10,861,550	α 17.30	20,599,046	17,827,246	α 13.46
Other industries	2,635	133,540,384	124,803,082	α 6.54	238,911,245	225,416,695	α 5.65
Total	4,609	318,753,542	302,272,325	α 5.17	569,097,021	537,720,294	α 5.51

α Decrease.

The results for the 4,609 establishments, taken as a whole, show a decrease in each of the 4 principal items given above, namely, amount of capital invested, wages paid, stock used, and goods made and work done when comparing the year 1896 with the preceding year. Only 1 of the 9 leading industries reports an increase in each of these items, while 6 of these industries report a decrease in every case.

The amount of capital invested in the 4,609 establishments was \$390,932,763 in 1895 and \$373,582,161 in 1896, a decrease of 4.44 per cent. Two of the 9 leading industries had an increase and 7 a decrease in the amount of capital invested. The greatest relative increase was 2.44 per cent in the machines and machinery industry, and the greatest relative decrease, 13.73 per cent, in the boot and shoe industry. The results for the 77 industries show that in 23 there was an increase and in 54 a decrease in the amount of capital invested.

The total amount of wages paid in all the establishments considered was \$130,845,551 in 1895 and \$126,913,372 in 1896, a decrease of 3.01 per cent. Only 1 of the 9 leading industries shows an increase in the amount of wages paid, namely, machines and machinery, 7.26 per cent. The greatest relative decrease was 17.10 per cent in the woolen goods industry. The results for all industries show that in 32 there was an increase and in 45 a decrease in the amount of wages paid.

The value of stock used in all the establishments, considered in the aggregate, shows a decrease from \$318,753,542 in 1895 to \$302,272,325 in 1896, or 5.17 per cent. Two of the 9 leading industries, namely, cotton goods and machines and machinery, showed an increase in the value of stock used in 1896 as compared with 1895, the percentages being 8.77 and 4.23, respectively. The greatest relative decrease was 23.84 per cent in the carpet industry. Of the 77 industries, 21 showed an increase and 56 a decrease in the value of stock used.

The total value of goods made and work done in the establishments considered was \$569,097,021 in 1895 and \$537,720,294 in 1896, or a decrease of 5.51 per cent. Only 1 of the 9 leading industries, machines

and machinery, exhibits an increase in the value of goods made and work done, the percentage of increase being 9.46. The greatest relative decrease in value of product was 21.34 per cent in the carpet industry. Of the 77 industries, 20 showed an increase and 57 a decrease in the product value.

The number of employees and their average yearly earnings are shown in the following table. Officers, clerks, and other salaried persons are not included in the tabulation.

AVERAGE NUMBER OF EMPLOYEES AND AVERAGE WAGES IN 77 INDUSTRIES, 1895 AND 1896.

Industries.	Estab-lish-ments.	Average number of em- ployees.			Average yearly earnings.		
		1895.	1896.	Per cent of in-crease.	1895.	1896.	Per cent of in-crease.
Boots and shoes.....	605	43,180	42,263	<i>a</i> 2.12	\$482.60	\$492.97	2.15
Carpetings.....	12	4,616	4,232	<i>a</i> 8.32	370.38	341.09	<i>a</i> 7.91
Cotton goods.....	169	79,795	78,058	<i>a</i> 2.18	328.77	331.36	.79
Leather.....	143	7,168	6,347	<i>a</i> 11.45	481.06	470.22	<i>a</i> 2.25
Machines and machinery.....	371	16,933	18,082	6.79	535.81	538.19	.44
Metals and metallic goods.....	382	14,694	14,242	<i>a</i> 3.08	509.03	506.82	<i>a</i> .43
Paper and paper goods.....	123	11,647	11,112	<i>a</i> 4.59	405.57	402.83	<i>a</i> .68
Woolen goods.....	122	16,139	13,671	<i>a</i> 15.29	370.59	363.08	<i>a</i> 2.13
Worsted goods.....	27	12,297	11,318	<i>a</i> 7.96	365.17	340.02	<i>a</i> 6.89
Other industries.....	2,655	101,121	99,221	<i>a</i> 1.88	463.41	459.06	<i>a</i> .94
Total.....	4,609	307,590	298,546	<i>a</i> 2.94	425.39	425.16	<i>a</i> .05

a Decrease.

The average number of wage earners employed in the 4,609 establishments was 307,590 in 1895 and 298,546 in 1896, a decrease of 2.94 per cent. In only 1 of the 9 leading industries, machines and machinery, an increase in the average number of persons employed appears, the percentage of increase being 6.79. The greatest relative decrease was 15.29 per cent in the woolen goods industry.

The average yearly earnings per individual employed in the 4,609 establishments was very nearly the same for the two years, being \$425.39 in 1895 and \$425.16 in 1896, or a decrease of 0.05 per cent. Three of the 9 leading industries, namely, boots and shoes, cotton goods, and machines and machinery, show an increase, while 6 exhibit a decrease in the average yearly earnings per employee. The greatest relative increase, 2.15 per cent, is shown in the boot and shoe industry, and the greatest relative decrease, 7.91 per cent, in the carpet industry. Of the 77 industries considered, 30 show an increase and 47 a decrease in the average yearly earnings.

The following table shows for 77 industries the percentage of males and females of the whole number employed at each specified weekly rate of wages.

PER CENT OF MALES AND FEMALES OF THE WHOLE NUMBER EMPLOYED AT SPECIFIED WEEKLY WAGES IN 77 INDUSTRIES, 1895 AND 1896.

Weekly wages.	1895.		1896.	
	Males.	Females.	Males.	Females.
Under \$5	38.17	61.83	37.68	62.32
\$5 or under \$6.....	37.04	62.96	36.73	63.27
\$6 or under \$7.....	47.96	52.04	48.69	51.31
\$7 or under \$8.....	58.69	41.31	57.76	42.24
\$8 or under \$9.....	66.86	33.14	66.90	33.10
\$9 or under \$10.....	80.58	19.42	81.12	18.88
\$10 or under \$12.....	86.81	13.19	86.63	13.37
\$12 or under \$15.....	93.68	6.32	94.03	5.97
\$15 or under \$20.....	97.48	2.52	97.23	2.77
\$20 or over.....	99.21	.79	98.95	1.05
Total	66.51	33.49	66.35	33.65

It will be seen from the above table that in both years the percentage of females of the total number of employees at each specified rate decreased as the wages advanced from \$5 upward. A comparison of the figures for the two years shows that the proportion of females increased in 1896 in the following six wage groups, namely, "under \$5," "\$5 or under \$6," "\$7 or under \$8," "\$10 or under \$12," "\$15 or under \$20," "\$20 or over." There was a slight increase in the proportion of females employed in all the establishments, taken in the aggregate, in 1896 as compared with the preceding year.

The fluctuations in the different wage classes are shown for all the industries in the following table, the totals of males, females, and both sexes, respectively, for all groups being represented by 100 per cent, and the number of employees in each wage class constituting parts of this aggregate :

PER CENT OF THE TOTAL MALES AND FEMALES AT SPECIFIED WEEKLY WAGES IN 77 INDUSTRIES, 1895 AND 1896.

Weekly wages.	1895.			1896.		
	Males.	Females.	Total.	Males.	Females.	Total.
Under \$5.....	8.39	26.99	14.62	8.22	26.82	14.48
\$5 or under \$6.....	5.68	19.17	10.20	5.64	19.15	10.19
\$6 or under \$7.....	8.57	18.47	11.89	8.82	18.33	12.02
\$7 or under \$8.....	9.55	13.36	10.83	9.55	13.77	10.97
\$8 or under \$9.....	9.16	9.01	9.11	9.51	9.27	9.43
\$9 or under \$10.....	12.34	5.91	10.18	12.35	5.67	10.10
\$10 or under \$12.....	14.10	4.25	10.80	13.88	4.22	10.63
\$12 or under \$15.....	16.07	2.16	11.41	15.93	2.00	11.24
\$15 or under \$20.....	12.17	.62	8.30	12.22	.69	8.34
\$20 or over.....	3.97	.06	2.66	3.88	.08	2.60
Total	100.00	100.00	100.00	100.00	100.00	100.00

The proportion of business done by the 4,609 establishments considered is shown in the following table. The percentages given represent the relation of the actual production to the greatest amount of goods that can be turned out with the present facilities, the latter being considered as 100 per cent. The table also shows the average number of days in operation.

PER CENT OF BUSINESS DONE AND AVERAGE DAYS IN OPERATION IN 77 INDUSTRIES, 1895 AND 1896.

Industries.	Estab-lish-ments.	Per cent of business done of maximum capacity of establishments.		Average days in operation.	
		1895.	1896.	1895.	1896.
Boots and shoes	605	62.04	58.61	284.64	282.30
Carpetings	12	73.50	68.25	299.63	241.14
Cotton goods	169	87.22	77.33	297.36	279.53
Leather	143	66.51	58.35	294.73	236.13
Machines and machinery	371	59.08	56.78	297.55	202.16
Metals and metallic goods	382	61.90	59.10	284.14	278.70
Paper and paper goods	123	73.96	70.77	287.34	272.56
Woolen goods	122	82.81	69.50	292.19	259.65
Worsted goods	27	85.56	70.30	305.64	279.35
Other industries	2,655	59.74	57.03	288.09	280.60
Total	4,609	62.56	58.98	291.56	279.43

A comparison of the two years 1895 and 1896 shows that in each of the 9 leading industries there was a decline in the proportion of business done in the latter year. Of the 77 industries represented, only 17 exhibited an increase. The production in the 9 leading industries in 1896 ranged from 56.78 to 77.33 per cent of the full capacity of the establishments. The average proportion of business done in all establishments in 1895 is represented by 62.56 per cent and in 1896 by 58.98 per cent.

There was also a falling off in the number of days in operation in 1896 as compared with 1895 in each of the 9 leading industries and in all the establishments taken in the aggregate. Only 18 of the 77 industries show an increase in the number of days worked. While the total number of working days in 1896, exclusive of Sundays and holidays, was 307, the average days worked in all the industries taken in the aggregate was 279.43.

The next table presents the actual product per \$1,000 of capital invested in each of the 9 leading industries, the average product per employee, the percentages of industry product paid in wages, and the percentages devoted to other expenses.

The largest industry product per \$1,000 of capital invested is found in the boot and shoe industry, \$1,703.92, while the smallest, \$326.37, is found in the cotton goods industry. With respect to the industry product per employee, the machines and machinery industry leads with \$1,003.15. The cotton goods industry again ranks lowest with regard to this point, the industry product per employee being \$472.06. When the percentage of industry product paid in wages is considered, the cotton goods industry leads, the percentage being 70.19, and the paper and paper goods industry ranks lowest, the percentage being 47.52.

INDUSTRY PRODUCT, WAGES, AND PROFIT AND EXPENSES IN 9 SPECIFIED INDUSTRIES, 1896.

[By "industry product" is meant the actual result of the productive forces in the industry; that is, the added value created above the value of stock and materials consumed. The values presented in this table under the designation "industry product" are obtained by deducting from the total value of goods made and work done in each industry the value of stock used, the difference being added value or actual product due to the industry. In the division of the proceeds of each industry, one part of this industry product is paid to the labor force in the form of wages, this being labor's share of the product. The balance constitutes a fund from which are paid freights, insurance, interest on loans (credit capital), interest on stock (fixed or invested capital), rents, commissions, salaries, etc.; in fact, all expenses other than those for stock and wages. The remainder, if any, is the profit of the employer. The entire balance of the industry product remaining after the deduction of the amount paid in wages becomes a "profit and minor expense fund," and is thus designated in the table. Of course it will be understood that the term "minor expense" is relative. The expenses paid out of this balance are in themselves considerable in amount, and are only to be classed as minor in comparison with the generally larger amounts expended for materials (stock) and wages.]

Industries.	Industry product.	Wages.	Profit and minor expense fund.	Industry product.		Percentage of industry product.	
				Per \$1,000 of capital.	Average per employee.	Paid in wages.	Devoted to profit and minor expenses.
Boots and shoes	\$34,061,691	\$20,834,331	\$13,227,360	\$1,703.92	\$305.95	61.17	33.83
Carpetings	2,371,772	1,443,472	928,300	393.95	560.44	60.86	39.14
Cotton goods	36,848,019	25,865,194	10,982,825	326.37	472.06	70.19	29.81
Leather	5,913,775	2,984,515	2,929,260	806.79	931.74	50.47	49.53
Machines and machinery	18,138,982	9,731,509	8,407,473	764.27	1,003.15	53.65	46.35
Metals and metallic goods	12,845,987	7,218,118	5,627,869	728.52	901.98	56.19	43.81
Paper and paper goods	9,419,292	4,476,285	4,943,007	397.93	847.67	47.52	52.48
Woolen goods	8,269,142	4,963,615	3,305,527	430.99	604.87	60.03	39.97
Worsted goods	6,965,696	3,848,327	3,117,369	453.97	615.45	55.25	44.75

The following table shows the increase or decrease in the value of goods made and work done each year, as shown by former published reports, beginning with the year 1886:

INCREASE OR DECREASE IN VALUE OF GOODS MADE AND WORK DONE, BY COMPARATIVE YEARS 1886 TO 1896.

Years.	Number of establishments considered in each year compared.	Increase in value of goods made and work done in each year as compared with the previous year.	
		Amount.	Per cent.
1886 and 1887	1,027	\$13,919,859	5.29
1887 and 1888	1,140	11,168,095	3.61
1888 and 1889	1,364	9,653,992	2.45
1889 and 1890	3,041	22,838,970	4.37
1890 and 1891	3,745	8,068,053	1.33
1891 and 1892	4,473	33,180,865	5.37
1892 and 1893	4,397	51,793,852	8.10
1893 and 1894	4,093	56,793,448	10.27
1894 and 1895	3,629	43,048,021	9.18
1895 and 1896	4,609	31,376,727	5.51

a Decrease.

RECENT FOREIGN STATISTICAL PUBLICATIONS.

FRANCE.

Note sur le Minimum de Salaire dans les Travaux Publics en Angleterre, en Belgique, en Hollande, en Suisse, aux États-Unis et en France. Office du Travail, Ministère du Commerce, de l'Industrie, des Postes et des Télégraphes. 1897. 129 pp.

This report consists of an analysis of official documents relating to the subject of minimum wages paid to employees on public works, or in the public service, in England, Belgium, Holland, Switzerland, the United States, and France, and is published by the Bureau of Labor of France at the request of the superior council of labor (conseil supérieur du travail). The report further consists of extracts of laws and regulations of the various countries, States, and municipalities which relate to the fixing of minimum wages and the hours of labor, of reports of parliamentary and other commissions which have investigated this subject, of proposed laws and regulations, and of other similar documents.

NEW ZEALAND.

Sixth Annual Report of the Department of Labor of New Zealand. For the year ending March 31, 1897. Hon. R. J. Seddon, Minister of Labor. xxviii, 55 pp.

This report contains an introduction, 28 pages; statistics concerning persons assisted by the Department of Labor, 7 pages; accounts of accidents and legal decisions, etc., under the factories act, 4 pages; number and wages of employees in factories, 40 pages; number and wages of employees in railway workshops, 2 pages; report on accommodations provided for sheep shearers, 2 pages.

INTRODUCTION.—This part of the report consists of a review of the condition of the labor market and of conciliation and arbitration during the year, discussions on the subjects of the shop and shop assistants' act, hours of labor in factories and shops, workmen's compensation, the servants' registry act, and domestic servants. It also contains individual reports of local inspectors of factories and of agents of the Department of Labor.

A steady advance is shown both in wages and employment during the year. There has been a falling off in the number of the unemployed assisted to the extent of about one-half of those aided in each of the years 1893, 1894, and 1895. The number of persons employed in factories and workshops has increased by several thousand, and the applications to work overtime granted to those already in employment have largely increased.

PERSONS ASSISTED.—Detailed tables are presented showing by occupations and localities the number of persons assisted by the department in obtaining employment, their conjugal condition, nature of employment given, whether public or private, number of dependents, number of months unemployed, and cause of failure to obtain work.

The total number of persons assisted during the year was 1,718, and their dependents numbered 4,719. Of the dependents, 1,083 were wives, 3,437 were children, and 199 were parents and other relatives. Of the persons assisted, 652 were sent to private employment and 1,066 to Government works. The cause for failure to get employment was slackness of trade in 1,701 cases and sickness in 17 cases. Thirty-seven families, consisting of 37 wives and 67 children, were sent to workmen. The following table shows the number of persons assisted, and their dependents, for each year since the founding of the department:

PERSONS ASSISTED, 1892 TO 1897.

Year ending March 31—	Men.	Dependents.
1892 (a)	2,598	4,729
1893	3,874	7,802
1894	3,371	8,002
1895	3,030	8,883
1896	2,871	8,424
1897	1,718	4,719
Total	17,457	42,559

a June, 1891, to March 31, 1892.

EMPLOYEES IN FACTORIES.—The statistical tables presented cover all employees coming under the factories' act during the fiscal year. They show by localities and industries the number, sex, and average weekly wages of all employees, and also the ages of those of 20 years and under. There were during the fiscal year 36,918 persons employed in 5,177 factories. This is an increase of 4,531 in the number of employees and of 530 in the number of factories.

EMPLOYEES IN RAILWAY WORKSHOPS.—The statistics presented for employees in railway workshops are of a character similar to those for employees in factories. During the fiscal year 916 men and 137 apprentices were employed in the railway workshops and maintenance depots.

DECISIONS OF COURTS AFFECTING LABOR.

[This subject, begun in Bulletin No. 2, has been continued in successive issues. All material parts of the decisions are reproduced in the words of the courts, indicated when short by quotation marks and when long by being printed solid. In order to save space, immaterial matter, needed simply by way of explanation, is given in the words of the editorial reviser.]

DECISIONS UNDER STATUTORY LAW.

CONSTITUTIONALITY OF STATUTE—HOURS OF LABOR—*Holden v. Hardy and State v. Holden*, 46 *Pacific Reporter*, pages 756 and 1105.—In the above cases, appearing on page 387 of Bulletin No. 10 and page 508 of Bulletin No. 11 of the Department of Labor, the constitutionality of chapter 62, Laws of Utah of 1896, making eight hours a legal day's labor in mines, smelters, etc., was affirmed by the supreme court of the State. The cases were then brought before the Supreme Court of the United States, which rendered its decision February 28, 1898, sustaining the decisions of the State court. A full report of the case will appear in a forthcoming Bulletin.

CONSTITUTIONALITY OF STATUTE—TAX ON FOREIGN-BORN UNNATURALIZED LABORERS—*Fraser v. McConway and Torley Company*, 82 *Federal Reporter*, page 257.—This suit was brought in the United States circuit court for the district of Pennsylvania by John Fraser, a subject of the Queen of Great Britain, against the above-named company, a Pennsylvania corporation. The cause of action arose under act No. 139, Laws of Pennsylvania of 1897, the title of which reads as follows:

Regulating the employment of foreign-born unnaturalized male persons over twenty-one years of age, and providing a tax on the employers of such persons, and prescribing a penalty for violation of the provisions of said act, and directing the manner of collecting the same, and providing that the amount of such tax may be deducted from the wages of persons affected by the provisions hereof.

The circuit court rendered its decision August 26, 1897, and decided that the act was unconstitutional. A statement of the facts in the case appears in the following opinion of the circuit court, delivered by Circuit Judge Acheson:

The first section of an act of assembly of the State of Pennsylvania approved the 15th day of June, 1897, provides:

"That all persons, firms, associations or corporations employing one or more foreign-born unnaturalized male persons over twenty-one years of age within this Commonwealth, shall be and are hereby taxed at the rate of three cents per day for each day each of such foreign-born unnaturalized male persons may be employed, which tax shall be paid into the respective county treasuries; one half of which tax to be distributed among the respective school districts of each county, in proportion to

the number of schools in said districts, the other half of said tax shall be used by the proper county authorities for defraying the general expenses of county government."

It is further provided by the act:

"That all persons, firms, associations and corporations shall have the right to deduct the amount of the tax provided for in this act from the wages of any and all employees, for the use of the proper county and school district as aforesaid."

As the employer is authorized by the act to deduct from the wages of the employee the prescribed tax, it is quite clear that the tax is upon the employee, and not upon the employer. (*Bell's Gap R. Co. v. Pennsylvania*, 134 U. S., 232, 239, 10 Sup. Ct., 533.)

The court is here called upon to consider whether these provisions of this act of assembly are in conflict with the Constitution or laws of the United States. The fourteenth amendment to the Constitution of the United States declares:

"Nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws."

The general purpose and scope of these constitutional provisions were thus stated by Mr. Justice Field in delivering the opinion of the Supreme Court of the United States in *Barbier v. Connolly*, 113 U. S., 27, 5 Sup. Ct., 359:

"The fourteenth amendment, in declaring that no State 'shall deprive any person of life, liberty, or property without due process of law, nor deny to any person within its jurisdiction the equal protection of the laws,' undoubtedly intended not only that there should be no arbitrary deprivation of life or liberty, or arbitrary spoliation of property, but that equal protection and security should be given to all under like circumstances in the enjoyment of their personal and civil rights; that all persons should be equally entitled to pursue their happiness, and acquire and enjoy property; that they should have like access to the courts of the country for the protection of their persons and property, the prevention and redress of wrongs, and the enforcement of contracts; that no impediment should be interposed to the pursuits of any one, except as applied to the same pursuits by others under like circumstances; that no greater burdens should be laid upon one than are laid upon others in the same calling and condition, and that in the administration of criminal justice no different or higher punishment should be imposed upon one than such as is prescribed to all for like offenses."

Congress has enforced the above-quoted provisions of the fourteenth amendment by legislation embodied in sections 1977 and 1979 of the Revised Statutes. The former of these sections enacts:

"All persons within the jurisdiction of the United States shall have the same right in every State and Territory to make and enforce contracts, to sue, be parties, give evidence, and to the full and equal benefit of all laws and proceedings for the security of persons and property, as is enjoyed by white citizens, and shall be subject to like punishment, pains, penalties, taxes, licenses, and exactions of every kind, and to no other."

It will be perceived that this statute, following in this regard the constitutional provisions themselves, embraces within its protection not citizens merely, but all "persons" within the jurisdiction of the United States. The question of the extent of the application of these constitutional provisions with respect to persons was before the Supreme Court in *Yick Wo v. Hopkins*, 118 U. S., 356, 369, 6 Sup. Ct., 1064, and it was

there decided that the guaranties of protection contained in the fourteenth amendment to the Constitution embraced subjects of the Emperor of China residing in the State of California. Mr. Justice Matthews, in delivering the opinion of the supreme court there, said:

“The fourteenth amendment to the Constitution is not confined to the protection of citizens. It says: ‘Nor shall any State deprive any person of life, liberty, or property without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.’ These provisions are universal in their application to all persons within the territorial jurisdiction, without regard to any differences of race, of color, or of nationality; and the equal protection of the laws is a pledge of the protection of equal laws.”

There can be no doubt that the fourteenth amendment embraces the case of the present plaintiff, who, although a British subject, is, and since about April 27, 1893, has been a resident of the State of Pennsylvania, and whose right to reside within the United States is secured to him by treaty between the United States and Great Britain.

Can the tax laid by the Pennsylvania act of June 15, 1897, be sustained consistently with the principles enunciated by the Supreme Court of the United States in the cases which have arisen under the fourteenth amendment? I think not. This tax, as we have seen, is imposed “at the rate of three cents per day for each day each of such foreign-born unnaturalized male persons may be employed.” The tax is of an unusual character, and is directed against and confined to a particular class of persons. Evidently the act is intended to hinder the employment of foreign-born unnaturalized male persons over 21 years of age. The act is hostile to and discriminates against such persons. It interposes to the pursuit by them of their lawful avocations obstacles to which others, under like circumstances, are not subjected. It imposes upon these persons burdens which are not laid upon others in the same calling and condition. The tax is an arbitrary deduction from the daily wages of a particular class of persons. Now, the equal protection of the laws declared by the fourteenth amendment to the Constitution secures to each person within the jurisdiction of a State exemption from any burdens or charges other than such as are equally laid upon all others under like circumstances. The R. R. Tax Cases, 13 Fed., 722, 733: The court there, in discussing the prohibitions of the amendment, said:

“Unequal exactions in every form, or under any pretense, are absolutely forbidden; and, of course, unequal taxation, for it is in that form that oppressive burdens are usually laid.”

It is idle to suggest that the case in hand is one of proper legislative classification. A valid classification for the purposes of taxation must have a just and reasonable basis, which is lacking here. R. R. Co. v. Ellis, 165 U. S., 150, 165, 17 Sup. Ct., 261: Mr. Justice Brewer, in delivering the opinion of the court there, said:

“It is apparant that the mere fact of classification is not sufficient to relieve a statute from the reach of the equality clause of the fourteenth amendment, and that in all cases it must appear not only that a classification has been made, but also that it is one based upon some reasonable ground—some difference which bears a just and proper relation to the attempted classification—and is not a mere arbitrary selection.”

I am of opinion that the act of assembly of the State of Pennsylvania of June 15, 1897, here in question, is in conflict with the Constitution and laws of the United States, and can not be sustained.

[For act No. 139, Laws of Pennsylvania of 1897, concerning which the above decision was rendered, see page 283, *post*.]

EMPLOYERS' LIABILITY—ASSUMPTION OF RISK—CONSTRUCTION OF STATUTE—*Beique v. Hosmer*, 48 *Northeastern Reporter*, page 338.—Action was brought in the superior court of Hampden County, Mass., by Lewis Beique against John R. Hosmer for damages for injuries received while working on a building which was being constructed. Judgment was rendered for the defendant, Hosmer, and Beique brought the case on exceptions before the supreme judicial court of the State, which rendered its decision November 24, 1897, overruling the exceptions and affirming the judgment of the lower court.

The facts in the case are sufficiently stated in the opinion of the supreme judicial court, delivered by Judge Morton, which reads as follows:

The hole through which the plaintiff fell was not cut by the defendant or by his direction or that of anyone in his employ. It was cut by one Prew, under authority from one Dodge, the general contractor, for purposes connected with Prew's work, and not with that of the defendant. If, therefore, there was any negligence on the part of the defendant or of his superintendent, it was not in causing the hole to be cut. It appears, however, that the defendant and his superintendent knew for several weeks before the accident that the hole was there, and it is said that they should have covered or guarded it, or have warned the plaintiff of it. The plaintiff was an experienced workman. The building on which he was working was in the process of construction. Obviously, the condition of such a building is not a permanent one, but is liable to change as the necessities of construction require. An experienced workman must be assumed to know this and to have regard to it. It is one of the risks of the business in which he is engaged. To require his employer to warn him or to guard him against such a risk would be, therefore, to compel the employer to protect him from a risk concerning which, from the very nature of the case, the employer would have no reason to suppose that the workman needed any warning or protection. Though the hole had been there several weeks, there is nothing to show that the defendant had any reason to suppose that the plaintiff needed any warning or protection in regard to it.

We think that the building was not "ways, works, or machinery connected with or used in the business" [Chapter 270, acts of 1887] of the defendant, and that, therefore, the hole did not constitute a defect in the ways, works, and machinery of the defendant. When completed, the building would no doubt constitute a part of the ways, works, and machinery of the Lyman Mills, for which it was being erected; but, while in the process of erection, it could not be said, we think, to be a part of the ways, works, and machinery of a subcontractor who was helping to build it. Exceptions overruled.

EMPLOYERS' LIABILITY — RAILROAD COMPANIES — DEFECTIVE CARS—*Pittsburgh and Western Ry. Co. v. Thompson*, 82 *Federal Reporter*, page 720.—This case was brought before the United States circuit court of appeals for the sixth circuit upon writ of error directed to the circuit court of the United States for the eastern division of the northern district of Ohio. Said writ was obtained by the above-named railway

company, against whom a judgment had been rendered in the lower court in a suit for damages brought against the company by Samuel M. Thompson, guardian of Frank H. Wakelee, who had been injured while in the employ of the railway company as a brakeman. The decision of the United States circuit court of appeals was rendered October 5, 1897, and the judgment of the lower court was affirmed therein. In its opinion said court construed the second section of an act of the Ohio legislature passed April 2, 1890, regulating the liability of railroad companies for injuries of employees, which section reads as follows:

It shall be unlawful for any such corporation to knowingly or negligently use or operate any car or locomotive that is defective, or any car or locomotive upon which the machinery or attachments thereto belonging are in any manner defective. If the employee of any such corporation shall receive any injury by reason of any defect in any car or locomotive, or the machinery or attachments thereto belonging, owned and operated, or being run and operated by such corporation, such corporation shall be deemed to have had knowledge of such defect before and at the time such injury is so sustained, and when the fact of such defect shall be made to appear in the trial of any action in the courts of this State, brought by such employee, or his legal representatives, against any railroad corporation for damages on account of such injuries so received, the same shall be prima facie evidence of negligence on the part of such corporation.

The following is the language used in the opinion of the United States circuit court of appeals, delivered by Circuit Judge Lurton, in regard to the above-quoted section:

Propositions Nos. 2, 5, 6, 7 and 8 presented different phases of the question of the presumption as to the proper inspection of cars and machinery coming upon one road from another, and of the discharge of duty by inspectors. Each of these requests was faulty in totally ignoring the Ohio statute of April 2, 1890, the second section of which provides that it shall be unlawful for any railroad company to knowingly or negligently use or operate any defective car, and that, in actions by an employee for an injury by reason of such defect, the company shall be deemed to have had knowledge of such defect, and that this presumption shall stand as prima facie evidence of negligence on the part of the company. (87 Ohio Laws, p. 149.) This act was construed by the supreme court of Ohio in *Ry. Co. v. Erick*, 51 Ohio St., 146, 37 N. E., 128, the court saying:

“The presumption of knowledge of the defect before and at the time of the injury is, by this statute, chargeable to the company; and this statutory presumption can not be overcome by proof of facts which only raise a presumption that the company did not have such knowledge. Competent and careful inspectors are presumed to properly inspect the cars and their attachments, but such presumption would not overcome the statutory presumption of knowledge of defects before and at the time of the injury. It would take an actual and proper inspection, or its equivalent, to overcome the statutory presumption of knowledge of such defects. It will be noticed that this section of the statute also provides that, in the trial of a personal injury case against a railroad company, the fact of such defect in its cars or their attachments shall be prima facie evidence of negligence on the part of such

corporation. It will be noticed that it is not the servants or such as are fellow-servants that are deemed guilty of negligence, but the corporation itself. In such case, when the plaintiff has shown that he was injured, and that such injury was caused by a defect in the cars or their appliances, the statute raises the presumption of negligence on the part of the company, and the burden of proof is thrown upon the company to overcome the prima facie case of negligence thus made by the statute."

There was no direct evidence that this car was ever inspected by this company, and the question as to whether such an inspection was ever in fact made by the plaintiff in error was submitted to the jury, who found that no inspection was made when received by the defendant company. The statutory presumption of negligence was therefore not overcome. The judgment must be affirmed.

DECISIONS UNDER COMMON LAW.

CONTRACT OF EMPLOYMENT—WRONGFUL DISCHARGE—*St. Louis, Iron Mountain and Southern Ry. Co. v. Mathews*, 42 *Southwestern Reporter*, page 902.—This case was appealed from the circuit court of Pulaski County, Ark., by the above-named railway company, against which a judgment had been rendered in favor of W. J. Mathews, as plaintiff, to the supreme court of the State, which rendered its decision November 6, 1897, and reversed the judgment of the circuit court.

The opinion of the supreme court was delivered by Judge Battle, and the following, showing the reasons for the decision and the facts in the case, is quoted therefrom:

The complaint filed in the action is as follows:

"The plaintiff is by profession a locomotive engineer, and has been such for many years, and for over four years past he has been in the employment of the St. Louis, Iron Mountain and Southern Ry. Co. as such locomotive engineer, working under a contract, a copy of which is herewith filed, and made part hereof. By article 1 of said contract it is provided: 'No engineer shall be discharged or suspended without just and sufficient cause, and in case an engineer believes his discharge or suspension to have been unjust, he shall make a written statement of the facts in the premises, and submit it to his master mechanic, and at the same time designate any other engineer who may be in the employ of the company at the time, on the same division; and the master mechanic, together with the engineer last referred to, shall, in conjunction with the superintendent, investigate the case in question, without unnecessary delay, and give prompt decision, and, in case the aforesaid discharge or suspension is decided to have been unjust, he shall be reinstated, and paid half time for all the time he has lost on such account.'

"By rules 13, 14, 16, and 17 of said contract it is provided that engineers shall be employed and discharged in the order of their seniority, the oldest engineer in service being entitled to be first employed, and the youngest engineer in the service being subject to be first discharged in case the company should reduce its force.

"The plaintiff was one of the oldest engineers in the service of the company, and, there being no possibility of the requirements of the

service being diminished to such an extent as ever to necessitate his discharge under the contract, his employment was for life, or during good behavior.

"The plaintiff was earning under that contract from \$135 to \$185 per month, and would have continued to earn that sum during the remainder of his natural life, but on the 2d day of January, 1894, in violation of said contract, and without cause, the plaintiff was, by the defendant, discharged from its service.

"Plaintiff has pursued the steps required by said article 1 for reinstatement, but the master mechanic of the defendant, acting under its orders, and without cause, refuses to reinstate him in the service.

"The plaintiff therefore prays judgment for the sum of \$10,000."

Rules 13, 14, 16, and 17, referred to in the complaint, are as follows:

"(13) When, from temporary slackness of business, an engineer in road service is thrown out of employment, he will be reduced from passenger to freight service, from freight to pusher service, and from pusher to switch-engine service, according to his seniority on the division. If it is necessary to lay off an engineer, the youngest engineer in switch-engine service will be taken off. This not to apply to switch engineers who are not eligible to road or pusher service by reason of not having fired on the road, or having waived their rights to same.

"(14) During slackness of business, employment for surplus engineers will be found, if possible, on other parts of the system where needed, in preference to hiring new men, or promoting men already in service, with the understanding that whoever accepts such temporary transfer will be required to remain until business on his own territory justifies his recall by his own master mechanic. No man to be promoted, or engineer hired, during absence of such transferred engineer, and while subject to recall to his own division, unless to meet an emergency or pressing demand of business; in which case such newly hired or promoted engineer shall hold no rights over the absent engineer. Men so transferred will hold seniority rights on their own territory for a period of six months only, unless the master mechanic of the territory to which they are transferred finds it necessary for dispatch of business to retain them for a longer period. Further, they have a preference, in accordance with seniority, to any engine becoming vacant on their own territory over extra men still remaining on said territory. If, after accepting such transfer, they return to their own territory before they are recalled by their own master mechanic, they shall be considered new men on said territory.

"(16) Promotions of engineers will be made according to seniority from switch-engine service to pusher-engine, if any, on the division, and from pusher service to road service.

"(17) When a passenger engine becomes vacant, the oldest freight engineer on the division where the vacancy occurs is entitled to the same. When a freight engine becomes vacant, the oldest freight [pusher?] engineer in regular service on the division where the vacancy occurs is entitled to the same. When any run becomes vacant, and the engineer entitled to said run refuses same, he loses his right to this run only, but will retain his rights, according to seniority, to next vacancy that may occur. When a passenger run extends over two or more freight divisions, each division is entitled to representation pro rata upon said run, each freight division selecting a representative in turn, as may be agreed upon by the divisions interested. In the absence of regular passenger engineer, when the extra passenger engineer is not available, the oldest

freight engineer on the division shall be assigned to this service. Any freight engine becoming vacant for a period of fifteen days or more shall be given the oldest extra freight engineer. No engineer shall be allowed to run on territory other than that to which he is assigned, except in case engineers assigned to such territory are not available. This shall not apply to systems officers, specials."

The defendant, answering, admitted that the plaintiff was a locomotive engineer, and was in its employ as such on the 2d day of January, 1894, and that it had entered into an agreement with the engineers in its employment, which became effective on the 1st of January, 1892, and was in force on January 1, 1894, and that article 1 of the agreement is set out in the complaint; but denied all the other allegations of the complaint, and averred that it discharged him from its service on the 2d of January, 1894, for gross negligence, and stated in what it consisted.

The issues in the case were tried by a jury. In the trial it was shown that the plaintiff was employed by the defendant as a locomotive engineer. On the 2d of January, 1894, while he was in the employment of the defendant, he was in control of one of its locomotives pulling a freight train going north. When near Higginson station, 50 miles north of Little Rock, the boiler exploded. The company discharged him, and he demanded an investigation, under article 1 of his agreement. He designated M. W. Cadle as the person who should make the investigation in conjunction with the master mechanic of the defendant. Cadle and the plaintiff appeared before the master mechanic, and demanded the investigation, which was granted. They made a joint examination of the boiler, and together discussed the cause of the explosion. The master mechanic reached the conclusion that the cause was the failure of the engineer to keep the boiler supplied with a sufficient quantity of water, and so reported to the proper officer. Cadle made no announcement of his conclusion—perhaps disagreed with the other arbitrator. No appeal to the superintendent was made, and no other investigation was demanded.

The names appended to the rules before referred to were those of Frank Reardon, the superintendent of the locomotive and car department of the Missouri Pacific Railroad Company, and of George C. Smith, the general manager of the same company. The rules were agreed upon by the Brotherhood of Locomotive Engineers and the company, and were accepted by them as modifications of the agreement entered into by them, of which article 1 of plaintiff's contract was a part. There is no direct evidence that these rules were made a part of the contract of the plaintiff and defendant adduced, except that the plaintiff was a member of the Brotherhood of Locomotive Engineers, and the admission of the defendant that article 1 was a part of their contract.

Evidence was adduced in the trial on the part of the plaintiff to show that he was discharged without sufficient cause, and on the part of the defendant that the explosion of the boiler was occasioned by the negligence of the plaintiff in permitting the water to get too low, and for that reason he was discharged.

Appellant contends that the contract sued on is void, because it is contrary to public policy. The reason given for this contention is that it takes from it the right to discharge its employees without the approval of a board of arbitration, and thereby deprives the railroad company of the power to discharge those duties imposed upon it by law which can be fully exercised only when it is allowed to discharge

incompetent, careless, or inefficient servants, whenever, in its opinion, it may be necessary to do so. It is true that appellant undertook to reinstate any engineer who shall be discharged from its service whenever, upon his complaint, its master mechanic and superintendent, and an engineer selected by him, shall, upon investigation, decide that the charge was or is unjust. But if we assume that this stipulation is void because it is contrary to public policy, it may be eliminated without affecting the remainder of the contract; for it is separate and distinct from, and independent of, the other promises of the railroad company, which are legal, and the whole contract founded upon one lawful consideration—the services of appellee. If, therefore, it be illegal, it is void, and the remainder of the contract is valid. But appellee is not seeking to enforce the article as to arbitration. He has abandoned that, and now asks for compensation for the damages occasioned by his discharge. Assuming that he can waive the arbitration, is he entitled to recover? That depends upon the terms of his contract. This brings us at once to inquire what the stipulations of the contract were.

Appellee, for a stipulated consideration, agreed to serve appellant in the capacity of an engineer. There was no contract as to the time he should continue to serve. Appellant agreed to pay him according to certain rates for his services, not to discharge him without just cause, to promote him according to certain grades of service, and, when it saw fit to reduce the number of its engineers, to discharge them in the order of their juniority in service, first discharging the youngest, and then the next, and so continuing until the number should be sufficiently reduced. There might have been in these promises an implied undertaking on the part of appellant to retain appellee in its service so long as he should serve it acceptably as an engineer, unless he should be sooner discharged in the manner indicated. But we fail to discover any evidence of an agreement on the part of appellee to serve any specified time. Hence there was no contract that he would serve, and that the appellant would employ him, for any stated time—the agreement of both being necessary to fix the time of service—and, consequently, no violation of a contract by the discharge of appellee before the expiration of any particular time.

For the reasons given, we conclude that there was no breach of the contract, in the case before us, by the discharge of the appellee before the expiration of any particular period of time, and that he was not entitled to recover any sum except compensation for actual service.

Chief Justice Bunn, not agreeing with the conclusions of the court as above, delivered a dissenting opinion, which reads, in part, as follows:

The judgment in this case is reversed mainly, if not altogether, on the ground of a want of mutuality in the contract or agreement sued on, in this, that the said contract, while it in effect binds the appellant company to give the appellee permanent or life employment, with certain exceptions, it does not compel the appellee to continue in its service for any particular period, or to continue at all. In support of this theory the majority of the court cites, and mainly relies upon the rule of the common law as stated in, *Railroad Co. v. Scott* (Tex. Sup.), 10 S. W., 99, and *Bolles v. Sachs*, 37 Minn., 315, 33 N. W., 862, the first a railroad case, and the other a trader's employment case, and some cases therein cited. The case at bar is quite different, and therefore the authorities cited by the majority of the court, in my opinion, are more or less inapplicable, principally because they are decisions in which it

was not necessary for the courts rendering them to look away from the mere letter of the law, formulated in a different age, and in times when men's conditions as respect labor and employment, to the changed condition of things and circumstances by which we are now surrounded. The case at bar is not for refusal to employ, but for discharging unjustly and without a cause, which the contract forbade, and for refusing to keep the agreement to investigate the causes of discharge, and reinstate if found to be proper. The plea of want of mutuality in the contract or agreement sued on is simply to the effect that a railway company can not obligate itself to keep a competent engineer in its service for life, or as long as its business continues, and it needs the services of such a one, because that one may have the option to quit its service when his business, convenience, or pleasure may move him to do so. I can not refrain from expressing the opinion that the decision in this case is more far-reaching than any that has been rendered by this court in a long time. I am of the opinion that the contract or agreement sued on is not only not objectionable for want of mutuality, but, on the contrary, is the result of the best thought of men, both professional and practical, whose lives have been devoted to the peculiar and wonderfully complicated and intricate business of operating modern railways. It is, in fact, a necessity to the employee, and an advantage to the employer's business at the same time, that some such arrangement be had between them; and I think it should be embodied in their contracts rather than in attempts at legislation on the subject, for obvious reasons.

EMPLOYERS' LIABILITY — ASSUMPTION OF RISK BY EMPLOYEE AFTER GIVING NOTICE OF DEFECT IN MACHINERY TO MASTER—*Texas and New Orleans R. R. Co. v. Bingle*, 42 *Southwestern Reporter*, page 971.—Application was made to the supreme court of Texas for a writ of error to the court of civil appeals of the first supreme judicial district of the State to bring the case of Bingle against the Texas and New Orleans R. R. Co., in which a judgment for Bingle had been affirmed by the court of civil appeals, before it. Said application was refused and the railroad company made a motion for a rehearing on the same, and the supreme court rendered its decision November 29, 1897, and overruled said motion. The original action had been brought by Bingle to recover damages from the railroad company for injuries incurred while he was in its employ.

In its opinion, delivered by Chief Justice Gaines, the supreme court stated certain principles of the common law as follows:

The servant, by entering the employment of the master, assumes all the ordinary risks incident to the business, but not those arising from the master's neglect. It is the duty of the master to exercise ordinary care to furnish him a safe place in which to work, safe machinery and appliances, to select careful and skillful coworkers, and, in case of a dangerous and complicated business, to make such reasonable rules for its conduct as may be proper to protect the servants employed therein. The servant has the right to rely upon the assumption that the master has done his duty; but if he becomes apprised that he has not, and

learns that the machinery is defective, the place unnecessarily dangerous, or that proper rules are not enforced, he assumes the risk incident to that condition of affairs, unless he informs the master, and the latter promises to correct the evil. In this latter event, so long as he has reasonable grounds to expect, and does expect, that the master will fulfill his promise, he does not, by continuing in the employment, assume the additional risk arising from the master's neglect. If he then be injured by reason of that neglect, he may recover, provided it be found that a man of ordinary prudence, under all the circumstances, would have encountered the danger by continuing in the service. This we understand to be the rule in the English courts. It is the rule in the Supreme Court of the United States, and is supported by the weight of authority.

EMPLOYERS' LIABILITY—FELLOW-SERVANTS—ASSUMPTION OF RISKS BY EMPLOYEE, ETC.—*Moore Lime Co. v. Richardson's Administratrix*, 28 *Southeastern Reporter*, page 334.—In the circuit court of Botetourt County, Va., Richardson's administratrix recovered a judgment in an action for damages brought against the lime company above named for the death of Richardson, caused by injuries received while he was in the employ of said company. The company appealed to the supreme court of appeals of the State, which rendered its decision November 18, 1897, and reversed the judgment of the circuit court. The evidence showed that Richardson was a member of a gang of men employed to wheel wood to the lime kilns, to move cars on the switch to the points where they were to be loaded, and to load them; that one Whitmer, a member of the gang, receiving the same pay and doing the same work as its other members, usually directed them when and where the cars were to be moved, and in doing this work it was the duty of the other members of the gang to obey him; that Richardson was injured while obeying Whitmer's orders, and as a result of said injury died soon after. It was claimed by the administratrix that Whitmer was negligent in not warning Richardson of the approach of a car which struck him, and that his negligence was that of a vice principal for which the lime company was responsible and not that of a fellow-servant; also that the company was negligent in failing to adopt safe and proper rules for the conduct of its business.

Upon these points the supreme court of appeals, in its opinion delivered by Judge Buchanan, held as follows:

The ground upon which it is claimed that Whitmer, who was a member of the same gang, doing the same work, and receiving the same pay as the plaintiff's intestate, was not a fellow-servant, is because he was exercising authority over the gang, or acting as leader or foreman in the work of moving the cars. That this sort of superiority did not make him a vice principal is clear under the decisions of this court. In the case of *Machine Works v. Ford*, reported in 27 S. E., 509, the question was whether the boss or foreman of a gang of hands (of which he

was a member) engaged in moving locomotive wheels about the yards of the locomotive works, which was under the management of a superintendent, was a fellow-servant or vice principal. In that case it was held that such a boss or foreman was a fellow-servant, and that his negligence was one of the risks which the members of the gang assumed when they entered into the service. It was said in that case that, where the execution of work directed to be done by the master or his representative is intrusted to a gang of hands, it is necessary that one of them should be selected as leader, boss, or foreman, to see to the execution of the work. This kind of superiority of service is so essential and so universal that every workman, in entering upon a contract of service, must contemplate its being made in a proper case. He therefore makes his contract of service in contemplation of the risk of injury from the negligence of a boss or foreman as well as from the negligence of another fellow-workman. The foreman or superior servant stands to him, in that respect, in the precise position of his other fellow-servants. The manner of performing each of the various duties rested necessarily upon the intelligence, care, and fidelity of the servants to whom [it] was intrusted. If, in the performance of it, the plaintiff was injured by reason of the negligent act of a fellow-servant, although that fellow-servant was the foreman or leader of his gang, it was one of the risks which he assumed. An employee does not assume all the risks incident to his employment, but only such as are ordinarily incident to the employment.

It is not shown that there was anything in the nature of the work which made it necessary for the defendant to enact rules. Its failure to do so was not proof of negligence, unless it appeared from the nature of the work in which the servants were engaged (and it does not) that the master, in the exercise of reasonable care, should have foreseen and anticipated the necessity for such rules.

EMPLOYERS' LIABILITY—MASTER'S PROMISE TO REMOVE DEFECT—ASSUMPTION OF RISK BY EMPLOYEE—*Illinois Steel Co. v. Mann*, 48 *Northeastern Reporter*, page 417.—A judgment for the plaintiff, John Mann, in an action for damages for personal injuries brought against the above-named steel company, was affirmed by the appellate court of the first district of Illinois, and the defendant company appealed the case to the supreme court of the State, which rendered its decision November 8, 1897, and reversed the judgment of the lower court. The evidence showed that Mann was a heater in the employ of the steel company; that the floor in front of the furnace where he worked was in many places worn as "smooth as glass;" that while attempting to pull a paddle out of the "bosh" and walking backward over the floor he slipped on one of the smooth places and fell, receiving the injuries complained of; that he had on several occasions notified his foreman of the dangerous condition of the floor; that the defendant, through its foreman, had promised to repair it, and the plaintiff, relying upon the promise, had continued in the employ of said defendant.

The opinion of the supreme court was delivered by Chief Justice Phillips, and the following, showing the reasons for its decision, is quoted therefrom:

It is a recognized rule that it is the duty of the master to furnish to the servant reasonably safe machinery and appliances with which to perform his work; but when the servant discovers that the service has become more dangerous than he anticipated when he entered the employment of the master, or when he discovers defects in the machinery or appliances which make it unsafe for him to longer continue in the employ of the master, or from any other cause he concludes there is danger in continuing further in the service, it is his duty to notify the master of such danger, or of such defects in the machinery or appliances connected with his work; and, upon the master being notified, the servant has the right to continue in the employ of the master for a reasonable time, awaiting the remedy of such defects. He has the right to rely for a reasonable time upon the promise of the master that such defect in the machinery, appliances, or other surroundings connected with his work will be repaired and made safe, and the right to expect that such promise so made by the master will be fulfilled. If such expectation on the part of the servant, however, is not fulfilled, and the defect remedied by the master within a reasonable time, and the servant has full knowledge of the dangerous condition of his machinery, appliances, or surroundings, and the knowledge that he is subjected at all times to prospective injury, it is his duty to quit the service of the master, and not subject himself to further danger.

While it is true some cases hold the rule to be that, after having informed the master of any defects in machinery, tools, appliances, or surroundings of his work, and the master having promised to repair and make safe such defects, the servant has the right to rely upon such promise, and continue in the employ of the master, expecting such promise to be fulfilled, yet the rule in this State, and also in most other States, holds that such expectation on the part of the servant may continue only for a time reasonable for such repairs to be made, or defects remedied; and, if not so made within a reasonable time, the servant, having full knowledge of such defects, will be considered to have waived the same, and subject himself to all the dangers incident thereto.

EMPLOYERS' LIABILITY—RAILROAD COMPANIES—RELIEF ASSOCIATIONS—*Eckman v. Chicago, Burlington and Quincy R. R. Co.*, 48 *Northeastern Reporter*, page 496.—This was an action brought in the superior court of Cook County, Ill., by Charles H. Eckman, against the above-named railroad company, for damages for injuries sustained while in the service of said company. The evidence showed that on August 29, 1891, while a freight train was standing on the main track, Eckman was directed by a foreman to crawl under the engine and tighten up a valve, and while so under the engine another train ran into the rear end of the freight train, thereby forcing the engine forward, and dragging him quite a distance, breaking his leg and ankle, etc. The railroad company relied upon the fact that Eckman was a

member of the Burlington Voluntary Relief Department, and that he had received the benefits provided by that department as a complete defense.

The Burlington Relief Department was organized June 1, 1889, and its object was declared to be "the establishment and management of a fund, to be known as the 'relief fund,' for the payment of definite amounts to employees contributing thereto, who are to be known as 'members of the relief fund,' when, under the regulations, they are entitled to such payment by reason of accident or sickness, or, in the event of their death, to the relatives or other beneficiaries designated by them." This fund consisted of voluntary contributions from the employees, income derived from investments and from interest paid by the company, and appropriations by the company, when necessary to make up deficiencies. The railroad company had general charge of the department, guaranteed the fulfillment of its obligations, paid interest at 4 per cent per annum on monthly balances in its hands, supplied all the necessary facilities for conducting the business of the department, and paid all its operating expenses. There was also an advisory committee, having general supervision of the department, which consisted of the general manager of the railroad as chairman, six members selected by the employees of the different divisions of the railroad company, and six members selected by the board of directors of the company; the chairman having no vote except in case of a tie. The company agreed to pay any deficiency in the amount required to meet the claims on the fund. No employee was required to become a member of the relief fund, and any member could withdraw altogether at the end of any month. The members were divided into different classes, depending upon the amount of their contributions. Each member contributed monthly a specified sum according to the class to which he belonged, which was deducted from his wages, and placed to the credit of the relief fund. All employees of the company who passed a satisfactory medical examination were eligible for membership. If a contributing member was under disability, whether such disability arose from an injury received while at work or from sickness, he was entitled to be paid from the fund a certain sum per day, varying according to the contribution which he was making. In case of his death, the beneficiary designated by him was entitled to be paid a specified sum as designated in the membership contract. The regulations also provided a form of application which was used by Eckman, in which he agreed to be bound by the regulations of the relief department, to the effect that a certain specified portion of his wages should be applied as a voluntary contribution for the purpose of securing the benefits provided; that the application, on approval by the superintendent of the relief department, should make him a member of the relief fund, and constitute a contract between him and the company; that his leaving the employment of, or discharge by, the

company should terminate the contract, except as to benefits accrued and as to death benefits. Said application also appointed the beneficiaries in case of death, and contained the following agreement: "I also agree that, in consideration of the amounts paid and to be paid by said company for the maintainance of said relief department, and of the guaranty by said company of the payment of said benefits, the acceptance by me of benefits for injury shall operate as a release and satisfaction of all claims against said company and all other companies associated therewith in the administration of their relief departments, for damages arising from or growing out of said injury." The regulations provided further that, should a member or his legal representative bring suit against the company for damages on account of injury or death of such member, payment of benefits on account of the same should not be made until such suit was discontinued; and that, if the suit should proceed to judgment, or be compromised, all claims on the relief fund for benefits on account of such injury or death should be thereby precluded. The company, since the organization of the relief department, had from time to time paid in large sums on account of the insufficiency of the contributions of members to meet claims on the benefit fund, had paid operating expenses, and had given office rent and the services of officials and clerks free. The contributions of the members had never been applied to any other purposes than the payment of benefits. No part of it had ever been used for the payment of expenses.

Eckman made application for membership in the Burlington Voluntary Relief Department July 18, 1890, which application was approved August 4, 1890. It provided that \$2.10 should be deducted from his wages monthly for the purpose of securing the benefits provided for a member of the second class, with twice additional death benefits of the first class. These benefits, as shown by the book of regulations, were, for disability by reason of accident, \$1 for each day of a period not to exceed 52 weeks, with 50 cents a day thereafter during the continuance of the disability. Any bills for surgical attendance were to be paid by the relief department. The two additional death benefits of the first class were \$250 each, which, with the \$500 belonging to the second class, made the total death benefit \$1,000, to which his beneficiary would have been entitled in case of death. Eckman received \$245 for benefits, being the amount he was entitled to under the regulations. There was also paid on his account for nurses, medicine, and surgical attendance the sum of \$121.90. The receipt of these amounts as benefits due him from the relief fund was not disputed.

Upon the above state of facts, judgment was rendered for the railroad company, and Eckman appealed the case to the appellate court for the first district of the State, which affirmed the judgment of the superior court. He then appealed the case to the supreme court of Illinois, which rendered its decision November 8, 1897, and affirmed the decisions of the lower courts.

From the opinion of the supreme court, which was delivered by Judge Carter, the following is quoted:

The real controversy in this case is not whether the injury to the appellant, complained of, was caused by the negligence of the appellee company, but whether the receipt by the appellant of the benefits provided by the company under its contract with the appellant through its relief department, mentioned in the record as the Burlington Voluntary Relief Department, after the happening of the injury, constituted a sufficient defense to the action. It was not disputed that after the happening of the injury appellant received through this department of the company in installments, from time to time, the aggregate sum of \$245 as such benefits on account of the injury and under his contract of membership, and that there was also disbursed by said department for appellant for nurses, medicine, and surgical attendance the sum of \$121.90. But it is contended, in the first place, by appellant, that the company could not, by a contract in advance, exempt itself from liability to its employees for its gross negligence; that such a contract would be contrary to public policy, and void. The correctness of this position is undoubted, and it is not disputed on the part of the appellee, but its contention is that the contract here in question is not of that character; that, on the contrary, it merely provided for an accord and satisfaction after the injury has been received, and at the election of the injured employee; and that after the injury in this case there was such accord and satisfaction, and that the same is a complete bar to a recovery in this suit. Contracts of this character have been the subject of judicial investigation in many cases in different States, and it has been almost uniformly held, where the question has arisen as in this case, that they are not void as being against a sound public policy.

In every case of injury the injured party has the right to compromise the damages for any valuable consideration, no matter how small; and, if he chooses to accept a smaller amount than he might have been able to secure at the hands of a jury, such settlement is nevertheless a full accord and satisfaction, and a bar to the prosecution of any suit for damages for such injuries. Here is an agreement made between the railroad company and the appellant that the acceptance of the benefits should release the railroad company from responding in damages as the result of an action at law. It is not this agreement alone that constitutes the release, but the acceptance of the benefits therein stipulated, well knowing that the acceptance of such benefits will have the effect of a release. That the appellant knew what the effect of the acceptance of the benefits was, is not disputed. He was furnished with a handbook, which plainly stated that an injured member may either accept the benefits of the fund, or rely upon the issue of a suit; that he can not do both. The agreement is not against public policy, as it merely puts the employee to his election, after an injury has been sustained by him, either to take the benefits of the relief fund, to which the appellee has materially contributed, or to sue for damages in a court of law.

Appellant's next contention is that the appellee had no right to go into the insurance business, and that the whole relief department scheme is both illegal under the insurance laws of this State, and ultra vires of a railroad corporation.

That such relief department is not an insurance company has been held in *Donald v. Railway Co.*, 61 N. W., 971, and *Johnson v. Railroad Co.*, 29 Atl., 854. The latter part of section 31 of chapter 32 of the

Revised Statutes of Illinois of 1881, as amended in 1883, provides that "associations and societies which are intended to benefit the widows, orphans, heirs and devisees of deceased members thereof, and members who have received a permanent disability, and where no annual dues or premiums are required, and where the members shall receive no money as profit or otherwise, except for permanent disability, shall not be deemed insurance companies." While sick benefits, such as are usually paid by secret and fraternal societies, are not mentioned in express terms in the section quoted, we think they may be fairly construed to be within the spirit of the same. In fact, no mention of the payment of sick benefits occurs in any of our insurance statutes until the statute of 1893 on fraternal beneficiary societies. The business done by the relief department was not prohibited by the statutes relating to insurance companies in force at its organization, nor at the time of the injury to appellant; but whether the contract, where it had not been performed by the payment and receipt of the money, or whether the organization of the relief department, would or [would] not be held to be ultra vires the corporation, is a question not necessary to the decision of this case. Appellant can not invoke that defense against appellee after having received the benefits secured to him by his contract. It is a general rule that a corporation can not avail itself of the defense of ultra vires where a contract, not immoral in itself, nor forbidden by any statute, has been in good faith fully performed by the other party, and the corporation has had the full benefit of its performance. And this rule applies with equal force to the other party setting up that the contract was ultra vires the corporation. The appellee paid as it agreed to do, and the appellant has accepted such payment, and the contract has been fully executed. It is therefore immaterial to inquire whether the contract or the organization of the relief department was ultra vires the corporation or not. That question does not properly arise in this case.

A dissenting opinion was delivered by Judge Magruder, which reads as follows:

It is not lawful for a railroad company to engage in the insurance business. A corporation can only exercise such powers as are expressly granted to it, or such implied powers as may be necessary to carry out or effectuate its express powers. A railroad company is authorized by its charter to carry freight and passengers. It is a common carrier and nothing else. The insurance of its employees is not one of its implied powers. If it be true that a railroad company can insure its employees because they need insurance, then it can go into the tailoring or clothing business because its employees need clothes, or operate a farm to raise cattle and hogs and poultry and wheat and corn because its employees need food. Such an extension of the implied powers of a railroad company as is thus indicated would lead eventually to an absorption by the railroad companies of all the employments and all the business of the country. Monopolies, created by the gradual reaching out of railroads into the various departments of business in no way connected with the original purposes of their organization, are dangerous to the liberties of the people.

LAWS OF VARIOUS STATES RELATING TO LABOR ENACTED SINCE JANUARY 1, 1896.

[The Second Special Report of the Department contains all laws of the various States and Territories and of the United States relating to labor in force January 1, 1896. Later enactments are reproduced in successive issues of the Bulletin from time to time as published.]

MINNESOTA.

ACTS OF 1897.

CHAPTER 127.—*Convict labor—Jails.*

SECTION 1. Any able-bodied male person over the age of sixteen years and not over the age of fifty years now or hereafter confined in any county or village jail in this State under the judgment of any court of record, justice court or any tribunal authorized to imprison for the violation of any law, ordinance, by-law or police regulation, may be required to labor during the whole or part of the time of his sentence, as hereafter provided, and such court or other tribunal, when passing final judgment of imprisonment, whether for nonpayment of fine or otherwise, shall have the power to determine, and shall determine, whether such imprisonment shall be at hard labor or not.

SEC. 2. Such labor may be on the public streets or highways, or on or about public buildings or grounds, or at such other public places in the county where confined, and during such reasonable time of the day as the person having charge of the prisoners may direct, and not exceeding ten hours per day.

SEC. 3. All acts or parts of acts inconsistent herewith are hereby repealed.

SEC. 9. This act shall take effect and be in force from and after its passage.

Approved April 14, 1897.

CHAPTER 128.—*Examination, licensing, etc., of horseshoers.*

SECTION 1. No person shall practice horseshoeing, either as master horseshoer or journeyman horseshoer, in any city in this State of over fifty thousand (50,000) inhabitants, unless he is duly registered as hereinafter provided, in a book kept for that purpose in the office of the city clerk in the city in which he practices.

SEC. 2. The city clerk of every city in this State of over fifty thousand (50,000) inhabitants shall keep a book in his office to be known as the "Masters and Journeymen Horseshoers' Register," in which shall be recorded the names of all master and journeymen horseshoers entitled to practice horseshoeing in said city; that said book shall be furnished by said clerk and paid for by said clerk out of the registration fees to be paid to him as hereinafter provided.

SEC. 3. No person shall be entitled to register as a master or journeyman horseshoer without presenting and filing with the city clerk of said city a certificate from the board of examiners, as provided in section five (5) of this act, except as herein-after provided.

SEC. 4. Any person who is practicing as a master or journeyman horseshoer at the time of the passage of this act may register within six (6) months after the passage of this act, upon making and filing with the city clerk of said city in which he practices an affidavit stating that he was practicing horseshoeing at the time of the passage of this act, and upon complying with this section shall be exempt from the provisions of this act requiring an examination.

SEC. 5. A board of examiners, consisting of one veterinarian, two master horse-shoers and two journeymen horse-shoers, which shall be called "Horse-shoers' Board of Examiners," is hereby created, all of whom shall be citizens of this State, whose duty it shall be to carry out the provisions of this act, and make such rules and regulations for said purpose as they see fit and not in contravention thereof.

The members of said board shall be appointed by the governor of the State and the term of their office shall be for five (5) years, except that the members of said board first appointed shall hold office for the term of one (1), two (2), three (3), four (4) and five (5) years, as designated by the governor, and until their successors shall be duly appointed.

The said board of examiners shall hold sessions for the purpose of examining applicants to practice horse-shoeing as a master or journeyman horse-shoer at least once a year in each city of the State of over fifty thousand (50,000) inhabitants, and shall give public notice of the time and place of said meetings for said examinations, at least one (1) month previous to time of said meetings, and said board shall grant a certificate to any person showing himself qualified to practice horse-shoeing, and said board shall receive as compensation for said duties a fee of two (2) dollars from each person so examined. Three (3) members of said board shall constitute a quorum. No person shall be entitled to take said examination or receive said certificate who shall not have engaged in the practice of horse-shoeing for the period of at least three (3) years prior to the time of said examination. Said board shall select one of their own number as a secretary, who shall keep a record of all the proceedings of such board, which record shall be public property, and subject to examination at all reasonable times and while in possession of said secretary, by any person on demand, and free of charge therefor.

SEC. 6. Each person registering under the provisions of this act shall pay to the city clerk of the city in which he registers the sum of twenty-five (25) cents, which shall be received as full compensation for such registration.

SEC. 7. Any person who shall have duly registered in any one of said cities shall be entitled to registration in any other of said cities to which he shall remove upon filing an affidavit with the city clerk of said city to which he shall have removed, stating when and where he has been duly registered.

SEC. 8. Any person who shall present to the city clerk of any of said cities for the purpose of registration any certificate which has been fraudulently obtained, or shall practice in any of said cities as a master or journeyman horse-shoer without conforming to the requirements of this act, or shall otherwise violate or neglect to comply with any of the provisions of this act, shall be guilty of a misdemeanor.

SEC. 9. This act shall take effect and be in force from and after its passage.

Approved April 16, 1897.

CHAPTER 186.—*Examination, licensing, etc., of barbers.*

SECTION 1. It shall be unlawful for any person to follow the occupation of barber in this State unless he shall have first obtained a certificate of registration as provided in this act: *Provided, however,* That nothing in this act contained shall apply to or affect any person who is now actually engaged in such occupation, except as hereinafter provided.

SEC. 2. A board of examiners, to consist of three (3) persons is hereby created to carry out the purposes and enforce the provisions of this act. Said board shall be appointed by the governor, one (1) member from those persons who may be recommended by the several unions of journeyman barbers in this State which have been in actual existence at least two (2) years prior to the making of such recommendation; one (1) member who has been for at least three (3) years prior to his appointment an employing barber in this State, and the third (3d) a practical barber who has been for at least five (5) years prior to his appointment engaged in such occupation in this State.

Each member of said board shall serve for a term of two (2) years and until his successor is appointed and qualified, except in the case of the first board, whose members shall serve one (1), two (2) and three (3) years respectively, as specified in their appointment.

Each member of said board shall give a bond in the sum of five thousand (5,000) dollars, with sureties to be approved by the secretary of state, conditioned for the faithful performance of his duties, and shall take the oath provided by law for public officers. Vacancies upon said board caused by death, resignation or expiration of the term of any member thereof, shall be filled by appointment from the same class of persons to which the deceased or retiring member belonged.

SEC. 3. Said board shall elect a president, secretary and treasurer, shall have its headquarters at the State capitol; shall have a common seal, and the secretary and president shall have power to administer oaths.

SEC. 4. Each member of said board shall receive a compensation of three (3) dollars per day for actual service, and ten (10) cents per mile for each mile actually traveled in attending the meetings of the board, which compensation shall be paid out of any moneys in the hands of the treasurer of said board: *Provided*, That the said compensation and mileage shall in no event be paid out of the State treasury.

SEC. 5. Said board shall report to the legislature of this State at each of its regular meetings a full statement of the receipts and disbursements of the board during the preceding two (2) years, a full statement of its doings and proceedings, and such recommendations as to it may seem proper looking to the better carrying out of the intents and purposes of this act.

Any moneys in the hands of the treasurer of said board at the time of making such report, in excess of two hundred and fifty (250) dollars, shall be paid over to the State treasurer to be kept by him for the future maintenance of the board and to be disbursed by him upon warrants signed by the president and treasurer of said board.

SEC. 6. Said board shall hold public examinations at least four (4) times in each year in at least four (4) different cities in this State, at such times and places as it may determine, notice of such meetings to be given by a publication thereof at least ten (10) days before such meetings in the capital of the State and in the county where such meeting is to be held.

SEC. 7. Every person now engaged in the occupation of barber in this State shall, within ninety (90) days after the approval of this act, file with the secretary of said board an affidavit setting forth his name, residence and the length of time during which, and the places where he has practiced such occupation, and shall pay to the treasurer of said board one (1) dollar, and a certificate of registration entitling him to practice said occupation thereupon shall be issued to him.

SEC. 8. Any person desiring to obtain a certificate of registration under this act shall make application to said board therefor and shall pay to the treasurer of said board an examination fee of five (5) dollars, and shall present himself at the next regular meeting of the board for the examination of applicants, whereupon said board shall proceed to examine such person, and being satisfied that he is above the age of nineteen (19) years, of good moral character, free from contagious or infectious disease, has either (A) studied the trade for three (3) years as an apprentice under a qualified and practicing barber, or (B) studied the trade for at least three (3) years in a properly appointed and conducted barber school under the instructions of a competent barber, or (C) practiced the trade in another State for at least three (3) years, and is possessed of the requisite skill in said trade to properly perform all the duties thereof, including his ability in the preparation of the tools, shaving, hair cutting and all the duties and services incident thereto, and is possessed of sufficient knowledge concerning the common diseases of the face and skin to avoid the aggravation and spreading thereof in the practice of said trade; his name shall be entered by the board in the register hereafter provided for, and a certificate of registration shall be issued to him authorizing him to practice said trade in this State: *Provided*, That whenever it appears that applicant has acquired his knowledge of said trade in a barber school, the board shall be judges of whether said barber school is properly appointed and conducted and under proper instruction to give sufficient training in such trade.

All persons making application for examination under the provisions of this act shall be allowed to practice the occupation of barbering until the next regular meeting of said board.

SEC. 9. Nothing in this act shall prohibit any person from serving as an apprentice in said trade under a barber authorized to practice the same under this act, nor from serving as a student in any school for the teaching of such trade under the instruction of a qualified barber: *Provided*, That in no barber shop shall there be more than one apprentice to two (2) barbers authorized under this act to practice said occupation.

SEC. 10. Said board shall furnish to each person to whom a certificate of registration is issued a card or insignia bearing the seal of the board and the signature of its president and secretary, certifying that the holder thereof is entitled to practice the occupation of barber in this State, and it shall be the duty of the holder of such card or insignia to post the same in a conspicuous place in front of his working chair, where it may be readily seen by all persons whom he may serve.

SEC. 11. Said board shall keep a register in which shall be entered names of all persons to whom certificates are issued under this act, and said register shall be at all times open to public inspection.

SEC. 12. Said board shall have power to revoke any certificate of registration granted by it under this act for (A) conviction of crime; (B) habitual drunkenness for six (6) months immediately before a charge duly made; (C) gross incompetency, or (D) contagious or infectious disease: *Provided*, That before any certificate shall be so revoked the holder thereof shall have notice in writing of the charge or charges

against him, and shall at a day specified in said notice, at least five (5) days after the service thereof, be given a public hearing and full opportunity to produce testimony in his behalf and to confront the witnesses against him. Any person whose certificate has been so revoked may, after the expiration of ninety (90) days, apply to have the same regranted, and the same shall be regranted to him upon a satisfactory showing that the disqualification has ceased.

SEC. 13. To shave or trim the beard or cut the hair of any person for hire or reward received by the person performing such service, or any other person, shall be construed as practicing the occupation of barber within the meaning of this act.

SEC. 14. Any person practicing the occupation of barber without having obtained a certificate of registration, as provided by this act, or willfully employing a barber who has not such a certificate, or falsely pretending to be qualified to practice such occupation under this act, or violation of any of the provisions of this act, is guilty of a misdemeanor, and, upon conviction thereof, shall be punished by a fine of not less than ten (10) dollars or more than one hundred (100) dollars, or by imprisonment in the county jail not less than ten (10) days or more than ninety (90) days.

SEC. 15. This act shall take effect and be in force from and after its passage.

Approved April 21, 1897.

CHAPTER 319.—*Examination, licensing, etc., of plumbers.*

SECTION 1. It shall not be lawful for any person, persons, firm or corporation engaged in the plumbing business in any city or town having a population of ten thousand (10,000) inhabitants or more, which has a system of sewer or water works in the State of Minnesota, to employ as journeyman plumber in said business any person, or persons, except those qualified to work as registered plumber (s); and no person shall be qualified to work as a registered plumber, or to act as plumbing inspector, unless said persons have (person has) made application and received from the State board of commissioners of practical plumbing a certificate of competency, and has complied with the provisions of this act.

SEC. 2. If any person or persons, after the passage of this act, shall engage in, or work at the plumbing business as journeyman plumber in any city or town having a population of ten thousand (10,000) inhabitants or more which has a system of sewer or water works in the State of Minnesota, without first complying with the provisions of this act, such person shall be deemed guilty of a misdemeanor, and subject to a fine of fifty (50) dollars for each and every violation of said act; said fine to be sued for in the name of the State, and before any qualified justice of the peace in said State.

SEC. 3. The governor shall appoint biennially five (5) persons, who shall constitute a board of commissioners, which shall be known and designated as "The State Board of Commissioners of Practical Plumbing," and who shall be elected as follows:

Five (5) practical plumbers, two (2) of whom shall be master plumbers engaged in the plumbing business, and resident freeholders of the State, two (2) shall be journeyman plumbers and freeholders of the State, the fifth (5th) to be one of the plumbing inspectors of any first-class city in the State possessing the same qualifications, whose duty it shall be to faithfully and impartially execute, or cause to be executed, all the provisions and requirements of this act; they shall upon application and in such manner and at such place as they may determine, provided said place of examination shall be within the limits of the State of Minnesota, examine each and every person who shall desire to work at the plumbing business, touching his competency and qualifications; and upon being satisfied that the person so examined is competent and qualified to work at said business, they or any three (3) of them, shall grant such person a certificate of competency, under the provisions of this act, and register him in their books as a practical plumber, which shall operate as full authority to him to conduct and engage in the said business of plumbing.

SEC. 4. The commissioners appointed under this act shall hold their several offices for the period of two (2) years, without compensation, commencing from the first (1st) day of May, next succeeding the date of the passage of this act, and thereafter until their successors have been appointed and qualified; said commissioners shall within thirty (30) days after notification of their appointment, each subscribe to an oath before the clerk of the supreme court of the State of Minnesota, to impartially and faithfully discharge the duties prescribed by this act; a failure to so qualify on the part of any appointee, within the time and manner named, shall create a vacancy, which the governor shall immediately proceed to fill by the appointment of some other practical plumber as required by the provisions of this act, as also in cases of death or resignation.

SEC. 5. The said board of commissioners shall demand and receive from each applicant for a certificate of competency, whom they examine and pass, the sum of three (3) dollars at the time of issuance of said certificate, and the sum of one (1) dollar for the renewal thereof, each and every year thereafter, on or before the first

day of May: *Provided*, That no person who shall be engaged in the general plumbing business at the time of the passage of this act, shall be required to make application for such certificate of competency for the period of one (1) year from the date of the passage of this act, commencing with the first day of May, next succeeding the passage of this act. Any person making application for examination under the provisions of this act and tendering the fee herein required, shall be permitted to practice said occupation of journeyman plumber until the first meeting of the board after the filing of such application.

SEC. 6. The money received under the provisions of the foregoing section shall be used and applied by said commissioners to defray the expenses accruing or arising under this act, and all surplus over and above the necessary expenses under this act shall be returned to the state treasurer for the use of the State.

SEC. 7. The said board of commissioners are hereby empowered to make such rules and regulations from time to time, for the proper execution of the provisions of this act, as in their judgment they may deem necessary and requisite; and they shall be required to make a report of the condition of the board to the governor biennially, on or before the first day of February.

Said board shall hold public examination at least four (4) times a year in cities of over fifty thousand (50,000) inhabitants successively at such times as it may determine, and shall give notice of such meetings by publication thereof at least twenty (20) days before such meeting is to be held.

SEC. 8. This act shall take effect from the date of its passage.

Approved April 23, 1897.

CHAPTER 360.—*Employment of children.*

SECTION 1. Section one of chapter one hundred and seventy-one (171) of the general laws of eighteen hundred and ninety-five (1895) is hereby amended so as to read as follows:

SECTION 1. No child under fourteen (14) years of age shall be employed at any time in any factory or workshop, or about any mine. No such child shall be employed in any mercantile establishment nor in the service of any telegraph, telephone or public messenger company except during the vacation of the public schools in the town where such child is employed. No child under sixteen (16) years of age shall be employed at any occupation dangerous or injurious to life, limb, health or morals; nor at any labor of any kind outside of the family of such child's residence before six o'clock in the morning, nor after seven o'clock in the evening, nor more than ten (10) hours in any one day, nor more than sixty hours in any one week, except in accordance with the following express permission or condition, to wit: Children not less than fourteen years of age may be employed in mercantile establishments on Saturdays and for ten days each year before Christmas until ten (10) o'clock in the evening: *Provided, however*, That this permission shall not be so construed as to permit such children to toil more than ten hours in any one day, nor over sixty hours in any one week.

SEC. 2. Section five of said chapter one hundred and seventy-one (171), general laws 1895, is hereby amended so as to read as follows:

SECTION 5. Whenever it appears upon due examination that the labor of any minor who would be debarred from employment under the provisions of sections two and four of this act is necessary for the support of the family to which said minor belongs, or for his own support, the school board or board of school trustees of the city, village or town in which said child resides may, in the exercise of their discretion, issue a permit or excuse authorizing the employment of such minor within such time or times as they may fix.

SEC. 3. This act shall take effect and be in force from and after its passage.

Approved April 23, 1897.

NEBRASKA.

ACTS OF 1897.

CHAPTER 36.—*Protection of children.*

SECTION 2. It shall be unlawful, and it is hereby declared to be cruelty within the meaning of this act, for any person employing or having the care, custody or control of any child willfully or negligently to cause or permit the life of such child to be endangered, or the health of such child to be injured, or willfully to cause or permit such child to be placed in such a situation that its life or health may be endangered, or to cause or permit such child to be overworked, cruelly beaten, tortured, tormented, or mutilated.

SEC. 3. Any person or persons convicted under any of the foregoing provisions of this act shall be fined in any sum not more than one hundred dollars, or imprisoned in the jail of the county not exceeding three months, at the discretion of the court.

SEC. 7. All acts and parts of acts inconsistent with this act are hereby repealed.

SEC. 8. Whereas an emergency exists, this act shall take effect and be in force from and after its passage.

Approved by the governor April 10, 1897.

CHAPTER 39.—*Inspection, etc., of factories and workshops—Free employment bureau.*

An act to amend sections 2066 and 2068 of Cobbe's Consolidated Statutes of Nebraska of 1893 [sections 3314 and 3316 of the Compiled Statutes of Nebraska, 1895] and to create a new section to be numbered 2071.

SECTION 2066. The commissioner [of labor] or his deputy shall have power to enter any factory or workshop in which labor is employed, for the purpose of gathering facts and statistics, or of examining the means for escape from fire, and the provisions for the health and safety of operatives in such factory or workshop. He may also post in such factory or workshop the laws now, or hereafter to be, made in respect to child labor, fire escapes, hours of labor, or others pertaining to the health or safety of employees; and if the owner, manager or agent shall remove or destroy the same he shall, upon conviction thereof, be fined in any sum not to exceed fifty dollars for each offense. And in case the officer of the bureau shall discover any violation of, or neglect to comply with, said laws, he shall notify the owner or occupant of said workshop or factory in writing of the offense or neglect, and if such offense or neglect is not corrected within thirty days after the service of notice aforesaid, he shall lodge formal complaint with the attorney of the county in which the offense is committed or the neglect occurs, whereupon said officer shall proceed against the offender according to law.

SEC. 2068. At the time of the assessment of property for taxation for county and State purposes, it shall be the duty of the township and precinct assessors to enroll the names of all persons over 21 years of age in their respective townships or precincts, together with their several occupations; if farmers or manufacturers, the products of their several farms or factories during the past year, and if wage workers, the time they have been employed during the past year and the wages they have received for the same. It shall be the duty of the county clerks on or before the first day of July in each year, to forward a summary of such reports of their respective counties to the State bureau of labor. The deputy commissioner of labor shall compile said reports and shall embody them in his biennial report to the governor.

SEC. 2071. The commissioner of labor is hereby authorized and directed, within thirty days after the passage of this amendment, to establish and maintain in the office of the bureau of labor and industrial statistics and in connection therewith, a free public employment office. The deputy commissioner shall receive all applications for help made to him by any person, company or firm, and all applications made to him for employment by any person or persons and record their names in a book kept for that purpose, designating the kind and character of help wanted or the kind and character of employment desired, and the post office address of the applicant. It shall be the duty of said deputy to send by mail to all applicants for help, the name and post office address of such applications for employment as in his judgment will meet their respective requirements and such other information as he may possess that will bring to their notice the names and post office addresses of such unemployed laborers, mechanics, artisans or teachers as they may require. No compensation or fee whatsoever shall directly or indirectly be charged or received from any person or persons applying for help, or any person or persons applying for employment through the bureau of labor. Said deputy or any clerk connected with the bureau, who shall accept any compensation or fee from any applicant for help or any applicant for employment, for services as provided in this act, shall be deemed

guilty of a misdemeanor, and upon conviction thereof shall be fined in a sum not less than twenty-five dollars nor more than one hundred dollars for each offense, or imprisoned not to exceed thirty days. Any application for help or any application for employment made to said office shall be null and void after thirty days from its receipt by said deputy, unless renewed by the applicant. Every applicant for help shall notify said deputy commissioner by mail immediately after the required help designated in his or her application has been secured, and every applicant for employment shall notify said deputy immediately after securing the same. Such notice shall contain the name and last preceding post office address of each employer or employee secured through such employment office, and any failure or refusal to thus notify said deputy commissioner shall bar such applicant from all future rights and privileges of said employment office at the discretion of said deputy. Applicants for help shall be construed to mean employers wanting employees, and applicants for employment shall be construed to mean persons wanting work to do.

Approved by the governor April 13, 1897.

CHAPTER 54.—Protection of employees of street railway companies—Inclosed platforms.

SECTION 1. From and after the first day of November, in the year of our Lord one thousand eight hundred and ninety-seven (1897), it shall be unlawful for any person, partnership or corporation, owning or operating a street railway in this State, or for any officer or agent thereof, superintending or having charge or control of the management of such line of railway, or the cars thereof, operating electric, cable or other cars propelled either by steam, cable or electricity, which require the constant services, care or attention of any person or persons upon the platforms of such cars, to require or permit such services, attention or care of any of its employees or any other person or persons between the first day of November and the first day of April thereafter of each year, unless such person, partnership or corporation, its said officers or superintending or managing agents, have first provided the platforms of said car or cars with a proper and sufficient inclosure, constructed of wood, iron and glass, or similar, suitable material sufficient to protect such employees from exposure to the winds and inclemencies of the weather: *Provided*, That such inclosure shall be so constructed as not to obstruct the vision of the person operating such car, or to endanger or interfere with its safe management by the operator.

SEC. 2. From and after November first, in the year of our Lord one thousand eight hundred and ninety-seven (1897), it shall be unlawful for any such person, partnership or corporation so owning or operating street railways using steam, electric or cable cars, or any superintending or managing officer or agent thereof, to cause or permit to be used upon such line of railway between said November first and April first of each and every year thereafter, any car or cars upon which the services of any employee, such as is specified in section one (1) of this act is required, unless said car or cars shall be provided with the inclosure required by section one (1) of this act.

SEC. 3. Violations of this act shall be punished as follows: If the violation is by a corporation it shall forfeit and pay the sum of one hundred (\$100.00) dollars; if the violation is by a person or a copartnership such offender shall be punished by a fine of not to exceed one hundred (\$100.00) dollars, or be imprisoned in the county jail not to exceed three months. Each day that any of said person or persons, partnership or corporation, cause or permit any of their said employees to operate such cars in violation of the provisions of sections one (1) and two (2) of this act, or cause or permit cars to be used or operated in violation of said section two (2) of this act, shall be deemed a separate offense: *Provided*, That the provisions of this act shall not apply to cars used and known as "trailing cars."

SEC. 4. It is hereby made the duty of the county attorney of any county in which any such street railway is situated and operated, upon any information given him by any credible person, or upon the knowledge that he may possess, that any person, partnership or corporation has violated any of the provisions of this act, to promptly prosecute such person, members of such partnership or corporation for such violation.

Approved by the governor March 31, 1897.

CHAPTER 75.—Convict labor—State penitentiary.

SECTION 16. It shall be the duty of the warden, with the approval of the governor and the prison inspectors, to provide labor for the prisoners and keep them in industrial employment, so far as possible and for the greatest practical profit to the State and the general welfare and health of the prisoners. The warden may manufacture articles for use in the prison and all other State institutions, or let the service of prisoners for such purpose, and whenever there shall be any surplus of prison labor which can not be so utilized to advantage or profit, the warden may let out the

service of such unemployed or idle prisoners for a term of years, not exceeding three years at any one time or for any one contract; and he shall be charged with the duty of collecting for such services and collecting all other debts due to the State under his administration. When the service of convicts confined in the penitentiary is let out to contract, the warden shall be at all times charged with the custody, discipline, control and safe-keeping of such prisoners and provide them with board and clothing. As rapidly as it may profitably be done, the State shall provide for the employment of the labor of the convicts on its own account to the end that the State may eventually provide means for the employment of all prisoners without the intervention of contractors; and the warden shall be charged with the duty of making the State prison as nearly self-sustaining as possible and of promoting, as far as circumstances will permit, the welfare of the convicts.

SEC. 49. Chapter eighty-six (86) of the Compiled Statutes of 1895, and all other acts and parts of acts inconsistent with this act, are hereby repealed.

SEC. 50. Whereas an emergency exists, this act shall take effect and be in force from and after its passage.

Approved by the governor April 12, 1897.

CHAPTER 79.—*Antitrust act—Exception in favor of laborers, etc.*

SECTION 9. Nothing herein contained shall be construed to prevent any assemblies or associations of laboring men from passing and adopting such regulations as they may think proper, in reference to wages and the compensation of labor, and such assemblies and associations shall retain, and there is hereby reserved to them all the rights and privileges now accorded to them by law, anything herein contained to the contrary notwithstanding.

SEC. 14. Chapter ninety-one (91a), entitled "Trusts," of the Compiled Statutes of Nebraska for the year 1895, is hereby repealed.

Approved by the governor April 15, 1897.

NEW JERSEY.

ACTS OF 1897.

CHAPTER 114.—*Incorporation of women's work exchanges.*

SECTION 1. Any society of women, associated together as a woman's work exchange, whose object is to furnish a depository for the reception, exhibition and sale of articles made and contributed by women, may become incorporated under the act to which this is a supplement [chapter 130, acts of 1892, for the incorporation of societies not for pecuniary profit, etc.], and with the same powers as in said act set forth and provided.

SEC. 2. This act shall take effect immediately.

Approved April 13, 1897.

CHAPTER 190.—*Protection of street railway employees—Inclosed platforms.*

SECTION 1. On and after the first day of November, one thousand eight hundred and ninety-seven, it shall not be lawful for any company operating a street railway or railroad, or other railroad operated as a street railway, by means of electric motors, to use upon its said railroad or railway any car, motor or vehicle for the conveyance of passengers, between the first day of November and the first day of April in any year, unless said car, motor or other vehicle shall be constructed with inclosed or vestibuled platforms, provided with proper glazed sashes at the ends of the car and with open doorways at the sides.

SEC. 2. For each day, or part of day, any such car, motor or other vehicle for the conveyance of passengers shall be operated and used in the operation of any street railroad or railway operated by means of electric motors, the company owning or operating said car, motor or vehicle shall be liable to a penalty of twenty-five dollars, to be recovered in any court of competent jurisdiction, together with the costs of suit, by the person, board or other authority having by law control of the police department of any municipality in which or through which said car, motor or vehicle shall be operated; the said penalty, when recovered, to be paid into the treasury of said municipality the same as the penalties collected for infraction of other police regulations of said municipalities.

Approved May 11, 1897.

NEW YORK.

ACTS OF 1897.

VOL. I.—GENERAL LAWS.

CHAPTER 261.—*Salt springs law—Discharge of laborers for neglect.*

An act to amend chapter six hundred and eighty-four of the laws of eighteen hundred and ninety-two, entitled "An act relating to salt springs, constituting chapter thirteen of the General Laws."

SECTION 1. This chapter shall be known as the salt springs law.

SEC. 33. The superintendent shall require the discharge of every boiler, packer or other laborer employed by any manufacturer who shall neglect or refuse to obey his or his deputies' directions in and about any salt works or manufactory respecting the manufacture, packing or care of salt produced by such manufacturer, and to be offered for inspection; and each person so discharged shall not be again employed by any person in the manufacture of salt without the consent of the superintendent.

Became a law April 15, 1897, with the approval of the governor. Passed, three-fifths being present.

CHAPTER 266.—*Wages preferred in assignments.*

SECTION 1. Section twenty-nine of chapter four hundred and sixty-six of the laws of eighteen hundred and seventy-seven, entitled "An act in relation to assignments of the estates of debtors for the benefit of creditors," is hereby amended to read as follows:

§ 29. In all assignments, made in pursuance of this act, the wages or salaries actually owing to the employees of the assignor or assignors at the time of the execution of the assignment, shall be preferred before any other debt; and should the assets of the assignor or assignors not be sufficient to pay in full all the claims preferred, pursuant to this section, they shall be applied to the payment of the same pro rata to the amount of each such claim. All sums due to truckmen or cartmen for the payment of freight and for the carriage of goods, wares and merchandise shall be deemed and treated as wages for the purposes of this act.

SEC. 2. This act shall take effect immediately.

Became a law April 15, 1897, with the approval of the governor. Passed, three-fifths being present.

CHAPTER 415.—*In relation to labor.*

An act in relation to labor, constituting chapter thirty-two of the General Laws.

CHAPTER XXXII OF THE GENERAL LAWS.

THE LABOR LAW.

ARTICLE I.—General provisions.

SECTION 1. Short title.—This chapter shall be known as the labor law.

SEC. 2. Definitions.—The term employee, when used in this chapter, means a mechanic, workingman or laborer who works for another for hire.

The person employing any such mechanic, workingman or laborer, whether the owner, proprietor, agent, superintendent, foreman or other subordinate, is designated in this chapter as an employer.

The term "factory," when used in this chapter, shall be construed to include also any mill, workshop or other manufacturing or business establishment where one or more persons are employed at labor.

The term "mercantile establishment," when used in this chapter, means any place where goods, wares or merchandise are offered for sale.

Whenever, in this chapter, authority is conferred upon the factory inspector, it shall also be deemed to include his assistant or a deputy acting under his direction.

SEC. 3. Hours to constitute a day's work.—Eight hours shall constitute a legal day's work for all classes of employees in this State, except those engaged in farm and domestic labor, unless otherwise provided by law. This section does not prevent an agreement for overwork for extra compensation.

This section applies to work for the State or a municipal corporation, or for contractors therewith.

The wages for such public work shall not be less than the prevailing rate for a legal day's work in the same trade or calling in the locality where the work is performed. Every contract for the construction of a public work, shall contain a provision that the same shall be void and of no effect unless such rate is paid by the contractor to his employees.

SEC. 4. Violations of preceding section.—Any officer or agent of this State or of a municipal corporation therein, who openly violates or otherwise evades the provisions of this article, relating to the hours of labor of employees, shall be deemed guilty of malfeasance in office, and may be suspended or removed by the authority having power to appoint such officer or agent, if any, otherwise by the governor. A party contracting with the State or a municipal corporation therein, who fails to comply with, or secretly evades such provisions by exacting and requiring more hours of labor for the compensation agreed to be paid per day than is fixed in this article, shall forfeit such contract, at the option of the State or of such municipal corporation.

SEC. 5. Hours of labor on street surface and elevated railroads.—Ten consecutive hours' labor, including one-half hour for dinner, shall constitute a day's labor in the operation of all street surface and elevated railroads, of whatever motive power, owned or operated by corporations in this State, whose main line of travel or whose routes lie principally within the corporate limits of cities of more than one hundred thousand inhabitants. No employee of any such corporation shall be permitted or allowed to work more than ten consecutive hours, including one-half hour for dinner, in any one day of twenty-four hours.

In cases of accident or unavoidable delay, extra labor may be performed for extra compensation.

SEC. 6. Hours of labor in brickyards.—Ten hours, exclusive of the necessary time for meals, shall constitute a legal day's work in the making of brick in brickyards owned or operated by corporations. No corporation owning or operating such brickyard shall require employees to work more than ten hours in any one day, or to commence work before seven o'clock in the morning. But overwork and work prior to seven o'clock in the morning for extra compensation may be performed by agreement between employer and employee.

SEC. 7. Regulation of hours of labor on steam surface and elevated railroads.—Ten hours' labor, performed within twelve consecutive hours, shall constitute a legal day's labor in the operation of steam surface and elevated railroads owned and operated within this State, except where the mileage system of running trains is in operation. But this section does not apply to the performance of extra hours of labor by conductors, engineers, firemen and trainmen in case of accident or delay resulting therefrom. For each hour of labor performed in any one day in excess of such ten hours, by any such employee, he shall be paid in addition at least one-tenth of his daily compensation.

No person or corporation operating a line of railroad of thirty miles in length or over, in whole or in part within this State, shall permit or require a conductor, engineer, fireman or trainman, who has worked in any capacity for twenty-four consecutive hours, to go again on duty or perform any kind of work until he has had at least eight hours' rest.

SEC. 8. Payment of wages by receivers.—Upon the appointment of a receiver of a partnership or of a corporation organized under the laws of this State and doing business therein, other than a moneyed corporation, the wages of the employees of such partnership or corporation shall be preferred to every other debt or claim.

SEC. 9. Cash payment of wages.—Every manufacturing, mining, quarrying, mercantile, railroad, street railway, canal, steamboat, telegraph and telephone company, every express company, and every water company, not municipal, shall pay to each employee engaged in its business the wages earned by him in cash. No such company or corporation shall pay its employees in scrip, commonly known as store money orders.

SEC. 10. When wages are to be paid.—Every corporation or joint stock association, or person carrying on the business thereof by lease or otherwise, shall pay weekly to each employee the wages earned by him to a day not more than six days prior to the date of such payment.

But every person or corporation operating a steam surface railroad shall, on or before the twentieth day of each month, pay the employees thereof the wages earned by them during the preceding calendar month.

SEC. 11. Penalty for violation of preceding sections.—If a corporation or joint stock association, its lessee or other person carrying on the business thereof, shall fail to pay the wages of an employee as provided in this article, it shall forfeit to the people of the State the sum of fifty dollars for each such failure, to be recovered by the factory inspector in his name of office in a civil action; but an action shall not be maintained therefor, unless the factory inspector shall have given to the

employer at least ten days' written notice, that such an action will be brought if the wages due are not sooner paid as provided in this article.

On the trial of such action, such corporation or association shall not be allowed to set up any defense, other than a valid assignment of such wages, a valid set-off against the same, or the absence of such employee from his regular place of labor at the time of payment, or an actual tender to such employee at the time of the payment of the wages so earned by him, or a breach of contract by such employee or a denial of the employment.

SEC. 12. Assignment of future wages.—No assignment of future wages, payable weekly, or monthly in case of a steam surface railroad corporation, shall be valid if made to the corporation or association from which such wages are to become due, or to any person on its behalf, or if made or procured to be made to any person for the purpose of relieving such corporation or association from the obligation to pay weekly, or monthly in case of a steam surface railroad corporation. Charges for groceries, provisions or clothing shall not be a valid offset for wages in behalf of any such corporation or association.

No such corporation or association shall require any agreement from any employee to accept wages at other periods than as provided in this article as a condition of employment.

SEC. 13. Preferences in employment of persons upon public works.—In the construction of public works by the State or a municipality, or by persons contracting with the State or such municipality, only citizens of the United States shall be employed; and in all cases where laborers are employed on any such public works, preference shall be given citizens of the State of New York. In each contract for the construction of public works, a provision shall be inserted, to the effect that if the provisions of this section are not complied with, the contract shall be void.

SEC. 14. Stone used in State or municipal works.—All stone used in State and municipal works, except paving blocks and crushed stone, shall be worked, dressed and carved within the State. There shall be inserted in each contract or specification hereafter awarded by State, county or municipal authorities, authorizing or requiring the use of worked, dressed or carved stone, except paving blocks or crushed stone, within the State or such county or municipality, a clause to the effect that such stone shall be so worked, dressed or carved within the boundaries of the State as required by this section. If a contractor of the State or any municipality therein, shall use stone, except paving blocks and crushed stone, which has been worked, dressed or carved without the State, the State or such municipality shall revoke the contract of such contractor and be released from liability thereon.

SEC. 15. Labels, brands, etc., used by labor organizations.—A union or association of employees may adopt a device in the form of a label, brand, mark, name or other character for the purpose of designating the products of the labor of the members thereof. Duplicate copies of such device shall be filed in the office of the secretary of state, who shall, under his hand and seal, deliver to the union or association filing or registering the same a certified copy and a certificate of the filing thereof, for which he shall be entitled to a fee of one dollar. Such certificate shall not be assignable by the union or association to whom it is issued.

SEC. 16. Penalty for illegal use of labels, etc., injunction proceedings.—A person manufacturing, using, displaying or keeping for sale a counterfeit or colorable imitation of a device so adopted and filed, or goods bearing the same, shall be subject to a penalty of two hundred dollars, to be recovered in an action brought in a court of competent jurisdiction by the person aggrieved; one-half of which penalty, when recovered, shall be paid to the plaintiff and one-half to the overseer of the poor of the town or to an officer having like power of the city, wherein the person aggrieved resides, for the benefit of the poor of such town or city.

After filing copies of such device, such union or association may commence an action to enjoin the manufacture, use, display or sale of counterfeit or colorable imitations of such device, or of goods bearing the same, and the court may restrain such wrongful manufacture, use, display or sale, and every unauthorized use or display by others of the genuine devices so registered and filed, if such use or display is not authorized by the owner thereof, and may award to the plaintiff such damages resulting from such wrongful manufacture, use, display or sale as may be proved, together with the profits derived therefrom.

SEC. 17. Seats for female employees in factories.—Every person employing females in a factory shall provide and maintain suitable seats for the use of such female employees, and permit the use thereof by such employees to such an extent as may be reasonable for the preservation of their health.

SEC. 18. Scaffolding for use of employees.—A person employing or directing another to perform labor of any kind in the erection, repairing, altering or painting of a house, building or structure shall not furnish or erect, or cause to be furnished or erected for the performance of such labor, scaffolding, hoists, stays, ladders or other mechanical contrivances which are unsafe, unsuitable or improper, and which

are not so constructed, placed and operated as to give proper protection to the life and limb of a person so employed or engaged.

Scaffolding or staging swung or suspended from an overhead support, more than twenty feet from the ground or floor, shall have a safety rail of wood, properly bolted, secured and braced, rising at least thirty-four inches above the floor or main portions of such scaffolding or staging and extending along the entire length of the outside and the ends thereof, and properly attached thereto, and such scaffolding or staging shall be so fastened as to prevent the same from swaying from the building or structure.

SEC. 19. Inspection of scaffolding, ropes, blocks, pulleys and tackle in cities.—Whenever complaint is made to the commissioner of police, superintendent or other person in charge of the police force of a city, that the scaffolding or the slings, hangers, blocks, pulleys, stays, braces, ladders, irons or ropes of any swinging or stationary scaffolding used in the construction, alteration, repairing, painting, cleaning or pointing of buildings within the limits of such city, are unsafe or liable to prove dangerous to the life or limb of any person, such police commissioner, superintendent or other person in charge of the police force, shall immediately detail a competent police officer to inspect such scaffolding, or the slings, hangers, blocks, pulleys, stays, braces, ladders, irons or other parts connected therewith. If, after examination, such officer finds such scaffolding or any of such parts to be dangerous to life or limb, he shall prohibit the use thereof, and require the same to be altered and reconstructed so as to avoid such danger.

The officer making the examination shall attach a certificate to the scaffolding, or the slings, hangers, irons, ropes or other parts thereof, examined by him, stating that he has made such examination, and that he has found it safe or unsafe, as the case may be. If he declares it unsafe, he shall at once, in writing, notify the person responsible for its erection of the fact, and warn him against the use thereof. Such notice may be served personally upon the person responsible for its erection, or by conspicuously affixing it to the scaffolding, or the part thereof declared to be unsafe. After such notice has been so served or affixed, the person responsible therefor shall immediately remove such scaffolding or part thereof and alter or strengthen it in such a manner as to render it safe, in the discretion of the officer who has examined it, or of his superiors.

Any officer detailed to examine or test any scaffolding or part thereof, as required by this section, shall have free access, at all reasonable hours, to any building or premises containing them or where they may be in use.

All swinging and stationary scaffolding shall be so constructed as to bear four times the maximum weight required to be dependent therefrom or placed thereon, when in use, and not more than four men shall be allowed upon any swinging scaffolding at one time.

SEC. 20. Protection of persons employed on buildings in cities.—All contractors and owners, when constructing buildings in cities, where the plans and specifications require the floors to be arched between the beams thereof, or where the floors or filling in between the floors are of fire-proof material of [or] brick work, shall complete the flooring or filling in as the building progresses, to not less than within three tiers of beams below that on which the iron work is being erected.

If the plans and specifications of such buildings do not require filling in between the beams of floors with brick or fire-proof material, all contractors for carpenter work, in the course of construction, shall lay the under flooring thereof on each story, as the building progresses, to not less than within two stories below the one to which such building has been erected. Where double floors are not to be used, such contractor shall keep planked over the floor two stories below the story where the work is being performed.

If the floor beams are of iron or steel, the contractors for the iron or steel work of buildings in course of construction, or the owners of such buildings, shall thoroughly plank over the entire tier of iron or steel beams on which the structural iron or steel work is being erected, except such spaces as may be reasonably required for the proper construction of such iron or steel work, and for the raising or lowering of materials to be used in the construction of such building, or such spaces as may be designated by the plans and specifications for stairways and elevator shafts.

The chief officer, in any city, charged with the enforcement of the building laws of such city, is hereby charged with enforcing the provisions of this section.

ARTICLE II.—Commissioner of labor statistics.

SEC. 30. Commissioner of labor statistics.—There shall continue to be a commissioner of labor statistics, who shall be appointed by the governor, by and with the advice and consent of the senate, and shall hold his office for the term of three years, and receive an annual salary of three thousand dollars. He may appoint a deputy commissioner of labor statistics, at an annual salary of two thousand and five hundred

dollars, and a chief clerk at an annual salary of two thousand dollars, and such other clerks and assistants as he may deem necessary and fix their salaries.

The term of office of the successor of the commissioner in office when this chapter takes effect is abridged so as to expire on the last day of December preceding the time when such term would otherwise expire, and thereafter the term of office of such commissioner shall begin on the first day of January.

SEC. 31. Duties and powers.—The commissioner of labor statistics shall collect, assort, systematize and present in annual reports to the legislature, within ten days after the convening thereof in each year, statistical details in relation to all departments of labor in the State, especially in relation to the commercial, industrial, social and sanitary condition of workmen and to the productive industries of the State. He may subpoena witnesses, take and hear testimony, take or cause to be taken depositions and administer oaths.

SEC. 32. Statistics to be furnished upon request.—The owner, operator, manager or lessee of any mine, factory, workshop, warehouse, elevator, foundry, machine shop or other manufacturing establishment, or any agent, superintendent, subordinate, or employee thereof, shall, when requested by the commissioner of labor statistics, furnish any information in his possession or under his control which the commissioner is authorized to require, and shall admit him to any place herein named for the purpose of inspection. All statistics furnished to the commissioner of labor statistics, pursuant to this article, may be destroyed by such commissioner after the expiration of two years from the time of the receipt thereof.

A person refusing to admit such commissioner, or a person authorized by him, to any such establishment, or to furnish him any information requested, or who refuses to answer or untruthfully answers questions put to him by such commissioner, in a circular or otherwise, shall forfeit to the people of the State the sum of one hundred dollars for each refusal and answer untruthfully given, to be sued for and recovered by the commissioner in his name of office. The amount so recovered shall be paid into the State treasury.

ARTICLE III.—Free public employment bureaus.

SEC. 40. Free public employment bureaus in cities of the first class.—The commissioner of labor statistics shall organize and establish in all cities of the first class a free public employment bureau, for the purpose of receiving applications of persons seeking employment, and applications of persons seeking to employ labor. No compensation or fee shall be charged or received, directly or indirectly, from persons applying for employment or help through any such bureau. Such commissioner shall appoint for each bureau so organized, and may remove for good and sufficient cause, a superintendent and such clerical assistants as, in his judgment, may be necessary for the proper administration of the affairs thereof. The salaries of such superintendents and clerks shall be fixed by the commissioner. Such salaries and the expenses of such bureaus shall be paid in the same manner as other expenses of the bureau of labor statistics.

SEC. 41. Duties of superintendent.—The superintendent of each free public employment bureau shall receive and record, in a book to be kept for that purpose, the names of all persons applying for employment or for help, designating opposite the name and address of each applicant the character of employment or help desired.

Each such superintendent shall report, on Thursday of each week, to the commissioner of labor statistics, the names and addresses of all persons applying for employment or help during the preceding week, the character of the employment or help desired, and the names of the persons receiving employment through his bureau. Such superintendent shall also perform such other duties in the collection of labor statistics, and in the keeping of books and accounts of his bureau, as the commissioner may require, and shall report semiannually to the commissioner of labor statistics the expense of maintaining his bureau.

SEC. 42. Applications; list of applicants.—Every application for employment or help made to a free public employment bureau shall be void after thirty days from its receipt, unless renewed by the applicant.

The commissioner of labor statistics shall cause two copies of a list of all applicants for employment or help, and the character of the employment or help desired, received by him from each free public employment bureau, to be mailed on Monday of each week to the superintendent of each bureau, one of which copies shall be posted by the superintendent, immediately on receipt thereof, in a conspicuous place in his office, subject to the inspection of all persons desiring employment or help, and the other shall be filed in his office for reference.

SEC. 43. Applicants for help; when to notify superintendent.—If an applicant for help has secured the same, he shall, within ten days thereafter, notify the superintendent of the bureau, to which application therefor was made. Such notice shall contain the name and last preceding address of the employees received through such

bureau. If any such applicant neglects to so notify such superintendent, he shall be barred from all future rights and privileges of such employment bureau, at the discretion of the commissioner of labor statistics to whom the superintendent shall report such neglect.

ARTICLE IV.—Convict-made goods, and duties of commissioner of labor statistics relative thereto.

SEC. 50. License for sale of convict-made goods.—No person or corporation shall sell, or expose for sale, any convict-made goods, wares or merchandise, either by sample or otherwise, without a license therefor. Such license may be obtained upon application in writing to the comptroller, setting forth the residence or post-office address of the applicant, the class of goods desired to be dealt in, the town, village or city, with the street number, if any, at which the business of such applicant is to be located. Such application shall be accompanied with a bond, executed by two or more responsible citizens, or some legally incorporated surety company authorized to do business in this State, to be approved by the comptroller, in the sum of five thousand dollars, and conditioned that such applicant will comply with all the provisions of law, relative to the sale of convict-made goods, wares and merchandise. Such license shall be for a term of one year unless sooner revoked. Such person or corporation shall pay, annually, on or before the fifteenth day of January, the sum of five hundred dollars as a license fee, into the treasury of the State, which amount shall be credited to the maintenance account of the State prisons.

Such license shall be kept conspicuously posted in the place of business of such licensee.

SEC. 51. Revocation of license.—The comptroller may revoke the license of any such person or corporation, upon satisfactory evidence of, or upon conviction for the violation of any statute regulating the sale of convict-made goods, wares or merchandise; such revocation shall not be made until after due notice to the licensee so complained of. For the purpose of this section, the comptroller or any person duly appointed by him, may administer oaths and subpoena witnesses and take and hear testimony.

SEC. 52. Annual statement of licensee.—Each person or corporation so licensed shall, annually, on or before the fifteenth day of January, transmit to the secretary of state a verified statement setting forth:

1. The name of the person or corporation licensed.
2. The names of the persons, agents, wardens or keepers of any prison, jail, penitentiary, reformatory or establishment using convict labor, with whom he has done business, and the name and address of the person or corporation to whom he has sold goods, wares and merchandise, and
3. In general terms, the amount paid to each of such agents, wardens or keepers, for goods, wares or merchandise and the character thereof.

SEC. 53. Labeling and marking convict-made goods.—All goods, wares and merchandise made by convict labor in a penitentiary, prison, reformatory or other establishment in which convict labor is employed, shall be branded, labeled or marked as herein provided. The brand, label or mark, used for such purpose, shall contain at the head or top thereof the words "convict-made," followed by the year when, and the name of the penitentiary, prison, reformatory or other establishment in which the article branded, labeled or marked was made.

Such brands, labels and marks shall be printed in plain English lettering, of the style and size known as great primer Roman condensed capitals. A brand or mark shall be used in all cases where the nature of the article will permit and only where such branding or marking is impossible shall a label be used. Such label shall be in the form of a paper tag and shall be attached by wire to each article, where the nature of the article will permit, and shall be placed securely upon the box, crate or other covering in which such goods, wares or merchandise are packed, shipped or exposed for sale.

Such brand, mark or label shall be placed upon the most conspicuous part of the finished article and its box, crate or covering.

No convict-made goods, wares or merchandise shall be sold or exposed for sale without such brand, mark or label.

SEC. 54. Duties of commissioner of labor statistics relative to violations; fines upon convictions.—The commissioner of labor statistics shall enforce the provisions of this article. If he has reason to believe that any of such provisions are being violated, he shall advise the district attorney of the county wherein such alleged violation has occurred of such fact, giving the information in support of his conclusion. The district attorney shall, at once, institute the proper proceedings to compel compliance with this article and secure conviction for such violations.

Upon the conviction of a person or corporation for a violation of this article, one-half of the fine recovered shall be paid and certified by the district attorney to the

commissioner of labor statistics, who shall use such money in investigating and securing information, in regard to violations of this act and in paying the expenses of such conviction.

SEC. 55. Articles not to apply to goods manufactured for the use of the State or a municipal corporation.—Nothing in this article shall apply to or affect the manufacture in State prisons, reformatories and penitentiaries, and furnishing of articles for the use of the offices, departments and institutions of the State or any political division thereof, as provided by chapter four hundred and twenty-nine of the laws of eighteen hundred and ninety-six.

ARTICLE V.—Factory inspector, assistant and deputies.

SEC. 60. Factory inspector and assistant.—There shall continue to be a factory inspector and assistant factory inspector, who shall be appointed by the governor, by and with the advice and consent of the senate. The term of office of each shall be three years. The term of office of the successor of the factory inspector and assistant factory inspector in office when this chapter takes effect shall be abridged so as to expire on the last day of December preceding the time when each such term would otherwise expire, and thereafter each such term shall begin on the first day of January. There shall be paid to the factory inspector an annual salary of three thousand dollars, and to the assistant factory inspector an annual salary of two thousand five hundred dollars.

SEC. 61. Deputies and clerks.—The factory inspector may appoint, from time to time, not more than thirty-six persons as deputy factory inspectors, not more than ten of whom shall be women, and who may be removed by him at any time. Each deputy inspector shall receive an annual salary of one thousand two hundred dollars. The factory inspector may designate six or more of such deputies to inspect the buildings and rooms occupied and used as bakeries and to enforce the provisions of this chapter relating to the manufacture of flour or meal food products. One of such deputies shall have a knowledge of mining, whose duty it shall be, under the direction of the factory inspector, to inspect mines and quarries and to enforce the provisions of this chapter relating thereto.

The factory inspector may appoint one or more of such deputies to act as clerk in his principal office.

SEC. 62. General powers and duties of factory inspector.—The factory inspector may divide the State into districts, assign one or more deputy inspectors to each district, and may, in his discretion, transfer them from one district to another.

The factory inspector shall visit and inspect, or cause to be visited and inspected, the factories, during reasonable hours, as often as practicable, and shall cause the provisions of this chapter to be enforced therein and prosecute all persons violating the same.

Any lawful municipal ordinance, by-law or regulation relating to factories or their inspection, in addition to the provisions of this chapter and not in conflict therewith, shall be observed and enforced by the factory inspector.

The factory inspector, assistant and each deputy may administer oaths and take affidavits in matters relating to the enforcement of the provisions of this chapter.

No person shall interfere with, obstruct or hinder, by force or otherwise, the factory inspector, assistant factory inspector or deputies while in the performance of their duties, or refuse to properly answer questions asked by such officers pertaining to the provisions of this chapter.

All notices, orders and directions of assistant or deputy factory inspectors given in accordance with this chapter are subject to the approval of the factory inspector.

SEC. 63. Reports.—The factory inspector shall report annually to the legislature in the month of January. The assistant factory inspector and each deputy shall report to the factory inspector, from time to time, as he may require.

SEC. 64. Badges.—The factory inspector may procure and cause to be used, badges for himself, his assistant and deputies, while in the performance of their duties, the cost of which shall be a charge upon the appropriation made for the use of the department.

SEC. 65. Payment of salaries and expenses.—All necessary expenses incurred by the factory inspector and his assistant in the discharge of their duties, shall be paid by the State treasurer, upon the warrant of the comptroller, issued upon proper vouchers therefor. The reasonable necessary traveling and other expenses of the deputy factory inspectors, while engaged in the performance of their duties, shall be paid in like manner upon vouchers approved by the factory inspector and audited by the comptroller. All such expenses and the salaries of the factory inspector, assistant and deputies shall be payable monthly.

SEC. 66. Suboffice in New York City.—The factory inspector may establish and maintain a suboffice in the city of New York, if, in his opinion, the duties of his

office demand it. He may designate one or more of the deputy factory inspectors to take charge of and manage such office, subject to his direction. The reasonable and necessary expenses of such office shall be paid, as are other expenses of the factory inspector.

SEC. 67. Duties of factory inspector relative to apprentices.—The factory inspector, his assistant and deputies shall enforce the provisions of the Domestic Relations Law, relative to indentures of apprentices, and prosecute employers for failure to comply with the provisions of such indentures and of such law in relation thereto.

ARTICLE VI.—Factories.

SEC. 70. Employment of minors.—A child under the age of fourteen years shall not be employed in any factory in this State. A child between the ages of fourteen and sixteen years shall not be so employed, unless a certificate executed by a health officer be filed in the office of the employer.

SEC. 71. Certificate for employment, how issued.—Such certificate shall be issued by the executive officer of the board, department or commissioner of health of the city, town or village where such child resides, or is to be employed, or by such other officer thereof as may be designated, by resolution, for that purpose, upon the application of the child desiring such employment. At the time of making such application, there shall be filed with such board, department, commissioner or officer, the affidavit of the parent or guardian of such child, or the person standing in parental relation thereto, showing the date and place of birth of such child. Such certificate shall not be issued unless the officer issuing the same is satisfied that such child is fourteen years of age or upward, and is physically able to perform the work which he intends to do. No fee shall be demanded or received for administering an oath as required by this section.

SEC. 72. Contents of certificate.—Such certificate shall state the date and place of birth of the child, if known, and describe the color of the hair and eyes, the height and weight and any distinguishing facial marks of such child, and that, in the opinion of the officer issuing such certificate, such child is upward of fourteen years of age, and is physically able to perform the work which he intends to do.

SEC. 73. School attendance required.—No such certificate shall be granted unless it appears to the satisfaction of such board, department, commissioner or officer, that the child applying therefor has regularly attended at a school in which reading, spelling, writing, arithmetic, English grammar and geography are taught, or upon equivalent instruction by a competent teacher elsewhere than at a school, for a period equal to one school year, during the year previous to his arriving at the age of fourteen years, or during the year previous to applying for such certificate, and is able to read and write simple sentences in the English language.

The principal or chief executive officer of a school, or teacher elsewhere than at a school, shall furnish, upon demand, to a child who has attended at such school or been instructed by such teacher, or to the factory inspector, his assistant or deputies, a certificate stating the school attendance of such child.

SEC. 74. Vacation certificates.—A child of fourteen years of age, who can read and write simple sentences in the English language, may be employed in a factory during the vacation of the public schools of the city or school district where such child resides, upon complying with all the provisions of the foregoing sections, except that requiring school attendance. The certificate issued to such child shall be designated a "vacation certificate," and no employer shall employ a child to whom such a certificate has been issued, to work in a factory at any time other than the time of the vacation of the public school in the city or school district where such factory is situated.

SEC. 75. Report of certificates issued.—The board or department of health or health commissioner of a city, village or town, shall transmit, between the first and tenth day of each month, to the office of the factory inspector a list of the names of the children to whom certificates have been issued.

SEC. 76. Registry of children employed.—Each person owning or operating a factory and employing children therein shall keep, or cause to be kept in the office of such factory, a register, in which shall be recorded the name, birthplace, age and place of residence of all children so employed under the age of sixteen years.

Such register and the certificates filed in such office shall be produced for inspection, upon the demand of the factory inspector, his assistant or deputies.

SEC. 77. Hours of labor of minors.—A female under the age of twenty-one years or a male under the age of eighteen years shall not be employed at labor in any factory in this State before six o'clock in the morning or after nine o'clock in the evening of any day, or for more than ten hours in any one day or sixty hours in any one week, except to make a shorter work day on the last day of the week; or more hours in any one week than will make an average of ten hours per day for the whole number of days so worked. A printed notice stating the number of hours per day for each day

of the week required of such persons, and the time when such work shall begin and end, shall be kept posted in a conspicuous place in each room where they are employed.

But such persons may begin their work after the time for beginning and stop before the time for ending such work, mentioned in such notice, but they shall not be required to perform any labor in such factory, except as stated therein. The terms of such notice shall not be changed after the beginning of labor on the first day of the week without the consent of the factory inspector.

SEC. 78. Change of hours of labor of minors.—When, in order to make a shorter work day on the last day of the week, a female under twenty-one, or a male under eighteen years of age, is to be required or permitted to work in a factory more than ten hours in a day, the employer of such persons shall notify the factory inspector, in writing, of such intention, stating the number of hours of labor per day, which it is proposed to require or permit, and the time when it is proposed to cease such requirement or permission; a similar notification shall be made when such requirement or permission has actually ceased. A record of the names of the employees thus required or permitted to work overtime, with the amount of such overtime and the days upon which such work was performed, shall be kept in the office of such factory, and produced upon the demand of the factory inspector.

SEC. 79. Inclosure and operation of elevators and hoisting shafts; inspection.—If, in the opinion of the factory inspector, it is necessary to protect the life or limbs of factory employees, the owner, agent, or lessee of such factory where an elevator, hoisting shafts, or wellhole is used, shall cause, upon written notice from the factory inspector, the same to be properly and substantially inclosed, secured or guarded, and shall provide such proper traps or automatic doors so fastened in or at all elevator ways, except passenger elevators inclosed on all sides, as to form a substantial surface when closed and so constructed as to open and close by action of the elevator in its passage either ascending or descending. The factory inspector may inspect the cable, gearing or other apparatus of elevators in factories and require them to be kept in a safe condition.

No child under the age of fifteen years shall be employed or permitted to have the care, custody or management of or to operate an elevator in a factory, nor shall any person under the age of eighteen years be employed or permitted to have the care, custody or management of or to operate an elevator therein, running at a speed of over two hundred feet a minute.

SEC. 80. Stairs and doors.—Proper and substantial hand rails shall be provided on all stairways in factories. The steps of such stairs shall be covered with rubber, securely fastened thereon, if in the opinion of the factory inspector the safety of employees would be promoted thereby. The stairs shall be properly screened at the sides and bottom. All doors leading in or to any such factory shall be so constructed as to open outwardly where practicable, and shall not be locked, bolted or fastened during working hours.

SEC. 81. Protection of employees operating machinery.—The owner or person in charge of a factory where machinery is used, shall provide, in the discretion of the factory inspector, belt shifters or other mechanical contrivances for the purpose of throwing on or off belts or pulleys. Whenever practicable, all machinery shall be provided with loose pulleys. All vats, pans, saws, planers, cogs, gearing, belting, shafting, set screws and machinery, of every description, shall be properly guarded. No person shall remove or make ineffective any safeguard around or attached to machinery, vats or pans, while the same are in use, unless for the purpose of immediately making repairs thereto, and all such safeguards so removed shall be promptly replaced. Exhaust fans of sufficient power shall be provided for the purpose of carrying off dust from emery wheels, grindstones and other machinery creating dust. If a machine or any part thereof is in a dangerous condition or is not properly guarded, the use thereof may be prohibited by the factory inspector, and a notice to that effect shall be attached thereto. Such notice shall not be removed until the machine is made safe and the required safeguards are provided, and in the meantime such unsafe or dangerous machinery shall not be used. When, in the opinion of the factory inspector, it is necessary, the halls leading to workrooms shall be properly lighted. No male person under eighteen years of age or woman under twenty-one shall be permitted or directed to clean machinery while in motion.

SEC. 82. Fire escapes.—Such fire escapes as may be deemed necessary by the factory inspector shall be provided on the outside of every factory in this State consisting of three or more stories in height. Each escape shall connect with each floor above the first, and shall be of sufficient strength, well fastened and secured, and shall have landings or balconies not less than six feet in length and three feet in width, guarded by iron railings not less than three feet in height, embracing at least two windows at each story and connected with the interior by easily accessible and unobstructed openings. The balconies or landings shall be connected by iron stairs, not less than eighteen inches wide, with steps of not less than six inches tread,

placed at a proper slant and protected by a well-secured hand rail on both sides, and shall have a drop ladder not less than twelve inches wide reaching from the lower platform to the ground.

The windows or doors to the landing or balcony of each fire escape shall be of sufficient size and located as far as possible, consistent with accessibility from the stairways and elevator hatchways or openings, and a ladder from such fire escape shall extend to the roof. Stationary stairs or ladders shall be provided on the inside of every factory from the upper story to the roof, as a means of escape in case of fire.

SEC. 83. Factory inspector may order erection of fire escapes.—Any other plan or style of fire escape shall be sufficient if approved in writing by the factory inspector. If there is no fire escape, or the fire escape in use is not approved by the factory inspector, he may, by a written order served upon the owner, proprietor or lessee of any factory, or the agent or superintendent thereof, or either of them, require one or more fire escapes to be provided therefor, at such locations and of such plan and style as shall be specified in such order.

Within twenty days after the service of such order, the number of fire escapes required therein shall be provided, each of which shall be of the plan and style specified in the order, or of the plan and style described in the preceding section.

SEC. 84. Walls and ceilings.—The walls and ceilings of each workroom in a factory shall be lime-washed or painted, when in the opinion of the factory inspector, it will be conducive to the health or cleanliness of the persons working therein.

SEC. 85. Size of rooms.—No more employees shall be required or permitted to work in a room in a factory between the hours of six o'clock in the morning and six o'clock in the evening than will allow to each of such employees, not less than two hundred and fifty cubic feet of air space; and, unless by a written permit of the factory inspector, not less than four hundred cubic feet for each employee, so employed between the hours of six o'clock in the evening and six o'clock in the morning, provided such room is lighted by electricity at all times during such hours, while persons are employed therein.

SEC. 86. Ventilation.—The owner, agent or lessee of a factory shall provide, in each workroom thereof, proper and sufficient means of ventilation; in case of failure the factory inspector shall order such ventilation to be provided. Such owner, agent or lessee shall provide such ventilation within twenty days after the service upon him of such order, and in case of failure, shall forfeit to the people of the State, ten dollars for each day after the expiration of such twenty days, to be recovered by the factory inspector, in his name of office.

SEC. 87. Accidents to be reported.—The person in charge of any factory, shall report in writing to the factory inspector all accidents or injuries sustained by any person therein, within forty-eight hours after the time of the accident, stating as fully as possible the extent and cause of the injury, and the place where the injured person has been sent, with such other information relative thereto as may be required by the factory inspector who may investigate the cause of such accident, and require such precautions to be taken as will, in his judgment, prevent the recurrence of similar accidents.

SEC. 88. Wash room and water-closets.—Every factory shall contain a suitable, convenient and separate water-closet or water-closets for each sex, which shall be properly screened, ventilated and kept clean and free from all obscene writing or marking; and also a suitable and convenient wash room. The water-closets used by women shall have separate approaches. If women or girls are employed, a dressing room shall be provided for them, when required by the factory inspector.

SEC. 89. Time allowed for meals.—In each factory at least sixty minutes shall be allowed for the noonday meal, unless the factory inspector shall permit a shorter time. Such permit must be in writing and conspicuously posted in the main entrance of the factory, and may be revoked at any time. Where employees are required or permitted to work overtime for more than one hour after six o'clock in the evening, they shall be allowed at least twenty minutes to obtain a lunch, before beginning to work overtime.

SEC. 90. Inspection of factory buildings.—The factory inspector, or other competent person designated by him, upon request, shall examine any factory outside of the cities of New York and Brooklyn, to determine whether it is in a safe condition. If it appears to him to be unsafe, he shall immediately notify the owner, agent or lessee thereof, specifying the defects, and require such repairs and improvements to be made as he may deem necessary. If the owner, agent or lessee shall fail to comply with such requirement, he shall forfeit to the people of the State the sum of fifty dollars, to be recovered by the factory inspector in his name of office.

ARTICLE VII.—Tenement-made articles.

SEC. 100. Manufacture of articles in tenements.—No room or apartment in a tenement or dwelling house shall be used, except by the immediate members of the family living therein, for the manufacture of coats, vests, trousers, knee pants, overalls, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimmings, fur garments, shirts, skirts, purses, feathers, artificial flowers, cigarettes or cigars. No person shall be employed to work in a room or apartment of a building in the rear of a tenement or dwelling house at manufacturing any of such articles, without first obtaining from the factory inspector a written permit stating the maximum number of employees allowed to work therein. Before such permit shall be granted, an inspection of the premises must be made by the factory inspector. Such notice must be framed and posted in a conspicuous place in each room or apartment to which it relates. It may be revoked by the factory inspector if the health of the community or of the employees requires it.

SEC. 101. Register of persons to whom work is given.—Persons contracting for the manufacture of such articles, or giving out material from which they or any part of them are to be manufactured, shall keep a written register of the names and addresses of the persons to whom such work is given to be made, or with whom they have contracted to do the same. Such register shall be subject to inspection by the factory inspector, and a copy thereof shall be furnished on his demand.

SEC. 102. Goods unlawfully manufactured to be labeled.—Such articles manufactured contrary to the provisions of this section shall not be knowingly sold or exposed for sale by any person.

The factory inspector shall conspicuously affix to any such article found to be unlawfully manufactured, a label containing the words "tenement made," printed in small pica capital letters on a tag not less than four inches in length, and an officer finding such article shall notify the person owning or alleging to own such article that he has so labeled it. No person shall remove or deface any tag or label so affixed.

SEC. 103. Powers and duties of boards of health relative to factory-made articles.—If the factory inspector discovers any of the articles mentioned in this article to be made under unclean or unhealthful conditions, he shall affix to such articles the label prescribed in the preceding section, and immediately report to the local board of health, who shall disinfect such articles, if necessary, and thereupon remove such label. If the factory inspector is convinced that infectious or contagious diseases exist in a workshop, or that articles manufactured or in process of manufacture therein are infected, or that goods used therein are unfit for use, he shall report to the local board of health, and such board shall issue such order as the public health may require. Such board may condemn and destroy all such infected articles or articles manufactured or in the process of manufacture under unclean or unhealthful conditions.

SEC. 104. Owners of tenement and dwelling houses not to permit the unlawful use thereof.—The owner, lessee or agent of a tenement or dwelling house shall not permit the use thereof for the manufacture of any of the articles mentioned in this article contrary to its provisions. If a room or apartment in such tenement or dwelling house be so unlawfully used, the factory inspector shall serve a notice thereof upon such owner, lessee or agent.

Unless such owner, lessee or agent shall cause such unlawful manufacture to be discontinued within thirty days after the service of such notice, or, within fifteen days thereafter, institutes and faithfully prosecutes proceedings for the dispossession of the occupant of a tenement or dwelling house, who unlawfully manufactures such articles in any room or apartment therein, he shall be deemed guilty of a violation of this article, as if he, himself, was engaged in such unlawful manufacture.

The unlawful manufacture of any of such articles by the occupant of a room or apartment of a tenement or dwelling house, shall be a cause for dispossessing such occupant by summary proceedings to recover possession of real property, as provided in the Code of Civil Procedure.

SEC. 105. Copy of articles to be posted.—A copy of articles five, six and seven shall be posted in a conspicuous place in each workroom of every factory where persons are employed who are affected by the provisions thereof.

ARTICLE VIII.—Bakeries and confectionery establishments.

SEC. 110. Hours of labor in bakeries and confectionery establishments.—No employee shall be required or permitted to work in a biscuit, bread or cake bakery or confectionery establishment more than sixty hours in any one week, or more than ten hours in any one day, unless for the purpose of making a shorter work day on

the last day of the week; nor more hours in any one week than will make an average of ten hours per day for the number of days during such week in which such employee shall work.

SEC. 111. Drainage and plumbing of buildings and rooms occupied by bakeries.—All buildings or rooms occupied as biscuit, bread, pie, or cake bakeries, shall be drained and plumbed in a manner conducive to the proper and healthful sanitary condition thereof, and shall be constructed with air shafts, windows or ventilating pipes, sufficient to insure ventilation. The factory inspector may direct the proper drainage, plumbing and ventilation of such rooms or buildings. No cellar or basement, not now used for a bakery shall hereafter be so occupied or used, unless the proprietor shall comply with the sanitary provisions of this article.

SEC. 112. Requirements as to rooms, furniture, utensils and manufactured products.—Every room used for the manufacture of flour or meal food products shall be at least eight feet in height and shall have, if deemed necessary by the factory inspector, an impermeable floor constructed of cement, or of tiles laid in cement, or an additional flooring of wood properly saturated with linseed oil. The side walls of such rooms shall be plastered or wainscoted. The factory inspector may require the side walls and ceilings to be whitewashed, at least once in three months. He may also require the woodwork of such walls to be painted. The furniture and utensils shall be so arranged as to be readily cleaned and not prevent the proper cleaning of any part of a room. The manufactured flour or meal food products shall be kept in dry and airy rooms so arranged that the floors, shelves and all other facilities for storing the same can be properly cleaned. No domestic animals, except cats, shall be allowed to remain in a room used as a biscuit, bread, pie, or cake bakery or any room in such bakery where flour or meal products are stored.

SEC. 113. Wash room and closets; sleeping places.—Every such bakery shall be provided with a proper wash room and water-closet or water-closets apart from the bake room, or rooms where the manufacture of such food product is conducted, and no water-closet, earth-closet, privy or ash pit shall be within or connected directly with the bake room of any bakery, hotel or public restaurant.

No person shall sleep in a room occupied as a bake room. Sleeping places for the persons employed in the bakery shall be separate from the rooms where flour or meal food products are manufactured or stored. If the sleeping places are on the same floor where such products are manufactured, stored or sold, the factory inspector may inspect and order them put in a proper sanitary condition.

SEC. 114. Inspection of bakeries.—The factory inspector shall cause all bakeries to be inspected. If it be found upon such inspection that the bakeries so inspected are constructed and conducted in compliance with the provisions of this chapter, the factory inspector shall issue a certificate to the persons owning or conducting such bakeries.

SEC. 115. Notice requiring alterations.—If, in the opinion of the factory inspector, alterations are required in or upon premises occupied and used as bakeries, in order to comply with the provisions of this article, a written notice shall be served by him upon the owner, agent or lessee of such premises, either personally or by mail, requiring such alterations to be made within sixty days after such service, and such alterations shall be made accordingly.

ARTICLE IX.—Mines and their inspection.

SEC. 120. Duties of factory inspector relating to mines; record and report.—The factory inspector shall see that every necessary precaution is taken to insure the safety and health of employees employed in the mines and quarries of the State and shall prescribe rules and regulations therefor; keep a record of the names and location of such mines and quarries, and the names of the persons or corporations owning or operating the same; collect data concerning the working thereof; examine carefully into the method of timbering shafts, drifts, inclines, slopes and tunnels, through which employees and other persons pass, in the performance of their daily labor, and see that the persons or corporations owning and operating such mines and quarries comply with the provisions of this chapter; and such information shall be furnished by the person operating such mine or quarry, upon the demand of the factory inspector.

The factory inspector shall keep a record of all mine and quarry examinations, showing the date thereof, and the condition in which the mines and quarries are found, and the manner of working the same. He shall make an annual report to the legislature during the month of January, containing a statement of the number of mines and quarries visited, the number in operation, the number of men employed, and the number and cause of accidents, fatal and nonfatal, that may have occurred in and about the same.

SEC. 121. Outlets of mines.—If, in the opinion of the factory inspector, it is necessary for safety of employees, the owner, operator or superintendent of a mine,

operating through either a vertical or oblique shaft, or a horizontal tunnel, shall not employ any person therein unless there are in connection with the subterranean workings thereof not less than two openings or outlets, at least one hundred and fifty feet apart, and connected with each other. Such openings or outlets shall be so constructed as to provide safe and distinct means of ingress and egress from and to the surface, at all times, for the use of the employees of such mine.

SEC. 122. Ventilation and timbering of mines.—In each mine a ventilating current shall be conducted and circulated along the face of all working places and through the roadways, in sufficient quantities to insure the safety of employees and remove smoke and noxious gases.

Each owner, agent, manager or lessee of a mine shall cause it to be properly timbered, and the roof and sides of each working place therein properly secured. No person shall be required or permitted to work in an unsafe place or under dangerous material, except to make it secure.

SEC. 123. Riding on loaded cars; storage of inflammable supplies.—No person shall ride or be permitted to ride on any loaded car, cage or bucket into or out of a mine. No powder or oils of any description shall be stored in a mine or quarry, or in or around shafts, engine or boiler houses, and all supplies of an inflammable and destructive nature shall be stored at a safe distance from the mine openings.

SEC. 124. Inspection of steam boilers and apparatus; steam and water gauges.—All boilers used in generating steam for mining purposes shall be kept in good order, and the owner, agent, manager or lessee of such mine shall have such boilers inspected by a competent person, approved by the factory inspector, once in six months, and shall file a certificate showing the result thereof in the mine office and a duplicate thereof in the office of the factory inspector. All engines, brakes, cages, buckets, ropes and chains shall be kept in good order and inspected daily by the superintendent of the mine or a person designated by him.

Each boiler or nest of boilers used in mining for generating steam, shall be provided with a proper safety valve and with steam and water gauges, to show, respectively, the pressure of steam and the height of water in the boilers. Every boiler house in which a boiler or nest of boilers is placed, shall be provided with a steam gauge properly connected with the boilers, and another steam gauge shall be attached to the steam pipe in the engine house, and so placed that the engineer or fireman can readily ascertain the pressure carried.

SEC. 125. Use of explosives; blasting.—When high explosives other than gunpowder are used in a mine or quarry, the manner of storing, keeping, moving, charging and firing, or in any manner using such explosives, shall be in accordance with rules prescribed by the factory inspector.

In charging holes for blasting, in slate, rock or ore in any mine or quarry, no iron or steel-pointed needle or tamping bar shall be used, unless the end thereof is tipped with at least six inches of copper or other soft material. No person shall be employed to blast unless the mine superintendent or person having charge of such mine, is satisfied that he is qualified, by experience, to perform the work with ordinary safety. When a blast is about to be fired in a mine timely notice thereof shall be given by the person in charge of the work, to all persons who may be in danger therefrom.

SEC. 126. Report of accidents.—Whenever loss of life or serious accident shall occur in the operation of a mine or quarry, the owner, agent, manager or lessee thereof shall immediately report, in writing, all the facts connected therewith to the factory inspector.

SEC. 127. Notice of dangerous condition.—If the factory inspector, after examination or otherwise, is of the opinion that a mine or anything used in the operation thereof, is unsafe, he shall immediately serve a written notice, specifying the defects, upon the owner, agent, manager or lessee, who shall forthwith remedy the same.

SEC. 128. Enforcement of article.—The factory inspector may serve a written notice upon the owner, agent, manager or lessee of a mine requiring him to comply with a specified provision of this article. The factory inspector may thereafter begin an action in the supreme court to enforce compliance with such provisions; and upon such notice as the court directs, an order may be granted, restraining the working of such mine during such time as may be therein specified.

SEC. 129. Admission of inspectors to mines.—The owner, agent, manager or lessee of a mine, at any time, either day or night, shall admit to such mine or any building used in the operation thereof, the factory inspector or any person duly authorized by him, for the purpose of making the examinations and inspections necessary for the enforcement of this article, and shall render any necessary assistance for such inspections.

ARTICLE X.—State board of mediation and arbitration.

SECTION 140. Organization of board.—There shall continue to be a State board of mediation and arbitration, consisting of three competent persons to be known as arbitrators, appointed by the governor, by and with the advice and consent of the senate, each of whom shall hold his office for the term of three years, and receive an annual salary of three thousand dollars. The term of office of the successors of the members of such board in office when this chapter takes effect, shall be abridged so as to expire on the thirty-first day of December preceding the time when each such term would otherwise expire, and thereafter each term shall begin on the first day of January.

One member of such board shall belong to the political party casting the highest, and one to the party casting the next highest number of votes for governor at the last preceding gubernatorial election. The third shall be a member of an incorporated labor organization of this State.

Two members of such board shall constitute a quorum for the transaction of business, and may hold meetings at any time or place within the State. Examinations or investigations ordered by the board may be held and taken by and before any of their number, if so directed, but a decision rendered in such a case shall not be deemed conclusive until approved by the board.

SEC. 141. Secretary and his duties.—The board shall appoint a secretary, whose term of office shall be three years. He shall keep a full and faithful record of the proceedings of the board, and all documents and testimony forwarded by the local boards of arbitration, and shall perform such other duties as the board may prescribe. He may, under the direction of the board, issue subpoenas and administer oaths in all cases before the board, and call for and examine books, papers and documents of any parties to the controversy.

He shall receive an annual salary of two thousand dollars, payable in the same manner as that of the members of the board.

SEC. 142. Arbitration by the board.—A grievance or dispute between an employer and his employees may be submitted to the board of arbitration and mediation for their determination and settlement. Such submission shall be in writing, and contain a statement in detail of the grievance or dispute and the cause thereof, and also an agreement to abide the determination of the board, and during the investigation to continue in business or at work, without a lockout or strike.

Upon such submission, the board shall examine the matter in controversy. For the purpose of such inquiry they may subpoena witnesses, compel their attendance and take and hear testimony. Witnesses shall be allowed the same fees as in courts of record. The decision of the board must be rendered within ten days after the completion of the investigation.

SEC. 143. Mediation in case of strike or lockout.—Whenever a strike or lockout occurs or is seriously threatened, the board shall proceed as soon as practicable to the locality thereof, and endeavor by mediation to effect an amicable settlement of the controversy. It may inquire into the cause thereof, and for that purpose has the same power as in the case of a controversy submitted to it for arbitration.

SEC. 144. Decisions of board.—Within ten days after the completion of every examination or investigation authorized by this article, the board or a majority thereof shall render a decision, stating such details as will clearly show the nature of the controversy and the points disposed of by them, and make a written report of their findings of fact and of their recommendations to each party to the controversy.

Every decision and report shall be filed in the office of the board and a copy thereof served upon each party to the controversy, and in case of a submission to arbitration, a copy shall be filed in the office of the clerk of the county or counties where the controversy arose.

SEC. 145. Annual report.—The board shall make an annual report to the legislature, and shall include therein such statements and explanations as will disclose the actual work of the board, the facts relating to each controversy considered by them and the decision thereon together with such suggestions as to legislation as may seem to them conducive to harmony in the relations of employers and employees.

SEC. 146. Submission of controversies to local arbitrators.—A grievance or dispute between an employer and his employees may be submitted to a board of arbitrators, consisting of three persons, for hearing and settlement. When the employees concerned are members in good standing of a labor organization, which is represented by one or more delegates in a central body, one arbitrator may be appointed by such central body and one by the employer. The two so designated shall appoint a third, who shall be chairman of the board.

If the employees concerned in such grievance or dispute are members of good standing of a labor organization which is not represented in a central body, the organization of which they are members may select and designate one arbitrator.

If such employees are not members of a labor organization, a majority thereof at a meeting duly called for that purpose, may designate one arbitrator for such board.

SEC. 147. Consent; oath; powers of arbitrators.—Before entering upon his duties, each arbitrator so selected shall sign a consent to act and take and subscribe an oath to faithfully and impartially discharge his duties as such arbitrator, which consent and oath shall be filed in the clerk's office of the county or counties where the controversy arose. When such board is ready for the transaction of business, it shall select one of its members to act as secretary, and notice of the time and place of hearing shall be given to the parties to the controversy.

The board may, through its chairman subpoena witnesses, compel their attendance and take and hear testimony.

The board may make and enforce rules for its government and the transaction of the business before it, and fix its sessions and adjournments.

SEC. 148. Decision of arbitrators.—The board shall, within ten days after the close of the hearing, render a written decision signed by them giving such details as clearly show the nature of the controversy and the questions decided by them. Such decision shall be a settlement of the matter submitted to such arbitrators, unless within ten days thereafter an appeal is taken therefrom to the State board of mediation and arbitration.

One copy of the decision shall be filed in the office of the clerk of the county or counties where the controversy arose and one copy shall be transmitted to the secretary of the State board of mediation and arbitration.

SEC. 149. Appeals.—The State board of mediation and arbitration shall hear, consider and investigate every appeal to it from any such board of local arbitrators and its decisions shall be in writing and a copy thereof filed in the clerk's office of the county or counties where the controversy arose and duplicate copies served upon each party to the controversy. Such decision shall be final and conclusive upon all parties to the arbitration.

ARTICLE XI.—Employment of women and children in mercantile establishments.

SEC. 160. Application of article.—The provisions of this article shall apply to all villages and cities which at the last preceding State enumeration had a population of three thousand or more.

SEC. 161. Hours of labor of minors.—No male employee, under sixteen years of age, and no female employee, under twenty-one years of age, shall be required to work in any mercantile establishment more than sixty hours in any one week, nor more than ten hours in any one day, unless for the purpose of making a shorter work day of some one day of the week, nor shall any such employee be required or permitted to work before seven o'clock in the morning or after ten o'clock in the evening of any day. This section does not apply to the employment of such persons on Saturday, provided the total number of hours of labor in a week of any such person does not exceed sixty hours, nor to the employment of such persons between the fifteenth day of December and the following first day of January. Not less than forty-five minutes shall be allowed for the noonday meal of the employees of any such establishment.

SEC. 162. Employment of children.—A child under the age of fourteen years shall not be employed in any mercantile establishment, except that a child upward of twelve years of age may be employed therein during the vacation of the public schools of the city or district where such establishment is situated. No child under the age of sixteen years shall be employed in any mercantile establishment, unless such child shall produce a certificate issued as provided in this article, to be filed in the office of such establishment.

SEC. 163. Certificate for employment; how issued.—Such certificate shall be issued by the executive officer of the board, department or commissioner of health of the city, town or village, where such child resides or is to be employed, or by such other officer thereof as may be designated, by resolution for that purpose, upon the application of the child desiring such employment. At the time of making such application there shall be filed with such board, department, commissioner or officer, the affidavit of the parent or guardian of such child or the person standing in parental relation thereto, showing the date and place of birth of such child. Such certificate shall not be issued unless the officer issuing the same, is satisfied that such child is fourteen years of age or upward, and is physically able to perform the work, which he intends to do. No fee shall be demanded or received for administering an oath as required by this section.

SEC. 164. Contents of certificate.—Such certificate shall state the date and place of birth of the child, if known, and describe the color of the hair and eyes, the height and weight and any distinguishing facial marks of such child, and that, in the opinion of the officer issuing such certificate, such child is upward of fourteen years of age, and is physically able to perform the work which he intends to do.

Sec. 165. School attendance required.—No such certificate shall be issued unless it appears to the satisfaction of such board, department, commissioner or officer, that the child applying therefor has regularly attended at a school in which reading, spelling, writing, arithmetic, English grammar and geography are taught, or upon equivalent instruction by a competent teacher elsewhere than at a school, for a period equal in length to one school year, during the year previous to his arriving at the age of fourteen years, or during the year previous to applying for such certificate, and is able to read and write simple sentences in the English language.

The principal or other executive officer of a school at which a child has been in attendance, or the teacher who has instructed such child elsewhere than at a school, shall furnish to such child or to the board or department of health, or health officer or commissioner, upon demand, a statement of the school attendance of such child.

Sec. 166. Employment of children during vacations of public schools.—Children of the age of twelve years or more who can read and write simple sentences in the English language may be employed in mercantile establishments during the vacation of the public schools in the city or school district where such children reside, upon complying with all the provisions of this section, except that requiring school attendance. Certificates, to be designated as "vacation certificates," may be issued to such children in the same form, containing the same statements and issued by the same officers as the other certificates required by this article. Such vacation certificate shall specify the time in which the child may be employed in a mercantile establishment, which in no case shall be other than the time in which the public schools where such children reside, are closed for a vacation.

Sec. 167. Registry of children employed.—The owner, manager or agent of a mercantile establishment employing children, shall keep, or cause to be kept, in the office of such establishment, a register, in which shall be recorded the name, birth-place, age and place of residence of all children so employed under the age of sixteen years.

Such register and the certificates filed in such office shall be produced for inspection, upon the demand of an officer of the board, department or commissioner of health of the town, village or city where such establishment is situated.

Sec. 168. Wash rooms and water-closets.—Suitable and proper wash rooms and water-closets shall be provided in, adjacent to or connected with mercantile establishments where women and children are employed. Such rooms and closets shall be so located and arranged as to be easily accessible to the employees of such establishments.

Such water-closets shall be properly screened and ventilated, and, at all times, kept in a clean condition. The water-closets assigned to the female employees of such establishments shall be separate from those assigned to the male employees.

If a mercantile establishment has not provided wash rooms and water-closets, as required by this section, the board or department of health or health commissioners of the town, village or city where such establishment is situated, shall cause to be served upon the owner of the building occupied by such establishment, a written notice of the omission and directing such owner to comply with the provisions of this section respecting such wash rooms and water-closets.

Such owner shall, within fifteen days after the receipt of such notice, cause such wash rooms and water-closets to be provided.

Sec. 169. Lunch rooms.—If a lunch room is provided in a mercantile establishment where females are employed, such lunch room shall not be next to or adjoining the water-closets, unless permission is first obtained from the board or department of health or health commissioners of the town, village or city where such mercantile establishment is situated. Such permission shall be granted unless it appears that proper sanitary conditions do not exist, and it may be revoked at any time by the board or department of health or health commissioner, if it appears that such lunch room is kept in a manner or in a part of the building injurious to the health of the employees.

Sec. 170. Seats for women in mercantile establishments.—Chairs, stools or other suitable seats shall be maintained in mercantile establishments for the use of female employees therein, to the number of at least one seat for every three females employed, and the use thereof by such employees shall be allowed at such times and to such extent as may be necessary for the preservation of their health. If the duties of the female employees, for the use of whom the seats are furnished, are to be principally performed in front of a counter, table, desk or fixture, such seats shall be placed in front thereof; if such duties are to be principally performed behind such counter, table, desk or fixture, such seats shall be placed behind the same.

Sec. 171. Employment of women and children in basements.—Women or children shall not be employed or directed to work in the basement of a mercantile establishment, unless permitted by the board or department of health, or health commissioner of the town, village or city where such mercantile establishment is situated.

Such permission shall be granted unless it appears that such basement is not sufficiently lighted and ventilated, and is not in good sanitary condition.

SEC. 172. Enforcement of article.—The board or department of health or health commissioners of a town, village or city affected by this article shall enforce the same and prosecute all violations thereof. Proceedings to prosecute such violations must be begun within thirty days after the alleged offense was committed. All officers and members of such boards or department, all health commissioners, inspectors and other persons appointed or designated by such boards, departments or commissions may visit and inspect, at reasonable hours and when practicable and necessary, all mercantile establishments within the town, village or city for which they are appointed. No person shall interfere with or prevent any such officer from making such visitations and inspections, nor shall he be obstructed or injured by force or otherwise while in the performance of his duties. All persons connected with any such mercantile establishment shall properly answer all questions asked by such officer or inspector in reference to any of the provisions of this article.

SEC. 173. Copy of article to be posted.—A copy of this article shall be posted in three conspicuous places in each mercantile establishment affected by its provisions.

ARTICLE XII.—EXAMINATION AND REGISTRATION OF HORSESHOERS.

SEC. 180. Application of article.—This article applies to all cities of the first and second class.

SEC. 181. Board of examiners.—There shall continue to be a board of examiners of horseshoers consisting of one veterinarian, two master horseshoers and two journeyman horseshoers, all of whom shall be citizens and residents of cities of the first or second class. The examiners in office when this chapter takes effect shall continue therein until the thirty-first day of December following the date of the expiration of the terms for which they were respectively appointed, and thereafter their successors shall be appointed by the governor for a term of five years.

SEC. 182. Examination of applicants.—The board of examiners shall, as often as necessary, hold sessions in the cities affected by this article for the purpose of examining applicants, desiring to practice as master or journeyman horseshoers. A person is not qualified to take such examination unless he has served an apprenticeship at horseshoeing for at least three years.

If the person examined is shown to be qualified to practice horseshoeing, the board shall issue to him a certificate stating his name and residence, the time when examined, when and where his apprenticeship was served, and that he is qualified to practice as a master or journeyman horseshoer.

Before he is entitled to be examined, an applicant must file with the board a written application stating his name, place of residence, and when, where and with whom his apprenticeship has been served.

The board shall receive as compensation a fee of five dollars from each person examined.

SEC. 183. Registration of horseshoers.—Each journeyman or master horseshoer shall present such certificate to the clerk of the county where he proposes to practice, and such clerk shall cause his name, residence and place of business to be registered in a book to be known as the "master and journeyman horseshoers' register." For each name so registered, the clerk is entitled to a fee of twenty-five cents. No person shall practice horseshoeing as a master or journeyman horseshoer in a city of the first or second class unless he is registered and has a certificate, as provided by this article.

SEC. 184. Practice without examination.—A person who has practiced as a master or journeyman horseshoer outside a city of the first or second class and within the United States continuously for a period of three years may present to the board of examiners his affidavit, stating his name, age, place of residence and when and where he has practiced as such horseshoer. The board shall thereupon issue to him a certificate stating the facts set forth in such affidavit, and that such person is entitled to practice as a master or journeyman horseshoer, as the case may be.

The person to whom the certificate is issued shall present it to the county clerk of the county where he intends to practice, and his name shall be registered, as provided in the preceding section. Such person may thereafter practice as a master or journeyman horseshoer in such county without examination.

The board is entitled to a fee of one dollar for each certificate issued under this section.

ARTICLE XIII.—Laws repealed; when to take effect.

SEC. 190. Laws repealed.—Of the laws enumerated in the schedule hereto annexed, that portion specified in the third column thereof is repealed.

SEC. 191. When to take effect.—This chapter shall take effect the first day of June, eighteen hundred and ninety-seven.

SCHEDULE OF LAWS REPEALED.

<i>Laws of—</i>	<i>Sections.</i>	<i>Subject of act.</i>
1870, ch. 385	All, except § 4	Hours of labor regulated.
1871, ch. 934	3	Duties of factory inspectors as to apprentices.
1881, ch. 298	All, except § 2	Seats for female employees.
1883, ch. 356	All, except § 3	Bureau of labor statistics.
1885, ch. 314	All	Scaffolding for use of employes on buildings.
1885, ch. 376	All	Payment of wages by receiver of corporations.
1886, ch. 151	All	Hours of labor on street, surface and elevated railroads in cities of over 500,000.
1886, ch. 409	All, except first § 21	Factory inspector; employment of children and women in factories, tenements, etc.
1886, ch. 410	All	State board of arbitration and mediation. Superseded by L. 1887, ch. 63.
1887, ch. 63	All	State board of mediation and arbitration.
1887, ch. 462	All	Amends L. 1886, ch. 409.
1887, ch. 529	All, except § 2	Hours of labor of employes of street, surface and elevated railroads in cities of over 100,000.
1888, ch. 437	All	Amends L. 1871, ch. 934, § 3.
1889, ch. 380	All	Preference to citizens of State as laborers on public works.
1889, ch. 381	All	Cash payment of wages by corporations.
1889, ch. 385	All	Registration of labels, etc., by trade unions.
1889, ch. 560	All	Amends L. 1886, ch. 409.
1890, ch. 388	All, except § 2	Weekly payment of wages by corporations.
1890, ch. 394	All, except §§ 8, 13, 20	Inspection of mines.
1890, ch. 398	All	Amends L. 1886, ch. 409.
1891, ch. 214	All	Amends L. 1885, ch. 314.
1892, ch. 517	All, except § 5	Examination of scaffolding.
1892, ch. 667	All, except § 2	Safety of workmen in mines.
1892, ch. 673	All	Amends L. 1886, ch. 409.
1892, ch. 711	All, except § 4	Hours of service on railroads.
1893, ch. 173	All, except § 6	Amends L. 1886, ch. 409.
1893, ch. 219	All	Labels, etc., of trade unions.
1893, ch. 339	All	Amends L. 1892, ch. 667.
1893, ch. 691	All, except § 3	Hours of labor in brickyards.
1893, ch. 715	All	Amends L. 1892, ch. 517.
1893, ch. 717	All	Amends L. 1890, ch. 388.
1894, ch. 277	All	Stone used in State or municipal works to be dressed within the State.
1894, ch. 373	All	Badges of factory inspectors.
1894, ch. 622	All	Amends L. 1870, ch. 385, § 2.
1894, ch. 699	All, except § 8	Sale of convict-made goods.
1895, ch. 324	All	Abolishes office of mining inspector.
1895, ch. 413	All	Amends L. 1894, ch. 277.
1895, ch. 518	All, except § 7	Manufacture of flour and meal products.
1895, ch. 670	All	Deputy mine inspector.
1895, ch. 765	All	Amends L. 1892, ch. 667, § 1.
1895, ch. 899	All	Payment of wages of employes of co-partnerships by receiver.
1896, ch. 271	All, except § 6	Examination and registration of horse-shoers.
1896, ch. 384	All, except § 11	Employment of women and children in mercantile establishments.

SCHEDULE OF LAWS REPEALED—concluded.

<i>Laws of—</i>	<i>Sections.</i>	<i>Subject of act.</i>
1896, ch. 672	..... All	Amends L. 1895, ch. 518.
1896, ch. 789	..... All	Amends L. 1893, ch. 691, § 2.
1896, ch. 931	..... All, except §§ 5, 6	Labeling and marking convict-made goods.
1896, ch. 936	..... All, except § 5	Protection of persons employed on buildings in course of construction.
1896, ch. 982	..... All, except § 6	Free employment bureaus.
1896, ch. 991	..... All	Amends L. 1886, ch. 409.
1897, ch. 148	..... All	Amends L. 1896, ch. 271, §§ 3, 4, 6.

Became a law May 13, 1897, with the approval of the governor. Passed, a majority being present.

CHAPTER 416.—*In relation to labor.*

An act to amend the Penal Code, relative to violations of provisions of the labor law.

SECTION 1. Sections 384-b and 447-a of the Penal Code are hereby amended to read as follows:

§ 384-b. Unlawful dealing in convict-made goods.—A person who

1. Sells or exposes for sale convict-made goods, wares or merchandise, without a license therefor, or having such license does not transmit to the secretary of state the statement required by article four of the labor law; or

2. Sells, offers for sale, or has in his possession for sale any such convict-made goods, wares or merchandise without the brand, mark or label required by article four of the labor law; or

3. Removes or defaces or in any way alters such brand, mark or label, is guilty of a misdemeanor, and upon conviction therefor shall be punished by a fine of not more than one thousand nor less than one hundred dollars, or by imprisonment for not less than ten days or by both such fine and imprisonment.

§ 447-a. Negligently furnishing insecure scaffolding.—A person or corporation employing or directing another to do or perform any labor in the erection, repairing, altering or painting, any house, building or structure within this State, who knowingly or negligently furnishes or erects or causes to be furnished or erected for the performance of such labor, unsafe, unsuitable or improper scaffolding, hoists, stays, ladders or other mechanical contrivances; or who hinders or obstructs any officer detailed to inspect the same, destroys or defaces any notice posted thereon, or permits the use thereof after the same has been declared unsafe by such officer contrary to the provisions of article one of the labor law, is guilty of a misdemeanor.

SEC. 2. The Penal Code is hereby amended by inserting at the end of title twelve the following new section:

§ 447-c. Neglect to complete or plank floors of buildings constructed in cities.—A person, constructing a building in a city, as owner or contractor, who violates the provisions of article one of the labor law, relating to the completing or laying of floors, or the planking of such floors or tiers of beams as the work of construction progresses, is guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine for each offense of not less than twenty-five nor more than two hundred dollars.

SEC. 3. The Penal Code is hereby amended by inserting at the end of title eleven the following new sections:

§ 384-f. Failure to furnish statistics to commissioner of labor statistics.—Any person who refuses, when requested by the commissioner of labor statistics,

1. To admit him or a person authorized by him to a mine, factory, workshop, warehouse, elevator, foundry, machine shop or other manufacturing establishment; or,

2. To furnish him with information relative to his duties which may be in such person's possession or under his control; or,

3. To answer questions put by such commissioner in a circular or otherwise, or shall knowingly answer such questions untruthfully, is guilty of a misdemeanor, and upon conviction therefor shall be punished by a fine of not less than fifty nor more than two hundred dollars.

§ 384-g. Refusal to admit inspectors to mines and quarries; failure to comply with requirements of inspector.—A person,

1. Refusing to admit the factory inspector, or any person authorized by him, to a mine or quarry, for the purpose of examination and inspection [; or]

2. Neglecting or refusing to comply with the provisions of article nine of the labor law upon written notice of the factory inspector, is guilty of a misdemeanor, and upon conviction therefor shall be punished by a fine of not less than fifty dollars, or by imprisonment for not less than thirty days.

§ 384-h. Hours of labor to be required.—Any person or corporation,

1. Who, contracting with the State or a municipal corporation, shall require more than eight hours' work for a day's labor; or,

2. Who shall require more than ten hours' labor, including one-half hour for dinner, to be performed within twelve consecutive hours, by the employees of a street surface and elevated railway owned or operated by corporations whose main line of travel or routes lie principally within the corporate limits of cities of more than one hundred thousand inhabitants; or,

3. Who shall require the employees of a corporation owning or operating a brick-yard to work more than ten hours in any one day or to commence work before seven o'clock in the morning, unless by agreement between employer and employe; or,

4. Who shall require the employees of a corporation operating a line of railroad of thirty miles in length or over, in whole or in part within this State to work contrary to the requirements of article one of the labor law, is guilty of a misdemeanor, and on conviction therefor shall be punished by a fine of not less than five hundred nor more than one thousand dollars for each offense. If any contractor with the State or a municipal corporation shall require more than eight hours for a day's labor, upon conviction therefor in addition to such fine, the contract shall be forfeited at the option of the municipal corporation.

§ 384-i. Payment of wages.—A corporation or joint stock association or a person carrying on the business thereof, by lease or otherwise, who does not pay the wages of its employes in cash, weekly or monthly as provided in article one of the labor law, is guilty of a misdemeanor, and upon conviction therefor, shall be fined not less than twenty-five nor more than fifty dollars for each offense.

§ 384-j. Failure to furnish seats for female employees.—Any person employing females in a factory or mercantile establishment who does not provide and maintain suitable seats for the use of such employes and permit the use thereof by such employes to such an extent as may be reasonable for the preservation of their health, is guilty of a misdemeanor.

§ 384-k. No fees to be charged for services rendered by free public employment bureaus.—A person connected with or employed in a free public employment bureau, who shall charge or receive directly or indirectly, any fee or compensation from any person applying to such bureau for help or employment, is guilty of a misdemeanor.

§ 384-l. Violations of provisions of labor law.—Any person who violates or does not comply with

1. The provisions of article six of the labor law, relating to factories and the employment of children therein;

2. The provisions of article seven of the labor law, relating to the manufacture of articles in tenements;

3. The provisions of article eight of the labor law, relating to bakeries and confectionery establishments, the employment of labor and the manufacture of flour or meal food products therein;

4. The provisions of article eleven of the labor law, relating to mercantile establishments, and the employment of women and children therein, is guilty of a misdemeanor, and upon conviction shall be punished for a first offense by a fine of not less than twenty nor more than one hundred dollars; for a second offense by a fine of not less than fifty nor more than two hundred dollars, or by imprisonment for not more than thirty days, or by both such fine and imprisonment; for a third offense by a fine of not less than two hundred and fifty dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

§ 384-m. Illegal practice of horseshoeing.—A person who presents to a county clerk, for the purpose of registration, a certificate purporting to qualify him to practice horseshoeing in a city of the first or second class, which has been fraudulently obtained, or practices as a horseshoer in any such city without complying with the provisions of article twelve of the labor law, or violates or neglects to comply with any of such provisions, is guilty of a misdemeanor.

SEC. 4. The following parts of acts are hereby repealed:

<i>Laws of—</i>	<i>Chapter.</i>	<i>Section.</i>	<i>Laws of—</i>	<i>Chapter.</i>	<i>Section.</i>
1870.....	385.....	4	1892.....	667.....	2
1871.....	298.....	2	1893.....	691.....	3
1883.....	356.....	3	1894.....	699.....	8
1886.....	409.....	21, first appearing.	1895.....	518.....	7
1887.....	529.....	2	1896.....	271.....	6
1889.....	381.....	2	1896.....	384.....	11
1890.....	388.....	2	1896.....	936.....	5
1890.....	394.....	8, 20	1896.....	982.....	6
1892.....	517.....	5			

Became a law May 13, 1897, with the approval of the governor. Passed, three-fifths being present.

PENNSYLVANIA.

ACTS OF 1897.

ACT NO. 26.—*Employment of men, women and children in manufacturing establishments, etc.*

SECTION 1. No minor, male or female, or adult woman shall be employed at labor or detained in any manufacturing establishment, mercantile industry, laundry, workshop, renovating works or printing office for a longer period than twelve hours in any day, nor for a longer period than sixty hours in any week.

SEC. 2 (as amended by act No. 123, acts of 1897). No child under thirteen years of age shall be employed in any factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office within this State. It shall be the duty of every person so employing children to keep a register in which shall be recorded the name, birthplace, age and place of residence, name of parent or guardian, and date when employment ceases, of every person so employed by him under the age of sixteen years. And it shall be unlawful for any factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office, to hire or employ any child under the age of sixteen years, without there is first provided and placed on file an affidavit made by the parent or guardian, stating the age, date and place of birth of said child. If said child have no parent or guardian, then such affidavit shall be made by the child, which affidavit shall be kept on file by the employer and shall be returned to the child when employment ceases, and in no case shall there be a charge to exceed twenty-five cents for administering the oath for the issuing of the above certificate. And after the first day of January, one thousand eight hundred and ninety-eight, it shall be unlawful for any manufacturing establishment, mercantile industry, laundry, renovating works, printing office, mechanical or other industrial establishment to employ any minor under the age of sixteen years who can not read and write in the English language, unless he presents a certificate of having attended during the preceding year, an evening or day school for a period of sixteen weeks. Said certificate shall be signed by the teacher or teachers of the school or schools which said minor attended, and said register, affidavit and certificates shall be produced for inspection on demand by the inspector or any of the deputies appointed under this act.

SEC. 3. Every person, firm or corporation employing men, women or children, or either, in any factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office shall post and keep posted in a conspicuous place in every room where such help is employed, a printed notice, stating the number of hours per day for each day of the week required of such persons; and in every room where children under sixteen years of age are employed a list of their names with their age.

SEC. 4. Every person, firm, association, individual, partnership or corporation employing girls or adult women in any manufacturing, mechanical or mercantile industry, laundry, workshop, renovating works or printing office in this State, shall provide suitable seats for the use of the girls and women so employed, and shall permit the use of such by them when they are not necessarily engaged in the active duties for which they are employed.

SEC. 5. It shall be the duty of the owner, agent or lessee on [of] any such factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office where hoisting shafts or well holes are used, to cause the same to be properly and substantially inclosed or secured, if in the opinion of the inspector it is necessary to protect the life or limbs of those employed in such establishments. It shall be the duty of the owner, agent, or lessee to provide, or cause to be provided, such proper trap or automatic doors, so fastened in or at all elevator ways, as to form a substantial surface when closed, and so constructed as to open and close by action of the elevator in its passage, either ascending or descending.

SEC. 6. It shall also be the duty of the owner of such factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office, or his agent, superintendent or other person in charge of the same, to furnish and supply, or cause to be furnished or supplied, in the discretion of the inspector where dangerous machinery is in use, automatic shifters or other mechanical contrivances for the purpose of throwing on or off belts or pulleys. And no minor under sixteen years of age shall be allowed to clean machinery while in motion. All gearing and belting shall be provided with proper safeguards.

SEC. 7. It shall be the duty of the owner or superintendent to report in writing to the factory inspector, all accidents or serious injury done to any person employed in such factory, within twenty-four hours after the accident occurs, stating as fully as possible the cause of such injury.

SEC. 8. A suitable and proper wash and dressing room and water-closets shall be provided for males and females where employed, and the water-closets, wash and dressing rooms used by females shall not adjoin those used by males, but shall be built entirely away from them, and shall be properly screened and ventilated, and at all times kept in a clean condition.

SEC. 9. Not less than forty-five minutes shall be allowed for the noonday meal in any manufacturing establishment in this State. The factory inspector, his assistant or any of his deputies, shall have power to issue permits in special cases, allowing a shorter meal time at noon, and such permit must be conspicuously posted in the main entrance of the establishment, and such permit may be revoked at any time the inspector deems necessary, and shall only be given where good cause can be shown.

SEC. 10. If the factory inspector, or any of his deputies, finds that the heating, lighting, ventilation or sanitary arrangement of any factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office is such as to be injurious to the health of persons employed therein, or that the means of egress, in case of fire or other disaster, is not sufficient, or in accordance with all the requirements of law, or that the belting, shafting, gearing, elevators, drums and machinery in any factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office are located so as to be dangerous to employees and not sufficiently guarded, or that the vats, pans or structures filled with molten metal or hot liquid are not surrounded with proper safeguards for preventing accident or injury to those employed at or near them, he shall notify the proprietor of such factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office, to make the alterations or additions necessary within sixty days, and any factory, manufacturing or mercantile industry, laundry, workshop, renovating works or printing office requiring exits or other safeguards provided for in fire-escape law, the same shall be erected and located by order of [the] factory inspector regardless [of] the exemption granted by any board of county commissioners, fire marshal or other authorities, and if such alterations and additions are not made within sixty days from the date of such notice, or within such time as said alterations can be made with proper diligence upon the part of such proprietors, said proprietors or agents shall be deemed guilty of violating the provisions of this act.

SEC. 11. It shall be the duty of the owner or owners of boilers used for the generating of steam to be applied to machinery in all industrial institutions subject to factory inspection, to furnish from time to time, as required by the factory department, reports or other evidence from competent authority as to the condition of the boilers used for the generating of steam, to the State factory inspector. He or his deputies or other agents shall have the right, from time to time, to enter upon the premises where such boiler or boilers are kept for the purpose of inspecting the same and determining their safety, and [if] any such boiler or boilers shall be found to be in a dangerous condition and liable to explode, it shall be the duty of the factory inspector, or one of his deputies, to notify the owner or owners thereof, his or their agent or engineer in charge, of such dangerous condition, and when so notified by the State factory inspector, his deputy or other agent, it shall be the duty of the owner or owners thereof to immediately cease the use of said boiler or boilers until placed in safe condition.

SEC. 12. The factory inspector, in order to more effectually carry out the provisions of this law, is hereby authorized to appoint a chief clerk for the department at a salary of fourteen hundred dollars per year, an assistant clerk at one thousand dollars per year, and a messenger at six hundred dollars per year.

SEC. 13. A printed copy of this act shall be furnished by the inspector for each workroom of every factory, manufacturing or mercantile industry where persons are employed who are affected by the provisions of this act, and it shall be the duty of the employer of the people therein to post and keep posted said printed copy of the law in each room.

SEC. 14. Any person who violates any of the provisions of this act or who suffers or permits any child or female to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and on conviction shall be punished by a fine of not more than five hundred dollars.

SEC. 15. All the acts or parts of acts inconsistent with the provisions of this act are hereby repealed.

Approved the 29th day of April, A. D. 1897.

ACT No. 37.—*Factories and workshops—Sweatshops.*

SECTION 1. No room or apartment in any tenement or dwelling house shall be used for the manufacture of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimmings, fur garments, shirts, hostery, purses, feathers, artificial flowers, cigarettes or cigars; and no person, firm or corporation shall hire or employ any person to work in any room, apartment, or in any building or parts of building, at making in whole or in part any of the articles mentioned in this section, without first obtaining a written permit from the factory inspector, or one of his deputies, stating the maximum number of persons allowed to be employed therein, and that the building or part of building intended to be used for such work or business is thoroughly clean, sanitary and fit for occupancy for such work or business. Such permit shall not be granted until an inspection of such premises is made by the factory inspector or one of his deputies. Said permit may be revoked by the factory inspector at any time the health of the community or of those so employed may require it. It shall be framed and posted in a conspicuous place in the room, or in one of the rooms to which it relates. Every person, firm, company or corporation contracting for the manufacture of any of the articles mentioned in this section, or giving out the incomplete material from which they or any of them are to be made, or to be wholly or partially finished shall, before contracting for the manufacture of any of said articles, or giving out said material from which they or any of them are to be made, require the production by such contractor, person or persons of said permit from the factory inspector as required in this section, and shall keep a written register of the names and addresses of all persons to whom such work is given to be made, or with whom they may have contracted to do the same. Such register shall be produced for inspection and a copy thereof shall be furnished on demand made by the factory inspector or one of his deputies: *Providing*, That nothing in this section shall be so construed as to prevent the employment of a seamstress by any family for manufacturing articles for such family use.

SEC. 2. Not less than two hundred and fifty cubic feet of air space shall be allowed for each and every person in any workroom where persons are employed at such labor as is hereinbefore described. There shall be sufficient means of ventilation provided in each workroom of every such establishment, and said workroom or rooms in said establishment shall be kept thoroughly clean, sanitary and fit for occupancy for such work or business. The factory inspector and deputy factory inspector, under the direction of the factory inspector, shall notify the owner, agent or lessee in writing to provide, or cause to be provided, ample and proper means for ventilating such workroom or rooms, and to put said workroom or rooms in a thoroughly clean, sanitary and fit condition for occupancy for such work or business, and shall prosecute such owner, agent or lessee if such notification be not complied with within ten days of the service of such notice; and any factory or shop under this act requiring exits or other safeguards provided for in the fire-escape law, the same shall be erected and located by order of the factory inspector regardless of the exemption granted by any board or [of] county commissioners, fire marshals or other authorities, and if such alterations and additions are not made within sixty days from the date of such notice, or within such time as said alterations can be made with proper diligence upon the part of such proprietors, said proprietors or agents shall be deemed guilty of violating the provisions of this act.

SEC. 3. A printed copy of this act shall be furnished by the inspector for each workroom of every factory, manufacturing or mercantile house where persons are employed who are affected by the provisions of this act, and it shall be the duty of the employer of the person employed therein to post and keep posted said printed copy of the law in each room.

SEC. 4. Any person who violates any of the provisions of this act, or refuses to comply with any requirements of the factory inspector or a deputy factory inspector as provided herein, shall be guilty of a misdemeanor, and on conviction shall be punished by a fine of not less than twenty dollars nor more than fifty dollars for a first offense, and not less than fifty dollars nor more than one hundred dollars for a second offense, or imprisonment for not more than ten days; and for a third offense by a fine of not less than two hundred and fifty dollars and not more than thirty days' imprisonment.

SEC. 5. All the acts or parts of acts inconsistent with the provisions of this act are hereby repealed.

Approved the 5th day of May, A. D. 1897.

ACT No. 95.—*Regulations of bakeries.*

SECTION 1. No employee shall be required, permitted or suffered to work in a biscuit, bread or cake bakery, [or] confectionery establishment more than six (6) days in any one week, said week to commence on Sunday not before six o'clock post meridian, and to terminate at the corresponding time on Saturday of the same week. No person under the age of eighteen (18) years shall be employed in any bakehouse between the hours of nine (9) o'clock at night and five (5) o'clock in the morning. Excepted from this rule shall be the time on Sunday for setting the sponges for the night's work following.

SEC. 2. All buildings or rooms occupied as a biscuit, bread, pretzel, pie or cake bakery, or maccaroni establishment, shall be drained and plumbed in the manner directed by the rules and regulations governing the house drainage and plumbing as prescribed by law, and all rooms used for the purpose aforesaid shall be ventilated by means of air shafts, windows or ventilating pipes, so as to insure a free circulation of fresh air. No cellar or basement, not now used for a bakery, shall hereafter be occupied and used as a bakery, unless the proprietor shall have previously complied with the sanitary provisions of this act.

SEC. 3. Every room used for the manufacture of flour or meal food products shall have an impervious floor, constructed of cement or of tiles laid in cement, or of wood which all the crevices shall be filled in with putty, and the whole surface treated with oil varnish. The inside walls and ceiling shall be plastered, and either be painted with oil paint, three (3) coats, or be lime-washed, or the side walls plastered and wainscoted to the height of six (6) feet from the floor, and painted or oiled; when painted, shall be renewed at least once in every five (5) years, and shall be washed with hot water and soap at least once in every three (3) months; when lime-washed the lime-washing shall be renewed at least once in every three (3) months. The furniture and utensils in such rooms shall be so arranged that the furniture and floor may at all times be kept in a thoroughly sanitary and clean condition. No domestic or pet animal shall be allowed in a room used as a biscuit, bread, pie or cake bakery, or in any room in such bakery where flour or meal products are stored.

SEC. 4. The manufactured flour meal food products shall be kept in perfectly dry and airy rooms, so arranged that the floors, shelves and all other places for storing the same can be easily and perfectly cleaned.

SEC. 5. Every such bakery shall be provided with a proper wash room and water-closet or closets, apart from the bake room or rooms where the manufacture of such food products is conducted, and no water-closet, earth-closet, privy or ash pit shall be within or communicate directly with the bake room of any bakery, hotel or public restaurant.

SEC. 6. Every sleeping room for persons employed in every bakery shall be kept separate from the room or rooms where flour or meal food products are manufactured or stored, and shall be provided with one or more external glazed windows, each of which shall be at least nine (9) superficial feet in area, of which at least four and one-half ($4\frac{1}{2}$) superficial feet shall be made to open for ventilation; and such sleeping places, when they are on the same floor as the bakery, shall be inspected in order to maintain them in a condition of cleanliness.

SEC. 7. No employer shall knowingly require, permit or suffer any person to work in his bake shop who is affected with consumption of the lungs, or with serofulous diseases, or with any venereal diseases, or with any communicable skin affection, and every employer is hereby required to maintain himself and his employees in a clean condition while engaged in the manufacture, handling or sale of such food products, and it is hereby made the duty of the board of health to enforce the provisions of this section.

SEC. 8. Any person who violates any of the provisions of this act, or refuses to comply with any requirements as provided herein of the factory inspector or his deputy, who are hereby charged with the enforcement of this act, excepting section seven, shall be guilty of a misdemeanor, and on conviction shall be punished by a fine not less than twenty nor more than fifty (50) dollars for a first offense, and not less than fifty (50) nor more than one hundred (100) dollars for a second offense, or imprisonment for not more than ten (10) days; and for a third offense, by a fine of not less than two hundred and fifty (250) dollars and [not?] more than thirty (30) days' imprisonment.

SEC. 9. The factory inspector is authorized to issue a certificate of satisfactory inspection to a person conducting a bakery where such bakery is conducted in compliance with all the provisions of this act.

SEC. 10. The owner, agent or lessee of any property affected by the provisions of sections two, three and five of this act, shall, within thirty (30) days after the service of a notice requiring any alterations to be made in or upon such premises, comply therewith, and such notices shall be in writing and may be served upon such

owner, agent or lessee, either personally or by mail, and notice to the last known address of such owner, agent or lessee shall be deemed sufficient for the purpose of this act.

SEC. 11. A copy of this act shall be conspicuously posted and kept posted in each workroom of every bread, cake or pie bakery, or confectionery establishment in this State.

SEC. 12. This act shall take effect thirty (30) days after the same shall have been approved and signed by the governor of this Commonwealth.

Approved the 27th day of May, A. D. 1897.

ACT NO. 98.—*Protection of employees as members of labor organizations.*

SECTION 1. If any officer, agent or employee of any corporation chartered under the laws of this Commonwealth, or any foreign corporation doing business in this Commonwealth, shall coerce or attempt to coerce any employee of such corporation by discharging them or threatening to discharge them from employment of such corporation because of their connection with any lawful labor organization which such employee may have formed, joined or belonged to, or if any such officer, agent or employee shall exact from any applicant, for employment in such corporation any promise or agreement not to form, join or belong to such lawful labor organization, or not to continue a member of such lawful labor organization, or if any such officer, agent or employee shall in any way prevent or endeavor to prevent any employee from forming, joining or belonging to such lawful labor organization, or shall interfere or attempt to interfere by any other means whatsoever, direct or indirect, with any employee's free and untrammelled connection with such lawful labor organization, be [he?] or they shall be guilty of a misdemeanor, and on conviction thereof shall be liable to a fine of not more than two thousand nor less than one thousand dollars (\$1,000), and imprisonment for a term not exceeding one year, or either, or both, in the discretion of the court.

SEC. 2. All acts or parts of acts inconsistent herewith are hereby repealed.

Approved the 4th day of June, A. D. 1897.

ACT NO. 116.—*Wearing of badges, etc., of labor organization.*

SECTION 1. Any person who shall willfully wear the insignia, badge or button of any labor or fraternal organization, or use the same to obtain aid or assistance within this State, unless he or she shall be entitled to use or wear the same under the constitution and by-laws, rules and regulations of the above-named organization, shall be guilty of misdemeanor, and upon conviction shall be punished by a fine not to exceed one hundred dollars.

Approved the 10th day of June, A. D. 1897.

ACT NO. 127.—*Joint appeals in suits of labor claimants.*

SECTION 1. Hereafter in all contests over labor claims in cases of distribution under the acts of Assembly of April twenty-two, one thousand eight hundred and fifty-four, P. L. 430 [Brightley's Purdon's Digest, twelfth edition, page 140, section 4], and May twelve, one thousand eight hundred and ninety-one, P. L. 54 [Brightley's Purdon's Digest, twelfth edition, page 2074, section 9], and their supplements, any two or more of such labor claimants may join in taking an appeal to the proper appellate court from any judgment or decree of the court below adverse to their said claims, and may file either joint or several assignments of error on such appeal as the nature of the case may require, and on the hearing of such appeal the appellate court shall determine the rights of the several parties, respectively, in the same manner as the said court might do if the court below had decided in favor of said claimants, and the execution creditor or other person claiming adversely to said labor claimants had taken the appeal.

Approved the 15th day of June, A. D. 1897.

ACT NO. 130.—*Mines—Receiving or soliciting money from employees unlawful.*

SECTION 1. On and after the passage of this act any mine superintendent, mine foreman or assistant foreman, or any other person or persons, who shall receive or solicit any sum of money, or other valuable consideration, from any of his or their employees for the purpose of continuing in his or their employ, or for the purpose of procuring employment, shall be guilty of a misdemeanor, and upon conviction shall be subject to a fine not less than fifty dollars, nor more than three hundred dollars, and undergo an imprisonment of not less than six months, or both, at the discretion of the court.

SECTION 2. All acts or parts of acts inconsistent herewith are hereby repealed.

Approved the 15th day of June, A. D. 1897.

ACT No. 139.—*Regulating the employment of aliens.*

WHEREAS, It is the duty of the Government to enact such laws as shall protect the citizen laborers of America against the laborers of foreign nations who are brought in direct competition with our own workmen in nearly all the different branches of employment;

AND, WHEREAS, Thousands of foreign laborers come to this State for the purpose of obtaining employment, without any intentions of becoming citizens and who disclaim any allegiance to this State or nation, very few of whom ever pay any taxes for the maintenance of local, State or National Government, and are thus brought into unjust competition with the tax-paying American laborers, and greatly impair their welfare by depriving them of their employment, or preventing them from receiving fair compensation for their labor; therefore,

SECTION 1. *Be it enacted, etc.,* That all persons, firms, associations or corporations employing one or more foreign-born unnaturalized male persons over twenty-one years of age within this Commonwealth, shall be and are hereby taxed at the rate of three cents per day for each day each of such foreign-born unnaturalized male persons may be employed, which tax shall be paid into the respective county treasuries; one-half of which tax to be distributed among the respective school districts of each county, in proportion to the number of schools in said districts, the other half of said tax shall be used by the proper county authorities for defraying the general expenses of county government. The distribution of the school fund to be made on or before December first of each year.

SEC. 2. That it shall be the duty of all persons, firms, associations and corporations in this Commonwealth to ascertain whether any of their employees are foreign-born unnaturalized male persons over twenty-one years of age, and if there be any such, to keep a true and correct record of the number of such persons employed, their names, place of birth, together with the exact number of days such persons are employed during each month, which record shall be kept and be subject to examination by the county commissioners, or any one designated by them for that purpose.

SEC. 3. That it shall be the further duty of such persons, firms, associations and corporations who may give employment to such foreign-born unnaturalized male persons to make a quarterly report, under oath, on the first day of January, April, July and October, in each year, to the county commissioners of the county in which employment is given, which report shall contain a detailed statement of the number of such persons employed during the quarter immediately preceding the day on which the report herein provided for is to be made, together with the names, birthplace, and the exact number of days each of such persons shall have been so employed during such preceding quarter, which report shall be accompanied with the amount of the tax money due the proper county as provided by the first section of this act: *Provided,* That in case of associations or corporations the duty of keeping the records, making the reports and paying the tax as provided in this act shall devolve upon the president and vice president, secretary, treasurer, managers, members of the board of directors or other persons connected with the management thereof.

SEC. 4. Any person whose duty it is to keep the record of employment of such foreign-born unnaturalized male persons, or to make the reports and pay the tax as provided in this act, who shall fail to comply strictly with its provisions, shall be guilty of a misdemeanor, and on conviction thereof shall be fined for each offense not less than two hundred dollars, nor more than one thousand dollars, at the discretion of the court before which conviction shall be had, which fine is hereby made payable to the respective county treasurers. It shall be the duty of the district attorney of the respective counties to proceed against any person violating any provisions of this act, and to collect any fines which may be imposed, in the same manner as other debts are now collectible by law.

SEC. 5. It shall be the duty of the county commissioners to furnish blanks to all persons, firms, associations or corporations employing two or more foreign-born unnaturalized male persons over twenty-one years of age, free of cost, to make out quarterly returns, and the said persons, firms, associations or corporations, [shall be allowed] a reasonable compensation for rendering such reports. This act to take effect on the first day of July, one thousand eight hundred and ninety-seven: *Provided,* That all persons, firms, associations and corporations shall have the right to deduct the amount of the tax provided for in this act from the wages of any and all employees, for the use of the proper county and school district as aforesaid.

SEC. 6. All acts or parts of acts inconsistent with the provisions of this act be and the same are hereby repealed.

Approved the 15th day of June, A. D. 1897.

[For decision of the United States circuit court on the constitutionality of the above law, see page 233, *ante.*]

ACT No. 141.—*Convict labor.*

SECTION 1. From and after the passage of this act no warden, superintendent or other officer of any State prison, penitentiary or State reformatory, having control of the employment of the inmates of said institutions, shall employ more than five per centum of the whole number of inmates of said institutions in the manufacture of brooms and brushes and hollow-ware, or ten per centum in the manufacture of any other kind of goods, wares, articles or things that are manufactured elsewhere in the State except mats and matting, in the manufacture of which twenty per centum of the whole number of inmates may be employed.

SEC. 2. The officers of the various county prisons, workhouses and reformatory institutions within the Commonwealth of Pennsylvania shall not employ more than five per centum of the whole number of inmates in said institutions in the manufacture of brooms and brushes and hollow-ware, or ten per centum in the manufacture of any other kind of goods, wares, articles or other things that are manufactured elsewhere in the State, except mats and matting, in the manufacture of which twenty per centum of the whole number of inmates may be employed: *Provided*, That this act shall not apply to goods manufactured for use of the inmates of such institutions.

SEC. 3. No machine operated by steam, electricity, hydraulic force, compressed air or other power, except machines operated by hand or foot power, shall be used in any of the said institutions in the manufacture of any goods, wares, articles or things that are manufactured elsewhere in the State.

SEC. 4. Any warden, superintendent, or other officer or person having control of the employment of inmates of any of the within mentioned State or county institutions or other penal institution or institutions wherein convict labor is employed within the State of Pennsylvania, violating the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be sentenced to pay a fine not exceeding one thousand dollars, or undergo an imprisonment not exceeding one year, or both, at the discretion of the court.

SEC. 5. This act shall take effect on the first day of January, one thousand eight hundred and ninety-eight.

Approved the 18th day of June, A. D. 1897.

ACT No. 221.—*Bureau of mines.*

SECTION 1. There is hereby established in the department of internal affairs of Pennsylvania a bureau to be known as the bureau of mines, which shall be charged with a supervision of the execution of the mining laws of this Commonwealth, and the care and publication of the annual reports of the inspectors of coal mines.

SEC. 2. The chief officer of said bureau shall be denominated chief of the bureau of mines, and shall be appointed by the governor, by and with the advice and consent of the senate, within thirty days after the final passage of this act, and every four years thereafter, who shall be commissioned by the governor to serve a term of four years from the date of his appointment, and until his successor is duly qualified, and shall receive an annual salary of three thousand dollars and traveling expenses; and in case of a vacancy in the office of chief of said bureau, by reason of death, resignation or otherwise, the governor shall appoint a qualified person to fill such vacancy for the unexpired balance of the term.

SEC. 3. The chief of the bureau of mines shall be a competent person having had at least ten years' practical experience in the working and ventilation of coal mines of this State, and a practical and scientific knowledge of all noxious and dangerous gases found in such mines. The said chief of the bureau of mines so appointed shall, before entering upon the duties of his office, take and subscribe to the oath of office prescribed by the constitution, the same to be filed in the office of the secretary of the commonwealth, and give to the Commonwealth a bond in the penal sum of ten thousand dollars, with surety to be approved by the governor and secretary of internal affairs, conditioned for the faithful discharge of the duties of his office.

SEC. 4. It shall be the duty of the chief of the bureau to devote the whole of his time to the duties of his office, and to see that the mining laws of this State are faithfully executed; and for this purpose he is hereby invested with the same power and authority as the mine inspectors to enter, inspect and examine any mine or colliery within the State, and the works and machinery connected therewith, and to give such aid and instruction to the mine inspectors from time to time as he may deem best calculated to protect the health and promote the safety of all persons employed in and about the mines; and the said chief of the bureau of mines shall have the power to suspend any mine inspector for any neglect of duty, but such suspended mine inspector shall have the right to appeal to the secretary of internal affairs, who shall be empowered to approve of such suspension or restore such suspended mine inspector to duty, after investigating the causes which led to such suspension. Should the chief of the bureau of mines receive information by petition, signed by ten or more miners,

or one or more operators, setting forth that any of the mine inspectors are neglectful of their duty, or are incompetent to perform the duties of their office, or are guilty of malfeasance in office, he shall at once investigate the matter, and if he shall be satisfied that the charge or charges are well founded, he shall then petition the court of common pleas, or the judge in chambers, in any county within or partly within the inspection district of the said mine inspector; which court, upon receipt of said petition and a report of the character of the charges and testimony produced, shall at once issue a citation in the name of the Commonwealth to the said inspector, to appear on not less than fifteen days' notice, on a fixed day before said court, at which time the court shall proceed to inquire into the allegations of the petitioners, and may require the attendance of such witnesses on subpoena issued and served by the proper officer or officers, as the judge of the court and the chief of said bureau may deem necessary in the case; the inspector under investigation shall also have similar power and authority to compel the attendance of witnesses in his behalf. If the court shall find by said investigation that the said mine inspector is guilty of neglecting his official duties, or is incompetent to perform the duties of his office, or is guilty of malfeasance in office, the said court shall certify the same to the governor, who shall declare the office vacant, and shall proceed to supply the vacancy as provide [provided] for [in] the mining laws of the State. The cost of said investigation shall, if the charges are sustained, be imposed upon the mine inspector; but if the charges are not sustained the cost shall be paid out of the State treasury, upon voucher or vouchers duly certified as to correctness by the judge or proper officer of the court where such proceedings are held. To enable the said chief of the bureau of mines to conduct more effectually his examinations and investigations of the charges and complaints which may be made by petitioners against any of the mine inspectors as herein provided, he shall have power to administer oaths and take affidavits and depositions in form and manner provided by law: *Provided, however,* That nothing in this section shall be so construed as to repeal section thirteen of article two of the act of assembly approved the second day of June, Anno Domini one thousand eight hundred and ninety-one, entitled "An act to provide for the health and safety of persons employed in and about the anthracite coal mines of Pennsylvania, and for the protection and preservation of property connected therewith" [Brightly's Purdon's Digest, 1895, page 1344, sections 42 and 43], and also articles thirteen and fourteen of an act of assembly approved the fifteenth day of May, Anno Domini one thousand eight hundred and ninety-three, entitled "An act relating to bituminous coal mines, and providing for the lives, health, safety and welfare of persons employed therein" [Brightly's Purdon's Digest, 1895, page 1370, sections 293 to 297, inclusive].

SEC. 5. It shall be the duty of the chief of the bureau of mines to take charge of and preserve in his office the annual reports of the mine inspectors, and transmit a copy of them, together with such other statistical data compiled therefrom and other matter relating to the work of the bureau as may be of public interest, properly addressed to the secretary of internal affairs for transmission to the governor and the general assembly of this Commonwealth, on or before the first day of March in each year. It shall also be the duty of the chief of the bureau of mines to see that said reports, or a copy of them, are placed in the hands of the public printer for publication at the same date; the same to be published under direction of the secretary of internal affairs as other reports of his department are now required by law to be published, and in order that the chief of said bureau may be able to prepare, compile and transmit his annual report to the secretary of internal affairs within the time herein specified, the mine inspectors are hereby required to deliver their annual reports to the secretary of internal affairs on or before the fifteenth day of February in each year. In addition to the annual reports herein required of the mine inspectors, the said mine inspectors shall furnish to the chief of the bureau of mines, monthly and also such special reports or information on any subject regarding mine accidents or other matters pertaining to mining interests, or the safety of persons employed in mines, as he at any time may require or may deem necessary in the proper and lawful discharge of his official duties. The chief of the bureau of mines shall also establish, as far as may be practicable, a uniform style and size of blauks for the annual, monthly and special reports of the mine inspectors, and prescribe the form and character of subject-matter to be embraced in the text and the tabulated statements of their reports. The chief of the bureau of mines is hereby authorized to make such examinations and investigations as may enable him to report upon the various systems of coal mining practiced in the State, method of mining, ventilation, machinery employed, structure and character of the several coal seams operated, and of the associated strata, the circumstances and responsibility of mine accidents, economy of coal production, coal waste, area and exhaustion of coal territory, and such other matters as may pertain to the general welfare of coal miners and others connected with coal mining, and the interests of coal mine owners and operators in this Commonwealth.

SEC. 6. The chief of the bureau of mines shall keep in his office a journal or record of all examinations made and work done under his administration, and copies of all official communications, and is hereby authorized to procure such books, instruments and chemical or other tests as may be found necessary to the proper discharge of his duties under this act, at the expense of the State. All instruments, plans, books and records pertaining to the office shall be the property of the State, and shall be delivered to his successor in office.

SEC. 7. The chief of the bureau of mines shall at all times be accountable to the secretary of internal affairs for the faithful discharge of the duties imposed upon him by law and the administration of his office, and the rules and regulations pertaining to said bureau shall be subject to the approval of the secretary of internal affairs, who is hereby empowered to appoint an assistant to the chief of the bureau, at a salary of fourteen hundred dollars per annum, and a messenger at a salary of three hundred dollars per annum: *And provided further*, That the salaries of the chief of the bureau of mines, his assistant and the messenger, shall be paid out of the State treasury in the manner as other employees of the department of internal affairs are now paid: *Provided*, That the chief of said bureau of mines may be removed or suspended at any time by the secretary of internal affairs, when in the opinion of said secretary there has been a neglect of duty or a failure to comply with the law, or the instructions of the secretary of internal affairs.

SEC. 8. No person who is acting as a land agent, or as manager, viewor or agent of any mine or colliery, or who is interested in operating any mine or colliery, shall at the same time serve as chief of the bureau of mines under the provisions of this act.

SEC. 9. The mine inspector of each district of this State shall, within six months after the final passage and approval of this act, deposit in the bureau of mines an accurate map or plan of such coal mine, which may be on tracing muslin or sun print, drawn to a prescribed scale; which map or plan shall show the actual location of all openings, excavations, shafts, tunnels, slopes, planes, main headings, cross headings, and rooms or working places in each strata operated, pumps, fans or other ventilating apparatus, the entire course and direction of air currents, the relation and proximity of the workings of such coal mines to all other adjoining mines or coal lands, and the relative elevation of all tunnels and headings, and of the face of working places near to or approaching boundary lines or adjacent mines; and on or before the close of each calendar year transmit to the chief of the bureau of mines a supplemental map or plan showing all excavations, changes and additions made in such mine during the year, drawn to the scale as the first mentioned map or plan. All such maps or plans to be and remain in the bureau of mines as a part of the records of that office.

SEC. 10. All acts or parts of acts inconsistent with this act are hereby repealed.
Approved the 15th day of July, A. D. 1897.

ACT No. 224.—*Weighting of coal at mines.*

SECTION 1. It shall be unlawful for any mine owner, lessee or operator of any bituminous coal mine in this Commonwealth, employing miners at bushel or ton rates, or other quantity, to pass the output of coal mined by said miners over any screen or other device which shall take any part from the weight, value or quantity thereof, before the same shall have been weighed and duly credited to the employee sending the same to the surface and accounted for at the legal rate of weight fixed by the laws of this Commonwealth.

SEC. 2. Any owner, lessee or operator of any bituminous coal mine, violating the provisions of this act, shall be deemed guilty of a misdemeanor, and shall, upon conviction, for each and every such offense be punished by a fine of not less than one hundred (\$100) dollars nor more than five hundred (\$500) dollars, or by imprisonment in the county jail for a period not to exceed ninety days, or by both such fine and imprisonment, at the discretion of the court; proceedings to be instituted in any court of competent jurisdiction.

SEC. 3. All acts or parts of acts inconsistent herewith are hereby repealed.
Approved the 15th day of July, A. D. 1897.

ACT No. 225.—*Examination, registration, etc., of anthracite coal miners.*

SECTION 1. Hereafter no person whomsoever shall be employed or engaged in the anthracite coal region of this Commonwealth as a miner in any anthracite coal mine, without having obtained a certificate of competency and qualification so to do from the "Miners' examining board" of the proper district, and having been duly registered as herein provided.

SEC. 2. There shall be established in each of the eight inspection districts in the anthracite coal region, a board to be styled the "Miners' examining board" of the _____ district, to consist of nine miners who shall be appointed, in the same manner as the boards to examine mine inspectors are now appointed, from among the most skillful miners actually engaged in said business in their respective districts, and who must have had five years' practical experience in the same. The said persons so appointed shall each serve for a term of two years from the date on which their appointment takes effect, and they shall be appointed upon or before the expiration of the term of the present members of the "Miners' examining board," and they shall be and constitute the "Miners' examining board" for their respective districts, and shall hold the office for the term for which they were appointed, or until their successors are duly appointed and qualified; and shall receive as compensation for their services three dollars per day for each day actually engaged in this service, and all legitimate and necessary expenses incurred in attending the meetings of said board under the provisions of this act, and no part of the salary of said board or expenses thereof shall be paid out of the State treasury.

Each of said boards shall organize by electing one of their members president, and one member as secretary, and by dividing themselves into three subcommittees for the more convenient discharge of their duties; each of said committees shall have all powers hereinafter conferred upon the board; and whenever in this act the words "Examining board" are used, they shall be taken to include any of the committees thereof.

Every member of said board shall, within ten days of their appointment or being apprised of the same, take and subscribe an oath or affirmation before a properly qualified officer of the county in which they reside, that they will faithfully and impartially discharge the duties of their office.

Any vacancies occurring in said board shall be filled in the manner hereinbefore provided from among such only as are eligible for original appointment.

SEC. 3. Each of said examining boards shall designate some convenient place within their districts for the meeting of the several committees thereof, of which due notice shall be given by advertisement in two or more newspapers of the proper county, and so divided as to reach as nearly as practicable all the mining districts therein; but in no case shall such meeting be held in a building where any intoxicating liquors are sold.

Each of said committees shall open at the designated place of meeting a book of registration, in which shall be registered the name and address of each and every person duly qualified under this act to be employed as a miner in an anthracite coal mine. And it shall be the duty of all persons employed as miners to be properly registered, and in case of a removal from the district in which a miner is registered, it shall be his duty to be registered in the district to which he removes.

Application for registration only may be sent by mail to the board, after being properly attested before any person authorized to administer an oath or affirmation in the county in which the applicant resides. The form of application shall be subject to such regulation as may be prescribed by the boards, but in no case shall any applicant be put to any unnecessary expense in order to secure registration.

SEC. 4. Each applicant for examination and registration and for the certificate hereinafter provided, shall pay a fee of one dollar to the said board, and a fee of twenty-five cents shall be charged for registering any person who shall have been examined and registered by any other said board, and the amount derived from this source shall be held by said boards and applied to the expenses and salaries herein provided and such as may arise under the provisions of this act; and the said boards shall report, annually, to the court of common pleas of their respective counties and the bureau of mines and mining all moneys received and disbursed under the provisions of this act, together with the number of miners examined and registered under this act, and the number who failed to pass the required examination.

SEC. 5. It shall be the duty of each of the said boards to meet once every month and not oftener, and said meeting shall be public, and if necessary, the meeting shall be continued to cover whatever portion may be required of a period of three days in succession, and examine under oath all persons who shall desire to be employed as miners in their respective districts; and said boards shall grant such persons as may be qualified, certificates of competency or qualification which shall entitle the holder thereof to be employed as and to do the work of miners as may be expressed in the said certificate, and such certificate shall be good and sufficient evidence of registration and competency under this act; and the holder thereof shall be entitled to be registered without an examination in any other of the anthracite districts upon the payment of the fee herein provided.

All persons applying for a certificate of competency, or to entitle them to be employed as miners, must produce satisfactory evidence of having had not less than two years' practical experience as a miner, or as a mine laborer in the mines of this Commonwealth, and in no case shall an applicant be deemed competent unless he

appear in person before the said board and answer intelligently and correctly at least twelve questions in the English language pertaining to the requirements of a practical miner, and be properly identified, under oath, as a mine laborer by at least one practical miner holding miners' certificates. The said board shall keep an accurate record of the proceedings of all its meetings, and in said record shall show a correct detailed account of the examination of each applicant, with the questions asked and their answers, and at each of its meetings the board shall keep said record open for public inspection. Any miners' certificate granted under the provisions of this act, and the hereinafter mentioned act approved the ninth day of May, Anno Domini one thousand eight hundred and eighty-nine, shall not be transferable to any person or persons whatsoever, and any transfer of the same shall be deemed a violation of this act. Certificates shall be issued only at meetings of said board, and said certificates shall not be legal unless then and there signed in person by at least three members of said board.

SEC. 6. No person shall hereafter engage as a miner in any anthracite coal mine without having obtained such certificate as aforesaid. And no person shall employ any person as a miner who does not hold such certificate as aforesaid, and no mine foreman or superintendent shall permit or suffer any person to be employed under him, or in the mines under his charge and supervision as a miner, who does not hold such certificates. Any person or persons who shall violate or fail to comply with the provisions of this act, shall be guilty of a misdemeanor, and on conviction thereof shall be sentenced to pay a fine not less than one hundred dollars and not to exceed five hundred dollars, or shall undergo imprisonment for a term not less than thirty days and not to exceed six months, or either, or both, at the discretion of the court.

SEC. 7. The persons who are now serving as members of the miners' examining board as created by the act approved the ninth day of May, Anno Domini one thousand eight hundred and eighty-nine, entitled "An act to provide for the examination of miners in the anthracite region of this Commonwealth, and to prevent the employment of incompetent persons as miners in anthracite coal mines" [Brightley's Purdon's Digest, twelfth edition, page 1340], shall continue under the provisions of this act to serve as members of the "Miners' examining board" until the terms for which they were appointed under the provisions of the said act approved the ninth day of May, Anno Domini one thousand eight hundred and eighty-nine, shall have expired, and in the performance of the duties of their office they shall be subject to the provisions and requirements of this act.

SEC. 8. Nothing in this act shall be construed to in any way, excepting as herein provided, affect miners' certificates which have been lawfully issued under the provisions of the herein mentioned act approved the ninth day of May, Anno Domini one thousand eight hundred and eighty-nine.

SEC. 9. It shall be the duty of the several miners' examining boards to investigate all complaints or charges of noncompliance [with] or violation of the provisions of this act, and prosecute all persons so offending; and upon their failure so to do, then it shall become the duty of the district attorney of the county wherein the complaints or charges are made to investigate the same and prosecute all persons so offending, and it shall at all times be the duty of the district attorney to prosecute such members of the miners' examining board as have failed to perform their duty under the provisions of this act; but nothing herein contained shall prevent any citizen, a resident of this Commonwealth, from prosecuting any person or persons violating this act, with power to employ private counsel to assist in the prosecution of the same; upon conviction of any member of the miners' examining board for any violation of this act, in addition to the penalties herein provided, his office shall be declared vacant, and he shall be deemed ineligible to act as a member of the said board.

SEC. 10. For the purpose of this act the members of the said "Miners' examining board" shall have power to administer oaths.

SEC. 11. All acts or parts of acts inconsistent herewith are hereby repealed.

Approved the 15th day of July, A. D. 1897.

ACT No. 379.—*Hours of labor, etc., of employees of State and municipalities.*

SECTION 1. On and after the passage of this act eight hours out of the twenty-four of each day shall make and constitute a legal day's work for mechanics, workmen and laborers in the employ of the State, or any municipal corporation therein, or otherwise engaged on public works.

SEC. 2. This act shall apply to all mechanics, workingmen and laborers now or hereafter employed by the State, or any municipal corporation therein, through its agents or officers, or in the employ of persons contracting with the State or said corporation for the performance of public work, and in all such employment none but citizens of the United States, or aliens who shall have legally declared their intention to become such, who have been residents of the State in which such work is to be done for the

six months next preceding the date of such employment, shall be employed by the State or any municipal corporation therein, or by any person or persons contracting with the same; and every contract hereafter made for the performance of public work must comply with the requirements of this section: *Provided*, That nothing in this act shall affect contracts in existence at the time of the passage of this act.

SEC. 3. Any officer or officers or agents of the State, or of any municipal corporation therein, who shall willfully violate or otherwise evade the provisions of this act, shall be deemed guilty of malfeasance in office, and upon conviction thereof may be removed by the governor or head of the department to which said officer is attached.

SEC. 4. Any person or persons contracting with the State or any municipal corporation therein, and any officer or agent of the State or any municipal corporation therein, who shall fail to comply with, or attempt to evade the provisions of this act shall, upon conviction thereof, be deemed guilty of a misdemeanor, and be punished by a fine not exceeding one thousand dollars.

SEC. 5. All acts or parts of acts inconsistent herewith are hereby repealed.

Approved the 26th day of July, A. D. 1897.

SOUTH CAROLINA.

ACTS OF 1897.

ACT NO. 286.—*Violation of contracts by laborers after receiving supplies.*

SECTION 1. Any laborer working on shares of crop or for wages in money or other valuable consideration under a verbal or written contract to labor on farm lands who shall receive advances either in money or supplies and thereafter willfully and without just cause fail to perform the reasonable service required of him by the terms of the said contract shall be liable to prosecution for a misdemeanor, and on conviction shall be punished by imprisonment for not less than twenty days nor more than thirty days, or to be fined in the sum of not less than twenty-five dollars nor more than one hundred dollars, in the discretion of the court: *Provided*, The verbal contract herein referred to shall be witnessed by at least two disinterested witnesses.

Approved the 2d day of March, A. D. 1897.

ACT NO. 294.—*Hours of labor of employees of street railway companies.*

SECTION 1. No incorporated horse railway company, electric railway company, or other street railway company, and no officer, agent or servant of such corporation, and no person or persons or firm or joint stock company owning or operating any line or lines of horse railways, electric railways or other street railways within the limits of this State, and no agent or servant of such firm, joint stock company, person or persons, shall require, permit or suffer its, his or their conductors, motormen or drivers or other such employees, or any of them, in its, his or their service, or under his, its or their control, to work more than twelve hours during each or any day of twenty-four hours, and shall make no contract or agreement with such employees, or any of them, providing that they or he shall work for more than twelve hours during each day or any day of twenty-four hours.

SEC. 2. If any corporation, or any officer, agent or servant of such corporation, or any person or persons, or any firm or joint stock company, managing or conducting any horse railway, electric railway or other street railway in this State, or any agent or servant of such person or persons, firm or joint stock company, shall do any act in violation of the provisions of the preceding section, it, he or they shall be deemed to have been guilty of a misdemeanor, and shall on conviction thereof in a court of competent jurisdiction be fined one hundred dollars for each offense so committed: *Provided, however*, That in cases of accident or unavoidable delay extra labor may be permitted for extra compensation: *Provided*, The employees of the said corporations of the city of Columbia, if they so desire, to work more than twelve hours daily, conditioned that they receive extra compensation for all work done over eleven hours.

Approved the 2d day of March, A. D. 1897.

CHAPTER 301.—*Payment of wages by contractors.*

SECTION 1. Section 2 of an act entitled "An act to require contractors in the erection, alteration or repairing of buildings to pay laborers, subcontractors and material men for their services and material furnished," approved March 2, 1896 [act No. 84, acts of 1896], be, and the same is hereby, amended * * * so that the said section will read as follows:

SEC. 2. Any contractor or contractors or subcontractors who shall for other purposes than paying the money loaned upon said contract expend and on that account fail to pay to any or all laborers, subcontractors and material men out of the money

received as provided in section 1 of this act, and as admitted by such contractor or contractors, or as may be adjudged by any court of competent jurisdiction, shall be deemed guilty of a misdemeanor, and upon conviction, when the consideration for such work and material shall exceed the value of one hundred dollars, shall be fined not less than one hundred dollars nor more than five hundred dollars, or imprisonment not less than three months nor more than twelve months; and when such consideration shall not exceed the value of one hundred dollars, shall be fined not more than one hundred dollars or imprisoned not longer than thirty days: *Provided*, Said contractor or contractors or subcontractors may have the right of arbitration by agreement with said laborers, subcontractors and material men.

Approved the 2d day of March, A. D. 1897.

SOUTH DAKOTA.

ACTS OF 1897.

CHAPTER 57.—*Education.* CHAPTER VII.—*Compulsory education—Employment of children in factories, etc.*

SECTION 3. No child between eight and fourteen years of age shall be employed in any mine, factory or workshop or mercantile establishment, or, except by his parent or guardian, in any other manner during the hours when the public schools in the city, town, village or district, are in session, unless the person, firm or corporation employing him shall first procure a certificate from the superintendent of the schools of the city, town or village, if one be employed, otherwise from the clerk of the school board or board of education, stating that such child has attended school for the period of twelve weeks during the year, as required by law, or has been excused from attendance as provided in section one (1) of this article; and it shall be the duty of such superintendent or clerk to furnish such certificates upon application of the parent, guardian or other person having control of such child, entitled to the same. Every owner, superintendent or overseer of any mine, factory, workshop or mercantile establishment, and any other person who shall employ any child between eight and fourteen years of age contrary to the provisions of this article, shall be deemed guilty of a misdemeanor, and for every such offense shall upon conviction thereof be fined not less than ten dollars (\$10) nor more than twenty dollars (\$20) and costs.

Approved March 10, 1897.

CHAPTER 60.—*Protection of employees as voters.*

SECTION 40. Any person entitled to vote at any election held within this State, shall on the day of such election, be entitled to absent himself from any service or employment in which he is then engaged or employed, for a period of two (2) hours between the time of opening and the time of closing the polls, and such voter shall not because of so absenting himself, be liable to any penalty, no [nor] shall any deduction be made on account of such absence from his usual salary or wages. *Provided, however*, That application shall be made for such leave of absence prior to the day of election. The employer may specify the hours during which such employee may absent himself as aforesaid. Any person or corporation who shall refuse to an employee the privilege hereby conferred, or who shall subject an employee to a penalty or reduction of wages because of the exercise of such privilege or who shall directly or indirectly violate the provisions of this act, shall be guilty of a misdemeanor.

Approved March 5, 1897.

CHAPTER 92.—*Mine regulations—Safety apparatus.*

SECTION 1. It shall be unlawful for any person to sink or work through any vertical or inclined shaft, where mining cages are used, at a greater depth than two hundred (200) feet unless the said shaft is provided with an iron bonneted safety cage, to be used in lowering and hoisting employees, or any other persons, into or from such shaft. The safety apparatus, whether consisting of eccentrics, springs or other devices, must be securely fastened to the cage, and be of sufficient strength to hold the cage loaded at any depth to which the shaft may be sunk. The iron bonnet must be made of boiler sheet iron of good quality, at least three-sixteenths of an inch in thickness and must cover the top of the cage in such manner as to afford the greatest protection to life and limb from any debris, or anything falling down the shaft.

SEC. 2. Every person or corporation failing to comply with the provisions of this act, is punishable by a fine not exceeding one thousand (\$1,000) dollars.

SEC. 3. Whereas, an emergency exists, this act shall take effect from and after its passage and approval.

Approved March 2, 1897.

TENNESSEE.

ACTS OF 1897.

CHAPTER 14.—*Protection of employees as voters.*

SECTION 4. It shall be unlawful for any person, directly or indirectly, by himself or any other person in his behalf, to make use of any force, violence or restraint, or to inflict or threaten the infliction, by himself or through any other person, of any injury, damage, harm or loss, or in any manner to practice intimidation upon or against any person in order to induce or compel such person to vote or refrain from voting for any particular person or persons, measure or measures, at any election provided by law, or on account of such person having voted or refrained from voting at any such election. It shall be unlawful for any employer, either corporation, association, company, firm or person, in paying its, their or his employees the salary or wages due them, to enclose their pay in "pay envelopes" on which there is written or printed any political mottoes, devices or arguments, containing threats, express or implied, intended or calculated to influence the political opinion, views or actions of such employees. Nor shall it be lawful for any employer, either corporation, association, company, firm or person, within ninety days of any election provided by law, to put up or otherwise exhibit in its, their or his factory, workshop, mine, mill, boarding house, office or other establishment or place where its, their or his employees may be working or may be present in the course of such employment, any hand bill, notice or placard, containing any threat, notice or information, that in case any particular ticket or candidate shall, or shall not be elected, work in its, their or his establishment shall cease in whole or in part, or its, their or his workmen be reduced; or other threats, express or implied, intended or calculated to influence the political opinions or actions of its, their or his employees.

Any person or persons, or corporation violating any of the provisions of this section shall be deemed guilty of a misdemeanor; and any person, whether acting in his individual capacity or as an officer or agent of any corporation, so guilty of such misdemeanor shall be punished as hereinafter prescribed.

SEC. 5. It shall be unlawful for any corporation or any officer or agent of any corporation to influence or attempt to influence, by force, violence or restraint, or by inflicting or threatening to inflict any injury, damage, harm or loss, or by discharging from employment or promoting in employment, or by intimidation or otherwise in any manner whatever, to induce or compel any employee to vote or refrain from voting at any election provided by law, or to vote or refrain from voting for any particular person or persons, measure or measures, at any such election. Any such corporation, or any officer or agent of such corporation, violating any of the provisions of this section, shall be deemed guilty of a misdemeanor and be subject to the penalty hereinafter provided, and in addition thereto, any corporation violating this section shall forfeit its charter and right to do business in this State.

SEC. 7. * * * any corporation or agent of a corporation, guilty of any offense herein made a misdemeanor, shall, upon conviction, be punished by a fine not exceeding one thousand dollars. * * *

Approved February 11, 1897.

CHAPTER 39.—*Convict labor.*

SECTION 1. The board of prison commissioners, be, and are hereby authorized and empowered to contract for the hire or labor of convicts now confined or that may hereafter be confined in the State penitentiary, not otherwise employed, to any person, persons, firms, companies or corporations desiring to carry on a manufacturing or other business within the walls of the State penitentiary.

Not more than 99 convicts shall be leased to any one firm or be employed in any one business within the walls of the penitentiary.

SEC. 2. It shall be the duty of said board of prison commissioners in making contracts for the labor of convicts under this act to let them to such person, persons, firms, companies or corporations, and in such numbers as will yield the greatest amount of revenue to the State of Tennessee.

SEC. 4. No contract for the labor of convicts, made under the provisions of this act, shall extend beyond the 1st day of March, 1903.

SEC. 8. It shall be the duty of the commissioners in making contracts to so make them that competition with free labor shall be the least possible and that the manufacturing industries established within the penitentiary shall be as diversified as practicable or possible for the best interest of the State—at the same time having due regard for the interests of free labor.

Approved February 3, 1897.

CHAPTER 98.—*Separate water-closets for female employees.*

SECTION 1. All persons hiring or employing female help in any manufacturing or mercantile business or establishment, shall provide separate privies or water-closets for such female help.

SEC. 2. No male person shall enter such separate privies or water-closets except for the purpose of repairing or cleaning the same.

SEC. 3. A violation of the foregoing sections shall be a misdemeanor punishable by a fine of not less than two or more than ten dollars.

Approved January 27, 1897.

CHAPTER 107.—*Trade-marks, etc., of trade unions.*

SECTION 1. Whenever any person, or any association, or union of workmen, has heretofore adopted or used, or shall hereafter adopt or use, any label, trade-mark, term, design, device, or form of advertisement for the purpose of designating, making known, or distinguishing any goods, wares, merchandise, or other product of labor, as having been made, manufactured, produced, prepared, packed, or put on sale by such person, or association, or union of workmen, or by a member or members of such association or union, it shall be unlawful to counterfeit or imitate such label, trade-mark, term, design, device, or form of advertisement, or to use, sell, offer for sale, or in any way utter or circulate any counterfeit or imitation of any such label, trade-mark, term, device, or form of advertisement.

SEC. 2. Whoever counterfeits or imitates any such label, trade-mark, term, design, device, or form of advertisement, or sells, offers for sale, or in any way utters or circulates any counterfeit or imitation of any such label, trade-mark, term, design, device, or form of advertisement, or knowingly keeps, or has in his possession with intent, that the same shall be sold or disposed of, any goods, wares, merchandise or other product of labor to which or on which any such counterfeit or imitation is printed, painted, stamped, or impressed; or knowingly sells or disposes of any goods, wares, merchandise or other product of labor contained in any box, case, can, or package, to which or on which any such counterfeit or imitation is attached, affixed, printed, painted, stamped or impressed; or keeps, or has in his possession, with intent that the same shall be sold or disposed of, any goods, wares, merchandise, or other product of labor in any box, case, can, or package, to which or on which any such counterfeit or imitation is attached, affixed, printed, painted, stamped, or impressed, shall be punished by a fine of not more than one hundred dollars, or by imprisonment for not more than three months.

SEC. 3. Every person, association, or union that has heretofore adopted, or used, or shall hereafter adopt or use, a label, trade-mark, term, design, device, or form of advertisement as provided in section 1 of this act, may file the same for record in the office of the secretary of state by leaving two copies, counterparts or facsimiles thereof, with said secretary, and by filing therewith a sworn application specifying the name or names of the person, association, or union, on whose behalf such label, trade-mark, term, design, device, or form of advertisement shall be filed, the class of merchandise, and a description of the goods to which it has been, or is intended to be, appropriated, stating that the party so filing, or on whose behalf such label, trade-mark, term, design, device, or form of advertisement shall be filed, has the right to the use of the same; that no other person, firm, association, union, or corporation has the right to such use, either in the identical form or in any such near resemblance thereto as may be calculated to deceive, and that the facsimile or counterparts filed therewith are true and correct. There shall be paid for such filing and recording a fee of one dollar. Said secretary shall deliver to such person, association, or union so filing, or causing to be filed, any such label, trade-mark, term, design, device, or form of advertisement so many duly attested certificates of the recording of the same as such person, association, or union may apply for, for each of which certificates said secretary shall receive a fee of one dollar. Any such certificates of record shall in all suits and prosecutions under this act be sufficient proof of the adoption of such label, trade-mark, term, design, device, or form of advertisement. Said secretary of state shall not record for any person, union, or association any label, trade-mark, term, design, device, or form of advertisement that would probably be mistaken for any label, trade-mark, term, design, device, or form of advertisement theretofore filed by, or on behalf of, any other person, union, or association.

SEC. 4. Any person who shall for himself, or on behalf of any other person, association, or union, procure the filing of any label, trade-mark, term, design, or form of advertisement in the office of the secretary of state, under the provisions of this act, by making any false or fraudulent representations or declarations, verbally or in writing, or by any fraudulent means, shall be liable to pay any damages sustained

in consequence of any such filing, to be recovered by, or on behalf of, the party injured thereby, in any court having jurisdiction, and shall be punished by a fine not exceeding one hundred dollars, or by imprisonment not exceeding three months.

SEC. 5. Every such person, association, or union adopting or using a label, trade-mark, term, design, device, or form of advertisement as aforesaid, may proceed by suit to enjoin the manufacture, use, display, or sale of any counterfeits or imitations thereof; and all courts of competent jurisdiction shall grant injunctions to restrain such manufacture, use, display, or sale, and may award the complainant in any such suit, the court having jurisdiction, such damages, resulting from such manufacture, use, sale or display, as may be by the court or jury deemed just and reasonable; and shall require the defendants to pay to such person, association or union, all profits derived from such wrongful manufacture, use, display or sale; and such court shall also order that all such counterfeits or imitations in the possession or under the control of any defendant in such case be delivered to an officer of the court, or to the complainant, to be destroyed.

SEC. 6. Every person who shall use or display the genuine label, trade-mark, term, design, device, or form of advertisement of any such person, association, or union, in any manner, not being authorized so to do by such person, union, or association, shall be deemed guilty of a misdemeanor, and shall be punished by imprisonment for not more than three months, or by a fine of not more than one hundred (\$100) dollars. In all cases where such association or union is not incorporated, suits under this act may be commenced and prosecuted by an officer or member of such association or union, in behalf of, and for the use of, such association or union.

SEC. 7. Any person or persons who shall in any way use the name or seal of any such person, association or union, or officer thereof, in and about the sale of goods or otherwise, not being authorized to so use the same, shall be guilty of a misdemeanor, and shall be punishable by imprisonment for not more than three months, or by a fine of not more than one hundred dollars.

Approved February 6, 1897.

CHAPTER 125.—*Convict labor.*

SECTION 31. The board of prison commissioners, as a temporary means for the employment of the more able bodied shorter time convicts, not otherwise employed or that can not be employed within the walls or on the farm, shall be permitted, and it is their duty to establish branch prisons and contract with any person, firm, corporation or county or municipal authorities for building public roads, pikes, clearing ground, farming operations, where competing the least with free or skilled labor;

Approved April 30, 1897.

TEXAS.

ACTS OF 1897.

CHAPTER 152.—*Protection of wages of employees.*

SECTION 1. Whenever any clerk, accountant, bookkeeper, artisan, craftsman, factory operative, mill operative, servant, mechanic, quarryman, or common laborer, farm hand, male or female, may labor or perform any service in any office, store, saloon, hotel, shop, mine, quarry, manufactory, or mill of any character, or on any farm, under or by virtue of any contract or agreement, written or verbal, with any person, employer, firm, corporation, or his, her or their agent or agents, receiver or receivers, trustee or trustees, in order to secure the payment of the amount due by such contract or agreement, written or verbal, the hereinbefore mentioned employees shall have a first lien upon all products, machinery, tools, fixtures, appurtenances, goods, wares, merchandise, chattels, or thing or things of value of whatsoever character that may be created in whole or in part by the labor of such persons or necessarily connected with the performance of such labor or service, which may be owned by or in the possession of the aforesaid employer, person, firm, corporation, or his, her or their agent or agents, receiver or receivers, trustee or trustees: *Provided*, That the lien herein given to a farm hand shall be subordinate to the landlord's lien now provided by law.

SEC. 2. Whenever any person, employer, firm, corporation, his, her or their agent or agents, receiver or receivers, trustee or trustees, shall fail or refuse to make payments as hereinafter prescribed in this act, the said clerk, accountant, bookkeeper, farm hand, artisan, craftsman, operative, servant, mechanic, quarryman, or laborer,

who shall have performed service of any character, shall make or have made duplicate accounts of such service, with amount due him or her for the same, and present or have presented, to aforesaid employer, person, firm or corporation, his, her or their agent or agents, receiver or receivers, trustee or trustees, one of the aforesaid duplicate accounts within thirty days after the said indebtedness shall have accrued. The other of the said duplicate accounts shall, within the time hereinbefore prescribed, be filed with the county clerk of the county in which said service was rendered, and shall be recorded by the county clerk in a book kept for that purpose. The party or parties presenting the aforesaid account shall make affidavit as to the correctness of the same. A compliance with the foregoing requirements in this section shall be necessary to fix and preserve the lien given under this act; and the liens of different persons shall take precedence in the order in which they are filed: *Provided*, That all persons claiming the benefit of this act shall have six months within which to bring suit to foreclose the aforesaid lien: *And provided, further*, That a substantial compliance with the provisions of this section shall be deemed sufficient diligence to fix and secure the lien hereinbefore given: *Provided*, That any purchaser of such products from the owner thereof shall acquire a good title thereto, unless he has at the time of the purchase actual or constructive notice of the claim of such lien holder upon such products, said constructive notice to be given by record of such claim, as provided for in this act, or by suit filed.

SEC. 3. Under the operations of this act, all wages, if service is by agreement performed by the day or week, shall be due and payable weekly, or if by the month, shall be due and payable monthly. All payments to be made in lawful money of the United States.

SEC. 4. Any of the parties named in section 1 of this act, may transfer or assign their rights hereunder, and their assignee or assignees shall have the same rights and privileges as are conferred upon such persons enumerated in section 1.

SEC. 5. The lien created by this act shall cease to be operative after six months after the same is fixed, unless suit is brought within said time to enforce such lien.

Approved May 27, 1897.

Takes effect 90 days after adjournment. [Adjourned May 21, 1897.]

CHAPTER 163.—*Examination, licensing, etc., of plumbers.*

SECTION 1. Every city in this State having underground sewers or cesspools, shall pass ordinances regulating the tapping of said sewers and cesspools; regulating house drainage and plumbing, creating a board for the examination of plumbers, to be known as the examining and supervising board of plumbers; to provide for an inspection of plumbing. Said board shall consist of the following five persons: A member of the local board of health, the city engineer, the chief plumbing inspector, a master plumber of not less than ten years active in [*sic*] continuous business experience, and a journeyman plumber of not less than five years active continuous practical experience. The mayor and the local board of health shall make said appointment, and shall regulate the length of term each member shall serve; they shall fill all vacancies occurring in the examining and supervising board of plumbers; appointments to said vacancies to be for the unexpired term of the member whose place is filled.

SEC. 2. The examining and supervising board of plumbers herein created shall examine and pass upon all persons now engaged in the business of plumbing, whether as a master plumber, employing plumber, or journeyman plumber, in their respective cities, and all persons who may hereafter wish to engage in the business of plumbing as master plumber, employing plumber, or journeyman plumber, within their respective jurisdictions, and also all persons who may apply for the office of plumbing inspector. They shall issue a license to such persons only as shall successfully pass a required examination. They shall also register in a book to be kept for that purpose, the names and places of business of all persons to whom a plumber's license is issued. They shall not issue license for more than one year, but the same shall be renewed from year to year, upon proper application.

SEC. 3. Each applicant for examination for plumber's license shall pay to such person as the examining and supervising board of plumbers may designate to receive the same, the sum of three (\$3) dollars for each master plumber examined, and the sum of two (\$2) dollars for each journeyman plumber examined, which fees may be used by said board to defray any of its legitimate expenses, the residue, if any, to be paid over to the treasurer of the city in which said board shall operate. Members of the examining and supervising board of plumbers shall receive no compensation for their services on said board. Said license shall be nontransferable, and said examination and examination fee shall not be required of the same person more than once.

SEC. 4. In selecting the first or chief inspector of plumbing, herein provided for, the mayor shall act with the other four members of said board above specified.

After said inspector of plumbing shall have been chosen, he shall become the fifth member of the examining and supervising board of plumbers in place of the mayor.

SEC. 5. License shall not be issued to any person or firm to carry on or work at the business of plumbing, or to act as inspector of plumbing, until he or they shall have appeared before the examining and supervising board for examination and registration, and shall have successfully passed the required examination. Every firm carrying on the business of plumbing shall have at least one member who is a practical plumber.

SEC. 6. Any person, whether as master plumber, employing, or journeyman plumber, engaged in, working at, or conducting the business of plumbing without license as provided in this act, shall be guilty of a misdemeanor, and on conviction thereof, shall pay a fine of not less than twenty nor more than two hundred and fifty dollars.

[Note.—The foregoing act was presented to the governor of Texas for his approval, on Friday, the twenty-first day of May, A. D. 1897, but was not signed by him nor returned to the house in which it originated with his objections thereto within the time prescribed by the constitution, and thereupon became a law without his signature.—J. W. Madden, Secretary of State.]

Takes effect 90 days after adjournment. [Adjourned May 21, 1897.]

RECENT GOVERNMENT CONTRACTS.

[The Secretaries of the Treasury, War, and Navy Departments have consented to furnish statements of all contracts for constructions and repairs entered into by them. These, as received, will appear from time to time in the Bulletin.]

The following contracts have been made by the office of the Supervising Architect of the Treasury:

ELLIS ISLAND, NEW YORK HARBOR, N. Y.—January 22, 1898. Contract with Warren Roosevelt, New York, N. Y., for crib bulkhead and dredging and filling therefor at immigrant station, \$61,046.86. Work to be completed within one hundred and twenty working days.

PATERSON, N. J.—January 31, 1898. Contract with James F. Earley, Washington, D. C., for plaster models for ornamental marble, wood, iron, plaster, etc., work for post-office, \$2,832. Work to be completed within ninety-five days.

OMAHA, NEBR.—January 31, 1898. Contract with Angus McLeod Company, Minneapolis, Minn., for the completion of interior finish and plumbing above first story, etc., of court-house, custom-house, and post-office, \$79,477. Work to be completed within twelve months.

WASHINGTON, D. C.—February 2, 1898. Contract with D. S. Hess & Co., New York, N. Y., for completion of interior finish of post-office, \$319,400. Work to be completed within eight months.

PUEBLO, COLO.—February 9, 1898. Contract with Charles B. Kruse Heating Co., Milwaukee, Wis., for boiler plant, low-pressure and exhaust steam heating and mechanical ventilating apparatus for post-office, \$15,835. Work to be completed within one hundred working days.

SOUTH OMAHA, NEBR.—February 21, 1898. Contract with Charles W. Gindele Co., Chicago, Ill., for erection and completion, except heating apparatus, of post-office, \$63,600. Work to be completed within twelve months.