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# MONTHLY LABOR REVIEW

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## Labor Efficiency and Productiveness in Sawmills.

By ETHELBERG STEWART, UNITED STATES COMMISSIONER OF LABOR STATISTICS.

THE schedule used by the Bureau of Labor Statistics in its regular investigation into wages, hours, and conditions of labor in the lumber industry for 1921 contained certain inquiries which furnish data for a more intimate and searching study of labor efficiency in that industry than has hitherto been possible. Similar material, perhaps even better, was secured for some 26 plants during the investigation of 1915,<sup>1</sup> but the wider range of the present material makes it more significant.

Any discussion of the output per one-man hour in an industry must be based upon the generally accepted unit of that industry—in this case 1,000 board feet of lumber.

The units of industry almost without exception are as yet based upon the commercial and not upon the industrial unit. Lumber is sold by the thousand board feet, the "board foot" being 12 inches square by 1 inch thick. Planks and timbers are sold by the same measurement, although the labor involved in their production in the sawmill is very considerably less. However, until such time as industries are studied primarily in the manufacturing establishment rather than in the market, we must content ourselves with the unit that we find, and where this unit, however crude it may be in itself, is applied alike to the output of all plants considered, and where a considerable volume of output is covered, the crudity of the unit does not seriously affect the comparative value of the data.

The information on which this article is based was obtained from 276 sawmills scattered through 22 States. The number of employees found on the pay rolls at the time of the visit of the bureau's agents was 45,346, and the output of these employees during the pay-roll period scheduled totaled 402,307,753 board feet. The present discussion does not include any of the distinctive logging occupations. The study begins with the log in the pond and ends with the lumber stacked in the yards or loaded on cars. Information was secured for certain key occupations separately, as will be noted in the tables below, while other large groups were consolidated as "laborers" and as "other employees."<sup>2</sup>

<sup>1</sup> Bulletin No. 225, pp. 68 to 146.

<sup>2</sup> Under the two classifications "laborers" and "other employees" quite a range of occupations were included. For instance, "laborers" includes bundlers, cant setters, cleaners, conveyormen, edgermen's helpers, edger tailers, feeders' helpers, gang-saw helpers, graders' helpers, hogmen, line-up men, machine-feeders' helpers, off-bearers (except from head saw), pickers, pullers, resawyers' helpers, slashermen, slipmen, sorters, stackers, tiers, trimmers' helpers, trimmer loaders, truckers, unstackers, yardmen, also any other common unskilled labor. "Other employees" includes cranemen, deckmen, engineers, filers' helpers, firemen, fire-protection men, graders, machine setters, oilers, pondmen, rock sawyers, roll-on men, scalers, machine stackers, tallymen, also any other skilled or semiskilled men, including those who operate any machinery, but excluding filers and foremen and office employees

The scheduled data enable us to show the time cost or one-man hours per 1,000 feet of output by the selected and the grouped occupations, as well as the total. The average occupational earnings for each State give us an opportunity to show the labor money cost per 1,000 feet by occupations and by totals and also enables us to express more impressively the efficiency or number of board feet produced per one-man hour in the various occupations and by the entire force.

Admittedly, we do not have here the output per individual occupational man-hour in all the exactness of detail that one would wish or that would be developed in a true time-cost study of a single mill; the unit here is an establishment or, to be more exact, the average for an establishment. Again, only 5 of the 17 plants studied in Alabama employed resaw sawyers during the pay-roll period considered, each plant employing 1; therefore, only these 5 plants and their output figured in the productivity of the occupation "sawyers, resaw." In a time study of a single plant the number of board feet actually put through the resaw would of course be divided by the one-man resaw hours. No such minute study could be made by the Bureau of Labor Statistics; hence where resawing was done the whole plant product has been divided by the resaw sawyers' hours. In other words, the total output of board feet, regardless of what proportion of the output was subjected to this occupational process, has been divided by the total one-man hours in each occupation. However, as all plants and all States were treated alike, the final total output per man-hour, relatively, is not seriously disturbed.

In the following table the State aggregates are shown along the lines indicated:



TABLE 1.—NUMBER OF ESTABLISHMENTS AND OF EMPLOYEES, TIME AND LABOR COST PER 1,000 FEET BOARD MEASURE, AND EARNINGS AND OUTPUT PER HOUR, BY STATES AND OCCUPATIONS.

Occupation.	Alabama.						Arkansas.						California.					
	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.
Doggers.....	17	50	0.275	\$0.191	\$0.053	3,632	18	75	0.377	\$0.247	\$0.093	2,651	14	70	0.232	\$0.466	\$0.108	4,185
Setters.....	17	31	.222	.269	.060	4,496	18	37	.206	.326	.067	4,859	15	45	.157	.549	.086	6,354
Sawyers, head, band.....	11	22	.146	.749	.109	5,039	17	33	.185	.785	.145	5,337	15	44	.157	.864	.136	6,358
Sawyers, head, circular.....	6	7	.052	.459	.024	5,049	1	1	.005	.500	.002	2,619						
Saw tailers, on head saw.....	16	23	.155	.181	.028	6,257	18	34	.182	.244	.044	5,484	15	49	.170	.470	.080	5,872
Sawyers, gang.....	7	10	.106	.386	.041	6,101	2	3	.015	.368	.005	10,797						
Sawyers, resaw.....	5	5	.024	.391	.009	8,107	10	10	.051	.363	.018	8,257	12	22	.075	.520	.039	8,320
Edgemen.....	17	30	.192	.309	.059	5,205	18	49	.265	.346	.092	3,780	15	47	.172	.614	.106	5,814
Trimmer operators.....	17	27	.200	.233	.047	4,995	18	26	.136	.276	.038	7,352	15	38	.135	.503	.068	7,409
Machine feeders.....	10	65	.501	.203	.102	1,461	14	110	.565	.241	.136	1,566	10	19	.074	.479	.035	5,319
Laborers.....	17	1,544	9.155	.155	1.419	109	18	2,302	10.612	.217	2.306	94	15	1,366	4.114	.406	1.669	243
Other employees.....	17	492	3.820	.253	.965	262	18	962	5.320	.299	1.588	188	15	905	3.361	.523	1.759	298
<b>Total.....</b>	<b>17</b>	<b>2,306</b>	<b>14.850</b>	<b>.196</b>	<b>2.916</b>	<b>67.3</b>	<b>18</b>	<b>3,642</b>	<b>17.918</b>	<b>.253</b>	<b>4.535</b>	<b>55.8</b>	<b>15</b>	<b>2,605</b>	<b>8.647</b>	<b>.472</b>	<b>4.086</b>	<b>115.6</b>
	<i>Florida.</i>						<i>Georgia.</i>						<i>Idaho.</i>					
Doggers.....	16	67	0.431	\$0.197	\$0.085	2,320	13	27	0.522	\$0.159	\$0.083	1,674	2	6	0.043	\$0.426	\$0.018	5,642
Setters.....	16	31	.207	.285	.059	4,842	16	18	.335	.227	.076	2,987	5	36	.287	.511	.147	3,481
Sawyers, head, band.....	12	27	.158	.825	.131	4,769	8	9	.165	.779	.126	3,307	5	14	.147	.833	.123	6,789
Sawyers, head, circular.....	4	4	.051	.639	.033	4,803	8	8	.182	.436	.079	2,431						
Saw tailers, on head saw.....	16	28	.188	.186	.035	5,316	14	16	.260	.160	.042	3,472	5	18	.158	.408	.064	6,335
Sawyers, gang.....	7	9	.065	.270	.018	7,557	2	2	.056	.234	.013	4,216	2	2	.021	.638	.013	2,588
Sawyers, resaw.....	5	7	.039	.291	.011	7,932	1	1	.022	.375	.008	6,461	2	3	.024	.470	.011	2,244
Edgemen.....	16	34	.234	.303	.071	4,270	16	18	.371	.254	.094	2,697	5	25	.207	.523	.108	4,840
Trimmer operators.....	16	25	.174	.229	.040	5,743	14	19	.382	.167	.064	2,346	5	22	.223	.443	.098	4,493
Machine feeders.....													5	30	.223	.466	.104	4,494
Laborers.....	16	1,494	8.727	.159	1.386	115	16	699	11.752	.130	1.523	85	5	620	4.784	.413	1.976	209
Other employees.....	16	543	4.046	.282	1.142	247	16	295	6.101	.235	1.432	164	5	367	3.270	.497	1.626	306
<b>Total.....</b>	<b>16</b>	<b>2,269</b>	<b>14.321</b>	<b>.210</b>	<b>3.010</b>	<b>69.8</b>	<b>16</b>	<b>1,112</b>	<b>20.147</b>	<b>.176</b>	<b>3.542</b>	<b>49.6</b>	<b>5</b>	<b>1,143</b>	<b>9.386</b>	<b>.457</b>	<b>4.289</b>	<b>106.5</b>

[3]

TABLE 1.—NUMBER OF ESTABLISHMENTS AND OF EMPLOYEES, TIME AND LABOR COST PER 1,000 FEET BOARD MEASURE, AND EARNINGS AND OUTPUT PER HOUR, BY STATES AND OCCUPATIONS—Continued.

Occupation.	Louisiana.					Maine.					Michigan.							
	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.
Doggers.....	15	101	0.378	\$0.243	\$0.092	2,649	13	32	0.369	\$0.359	\$0.132	2,634	14	26	0.266	\$0.381	\$0.102	3,402
Setters.....	15	50	.185	.329	.061	5,414	12	23	.259	.435	.113	3,856	15	29	.301	.463	.139	3,322
Sawyers, head, band.....	14	43	.173	.824	.143	5,228	12	20	.227	.686	.156	3,814	14	26	.290	.730	.212	3,375
Sawyers, head, circular.....	3	8	.029	.834	.025	8,668	2	2	.024	.625	.015	5,591	2	2	.014	.721	.010	5,691
Saw tailers, on head saw.....	15	47	.178	.221	.040	5,604	14	22	.250	.386	.097	3,997	15	27	.291	.354	.103	3,442
Sawyers, gang.....	5	8	.032	.527	.017	18,905	9	12	.145	.379	.055	5,031	2	2	.022	.425	.010	7,443
Sawyers, resaw.....	4	8	.031	.291	.009	10,654	9	12	.145	.379	.055	5,031	9	12	.141	.451	.063	5,063
Edgemen.....	15	66	.251	.345	.036	3,991	14	22	.249	.453	.113	4,008	15	30	.337	.435	.147	2,965
Trimmer operators.....	15	22	.091	.290	.026	11,032	14	24	.270	.375	.101	3,710	15	24	.245	.394	.097	4,078
Machine feeders.....	15	121	.441	.230	.102	2,270	11	17	.196	.373	.073	4,371	15	707	7,455	.312	2,322	134
Laborers.....	15	2,873	10.325	.194	2,007	97	14	416	4,498	.311	1,397	222	15	707	7,455	.312	2,322	134
Other employees.....	15	1,184	4.828	.317	1,531	207	14	416	4,843	.386	1,869	206	15	337	4,011	.367	1,474	249
Total.....	15	4,531	16.940	.244	4,139	59.0	14	1,006	11,331	.364	4,121	88.3	15	1,222	13,355	.350	4,678	74.9
	Minnesota.					Mississippi.					Montana.							
Doggers.....	6	60	0.387	\$0.473	\$0.183	2,584	12	38	0.364	\$0.222	\$0.081	2,744	2	3	0.043	\$0.368	\$0.016	12,809
Setters.....	6	31	.198	.755	.149	5,061	12	37	.169	.798	.135	5,928	4	23	.291	.527	.154	3,432
Sawyers, head, band.....	6	31	.187	.367	.069	5,355	1	42	.153	.221	.034	6,517	4	15	.180	.904	.163	5,554
Sawyers, head, circular.....	6	31	.187	.367	.069	5,355	1	42	.153	.221	.034	6,517	4	12	.158	.419	.066	6,330
Saw tailers, on head saw.....	2	3	.022	.447	.019	14,247	5	7	.017	.444	.008	16,947	4	14	.178	.547	.097	5,622
Sawyers, gang.....	6	14	.092	.408	.038	10,835	6	9	.048	.404	.019	11,623	1	1	.014	.444	.006	10,557
Sawyers, resaw.....	6	45	.298	.453	.135	3,357	12	56	.238	.316	.075	4,196	4	10	.129	.449	.058	7,738
Edgemen.....	6	37	.248	.370	.092	4,028	12	29	.149	.272	.040	6,726	4	10	.129	.449	.058	7,738
Trimmer operators.....	6	32	.194	.414	.080	5,155	12	29	.149	.272	.040	6,726	4	20	.253	.414	.105	3,955
Machine feeders.....	6	37	.248	.370	.092	4,028	12	88	.406	.228	.093	2,461	4	421	4,792	.415	1,990	209
Laborers.....	6	1,137	7.015	.310	2,173	143	12	2,387	9,300	.182	1,695	108	4	421	4,792	.415	1,990	209
Other employees.....	6	815	5.692	.430	2,449	176	12	994	4,927	.294	1,449	203	4	288	3,865	.471	1,821	259
Total.....	6	2,205	14.333	.375	5,377	69.8	12	3,775	15,949	.231	3,688	62.7	4	807	9,904	.452	4,476	101.0

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	North Carolina.						Oregon.						Pennsylvania.					
Doggers.....	20	38	0.335	\$0.251	\$0.084	2,903	10	34	0.106	\$0.450	\$0.048	9,434	4	5	0.274	\$0.355	\$0.097	3,654
Setters.....	21	32	.297	.337	.100	3,366	10	24	.076	.541	.041	13,136	4	9	.468	.434	.203	2,138
Sawyers, head, band.....	19	24	.246	.647	.159	3,792	10	20	.070	1.106	.078	14,246	4	7	.384	.621	.239	2,602
Sawyers, head, circular.....	2	3	.014	.461	.007	4,721	1	2	.005	1.125	.005	13,526	4	6	.347	.360	.125	2,882
Saw tailers on head saw.....	21	30	.259	.244	.063	3,868	10	23	.082	.445	.036	12,206	4	6	.347	.360	.125	2,882
Sawyers, gang.....	2	4	.026	.190	.005	4,746	6	10	.036	.633	.023	22,483	4	6	.347	.360	.125	2,882
Sawyers, resaw.....	13	16	.117	.296	.035	5,790	9	24	.078	.563	.044	12,461	1	2	.092	.397	.036	3,188
Edgermen.....	21	33	.270	.338	.091	3,703	10	39	.138	.599	.083	7,242	4	7	.339	.432	.147	2,946
Trimmer operators.....	21	26	.229	.284	.065	4,368	10	24	.082	.540	.044	12,138	4	11	.581	.353	.205	1,721
Machine feeders.....	13	23	.258	.293	.075	2,880	8	51	.145	.495	.072	4,876	4	6	.280	.362	.102	3,570
Laborers.....	21	1,284	9.179	.208	1.907	109	10	1,678	5.292	.421	2.226	189	4	200	9.726	.312	3.037	103
Other employees.....	21	701	6.941	.303	2.101	144	10	643	2.432	.527	1.281	411	4	76	4.405	.373	1.645	227
<b>Total.....</b>	<b>21</b>	<b>2,214</b>	<b>18.172</b>	<b>.258</b>	<b>4.692</b>	<b>55.0</b>	<b>10</b>	<b>2,572</b>	<b>8.542</b>	<b>.466</b>	<b>3.981</b>	<b>117.1</b>	<b>4</b>	<b>329</b>	<b>16.896</b>	<b>.345</b>	<b>5.836</b>	<b>59.2</b>
	South Carolina.						Tennessee.						Texas.					
Doggers.....	8	28	0.398	\$0.202	\$0.080	2,510	19	39	0.464	\$0.255	\$0.118	2,157	7	49	0.410	\$0.271	\$0.111	2,441
Setters.....	8	16	.228	.264	.060	4,383	19	24	.308	.350	.108	3,244	7	28	.228	.325	.074	4,385
Sawyers, head, band.....	7	11	.186	.721	.134	5,258	19	23	.337	.627	.211	2,967	7	20	.189	.761	.144	5,298
Sawyers, head, circular.....	1	1	.015	.672	.010	1,545	3	4	.031	.873	.027	14,470	3	4	.031	.873	.027	14,470
Saw tailers on head saw.....	8	14	.225	.182	.041	4,442	19	24	.307	.255	.078	3,252	7	22	.187	.233	.044	5,347
Sawyers, gang.....	1	1	.018	.600	.011	17,536	3	3	.032	.594	.021	11,682	3	3	.032	.594	.021	11,682
Sawyers, resaw.....	6	7	.108	.270	.029	8,489	5	5	.063	.317	.020	6,154	7	22	.211	.363	.077	4,736
Edgermen.....	8	15	.238	.275	.065	4,205	18	22	.303	.371	.112	3,177	7	12	.132	.315	.042	7,590
Trimmer operators.....	8	12	.174	.205	.036	5,737	19	26	.300	.272	.081	3,338	7	12	.132	.315	.042	7,590
Machine feeders.....	2	4	.048	.147	.007	5,002	2	8	.185	.235	.044	1,586	7	58	.509	.264	.134	1,965
Laborers.....	8	765	10.794	.149	1.611	93	19	701	8.159	.219	1.786	123	7	1,060	8.767	.232	2.032	114
Other employees.....	8	322	5.252	.284	1.489	190	19	304	4.441	.303	1.343	225	7	494	5.034	.318	1.602	199
<b>Total.....</b>	<b>8</b>	<b>1,196</b>	<b>17.685</b>	<b>.202</b>	<b>3.574</b>	<b>56.5</b>	<b>19</b>	<b>1,176</b>	<b>14.867</b>	<b>.263</b>	<b>3.903</b>	<b>67.3</b>	<b>7</b>	<b>1,772</b>	<b>15.733</b>	<b>.274</b>	<b>4.306</b>	<b>63.6</b>

[5]

TABLE 1.—NUMBER OF ESTABLISHMENTS AND OF EMPLOYEES, TIME AND LABOR COST PER 1,000 FEET BOARD MEASURE, AND EARNINGS AND OUTPUT PER HOUR, BY STATES AND OCCUPATIONS—Concluded.

Occupation.	Virginia.						West Virginia.						Washington.					
	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.	Number of establishments.	Number of employees.	One-man hours per 1,000 feet.	Earnings per hour.	Labor cost per 1,000 feet.	Feet produced per one-man hour.
Doggers.....	9	26	0.337	\$0.216	\$0.077	2,965	12	19	0.223	\$0.339	\$0.077	4,489	17	76	0.134	\$0.439	\$0.059	7,451
Settlers.....	9	15	.226	.265	.066	4,432	12	23	.262	.410	.108	3,817	17	40	.077	.545	.042	12,953
Sawyers, head, band.....	9	14	.233	.586	.147	4,292	12	23	.268	.658	.178	3,728	15	29	.063	1.045	.065	14,963
Sawyers, head, circular.....													3	3	.007	1.009	.007	16,407
Saw tallers on head saw.....	9	15	.203	.216	.048	4,927	12	20	.237	.338	.081	4,227	17	41	.077	.466	.036	12,996
Sawyers, gang.....	1	1	.013	.335	.004	11,850							10	13	.030	.625	.019	23,956
Sawyers, resaw.....	5	7	.102	.276	.028	5,280	4	4	.052	.415	.022	9,896	17	44	.085	.582	.050	11,708
Edgemen.....	9	17	.213	.278	.065	4,696	12	22	.253	.428	.109	3,954	17	57	.115	.608	.070	8,709
Trimmer operators.....	9	13	.202	.246	.054	4,940	12	17	.238	.388	.092	4,205	17	61	.105	.558	.059	9,529
Machine feeders.....	3	12	.147	.225	.033	2,266	6	14	.170	.297	.050	3,788	17	148	.293	.456	.134	3,415
Laborers.....	9	581	7.871	.201	1.629	127	12	559	6.400	.334	2.155	156	17	3,541	6.347	.407	2.580	158
Other employees.....	9	277	4.960	.268	1.364	202	12	255	3.649	.369	1.359	274	17	1,271	2.931	.539	1.579	341
Total.....	9	978	14.506	.242	3.516	68.9	12	956	11.751	.360	4.231	85.1	17	5,324	10.263	.458	4.699	97.4
<i>Wisconsin.</i>																		
Doggers.....	16	34	0.187	\$0.328	\$0.061	5,360												
Settlers.....	16	34	.283	.405	.115	3,532												
Sawyers, head, band.....	16	28	.213	.729	.156	4,684												
Sawyers, head, circular.....	1	2	.013	.680	.001	5,806												
Saw tallers, on head saw.....	16	33	.219	.338	.074	4,564												
Sawyers, gang.....	4	4	.028	.419	.012	1,504												
Sawyers, resaw.....	15	26	.169	.392	.066	5,844												
Edgemen.....	16	50	.356	.395	.141	2,806												
Trimmer operators.....	16	25	.198	.380	.075	5,043												
Machine feeders.....																		
Laborers.....	16	1,431	9.614	.288	2.773	104												
Other employees.....	16	539	4.719	.366	1.726	212												
Total.....	16	2,206	15.999	.325	5.207	62.5												
<i>All States.</i>																		
All occupations.....	276	45,346	12.707	\$0.303	\$4.143	79.0												

[6]

The following partial summary of what has gone before shows the total output (all product considered) for each State, the number of board feet produced per one-man hour (all employees considered), and then the number of laborers and the productivity in board feet per one-man hour of the group classified as "laborers." The importance of a study of this group separately will appear later on.

TABLE 2.—NUMBER OF ESTABLISHMENTS AND TOTAL OUTPUT, NUMBER OF EMPLOYEES AND OF LABORERS, AND BOARD FEET PRODUCED PER HOUR PER EMPLOYEE AND PER LABORER, BY STATES.

State.	Number of establishments.	Number of board feet produced.	Number of employees.	Number of board feet per hour per employee.	Number of laborers.	Number of board feet per hour per laborer.
Alabama.....	17	21,880,024	2,306	67	1,544	109
Arkansas.....	18	24,425,464	3,642	56	2,302	94
California.....	15	48,025,514	2,605	116	1,366	243
Florida.....	16	13,868,405	2,269	70	1,494	115
Georgia.....	16	3,325,848	1,112	50	699	85
Idaho.....	5	14,147,353	1,143	107	620	209
Louisiana.....	15	18,665,881	4,531	59	2,873	97
Maine.....	14	4,976,342	1,006	88	416	222
Michigan.....	15	10,658,150	1,222	75	707	134
Minnesota.....	6	13,880,528	2,205	70	1,137	143
Mississippi.....	12	28,897,161	3,775	63	2,387	108
Montana.....	4	8,697,918	807	101	421	209
North Carolina.....	21	12,647,782	2,214	55	1,284	109
Oregon.....	10	40,469,113	2,572	117	1,678	189
Pennsylvania.....	4	2,620,084	329	59	200	103
South Carolina.....	8	3,628,926	1,196	57	765	93
Tennessee.....	19	5,840,828	1,176	67	701	123
Texas.....	7	11,350,957	1,772	64	1,060	114
Virginia.....	9	4,757,935	978	69	581	127
Washington.....	17	77,432,781	5,324	97	3,541	158
West Virginia.....	12	16,656,893	956	85	559	156
Wisconsin.....	16	15,453,866	2,206	63	1,431	104
Total.....	276	402,307,753	45,346	79	27,766	138

To classify the information for all the occupations selected and grouped would require entirely too much space. Therefore in Table 3 two key occupations, those of "band sawyers" and "edgermen," and the two groups classified as "laborers" and "other employees" are shown, together with "all employees." For these the average labor cost per 1,000 feet in money is shown for each State and by classified amounts.

The actual minimum earnings for band sawyers (40 cents per hour) were found in Georgia and North Carolina plants. The actual maximum (\$1.50 per hour) was found in an Oregon plant. The actual minimum labor cost per 1,000 feet for the occupation of band sawyer (3½ cents per 1,000) was found in Oregon. The actual maximum labor cost per 1,000 feet for this occupation (79 cents per 1,000) was found in Virginia. The average earnings for the United States for the occupation were 77.1 cents an hour; the average occupational labor cost per 1,000 board feet was 14.7 cents. Taking edgermen, the lowest earnings per hour (10 cents) were found in Georgia; the actual maximum (\$1.31 per hour) was found in Oregon. The actual minimum labor cost per 1,000 feet for the occupation (1 cent) was found in Alabama; the highest (49.6 cents) was found in Georgia.

In the group classified as "laborers," with average earnings of practically 26 cents an hour for the United States as a whole, the

lowest (slightly over 9 cents an hour) was found in Alabama, the highest (practically 51 cents an hour) was found in the State of Washington. The money cost per 1,000 feet in this occupational group averages practically \$1.95 for the United States as a whole. The lowest cost (37 cents) found was in an establishment in Georgia and the highest (\$7.50) in an establishment in Pennsylvania. Those occupations classified as "other employees," with average earnings per one-man hour of 35 cents for the country as a whole, showed the lowest (13½ cents) to be in an establishment in Alabama and the highest (practically 63 cents) in an establishment in Oregon. The money labor cost per 1,000 feet for this group averages about \$1.55 per 1,000 feet for all plants considered; we find the lowest (about 23½ cents) in Alabama and the highest (\$5.92) in North Carolina. Grouping all employees and all labor costs, we find the average earnings per one-man hour in the industry are slightly over 30 cents—the lowest (11 cents) in Alabama and the highest (54 cents) in the State of Washington. The total average money labor cost per 1,000 feet for the United States is \$4.14; the lowest (\$1.03) is found in Alabama; the highest, in Pennsylvania, reaches \$13.76.

A very superficial glance at Table 3 will convince one of the position which the Bureau of Labor Statistics has taken ever since the days of the first commissioner, Hon. Carroll D. Wright, that there is no American standard of wages. When it is considered that but 30 establishments fall within the classification which includes the average earnings per hour of band sawyers, that six establishments fall in the classification showing an average of under 50 cents per hour in that occupation, while 10 establishments fall under a classification showing \$1.10 an hour and over in the same occupation, and that even within the same State establishments are found paying 100 per cent more wages than other establishments in the same State for the same occupation, it is evident that we must abandon most of our theories about "the mobility of labor," "supply and demand," and consider that even a geographical distribution of wage rates is true only as a very broad generalization and is subject to many exceptions.











All employees.

State.	Number of establishments.	Earnings per one-man hour.																
		Average.	Number of establishments whose earnings were—															
			Under 15 cents.	15 and under 17½ cents.	17½ and under 20 cents.	20 and under 22½ cents.	22½ and under 25 cents.	25 and under 27½ cents.	27½ and under 30 cents.	30 and under 32½ cents.	32½ and under 35 cents.	35 and under 37½ cents.	37½ and under 40 cents.	40 and under 42½ cents.	42½ and under 45 cents.	45 and under 47½ cents.	47½ and under 50 cents.	50 and under 55 cents.
Alabama.....	17	\$0.196	2	1	6	5	3											
Arkansas.....	18	.253				1	11	4	2									
California.....	15	.472																
Florida.....	16	.210		2	4	5	3	1		1			1	3	1	2	2	6
Georgia.....	16	.176	5	5	4	1	1											
Idaho.....	5	.457																
Louisiana.....	15	.244				3	5	3	2	1	1				2	3		
Maine.....	14	.364						1	1	1	3							
Michigan.....	15	.350							1	1	2	5	5	2	4	2		
Minnesota.....	6	.375										2	1	2				
Mississippi.....	12	.251			3	5	2	2						1				
Montana.....	4	.452																
North Carolina.....	21	.258		4	2	5	3	2	2	2				1	1	1	1	
Oregon.....	10	.466																
Pennsylvania.....	4	.345										2	2		1	3	1	1
South Carolina.....	8	.202			2	6												
Tennessee.....	19	.263				1	6	8	2		2							
Texas.....	7	.274					1	2	4									
Virginia.....	7	.242																
Washington.....	19	.458		1	1			2				1						
West Virginia.....	12	.360							1		2	1		7	4	3		2
Wisconsin.....	16	.325								2	1	2	5					
Total.....	276	.303	7	13	22	32	37	24	20	13	23	15	13	9	18	11	7	12

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LABOR EFFICIENCY AND PRODUCTIVENESS.

TABLE 3.—AVERAGE AND CLASSIFIED EARNINGS PER ONE-MAN HOUR AND AVERAGE AND CLASSIFIED LABOR COST PER 1,000 FEET BOARD MEASURE, BY OCCUPATIONS AND STATES—Concluded.

All employees—Concluded.

State.	Number of establishments.	Labor cost per 1,000 feet board measure.																
		Average.	Number of establishments whose labor cost was—															
			Under \$1.50.	\$1.50 and under \$2.	\$2 and under \$2.25.	\$2.25 and under \$2.50.	\$2.50 and under \$2.75.	\$2.75 and under \$3.	\$3 and under \$3.25.	\$3.25 and under \$3.50.	\$3.50 and under \$3.75.	\$3.75 and under \$4.	\$4 and under \$4.50.	\$4.50 and under \$5.	\$5 and under \$5.50.	\$5.50 and under \$6.	\$6 and under \$7.	\$7 and over.
Alabama.....	17	\$2.916	1	3	2	2	3	2	1	1	1	1	1	1	1	1	1	1
Arkansas.....	18	4.535	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
California.....	15	4.086	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Florida.....	16	3.010	1	1	3	1	1	2	1	1	2	1	2	1	1	1	1	1
Georgia.....	16	3.542	2	2	1	1	1	1	1	1	4	1	3	1	1	1	1	1
Idaho.....	5	4.289	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Louisiana.....	15	4.139	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Maine.....	14	4.121	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Michigan.....	15	4.678	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Minnesota.....	6	5.377	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Mississippi.....	12	3.688	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Montana.....	4	4.476	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
North Carolina.....	21	4.692	2	2	1	1	2	1	1	4	2	1	3	2	1	1	1	2
Oregon.....	10	3.981	1	1	1	1	1	1	1	1	2	1	3	1	1	1	1	1
Pennsylvania.....	4	5.836	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	2
South Carolina.....	8	3.574	1	1	1	1	2	1	1	1	1	2	1	1	1	1	1	1
Tennessee.....	19	3.903	1	1	1	1	1	2	1	1	1	4	4	2	1	1	1	2
Texas.....	7	4.306	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1
Virginia.....	9	3.516	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1
Washington.....	17	4.699	1	1	1	1	1	1	2	1	2	5	1	1	2	2	2	1
West Virginia.....	12	4.231	1	1	1	1	1	1	1	2	1	1	2	2	2	2	2	2
Wisconsin.....	16	5.207	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	6
Total.....	276	4.143	3	10	7	7	8	14	17	21	23	17	38	33	20	11	21	26

[14]

Table 4 shows what is, after all, the crux of the situation so far as the subject of this article is concerned—the classified output in board feet per man-hour in the occupations selected and for the labor force as a whole.

Here an even more astonishing range is found. Using the same labor classification that was shown in the preceding table it is found that the average occupational output per one-man hour for band sawyers in the 248 establishments in which this occupation was found in the United States was 5,600 feet; in the classified averages shown in the table the first column shows under 2,000 feet per one-man hour, and 11 establishments fall in this lowest classification. However, the lowest output per one-man hour in this occupation in any one establishment was 842 feet, this being in an establishment in Virginia. The highest output found in any one establishment was 27,053 feet per one-man hour, and this was found in an establishment in Oregon. It will be noted that only five establishments fall within the group which includes the average and that a far greater number of establishments fall below the average than are shown in groups classified above the average. If the group in which the average itself occurs is omitted, there are 165 establishments classified below and 78 classified above the group containing the average.

For the occupation of edgemen 275 establishments are considered, showing an average output per one-man hour in this occupation of 4,369 feet. The lowest productivity per one-man hour was found in an establishment in Pennsylvania, which showed 1,144 feet per hour. The highest was found in an establishment in Alabama with an average output of 24,929 feet per man-hour in the occupation. In the group of workers classified as laborers and found, of course, in each of the 276 establishments covered the general average for the United States is 133 board feet per one-man hour and the output ranges from 24 feet per man-hour in the lowest establishment (in Georgia) to the highest, 1,002 board feet (found in Maine). The importance of productivity in this occupation will be realized when it is considered that of the total number of employees, 45,346, covered by this investigation, 27,766 or somewhat more than 61 per cent fall in this group.

Similarly in the group classified as "other employees" the average output per man-hour for the 276 establishments was 233 feet. The lowest output per man-hour (55 feet) was found in two establishments in North Carolina, while the highest (801 feet) was found in a Tennessee establishment. Here again the striking thing is the number of establishments falling in and below the classified group which contains the average.

We come now to the concluding section, which shows the output per man-hour for all employees. The average of all establishments covered was 79 feet per one-man hour. The lowest (15 feet per man-hour) was found in a Georgia establishment; the highest (323 feet) was found in a California establishment. Of the 276 establishments, 176 fall in or below the group containing the average.

TABLE 4.—AVERAGE AND CLASSIFIED NUMBER OF BOARD FEET PRODUCED PER ONE-MAN HOUR, BY OCCUPATIONS AND STATES.

## Edgermen.

State.	Number of establishments.	Number of board feet produced per one-man hour.																																
		Average.	Number of establishments producing—																															
			Under 2,000	2,000 and under 2,250	2,250 and under 2,500	2,500 and under 2,750	2,750 and under 3,000	3,000 and under 3,250	3,250 and under 3,500	3,500 and under 3,750	3,750 and under 4,000	4,000 and under 4,250	4,250 and under 4,500	4,500 and under 4,750	4,750 and under 5,000	5,000 and under 5,250	5,250 and under 5,500	5,500 and under 5,750	5,750 and under 6,000	6,000 and under 6,250	6,250 and under 6,500	6,500 and under 6,750	6,750 and under 7,000	7,000 and under 7,500	7,500 and under 8,000	8,000 and over.								
Alabama.....	17	5,205		2		1	2	2								1		3	2	1											3			
Arkansas.....	18	3,780	1		1	1	4			2	2		2			1	1																	
California.....	15	5,814			1	2					1					1																		
Florida.....	16	4,270		1	1	1		1				1	2	1	1	2	1	2		1	1						2	2			1			
Georgia.....	16	2,697	5	2	1	1	1				2	1	1	1																				
Idaho.....	5	4,840																																
Louisiana.....	15	3,991		1			1	1	1	2	1	1				1	1															1		
Maine.....	14	4,008			2	2			2	1			2																			1		
Michigan.....	15	2,965		1	2	3	1		4	1			1			1	1			1	1													
Minnesota.....	6	3,357		1			1	1	1																									
Mississippi.....	12	4,196					1	1	2	2			1							1	1													
Montana.....	4	5,622								1	1							1	1	1	1											1		
North Carolina.....	21	3,703								1	1									1	1												1	
Oregon.....	10	7,242	2	3	1	1	2	2		2	1	1	1			1	1	1	1															
Pennsylvania.....	4	2,946							2																									4
South Carolina.....	8	4,205	1										1			1	1																	
Tennessee.....	18	3,177	4			6	1	1	1	1	1		1																					
Texas.....	7	4,736											1																					
Virginia.....	9	4,696	1		1							2	1																					1
Washington.....	17	8,709							2	1			1																					1
West Virginia.....	12	3,954		1		2	2	1	2					1							1													12
Wisconsin.....	16	2,806	2	2	1	2	1	2	2	1	1	1																						1
Total.....	275	4,369	16	12	11	20	16	17	22	18	12	11	11	6	6	13	12	8	10	7	7	2					6	7					25	

[16]

Band sawyers.

State.	Number of establishments.	Number of board feet produced per one-man hour.																											
		Average.	Number of establishments producing—																										
			Under 2,000	2,000 and under 2,250	2,250 and under 2,500	2,500 and under 2,750	2,750 and under 3,000	3,000 and under 3,250	3,250 and under 3,500	3,500 and under 3,750	3,750 and under 4,000	4,000 and under 4,250	4,250 and under 4,500	4,500 and under 4,750	4,750 and under 5,000	5,000 and under 5,250	5,250 and under 5,500	5,500 and under 5,750	5,750 and under 6,000	6,000 and under 6,250	6,250 and under 6,500	6,500 and under 6,750	6,750 and under 7,000	7,000 and under 7,500	7,500 and under 8,000	8,000 and over.			
Alabama.....	11	5,039		1				1		1		2			2			2									1		2
Arkansas.....	17	5,337						1		1		2		3	1	1	2		1	1	1						2	2	1
California.....	15	6,358						1		1		2		1				1											
Florida.....	12	4,769								1	1	3	2	1	2			1		1									
Georgia.....	8	3,397	2	1						2	1	1	1																
Idaho.....	5	6,789									1	1						1								1		2	
Louisiana.....	14	5,228								1	1	1	1	2	2			1		2								2	
Maine.....	12	3,814		2	2			1	2			2			2						1								
Michigan.....	14	3,375		1	4	1		3	1			1	1	1							1								
Minnesota.....	6	5,061		1							1		1								1						1	1	
Mississippi.....	12	5,928										1	1	1	1	1	1	1		1							1	2	
Montana.....	4	5,554										1	1						1	1							1		
North Carolina.....	19	14,246	1		1	2	2	3		1	3	1							1	1						1	1		8
Oregon.....	10	2,602		1				1				1																	
Pennsylvania.....	4	5,258	1					1		2			1	1															
South Carolina.....	7	2,967	5	2		4	2	1	1		1	1			2				1	1									
Tennessee.....	19	5,298											1	1							1	1							
Texas.....	9	4,292	1					1		3		1									1	1							
Virginia.....	7	5,298											1	1	1						1	1							
Washington.....	15	14,963																			1								14
West Virginia.....	12	3,728	1	1	1		2	1	1	1	1		1	1							1								1
Wisconsin.....	16	4,684					2	1	2	2	1	2			1					1						2			
Total.....	248	5,600	11	4	8	12	10	5	18	11	12	12	11	15	12	13	11	5	9	5	8	6	2	9	6		33		

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LABOR EFFICIENCY AND PRODUCTIVENESS.

TABLE 4.—AVERAGE AND CLASSIFIED NUMBER OF BOARD FEET PRODUCED PER ONE-MAN HOUR, BY OCCUPATIONS AND STATES—Continued.  
Laborers.

State.	Number of establishments.	Number of board feet produced per one-man hour.																												
		Average.	Number of establishments producing—																											
			Under 60	60 and under 65	65 and under 70	70 and under 75	75 and under 80	80 and under 85	85 and under 90	90 and under 95	95 and under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and under 180	180 and under 190	190 and under 200	200 and under 225	225 and under 250	250 and under 275	275 and under 300	300 and over.				
Alabama.....	17	109		1	1			1	1			3	3	1		1	1													
Arkansas.....	18	94	2	1	1	1	2	2	2				1	1	1	3		1					1	1						
California.....	15	243							1		1		1	2	3							1	1						5	
Florida.....	16	115	1	2		1				2	1	1	1	1	2			1	1											
Georgia.....	16	85	3	1		4	2	1					1	2	1															
Idaho.....	5	209											1			1						1								
Louisiana.....	15	97	1	1		1			1	2	5		1	1		1														
Maine.....	14	222											1		1	1	1	2	2	1			1						5	
Michigan.....	15	134		1							1	1	1	2	1	1	1	1	1											
Minnesota.....	6	143							1		1	1	1											3	1					
Mississippi.....	12	108						2	1	1	4	2	1								1									
Montana.....	4	209																												
North Carolina.....	21	109	2	1	2			1	1		1	3	1		1	4		1	1	1									1	
Oregon.....	10	189											1			1	1					1	1	2	1	1			1	
Pennsylvania.....	4	103	1			1															1	1	2	1	1					
South Carolina.....	8	93	1				1		1	2	2	1	3									1		1	1					
Tennessee.....	19	123	2			1			2	2	1	1																		
Texas.....	7	114																												
Virginia.....	9	127		2	1			1	1				1	2					2											
Washington.....	17	158				1								1			1						1	1	2					
West Virginia.....	12	156													1	2	2		2	2	1	2								
Wisconsin.....	16	104	3			2		2	1		1	1	1	1	1					1	1		1							
Total.....	276	133	14	7	8	12	7	8	11	10	15	17	16	16	19	21	16	9	11	7	5	8	9	11	7				12	

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TABLE 4.—AVERAGE AND CLASSIFIED NUMBER OF BOARD FEET PRODUCED PER ONE-MAN HOUR, BY OCCUPATIONS AND STATES—Concluded.

*All employees.*

State.	Number of establishments.	Number of board feet produced per one-man hour.																							
		Average.	Number of establishments producing—																						
			Under 20	20 and under 30	30 and under 40	40 and under 50	50 and under 60	60 and under 70	70 and under 80	80 and under 90	90 and under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and under 180	180 and under 190	190 and under 200	200 and under 250	250 and under 300	300 and over.	
Alabama.....	17	67			1	2	4	3	3		2			1	1										
Arkansas.....	18	56			3	2	8		1	3															
California.....	15	116				1	4	2	1	1			1	2	1								1	1	
Florida.....	16	70			1	1	3	1	3	2			2	1	2										
Georgia.....	16	50	1	2		7	2	2	1	1															
Idaho.....	5	107					1	1		1			1	1											
Louisiana.....	15	59			2	1	6	2	2	1															
Maine.....	14	88				2	1	4					2	3	1										
Michigan.....	15	75				1		3	4	3			1	1	1						1				
Minnesota.....	6	70					2	1		2															
Mississippi.....	12	63				1	3	6	2																
Montana.....	4	101							1	1			1												
North Carolina.....	21	55		2	3	1	5	2	3	3			1	1											
Oregon.....	10	117							1				1	1	2	2	1	2							
Pennsylvania.....	4	59		1		1							2												
South Carolina.....	8	57		1		1	1	4					1												
Tennessee.....	19	67		3	1	1	5	4	2	2															
Texas.....	7	64				2	1	2	1	1															
Virginia.....	9	69			1	3	1	1	1					1	1										
Washington.....	17	97				1		1		4	2	2	2	4	1	2									
West Virginia.....	12	85					1	1	4	4			2	4											
Wisconsin.....	16	63		1	1	4	4	2	1	1			1	1											
Total.....	276	79	1	10	12	28	47	42	36	33	12	16	15	8	8	5						1		1	1

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Attention should be particularly called to the fact that these figures are for the establishments and not for the individual laborers. What is shown here is the average output per man-hour for an occupation in all establishments within a State in which the occupation was found and for all the establishments covered by the investigation in the United States in which the occupation was found, and then a classification of the output per man-hour by States and for the country as a whole.

It is well to emphasize that in selecting the plants to be scheduled in a wages investigation the Bureau of Labor Statistics seeks to secure its data from the typical or representative plants in each State and in the country as a whole. It also seeks to present continuous data or, in other words, to keep the same establishments under consideration from year to year. Necessarily this selective process obtains for it a list of the better-equipped and presumably the better-managed plants. That this is true is indicated by the apparent productivity per one-man hour of all employees which results from computation of the census figures. The census data, covering all plants, indicate an average hourly output per man, all employees considered, of 39 feet as contrasted with the 79 feet shown by this investigation.

In conclusion it must be stated that there is nothing even resembling standardization either of wage rates, hourly earnings, labor cost per 1,000 board feet, either by occupations or as a whole, or of efficiency and productivity of labor as measured by board feet per one-man hour in any occupation, group of occupations, or all occupations, in the lumber industry in the United States. In every one of these items, even among selected and the better grade of mills, in practically all groups from the highest to the lowest, even in the same State, we find variations from plant to plant seemingly sufficient to put the poorer grade plants out of business. Yet nothing of the kind occurs. It will be realized, of course, that this study is purely an industrial and occupational one and does not take into consideration any commercial advantages that the several establishments may have or that might accrue from cost of logs delivered in the pond of the mill or from freight rates on finished products. In other words, it deals strictly with sawmill labor efficiency and labor costs.

## Labor Passages in the President's Message.

**A**MONG the passages of interest to labor in the President's message of December 8, 1922, are the following:

## Cost of Living.

"**T**HERE are necessary studies of great problems which Congress might well initiate. The wide spread between production costs and prices which consumers pay concerns every citizen of the Republic. It contributes very largely to the unrest in agriculture and must stand sponsor for much against which we inveigh in that familiar term—the high cost of living.

"No one doubts the excess is traceable to the levy of the middleman, but it would be unfair to charge him with all responsibility before we appraise what is exacted of him by our modernly complex life. We have attacked the problem on one side by the promotion of cooperative marketing, and we might well inquire into the benefits of cooperative buying. Admittedly, the consumer is much to blame himself, because of his prodigal expenditure and his exaction of service, but Government might well serve to point the way of narrowing the spread of price, especially between the production of food and its consumption."

## Necessity for a Railway Labor Tribunal.

"**T**HE intent of Congress to establish a tribunal to which railway labor and managers may appeal respecting questions of wages and working conditions can not be too strongly commended. It is vitally important that some such agency should be a guaranty against suspended operation. The public must be spared even the threat of discontinued service.

"Sponsoring the railroads as we do, it is an obligation that labor shall be assured the highest justice and every proper consideration of wage and working conditions, but it is an equal obligation to see that no concerted action in forcing demands shall deprive the public of the transportation service essential to its very existence. It is now impossible to safeguard public interest, because the decrees of the board are unenforceable against either employer or employee.

"The Labor Board itself is not so constituted as best to serve the public interest. With six partisan members on a board of nine, three partisans nominated by the employees and three by the railway managers, it is inevitable that the partisan viewpoint is maintained throughout hearings and in decisions handed down. Indeed, the few exceptions to a strictly partisan expression in decisions thus far rendered have been followed by accusations of betrayal of the partisan interests represented. Only the public group of three is free to function in unbiased decisions. Therefore the partisan membership may well be abolished, and decisions should be made by an impartial tribunal.

"I am well convinced that the functions of this tribunal could be much better carried on here in Washington. Even were it to be continued as a separate tribunal, there ought to be contact with the Interstate Commerce Commission, which has supreme authority in

the rate making to which wage cost bears an indissoluble relationship. Theoretically, a fair and living wage must be determined quite apart from the employer's earning capacity, but in practice, in the railway service, they are inseparable. The record of advanced rates to meet increased wages, both determined by the Government, is proof enough.

"The substitution of a labor division in the Interstate Commerce Commission, made up from its membership, to hear and decide disputes relating to wages and working conditions which have failed of adjustment by proper committees created by the railways and their employees, offers a more effective plan.

"It need not be surprising that there is dissatisfaction over delayed hearings and decisions by the present board when every trivial dispute is carried to that tribunal. The law should require the railroads and their employees to institute means and methods to negotiate between themselves their constantly arising differences, limiting appeals to the Government tribunal to disputes of such character as are likely to affect the public welfare.

"This suggested substitution will involve a necessary increase in the membership of the commission, probably four, to constitute the labor division. If the suggestion appeals to the Congress, it will be well to specify that the labor division shall be constituted of representatives of the four rate-making territories, thereby assuring a tribunal conversant with the conditions which obtain in the different rate-making sections of the country.

"I wish I could bring to you the precise recommendation for the prevention of strikes, which threaten the welfare of the people and menace public safety. It is an impotent civilization and an inadequate government which lacks the genius and the courage to guard against such a menace to public welfare as we experienced last summer. You were aware of the Government's great concern and its futile attempt to aid in an adjustment. It will reveal the inexcusable obstinacy which was responsible for so much distress to the country to recall now that, though all disputes are not yet adjusted, the many settlements which have been made were on the terms which the Government proposed in mediation.

"Public interest demands that ample power shall be conferred upon the labor tribunal, whether it is the present board or the suggested substitute, to require its rulings to be accepted by both parties to a disputed question."

#### Constitutional Right to Labor.

"LET there be no confusion about the purpose of the suggested conferment of power to make decisions effective. There can be no denial of constitutional rights of either railway workmen or railway managers. No man can be denied his right to labor when and how he chooses, or cease to labor when he so elects, but, since the Government assumes to safeguard his interests while employed in an essential public service, the security of society itself demands his retirement from the service shall not be so timed and related as to effect the destruction of that service. This vitally essential public transportation service, demanding so much of brain and brawn, so

much for efficiency and security, ought to offer the most attractive working conditions and the highest of wages paid to workmen in any employment.

"In essentially every branch, from track repairer to the man at the locomotive throttle, the railroad worker is responsible for the safety of human lives and the care of vast property. His high responsibility might well rate high his pay within the limits the traffic will bear; but the same responsibility, plus governmental protection, may justly deny him and his associates a withdrawal from service without a warning or under circumstances which involve the paralysis of necessary transportation. We have assumed so great a responsibility in necessary regulation that we unconsciously have assumed the responsibility for maintained service; therefore the lawful power for the enforcement of decisions is necessary to sustain the majesty of government and to administer the public welfare."

#### Abolition of Child Labor.

"CLOSELY related to this problem of education is the abolition of child labor. Twice Congress has attempted the correction of the evils incident to child employment. The decision of the Supreme Court has put this problem outside the proper domain of Federal regulation until the Constitution is so amended as to give the Congress indubitable authority. I recommend the submission of such an amendment."

#### Recommendations of the Secretary of Labor.

A SERIES of recommendations, comprising a labor program, accompanies the 1922 annual report of the Secretary of Labor. The report reviews the labor history of the year, points out the industrial lessons of the coal and railroad strikes, and makes, in substance, the following recommendations:

(1) The extension and expansion of the Conciliation Service of the Department of Labor to provide it with facilities which will permit it to deal with nation-wide industrial disturbances.

(2) The strengthening of the United States Employment Service to enable it to meet the problem of unemployment.

(3) Provision for the examination abroad of all aliens seeking admission to the United States, giving rigid physical, mental, moral, and blood tests.

(4) The enrollment by the Federal authorities of all aliens within the borders of the United States and provision for the education in Americanism of such as are eligible for naturalization.

(5) A Federal constitutional amendment to prohibit the employment of children.

(6) A Federal juvenile court system.

In a statement issued to the press, the Secretary is quoted as saying, with regard to the industrial conflicts of the year and the means for preventing similar clashes in the future:

We must find a way to avert these futile, fatal appeals to force in industry, with their vast losses to the worker, the employer, and to the public, which is to-day so vitally dependent upon industry in its daily life. \* \* \* Instead of conferences after

months of industrial battle, I would have council before the strike is called. \* \* \*

\* \* \* Our people have not indorsed any general policy of compulsion in dealing with these disputes. The principle of enforced arbitration, in any guise, is generally rejected by both parties to these controversies.

It has been the experience of the Department of Labor that disinterested, intelligent, practical conciliation is capable of ending many of these disputes. In the less than 10 years that the department has been in existence, the conciliation service, hampered by limitations in personnel and equipment, has accomplished much in these disputes. It has handled thousands of them, involving millions of workers. It has had no arbitrary power, no coercive authority. Its commissioners have been peace-makers in industry, seeking to ascertain and appreciate the differing points of view of the two parties to a controversy and by earnest and painstaking appeals to the innate fairness and common interests of both sides to bring them to a common ground where an agreement can be reached. Of all the cases handled by this service more than 90 per cent of the disputes have been adjusted through their efforts or with their cooperation. Furthermore, where 70 per cent of these disputes in which the service acted when it was organized reached the stage of a strike or lockout, to-day less than 30 per cent of them become actual suspensions of work before they are adjusted.

It seems to me that before enacting any radical legislation or changing the administrative scheme for dealing with these strikes, we might well consider the perfecting and extension of the machinery which has proved so effective in the past. I have no doubt that by improving and increasing the facilities of the conciliation service we can materially increase its effectiveness in dealing with the 10 per cent of industrial disputes in which it apparently fails. In many of these cases of apparent failure, however, the efforts of a conciliation commissioner become the ultimate basis of settlement.

As to unemployment it was said:

Here we have two problems to meet—to prevent a recurrence of the employment depression which threw between five and six million men into idleness and to reduce the number of our workmen who are daily without means of livelihood.

We have a powerful agency in meeting both of these problems in the United States Employment Service, which, fully organized and equipped, would have its finger at all times upon the pulse of the labor supply and demand of the country. The past year this service, with its cooperating agencies, proved its effectiveness. It listed between 2,500,000 workers seeking employment, and placed nearly 1,500,000 of them in jobs without expense to the worker or employer. Its usefulness and the need for its development are plain.

The causes of idleness among our workmen call for instant remedy.

The press release gives the Secretary's immigration and naturalization proposals briefly as follows:

It seems clear to me that the place to determine whether an alien is fit for America—whether he is mentally, physically, morally, and by blood capable of exercising the rights and assuming the duties of residence in America—is not after he has made a long and expensive ocean voyage, but before he begins it. By examining aliens abroad to determine whether they are legally admissible to the United States we would avoid that heart-rending appeal to the emotions which now every day confronts the immigration officials at ports of entry. We could avoid the separation of families, which excites the profoundest compassion. We could know that we are deciding each case according to the real facts.

We owe to the America of to-day and to the America of to-morrow the duty of educating in Americanism the 7,000,000 naturalizable aliens who are to-day in America outside the pale of citizenship. They must be made acquainted with America and America must learn to know them. They must be made worthy of the high privilege of citizenship in the United States. To do this, we must know who they are and what they are, and we must teach them the principles upon which our Republic is founded, the principles which every American must hold to if the Nation is to endure. For this purpose I propose to enroll the stranger within our gates, to learn to know him, to aid him to become a real American if he is worthy, and to send him whence he came if he prove unworthy.

In addition to the enrollment of all aliens, the Secretary recommended for the consideration of Congress the determination of a definite policy with regard to the permanent residence in America of aliens of those races who under the law are barred from naturalization.

Compulsory Accident Insurance of Agricultural Workers in Italy.<sup>1</sup>

Law of August 23, 1917.

BY THE decree law No. 1450 of August 23, 1917, compulsory insurance of agricultural labor against accidents was introduced into Italy. In so far as provision for insurance against work accidents is concerned, this law places agricultural workers on a par with industrial workers, who are under the protection of the law of January 31, 1904. The law affects 9,000,000 workers and its importance warrants the giving here of a brief digest of its essential provisions.

The problem of insurance against accidents in agriculture was partially solved in Italy by the aforementioned law of January 31, 1904. This law did in fact cover certain extrahazardous rural work in establishments in which more than five persons were employed as well as the operation of power machinery. The majority of agricultural workers were, however, outside the scope of this law.

In view of the number of workers to be protected the extension of compulsory insurance to work executed without employing machinery was much more necessary in agriculture than in manufacturing industry. It should, moreover, be kept in mind that the theory, so often advanced, that agricultural labor is less hazardous than industrial labor is recognized to be entirely unfounded.

## Scope or Coverage.

AGRICULTURE and forestry are defined as including the cultivation of lands and woods and the work pertaining to such cultivation, such as care of plants, irrigation, the herding, breeding, and management of animals, and the preparation, preservation, conversion, and transport of the products of agriculture, stock farming, and forestry. Poultry farming, the keeping of silkworms, bees, and the like are specifically included. Forestry is taken to include all the works of woodland cultivation, such as planting, sowing, pruning, the barking of trees, and the extirpation of noxious plants. It also includes the felling and thinning of trees, their transport to the places of deposit on the banks of rivers or near cart roads, and launching them from the depositories on rivers, when no more than 5 men are regularly employed. Charcoal burning is also considered to be accessory to forestry.

The following persons 9 to 75 years of age are by the law of August 23, 1917, subject to agricultural accident insurance: (a) Laborers casually and permanently employed on farms and in forests, whether men or women; (b) landowners, *métayers* (share farmers), and rent-paying tenants, their wives, and their children whether legitimate or otherwise, who habitually labor on their respective holdings; (c) foremen employed on farms or in forests whose average daily wage in kind and in cash does not exceed 10 lire (\$1.93, par) over a 300-day working year. The above age limits were fixed in consideration of

<sup>1</sup> The data on which this article is based are from *L'Assicurazione obbligatoria contro gli infortuni del lavoro in agricoltura* (Pubblicazioni della Direzione generale della previdenza sociale, No. 5), Rome, 1922; *International Institute of Agriculture, International Review of Agricultural Economics*, Rome, Vol. X, No. 3; and *Rassegna della Previdenza Sociale*, Rome, Vol. VIII, No. 6, Vol. IX, Nos. 4 and 7.



the fact that in Italy agricultural workers generally begin work in childhood and work until old age.

As regards those classes of persons employed in agriculture or forestry who are covered by the industrial accident insurance law of January 31, 1904, the provisions of that law, which are somewhat more liberal than those of the later act, remain in force.

The insurance also covers the students in institutions giving instruction in agriculture and forestry, in so far as they are actually doing work of the aforementioned kinds, either in the course of their instruction or for practical purposes, and also the members of co-operative societies managing farms or participating in collective leases. Although the members of such co-operative societies are individually neither landowners, métayers, nor agricultural laborers, relations with the proprietor of the soil being the business of the societies in their corporate capacity, the law places them on a par with landowners, métayers, and rent-paying tenants, and their wives and children are also insured.

#### Benefits.

THE insurance covers all cases of traumatic accidents occurring in the course of employment if they result in (1) death, (2) permanent total disability, (3) permanent partial disability reducing the working capacity by more than 10 per cent, and (4) temporary total disability resulting in a time loss of more than 10 days, but not more than 90 days.

The law provides for fixed benefits, established on the presumption of uniform average wages throughout the kingdom, an easily admissible presumption since agricultural wages in the various districts do not show such diversity as wages in industry. A rigid system of paying compensation has, however, not been adopted. The benefits vary not only with the seriousness of the injury but with the age and dependents of the injured. The scale of compensation rates is subject to revision at intervals of not less than two nor more than five years.

The scale of benefits was first fixed for the year 1919, the year in which the law came into force. Owing to the phenomenal increase of wages and the depreciation of Italian money a new scale of benefits three to four times as high as that for 1919 was fixed in 1921 for the year 1922. This scale fixes different rates of compensation for men and women. Widows who are heads of households, however, receive benefits equal to those of men. To the basic benefits for death and disablement one-tenth is added for the injured person's wife and for each of his children under 15 years of age. The total additions to the basic benefit may, however, not exceed 50 per cent. The benefits for fatal accidents and for accidents causing permanent disability are paid as lump sums; but they are paid into the National Insurance Fund (*Cassa Nazionale di Previdenza*) to be converted into annuities if sufficient to provide an amount equal to at least 300 lire (\$57.90, par) per year.

In the following table are shown the basic rates of compensation fixed for the year 1922 and the average compensation which, according to actuarial estimates, will be paid to injured persons:

BASIC AND AVERAGE ACCIDENT INSURANCE BENEFITS FOR THE YEAR 1922.

[1 lira at par=19.3 cents.]

Kind of injury, and age of insured.	Basic benefits.		Average benefits.	
	Males.	Females.	Males.	Females.
<i>Lump-sum benefits.</i>				
Fatal accidents:	<i>Lire.</i>	<i>Lire.</i>	<i>Lire.</i>	<i>Lire.</i>
9 to 12 years.....	1,500.00	1,500.00	1,500.00	1,500.00
Over 12 to 15 years.....	3,000.00	2,250.00	3,000.00	2,250.00
Over 15 to 23 years.....	6,000.00	3,000.00	6,099.00	3,135.00
Over 23 to 55 years.....	7,500.00	3,750.00	9,501.00	4,883.00
Over 55 to 75 years.....	4,500.00	2,250.00	5,940.00	3,885.00
Permanent total disability:				
9 to 12 years.....	3,600.00	3,000.00	3,600.00	3,000.00
Over 12 to 15 years.....	5,400.00	3,600.00	5,400.00	3,600.00
Over 15 to 23 years.....	7,500.00	4,500.00	7,623.00	4,701.00
Over 23 to 55 years.....	9,750.00	6,000.00	12,351.00	7,593.00
Over 55 to 75 years.....	6,000.00	3,000.00	7,920.00	5,178.00
Permanent partial disability reducing working capacity more than 10 per cent.....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
<i>Daily benefits.</i>				
Temporary disability:	<i>Lire.</i>	<i>Lire.</i>	<i>Lire.</i>	<i>Lire.</i>
12 to 15 years.....	1.50	1.50	1.50	1.50
Over 15 to 65 years.....	4.00	3.00	4.00	3.08
Over 65 to 75 years.....	2.25	1.50	2.25	1.89

<sup>1</sup> Compensation computed on basis of rates fixed for permanent total disability in proportion to the remaining working capacity.

In order to guarantee impartiality in determining the benefits to be paid in cases of death and of permanent disability, the matter is withdrawn from the jurisdiction of the insuring institutions and intrusted in the various districts to special committees (*comitati di liquidazione*) composed of a president, nominated by the insuring institution, a representative of the landowners and farmers, and a representative of the laborers, all chosen by the Ministry of Labor and Social Welfare on the nomination of the respective organizations. Compensation for temporary disability, however, is paid by the insuring institution in accordance with rules approved by the ministry.

Payment of compensation for temporary disability must be made weekly and must begin not later than the twentieth day after notice of the accident has been received. Payment of permanent disability benefits must begin within eight days and those for deaths within five days after the award.

The innovations introduced by the law in the matter of adjudication of disputes as to compensation of accidents are even more noteworthy. Experience has clearly shown that the adjudication of such disputes should be assigned not to the ordinary magistracy but to special tribunals. In each insurance district an arbitration board has been instituted composed of five members: A judge of the law

court, two medical officers of the insuring institution, one representative of the persons subject to the obligation to insure, and one representative of the insured persons. In the case of important disputes appeal may be taken from the decision of the district arbitration board to a central arbitration board at Rome in the Ministry of Labor, presided over by the councilor of the court of cassation and constituted on the same principle as the district boards except that two high officials of the Ministries of Agriculture and of Labor are added to its membership. The decisions of this central board are final.

The right to a revision of the benefits is restricted by the law in a manner similar to that in the law covering industrial accidents, but it is better regulated and takes into account the inconveniences to which that law has given rise. Thus it has been found that, not infrequently, benefits have no sooner been paid than the beneficiaries apply to have them revised, alleging that their physical condition has deteriorated. Not a few even repeat such an application several times over during the two years' interval fixed by the law. The agricultural accident insurance law therefore provides that a request for revision on account of a change in the injured person's physical condition may be made only after the expiration of one year from the time of payment of benefit and within two years from the date of the accident.

#### Cost of the Insurance.

THE cost of the insurance is borne entirely by the owner, the tenant by emphyteusis<sup>2</sup> or the usufructuary of the land. This applies also to land worked on shares where the tenant habitually gives his own labor to the cultivation of the land. Where this condition does not exist the owner has the right to recover from a rent-paying tenant the full amount of the insurance contribution and from a métayer an amount proportionate to the latter's share of the produce of the land. Anyone causing the laborer to sustain the expense of insurance by directly or indirectly retaining wages is punishable by a fine not exceeding 4,000 lire (\$772, par).

The contributions are paid as additional quotas of the treasury tax on rural land, and are fixed, by a special tariff, separately for each insurance district according to the area, kind of crops, the average amount of labor necessary for cultivation, and the accident risk. The territory of the kingdom is for this purpose divided into 35 districts. In the chief town of each district a committee is appointed to fix the insurance rates. It consists of an official of the land survey office, an agricultural expert, two representatives of the insuring institution, and two persons subject to the obligation to insure.

The money needed for the year is determined for each district, taking into account, principally, the probable amount payable for accident benefits and the administrative expenses. The estimate of benefits is made by calculating the average number of agricultural laborers needed for the work and the accident risk as shown by the

<sup>2</sup> A contract by which a grant was made of a right, either perpetual or for a long period, to the possession and enjoyment of land, originally agricultural, subject to keeping the land in cultivation or from depreciation, the payment of a fixed annual rent or canon, and certain other conditions; also the right so granted, or the tenure by which it is held. The right is heritable and also alienable under certain conditions.

insurance results of previous years. The amount of the contributions may be determined either by "rates by area and crops" (area of the properties, whether agricultural or woodland, and area under the several kinds of crops, to be grouped as a rule in not more than five categories) or by "rates by taxes" (land tax on small agricultural and forest holdings). Special additional premiums may be fixed for lands on which subsidiary work involving special accident risk is of notable importance.

When a year's balance sheet shows a deficit for a district the Ministry of Labor requests the district insurance committee to make a suitable increase in the premiums to be paid; and the ministry has likewise the power to order a reduction of these payments when the balance sheet shows an excessive surplus. The premium rates must all be approved by the ministry, which can thus make all the changes thought necessary or opportune. The insurance rate per hectare (2.471 acres) may, however, not exceed 4 lire (77.2 cents, par). According to the computations made for the year 1922 the cost of the insurance for the year will amount to 40,172,534 lire (\$7,753,299, par).

#### Insurance Carriers.

A SINGLE institution in each insurance district is authorized to write agricultural accident insurance for all properties within the district. The institutions which may be so authorized include: The National Insurance Fund for Workmen's Accident Insurance (*Cassa Nazionale di Assicurazione per gl'infortuni degli operai sul lavoro*), the mutual societies, consortia, trade-unions, and other bodies which wrote agricultural accident insurance before March 26, 1917, and which on showing their fitness for the work may be authorized to continue their activity, and the compulsory mutual societies.

All farms and forest holdings subject to the obligation to insure are temporarily insured by the above-mentioned National Insurance Fund, which is a public body founded by the law of July 8, 1883. The representatives of landowners and farmers and two representatives of agricultural laborers, nominated by their respective organizations, have the right of membership in the superior council of the fund.

Where special local conditions or other circumstances require it the constitution of mutual insurance societies by the holdings within specified agricultural or forest zones can be declared obligatory by royal decree. Temporarily, however, the management of such associations has been intrusted to the national fund.

In order to determine the relative merits of the methods followed by the national fund as compared with those of the other authorized agencies, all of these bodies are directed to present to Parliament a complete report on the results they obtain, not later than at the end of the first five years after the coming into force of the law.

#### Results of First Three Years' Operation of the Law.

AS REGARDS the results of the operation of compulsory accident insurance of agricultural workers, detailed accident statistics are available only for the year 1919, that is, for eight months, the law having come into force on May 1, 1919. Less detailed data are available for 1920 and 1921.

The number of accidents reported in 1919 was 32,858, but of this number only 24,144 were found entitled to compensation, 3,470 claims having been rejected, 790 contested, and 4,454 found noncompensable. The distribution of the 24,144 compensable cases, by extent of disability, sex, and amount of compensation was as follows:

DISTRIBUTION OF COMPENSABLE ACCIDENTS BY EXTENT OF DISABILITY, SEX OF INJURED PERSONS, AND AMOUNT OF COMPENSATION, 1919.

[1 lira at par=19.3 cents.]

Extent of disability.	Accidents.				Compensation.	
	Males.	Females.	Total.		Total.	Average per accident.
			Number.	Per cent.		
Death.....	494	69	563	2.3	<i>Lira.</i> 1,195,269.50	<i>Lira.</i> 2,123.04
Permanent total disability.....	16	1	17	.1	46,668.50	2,745.21
Permanent partial disability.....	1,269	382	1,651	6.8	1,319,783.02	799.38
Temporary disability (over 10 days).....	17,915	3,998	21,913	90.8	494,730.40	22.58
Total.....	19,694	4,450	24,144	100.0	3,056,451.42	126.59

Eleven thousand eight hundred and forty-one or nearly one-half (49 per cent) of the compensable accidents occurred in occupations not pertaining to cultivation. The next largest number, 4,285 (17.7 per cent), occurred in seeding, 1,932 (8 per cent) on meadows, 1,760 (7.3 per cent) in forests, 1,004 (4.2 per cent) in vineyards, and 939 (3.9 per cent) in pastures. In all other forms of cultivation the per cent of accidents was much smaller.

In the following table the accidents are classified by causes:

CLASSIFICATION OF COMPENSABLE ACCIDENTS BY CAUSES, 1919.

Causes of accidents.	Number of compensable accidents causing—				Total.	
	Death.	Perma- nent total disa- bility.	Perma- nent partial disa- bility.	Tempo- rary disa- bility.	Num- ber.	Per cent.
Motors, dynamos, boilers, machinery, power transmission.....	22		73	1,471	1,566	6.5
Transport apparatus.....	99	2	245	3,435	3,781	15.7
Tools.....	15		163	5,488	5,666	23.5
Handling of heavy objects.....	15	2	216	2,104	2,337	9.7
Fall of heavy objects.....	33		47	760	840	3.5
Fall of persons.....	236	11	435	4,728	5,410	22.4
Injurious materials.....	30	1	231	1,135	1,397	5.8
Working place.....	25		4	25	54	.2
Animals not attached to vehicles.....	1	1	187	2,513	2,772	11.5
Miscellaneous.....	17		50	252	319	1.3
Total.....	563	17	1,651	21,913	24,144	100.0

From the preceding table it will be observed that nearly one-fourth (23.5 per cent) of all compensable accidents were due to the handling of tools, especially of cutting tools (17.9 per cent). Next in frequency come accidents caused by falls of injured persons (22.4

per cent)—chiefly falls from trees (15 per cent)—by transport apparatus (15.7 per cent), and by animals not attached to vehicles (11.5 per cent).

The administrative expenses amounted in 1919 to 22.7 per cent and in 1920 to 21.2 per cent of the total expenditures. The large administrative expense was due to the small number of accidents reported and to the very small benefits paid in these two years. The official report of the Ministry of Labor states that the number of agricultural accidents is much greater than that reported but that owing to the prevailing illiteracy among the rural population of Italy relatively few agricultural workers are aware of the existence of the present law and a still smaller number are familiar with its provisions and therefore they do not fully avail themselves of the benefits of the law. The law, moreover, allows such small fees to the public health officers, who according to the regulations for the enforcement of the law must make investigations into the causes of the accidents in order to make a report on each accident and issue a medical certificate, that many of these officers, rather than undertake lengthy investigations, do not report accidents at all, unless requested to do so by the injured person.

Since for the year 1921 the rates of compensation were to be three and four times as high as in 1919 and 1920, it was expected that the relative costs of administration would be considerably lowered.

In the following table are given a few principal data on the results of the operation of the insurance for the years 1919, 1920, and 1921:

STATISTICS OF OPERATION OF COMPULSORY AGRICULTURAL ACCIDENT INSURANCE IN ITALY FOR THE YEARS 1919, 1920, AND 1921.

[1 lira at par=19.3 cents.]

Year.	Contributions.	Accidents.		Compensation.	Medico-legal expenses.	Administrative expenses.	Expenses for collection of contributions.	Appropriated to reserve.
		Reported.	Compensable.					
	<i>Lire.</i>			<i>Lire.</i>	<i>Lire.</i>	<i>L're.</i>	<i>Lire.</i>	<i>Lire.</i>
1919 <sup>1</sup> .....	9,683,135	32,858	24,144	3,295,289	119,029	762,725	270,758	5,248,762
1920.....	14,429,580	52,855	41,468	5,631,616	481,243	1,942,973	400,160	6,327,089
1921 <sup>2</sup> .....	19,874,335	69,375	54,432	16,559,150	830,819	2,975,000	615,218	1,788,660

<sup>1</sup> Eight months, beginning with May.

<sup>2</sup> Provisional data.

The law does not contain a final answer to all the various and delicate questions which make up the problem of agricultural workers' accident insurance. On the contrary, the intention has been to give an essentially experimental character to the measure; and it is provided that within five years of the date of its coming into force a report on the results obtained by its application, together with proposals for amendments which may seem advisable, shall be presented to Parliament by the Ministry of Labor and Social Welfare. It will thus be possible to make the whole system of this insurance adequate to the needs which may be made apparent by the actual results of its working.

## INDUSTRIAL RELATIONS AND LABOR CONDITIONS.

### Employers' Organizations in Germany, 1921.<sup>1</sup>

THE unfavorable economic conditions of postwar times, the shifting of political power, and the new arrangement of economic life in Germany have extraordinarily promoted the development in that country of employers' organizations occupying themselves with economic-political and socio-political problems. German employers' organizations may to-day be divided into three groups. One group concerns itself exclusively with economic problems, another only with the regulation of the relations of employers with their salaried employees and manual workers, while the third group concerns itself with both of these problems. A sharp division, of course, can not be made in many instances, because of the fact that economic and social problems are too closely connected. Even cartels and combines for the control of prices have frequently included these problems in their activities. It is for this reason that the National Employment Office (*Reichsamt für Arbeitsvermittlung*) in compiling the last Yearbook of Occupational Organizations has included in its statistics of employers' organizations also those organizations which concern themselves with economic and social problems only in a secondary way.

The last issue of the above-mentioned yearbook enumerates 1,514 employers' federations in 1921. Of this number, 1,294 were national federations, 121 were State or district federations, and 99 were local federations. In 1918 the total number of employers' federations was but 1,097, composed of 839 national, 126 State or district, and 132 local federations. Of the 839 national federations existing in 1918, 492 or 58.6 per cent concerned themselves exclusively with economic problems, while of the 1,294 national federations existing in 1921, 922 or 71.3 per cent dealt solely with economic problems, 67 or 5.2 per cent solely with problems relating to salaried employees and manual workers, and 305 or 23.6 per cent occupied themselves with both of these two problems.

In addition to the increase in membership of the old employer's organizations and the creation of numerous new ones, the combining of such organizations by industries has been the chief characteristic of their development during the last two years. This process of combination was promoted by corresponding combines in trade-union circles and by the creation of joint councils<sup>2</sup> (*Arbeitsgemeinschaften*) and is still going on. In the building trades, for instance, the efforts

<sup>1</sup> This is the first of a series of articles on occupational organizations in Germany, to be followed in subsequent issues of the MONTHLY LABOR REVIEW by articles on salaried employees', manual workers', and professional men's organizations. The principal source of information is "Jahrbuch der Berufsverbände im Deutschen Reich." Berlin, 1922.

<sup>2</sup> The German joint councils (*Arbeitsgemeinschaften*) are joint conference boards of employers' and workers' organizations with the object of regulating in common economic and social problems that concern the individual industry groups for which the councils have been formed.

to combine the central organizations of the individual trade groups, namely, the German Employers' Federation for the Building Trades (*Deutscher Arbeitgeberbund für das Baugewerbe*), the Employers' Federation for Concrete Construction and Hydraulic Engineering, and the National Employers' Federation for Hydraulic Engineering, and to bring to an end the differing wage policies of these federations, have till now had result only in Bavaria, where the Bavarian Building Trades Federation (*Bayerische Baugewerbeverband*) was formed in December, 1921. The only result on a national scale has been the formation of the Joint Council of German Industrial Building Enterprises.

More progress has been made in the woodworking industry. After lengthy discussions, closely connected with the wage policies of the individual federations, the Protective Employers' Federation of the German Woodworking Industry combined in 1921 with several non-affiliated district and trade federations into the Employers' Federation of the German Lumber and Woodworking Industry. This was shortly followed by a combine of the economic federations of the woodworking industry.

Another combine of employers' organizations of great economic importance took place in 1920 in the retail textile trade, in which all trade, purchasing, and other economic organizations combined into the National Federation of the Retail Textile Trade, with a total membership of 22,600 firms. This combine concerns itself chiefly with economic and political problems, while the Employers' Central Federation for the Clothing Trade, founded in 1921, combined the various employers' organizations of that trade into a loose cartel with the object of shaping a uniform wage policy through preparation and examination of wage and cost of living statistics and other important basic material for the conclusion of collective wage agreements.

#### Central Organizations.

##### Industrial Federations.

THE concentration of the economic and socio-political employers' organizations into central federations made considerable progress in the years subsequent to the war. The securing for the employers of their legitimate position in the new order of political conditions necessitated, in addition to close organizations in the individual industries, also strong central organizations by industry groups, which could claim consideration from the State and the public as the true representatives of the interests of German employers. With this aim in view the National Federation of German Industry (*Reichsverband der Deutschen Industrie*) was founded on April 12, 1919, through the consolidation of several large organizations covering various industry groups, to represent the general political and economic interests of German industry. There are represented in it 25 industry groups, each of which has its own chairman and secretary and maintains an office of its own. The 25 groups are:

1. Mining.
2. Iron mills.
3. Metal smelters and half-finished metal products.



4. Machinery construction.
5. Iron, steam boiler, and apparatus construction.
6. Railroad car construction.
7. Automobile and bicycle industry.
8. Iron and steel goods industry.
9. Electrical, fine instruments, and optical industries.
10. Metal-working industries.
11. Lumber and woodworking industry.
12. Leather industries.
13. Quarrying, stonecutting, etc.
14. Building trades.
15. Ceramic industry.
16. Glass industry.
17. Chemical industry.
18. Oils and fats.
19. Paper industry.
20. Textile industry.
21. Clothing industry.
22. Brewing, malting, and milling industries.
23. Sugar and food products.
24. Foodstuffs, beverages, tobacco, etc.
25. Navigation and transportation.

The National Federation of German Industry has its general meeting, the central executive committee, and the directorate with its president. At the end of 1920 there were directly affiliated with it 477 federations and 58 chambers of commerce, and indirectly affiliated 75 federations. The national federation works in close cooperation with the employees' and workers' organizations.

Of special importance is the foundation, on September 8, 1920, by the National Federation of Industry, of a cartel office (*Kartellstelle*) whose duties are to effectuate a moderate solidary policy of industry through the collaboration of the individual affiliated cartels; to combat all objectionable developments of the cartel system; to adjust cases of opposing interests of industrial federations and of dealers' federations; to keep public opinion and the Government informed as to the significance and effectiveness of cartels; to safeguard the interests of cartels in legislative and administrative measures affecting them; and finally to keep a correct list of all cartels and a complete collection of all documents and literature relating to them. In June, 1921, an agreement was reached between the National Federation of German Industry and the two other central organizations especially interested in the cartel system—the Central Federation of the Wholesale Trade and that of the retail trade—that all cartel disputes arising among these three groups should be adjusted by a conciliation commission specially created for this purpose.

As the National Federation of German Industry safeguards the interests of large industrial establishments, so the National Federation of German Handicraft, created on October 17, 1919, safeguards the common interests of the small independent handicraftsmen. The latter, like the former, maintains close cooperation with workers' organizations. At the end of 1920 there were affiliated with it 35 national federations and 7 State or district federations.

In addition to these two national federations which concern themselves chiefly with economic and political problems, there is the Union of German Employers' Federations (*Vereinigung der Deutschen Arbeitgeberverbände*), dealing mainly with the relations of large employers and their employees. Affiliated with it are employers'

federations formed for individual industry groups as well as district and local employers' federations formed for several or all industrial groups in a district or locality. The organization of the union is based on the principle of double membership of the individual employer, he being expected to be a member of the employers' federation which covers all industries in his locality or district, and at the same time to be directly or indirectly a member of the central employers' federation of his particular industry. At the end of 1921 there were affiliated with the union 215 federations with 1,750 branch federations which had a membership of about 100,000 industrial establishments employing approximately 8,000,000 workers. The development of the union since 1913, the year of its foundation, is shown in the following table:

DEVELOPMENT OF THE UNION OF GERMAN EMPLOYERS' FEDERATIONS, 1913 TO 1921.

Year.	Affiliated.		Establishments covered.	Workers covered.
	Federations.	Branch federations.		
1913.....	69			1,800,000
1914.....	76			2,250,000
1915.....	73			2,077,816
1916.....	74	289		1,986,356
1917.....	76	289	39,425	1,631,344
1918.....	76	298	40,089	2,414,393
1919.....	130	575	52,583	4,021,042
1920.....	200	1,591	} 1,100,000	18,000,000
1921.....	215	1,750		

<sup>1</sup> Approximately.

The annual report<sup>3</sup> of the union states that the union's chief endeavor is to link up all the national economic forces through the idea of the "joint industrial council." A considerable part of the tasks of the Central Joint Council of Industrial Employers and Employees, organized in 1918,<sup>4</sup> has, however, meanwhile been assumed by the National Economic Council (*Reichswirtschaftsrat*), so that the industrial joint councils are now seldom called upon to deal with large economic problems and concern themselves chiefly with current minor problems. The report regrets that employers as well as employees not only do not generally affiliate with the joint councils, but in some instances have even given up their membership in them; the free (social-democratic) trade-unions of the metalworkers and building trades workers are especially mentioned in the report as being hostile to the idea of joint industrial councils.

Of late the union has found a new field of activity in international collaboration, having sent delegates to the labor conferences at Washington, Genoa, and Geneva. Being also aware of the necessity of close interchange of ideas and opinions with employers' federations abroad, the union has become a member of the International Employers' Federation at Brussels, with which the employers' central organizations of all important industrial countries, with the exception of the United States, are affiliated.

<sup>3</sup> Soziale Praxis und Archiv für Volkswohlfahrt, Berlin, Apr. 12, 1922, pp. 416 ff.

<sup>4</sup> See MONTHLY LABOR REVIEW, April, 1919, pp. 158-160.

Concerning the social policy of the union its annual report states:

It is above all the aim of the union to call the attention of broad classes of the population and of the legislators themselves to the overproduction of social legislation since the outbreak of the war, and especially since the revolution, and also to the false idea that apparently has taken root in the minds of the great masses that the natural economic laws hitherto governing can be supplanted by social laws. The aim of the social policy must be to raise the general level of the entire nation and not to better the financial situation of individual classes of the population. The working class is therefore not the sole object of the social policy; its object varies.

The practical application of the works council law kept the law division of the union very busy. Legal advice was furnished to affiliated organizations, in approximately 1,000 instances, on such problems as the exemption of works council members from the performance of productive labor, and the refunding of the costs of works councils and of reelections where council members had been deposed for violation of their duties, etc. In the control of the works councils by the trade-unions and in their organization on political lines the union sees a striving for power on the part of labor that might prove dangerous to the employers.

In connection with the pending Government bill relating to the regulation of hours of labor the union opposes the ratification of the Washington agreement. It is firmly opposed to the eight-hour day and demands that under any law regulating the working time the daily hours of labor be left for determination by the employer in accordance with the requirements of his establishment within the limits of a 48-hour week.

Regulation of wages and the conclusion of collective agreements made the heaviest demand upon the activities of the union. During the first half of 1921 few new collective agreements were made, most of those in force having been carried over from 1920 and remaining effective until the summer. A reduction of wages was out of the question. The increased cost of bread and the steady depreciation of the German mark required general wage increases. In most industry groups wages during 1921 increased 20 to 25 times what they had been previously, while the cost-of-living index computed by Professor Kuczynski increased only 20 times the previous figure. Piecework wages were generally 25 to 30 per cent higher than time wages. The principle of collective bargaining was carried so far in 1921 that the employers became disgusted with it, the workers probably sharing this feeling in some instances. Condemning the schematic character of collective bargaining which now regulates the working conditions of twelve million workers, the union demands that the economic laws be given more extensive application in order to avoid the accentuation of dissatisfaction. Recent attempts to use collective agreements as a means of forcing unorganized workers to join existing organizations are characterized by the report of the union as gross abuses of the system of collective bargaining.

The report states that on the whole there has been a decrease in the efficiency of the workers and therefore also in their output. It attributes this fact to personal and material factors and to the factor of organization. The personal factors are a lack of zest to work, especially among the younger workers, and failure of the workers to use their fullest energy in their work, owing to underestimation of the importance, in the entire economic system, of the performance of the

individual worker. The material factor is above all the shortening of the hours of labor through the introduction of the eight-hour day. The factor of organization comes into play through what the union considers the over stressing of the principle of solidarity, trade-unions having expelled members for having worsened their fellow-workers' working conditions through an excessively high output.

The union looks with disfavor upon the sliding-scale system, because of the difficulty of computing an unobjectionable index, because sliding wages have a price-raising effect, and because of their difficult application in practice. The report of the union contains extensive data on the payment of "nonproductive" wages, among which are payment of wages during annual vacation, for time lost by workers while attending works council meetings or trade-schools, etc. The report also points out that at present the difference in the wage rates of skilled and unskilled workers is much too small. Statistics of the metal industry at Königsberg show that while on July 1, 1914, the difference in the wage rates of skilled and unskilled workers amounted to 51 per cent, it had fallen to 8.5 per cent on October 1, 1921. According to the report women's wages have increased relatively more during 1921 than those of men. The union has gone on record as favoring the so-called "family wage."

#### Wholesalers' and Retailers' Federations.

In the wholesale trade also the employers' organizations have combined into two central federations with different aims. In addition to the Central Federation of the German Wholesale Trade (*Zentralverband des Deutschen Grosshandels*), with which 279 employers' federations with economic and political aims were affiliated at the end of 1920, there is the Union of Employers' Federations of the Wholesale Trade (*Vereinigung der Arbeitgeberverbände des Grosshandels*) with exclusively socio-political aims. In the retail trade, on the other hand, all employers' federations have combined into one central organization, the Central Federation of the German Retail Trade (*Hauptgemeinschaft des Deutschen Einzelhandels*), which safeguards not only the political and economic interests of the employers affiliated with it but deals also with all problems that affect the relations of employers and workers. At the end of 1920 there were 20 national, 6 State or district, and 33 local federations directly affiliated with this central federation.

#### Transportation Federations.

Up to 1922, the federal body in the transportation industry was the Central Federation of the German Transportation Industry (*Zentralstelle für das Deutsche Transport und Verkehrsgewerbe*), charged with safeguarding both the economic and the socio-political interests of its affiliated organizations. At the beginning of 1922 it was superseded by the National Federation of the German Transportation Industry (*Reichsverband des Deutschen Verkehrsgewerbes*), formed by the amalgamation of the National Federation of German Inland Navigation Enterprises, the Association of German Street Railways, Narrow Gauge and Private Railways, the Central Committee of German Forwarding Agents, and the Federation of the German Aeroplane Industry.

## Agricultural Federations.

A strong concentration movement has also set in among agricultural employers' organizations. On September 11, 1919, there was formed at Magdeburg the National Federation of German Agricultural Employers' Associations (*Reichsverband der Deutschen Land- und Forstwirtschaftlichen Arbeitgebervereinigungen*) with the aim of safeguarding, through a strong combine, the common interests of all agricultural employers organized in existing and newly created State and provincial employers' federations. At the end of 1920 this national federation had 19 State federations in affiliation with it. It has entered into a cartel with the National Agricultural Union (*Reichslandbund*), which was formed on January 1, 1921, through amalgamation of the Union of Agriculturists (*Bund der Landwirte*) and of the German Agricultural Union (*Deutscher Landbund*), and has in affiliation with it 37 State federations with 2,500,000 members. The National Agricultural Union has only general economic and political aims and does not concern itself with the regulation of wages and working conditions. It is due to this fact that a number of large agricultural workers' organizations are affiliated with it.

## Central Committee of Federations.

All these economic, political, and socio-political central organizations of employers combined on June 18, 1920, into a kind of "superunion," the Central Committee of Employers' Federations (*Zentralausschuss der Unernehmerverbände*). This central committee has stated its aims to be the safeguarding of the common economic and political interests of all German employers and a concerted defense against all movements directed against these interests. The Union of German Employers' Federation plays the leading rôle in this superunion.

## Strike Insurance.

THE consolidation of employers' federations and the large number of strikes in postwar times increased the endeavor of employers to develop and consolidate their strike insurance institutions. Negotiations as to a consolidation of the Central Strike Insurance Institute (*Centrale für Streikversicherung*) operated by the Union of German Employers' Federations and of the Protective Federation of German Industry (*Deutscher Industrieschutzverband*) failed, however, because neither of the two institutes cared to lose its autonomy. Nor could an agreement be reached as to basic principles of strike insurance. The Protective Federation of German Industry favored one large strike insurance institute for all branches of industry and individual membership in this institute of each employer; it considered reinsurance unnecessary, because the large number of insured establishments would be a sufficient guaranty for the solvency of the institute. The Union of German Employers' Federations, on the other hand, advocated the development of strike insurance associations by industry groups with reinsurance in a central strike insurance institute. The Union of German Employers' Federations, therefore, acted independently and in July, 1920, consolidated,

(under the name German Protective Association against Strikes (*Deutscher Streikschutz*), its central strike insurance institute, a re-insurance institute, with the German Strike Insurance Co. (*Deutsche Streikentschädigungsgesellschaft*), which had also been operated by the union for the writing of original strike insurance. The consolidated institute now insures against strikes individual employers and employers' federations which have no institutions for strike insurance and also acts as a reinsurance institute for employers' federations which underwrite strike risks and for strike insurance institutes. Since the end of February the German Protective Association against Strikes charges a premium of 2 marks per 1,000 marks wages, and in case of a strike or lockout of a duration in excess of two days pays to the employer for the entire duration of the strike or lockout, as compensation, 25 per cent of the sum of wages lost by the striking or locked-out employees. If there is a partial strike and conditions require the discharge of the non-striking employees, the employer is also entitled to the same compensation for the wages lost by the involuntarily idle workers. The association also underwrites strike risks at a higher premium. In case of a premium of 5 marks per 1,000 marks wages, for instance, the compensation amounts to 50 per cent of the sum of wages lost.

After the revolution in November, 1918, which brought to agricultural workers the unrestricted right of combination, the problem of strike insurance arose also in agriculture. As early as 1919 there were founded in a number of districts federations of agricultural employers, the members of which pay into a common strike insurance fund sums varying according to the area cultivated by them. Nothing definite is known, however, concerning the activities of these federations.

## PRICES AND COST OF LIVING.

### Retail Prices of Food in the United States.

THE following tables are based on figures which have been received by the Bureau of Labor Statistics from retail dealers through monthly reports of actual selling prices.<sup>1</sup>

Table 1 shows for the United States retail prices of food on November 15, 1921, and on October 15, and November 15, 1922, as well as the percentage changes in the year and in the month. For example, the price of butter per pound was 53.1 cents on November 15, 1921; 50.8 cents on October 15, 1922; and 54.6 cents on November 15, 1922. These figures show an increase of 3 per cent in the year and an increase of 7 per cent in the month.

The cost of the various articles of food,<sup>2</sup> combined, showed a decrease of 5 per cent in November, 1922, as compared with November, 1921; and an increase of 2 per cent in November, 1922, as compared with October, 1922.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE NOVEMBER 15, 1922, COMPARED WITH NOVEMBER 15, 1921, AND OCTOBER 15, 1922.

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers.]

Article.	Unit.	Average retail price on—			Per cent of increase (+) or decrease (—) Nov. 15, 1922, compared with—	
		Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.
		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		
Sirloin steak.....	Pound.....	35.7	38.3	37.3	+4	-3
Round steak.....	do.....	31.0	33.1	32.0	+3	-3
Rib roast.....	do.....	26.8	28.0	27.5	+3	-2
Chuck roast.....	do.....	19.2	19.9	19.6	+2	-2
Plate beef.....	do.....	12.8	12.8	12.7	-1	-1
Pork chops.....	do.....	32.0	36.6	33.0	+3	-10
Bacon.....	do.....	39.7	40.8	40.9	+3	+0.2
Ham.....	do.....	45.7	47.6	46.3	+1	-3
Lamb, leg of.....	do.....	30.6	35.9	35.8	+17	-0.3
Hens.....	do.....	35.8	34.8	33.9	-5	-3
Salmon, canned.....	do.....	34.3	31.6	31.5	-8	-0.3
Milk, fresh.....	Quart.....	14.3	13.3	13.4	-6	+1
Milk, evaporated.....	15-16 oz. can.....	13.3	11.2	11.7	-12	+4
Butter.....	Pound.....	53.1	50.8	54.6	+3	+7
Oleomargarine.....	do.....	30.2	27.8	28.1	-7	+1
Nut margarine.....	do.....	28.7	26.9	27.1	-5	+1
Cheese.....	do.....	33.3	34.1	35.5	+7	+4
Lard.....	do.....	16.6	17.5	17.6	+6	+1
Crisco.....	do.....	21.5	23.2	23.2	+8	0

<sup>1</sup> In addition to monthly retail prices of food and coal, the bureau secures prices of gas and dry goods from each of 51 cities and for electricity from 32 cities. These prices are published at quarterly intervals in the MONTHLY LABOR REVIEW.

<sup>2</sup> The following 22 articles, weighted according to the consumption of the average family, have been used from January, 1913, to December, 1920: Sirloin steak, round steak, rib roast, chuck roast, plate beef, pork chops, bacon, ham, lard, hens, flour, corn meal, eggs, butter, milk, bread, potatoes, sugar, cheese, rice, coffee, and tea. The remainder of the 43 articles shown in Tables 1 and 2 have been included in the weighted aggregates for each month, beginning with January, 1921.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE NOVEMBER 15, 1922, COMPARED WITH NOVEMBER 15, 1921, AND OCTOBER 15, 1922—Concluded.

Article.	Unit.	Average retail price on—			Per cent of increase (+) or decrease (-) Nov. 15, 1922, compared with—	
		Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.
		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		
Eggs, strictly fresh.....	Dozen.....	69.5	54.3	64.5	-7	+19
Eggs, storage.....	do.....	46.4	39.1	39.8	-14	+2
Bread.....	Pound.....	9.3	8.7	8.7	-6	0
Flour.....	do.....	5.1	4.8	4.8	-6	0
Corn meal.....	do.....	4.2	3.9	3.9	-7	0
Rolled oats.....	do.....	9.7	8.7	8.8	-9	+1
Corn flakes.....	8-oz. package.....	11.9	9.7	9.7	-18	0
Cream of Wheat.....	28-oz. package.....	29.7	25.6	25.6	-14	0
Macaroni.....	Pound.....	20.4	19.9	19.9	-2	0
Rice.....	do.....	9.4	9.6	9.5	+2	-1
Beans, navy.....	do.....	8.2	10.1	10.2	+24	+1
Potatoes.....	do.....	3.2	2.2	2.1	-34	-5
Onions.....	do.....	7.5	4.4	4.4	-41	0
Cabbage.....	do.....	4.6	3.5	3.4	-26	-3
Beans, baked.....	No. 2 can.....	13.9	13.2	13.2	-5	0
Corn, canned.....	do.....	16.1	15.3	15.2	-6	-1
Peas, canned.....	do.....	17.8	17.4	17.4	-2	0
Tomatoes, canned.....	do.....	13.0	12.7	12.8	-2	+1
Sugar, granulated.....	Pound.....	6.7	7.9	8.1	+21	+3
Tea.....	do.....	69.0	68.2	68.5	-1	+0.4
Coffee.....	do.....	35.6	36.3	36.5	+3	+1
Prunes.....	do.....	18.9	20.6	20.2	+7	-2
Raisins.....	do.....	26.1	20.7	19.8	-24	-4
Bananas.....	Dozen.....	37.8	35.6	36.8	-3	+3
Oranges.....	do.....	52.8	61.1	51.0	-3	-17
All articles combined <sup>1</sup> .....					-5	+2

<sup>1</sup> See note 2, p. 41.

Table 2 shows for the United States average retail prices of specified food articles on November 15, 1913 and 1914, and on November 15 of each year from 1917 to 1922, together with the percentage changes in November of each of these specified years compared with November, 1913. For example, the price per pound of sugar was 5.4 cents in November, 1913; 6.2 cents in November, 1914; 9.6 cents in November, 1917; 10.8 cents in November, 1918; 12.5 cents in November, 1919; 12.8 cents in November, 1920; 6.7 cents in November, 1921; and 8.1 cents in November, 1922. As compared with the average price in November, 1913, these figures show the following percentage increases: Fifteen per cent in November, 1914; 78 per cent in November, 1917; 100 per cent in November, 1918; 131 per cent in November, 1919; 137 per cent in November, 1920; 24 per cent in November, 1921; and 50 per cent in November, 1922.

The cost of the various articles of food, combined, showed an increase of 38 per cent in November, 1922, as compared with November, 1913.



TABLE 2.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE NOVEMBER 15 OF CERTAIN SPECIFIED YEARS COMPARED WITH NOVEMBER 15, 1913.

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers.]

Article.	Unit.	Average retail price Nov. 15—								Per cent of increase (+) or decrease (-) Nov. 15 of each specified year compared with Nov 15, 1913.							
		1913	1914	1917	1918	1919	1920	1921	1922	1914	1917	1918	1919	1920	1921	1922	
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.								
Sirloin steak.....	Pound.	25.4	25.5	31.6	40.5	39.3	43.5	35.7	37.3	+0.4	+24	+59	+55	+71	+41	+47	
Round steak.....	do.	22.8	23.4	29.7	38.5	36.2	39.6	31.0	32.0	+3	+30	+69	+59	+74	+36	+40	
Rib roast.....	do.	19.8	20.3	25.1	32.0	30.2	32.6	26.8	27.5	+3	+27	+62	+53	+65	+35	+39	
Chuck roast.....	do.	16.3	16.7	21.1	27.5	24.2	25.3	19.2	19.6	+2	+29	+69	+48	+55	+18	+20	
Plate beef.....	do.	12.4	12.7	16.2	21.2	17.3	17.7	12.8	12.7	+2	+31	+71	+40	+43	+3	+2	
Pork chops.....	do.	21.5	21.8	34.6	43.3	42.1	44.1	32.0	33.0	+1	+61	+101	+96	+105	+49	+53	
Bacon.....	do.	27.2	28.2	48.4	58.3	51.0	53.0	39.7	40.9	+4	+78	+114	+88	+95	+46	+50	
Ham.....	do.	26.9	27.4	42.6	52.4	50.5	57.1	45.7	46.3	+2	+58	+95	+88	+112	+70	+72	
Lamb, leg of.....	do.	18.5	19.2	30.1	35.1	33.4	37.1	30.6	35.8	+4	+63	+90	+81	+101	+65	+94	
Hens.....	do.	20.6	20.6	29.4	39.3	39.2	42.9	35.8	33.9	0	+43	+91	+90	+108	+74	+65	
Salmon, canned, red.	do.	.....	.....	28.7	31.3	35.7	38.7	34.3	31.5	.....	.....	.....	.....	.....	.....	.....	
Milk, fresh.....	Quart. (1)	9.1	9.0	12.8	15.4	16.4	17.3	14.3	13.4	-1	+41	+69	+80	+90	+57	+47	
Milk, evaporated.....	do.	.....	.....	.....	.....	16.8	15.1	13.3	11.7	.....	.....	.....	.....	.....	.....	.....	
Butter.....	Pound.	38.7	39.3	52.7	66.8	75.4	69.4	53.1	54.6	+2	+36	+73	+95	+79	+37	+41	
Oleomargarine.....	do.	.....	.....	.....	.....	43.0	41.0	30.2	28.1	.....	.....	.....	.....	.....	.....	.....	
Nut margarine.....	do.	.....	.....	.....	.....	35.8	35.3	28.7	27.1	.....	.....	.....	.....	.....	.....	.....	
Cheese.....	do.	22.5	23.0	34.5	40.6	43.0	39.8	33.3	35.5	+2	+53	+80	+91	+77	+48	+58	
Lard.....	do.	15.9	15.6	32.7	34.2	36.5	28.9	16.6	17.6	-2	+106	+115	+130	+82	+4	+11	
Crisco.....	do.	.....	.....	.....	.....	37.8	31.4	21.5	23.2	.....	.....	.....	.....	.....	.....	.....	
Eggs, strictly fresh.....	Dozen.	49.7	45.1	58.1	74.1	81.0	86.1	69.5	64.5	-9	+17	+49	+63	+73	+40	+30	
Eggs, storage.....	do.	34.3	31.3	44.7	54.1	61.8	66.2	46.4	39.8	-9	+30	+58	+80	+93	+35	+16	
Bread.....	Pound.	5.6	6.4	9.9	9.8	10.2	11.6	9.3	8.7	+14	+77	+75	+82	+107	+66	+55	
Flour.....	do.	3.3	3.7	6.9	6.7	7.4	7.3	5.1	4.8	+12	+109	+103	+124	+121	+55	+45	
Corn meal.....	do.	3.1	3.3	7.1	6.5	6.6	5.9	4.2	3.9	+6	+129	+110	+113	+90	+35	+26	
Rolled oats.....	do.	.....	.....	.....	.....	9.2	11.5	9.7	8.8	.....	.....	.....	.....	.....	.....	.....	
Corn flakes.....	(2)	.....	.....	.....	.....	14.1	14.3	11.9	9.7	.....	.....	.....	.....	.....	.....	.....	
Cream of Wheat.....	(3)	.....	.....	.....	.....	25.2	30.4	29.7	25.6	.....	.....	.....	.....	.....	.....	.....	
Macaroni.....	Pound.	.....	.....	.....	.....	19.6	22.0	20.4	19.9	.....	.....	.....	.....	.....	.....	.....	
Rice.....	do.	8.7	8.8	11.4	14.0	17.6	14.2	9.4	9.5	+1	+31	+61	+102	+63	+8	+10	
Beans, navy.....	do.	.....	.....	18.9	16.1	12.3	10.1	8.2	10.2	.....	.....	.....	.....	.....	.....	.....	
Potatoes.....	do.	1.8	1.4	3.1	3.3	3.9	3.3	3.2	2.1	-22	+72	+83	+117	+83	+78	+17	
Onions.....	do.	.....	.....	5.8	4.0	6.9	4.3	7.5	4.4	.....	.....	.....	.....	.....	.....	.....	
Cabbage.....	do.	.....	.....	.....	.....	4.5	3.5	4.6	3.4	.....	.....	.....	.....	.....	.....	.....	
Beans, baked.....	(4)	.....	.....	.....	.....	17.0	16.5	13.9	13.2	.....	.....	.....	.....	.....	.....	.....	
Corn, canned.....	(4)	.....	.....	.....	.....	18.9	18.3	16.1	15.2	.....	.....	.....	.....	.....	.....	.....	
Peas, canned.....	(4)	.....	.....	.....	.....	19.1	19.0	17.8	17.4	.....	.....	.....	.....	.....	.....	.....	
Tomatoes, canned.....	(4)	.....	.....	.....	.....	16.1	13.7	13.0	12.8	.....	.....	.....	.....	.....	.....	.....	
Sugar, granulated.....	Pound.	5.4	6.2	9.6	10.8	12.5	12.8	6.7	8.1	+15	+78	+100	+131	+137	+24	+50	
Tea.....	do.	54.5	54.7	61.8	67.9	71.3	73.6	69.0	68.5	+0.4	+13	+25	+31	+35	+27	+26	
Coffee.....	do.	29.8	29.6	30.3	30.8	48.9	41.3	35.6	36.5	-1	+2	+3	+64	+39	+19	+22	
Fruites.....	do.	.....	.....	16.6	18.4	30.2	27.1	18.9	20.2	.....	.....	.....	.....	.....	.....	.....	
Raisins.....	do.	.....	.....	14.8	15.8	22.7	32.3	26.1	19.8	.....	.....	.....	.....	.....	.....	.....	
Bananas.....	Dozen.	.....	.....	.....	.....	39.9	46.6	37.8	36.8	.....	.....	.....	.....	.....	.....	.....	
Oranges.....	do.	.....	.....	.....	.....	54.2	67.4	52.8	51.0	.....	.....	.....	.....	.....	.....	.....	
All articles combined. <sup>5</sup>	.....	.....	.....	.....	.....	.....	.....	.....	.....	+0.4	+48	+75	+83	+84	+45	+38	

<sup>a</sup> Both pink and red.  
<sup>1</sup> 15-16 ounce can.  
<sup>2</sup> 8-ounce package.  
<sup>3</sup> 28-ounce package.  
<sup>4</sup> No. 2 can.  
<sup>5</sup> See note 2, p. 41.

Table 3 shows the changes in the retail price of each of 22 articles of food <sup>a</sup> as well as the changes in the amounts of these articles that could be purchased for \$1, each year, 1913 to 1921, and in November, 1922.

TABLE 3.—AVERAGE RETAIL PRICES OF SPECIFIED ARTICLES OF FOOD AND AMOUNT PURCHASABLE FOR \$1, IN EACH YEAR, 1913 TO 1921, AND IN NOVEMBER, 1922.

Year.	Sirloin steak.		Round steak.		Rib roast.		Chuck roast.		Plate beef.		Pork chops.	
	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.
	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>
1913.....	\$0.254	3.9	\$0.223	4.5	\$0.198	5.1	\$0.160	6.3	\$0.121	8.3	\$0.210	4.8
1914.....	.259	3.9	.236	4.2	.204	4.9	.167	6.0	.126	7.9	.220	4.5
1915.....	.257	3.9	.230	4.3	.201	5.0	.161	6.2	.121	8.3	.203	4.9
1916.....	.273	3.7	.245	4.1	.212	4.7	.171	5.8	.128	7.8	.227	4.4
1917.....	.315	3.2	.290	3.4	.249	4.0	.209	4.8	.157	6.4	.319	3.1
1918.....	.389	2.6	.369	2.7	.307	3.3	.266	3.8	.206	4.9	.390	2.6
1919.....	.417	2.4	.389	2.6	.325	3.1	.270	3.7	.202	5.0	.423	2.4
1920.....	.437	2.3	.395	2.5	.332	3.0	.262	3.8	.183	5.5	.423	2.4
1921.....	.388	2.6	.344	2.9	.291	3.4	.212	4.7	.143	7.0	.349	2.9
1922: November.	.373	2.7	.320	3.1	.275	3.6	.196	5.1	.127	7.9	.330	3.0
	Bacon.		Ham.		Lard.		Hens.		Eggs.		Butter.	
	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per dz.</i>	<i>Dozs.</i>	<i>Per lb.</i>	<i>Lbs.</i>
1913.....	\$0.270	3.7	\$0.269	3.7	\$0.158	6.3	\$0.213	4.7	\$0.345	2.9	\$0.383	2.6
1914.....	.275	3.6	.273	3.7	.156	6.4	.218	4.6	.353	2.8	.362	2.8
1915.....	.269	3.7	.261	3.8	.148	6.8	.208	4.8	.341	2.9	.358	2.8
1916.....	.287	3.5	.294	3.4	.175	5.7	.236	4.2	.375	2.7	.394	2.5
1917.....	.410	2.4	.382	2.6	.276	3.6	.286	3.5	.481	2.1	.487	2.1
1918.....	.529	1.9	.479	2.1	.333	3.0	.377	2.7	.569	1.8	.577	1.7
1919.....	.554	1.8	.534	1.9	.369	2.7	.411	2.4	.628	1.6	.678	1.5
1920.....	.523	1.9	.555	1.8	.295	3.4	.447	2.2	.681	1.5	.701	1.4
1921.....	.427	2.3	.488	2.0	.180	5.6	.397	2.5	.509	2.0	.517	1.9
1922: November.	.409	2.4	.463	2.2	.176	5.7	.339	2.9	.645	1.6	.546	1.8
	Cheese.		Milk.		Bread.		Flour.		Corn meal.		Rice.	
	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per qt.</i>	<i>Qts.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>
1913.....	\$0.221	4.5	\$0.089	11.2	\$0.056	17.9	\$0.033	30.3	\$0.030	33.3	\$0.087	11.5
1914.....	.229	4.4	.089	11.2	.063	15.9	.034	29.4	.032	31.3	.088	11.4
1915.....	.233	4.3	.088	11.4	.070	14.3	.042	23.8	.033	30.3	.091	11.0
1916.....	.258	3.9	.091	11.0	.073	13.7	.044	22.7	.034	29.4	.091	11.0
1917.....	.332	3.0	.112	9.0	.092	10.9	.070	14.3	.058	17.2	.104	9.6
1918.....	.359	2.8	.139	7.2	.098	10.2	.067	14.9	.068	14.7	.129	7.8
1919.....	.426	2.3	.155	6.5	.100	10.0	.072	13.9	.064	15.6	.151	6.6
1920.....	.416	2.4	.167	6.0	.115	8.7	.081	12.3	.065	15.4	.174	5.7
1921.....	.340	2.9	.146	6.8	.099	10.1	.058	17.2	.045	22.2	.095	10.5
1922: November.	.355	2.8	.134	7.5	.087	11.5	.048	20.8	.039	25.6	.095	10.5
	Potatoes.		Sugar.		Coffee.		Tea.					
	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>	<i>Per lb.</i>	<i>Lbs.</i>				
1913.....	\$0.017	58.8	\$0.055	18.2	\$0.298	3.4	\$0.544	1.8				
1914.....	.018	55.6	.059	16.9	.297	3.4	.546	1.8				
1915.....	.015	66.7	.066	15.2	.300	3.3	.545	1.8				
1916.....	.027	37.0	.080	12.5	.299	3.3	.546	1.8				
1917.....	.043	23.3	.093	10.8	.302	3.3	.582	1.7				
1918.....	.032	31.3	.097	10.3	.305	3.3	.648	1.5				
1919.....	.038	26.3	.113	8.8	.433	2.3	.701	1.4				
1920.....	.063	15.9	.194	5.2	.470	2.1	.733	1.4				
1921.....	.031	32.3	.080	12.5	.363	2.8	.697	1.4				
1922: November.	.021	47.6	.081	12.3	.365	2.7	.685	1.5				

<sup>a</sup> Although monthly prices of 43 food articles have been secured since January, 1919, prices of only 22 of these articles have been secured each month since 1913.

## Index Numbers of Retail Prices of Food in the United States.

IN TABLE 4 index numbers are given which show the changes in the retail prices of each of 22 food articles,<sup>3</sup> by years from 1907 to 1921, and by months for 1921, and 1922.<sup>4</sup> These index numbers, or relative prices, are based on the year 1913 as 100 and are computed by dividing the average price of each commodity for each month and each year by the average price of that commodity for 1913. These figures must be used with caution. For example, the relative price of rib roast for the year 1920 was 168, which means that the average money price for the year 1920 was 68 per cent higher than the average money price for the year 1913. The relative price of bacon for the year 1919 was 205 and for the year 1920, 194, which figures show a drop of 11 points but a decrease of only 5 per cent in the year.

In the last column of Table 4 are given index numbers showing the changes in the retail cost of all articles of food combined. From January, 1913, to December, 1920, 22 articles have been included in the index, and beginning with January, 1921, 43 articles have been used.<sup>4</sup> For an explanation of the method used in making the link between the cost of the market basket of 22 articles, weighted according to the average family consumption in 1901, and the cost of the market basket based on 43 articles and weighted according to the consumption in 1918, see MONTHLY LABOR REVIEW for March, 1921 (p. 25).

The curve shown in the chart on page 47 pictures more readily to the eye the changes in the cost of the family market basket and the trend in the cost of the food budget than do the index numbers given in the table. The retail cost of the food articles included in the index has decreased since July, 1920, until the curve is brought down in November, 1922, to approximately where it was in April, 1917. The chart has been shown on the logarithmic scale,<sup>5</sup> because the percentages of increase or decrease are more accurately shown than on the arithmetic scale.

<sup>3</sup> See note 2, p. 41.

<sup>4</sup> For index numbers of each month, January, 1913, to December, 1920, see MONTHLY LABOR REVIEW for February, 1921, pp. 19-21.

<sup>5</sup> For a discussion of the logarithmic chart see article on "Comparison of arithmetic and ratio charts" by Lucian W. Chaney, MONTHLY LABOR REVIEW for March, 1919, pp. 20-34. Also, "The 'ratio' charts," by Prof. Irving Fisher, reprinted from Quarterly Publications of the American Statistical Association, June, 1917, 24 pp.

TABLE 4.—INDEX NUMBERS SHOWING CHANGES IN THE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN THE UNITED STATES, BY YEARS, 1907 TO 1921, AND BY MONTHS FOR 1921 AND 1922.

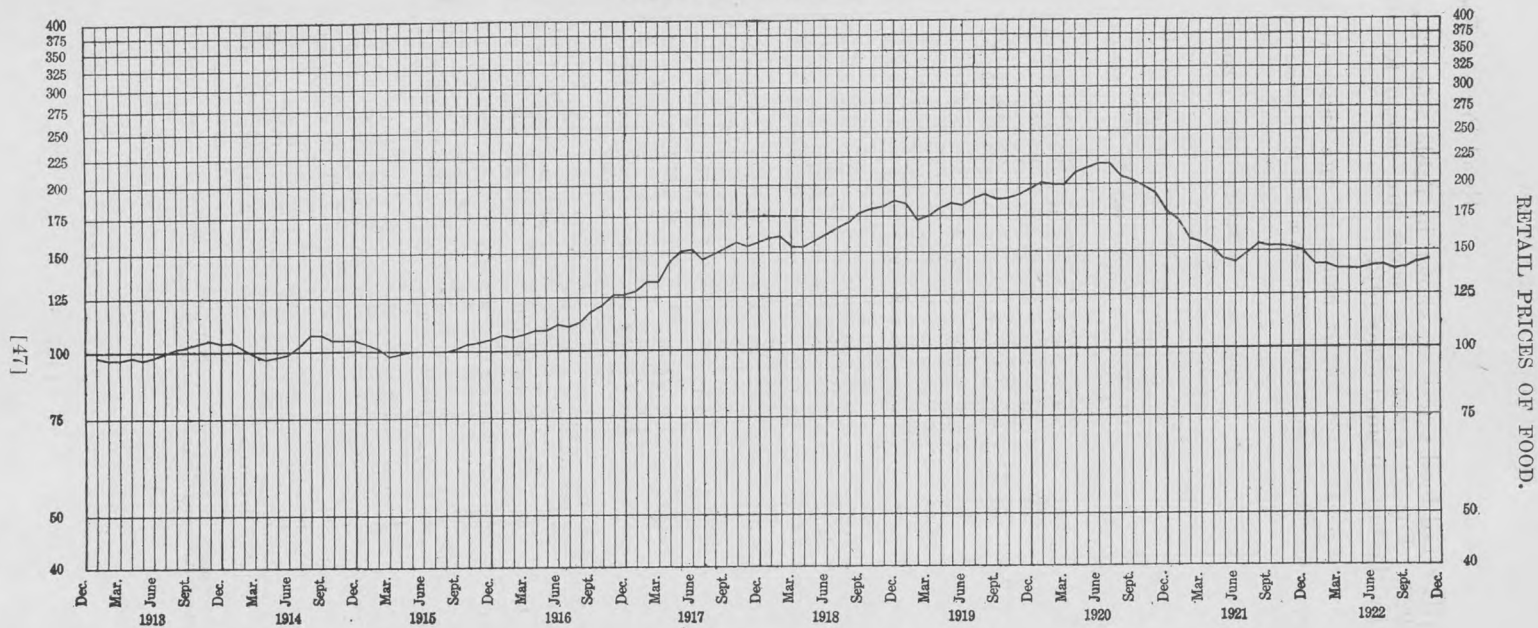
[Average for year 1913=100.]

Year and month.	Sirloin steak.	Round steak.	Rib roast.	Chuck roast.	Plate beef.	Pork chops.	Bacon.	Ham.	Lard.	Hens.	Eggs.	Butter.	Cheese.	Milk.	Bread.	Flour.	Corn meal.	Rice.	Potatoes.	Sugar.	Coffee.	Tea.	All articles combined.	
1907.....	71	68	76	.....	.....	74	74	76	81	81	84	85	.....	87	.....	95	88	.....	105	105	.....	.....	82	
1908.....	73	71	73	.....	.....	76	77	78	80	83	86	86	.....	90	.....	102	92	.....	111	108	.....	.....	84	
1909.....	77	74	81	.....	.....	83	83	82	90	89	93	90	.....	91	.....	109	94	.....	112	107	.....	.....	89	
1910.....	80	78	85	.....	.....	92	95	91	104	94	98	94	.....	95	.....	108	95	.....	101	109	.....	.....	93	
1911.....	81	79	85	.....	.....	85	91	89	88	91	94	88	.....	96	.....	102	94	.....	130	117	.....	.....	92	
1912.....	91	89	94	.....	.....	91	91	91	94	93	99	98	.....	97	.....	105	102	.....	135	115	.....	.....	98	
1913.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1914.....	102	106	103	104	104	105	102	102	99	102	102	94	104	100	113	104	105	101	108	100	100	100	100	102
1915.....	101	103	101	101	100	96	100	97	93	97	99	93	105	99	125	126	108	104	89	120	101	100	101	
1916.....	108	110	107	107	106	108	106	109	111	111	109	103	117	102	130	135	113	105	159	146	100	100	114	
1917.....	124	130	126	131	130	152	152	142	175	134	139	127	150	125	164	211	192	119	253	169	101	107	146	
1918.....	151	165	155	166	170	186	196	178	211	177	165	151	162	156	175	203	227	148	188	176	102	110	168	
1919.....	164	174	164	169	167	201	205	199	234	193	182	177	193	174	179	218	213	174	224	205	145	129	186	
1920.....	172	177	168	164	151	201	194	206	187	210	197	183	188	188	205	245	217	200	371	353	158	135	203	
1921: Av. for year.....	153	154	147	133	118	166	158	181	114	186	148	135	154	164	177	176	150	109	182	145	122	128	153	
January.....	159	163	157	148	140	171	171	180	141	200	229	159	175	183	193	203	173	176	176	176	129	133	172	
February.....	151	153	148	138	129	156	166	179	131	201	139	148	174	173	189	197	167	121	153	162	126	131	158	
March.....	154	157	152	141	130	168	155	181	124	203	121	150	176	171	188	194	160	113	147	176	125	131	156	
April.....	157	160	154	140	127	177	164	183	116	202	99	145	169	167	184	179	153	106	135	175	123	129	152	
May.....	158	160	153	138	124	167	161	181	106	194	97	111	143	162	177	173	150	101	129	153	121	129	145	
June.....	157	160	151	135	117	162	159	182	103	181	101	105	133	160	175	179	150	101	159	142	120	126	144	
July.....	158	161	148	129	109	163	160	190	106	182	122	122	133	157	173	176	147	100	200	129	120	127	148	
August.....	157	160	147	130	112	181	162	197	115	183	138	134	148	161	173	173	150	101	247	136	119	127	155	
September.....	153	154	144	128	110	179	159	191	113	179	146	132	148	158	171	170	147	103	235	133	119	127	153	
October.....	147	148	139	124	109	171	153	180	109	175	171	139	149	160	170	164	143	107	206	125	119	127	153	
November.....	141	139	135	120	106	152	147	170	105	168	201	139	151	161	166	155	140	108	188	122	119	127	152	
December.....	139	138	135	120	106	145	143	165	101	168	204	136	149	158	163	152	137	107	182	118	119	124	150	
1922:																								
January.....	139	136	135	119	106	138	139	164	97	173	145	118	149	153	157	148	130	107	194	113	120	126	142	
February.....	139	135	134	118	106	140	140	173	101	173	140	120	149	148	154	155	130	107	194	116	119	125	142	
March.....	141	138	136	121	107	149	144	185	109	177	92	120	149	146	155	161	130	107	182	118	119	124	139	
April.....	143	141	138	122	107	157	147	188	107	177	92	118	145	143	155	161	130	108	171	122	120	124	139	
May.....	148	146	141	124	107	164	147	191	108	177	97	117	139	140	157	161	127	109	176	120	120	125	139	
June.....	151	150	142	126	107	161	150	193	109	173	99	117	141	140	157	161	130	110	206	129	121	125	141	
July.....	154	153	144	127	106	164	150	194	109	168	104	119	143	144	157	158	130	110	212	138	121	125	142	
August.....	154	153	142	125	104	167	150	189	109	164	108	115	144	146	155	155	130	110	153	147	121	126	139	
September.....	152	151	142	125	104	173	150	180	109	164	130	122	145	147	155	148	130	110	135	144	121	125	140	
October.....	151	148	141	124	106	174	151	177	111	163	157	133	154	149	155	145	130	110	129	144	122	125	143	
November.....	147	144	139	123	105	157	151	172	111	159	187	143	161	151	155	145	130	109	124	147	122	126	145	

[46]

TREND IN THE RETAIL COST OF ALL ARTICLES OF FOOD, COMBINED, FOR THE UNITED STATES, BY MONTHS, JANUARY, 1913, TO  
NOVEMBER, 1922.

[Average cost for 1913=100.]



## Retail Prices of Food in 51

AVERAGE retail food prices are shown in Table 5 for 39 cities for 15, 1922. For 12 other cities prices are shown for the same scheduled by the bureau until after 1913.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTICLES

[The prices shown in this table are computed from reports sent monthly to the bureau by retail dealers.]

Article.	Unit.	Atlanta, Ga.				Baltimore, Md.				Birmingham, Ala.			
		Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
		1913	1921			1913	1921			1913	1921		
Sirloin steak.....	Pound.....	Cts. 24.2	Cts. 32.9	Cts. 33.7	Cts. 34.7	Cts. 22.8	Cts. 34.6	Cts. 36.4	Cts. 35.4	Cts. 28.0	Cts. 34.6	Cts. 33.9	Cts. 33.0
Round steak.....	do.....	21.3	29.6	30.5	31.4	21.3	30.6	33.8	32.7	23.0	30.8	30.3	29.7
Rib roast.....	do.....	19.0	24.9	26.6	25.7	17.5	27.0	29.0	28.9	19.4	25.7	25.6	24.9
Chuck roast.....	do.....	15.8	17.7	18.1	18.3	15.0	18.9	18.9	19.2	16.5	19.9	20.1	19.5
Plate beef.....	do.....	9.9	11.7	13.4	11.9	12.2	13.1	12.5	12.7	10.0	12.3	12.6	12.4
Pork chops.....	do.....	25.0	32.1	35.5	32.9	18.2	29.8	35.1	31.9	23.0	30.9	34.3	33.9
Bacon.....	do.....	31.1	40.1	40.3	38.1	21.5	32.9	36.9	36.5	34.0	42.8	42.0	41.7
Ham.....	do.....	30.8	46.7	45.9	46.9	27.5	47.8	51.3	49.9	32.0	47.3	46.9	46.8
Lamb, leg of.....	do.....	20.2	31.2	38.3	37.7	18.0	30.8	36.6	36.7	21.9	35.4	37.2	35.6
Hens.....	do.....	21.0	34.0	32.2	29.9	20.2	36.9	38.0	35.6	19.3	33.1	30.3	30.9
Salmon, canned, red.....	do.....	.....	15.2	29.5	28.4	.....	28.3	26.3	26.2	.....	35.2	30.4	30.5
Milk, fresh.....	Quart.....	10.6	17.8	16.7	16.7	8.7	12.0	12.0	10.0	10.0	20.0	19.0	19.0
Milk, evaporated.....	15-16 oz. can.....	.....	14.7	13.3	13.6	.....	12.6	10.5	11.3	.....	14.4	12.3	13.0
Butter.....	Pound.....	39.8	52.3	49.9	54.6	38.4	58.6	54.8	59.2	41.7	52.5	50.0	53.1
Oleomargarine.....	do.....	.....	33.3	30.2	30.8	.....	28.2	25.3	25.7	.....	36.3	32.6	32.9
Nut margarine.....	do.....	.....	29.6	27.0	27.4	.....	28.1	27.1	27.5	.....	32.9	28.8	29.4
Cheese.....	do.....	25.0	32.7	34.1	35.1	23.3	33.3	33.8	35.2	23.0	31.9	33.1	35.1
Lard.....	do.....	15.3	16.9	18.2	18.2	15.0	16.4	17.4	17.0	15.1	16.9	18.4	18.0
Crisco.....	do.....	.....	20.0	21.5	21.7	.....	19.8	21.9	22.4	.....	23.5	22.1	21.5
Eggs, strictly fresh.....	Dozen.....	40.0	54.0	40.5	51.8	45.9	73.0	52.8	68.7	39.0	59.3	45.0	50.8
Eggs, storage.....	do.....	.....	.....	40.7	33.1	44.4	35.4	36.4	32.5	47.9	40.0	41.4	.....
Bread.....	Pound.....	5.6	9.9	9.6	9.6	5.5	8.6	8.1	8.3	5.4	9.3	9.0	9.0
Flour.....	do.....	3.5	5.6	5.2	5.2	3.1	4.9	4.7	4.6	3.6	5.9	5.6	5.6
Corn meal.....	do.....	2.6	2.9	2.9	3.2	2.6	3.1	3.1	3.2	2.5	3.0	2.9	3.0
Rolled oats.....	do.....	.....	11.4	10.0	9.5	.....	9.4	8.3	8.4	.....	10.8	9.5	9.5
Corn flakes.....	8-oz. pkg.....	.....	12.8	9.6	9.6	.....	10.5	8.9	9.0	.....	12.2	9.9	10.1
Cream of Wheat.....	28-oz. pkg.....	.....	30.4	26.0	26.6	.....	28.2	24.5	24.5	.....	30.9	27.2	27.4
Macaroni.....	Pound.....	.....	21.9	21.6	21.6	.....	20.5	19.4	19.2	.....	20.4	19.6	19.7
Rice.....	do.....	8.6	8.9	9.0	8.9	9.0	9.5	9.2	9.3	8.2	9.3	9.4	9.7
Beans, navy.....	do.....	.....	9.6	11.8	11.7	.....	8.0	9.7	9.9	.....	9.5	11.2	11.5
Potatoes.....	do.....	2.3	4.3	3.2	3.2	1.8	3.4	2.0	2.0	2.2	4.5	3.2	3.1
Onions.....	do.....	.....	8.9	6.3	6.1	.....	7.9	4.6	4.7	.....	8.6	5.7	5.4
Cabbage.....	do.....	.....	5.5	4.6	4.5	.....	4.2	3.7	3.4	.....	5.9	4.8	4.6
Beans, baked.....	No 2 can.....	.....	14.0	13.5	13.5	.....	12.7	11.6	11.9	.....	15.6	15.1	15.1
Corn, canned.....	do.....	.....	16.3	15.6	15.9	.....	15.6	14.0	14.1	.....	17.9	16.2	16.1
Peas, canned.....	do.....	.....	18.1	17.5	18.2	.....	16.9	15.5	15.7	.....	20.5	19.8	19.2
Tomatoes, canned.....	do.....	.....	13.2	12.5	12.5	.....	11.3	10.7	11.4	.....	12.8	11.1	11.2
Sugar, granulated.....	Pound.....	5.7	7.1	8.2	8.5	4.8	6.2	7.3	7.5	5.4	6.9	7.9	8.2
Tea.....	do.....	60.0	89.8	87.3	88.6	56.0	65.5	64.1	65.0	61.3	82.9	82.1	82.2
Coffee.....	do.....	32.0	35.5	35.9	36.5	24.4	30.8	32.0	32.4	28.8	37.0	37.0	37.6
Prunes.....	do.....	.....	19.4	21.8	22.1	.....	18.0	19.4	18.8	.....	20.8	23.3	22.0
Raisins.....	do.....	.....	26.2	20.8	21.4	.....	24.3	18.5	17.9	.....	27.2	22.5	21.3
Bananas.....	Dozen.....	.....	24.7	26.4	26.2	.....	26.8	27.5	25.9	.....	36.3	35.5	35.0
Oranges.....	do.....	.....	34.2	45.8	40.4	.....	52.2	60.0	52.4	.....	39.2	54.2	46.4

<sup>1</sup> The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as porterhouse steak.

Cities on Specified Dates.

November 15, 1913, and 1921, and for October 15, and November dates with the exception of November, 1913, as these cities were not

OF FOOD FOR 51 CITIES ON CERTAIN SPECIFIED DATES.

As some dealers occasionally fail to report, the number of quotations varies from month to month.]

Boston, Mass.				Bridgeport, Conn.				Buffalo, N. Y.				Butte, Mont.			Charleston, S. C.			
Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	
1913	1921						1913	1921						1913	1921			
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	
34.0	55.5	62.6	61.7	40.8	44.7	43.7	22.2	32.6	37.4	36.4	27.7	30.2	28.0	21.4	33.9	32.5	33.2	
35.0	48.0	51.5	49.3	35.8	38.9	37.7	19.4	27.2	31.2	29.6	23.7	27.1	24.6	20.8	32.3	31.3	30.9	
23.9	34.0	36.6	36.0	31.5	34.0	33.6	16.4	26.0	27.8	27.1	21.8	24.1	22.9	20.0	29.3	27.5	26.8	
16.2	22.8	24.5	24.4	22.1	24.3	23.9	15.2	19.0	19.9	19.8	15.8	16.8	16.5	15.0	21.3	20.2	19.8	
.....	15.1	16.2	15.4	10.1	10.4	10.6	11.7	11.8	12.0	12.0	11.1	11.3	11.4	12.0	15.5	13.5	13.4	
22.4	36.3	41.8	36.7	31.6	38.2	34.5	19.8	30.6	39.7	34.1	34.0	34.8	32.5	25.0	35.2	35.3	34.5	
24.6	36.8	38.5	38.7	41.8	44.6	45.1	21.2	31.4	35.2	35.2	49.6	47.7	47.7	26.6	38.5	37.1	37.9	
31.0	51.0	54.6	51.5	54.2	55.6	52.9	26.3	45.0	47.2	46.9	54.6	53.4	53.4	27.5	47.6	46.1	45.0	
20.5	33.5	38.7	39.3	30.5	36.4	37.0	15.6	23.3	31.8	30.6	25.3	32.5	31.2	22.5	37.5	42.2	43.1	
24.3	42.9	40.3	41.0	41.9	39.4	39.1	20.0	34.5	34.8	34.7	29.8	30.5	27.7	21.5	42.6	47.3	37.0	
.....	34.0	29.7	29.6	37.1	32.9	33.3	.....	29.5	27.4	27.4	41.2	36.4	37.7	.....	29.6	27.3	27.5	
8.9	15.4	14.5	14.5	15.0	14.0	14.0	8.0	15.0	14.0	14.0	14.3	14.0	14.2	12.0	18.7	18.5	18.5	
.....	13.7	11.7	12.0	13.2	10.9	11.5	.....	12.2	10.9	11.4	13.5	11.0	12.3	.....	12.8	11.1	11.6	
38.2	53.8	49.4	52.7	52.6	48.7	52.6	38.1	54.3	52.7	56.5	51.5	51.8	54.3	37.8	49.8	46.5	49.3	
.....	30.7	28.2	28.3	28.3	26.5	27.0	.....	28.3	27.6	27.3	35.0	30.0	30.0	.....	29.3	27.3	27.6	
.....	28.0	26.3	26.3	25.7	24.3	25.0	.....	28.6	26.2	26.9	33.3	30.2	30.2	.....	29.0	28.0	28.0	
23.4	33.2	35.2	37.0	33.4	33.3	35.2	21.5	32.3	32.8	34.6	37.0	35.8	36.7	21.0	30.0	31.0	33.6	
15.8	17.3	17.4	18.4	16.0	17.0	17.5	14.2	16.1	16.8	16.8	31.2	21.4	22.0	15.0	17.6	18.6	18.8	
.....	21.7	23.9	24.1	20.1	22.9	23.0	.....	20.1	21.8	21.8	25.0	26.8	26.0	.....	20.9	21.6	21.3	
60.6	98.2	80.1	100.6	88.9	74.7	87.5	48.5	77.7	63.2	75.9	67.7	60.0	65.6	40.0	42.0	37.4	44.0	
35.2	52.1	42.8	45.8	47.9	43.8	43.3	30.6	43.8	37.3	37.3	46.9	39.7	41.2	33.5	39.3	34.4	34.5	
6.0	9.9	8.4	8.4	10.5	8.4	8.4	5.6	8.7	8.5	8.3	9.6	9.7	9.7	6.4	10.8	9.7	9.5	
3.6	5.9	5.3	5.5	5.1	4.9	4.9	3.0	4.4	4.1	4.3	5.8	5.5	5.5	3.7	6.1	5.9	5.9	
3.5	5.1	4.9	4.9	7.8	6.9	6.9	2.6	3.9	3.5	3.4	4.7	3.8	3.9	2.6	3.1	3.0	3.0	
.....	8.9	8.3	8.4	9.6	8.3	8.5	.....	8.4	7.7	7.9	8.5	6.7	6.7	.....	10.4	9.4	9.5	
.....	11.8	10.2	10.0	10.8	9.5	9.3	.....	10.6	9.2	9.2	13.6	12.1	11.9	.....	12.2	10.0	10.0	
.....	29.8	26.0	25.9	28.6	25.3	25.3	.....	28.1	25.2	25.3	33.6	28.8	28.8	.....	30.3	25.0	25.0	
.....	24.1	23.6	23.7	24.6	24.5	23.9	.....	21.9	22.1	21.7	22.6	22.7	22.5	.....	20.7	19.8	19.6	
9.4	10.1	11.1	11.1	9.7	10.0	10.3	9.3	9.1	9.3	9.0	9.2	9.9	9.6	5.6	6.8	6.5	6.5	
.....	7.8	9.9	10.3	8.9	11.0	10.5	.....	8.0	10.0	10.3	8.7	9.3	9.3	.....	9.4	10.9	11.3	
1.7	2.9	2.0	2.2	3.0	2.0	2.2	1.8	2.5	1.8	1.7	1.8	1.2	1.2	2.2	3.5	2.4	2.4	
.....	8.3	4.4	4.3	7.7	4.3	4.4	.....	8.3	4.6	4.7	7.4	3.8	3.8	.....	8.9	5.1	5.0	
.....	5.3	4.7	4.5	4.8	3.6	3.6	.....	3.4	2.2	2.2	4.8	3.0	2.7	.....	5.1	3.8	3.8	
.....	15.1	14.6	14.4	12.6	11.9	12.2	.....	11.5	11.0	11.0	19.5	18.1	17.5	.....	11.6	11.4	11.3	
.....	19.5	18.2	18.5	19.4	18.1	17.9	.....	16.0	14.8	15.0	17.8	16.4	16.1	.....	14.5	14.7	14.3	
.....	21.0	21.2	21.7	20.2	19.8	20.1	.....	17.1	16.4	16.7	17.2	16.0	16.1	.....	18.5	19.7	18.5	
.....	13.1	13.8	14.5	12.8	13.1	12.8	.....	12.9	13.1	13.4	15.0	15.0	14.7	.....	11.5	10.3	10.4	
5.4	6.4	7.7	8.0	6.5	7.6	7.8	5.3	6.4	7.6	7.9	8.7	9.8	9.9	5.0	6.1	7.3	7.7	
58.6	67.2	68.9	68.9	58.9	57.4	57.6	45.0	60.3	60.9	60.9	76.2	79.5	79.0	50.0	74.9	72.6	71.4	
33.0	41.3	43.1	43.0	34.9	34.3	34.9	29.3	33.7	34.6	34.5	46.1	45.0	45.8	26.8	32.1	32.9	32.4	
.....	19.1	20.8	21.0	18.9	19.9	19.8	.....	18.6	19.1	19.5	19.7	22.3	21.2	.....	18.8	20.4	20.6	
.....	24.5	19.3	19.2	28.0	19.5	19.1	.....	23.3	18.4	18.4	29.6	22.9	21.5	.....	25.9	20.8	19.4	
.....	46.8	41.1	47.5	36.3	34.1	36.0	.....	44.4	41.7	44.7	2 15.2	2 14.4	2 15.0	.....	38.0	30.6	33.3	
.....	37.6	68.4	50.0	54.8	64.2	51.5	.....	58.4	66.8	55.2	55.9	65.0	54.2	.....	35.0	46.4	35.4	

\*Per pound.

TABLE 5.—RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD

Article.	Unit.	Chicago, Ill.				Cincinnati, Ohio.				Cleveland, Ohio.			
		Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
		1913	1921			1913	1921			1913	1921		
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Sirloin steak.....	Pound.....	24.7	36.9	38.9	38.6	22.7	23.6	32.7	32.0	25.0	31.5	34.7	33.9
Round steak.....	do.....	21.4	29.7	30.1	29.9	20.7	27.1	29.8	29.3	22.4	26.0	28.8	28.1
Rib roast.....	do.....	19.5	28.5	29.5	29.5	19.2	25.4	27.1	26.6	18.6	22.0	24.9	24.4
Chuck roast.....	do.....	15.9	20.0	19.7	19.8	16.1	16.4	17.4	17.5	17.0	17.6	19.1	18.9
Plate beef.....	do.....	12.0	12.1	11.8	12.0	11.5	12.9	13.1	12.8	12.6	11.3	10.9	11.2
Pork chops.....	do.....	19.3	27.3	34.3	28.9	19.8	27.6	36.2	27.1	21.6	29.0	36.9	30.5
Bacon.....	do.....	32.4	46.2	46.9	45.9	24.6	31.8	36.4	35.0	28.1	37.1	39.9	40.6
Ham.....	do.....	32.3	46.7	49.5	47.7	28.5	45.8	49.4	47.6	35.7	45.4	48.5	46.3
Lamb, leg of.....	do.....	19.3	30.7	35.2	35.4	17.5	28.6	32.3	31.4	18.1	27.1	33.8	34.1
Hens.....	do.....	17.4	32.5	32.3	30.7	20.2	32.9	33.4	33.5	19.9	33.3	34.4	32.6
Salmon, canned, red.....	do.....	.....	35.2	32.5	32.0	.....	29.5	27.8	27.9	.....	33.8	30.1	29.8
Milk, fresh.....	Quart.....	8.0	12.0	12.0	12.0	8.0	13.0	12.0	12.0	8.0	13.0	13.0	13.0
Milk, evaporated.....	15-16 oz. can.....	.....	12.3	10.0	10.5	.....	12.2	10.5	11.0	.....	12.6	10.6	11.3
Butter.....	Pound.....	36.5	50.9	49.3	54.5	38.2	51.0	48.4	54.5	40.7	55.9	54.7	50.4
Oleomargarine.....	do.....	.....	26.0	23.6	23.8	.....	29.5	28.5	28.7	.....	30.5	28.2	28.5
Nut margarine.....	do.....	.....	24.9	22.4	22.4	.....	28.2	26.8	26.9	.....	27.8	25.8	26.0
Cheese.....	do.....	25.3	36.5	35.8	37.4	21.0	34.2	34.6	35.4	24.0	32.0	33.1	33.9
Lard.....	do.....	15.0	16.5	16.9	16.8	14.2	14.1	15.6	15.7	16.3	17.1	17.8	18.0
Crisco.....	do.....	.....	21.3	22.6	22.8	.....	20.7	22.0	22.1	.....	21.6	23.2	23.5
Eggs, strictly fresh.....	Dozen.....	39.8	66.6	47.9	60.3	44.3	69.9	47.9	63.7	50.0	74.5	56.7	75.5
Eggs, storage.....	do.....	30.3	46.0	36.6	37.8	33.6	46.5	40.3	36.8	35.7	50.3	43.6	43.2
Bread.....	Pound.....	6.1	9.8	9.7	9.7	4.8	8.6	8.4	8.4	5.6	8.9	7.9	7.9
Flour.....	do.....	2.9	4.5	4.2	4.2	3.3	5.0	4.5	4.6	3.2	5.1	4.5	4.7
Corn meal.....	do.....	2.9	6.1	5.1	5.1	2.8	3.2	2.9	2.8	3.0	4.1	3.5	3.5
Rolled oats.....	do.....	.....	9.0	8.0	7.9	.....	9.7	8.4	8.6	.....	9.7	8.6	8.5
Corn flakes.....	8-oz. pkg.....	.....	10.9	9.4	9.5	.....	11.3	9.4	9.4	.....	12.8	10.0	10.0
Cream of Wheat.....	28-oz. pkg.....	.....	27.8	24.3	24.2	.....	29.1	24.6	24.7	.....	28.9	25.6	25.9
Macaroni.....	Pound.....	.....	18.1	18.5	18.3	.....	18.3	16.4	16.5	.....	20.8	20.1	20.5
Rice.....	do.....	9.0	9.7	9.7	9.7	8.8	9.3	8.9	8.8	9.0	9.6	9.0	9.0
Beans, navy.....	do.....	.....	7.8	9.9	10.2	.....	6.9	9.3	9.5	.....	7.5	9.2	9.7
Potatoes.....	do.....	1.7	2.9	2.0	1.7	1.9	3.5	2.3	2.1	2.0	3.3	2.2	2.0
Onions.....	do.....	.....	6.5	4.1	4.1	.....	7.5	4.4	4.5	.....	7.7	3.8	3.8
Cabbage.....	do.....	.....	4.9	3.5	3.3	.....	4.9	3.7	3.4	.....	4.6	3.2	3.1
Beans, baked.....	No. 2 can.....	.....	12.9	12.6	12.7	.....	11.9	11.6	11.5	.....	13.0	12.3	12.3
Corn, canned.....	do.....	.....	15.3	13.7	13.7	.....	14.9	13.8	13.8	.....	17.6	16.2	15.9
Peas, canned.....	do.....	.....	15.6	15.6	15.5	.....	16.5	16.5	16.4	.....	17.9	17.1	17.1
Tomatoes, canned.....	do.....	.....	13.3	13.6	13.3	.....	12.2	12.6	12.3	.....	13.8	13.6	13.6
Sugar, granulated.....	Pound.....	5.1	6.3	7.4	7.6	5.3	6.6	7.7	7.9	5.4	6.8	7.7	8.1
Tea.....	do.....	55.0	66.3	66.6	65.9	60.0	70.9	69.3	69.3	50.0	65.5	68.4	68.4
Coffee.....	do.....	30.7	33.5	34.5	34.8	25.6	30.5	31.3	31.8	26.5	35.6	37.3	38.2
Prunes.....	do.....	.....	19.9	21.0	20.6	.....	19.9	19.7	19.4	.....	18.2	19.8	20.0
Raisins.....	do.....	.....	26.7	21.6	20.8	.....	24.2	20.5	19.9	.....	24.4	20.7	20.3
Bananas.....	Dozen.....	.....	37.1	36.0	37.5	.....	40.0	33.9	38.5	.....	45.3	42.9	44.5
Oranges.....	do.....	.....	55.4	67.9	57.9	.....	45.4	52.2	42.8	.....	51.7	58.9	52.6

<sup>1</sup> The steak for which prices are here quoted is called "rump" in this city, but in most of the other cities included in this report it would be known as porterhouse steak.



RETAIL PRICES OF FOOD.

FOR 51 CITIES ON CERTAIN SPECIFIED DATES—Continued.

Columbus, Ohio.			Dallas, Tex.				Denver, Colo.				Detroit, Mich.				Fall River, Mass.			
Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Nov. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
			1913	1921			1913	1921			1913	1921			1913	1921		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
32.2	34.8	34.3	23.6	31.8	35.3	34.5	22.9	28.0	30.7	28.7	25.6	31.5	36.2	34.8	34.3	32.7	56.6	55.7
27.9	30.5	30.0	21.0	30.2	32.1	31.5	20.3	24.0	26.5	24.0	20.6	25.1	29.1	27.6	27.3	39.6	41.8	41.8
25.1	26.6	26.3	20.1	26.1	26.6	27.1	16.7	21.8	22.6	21.2	20.0	24.7	25.8	25.4	23.3	26.7	27.0	26.4
19.5	20.9	20.5	16.4	20.5	21.9	21.2	15.3	16.4	16.4	16.1	15.2	17.1	18.6	18.4	18.3	19.7	20.6	20.0
13.7	14.3	13.4	15.0	16.7	16.8	15.6	9.9	9.5	9.8	9.7	11.4	11.1	12.0	11.6	.....	12.4	11.9	11.9
26.0	34.0	30.1	21.8	33.6	37.1	33.5	20.4	31.7	35.7	31.1	19.4	29.3	37.7	34.9	23.3	33.9	35.8	34.3
37.1	38.3	38.6	37.5	45.1	44.6	43.6	28.0	41.3	44.8	44.2	22.3	36.7	41.5	41.2	25.7	41.4	37.7	37.9
42.8	47.1	45.6	31.6	51.1	54.5	52.0	29.2	51.1	52.7	51.7	27.0	48.1	50.7	48.3	30.4	47.7	47.6	46.5
35.0	35.9	35.0	22.5	36.0	40.0	40.0	15.2	28.8	34.1	34.2	15.1	27.0	36.7	35.7	19.3	34.3	39.2	38.9
34.5	33.4	30.0	18.4	30.5	31.2	30.0	18.5	30.1	28.1	28.0	19.2	32.6	34.9	32.6	24.6	46.8	42.8	42.2
33.6	32.2	31.1	.....	33.8	31.7	31.1	.....	36.0	34.4	34.0	.....	31.8	30.4	30.0	.....	34.0	30.4	30.3
12.0	11.0	11.0	10.8	15.0	15.0	15.0	8.4	10.8	9.8	9.8	9.0	13.0	13.0	13.0	9.0	15.0	13.0	14.0
13.1	11.0	11.5	.....	14.8	12.5	12.9	.....	12.5	11.2	11.7	.....	12.5	10.7	11.2	.....	15.0	12.5	12.6
53.1	49.8	55.9	40.0	50.4	48.0	53.2	35.0	49.4	46.9	52.5	37.1	52.6	50.8	55.4	36.0	51.3	46.7	45.8
27.9	27.3	26.1	.....	27.0	27.3	27.3	.....	30.7	29.0	29.0	.....	28.8	27.0	27.5	.....	32.3	30.0	30.3
27.1	24.7	25.3	.....	30.4	29.4	31.2	.....	29.8	27.7	28.3	.....	27.4	25.9	26.3	.....	31.7	31.3	31.3
30.7	33.9	35.6	20.0	33.9	34.9	35.8	26.1	35.5	36.6	37.9	22.3	33.0	34.2	35.5	23.6	33.2	35.1	35.5
13.8	16.2	16.0	16.8	21.4	20.6	20.1	16.0	18.7	19.4	19.6	16.4	12.4	17.3	17.1	15.3	16.5	16.5	16.6
22.0	22.5	22.3	.....	20.6	21.6	21.7	.....	23.2	24.6	24.2	.....	20.6	23.0	22.9	.....	21.2	23.0	23.0
69.5	53.4	67.1	40.0	53.6	40.8	48.1	45.0	62.8	45.6	59.7	41.0	71.3	52.6	66.1	58.8	99.6	76.0	93.1
45.2	39.0	39.7	35.0	44.8	34.0	41.5	33.0	45.7	36.8	39.8	32.2	47.1	38.1	39.4	34.6	48.4	41.2	41.4
9.3	7.6	7.6	5.3	10.0	8.8	8.9	5.5	10.0	8.3	8.2	5.6	9.4	8.6	8.6	6.2	10.3	9.2	9.2
5.1	4.5	4.5	3.3	4.8	4.6	4.7	2.5	3.9	3.7	3.8	3.1	4.9	4.4	4.5	3.3	5.3	5.1	5.1
3.2	2.9	3.0	3.6	3.6	3.7	3.5	2.6	3.3	3.0	3.1	2.9	4.7	4.3	4.4	3.6	7.0	6.3	6.6
10.2	9.0	9.5	.....	11.3	10.3	10.4	.....	9.5	8.8	8.7	.....	10.4	9.3	9.4	.....	10.8	9.3	9.2
11.3	9.5	9.5	.....	12.9	11.8	11.8	.....	12.9	10.1	9.9	.....	11.2	9.0	9.2	.....	13.3	10.0	10.1
30.1	26.2	26.1	.....	31.6	25.6	25.6	.....	29.4	25.2	25.2	.....	29.4	24.9	25.3	.....	29.9	27.7	28.4
20.4	19.0	19.3	.....	21.4	21.2	21.3	.....	21.4	20.7	20.6	.....	19.3	19.4	19.9	.....	24.9	24.2	23.8
10.4	10.4	10.4	9.3	10.4	10.8	10.7	8.6	9.4	9.9	9.7	8.4	9.0	9.5	9.1	10.0	9.8	10.2	9.9
7.4	9.3	9.5	.....	9.2	10.7	10.9	.....	9.1	10.5	10.5	.....	7.1	8.9	9.5	.....	8.1	10.5	10.7
3.1	2.1	2.0	2.3	4.4	3.3	3.5	1.6	2.8	1.8	1.8	1.7	2.6	1.6	1.4	1.8	3.1	2.0	2.1
7.9	5.4	5.0	.....	7.8	6.0	6.0	.....	6.4	4.2	3.9	.....	6.7	3.8	3.5	.....	8.4	4.7	4.8
5.5	4.0	3.8	.....	6.4	5.0	5.0	.....	3.3	2.1	2.2	.....	4.0	2.7	2.6	.....	4.8	3.8	3.7
13.6	13.2	13.8	.....	16.1	15.8	15.8	.....	16.1	14.7	14.3	.....	12.1	12.3	12.1	.....	14.0	12.9	12.9
13.8	13.1	12.0	.....	17.0	17.3	17.2	.....	15.1	14.7	14.5	.....	15.7	15.3	15.4	.....	16.6	15.2	15.5
15.8	14.9	14.9	.....	22.1	21.1	21.4	.....	17.6	16.2	16.2	.....	17.0	16.8	16.6	.....	18.2	17.4	17.4
12.5	13.7	13.6	.....	14.1	14.0	14.1	.....	12.9	13.4	13.1	.....	12.9	13.2	12.8	.....	13.4	13.2	13.2
6.8	8.0	8.3	5.6	7.3	8.4	8.6	5.1	7.4	8.6	8.9	5.2	6.6	7.5	7.8	5.3	6.9	8.0	8.3
83.2	78.4	76.2	66.7	87.6	92.7	96.5	52.8	70.9	69.3	69.1	43.3	61.4	64.1	64.5	44.2	57.3	60.2	60.5
34.0	36.0	35.0	36.7	38.3	41.5	41.5	29.4	35.4	35.7	35.9	29.3	34.7	36.4	36.7	33.0	39.0	38.5	38.1
18.6	22.5	21.9	.....	21.8	23.8	23.6	.....	19.3	21.5	20.7	.....	19.2	20.7	20.4	.....	17.8	18.1	18.2
24.2	21.8	19.7	.....	27.1	22.2	21.0	.....	26.1	21.3	19.8	.....	25.1	19.3	18.9	.....	27.1	21.6	21.4
38.2	36.7	38.2	.....	35.0	35.7	34.3	.....	13.7	12.1	13.5	.....	33.6	31.7	34.9	.....	10.8	10.0	10.1
58.7	57.4	49.6	.....	58.4	67.2	56.3	.....	54.8	64.2	51.9	.....	53.9	61.7	53.5	.....	51.7	50.0	51.4

<sup>1</sup> Per pound.

TABLE 5.—RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD

Article.	Unit.	Houston, Tex.			Indianapolis, Ind.				Jacksonville, Fla.			
		Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
					1913	1921			1913	1921		
Sirloin steak.....	Pound.....	29.6	29.6	29.3	26.0	32.8	36.2	34.9	25.6	35.0	34.2	33.5
Round steak.....	do.....	28.6	27.8	27.8	24.7	30.8	34.4	33.1	21.2	29.9	28.8	27.7
Rib roast.....	do.....	24.6	23.4	23.9	17.8	24.1	25.9	25.6	21.6	26.1	26.5	26.2
Chuck roast.....	do.....	20.5	19.2	19.4	16.3	20.3	21.9	21.6	14.4	17.3	17.2	15.8
Plate beef.....	do.....	15.5	14.3	14.4	12.9	14.3	14.1	13.9	11.2	10.1	10.3	10.8
Pork chops.....	do.....	33.9	33.8	33.3	21.5	29.7	35.4	31.1	24.0	34.2	34.5	33.5
Bacon.....	do.....	50.1	46.6	46.2	29.2	33.2	38.6	39.0	30.9	39.0	37.9	39.0
Ham.....	do.....	50.8	47.1	47.5	30.3	47.1	48.7	49.0	30.2	45.9	45.0	45.5
Lamb, leg of.....	do.....	33.0	32.9	34.3	19.0	33.1	38.1	37.1	21.6	33.8	36.6	34.8
Hens.....	do.....	31.0	33.9	31.1	19.8	31.8	31.9	30.4	24.6	35.9	35.2	34.0
Salmon, canned, red.....	do.....	32.5	30.6	30.5	.....	18.1	38.2	37.2	.....	32.9	30.7	30.4
Milk, fresh.....	Quart.....	16.0	15.3	15.8	8.0	11.3	10.0	10.3	12.3	20.0	17.7	17.7
Milk, evaporated.....	15-16 oz. can.....	13.6	11.8	12.4	.....	13.2	10.4	11.7	.....	13.9	11.4	11.7
Butter.....	Pound.....	49.7	49.2	53.4	37.5	49.8	47.4	54.5	39.0	52.7	48.8	54.1
Oleomargarine.....	do.....	32.8	31.8	33.0	.....	29.8	26.6	27.3	.....	30.0	29.6	29.9
Nut margarine.....	do.....	30.3	29.0	29.5	.....	28.5	26.0	26.5	.....	30.5	27.4	29.2
Cheese.....	do.....	30.5	33.5	35.1	21.3	33.5	35.1	36.2	22.5	31.6	31.8	35.0
Lard.....	do.....	17.7	18.6	18.6	15.0	13.9	15.3	15.2	15.7	18.1	17.3	17.5
Crisco.....	do.....	21.9	23.2	24.6	.....	21.5	22.2	22.7	.....	21.4	22.4	21.7
Eggs, strictly fresh.....	Dozen.....	51.8	39.6	44.9	43.5	65.5	45.0	57.5	45.0	67.5	60.4	62.9
Eggs, storage.....	do.....	42.6	35.8	38.5	35.8	46.9	38.0	38.7	40.0	46.8	41.5	42.5
Bread.....	Pound.....	8.5	6.6	6.6	5.1	8.6	7.3	7.8	6.2	10.4	10.6	10.6
Flour.....	do.....	5.4	4.9	5.1	3.2	4.8	4.5	4.5	3.7	5.9	5.7	5.6
Corn meal.....	do.....	3.7	3.3	3.3	2.6	3.0	3.1	2.9	2.9	3.2	3.1	3.3
Rolled oats.....	do.....	10.6	8.3	8.7	.....	9.1	7.9	7.8	.....	11.0	9.3	9.7
Corn flakes.....	8-oz. pkg.....	12.5	9.7	10.1	.....	11.7	9.1	8.9	.....	12.4	9.7	9.8
Cream of Wheat.....	28-oz. pkg.....	29.6	24.8	24.8	.....	31.9	25.6	26.3	.....	30.9	25.6	25.9
Macaroni.....	Pound.....	20.3	19.7	19.9	.....	20.1	18.8	18.9	.....	21.1	19.3	19.3
Rice.....	do.....	8.1	7.7	7.7	9.2	9.9	10.0	10.3	6.8	8.8	8.9	8.9
Beans, navy.....	do.....	8.8	9.6	10.0	.....	7.6	9.7	10.0	.....	9.4	10.6	11.3
Potatoes.....	do.....	4.5	3.6	3.4	1.7	2.9	2.0	1.7	2.5	4.1	2.6	2.7
Onions.....	do.....	7.1	5.1	5.3	.....	7.5	5.0	4.2	.....	8.8	4.8	5.0
Cabbage.....	do.....	5.9	5.0	4.7	.....	4.8	4.0	3.7	.....	6.1	4.7	4.5
Beans, baked.....	No. 2 can.....	13.5	14.2	14.0	.....	14.0	13.0	13.3	.....	13.2	12.6	11.9
Corn, canned.....	do.....	13.9	13.6	13.6	.....	14.7	13.9	13.7	.....	17.3	15.9	15.9
Peas, canned.....	do.....	17.4	18.2	18.7	.....	15.3	15.6	15.5	.....	19.3	17.2	17.1
Tomatoes, canned.....	do.....	13.3	11.8	12.0	.....	14.4	13.7	13.6	.....	11.9	10.4	10.5
Sugar, granulated.....	Pound.....	6.3	7.8	8.1	5.7	7.1	8.3	8.6	5.9	6.8	7.8	8.0
Tea.....	do.....	71.8	71.8	72.2	60.0	81.2	74.4	75.6	60.0	85.2	84.1	83.7
Coffee.....	do.....	30.8	31.6	32.1	30.0	37.7	37.1	37.3	34.5	38.1	37.1	37.9
Prunes.....	do.....	18.0	21.1	21.1	.....	19.9	21.6	21.4	.....	18.2	20.2	21.0
Raisins.....	do.....	25.5	20.8	20.5	.....	29.2	22.6	21.4	.....	27.2	23.3	20.6
Bananas.....	Dozen.....	31.3	29.5	31.3	.....	29.7	29.3	28.7	.....	33.1	31.1	30.0
Oranges.....	do.....	51.0	56.6	48.5	.....	49.9	61.1	49.3	.....	30.7	35.1	30.6

<sup>1</sup> The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as porterhouse steak.

RETAIL PRICES OF FOOD.

FOR 51 CITIES ON CERTAIN SPECIFIED DATES—Continued.

Kansas City, Mo.				Little Rock, Ark.				Los Angeles, Calif.				Louisville, Ky.				Manchester, N. H.			
Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
1913	1921			1913	1921			1913	1921			1913	1921			1913	1921		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
24.6	33.8	35.7	35.8	25.0	30.0	32.7	32.2	23.9	33.5	35.0	33.9	23.0	28.9	30.7	29.4	34.8	50.8	53.1	50.4
22.3	28.8	30.6	30.0	20.0	28.4	30.0	29.3	21.4	27.8	28.7	28.3	20.0	27.4	28.1	27.4	29.5	42.2	44.5	41.6
18.1	24.6	24.2	23.8	20.0	23.5	25.9	25.9	18.9	28.5	28.5	28.7	18.1	22.5	23.0	22.4	20.8	26.1	25.9	25.9
15.6	17.2	17.5	17.4	16.3	17.8	18.4	18.0	16.0	18.0	17.8	18.3	15.5	17.3	17.2	16.8	18.0	21.5	21.8	20.8
12.2	10.8	10.8	10.9	13.0	13.0	14.1	13.9	13.4	12.9	12.1	13.3	13.1	13.5	13.4	12.8	.....	16.5	14.9	14.7
20.8	30.9	34.7	29.8	21.0	32.9	35.3	33.9	26.0	40.6	39.5	40.0	19.6	27.8	33.9	28.7	22.0	33.2	38.4	34.3
30.9	44.7	44.3	43.5	36.7	44.4	42.4	42.6	33.5	53.2	50.7	52.6	28.6	35.1	37.9	38.4	24.0	35.1	34.6	34.6
28.8	49.4	49.3	45.2	27.5	49.3	50.3	49.1	35.0	57.4	59.1	60.8	29.0	39.6	41.9	41.7	28.3	42.7	44.6	41.2
18.3	28.8	30.9	30.9	18.8	32.5	35.7	35.0	18.6	27.6	32.3	33.4	18.2	26.0	32.0	33.0	20.8	31.9	36.9	35.7
15.8	31.0	28.5	28.3	18.8	29.2	29.8	29.3	26.3	42.5	39.8	39.7	23.0	30.1	28.9	28.1	23.7	45.9	41.9	41.7
.....	32.8	31.6	31.9	.....	33.9	30.8	30.3	.....	41.7	40.2	39.3	.....	32.4	29.0	29.4	.....	33.3	30.8	29.6
9.1	14.7	12.7	12.7	10.5	14.0	15.0	15.0	10.0	14.0	14.0	15.0	8.6	11.0	12.0	12.0	8.0	15.0	13.0	13.0
.....	14.1	11.4	11.8	.....	14.3	11.6	12.5	.....	12.0	10.5	10.8	.....	13.9	10.7	11.6	.....	14.8	12.8	13.2
39.1	52.0	47.8	54.1	45.0	52.5	49.8	52.9	39.7	58.4	63.2	55.4	40.0	53.8	51.9	56.1	41.8	57.2	53.2	55.7
.....	29.5	26.6	26.6	.....	31.4	29.5	29.3	.....	33.2	31.7	32.2	.....	29.3	27.2	27.6	.....	31.4	27.8	28.0
.....	28.2	27.0	27.0	.....	29.9	28.6	28.6	.....	30.4	28.5	28.9	.....	28.1	25.6	26.0	.....	26.0	23.3	23.3
22.0	34.5	35.3	36.1	23.3	33.4	34.3	37.6	19.5	37.1	36.5	37.4	22.5	30.6	32.9	34.0	22.0	33.8	33.9	35.7
16.4	17.2	18.0	17.5	16.5	19.3	19.7	19.7	18.1	17.1	19.5	19.8	15.8	14.4	15.8	15.6	15.8	17.4	17.5	17.4
.....	23.2	24.5	24.3	.....	22.6	22.7	22.7	.....	21.1	23.6	23.6	.....	21.7	22.4	23.3	.....	21.6	23.1	23.2
35.3	58.7	41.9	50.9	37.5	56.8	39.1	45.5	58.8	67.9	61.8	64.8	41.3	61.5	43.8	54.1	60.0	84.7	68.1	85.2
32.5	45.6	34.3	37.3	.....	48.3	35.0	38.3	37.0	46.7	41.6	43.8	35.0	45.1	35.0	38.2	40.0	52.0	41.1	42.5
6.0	9.7	7.9	7.9	6.0	8.4	8.3	8.3	6.0	9.2	9.0	9.0	5.7	8.9	8.8	8.8	5.9	8.6	7.7	7.7
3.0	4.8	4.5	4.5	3.6	5.4	5.2	5.3	3.5	5.0	4.8	4.9	3.5	5.1	4.9	5.1	3.4	5.7	5.2	5.1
2.9	4.8	4.5	4.4	2.8	3.0	3.0	3.2	3.4	4.7	4.3	4.5	2.4	2.4	2.4	2.6	3.4	5.4	4.6	4.6
.....	10.7	8.3	8.2	.....	11.0	10.3	10.2	.....	10.9	10.0	10.2	.....	9.7	8.6	8.6	.....	9.6	9.0	8.9
.....	13.1	9.9	9.9	.....	12.5	9.8	9.8	.....	12.4	9.9	9.9	.....	11.3	9.3	9.4	.....	12.7	9.7	9.5
.....	30.5	26.6	26.3	.....	30.7	25.8	26.3	.....	28.6	24.4	24.2	.....	29.4	24.7	24.7	.....	29.7	26.1	26.1
.....	21.5	21.3	21.2	.....	21.8	21.6	21.5	.....	17.2	16.6	16.0	.....	18.9	17.6	17.1	.....	25.3	24.7	24.5
.....	8.7	8.9	9.6	9.3	8.3	8.1	8.0	8.4	7.7	9.9	9.7	8.7	8.9	8.8	8.6	8.8	8.9	9.2	9.2
.....	8.6	10.5	10.5	.....	8.4	9.9	10.7	.....	8.2	8.8	9.2	.....	7.1	9.1	9.7	.....	8.2	10.2	10.2
2.0	3.0	2.3	2.2	2.4	3.7	3.0	2.4	1.9	3.6	2.6	2.6	2.1	2.6	2.0	1.7	1.6	2.7	1.8	1.9
.....	8.5	5.1	4.7	.....	8.7	5.7	5.5	.....	6.5	4.6	4.6	.....	8.1	3.8	3.4	.....	7.8	3.9	3.9
.....	4.9	3.7	3.7	.....	6.0	4.3	4.1	.....	3.8	4.3	4.5	.....	4.8	3.3	3.2	.....	4.6	3.9	3.8
.....	14.5	14.5	14.7	.....	13.8	13.3	13.3	.....	15.9	14.3	13.7	.....	13.1	11.8	12.1	.....	15.9	15.1	15.1
.....	13.9	13.6	13.7	.....	15.8	14.7	14.9	.....	17.9	17.3	16.1	.....	15.9	14.2	14.1	.....	19.3	18.0	17.6
.....	15.2	15.5	15.5	.....	19.2	18.7	18.6	.....	18.2	19.3	19.2	.....	17.1	15.5	15.5	.....	21.6	20.8	20.4
.....	13.4	13.1	13.1	.....	12.5	13.1	13.1	.....	15.3 <sup>2</sup>	15.7 <sup>2</sup>	15.8	.....	13.3	11.3	11.4	.....	19.4 <sup>3</sup>	19.2 <sup>3</sup>	18.1
5.7	7.0	8.2	8.4	5.3	7.7	8.8	8.8	5.3	6.8	8.1	8.3	5.3	6.8	7.7	8.1	5.3	6.7	8.0	8.2
54.0	78.5	80.2	80.5	50.0	91.3	91.8	91.8	54.5	67.2	70.8	72.1	65.0	76.6	73.9	72.4	47.5	57.2	57.4	57.7
37.8	36.0	37.8	37.7	30.8	38.1	39.7	39.7	36.3	37.3	38.4	38.2	27.5	34.0	34.9	35.2	32.0	38.8	39.3	39.2
.....	18.8	20.7	20.4	.....	20.8	22.6	20.9	.....	17.4	19.2	19.1	.....	19.7	18.7	20.1	.....	19.6	20.4	20.3
.....	29.2	22.7	20.7	.....	26.5	23.4	22.9	.....	27.3	20.3	19.5	.....	26.3	21.2	19.4	.....	24.5	19.4	19.1
.....	12.0	11.8	12.5	.....	10.7	10.0	10.3	.....	11.5	11.0	11.6	.....	37.0	31.7	33.9	.....	10.3	10.0	10.1
.....	57.5	61.1	55.3	.....	53.0	66.3	57.7	.....	42.9	49.0	44.5	.....	37.2	45.1	40.8	.....	59.6	64.3	54.1

<sup>2</sup> No. 2½ can.

<sup>3</sup> No. 3 can.

<sup>4</sup> Per pound.

TABLE 5.—RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD

Article.	Unit.	Memphis, Tenn.				Milwaukee, Wis.				Minneapolis, Minn.			
		Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
		1913	1921			1913	1921			1913	1921		
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Sirloin steak	Pound	24.0	28.7	31.6	30.0	23.6	35.0	37.6	35.8	20.0	26.6	30.9	29.5
Round steak	do	20.0	25.5	28.4	26.8	21.6	31.0	33.0	31.4	18.7	24.3	27.1	25.1
Rib roast	do	21.0	23.0	23.8	22.3	18.4	26.1	26.7	25.7	17.7	20.8	24.2	23.5
Chuck roast	do	15.0	16.5	17.3	16.6	16.2	21.8	22.1	21.8	15.3	16.5	17.8	17.3
Plate beef	do	12.5	12.5	12.1	12.2	12.1	13.3	12.3	12.4	10.1	9.8	9.4	9.2
Pork chops	do	20.5	28.0	31.4	28.3	19.6	29.3	36.2	20.8	18.0	27.2	34.8	29.8
Bacon	do	30.0	37.8	37.6	38.3	27.8	42.1	41.8	41.7	27.7	41.9	43.6	44.1
Ham	do	29.0	44.0	47.3	46.2	28.2	45.7	45.5	45.0	30.0	44.0	48.1	44.4
Lamb, leg of	do	20.6	30.2	35.4	36.6	19.0	30.2	33.2	35.9	14.6	25.3	32.1	31.7
Hens	do	19.5	32.2	29.4	29.4	17.2	28.1	30.2	27.3	16.4	26.1	27.3	26.2
Salmon, canned, red	do	41.2	35.5	34.8	39.6	32.6	32.3	42.2	39.2	39.0	11.0	11.0	11.0
Milk, fresh	Quart	10.0	17.3	15.0	15.0	7.0	9.0	9.0	10.0	8.0	11.0	11.0	11.0
Milk, evaporated	15-16 oz. can	14.7	11.1	11.4	13.2	10.6	10.9	14.1	11.6	11.9	14.1	11.6	11.9
Butter	Pound	38.8	49.7	47.0	51.1	36.6	50.8	50.0	54.8	36.3	47.8	45.7	52.3
Oleomargarine	do	31.6	30.0	31.0	26.6	25.0	25.0	29.4	25.7	25.4	29.4	25.7	25.4
Nut margarine	do	28.1	27.2	23.5	25.9	24.3	24.2	26.5	25.1	25.0	26.5	25.1	25.0
Cheese	do	22.0	30.6	32.3	33.9	22.3	31.5	33.6	34.3	21.3	30.8	32.5	33.8
Lard	do	15.6	14.6	16.1	16.0	16.0	16.9	17.7	17.7	15.6	15.4	16.9	17.0
Crisco	do	19.7	21.1	20.7	21.8	22.4	22.6	22.5	24.1	24.3	22.5	24.1	24.3
Eggs, strictly fresh	Dozen	38.0	55.6	42.0	43.6	45.0	66.5	45.3	56.7	41.6	59.9	42.9	55.1
Eggs, storage	do	30.0	44.0	39.0	33.0	43.0	36.5	36.4	31.6	43.2	34.0	36.0	36.0
Bread	Pound	6.0	9.7	9.0	9.0	5.7	8.5	8.9	8.8	5.6	8.4	9.0	9.0
Flour	do	3.5	5.6	5.2	5.3	3.1	4.7	4.2	4.2	2.8	4.9	4.5	4.6
Corn meal	do	2.5	2.5	2.7	2.8	3.3	4.5	3.7	3.7	2.5	4.5	3.8	3.8
Rolled oats	do	10.8	8.9	9.0	7.3	6.8	7.1	8.2	7.9	8.0	8.2	7.9	8.0
Corn flakes	8-oz. pkg	12.3	9.5	9.5	11.6	9.0	9.0	12.5	10.2	10.2	12.5	10.2	10.2
Cream of Wheat	28-oz. pkg	29.0	25.7	25.6	29.4	24.5	24.5	29.8	25.2	25.0	29.8	25.2	25.0
Macaroni	Pound	17.2	17.6	17.5	18.3	17.3	17.2	17.8	17.9	17.6	17.8	17.9	17.6
Rice	do	8.1	8.5	8.3	9.0	9.9	10.3	10.0	8.6	9.3	9.6	9.6	9.6
Beans, navy	do	8.0	10.0	10.1	7.6	9.7	9.9	8.7	9.6	9.5	8.7	9.6	9.5
Potatoes	do	2.0	3.8	2.6	2.4	1.7	2.7	1.5	1.4	1.6	2.9	1.4	1.4
Onions	do	7.4	4.0	3.8	8.0	3.4	4.1	6.6	3.9	3.8	6.6	3.9	3.8
Cabbage	do	4.6	3.0	2.6	3.5	1.8	1.6	3.9	2.1	2.0	3.9	2.1	2.0
Beans, baked	No. 2 can	14.5	13.5	13.1	12.2	11.3	11.1	15.0	15.2	15.2	15.0	15.2	15.2
Corn, canned	do	15.3	14.4	14.3	15.3	15.1	14.9	14.3	14.0	13.3	14.3	14.0	13.3
Peas, canned	do	18.4	17.5	17.4	15.0	15.7	15.5	16.3	15.3	15.3	16.3	15.3	15.3
Tomatoes, canned	do	12.5	12.2	12.3	12.7	13.7	13.5	15.7	15.2	14.7	15.7	15.2	14.7
Sugar, granulated	Pound	5.1	6.8	8.1	8.4	5.3	6.5	7.6	7.9	5.1	7.0	8.1	8.4
Tea	do	63.8	86.5	85.9	85.9	50.0	67.1	68.9	68.7	45.0	63.4	63.7	65.0
Coffee	do	27.5	37.9	36.6	36.6	27.5	31.6	32.3	33.3	30.8	39.6	40.2	40.7
Prunes	do	19.3	22.8	22.5	17.9	21.0	20.6	19.4	21.1	21.2	19.4	21.1	21.2
Raisins	do	29.4	21.8	20.1	25.9	19.8	18.4	27.0	20.5	19.9	27.0	20.5	19.9
Bananas	Dozen	32.0	30.6	32.2	31.3	31.3	31.3	31.3	31.3	31.3	31.3	31.3	31.3
Oranges	do	42.8	55.6	47.8	57.0	7.12	54.5	60.7	64.4	58.6	60.7	64.4	58.6

<sup>1</sup>Whole.<sup>2</sup>No. 3 can.<sup>3</sup>Per pound.

RETAIL PRICES OF FOOD.

FOR 51 CITIES ON CERTAIN SPECIFIED DATES—Continued.

Mobile, Ala.			Newark, N. J.				New Haven, Conn.				New Orleans, La.				New York, N. Y.				
Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	
			1913	1921			1913	1921			1913	1921			1913	1921			
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
30.4	29.6	29.4	27.4	39.1	44.5	43.5	32.2	46.4	49.7	49.0	21.5	30.3	30.8	30.5	25.9	39.9	42.3	41.9	
30.0	29.3	29.3	27.3	37.7	42.2	42.0	29.6	38.7	41.4	40.1	19.0	27.0	27.0	27.0	25.4	38.9	40.9	40.0	
25.4	25.0	24.8	21.3	31.4	33.7	34.3	23.8	32.3	35.3	34.5	18.0	26.8	27.8	27.5	21.3	35.1	36.1	35.3	
20.0	19.6	19.6	17.8	19.8	22.2	22.1	19.6	24.0	25.6	24.7	14.9	18.5	19.9	18.9	16.0	21.6	22.3	21.8	
15.4	15.8	15.7	12.4	10.7	12.3	11.8	.....	14.7	15.5	14.3	11.9	15.7	15.6	15.5	14.5	18.0	17.5	17.5	
36.4	35.8	35.8	23.7	32.3	38.5	34.4	23.0	30.5	39.6	34.3	24.5	33.6	40.1	36.1	22.6	35.6	38.5	36.7	
45.4	41.8	43.5	25.3	34.9	38.9	39.0	28.8	42.5	41.1	41.3	30.5	43.3	41.8	41.1	25.6	38.0	40.2	39.8	
47.9	46.2	45.4	19.8	26.1	28.3	27.9	32.4	50.9	54.9	53.4	26.0	46.0	47.1	44.1	27.8	50.9	54.8	53.0	
32.5	33.6	33.3	19.7	32.9	37.5	37.9	19.8	31.5	38.2	38.2	20.5	34.9	40.7	39.3	15.1	30.5	33.7	34.3	
36.9	35.5	35.0	22.0	39.2	38.0	38.5	23.8	42.3	40.9	41.2	20.5	37.3	36.7	36.3	21.1	38.9	36.9	36.9	
35.4	30.3	30.3	.....	31.3	29.6	29.6	.....	36.9	33.8	34.2	.....	37.8	37.8	37.7	.....	36.4	28.5	29.2	
17.5	15.0	15.0	9.0	17.0	16.5	16.5	9.0	15.0	15.0	15.0	9.8	15.3	14.0	14.0	9.0	15.0	15.0	15.0	
13.4	11.8	12.6	.....	11.5	10.7	11.3	.....	12.9	10.8	11.3	.....	12.6	11.0	11.6	.....	11.7	10.6	11.0	
54.4	50.8	56.3	42.7	55.6	53.7	58.2	36.3	50.6	46.6	49.2	38.1	52.1	49.1	53.1	39.9	54.4	52.0	57.4	
30.8	30.2	30.2	.....	30.4	28.4	29.0	.....	28.7	28.6	29.3	.....	30.5	28.2	28.8	.....	30.8	28.3	28.5	
29.7	27.1	27.5	.....	28.1	25.3	25.5	.....	26.7	27.0	27.0	.....	29.0	27.3	27.7	.....	27.4	26.3	26.4	
31.5	33.4	35.9	24.8	35.5	35.1	36.7	23.5	32.8	33.4	34.4	21.9	32.3	34.2	36.1	20.2	34.1	33.1	34.3	
17.1	17.5	17.4	16.3	15.3	17.3	17.4	15.7	15.8	17.4	17.2	15.0	16.2	16.8	16.8	16.2	17.0	17.6	17.7	
21.2	23.0	22.7	.....	20.1	22.3	22.3	.....	19.7	22.2	22.1	.....	21.1	22.4	22.8	.....	20.3	22.7	23.0	
56.9	43.3	46.1	67.0	85.1	72.9	83.4	59.7	90.3	75.7	87.2	.....	41.3	48.5	40.6	42.8	56.1	82.9	66.3	
44.6	39.4	37.4	36.8	49.5	42.8	42.8	33.0	48.9	41.6	42.4	30.0	40.8	34.2	35.6	37.3	49.8	40.8	39.8	
8.4	8.2	8.3	5.6	9.3	8.6	8.6	6.0	9.4	8.1	8.1	4.8	8.1	7.7	7.6	6.0	10.0	9.8	9.8	
5.3	5.2	5.2	3.6	4.9	4.9	4.8	3.2	4.9	4.7	4.8	3.7	6.0	5.5	5.6	3.2	5.0	5.0	4.9	
3.0	2.9	3.1	3.6	6.2	6.1	6.2	3.2	5.7	5.9	5.7	2.8	2.9	3.1	3.2	3.5	6.2	5.3	5.4	
10.7	9.0	9.0	.....	8.7	7.9	8.2	.....	9.7	8.8	8.9	.....	9.6	8.7	8.9	.....	8.1	7.9	7.9	
11.9	9.4	9.4	.....	10.2	8.9	8.9	.....	10.9	9.4	9.4	.....	11.1	9.5	9.5	.....	10.1	8.6	8.6	
29.1	24.2	24.2	.....	28.4	25.4	25.4	.....	28.4	24.8	24.8	.....	29.6	24.5	24.5	.....	28.7	24.7	24.6	
19.4	20.0	20.1	.....	19.3	21.1	21.2	.....	21.8	21.8	22.3	.....	9.7	9.7	9.5	.....	21.6	20.4	20.3	
8.8	8.2	8.5	9.0	8.6	9.1	9.0	9.3	9.5	10.2	10.2	7.5	8.1	8.6	8.8	8.0	8.7	9.1	9.2	
8.8	11.3	12.1	.....	8.0	10.2	9.7	.....	8.1	10.2	9.7	.....	7.6	10.1	10.3	.....	8.6	10.2	10.5	
4.2	3.2	2.8	2.7	3.8	2.1	2.2	1.8	3.1	2.0	2.1	2.2	4.2	3.1	3.0	2.3	4.1	2.2	2.4	
8.6	4.5	4.5	.....	8.0	4.9	5.2	.....	7.7	5.2	5.0	.....	6.8	4.2	4.0	.....	7.4	4.2	4.1	
5.3	4.0	3.6	.....	4.7	4.1	4.1	.....	4.7	3.7	3.5	.....	4.4	4.3	4.0	.....	4.3	3.1	3.0	
13.8	13.2	12.9	.....	11.4	11.2	11.0	.....	13.4	12.4	12.2	.....	13.5	12.8	12.7	.....	12.6	11.5	11.6	
16.3	15.1	14.9	.....	15.9	14.8	14.4	.....	18.9	18.2	18.1	.....	14.1	13.1	12.9	.....	14.4	14.3	14.4	
18.6	16.0	15.9	.....	18.0	17.2	17.3	.....	22.4	21.2	21.2	.....	17.8	16.9	16.7	.....	16.3	16.3	16.3	
13.1	12.3	12.2	.....	11.0	11.0	11.2	.....	22.1	22.3	22.5	.....	12.7	12.0	12.1	.....	12.2	10.8	11.0	
6.8	8.1	8.4	5.2	5.8	7.2	7.7	5.2	6.3	7.5	7.9	5.1	6.3	7.6	7.7	4.9	5.8	7.2	7.7	
73.2	74.6	76.3	53.8	50.2	49.5	49.5	55.0	55.0	57.7	56.9	62.1	71.5	72.3	72.0	43.3	50.7	47.9	50.1	
32.9	35.6	35.6	29.3	31.5	33.0	33.0	33.8	37.8	38.2	38.4	25.7	29.8	30.9	30.9	27.2	31.9	32.6	33.0	
18.6	21.7	20.8	.....	17.4	18.3	18.3	.....	18.4	19.8	19.7	.....	19.0	22.4	21.2	.....	18.9	19.2	18.8	
26.3	28.3	21.5	.....	24.2	17.9	18.0	.....	25.3	18.8	18.6	.....	26.1	22.0	19.8	.....	24.9	18.2	18.0	
27.5	28.5	26.9	.....	40.0	37.5	37.5	.....	35.0	33.5	32.7	.....	21.3	25.0	25.0	.....	41.6	41.7	43.5	
42.4	55.0	41.0	.....	58.3	73.5	56.0	.....	58.2	64.3	50.1	.....	45.6	55.7	45.0	.....	62.2	76.6	60.8	

TABLE 5.—RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD

Article.	Unit.	Norfolk, Va.			Omaha, Neb.			Peoria, Ill.			
		Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.
					1913	1921					
Sirloin steak	Pound	Cts. 36.0	Cts. 37.9	Cts. 36.7	Cts. 25.9	Cts. 34.7	Cts. 36.8	Cts. 35.4	Cts. 29.8	Cts. 33.6	Cts. 30.9
Round steak	do.	28.9	32.1	30.8	23.1	31.1	33.8	32.0	28.2	31.9	29.8
Rib roast	do.	28.8	30.0	30.1	20.0	25.2	25.4	24.8	22.6	24.4	23.3
Chuck roast	do.	19.9	20.0	19.5	17.0	19.0	19.9	19.4	18.5	20.1	19.2
Plate beef	do.	13.0	14.1	14.4	11.1	11.0	11.3	10.7	12.1	12.8	12.5
Pork chops	do.	28.8	33.3	31.2	21.1	31.6	33.7	31.3	27.6	34.4	30.4
Bacon	do.	36.0	37.7	37.3	28.8	46.9	46.3	45.9	42.3	42.9	42.5
Ham	do.	40.6	40.4	40.7	31.3	51.3	51.7	49.7	48.8	47.9	47.9
Lamb, leg of	do.	32.5	38.2	38.7	16.7	29.7	38.0	36.7	31.7	35.2	34.4
Hens	do.	37.3	37.3	35.8	16.3	29.8	28.8	27.7	30.3	30.0	27.6
Salmon, canned, red	do.	30.5	29.6	29.1		33.6	33.8	33.0	33.7	33.1	33.1
Milk, fresh	Quart.	20.5	17.0	17.0	8.7	12.8	11.0	11.0	12.7	10.4	10.6
Milk, evaporated	15-16 oz. can	12.6	10.4	10.9		14.0	10.8	11.9	13.9	11.2	11.8
Butter	Pound	54.8	49.7	53.8	37.0	50.5	47.3	50.9	49.1	46.6	51.5
Oleomargarine	do.	29.5	30.3	28.4		32.0	28.4	29.3	29.3	27.9	27.7
Nut margarine	do.	30.5	25.6	26.6		28.2	27.3	27.6	27.6	27.2	26.9
Cheese	do.	31.4	30.9	33.7	23.3	32.2	33.1	34.4	33.8	34.4	36.1
Lard	do.	17.1	17.1	16.8	17.7	18.9	19.1	18.9	16.2	17.5	17.2
Crisco	do.	20.2	21.6	21.9		22.7	24.3	24.3	22.0	24.2	24.4
Eggs, strictly fresh	Dozen	66.4	46.0	56.3	43.3	55.3	38.8	45.0	63.1	45.9	55.7
Eggs, storage	do.	44.0	35.8	38.4	30.0	44.9	28.5	34.9	41.4	36.0	36.3
Bread	Pound	9.1	8.0	8.1	5.2	10.0	9.8	9.8	9.2	8.5	8.5
Flour	do.	5.4	4.8	4.8	2.7	4.1	4.0	4.2	5.2	4.7	4.8
Corn meal	do.	3.1	3.5	3.6	2.7	3.3	3.4	3.5	4.1	3.6	3.7
Rolled oats	do.	9.6	8.2	7.8		10.6	10.7	9.9	10.7	8.8	8.8
Corn flakes	8-oz. pkg.	11.5	9.6	9.4		13.4	9.8	9.6	13.3	10.0	10.0
Cream of Wheat	28-oz. pkg.	29.5	25.8	25.4		30.8	25.7	25.3	30.5	27.3	27.5
Macaroni	Pound	19.8	20.3	20.2		20.4	20.5	20.9	20.6	20.5	20.0
Rice	do.	10.0	9.9	9.9	8.5	9.0	9.8	9.8	9.2	10.1	9.9
Beans, navy	do.	8.7	9.6	9.7		8.5	10.8	11.0	8.2	10.6	10.4
Potatoes	do.	3.5	2.3	2.2	1.8	2.7	1.6	1.6	2.7	2.0	1.7
Onions	do.	8.0	4.8	4.7		8.3	4.0	4.1	7.6	4.8	4.7
Cabbage	do.	4.7	3.8	3.7		4.6	2.8	2.8	4.9	3.3	3.2
Beans, baked	No. 2 can	10.7	10.9	10.5		15.8	15.0	15.9	14.0	13.4	13.4
Corn, canned	do.	15.4	14.8	14.6		14.7	16.1	16.8	14.7	14.6	14.6
Peas, canned	do.	21.4	18.7	18.7		16.3	16.6	16.7	16.3	17.0	17.0
Tomatoes, canned	do.	12.0	11.0	11.1		14.3	15.0	14.8	12.8	14.2	14.4
Sugar, granulated	Pound	6.3	7.5	7.7	5.7	6.9	8.2	8.6	7.0	8.5	8.8
Tea	do.	79.6	75.4	77.1	56.0	71.7	76.7	76.5	62.9	61.9	61.9
Coffee	do.	38.2	36.9	37.3	30.0	37.8	38.8	39.9	32.0	35.6	36.0
Prunes	do.	19.7	19.5	19.3		19.1	23.2	20.5	22.3	22.6	22.3
Raisins	do.	26.7	20.9	19.1		28.9	22.8	21.8	30.3	24.3	21.4
Bananas	Dozen	35.3	34.6	33.2		11.0	10.2	11.3	11.1	10.2	11.4
Oranges	do.	43.4	64.5	45.1		54.6	59.5	52.3	55.9	60.0	46.3

<sup>1</sup> The steak for which prices are here quoted is called "sirloin" in this city, but in most of the cities included in this report it would be known as porterhouse steak.

RETAIL PRICES OF FOOD.

FOR 51 CITIES ON CERTAIN SPECIFIED DATES—Continued.

Philadelphia, Pa.			Pittsburgh, Pa.			Portland, Me.			Portland, Oreg.			Providence, R. I.			
Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15—		Oct. 15,	Nov. 15,
1913	1921	1922.	1922.	1913	1921	1922.	1922.	1921.	1922.	1922.	1922.	1913	1921	1922.	1922.
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
30.5	42.9	48.2	46.5	27.3	39.5	41.1	40.0	52.4	57.7	54.2	22.9	28.2	28.4	27.7	39.8
25.7	34.6	38.5	37.0	24.0	32.3	33.9	34.0	42.1	46.1	43.4	21.0	25.0	25.8	25.9	31.0
21.5	31.1	32.8	31.9	21.7	29.1	31.3	30.7	26.0	29.3	28.3	19.1	23.7	24.5	24.0	24.2
18.0	18.9	20.2	19.5	17.3	20.4	21.1	21.4	17.2	19.1	18.6	16.7	16.6	16.0	16.2	18.8
12.0	10.1	9.8	9.9	12.8	11.6	11.1	11.5	12.2	14.3	13.8	13.5	12.3	12.0	12.1	18.0
22.5	32.4	37.9	34.0	22.5	31.3	36.8	32.2	34.2	38.4	35.7	21.4	34.0	34.9	34.6	22.0
26.9	35.6	38.8	39.2	30.4	42.6	42.4	42.9	37.9	38.4	37.8	30.3	45.8	45.3	45.6	22.8
30.4	49.8	53.8	51.2	29.8	50.1	53.8	52.8	47.5	53.3	50.2	30.0	47.4	48.6	32.7	52.6
18.8	33.4	38.5	38.0	20.3	33.3	38.3	38.1	29.7	37.2	36.3	17.5	27.2	31.0	31.8	18.7
23.1	39.3	39.9	38.8	23.8	39.2	40.5	39.6	41.8	39.8	38.1	20.3	36.0	30.0	30.7	25.0
.....	28.0	27.5	27.4	.....	31.6	28.7	28.9	30.6	28.4	28.6	.....	42.7	39.0	39.1	.....
8.0	11.0	12.0	12.0	9.2	14.0	13.0	14.0	15.0	14.0	14.0	9.7	12.8	12.6	12.6	9.0
.....	13.0	11.0	11.6	.....	12.6	10.4	11.3	14.2	12.1	12.7	.....	12.8	11.8	12.1	.....
44.3	60.4	55.8	61.0	40.4	56.4	52.8	57.7	56.1	52.9	55.7	40.4	53.7	54.0	53.9	38.4
.....	29.0	27.3	27.5	.....	28.5	26.4	27.3	33.4	29.9	29.6	.....	30.0	29.2	29.1	.....
.....	28.3	27.0	27.2	.....	27.6	26.0	26.3	28.9	28.7	28.3	.....	30.4	28.6	28.5	.....
25.0	35.6	35.5	36.6	24.5	34.5	34.0	36.0	34.1	34.7	35.4	20.8	35.9	36.2	37.9	22.0
15.5	14.9	16.5	16.6	15.7	15.7	15.9	16.1	15.8	17.8	17.9	17.8	19.6	19.8	20.3	15.8
.....	20.0	22.7	22.7	.....	20.5	23.2	22.8	21.9	24.0	24.1	.....	24.0	25.3	24.9	.....
50.8	74.0	57.4	71.8	46.3	69.9	53.8	63.1	92.9	67.5	83.8	55.0	62.5	53.8	59.4	63.0
34.7	47.9	41.2	41.1	33.4	44.3	38.5	40.3	53.6	43.2	44.6	37.5	45.0	42.2	43.0	36.8
4.8	8.7	8.6	8.5	5.4	9.1	8.2	8.2	10.1	9.4	9.4	5.5	8.4	9.4	9.4	6.1
3.2	5.0	4.9	4.8	3.2	5.2	4.8	4.7	5.3	4.9	5.0	2.9	4.2	4.3	4.4	2.9
2.9	4.1	3.6	3.7	3.0	4.5	3.9	3.9	4.5	4.3	4.3	3.5	4.3	3.5	3.5	3.1
.....	8.6	8.0	8.3	.....	10.3	8.8	8.6	7.9	6.9	6.9	.....	9.1	9.9	9.8	.....
.....	10.8	8.8	8.9	.....	11.4	9.6	9.4	11.9	9.8	9.7	.....	13.1	11.0	11.1	.....
.....	28.4	25.0	25.0	.....	29.5	25.4	25.2	29.6	25.8	25.9	.....	31.2	28.6	28.3	.....
.....	20.5	21.1	21.2	.....	21.7	20.2	20.0	23.8	23.4	23.4	.....	17.6	16.4	16.3	.....
.....	9.8	10.3	10.3	9.2	10.1	9.5	9.5	10.6	10.7	10.4	8.6	9.7	10.1	10.0	9.3
.....	8.3	9.5	10.3	.....	7.6	9.8	10.1	8.2	10.5	10.8	.....	7.6	9.2	9.2	.....
.....	2.3	3.8	2.3	2.4	2.0	3.0	2.1	2.1	2.7	1.9	2.0	1.2	2.5	1.6	1.4
.....	7.1	4.2	4.4	.....	8.1	4.3	3.9	7.4	4.1	4.2	.....	6.1	3.3	3.5	.....
.....	4.4	3.2	3.4	.....	4.7	3.6	3.5	3.3	2.7	2.5	.....	2.8	2.2	2.2	.....
.....	12.2	11.8	11.9	.....	13.6	12.8	12.7	16.8	15.2	15.3	.....	18.0	17.4	17.3	.....
.....	15.4	14.9	14.9	.....	15.3	14.0	13.9	16.7	15.9	15.9	.....	18.2	17.1	16.9	.....
.....	16.1	16.3	16.5	.....	16.0	15.5	16.0	19.7	20.4	19.9	.....	17.9	17.6	17.3	.....
.....	11.9	11.9	11.8	.....	12.5	12.4	12.9	20.0	23.1	24.1	.....	15.2	15.7	15.8	.....
.....	5.0	5.7	7.2	7.4	5.7	6.8	7.7	8.1	6.7	8.1	8.4	6.1	7.2	8.1	8.4
.....	54.0	62.3	59.4	59.6	58.0	76.5	74.4	75.3	57.7	56.5	56.0	55.0	63.4	63.2	64.1
.....	24.5	30.2	31.1	31.1	30.0	35.8	35.9	35.9	38.4	40.4	40.4	35.0	37.2	37.4	37.5
.....	.....	17.2	18.6	17.9	.....	21.0	20.9	20.2	18.0	20.6	20.1	.....	14.6	14.9	14.0
.....	.....	24.4	20.1	19.6	.....	26.8	21.0	19.2	24.6	19.7	19.2	.....	25.5	20.2	18.8
.....	.....	35.2	30.9	31.9	.....	44.0	41.7	44.7	10.2	9.9	10.9	.....	13.0	13.7	14.5
.....	.....	54.9	57.9	46.6	.....	54.5	56.4	52.1	60.4	69.9	55.3	.....	60.0	63.1	50.3

\*No. 3 can.

\*No. 2½ can.

\*Per pound.

TABLE 5.—RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD

Article.	Unit.	Richmond, Va.				Rochester, N. Y.			St. Louis, Mo.			
		Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
		1913	1921						1913	1921		
Sirloin steak.....	Pound.....	Cts. 22.2	Cts. 37.8	Cts. 37.9	Cts. 36.9	Cts. 35.1	Cts. 38.7	Cts. 36.8	Cts. 26.6	Cts. 32.7	Cts. 34.3	Cts. 34.4
Round steak.....	do.....	20.0	33.3	33.8	32.6	29.6	33.7	31.2	23.6	29.7	31.7	31.4
Rib roast.....	do.....	18.9	29.1	29.5	29.0	25.6	27.7	26.7	20.1	27.1	26.8	27.2
Chuck roast.....	do.....	15.9	23.6	21.8	21.5	21.5	22.3	21.9	16.0	17.7	18.3	18.4
Plate beef.....	do.....	13.2	17.0	15.0	16.1	11.9	12.3	12.3	12.4	12.9	12.2	12.3
Pork chops.....	do.....	21.2	33.5	36.0	33.5	34.2	38.8	34.2	17.8	24.8	32.5	28.4
Bacon.....	do.....	27.2	36.1	37.2	37.9	31.9	35.4	36.8	25.8	33.7	39.9	39.3
Ham.....	do.....	25.0	41.6	42.2	41.0	46.8	48.7	47.3	27.3	43.8	44.1	42.1
Lamb, leg of.....	do.....	19.3	38.0	42.5	43.0	30.6	35.9	36.3	18.3	28.2	32.5	33.3
Hens.....	do.....	19.5	33.8	35.2	34.1	38.3	38.3	36.9	16.5	30.5	29.6	28.3
Salmon, canned, red.....	do.....	32.5	32.5	32.4	32.0	31.7	27.7	29.1	.....	32.5	31.9	32.1
Milk, fresh.....	Quart.....	10.0	14.0	13.0	14.0	14.0	13.0	13.0	8.8	12.3	12.0	12.0
Milk, evaporated.....	15-16 oz. can.....	14.4	12.3	13.1	13.6	11.3	12.0	.....	.....	12.1	10.2	11.3
Butter.....	Pound.....	41.2	58.8	53.6	58.3	53.0	49.9	53.0	38.1	53.6	52.8	57.7
Oleomargarine.....	do.....	32.9	28.2	29.0	30.8	28.6	28.7	.....	.....	27.8	26.3	26.4
Nut margarine.....	do.....	.....	28.9	27.6	27.6	29.3	26.3	26.8	.....	25.6	24.6	24.9
Cheese.....	do.....	22.8	32.9	34.2	36.4	34.7	34.5	35.8	20.3	31.1	33.6	34.5
Lard.....	do.....	15.4	17.5	17.7	18.1	16.5	17.3	17.5	12.9	12.2	14.7	13.8
Crisco.....	do.....	.....	21.8	23.1	23.5	20.4	22.6	22.5	.....	20.8	22.3	22.2
Eggs, strictly fresh.....	Dozen.....	40.0	68.9	49.5	61.4	81.3	56.6	77.4	38.9	59.2	43.4	56.3
Eggs, storage.....	do.....	33.0	45.8	38.8	40.3	45.5	38.8	39.7	32.5	41.3	34.6	36.8
Bread.....	Pound.....	5.3	10.6	9.1	9.2	8.1	8.0	8.0	5.6	9.6	9.0	8.9
Flour.....	do.....	3.2	5.2	5.0	5.0	5.1	5.0	4.9	2.9	4.4	4.1	4.1
Corn meal.....	do.....	2.3	4.0	3.9	4.3	5.2	4.6	4.8	2.5	2.7	3.0	3.0
Rollod oats.....	do.....	.....	10.7	9.5	9.5	7.9	6.5	7.8	.....	9.0	8.3	8.2
Corn flakes.....	8-oz. pkg.....	12.7	9.9	9.8	11.8	9.8	9.7	.....	.....	10.6	8.9	8.9
Cream of Wheat.....	28-oz. pkg.....	31.3	26.5	26.5	28.9	24.9	24.8	.....	.....	29.8	24.2	24.2
Macaroni.....	Pound.....	22.3	20.3	20.3	20.2	18.9	18.8	.....	.....	20.9	19.9	20.4
Rice.....	do.....	10.0	11.7	11.6	11.6	9.5	9.6	9.4	8.1	8.7	8.9	8.7
Beans, navy.....	do.....	.....	9.3	10.4	10.6	8.2	10.3	10.2	.....	7.4	8.9	9.8
Potatoes.....	do.....	2.0	4.3	2.7	2.7	2.6	1.5	1.4	1.8	3.3	2.5	2.2
Onions.....	do.....	.....	8.9	5.1	5.3	7.2	4.5	4.5	.....	7.5	4.0	4.3
Cabbage.....	do.....	.....	5.4	3.9	3.8	4.0	3.1	2.6	.....	4.5	3.4	2.6
Beans, baked.....	No. 2 can.....	.....	12.3	12.0	12.0	11.8	11.4	11.8	.....	11.8	11.4	10.9
Corn, canned.....	do.....	.....	15.4	15.0	14.8	15.9	15.7	15.9	.....	15.3	14.7	14.9
Peas, canned.....	do.....	.....	19.8	18.9	19.0	18.9	18.8	19.0	.....	16.2	16.3	16.4
Tomatoes, canned.....	do.....	.....	13.0	12.5	12.2	12.6	12.4	12.8	.....	12.8	11.6	11.3
Sugar, granulated.....	Pound.....	.....	5.4	6.6	8.0	8.2	6.4	7.5	7.9	5.1	6.5	7.9
Tea.....	do.....	.....	56.0	83.8	78.4	79.9	60.3	61.3	61.4	55.0	67.8	66.8
Coffee.....	do.....	.....	27.4	35.6	35.4	35.7	33.8	34.0	34.4	24.4	32.7	35.0
Prunes.....	do.....	.....	20.8	23.2	22.5	19.6	20.0	20.0	.....	19.3	22.2	21.4
Raisins.....	do.....	.....	25.6	20.8	20.5	26.4	19.1	19.2	.....	26.0	21.4	18.5
Bananas.....	Dozen.....	.....	38.3	36.9	36.5	41.3	40.0	41.4	.....	33.4	30.0	31.1
Oranges.....	do.....	.....	45.4	58.5	53.2	56.0	71.3	61.7	.....	46.7	49.0	45.0

1 No. 2½ can.



RETAIL PRICES OF FOOD.

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FOR 51 CITIES ON CERTAIN SPECIFIED DATES—Continued.

St. Paul, Minn.				Salt Lake City, Utah.				San Francisco, Calif.				Savannah, Ga.			Scranton, Pa.			
Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
1913	1921			1913	1921			1913	1921						1913	1921		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
25.0	30.5	34.0	32.6	22.4	27.7	28.3	26.5	21.0	29.0	30.3	29.9	31.4	28.7	28.7	26.0	45.6	46.9	47.0
20.8	26.9	27.2	26.0	20.0	23.3	25.7	23.6	19.7	25.9	27.3	27.0	27.5	24.9	24.3	21.5	35.8	37.8	37.5
20.0	24.8	26.9	26.2	19.0	21.0	22.3	21.3	21.3	28.2	28.5	28.2	24.6	22.4	21.2	23.0	34.1	35.5	35.0
16.0	18.2	20.0	19.0	14.5	16.5	17.0	16.3	15.5	17.5	17.7	17.8	17.9	15.5	15.3	17.6	24.4	25.9	25.0
10.8	10.0	10.6	10.4	12.5	11.3	11.8	11.2	14.3	13.9	14.2	14.9	14.4	13.1	13.5	11.9	11.6	11.5	11.3
18.8	27.3	34.2	30.1	23.4	32.7	35.2	32.0	24.2	40.5	38.5	37.9	29.9	34.0	31.0	21.8	35.3	39.9	37.3
25.3	39.4	41.6	40.7	30.0	40.7	39.5	40.3	34.4	53.2	53.9	53.9	37.0	36.7	36.8	27.5	42.3	43.1	42.5
28.3	43.0	45.7	43.3	30.0	44.2	48.6	47.1	32.0	51.8	55.0	53.5	40.0	39.6	39.2	29.3	49.7	55.3	54.4
16.1	25.1	33.1	31.2	18.0	25.5	30.7	31.6	17.0	30.9	34.4	35.5	37.5	37.5	39.2	18.7	37.9	42.5	43.0
16.4	27.9	25.9	24.8	22.6	36.1	33.4	32.2	24.8	45.2	39.0	42.3	35.8	33.3	32.3	21.0	42.5	42.4	41.5
.....	37.7	35.2	35.9	.....	35.3	33.0	32.9	.....	28.7	28.2	28.2	40.5	35.3	35.0	.....	38.3	36.4	36.4
7.8	11.0	11.0	11.0	8.7	12.5	9.0	9.0	10.0	14.0	13.0	11.5	20.0	17.3	17.3	8.8	14.0	13.0	13.0
.....	14.4	11.3	11.7	.....	12.5	11.0	11.2	.....	12.3	10.5	10.6	12.4	10.8	11.2	.....	13.4	11.6	11.8
35.0	47.1	45.3	50.9	39.2	51.1	48.9	53.1	40.4	57.6	63.5	56.8	52.9	51.1	53.4	37.1	52.5	47.7	50.7
.....	30.3	28.3	28.3	.....	30.0	.....	.....	.....	30.0	27.8	29.7	35.0	31.7	31.7	.....	29.9	26.6	27.8
.....	27.8	26.8	27.0	.....	31.3	28.8	28.9	.....	29.8	27.8	30.0	31.4	29.0	.....	29.0	23.0	23.5	.....
21.0	32.5	32.3	35.3	24.2	30.0	28.9	30.9	21.0	39.7	38.3	38.7	31.6	32.5	33.8	18.3	31.8	31.9	33.6
14.8	16.8	17.7	17.8	20.0	18.4	20.1	19.8	17.7	19.0	19.2	19.4	20.0	18.0	17.8	16.5	17.8	17.7	17.9
.....	24.7	24.8	25.0	.....	24.6	26.2	26.4	.....	22.9	25.4	25.1	19.5	21.6	21.8	.....	21.8	23.2	23.4
39.6	58.5	42.9	51.4	46.7	61.5	49.3	54.3	65.0	71.2	66.6	67.4	57.7	47.2	54.6	51.3	79.4	60.0	71.1
31.2	45.0	37.6	37.5	35.0	47.6	38.1	39.4	40.7	43.5	42.4	41.7	42.6	37.8	38.1	32.5	49.7	37.9	41.9
6.0	8.5	9.4	9.4	5.9	9.8	9.5	9.5	5.9	8.5	9.1	9.0	10.4	8.7	8.7	5.6	10.2	8.7	8.7
2.9	5.0	4.9	4.9	2.4	3.2	3.2	3.2	3.4	5.3	5.1	5.2	5.6	5.3	5.4	3.6	6.2	5.5	5.4
2.5	4.4	3.4	3.4	3.3	3.8	3.6	3.6	3.5	4.5	4.4	4.6	2.9	2.7	2.7	.....	7.0	6.0	5.9
.....	9.5	9.3	9.4	.....	10.6	9.2	9.2	.....	10.3	9.6	9.3	10.5	8.7	8.6	.....	11.0	9.6	9.8
.....	13.6	10.0	9.9	.....	14.0	11.5	11.7	.....	12.3	10.7	10.7	10.8	9.0	9.0	.....	12.3	9.9	9.8
.....	30.0	26.2	26.0	.....	31.1	26.3	25.6	.....	28.6	25.1	25.2	29.7	24.7	24.9	.....	29.3	26.5	26.5
.....	19.0	19.0	19.0	.....	23.0	21.0	20.7	.....	13.7	14.6	13.9	19.6	17.9	17.6	.....	23.4	22.7	23.0
10.0	9.0	9.5	9.5	8.2	8.4	9.0	9.1	8.5	9.1	9.2	9.2	8.4	8.1	7.8	8.5	9.7	9.7	9.7
.....	8.7	10.4	10.4	.....	8.5	10.2	10.0	.....	7.1	8.7	9.2	9.4	11.1	11.0	.....	9.9	11.1	11.2
.....	1.4	2.7	1.3	1.3	2.2	1.1	1.2	1.9	3.4	2.6	2.6	3.7	2.2	2.2	1.8	3.1	1.9	2.0
.....	5.9	3.4	3.3	.....	5.8	2.8	2.9	.....	5.0	2.7	3.2	8.1	6.3	6.2	.....	7.3	4.6	4.7
.....	3.7	1.9	1.8	.....	3.5	2.9	2.8	.....	.....	.....	.....	5.3	4.5	4.5	.....	3.9	2.9	3.0
.....	15.5	14.5	14.7	.....	18.2	16.8	16.8	.....	16.4	15.1	15.1	13.3	12.6	13.1	.....	13.0	12.6	12.9
.....	16.6	14.6	14.2	.....	15.5	14.6	14.5	.....	17.8	16.0	16.7	14.8	14.3	14.4	.....	16.7	16.3	16.3
.....	16.8	16.3	16.1	.....	16.1	16.0	16.0	.....	18.3	17.3	17.4	18.5	16.3	16.4	.....	17.1	17.9	18.0
.....	14.2	14.6	14.3	.....	13.5	14.4	13.9	.....	13.4	14.5	14.3	12.5	10.1	10.2	.....	13.2	13.3	13.0
.....	5.1	7.2	8.1	8.5	5.7	7.8	8.9	9.1	5.4	6.7	7.9	8.2	6.5	7.6	7.7	5.6	6.8	8.0
45.0	68.1	64.2	64.2	65.7	82.3	79.1	80.3	50.0	57.0	56.7	57.3	68.2	67.9	66.8	52.5	61.8	58.7	59.0
30.0	40.2	40.7	40.7	35.8	45.1	44.1	43.9	32.0	33.3	35.6	35.7	31.8	32.8	33.4	31.3	39.2	37.7	38.3
.....	20.1	22.1	22.3	.....	15.8	19.6	18.1	.....	17.0	19.4	19.2	19.1	19.9	20.5	.....	17.3	18.8	19.1
.....	28.2	22.7	21.2	.....	25.5	20.4	18.8	.....	23.7	19.5	18.9	24.4	19.8	19.4	.....	28.6	20.9	20.2
.....	12.2	11.4	12.4	.....	16.2	14.4	14.5	.....	39.3	36.3	37.1	38.0	33.2	34.2	.....	35.0	32.8	32.7
.....	58.5	68.8	66.2	.....	56.9	56.0	43.1	.....	56.8	66.3	53.8	45.7	53.3	39.0	.....	56.7	61.5	54.8

\* Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD FOR 51 CITIES ON CERTAIN SPECIFIED DATES—Concluded.

Article.	Unit.	Seattle, Wash.				Springfield, Ill.			Washington, D. C.			
		Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15, 1921.	Oct. 15, 1922.	Nov. 15, 1922.	Nov. 15—		Oct. 15, 1922.	Nov. 15, 1922.
		1913	1921						1913	1921		
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Sirloin steak.....	Pound.....	23.6	29.3	30.3	29.2	31.4	32.2	29.3	23.5	39.8	44.7	42.3
Round steak.....	do.....	20.6	25.7	25.5	25.7	29.7	32.2	29.7	22.5	33.2	38.3	35.0
Rib roast.....	do.....	20.0	22.9	24.3	23.9	22.5	21.9	21.7	21.0	32.2	34.4	33.5
Chuck roast.....	do.....	15.6	15.9	15.9	16.0	17.8	19.1	18.5	17.6	21.6	23.7	22.6
Plate beef.....	do.....	12.8	12.1	12.4	12.7	12.6	12.8	12.2	12.8	13.2	13.7	12.8
Pork chops.....	do.....	24.0	35.8	37.1	35.9	29.3	34.5	30.6	21.4	35.1	39.8	35.4
Bacon.....	do.....	32.0	48.4	49.3	49.5	37.1	40.3	39.0	26.4	37.5	40.5	40.1
Ham.....	do.....	30.0	50.0	52.0	51.1	45.3	48.1	43.2	31.3	53.9	56.9	55.2
Lamb, leg of.....	do.....	18.4	26.2	31.5	31.7	30.6	36.9	35.6	19.1	33.5	40.6	41.1
Hens.....	do.....	24.2	33.7	29.8	29.7	29.7	32.5	29.7	21.3	39.0	40.6	38.7
Salmon, canned, red.....	do.....		31.7	31.2	31.2	38.3	33.8	33.6		33.2	29.7	28.8
Milk, fresh.....	Quart.....	10.0	12.0	12.0	13.0	12.5	11.1	11.1	9.0	15.0	14.0	14.0
Milk, evaporated.....	15-16 oz. can.....		12.3	10.7	11.0	14.2	11.7	12.3		13.7	11.0	11.4
Butter.....	Pound.....	40.8	52.7	55.2	54.8	52.4	50.5	56.3	40.3	57.5	52.2	56.9
Oleomargarine.....	do.....		30.3	28.8	28.5	29.9	28.1	28.1		29.1	26.6	27.0
Nut margarine.....	do.....		30.8	28.9	28.9	28.8	26.8	26.3		28.8	26.9	27.0
Cheese.....	do.....	22.8	33.9	33.8	35.4	33.8	36.7	37.5	23.5	35.5	35.9	37.7
Lard.....	do.....	16.9	17.1	19.3	19.5	15.1	17.5	17.4	15.0	16.0	17.7	17.5
Crisco.....	do.....		23.9	25.5	25.4	21.0	23.1	23.1		21.6	23.0	23.3
Eggs, strictly fresh.....	Dozen.....	59.2	65.2	56.2	60.0	63.3	49.2	58.5	47.9	77.2	56.8	69.0
Eggs, storage.....	do.....	37.5	49.0	42.0	43.3	46.3	39.2	39.1	35.0	51.7	39.5	40.0
Bread.....	Pound.....	5.6	8.2	9.9	8.6	10.4	9.7	9.5	5.7	8.1	8.5	8.5
Flour.....	do.....	2.9	4.3	4.4	4.5	5.5	5.1	5.1	3.8	5.8	5.1	5.2
Corn meal.....	do.....	3.2	4.1	3.8	3.9	4.3	4.2	4.2	2.6	4.0	3.7	3.6
Rolled oats.....	do.....		8.8	8.4	8.3	10.7	9.9	10.1		11.0	9.3	9.2
Corn flakes.....	8-oz. pkg.....	13.3	11.7	11.7	13.3	9.7	9.8		11.4	9.4	9.4	9.4
Cream of Wheat.....	28-oz. pkg.....	30.7	26.9	26.9	30.5	26.8	26.8		29.4	25.3	25.3	
Macaroni.....	Pound.....	18.2	18.2	18.6	20.6	20.5	20.5		22.2	21.6	21.7	
Rice.....	do.....	7.7	10.1	11.0	10.8	9.3	10.3	10.4	9.4	10.1	10.6	10.7
Beans, navy.....	do.....		7.7	9.6	9.4	7.8	10.9	10.1		8.4	10.6	10.5
Potatoes.....	do.....	1.4	2.4	1.9	1.7	3.0	2.0	1.9	1.8	3.7	2.7	2.6
Onions.....	do.....		7.0	3.3	3.9	6.8	4.6	4.5		8.0	4.8	4.8
Cabbage.....	do.....		3.5	3.2	3.0	5.1	3.7	3.2		4.5	3.9	3.7
Beans, baked.....	No. 2 can.....		17.1	15.9	15.5	14.1	14.1	13.7		12.0	11.9	12.0
Corn, canned.....	do.....		1.74	17.5	16.8	15.2	14.5	14.3		15.3	14.3	14.7
Peas, canned.....	do.....		18.4	19.3	19.0	17.0	17.9	17.9		16.5	16.3	16.0
Tomatoes, canned.....	do.....		14.9	16.0	16.4	13.9	15.0	14.5		12.8	11.2	11.3
Sugar, granulated.....	Pound.....	6.1	7.2	8.3	8.5	7.3	8.7	8.8	5.1	6.8	7.6	7.7
Tea.....	do.....	50.0	63.1	66.2	66.4	73.7	71.1	72.6	57.5	74.8	75.5	75.2
Coffee.....	do.....	23.0	36.7	38.8	39.0	35.3	35.9	36.3	28.8	33.1	34.0	34.6
Prunes.....	do.....		16.8	20.9	18.1	19.2	21.7	20.4		20.3	22.1	21.9
Raisins.....	do.....		26.0	21.0	18.5	29.8	24.2	22.9		25.3	21.4	20.5
Bananas.....	Dozen.....		14.9	13.8	14.2	10.6	10.3	12.0		38.3	35.8	35.3
Oranges.....	do.....		53.6	66.4	58.4	58.2	60.0	57.3		54.8	62.1	47.4

<sup>1</sup> No. 2½ can.<sup>2</sup> Per pound.

## Comparison of Retail Food Costs in 51 Cities.

TABLE 6 shows for 39 cities the percentage of increase or decrease in the retail cost of food<sup>6</sup> in November, 1922, compared with the average cost in the year 1913, in November, 1921, and in October, 1922. For 12 other cities comparisons are given for the one-year and the one-month periods. These cities have been scheduled by the bureau at different dates since 1913. These percentage changes are based on actual retail prices secured each month from retail dealers and on the average family consumption of these articles in each city.<sup>7</sup>

Effort has been made by the bureau each month to have perfect reporting cities. For the month of November 99.2 per cent of all the firms reporting in the 51 cities sent in a report promptly. The following were perfect reporting cities; that is, every merchant in the following-named 41 cities who is cooperating with the bureau sent in his report in time for his prices to be included in the city averages: Baltimore, Boston, Bridgeport, Buffalo, Butte, Chicago, Cincinnati, Cleveland, Columbus, Denver, Detroit, Houston, Indianapolis, Kansas City, Little Rock, Los Angeles, Louisville, Manchester, Milwaukee, Minneapolis, Mobile, Newark, New Haven, New Orleans, New York, Norfolk, Omaha, Peoria, Philadelphia, Portland, Me., Providence, Richmond, St. Louis, St. Paul, Salt Lake City, San Francisco, Savannah, Scranton, Seattle, Springfield, and Washington, D. C.

The following summary shows the promptness with which the merchants responded in November:

## RETAIL PRICE REPORTS RECEIVED DURING NOVEMBER.

Item.	United States.	Geographical division.				
		North Atlantic.	South Atlantic.	North Central.	South Central.	Western.
Percentage of reports received.....	99.2	99	99	100	97	99.5
Number of cities in each section from which every report was received.....	41	11	5	14	5	6

<sup>6</sup> For list of articles, see note 2, p. 41.

<sup>7</sup> The consumption figure used from January, 1913, to December, 1920, for each article in each city is given in the MONTHLY LABOR REVIEW for November, 1918, pp. 94 and 95. The consumption figures which have been used for each month beginning with January, 1921, are given in the MONTHLY LABOR REVIEW for March, 1921, p. 26.

TABLE 6.—PERCENTAGE CHANGES IN THE RETAIL COST OF FOOD IN NOVEMBER, 1922, COMPARED WITH THE COST IN OCTOBER, 1922, NOVEMBER, 1921, AND WITH THE AVERAGE COST IN THE YEAR 1913, BY CITIES.

City.	Percentage increase November, 1922, compared with year 1913.	Percentage decrease November, 1922, compared with November, 1921.	Percentage increase November, 1922, compared with October, 1922.	City.	Percentage increase November, 1922, compared with year 1913.	Percentage decrease November, 1922, compared with November, 1921.	Percentage increase November, 1922, compared with October, 1922.
Atlanta.....	43	2	2	Milwaukee.....	44	4	2
Baltimore.....	50	3	3	Minneapolis.....	42	3	2
Birmingham.....	45	5	1	Mobile.....	.....	6	1
Boston.....	54	4	4	Newark.....	47	3	2
Bridgeport.....	.....	6	3	New Haven.....	47	4	2
Buffalo.....	54	2	2	New Orleans.....	41	4	10.1
Butte.....	.....	2	1	New York.....	54	3	3
Charleston.....	44	5	1	Norfolk.....	.....	7	2
Chicago.....	46	4	1	Omaha.....	39	6	1
Cincinnati.....	42	5	2	Peoria.....	.....	6	0.4
Cleveland.....	42	3	2	Philadelphia.....	49	2	3
Columbus.....	.....	6	3	Pittsburgh.....	46	5	3
Dallas.....	43	3	1	Portland, Me.....	.....	4	2
Denver.....	33	5	3	Portland, Oreg.....	35	2	1
Detroit.....	47	3	1	Providence.....	54	6	2
Fall River.....	49	7	4	Richmond.....	56	6	3
Houston.....	.....	6	2	Rochester.....	.....	4	4
Indianapolis.....	37	5	2	St. Louis.....	43	3	1
Jacksonville.....	39	5	1	St. Paul.....	.....	3	1
Kansas City.....	38	8	1	Salt Lake City.....	25	8	1
Little Rock.....	37	3	1	San Francisco.....	44	4	13
Los Angeles.....	42	2	0.1	Savannah.....	.....	7	1
Louisville.....	35	3	2	Scranton.....	51	7	2
Manchester.....	47	7	2	Seattle.....	39	0	10.4
Memphis.....	33	7	10.2	Springfield, Ill.....	.....	6	0.3
				Washington, D. C.....	54	3	1

<sup>1</sup> Decrease.

### Retail Prices of Coal in the United States.<sup>1</sup>

THE following table shows the average retail prices of coal on November 15, 1921, and on October 15 and November 15, 1922, for the United States and for each of the cities included in the total for the United States. Prices for coal are secured from the cities from which monthly retail prices of food are received.

In addition to the prices for Pennsylvania anthracite, prices are shown for Colorado, Arkansas, and New Mexico anthracite in those cities where these coals form any considerable portion of the sales for household use.

The prices shown for bituminous coal are averages of prices of the several kinds used. The coal dealers in each city are asked to quote prices on the kinds of bituminous coal usually sold for household use.

The prices quoted are for coal delivered to consumers, but do not include charges for storing the coal in cellar or coal bin where an extra handling is necessary.

<sup>1</sup> Prices of coal were formerly secured semiannually and published in the March and September issues of the MONTHLY LABOR REVIEW. Since June, 1920, these prices have been secured and published monthly.

AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON NOV. 15, 1921, AND ON OCT. 15 AND NOV. 15, 1922.

City, and kind of coal.	Nov. 15, 1921.	1922	
		Oct. 15.	Nov. 15.
<b>United States:</b>			
Pennsylvania anthracite—			
Stove.....	\$15.092	\$15.394	\$15.534
Chestnut.....	15.129	15.371	15.521
Bituminous.....	10.275	11.258	11.311
Atlanta, Ga.:			
Bituminous.....	8.750	10.788	10.462
Baltimore, Md.:			
Pennsylvania anthracite—			
Stove.....	<sup>1</sup> 15.000	<sup>1</sup> 15.750	<sup>1</sup> 15.750
Chestnut.....	<sup>1</sup> 14.750	<sup>1</sup> 15.750	<sup>1</sup> 15.750
Bituminous.....	8.050	10.917	11.000
Birmingham, Ala.:			
Bituminous.....	8.645	7.766	8.314
Boston, Mass.:			
Pennsylvania anthracite—			
Stove.....	15.500	15.000	16.000
Chestnut.....	15.500	15.000	16.000
Bridgeport, Conn.:			
Pennsylvania anthracite—			
Stove.....	14.500	15.625	16.125
Chestnut.....	14.400	15.625	16.125
Buffalo, N. Y.:			
Pennsylvania anthracite—			
Stove.....	13.070	13.238	13.238
Chestnut.....	13.070	13.238	13.238
Bituminous.....	11.721	11.526	11.513
Butte, Mont.:			
Bituminous.....	11.721	11.526	11.513
Charleston, S. C.:			
Pennsylvania anthracite—			
Stove.....	<sup>1</sup> 17.000	.....	<sup>1</sup> 17.000
Chestnut.....	<sup>1</sup> 17.100	.....	<sup>1</sup> 17.100
Bituminous.....	12.000	12.000	12.000
Chicago, Ill.:			
Pennsylvania anthracite—			
Stove.....	15.560	15.980	16.080
Chestnut.....	15.530	15.650	15.850
Bituminous.....	9.056	10.940	10.833
Cincinnati, Ohio:			
Bituminous.....	7.563	9.595	9.619
Cleveland, Ohio:			
Pennsylvania anthracite—			
Stove.....	14.413	15.660	15.875
Chestnut.....	14.413	15.660	15.875
Bituminous.....	8.897	10.565	10.526
Columbus, Ohio:			
Bituminous.....	7.568	9.579	9.605
Dallas, Tex.:			
Arkansas anthracite—			
Egg.....	18.417	17.500	18.000
Bituminous.....	15.500	15.409	15.538
Denver, Colo.:			
Colorado anthracite—			
Furnace, 1 and 2 mixed.....	16.000	17.000	17.000
Stove, 3 and 5 mixed.....	16.000	17.000	17.000
Bituminous.....	11.050	11.162	11.168
Detroit, Mich.:			
Pennsylvania anthracite—			
Stove.....	14.750	15.563	15.688
Chestnut.....	14.750	15.563	15.688
Bituminous.....	9.250	12.188	12.219
Fall River, Mass.:			
Pennsylvania anthracite—			
Stove.....	15.250	15.583	16.500
Chestnut.....	15.000	15.333	15.833
Bituminous.....	9.833	10.667	11.000
Houston, Tex.:			
Bituminous.....	12.417	12.750	12.750
Indianapolis, Ind.:			
Pennsylvania anthracite—			
Stove.....	15.625	15.750	15.750
Chestnut.....	15.667	15.750	15.750
Bituminous.....	8.524	9.708	9.825

<sup>1</sup> Per ton of 2,240 pounds.

AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON NOV. 15, 1921, AND ON OCT. 15 AND NOV. 15, 1922—Continued.

City, and kind of coal.	Nov. 15, 1921.	1922	
		Oct. 15.	Nov. 15.
Jacksonville, Fla.:			
Pennsylvania anthracite—			
Stove.....	17.500	18.500	18.500
Chestnut.....	17.500	18.500	18.500
Bituminous.....	13.000	15.000	15.000
Kansas City, Mo.:			
Arkansas anthracite—			
Furnace.....	17.214	17.000	17.000
Stove, or No. 4.....	17.938	17.813	17.938
Bituminous.....	9.533	9.911	9.643
Little Rock, Ark.:			
Arkansas anthracite—			
Egg.....	16.000	15.000	15.000
Bituminous.....	13.167	13.286	13.167
Los Angeles, Calif.:			
Bituminous.....	19.000	16.500	16.500
Louisville, Ky.:			
Bituminous.....	8.100	10.341	10.283
Manchester, N. H.:			
Pennsylvania anthracite—			
Stove.....	16.500	17.000	17.667
Chestnut.....	16.500	17.000	17.667
Bituminous.....	11.333	14.000	14.000
Memphis, Tenn.:			
Bituminous.....	8.393	9.500	9.464
Milwaukee, Wis.:			
Pennsylvania anthracite—			
Stove.....	16.010	16.110	16.324
Chestnut.....	15.950	16.080	16.304
Bituminous.....	10.611	12.352	12.611
Minneapolis, Minn.:			
Pennsylvania anthracite—			
Stove.....	17.950	17.500	17.500
Chestnut.....	17.950	17.470	17.470
Bituminous.....	12.498	13.820	14.125
Mobile, Ala.:			
Bituminous.....	11.357	10.469	10.688
Newark, N. J.:			
Pennsylvania anthracite—			
Stove.....	12.875	12.750	12.750
Chestnut.....	12.875	12.750	12.750
New Haven, Conn.:			
Pennsylvania anthracite—			
Stove.....	14.000	15.125	15.333
Chestnut.....	14.000	15.125	15.333
New Orleans, La.:			
Pennsylvania anthracite—			
Stove.....	18.000	19.500	20.750
Chestnut.....	18.000	19.500	20.750
Bituminous.....	10.781	10.333	11.292
New York, N. Y.:			
Pennsylvania anthracite—			
Stove.....	13.342	13.833	13.833
Chestnut.....	13.342	13.833	13.833
Norfolk, Va.:			
Pennsylvania anthracite—			
Stove.....	14.000	16.000	16.000
Chestnut.....	14.000	16.000	16.000
Bituminous.....	9.429	11.619	12.381
Omaha, Nebr.:			
Pennsylvania anthracite—			
Stove.....	22.000	22.000	22.000
Chestnut.....	22.000	22.000	22.000
Bituminous.....	12.553	12.595	12.571
Peoria, Ill.:			
Bituminous.....	6.139	8.475	7.625
Philadelphia, Pa.:			
Pennsylvania anthracite—			
Stove.....	<sup>1</sup> 14.313	<sup>1</sup> 14.538	<sup>1</sup> 14.538
Chestnut.....	<sup>1</sup> 14.313	<sup>1</sup> 14.538	<sup>1</sup> 14.538
Pittsburgh, Pa.:			
Pennsylvania anthracite—			
Stove.....	<sup>1</sup> 15.500	<sup>1</sup> 17.000	<sup>1</sup> 17.000
Chestnut.....	<sup>1</sup> 15.667	<sup>1</sup> 17.000	<sup>1</sup> 17.000
Bituminous.....	6.929	8.375	8.375

<sup>1</sup> Per ton of 2,240 pounds.

RETAIL PRICES OF COAL.

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AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON NOV. 15, 1921, AND ON OCT. 15 AND NOV. 15, 1922—Concluded.

City, and kind of coal.	Nov. 15, 1921.	1922	
		Oct. 15.	Nov. 15.
Portland, Me.:			
Pennsylvania anthracite—			
Stove.....	15.840	15.843	15.843
Chestnut.....	15.840	15.843	15.843
Portland, Oreg.:			
Bituminous.....	13.063	14.310	14.230
Providence, R. I.:			
Pennsylvania anthracite—			
Stove.....	<sup>2</sup> 15.000	<sup>2</sup> 15.500	<sup>2</sup> 15.500
Chestnut.....	<sup>2</sup> 15.000	<sup>2</sup> 15.500	<sup>2</sup> 15.500
Richmond, Va.:			
Pennsylvania anthracite—			
Stove.....	14.250	15.417	15.500
Chestnut.....	14.250	15.417	15.500
Bituminous.....	10.808	12.600	12.600
Rochester, N. Y.:			
Pennsylvania anthracite—			
Stove.....	13.550	13.450	13.450
Chestnut.....	13.550	13.450	13.450
St. Louis, Mo.:			
Pennsylvania anthracite—			
Stove.....	16.188	16.188	16.125
Chestnut.....	16.375	16.250	16.250
Bituminous.....	7.275	8.658	8.408
St. Paul, Minn.:			
Pennsylvania anthracite—			
Stove.....	17.950	17.750	17.667
Chestnut.....	17.950	17.725	17.642
Bituminous.....	13.240	13.938	14.256
Salt Lake City, Utah:			
Colorado anthracite—			
Furnace, 1 and 2 mixed.....	19.125	20.000	20.000
Stove, 3 and 5 mixed.....	20.000	20.000	20.000
Bituminous.....	8.067	9.500	9.466
San Francisco, Calif.:			
New Mexico anthracite—			
Cerillos egg.....	27.250	26.750	26.750
Colorado anthracite—			
Egg.....	26.250	24.250	24.250
Bituminous.....	19.273	17.900	17.900
Savannah, Ga.:			
Pennsylvania anthracite—			
Stove.....	<sup>3</sup> 17.100	<sup>3</sup> 18.100	<sup>3</sup> 17.600
Chestnut.....	<sup>3</sup> 17.100	<sup>3</sup> 17.100	<sup>3</sup> 17.600
Bituminous.....	<sup>3</sup> 12.433	<sup>3</sup> 12.183	<sup>3</sup> 12.267
Scranton, Pa.:			
Pennsylvania anthracite—			
Stove.....	9.650	9.783	9.783
Chestnut.....	9.650	10.267	10.267
Seattle, Wash.:			
Bituminous.....	<sup>4</sup> 10.360	<sup>4</sup> 10.211	<sup>4</sup> 10.211
Springfield, Ill.:			
Bituminous.....	4.575	5.725	5.325
Washington, D. C.:			
Pennsylvania anthracite—			
Stove.....	<sup>1</sup> 15.064	<sup>1</sup> 15.629	<sup>1</sup> 15.629
Chestnut.....	<sup>1</sup> 14.700	<sup>1</sup> 15.629	<sup>1</sup> 15.629
Bituminous.....	<sup>1</sup> 9.617	<sup>1</sup> 11.238	<sup>1</sup> 11.296

<sup>1</sup> Per ton of 2,240 pounds.

<sup>2</sup> Fifty cents per ton additional is charged for "binning." Most customers require binning or basketing the coal into the cellar.

<sup>3</sup> All coal sold in Savannah is weighed by the city. A charge of 10 cents per ton or half ton is made. This additional charge has been included in the above prices.

<sup>4</sup> Prices in Zone A. The cartage charges in Seattle during these months have ranged from \$1.25 to \$2.80, according to distance.

## Index Numbers of Wholesale Prices in November, 1922.

THE trend of wholesale prices of commodities was upward in November, according to information gathered in representative markets by the United States Department of Labor through the Bureau of Labor Statistics. Measured by the bureau's weighted index number, which includes 404 commodities or price series, the increase from the general level of the month before was  $1\frac{1}{2}$  per cent.

Farm products again lead in price increases, due to advances in grains, cotton and cotton seed, hay, eggs, peanuts, sheep, and wool. Prices in this group averaged  $3\frac{1}{2}$  per cent higher in November than in October. Food articles and cloths and clothing advanced over 2 per cent and chemicals and drugs advanced almost  $2\frac{1}{2}$  per cent in average price from October to November. Smaller increases were recorded for building materials, house-furnishing goods, and miscellaneous commodities, the increase in the last-named group being caused by mounting prices of bran, cottonseed and linseed meal, and other cattle feed.

Further decreases took place in the group of fuel and lighting materials, soft coal and coke averaging less than in the month before. Metals and metal products, due mainly to the drop in pig iron and steel billets, also showed a decline from the October level.

Of the 404 commodities or series of quotations for which comparable data for October and November were obtained, increases were shown in 189 instances and decreases in 71 instances. In 144 instances no change in price was reported.

## INDEX NUMBERS OF WHOLESALE PRICES, BY GROUPS OF COMMODITIES.

[1913=100.]

Commodity group.	1921	1922	
	November.	October.	November.
Farm products.....	121	138	143
Foods.....	139	140	143
Cloths and clothing.....	180	188	192
Fuel and lighting.....	197	226	218
Metals and metal products.....	114	135	133
Building materials.....	163	183	185
Chemicals and drugs.....	129	124	127
House-furnishing goods.....	178	176	179
Miscellaneous.....	119	120	122
All commodities.....	141	154	156

Comparing prices in November with those of a year ago, as measured by changes in the index numbers, it is seen that the general level has increased over  $10\frac{1}{2}$  per cent. Farm products show the largest increase,  $18\frac{1}{4}$  per cent, with metals and metal products coming next with an increase of  $16\frac{3}{4}$  per cent. Building materials increased  $13\frac{1}{2}$  per cent, fuel and lighting materials  $10\frac{3}{4}$  per cent, and cloths and clothing  $6\frac{3}{4}$  per cent in average price in the year. Foods and miscellaneous commodities each show an increase of over  $2\frac{1}{2}$  per cent. A slight increase is shown for house-furnishing goods, while chemicals and drugs were cheaper than in November of last year.



### Comparison of Retail Price Changes in the United States and Foreign Countries.

THE index numbers of retail prices published by several foreign countries have been brought together with those of this bureau in the subjoined table after having been reduced to a common base, namely, prices for July, 1914, equal 100. This base was selected instead of the average for the year 1913, which is used in other tables of index numbers compiled by the bureau, because of the fact that in some instances satisfactory information for 1913 was not available. For Belgium, Denmark, Germany, Great Britain, Norway, Sweden, and the city of Rome, Italy, the index numbers are reproduced as published in the original sources. With three exceptions all these are shown on the July, 1914, base in the source from which the information is taken. The index numbers for Belgium are computed on April, 1914, as the base period, those for Germany on the average of October, 1913, January, April, and July, 1914, while those for Rome are based on the first half of 1914. The index numbers here shown for the remaining countries have been obtained by dividing the index for each month specified in the table by the index for July, 1914, or the nearest period thereto, as published. As shown in the table, the number of articles included in the index numbers for the different countries differs widely. These results should not, therefore, be considered as closely comparable with one another. In a few instances, also, the figures here shown are not absolutely comparable from month to month over the entire period, owing to slight changes in the list of commodities included at successive dates.

INDEX NUMBERS OF RETAIL PRICES IN THE UNITED STATES AND CERTAIN OTHER COUNTRIES.  
[July, 1914=100.]

Year and month.	United States: 22 foodstuffs, to December, 1920; since that time 43 foodstuffs; 51 cities (variable). Weighted.	Australia: 46 foodstuffs; 30 towns. Weighted.	Belgium: 56 articles (variable); 59 cities. Not weighted.	Canada: 29 foodstuffs; 60 cities. Weighted.	Denmark: Family food budget; 5 persons. Weighted.	France: Family budget, 13 articles.		Germany: Family food budget; 5 persons. Weighted. (Revised.)
						Cities over 10,000 population (except Paris). Weighted.	Paris only. Weighted.	
July, 1914	100	100	<sup>1</sup> 100	100	100	100	100	<sup>2</sup> 100
July, 1915	98	131	.....	105	128	<sup>2</sup> 123	120	.....
July, 1916	109	130	.....	114	146	<sup>2</sup> 141	129	.....
July, 1917	143	126	.....	157	166	<sup>2</sup> 184	183	.....
July, 1918	164	131	.....	175	187	<sup>2</sup> 244	206	.....
July, 1919	186	147	.....	186	212	<sup>2</sup> 289	261	.....
1920.								
July	215	194	453	227	253	<sup>2</sup> 388	373	1,267
August	203	194	463	221	.....	.....	373	1,170
September	199	197	471	215	.....	.....	407	1,166
October	194	192	477	213	.....	<sup>2</sup> 450	420	1,269
November	189	186	476	206	.....	.....	426	1,343
December	175	184	468	200	.....	.....	424	1,427
1921.								
January	169	186	450	195	276	<sup>2</sup> 429	410	1,423
February	155	184	434	190	.....	.....	382	1,362
March	153	181	411	178	.....	.....	359	1,352
April	149	173	399	171	.....	<sup>2</sup> 363	328	1,334
May	142	168	389	165	.....	.....	317	1,320
June	141	165	384	150	.....	.....	312	1,370

<sup>1</sup> April, 1914.

<sup>2</sup> Average for October, 1913, January, April, and July, 1914.

<sup>3</sup> Quarter beginning month specified.

## INDEX NUMBERS OF RETAIL PRICES IN THE UNITED STATES AND CERTAIN OTHER COUNTRIES—Concluded.

Year and month.	United States: 22 foodstuffs, to December, 1920; since that time 43 foodstuffs; 51 cities (variable). Weighted.	Australia: 46 foodstuffs; 30 towns. Weighted.	Belgium: 56 articles (variable); 59 cities. Not weighted.	Canada: 29 foodstuffs; 60 cities. Weighted.	Denmark: Family food budget; 5 persons. Weighted.	France: Family budget, 13 articles.		Germany: Family food budget; 5 persons. Weighted. (Revised.)
						Cities over 10,000 population (except Paris). Weighted.	Paris only. Weighted.	
1921.								
July.....	145	161	379	148	236	* 350	306	1,491
August.....	152	158	384	154	.....	.....	317	1,589
September.....	150	154	386	159	.....	.....	329	1,614
October.....	150	149	391	155	.....	* 348	331	1,757
November.....	149	146	394	149	.....	.....	326	2,189
December.....	147	143	393	148	.....	.....	323	2,357
1922.								
January.....	139	142	387	149	197	* 323	319	2,463
February.....	139	140	380	143	.....	.....	307	3,020
March.....	136	141	371	142	.....	.....	294	3,602
April.....	136	143	367	138	.....	* 315	304	4,356
May.....	136	146	365	138	.....	.....	318	4,680
June.....	138	146	366	137	.....	.....	307	5,119
July.....	139	148	366	138	184	* 312	297	6,836
August.....	136	149	366	141	.....	.....	289	9,746
September.....	137	149	371	139	.....	.....	291	15,417
Year and month.	Great Britain: 21 foodstuffs; 600 towns. Weighted.	Italy: Family food budget; 5 persons; Rome. Weighted.	Netherlands: 27 foodstuffs; Amsterdam. Weighted.	New Zealand: 59 foodstuffs; 25 towns. Weighted.	Norway: Family food budget. Weighted.	South Africa: 18 foodstuffs; 9 towns. Weighted.	Sweden: 21 articles; 44 towns. Weighted.	Switzerland: 9 groups of foodstuffs. Not weighted.
1914-1919.								
July, 1914....	100	* 100	* 100	100	100	* 100	100	7 100
July, 1915....	132½	95	.....	112	.....	* 107	* 124	7 119
July, 1916....	161	111	.....	119	* 160	* 116	* 142	7 140
July, 1917....	204	137	.....	127	.....	* 128	177	.....
July, 1918....	210	203	.....	139	279	134	268	.....
July, 1919....	209	206	210	144	289	139	310	.....
1920.								
July.....	258	318	217	167	319	197	297	246
August.....	262	322	219	171	333	196	308	.....
September.....	267	324	223	173	336	195	307	.....
October.....	270	341	226	177	340	197	306	262
November.....	291	361	220	176	342	196	303	.....
December.....	282	375	208	179	342	188	294	.....
1921.								
January.....	278	367	199	178	334	172	283	243
February.....	263	376	200	175	308	165	262	237
March.....	249	386	199	169	300	160	253	234
April.....	238	432	193	169	300	156	248	231
May.....	232	421	189	167	292	152	237	212
June.....	218	409	186	166	290	144	234	210
July.....	220	402	185	164	292	139	232	214
August.....	226	416	184	163	297	134	234	209
September.....	225	430	184	161	290	133	228	206
October.....	210	452	173	156	288	131	218	200
November.....	200	459	159	152	281	129	211	198
December.....	195	458	154	150	268	125	202	192
1922.								
January.....	185	469	152	147	257	123	190	189
February.....	179	463	154	145	245	120	189	179
March.....	177	446	148	141	238	121	185	177
April.....	173	455	141	144	234	122	182	167
May.....	172	455	140	145	230	122	178	158
June.....	170	454	141	143	227	120	179	157
July.....	180	459	144	144	233	118	179	158
August.....	175	463	144	141	232	118	181	158
September.....	172	.....	145	139	228	119	180	156

<sup>3</sup> Quarter beginning month specified.

<sup>4</sup> January-June.

<sup>5</sup> Year 1913.

<sup>6</sup> Year.

<sup>7</sup> Previous month.

<sup>8</sup> August

## Retail Prices in South Manchuria, July, 1922.

THE retail prices of various commodities in certain places in South Manchuria on July 15, 1922, are given in a consular report, dated October 10, 1922, received by this bureau. These prices are shown in the table below:

## RETAIL PRICES OF COMMODITIES IN SOUTH MANCHURIA, JULY 15, 1922.

[Conversions on basis of yen=48 cents.]

Article.	Unit.	Dairen.	New-chwang.	Mukden.	Chang-chun.	Antung.
Rice, Jinsen (Korean) special.....	Bushel....	\$4.61	\$4.42	\$3.65	\$4.32	.....
Rice, Jinsen, first class.....	do.....	4.22	3.84	3.36	4.22	.....
Rice, glutinous, Japanese.....	do.....	6.55	7.20	7.20	7.68	\$5.57
Barley, Japanese, rolled.....	do.....	2.40	2.69	3.07	2.69	2.98
Barley, cracked.....	do.....	2.69	.....	3.07	2.69	.....
Beans, soya, Manchurian.....	do.....	2.20	1.44	.....	.....	.....
Beans, Indian, Manchurian.....	do.....	2.40	2.50	2.40	2.02	1.72
Flour, wheat, Shanghai.....	10 pounds.	.54	.54	.60	.....	.....
Soy.....	do.....	1.14	1.01	1.08	1.24	.....
Soy.....	Gallon.....	1.10	1.20	1.10	1.20	1.20
Pickles, Japanese, average of 3 kinds.....	10 pounds.	2.24	2.24	2.40	2.39	2.21
Vinegar, Japanese.....	Gallon.....	.60	.70	.60	.70	.60
Dried relishes, average of 3 kinds.....	Pound.....	.93	.96	.88	1.00	.87
Butter, in cans.....	do.....	.58	.72	.87	.67	.72
Jam, strawberry.....	Can.....	.22	.29	.39	.29	.27
Condensed milk.....	do.....	.31	.32	.29	.29	.24
Sardines.....	do.....	.17	.19	.....	.15	.....
Beef.....	Pound.....	.48	.....	.30	.....	.34
Pork.....	do.....	.27	.12	.25	.27	.21
Chicken, undressed.....	do.....	.54	.30	.42	.24	.48
Ham, Japanese.....	do.....	.92	.61	1.04	.84	.....
Fish, fresh Tai.....	do.....	.26	.30	.24	.45	.35
Fish, dried salmon.....	do.....	.23	.18	.28	.18	.18
Tea, Uji.....	do.....	.43	.58	.51	.47	.43
Beer, Japanese.....	Bottle.....	.20	.19	.24	.22	.22
Sake, Japanese.....	Gallon.....	2.20	2.00	2.20	2.00	1.90
Eggs.....	100.....	1.26	.96	1.44	1.27	1.06
Cigarettes.....	100.....	1.68	1.20	1.20	1.34	.....
Matches.....	Gross.....	.34	.48	.48	.44	.39
Coal.....	Ton.....	8.64	7.27	6.72	8.31	8.74
Coke.....	do.....	9.12	.....	7.92	13.92	.....

## WAGES AND HOURS OF LABOR.

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### Union Scale of Wages and Hours of Labor in the Building Trades, May 15, 1922, and Rates Prevailing November 15, 1922.

THE following table shows the union scale of wages and hours of labor in the building trades in the leading industrial centers of the United States on May 15, 1922, and the prevailing rates of wages and hours worked on November 15, 1922, in so far as reports have been secured by the Bureau of Labor Statistics.

The union scale in the building trades quite generally has been and is the prevailing rate in each city. In many instances, however, the dominating rate in a city is higher than the union scale, due to the urgent demand for workmen.

The prevailing rate as of May 15 was not asked for and hence is not shown in the table. It must not be conclusively assumed that there has been an increase in the prevailing rate between May and November simply because the prevailing rate in November is greater than the union scale in May.

When the union scale on November 15 was not the same as the prevailing rate, the prevailing rate is tabulated and a footnote shows the per cent of workers receiving a different rate.

The data for May 15, 1922, are tabulations of wage agreements secured by agents of the bureau from the unions in the localities reported. The data for November 15, 1922, were secured through questionnaires sent to officers of the union who had furnished the data for May 15, 1922. These questionnaires asked for the union scale of wages paid on November 15, 1922, and also for the prevailing rates paid on that date. Data for November 15, 1922, for some cities for which data for May 15, 1922, were received are not shown in this table where answers to the questionnaires from the officers of the unions in these cities have not been received. In such cases data for May 15, 1922, only are reported.

UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922.

Bricklayers.

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.		Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.
Atlanta, Ga.	\$1.00	\$1.12½	44	44	Newark, N. J.	\$1.25	\$1.25	44	44
Baltimore, Md.	1.25	1.37½	45	44	New Haven, Conn.	1.00	1.00	44	44
Birmingham, Ala.	1.00	1.12½	44	44	New Orleans, La.	1.00	1.00	44	44
Boston, Mass.	1.00	1.25	44	44	New York, N. Y.	1.25	\$1.25	44	44
Bridgeport, Conn.	1.00	1.00	44	44	Norfolk, Va.	1.12½	1.25	44	44
Buffalo, N. Y.	1.25	1.25	44	44	Omaha, Nebr.	1.00	1.12½	44	44
Butte, Mont.	1.25	1.37½	44	44	Peoria, Ill.	1.10	1.10	44	44
Charleston, S. C.	.85	.85	48	48	Philadelphia, Pa.	1.25	1.35	44	44
Chicago, Ill.	1.10	1.35	44	44	Pittsburgh, Pa.	1.30	1.30	44	44
Cincinnati, Ohio.	1.25	1.35	45	45	Portland, Me.	.90	1.00	44	44
Cleveland, Ohio.	1.25	1.25	44	44	Portland, Oreg.	1.12½	41.25	44	44
Columbus, Ohio.	1.12½	1.12½	44	44	Providence, R. I.	1.15	1.25	44	44
Dallas, Texas.	1.37½	1.37½	44	44	Reading, Pa.	1.15	1.25	44	44
Dayton, Ohio.	1.10	1.35	45	45	Richmond, Va.	1.00	1.25	45	45
Denver, Colo.	1.25	1.25	44	44	Rochester, N. Y.	1.06½	1.06½	44	44
Des Moines, Iowa.	1.06½	1.18½	44	44	Rock Island, (Ill.) district. <sup>5</sup>	1.00	1.12½	44	44
Detroit, Mich.	1.00	1.40	44	44	Saginaw, Mich.	1.00	61.00	44	44
Erie, Pa.	1.06½	1.06½	44	44	St. Louis, Mo.	1.25	1.25	44	44
Fall River, Mass.	.95	.95	44	44	St. Paul, Minn.	1.00	1.00	44	44
Grand Rapids, Mich.	1.00	1.25	44	44	Salt Lake City, Utah	1.12½	1.12½	44	44
Houston, Tex.	1.37½	1.37½	44	44	San Francisco, Calif.	1.25	1.25	44	44
Indianapolis, Ind.	1.15	1.25	44	44	Scranton, Pa.	1.25	1.25	44	44
Jacksonville, Fla.	1.00	1.00	44	44	Seattle, Wash.	1.12½	1.12½	44	44
Kansas City, Mo.	1.12½	1.12½	44	44	Spokane, Wash.	1.12½	1.12½	44	44
Little Rock, Ark.	1.25	1.25	44	44	Springfield, Mass.	.95	1.12½	44	44
Los Angeles, Calif.	1.25	1.25	44	44	Toledo, Ohio.	1.00	1.25	44	44
Louisville, Ky.	1.25	1.25	44	44	Washington, D. C.	1.25	1.37½	44	44
Manchester, N. H.	1.12½	1.12½	44	44	Wichita, Kans.	1.12½	1.12½	44	44
Memphis, Tenn.	1.12½	1.12½	44	44	Worcester, Mass.	.97½	1.25	44	44
Milwaukee, Wis.	1.00	1.25	44	44	York, Pa.	.87½	.87½	44	44
Minneapolis, Minn.	1.00	\$1.00	44	44	Youngstown, Ohio.	1.25	1.25	44	44
Muskegon, Mich.	1.00	1.00	44	44					
Nashville, Tenn.	1.12½	1.12½	44	44					

Building laborers.

Boston Mass.	\$0.67½	{ \$0.55 } { .60 }	44	44	New Orleans, La.	\$0.50	45	44	
Butte, Mont.	.59½		48	44	Omaha, Nebr.	.50	\$0.50	48	48
Chicago, Ill.	.72½		44	44	Peoria, Ill.	.55		44	44
Cincinnati, Ohio.	.40		50	44	Pittsburgh, Pa.	.50	.50	44	44
Cleveland, Ohio.	.57½	.75	44	44	Portland, Oreg.	.67½	.67½	44	44
Des Moines, Iowa.	.50	.50	44	44	Providence, R. I.	.40	.45	44	50
Detroit, Mich.	.50		44	44	Rochester, N. Y.	.55	.55	44	44
Erie, Pa.	.40	.50	50	50	Saginaw, Mich.	.40	.57½	44	44
Fall River, Mass.	.50		44	44	St. Louis, Mo.	.57½		44	44
Grand Rapids, Mich.	.55	.55	50	44	St. Paul, Minn.	.55	.55	49½	44
Houston, Tex.	.50		44	44	Salt Lake City, Utah.	.43½	.43½	44	44
Kansas City, Mo.	.70		44	44	San Francisco, Calif.	.62½	.62½	44	44
Los Angeles, Calif.	.62½		44	44	Scranton, Pa.	.60		44	44
Louisville, Ky.	.40	.40	44	44	Seattle, Wash.	.62½		44	44
Manchester, N. H.	.55	.40	44	44	Spokane, Wash.	.62½	.62½	44	44
Milwaukee, Wis.	.55	.60	44	44	Toledo, Ohio.	.55	.65	44	44
Minneapolis, Minn.	.55		44	44	Washington, D. C.	.62½	.62½	44	44

1 40 per cent received \$1.50 per hour.  
 2 40 per cent received \$1.12½ per hour.  
 3 25 per cent received \$1.37½ per hour.  
 4 25 per cent received \$1.12½ per hour.  
 5 Includes Davenport, Iowa, and Moline and Rock Island, Ill.  
 6 25 per cent received \$1.25 per hour, and 20 per cent received \$1.35 per hour

## UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

## Carpenters.

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Prevaling rate Nov. 15.	Union scale May 15.	Prevaling hours Nov. 15.		Union scale May 15.	Prevaling rate Nov. 15.	Union scale May 15.	Prevaling hours Nov. 15.
Atlanta, Ga.	\$0.70	\$0.87½	44	44	Newark, N. J.	\$1.12½	\$1.12½	44	44
Baltimore, Md.	.80	.90	44	44	New Haven, Conn.	.90	.90	44	44
Birmingham, Ala.	.75	1.75	44	44	New Orleans, La.	1.00	.85	44	44
Boston, Mass.	1.00	1.00	40	44	New York, N. Y.	1.12½	1.12½	44	44
Bridgeport, Conn.	.85	1.00	44	44	Norfolk, Va.	.80	.80	44	44
Buffalo, N. Y.	.87½	.87½	44	44	Omaha, Nebr.	.90	.90	44	44
Butte, Mont.	1.12½	1.12½	44	44	Peoria, Ill.	.90	.90	44	44
Charleston, S. C.	.70	.70	48	48	Philadelphia, Pa.	.90	1.00	44	44
Chicago, Ill.	1.10	2.10	44	44	Pittsburgh, Pa.	1.00	1.12½	44	44
Cincinnati, Ohio.	.95	1.00	44½	44½	Portland, Me.	.80	.80	44	44
Cleveland, Ohio.	1.04	1.10	44	44	Portland, Ore.	.90	.90	44	44
Columbus, Ohio.	.80	.90	44	44	Providence, R. I.	.85	.90	44	44
Dallas, Tex.	1.00	1.00	44	44	Reading, Pa.	.75	.85	44	44
Dayton, Ohio.	.85	.85	44	44	Richmond, Va.	.72½	.72½	47	47
Denver, Colo.	1.00	1.00	44	44	Rochester, N. Y.	.85	.85	44	44
Des Moines, Iowa.	.87½	.87½	44	44	Rock Island (Ill.) district 5	.87½	.87½	44	44
Detroit, Mich.	.85	1.00	44	44	Saginaw, Mich.	.80	.80	44	44
Erie, Pa.	.85	.85	44	44	St. Louis, Mo.	1.10	1.10	44	44
Fall River, Mass.	.85	.85	44	44	St. Paul, Minn.	.80	.80	44	44
Grand Rapids, Mich.	.85	.85	44	44	Salt Lake City, Utah	.90	.90	44	44
Houston, Tex.	1.00	1.00	44	44	San Francisco, Calif.	1.04½	1.04½	44	44
Indianapolis, Ind.	.92½	.92½	44½	44½	Scranton, Pa.	.87½	.87½	44	44
Jacksonville, Fla.	.80	1.00	44	44	Seattle, Wash.	.87½	.87½	44	44
Kansas City, Mo.	1.00	1.00	44	44	Spokane, Wash.	.87½	.87½	44	44
Little Rock, Ark.	.80	.80	44	44	Springfield, Mass.	.85	1.00	44	44
Los Angeles, Calif.	1.00	1.00	44	44	Toledo, Ohio.	.80	.80	44	44
Louisville, Ky.	.80	.80	44	44	Washington, D. C.	1.05	1.05	44	44
Manchester, N. H.	.90	.90	44	44	Wichita, Kans.	.87½	.87½	44	44
Memphis, Tenn.	.75	.75	44	44	Worcester, Mass.	.85	.85	44	44
Milwaukee, Wis.	.85	.85	44	44	York, Pa.	.65	.65	44	44
Minneapolis, Minn.	.80	.80	44	44	Youngstown, Ohio.	.92	1.00	44	44
Muskegon, Mich.	.80	.80	44	44					
Nashville, Tenn.	.64	.64	44	44					

## Cement finishers.

Baltimore, Md.	\$1.00		44		Newark, N. J.	\$1.25	\$1.25	44	44
Birmingham, Ala.	1.00	\$1.00	48	44	New Haven, Conn.	1.00	1.00	44	44
Boston, Mass.	1.00	1.00	44	44	New Orleans, La.	1.00	1.00	45	45
Bridgeport, Conn.	1.00	1.00	44	44	New York, N. Y.	1.12½	1.12½	44	44
Buffalo, N. Y.	.85		44		Norfolk, Va.	1.00	1.25	44	44
Butte, Mont.	1.25	1.25	44	44	Omaha, Nebr.	1.00	1.00	44	44
Chicago, Ill.	1.10	1.10	44	44	Peoria, Ill.	.87½	.87½	44	44
Cincinnati, Ohio.	.87½	1.00	44½	44½	Philadelphia, Pa.	.80	.80	44	44
Cleveland, Ohio.	1.04	1.10	44	44	Pittsburgh, Pa.	.87½	1.00	44	44
Columbus, Ohio.	1.00	.87½	44	44	Portland, Me.	.90	1.00	44	44
Dallas, Tex.	1.25	1.25	48	48	Portland, Ore.	.90	1.25	44	48
Dayton, Ohio.	.85		49½		Providence, R. I.	.87½	.87½	44	44
Denver, Colo.	1.00		44		Reading, Pa.	.90	.90	44	44
Des Moines, Iowa.	.90	1.00	44	44	Richmond, Va.	.87½	.87½	44	44
Detroit, Mich.	1.00	1.00	44	44	Rochester, N. Y.	1.06½	1.06½	44	44
Erie, Pa.	1.00		44		Rock Island (Ill.) district 5	.87½	.87½	44	44
Fall River, Mass.	.95	.95	44	44	Saginaw, Mich.	1.00	1.00	44	44
Houston, Tex.	1.12½	1.12½	44	44	St. Louis, Mo.	1.00	1.00	44	44
Indianapolis, Ind.	.90	.90	50	50	St. Paul, Minn.	.80		44	
Jacksonville, Fla.	1.00		44		Salt Lake City, Utah.	.87½	.87½	44	44
Kansas City, Mo.	1.00	1.00	44	44	San Francisco, Calif.	1.04½		44	
Little Rock, Ark.	1.12½	1.12½	44	44	Seattle, Wash.	1.00	1.00	44	44
Los Angeles, Calif.	1.12½		44		Spokane, Wash.	1.00		44	
Louisville, Ky.	.90	1.00	44	44	Springfield, Mass.	.90		44	
Manchester, N. H.	1.12½	1.12½	44	44	Washington, D. C.	1.00	1.00	44	44
Memphis, Tenn.	1.00	1.12½	44	44	Wichita, Kans.	1.12½	1.12½	44	44
Milwaukee, Wis.	1.00	1.00	44	44	Worcester, Mass.	.97½		44	
Minneapolis, Minn.	1.00	1.00	44	44	Youngstown, Ohio.	1.00		44	
Muskegon, Mich.	1.00		44						

1 40 per cent received 87½ cents per hour.

2 50 per cent received \$1.25 per hour and 20 per cent received \$1 per hour.

3 50 per cent received 80 cents per hour.

4 30 per cent received \$1 per hour.

5 Includes Davenport, Iowa, and Moline and Rock Island, Ill.

6 33 per cent received 87½ cents per hour.

7 25 per cent received 90 cents per hour.

8 25 per cent received \$1 per hour.

UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

Composition roofers.

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.		Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.
Boston, Mass.....	\$1.00	.....	44	.....	New York, N. Y....	\$1.00	\$1.00	44	44
Chicago, Ill.....	1.10	\$1.00 } 1.25 }	44	44	Philadelphia, Pa....	.60	.....	44	.....
Cincinnati, Ohio.....	.70	.70	44½	44½	Pittsburgh, Pa....	.85	.85	44	44
Cleveland, Ohio.....	.83	1.00	44	44	Portland, Me.....	.70	.70	44	48
Dayton, Ohio.....	.60	.60	44	44	Rochester, N. Y....	.80	.80	44	44
Denver, Colo.....	.87½	.87½	44	44	Rock Island (Ill.) district <sup>1</sup> .....	.90	.90	44	44
Des Moines, Iowa.....	.65	.....	44	.....	St. Louis, Mo.....	1.00	1.00	44	44
Detroit, Mich.....	.80	.....	44	.....	San Francisco, Calif.....	.93½	.....	44	.....
Kansas City, Mo.....	.85	.85	44	44	Scranton, Pa.....	.75	.87½	44	44
Los Angeles, Calif.....	1.00	1.12½	44	44	Seattle, Wash.....	1.00	1.00	44	44
Newark, N. J.....	.87½	.87½	44	44					

Elevator constructors.

Atlanta.....	\$0.90	\$0.90	44	44	Newark, N. J.....	\$1.12½	.....	44	.....
Baltimore, Md.....	1.00	.....	44	.....	New York, N. Y....	1.12½	.....	44	.....
Birmingham, Ala.....	.90	2.90	44	44	Omaha, Nebr.....	1.00	\$1.00	44	44
Boston, Mass.....	.92½	.....	44	.....	Peoria, Ill.....	.85	.85	44	44
Buffalo, N. Y.....	.97½	.97½	44	44	Philadelphia, Pa....	1.06	1.12½	44	44
Chicago, Ill.....	1.07	1.10	44	44	Pittsburgh, Pa....	1.16	1.16	44	44
Cincinnati, Ohio.....	1.00	1.00	44	44	Portland, Ore.....	1.00	.....	44	.....
Cleveland, Ohio.....	1.10	1.10	44	44	Providence, R. I....	.90	1.00	44	44
Columbus, Ohio.....	1.00	1.00	44	44	Richmond, Va.....	.92½	.92½	48	48
Dallas, Tex.....	1.00	1.00	44	44	Rochester, N. Y....	1.00	1.00	44	44
Denver, Colo.....	1.00	1.00	44	44	Rock Island (Ill.) district <sup>1</sup> .....	.90	.90	44	44
Detroit, Mich.....	1.02½	1.07½	44	44	St. Louis, Mo.....	1.10	1.10	44	44
Grand Rapids, Mich.....	.95	.95	44	44	St. Paul, Minn.....	.90	.....	44	.....
Houston, Tex.....	1.00	1.00	44	44	Salt Lake City, Utah.....	.90	.....	44	.....
Indianapolis, Ind.....	1.00	1.00	44	44	San Francisco, Calif.....	1.00	1.00	44	44
Kansas City, Mo.....	1.12½	1.12½	44	44	Seattle, Wash.....	1.06½	1.06½	44	44
Los Angeles, Calif.....	1.00	1.00	44	44	Springfield, Mass.....	.90	.....	44	.....
Louisville, Ky.....	.81½	.85	44	44	Toledo, Ohio.....	1.00	.....	44	.....
Memphis, Tenn.....	.90	.90	44	44	Washington, D. C....	1.25	1.25	44	44
Milwaukee, Wis.....	.90	.90	44	44	Worcester, Mass.....	.90	.90	44	44
Minneapolis, Minn.....	.90	.90	44	44					

Elevator constructors' helpers.

Atlanta, Ga.....	\$0.60	\$0.60	44	44	New York, N. Y....	\$0.87½	.....	44	.....
Baltimore, Md.....	.70	.....	44	.....	Omaha, Nebr.....	.60	\$0.60	44	44
Birmingham, Ala.....	.60	.60	44	44	Peoria, Ill.....	.65	.65	44	44
Boston, Mass.....	.67½	.....	44	.....	Philadelphia, Pa....	.75	.75	44	44
Buffalo, N. Y.....	.67½	.67½	44	44	Pittsburgh, Pa....	.75	.75	44	44
Chicago, Ill.....	.75	.75	44	44	Portland, Ore.....	.75	.....	44	.....
Cincinnati, Ohio.....	.75	.75	44	44	Providence, R. I....	.65	.75	44	44
Cleveland, Ohio.....	.77½	.77½	44	44	Richmond, Va.....	.60	.60	48	48
Columbus, Ohio.....	.70	.70	44	44	Rochester, N. Y....	.70	.70	44	44
Dallas, Tex.....	.65	.75	44	44	Rock Island (Ill.) District <sup>1</sup> .....	.65	.65	44	44
Denver, Colo.....	.62½	.62½	44	44	St. Louis, Mo.....	.75	.75	44	44
Detroit, Mich.....	.75	.75	44	44	St. Paul, Minn.....	.60	.....	44	.....
Houston, Tex.....	.65	.65	44	44	Salt Lake City, Utah.....	.50	.....	44	.....
Indianapolis, Ind.....	.72	.72	44	44	San Francisco, Calif.....	.75	.75	44	44
Kansas City, Mo.....	.72½	.72½	44	44	Seattle, Wash.....	.75	.75	44	44
Los Angeles, Calif.....	.75	.75	44	44	Springfield, Mass.....	.65	.....	44	.....
Louisville, Ky.....	.56½	.60	49	44	Toledo, Ohio.....	.70	.....	44	.....
Memphis, Tenn.....	.60	.60	44	44	Washington, D. C....	.80	.80	44	44
Milwaukee, Wis.....	.60	.60	44	44	Worcester, Mass.....	.65	.65	44	44
Minneapolis, Minn.....	.60	.60	44	44					

<sup>1</sup> Includes Davenport, Iowa, and Moline and Rock Island, Ill.

<sup>2</sup> 50 per cent received 75 cents per hour.

## UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

*Engineers, portable and hoisting.*

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.		Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.
Atlanta, Ga.....	\$0.75	\$0.90	48	44	Newark, N. J.....	\$1.25	\$1.25	44	44
Baltimore, Md.....	1.02½	.....	44	.....	New Haven, Conn....	.90	1.00	44	44
Birmingham, Ala....	.87½	.87½	44	44	New Orleans, La.....	.90	.90	44	44
Boston, Mass.....	1.00	.....	44	.....	New York, N. Y.....	1.18½	1.18½	44	44
Bridgeport, Conn....	.90	1.00	44	44	Norfolk, Va.....	.90	.85	44	44
Buffalo, N. Y.....	1.00	.....	44	.....	Omaha, Nebr.....	1.00	1.00	44	44
Butte, Mont.....	.68½	.87½	44	44	Peoria, Ill.....	.90	.90	44	44
Chicago, Ill.....	1.10	1.10	44	44	Philadelphia, Pa.....	1.00	1.00	44	44
Cincinnati, Ohio.....	.95	.95	45	44	Pittsburgh, Pa.....	1.00	1.12½	44	44
Cleveland, Ohio.....	1.04	1.10	44	44	Portland, Me.....	.90	.90	44	44
Columbus, Ohio.....	.80	.....	44	.....	Portland, Oreg.....	1.01½	1.01½	44	44
Dallas, Tex.....	1.18½	1.00	44	44	Providence, R. I.....	.85	.90	44	44
Dayton, Ohio.....	.90	.90	44	45	Richmond, Va.....	1.00	.....	44	.....
Denver, Colo.....	1.00	1.00	44	44	Rochester, N. Y.....	.93	.....	44	.....
Des Moines, Iowa....	.87½	1.00	44	44	Rock Island (Ill.) district ¹	.87½	.87½	44	44
Detroit, Mich.....	.90	1.12½	44	44	St. Louis, Mo.....	1.12½	1.25	44	44
Erie, Pa.....	.90	.90	44	44	St. Paul, Minn.....	.80	.80	48	48
Fall River, Mass....	.90	.90	44	44	Salt Lake City, Utah.	.90	.90	44	44
Grand Rapids, Mich.	.80	.....	54	.....	San Francisco, Calif.	1.04½	1.04½	44	44
Houston, Tex.....	1.00	1.00	44	44	Scranton, Pa.....	1.00	.....	44	.....
Indianapolis, Ind....	.90	.90	44	44	Seattle, Wash.....	1.00	1.00	44	40
Kansas City, Mo.....	1.00	1.00	44	44	Spokane, Wash.....	.90	1.00	44	44
Little Rock, Ark.....	.87½	1.87½	44	44	Springfield, Mass....	.90	.90	44	44
Los Angeles, Calif....	1.00	1.00	44	44	Toledo, Ohio.....	1.00	1.00	44	44
Louisville, Ky.....	1.00	.....	44	.....	Washington, D. C....	1.00	1.00	44	44
Memphis, Tenn.....	1.00	.....	44	.....	Worcester, Mass.....	.90	.....	44	.....
Milwaukee, Wis.....	.90	1.10	44	44	Youngstown, Ohio..	1.00	.....	44	.....
Minneapolis, Minn...	1.00	1.00	44	44					
Muskegon, Mich.....	.75	.75	54	45					

*Granite cutters.*

Atlanta, Ga.....	\$1.00	\$0.75	44	44	Newark, N. J.....	\$1.12½	\$1.12½	44	44
Baltimore, Md.....	1.00	1.00	44	44	New Haven, Conn....	1.00	1.00	44	44
Boston, Mass.....	1.00	1.00	44	44	New Orleans, La.....	1.00	1.00	44	44
Bridgeport, Conn....	1.00	1.00	44	44	New York, N. Y.....	1.12½	1.12½	44	44
Buffalo, N. Y.....	1.00	1.00	44	44	Norfolk, Va.....	1.00	1.00	44	44
Butte, Mont.....	1.12½	.....	44	.....	Philadelphia, Pa.....	1.00	1.00	44	44
Charleston, S. C....	1.00	.....	44	.....	Pittsburgh, Pa.....	1.00	1.00	44	44
Chicago, Ill.....	1.12½	1.12½	40	40	Portland, Me.....	1.00	1.00	44	44
Cincinnati, Ohio.....	1.00	1.00	44	40	Providence, R. I.....	1.00	1.00	44	44
Cleveland, Ohio.....	1.00	1.00	40	44	Richmond, Va.....	1.00	1.00	44	44
Dallas, Tex.....	1.00	1.00	44	44	Rochester, N. Y.....	1.00	.....	44	.....
Denver, Colo.....	1.06½	1.06½	44	44	St. Louis, Mo.....	1.00	1.00	44	44
Des Moines, Iowa....	1.00	1.00	44	44	Salt Lake City, Utah	1.12½	1.12½	44	44
Detroit, Mich.....	1.00	1.00	44	44	San Francisco, Calif..	1.12½	1.12½	44	44
Fall River, Mass....	1.00	1.00	44	44	Seattle, Wash.....	1.12½	1.12½	40	40
Houston, Tex.....	1.00	1.00	44	44	Springfield, Mass....	1.00	1.00	44	44
Los Angeles, Calif....	1.12½	1.12½	44	44	Washington, D. C....	1.00	1.00	44	44
Louisville, Ky.....	1.00	.....	44	.....	Worcester, Mass.....	1.00	1.00	44	44
Manchester, N. H....	1.00	.....	44	.....					

¹ 40 per cent received 65 cents per hour.

² 40 per cent received 60 cents per hour.

³ Includes Davenport, Iowa, and Moline and Rock Island, Ill.



UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

*Hod carriers.*

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Prevailing rate Nov. 15.	Union scale May 15.	Prevailing hours Nov. 15.		Union scale May 15.	Prevailing rate Nov. 15.	Union scale May 15.	Prevailing hours Nov. 15.
Baltimore, Md.	\$0.75	\$0.75	44	44½	New Orleans, La.	\$0.65		45	
Boston, Mass.	.70		44		Norfolk, Va.	.65	\$0.62½	44	44
Butte, Mont.	1.00		44		Omaha, Nebr.	.70	.70	44	44
Chicago, Ill.	.72½		44		Peoria, Ill.	.55	.55	44	44
Cincinnati, Ohio.	.72½		45		Philadelphia, Pa.	.85	.85	44	44
Cleveland, Ohio.	.60		44		Pittsburgh, Pa.	.80		44	44
Columbus, Ohio.	.80		44		Portland, Oreg.	.90	.90	44	44
Dayton, Ohio.	.75	.75	44	44	Providence, R. I.	.45	.50	44	50
Denver, Colo.	.78½	.44	81½	44	Rochester, N. Y.	.55	.55	44	44
Des Moines, Iowa.	.75	.75	44	44	Saginaw, Mich.	.60		44	
Detroit, Mich.	.75	.55	44	44	St. Louis, Mo.	.85	1.85	44	44
Erie, Pa.	.60		47		St. Paul, Minn.	.75	.75	44	44
Fall River, Mass.	.50	.50	48	48	Salt Lake City, Utah	.60		44	
Grand Rapids, Mich.	.65		50		Scranton, Pa.	.75		44	
Houston, Tex.	.62½	.62½	44	44	Seattle, Wash.	.75		44	
Indianapolis, Ind.	.70		44		Spokane, Wash.	.75	.75	44	44
Kansas City, Mo.	.80		44		Springfield, Mass.	.65		44	
Little Rock, Ark.	.50		44		Toledo, Ohio.	.65	.65	44	44
Los Angeles, Calif.	.80	.80	44	44	Washington, D. C.	.75		44	
Louisville, Ky.	.80	.80	44	44	Worcester, Mass.	.65	.75	44	44
Manchester, N. H.	.75	.65	44	44	York, Pa.	.75	.75	44	44
Memphis, Tenn.	.62½	.62½	44	44	Youngstown, Ohio.	.75		44	
Newark, N. J.	.75		44						

*Inside wiremen.*

Atlanta, Ga.	\$0.90	\$0.65	44	44	New Haven, Conn.	\$0.85	\$0.85	44	44
Baltimore, Md.	1.00	1.00	44	44	New Orleans, La.	1.00	.90	44	44
Birmingham, Ala.	.85		44		New York, N. Y.	1.12½	1.12½	44	44
Boston, Mass.	1.00	1.00	44	44	Norfolk, Va.		.87½		44
Bridgeport, Conn.	.85	2.10	44	44	Omaha, Nebr.	1.00	1.00	44	44
Buffalo, N. Y.	.90	1.00	44	44	Peoria, Ill.	.90	.90	44	44
Butte, Mont.	1.00	1.00	44	44	Philadelphia, Pa.	.90	1.00	44	44
Chicago, Ill.	1.10	1.10	44	44	Pittsburgh, Pa.	1.12½	1.12½	44	44
Cincinnati, Ohio.	.95	1.00	44½	44½	Portland, Me.	.80	.80	44	44
Cleveland, Ohio.	1.10	1.10	44	44	Portland, Oreg.	.90	.90	44	44
Dallas, Tex.	1.12½	1.12½	44	44	Providence, R. I.	.90		44	
Dayton, Ohio.	.95	1.00	44	44	Reading, Pa.	.75		44	
Denver, Colo.	1.00	1.00	44	44	Richmond, Va.	.75	.75	44	48
Des Moines, Iowa.	.87½	.87½	44	44	Rochester, N. Y.	.93½	.93½	44	44
Detroit, Mich.	1.00	1.00	44	44	Rock Island (Ill.) district 4.	.87½	.87½	44	44
Erie, Pa.	.85		44		Saginaw, Mich.	.80	.80	44	44
Fall River, Mass.	.85	.85	44	44	St. Louis, Mo.	1.25	1.25	44	44
Grand Rapids, Mich.	1.00		44		St. Paul, Minn.	.80	.80	44	44
Houston, Tex.	1.12½	1.12½	44	44	Salt Lake City, Utah.	.90	.90	44	44
Indianapolis, Ind.	1.00	.85	44	44	San Francisco, Calif.	1.00		44	
Jacksonville, Fla.	.85	.85	44	44	Scranton, Pa.	.87½	.87½	44	44
Kansas City, Mo.	1.00	1.00	44	44	Seattle, Wash.	1.00	1.00	40	40
Little Rock, Ark.	.87½	.87½	44	44	Spokane, Wash.	.90	.90	48	48
Kansas City, Mo.	1.00	1.00	44	44	Springfield, Mass.	.85		44	
Los Angeles, Calif.	.90	.90	44	44	Toledo, Ohio.	1.00	51.00	44	44
Louisville, Ky.	.80		44		Washington, D. C.	1.06½	1.06½	44	44
Manchester, N. H.	.80		44		Wichita, Kans.	1.00		44	
Memphis, Tenn.	.87½	.87½	44	44	Worcester, Mass.	.85	.90	44	44
Milwaukee, Wis.	1.00	1.00	44	44	York, Pa.	.65	.65	44	44
Minneapolis, Minn.	.87½	.87½	44	44	Youngstown, Ohio.	1.15		44	
Muskegon, Mich.	.85	.85	44	44					
Nashville, Tenn.	.87½	.87½	44	44					
Newark, N. J.	1.12½	1.12½	44	44					

<sup>1</sup> 35 per cent received, 95 cents to \$1.00.

<sup>2</sup> 40 per cent received 91 cents per hour.

<sup>3</sup> 40 per cent received 80 cents per hour.

<sup>4</sup> Includes Davenport, Iowa, and Moline and Rock Island, Ill.

<sup>5</sup> 30 per cent received 85 cents per hour.

## UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

*Lathers.*

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Prevaling rate Nov. 15.	Union scale May 15.	Prevaling hours Nov. 15.		Union scale May 15.	Prevaling rate Nov. 15.	Union scale May 15.	Prevaling hours Nov. 15.
Atlanta, Ga.	\$0.75	\$0.75	44	44	Newark, N. J.	\$1.25	\$1.25	44	44
Baltimore, Md.	1.00	1.00	44	44	New Haven, Conn.	1.00		44	44
Birmingham, Ala.					New York, N. Y.	1.12½	1.12½	44	44
Boston, Mass.	1.00		40		Norfolk, Va.	1.00		44	44
Bridgeport, Conn.	1.00	1.12½	44	44	Omaha, Nebr.	1.06½	1.06½	44	44
Buffalo, N. Y.	1.00	1.00	44	44	Peoria, Ill.	.90	.90	44	44
Chicago, Ill.	1.10		44		Philadelphia, Pa.	1.06½		44	44
Cincinnati, Ohio.	.95	1.12½	44½	44½	Pittsburgh, Pa.	1.12½	1.25	44	44
Cleveland, Ohio.	1.10	1.25	44	44	Portland, Ore.	1.00	1.00	44	44
Columbus, Ohio.	1.00	1.00	44	44	Providence, R. I.	.90		44	44
Dallas, Tex.	1.25		44		Reading, Pa.	.75	1.00	44	44
Dayton, Ohio.	1.00	1.10	44	44	Rochester, N. Y.	1.00	1.00	44	44
Denver, Colo.	1.12½	1.12½	44	44	Rock Island (Ill.) district <sup>1</sup>	1.12½	1.25	44	44
Des Moines, Iowa.	1.06½	1.20	44	44	St. Louis, Mo.	1.25	1.25	44	44
Detroit, Mich.	1.00	1.12½	44	44	St. Paul, Minn.	1.00	1.00	44	44
Fall River, Mass.	.85	1.00	44	44	Salt Lake City, Utah.	.90	.90	44	44
Grand Rapids, Mich.	.80	1.05	44	44	San Francisco, Calif.	1.15½	21.25	44	44
Houston, Tex.	1.37½		44		Scranton, Pa.	1.00	1.00	44	44
Indianapolis, Ind.	.90	1.00	44	44	Seattle, Wash.	1.00	1.12½	40	40
Jacksonville, Fla.	.75		44		Spokane, Wash.	.90	1.00	44	44
Kansas City, Mo.	1.10	1.10	44	44	Springfield, Mass.	.85	.85	44	44
Los Angeles, Calif.	1.15½		44		Toledo, Ohio.	1.25	1.25	44	44
Louisville, Ky.	1.00	1.05	44	44	Washington, D. C.	1.12½	1.25	44	44
Manchester, N. H.	1.00		44		Wichita, Kans.	1.12½	1.12½	44	44
Memphis, Tenn.	1.00	1.00	44	44	Worcester, Mass.	.85	1.00	44	44
Milwaukee, Wis.	1.00	1.00	44	44	Youngstown, Ohio.	1.25	1.25	44	44
Minneapolis, Minn.	1.00	1.00	44	44					

*Marble setters.*

Atlanta, Ga.	\$1.06½	\$1.06½	44	44	Memphis, Tenn.	\$1.00	\$1.00	44	44
Baltimore, Md.	1.00	1.00	44	44	Milwaukee, Wis.	1.00	1.00	44	44
Birmingham, Ala.	1.00	1.12½	44	44	Minneapolis, Minn.	1.00	1.00	44	44
Boston, Mass.	1.00	1.12½	44	44	Newark, N. J.	1.12½		44	44
Bridgeport, Conn.	1.00	1.00	44	44	New Haven, Conn.	1.00	1.12½	44	44
Buffalo, N. Y.	1.00	1.00	44	44	New Orleans, La.	1.00		44	44
Butte, Mont.	1.25	1.25	44	44	New York, N. Y.	1.12½	1.12½	44	44
Chicago, Ill.	.97½	.97½	44	44	Norfolk, Va.	1.00	1.00	44	44
Cincinnati, Ohio.	1.00	1.00	44	44	Omaha, Nebr.	1.00	1.00	44	44
Cleveland, Ohio.	1.00	1.25	41	44	Philadelphia, Pa.	1.00	1.25	44	44
Columbus, Ohio.	1.00	1.25	44	44	Pittsburgh, Pa.	.87½		44	44
Dallas, Tex.	1.00	1.25	44	44	Portland, Ore.	1.00	1.25	44	44
Dayton, Ohio.	1.00		44		Richmond, Va.	1.00	1.00	45	45
Denver, Colo.	1.00	1.00	44	44	Rochester, N. Y.	1.00	1.00	44	44
Des Moines, Iowa.	1.00	1.00	44	44	St. Louis, Mo.	1.00	1.00	44	44
Detroit, Mich.	1.00		44		St. Paul, Minn.	1.00	1.00	44	44
Houston, Tex.	1.12½	1.12½	44	44	Salt Lake City, Utah.	.93½		44	44
Indianapolis, Ind.	1.00	1.12½	44	44	San Francisco, Calif.	1.00	1.00	44	44
Jacksonville, Fla.	1.00		44		Scranton, Pa.	1.10		44	44
Kansas City, Mo.	1.00	1.00	44	44	Seattle, Wash.	1.06½	1.25	44	44
Little Rock, Ark.	1.00	1.25	44	44	Springfield, Mass.	1.00		44	44
Los Angeles, Calif.	1.00		44		Washington, D. C.	1.00		44	44
Louisville, Ky.	1.00	1.00	44	44	Wichita, Kans.	1.00	1.00	44	44

<sup>1</sup> Includes Davenport, Iowa, and Moline and Rock Island, Ill.<sup>2</sup> 50 per cent received \$1.15½ per hour.<sup>3</sup> 50 per cent received \$1.12½ per hour.

UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

Painters.

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.		Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.
Atlanta, Ga.	\$0.75	\$0.75	44	44	Newark, N. J.	\$1.00	\$1.00	44	44
Baltimore, Md.	.80	.80	44	44	New Haven, Conn.	1.00	.80	44	44
Birmingham, Ala.	.75	.75	44	44	New Orleans, La.	.80	.80	44	44
Boston, Mass.	1.00	1.20	40	44	New York, N. Y.	1.12½	1.12½	40	40
Bridgeport, Conn.	.85	1.00	44	44	Norfolk, Va.	.75	.75	44	44
Buffalo, N. Y.	.87½	1.87½	48	44	Omaha, Nebr.	.90	.90	44	44
Butte, Mont.	1.00	1.00	44	44	Peoria, Ill.	.87½	.87½	44	44
Charleston, S. C.	.65	.65	44	44	Philadelphia, Pa.	1.00	1.00	44	44
Chicago, Ill.	1.10	1.10	44	44	Pittsburgh, Pa.	1.00	1.00	44	44
Cincinnati, Ohio.	.87½	.87½	44	44	Portland, Ore.	.90	.90	44	44
Cleveland, Ohio.	1.00	1.04	44	44	Providence, R. I.	.80	.80	44	44
Columbus, Ohio.	.85	.85	44	44	Reading, Pa.	.85	.85	44	44
Dallas, Tex.	.87½	.87½	44	44	Richmond, Va.	.67½	.75	48	44
Dayton, Ohio.	.85	.85	44	44	Rochester, N. Y.	.85	.85	44	44
Denver, Colo.	1.00	1.00	44	44	Rock Island (Ill.) district 8.	.87½	.87½	44	44
Des Moines, Iowa.	.90	.90	44	44	Saginaw, Mich.	.80	.80	44	44
Detroit, Mich.	.90	.75	44	44	St. Louis, Mo.	1.00	1.00	44	44
Erie, Pa.	.75	.75	44	44	St. Paul, Minn.	.80	.80	44	44
Fall River, Mass.	.75	.80	44	44	Salt Lake City, Utah	.90	.90	44	44
Grand Rapids, Mich.	.80	.80	44	44	San Francisco, Calif.	1.00	1.04½	44	44
Houston, Tex.	1.00	1.00	44	44	Scranton, Pa.	.87½	.87½	44	44
Indianapolis, Ind.	.90	.90	44	44	Seattle, Wash.	.93½	1.03½	40	40
Jacksonville, Fla.	.75	.60	44	44	Spokane, Wash.	.90	.90	44	44
Kansas City, Mo.	1.00	1.00	44	44	Springfield, Mass.	.85	.90	44	44
Little Rock, Ark.	.87½	.80	44	44	Toledo, Ohio.	.80	.80	44	44
Los Angeles, Calif.	1.00	1.00	44	44	Washington, D. C.	1.00	1.00	44	44
Louisville, Ky.	.87½	.87½	44	44	Wichita, Kans.	.87½	.87½	44	44
Manchester, N. H.	.75	.70	44	44	Worcester, Mass.	.87½	.87½	44	44
Memphis, Tenn.	.87½	.87½	44	44	York, Pa.	.60	.60	44	44
Milwaukee, Wis.	.85	1.70	44	44	Youngstown, Ohio.	.90	.90	44	44
Minneapolis, Minn.	.80	.80	44	44					
Nashville, Tenn.	.75	.75	44	44					

Plasterers.

Atlanta, Ga.	\$1.00	<sup>11</sup> \$1.00	44	44	Los Angeles, Calif.	\$1.25	<sup>13</sup> \$1.25	40	44
Baltimore, Md.	1.25	<sup>12</sup> 1.50	44	44	Louisville, Ky.	.90	<sup>14</sup> 1.25	44	44
Birmingham, Ala.	1.00	1.00	44	44	Manchester, N. H.	1.12½	1.12½	44	44
Boston, Mass.	1.12½	1.12½	40	44	Memphis, Tenn.	1.12½	1.12½	44	44
Bridgeport, Conn.	1.00	1.00	44	44	Milwaukee, Wis.	1.12½	1.12½	44	44
Buffalo, N. Y.	1.00	1.25	40	40	Minneapolis, Minn.	1.00	1.12½	44	44
Butte, Mont.	1.25	1.25	44	44	Muskegon, Mich.	1.00	<sup>15</sup> 1.00	44	44
Charleston, S. C.	.85	.85	48	48	Nashville, Tenn.	1.00	1.25	44	44
Chicago, Ill.	1.10	1.50	44	44	Newark, N. J.	1.25	1.25	44	44
Cincinnati, Ohio.	1.12½	1.12½	44½	44½	New Haven, Conn.	1.00	1.00	44	44
Cleveland, Ohio.	1.25	1.25	44	44	New Orleans, La.	1.00	1.00	45	45
Columbus, Ohio.	1.25	1.25	44	44	New York, N. Y.	1.25	1.25	44	44
Dallas, Tex.	1.37½	1.50	44	44	Norfolk, Va.	1.00	1.25	44	44
Dayton, Ohio.	1.10	1.25	44	44	Omaha, Nebr.	1.25	1.25	44	44
Denver, Colo.	1.25	1.25	44	44	Peoria, Ill.	1.10	1.10	44	44
Des Moines, Iowa.	1.12½	1.25	44	44	Philadelphia, Pa.	1.25	<sup>15</sup> 1.50	44	44
Detroit, Mich.	1.12½	1.25	44	44	Pittsburgh, Pa.	1.12½	<sup>16</sup> 1.25	44	44
Erie, Pa.	1.12½	1.12½	44	44	Portland, Me.	.90	1.00	44	44
Fall River, Mass.	.95	.95	44	44	Portland, Ore.	1.12½	1.12½	44	44
Grand Rapids, Mich.	1.00	1.25	44	44	Providence, R. I.	1.05	1.15	40	40
Houston, Tex.	1.50	1.50	44	44	Reading, Pa.	.90	1.25	44	44
Indianapolis, Ind.	1.12½	1.12½	44	44	Richmond, Va.	.87½	<sup>17</sup> 1.25	44	44
Jacksonville, Fla.	.87½	1.00	44	44	Rochester, N. Y.	1.06½	1.06½	44	44
Kansas City, Mo.	1.12½	1.12½	44	44	Rock Island (Ill.) district 8.	1.12½	1.12½	44	44
Little Rock, Ark.	1.12½	1.12½	44	44					

<sup>a</sup> 20 per cent received 75 cents per hour.  
<sup>1</sup> 45 per cent received 75 cents per hour.  
<sup>2</sup> 20 per cent received 90 cents per hour.  
<sup>3</sup> 45 per cent received 87½ cents per hour.  
<sup>4</sup> 30 per cent received 85 cents per hour.  
<sup>5</sup> 35 per cent received \$1 per hour.  
<sup>6</sup> 40 per cent received 80 cents per hour.  
<sup>7</sup> 50 per cent received 67½ cents per hour.

<sup>9</sup> 50 per cent received \$1 per hour.  
<sup>10</sup> 35 per cent received \$1 per hour.  
<sup>11</sup> 25 per cent received \$1.15 per hour.  
<sup>12</sup> 50 per cent received \$1.25 per hour.  
<sup>13</sup> 50 per cent received \$1.50 per hour.  
<sup>14</sup> 50 per cent received \$1.37½ per hour.  
<sup>15</sup> 25 per cent received \$1.25 per hour.  
<sup>16</sup> 33½ per cent received \$1.50 per hour.  
<sup>17</sup> 20 per cent received \$1.12½ and 20 per cent received \$1 per hour.

<sup>8</sup> Includes Davenport, Iowa, and Moline and Rock Island, Ill.

## UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

## Plasterers—Concluded.

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Prevailing rate Nov. 15.	Union scale May 15.	Prevailing hours Nov. 15.		Union scale May 15.	Prevailing rate Nov. 15.	Union scale May 15.	Prevailing hours Nov. 15.
Saginaw, Mich.....	\$1.00	\$1.25	44	44	Springfield, Mass....	\$0.95	.....	44	.....
St. Louis, Mo.....	1.37½	1.37½	44	44	Toledo, Ohio.....	1.00	\$1.00	44	44
St. Paul, Minn.....	1.00	1.00	44	44	Washington, D. C....	1.25	1.50	44	44
Salt Lake City, Utah.	1.12½	1.25	44	44	Wichita, Kans.....	1.12½	1.12½	44	44
San Francisco, Calif..	1.27½	.....	44	.....	Worcester, Mass.....	.97½	1.25	44	44
Scranton, Pa.....	1.25	1.25	44	44	York, Pa.....	.90	.....	44	.....
Seattle, Wash.....	1.12½	1.25	40	40	Youngstown, Ohio...	1.04	1.25	44	44
Spokane, Wash.....	1.12½	1.37½	44	44					

## Plasterers' laborers.

Boston, Mass.....	\$0.80	\$0.85	40	44	New York, N. Y....	\$0.93½	\$0.93½	44	44
Butte, Mont.....	1.00	.....	44	.....	Peoria, Ill.....	.65	.65	44	44
Chicago, Ill.....	.78½	.78½	44	44	Philadelphia, Pa....	1.00	.....	44	.....
Cincinnati, Ohio.....	.72½	.....	45	.....	Pittsburgh, Pa.....	.80	.....	44	.....
Cleveland, Ohio.....	.60	.75	44	44	Portland, Oreg.....	.90	.90	44	44
Denver, Colo.....	.81½	.....	44	.....	Providence, R. I....	.55	.70	44	50
Detroit, Mich.....	.75	.87½	44	44	Rochester, N. Y....	.55	.55	44	44
Indianapolis, Ind....	.70	.70	44	44	St. Louis, Mo.....	1.00	.....	44	.....
Kansas City, Mo.....	.80	.....	44	.....	Salt Lake City, Utah.	.87½	.87½	44	44
Los Angeles, Calif..	1.12½	.....	40	.....	San Francisco, Calif..	.95	.....	46½	.....
Louisville, Ky.....	.80	.....	44	.....	Scranton, Pa.....	.60	.....	44	.....
Memphis, Tenn.....	.62½	.62½	44	44	Seattle, Wash.....	.87½	.....	40	.....
Milwaukee, Wis.....	.75	.....	44	.....	Spokane, Wash.....	.75	.75	44	44
Minneapolis, Minn...	.75	.....	44	.....	Springfield, Mass...	.65	.....	44	.....
Newark, N. J.....	.75	.75	44	44	Washington, D. C...	.75	.....	44	.....
New Orleans, La....	.50	.....	45	.....	Worcester, Mass....	.80	.75	44	44

## Plumbers.

Atlanta, Ga.....	\$1.00	\$1.00	44	44	Newark, N. J.....	\$1.12½	\$1.12½	44	44
Baltimore, Md.....	.93	1.00	44	44	New Haven, Conn....	.87½	.87½	44	44
Birmingham, Ala....	1.25	1.50	44	44	New Orleans, La....	.90	1.00	44	44
Boston, Mass.....	1.00	1.00	44	44	New York, N. Y....	1.12½	1.12½	44	44
Bridgeport, Conn....	.85	1.00	44	44	Norfolk, Va.....	1.00	1.00	44	44
Buffalo, N. Y.....	.90	1.00	44	44	Omaha, Neb.....	1.00	1.00	44	44
Butte, Mont.....	1.12½	1.25	44	44	Peoria, Ill.....	1.00	1.00	44	44
Charleston, S. C....	1.00	1.00	44	44	Philadelphia, Pa....	.90	.....	44	.....
Chicago, Ill.....	1.10	1.10	44	44	Pittsburgh, Pa.....	1.12½	1.18½	44	44
Cincinnati, Ohio.....	1.00	1.00	44	44	Portland, Me.....	.90	.....	44	.....
Cleveland, Ohio.....	1.10	1.10	44	44	Portland, Oreg.....	1.06½	1.06½	44	44
Columbus, Ohio.....	1.00	1.00	44	44	Providence, R. I....	1.00	1.00	44	44
Dallas, Tex.....	1.25	1.25	44	44	Reading, Pa.....	1.00	1.00	44	44
Dayton, Ohio.....	1.00	1.10	44	44	Richmond, Va.....	.75	.....	44	.....
Denver, Colo.....	1.03½	1.06½	44	44	Rochester, N. Y....	.93½	.93½	44	44
Des Moines, Iowa....	1.12½	1.00	44	44	Rock Island (Ill.) dis-				
Detroit, Mich.....	1.00	1.12½	44	44	trict <sup>6</sup> .....	1.00	1.00	44	44
Erie, Pa.....	.97	1.00	44	44	Saginaw, Mich.....	1.00	1.00	44	44
Fall River, Mass....	.85	.85	44	44	St. Louis, Mo.....	1.25	1.25	44	44
Grand Rapids, Mich..	.90	.90	44	44	St. Paul, Minn.....	1.00	1.00	44	44
Houston, Tex.....	1.25	.....	44	.....	Salt Lake City, Utah.	.90	1.00	44	44
Indianapolis, Ind....	1.15	1.12½	44	44	San Francisco, Calif..	1.25	1.15½	44	44
Jacksonville, Fla....	1.00	1.00	44	44	Scranton, Pa.....	.87½	.87½	44	44
Kansas City, Mo.....	1.12½	1.12½	44	44	Seattle, Wash.....	1.00	1.12½	44	44
Little Rock, Ark.....	1.00	1.00	44	44	Spokane, Wash.....	1.00	.....	44	.....
Los Angeles, Calif..	1.12½	1.12½	44	44	Springfield, Mass...	.87½	1.00	44	44
Louisville, Ky.....	1.00	1.12½	44	44	Toledo, Ohio.....	1.00	1.00	44	44
Manchester, N. H....	.80	.....	44	.....	Washington, D. C...	1.06½	.....	44	.....
Memphis, Tenn.....	1.12½	1.12½	44	44	Wichita, Kans.....	1.12½	1.06½	44	44
Milwaukee, Wis.....	.90	.90	44	44	Worcester, Mass....	.90	1.00	44	44
Minneapolis, Minn...	.87½	.87½	44	44	York, Pa.....	.75	.....	44	.....
Muskegon, Mich.....	.90	4.90	44	44	Youngstown, Ohio...	1.25	1.12½	44	44
Nashville, Tenn.....	1.00	.....	44	.....					

<sup>1</sup> 25 per cent received \$1.12½ per hour.<sup>2</sup> 40 per cent received 91 cents per hour.<sup>3</sup> 25 per cent received \$1 per hour.<sup>4</sup> 50 per cent received \$1 per hour.<sup>5</sup> 40 per cent received 90 cents per hour.<sup>6</sup> Includes Davenport, Iowa, and Moline and Rock Island, Ill.

WAGES AND HOURS OF LABOR.

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UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

Sheet-metal workers.

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.		Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.
Baltimore, Md.	\$0.90	\$0.90	44	44	New Haven, Conn.	\$0.87½	\$1.00	44	44
Birmingham, Ala.	.85	.85	44	44	New Orleans, La.	.90	.....	44	44
Boston, Mass.	1.00	.....	44	44	New York, N. Y.	1.12½	1.12½	44	44
Bridgeport, Conn.	.85	.91	44	44	Norfolk, Va.	1.00	.87½	44	44
Buffalo, N. Y.	.87½	.87½	44	44	Omaha, Nebr.	1.00	1.00	44	44
Butte, Mont.	1.00	1.00	44	44	Peoria, Ill.	.87½	.87½	44	44
Chicago, Ill.	1.10	1.10	44	44	Philadelphia, Pa.	.90	.....	44	44
Cincinnati, Ohio.	.80	.80	48	48	Pittsburgh, Pa.	1.00	1.12½	44	44
Cleveland, Ohio.	1.04	1.10	44	44	Portland, Me.	.85	.85	44	44
Dallas, Tex.	1.00	1.00	44	44	Portland, Oreg.	.90	.90	44	44
Dayton, Ohio.	.85	1.85	44	44	Providence, R. I.	.87½	.....	44	44
Denver, Colo.	1.00	1.00	44	44	Richmond, Va.	.80	.80	48	48
Des Moines, Iowa.	.90	.90	44	44	Rochester, N. Y.	.85	.85	44	44
Detroit, Mich.	1.00	1.00	44	44	Rock Island (Ill.) district <sup>1</sup>	.90	.90	44	44
Fall River, Mass.	.85	.85	44	44	St. Louis, Mo.	1.00	1.00	44	44
Grand Rapids, Mich.	.85	.85	50	50	St. Paul, Minn.	.90	.90	44	44
Houston, Tex.	1.12½	1.12½	44	44	Salt Lake City, Utah.	.90	.90	44	44
Indianapolis, Ind.	.92½	.95	44	44	San Francisco, Calif.	1.06½	1.12½	44	44
Kansas City, Mo.	1.00	.....	44	44	Scranton, Pa.	.87½	.87½	44	44
Little Rock, Ark.	.90	.90	44	44	Seattle, Wash.	.93½	1.00	44	44
Los Angeles, Calif.	1.12½	1.12½	44	44	Spokane, Wash.	.87½	.87½	44	44
Louisville, Ky.	.80	.80	44	44	Springfield, Mass.	.85	.92½	44	44
Manchester, N. H.	.80	.80	44	44	Toledo, Ohio.	.75	.....	44	44
Memphis, Tenn.	.87½	1.00	44	44	Washington, D. C.	1.00	1.06½	44	44
Milwaukee, Wis.	.85	.85	44	44	Wichita, Kans.	1.00	.87½	44	44
Minneapolis, Minn.	.90	.90	44	44	Worcester, Mass.	.87½	.....	44	44
Muskegon, Mich.	.75	.75	44	44	York, Pa.	.75	.....	44	44
Nashville, Tenn.	.75	.75	44	44	Youngstown, Ohio.	1.00	.....	44	44
Newark, N. J.	1.12½	1.12½	44	44					

Slate and tile roofers.

Baltimore, Md.	\$1.00	\$1.00	44	44	New Haven, Conn.	\$1.25	.....	44	44
Bridgeport, Conn.	1.00	1.00	44	44	New Orleans, La.	1.00	\$1.00	44	44
Chicago, Ill.	1.25	1.25	44	44	New York, N. Y.	1.12½	.....	44	44
Cincinnati, Ohio.	.95	1.00	44	44	Philadelphia, Pa.	1.00	1.18	44	44
Cleveland, Ohio.	1.04	1.20	44	44	Pittsburgh, Pa.	1.12½	1.25	44	44
Dayton, Ohio.	.85	.85	44	44	St. Louis, Mo.	1.25	1.25	44	44
Denver, Colo.	1.00	1.00	44	44	San Francisco, Calif.	1.04½	.....	44	44
Detroit, Mich.	.90	.....	44	44	Scranton, Pa.	.87½	.87½	44	44
Kansas City, Mo.	1.00	1.00	44	44	Springfield, Mass.	.90	.....	44	44
Milwaukee, Wis.	.85	.....	44	44	Washington, D. C.	1.15	1.15	44	44
Newark, N. J.	1.25	1.25	44	44					

Steam fitters.

Atlanta, Ga.	\$1.00	\$0.87½	44	44	Erie, Pa.	\$0.97	\$1.00	44	44
Baltimore, Md.	.90	.90	44	44	Fall River, Mass.	.85	1.00	44	44
Birmingham, Ala.	1.25	1.50	44	44	Grand Rapids, Mich.	.90	.....	44	44
Boston, Mass.	1.00	.....	44	44	Houston, Tex.	1.25	1.25	44	44
Bridgeport, Conn.	.85	.....	44	44	Indianapolis, Ind.	1.15	1.12½	44	44
Buffalo, N. Y.	.90	1.00	44	44	Jacksonville, Fla.	1.00	1.00	44	44
Butte, Mont.	1.12½	1.25	44	44	Kansas City, Mo.	1.12½	1.12½	44	44
Charleston, S. C.	1.00	1.00	44	44	Little Rock, Ark.	1.00	1.00	44	44
Chicago, Ill.	.95	.....	44	44	Los Angeles, Calif.	1.12½	1.12½	44	44
Cincinnati, Ohio.	.95	.....	44	44	Louisville, Ky.	1.06½	.....	44	44
Cleveland, Ohio.	1.10	.....	44	44	Manchester, N. H.	.80	.80	44	44
Columbus, Ohio.	1.00	1.00	44	44	Memphis, Tenn.	1.12½	1.12½	44	44
Dallas, Tex.	1.25	1.25	44	44	Milwaukee, Wis.	.90	.90	44	44
Dayton, Ohio.	1.00	1.10	44	44	Minneapolis, Minn.	.87½	.87½	44	44
Denver, Colo.	1.06½	1.06½	44	44	Muskegon, Mich.	.90	1.10	44	44
Des Moines, Iowa.	1.12½	.....	44	44	Nashville, Tenn.	1.00	1.00	44	44
Detroit, Mich.	1.00	1.00	44	44	Newark, N. J.	1.12½	1.25	44	44

<sup>1</sup> 40 per cent received \$1 per hour.

<sup>2</sup> 30 per cent received 87½ cents per hour.

<sup>3</sup> Includes Davenport, Iowa, and Moline and Rock Island, Ill.

<sup>4</sup> 33½ per cent received \$1.06½ per hour.

<sup>5</sup> 25 per cent received \$1.12½ per hour.

## UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

## Steam-fitters—Concluded.

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Prevaling rate Nov. 15.	Union scale May 15.	Prevaling hours Nov. 15.		Union scale May 15.	Prevaling rate Nov. 15.	Union scale May 15.	Prevaling hours Nov. 15.
New Haven, Conn.	\$0.87 $\frac{1}{2}$		44	.....	Saginaw, Mich.	\$1.00	\$1.00	44	44
New Orleans, La.	.90	\$1.00	44	44	St. Louis, Mo.	1.25	1.25	44	44
New York, N. Y.	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44	St. Paul, Minn.	.87 $\frac{1}{2}$	.87 $\frac{1}{2}$	44	44
Norfolk, Va.	1.00	1.00	44	44	Salt Lake City, Utah	.90	1.00	44	44
Omaha, Nebr.	1.00	.87 $\frac{1}{2}$	44	44	San Francisco, Calif.	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44
Peoria, Ill.	1.00	1.00	44	44	Scranton, Pa.	.87 $\frac{1}{2}$	.87 $\frac{1}{2}$	44	44
Philadelphia, Pa.	.90	.90	44	44	Seattle, Wash.	1.00	1.12 $\frac{1}{2}$	40	44
Pittsburgh, Pa.	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44	Spokane, Wash.	1.00	1.00	44	40
Portland, Me.	.90	.90	44	44	Springfield, Mass.	.85	1.00	44	44
Portland, Oreg.	1.06 $\frac{1}{2}$	1.06 $\frac{1}{2}$	44	44	Toledo, Ohio.	1.00	1.00	44	44
Providence, R. I.	.90	1.00	44	44	Washington, D. C.	1.06 $\frac{1}{2}$	<sup>3</sup> 1.12 $\frac{1}{2}$	44	44
Reading, Pa.	1.00	1.00	44	44	Wichita, Kans.	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44
Richmond, Va.	.75		44	.....	Worcester, Mass.	.87 $\frac{1}{2}$	1.00	44	44
Rochester, N. Y.	.93 $\frac{1}{2}$	1.00	44	44	York, Pa.	.75	.75	44	44
Rock Island (Ill.) district <sup>2</sup> .	1.00	1.00	44	44	Youngstown, Ohio.	1.25	.....	44	.....

## Steam-fitters' helpers.

Baltimore, Md.	\$0.67 $\frac{1}{2}$	\$0.67 $\frac{1}{2}$	44	44	Norfolk, Va.	\$0.50	\$0.50	44	44
Boston, Mass.	.70		44	.....	Omaha, Nebr.	.50		44	.....
Buffalo, N. Y.	.40		44	.....	Peoria, Ill.	.62		44	.....
Chicago, Ill.	.70		44	.....	Philadelphia, Pa.	.60	.60	44	44
Cincinnati, Ohio.	.57		44	.....	Pittsburgh, Pa.	.70	.70	44	44
Cleveland, Ohio.	.65		44	.....	Portland, Me.	.60		44	.....
Dallas, Tex.	.75	.75	44	44	Providence, R. I.	.58 $\frac{1}{2}$	.62 $\frac{1}{2}$	44	44
Denver, Colo.	.67 $\frac{1}{2}$	.67 $\frac{1}{2}$	44	44	Richmond, Va.	.50		44	.....
Detroit, Mich.	.62 $\frac{1}{2}$	.62 $\frac{1}{2}$	44	44	St. Louis, Mo.	.75		44	.....
Fall River, Mass.	.57 $\frac{1}{2}$	.75	44	44	St. Paul, Minn.	.60		44	.....
Indianapolis, Ind.	.65	.65	44	44	Salt Lake City, Utah	.50	.62 $\frac{1}{2}$	44	44
Kansas City, Mo.	.68 $\frac{1}{2}$	.68 $\frac{1}{2}$	44	44	San Francisco, Calif.	.75	.75	44	44
Louisville, Ky.	.55		44	.....	Scranton, Pa.	.62 $\frac{1}{2}$	.62 $\frac{1}{2}$	44	44
Memphis, Tenn.	.56 $\frac{1}{2}$	.56 $\frac{1}{2}$	44	44	Seattle, Wash.	.62 $\frac{1}{2}$	.75	40	40
Milwaukee, Wis.	.57 $\frac{1}{2}$		44	.....	Springfield, Mass.	.55	.50	44	44
Minneapolis, Minn.	.62 $\frac{1}{2}$	.62 $\frac{1}{2}$	44	44	Washington, D. C.	.65	.65	44	44
Newark, N. J.	.75	.75	44	44	Worcester, Mass.	.60		44	.....
New York, N. Y.	.87 $\frac{1}{2}$	.87 $\frac{1}{2}$	44	44					

## Stonecutters.

Atlanta, Ga.	\$0.90	\$0.90	44	44	Nashville, Tenn.	\$0.80	<sup>5</sup> \$0.80	44	44
Baltimore, Md.	.90	1.10	44	44	Newark, N. J.	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44
Boston, Mass.	1.00	1.00	44	44	New Haven, Conn.	1.00	1.00	44	44
Bridgeport, Conn.	1.00	1.00	44	44	New Orleans, La.	1.25	1.00	44	44
Buffalo, N. Y.	1.00	1.00	44	44	New York, N. Y.	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44
Chicago, Ill.	1.02 $\frac{1}{2}$	1.02 $\frac{1}{2}$	44	44	Omaha, Nebr.	1.00	1.00	44	44
Cincinnati, Ohio.	1.25	1.25	44	44	Peoria, Ill.	.87 $\frac{1}{2}$	1.00	44	44
Cleveland, Ohio.	1.10	1.10	44	44	Philadelphia, Pa.	1.00	1.12 $\frac{1}{2}$	44	44
Columbus, Ohio.	1.10	1.10	44	44	Reading, Pa.	1.00	1.00	44	44
Dallas, Tex.	1.25	1.25	44	44	Richmond, Va.	1.00	1.00	44	44
Denver, Colo.	1.00	1.00	44	44	Rochester, N. Y.	1.00	1.00	44	44
Des Moines, Iowa	.92	1.00	44	44	Rock Island (Ill.) district <sup>2</sup> .	.87 $\frac{1}{2}$	.87 $\frac{1}{2}$	44	44
Detroit, Mich.	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44	St. Louis, Mo.	1.00	1.00	44	44
Erie, Pa.	1.00	1.00	44	44	St. Paul, Minn.	1.00	1.00	44	44
Grand Rapids, Mich.	1.00	1.00	44	44	San Francisco, Calif.	1.00	1.00	44	44
Houston, Tex.	1.25	1.25	44	44	Scranton, Pa.	1.00	1.00	44	44
Indianapolis, Ind.	1.00	1.00	44	44	Seattle, Wash.	1.12 $\frac{1}{2}$	1.06 $\frac{1}{2}$	44	44
Kansas City, Mo.	1.00	1.00	44	44	Springfield, Mass.	.85	1.00	44	44
Little Rock, Ark.	.80	.80	44	44	Toledo, Ohio.	1.04	1.10	44	44
Louisville, Ky.	1.00	1.00	44	44	Washington, D. C.	1.00	<sup>6</sup> 1.00	44	44
Milwaukee, Wis.	.90	.90	44	44	Youngstown, Ohio.	1.00	1.00	44	44
Minneapolis, Minn.	1.00	1.00	44	44					

<sup>1</sup> 40 per cent received 90 cents per hour.<sup>2</sup> Includes Davenport, Iowa, and Moline and Rock Island, Ill.<sup>3</sup> 40 per cent received \$1.06 $\frac{1}{2}$  per hour.<sup>4</sup> 50 per cent received \$1.20 per hour.<sup>5</sup> 30 per cent received 90 cents per hour.<sup>6</sup> 20 per cent received \$1.12 $\frac{1}{2}$  per hour.

UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Continued.

*Stonemasons.*

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.		Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.
Atlanta, Ga.....	\$1.00	\$1.12½	44	44	New York, N. Y.....	\$1.25	\$1.25	44	44
Baltimore, Md.....	1.25	1.25	45	44	Norfolk, Va.....	1.12½	1.25	44	44
Birmingham, Ala.....	1.00	1.12½	44	44	Omaha, Nebr.....	1.00	1.12½	44	44
Boston, Mass.....	1.00	1.00	44	44	Peoria, Ill.....	1.10	1.10	44	44
Bridgeport, Conn.....	1.00	1.00	44	44	Philadelphia, Pa.....	1.00	1.15	44	44
Buffalo, N. Y.....	1.00	1.25	44	44	Pittsburgh, Pa.....	1.00	1.12½	44	44
Butte, Mont.....	1.25	1.25	44	44	Portland, Me.....	.90	1.00	44	44
Chicago, Ill.....	1.10	1.25	44	44	Portland, Ore.....	1.12½	1.12½	44	44
Cincinnati, Ohio.....	1.00	1.00	45	45	Providence, R. I.....	1.15	1.15	44	44
Cleveland, Ohio.....	1.25	1.25	44	44	Reading, Pa.....	1.00	.90	44	44
Columbus, Ohio.....	1.12½	1.25	44	44	Richmond, Va.....	1.00	1.25	45	45
Denver, Colo.....	1.25	1.25	44	44	Rochester, N. Y.....	1.06½	1.06½	44	44
Detroit, Mich.....	1.00	1.00	44	44	Rock Island (Ill.)				
Erie, Pa.....	1.05½	1.06½	44	44	district <sup>1</sup> .....	1.00	1.12½	44	44
Fall River, Mass.....	.95	.95	44	44	St. Louis, Mo.....	1.25	1.25	44	44
Indianapolis, Ind.....	1.15	1.25	44	44	St. Paul, Minn.....	1.00	1.00	44	44
Jacksonville, Fla.....	1.00	.87½	44	44	San Francisco, Calif.....	1.25	1.25	44	44
Kansas City, Mo.....	1.00	1.00	44	44	Scranton, Pa.....	1.10	1.10	44	44
Little Rock, Ark.....	1.25	1.25	44	44	Seattle, Wash.....	1.12½	1.12½	44	44
Louisville, Ky.....	1.25	1.25	44	44	Spokane, Wash.....	1.00	1.12½	44	44
Memphis, Tenn.....	1.12½	1.12½	44	44	Springfield, Mass.....	.95	1.12½	44	44
Milwaukee, Wis.....	1.00	1.25	44	44	Toledo, Ohio.....	1.00	1.25	44	44
Minneapolis, Minn.....	1.00	1.00	44	44	Washington, D. C.....	1.12½	1.12½	44	44
Newark, N. J.....	1.25	1.25	44	44	Wichita, Kans.....	1.12½	1.12½	44	44
New Haven, Conn.....	1.00	1.12½	44	44	Worcester, Mass.....	.97½	1.25	44	44
New Orleans, La.....	1.00	1.12½	44	44	York, Pa.....	.80	.80	44	44

*Structural-iron workers.*

Baltimore, Md.....	\$1.12½	\$1.12½	44	44	Norfolk, Va.....	\$0.92½	\$1.00	44	44
Boston, Mass.....	1.00	1.00	44	44	Omaha, Nebr.....	1.00	1.00	44	44
Bridgeport, Conn.....	1.00	1.00	44	44	Peoria, Ill.....	1.00	1.00	44	44
Buffalo, N. Y.....	1.00	1.00	44	44	Philadelphia, Pa.....	1.00	1.00	44	44
Chicago, Ill.....	1.05	1.05	44	44	Pittsburgh, Pa.....	1.00	1.00	44	44
Cincinnati, Ohio.....	.95	1.00	44	44	Portland, Me.....	.90	.90	44	44
Cleveland, Ohio.....	1.10	1.10	44	44	Portland, Ore.....	1.01½	1.00	44	44
Columbus, Ohio.....	1.00	1.00	44	44	Providence, R. I.....	.92½	1.00	44	44
Dallas, Tex.....	1.00	1.00	44	44	Richmond, Va.....	1.00	1.00	44	44
Dayton, Ohio.....	.95	.95	44	44	Rochester, N. Y.....	1.06½	1.06½	44	44
Denver, Colo.....	1.03½	1.00	44	44	Rock Island (Ill.)				
Des Moines, Iowa.....	.85	.85	44	44	district <sup>1</sup> .....	1.00	1.00	44	44
Detroit, Mich.....	1.00	1.00	44	44	St. Louis, Mo.....	1.06½	1.06½	44	44
Erie, Pa.....	1.00	1.00	44	44	St. Paul, Minn.....	1.00	1.00	44	44
Houston, Tex.....	1.06½	1.06½	44	44	Salt Lake City, Utah.....	.90	.90	44	44
Indianapolis, Ind.....	1.12½	1.12½	44	44	San Francisco, Calif.....	1.12½	1.12½	44	44
Kansas City, Mo.....	1.07½	1.07½	44	44	Scranton, Pa.....	1.00	1.00	44	44
Los Angeles, Calif.....	1.00	1.00	44	44	Seattle, Wash.....	1.00	1.00	44	44
Louisville, Ky.....	1.00	1.00	44	44	Spokane, Wash.....	1.00	1.00	44	44
Milwaukee, Wis.....	.90	.90	44	44	Springfield, Mass.....	.96½	1.00	44	44
Minneapolis, Minn.....	1.00	1.00	44	44	Toledo, Ohio.....	1.00	1.00	44	44
Newark, N. J.....	1.12½	1.12½	44	44	Washington, D. C.....	1.25	1.25	44	44
New Haven, Conn.....	1.00	1.00	44	44	Worcester, Mass.....	.96½	1.00	44	44
New Orleans, La.....	1.00	1.00	44	44	Youngstown, Ohio.....	1.00	1.00	44	44
New York, N. Y.....	1.12½	1.12½	44	44					

<sup>1</sup>Includes Davenport, Iowa, and Moline and Rock Island, Ill.

## UNION SCALE OF WAGES AND HOURS OF LABOR, MAY 15, 1922, AND PREVAILING RATES OF WAGES AND HOURS OF LABOR, NOVEMBER 15, 1922—Concluded.

*Tile layers.*

City.	Rates per hour, 1922.		Hours per week, 1922.		City.	Rates per hour, 1922.		Hours per week, 1922.	
	Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.		Union scale May 15.	Pre-vailing rate Nov. 15.	Union scale May 15.	Pre-vailing hours Nov. 15.
Atlanta, Ga.....	\$1.00	\$1.00	44	44	Muskegon, Mich.....	\$1.00	\$1.00	44	44
Baltimore, Md.....	1.00	1.00	44	44	Newark, N. J.....	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44
Boston, Mass.....	1.00	1.00	40	44	New Haven, Conn....	1.00	1.12 $\frac{1}{2}$	44	44
Bridgeport, Conn....	1.00	1.00	44	44	New Orleans, La.....	1.00	1.00	44	44
Buffalo, N. Y.....	1.00	1.00	44	44	New York, N. Y.....	1.12 $\frac{1}{2}$	1.12 $\frac{1}{2}$	44	44
Butte, Mont.....	1.25	.....	44	.....	Norfolk, Va.....	1.00	1.00	44	44
Chicago, Ill.....	1.02 $\frac{1}{2}$	1.15 $\frac{3}{8}$	44	44	Omaha, Nebr.....	1.00	1.00	44	44
Cincinnati, Ohio....	1.00	1.25	44	44	Peoria, Ill.....	1.10	1.10	44	44
Cleveland, Ohio....	1.00	1.12 $\frac{1}{2}$	44	44	Philadelphia, Pa....	1.00	1.00	44	44
Columbus, Ohio....	1.00	<sup>1</sup> 1.00	44	44	Pittsburgh, Pa.....	1.00	1.12 $\frac{1}{2}$	44	44
Dallas, Tex.....	1.00	1.25	44	44	Portland, Ore.....	1.00	1.12 $\frac{1}{2}$	44	44
Dayton, Ohio.....	1.00	<sup>2</sup> 1.00	44	44	Providence, R. I....	1.15	1.25	44	44
Denver, Colo.....	1.00	1.00	44	44	Richmond, Va.....	1.00	1.00	44	44
Des Moines, Iowa....	1.00	1.00	44	44	Rochester, N. Y....	1.00	1.00	44	44
Detroit, Mich.....	1.00	1.00	44	44	St. Louis, Mo.....	1.00	.....	44	.....
Erie, Pa.....	1.00	1.00	44	44	St. Paul, Minn.....	1.00	1.00	44	44
Houston, Tex.....	1.00	.....	44	.....	Salt Lake City, Utah.	1.00	.....	44	.....
Indianapolis, Ind....	1.00	1.00	44	44	San Francisco, Calif.	1.00	1.00	44	44
Jacksonville, Fla....	1.00	..... <sup>3</sup> 7 $\frac{1}{2}$	44	44	Scranton, Pa.....	1.00	1.00	44	44
Kansas City, Mo....	1.00	.....	44	.....	Seattle, Wash.....	1.00	.....	44	.....
Little Rock, Ark....	1.00	1.00	44	44	Springfield, Mass....	1.00	1.12 $\frac{1}{2}$	44	44
Los Angeles, Calif..	1.00	1.00	44	44	Toledo, Ohio.....	1.00	1.25	44	44
Louisville, Ky.....	1.25	1.00	44	44	Washington, D. C....	1.00	1.00	44	44
Memphis, Tenn.....	1.00	1.00	44	44	Wichita, Kans.....	1.00	1.00	44	44
Milwaukee, Wis.....	1.00	1.00	44	44	Worcester, Mass....	1.00	<sup>3</sup> 1.25	44	44
Minneapolis, Minn...	1.00	1.00	44	44	Youngstown, Ohio..	1.00	1.00	44	44

<sup>1</sup> 50 per cent received \$1.25 per hour.<sup>2</sup> 50 per cent received \$1.10 per hour.<sup>3</sup> 50 per cent received \$1.12 $\frac{1}{2}$  per hour.

## Wages in Various Industries in Denmark, 1914 to 1922.

THE statistical department of Denmark on the basis of wage material supplied by the Danish Employers' Association has computed average hourly wages in various occupations for each quarter from April, 1918, to the end of 1921. Because of the general lockout and unemployment and the resulting lack of material for wage computations which would be comparable, no computations were made for the first quarter of 1922, but in the November 6, 1922, issue of *Statistiske Efterretninger* are given average wages for the second quarter of 1922. During April conditions became more stable after the new wage agreements had been concluded. Wages for the second quarter show some reduction, especially in the trades affected by the general lockout. In these trades the reduction amounted to from 12 to 15 per cent.

The following table, compiled from the November 17, 1920, October 21, 1921, and November 6, 1922, issues of *Statistiske Efterretninger* (Copenhagen), shows average wages per hour in the second quarter of 1920, 1921, and 1922, by industries and occupations. For the sake of comparison, 1914 figures, previously published in the MONTHLY LABOR REVIEW, are also given.



## AVERAGE WAGES IN VARIOUS OCCUPATIONS IN DENMARK IN 1914 AND IN THE SECOND QUARTER OF 1920, 1921, AND 1922.

[1 öre at par=0.268 cent.]

Industry and occupation.	Copenhagen.				Provinces.					
	Number of work-ers June 30, 1922.	Average hourly wages.				Number of work-ers June 30, 1922.	Average hourly wages.			
		1914	Sec-ond quar-ter, 1920.	Sec-ond quar-ter, 1921.	Sec-ond quar-ter, 1922.		1914	Sec-ond quar-ter, 1920.	Sec-ond quar-ter, 1921.	Sec-ond quar-ter, 1922.
<i>Food.</i>										
Bakers.....	911	Öre. 59.3	Öre. 205.1	Öre. 218	Öre. 181	146	Öre. 41.2	Öre. 168.6	Öre. 195	Öre. 162
Millers.....	65	49	195.1	215	170	183	40.8	176.2	181	132
Chocolate factories:										
Skilled workers.....	64	65.4	229.6	219	184	29	.....	203	204	153
Unskilled workers.....	94	43.7	179.6	179	149	28	.....	170.6	171	130
Woman workers.....	585	28	113.8	120	92	97	.....	100	108	77
Margarine factories:										
Unskilled workers.....	73	47.5	159	166	132	417	42.4	160.1	161	126
Woman workers.....	52	.....	.....	.....	69	181	26	95.9	99	69
Slaughterhouses:										
Unskilled workers.....	235	48.5	182.1	196	150	1,107	.....	170.3	180	134
Woman workers.....	19	29.7	102.6	111	81	127	.....	95.1	103	73
Breweries:										
Unskilled workers.....	2,049	.....	.....	200	160	498	.....	.....	161	150
Woman workers.....	1,250	.....	.....	151	121	619	.....	.....	142	106
Alcohol factories:										
Unskilled workers.....	50	47	177.4	188	157	293	38	172.7	186	156
Woman workers.....	46	34.5	132.3	154	120	13	24	136.9	155	120
Sugar factories:										
Unskilled workers.....	486	58.3	190.7	212	167	851	42	166.7	175	128
Woman workers.....	192	34.4	110.2	123	86	61	24	85.9	107	74
Various trades:										
Unskilled workers.....	132	.....	166.2	199	152	194	36	160.7	162	122
Woman workers.....	116	.....	112.3	123	91	242	.....	105.1	111	81
<i>Tobacco.</i>										
Cigar factories:										
Cigar makers.....	738	57.7	212.8	191	148	527	52.1	205	198	146
Unskilled workers.....	78	45	172.8	193	153	144	41.5	166.9	170	132
Woman workers.....	1,970	36	137.1	133	100	1,193	27	116.3	116	83
<i>Textiles.</i>										
Textile factories:										
Male workers.....	603	42.5	174	178	134	1,825	39.8	169.5	168	130
Female workers.....	1,844	30.7	129.5	129	98	2,491	26	118.3	116	88
Rope makers:										
Skilled.....	11	47	164.7	162	124	27	42.2	176.6	171	127
Unskilled.....	19	42.5	169.5	160	119	51	37.1	162.9	161	114
Women.....	100	24.5	104.8	106	76	68	21.9	94.5	97	63
Trimming makers:										
Skilled.....	21	.....	208	222	189	.....	.....	.....	.....	.....
Women.....	23	.....	.....	126	94	.....	.....	.....	.....	.....
Sailmakers.....	17	.....	.....	281	211	16	.....	.....	196	149
<i>Clothing.</i>										
Tailors.....	347	58	210.4	212	179	34	44.5	183.1	190	163
Seamstresses.....	1,177	34.2	115.5	121	90	375	22	101.3	101	72
Shoemakers.....	71	.....	230.7	205	164	.....	43	174.4	165	.....
Shoe factories:										
Male workers.....	858	56.5	242.9	212	172	154	.....	188.3	178	140
Female workers.....	625	32.7	138.4	125	96	84	.....	108.5	102	72
<i>Leather.</i>										
Tanners:										
Skilled.....	78	.....	252.9	219	170	95	.....	223.2	204	167
Unskilled.....	112	.....	217.9	187	152	191	.....	192.4	182	146
<i>Building.</i>										
Tinkers.....	296	66	254.6	252	199	131	49	186	191	142
Building joiners.....	638	75.4	264.4	266	182	901	51.2	186.2	187	140
Glaziers.....	89	54	197.8	204	158	60	42.9	158	166	130
Painters.....	1,287	72	209.8	223	179	268	51.5	172.4	186	138
Masons:										
Skilled.....	1,144	86	355.2	309	239	2,415	57.5	192.9	189	143
Unskilled.....	886	61.5	278.2	241	188	2,308	45.5	170.1	167	123

AVERAGE WAGES IN VARIOUS OCCUPATIONS IN DENMARK IN 1914 AND IN THE SECOND QUARTER OF 1920, 1921, AND 1922—Continued.

Industry and occupation.	Copenhagen.					Provinces.				
	Number of workers June 30, 1922.	Average hourly wages.				Number of workers June 30, 1922.	Average hourly wages.			
		1914	Sec-ond quarter, 1920.	Sec-ond quarter, 1921.	Sec-ond quarter, 1922.		1914	Sec-ond quarter, 1920.	Sec-ond quarter, 1921.	Sec-ond quarter, 1922.
<i>Building—Concluded.</i>										
Mill builders.....	18	Öre.	Öre.	Öre.	Öre.	7	Öre.	Öre.	Öre.	Öre.
Stucco workers.....	62	76.1	285	271	203	184	200	184	149	
Carpenters:										
Skilled.....	886	83.6	350.2	308	213	1,793	52.1	193.7	192	145
Unskilled.....	33	48.5	214.1	207	163	141	43.8	163.2	168	122
Linoleum workers.....	56	.....	212.9	215	186	.....	.....	.....	.....	.....
Insulation workers.....	36	82.5	328.3	319	201	11	255.7	275	170	
<i>Wood and furniture.</i>										
Coopers.....	138	59.2	241.6	230	195	351	56	210.4	198	156
Brush makers.....	35	.....	215.6	216	170	33	48	177.6	184	151
Carvers.....	7	64.5	220.6	237	195	12	59.4	219.9	202	150
Turners.....	32	54	212.4	201	161	57	50.5	189.5	185	146
Gilders.....	22	.....	216.1	246	185	19	.....	182.9	208	152
Coach builders.....	34	61.4	236.9	227	187	.....	.....	162.2	177	.....
Basket makers.....	23	.....	217.6	200	139	.....	.....	204	.....	.....
Cabinetmakers.....	483	60.2	220.8	223	172	48	50.8	186.8	182	139
Machine carpenters.....	324	.....	210.2	212	166	876	.....	173.2	171	132
Wood industry:										
Unskilled workers.....	231	.....	176.7	170	133	364	.....	149.4	151	113
Woman workers.....	107	.....	112.9	128	92	72	34.6	113.5	104	81
Piano-factory workers.....	122	74	226.3	241	196	12	57	231.7	190	158
Whip workers.....	.....	.....	.....	.....	.....	13	.....	175.9	184	148
Harness makers and paper hangers.....	255	58	239.7	234	184	104	46.1	186.9	195	142
<i>Clay, stone, and glass.</i>										
Laborers and concrete workers.....	1,314	60.7	261.7	268	179	2,071	42.7	182.2	167	122
Other workers.....	206	61.4	248.2	249	177	154	.....	165.9	193	135
Pavers.....	60	113.7	306.2	329	273	54	50	194.1	275	174
Stone cutters:										
Skilled.....	120	69.9	272.5	257	194	283	.....	190	181	139
Unskilled.....	57	48	191.5	188	149	78	.....	147.5	157	124
Gravel workers.....	.....	.....	.....	.....	.....	385	45	170.3	171	122
Brickyards.....	.....	.....	.....	.....	.....	3,125	41.5	169	164	127
Cement factories.....	.....	.....	.....	.....	.....	1,227	46	180	172	133
Ceramic industry:										
Skilled workers.....	154	87.2	.....	223	188	54	.....	.....	176	133
Unskilled workers.....	195	61.4	.....	185	149	78	43.7	.....	154	113
Woman workers.....	403	53.3	.....	150	116	34	.....	.....	93	79
Terrazzo workers.....	40	63.5	212.2	219	172	8	.....	163.2	.....	142
<i>Metal.</i>										
Tinsmiths.....	168	67.3	235	231	180	94	54.3	203.9	199	154
Electricians.....	445	66.3	215.1	210	171	457	61.1	212	199	157
Molders.....	253	69.3	276.7	267	208	477	64.6	228.1	215	165
Gold, silver, and electroplate workers.....	236	.....	219.2	218	160	73	.....	172.7	193	141
Braziers.....	78	56.8	237.6	220	174	38	54.6	201.6	206	156
Coppersmiths.....	60	72.3	254	240	200	67	56.5	238.2	227	176
Painters.....	162	89.8	210.3	217	190	239	65.1	182.8	203	158
Metal filers.....	114	54.9	242.4	227	175	61	.....	188.7	183	138
Metal pressers.....	67	60.5	256.4	242	195	17	58.3	231	212	161
Ship carpenters.....	156	78.2	289.1	264	207	303	57.2	225.6	197	160
Blacksmiths and machinists.....	4,580	61.7	240.3	233	189	4,319	55	208	201	159
Woodworkers.....	348	70.7	236.8	232	190	660	53.7	199.2	189	152
Various skilled workers.....	60	55.8	240.9	226	192	56	.....	202.1	208	170
Laborers.....	2,924	48.5	194.1	189	147	3,410	45.6	171.8	167	129
Woman workers.....	1,214	30.6	110.9	103	82	370	26.8	93.5	93	74
<i>Chemical.</i>										
Dyers.....	34	.....	197.3	197	157	6	.....	175.1	186	154
Oil mills.....	402	43.4	181.4	176	132	436	.....	186.1	189	141
Sulphuric-acid factories.....	75	50	185.1	193	149	195	46.2	168.4	183	135
Match factories:										
Male workers.....	84	46.5	183.5	205	153	.....	.....	.....	.....	.....
Female workers.....	216	28.5	107.1	114	81	.....	.....	.....	.....	.....
Miscellaneous:										
Male workers.....	787	46.6	185.8	183	140	300	.....	193.7	169	142
Female workers.....	809	27.8	108.6	110	80	261	.....	97.9	105	72

AVERAGE WAGES IN VARIOUS OCCUPATIONS IN DENMARK IN 1914 AND IN THE SECOND QUARTER OF 1920, 1921, AND 1922—Concluded.

Industry and occupation.	Copenhagen.				Provinces.					
	Number of workers June 30, 1922.	Average hourly wages.			Number of workers June 30, 1922.	Average hourly wages.				
		1914	Sec-ond quarter, 1920.	Sec-ond quarter, 1921.		1914	Sec-ond quarter, 1920.	Sec-ond quarter, 1921.	Sec-ond quarter, 1922.	
<i>Graphic.</i>										
Paper mills:		Öre.	Öre.	Öre.	Öre.	Öre.	Öre.	Öre.		
Male workers.....	133	43.8	174.3	175	134	770	36	165.2	163	124
Female workers.....	34	30.1	113.1	107	89	258	.....	106.1	108	77
Typographers.....	1,548	78	244.6	260	204	1,071	61.1	209.9	231	193
Lithographers.....	137	68	246.5	246	190	79	.....	215.6	213	159
Chemigraphers.....	97	76.1	224.8	233	171	.....	.....	.....	.....	.....
Printers:										
Unskilled.....	151	57.1	187.2	202	162	53	45.8	171.5	192	150
Women.....	336	35.2	126.4	141	102	118	23.1	107.8	122	86
Lithographic workers:										
Unskilled.....	33	41.5	187.1	194	145	17	37	174.2	163	120
Women.....	68	31.8	127.4	140	100	23	26.3	95.1	109	80
Bookbinders:										
Skilled.....	244	50.5	239.5	245	189	81	43.7	172.4	186	145
Women.....	349	26.9	123.1	130	98	32	20	104.9	102	77
Paperware industries:										
Unskilled workers.....	35	.....	175.8	181	143	.....	.....	139.1	.....	.....
Woman workers.....	225	.....	116.4	117	85	70	.....	105.8	106	77
Carton factories, woman workers.	183	.....	109.6	116	91	72	.....	105.5	108	80
<i>Commerce and transport.</i>										
Harbor and transport workers...	1,177	.....	.....	175	128	1,805	.....	.....	173	121
Harbor workers.....	243	.....	.....	264	228	360	.....	.....	267	201
Woman workers.....	132	.....	102.4	107	82	66	.....	91.6	107	76
<i>Various occupations.</i>										
		Kroner per week.					Kroner per week.			
Foremen.....	679	87.4	137.45	125.72	103	713	.....	100.17	98.70	84.16
Firemen.....	383	28.8	92.38	93.64	74.15	788	25.7	87.44	87.22	67.19
Chauffeurs.....	599	.....	86.87	89.79	69.44	307	.....	79.82	80.59	61.49
Teamsters.....	1,367	28.5	88.42	86.97	66.42	1,120	25.6	76.17	77.94	58.05

Wages in Glass Factories of Northern France.

A CONSULAR report of November 8, 1922, gives the rates of wages in effect in northern France for workers in glass factories: In window-glass manufacture blowers make a minimum of 30 francs (\$5.79, par) and a maximum of 35 francs (\$6.76, par) per day. Apprentice blowers are paid from 20 to 35 per cent of the regular wages, according to their ability, during the year of apprenticeship that is considered necessary before being accepted as qualified workers. The wages in this industry are slightly higher in northern France than in other sections of the country.

The following are the daily wages in effect in bottle factories:

	Francs. <sup>1</sup>
Blowers.....	35
Blowers (less skilled).....	28 to 32
Gatherers.....	22 to 24
Carriers.....	8 to 10
Substitutes.....	22 to 25
Common laborers.....	14 to 18

Piecoworkers using Boucher machines are paid about 15 per cent less than stick workers.

<sup>1</sup> Franc at par=19.3 cents.

## New System for Determining Wage Rates in the Dresden Metal Industry.<sup>1</sup>

OWING to the continuous depreciation of the mark, German wage scales fixed by collective agreements have only an ephemeral significance. They change from month to month, while the other provisions of the agreements retain a certain stability. With every rise in the cost of living the rates have to be revised for each group of workers according to age, sex, occupation, occupational training, years of service, piece or time work, etc. This always involves lengthy discussions and more or less friction, unless the Austrian method of adjusting wages to the cost of living is adopted, i. e., simply increasing the cost-of-living bonus from month to month, a method by which the basic wage ultimately becomes insignificant in comparison with the cost-of-living bonus.

In the Dresden metal industry the ponderous procedure formerly in use in determining wage scales has been superseded by a new system under which the wage rates of 50,000 workers have been determined since March 1, 1922. This system is based on the principle that changes in the purchasing power of money require merely a nominal change of the absolute amount of wages, but that the relative diversities of the wages of skilled and unskilled, older and younger, and male and female workers remain the same, and therefore need not be taken into consideration when sudden marked increases in the cost of living make negotiations for an increase of wages necessary. The performance of a normally efficient pieceworker, 24 years of age, was taken as a basis representing 100 units. With this performance the performance of each of the other classes of workers is compared and its value fixed in terms of a proportional number of units. The wage rate is then fixed for the basic class of workers and the rates for the other classes are subsequently computed without any further negotiations by simply multiplying the basic wage rate by the coefficient assigned to each class of workers, and dividing the result by 100. The scheme of valuation of the labor of the various classes of workers adopted by the Dresden metal industry is the following:

LABOR VALUATION IN THE DRESDEN METAL INDUSTRY, BY SKILL, SEX, AND AGE.

Skill, sex, and age.	Piece workers.	Time workers.			
		Highly qualified.	Above normal efficiency.	Normally efficient.	Newly employed.
<b>Skilled workers (male):</b>					
Over 24 years.....	100	100	97	90	85
Over 21 to 24 years.....	91	91	88	82	77.5
Over 19 to 21 years.....	72	72	69	63	60
Over 17 to 19 years.....	58	58	55	50	47.5
<b>Semiskilled workers (male):</b>					
Over 24 years.....	96	96	93	86	82
Over 21 to 24 years.....	86	86	83	77.5	73
Over 19 to 21 years.....	67	67	64	57	54
Over 17 to 19 years.....	53	53	50	46	43
<b>Unskilled workers (male):</b>					
Over 24 years.....	.....	.....	88	84	80
Over 21 to 24 years.....	.....	.....	79	75.5	72
Over 19 to 21 years.....	.....	.....	58	55	52
Over 17 to 19 years.....	.....	.....	46	43.5	41
<b>Female workers:</b>					
Over 24 years.....	63	63	60	55	50
Over 21 to 24 years.....	55	55	55	50	45
Over 19 to 21 years.....	47	47	44	40	35
Over 17 to 19 years.....	42	42	39	35	30

<sup>1</sup> Soziale Praxis und Archiv für Volkswohlfahrt, Berlin, Apr. 12, 1922, pp. 420, 421.

## Production Bonus for Miners in the Ruhr District.

ACCORDING to Soziale Praxis<sup>1</sup> an arbitration board appointed by the National Minister of Labor for the settlement of the wage dispute in the Rhenish-Westphalian mining district has recently made the following award:

1. A wage increase shall be granted which in the case of workers under 16 years of age shall amount to 30 per cent of the present wages, in that of workers 16 to 20 years of age to 40 per cent, and in that of older workers to 50 per cent. The family allowance shall be raised from 20 to 40 marks.

2. It is recommended that the parties should agree upon a further wage increase in the form of a production bonus to amount for each worker in the entire district for the month of November to 1 mark (23.8 cents, par) for each kilogram of coal mined in excess of the September production per capita and per day by an equal total working force.

With this recommendation of the granting of a production bonus the arbitration board has introduced a relatively new idea into the wage regulation of the mining industry. It remains to be seen whether employers and workers will be willing to act upon this recommendation.

The agreement of last year providing for the working of extra shifts has by no means fully remedied the existing underproduction of coal although nearly all the mines are working extra shifts. German industry is still compelled to purchase high-priced foreign coal and is frequently forced to operate on short time owing to lack of coal. The award leaves no doubt of the responsibility of each individual worker for the total production of the most important German coal mining district. The board was aware that an individual production bonus would have been unacceptable to the trade-unions and to the workers, and it hesitated even to recommending a bonus for each individual pit. Therefore it decided upon a bonus on the production of the entire district. If such a bonus is agreed upon by employers and workers, each worker in the Ruhr coal fields, whether old or young, man or woman, efficient or inefficient, will enjoy its benefits, just as in a well-governed State even the opposition reaps the benefits of good government.

Public opinion in Germany and also abroad has of late blamed chiefly the mine workers for the low production of coal. Heinrich Limbertz, of Essen, editor of the Miners' News, has recently come to their defense in an article in Reconstruction,<sup>2</sup> an international economic monthly journal published in Berlin. In this article he advances many facts showing that the fault does not rest solely with the miners. He states that in discussions of increase of output the per capita output of miners per shift plays a prominent part. That is only natural. When it is reported the number of mine workers has increased by 200,000, and that the coal output has not yet reached pre-war figures, the workers are naturally blamed. Statistical notices in mine owners' journals often tend to further this wrong opinion. The instance is cited of one coal mine, for which statistics

<sup>1</sup> Soziale Praxis und Archiv für Volkswohlfahrt, Berlin, Nov. 2, 1922, pp. 1204, 1205.

<sup>2</sup> Reconstruction, Berlin, October, 1922, pp. 162-166.

were compiled, showing that the per capita output per shift of all hands employed in the mine at present is equal only to from 65 to 67 per cent of the output in 1913. This comparison is stated to be untenable for various reasons. In the first place, the year 1913 was a year of great activity, when all energy was devoted to coal production and all repairs and heading works were avoided as far as possible. The miners, moreover, were skilled and the shift time was one and one-half hours longer. During the war unmethodical working was carried out to an alarming extent, all repairs or heading works being absolutely disregarded. The *Rheinisch Westfälische Zeitung* of November 16, 1920, is quoted as confirming these facts, thereby refuting the belief that the revolution was responsible for the falling off of German coal production, saying:

For the present one must make allowances for the fact that in coal mining for the last six years an unheard-of unmethodical working has taken place. \* \* \* Retrogression in the output, as well as deterioration in the quality of coal are mainly due to this carelessness in working the mines. An improvement can only then be expected, when new shafts are sunk and the workable shafts are subjected throughout to a costly process of restoration.

The relatively small number of workers actually employed in mining is to be taken into account in considering decrease of output. During the period 1913-1921 the number of hewers and hewers' apprentices employed in the Ruhr district increased by only 26,680, while that of other workers increased by 123,320. Training naturally suffered considerably under this influx of workers unskilled in mining. Whereas in 1913 in the mining district under the supervision of the superior mine office of Dortmund there were 50.6 hewers among every 100 mine workers in the northern district and 51.9 in the southern district, official statistics show that during the second quarter of 1922 only 37.6 per cent of the mine workers employed in the northern district were hewers. This is true also of other districts. In Aix-la-Chapelle, hewers now form only 36.1 per cent of the total working force, as compared with 55.4 per cent in 1913, and in the mines on the left bank of the lower Rhine the corresponding figures for 1922 and 1913 are 38.5 and 62.3, respectively. These facts are very often overlooked when the question of production is being discussed.

### Wage Rates in Various Trades in Germany, September, 1922.

A RECENT issue (October, 1922) of *Wirtschaft und Statistik*, the official bulletin of the German Statistical Office (*Statistisches Reichsamt*), contains statistics of wage rates current in various German cities in September, 1922, for the building trades, mental workers, and printers, as fixed by collective agreements in force, and compares these wage rates with those of pre-war times.

#### Building Trades.

IN THE following table are shown the daily and weekly wage rates of masons and carpenters, and of unskilled building trades workers (helpers) in September, 1922, in 22 German cities with a population in excess of 200,000 and in Erfurt:

## HOURLY AND WEEKLY WAGE RATES OF BUILDING-TRADES WORKERS IN 23 GERMAN CITIES, SEPTEMBER, 1922.

[1 mark at par=23.8 cents.]

Locality.	Wage rates of—				Index of weekly wage rates (1913=100).	
	Masons and carpenters.		Helpers.		Masons and carpenters.	Helpers.
	Per hour.	Per week.	Per hour.	Per week.		
	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>		
Berlin.....	77.23	3,707	73.37	3,522	8,530	12,080
Hamburg.....	95.03	4,514	91.20	4,332	10,020	12,580
Cologne.....	84.43	4,053	80.86	3,881	11,250	12,630
Munich.....	65.77	3,157	62.48	2,999	8,400	9,930
Leipzig.....	80.77	3,675	77.68	3,534	9,460	11,410
Dresden.....	80.77	3,635	77.68	3,496	10,490	11,410
Breslau.....	70.61	3,389	66.25	3,180	10,660	13,330
Essen.....	74.25	3,564	77.70	3,394	10,670	12,850
Frankfort on the Main.....	81.42	3,908	77.85	3,737	11,700	13,300
Dusseldorf.....	84.73	4,067	80.86	3,881	11,290	12,630
Nuremberg.....	65.77	3,157	62.48	2,999	9,930	12,040
Hanover.....	75.27	3,613	72.19	3,165	9,600	11,080
Stuttgart.....	75.38	3,317	68.35	3,007	9,630	10,910
Chemnitz.....	80.77	3,635	77.68	3,496	10,820	11,350
Dortmund.....	74.25	3,564	70.70	3,394	10,670	12,080
Magdeburg.....	74.00	3,552	71.05	3,410	10,810	12,870
Königsberg.....	55.18	2,649	51.70	2,482	7,930	9,560
Bremen.....	81.31	3,903	79.31	3,807	10,090	11,970
Duisburg.....	74.25	3,564	70.70	3,394	10,850	12,320
Stettin.....	79.84	3,832	77.57	3,723	12,050	15,270
Mannheim.....	78.50	3,768	72.93	3,501	12,930	16,510
Kiel.....	79.18	3,801	76.80	3,686	9,560	12,420
Erfurt.....	72.96	3,502	70.81	3,399	10,660	12,330
Weighted average (23 cities), 1922:						
April.....	20.92	983	20.07	942	2,620	3,220
May.....	25.08	1,188	24.11	1,141	3,170	3,900
June.....	29.37	1,391	28.09	1,330	3,710	4,550
July.....	34.60	1,639	32.94	1,560	4,370	5,330
August.....	43.49	2,060	41.36	1,959	5,490	6,700
September.....	77.23	3,652	73.55	3,478	9,740	11,890

According to the preceding table the weighted average weekly wage of skilled building-trades workers (masons and carpenters) was 3,652 marks in September, 1922, or 97 times the pre-war wage, while that of unskilled workers (helpers) was 3,478 marks, or 119 times the pre-war wage. The weighted average hourly wage rose in the case of skilled workers to 77.23 marks and in that of unskilled workers to 73.55 marks, or to 109 and 134 times the respective pre-war wage. The skilled worker thus received only about 5 per cent more than the unskilled worker, while in pre-war times the former's wage was about one-third higher than the latter's. From August to September the wages of skilled building-trades workers increased 77 per cent and those of unskilled workers 78 per cent.

For Greater Berlin the movement of the wages of building-trades workers can be followed up to the middle of November, 1922. At that time the weekly wages of skilled workers had risen to 6,720 marks (155 times the pre-war wage) and those of unskilled workers to 6,379 marks (219 times the pre-war rate).

## Metal Trades.

THE weekly time wage rates of adult skilled, semiskilled, and unskilled metal workers, fixed by collective agreements for September, 1922, for 20 centers of the metal industry are shown in the following table. As married workers are being paid a family bonus, the rates of single and married workers are shown separately. A married worker's family is assumed to consist of husband, wife, and two children under 14 years of age.

WEEKLY WAGE RATES OF ADULT METAL WORKERS IN 20 CENTERS OF THE METAL INDUSTRY, SEPTEMBER, 1922.

[1 mark at par=23.8 cents.]

Locality.	Skilled workers.		Semiskilled workers.		Unskilled workers.		Index of wage rates of married unskilled workers (1914=100).
	Single.	Married.	Single.	Married.	Single.	Married.	
	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	
Berlin.....	2,767	3,223	2,610	3,066	2,523	2,979	9,700
Hamburg.....	2,933	2,933	2,712	2,712	2,847	2,847	11,700
Cologne.....	3,872	4,370	3,614	4,112	3,585	4,063	16,700
Dresden.....	3,103	3,103	2,965	2,965	2,896	2,896	16,300
Breslau.....	2,566	2,774	2,447	2,655	2,339	2,547	13,500
Essen.....	3,672	3,840	3,600	3,768	3,528	3,696	15,200
Frankfort on the Main.....	3,615	3,759	3,554	3,698	3,475	3,619	16,800
Düsseldorf.....	3,771	3,939	3,508	3,676	3,441	3,609	19,100
Nuremberg.....	2,775	2,938	2,653	2,816	2,531	2,694	15,100
Hanover.....	2,966	2,966	2,906	2,906	2,856	2,856	17,600
Stuttgart.....	2,589	2,658	2,541	2,610	2,517	2,586	11,400
Chemnitz.....	3,589	3,589	3,335	3,335	3,063	3,063	17,200
Dortmund.....	3,710	3,878	3,647	3,815	3,552	3,720	15,500
Magdeburg.....	3,019	3,163	2,855	2,999	2,759	2,903	13,400
Mannheim.....	3,759	4,025	3,674	3,940	3,640	3,906	16,800
Halle.....	3,028	3,028	2,924	2,924	2,849	2,849	13,200
Bochum.....	3,696	3,864	3,638	3,806	3,621	3,789	13,900
Gelsenkirchen.....	3,571	3,739	3,545	3,713	3,528	3,696	14,500
Karlsruhe.....	3,703	3,703	3,680	3,680	3,657	3,657	21,200
Hagen.....	3,180	3,180	3,168	3,168	3,154	3,154	19,500
Weighted average (20 cities), 1922:							
April.....	772	853	745	826	725	807	3,400
May.....	944	1,034	913	1,003	887	977	4,100
June.....	1,063	1,154	1,012	1,104	990	1,081	4,600
July.....	1,303	1,407	1,250	1,353	1,218	1,322	5,600
August.....	1,766	1,905	1,697	1,836	1,656	1,795	7,600
September.....	3,170	3,392	3,040	3,263	2,962	3,185	13,500

The above time wage rates in the 20 centers of the German metal industry for September, 1922, result in the following weighted average weekly rates for married workers: 3,392 marks, or 93½ times the pre-war rate, for skilled workers; 3,263 marks, or 103 times the pre-war rate, for semiskilled workers; and 3,185 marks, or 135 times the pre-war rate, for unskilled workers. The wages of unskilled metal workers have closely kept step with the rising cost of living. Those of skilled workers have, however, lagged far behind the cost of living. In September, 1922, skilled metal workers received a wage only 6½ per cent higher than the unskilled workers, while in pre-war times the former earned 50 per cent more than the latter.

In Greater Berlin collective agreements in force have fixed the wages of married metal workers for the period September 25 to December 3, 1922, as follows:



## HOURLY AND WEEKLY WAGE RATES OF MARRIED METAL WORKERS IN GREATER BERLIN, SEPTEMBER 25 TO DECEMBER 3, 1922.

[1 mark at par=23.8 cents.]

Class of workers and period.	Hourly rates.		Weekly rates.	
	Amount.	Index (1914=100).	Amount.	Index (1914=100).
Skilled workers:	<i>Marks.</i>		<i>Marks.</i>	
Sept. 25 to Oct. 22.....	85.50	10,900	4,104	9,700
Oct. 23 to Nov. 19.....	133.00	16,900	6,384	15,000
Nov. 20 to Dec. 3.....	147.00	18,700	7,056	16,600
Semiskilled workers:				
Sept. 25 to Oct. 22.....	81.00	10,900	3,888	9,700
Oct. 23 to Nov. 19.....	127.00	17,200	6,096	15,300
Nov. 20 to Dec. 3.....	140.00	18,900	6,720	16,800
Unskilled workers:				
Sept. 25 to Oct. 22.....	78.00	13,800	3,744	12,200
Oct. 23 to Nov. 19.....	122.50	21,700	5,850	19,200
Nov. 20 to Dec. 3.....	135.50	23,900	6,504	21,200

The above table indicates the rapidity with which wages have lately been rising in Germany from month to month, owing to the phenomenal depreciation of the German mark. The weekly wage rate of married unskilled metal workers in Berlin, which up to September 25 of this year had been 2,979 marks, had risen to 6,504 marks by November 20, or 118 per cent within less than two months' time.

## Printing Trades.

THE minimum weekly wage rates of typesetting machine operators and hand compositors over 24 years of age are shown in the following table for 15 localities, representing all the local wage classes, for September and October, 1922:

## MINIMUM WEEKLY WAGE RATES OF TYPESETTING MACHINE OPERATORS AND HAND COMPOSITORS OVER 24 YEARS OF AGE, IN 15 LOCALITIES, BY CONJUGAL CONDITION, SEPTEMBER AND OCTOBER, 1922.

[1 mark at par=23.8 cents.]

Locality.	Typesetting machine operators.				Hand compositors.			
	September, 1922.		October, 1922.		September, 1922.		October, 1922.	
	Single.	Married.	Single.	Married.	Single.	Married.	Single.	Married.
	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>	<i>Marks.</i>
Berlin.....	2,677	2,775	4,361	4,525	2,524	2,622	4,181	4,345
Hamburg.....	2,677	2,775	4,361	4,525	2,524	2,622	4,181	4,345
Munich.....	2,639	2,737	4,323	4,488	2,486	2,584	4,143	4,308
Leipzig.....	2,639	2,737	4,323	4,488	2,486	2,584	4,143	4,308
Frankfort on the Main.....	2,639	2,737	4,323	4,488	2,486	2,584	4,143	4,308
Hanover.....	2,554	2,652	4,172	4,336	2,401	2,499	3,992	4,156
Nuremberg.....	2,554	2,652	4,172	4,336	2,401	2,499	3,992	4,156
Magdeburg.....	2,554	2,652	4,172	4,336	2,401	2,499	3,992	4,156
Halle on the Saale.....	2,554	2,652	4,172	4,336	2,401	2,499	3,992	4,156
Brunswick.....	2,485	2,582	4,064	4,228	2,352	2,449	3,909	4,073
Erfurt.....	2,435	2,533	3,980	4,145	2,302	2,400	3,825	3,990
Zwickau.....	2,485	2,582	4,064	4,228	2,352	2,449	3,909	4,073
Freiberg.....	2,335	2,433	3,814	3,978	2,202	2,300	3,659	3,823
Detmold.....	2,385	2,483	3,897	4,062	2,252	2,350	3,742	3,907
Langensalza.....	2,266	2,364	3,706	3,870	2,152	2,250	3,576	3,740
Weighted average (15 cities).....	2,636	2,734	4,305	4,469	2,484	2,582	4,126	4,290
Index (1914=100).....	6,160	6,380	10,110	10,500	7,250	7,530	12,110	12,590

According to the data shown in the preceding table the weighted average weekly wage of married machine operators had reached in September, 1922, the amount of 2,734 marks, or 64 times the pre-war rate, and that of married compositors the amount of 2,582 marks, or 75 times the pre-war rate. Both rates experienced an extraordinarily heavy increase from September to October, the former going to 4,469 marks (105 times the pre-war rate), and the latter to 4,290 marks (126 times the pre-war rate). The minimum weekly wage rates thus rose during one month in the case of machine operators by 63.5 per cent and in that of compositors by 66 per cent. Compared with the wage rates of unskilled workers in the printing trade (not shown in the table) machine operators earned in October, 1922, only 22 per cent more than these, and compositors only 18 per cent more.

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### Operations of British Coal Mines, July to September, 1922.<sup>1</sup>

**O**WING to the scarcity of coal in the United States and Germany during the past summer the British coal industry showed marked improvement. In the quarter ending September 30, 1922, the total output was 63,336,000 tons. Of this amount 62,333,000 tons were salable, a figure which has not been reached in the corresponding quarter since 1916. It is estimated that there were 1,113,000 persons employed in and about the mines, the average number of wage earners being 1,093,300, a gain of 3,600 since the last quarter. The output per man-shift worked was 18 hundredweight. This calculation, however, was based upon the tonnage of salable coal and the total number of man-shifts worked, including week-end and overtime shifts. Based upon the total output weighed at the pit and the number of ordinary man-shifts worked (the basis formerly adopted) the output per man-shift worked would be 19.3 hundredweight. During the quarter the mines were worked 65.67 days, a gain of 5.88 days over the preceding quarter. The average declared value per ton, f. o. b., of the coal exported was 22s. (\$5.35, par) in July; 22s. 4d. (\$5.43, par) in August, and 22s. 11d. (\$5.58, par) in September.

#### Wages.

**W**AGES in the majority of the districts for the quarter ending September 30, 1922, had fallen to the minimum level provided for in the national agreement. On the average they were 9d. (18.3 cents, par) per shift lower than during the preceding quarter. The following table gives data relative to the wages paid certain classes of mine workers other than pieceworkers on the 15th of each month, June to September, 1922:

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<sup>1</sup> Board of Trade Journal, London, Nov. 9, 1922, pp. 517-520.

## RATES OF WAGES PER SHIFT IN BRITISH COAL MINES, JUNE TO SEPTEMBER, 1922.

[1 shilling at par = 24.3 cents; 1 penny = 2.03 cents.]

District and occupation.	June 15.	July 15.	Aug. 15.	Sept. 15.
South Wales and Monmouth: <sup>1</sup>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Colliers.....	8 10	8 10	8 10	8 10
Haulers.....	7 6	7 6	7 6	7 6
Laborers.....	6 5	6 5	6 5	6 5
Rippers.....	7 8	7 8	7 8	7 8
Derbyshire (except South Derbyshire):				
Top hard seam—				
Corporals (adults) <sup>2</sup> .....	11 1	10 5	8 11	9 2
Day laborers (adults) <sup>3</sup> .....	10 8	10 0	8 7	8 10
Rippers and timbermen <sup>3</sup> .....	11 9	10 11	9 5	9 8
Room and pillar men.....	13 2	12 4	10 7	10 11
All other seams—				
Corporals (adults) <sup>2</sup> .....	10 8	10 0	8 7	8 10
Day laborers (adults) <sup>3</sup> .....	10 2	9 6	8 2	8 5
Rippers and timbermen <sup>3</sup> .....	11 4	10 8	9 2	9 5
Room and pillar men.....	12 11	12 1	10 5	10 9

<sup>1</sup> Men working on the afternoon and night shifts in this district are paid at the rate of 6 shifts' wages for a full working week of 5 shifts.

<sup>2</sup> District foremen in charge of the underground haulage ways.

<sup>3</sup> Other than chargemen.

## Pieceworkers' Earnings and Subsistence Wages.

PIECEWORKERS' earnings naturally run somewhat higher than those shown in the table, and no allowance is made for house coal furnished the miners free or at special prices. Subsistence wages provided for by the national agreement for low-paid day workers in case their rates of pay fell below the minimum set, took effect during the quarter ending September 30, 1922, as follows: (1) In Lancashire, Cheshire, and North Staffordshire (from July 7), workers 21 years of age and over, 1s. (24.3 cents, par) per shift; those 18 and under 21 years of age, 9d. (18.3 cents, par) per shift; and those 16 and under 18 years of age, 6d. (12.2 cents, par) per shift, provided that the gross daily wage does not exceed 7s. 9d., 7s., and 5s. (\$1.89, \$1.70, and \$1.22, par), respectively. (2) In South Wales and Monmouth (from September 19), workers over 21, 7s. 2d. (\$1.74, par) per shift for those in class A,<sup>2</sup> and 6s. 8d. (\$1.62, par) per shift for those in class B; workers 18 to 21, where earnings per shift do not exceed 5s. 9d. (\$1.40, par), 6d. (12.2 cents, par) per shift to be added for class A workers, and 3d. (6.08 cents, par) per shift for class B workers; where earnings exceed 5s. 9d. (\$1.40, par) per shift, such to be increased to 6s. 3d. (\$1.52, par) for class A workers, and 6s. (\$1.46, par) for class B workers.

No changes occurred during the quarter ending September 30, 1922, in the subsistence wages fixed in other districts, which were as follows for adult workers:

District.	Per shift.
	<i>s. d.</i>
Northumberland.....	6 9½
Durham.....	6 8½
Cumberland.....	6 8½
Scotland (surface workers).....	7 0
Bristol:	
Below-ground workers.....	6 6
Surface workers.....	6 0

<sup>2</sup> Class A workers include all those who are entitled, as the head or the support of a family, to a supply of house coal. Class B workers are those not so entitled.

In the county of Kent the mine owners contribute 3d. (6.08 cents, par) for every ton of coal produced, for the purpose of supplementing the wages of the lower paid workers.

#### Accidents in British Mines.

**DURING** the third quarter of 1922, 278 persons were killed and 1,181 persons seriously injured in the British coal and metalliferous mines, making a total for the nine months ending September 30, 1922, of 759 persons killed and 3,425 seriously injured.

#### Production Costs and Proceeds.

**SINCE** work was resumed at the mines in July, 1921, total net costs of production have decreased 7s. 9.42d. (\$1.89, par) per ton of salable coal or 10s. 10.35d. (\$2.64, par) per ton when the wage subvention payments (viz, 3s. 0.93d. or 75 cents, par) are taken into account. During the same period the average proceeds of coal disposed of commercially have decreased 10s. 1.35d. (\$2.46, par) per ton.



### Wages and Hours of Labor in Principal Industries in Great Britain, September, 1922.<sup>1</sup>

#### Rates of Wages.

**I**N THE June number of the MONTHLY LABOR REVIEW (pp. 85-90), data were published relative to rates of wages in certain British industries, on August 4, 1914, December 31, 1920, and February 28, 1922. Great variation was shown in the percentage increases of both the 1920 and the 1922 rates over pre-war rates, the average increase in December, 1920, being estimated to range from 170 to 180 per cent. At the beginning of 1921 wages began to fall, and in February, 1922, the average increase over the 1914 levels was about 100 per cent. Since then further reductions have taken place in practically every industry, bringing the average percentage increase, 1922 over 1914, down to 75 or 80 per cent for weekly full-time rates of wages of adult workpeople.

Mention should be made of the fact that the wage data collected by the British Labor Department are based generally upon reports made by organized employers and employees, and that the unorganized workers are not adequately represented by available statistics. And furthermore that only full-time wage rates are presented, no account being taken of the widespread loss of earnings caused by the prevailing unemployment and short time of the last 18 months, nor of the effects of increased or reduced exertion on the earnings of pieceworkers.

The following table presents in brief the changes in weekly rates of wages in principal industries from August 4, 1914, to September 30, 1922. The rates shown for the building trades are based on returns from towns having populations of over 100,000. Those for

<sup>1</sup> Ministry of Labor Gazette, London, October, 1922, pp. 398-400.

the engineering and shipbuilding trades were secured in 16 of the principal engineering centers and 13 of the principal shipbuilding centers. Wages quoted for the boot and shoe industry are minimum time rates; those in the printing and bookbinding industry, furniture making, and baking were gathered in a number of large towns, the exact number not being given, while those of one-horse drivers are for 12 principal towns.

WEEKLY RATES OF WAGES IN PRINCIPAL INDUSTRIES, AUGUST 4, 1914, DECEMBER 31, 1920, AND SEPTEMBER 30, 1922, AND PERCENTAGES OF INCREASE OVER 1914.

[£ at par = \$4.87; shilling = 24.3 cents; penny = 2.03 cents.]

Trade group.	Average (unweighted) of recognized rates of wages in large towns.						Per cent of increase over pre-war rates.				
	Aug. 4, 1914.			Dec. 31, 1920.			Sept. 30, 1922.				
	£.	s.	d.	£.	s.	d.	£.	s.	d.	Dec. 31, 1920.	Sept. 30, 1922.
<b>Baking:</b>											
Table hands.....		30	1	82	11		68	8		176	128
<b>Boots and shoes:<sup>1</sup></b>											
Skilled male workmen <sup>2</sup> .....		30	0	68	0		60	0		127	100
Do <sup>3</sup> .....		27	0	65	0		57	0		141	111
Female workers <sup>4</sup> .....		17	0								
		to		40	0		36	0		135	112
		18	0								
<b>Building:</b>											
Bricklayers.....		40	7	100	10		71	4		149	76
Carpenters and joiners.....		39	11	100	8		71	4		152	79
Laborers.....		27	0	87	8		53	6		225	98
Masons.....		39	7	101	0		71	8		155	81
Painters.....		36	3	99	10		71	4		176	97
Plasterers.....		40	0	100	8		71	11		151	80
Plumbers.....		39	8	102	6		73	6		158	85
<b>Engineering:</b>											
Fitters and turners.....		38	11	89	6		57	6		130	48
Iron molders.....		41	8	92	10		59	9		123	44
Laborers.....		22	10	70	9		40	5		210	77
Patternmakers.....		42	1	94	3		61	4		123	46
<b>Furniture making:</b>											
Cabinetmakers.....		39	9	102	1		77	11		157	96
French polishers.....		37	1	101	11		77	7		175	109
Upholsterers.....		38	9	101	1		77	8		161	100
<b>Printing and bookbinding:</b>											
Hand compositors on book and job work.....		35	8	93	5		80	6		162	126
Bookbinders and machine rulers.....		33	11	93	4		80	11		175	139
<b>Shipbuilding:</b>											
Laborers.....		22	10	70	4		40	1		208	75
Platers.....		40	4	90	0		57	7		123	43
Riveters.....		37	9	87	2		53	0		131	46
Shipjoiners.....		40	0	101	0		60	5		153	51
Shipwrights.....		41	4	91	3		58	7		121	42
<b>Transport:<sup>7</sup></b>											
Dockers.....		4	6	15	0		11	0			
		to		to			to				
		6	8	17	6		13	6			
Able seamen.....		5	0	10	14		10	0			
		to		to			to				
		5	10	10	0		10	0			
Firemen.....		5	10	10	0		10	0			
		to		to			to				
		6	0	15	0		10	0			
One-horse drivers.....		25	7	68	2		56	1			

<sup>1</sup> Minimum time rates.

<sup>2</sup> 23 years of age and over.

<sup>3</sup> In a few cases 28s. or 29s. (\$6.81 or \$7.06, par).

<sup>4</sup> In heel-building department and in shoe and stock rooms.

<sup>5</sup> In effect Jan. 1, 1915.

<sup>6</sup> 20 years of age or over, employed in the closing and heel-building departments and the shoe and stock rooms.

<sup>7</sup> Other than railway.

<sup>8</sup> Per day of 10 hours.

<sup>9</sup> Per day of 8 hours; a reduction of 1s. a day went into effect Oct. 2, 1922, and will be operative until June, 1923.

<sup>10</sup> Per month.

## Engineering and Shipbuilding Trades.

As regards rates for pieceworkers in the engineering and shipbuilding trades general advances, on September 30, 1922, had been reduced from 25 per cent to 10 per cent on basic piece rates; flat rate advances from 26s. 6d. per week to 10s. (\$6.45 to \$2.43, par). The bonus of  $7\frac{1}{2}$  per cent on total earnings had been discontinued and the "standard ship cycle" advances had been withdrawn in some instances and greatly reduced in others.

Similar decreases are shown in other metal trades. In the heavy iron and steel trades such as smelting, puddling, rolling, forging, etc., in which wages vary with the fluctuations in the selling price of the finished products, the increases over 1914 rates range from 20 per cent for process workers in South Wales to 100 per cent in the case of some blast-furnace laborers, as compared with the range of from 150 per cent to 350 per cent over pre-war rates at the close of 1920.

Agriculture.<sup>2</sup>

According to data based upon reports from 42 counties for England and Wales weekly wages in agriculture average from 30s. to 36s. (\$7.30 to \$8.76, par) a week as compared with the minimum rates of 46s. to 52s. (\$11.19 to \$12.65, par) in 1920 fixed by the Agricultural Wages Board.

## Textiles.

*Cotton industry.*—In 1919 weekly working hours in the cotton industry were reduced from  $55\frac{1}{2}$  to 48, and the Gazette states that, allowing for this reduction, full-time wage rates are now 69 per cent above the pre-war rates as compared with 160 per cent at the end of 1920. A further reduction of 10 per cent on standard list prices which took effect in October, 1922, will modify the present time-rate increase somewhat.

*Wool-textile industry.*—Wage rates in this industry are calculated by adding to the basic rates a cost-of-living wage. In September, 1922, the basic rates represented an increase of 10 per cent over 1914 rates and to these rates a cost-of-living wage of 75 and of 65 per cent in the case of timeworkers and pieceworkers, respectively, was added, making total increases of  $92\frac{1}{2}$  per cent and  $81\frac{1}{2}$  per cent.<sup>3</sup>

From December, 1922, to June, 1923, the cost-of-living wage agreed upon will be  $72\frac{1}{2}$  per cent and  $63\frac{3}{4}$  per cent in the case of timeworkers and pieceworkers, respectively.

<sup>2</sup> Wages of farm labor are given in the MONTHLY LABOR REVIEW, July, 1922, pp. 71-86.

<sup>3</sup> The full percentage is paid on basic rates up to 33s. (\$8.03, par) per week; on basic rates up to 51s. (\$12.41, par) it is paid on 33s. (\$8.03, par) or at the equivalent of 80 per cent of the time workers' "cost-of-living" percentage, whichever is the greater; on basic rates over 51s. (\$12.41, par) 20 per cent is paid on the first 13s. (\$3.16, par) above that amount and 8 per cent on the remainder.

## Transportation.

Wage rates, and therefore percentage increases based upon these rates, vary widely in the railway service. The Gazette states that "the present rates are generally 13s. to 20s. [\$3.16 to \$4.87, par] a week below those paid at the end of 1920 (when the percentage increases over pre-war rates ranged in different occupations from 130 to 140 per cent up to 260 or 270 per cent) and 14s. to 21s. [\$3.41 to \$5.11, par] below the rates paid in the first three months of 1921, a further increase of 1s. [24.3 cents, par] a week having taken effect from January 1, 1921." Wages for the principal grades in the traffic sections range from 29s. to 36s. (\$7.06 to \$8.76, par) a week over pre-war rates.

## Mining.

Accounts of the changes in miners' wages may be found in the MONTHLY LABOR REVIEW, June, 1922 (pp. 91-93), and on pages 92 and 93 of this issue of the REVIEW.

## Hours of Labor.

APPROXIMATE changes in hours of labor, 1914 to 1922, are shown in the table which follows:

WEEKLY HOURS OF LABOR IN CERTAIN INDUSTRIES, 1914 AND 1922.

Industry.	Hours per week.		Industry.	Hours per week.	
	1914	1922		1914	1922
Baking.....	48-60	48	Pottery.....	52	47
Building.....	49½	43½	Printing.....	50-51	48
Coal mining:			Transportation:		
Underground workers.....		17	Railways.....		48
Surface workers.....		46½	Dock laborers.....	60	44
Cotton.....	55½	48	Carters.....		48
Engineering.....	53-54	47	Wool textiles.....	55½	48
Furniture making.....	49½-54	44-47			

<sup>1</sup>Per day; 8 hours in 1919.

<sup>2</sup>In 1919.

## Wages of Japanese and Chinese Workers in Manchuria.

A CONSULAR report dated October 10, 1922, gives the wages in effect on July 15, 1922, of Japanese and Chinese workers in various occupations in Dairen, Newchwang, Mukden, and Antung. The wages, which in general show a substantial increase over wages in similar occupations in the same locality at the end of 1921,<sup>1</sup> were compiled by the Kwantung Government, and are reported as follows:

## DAILY WAGES OF JAPANESE AND CHINESE WORKERS IN VARIOUS OCCUPATIONS IN MANCHURIA.

[Gold yen at par=49.85 cents.]

Occupation.	Wages in—							
	Dairen.		Newchwang.		Mukden.		Antung.	
	Japa- nese.	Chi- nese.	Japa- nese.	Chi- nese.	Japa- nese.	Chi- nese.	Japa- nese.	Chi- nese.
	Yen.	Yen.	Yen.	Yen.	Yen.	Yen.	Yen.	Yen.
Farm hands.....		<sup>a</sup> 70.00		<sup>a</sup> 70.00				<sup>a</sup> 100.00
Do.....		.50		.30	2.50	0.80		.50
Tailors.....	3.80	2.10	3.00	1.20	3.00	2.00	2.50	
Cobblers.....	2.70	1.40		.60	2.00	1.30	2.50	1.60
Confectioners.....	<sup>b</sup> 50.00	<sup>b</sup> 16.00	2.00	.30	2.50	1.00	2.20	1.00
Carpenters.....	3.20	1.25	3.50	.30	3.70	1.30	3.00	1.70
Plasterers.....	3.70	1.60	4.00	.60	3.70	1.30	3.60	2.00
Stonemasons.....	3.80	1.40		1.20	3.70	1.30	3.60	2.00
Wood sawyers.....		1.10		.60	3.80	1.30		1.00
Bricklayers.....	3.30	1.40		.60	3.80	1.30	3.60	1.80
Brickmakers.....		.40			2.50	1.00		
Tile layers.....	3.40	1.45			3.40	1.30	3.50	1.80
Scaffolding makers.....	2.55	1.05			3.40	1.30	3.00	1.60
Mat layers (tatami).....	3.20		4.00	.30	3.50	2.00	2.50	
Paper hangers.....	3.50	1.40	5.00	.40	3.70	1.30	3.00	1.00
Coopers.....	3.50	1.40			3.60	1.30	3.00	.80
Tinsmiths.....	3.30	1.30		.25	3.40	1.10	3.00	1.50
Founders.....	3.10	1.00	4.00	.30	2.50	.90	3.00	.90
Sign painters.....	3.10	1.10		.60	2.50	1.50	2.20	.60
Laborers.....		.40	2.00	.20	1.50	.40		.60
Servants (male).....	<sup>b</sup> 15.00							

<sup>a</sup> Yearly wages.<sup>b</sup> Monthly wages.<sup>1</sup> See MONTHLY LABOR REVIEW, July, 1922, pp. 86, 87.



## MINIMUM WAGE.

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### Report of Industrial Welfare Committee of State of Washington.

A CONSOLIDATION of various boards and commissions interested in the administration of labor laws in the State of Washington became effective April 1, 1921. One of the changes made by this reorganization was the placing of the minimum wage law in the hands of a committee within the department of labor and industries, known as the industrial welfare committee. The first annual report of the department covers the year ending June 30, 1922. The report on the subject of minimum wage reproduces the revised minimum wage orders for women and minors, relating to public housekeeping, laundry and dye works, telephone and telegraph, mercantile industry, and manufacturing. Another order establishes working conditions for female employees. These orders were summarized in the MONTHLY LABOR REVIEW for April, 1922 (pages 102 to 104).

This summary also presents an order (No. 26) establishing rates for minors in all occupations and industries other than public housekeeping. This order has been superseded by order No. 31 bearing date of August 28, 1922, covering the same field. The order is applicable to minors of either sex under the age of 18 years. In this connection it may be noted that the child-labor law of the State fixes 14 years as the minimum age for employment generally, though a girl under 16 must have a written permit from a county judge. The minimum wage fixed is \$9 per week of six days of eight hours each. An advance of \$1 per week after every six months of service is directed until the minimum wage of \$13.20 for experienced adult workers is attained.

Other provisions forbid night work, i. e., between 7 p. m. and 6 a. m., though telegraph and telephone messengers may be employed until 10 p. m. Certain occupations are prohibited, no girl under 18 being permitted to act as "shaker" in a laundry, nor as a clerk in selling cigars or tobacco, nor as a messenger or delivery girl in outside service, nor as a bootblack, nor in any work in bowling alleys, shooting alleys, penny arcades and the like; nor may any boy under 16 be employed in a bowling alley.

One of the functions of the office is the collection of minimum wage claims, where employers have been found not to be paying the minimum established by the orders. From April 1, 1921, to June 30, 1922, the sum of \$18,865.92 was collected in 905 cases. More than one-half of these (462) were in the city of Spokane, though the largest sum was collected in Seattle.

That the effect of a minimum wage law is not to establish a maximum, or even an approximate average, is shown by the brief state-

ments made by this report with reference to representative employers. Apprentices are persons over 18 years of age who receive learners' rates during a fixed period, and must be licensed. The Pacific Telephone & Telegraph Co. in May, 1922, employed 113 apprentices and 54 minors. Although permitted to pay its apprentices a minimum of \$10 per week, the company has never paid less than \$12 in any part of the State to either apprentices or minors, while in the cities of Seattle, Spokane, and Tacoma beginners receive \$13 per week.

Another showing covers the first 6 months of the year 1922, during which 295 pay rolls were secured by the supervisor of women in industry, including 4,968 women employees, minors and apprentices being excluded. This investigation showed that in eastern Washington department heads and buyers received on an average \$42.91 per week, other employees receiving \$17.79 per week. For western Washington the average for the first group was \$54.95 and for the second \$19.75—an obvious disregard of the established minimum of \$13.20.

## LABOR AGREEMENTS, AWARDS, AND DECISIONS.

### Railroads: Decisions of the Railroad Labor Board.

#### Hours of Service and Working Conditions of Yardmasters.

**D**ECISION No. 1266 of the Railroad Labor Board is upon the controversy between 12 carriers and the Railroad Yardmasters of America as to rules and working conditions which shall govern the classes of employees represented by that organization.

Certain regulations, such as those governing seniority and discipline, the Railroad Labor Board believes may not be covered in all localities by rules of general application and require further consideration by the parties directly concerned. All such rules which involve a dispute between a particular carrier and its employees are remanded to the carrier and its employees for adjustment.

The board declined to adopt the rule requiring carriers to grant annual vacations with pay. This action, the board states, must not be construed to mean that the board disapproves of the granting of such vacations by the carriers; it expresses neither approval nor disapproval, but is of the opinion that this question should be disposed of by mutual agreement of the interested parties.

The rules approved by the board and made effective October 16, 1922, on the 12 roads upon which they are applicable, are as follows:

#### RULES APPROVED BY THE BOARD.

##### *Article I—Scope.*

The term "yardmaster" as herein used shall be understood to include general yardmaster, assistant general yardmaster, yardmaster, assistant yardmaster, except general yardmasters referred to in Ex parte No. 72, Interstate Commerce Commission.

##### *Article II—Hours of service and overtime.*

- (a) Eight hours, exclusive of the agreed meal period, shall constitute a day's work.
- (b) All time in excess of eight hours shall be paid for at pro rata rate. Time consumed in making transfer shall not be counted as overtime.
- (c) Where three shifts are worked covering the 24-hour period, the starting time of the first shift shall not be earlier than 6 a. m. nor later than 8 a. m.

##### *Article III—Rest days.*

Yardmasters regularly assigned seven days per week will be granted two rest days per month without loss of pay.

##### *Article IV—Miscellaneous.*

- (a) When a regularly assigned yardmaster is required to perform service other than regular duties, the rate of pay will be not less than their regular pay for days so used. When an assistant yardmaster is required to substitute for a yardmaster, or when a yardmaster or assistant yardmaster is required to substitute for a general yardmaster or assistant general yardmaster, the yardmaster or assistant yardmaster will assume the rate of pay and the hours applicable to the position to which assigned.
- (b) No change in the title of yardmasters of any grade shall be made for the purpose of reducing the rate of pay of position unless there is a change in their duties and responsibilities.
- (c) Remanded.

*Article V—Date effective and changes.*

(a) This agreement shall be effective as of October 16, 1922, and shall continue in effect until it is changed as provided herein or under the provisions of the transportation act, 1920.

(b) Should either of the parties to this agreement desire to revise or modify these rules, thirty (30) days' written notice containing the proposed changes shall be given and conferences shall be held immediately on the expiration of said notice, unless another date is mutually agreed upon.

## GENERAL INSTRUCTIONS.

*Sec. 1—Scope of rules.*

The transportation act, 1920, provides in subsection (5) of section 300 that—  
 "The term 'subordinate official' includes officials of carriers of such class or rank as the commission shall designate by regulations formulated and issued after such notice and hearing as the commission may prescribe, to the carriers, and employees and subordinate officials of carriers, and organizations thereof, directly to be affected by such regulations."

In compliance with this provision of the act, the Interstate Commerce Commission accordingly issued a regulation—Ex parte No. 72, November 24, 1920—containing the following provision with respect to yardmasters:

"This class shall include yardmasters and assistant yardmasters, excepting general yardmasters at large and important switching centers where of necessity such general yardmasters are vested with responsibilities and authority that stamp them as officials."

In its consideration of Article I defining the scope of the rules for yardmasters, the Labor Board has recognized the above regulation. Under the rule as decided by the board, each carrier and its employees in disagreement on this article will consider each position of general yardmaster in the light of the Interstate Commerce Commission's regulation and of the board's decision on Article I, and shall decide which general yardmasters will come within the jurisdiction of these rules.

*Sec. 2.—Application of adopted rules.*

The rules approved by the Labor Board shall apply to each of the carriers party to the dispute (Docket 475) covered by this decision, except in such instances as any particular carrier may have agreed with its employees upon any one or more of such rules, in which case the rule or rules agreed upon by the carrier and its employees shall apply on said road.

## Overtime.

A DECISION significant of the attitude of the Railroad Labor Board on overtime work was handed down on November 14 in the dispute between the United Brotherhood of Maintenance of Way Employees and Railway Shop Laborers and the Southern Pacific lines (Decision No. 1364). There were three questions involved—

(A) Are employees in the track and bridge and building departments entitled to pay under Decision No. 501 for going to and returning from work?

(B) Are supervisory employees entitled to overtime for the ninth and tenth hours when force is assigned to work 10 hours per day?

(C) Is the carrier violating the provisions of Decision No. 501 in assigning employees to work 10 hours per day?

With respect to question (A) the employees argued that their time should start and end at designated assembly points, contending that from the time of leaving assembly points until the time they returned they were subject to the orders of the carrier and that the time so consumed could not be considered their own.

The carrier contended that the board's rule "for eight hours' pay eight hours' work should be performed" (Decision No. 119, principle

12) eliminated payments for service not performed, and that the employees are performing no service when going to and from working points.

On this point the board was of the opinion that—

The nature of the work and the varying locations at which such work is performed in these departments necessitates the designation of points at which men may assemble prior to proceeding to their point of work. After assembly and upon leaving such designated assembling points, the board feels that it has been generally understood and recognized that the employees were under the supervision of the foremen and that the foremen were considered as being on duty and required to perform the functions incumbent upon that position while proceeding to the point of work, such as the inspection of track and remedying any defect that might be detected while in transit.

The board does not feel that the time consumed can be properly considered the "men's time" as they are subject to service while en route. The same principle applies to the return to the designated assembling points at the close of the day.

The board decided that—

\* \* \* Employees' time will start and end at designated assembling points for each class of employees covered by the agreement governing maintenance of way and bridge and building department employees.

In connection with question (B) the employees protested against the action of the carrier in posting notices to the effect that forces would be assigned to 10 hours per day, and that the foremen would be assigned to 10 hours per day without compensation for the ninth and tenth hours of service, and took exception to the action of the carrier in designating a different starting time without "mutual understanding between the local officers and the employees' committee" as contemplated in section (c-1), Article V, of Decision No. 501.

The carrier's position on this point was that—

The management was in full agreement with the chairman that the monthly rate compensates for all service performed, except such incidental service as patrolling track and the performance of work which is not a part of their responsibilities or supervisory duties and allowed the foremen pay for the days that they were not allowed to work their gangs. In other words, supervisory foremen on these lines are paid a day's pay for each calendar day that they are assigned, regardless of whether service is performed or not. This on basis that they are on a monthly rate, which compensates for all service performed. The carrier believes that section (h), Article V, of Decision No. 501, is clear as written and that it was intended that the monthly rate for supervisory foremen in the maintenance of way department should compensate for all service performed, except for the performance of work which was not a part of their responsibilities or supervisory duties. In further support of its position, the carrier wishes to call the board's attention to its Decisions Nos. 593, 896, and 979.

On this question the Railroad Labor Board directs attention to those portions of Decision No. 501 reading "Service in excess of the working hours or days assigned for the general force: Such work will be paid for on the basis provided in these rules in addition to the monthly rates, and except as otherwise provided in these rules, eight consecutive hours, exclusive of the meal period, shall constitute a day's work." In the promulgation of these rules the board said: "It was recognized that there would be incidental services necessary for the supervisory forces to perform requiring their services in excess of the hours worked by the general force, such as making reports, recording time, and similar duties usually incumbent upon the position of foreman. However, as specifically stated in the rule, this exception only referred to service in excess of the

working hours or days assigned for the general force, and which was considered a part of the employees' 'responsibilities or supervisory duties.'"

The board was of the opinion that when the general force is required to work 10 hours per day the overtime rules are applicable both to the general forces and to the supervisory forces in charge for the ninth and tenth hours, because of the fact that these hours do not represent time in excess of the hours assigned for the general force.

Incidental duties performed in excess of 10 hours, however, such as making reports, etc., which are considered part of the responsibilities or supervisory duties, are excepted in the same manner as if on an 8-hour basis.

And the board therefore decided that "supervisory forces shall be compensated on the same overtime basis as the men supervised when the general force is required to work in excess of eight hours per day."

With respect to question (C), the board decided that the carrier violated the meaning and intent of Decision No. 501 in establishing the 10-hour day under the conditions outlined by the board as follows:

Decision 501 of the Railroad Labor Board provided with certain exceptions for an 8-hour day.

There was also incorporated in this decision rules providing for the payment for service performed in excess of 8 hours per day and on Sundays and holidays, which was not considered a part of the standard measure of a day's work. This decision also embodied a rule which provided a method for changing the starting time of the various classes of employees covered thereby.

The evidence in this case clearly shows that the carrier did not seek or hold conference with the duly authorized representatives of the employees prior to the time certain of the changes complained of were placed in effect. In other words, the starting time of certain employees, which was formerly 8 a. m., was changed to 7 a. m. without proper compliance with section (c-1), Article V of Decision No. 501. Instruction of the carrier with respect to foremen being assigned to 10 hours per day without additional compensation for the two extra hours was not in conformity with the meaning and intent of the provisions of Decision No. 501, as will be noted from the foregoing opinion with regard to question (B).

The entering of 10 hours' time in conformity with the carrier's instructions was an improper entry, as will also be seen from the board's opinion expressed above. In the course of the oral hearing conducted in connection with this dispute, the representatives of the carrier indicated that the assignment of the employees to 10 hours per day was prompted by the thought that the supervisory forces could be worked these additional hours without extra compensation therefor in addition to their monthly rate. The position of the carrier if predicated upon this thought was indeed unjust and unreasonable and one which the Labor Board can not sustain.

The Labor Board recognizes that the carrier has a right under the rules incorporated in Decision No. 501 to work its forces 9, 10, and even a longer number of hours should an occasion arise necessitating and justifying such an assignment, with the provision, however, that the meaning and intent of the rules are adhered to.

#### Contracting Out of Shop Work.

DECISION No. 1361 of the Railroad Labor Board (effective November 13, 1922), in the case of the Railway Employees' Department of the American Federation of Labor *v.* Western Maryland Railway Co., involved the question (1) as to whether the contracts which the company had let for the operation of its railway shops were in violation of the transportation act and of the decisions of the Railroad Labor Board, and (2) as to whether these contracts removed from under the jurisdiction of the Railroad Labor Board the employees who under these contracts are performing service for the carrier.

The board's decision in this case, which is similar to that in the first case of the sort decided upon by the board (Decision No. 982, reproduced in the MONTHLY LABOR REVIEW for June, 1922, pp. 106-112), states (1) that the contracts entered into between this carrier and certain contractors for the performance of certain shop work are in violation of the transportation act in so far as they are construed by the carrier to remove the employees performing such work from the application of the act, and that the provisions in the contracts affecting the wages and working rules of said employees are in violation of Decisions Nos. 2, 119, and 147 of the Railroad Labor Board; (2) that the shop employees of the contractor are under the jurisdiction of the Railroad Labor Board and subject to the application of the transportation act; and (3) that the carrier is directed to take up with any employee the matter of reinstatement upon the application of the interested employee or his representative.

This case was complicated by the strike called in the shops involved, in March, 1922. This strike, the carrier contended, was a strike by the employees of the contractors, and against the contractors, and that if as the employees contended, it was a strike against the carrier, the shopmen by so striking had withdrawn from the jurisdiction of the board and could have no standing before the board.

The shopmen maintained that the carrier's contracts for shop work were entered into to evade compliance with the provisions of the transportation act and the rules and decisions of the board.

With respect to the first question raised by the carrier, the board restated its finding in the Indiana Harbor Belt case (Decision No. 982), as noted above.

On the question of the status of the striking employees the board was divided, two railroad and one public member dissenting from the majority opinion, which states that the circumstances in this case warrant the recognition of the employees and the unusual action on the part of the board in handling the case. The majority opinion on this matter reads as follows:

This brings the board to the consideration of the new question as to whether the employees lost their right to present their contention against these shop contracts owing to the fact that they discontinued work under the contracts. In other words, the carrier contends that it can close down its shops, put its employees under a contractor, arbitrarily reduce their legally established wages, and deprive them of the railway shop rules embraced in an agreement of the parties and in the decisions of the board, although said wages and rules had previously been put into effect by the carrier, and the 30-day notice provided by the agreement and the requirements provided by Congress in the transportation act for negotiating such changes in wages and working conditions had not been complied with. Then, having thus violated its obligations, legal and moral to the men, the carrier takes the position that the men can not present their grievance to the Labor Board, because they have refused to work for the so-called contractors under the diminished wages and mutilated working rules imposed by this process. No court or tribunal animated by the principles of equity should give ear to such a contention as that made by the carrier in this case.

These contracts were merely subterfuges by which the carrier arbitrarily changed the wages and working conditions of these employees without compliance with the provisions of the law. If it be said that the decisions of the board embodying the wages and rules taken away from these employees were not legally binding on the carrier, it must be remembered that these decisions had been accepted and put into effect by the carrier and had thus, in effect, become agreements between the parties which could not be terminated except in accordance with the express provisions of the agreements themselves as well as the transportation act, 1920. Any effort upon the part of the carrier to change these accepted and effective decisions would have constituted a new dispute, which the statute imperatively directs shall be brought

to the Labor Board for adjustment. In these cases, the employees sought conferences with the carrier, but they were denied this right. If it be insisted that the men should have continued work under the contracts and should have brought ex parte disputes to the board, let it be noted that the carrier claimed that it had shut down its shops and denied that the men were its employees. At that time, the board had not yet held that men so situated were as a matter of law employees of the carrier, and the employees of course had no means of knowing that the board would so hold.

If this had been a case in which the carrier had violated a decision affecting some ordinary matter of wages or rules, there would have been no question as to the duty and necessity of the employees to remain at work until the question in dispute could be adjudicated by the Labor Board. In this case, however, the carrier had taken steps which purported to close its shops, transfer its employees to a new employer, remove them from the application of the transportation act, 1920, and obliterate their wage and rule agreements. This was equivalent to a lockout. This was done under a claim of legal right and the employees apparently acquiesced in the carrier's view of the matter that the shops had been closed and that they had been thrown out of employment. The Labor Board can not afford to strain at a technicality and say that these men, with their entire status as railway employees apparently destroyed by a deliberate act of the carrier, should not be heard to complain before the board because they stopped work under the contractor. With the principle once thoroughly established that the carrier's effort to expel them from its employment in the way described was illegal and ineffectual, the duty of the employees might be different in the view of the board.

The dissenting opinion holds that the employees who went on strike removed themselves from the jurisdiction of the Railroad Labor Board and the protection of the transportation act, and that the majority decision wrongfully affects and destroys the rights of the new employees who filled the strikers' places and who accepted employment in good faith. This decision, they contend, is contrary to the previous announcements and decisions of the board.

We think that the decision adopted by the majority is in effect a reversal of these decisions, orders, and announcements, or at least a very unfortunate modification of them. And we especially regret the effect on the rights of the new employees who may be presumed to have relied on the positions taken by the Labor Board.

We note the position of the majority that the action taken by the carrier was in effect a lockout, but in our opinion this is more technical than real and rather a play upon words. As a matter of fact, all the employees were continued in exactly the same service by the change until they voluntarily left. Other employees in other lines and under like conditions have continued in the work and have been granted relief on the ground that the change was ineffective as to their status as employees of the carrier; that they still remained such and were entitled to the benefit of the provisions of the act and the protection of the board.

### Broom Industry—Chicago.

THE agreement between the Chicago broom manufacturers and local union No. 29 of the International Broom and Whisk Makers' Union, which expired on October 1, has been renewed for another year. The old wage scale is retained. The contract provides for a 44-hour week and a minimum wage of \$12 a week for women and girl sorters who are members of the union. The new feature of the agreement is the provision for classification of brooms into four grades with detailed specifications for each grade, and for the reference of all questions in dispute as to the grading of material to an arbitrator, not a manufacturer, but a dealer experienced in broom corn.

This contract is unusual in the detail in which methods of shop work are fixed. Shop efficiency is encouraged, and a high quality of



product is fostered. Discrimination against individual journeymen in the supply of materials, as well as increased efficiency should result from the following provisions:

All journeymen shall be supplied with sufficient material to work steady during the time the shops are running. When one journeyman waits for material all journeymen in the shop shall stop work until such time as all journeymen shall have material.

In case journeymen are short of material and not sufficient help working to keep men supplied, the shop steward shall notify the foreman to put on sufficient help to keep machines operating steady, and if he is unable to obtain sufficient help, he shall take help off machines until he can obtain help, and if he refuses to do so, the shop steward shall send the members home at once.

The provisions of the contract relative to prison-made brooms are of interest:

The said union further agrees to use every honorable means to secure legislation abolishing the manufacture of brooms in penal and reformatory institutions and to use every honorable means and effort to persuade any dealer or dealers who may be handling brooms made under unfair conditions of any kind to handle brooms that are made under fair conditions.

\* \* \* \* \*

The association and its members agree not to buy any brooms, whisks or goods from any penal or reformatory institution, but they are at liberty to buy whisks from all factories and institutions that are fair. Any alleged violation of this clause shall be investigated by a committee selected by the said association and the said union, and any member of the said association found guilty of violating this clause shall be adequately fined. Such fine to be divided equally between the said association and the said union.

The no-strike and arbitration provisions of the agreement are as follows:

It is mutually covenanted and agreed between the said union and the said association that during the term of this contract there shall be no strike or strikes by the members of said union, and there shall be no lockout or lockouts by any member or members of said association. All disputed questions of wages, conditions of employment and all other questions in dispute which can not be immediately settled and agreed upon by the said member or members of said association affected, the president of the said association and the president of the said union then after an offer to mutually agree and settle said controversy, and upon failure thereof, the same shall be submitted to a board of mediation which shall be composed of three members of said association and three members of said union, and such board shall be selected by the parties hereto and shall be a permanent board. If and when this board of mediation can not mutually agree as to any controversy before it, the said board shall select an arbitrator who shall be outside of the trade and the decision of said arbitrator shall be final and binding upon the said association and upon the said union, and upon the members thereof. The said association agrees that where a change of finish in brooms or any new style of brooms is to be made, or any change in method of manufacture or system of preparing stock is to be made, the said association will notify the said union and the price for such work shall be in accordance with this scale and agreement decided upon by the said board of mediation.

## Building Trades—San Francisco.

### Bonus Contract of the Industrial Association of San Francisco.

AS A part of its campaign to establish the open shop in the building trades of San Francisco, the Industrial Association of that city has been making use of the following contract, which is sufficiently unusual in its terms to be given in full:

## CONTRACT.

THIS AGREEMENT, made and entered into in \_\_\_\_\_ this \_\_\_\_\_ day of \_\_\_\_\_, 1922, by and between the Industrial Association of San Francisco, hereinafter called the party of the first part, and \_\_\_\_\_ hereinafter called the party of the second part, WITNESSETH THAT:

This agreement becomes effective \_\_\_\_\_, 1922, and is to remain in full force and effect continuously from said day until the \_\_\_\_\_ day of \_\_\_\_\_, 1922; it may be extended (all of the conditions remaining in force as pertains to working conditions, rates of pay, etc.) at the option of the party of the first part for a period of from 1 to 90 days from and after the date last hereinabove mentioned.

The party of the second part hereby certifies that he is a skilled and experienced plasterer, having had experience as follows:

\_\_\_\_ years \_\_\_\_ months with \_\_\_\_ at \_\_\_\_.  
 \_\_\_\_ years \_\_\_\_ months with \_\_\_\_ at \_\_\_\_.  
 \_\_\_\_ years \_\_\_\_ months with \_\_\_\_ at \_\_\_\_.

It is agreed that the party of the first part is privileged to refer to any of the above-mentioned persons as to the character, ability, etc., of the party of the second part, and the party of the second part hereby releases the party to whom reference is made from all liability with regard to privileged communication.

The party of the second part hereby certifies that he is not afflicted with hernia (rupture) or any other physical defect which would disqualify him for the duties pertaining to work for which he is employed.

The party of the second part accepts service with the party of the first part and agrees to perform the work of a skilled plasterer as directed and where and for whom designated by the party of the first part, within the city and county of San Francisco, or within a radius of 40 miles thereof, at the rate of \$10 a day. It being understood and agreed that said party of the second part will be assigned by the party of the first part to builders and contractors, and that said party of the second part shall work only for such persons, firms, or corporations and on such jobs as are designated by it.

The party of the second part agrees to furnish the usual tools used in his craft and agrees to accept and perform work in any other department of the building trade, provided there is no work available in his particular craft, until such time as work in his particular craft is available. It being understood, however, that the rate per day mentioned shall prevail without regard to what class of work the party of the second part is given. The party of the first part agrees to provide work, or to pay the party of the second part, for not less than three-quarters of the working days embraced in the period provided in this contract, it being understood that the party of the second part shall be entitled to pay at the rate of one-half time for waiting time occasioned by the failure of the party of the first part to provide work for the party of the second part during the remainder of said period.

It is agreed that each day shall consist of eight hours and each week shall consist of five and one-half days. Overtime is to be paid at the rate of time and one-half except Sundays and holidays, when the rate is to be double time.

It is further agreed that no claim shall be made against the party of the first part by said party of the second part for compensation or damages for injury to either person or property occasioned while said party of the second part is employed or is working for any of the builders or contractors, or for any of the persons, firms, or corporations to whom he may be assigned by said party of the first part, the said builders, contractors, persons, firms, and corporations being considered the immediate employers of the party of the second part for the purpose of any such claims. It being understood however, that any claim for workmen's compensation under the workmen's compensation act of the State of California, or for damages to property, or for personal injuries, shall be made, if at all, by said party of the the second part against the person for whom he is actually performing labor or work and not against the party of the first part.

The party of the second part hereby agrees that each day that he is actually employed under the terms and provisions of this contract as a plasterer, that he will produce a full day's output, and that for the purpose of this agreement a full day's output is that amount of work which would ordinarily be performed by a skilled, experienced plasterer devoting his entire time, energies, and attention to his work.

It is agreed that if said party of the second part fully performs all the terms, conditions, and covenants of this agreement, that at the end of each 30 full days of employment under the terms of this contract he shall be entitled to and shall receive from said party of the first part a bonus of (\$4) for each full working day actually worked, during said period.

It is agreed that said (\$4) for each full working day is no part of the direct compensation, but is a bonus, and that no right to said bonus shall accrue until the end of every 30-day period and unless the party of the second part has completely performed every stipulation herein contained. And for this purpose and for the purpose of the contract, each and every promise, representation and condition herein made by the party of the second part shall be deemed a material one, and the breach of any one thereof shall entitle the party of the first part to cancel this contract, in which event every right to a claimed bonus shall be forfeited and terminated.

It is the understanding of the parties hereto that one of the valuable considerations of this agreement is the promise of the party of the second part to work for whom and on the jobs designated by the party of the first part and for no one else, and at no other place, and that a violation of said agreement will deprive the party of the second part of every right to any bonus that may have accrued up to the time of said violation.

It is further agreed that incompetency or intoxication of the party of the second part, false statement as to any representation made by him, insubordination or refusal to work where and when ordered, or absenting himself for more than two days without permission of the party of the first part, shall be grounds for voiding this contract, and that said party of the first part shall be and is hereby made the sole judge as to the competency or incompetency of said party of the second part as a skilled, experienced plasterer.

This agreement is signed with full knowledge that strike conditions exist.

The party of the first part hereby agrees to furnish transportation from \_\_\_\_\_ to San Francisco, Calif., as an advance on wages to be earned, with the following provision:

The party of the second part hereby authorizes the party of the first part to deduct 10 per cent of such transportation charge from each week's pay, beginning with first week, or fraction thereof, until the whole thereof is paid.

The party of the second part hereby certifies that he has read the within and foregoing agreement and that all representations therein made by him are true to the best of his knowledge and belief, and that he accepts the within and foregoing contract with full understanding as to its meaning and implication.

INDUSTRIAL ASSOCIATION OF SAN FRANCISCO,

By \_\_\_\_\_

*Party of the First Part,*

\_\_\_\_\_ *Party of Second Part.*

Witness: \_\_\_\_\_.

It will be observed that this contract guarantees employment, or in lieu of employment full pay for three-fourths of the working month, and half pay for any portion of the remaining fourth during which the party of the second part is not employed. This comes closer to the principle of continuous pay used by the English building guilds than anything yet officially adopted by employers in the building trades in America. Owing to the boom in building this year there has been no occasion to call for the enforcement of this part of the agreement.

The same situation exists with regard to another unusual clause—the agreement of the plasterer to work “in any other department of the building trade, provided there is no work available in his particular craft, until such time as work in his particular craft is available.” There has been a scarcity of plasterers this season, and work at their “particular craft” was too abundant to allow any test of this agreement.

In a letter from the Industrial Association concerning this contract, it is stated that the agreement was first offered to all efficient local plasterers, of whom a few signed it, and that in addition to these, about 90 men were brought in from outside cities. The work of the men was watched, and if their output fell below what was considered a normal standard, their contracts were immediately canceled. This was done in some 26 cases. The general effect is said to have been a noticeable increase in production.

## Electrical Construction Industry—Pittsburgh.

THE agreement recently signed by the Pittsburgh electrical contractors and Local No. 5 of the International Brotherhood of Electrical Workers settles a dispute which has affected electrical work in Pittsburgh since May, 1921.

The new agreement embodies important changes from the contract in effect prior to May, 1921. The more important modifications include the no-strike clause and the provision for the arbitration of all differences, the decision of the arbitration board to be binding on both parties; the reduction in wages of journeymen from \$1.25 to \$1.12½ per hour; the prohibition of the restriction of production, and a preferential union shop. Permits are issued to nonunion men whom the employer may hire in case the union is unable to furnish a sufficient number of journeymen. The employer has full power of discharge. Following is the agreement in full:

*Article I.*

The two parties hereto will use their best efforts to prevent any friction or interruption to the electrical industry, and these rules shall govern both parties in adjusting all disputes that may arise from any cause.

Employers agree to have a committee of three members that will be known as grievance committee, representing employers, and Local No. 5, I. B. E. W., agree to have a committee of three members that will be known as grievance committee, representing employees; any decision this combined grievance committee may make as a majority report shall be binding upon both parties for the life of these rules. This combined committee failing to make a majority report in 48 hours shall call in a disinterested party of one, and pledge themselves to abide by his decision.

There shall be no cessation of work for any cause except where nonunion men of any building trade are employed.

Both parties hereby bind themselves to abide by the decision of the National Board of Jurisdiction Awards affecting the electrical industry and also pledge themselves not to take part in any movement on the part of any other building trade to enforce or reject the awards of this board affecting the work of those trades.

*Article II.*

Eight hours shall constitute a day's work, between the hours of 8 a. m. and 4.30 p. m.

Working periods shall be from 8 a. m. to 12 noon; 12.30 p. m. to 4.30 p. m.

Employees when working in the city limits shall be on the job and ready for work at 8 a. m.

When employees are ordered to report at the shop, they shall be there by 7.50 a. m.

Journeyman (or foreman) on the job shall use every effort to notify the shop of material that will be needed the next day.

Employees, when working outside of city limits, shall take the train or street car as directed, and all time consumed before 7.30 a. m. and after 5 p. m. will be paid for at straight-time rate. In such case eight hours' pay will be paid for all time between 7.30 a. m. and 5 p. m.

The recognized business agent of Local No. 5, International Brotherhood of Electrical Workers, is the only member of that organization that may visit the men at their jobs.

*Article III.*

There shall be no limitation as to the amount of work that a man shall perform during his working day.

There shall be no restrictions as to the use of machinery or tools.

There shall be no restrictions as to the use of any raw or manufactured material, except prison-made.

The use of apprentices shall be encouraged.

A job foreman shall be a member of Local No. 5, I. B. E. W., and will be selected by the employer. The superintendent shall not be a member of Local No. 5, I. B. E. W.

Employers may hire any member of Local No. 5, I. B. E. W., whom they see fit, and members of Local No. 5, I. B. E. W., may work for any employers.

Employer may discharge any of his employees.

*Article IV.*

The scale of wages for journeyman wiremen shall be \$1.12½ per hour.

A foreman when in charge of six or more men shall receive \$1.25 per hour.

The scale of wages for apprentices shall be: Second-year apprentices, 55 cents per hour; third-year apprentices, 65 cents per hour; fourth-year apprentices, 75 cents per hour.

Workmen will be paid at or before 12 o'clock noon on Saturdays unless discharged, in which case they will be paid at once. The weekly pay period will terminate at 4.30 p. m., Thursday.

*Article V.*

Time and one-half will be paid for all work done between the hours of 4.30 p. m. and 12 o'clock midnight and double time between midnight and 8 a. m.

Double time will be paid for all work done on Saturday afternoons, Sundays, and the following holidays: Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas. There will be no work done on Labor Day unless absolutely necessary.

If any employee is ordered to report for work and is prevented from starting to work on account of conditions beyond the control of employer, he will receive two hours' pay. If any employee starts to work, he will receive not less than four hours' pay for that day.

*Article VI.*

Should Local No. 5, I. B. E. W., be unable to furnish the employer with the number of journeymen requested within 48 hours from the time request is made, they agree to issue permits to men whom employer may recommend.

If such journeymen, that are issued permits, shall desire to become members, and make application, they may be retained in the service of employer until the first examination for membership. Should he fail to pass his examinations or fail to appear to take same he will be discharged by the employer.

*Article VII.*

Each employer will be entitled to one registered apprentice if he has had an average of two journeymen during the preceding year, and one additional registered apprentice for each additional ten journeymen (average) employed the preceding year. Each apprentice will be registered within 60 days after being employed. No apprentice shall assume the duties of a journeyman, nor shall an apprentice work without a journeyman for a period longer than four hours, and then only when the journeyman has been unexpectedly called off the work.

*Article VIII.*

When there is any temporary light or power used for any purpose same will be installed by members of Local No. 5, I. B. E. W., and maintenance of same shall be governed by the following:

During the time the electrical contractor has employees on the job no special temporary light man will be required.

When the number of lights exceed 25 or the power consumption exceeds 20 horsepower, and the electrical contractor does not have any men on the job, a member of the L. U. No. 5, I. B. E. W., will be employed as temporary light man. This man's time to be charged to the owner or general contractor, if the temporary lighting is not included in the contract of the electrical contractor.

*Article IX.*

Workmen shall furnish the following tools and maintain same in good condition:

1 pocketknife.	1 2-pound machine hammer.
1 claw hammer.	1 12-inch hack saw frame.
1 6-inch screw driver.	1 3-inch screw driver.
1 10-inch Stillson wrench.	1 14-inch Stillson wrench.
1 pair 7-inch side cutting pliers.	1 pair 7-inch gas pliers.
1 1-pint size blow torch.	1 18-inch bit extension.
2 cold chisels.	1 12-inch compass saw.
1 brace.	

Employers will furnish all tools, not listed in section one of this article, that may be needed for any given job.

Workmen will be held responsible for all tools furnished them by the employer when proper accommodations are made by the employer to lock same up. If they are lost after such arrangements are made, their value will be deducted from the workman's pay. If broken parts or worn-out tools are returned to the employer with a reasonable explanation, they will be replaced by the employer.

*Article X.*

Workmen will be held responsible for, and correct at their own expense, all defective, careless or slovenly work performed by them. If such defects cause a dispute between themselves and their employer it shall be referred to the grievance committee for adjustment.

Workmen will be expected to know the rules of the city of Pittsburgh Board of Fire Underwriters of Allegheny County and the Duquesne Light Co. for the installation of electrical work.

*Article XI.*

When the location of the work requires the payment of more than one car fare from the center of the city the employer will pay car fare in excess of two single street fares daily. Such car fare will be paid only to those men who must travel to reach the job. When employees are required to report at the shop, the employer will pay all car fare from shop to job.

Employees when working outside of the city will be paid board, lodging, and car fare.

*Article XII.*

The first employee placed on construction work on a building shall be the steward on that job unless the job is of sufficient size to require five or more journeymen continuously, in which case these five journeymen will select from themselves the man who is to act as steward. Should the employer find it necessary to move the man that has been selected as steward to another job, the men remaining on the first job shall then select a new steward.

*Article XIII.*

Local No. 5, I. B. E. W., shall not interfere with any electrical contractor doing work in a building even though some other electrical contractor is working in the building at the same time.

*Article XIV.*

These rules shall become effective at once and shall terminate on March 1, 1923. Should either employer or employees desire a change in the working rules after that date, he shall serve notice on or before December 1, 1922. Should no such notice be served these rules shall remain in force for an additional year after March 1, 1923.

No rules will be made by either employer or employees that will conflict with these rules, and these rules are the only ones that will govern in relations between employer and employees.

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## Longshore Work.

AGREEMENTS have been approved by the United States Shipping Board Emergency Fleet Corporation between locals of the International Longshoremen's Association and stevedores and steamship interests, to become effective for the period October 1, 1922, to October 1, 1923, in the ports of Portland, Me., Norfolk, Va., Galveston, Tex., Mobile, Ala., Gulfport, Miss., and Pensacola, Fla. They provide for a basic eight-hour day with extra pay for overtime. The hourly rates differ in the various ports, as do the differentials for work involving especial hardship or danger.

## Printing (Book and Job)—Milwaukee.

MILWAUKEE, Wis., was among the cities in which the International Typographical Union went on strike on the 44-hour week issue. The agreement signed on July 1 in the book and job branch of the printing industry in Milwaukee provides for the 44-hour week and shows other effects of the strike. The contract provides for arbitration of disputes which can not be satisfactorily adjusted by representatives of the two parties, "to the end that fruitless controversy shall be avoided and good feeling and harmonious relations be maintained, and the regular and orderly prosecution of the business in which the parties have a community of interest be insured beyond a possibility of interruption."

The agreement calls for a closed union shop, and the employers agree to respect and observe the conditions imposed by the constitution and by-laws of the International Typographical Union, now in effect, but embarrassment of employers by jurisdictional disputes is avoided by the provision that "this contract shall be null and void in case of trouble with an allied craft, providing such trouble can not be first settled by arbitration."

The following weekly wage rates apply for journeymen:

Hand men.....	\$41
Operators.....	42
Foremen (composing room).....	46
Foremen (machine room).....	47

For night work \$5 over the day scale is paid in every instance, except for the "lobster shift" (hours between 12 o'clock midnight and 7 a. m.), when the night scale is paid for seven hours' work, including the 30-minute lunch period.

The apprenticeship rules, made somewhat stringent by examinations for fitness, follow in full:

SECTION 1. The proportion of apprentices to regular journeymen shall be as follows: For four journeymen or less, one apprentice; for every additional three journeymen, one apprentice; provided, however, that at least one journeyman member of Milwaukee Typographical Union, No. 23, aside from the proprietor, shall be employed regularly in the composing room before an office is entitled to employ an apprentice.

SEC. 2. Upon entering an office an apprentice shall be subjected to an examination as to his fitness for the business, said examination to be conducted by a representative of the employer in conjunction with the apprentice committee of Milwaukee Typographical Union, No. 23. If accepted, at the end of his third month of apprenticeship he shall be subjected to another examination by the same committee, and if it be deemed advisable the apprenticeship may be terminated.

SEC. 3. If the apprenticeship be not terminated he shall be subjected to an examination at the expiration of each year of his time by a representative of the employer and the apprentice committee, and if in their opinion, after an examination, it be deemed advisable, his apprenticeship may be terminated by action of this union; and if the apprentice serves his regular apprenticeship he shall, at the end of said apprenticeship, which shall consist of not less than five years, be subjected to another examination by the same committee, and if in the judgment of said committee he shall be deemed incompetent for active membership, his apprenticeship may be extended for a time to be determined by a representative of the employer and the apprentice committee, provided it be extended not more than one year.

SEC. 4. Each apprentice shall be regularly employed for the full term of his apprenticeship and shall, during the first year of his term, be employed at the usual work of proofing galleys, straightening leads and slugs, or such other work as he may be assigned to by the foreman, other than that of a journeyman. During the second and third years he shall be employed at least 50 per cent of the time at the case

During the fourth and fifth years he shall be employed at the case and at all the intricate handiwork of the craft, excepting the last six months of said apprenticeship, which time may be devoted to the linotype or other typesetting devices.

SEC. 5. Boys employed exclusively on running of errands shall not be construed as apprentices.

SEC. 6. The International Typographical Union laws relating to apprentices being given the opportunity to learn shall be observed.

SEC. 7. No apprentice shall be employed overtime except in case a journeyman in the same office is also employed on the same shift.

SEC. 8. Beginning with the first week of the third year of his apprenticeship, the apprentice shall enter upon the study of the I. T. U. Lessons in Printing and shall complete at least 15 lessons during the fourth year. Failing to complete these lessons in the fourth year, he will not be awarded his fifth year card, and the employer will not be required to pay him the scale of wages for the fifth year until he has completed the required 15 lessons. He shall not be eligible to membership in Milwaukee Typographical Union, No. 23, as a journeyman, until he has completed all lessons to the satisfaction of the apprentice committee.

SEC. 9. Apprentices shall be registered by the union at the beginning of their apprenticeship and shall not leave the office in which they are apprenticed to work in another office without a just and valid reason, and must secure the consent of the president of the union before accepting employment in another office.

SEC. 10. The scale of wages to be paid apprentices during the term of this agreement shall be as follows:

First 6 months.....	25 per cent of journeymen's scale.
Second 6 months.....	30 per cent of journeymen's scale.
Third 6 months.....	33 per cent of journeymen's scale.
Fourth 6 months.....	35 per cent of journeymen's scale.
Fifth 6 months.....	40 per cent of journeymen's scale.
Sixth 6 months.....	45 per cent of journeymen's scale.
Seventh 6 months.....	50 per cent of journeymen's scale.
Eighth 6 months.....	55 per cent of journeymen's scale.
Ninth 6 months.....	65 per cent of journeymen's scale.
Tenth 6 months.....	80 per cent of journeymen's scale.

SEC. 11. Apprentices working on night shifts shall be paid \$5 over the prevailing day scale.

SEC. 12. No office shall be entitled to employ an apprentice unless it has the equipment necessary to enable instruction being given the apprentice in the several classes of work agreed upon in this contract.

In the event that the union is unable to furnish competent help, the employer may obtain the help required elsewhere, provided the adopted scale of wages is paid, such substitute to be retained for a period of not more than 30 days, unless such help desires to affiliate with the union.

It is required that a week's notice be given by an employee before leaving the service of any firm under the agreement, and, further, that no member of the union who has "established his competency and secured a situation shall be discharged without one week's notice being given said member; provided, however, that this shall not apply in case the employer is compelled to reduce his force because he has not sufficient work, in which event the member or members laid off shall be considered to have priority when a situation is open, if they have not accepted employment elsewhere during the interval."

The duration of the agreement is for a period of one year. Notice of any change in the scale of wages by either party must be made in writing 90 days prior to June 30, 1923, provided that on failure to agree in conference after the expiration of 60 days of this 90-day period, all disputed points shall be referred to arbitration.



## PROFIT SHARING.

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### Profit Sharing in British Industries in 1921.<sup>1</sup>

ACCORDING to returns received by the British Ministry of Labor 201 firms employing 288,852 people were operating profit-sharing schemes at the close of 1921. In 169 of the schemes the bonuses had actually been paid or credited. Of the remaining cases some were unable to supply data, others, because of the nature of the scheme, could not state the amount of the bonus and the proportion it bore to earnings; and still others had been too recently organized to pay a bonus.

The 169 schemes reported covered an average of 224,211 workers, 118,440 of whom participated in the bonuses paid in 1921. Casual or seasonal workers are rarely participants in profit-sharing schemes, except in some gas companies, and then only with certain restrictions. The amount paid or credited in profit-sharing bonuses in 1921 was £750,090 (\$3,650,313 par).

The distribution of these schemes according to trade is shown in the following table. In a number of schemes included in the statistics the bonus consists of interest, varying with the profits, paid on savings deposited by employees; and the amount of the bonus is therefore limited by the extent to which employees use such a deposit fund. Where there are two rows of figures for a trade, the figures in the second row show the result of excluding such schemes from the statistics.

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<sup>1</sup> Ministry of Labor Gazette (London), October, 1922, pp. 400, 401.

## DISTRIBUTION OF PROFIT-SHARING SCHEMES BY TRADES, WITH NUMBER OF EMPLOYEES, AMOUNT OF BONUS PER PERSON, AND AVERAGE RATIO OF BONUS TO EARNINGS, 1921.

[At par, £1=\$4.87; 1s.=24.3 cents; 1d.=2.03 cents.]

Trades.	Number of schemes to which particulars relate.	Number of employees participating in 1921. <sup>1</sup>	Average amount of bonus per person. <sup>2</sup>	Average ratio of bonus to earnings. <sup>3</sup>
			£ s. d.	Per cent.
Agriculture.....	{ 6	305	2 1 9	0.4
	{ 5	134		.4
Engineering, shipbuilding, and metal trades.....	{ 21	21,860	5 8 9	3.1
	{ 15	15,251	7 1 5	4.3
Food and drink (manufacture).....	{ 13	5,384	14 0 7	12.6
	{ 10	4,628	16 3 2	14.0
Textile trades.....	{ 21	12,651	7 6 0	4.5
	{ 18	10,980	8 1 10	4.9
Paper making.....	{ 3	543	9 0 1	3.1
Printing, bookbinding, and stationery manufacture....	{ 12	5,045	11 0 6	7.1
	{ 8	12,083	15 5 8	10.2
Chemicals, soap, oil, paint, etc. (manufacture) <sup>4</sup> .....	{ 7	11,970	15 7 7	10.2
	{ 31	28,088	2 7 10	1.6
Gas companies.....	{ 2	14,293	10 4	.2
Insurance companies.....	{ 24	5,350	17 5	6.4
Merchants, warehousemen, and retail traders.....	{ 28	12,838	9 1	.8
Other business.....	{ 26	8,732	9 2 4	6.8
Total.....	{ 169	118,440	6 6 8	3.6
	{ 153	105,014	6 16 9	3.8

<sup>1</sup> Including, where the bonus was nil, the number entitled to participate.<sup>2</sup> Calculated on the number of employees participating, including, where the bonus was nil, the number entitled to participate.<sup>3</sup> Taking into account the schemes in which the bonus was nil, but excluding (necessarily) those in which the ratio of bonus to earnings can not be stated.<sup>4</sup> In the case of one undertaking in this group the figures include employees abroad.

The report states further that the number of employees participating in bonus schemes is often affected by their ability to meet conditions, such as length of employment, etc., or to their ability and willingness to deposit savings with the employing firm. The statistics regarding profit-sharing schemes for 1921 reflect the remarkable trade depression which began in the latter half of 1920, the number of schemes failing to pay a bonus in 1921 being 63 as compared with 32 in 1920. Firms which paid the highest bonuses in 1921 were those engaged in the food and drink trades, in the printing industry, and in the manufacture of chemicals, oil, soap, and paint.

## EMPLOYMENT AND UNEMPLOYMENT.

### Employment in Selected Industries in November, 1922.

THE Bureau of Labor Statistics received and tabulated reports as to the volume of employment in November, 1922, from 3,233 representative establishments in 43 manufacturing industries, covering 1,556,537 employees, whose total wages during the payroll periods reported amounted to \$48,961,271.

The continued strike during November in the pottery industry resulted in a further decrease of 38.3 per cent in the number of employees, and of 42 per cent in the total amount of the pay rolls, as compared with the October report.

Increases in the number of employees in November, 1922, as compared with employees for identical establishments in October, 1922, are shown in 31 of the 43 industries, and decreases in the remaining 12 industries. Car building and repairing, as in the last two months, shows the greatest increase in employment, although the per cent of increase, 7.9, is only one-half of that in September and considerably less than in October. Stamped ware, cotton manufacturing, and agricultural implements show increases of 7.5 per cent, 7 per cent, and 6.3 per cent, respectively.

The women's clothing industry shows a decrease of 8.3 per cent, millinery and lace goods a decrease of 4.5 per cent, and the brick industry a decrease of 3.1 per cent. All of these are seasonal industries.

Increases in the total amount of the pay rolls in November, 1922, as compared with October, 1922, are shown in 31 of the 43 industries also, but in four cases the industries are not identical with those showing increases in the number of employees. The greatest increases, ranging from 13.8 per cent to 12 per cent, are shown in car building and repairing, cotton manufacturing, agricultural implements, and shipbuilding.

Decreases in the total pay rolls in November, as compared with October, are shown in 11 of the 43 industries. Exclusive of pottery, mentioned above, women's clothing leads with a decrease of 13.3 per cent, while millinery and lace goods, petroleum, and fertilizers each show decreases of about 5 per cent.

## COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS IN OCTOBER AND NOVEMBER, 1922.

Industry.	Establishments reporting for both months.	Period of pay roll.	Number on pay roll in—		Per cent of increase (+) or decrease (-).	Amount of pay roll in—		Per cent of increase (+) or decrease (-).
			October, 1922.	November, 1922.		October, 1922.	November, 1922.	
Agricultural implements.....	49	1 week..	15,244	16,198	+6.3	\$356,030	\$399,551	+12.2
Automobiles.....	115	..do.....	170,375	167,853	-1.5	5,493,762	5,613,737	+2.2
Automobile tires.....	56	..do.....	40,409	40,675	+7	1,063,364	1,072,568	+9
Baking.....	122	..do.....	15,140	15,288	+1.0	411,404	420,896	+2.3
Boots and shoes.....	117	..do.....	72,621	73,538	+1.3	1,610,660	1,647,960	+2.3
Brick.....	141	..do.....	13,337	12,917	-3.1	297,579	296,222	-5
Carriages and wagons.....	17	..do.....	1,670	1,627	-2.6	38,517	37,090	-3.7
Carpets.....	24	..do.....	18,917	19,246	+1.7	511,923	521,659	+1.9
Car building and repairing.....	84	1 month.	65,711	70,916	+7.9	3,653,440	4,157,970	+13.8
Chemicals.....	42	1 week..	10,500	10,872	+3.5	243,794	248,018	+1.7
Clothing, men's.....	108	..do.....	40,762	39,794	-2.4	1,045,818	1,016,323	-2.8
Clothing, women's.....	89	..do.....	10,516	9,644	-8.3	332,230	288,055	-13.3
Cotton finishing.....	21	..do.....	14,823	15,206	+2.6	308,730	338,097	+9.5
Cotton manufacturing.....	132	..do.....	106,126	113,514	+7.0	1,686,383	1,906,523	+13.1
Electrical machinery, apparatus, and supplies.....	78	..do.....	65,050	67,242	+3.4	1,603,234	1,683,263	+5.0
Fertilizers.....	24	..do.....	2,798	2,730	-2.4	50,391	47,913	-4.9
Flour.....	30	..do.....	5,344	5,455	+2.1	148,498	151,227	+1.8
Foundry and machine shops.....	190	..do.....	84,225	88,216	+4.7	2,260,456	2,384,106	+5.5
Furniture.....	87	..do.....	17,210	17,834	+3.6	407,522	436,763	+7.2
Glass.....	98	..do.....	26,344	27,848	+5.7	609,533	661,946	+8.6
Hardware.....	22	..do.....	17,616	18,218	+3.4	388,208	413,214	+6.4
Hosiery and knit goods.....	105	..do.....	46,893	47,119	+5	792,293	814,085	+2.8
Iron and steel.....	132	1 month.	181,145	185,488	+2.4	10,223,020	11,036,241	+8.0
Leather.....	123	1 week..	27,479	28,254	+2.8	638,930	663,352	+3.8
Lumber, millwork.....	107	..do.....	15,631	15,765	+0.9	382,308	382,007	-0.1
Lumber, sawmills.....	160	..do.....	55,745	54,659	-1.9	974,451	963,511	-1.1
Millinery and lace goods.....	18	..do.....	3,064	2,926	-4.5	66,202	62,287	-5.9
Paper boxes.....	55	..do.....	9,358	9,577	+2.3	197,109	198,266	+0.6
Paper and pulp.....	104	..do.....	42,890	43,352	+1.1	1,035,025	1,045,876	+1.0
Petroleum.....	27	2 weeks.	39,431	40,788	+3.4	2,620,188	2,484,962	-5.2
Pianos.....	11	1 week..	4,309	4,485	+4.1	123,624	130,682	+5.7
Pottery.....	17	..do.....	3,779	2,330	-38.3	94,795	54,984	-42.0
Printing, book and job.....	83	..do.....	15,396	15,306	-0.6	525,320	518,840	-1.2
Printing, newspapers.....	94	..do.....	26,951	27,302	+1.3	967,728	981,275	+1.4
Shipbuilding.....	15	..do.....	9,443	9,643	+2.1	239,498	208,224	+12.0
Shirts and collars.....	89	..do.....	21,657	22,025	+1.7	308,128	309,991	+0.9
Silk.....	129	2 weeks.	36,189	37,409	+3.4	1,406,717	1,454,667	+3.4
Slaughtering and meat packing.....	75	1 week..	84,788	89,001	+5.0	1,877,274	1,998,913	+6.5
Stamped ware.....	12	..do.....	5,949	6,397	+7.5	128,792	136,984	+6.4
Stoves.....	21	..do.....	5,283	5,411	+2.4	144,476	147,648	+2.2
Tobacco, chewing and smoking.....	8	..do.....	1,463	1,438	-1.7	24,030	23,511	-2.2
Tobacco, cigars, and cigarettes.....	102	..do.....	25,989	25,756	-0.9	456,157	478,576	+4.9
Woolen manufacturing.....	100	..do.....	45,425	47,875	+5.4	1,003,735	1,063,288	+5.9

Comparative data relating to identical establishments in 13 manufacturing industries for November, 1922, and November, 1921, appear in the following table. The number of employees increased in 8 of the industries and decreased in the remaining 5 industries.

Car building and repairing, iron and steel, and automobiles show largely increased employment in the November comparison, as they did also in the October yearly comparison. The per cents of increase in November, 1922, as compared with November, 1921, are 29.3, 24.6, and 23.1, respectively.

Men's clothing shows decreased employment of 15.5 per cent, cotton manufacturing a decrease of 8.4 per cent, and silk a decrease of 6.9 per cent.

The total amount of the pay rolls increased in all but 2 of the 13 industries in November, 1922, as compared with November, 1921,

iron and steel showing the huge increase of 73.6 per cent, automobiles an increase of 54.3 per cent, and car building and repairing and leather increases of 28.5 per cent and 24.7 per cent, respectively.

The two industries showing decreased pay rolls were men's clothing, 6.7 per cent, and cotton manufacturing, 1.6 per cent.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS IN NOVEMBER, 1921 AND 1922.

Industry.	Estab-lishments reporting for Novem-ber both years.	Period of pay roll.	Number on pay roll in—		Per cent of in-crease (+) or de-crease (-).	Amount of pay roll in—		Per cent of in-crease (+) or de-crease (-).
			Novem-ber, 1921.	Novem-ber, 1922.		November, 1921.	November, 1922.	
Automobiles.....	45	1 week...	97,964	120,589	+23.1	\$2,757,417	\$4,255,967	+54.3
Boots and shoes.....	75	do. ....	57,319	60,815	+6.1	1,214,163	1,371,613	+13.0
Car building and repairing...	57	½ month.	42,582	55,052	+29.3	2,542,884	3,267,505	+28.5
Clothing, men's.....	43	1 week..	31,865	26,919	-15.5	769,510	717,769	-6.7
Cotton finishing.....	17	do. ....	13,710	13,790	+0.6	271,808	306,895	+12.9
Cotton manufacturing.....	59	do. ....	62,515	57,281	-8.4	994,355	978,884	-1.6
Hosiery and knit goods.....	61	do. ....	31,704	30,279	-4.5	519,517	522,401	+0.6
Iron and steel.....	112	½ month.	120,031	149,519	+24.6	5,049,016	8,763,560	+73.6
Leather.....	33	1 week..	11,863	13,823	+16.5	247,987	309,148	+24.7
Paper and pulp.....	55	do. ....	28,414	30,381	+6.9	668,751	735,557	+10.0
Silk.....	53	2 weeks.	13,953	12,993	-6.9	514,881	534,061	+3.7
Tobacco, cigars, and cigar-ettes.....	52	1 week..	16,914	16,985	+0.4	288,448	322,931	+12.0
Woolen manufacturing.....	22	do. ....	20,695	20,129	-2.7	406,880	471,599	+15.9

COMPARISON OF PER CAPITA EARNINGS IN NOVEMBER, 1922, WITH THOSE IN OCTOBER, 1922.

Industry.	Per cent of in-crease (+) or de-crease (-) in November, 1922, as compared with October, 1922.	Industry.	Per cent of in-crease (+) or de-crease (-) in November, 1922, as compared with October, 1922.
Shipbuilding.....	+9.7	Woolen manufacturing.....	+0.5
Brick.....	+7.8	Automobile tires.....	+2
Cotton finishing.....	+6.7	Carpets.....	+1
Tobacco, cigars, and cigarettes.....	+5.9	Printing, newspapers.....	+1
Cotton manufacturing.....	+5.7	Silk.....	+1
Agricultural implements.....	+5.6	Paper and pulp.....	(1)
Car building and repairing.....	+5.4	Stoves.....	-2
Iron and steel.....	+5.4	Flour.....	-3
Automobiles.....	+3.7	Men's clothing.....	-5
Furniture.....	+3.4	Tobacco, chewing and smoking..	-5
Hardware.....	+2.9	Printing, book and job.....	-6
Glass.....	+2.7	Lumber, millwork.....	-9
Hosiery and knit goods.....	+2.2	Carriages and wagons.....	-1.1
Pianos.....	+1.6	Shirts and collars.....	-1.1
Electrical machinery, apparatus, and supplies.....	+1.5	Stamped ware.....	-1.1
Slaughtering and meat packing....	+1.4	Millinery and lace goods.....	-1.5
Baking.....	+1.3	Paper boxes.....	-1.7
Boots and shoes.....	+1.0	Chemicals.....	-1.8
Leather.....	+1.0	Fertilizers.....	-2.6
Lumber, sawmills.....	+0.9	Women's clothing.....	-5.4
Foundry and machine shops.....	+0.7	Pottery.....	-5.9
		Petroleum.....	-8.3

1 No change.

Wage adjustments occurring between October 15 and November 15 were reported by various establishments in 36 of the 43 industries included in this report. The great majority of the changes were

increases, but in each of the 7 following industries one establishment reported a decrease in rates of wages: Baking, car building and repairing, men's clothing, fertilizers, book and job printing, newspaper printing, and silk.

The largest number of establishments in any one industry reporting increases (21) was in the iron and steel industry, followed by leather (14), car building and repairing and foundry and machine shops (each 12), sawmills (11), furniture (10), and electrical machinery, etc. (9).

The increases reported in the several industries ranged from 2 per cent to one of 33.3 per cent, which occurred in a sawmill plant. The greater part of the increases were in the neighborhood of 10 per cent.

WAGE ADJUSTMENTS REPORTED AS OCCURRING BETWEEN OCTOBER 15 AND  
NOVEMBER 15, 1922.

Industry.	Number of establishments.	Per cent of increase (+) or decrease (-).	Per cent of total employees affected.	Industry.	Number of establishments.	Per cent of increase (+) or decrease (-).	Per cent of total employees affected.
Agricultural implements.....	1	+20-25	20	Electrical machinery, apparatus, and supplies.....	1	+12	6
Automobiles.....	1	+20	100		1	+11	3
	1	+10	20		1	+8.3	5
	1	+10	18		1	+7	10
	1	+10	8		1	+5.1	10
	1	+4	100		1	+5	9
Automobile tires.....	1	+4	75		1	+4	4
Baking.....	1	+22.5	2		1	+3.6	15
	1	+16	3		1	(1)	(1)
	1	+10	22	Fertilizers.....	1	+12	100
	1	+10	7		1	-12	68
	1	+10	4	Flour.....	1	(5)	4
	1	+9.2	2	Foundry and machine shops.....	1	+15	11
	1	-11	2		1	+10	33
Boots and shoes.....	1	+10.3	2		1	+10	22
	1	+8.3	100		1	+10	13
	1	+5	75		1	+10	1
	1	+5	71		1	+10	(1)
Brick.....	1	+15	(1)		1	+8.3	30
	1	+14.3	100		1	+8	17
	1	+10	100		1	+7	14
	1	+10	50		1	+5.4	10
	1	+10	50		1	+5-10	79
	1	+8	68		1	+5	82
Car building and repairing.....	1	+10	100	Furniture.....	1	+11.1	5
	1	+7	7		1	+10	74
	1	+7	3		2	+10	15
	1	+6	15		1	+10	9
	1	+6	13		1	+10	4
	1	+3.5	5		1	+7	4
	1	(2)	7		1	+5	74
	4	(2)	(3)		1	+5	4
	1	-5.4	73		1	(6)	15
Carpets.....	1	+15	(1)	Glass.....	1	+15	1
	1	+10	9		1	+10	100
	1	+5	1		1	+10	2
Chemicals.....	1	+10	85	Hardware.....	1	+10	93
	1	+6	91		1	+9	6
	1	+2	29		1	+5-10	19
	1	(4)	29	Hosiery and knit goods.	1	+12	61
Clothing, men's.....	1	-6	25		1	+10	12
Cotton finishing.....	1	+10	16		1	+10	11
Cotton manufacturing..	1	+12.5	13	Iron and steel.....	1	+15.9	33
	1	+10	100		1	+14	29
	1	+10	94		1	+13.3	55
	1	+7.7	99				

<sup>1</sup> Not reported.

<sup>2</sup> 2 cents per hour increase.

<sup>3</sup> All laborers.

<sup>4</sup> \$1 per week increase.

<sup>5</sup> 5 cents per hour increase.

<sup>6</sup> 2 to 5 cents per hour increase.

WAGE ADJUSTMENTS REPORTED AS OCCURRING BETWEEN OCTOBER 15 AND NOVEMBER 15, 1922—Concluded.

Industry.	Number of establishments.	Per cent of increase (+) or decrease (-).	Per cent of total employees affected.	Industry.	Number of establishments.	Per cent of increase (+) or decrease (-).	Per cent of total employees affected.
Iron and steel.....	1	+13.3	43	Paper boxes.....	1	(10)	10
	1	+12.8	5	Paper and pulp.....	1	+25	41
	1	+12	50		1	+7	(1) 84
	2	+12	40		1	+6	100
	1	+12	33		1	+5	22
	2	+10	100	Pianos.....	1	(11)	44
	1	+10	95		1	+20	5
	5	+10	75	Printing, book and job.	1	+7	7
	1	+10	(7) 30		1	+15	2
	1	+9	60		1	+11.9	1
	1	+8	9		1	+10	3
	1	+4.5	60		1	+9	7
	1	+3.5	3		1	+8	3
	1	+11	48		1	+6	17
	Leather.....	1	+10.6	90	Printing, newspapers...	1	-10
	1	+10	81		1	+19.5	6
	1	+10	62	Silk.....	1	-9	85
	1	+10	34		1	+15	100
	1	+10	7		1	+12	66
	1	+9	72		1	+10	55
	1	+9	28		1	+10	27
	1	+6.5	90		1	+5	72
	1	+6.5	46		1	-5	47
	1	+5	19	Slaughtering and meat packing.....	1	+6	18
	1	(4)	19		1	+5	17
	1	(1)	18		1	+2	7
Lumber, millwork.....	1	+15	5	Stamped ware.....	1	+13	10
Lumber, sawmills.....	1	+33.3	70		1	+6.5	12
	1	+25	35	Stores.....	1	+14	10
	3	+10	100		1	+10	16
	1	+10	96		1	+10	4
	1	+10	30		1	+10	2
	1	+10	11	Tobacco, cigars, and cigarettes.....	1	+13.5	3
	1	+10	9		1	+5	31
	1	(8)	88		1	(19)	12
	1	(9)	100	Woolen manufacturing..	1	+10	9
Millinery and lace goods	1	(1)	8		1	+9	4
Paper boxes.....	1	+10	68		1	+7	22
	1	+10	16		1	+5	100
	1	+10	10				
	1	+10	5				

<sup>1</sup> Not reported.

<sup>4</sup> \$1 per week increase.

<sup>7</sup> 30 laborers.

<sup>8</sup> 50 cents per day increase.

<sup>9</sup> 25 cents per day increase.

<sup>10</sup> \$1 to \$3 per week increase.

<sup>11</sup> 3 cents per hour increase.

<sup>12</sup> 4 cents per pound increase.

Extent of Operation of Bituminous Coal Mines, October 28 to November 25, 1922.

CONTINUING a series of tables which have appeared in previous numbers of the MONTHLY LABOR REVIEW, the accompanying table shows for a large number of mines in the bituminous fields the number of mines closed the entire week and the number working certain classified hours per week from October 28 to November 25, 1922. The number of mines reporting varied each week, and the figures are not given as being a complete presentation of all mines but are believed fairly to represent the conditions as to regularity of work in the bituminous mines of the country. The mines included in this report ordinarily represent from 55 to 60 per cent of the total output of bituminous coal. The figures are based on data furnished the Bureau of Labor Statistics by the United States Geological Survey.

WORKING TIME IN BITUMINOUS COAL MINES IN THE UNITED STATES, BY WEEKS,  
OCTOBER 28 TO NOVEMBER 25, 1922.

[Prepared by the Bureau of Labor Statistics from data furnished by the United States Geological Survey.]

Week ending—	Number of mines reporting.	Mines—															
		Closed entire week.		Working less than 8 hours.		Working 8 and less than 16 hours.		Working 16 and less than 24 hours.		Working 24 and less than 32 hours.		Working 32 and less than 40 hours.		Working 40 and less than 48 hours.		Working full time of 48 hours or more.	
		No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.
Oct. 28...	2,113	88	4.2	185	8.8	550	26.0	529	25.0	289	13.6	195	9.2	145	6.9	132	6.2
Nov. 4....	2,318	97	4.1	170	7.3	652	28.1	574	24.8	361	15.6	206	8.9	119	5.1	139	6.0
Nov. 11...	2,340	95	4.1	147	6.3	752	32.1	630	26.9	324	13.8	197	8.4	129	5.5	66	2.8
Nov. 18...	2,312	76	3.3	181	7.8	646	27.9	568	24.6	306	13.2	202	8.7	174	7.5	159	6.9
Nov. 25...	2,210	94	4.3	197	8.9	620	28.1	562	25.4	286	12.9	187	8.5	137	6.2	127	5.7

## Industrial Absenteeism.

THE effect of lost time in lowering efficiency and increasing production costs has stimulated a number of studies of industrial absenteeism recently in different plants.<sup>1</sup> Such a study has been made in four textile mills in Philadelphia by the industrial research department of the Wharton School of Finance and Commerce, University of Pennsylvania, results of which are published in *The Annals of the American Academy of Political and Social Science*, November, 1922 (pp. 187-222).

The four plants in which the study was made differed both in size and variety of occupations. Plants A and B are old firms employing, respectively, approximately 1,200 and 800 employees, while firm C is a small plant with fewer types of processes, and firm D is a new plant started in 1922. All of the plants employ both men and women, in some cases hiring all members of the family, a fact which frequently, in the case of sickness or death, affects the attendance of two or more persons. Under absenteeism all cases of temporary separation from work are included which cover half a day or more.

In making this study reasons for being absent were given in detail, and these reasons were classified, for the purposes of the study, under eight main groups, the specific cause being given under each major cause. The principal groups of the classification are as follows: Reasons connected with production, with family affairs, with personal affairs, with community affairs, physical reasons, reasons connected with climate and weather, miscellaneous reasons, and report lacking. Under production the specific reasons include no work, lack of material, part-time work, breakdowns of equipment, etc., while the three groups which concern causes outside of the plant include illness or death in the family, various household cares, the many personal causes which are likely to arise, and civic duties. Physical reasons which are the most important causes of lost time include illness, fatigue, and accidents.

The amount of absenteeism was computed by comparing lost time with the number of employees on the pay roll multiplied by the

<sup>1</sup> See MONTHLY LABOR REVIEW, October, 1921, pp. 1-9; June, 1922, pp. 19, 20.



number of days the plant was in operation. Firm A in October, 1920, had 3.2 per cent of man-days lost and 7.2 per cent in March and April and in 1921 the same percentage obtained in October but with the highest rates in February and July.

The general curve of lost time was the same for firm B, there being two high peaks of absenteeism each year, one in winter, the other in the summer vacation period. For both firms the time lost was considerably less in 1922, with less marked monthly fluctuations.

The following table shows the time lost in the four plants by quarterly periods from March, 1920, to August, 1922:

NUMBER OF MAN-DAYS WORKED, MAN-DAYS LOST, AND PER CENT OF LOST DAYS IN FOUR TEXTILE PLANTS, BY QUARTERS, 1920 TO SEPTEMBER, 1922.

Year and firm.	January-March.			April-June.			July-September.			October-December.		
	Man-days work.	Man-days lost.	Per cent, days lost.	Man-days work.	Man-days lost.	Per cent, days lost.	Man-days work.	Man-days lost.	Per cent, days lost.	Man-days work.	Man-days lost.	Per cent, days lost.
1920—Firm A.....	131,968	2,290	7.2	88,835	4,815	5.4	76,274	3,947	5.2	69,933	2,340	3.3
1921—Firm A.....	83,663	4,615	5.5	91,330	4,120	4.5	86,670	4,094	4.7	105,754	4,198	4.0
Firm B.....	25,700	1,076	4.2	26,159	1,541	5.9	25,708	1,332	5.2	32,082	1,494	4.7
Firm C.....	1,797	155	8.6	3,132	178	5.7	7,050	481	6.8	7,970	472	5.9
1922—Firm A.....	101,989	4,734	4.6	98,899	3,864	3.9	61,166	3,159	5.2	.....	.....	.....
Firm B.....	32,024	1,686	5.3	34,556	1,517	4.4	22,024	1,006	4.6	.....	.....	.....
Firm C.....	6,934	536	7.7	8,276	451	5.4	5,408	340	6.3	.....	.....	.....
Firm D.....	6,929	426	6.1	8,534	559	6.6	5,920	422	7.1	.....	.....	.....

<sup>1</sup> March only.

<sup>2</sup> February and March.

<sup>3</sup> May omitted.

<sup>4</sup> July and August.

In general the October-December quarter shows the lowest rate of absence, though variations in the way a factory is running and the proportion of men and women employed may be expected to effect such averages. It must be remembered in this discussion of the average amount of time lost that while the amount would be negligible for the individual if it were evenly distributed, as a matter of fact, the table shows continuous attendance for a large part of the force and a very high rate of absence for a limited number of employees.

In the following table a comparison is made of absence rates for men and women for a six months' period in 1922:

PERCENTAGE OF ABSENCE OF MEN AND WOMEN IN FOUR TEXTILE MILLS, MARCH TO AUGUST, 1922.

Month.	Firm A.		Firm B.		Firm C.		Firm D.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
March.....	3.5	6.4	3.7	6.7	7.7	8.0	1.0	7.2
April.....	3.8	4.9	3.4	3.5	3.1	4.3	4.9	7.0
May.....	2.5	5.0	4.2	5.8	6.1	6.0	2.9	7.0
June.....	2.4	4.9	2.7	5.6	2.5	7.1	4.6	7.9
July.....	2.6	6.5	3.8	6.5	2.4	8.0	5.1	8.0
August.....	4.1	7.5	2.8	4.0	4.8	5.1	3.8	8.2

From the above table it will be seen that women are absent considerably more than men and that in many cases their rate of absence is more than double that of the men. The winter months show

particularly high rates for women, and from the records it was also shown that household duties are among the chief causes of absence. In summing up this period, March to August, 1922, the report states that it was evident that all the plants could expect from 6 to 8 per cent of lost days for women out of the total possible working time and for men from 3 to 4 per cent.

No evidence was found in this study that there is any particular relation between absenteeism and turnover, as comparison of the two classes of records showed that the high turnover months are not the high absence months.

In the analysis of the causes of absenteeism, ill health was found to account for approximately one-half of the total time lost. Next in importance are family and community reasons, which amount to about one-fifth of the total, although these and personal reasons, which covered less than one-tenth of the total, would have been increased if the absences grouped under miscellaneous could have been definitely classified. By occupation, the highest rates of absence were found to be among the most important occupations.

In summing up the results of the study the writers stress the necessity for correlating records of absence as well as "no work" with production, as a study of attendance records in terms of the effect upon production and earnings would be valuable. The study seemed to show the possibility of foreseeing variations in the regularity of the working force, particularly in relation to the seasons and days of the week, and the statement is made that these facts should be taken into consideration in planning work.

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### Employment in New York State Factories in November, 1922.

THE volume of employment in the manufacturing industries of New York continues to rise, increasing over 2 per cent from October to November, 1922, according to a statement issued by the State Department of Labor. Three-quarters of the industries reporting added to the number of their employees in November. The increases were generally distributed and in some industries rose as high as 10 per cent, as in glass factories, railway equipment factories, and railway repair shops. The principal decreases were in the clothing and food products industries and were seasonal in character.

Large gains were reported in the manufacture of heating apparatus, the making of structural steel, especially for highway bridges, the silverware industry, the manufacture of tools and cutlery, the making of instruments, especially typewriters, cash registers, and time recorders; the manufacture of electrical supplies and electrical apparatus, especially elevators; the manufacture of graphite, carbon electrodes, and abrasives; aniline dyes; and in plants making cotton yarns.

Considerable increases also occurred in factories making high priced automobiles; the furniture and piano industries; the drugs and chemicals industry; and in shops making embroidered linens, handkerchiefs, and similar articles for holiday trade.

Unemployment in Foreign Countries.<sup>1</sup>

SINCE the last publication in the MONTHLY LABOR REVIEW (October, 1922, pp. 93-101) of data on unemployment in foreign countries, the situation as regards the state of employment has in most countries either shown further improvement or at least not become worse. This is not true, however, in Czechoslovakia and Austria, which are in the throes of a general economic crisis. The state of employment is, of course, dependent on the industrial situation, which is nearly everywhere slowly improving. Deflation is running its course, stocks of commodities have been reduced, merchants have taken their losses, and labor has accepted corresponding reductions in wages, with an apparent disposition to cooperate with capital. Production, always the basis of economic development, is increasing throughout western Europe. In general, western European industry is improving with resultant increasing employment.

Briefly summarized, the situation in the individual countries at the latest date for which data are available is as follows:

*Great Britain.*—The employment situation continued bad during October in nearly all the principal industries, and showed little change on the whole as compared with the preceding month. The expected fall improvement in British industries has not materialized.

Employment at coal mines continued fairly good on the whole, and showed a marked improvement in the Yorkshire, Lancashire and Cheshire, Nottingham and Leicester, and Gloucester and Somerset districts. The total number of wage earners on the colliery books on October 28 was 1,114,695, an increase of 1 per cent, as compared with a month ago, and of 6.7 per cent as compared with a year ago. The average number of days worked per week by the pits in the fortnight ended October 28 was 5.44, as compared with 5.27 in September of this year and 4.58 in October, 1921.

At iron mines employment increased, but conditions were still bad in the Cleveland area and poor on the whole elsewhere. At the mines covered by the returns received the number of workers employed during the fortnight ended October 28 showed an increase of 8.5 per cent as compared with the preceding month.

In the pig-iron industry the employment situation, although it showed a further slight improvement, continued serious. Of a total of 487 furnaces the number in blast at the end of October was 151, as compared with 139 at the end of September and 82 at the end of October, 1921. In the iron and steel industry work continued slack on the whole, although there was an improvement in several districts. In the tin plate and sheet-steel industry employment was fair, and showed little change as compared with September. At the end of October 466 tin-plate and sheet-steel mills were reported to be in operation, as against 467 at the end of September.

Employment conditions in the engineering trades were still bad during October, but showed a slight improvement as compared with the preceding month. In the shipbuilding and ship-repairing trades and in the other metal trades unemployment continued to be great.

<sup>1</sup> Except where otherwise noted, the sources from which this article is compiled are shown in the table on pp. 133 and 134.

In the cotton industry work was very slack in both the spinning and manufacturing sections and showed a decline as compared with the preceding month. Organized short time to the extent of 13 hours' stoppage per 48-hour week was in operation in the American spinning section; in individual cases this amount of short time was even exceeded. In the woolen and worsted industries employment was fair and slightly better on the whole than in September; in the hosiery industry and in jute and carpet mills it continued fairly good. In the silk and linen industries and in the textile bleaching, printing, dyeing, etc., trades employment was poor on the whole, while in the lace industry it was generally bad, and a considerable amount of unemployment and short-time working was reported.

Work in the custom-made clothing trade was slack and in the ready-made clothing industry it was moderately good. In the boot and shoe industry conditions continued poor. In the leather industry it remained fair in the tanning and currying section.

In the building trades work remained slack on the whole. In brick kilns there was a fair but declining amount of employment; in the cement industry, however, the situation continued bad. Employment in the pottery trades showed a further improvement but was still bad on the whole, much short time being worked. In glass factories employment conditions were also serious.

In the paper industry employment continued moderate during October, while in the printing trades it remained slack; conditions were bad in the bookbinding trade.

The supply of agricultural labor in England and Wales was plentiful in practically all districts, but with potato and root harvesting in progress there was little unemployment among agricultural laborers.

Employment among dock laborers continued moderate on the whole; at some ports a slight improvement was reported. As regards seamen, at most of the ports large numbers of men failed to obtain employment.

*Germany.*—The Reichs-Arbeitsblatt of November 15, 1922, in its summary of employment conditions in October states that during that month German industry was able to overcome the difficulties caused by the phenomenal depreciation of the mark. The financial situation caused immediate increases in all prices, these increases following closely the depreciation of the mark. Increased difficulties for industry and commerce in obtaining the required capital, credit, raw materials, and foreign coal were the consequences on the one hand and a decrease in domestic sales on the other. While formerly every fall of the mark led to large purchases and brought new orders to industry, the greatly diminished purchasing power of the German population has at present led to a decrease and in some instances to a complete stoppage of new orders. On the whole, industry was, however, able in October to keep its workers employed in filling old orders on hand. Reports of short-time work and of working on stock come in more frequently, but in general the state of employment is still nearly as satisfactory as last month. Discharge of workers and short-time operations were only resorted to in a few small and medium-size establishments. Reports from typical industrial establishments received by the Reichs-Arbeitsblatt (covering 1,460,000 workers) show that employment in October was good or fair in 82 per cent of the

reporting establishments, as against 84 per cent in September. The prospects for the immediate future are considered bad by 20 per cent of the reporting establishments, fair by 39 per cent, and good by 37 per cent.

Employment statistics for September, published in the *Reichs-Arbeitsblatt* of October 31, 1922, indicate a considerable increase in the number of totally unemployed persons who received unemployment donations, their number having risen from 11,702 on September 1 to 16,362 on October 1, or by 39.8 per cent. When it is considered, however, that on March 1, 1921, their number was 426,600, the increase for the month under review seems insignificant.

Returns from trade-unions also indicate increased unemployment. Out of a total membership of 6,339,346 in the organizations reporting, 52,349, or 0.8 per cent, were out of work at the end of September, as compared with 0.7 per cent at the end of August. The returns also show that out of 5,476,713 members of trade-unions reporting on short-time work, 2.6 per cent were working less than the normal hours of labor, as compared with 0.9 per cent in the preceding month.

In spite of demand for workers for harvesting root crops, the employment exchanges' returns indicate less favorable employment conditions. For each 100 situations registered as vacant there were 122 applicants in September, as against 109 in August.

*France.*—In France unemployment has become almost negligible as an economic problem. On November 16, 1922, the number of persons receiving unemployment benefits from municipal and departmental unemployment funds had dwindled to 2,104, whereas in March, 1921, it was 91,225. Unemployment funds exist now in 31 out of the 89 departments in France, in addition to 233 municipal funds. Of this total of 264 funds there are now only 35 (3 departmental and 32 municipal funds) in operation, thus indicating a general industrial improvement throughout the country.

*Italy.*—According to a report received by the United States Department of Commerce from the United States commercial attaché at Rome,<sup>2</sup> Italy, in 1922, has made a remarkable recovery from an economic situation that at the beginning of the year was exceptionally serious. The 3,000,000,000 lire (\$579,000,000, par) failure of two huge combines came just at the beginning of 1922 and caused the suspension of one of the largest banks. Yet the crisis was handled with such efficiency that there has been no tendency to panic. Another cause of general distress was the prolonged drought of last fall that made it necessary to ration the water supply to hydroelectric enterprises and threw large numbers of workers out of employment. Crops were seriously damaged and the purchasing power of agricultural interests was heavily curtailed.

Through prudent appropriations and food restriction, however, the Government tided over the winter and at the same time materially reduced unemployment. The laws of deflation have been carried out without recourse to artificial expedients. Wage earners have taken their cuts in good spirit, strikes were not serious enough to cripple industry, and producers and distributors have worked their inventories down to a minimum. Their inability to retain markets where

<sup>2</sup> U. S. Department of Commerce, Commerce Reports, Washington, Nov. 6, 1922, p. 324.

exchange was heavily against them was offset by extensive treaty negotiations with countries where exchange was not an obstacle.

Industry is picking up. Nearly all the 4,500,000 cotton spindles and 130,000 looms are busy. A large automobile works is running a night shift. Agriculturists are rejoicing that a second drought that threatened has been averted by copious rains.

Unemployment figures have been cited as an index of bad times, as the total reached 616,000 in February and in September was still over 300,000. But this total includes a number of war workers whose return to household pursuits is strictly in line with postwar deflation. When the crop season begins further reductions may take place in the number of unemployed. A decline of 50 per cent in seven months is a noteworthy performance. After all the number of unemployed is now only one-fourth that of Great Britain, with approximately the same population.

More recent reports of the commercial attaché at Rome (Commerce Reports, November 13 and December 11, 1922) state that the surface of Italian commercial and industrial life has been little disturbed by the recent political disturbance. The previous industrial improvement is being maintained and production appears to be increasing. Textiles are in fair demand, while the automobile, paper, and electrical industries are especially active. Conditions in the iron and steel industry are showing a slow improvement.

*Belgium.*—According to reports made by the commercial attaché at Brussels and the American consuls at Antwerp and Ghent (Commerce Reports, Washington, October 30 and November 27, 1922), Belgian industry is recovering from the slump it experienced earlier in the year. September unemployment figures showed continued improvement in the situation of the labor market. The total number of workers totally idle or on short time was only 26,422, or 3.8 per cent of the membership of unemployment funds. Wage questions are threatening difficulties in the iron and steel industry, and, owing to labor shortage in the collieries, arrangements are being made to import Italian workers.

Two more blast furnaces have been lighted since September 1, making a total of 32 now in operation. The demand for blast furnace and converter products was unusually favorable during the month, with advancing prices. Semifinished and finished steel found less demand. Some shortage of labor is noted.

The strength of sterling exchange is preventing any extensive renewal of British coal competition in Belgium up to the present, but scarcity of mine labor may force wage increases even at the risk of bringing both French Saar and British coal within the competitive range.

Both linen and cotton mills generally have sufficient orders ahead to run them well into 1923.

Plate-glass manufacturers, whose production is now practically at the pre-war level, are experiencing continued prosperity. Nine-teen furnaces are being operated in window glass manufacture.

*The Netherlands.*—The situation of the labor market in the Netherlands shows no improvement. During the nine months January to September the number of applicants on the live register of employment exchanges has varied between 91,885 (April) and 103,136

(March). In September it was 101,448. The largest number of unemployed is to be found among building trades workers, metal workers, and transportation workers.

Statistics supplied to the Ministry of Labor Gazette, London (November, 1922), by the Dutch Department of Unemployment Insurance show that the mean weekly per cent of members of unemployment funds totally unemployed was 7.2 during the five weeks ended October 7, 1922, and that a further 1.9 per cent were partially unemployed.

*Switzerland.*—According to the Federal Labor Bureau's latest report on the labor market the employment situation has on the whole again slightly improved during October, there having been a small decrease in the number of the totally unemployed as well as in that of short-time workers. The number of persons receiving unemployment donations had also fallen to 16,581 at the end of October, as compared with 16,796 at the end of September and 56,057 (the maximum) at the end of February, 1922. The measure in which unemployment has decreased has, however, considerably slowed down since June. In several occupational groups and in several Cantons the labor market has lately shown a tendency for the worse. At the end of October the number of totally unemployed was 48,218 (49,512 at the end of September), and that of short-time workers 21,585 (23,352 at the end of September). However, 16,457 (17,499 at the end of September) persons employed on relief works were also counted as totally unemployed. Considered by occupational groups, the largest increases in the number of totally unemployed were reported for the hotel and restaurant business (373), the foodstuff and beverage industries (129), the printing trades and paper industry (117), and agriculture and gardening (108), while the largest decreases occurred in the watchmaking and jewelry industry (1,163), the building trades (658), and the textile industry (306). As regards short-time work the largest decreases have taken place in the textile industry (1,766), foodstuff and beverage industries (305), watchmaking and jewelry industries (262), and the printing trades and paper industry (202). Increases in short-time work were reported for the metal working and machinery industry (644), woodworking (192), and in a lesser degree in the clothing and leather industries and the building trades.

From the beginning of 1918 to the end of July, 1922, the expenditures of the Federal Government, the Cantons and communes, and the employers for unemployment relief and emergency public works total 401,875,775 francs (\$77,572,025, par).

*Denmark.*—Industrial activity in general showed a considerable decrease in October, although buying is reported to be greater in several lines. There was greater activity in building and shipping than in other industries. There is very little idle tonnage and several ships are under construction.

Unemployment is again rapidly increasing. According to a report from the American trade commissioner at Copenhagen (Commerce Reports, Washington, November 27, 1922) the number of unemployed on November 13 was 36,000 as against 30,700 on October 6. Trade-union returns for October 27 show that 11.3 per cent of the

membership were unemployed, as against 10.6 per cent at the end of the last week of September.

*Norway.*—Norwegian industry is showing a slight increase in activity as an element in the general gradual improvement of the economic situation in the country. Trade-unions report a very slight decrease in unemployment, the per cent of unemployed members having been 10.2 on September 30, as against 10.3 on August 31. A report of the American trade commissioner at Copenhagen (Commerce Reports, Washington, November 27, 1922) states that on November 1 the number of unemployed in Norway was 23,700.

*Sweden.*—Industrial production is low at present on account of the lack of demand. The lumber, paper pulp, and textile industries continue stagnant. Paper mills have orders in advance for about three months. There is very little idle shipping and the general situation in this respect seems improved. Unemployment is, however, slowly decreasing. The latest official data on the employment situation show that among trade-union members the per cent of unemployed has fallen to 17.4 at the end of August, as against 19.8 per cent at the end of July and 34.8 per cent (maximum) at the end of January. Public employment exchanges report for September 155 applicants for work per 100 vacant situations. The corresponding number in August was 172 and in January 482 (maximum). A report of the American trade commissioner at Copenhagen (Commerce Reports, Washington, November 27, 1922) states that the number of unemployed on October 1 was given as 35,000, but that it has doubtless risen since that date.

*Finland and Latvia.*—There is little unemployment in Finland and Latvia and this little is steadily decreasing in both of these countries. No other data than those shown in the table given at the end of the present article are available.

*Czechoslovakia.*—This is one of the few European countries where the industrial situation has of late become very bad. Unemployment has increased to an alarming extent. Based on data of the statistical bureau the number of unemployed in September is given as 231,000; trade-union estimates, however, are considerably higher than this figure. The Government has submitted a bill providing for an appropriation of 100,000,000 crowns (\$20,260,000, par) to be used for unemployment relief measures.

The general industrial situation continued unfavorable during October and November. Improved conditions are expected, however, within a short time in view of the steady decline of prices, both wholesale and retail, the reduced prices of coal and coke, the big wage reductions, and the decrease of export freight rates.

*Austria.*—Unemployment which during the summer months had decreased considerably in Austria is again on the increase there. Data are available only for Vienna, the capital of the country, where on October 21 the number of totally unemployed had reached 55,877, an increase of 189 per cent over the number reported on December 31, 1921. Of this number, 36,199 were in receipt of unemployment allowances. The largest unemployment is reported among municipal employees (14,342), metal workers (13,401), private salaried employees (6,818), hotel and restaurant employees (5,213), and building trades workers (3,328).



*Canada.*—Employment during September as indicated by the firms making returns to the Canadian Department of Labor showed continued expansion and was again in greater volume than in the same period a year ago. Trade-unions reported a further slight decline in unemployment. The business transacted by the offices of the employment service showed a decrease, representing largely reaction from harvest demands.

The situation as reported by some 6,200 firms continued to compare favorably with that recorded during September of last year, when increased activity over the preceding month had also been shown. All Provinces except British Columbia registered improvement in conditions, the gains in Ontario being the most extensive.

The largest increases in employment reported during September occurred in highway construction, in which over 3,000 men were additionally employed, mainly in Ontario. Further expansion of a seasonal character was recorded in logging camps, chiefly in Ontario, while less extensive gains were reported in Quebec and the other Provinces. Considerable recovery from earlier losses was recorded in the textile industries, especially in garment, hosiery, and knitting mills. Headwear concerns were also busier, but the production of thread, yarn, and cloth showed a falling off. The Canadian Pacific Railway enlarged its operation staffs by nearly 1,300 persons, the Canadian National Railways added over 800 men to their pay roll, while the Grand Trunk Railway reported the addition of more than 100 workers.

There was a greater volume of employment in the coal mines during September than during any other period of this year, nearly 1,900 men having been added to the staffs of the operators making returns. Both eastern and western coal fields shared in the expansion. The extension of operations on the Toronto municipal electric railway is responsible for large increases shown in the employment in the street railway and cartage industries. Increases were also recorded in flour and cereal mills and in biscuit factories. On the other hand, fruit and vegetable preserving plants reported considerably slacker employment than in August. Retail stores reported a decidedly more favorable situation, particularly in Montreal. General increases also occurred in other centers throughout the country. Building contractors continued to indicate increased activity, especially in Quebec and Ontario. Rubber factories, in which lowered activity was indicated during July and August, reported some recovery in September. The mining of metallic ores in Ontario and British Columbia showed some expansion. A general increase of work was recorded by manufacturers of musical instruments. Printing and publishing establishments generally showed a more favorable situation and the production of paper goods increased. On the other hand, work in pulp and paper mills was slacker. Additions to staffs on a somewhat smaller scale than in the groups mentioned above occurred also in leather, boot and shoe, electrical apparatus, petroleum gas and cyanamide concerns, and in wholesale trade establishments.

The most pronounced contractions in employment were again reported in railway construction and maintenance, from which nearly 3,700 men were released. Seasonal declines on a large scale

occurred in sawmills. The reductions of staffs, comprising 3,400 workers, were general throughout the country in the lumber and lumber products industry. In the iron and steel group pronounced decreases were noted in automobile factories, particularly at Ford, Ontario. Decreases in staff were also reported in shipyards, particularly in Vancouver, British Columbia. On the other hand, conditions in the crude, rolled and forged division, and in heating appliances, iron and steel fabrication, small hardware, and weighing and measuring instrument works showed improvement. The production of agricultural implements also showed fair improvement, mainly at Hamilton. Shipping and stevedoring afforded considerably less employment during September than in August, chiefly at Montreal. The closing of summer hotels released over 500 employees. In the edible animal products group reductions in pay roll in fish canneries and dairies were partly counterbalanced by expansion in abattoirs and meat-packing establishments. Can factories at Vancouver and copper smelters and refineries at Anyox, British Columbia, displayed considerable inactivity. Glass factories in Montreal, tile and brick concerns at Ascot, and brick works at Delson and La Prairie, Quebec, reported curtailment of operations. The production of kodaks at Toronto eased off to a considerable extent.

A summary of the latest statistical reports on unemployment is given in the following table:

SUMMARY OF LATEST REPORTS ON UNEMPLOYMENT IN FOREIGN COUNTRIES.

[133]

Country.	Date.	Number or per cent of unemployed.	Source of data.	Remarks.
Great Britain....	Oct. 23, 1922....	1,412,527 (number of unemployment books lodged), representing 12 per cent of all persons insured against unemployment.	Ministry of Labor Gazette, London, November, 1922.	Of the 1,412,527 persons having lodged their unemployment books, 1,209,428 were males and 203,099 were females. In addition 56,862 persons (38,399 males and 18,463 females), or 0.5 per cent of all insured persons, were systematic short-time workers entitled to out-of-work donation. The per cent of totally unemployed workers on Sept. 25, 1922, was the same as on Oct. 23, and that of short-time workers was 0.6.
Do.....	Oct. 31, 1922....	14.1 per cent of trade-union members.....	.....do.....	The corresponding per cent at the end of September, 1922, was 14.6, and 15.6 at the end of October, 1921.
Germany.....	Oct. 1, 1922....	16,362 received unemployment donations.	Reichs-Arbeitsblatt, Oct. 31, 1922....	Of the 16,362 persons receiving unemployment donations, 11,868 were males and 4,494 were females. On Sept. 1, 1922, the total number was 11,702.
Do.....	Sept. 30, 1922....	0.8 per cent of trade-union members.....	.....do.....	The per cent of unemployed trade-union members was 0.7 at the end of the last week of August, 1922, and 1.4 at the end of September, 1921.
France.....	Nov. 16, 1922....	2,104 persons in receipt of unemployment benefits from departmental and municipal unemployment funds.	Bulletin du Marché du Travail, Nov. 17, 1922.	Of the 2,104 persons in receipt of unemployment benefits, 1,939 were males and 165 were females. At the end of the preceding week the number of persons receiving unemployment benefits was 2,115.
Do.....	Nov. 11, 1922....	10,603 persons on the live register of employment exchanges.	.....do.....	Of the 10,603 persons on the live register of employment exchanges, 7,943 were males and 3,110 were females.
Italy.....	Sept. 1, 1922....	315,534 persons totally unemployed.....	Ministry of Labor Gazette, London, November, 1922.	As compared with 304,242 totally unemployed on Aug. 1, 1922, the number of unemployed has increased by 11,292, or 3.7 per cent.
Belgium.....	Sept. 30, 1922....	26,422 members of unemployment funds, or 3.8 per cent of the total membership, were either wholly unemployed or on short time. <sup>1</sup>	Revue du Travail, October, 1922....	The corresponding per cent at the end of August, 1922, was 4.4. The aggregate days of unemployment in September, 1922, numbered 365,480 <sup>1</sup> as against 402,475 in August.
Do.....	.....do.....	15,327 persons on live register of public employment exchanges.	.....do.....	The corresponding number at the end of August, 1922, was 16,182.
The Netherlands.	September, 1922.	101,448 applicants for employment at public employment exchanges.	Maandschrift, Oct. 31, 1922.....	The corresponding number in August, 1922, was 98,163.
Switzerland.....	Oct. 31, 1922....	48,218 totally unemployed (including 16,457 employed on relief works), 21,585 short-time workers.	Der Schweizerische Arbeitsmarkt, Nov. 15, 1922.	The corresponding figures for Sept. 30, 1922, were 40,512 totally unemployed (including 17,499 employed on relief works) and 23,352 short-time workers.
Do.....	.....do.....	16,581 persons received unemployment donations.	.....do.....	The corresponding number on Sept. 30, 1922, was 16,796.
Denmark.....	Oct. 27, 1922....	11.3 per cent of trade-union members....	Statistiske Efterretninger, Nov. 6, 1922.	The corresponding per cent at the end of the last week of September, 1922, was 10.6 and at the end of the last week of October, 1921, 18.3.
Norway.....	Sept. 30, 1922....	10.2 per cent of trade-union members....	Statistiske Meddelelser, No. 10, 1922..	The corresponding per cent on Aug. 31, 1922, was 10.3.

<sup>1</sup> Subject to revision.

## SUMMARY OF LATEST REPORTS ON UNEMPLOYMENT IN FOREIGN COUNTRIES—Concluded.

Country.	Date.	Number or per cent of unemployed.	Source of data.	Remarks.
Sweden .....	Aug. 31, 1922 ....	17.4 per cent of trade-union members....	Sociala Meddelanden, No. 11, 1922...	The corresponding per cent on July 31, 1922, was 19.8, and 27.4 on Aug. 31, 1921.
Finland .....	September, 1922.	3,335 applicants for work registered at public employment exchanges.	Social Tidskrift, No. 10, 1922. ....	
Latvia .....	Sept. 1, 1922.....	2,591 unemployed persons registered at public employment exchanges.	Industrial and Labor Information, Geneva, Oct. 13, 1922.	The corresponding number on Aug. 1, 1922, was 2,807.
Czechoslovakia...	Sept. —, 1922.....	231,000 totally unemployed.....	U. S. Department of Commerce, Commerce Reports, Dec. 11, 1922.	
Austria (Vienna).	Oct. 21, 1922.....	55,877 unemployed persons registered at public employment exchanges.	Die Gewerkschaft, Vienna, Oct. 31, 1922.	The corresponding number on Oct. 7, 1922, was 49,881.
Do.....	.....do.....	36,199 persons in receipt of unemployment donations.	.....do.....	The corresponding number on Oct. 7, 1922, was 31,826.
Canada.....	Sept. 1, 1922.....	2.8 per cent of trade-union members....	Labor Gazette, Ottawa, November, 1922.	The corresponding per cent on Aug. 1, 1922, was 3.6, and 8.5 on Sept. 1, 1921.

## Report of Employment Exchanges in Great Britain and Northern Ireland.

AS REPORTED by the British Ministry of Labor Gazette for November, 1922, the operations of the employment exchanges for the five weeks ending October 9, 1922, are summarized as follows: The average daily number of applications from workpeople during the period was 21,675; of vacancies notified, 2,289; and of vacancies filled, 1,826. This means over 9 applications for every vacancy notified and nearly 12 applications for every vacancy filled.

When comparing the daily average of applications from workpeople for October, 1922, and September, 1922, a decrease of 3.4 per cent is reported, while the daily average of vacancies notified and vacancies filled showed increases of 4.3 per cent and of 4.5 per cent, respectively.

The average daily number of applications from adults was 19,512—15,272 men and 4,240 women. There were 1,848 average daily vacancies reported—974 for men and 874 for women. The average number of vacancies filled daily, when compared with the previous month, showed a decrease of 2.4 per cent among men, while in the case of women there was an increase of 11.2 per cent.

With reference to juveniles, 33,202 applications were received from boys and 31,702 from girls. The number of vacancies notified for boys was 5,455, and 4,827 were filled. In the case of girls 7,768 vacancies were notified, and 6,478 were filled. Of the total vacancies filled by juveniles, 21.9 per cent were filled by applicants who obtained their first situation since leaving school.

## Volume of Employment in the United Kingdom in October, 1922.

THE following statement as to the condition of employment in Great Britain and Ireland in October, 1922, as compared with October, 1921, and September, 1922, has been compiled from figures appearing in the Ministry of Labor Gazette for November, 1922. Similar information for July, 1922, was published in the October, 1922, MONTHLY LABOR REVIEW.

Employment continued bad during October in nearly all the principal industries, and showed little change on the whole as compared with the previous month. There was an improvement in the coal mining and iron mining industries, and a further improvement in the pig-iron industry, in the woolen and worsted industries, and in the pottery trades. In the cotton trade, however, a further decline was reported.

When the number of persons employed in October, 1922, is compared with the number employed in September, 1922, the largest increases, 4.6 per cent and 1.3 per cent, appear in dock and riverside labor and the worsted trade, respectively. The brick trade shows a decrease of 3.5 per cent and the cotton trade of 1.2 per cent in the number of employees.

Again comparing October, 1922, and September, 1922, the earnings of employees show an increase of 2.2 per cent in the pottery trade

and of 2 per cent in the woolen trade. Decreases of 4.3 per cent and 4.2 per cent appear in the cotton and brick trades, respectively.

When the number of persons employed in October, 1922, is compared with the number employed in October, 1921, increases are shown of 16.3 per cent, 14 per cent, and 12.7 per cent in seamen, and the worsted and the woolen trades, respectively, and a decrease of 18.9 per cent in the brick trade.

The aggregate earnings of employees in October, 1922, when compared with those for October, 1921, show an increase of 17.9 per cent in the woolen trade and of 8.2 per cent in the worsted trade, while large decreases appear in the brick trade (36.8 per cent) and pottery trade (29 per cent).

VOLUME OF EMPLOYMENT IN THE UNITED KINGDOM (GREAT BRITAIN AND IRELAND) IN OCTOBER, 1922, AS COMPARED WITH SEPTEMBER, 1922, AND OCTOBER, 1921.

[Compiled from figures in the Ministry of Labor Gazette, London, November, 1922.]

Industries, and basis of comparison.	Per cent of increase (+) or decrease (-) in October, 1922, as compared with—		Industries, and basis of comparison.	Per cent of increase (+) or decrease (-) in October, 1922, as compared with—	
	September, 1922.	October, 1921.		September, 1922.	October, 1921.
Coal mining: Average number of days worked.....	+0.2	+0.9	Worsted trade:		
Iron mining: Average number of days worked.....	+ .3	+1.3	Number of employees.....	+1.3	+14.0
Pig iron: Number of furnaces in blast.....	+8.6	+84.1	Earnings of employees.....	+1.9	+8.2
Iron and steel works:			Boot and shoe trade:		
Number of employees.....	+1.2	+ .3	Number of employees.....	+ .3	+3.7
Number of shifts worked . . .	+1.0	+5.7	Earnings of employees.....	-1.4	- .8
Tinplate, steel, and galvanized sheet trades: Number of mills in operation.....	- .2	+17.1	Brick trade:		
Cotton trade:			Number of employees.....	-3.5	-18.9
Number of employees.....	-1.2	+1.2	Earnings of employees.....	-4.2	-36.8
Earnings of employees.....	-4.3	-16.5	Pottery trade:		
Woolen trade:			Number of employees.....	+ .3	-5.7
Number of employees.....	+ .7	+12.7	Earnings of employees.....	+2.2	-29.0
Earnings of employees.....	+2.0	+17.9	Dock and riverside labor: Number of employees.....	+4.6	-8.7
			Seamen: Number of employees..	- .6	+16.3

### Unemployment Relief in Switzerland.<sup>1</sup>

THE cost of unemployment relief in Switzerland is paid by grants from the Federal Government, Cantons, and communes and by levies on employers.

A scheme for unemployment relief was established by a decree of October 29, 1919, and the amount of the employer's contribution was fixed at not less than the total amount of salaries for half a month and not more than the total salaries for three months for nonmanual workers, and for manual workers at not less than the total amount of the wages for one week or more than the total amount of wages for six weeks.

The employers demanded, during the year 1921, that their contribution should be reduced if not discontinued altogether. Because of the economic crisis the Federal Council, by a decree of September

<sup>1</sup> Ministry of Labor Gazette, London, November, 1922, pp. 440, 441.

19, 1922, reduced the amount of the employers' contribution 50 per cent, with the minimum established by the original bill remaining unchanged. An employer's obligation to pay unemployment benefits is limited to 90 days for any individual worker in any one year. Employers also are not required to contribute toward relief of persons engaged after the date this present decree takes effect, to those employed since January 1, 1922, or to those unemployed for less than three months.

By Federal decrees of October 13, 1922, additional grants were made to the unemployment relief funds and special lump-sum allowances made to individuals. A credit of 50,000,000 francs (\$9,650,000, par) was set aside for unemployment relief up to the end of 1923. Thirty million francs (\$5,790,000, par) will go toward the expense of relief works undertaken by Cantons and 10,000,000 francs (\$1,930,000, par) toward works to be carried on by certain State departments. The balance will form a fund for subsidizing unemployment insurance societies.

Special lump-sum allowances of 30 francs (\$5.79, par) are authorized to single persons and of 50 francs (\$9.65, par) to heads of families with one dependent and an additional 10 francs (\$1.93, par) for each additional dependent. Persons claiming these allowances must be in financial difficulty and have been unemployed for 90 days during the six months preceding October 31, 1922, at the earliest, or February 28, 1923, at the latest. This allowance is contributed in equal part by the Federal Government and the Cantons.

## WOMEN IN INDUSTRY.

### Family Status of Breadwinning Women.<sup>1</sup>

THIS bulletin gives the result of a study of the unpublished data of the census schedules concerning gainfully employed women in Passaic, N. J. The census schedules contain much more detailed information than the Census Bureau is able to publish without exceeding its appropriations. At present there is a growing demand for the actual facts concerning women in industry, and in view of the cost of collecting such facts by private effort, the Women's Bureau decided that it would be well worth while to see how far this demand could be met from the material periodically gathered by the Bureau of the Census. Passaic was selected as the city for the test on the ground that it was one "whose population was not so large as to render the work of scrutinizing each schedule too expensive and yet possessing breadwinning women in large enough numbers to warrant statistical analysis." Accordingly a study was made of the schedules of all breadwinning women in Passaic, and the results are here brought together.

The classification adopted by the Women's Bureau differs in one respect from that of the Bureau of the Census. The latter does not count as breadwinning women those who take boarders and lodgers unless these boarders and lodgers are a "main source of support," while the Women's Bureau classes them as breadwinners whether their earnings from this source are a main or only a subsidiary source of support. Hence this bulletin shows some 2,000 more breadwinning women in Passaic than are given in the census reports.

According to this classification the schedules showed 9,769 woman and girl breadwinners in Passaic, this being 45.9 per cent of the total female population aged 14 and over of the city. Of these, 19.4 per cent worked in their own homes, most of these taking boarders or lodgers; 5.3 per cent worked in the homes of others, mainly as domestic servants; and 75.2 per cent worked in factories, stores or offices. Two-fifths of the group were native-born whites, 25.8 per cent were Poles, 10.1 per cent were Hungarians, and the rest were scattered, no other nationality furnishing as much as 6 per cent of the whole. Almost exactly one-half (50.6 per cent) were single, 41.1 per cent were married, and 8.1 per cent were widowed or divorced.

The age distribution was unusual, only 20.2 per cent being under 20 years of age, 24.4 per cent being 20 and under 25 years, and 55.5 per cent 25 and over. The inclusion of those taking boarders and lodgers, who were mostly older women, accounts for the large proportion in the upper age groups.

The family status of the woman breadwinners is gone into at length. The majority of the single women lived at home with their

<sup>1</sup> U. S. Women's Bureau Bulletin No. 23: The family status of breadwinning women.



parents, but over one-third of them were economically on their own resources.

The most cheerful phase of the picture is the large proportion (41 per cent) who were living in normal families, where the fathers were breadwinners and the mothers were home custodians.

Fifteen per cent were either sole breadwinners, one of two, or one of three or more breadwinners in families having no male breadwinners living in the family. More than 30 per cent of the single woman breadwinners in Passaic were boarding or lodging, living with employers or with relatives, or were domiciled in institutions. In other words, nearly half of the single woman breadwinners (women who were without male assistance in their families or women living independent of their families) apparently had sharply defined responsibilities for personal or family support.

Of the 4,013 married women at work, the great majority had husbands also at work. Why, under these circumstances, the wives were employed as breadwinners, can not be discovered from the census schedules. The majority of the widowed and divorced female breadwinners had no male breadwinners in their families.

Of the woman breadwinners who were or had been married, 3,271 had children, and 1,934 had children under 5 years old. Of those working outside their own home 924 had children under 5 years old, 536 had children 5 and 6 years old, and 949 had children 7 but under 14 years old. The census schedules gave no direct information as to how these children were cared for in the absence of their mothers, so, to gain some light on this question, the Women's Bureau undertook to follow up as many as possible of the breadwinning mothers with young children listed by the Census Bureau, and to discover what provision was made for the children's care. The names of 1,000 women were taken from the schedules, and of these 522 were found and identified as those enumerated in 1920. The results of the investigation are thus summarized:

The facts challenging attention in the results are:

- (1) That over one-fifth of the mothers worked at night, caring for the children in the intervals between indispensable rest taken during the day.
- (2) That nearly one-fifth left children with neighbors, landladies, or boarders.
- (3) That another fifth left children with mother's or father's relatives, about one-fourth of such relatives living outside the home.
- (4) That over one-tenth of the mothers going out to work left the children at home to the care of husbands who were night workers, unemployed, or working at home.
- (5) That more than one-fifth left children virtually without care in the home. Eighty-two of these mothers, having children of school age, were assured that for part of the working-day at least the young were safe. The others had children below school age—some under 5—who had no care at all or only that given by children 14 years of age and under.
- (6) That but 25 mothers out of 522 left children in the care of paid custodians.

## WORKERS' EDUCATION.

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### Policy of the United Typothetæ of America Regarding Public-School Instruction in Printing.<sup>1</sup>

INCLUDED in the recent development of vocational training has been a rapid and extensive growth of instruction in printing in public schools. The education committee of the United Typothetæ of America, concerned for the maintenance of trade standards of work, has been following this movement with interest, and reports that, taking the country as a whole, the results are far from satisfactory.

The principal defects found by the investigating committee in the various methods of teaching the subject of printing are due to lack of well-defined aims and scope of the instruction, insufficient or ill-chosen material, incompetent instructors, unbusinesslike methods, low standard of product, and lack of relation to industry. As a consequence employers are dissatisfied with the character of work turned out by workers trained under these conditions. The report continues:

Clearly, printing instruction vitiated by the defects enumerated is worse than useless. Boys who are subjected to it are not only not fitted, but distinctly unfitted for the industry. It tends to recruit the ranks, already too full of poor workmen, to furnish a supply of cheap labor for cheap shops, to lower the standards of the industry and to subject good workmen to all evils of cheap competition. The existing condition should be ended or mended before its evils, not yet very seriously felt because of the newness of these enterprises, become intolerable.

To remedy the defects mentioned, the committee on education recommends that the matter be made an organization activity; that local typothetæ and field agents give particular attention to the teaching of printing in their communities; and that closer cooperation of the Federal Board for Vocational Education be secured in efforts "to improve, standardize, and direct" the teaching of printing in the public schools.

To this end the committee recommends a course of instruction in printing which is based upon the Standard Apprenticeship Lessons for Printers, published by the United Typothetæ of America department of education, which was prepared in collaboration with a number of experienced instructors in printing, and which it is believed will not only afford the pupil a cultural training but will make of him a superior and acceptable apprentice of advanced standing. The course is planned for pupils from 14 to 17 years of age and for a school day of at least six hours, three of which will be devoted to shop work, and the remainder to design, English, arithmetic, science, history, and civics.

In a mechanical trade, equipment is an important consideration. The committee condemns alike overequipment and worn-out equip-

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<sup>1</sup> United Typothetæ of America. Department of education. Instruction in printing in public schools. Chicago, 1922.

ment. The department of education of the United Typothetae of America believes that cylinder presses, linotype machines, or monotype machines have no legitimate place in the public-school printing shop, at least for the two-year vocational course. Such equipment as is used should conform to the best practice in the present-day printing industry. Instructors should be competent and should devote their entire time to the teaching of printing and related subjects.

### Adult Working-Class Education in Belgium.<sup>1</sup>

THE beginnings of adult working-class education in Belgium date back to 1908, when the Belgian Labor Party founded a national school in which classes conducted by the best available leaders were held on Saturday evenings and Sunday mornings. The district trade-union federations provided the students and paid their expenses.

Though some progress was made, the work lacked coordination and leadership. Realizing this weakness two sympathizers with the movement donated 95,000 francs (\$18,335, par) for a more systematized development of it. The gift was accepted by the Belgian Labor Party on condition that the two other important branches of the workers' movement, viz., the trade-unions and the cooperative societies, cooperate in carrying on the work. Their cooperation being assured, the Central Organization for the Education of Workers (*Centrale d'Education Ouvrière*) was established in the early part of 1911, its object being "to encourage, support, coordinate, and direct the educational work of the Belgian organizations who accept the principle of the class struggle."

Secretary de Man began at once the organization of national, district, and even local courses of study. Upon inquiry he found already existing 32 study circles, 49 libraries, 71 dramatic circles, 24 gymnastic circles, 25 children's branches, and 69 circles of "Jeunes Gardes." His initial program included:

1. The organization of a record office for everything connected with the educational work of the workers' organizations, both in Belgium and abroad.
2. The organization throughout the country of a special service for the purpose of providing lecturers for the branches.
3. The organization of two national schools to work on Sundays.
4. The creation of district and local schools.
5. The foundation of a central library, and the encouragement of trade-union and socialist libraries.

Two national schools and two devoted entirely to the trade-union movement, one French and one Flemish, in each case, were organized. These were open on Sunday, when classes in political economy and the history and administration of the labor movement, etc., were held. Local and district schools were also started, so that for the year 1911-12 there were 31 schools and 766 students. In 1913-14 the number of schools had increased to 59; the students, to 1,899.

With the growth of the movement came greater demands for financial support. Most of the trade-unions made annual contributions and one of the original donors made another gift of 1,000,000 francs (\$193,000, par) on condition that the expenditure of the money be

<sup>1</sup> International Trade-Union Movement, official organ of the International Federation of Trade-Unions, Amsterdam, September-October, 1922, pp. 260-270. "Working class education in Belgium," by C. Mertens.

spread over a period of 33 years. The years of war naturally checked the work to a large extent, but with the cessation of hostilities and the increased membership of the trade-unions it was begun again and carried on with greater earnestness than in the years prior to the war. The financial security and future existence of the Central Organization for the Education of Workers were insured by increased annual grants from the Belgian Labor Party, Federation of Mutual Insurance Companies, the Belgian Federation of Trade-Unions, and the cooperative societies, made, respectively, as follows: 15,000 francs (\$2,895, par); 2,000 francs (\$386, par); 25,000 francs (\$4,825, par); 20,000 francs (\$3,860, par).

The increase in funds has led to a broadening of the scope of the instruction. Organizers' schools and higher schools for workers have been started. Organizers' schools, as the name implies, are devoted to the training of special workers in the labor movement, known as "sectionnaires." Thus far they have been organized in the metal trades and the mining industry. Each of these groups of workers has published a textbook relating to its particular industry. The miners' "Manual for Mining Delegates," for instance, contains 10 lessons on the following subjects:

(1) The Trade-Union Organization of Belgian Miners; (2) the rules, and their interpretation, and the functions of the miners' executive committee; (3) methods of conciliation in the coal industry; (4) the fluctuation of wages according to the cost of living and the minimum wage; (5) free coal for miners; (6) allowance in case of sickness; (7) safety appliances in mines; (8) hygiene in coal mines; (9) coal, its composition, uses, preparation, and industrial importance, and its market in the world and in Belgium; (10) general survey of the industrial and financial organizations of the companies.

The higher schools for workers are designed to take the place of the early national schools. The first one was opened at Uccle (near Brussels) October 3, 1921. The first session, October 3, 1921, to April 1, 1922, was conducted in the French language; the second session, April 1, 1922, to September 30, 1922, in the Flemish tongue. The school plant consists of four buildings equipped with all modern conveniences. The students "live in" and constitute a self-governing community as respects internal discipline. The entrance qualifications follow:

In order to obtain admission, the student must be proposed by an organization affiliated either to the Belgian Federation of Trade Unions, the Labor Party, or the Federation of Cooperative Societies; he must not be under 18 years of age (between 20 and 25 is considered the ideal age), must be in possession of good physical health and morals, must be able to read and write the language in which the courses of the session are given and must be gifted with a certain measure of intelligence. Women are admitted under the same terms as men. The organizations pay the minimum fee and in case of need, also make good the loss of wages. Bursaries are granted by the Belgian Federation of Trade Unions, the Labor Party, etc., for students whose organization is not in a position to bear all the expenses. An entrance examination, at which are present the delegates of the organizations which send the students, has to be taken by these latter, and the maximum number of students is fixed at 30.

The curriculum includes the following theoretical subjects: The economics of Belgian industry; the system of labor; economic and social history of Belgium; general principles of law; history of the workers' movement; history of economic and socialist doctrines; history of art; elements of psychology applied to social life; the trade-union movement; the cooperative movement; communal and pro-

vincial policy; social insurance; the housing of workers; history of music; the great stages of universal literature; hygiene; elements of general statistics; elements of administration and office technique; workers' education and the difficulties of the French or Flemish language (according to session).

Book work is supplemented each session by 50 visits to different institutions such as factories, museums, organization offices, dockyards, etc. Each student must do some original research work on a subject related to the lectures. Two weeks granted during the session for vacation are spent in research travel abroad. As a result of these visits exchange scholarships have been made with the Workers' Educational Association at Oxford. The first French session of the school was so successful that it has been decided to extend the length of the French session from 6 months to 10 months.

There has also been an increase in the number of local or district schools since the war, the number having reached 131 in 1920. In addition to these schools 476 lectures were given in the Walloon country to audiences numbering 98,838 persons. The Central Organization for the Education of Workers publishes a monthly review, the French edition of which is called "Education-Recreation," the Flemish edition, "Ontwikkeling en Uitspanning." Ten thousand copies of the French edition are printed and nearly 6,000 of the Flemish.

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### Vocational Instruction in Mexico.

ACCORDING to the November, 1922, issue of the Bulletin of the Pan American Union (pp. 462-476), Mexico has begun a thorough reorganization of its educational system and is waging a vigorous campaign against illiteracy, which it considers one of its most pressing problems.

One of the most significant features of the whole movement from the labor standpoint is the opening of technical schools for the purpose of turning the attention of the upper classes from the professions, which are overcrowded, and giving the middle classes the training to which they are entitled, and thereby increasing the number of skilled mechanics, a class of workers which the country greatly needs. It is hoped by this means to create an intelligent middle class. These technical schools include schools of electrical engineering, industrial arts, commerce and business administration, domestic science, arts and crafts, etc. Just recently the secretary of public education authorized the expenditure of 400,000 pesos (\$199,400, par) for equipping the shops of the Practical School of Mechanical and Electrical Engineering.

## HOUSING.

### Building and Construction Industry in 1922.

**I**N THE building and construction industry the year has been marked by a tremendous volume of work done, and by an effort to organize and coordinate the whole industry. At the beginning of the year the industry was at a low ebb, but it soon became apparent that the revival which had made itself felt in the last half of 1921 was overcoming the seasonal depression. In March the Federal Reserve Bank of Richmond reported that prospects for construction work in that district were good, and in the following month declared that these prospects were materializing. "The most active line of work in the fifth district is building construction, reports from all over the district indicating the existence of a veritable boom." The Federal Reserve Bank of Chicago reported a record volume of building activity for April, while the Federal Reserve Bank of St. Louis declared, under date of March 30, that "residential construction in the larger centers of population is on a larger scale than at any time since the beginning of the Great War."

Similar reports came from all over the Union, and as the year advanced the boom increased. Figures collected by the United States Bureau of Labor Statistics show that for the first half of the year the value of the building permits granted in 65 of the larger cities formed 76.3 per cent of the value of permits issued in these cities during the entire year of 1921. (MONTHLY LABOR REVIEW, October, 1922, p. 113.) In 20 leading cities the value of the permits issued up to the end of November, 1922, exceeded the figures for the same period of 1921 by 53 per cent, and of 1920 by 73 per cent.<sup>1</sup> From the Dodge reports it appears that, in the 27 States covered, the value of the permits issued during the first nine months of 1922 exceeded by 22.3 per cent that of the same period for 1920, the record figures for previous years.

The boom appears to have been general throughout the Union, and to have prevailed in practically every kind of building. Residential construction has been large. The figures collected by the United States Bureau of Labor Statistics show that while the permits for 1920 included 54,817 residential buildings, for 1921 the number was 109,100, and for the first half of 1922 it was 85,061.

If this rate of building should be kept up for the last half of the year, it would mean that there would be 170,122 permits issued for residential buildings during 1922 in the 65 cities covered, an increase of 115,305, or 210 per cent over 1920, and 61,022, or 56 per cent, more than during 1921.

Building construction of other kinds has also shown great activity. The following table shows for the first nine months of 1921 and 1922 the average value per month of the contracts awarded for different kinds of construction in the 27 States covered by the Dodge building reports.

<sup>1</sup> See *The American Contractor*, Nov. 18, 1922, p. 21.

## AVERAGE VALUE PER MONTH OF CONTRACTS AWARDED FROM JANUARY 1 TO OCTOBER 1, 1921 AND 1922.

Kind of construction.	1921	1922
Business building.....	\$28, 248, 611	\$45, 366, 255
Industrial building.....	13, 628, 544	27, 646, 810
Residential building.....	66, 575, 786	109, 853, 300
Public works and public utilities.	41, 090, 411	52, 033, 133

It seems probable that the difference for the completed year will be greater than for the first nine months, for the seasonal drop in construction as the fall came on was less marked than usual. "The value of construction at the present time is far above that in the corresponding period of the previous two years," states the report of the Federal Reserve Bank of Philadelphia, treating of October conditions, while the Federal Reserve Bank of Atlanta declares for the same month that "the amount of building going on throughout the district is exceeding all expectations for this time of year."

For some years past it has been evident that the number of trained workers in the building trades has been falling off, and the activity of the industry during the present year has made the shortage keenly felt. In 1921 a campaign was carried on for the deflation of building wages, and cuts were general. By May of this year it was plain that this movement was definitely checked, and soon after it was realized that employers would be fortunate if they could hold wage scales to the level already reached. Generally speaking, this has not been done except where contracts for the year had been already signed, and in many cases the wages actually paid are higher even than the increased scales. For the most part abnormally high wages are due not to the demands of the workers nor to the action of the unions, but to competition among the employers. A contractor wishes to push his work faster than the number of men he has will permit, so he offers a bonus above the agreed scale; this attracts workers from his competitors, who must meet or outbid his offer if they wish to retain their men, and by this process of bidding against one another contractors have run up wages in some cases to startling heights. There is bitter complaint against this state of affairs from employers generally, who point out that offering a bonus does not increase in the slightest degree the number of skilled men available, that at most it merely changes their distribution, and that its general effect is to increase the cost of building unreasonably. Nevertheless, no method has yet been found of checking this process as soon as a labor shortage becomes manifest.

A close check on the wage scales that are published shows many discrepancies even yet between wages agreed upon and published as the prevailing scale and those which some contractors are actually paying. Bonus wages, double envelope systems, and other methods of paying above the scale have not yet been discarded. Contractors figuring bids can not rely too closely on the published scale, but can only figure that as a base to which must be added "blood money" to a varying extent, \* \* \*. At the present time there seems little need to pay wages above the scale to secure men if the contractors will really enforce their own rules. (The American Contractor, Nov. 25, 1922, p. 27.)

Under the pressure of this situation, a number of efforts are being made to increase the supply of trained workers. The scarcity is due partly to a change in the character of our immigrants, and partly to the nonadaptability of the old-time apprentice system to modern con-

ditions. The tide of skilled craftsmen from Europe which for long supplied our needs has practically ceased, and there seems little prospect of its restoration, so attention is directed mainly toward the apprenticeship problem. It is estimated that merely to make up the losses from death and retirement, the building trades need some 35,000 skilled recruits annually,<sup>2</sup> but in the face of this need, the apprenticeship system has almost ceased to function. There have been several reasons for this, apart from the alleged opposition of unions to apprentices, an opposition which in the building trades does not seem to be strong. The contract system of building is not adapted to the needs of apprentice training, and many contractors frankly say that they can not be handicapped by the necessity of training their workers; they need men who know their work and can do it, not learners. Even when so-called apprentices are taken on there is usually little, if any, provision for seeing that they are really trained, and the boys too often get only what they can pick up for themselves, or if they learn to do some one thing well, are apt to be kept at that instead of being given an all-round training. Partly because of such difficulties and partly because of the seasonal irregularity which makes high daily wages count up as small annual incomes, men already in the trades have not been anxious to put their boys in, and recruits from outside have been few.

Efforts during the year to provide training for new workers have been along two distinct lines. One group has taken the ground that apprenticeship in the old sense is unnecessary, that it is better to begin with older boys and men, and that for these a short, intensive training in the elements of the trade is all that is needed. This program seems to have won special support in the West. In San Francisco and in Chicago special classes and schools based on this theory have been started as part of a campaign for the so-called American plan or open shop. In San Francisco early in May, 1922, the Industrial Association, an employers' organization, opened a school for plasterers and another for plumbers. Students came from all ranks, college graduates, sailors, artists, medical students, and workmen all being included in the first classes formed. The "Beta" tests, as used in the Army during the war, were utilized in passing upon the applicants. The program for the two schools differed somewhat. The plumbers were to receive class instruction for two weeks, then to go out on jobs as apprentices at \$2.50 a day for four weeks, return to the class for two weeks of instruction, and so on, until they had completed 8 weeks of instruction and 16 weeks of practical experience. Some 60 students were enrolled in the first class, and by August a second class was being formed. The plasterers' course required 12 weeks, the students working a 44-hour week, during which time they received no pay, but were provided with tools and materials. At the end of the course it was expected they would be ready for practical work, and within a year should be earning full journeyman's wages. In the autumn the secretary of the General Contractors' Association of San Francisco reported on the progress made.

The local American plan plasterers' school \* \* \* graduated its first apprentice July 1, and since then has furnished a total of 70, only one of whom has failed to give

<sup>2</sup> The Constructor, August, 1922, p. 23.



absolute satisfaction and several of whom are to-day drawing full journeyman's wages. There are at present 16 students in the school. The plumbers' school, the students of which are formed into groups and alternate between the school and the job, has a total of about 80 students, all of whom are giving a good account of themselves. (The Constructor, October, 1922, p. 50.)

In June the citizens' committee of Chicago opened a school for plumbers conducted along similar lines, although a longer time was allowed for training, which was to consist both of class instruction and work on the job. The course is to take one year, and the aim is to "turn out competent and efficient plumbers capable of laying out and supervising any plumbing job." It was planned to start similar classes for each of the 13 trades outlawed by the citizens' committee. In Oakland, Calif., a bricklayers' school for youths from 18 to 22 years old was opened with the expectation of turning out competent bricklayers as a result of six months of intensive training. From Texas and some other places come reports of similar experiments.

Such plans are looked upon with disfavor by a number of builders, who maintain that their only result will be to increase the number of half-trained workmen already in the trades, not to turn out the skilled craftsmen so urgently needed. A four years' apprenticeship is none too long, they say, to give the worker a full knowledge of his craft in all its details, and to insure the skill and power to secure desired results which characterized the old-time craftsman. Consequently, vocational schools are being pushed, and plans for a genuine apprenticeship system are being carried into effect in a number of cities. The apprenticeship plan of the New York Building Congress, of which an account was given in the MONTHLY LABOR REVIEW for October, 1922 (p. 152), is typical of this group of efforts. It is characterized by a carefully laid out plan of work and study covering four years, by continuous oversight of the apprentice, periodic examinations of his progress with promotions if his advancement justifies them, and a rate of pay which begins at a fixed percentage of the journeyman's wage and increases at a stated rate with each promotion until at the completion of the course the full union wage is earned. One of the most important features of such plans is the formation of a permanent body, which takes the place of the master in the old-time systems, to which the apprentice is indentured, and which is responsible for seeing that he gets the opportunities and lives up to the responsibilities embodied in the apprenticeship contract.

A number of cities are working along established lines. Cleveland is reviving a bricklayers' school which had been allowed to lapse. Chicago, Cincinnati, and Milwaukee are doing notable work in their continuation schools. The Building Congresses of Boston and of Philadelphia are working on apprenticeship programs. Throughout the country there is an awakening to the need for an increase in the number of trained workers, and an effort to meet it. A hopeful feature is that all elements in the industry recognize the situation and are apparently desirous of remedying it. Practically every employers' magazine stresses the need of definite effort, and where such effort is undertaken, the employees appear ready to help.

Apprentices need to be inducted into the trades by thousands, especially where acute shortages now exist. If contractors will take the lead in such action there need

be little difficulty. Wherever the training problem has been attacked with a hearty will the unions have cooperated splendidly in closed shop towns. In the open shop cities labor has not opposed training and has usually been glad of a chance to increase its skill and knowledge. (American Contractor, Nov. 25, 1922, p. 27.)

Training beginners is bound to take a long time, but an immediate effect can be produced by a better utilization of the work of those already in the trades. Consequently, during this year, the campaign for extending the building season, for a better planning of the work, and for a general increase in efficiency has been pressed. This has been pushed along about the same lines as in the past two or three years. One rather interesting suggestion put forward was that the South should definitely adopt the winter as its time for building, so arranging dates that the building worker might travel southward with the season, thereby insuring a full year's employment. There are some obvious objections to creating a new class of migratory workers, and as yet little appears to have been done along this line.

Apart from these movements directly concerned with the building boom and the supply of labor, there have been indications in the industry of a determination to pull itself together and to direct its growth along well-considered lines, instead of continuing the haphazard development of the past. The outstanding example of this tendency is the formation of the American Construction Council, which was organized in June with Franklin D. Roosevelt as its president. Its object is to bring together all the elements of the building and construction industry, to coordinate the work of local groups, to formulate comprehensive programs, to establish standards and to provide an organization through which the industry as a whole may function. Its governing board contains representatives of all the various interests concerned with the industry, from labor up to Federal, State, county, and municipal departments. Its immediate program, as adopted by the board of governors, meeting in New York City on June 23, is summarized as being mainly along the following lines:

First. To strike at what perhaps is the fundamental ill in the industry, the lack of steady employment on the part of 3,000,000 workers.

Second. To promote vocational guidance through the educational systems of the country, in order to raise the efficiency and workmanship, and to cooperate with labor in effecting a reduction in the national shortage of skilled building mechanics and encouragement of proper apprenticeship systems.

Third. To appoint a committee immediately to formulate a code of ethics governing all branches of the industry to promote greater public confidence and to eliminate the various abuses from which both the public and the industry have suffered. (The Constructor, July, 1922, p. 14.)

In a more recent statement, the president of the council suggests, as additional matters which may well engage its attention, a study of building codes with a view to standard practices, a revision of existing freight rates on construction materials, a standard system of cost accounting, water-power development, Federal aid to States in highway construction, and a standard form of contracts.

A number of local efforts have also been made toward placing the industry on a better organized, more coherent basis. In Philadelphia the industrial relations committee of the chamber of commerce has brought forward a scheme for a 10 years' building program, to include both the city and the surrounding territory. It is estimated that hundreds of millions of dollars will be spent in construction in Phila-

delphia alone during the next 10 years, and it is hoped that by adopting a comprehensive scheme the work can be coordinated and developed progressively in accordance with carefully drawn plans. In San Francisco, an attempt is being made to adapt the provision of office space to the needs of the city.

San Francisco has made the first study, so far as known, to arrive at a definite figure for the office building space required. It forecasts a day when the addition of space will be put on a basis long followed by other classes of business. The packers, the public utilities, the manufacturers and others know their market, know their production requirements and know their costs. \* \* \* As yet our market has not been studied thoroughly, and added space for future requirements has been left entirely to promoters and chance \* \* \*

Knowing the relation between population and office space, it was possible in San Francisco to estimate the new space required from year to year as the city grows. The conclusion is that 142,000 square feet of new space is required each year. \* \* \* The actual increase in office space is now at the rate of 460,000 square feet per year, a rate much larger than the requirement. (The Bulletin, San Francisco, Sept. 20, 1922, p. 17.)

Seattle is said to have finished recently a similar survey of its office space needs. The Philadelphia Building Congress is at present engaged on an attempt to do something of the same kind for the industry as a whole, in order to correlate the city's building needs and the city's building resources.

The executive committee of the organization is now at work on a preliminary study of all available data concerning every phase of the several industries which go to make up the building trades, from the number of employees, accidents and deaths, the rate-and-hour requirements in all the building crafts, up to and including the building requirements of every type of construction from a wagon shed to a modern office building.

This material will later be analyzed by a special committee, which will coordinate and correlate all the data into one large picture of the facts and the requirements which confront the industry \* \* \*

There is no doubt that there is enormous waste in building construction industries, but these can only be definitely ascertained after a scientific investigation such as we are making. This waste is not confined to any one group, but runs clear through the various industries. (Statement by J. H. Baringer, secretary Philadelphia Building Congress, in Philadelphia Evening Ledger, Oct. 19, 1922.)

Other groups are making special studies of labor relations, or devoting themselves to lessening seasonal irregularity of employment, or pushing apprenticeship plans, or taking up some other phase of the problems of the industry. In general, there seems to be widespread determination to coordinate and control the development of the industry for the purpose of making it meet more satisfactorily the needs of both the public and the workers within its ranks.

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### Building Guilds in England.

IN THE Quarterly Journal of Economics for November, 1922 (pp. 75-133), is an article by Carl S. Joslyn, "The British building guilds," which is introduced by the statement that it contains "the substance of an investigation undertaken by the author for Prof. Graham Wallas during the academic year 1921-22. Much of the field work was accomplished in March and April of this year and was confined to guild projects in the vicinity of London." It there-

fore contains as recent material concerning the guilds from an outside source, as is available in this country.

The author first takes up in much detail the organization and methods of the guilds, in which respects no important changes seem to have been made since the date of the last article on the subject in this magazine.<sup>1</sup> He then discusses the effects of guild principles and practices upon the morale of the worker, and upon the cost of building, and here he not only has the latest statistical data available, but is able to test the data by his personal observations and inquiries.

A fundamental principle of the guilds, he points out, is "continuous pay"; that is, payment for time lost through illness, accidents, bad weather, and holidays. This has aroused stronger opposition, perhaps, than any other guild principle. Its advocates claimed that it would increase the efficiency of the workers to such a degree that it would more than pay for itself, while its opponents declared that it would encourage malingering and slacking of every kind. "Predictions were freely made that this would result in a thorough demoralization of the labor force, that malingering would be rampant, and that workers would endeavor, to use the words of one writer, to make their job a convalescent home." Taking the London Guild as a sample, no evidence whatever of such unfortunate effects is found for the year ending March 31, 1922; the cost of continuous pay to the London Guild was £6,208 17s. 1d. (\$30,215, par), which worked out at about 3½ per cent of the total wages bill. A study of the figures relating to sickness and accident for the entire time the London Guild has been in operation, that is from October, 1920, to April, 1922, or approximately a year and a half, shows that the average number of men employed was 1,000 and the approximate number of days worked was 272,000. Claims for sickness benefit numbered 361, and the average time through which pay was given during illness was 13½ days. Accident claims numbered 73, and the average time through which accident pay was given was 27 days. This was a better record than was found in sundry other places cited, where guild principles do not prevail.

Workers in the service of the London Guild during the period from October, 1920, to March, 1922, lost an average of 4.7 days per man through sickness, about half the number lost each year by uninsured workers in the United States, about half the number lost in 1915 by insured workers in Germany, and about half the number lost in 1913 by insured workers in Austria. In France, where a system of mutual insurance prevails, the average number of days lost through sickness in 1910 among members of the so-called "free" insurance societies was 3.87 per insured member, a figure with which the guild's showing of 4.7 days per worker for a somewhat longer period compares quite favorably. It is almost beyond doubt that this comparatively low rate of sickness and accident liability has been made possible through the determination of the workers to draw upon the guild's resources only so much as was absolutely necessary.

Continuous pay has not, then, encouraged malingering, the author concludes; but has it interfered with the worker's efficiency? As to this, he first cites the familiar argument from the number of bricks laid per day, and shows that while the guild worker was admittedly laying twice as many bricks as the nonguild worker, he still was far below the record of the average bricklayer of 20 years ago. Since, however, no specification is given as to the kind of bricklaying on

<sup>1</sup> MONTHLY LABOR REVIEW, December, 1921, pp. 147-153.

which any one of these three workers is supposed to have been engaged, and since the number of bricks which can be laid in a day differs enormously with the kind of work involved, such a comparison shows nothing at all.

A study of the comparative cost of guild work is far more evidential. The guilds have shown themselves able not only to underbid private contractors, but to cut the actual cost below even their own estimates "by an amount which in many cases has averaged £70 [\$341, par] per house, and in some instances has reached as high as £150 [\$730, par] or £200 [\$973, par] per house." As an example, the author cites the housing project at Walthamstow, where bids for the erection of 400 houses were submitted in September, 1920. One month later it was announced that the bids put in by the London Guild were in every case the lowest, and that they had therefore been accepted, at an average saving of £100 [\$487, par] per house. By November of the following year 70 of these houses had been completed.

The total actual cost of these houses as compared with the total estimated cost, after allowance had been made for alterations and extras in the original specifications and designs, was as follows:

	£	s.	d. <sup>2</sup>
Estimated cost.....	62,755	5	6
Actual cost.....	60,504	11	7
Total saving.....	2,250	13	11

From this it will be seen that a saving of approximately £32 [\$156, par] per house in addition to the £100 [\$487, par] per house saved through acceptance of the guild tender was effected in the first 70 houses constructed, despite the fact that the period of their construction fell in a time when prices of building material and wages of labor were at their highest. \* \* \*

On practically every contract that the guild has undertaken equally favorable results have been obtained. The first two houses built by the guildsmen at Bentley, in Yorkshire (part of a contract for 77 houses) showed a saving on the private builders' estimates of more than £200 [\$973, par] per house. At Manchester, where the guilds have contracts with the city corporation for the building of over 2,500 houses, the costs of the first houses completed show a saving, as compared with private builders' estimates, of from 15 per cent to 18 per cent.

Similar results were obtained in a number of other places. The writer considers that the evidence is overwhelming that the efficiency of guild labor is far greater than that of labor employed by the average private builder. It is sometimes suggested, however, that this cheapness may be secured at the cost of quality. The writer is strongly convinced that the contrary is the case. Practically all who had had opportunity to inspect the work agreed that guild workmanship is considerably above that of the private contractors.

Although the writer has not presumed to pass judgment upon work of which he has little or no expert knowledge, there is no doubt in his mind that the guilds have put a superior quality of workmanship into the houses that they have built. He is convinced that when the guildsmen speak of reviving the craft spirit of the Middle Ages they mean something more than mere lip service to a high-sounding ideal. He believes that the guilds have succeeded, in an age when scamping, jerry-building, profiteering, "ca' canny," and all the other practices whose one great aim is to secure a maximum of profit from a minimum of service have become so undeservedly popular, in instilling in their workmen a genuine pride in honest, high-grade, and efficient workmanship.

At par pound=\$4.8665; shilling=24.3 cents; penny=2.03 cents.

The author does not consider that the guilds have firmly established themselves as yet. The greater part of their work, so far, has been done under contract with the public authorities in pursuance of the housing program which has now been severely curtailed. How the guilds will succeed under the different conditions of competition in private work is yet to be shown. Also the question of securing adequate capital is not wholly solved. There are possibilities of a dangerous rivalry with other organizations of workers; it has not yet been demonstrated that the guild enthusiasm will continue to inspire the workers after the novelty of the first years has disappeared; and in fact, the movement is still in an experimental stage, with the outcome problematic. It does seem, however, from this investigation, to be fairly well established that the guild principle of continuous pay has not had any injurious effect upon the morale of the workers, and that the guilds have been doing both cheaper and better work than the private contractors with whom they have been in competition. Moreover, "on the human side—that is to say, regarded as an experiment in human motives and their relation to the economic environment—the guilds have undoubtedly demonstrated that self-government in industry is a practicable ideal."

## INDUSTRIAL ACCIDENTS AND HYGIENE.

### Burns From Storage Batteries.

THREE cases of burns of the eye from sulphuric acid in storage batteries are reported in an article<sup>1</sup> by Doctor Gradle, all of them occurring within the past two years among mechanics working on the storage batteries of automobiles.

As a help to understanding how these accidents occur, a brief description of storage batteries is given by the writer. The battery consists of an acid-proof cell containing lead plates pasted with lead oxides and filled with dilute sulphuric acid. There are three vents in the acid-proof cover, two closed by the usual electrode connections, while the third, which is for ventilation, is usually closed by a rubber screwcap with a pinhole aperture. Such a battery is continually charging or discharging unless it is completely inert. During the process of charging, heat and hydrogen are generated. When the battery is at an electrically low ebb, the heat and hydrogen given off is very small, while a fully-charged battery has a temperature as high as 284° F. The hydrogen at this point shows as bubbles in the battery solution and an open flame of any sort—an electric spark, a blowtorch, or a cigarette—will ignite the hydrogen which has been mixed with air and will burn with an almost instantaneous flame. There would be no danger if these gases were unconfined, but as the flame occurs within the small air chamber in the cell it causes an explosion and the burning gases and sulphuric acid which lie near the surface are driven through the ventilation aperture.

The force with which the mixture is expelled from the cell depends upon the hydrogen present, but the hot sulphuric acid may be driven several feet into the air. If the space between the cell cover and the surface of the acid is such as to leave a large dead space for the accumulation of hydrogen the force of the explosion will blow the cell cover off, spattering the acid in all directions.

In two of the cases cited by the author the explosion was caused by a blow torch and the third by a spark from a live wire which was short-circuited. In one case the hot acid was splashed into both eyes and in the other case into one eye, resulting in severe burns particularly affecting the cornea and resulting in corneal opacity. It was thought that this condition was caused by the flame and the heat and not by the action of the chemical. This opacity, it is stated, has a tendency to increase in amount and impenetrability until the cornea has lost its major attribute of complete transparency.

While there does not seem to be any immediate therapy that will lessen the severity of corneal involvement of such a burn, the preven-

<sup>1</sup> Journal of the American Medical Association, Chicago, Nov. 25, 1922, pp. 1819-1821. "Battery burns," by Harry S. Gradle, M. D.

tion of battery burns of the cornea is simple. A protective goggle, it is stated, should be worn by every mechanic who works with charging batteries. It need not be so large that it interferes with work or so close fitting that it prevents evaporation of the perspiration from the underlying skin, but it should be large enough so that a splash of acid would be prevented from reaching the cornea. In every shop where such explosions are a possibility a large bottle of a sterile saturated solution of sodium bicarbonate and an eyecup should be provided, and if such an accident should occur the eye should be flushed thoroughly and repeatedly with eyecups full of the solution. After that the eye should be filled with sterile borated petrolatum and the injured person sent to the nearest physician.

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### Coal Mine Fatalities in the United States in October, 1922.

THE United States Bureau of Mines in its report of fatalities in coal mines in October (serial No. 2418, November, 1922) states that during that month there were 186 deaths as a result of accidents in the mines. Twenty-five of these fatalities occurred in anthracite mines in Pennsylvania and 161 in bituminous mines in all States. The death rate per 1,000,000 tons produced was 3.46 for October, 1922, as compared with 3.43 for the same month last year. The average fatality rate for October for the period 1913 to 1921 is 4.27 per 1,000,000 tons of coal mined and the average number of lives lost for that month during the nine years is 238. It will be noted, therefore, that the rate for October, 1922, is much below the average rate for October for the nine-year period.

A gas explosion in Oklahoma on October 20 caused the death of eight men.

The total number of deaths in coal mines for the first 10 months of the year is 1,378, as compared with 1,665 in the same period in 1921. The fatality rates for the two periods are identical, however, 3.92 per 1,000,000 tons, as the coal output this year amounted to only 352,000,000 tons as against 425,000,000 tons in the 10-month period last year.

There has been an unusual number of explosions of gas and coal dust this year, 90 lives having been lost in eight explosions, exclusive of the three disasters in November, while during the first 10 months of 1921 there were three similar explosions, with a loss of 21 lives. This year's record is unusually unfavorable in view of the fact that most of the mines were closed for five months during the miners' strike.

There is no material change in the frequency rates of accidents due to causes other than explosions except in the case of deaths due to the use of powder and other explosives, the rate for which has declined from 0.315 to 0.187 per 1,000,000 tons.



The following table shows the fatalities in coal mines in October, 1922, by causes:

COAL MINE FATALITIES DURING OCTOBER, 1921 AND 1922, BY CAUSES.

Cause.	Number of fatal accidents.			
	October, 1921.	October, 1922.		
		Entire country—bituminous.	Pennsylvania—anthracite.	Total.
<i>Underground.</i>				
Falls of roof.....	97	71	7	78
Falls of side.....	4	16	7	23
Haulage.....	34	31	3	34
Gas explosions.....	3	9	.....	9
Dust explosions.....	4	1	.....	1
Explosives.....	10	8	4	12
Suffocated by mine gases.....	1	.....	.....	0
Electricity.....	10	9	1	10
Animals.....	0	.....	.....	.....
Mining machines.....	1	2	.....	2
Mine fires.....	1	.....	.....	0
Other causes.....	5	1	1	2
Total.....	170	148	23	171
<i>Shaft.</i>				
Persons falling.....	0	.....	.....	0
Objects falling.....	1	.....	.....	0
Cages, skips.....	1	2	.....	2
Other causes.....	0	2	.....	2
Total.....	2	4	.....	4
<i>Surface.</i>				
Mine cars.....	1	2	.....	2
Electricity.....	1	.....	.....	0
Machinery.....	0	.....	.....	0
Boiler explosion.....	0	.....	.....	0
Railway cars.....	2	1	2	3
Other causes.....	3	6	.....	6
Total.....	8	9	2	11
Grand total.....	180	161	25	186

## Fatal Accidents as Related to Coal Tonnage.

## Iowa.

THE following table showing fatal accidents in the coal mines of Iowa and their relation to coal production, for the 26-year period 1896 to 1921, is reproduced from the report of the State mine inspector for the biennial period ending December 31, 1921:

NUMBER OF FATAL ACCIDENTS, TONS PRODUCED, NUMBER OF EMPLOYEES, AND FATALITY RATE IN COAL MINING IN IOWA, 1896 TO 1921.

Year.	Number of fatal accidents.	Tons of coal produced.	Tons of coal per accident.	Number of employees.	Fatality rate per 1,000 employees.	Year.	Number of fatal accidents.	Tons of coal produced.	Tons of coal per accident.	Number of employees.	Fatality rate per 1,000 employees.
1896...	22	3,525,490	160,254	11,451	2.0	1909...	28	7,346,253	262,366	18,002	1.5
1897...	21	3,799,734	190,464	11,678	1.8	1910...	39	7,222,480	185,192	18,005	2.1
1898...	26	4,397,722	169,143	10,550	2.5	1911...	36	7,729,674	214,713	16,890	2.1
1899...	20	4,949,310	247,466	11,029	1.8	1912...	30	6,820,828	227,361	16,215	1.8
1900...	29	5,117,285	176,458	13,041	2.2	1913...	24	7,415,757	308,989	15,685	1.5
1901...	27	5,441,863	201,550	13,175	2.0	1914...	34	7,312,734	215,080	15,740	2.1
1902...	55	5,514,205	100,258	13,002	4.2	1915...	34	7,530,088	221,473	16,369	2.07
1903...	21	6,185,734	294,559	13,192	1.6	1916...	31	7,217,979	232,838	15,195	2.04
1904...	31	6,214,379	200,464	16,315	1.9	1917...	36	9,049,806	251,883	15,464	2.32
1905...	24	6,806,011	283,584	17,624	1.4	1918...	32	8,219,315	256,853	14,563	2.1
1906...	37	7,017,485	189,661	16,825	2.2	1919...	17	5,571,630	327,743	12,886	1.3
1907...	35	7,568,425	216,241	17,045	2.05	1920...	27	7,899,365	292,569	12,787	2.11
1908...	38	7,155,434	188,301	17,312	2.2	1921...	22	5,173,490	235,159	13,155	1.67

## Washington.

THE following figures are taken from the first annual report of the Department of Labor and Industries of Washington, for the period ending June 30, 1922:

Item.	1920	1921	First 6 months of 1922.
Total coal production..... tons..	3,756,881	2,422,106	1,207,519
Total number of employees.....	4,962	4,575	4,388
Days operated.....	262	157	96
Average daily output per man..... tons..	2.89	3.29	2.84

The table following shows a very encouraging reduction in the fatal-accident rate per 1,000 employees in coal mining in Washington from 1918 to 1921:

NUMBER OF MEN EMPLOYED, DAYS OF LABOR, AVERAGE DAYS OF OPERATION, MEN KILLED, AND FATALITY RATES IN COAL MINES IN WASHINGTON STATE, 1917 TO 1921.

Year.	Total men employed.	Number of days of labor performed.	Average days active.	Total number killed per 1,000 employed.	Number killed per 1,000,000 short tons mined.	Production per death (short tons).
1917.....	5,345	1,448,253	271	5.61	7.49	133,425
1918.....	5,847	1,556,895	265	5.81	8.24	121,424
1919.....	5,005	1,169,613	234	3.79	6.21	161,030
1920.....	4,962	1,311,434	262	3.63	4.79	208,716
1921.....	4,575	717,888	157	1.53	2.89	346,015

Accidents on Railways in Great Britain and Ireland in 1921.<sup>1</sup>

THE annual report of accidents on the railways of Great Britain and Ireland shows that of a total of 784 persons killed and 19,501 injured there were 262 deaths among employees and 16,176 injuries which caused at least one day's absence from work. A marked improvement over the previous year is shown, there being 158 fewer deaths and 5,752 fewer injuries among the employees of companies and contractors. This improvement is ascribed to more care and greater regard for regulations.

In train accidents such as collisions, derailments, etc., 11 employees were killed and 81 injured, while in other accidents in which the movement of trains or railway vehicles was concerned 220 were killed and 2,811 injured. In accidents not connected with the movement of railway vehicles 31 were killed and 13,284 injured. The report states that about 95 per cent of these accidents were industrial accidents of a more or less nonpreventable character, the majority occurring during the handling of goods, in the care of engines not in use, and in working upon tracks, and those caused by falls. Of the total of 16,176 nonfatal injuries 5,648 were contusions, 3,452 sprains, 2,355 cuts and lacerations, 478 scalds and burns, 449 fractures, 389 internal injuries, 113 dislocations, 97 amputations, and 74 injuries due to shock, the remainder not being classified.

The following table shows the classes of railway and contractors' employees among which the largest number of accidents occurred in 1921:

ACCIDENTS TO RAILWAY EMPLOYEES DURING 1921, BY OCCUPATIONS.

Class.	"Train" and "movement" accidents.		Other accidents.		Total.	
	Killed.	Injured.	Killed.	Injured.	Killed.	Injured.
Engine drivers and motormen.....	10	313	2	715	12	1,028
Firemen.....	11	584	.....	918	11	1,502
Engine cleaners.....	5	86	.....	982	5	1,068
Guards (goods and mineral) and brakemen.....	21	432	.....	281	21	713
Shunters, yardmen, etc.....	29	544	.....	245	30	789
Goods porters.....	5	164	2	1,953	7	2,117
Passenger porters.....	12	85	1	770	13	855
Permanent way men.....	65	168	10	2,958	75	3,126
Laborers.....	7	49	1	658	8	707
Mechanics and artisans.....	8	36	3	787	11	823
All other classes of railway employees.....	55	420	8	2,971	63	3,391
Total, railway employees.....	228	2,881	28	13,238	256	16,119
Contractors' employees.....	3	11	3	46	6	57
Grand total.....	231	2,892	31	13,284	262	16,176

<sup>1</sup> Great Britain. Ministry of Transport. Report upon the accidents that occurred on the railways of Great Britain and Ireland during the year 1921. London, 1922. Cmd. 1753. Ministry of Labor Gazette, London, November, 1922, p. 438.

## WORKMEN'S COMPENSATION AND SOCIAL INSURANCE.

### Comparison of Compensation Laws in the United States, as of January 1, 1923.

By CARL HOOKSTADT.

IN 1920 the Bureau of Labor Statistics made a comparison, as of January 1, 1920, of the principal features of the workmen's compensation laws of the several States and Territories. This was published as Bulletin 275. Since then 35 jurisdictions have amended their compensation laws, while one new State (Georgia) has been added to the list of those having such laws. Arizona passed a new law in 1921, but this act was later declared unconstitutional by the State supreme court. Missouri has had a checkered career with its compensation legislation, and is at present without a compensation law. The State legislature enacted a law in 1919, which was invalidated by a referendum in 1920. The law was reenacted in 1921 and again invalidated by a referendum in 1922.

The most important changes in compensation legislation since the publication of Bulletin 275 were the consolidation of workmen's compensation commissions with other labor-law enforcing agencies, the reduction of the waiting period, and the increase in compensation and medical benefits, particularly the increase of the weekly maximum. More specifically, the following changes were made during the past three years: Five States added occupational diseases to the list of compensable injuries; 7 States decreased the waiting period and 4 States abolished the waiting period altogether in cases in which the disability extended beyond a certain period; 5 States increased the percentage; 19 States increased the weekly maximum; 13 States increased the medical benefits; and 8 States increased the maximum amounts.

At present 42 States, the 3 Territories of Alaska, Hawaii, and Porto Rico, and the Federal Government have workmen's compensation laws upon their statute books.<sup>1</sup> These laws range widely as regards both coverage and amount of benefits provided. In attempting a comprehensible comparison of the various acts it is necessary to concentrate upon the more important features. These include the scope or coverage, compensation scale, length of time for which compensation is paid, maximum and minimum limits, amount of medical service provided, length of the waiting period, administrative system, insurance, and type of injuries covered.

<sup>1</sup> North Carolina, South Carolina, Florida, Mississippi, Arkansas, Missouri, and the District of Columbia are the only jurisdictions still without such laws.

## Compensation and Insurance Systems.

COMPENSATION laws may be either compulsory or elective. A compulsory law is one which requires every employer within the scope of the compensation law to accept the act and pay the compensation specified. There is no choice. An elective law is one in which the employer has the option either of accepting or of rejecting the act, but, in case he rejects, the customary common-law defenses are abrogated. The requirements as to insurance constitute another basis of classification. On this basis the laws may be classified as compulsory, including all laws in which some form of insurance is required, or optional, including laws in which no insurance is required. The following table shows the compensation States grouped according to these two classifications:

TABLE 1.—COMPENSATION STATES CLASSIFIED ACCORDING TO WHETHER LAW IS COMPULSORY OR ELECTIVE.

Compensation compulsory. (14)		Compensation elective. (31)	
Insurance required. (13)	Insurance not required. (1)	Insurance required. (28)	Insurance not required. (3)
California. Hawaii. Idaho. Illinois. Maryland. New York. North Dakota. Ohio. Oklahoma. Porto Rico. Utah. Washington. Wyoming.	Arizona.	Colorado. Connecticut. Delaware. Georgia. Indiana. Iowa. Kentucky. Louisiana. Maine. Massachusetts. Michigan. Minnesota. Montana. Nebraska. Nevada. New Hampshire. New Jersey. New Mexico. Oregon. Pennsylvania. Rhode Island. South Dakota. Tennessee. Texas. Vermont. Virginia. West Virginia. Wisconsin.	Alabama. Alaska. Kansas.

It will be noted that of the 45 compensation States <sup>2</sup> 14 are compulsory and 31 are elective as to compensation provisions, while 41 are compulsory and 4 elective as to insurance requirements.

Very considerable differences appear in the methods provided by the laws of the 41 States in which insurance is obligatory. Thus the State may make provision for the carrying of such insurance, and require all employers coming under the act to avail themselves of such provision; or the State fund may simply offer one of alternative methods. Again, the State may refrain entirely from such action, but require insurance in private companies, stock or mutual;

<sup>2</sup> For the sake of simplicity all jurisdictions are referred to as States.

and lastly, self-insurance may be permitted, i. e., the carrying of the risk by the individual, subject to such safeguards as the law may prescribe.

The following table shows the groupings on the bases indicated:

TABLE 2.—COMPULSORY INSURANCE STATES, CLASSIFIED AS TO DIFFERENT KINDS OF INSURANCE ALLOWED.

State fund. (17)		Private insurance. (33)	Self-insurance. (33)
Exclusive. (8)	Competitive. (9)		
	California	California	California
	Colorado	Colorado	Colorado
		Connecticut	Connecticut
		Delaware	Delaware
		Georgia	Georgia
		Hawaii	Hawaii
	Idaho <sup>1</sup>	Idaho	Idaho
		Illinois	Illinois
		Indiana	Indiana
		Iowa	Iowa
		Kentucky	Kentucky
		Louisiana	Louisiana
		Maine	Maine
	Maryland	Maryland	Maryland
		Massachusetts	
	Michigan	Michigan	Michigan
		Minnesota	Minnesota
	Montana	Montana	Montana
		Nebraska	Nebraska
Nevada		New Hampshire <sup>2</sup>	New Hampshire <sup>3</sup>
		New Jersey	New Jersey
		New Mexico	New Mexico
	New York	New York	New York
North Dakota			Ohio <sup>3</sup>
Ohio <sup>3</sup>		Oklahoma	Oklahoma
Oregon			
	Pennsylvania	Pennsylvania	Pennsylvania
Porto Rico		Rhode Island	Rhode Island
		South Dakota	South Dakota
		Tennessee	Tennessee
		Texas	
	Utah	Utah	Utah
		Vermont	Vermont
		Virginia	Virginia
Washington			West Virginia
West Virginia <sup>4</sup>		Wisconsin	Wisconsin
Wyoming			

<sup>1</sup> Idaho permits self-insurance. Employers who carry their own risk may insure in authorized guaranty companies.

<sup>2</sup> The New Hampshire law requires employers accepting the act to furnish proof of solvency or give bond, but makes no other provision for insurance.

<sup>3</sup> Ohio permits self-insurance, but all employers are required to contribute their proportionate share to the State insurance fund surplus.

<sup>4</sup> West Virginia has practically an exclusive State insurance system. Self-insurance is allowed, but employers desiring to carry their own risk must contribute their proportionate share to the administrative expenses of the law.

Broadly speaking, the laws may be divided into four main groups or combinations of groups, namely: (1) Exclusive State fund, (2) competitive State fund, (3) private insurance, either stock or mutual, and (4) self-insurance or where employers are permitted to carry their own risk. In most cases the employers have the option of several kinds of insurance. This does not hold true, however, of the States having strictly exclusive systems. In these cases no other form of insurance is permitted.

It will be noted that six States have such exclusive systems. In two of these, Nevada and Oregon, compensation is elective, and insurance is therefore not absolutely compulsory, since employers need not accept the act, but should they accept, insurance in the State fund is compulsory. In North Dakota, Porto Rico, Washington, and Wyoming both compensation and insurance are compulsory. In these six States the State becomes the sole insurance carrier. It classifies the industries into groups according to hazard, fixes and collects premiums, adjudicates claims, and pays compensation. Two other States (Ohio and West Virginia) are nearly exclusive in character. They allow no private casualty company to operate, but permit self-insurance. Ohio permits employers to carry their own risk, though all such employers are required to contribute their proportionate share to the State insurance fund surplus. Self-insurers, however, are not permitted to insure their risk in private companies. West Virginia has practically an exclusive State insurance system. It permits no private insurance, but does allow self-insurance. The employers, however, who desire to carry their own risk must contribute their proportionate share to the administrative expenses of the law.

In the other 33 States having compulsory insurance laws some form of competition exists, or at least the employer is given an option as to the method of insuring his risk. In 9 of these States<sup>3</sup> the laws provide for a State fund through which the State conducts a workmen's compensation insurance business in competition with private liability companies. Private casualty companies, however, are permitted to write compensation insurance in all of these States. Idaho differs somewhat from the other States having competitive State funds. It allows employers to carry their own risk and also permits substitute insurance schemes if the benefits provided equal those of the act. Self-insurers, however, as evidence of satisfactory security, may furnish a surety bond or guaranty contract with any authorized surety or guaranty company. Moreover, the attorney general has held that the words "guaranty contract" includes insurance contracts.

Of the 41 compulsory insurance States, 33 permit private companies to operate, the only exceptions being the 6 exclusive States of Nevada, North Dakota, Oregon, Porto Rico, Washington, and Wyoming, and the States of West Virginia and Ohio.

Thirty-three States allow employers to self-insure or carry their own risk, the exceptions again being the exclusive States and Massachusetts and Texas. Employers who avail themselves of this privilege are required either to give proof of their financial solvency and ability to pay compensation or to furnish bonds or other security, or to do both. In several States such employers are also permitted to secure their compensation payments by guaranty insurance.

New Hampshire's compensation law is exceptional in that employers who accept the act must furnish proof of financial solvency or deposit adequate security, but the law makes no other provision as to insurance. As proof of solvency the commissioner of labor accepts insurance policies in authorized companies.

<sup>3</sup> California, Colorado, Idaho, Maryland, Michigan, Montana, New York, Pennsylvania, and Utah.

## Scope or Coverage.

NO State compensation act, even when full use of the elective provisions is taken into account, covers all employees. The nearest approach to universal coverage is the New Jersey act, which includes all employees, except casual laborers, public officials, and public employees receiving salaries in excess of \$1,200. The principal exemptions, in the order of their importance, perhaps, are: Nonhazardous employments; agriculture; domestic service; numerical exemptions, i. e., excepting employers having less than a specified number of employees; public employees; casual laborers or those not employed for the purpose of the employer's business; and employments not conducted for gain.

## Hazardous Employments.

The following 13 States include only hazardous employments: Alaska, Arizona, Illinois, Kansas, Louisiana, Maryland, Montana, New Hampshire, New Mexico, Oklahoma, Oregon, Washington, and Wyoming. In these States the industries covered are enumerated in the act. In Alaska only mining operations are included, but in the other States the principal hazardous employments are covered, including manufacturing, mining, transportation, and construction work.

## Numerical Exemptions.

Twenty-one States exempt employers having less than a stipulated number of employees from the operation of the act, as shown in the following table:

TABLE 3.—NUMERICAL EXEMPTION STATES CLASSIFIED ACCORDING TO NUMBER OF EMPLOYEES EXEMPTED.

Employers having less than—						
3 employees. (5)	4 employees. (3)	5 employees. (6)	6 employees. (2)	10 employees. (2)	11 employees. (2)	16 employees. (1)
Kentucky. Oklahoma. Texas. Utah. Wisconsin. <sup>2</sup>	Colorado. New Mexico. New York. <sup>1</sup>	Alaska. Connecticut. Delaware. Kansas. New Hampshire. Ohio.	Maine. Rhode Island.	Georgia. Tennessee.	Vermont. Virginia.	Alabama.

<sup>1</sup> Numerical exemption applies only to nonhazardous employments.

<sup>2</sup> In Wisconsin the numerical exemption provision does not apply if the employer has at any time since Sept. 1, 1917, had three or more employees.

## Agriculture and Domestic Service.

Hawaii and New Jersey are the only States which include agriculture, and New Jersey is the only State which includes domestic service. In all other States these employments are either exempted or excluded, although most of the State laws allow voluntary acceptance.



## Public Employees.

The following 25 States include all public employees, including both State and municipal: California, Colorado, Connecticut, Hawaii, Idaho, Illinois, Indiana, Louisiana, Maine, Michigan, Montana, Nebraska, Nevada, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, Virginia, West Virginia, and Wisconsin.

In the following 13 States the inclusion of public employees is only partial: Alabama, Georgia, Iowa, Kansas, Kentucky, Maryland, Massachusetts, Minnesota, Oklahoma, Porto Rico, Vermont, Washington, and Wyoming.

In the following seven States public employees are exempted: Alaska, Arizona, Delaware, New Hampshire, New Mexico, Tennessee, and Texas.

In addition to the foregoing exclusions, many States have special exemptions of more or less importance, the most frequent being the exclusion of highly-paid employees, outworkers, and clerical occupations. Maine also excludes logging and Tennessee excludes coal mining.

The foregoing exclusions have to do only with the statutory scope of the compensation laws. But what do these various inclusions and exclusions really mean when applied in each State? How many employees are actually excluded through the nonhazardous or numerical or agricultural or domestic service exemptions? An attempt has been made to compute the percentage of employees covered by the compensation acts of the various States. These computations may be found in Bulletin 275 (pp. 29-38), and will not be reproduced here.

## Occupational Diseases.

**E**LEVEN States<sup>4</sup> and the Federal Government now include occupational diseases among the list of compensable injuries, five States having amended their acts to this effect during the past two years. In most of these States all occupational diseases are compensated, but in some (Minnesota, New York, and Ohio) the coverage is limited to certain specified diseases and processes patterned after the British law.

## Waiting Period.

**I**N most of the States, an injury to be compensable must cause disability for a certain length of time, no compensation being paid during this time. This noncompensable preliminary period is known as the "waiting period." In two States (Oregon and Porto Rico) there is no such waiting time, compensation being paid for all injuries producing any disability. The most common provision is that disability must continue for more than one week, this being found in 25 States. Maryland, Utah, and the Federal Government require a waiting period of 3 days, 7 States of 10 days, and 9 States of two weeks. In 23 States the waiting period is abolished entirely if the disability continues longer than certain specified periods.

<sup>4</sup> California, Connecticut, Hawaii, Illinois, Massachusetts, Minnesota, New York, North Dakota, Ohio, Porto Rico, and Wisconsin.

The following table classifies the States according to length of waiting period:

TABLE 4.—COMPENSATION STATES, CLASSIFIED BY LENGTH OF WAITING PERIOD.

No waiting period. (2)	3 days. (3)	1 week. (25)	10 days. (7)	2 weeks. (9)
Oregon. Porto Rico.	Maryland. Utah. United States.	California. Connecticut (none if disabled over 4 weeks). Georgia. Hawaii (none if partially disabled). Idaho (none if disabled 7 weeks). Illinois (none if disabled 4 weeks). Indiana. Kansas. Kentucky. Louisiana (none if disabled 6 weeks). Maine. Michigan (none if disabled 6 weeks). Minnesota (none if disabled 4 weeks). Nebraska (none if disabled 6 weeks). Nevada (none if disabled 2 weeks). North Dakota (none if disabled over 1 week). Ohio. Oklahoma (none if disabled 3 weeks). Rhode Island (none if disabled over 4 weeks). Texas. Vermont. Washington (none if disabled over 30 days). West Virginia. Wisconsin (none if disabled over 4 weeks). Wyoming (none if disabled over 3 weeks).	Colorado. Massachusetts. New Jersey. New Mexico. Pennsylvania. South Dakota (none if disabled 6 weeks). Virginia (none if disabled over 6 weeks).	Alabama (none if disabled 4 weeks). Alaska (none if disabled 8 weeks). Arizona (none if disabled over 2 weeks). Delaware (none if disabled 4 weeks). Iowa. Montana (none if disabled 6 weeks). New Hampshire. New York (none if disabled over 7 weeks). Tennessee (none if disabled 6 weeks).

#### Compensation Scale.

THE actual amount of benefits received by injured workers is dependent upon the percentage scale, the weekly maximum, the periods for which compensation is paid, and the maximum amount payable in any individual case. The following table shows the maximum period and maximum amount of compensation for each State in case of death, permanent total disability, and partial disability:

TABLE 5.—MAXIMUM PERIODS AND MAXIMUM AMOUNT OF COMPENSATION PAYABLE IN CASE OF DEATH, PERMANENT TOTAL DISABILITY, AND PARTIAL DISABILITY.

States.	Death.		Permanent total disability.		Partial disability.	
	Weeks.	Amount.	Weeks.	Amount.	Weeks.	Amount.
Alabama.....	300	\$5,000	550	\$5,000	300	.....
Alaska.....	.....	6,000	.....	6,000	.....	\$4,800
Arizona.....	400	4,000	Life.	4,000	During disability.	4,000
California.....	240	5,000	Life.	.....	240	3 years' earnings.
Colorado.....	312	3,125	Life.	.....	During disability.	2,600
Connecticut.....	312	.....	520	.....	520	.....
Delaware.....	285	.....	475	4,000	285	.....
Georgia.....	300	4,000	350	5,000	300	.....
Hawaii.....	312	5,000	312	5,000	312	5,000
Idaho.....	400	.....	Life.	.....	150	.....
Illinois.....	416	4,250	Life.	.....	416	.....
Indiana.....	300	5,000	500	5,000	300	.....
Iowa.....	300	.....	400	.....	225	.....
Kansas.....	260	3,800	416	.....	416	.....
Kentucky.....	335	4,000	416	6,000	335	4,000
Louisiana.....	300	.....	400	.....	300	.....
Maine.....	300	4,000	500	6,000	300	.....
Maryland.....	416	5,000	Life.	5,000	.....	3,500
Massachusetts.....	1500	4,000	500	4,000	During disability.	4,000
Michigan.....	300	.....	500	7,000	500	.....
Minnesota.....	Death or remarriage.	.....	Life.	10,000	300	.....
Montana.....	400	.....	Life.	.....	150	.....
Nebraska.....	350	.....	Life.	.....	300	.....
Nevada.....	Death or remarriage.	.....	Life.	.....	433	.....
New Hampshire.....	300	3,000	300	.....	300	.....
New Jersey.....	300	.....	400	.....	300	.....
New Mexico.....	300	.....	520	.....	.....	.....
New York.....	Death or remarriage.	.....	Life.	.....	During disability.	3,500
North Dakota.....	Death or remarriage.	.....	Life.	.....	During disability.	.....
Ohio.....	416	5,000	Life.	.....	During disability.	3,750
Oklahoma.....	Not covered.	.....	500	.....	500	.....
Oregon.....	Death or remarriage.	.....	Life.	.....	104	.....
Pennsylvania.....	300	.....	500	5,000	300	.....
Porto Rico.....	.....	4,000	.....	4,000	.....	2,500
Rhode Island.....	300	.....	500	5,000	300	.....
South Dakota.....	378	3,000	Life.	3,000	312	.....
Tennessee.....	400	.....	550	5,000	300	.....
Texas.....	360	.....	401	.....	300	.....
Utah.....	312	5,000	Life.	.....	312	5,000
Vermont.....	260	3,500	260	4,000	260	.....
Virginia.....	300	4,500	500	4,500	300	4,500
Washington.....	Death or remarriage.	.....	Life.	.....	.....	2,000
West Virginia.....	Death or remarriage.	.....	Life.	.....	340	.....
Wisconsin.....	320	4,500	780	.....	During disability.	4,500
Wyoming.....	.....	3,600	.....	8,000	.....	1,500
United States.....	Death or remarriage.	.....	Life.	.....	During disability.	.....

<sup>1</sup> 400 weeks in case of widow.

Per Cent of Wages.

In all but two States (Washington and Wyoming) the amount of compensation is based upon wages. A number of States, however, provide fixed lump sums or pensions for certain injuries, but apply the percentage system to all others. In most of the States the prescribed percentage remains uniform for all injuries. A few States have varying percentages for different types of injuries, and in several States the percentage varies with conjugal condition and number of children.

In 19 States<sup>5</sup> the amount of compensation is 50 per cent of the employee's wages; in 3 States,<sup>6</sup> 55 per cent; in 9 States,<sup>7</sup> 60 per cent; in 3 States,<sup>8</sup> 65 per cent; and in 9 States<sup>9</sup> and the Federal Government, 66 $\frac{2}{3}$  per cent.

#### Weekly Maximum and Minimum.

The compensation benefits based upon percentage of wages are usually modified by weekly maximum and minimum limits which may materially affect the amounts, though to what extent depends, of course, upon the wage level. It is undoubtedly true that under no State compensation law does the employer bear 50 per cent of the cost of industrial accidents and in most States he bears but 20 to 35 per cent. Two States (Alaska and Arizona) have no maximum or minimum provisions; two States<sup>10</sup> have a weekly maximum of \$10; one<sup>11</sup> has a maximum of \$11; eight<sup>12</sup> have a maximum of \$12; five,<sup>13</sup> of over \$12 and under \$15; nine,<sup>14</sup> of \$15; seven States<sup>15</sup> and the Federal Government have a maximum of over \$15 and under \$18; six States<sup>16</sup> have a maximum of \$18; three States<sup>17</sup> have a maximum of \$20 or over; while two States<sup>18</sup> provide monthly pensions of fixed amounts.

#### Death.

The benefits for death in most cases approximate three or four years' earnings of the deceased employee. The methods provided for determining compensation for death vary somewhat. Two States<sup>19</sup> provide for fixed absolute amounts without reference to wages or length of time, and 1 State<sup>20</sup> proportions the amount of compensation to the earning capacity and number and needs of dependents of deceased. Six States<sup>21</sup> provide for annual earnings for three or four years. The large majority of States, however, apply a wage percentage for specified periods. Of these, 2 States<sup>22</sup> pay death benefits for less than 300 weeks; 12<sup>23</sup> for 300 weeks; 7<sup>24</sup> for over 300 but under 400 weeks; 7<sup>25</sup> for 400 to 500 weeks; while 7 States<sup>26</sup> and the

<sup>5</sup> Alabama (increased to 60 per cent in certain cases), Alaska, Arizona, Colorado, Connecticut, Delaware, Georgia, Illinois (increased to 65 per cent in certain cases), Montana, New Hampshire, New Mexico, Oklahoma, Oregon (40 to 66 $\frac{2}{3}$  per cent), Porto Rico, Rhode Island, Tennessee, Vermont, Virginia, and West Virginia.

<sup>6</sup> Idaho (increased indefinitely in certain cases), Indiana, and South Dakota.

<sup>7</sup> Hawaii (partial, 50 per cent), Iowa, Kansas (specified injuries, 50 per cent), Louisiana, Michigan, Nevada (total disability only; partial, 50 per cent; death, 15 to 66 $\frac{2}{3}$  per cent), Pennsylvania, Texas, and Utah.

<sup>8</sup> California, Kentucky, and Wisconsin.

<sup>9</sup> Maine, Maryland, Massachusetts, Minnesota, Nebraska, New Jersey (death, 35 to 60 per cent), New York, North Dakota, and Ohio.

<sup>10</sup> Colorado and New Hampshire.

<sup>11</sup> Tennessee.

<sup>12</sup> Alabama (increased to \$15 in certain cases), Idaho (increased to \$16 in certain cases), New Jersey, New Mexico (death, \$18), Pennsylvania, Porto Rico, Virginia, and West Virginia.

<sup>13</sup> Illinois, \$14 (increased to \$17 in certain cases); Indiana, \$13.20; Kentucky, death and permanent disability, \$12; total and temporary disability, \$15; Michigan, \$14; Montana, \$12.50.

<sup>14</sup> Delaware (death, \$18), Georgia (death, \$12.75), Iowa, Kansas, Nebraska, Ohio, South Dakota, Texas, and Vermont (partial disability, \$10).

<sup>15</sup> Maine and Utah, \$16; Massachusetts, death and specified injuries \$10 to \$16; other disabilities, \$16; Nevada, \$9.23 to \$16.62; Oregon, \$12.69 to \$22.38; Rhode Island, total disability, \$16; others, \$10; Wisconsin, \$16.90; Federal Government, \$15.38.

<sup>16</sup> Connecticut, Hawaii (death \$21.60); Louisiana, Maryland, Minnesota, and Oklahoma.

<sup>17</sup> California, \$20.83; New York, \$20 (death, \$19.23); North Dakota, \$20.

<sup>18</sup> Washington and Wyoming.

<sup>19</sup> Alaska and Wyoming.

<sup>20</sup> Porto Rico.

<sup>21</sup> California, Kansas, New Hampshire, 3 years; Illinois, South Dakota, and Wisconsin, 4 years.

<sup>22</sup> Vermont, 260 weeks; Delaware, 285 weeks.

<sup>23</sup> Alabama, Georgia, Indiana, Iowa, Louisiana, Maine, Michigan, New Jersey, New Mexico, Pennsylvania, Rhode Island, and Virginia.

<sup>24</sup> Colorado, Connecticut, Hawaii, and Utah, 312 weeks; Kentucky, 335 weeks; Nebraska, 350 weeks; Texas, 360 weeks.

<sup>25</sup> Arizona, Idaho, Montana, and Tennessee, 400 weeks; Maryland and Ohio, 416 weeks; Massachusetts, 500 weeks (only 400 weeks to widow).

<sup>26</sup> Minnesota, Nevada, New York, North Dakota, Oregon, Washington, and West Virginia.

Federal Government provide benefits until the death or remarriage of the widow. Twenty-three States also place a limit upon the maximum amount payable in any one case. These maximum amounts range from \$3,000 in New Hampshire and South Dakota to \$6,000 in Alaska. The Oklahoma law does not cover fatal accidents.

Most States recognize the fact that a permanently disabled workman is a greater economic loss to his family than if he were killed outright at the time of the accident, and, consequently, provide greater benefits than in case of fatal accidents. Eighteen States<sup>27</sup> and the Federal Government provide that for permanent total disability compensation payments shall continue for the full period of the injured workman's life. Four States<sup>28</sup> pay benefits for 350 weeks or less; 7 States<sup>29</sup> for 400 but under 500 weeks; 12 States<sup>30</sup> for 500 to 550 weeks; and one State<sup>31</sup> for 9 to 15 years. Alaska and Wyoming provide fixed absolute amounts, while Porto Rico proportions the amount of compensation to the wage and age of the injured workman. Twenty-one States also place a limit upon the maximum amount payable in any one case. These maximum amounts range from \$3,000 in South Dakota to \$10,000 in Minnesota.

#### Partial Disability.

Two methods for compensating partial disabilities are generally provided for. One method is based upon the percentage of wage loss occasioned by such disability, payments continuing during incapacity but subject to maximum limits. The second method is the adoption of a specific schedule of injuries for which benefits are awarded for fixed periods, the payments being based upon a percentage of wages earned at the time of the injury. Usually both methods of payment are provided for. The practice in most States is to pay a percentage of the wage for fixed periods for certain enumerated injuries and for all other injuries a percentage of the wage loss during disability. The number of injuries specified in the schedule varies in the different States, but provision is generally made for the loss of arm, hand, leg, foot, eye, fingers, and toes, and parts thereof.

Forty-two States provide a certain stipulated amount of compensation for enumerated partial disabilities. In 39 of these States (see Table 6) the schedules are stated in terms of weeks,<sup>32</sup> whereas 3 States (Alaska, Washington, and Wyoming) provide definite monetary amounts. In 1 State (Porto Rico) the commission is authorized to fix the compensation according to age and wages received, while 2 States (Arizona and New Hampshire) and the Federal Government do not have a schedule, basing the compensation upon actual wage loss.

In 24 of the States<sup>33</sup> having schedules the amounts provided are in lieu of all other compensation benefits except medical service; in 15

<sup>27</sup> Arizona, California, Colorado, Idaho, Illinois, Maryland, Minnesota, Montana, Nebraska, Nevada, New York, North Dakota, Ohio, Oregon, South Dakota, Utah, Washington, and West Virginia.

<sup>28</sup> Vermont, 260 weeks; New Hampshire, 300 weeks; Hawaii, 312 weeks; Georgia, 350 weeks.

<sup>29</sup> Iowa, Louisiana, New Jersey, and Texas, 400 weeks; Kansas and Kentucky, 416 weeks; Delaware, 475 weeks.

<sup>30</sup> Indiana, Maine, Massachusetts, Michigan, Oklahoma, Pennsylvania, Rhode Island, and Virginia, 500 weeks; Connecticut and New Mexico, 520 weeks; Alabama and Tennessee, 550 weeks.

<sup>31</sup> Wisconsin.

<sup>32</sup> In 3 of these States (California, North Dakota, and West Virginia) the commissions are authorized to formulate the schedule; in the other 36 States the schedules are a part of the law.

<sup>33</sup> Alabama, Alaska, California, Colorado, Delaware, Georgia, Hawaii, Indiana, Iowa, Kansas, Kentucky, Louisiana, Michigan, Montana, New Mexico, New York, North Dakota, Oklahoma, Pennsylvania, Tennessee, Texas, Virginia, West Virginia, and Wisconsin.

States<sup>34</sup> compensation is also paid for temporary total disability during the healing period in addition to the schedule amounts; in Massachusetts and Rhode Island, compensation is paid for total disability during the healing period and for partial disability thereafter, in addition to the schedule amounts; while Maine provides for continuing partial disability payments based upon actual wage loss in addition to those provided by the schedule but not over 300 weeks in all. The other 3 States (Arizona, New Hampshire, and Porto Rico), as already noted, do not have schedules. These facts should be borne in mind, therefore, in considering the following comparative table:

TABLE 6.—NUMBER OF WEEKS FOR WHICH COMPENSATION IS PAYABLE FOR SPECIFIED INJURIES IN THE SEVERAL STATES.

State.	Loss of—													
	Arm (at shoulder).	Hand.	Thumb.	In-dex finger.	Middle finger.	Ring finger.	Little finger.	Leg (at hip).	Foot.	Great toe.	Other toe.	Sight of one eye.	Hear-ing, one ear.	Hear-ing, both ears.
Ala. <sup>1</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	.....	150
Calif. <sup>1</sup> .....	<sup>2</sup> 246	<sup>2</sup> 186	<sup>2</sup> 42	<sup>2</sup> 34	<sup>2</sup> 25	<sup>2</sup> 25	<sup>2</sup> 16	<sup>2</sup> 206	<sup>2</sup> 166	<sup>2</sup> 34	.....	<sup>2</sup> 125	.....	.....
Colo. <sup>1</sup> .....	208	104	35	18	13	7	9	208	104	18	4	104	35	139
Conn. <sup>3</sup> .....	208	156	38	38	30	25	20	182	130	38	13	104	52	156
Del. <sup>1</sup> .....	194	158	60	35	30	20	15	194	135	30	10	113	.....	.....
Georgia <sup>1</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	.....	150
Hawaii <sup>1</sup> .....	312	244	60	46	30	25	15	288	205	38	16	128	60	312
Idaho <sup>3</sup> .....	200	150	30	20	15	12	9	180	125	15	6	100	35	115
Ill. <sup>3</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	.....	.....
Ind. <sup>1</sup> .....	250	200	60	40	35	30	20	200	150	60	20	150	.....	100
Iowa <sup>1</sup> .....	225	150	40	30	25	20	15	200	125	25	15	100	50	150
Kans. <sup>1</sup> .....	210	150	60	37	30	20	15	200	125	30	10	110	25	100
Ky. <sup>1</sup> .....	200	150	60	45	30	20	15	200	125	30	10	100	.....	.....
La. <sup>1</sup> .....	200	150	50	30	20	20	20	175	125	20	10	100	.....	.....
Maine <sup>4</sup> .....	150	125	50	30	25	18	15	150	125	25	10	100	.....	.....
Md. <sup>3</sup> .....	200	150	50	30	25	20	15	175	150	25	10	100	50	100
Mass. <sup>3</sup> .....	50	50	12	12	12	12	12	50	50	12	12	50	.....	.....
Mich. <sup>1</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	.....	.....
Minn. <sup>3</sup> .....	200	175	60	35	30	20	15	200	150	30	10	100	52	156
Mont. <sup>1</sup> .....	200	150	30	20	15	12	9	180	125	15	6	100	.....	120
Nebr. <sup>3</sup> .....	225	175	60	35	30	20	15	215	150	30	10	125	50	100
N. Dak. <sup>1</sup> .....	260	217	65	39	30	22	17	217	173	30	11	108	87	260
N. J. <sup>3</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	40	160
N. Mex. <sup>1</sup> .....	150	110	30	20	15	10	9	140	100	15	6	100	35	135
N. Y. <sup>1</sup> .....	312	244	60	46	30	25	15	288	205	38	16	128	.....	150
N. Dak. <sup>1</sup> .....	312	260	60	42	36	24	18	286	208	38	16	130	.....	.....
Ohio <sup>3</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	.....	.....
Okla. <sup>1</sup> .....	250	200	60	35	30	20	15	175	150	30	10	100	.....	.....
Oreg. <sup>3</sup> .....	416	329	104	69	39	35	26	381	277	43	17	173	156	416
Pa. <sup>1</sup> .....	215	175	.....	.....	.....	.....	.....	215	150	.....	.....	125	.....	.....
R. I. <sup>5</sup> .....	50	50	12	12	12	12	12	50	50	12	12	50	.....	.....
S. Dak. <sup>3</sup> .....	200	150	50	35	30	20	15	160	125	30	10	100	.....	.....
Tenn. <sup>1</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	.....	150
Tex. <sup>1</sup> .....	200	150	60	45	30	21	15	200	125	30	10	100	.....	150
Utah <sup>3</sup> .....	200	150	30	20	15	12	9	180	125	15	6	100	.....	.....
Va. <sup>1</sup> .....	200	150	60	35	30	20	15	175	125	30	10	100	.....	.....
Vt. <sup>3</sup> .....	170	140	40	25	20	15	10	170	120	20	8	100	43	170
W. Va. <sup>1</sup> .....	240	200	80	40	28	20	20	240	140	40	16	132	.....	.....
Wis. <sup>1</sup> .....	320	240	70	32	20	12	14	300	180	25	8	140	40	160

<sup>1</sup> Payments under this schedule are exclusive of or in lieu of all other payments.

<sup>2</sup> Compensation varies with occupation and age. Figures given are for laborer, 45 years of age.

<sup>3</sup> Payments under this schedule are in addition to payments for temporary total disability during the healing period.

<sup>4</sup> Payments cover total disability. Partial disability based upon wage loss may be compensated at end of periods given for not over 300 weeks in all.

<sup>5</sup> Payments under this schedule are in addition to payments for temporary total and permanent partial disability.

<sup>34</sup> Connecticut, Idaho, Illinois, Maryland, Minnesota, Nebraska, Nevada, New Jersey, Ohio, Oregon, South Dakota, Utah, Vermont, Washington, and Wyoming.

Medical Benefits.

THIRTEEN States increased their medical benefits within the last two years. At present three States (Alaska, Arizona, and New Hampshire) furnish no medical service except that in fatal cases involving no dependents the expenses of last sickness shall be paid by the employer. Seven States<sup>35</sup> and the Federal Government provide unlimited service. Nine laws place no limitation upon the period during which medical treatment shall be furnished, but do limit the amount; while seven limit the period, but do not limit the amount. All of the other laws place limitations upon both period and amount.

Table 7 shows briefly the maximum medical benefits provided under the various compensation laws:

TABLE 7.—MAXIMUM PERIODS AND AMOUNTS OF MEDICAL SERVICE UNDER VARIOUS COMPENSATION LAWS.

State.	Maximum period.	Maximum amount.	State.	Maximum period.	Maximum amount.
Alabama.....	60 days.....	\$100	Nevada.....	90 days <sup>1</sup> ....	Unlimited.
Alaska.....	.....	.....	New Hampshire.....	.....	.....
Arizona.....	.....	.....	New Jersey.....	Unlimited.....	<sup>1</sup> \$50
California.....	Unlimited.....	Unlimited.	New Mexico.....	10 days.....	150
Colorado.....	60 days.....	\$200	New York.....	Unlimited.....	Unlimited.
Connecticut.....	Unlimited.....	Unlimited.	North Dakota.....	.....do.....	Unlimited.
Delaware.....	30 days <sup>1</sup> .....	<sup>1</sup> \$100	Ohio.....	.....do.....	<sup>1</sup> \$200
Georgia.....	.....do <sup>1</sup> .....	100	Oklahoma.....	60 days <sup>1</sup> .....	<sup>1</sup> 100
Hawaii.....	Unlimited.....	150	Oregon.....	Unlimited.....	<sup>1</sup> 250
Idaho.....	.....do.....	Unlimited.	Pennsylvania.....	30 days.....	<sup>1</sup> 100
Illinois.....	8 weeks <sup>1</sup> .....	<sup>1</sup> \$200	Porto Rico.....	Unlimited.....	Unlimited.
Indiana.....	30 days <sup>1</sup> .....	Unlimited.	Rhode Island.....	8 weeks.....	\$200
Iowa.....	4 weeks.....	<sup>1</sup> \$100	South Dakota.....	12 weeks.....	150
Kansas.....	50 days.....	150	Tennessee.....	30 days.....	100
Kentucky.....	90 days <sup>1</sup> .....	<sup>1</sup> 100	Texas.....	2 weeks <sup>1</sup> .....	Unlimited.
Louisiana.....	Unlimited.....	250	Utah.....	Unlimited.....	<sup>1</sup> \$500
Maine.....	30 days <sup>1</sup> .....	<sup>1</sup> 100	Vermont.....	2 weeks.....	100
Maryland.....	Unlimited.....	300	Virginia.....	60 days.....	Unlimited.
Massachusetts.....	2 weeks <sup>1</sup> .....	Unlimited.	Washington.....	Unlimited <sup>2</sup> .....	<sup>2</sup> Unlimited.
Michigan.....	90 days.....	Unlimited.	West Virginia.....	.....do.....	\$500
Minnesota.....	.....do. <sup>1</sup> .....	<sup>1</sup> \$100	Wisconsin.....	90 days <sup>1</sup> .....	Unlimited.
Montana.....	2 weeks.....	100	Wyoming.....	Unlimited.....	\$200
Nebraska.....	Unlimited.....	Unlimited.	United States.....	.....do.....	Unlimited.

<sup>1</sup> Additional service in special cases or at discretion of commission.

<sup>2</sup> Employees must pay one-half of medical cost.

Administration.

SOME responsible administrative body is necessary to insure to the injured workman his rights under the law, and to see that he receives the full amount of his compensation immediately and regularly. Thirty-five of the 45 States have such administrative boards or commissions. In the other 10 States<sup>36</sup> compensation matters are settled directly by the parties concerned and in case of dispute the question is taken to the courts for adjudication. In some of these States, however, a limited supervision is exercised by the State labor bureaus or other State agencies. There has been a tendency recently toward consolidation of labor law enforcing agencies, Michigan, Minnesota, and Washington having effected such consolidation during the past two years. At the present time in 13 States<sup>37</sup> practically the whole body of labor laws are administered by one agency.

<sup>35</sup> California, Connecticut, Idaho, Nebraska, New York, North Dakota, and Porto Rico.

<sup>36</sup> Alabama, Alaska, Arizona, Kansas, Louisiana, New Hampshire, New Mexico, Rhode Island, Tennessee, and Wyoming.

<sup>37</sup> Indiana, Michigan, Minnesota, Montana, New Jersey, New York, North Dakota, Ohio, Pennsylvania, Utah, Vermont, Washington, and Wisconsin.

## Recent Compensation Reports.

## California.

THE industrial accident commission of California has prepared an advance summary of its report for the year ending June 30, 1922, the accident data being for the calendar year 1921. The report shows a decrease of 42 in the number of deaths as compared with 1920, the respective totals being 550 and 592. Reviewing the period 1914 to 1921, inclusive, a reduction of 38.39 per cent is shown in the State's industrial death rate.

There were 1,643 permanent-disability injuries reported in 1921, as against 1,929 in 1920. There was also a reduction in temporary-disability injuries, as shown by the totals of 123,336 in 1921 and 131,587 in 1920. In 1921 there were 60,685 injuries which involved no loss of time from work.

Of the 550 deaths last year, 453 were compensable, the remaining 97 not coming under the commission's jurisdiction. The record shows that 98 injuries occurred in railroad, vessel, and stevedoring operations; 90 in construction; 78 in manufacturing; 71 in operations in public utilities; 53 in mining, quarrying, and the production of oil; and 46 in agriculture. Of those fatally injured, 5 were women.

Total dependents to the number of 701 were left in 302 fatal cases, 117 partial dependents were left in 59 cases, in 159 cases there were no dependents, and in 30 cases the degree of dependency was unknown. The average age of the widows was 38.7 years; that of the dependent children was 8.8 years.

The average age of the 550 workers killed during 1921 was 38 years. The average wage was \$33.39 a week. In 1920 the average age in the fatal cases was 37 years and the average wage \$31.78 a week.

Life pensions were awarded in 9 cases of serious and permanent injuries. There were 16 such injuries in 1920. Injuries that caused time loss of over 7 days numbered 32,286.

Occupational diseases numbered 576 in 1921, as compared to 596 in 1920.

Benefits to the 125,529 injured workers (including the dependents of the 550 killed) amounted to \$5,924,582, and medical, surgical, and hospital payments totaled \$2,496,176, giving a grand total of \$8,420,758.

In the opinion of the commission, the need for a placement bureau has become urgent, both as a medium of assisting in recovery in some cases and in providing needed work in those instances where it is necessary to change occupations because of permanent injuries. Pioneer work in this connection has been done by some employers and insurance carriers.

During the fiscal year ending June 30, 1922, 26 employers in California received certificates of consent to carry their own insurance. A total of 263 such certificates have been issued since January 1, 1918, the date on which this requirement of security became effective. Employers to the number of 52 requested revocation of their certificates during the year, thus leaving 211 in operation at the close of the fiscal year. Approximately 195,143 employees are protected



under this plan, and the State treasurer has received surety bonds or collaterals to the amount of \$3,652,000 to provide security. All other employers in California are required by law to take out insurance with an authorized carrier.

The courts upheld the appealed awards of the Industrial Accident Commission in 41 cases, and annulled 10 awards. The commission decided 2,277 claims, and only 53 awards were sought to be overturned by petitions for writs of certiorari. Compensation was awarded in 1,260 of the 2,277 contests, 651 were denied, 261 were dismissed and 105 were settled. The main questions of controversy were extent and duration of disability (548 cases), whether disability was result of injury (308 cases), whether injury was in course of employment (257 cases), extent of permanent disability (205 cases), hernia (200 cases). The record shows denial of 63 per cent of the hernia claims.

Losses of a permanent character to California's workers necessitated rating 2,481 new cases during the year. Some of the cases resulted from disabilities of several years' standing, on account of inability definitely to determine the status during the time of medical and surgical treatment. It is the rule to pay compensation during the periods described, and such compensation is deducted from the total amount awarded for permanent injuries.

Cases to the number of 388 were sent to the rehabilitation division. Since April, 1922, 1,192 cases have been reported as eligible for rehabilitation, making a total of 1,580 such cases during the fiscal year.

One of the most important of the commission's activities pertains to the care of widows and children left dependent as the result of industrial deaths. "The survey during the fiscal year shows a general lowering of the standard of living, health, and well-being. \* \* \* Compensation was considered insufficient in 45.7 per cent of the cases studied. Under the present law the financial loss that follows industrial deaths falls for the most part upon the dependents, instead of on business, which is best able to stand the loss. The economic rehabilitation of a family can not be accomplished during the four and one-half years during which compensation is now paid."

The members of the commission's medical staff made 1,299 general physical examinations during the year, 810 in San Francisco and 489 in Los Angeles. Special medical examinations were requested in 320 cases by insurance companies and in 115 by employers; 193 were made in behalf of the commission. Opinions to the number of 1,020 were given and 507 bills approved. The gradual growth of understanding on the part of the medical profession is referred to in an appreciative way and the cordial cooperation now existing is praised. While it is recognized that a fee schedule is not the most satisfactory method of adjusting charges, yet no better plan has been devised. Physical therapy and work are emphasized as necessary in the proper care of many cases of injury.

The total net premium writings of the State fund for 1921 were \$5,004,880.67. The total premiums of all carriers (36 in number) for the same year were \$13,554,107.02. The State fund's percentage of the total is 36.9 per cent.

Two new branch offices were opened in 1921, one in Stockton and the other in San Jose, thus providing seven branches in California, beside the main office in San Francisco.

The State fund has a net surplus over and above all possible liabilities which would enable it to meet any possible call upon its resources due to catastrophes. Under policies issued in 1921, the table provides an average dividend of 30 per cent.

On June 30, 1922, the State fund's total admitted assets were \$5,546,773.01, its liabilities (including reserves) \$4,049,802.63, and its surplus \$1,496,170.38.

Washington.

THE department of labor and industries, under its reorganization effective April 1, 1921, includes in its first annual report an account of its activities in its various fields. The division of industrial insurance, the division of safety, and the division of industrial relations are the three coordinate parts of the office, the first handling compensation under the act of 1911. The coordination of departmental activities is said to give both efficiency and economy in administering all the labor laws placed in its hands, while the experience of a decade has led to a clear understanding of the problems involved. Special note is made of the method of assessing and collecting premiums for the State insurance fund and the reduced length of time necessary to handle claims. Instead of three separate reports, requiring time and frequently occasioning delay through the absence of one of them, a simplified one-form report has been adopted. On a single blank the workman's claim, the employer's report, and the attending physician's report furnish the information necessary to enable the department to reach its determinations. Hospital supervision has been developed to such an extent that the complaints that had arisen under the contract system of medical aid have been largely eliminated through a system of thorough hospital inspections. The work of safety and first aid, formerly under a separate board, is now more efficiently performed, since "now it is expected of a [field] man to be competent to secure a pay-roll audit, inspect for safety, visit a hospital to see a disabled workman, and be ready to answer questions dealing with State labor laws in so far as these relate to hours of work, minimum wages, and matters of similar nature." A reduction of expenditure for the first year under the new order as compared with the preceding year resulted in a saving of \$122,317.74, besides increased administrative efficiency.

Compensation is administered through an exclusive State insurance fund, dating from June 7, 1911. Receipts shown from that date to June 30, 1922, total \$21,193,785.57. The accident fund shows a balance of \$1,661,502.38, and the reserve fund a balance of \$4,479,971.04, or a total in excess of \$6,000,000.

For the year ending September 30, 1921, premiums amounted to \$2,060,885.12, besides interest and penalty of \$19,935.56, while \$404,388.94 was transferred from reserve.

Claims paid during the year amounted to \$1,231,519.65, the total for 10 years aggregating \$10,934,450.96. During the year refunds were made in the amount of \$85,126.82, reserves to secure pensions amounted to \$773,445.88, and the expense was \$7,011.37.

A statement of the reserve fund for the fiscal year ending September 30, 1921, shows \$483,914.29 paid out in pensions. Every class but one shows a balance, ranging from \$1,443,278.36 in class 10 (logging, sawmills, and shingle mills) to \$2,865.16 in class 48 (elective adoption). The least active class is 45 (theaters), in which but \$390.85 was paid as claims during the year, and for which no pension or reserve funds are reported.

Medical-treatment awards for the year amounted to \$382,175.77, contributions amounted to \$477,127.42, and the balance on hand at the end of the year was \$278,319.62.

During the year, 20,016 accidents were reported, a decrease of 23.8 per cent from those of the previous year. There were 3,527 claims unadjusted at the opening of the year and 20,491 received final disposition during the year. Of these, 9,140 were for temporary total disability, 281 on account of fatal accidents, and 19 were pensions for permanent total disability. Rejected claims numbered 6,511 and those suspended 4,532. Other tables show, by months, the number of accidents reported, and the activities of the department in the adjudication of claims; comparative data for other earlier years are also given. The number of claims on account of fatal accidents are also shown, by classes of industry, together with the total and average awards. There were 287 claims submitted, in 160 cases monthly pensions were awarded, the total reserves amounting to \$599,590.56. Burial awards numbered 236, amounting in all to \$20,417. Logging operations produced the highest number of deaths, 127, followed by sawmills, with 39, coal mines coming next with 18.

Twenty-seven claims were made on account of permanent total disabilities, six cases occurring in logging and five in sawmills. The average pension (monthly payment) for permanent total disability was \$33.99; the total compensation awarded was \$152,088.89.

Awards for permanent partial disability numbered 1,942, and for temporary total disability 7,315. Logging operations take the lead in both groups, with 462 cases in the first and 1,733 in the second. Sawmills come second in both, with 399 cases of permanent partial disability and 1,553 cases of temporary total disability. Awards for the first class of injuries total \$867,890.73, the average award to the injured worker being \$326.27; in the second class the total time award was \$270,854.40, an average of \$37.02 per case.

The average daily wage of the injured workers was \$5.44; of these workers 4,045 were single, 1,691 were married but without children, 126 were separated, and 140 were widowers. Of the families with children, 1,184 had but one child, 877 two children, 541 three children, 279 four children, and 224 more than four; 33 workers had other dependents.

Surviving dependents in fatal cases numbered 353 in 160 such accidents; in 43 cases only a widow survived, in 28 a widow and one child, in 10 a widow and two children, larger families being reported in 27 cases. There were 15 cases in which only orphans survived, 32 in number; while only parents were dependent in 37 cases.

## Queensland.

THE sixth annual report of the State Government Insurance Office of Queensland covers the year ending June 30, 1922. The third appendix shows claim statistics under the workmen's compensation act, 10,487 accidents being reported for the year, while 137 claims were reopened. Of these, 8,376 were settled, 98 were rejected, no claims were made in 671 cases, and 1,479 cases remained outstanding. The number of accidents reported shows a decrease from the previous year of 649, or 5.8 per cent. Besides the 98 claims rejected as of the year 1921-22, 15 others were carried over from the previous year, making a total of 113 rejections during the year. It appeared that in 59 cases the incapacity was not the result of an accident, in 34 the injured man was not a "worker" under the act, in 12 the time lost was less than three days, in 7 the accident did not happen at or in going to or from the place of employment, and in 1 case the applicant was not a dependent.

Of 229 fatal cases there were total dependents in 119 and partial dependents in 51 instances. In 33 no dependents survived, in 2 the facts were not known, and in 24 cases there were either no claims or the claims were rejected. Of the nonfatal accidents, 376 caused some degree of permanent disability, while in 9,882 the disability was but temporary. Of this latter group, 2,484 injuries were due to objects being handled, and 1,746 others to hand tools; 988 were charged to animals and 761 to vehicles.

Dividing this class of injuries into three large groups—machine accidents, hand labor, and other nonmachine accidents—7.67 per cent of the total are chargeable to the first, 46.55 per cent to the second, and 45.78 per cent to the third. Of the fatal accidents, 5.58 per cent were classed as machine accidents, 7.62 per cent as hand labor, and 86.80 per cent as other nonmachine accidents.

Other tables show the nature of permanent disabilities, the duration of temporary disabilities, the number of infected injuries, and claims for industrial diseases, mining diseases being shown separately. A considerable degree of uniformity is disclosed for the period of the the act as to the duration of temporary disabilities, as appears from the following table:

DURATION OF TEMPORARY DISABILITY.

Duration of disablement.	Percentage of total claims settled.				
	1917-18	1918-19	1919-20	1920-21	1921-22
Under 4 weeks .....	74.0	73.2	72.0	72.1	71.7
4 weeks and under 8 weeks.....	17.7	17.7	18.5	18.5	18.9
8 weeks and under 13 weeks.....	4.9	5.4	5.6	5.6	5.6
Over 13 weeks.....	3.4	3.7	3.9	3.8	3.8

There were 17 claims on account of various forms of poisoning—arsenic, phosphorus, lead, etc.—during the year 1920-21 and a like number in 1921-22. During the fiscal year ending June 30, 1922, payments were made on account of the first group amounting to £936 5s. (\$4,556.26 par), while for the second year but £232 10s. 5d.

(\$1,131.56, par) was paid out. Miners' diseases gave rise to 272 claims, chiefly silicosis or other lung affections (238), and on account of this latter number £5,285 10s. (\$25,721.89, par) was paid. Besides this, £12,232 6s. 5d. (\$59,528.59, par) was paid during the year on account of miners' phthisis claims in existence at the beginning of the fiscal year.

### Defeat of Workmen's Compensation in Missouri.

FOR the second time the people of Missouri have rejected on referendum a compensation law enacted by the legislature of the State. The act of 1919 was the first to meet this fate, being rejected on November 2, 1920. Again in 1921, the legislature passed a law, which was the subject of the referendum petition, by which the law was referred to the vote of the people at the regular election in 1922. Returns show an adverse vote amounting to 356,001 as against 288,384, or a majority of 67,617 against the measure. As matters now stand, Missouri remains with the small number of States retaining the liability and damage suit remedy for injuries to workmen, i. e., Arkansas, Mississippi, North and South Carolina, and Florida, to which should be added the District of Columbia in respect of private employments.

### Old-Age Pensions in Denmark.<sup>1</sup>

DENMARK, since 1891, has had measures providing for the welfare of persons who have reached their sixtieth year and are unable to support themselves. From 1892 to 1911-12 detailed information was gathered through questionnaires which remained practically unchanged till 1912-13, when a change was made whereby purely summary information was gathered as to the number receiving pensions and the public expenditures for old-age pensions. But in 1920-21, in view of the pending revision of the old-age pension law, more detailed information was gathered, making the questionnaires for that year more like the questionnaires previous to 1912-13.

The total number receiving pensions at the end of the fiscal year 1920-21 was 102,578, while in 1911-12 it was 80,567. This is a somewhat unevenly distributed increase of about 27 per cent in the number of persons aided in the nine years since 1911-12, the increase being 13 per cent for the three-year period 1917-18 to 1920-21 and the same for the six-year period 1911-12 to 1917-18.

The increase since 1911-12 in the number supported was 30 per cent for Copenhagen, 52 per cent for the provincial cities, and 17 per cent for the rural districts. The increase since 1911-12 has been greater for single persons than for heads of families, 38 per cent for single men, and also for single women, while for male heads of families it was only 17 per cent.

In 1920-21 about 25 per cent of the entire male population over 60 years of age and 48 per cent of the women received aid. The average

<sup>1</sup> Social Forsorg No. 5, Copenhagen, 1922, pp. 111-119, and consular report of Aug. 23, 1922, from Copenhagen.

sum given to persons able to care for themselves was 750 kroner (\$201, par) per annum. From March 31, 1909, to March 31, 1910, there was expended about 9,750,000 kroner (\$2,613,000, par) for 75,000 beneficiaries; in 1911-12 the expenditure was 12,401,058 kroner (\$3,323,484, par) for 80,567 beneficiaries; and in 1920-21 it was 59,555,000 kroner (\$15,960,740, par) for 102,578 beneficiaries.

The table following shows expenditures under the operation of the old-age pension law from 1913 to 1921:

NUMBER OF PERSONS RECEIVING AND TOTAL EXPENDITURES FOR OLD-AGE PENSIONS IN DENMARK, 1913 TO 1921.

[Krone at par=26.8 cents.]

Year.	Number of persons.	Total expenditure.
		<i>Kroner.</i>
1913-14.....	83,604	14,013,000
1914-15.....	85,742	15,191,000
1915-16.....	87,375	17,760,000
1916-17.....	89,534	20,442,200
1917-18.....	90,911	24,598,000
1918-19.....	92,731	33,711,000
1919-20.....	98,525	45,008,000
1920-21.....	102,578	59,555,000

The provisions of the new law on old-age pensions which was passed on August 7, 1922, are given on pages 188 to 190 of this issue of the MONTHLY LABOR REVIEW.

### British Labor and Unemployment Insurance.

THE sums spent by the British Government during the past two years for the relief of the unemployed have directed attention to the necessity of a more economical solution of the matter of unemployment insurance.

It will perhaps be recalled that the Geddes committee report on national expenditure suggested the possibility of making each industry responsible for the maintenance of its own unemployed workers. Acting upon this suggestion the Minister of Labor approached employers' organizations and trade-unions to ascertain the attitude of both capital and labor toward such a proposal. Before expressing an opinion labor decided to refer the matter back to the individual unions and to make a comprehensive study of the subject, the National Joint Council representing the general council of the Trades Union Congress, the Labor Party executive committee, and the Parliamentary Labor Party being authorized to do the work. The results of this study are set forth in a recently published report<sup>1</sup> which traces the history of unemployment insurance from the passage of the act in 1911 to its present position, presents arguments for and against unemployment insurance on an industrial basis, summarizes and analyzes the replies from the unions, suggests a new scheme designed to meet the needs of the various groups concerned, and gives schemes, actual or proposed, for dealing with unemployment by industry.

<sup>1</sup> National Joint Council. Memorandum on unemployment insurance by industry. London [1922].

The replies to the questionnaire sent out to the unions indicated a real cleavage within the labor movement on the question. Of those reporting, 43 expressed their approval of insurance by industry, 21 their disapproval, and 17 were noncommittal. It would seem from this showing that there is a majority in favor of industrial unemployment insurance. But it so happens that the 43 unions in favor of such a scheme of relief have 1,252,600 members, the 21 unions opposed, 2,670,900 members, while the indeterminate groups have 978,900 members. The textile and clothing workers, printers and other printing trade workers favor insurance by industry, as do also the National Union of Distributive and Allied Workers and the Iron and Steel Trades Confederation. The building trades, miners, and railwaymen as well as the Workers' Union and National Union of General Workers are opposed to it. The opposition of the general workers is based on the fact that its members are employed in so many industries. The miners and railwaymen consider unemployment a question for settlement along national lines. Several of the unions whose replies were indeterminate lacked opportunity to secure information.

Owing to the existence of strong opposition to the scheme on the part of a large number of unionists the National Joint Council presented a compromise plan combining a State scheme with provision for insurance by industry. The council believes that under a State scheme the contributions should be made by (1) the State; (2) employers; (3) workers (if this can not be avoided). In such a scheme, the state should assume the main responsibility. The report points out that "the present State scheme, plus the total expenditure of trade-unions on out-of-work pay, represents in the aggregate a very considerable drain on working-class resources to meet an evil for which labor is not responsible, and which is largely the result of defective industrial organization and lack of policy."

In contracting-out schemes unemployment should be primarily a charge upon the industry, and it is suggested that under such schemes the question of workers' contributions need not arise since the necessary expenditure would become a part of the cost of production. Moreover, contracting-out schemes should be permitted only when—

They offer benefits at least as good as those of the general scheme.

Approved measures for the reduction of unemployment form part of the scheme.

A satisfactory definition of the classes of workpeople to whom the scheme applies has been arrived at and arrangements made for the transference to the general scheme of workers who are only intermittently attached to the industry to which it applies.

The authors of the report admit that industrial unemployment insurance would be a difficult matter in industries, many of which exist at present, that employ workers enrolled in trade-unions having branches in numerous industries. It could, they think, be operated successfully only if the unions in question were prepared to co-operate, or if the workers in these unions were excluded from the industrial scheme.

Industrial insurance schemes at present proposed or in force which are outlined in the report include the insurance industry, wool textile industry, printing industry, cotton control board's scheme operative from September, 1917, to June, 1919, and the match-manufacturing industry's scheme.

Twenty Years' Operations of State Insurance Institute of Sweden.<sup>1</sup>

AS FAR back as 1884 the Swedish workmen's insurance committee proposed compulsory accident insurance for workmen but no law was passed in Sweden until July 5, 1901. This law became effective January 1, 1903, and remained in effect until January 1, 1918, when it was superseded by a compulsory accident law of wide scope, which was passed June 17, 1916.

Following the passage of the earlier law, the State Insurance Institute of Sweden was established by the royal decree of June 9, 1902, and on September 1 of that year it began to function, and by the 1916 law was made the main insurance carrier under the accident insurance law, but employers were also permitted to insure in private companies of a certain character. During the first years the institute contended with many difficulties. Because of certain provisions in the law it was at first in a very unfavorable position as compared with private insurance companies which were not hampered by such restrictions, but after the law was changed and premiums could be decreased the institute had a steady development.

In addition to its accident insurance activities proper the insurance institute has a number of other functions. Since 1908 it has had charge of the separate accident insurance for fishermen, for which the State furnishes a grant. Also by royal decree of June 18, 1909, the institute was designated to administer the compensation for injuries received while in military service, and in 1917 it was given charge of the annuities for illegitimate children. The most recent addition to its activities was made in 1921 when it began issuing life insurance policies in connection with home-owning loans, as provided in the decrees of June 27, 1919, and June 30, 1920.<sup>2</sup>

During the period 1903 to 1917 there was a considerable increase in the business carried on by the institute. The number of persons insured with it increased from 32,091 to 195,735 though in the same period the amount of annuities purchased decreased from 130,457.30 kronor (\$34,961, par) to 126,235.25 kronor (\$33,831, par). The total capital value of the annuities purchased during the period was 3,500,000 kronor (\$938,000, par). The number of accidents reported among workers insured with the institute increased from 135 in 1903 to 16,127 in 1917, the total number of accidents during the period being 94,852. The amount of compensation paid out, including payments on purchase of annuities, was 502,447 kronor (\$134,656, par) for the period 1903 to 1907, 1,921,490 kronor (\$514,959, par) for the period 1908 to 1912, and 3,640,500 kronor (\$975,654, par) for the period 1913 to 1917, or a total for the whole period, 1903 to 1917, of 6,064,437 kronor (\$1,625,269, par).

When the new law became effective in 1918 the activities of the institute were greatly increased. The number of employers insured with the State insurance institute in 1922 was about 300,000 and the number of workers employed by them was 900,000.

<sup>1</sup> Arbetarskyddet No. 9, Stockholm, 1922, pp. 283-291.

<sup>2</sup> MONTHLY LABOR REVIEW, November, 1922, p. 233.



The number of accidents reported among workers covered by the insurance, for the years 1918 to 1922, is as follows:

NUMBER OF ACCIDENTS REPORTED TO THE STATE INSURANCE INSTITUTE OF SWEDEN EACH YEAR, 1918 TO 1922.

Year	Number of accidents.		
	State employ-ees.	Other employ-ees.	Total.
1918.....	5, 184	24, 989	30, 173
1919.....	4, 819	23, 259	28, 078
1920.....	4, 255	21, 338	25, 593
1921.....	4, 570	16, 858	21, 428
1922 <sup>1</sup> .....	6, 000	16, 500	22, 500

<sup>1</sup> Approximate figures.

The report of operations under the laws providing for the additional activities already referred to shows that the number of fishermen insured with the institute increased from 1,001 in 1909 to 2,770 in 1917. During this period 899 accidents were reported, of which 38 resulted in death and 51 caused invalidity. The decree of June 11, 1918, made the fishermen's insurance conform more closely to the new accident insurance law. The number of fishermen insured with the institute under the new law was 1,301 at the close of 1918; 2,945 in 1919; 2,706 in 1920; and 2,513 in 1921. During the period from 1918 to 1921, 748 accidents were reported as having occurred among fishermen insured according to the 1918 law. Four of the accidents caused death and 17 invalidity.

During the period 1910 to 1921, 4,689 applications were received for compensation for injuries or sickness incurred while in military service.

The report also shows that at the close of 1921, 151 annuities, with a capital value of 394,428 kronor (\$106,707, par), had been purchased for illegitimate children, and that in 1921 and 1922, 331 life insurance policies were issued in connection with home-owning loans.

## LABOR LAWS AND COURT DECISIONS.

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### Effect of Order of Railroad Labor Board on Working Agreement.

A CASE was decided on July 29, 1922, in the United States District Court for the district of Maine involving the effect of an award of the Railroad Labor Board created by the transportation act of 1920 (*Portland Terminal Co. v. Foss*, 283 Fed. 204). The employing company set forth that it had been paying the defendants, members of the Brotherhood of Railroad Station Employees, wages in accordance with the rates established under Federal control and thereafter in accordance with agreements made or applicable decisions of the Labor Board, and was at the time of the complaint making payments under an order of July 1, 1922. This decision, with an addendum, made some reduction from the prior rates in effect, and the employees through an officer of their union requested the restoration of the higher rates. The company referred the question to the Labor Board, seeking, as it stated, to carry out the terms of the transportation act by avoiding interruption of the operation of the road by conformity to the provisions of the law. Its complaint continued with a statement, based on information and belief, that a strike vote had been taken, resulting in a large majority of the brotherhood voting in favor of a strike. It was said that such a strike ballot was in violation of the agreement made by the workers to abide by the determinations of the Labor Board, the contract to that effect being still in force. The threatened strike, it was claimed, would cause irreparable injury to the plaintiff and interrupt the transportation of persons, property, and United States mail, and an injunction was sought.

The case was submitted on an agreed statement of facts. This showed that the dispute had been duly submitted to the Labor Board, but that no decision had as yet been rendered, and that the present wages were in accordance with prior decisions of the board, pending settlement of the present dispute.

Counsel for the defendants contended that the employees were not bound to follow the method of settling disputes marked out by the transportation act, but could at any time abandon their contract under the statute and pursue the strike remedy; they also claimed that the contract had in effect been terminated. Reference was made to the decision of the Supreme Court in *American Steel Foundries Co. v. Tri-City Central Trades Council* (257 U. S. 184, 42 Sup. Ct. 72), where peaceful persuasion was said to be protected by the Clayton Act, so that no restraining order could be issued to prevent the cessation of work or persuasion to that end by employees.

The court pointed out that the transportation act was passed some years after the Clayton Act "with an evident intention to meet some questions raised by that statute." Power is vested in the Interstate Commerce Commission to regulate rates and enable the roads to

secure a fair return on their investment. The transportation act further undertakes to regulate the relation between carriers and their employees, in behalf of the interest of the general public, seeking "to establish a means for the settlement of labor disputes, without resort to strikes and other old methods." The power of Congress to regulate rates was said to be upheld by the decision with reference to the Adamson law. (*Wilson v. New*, 243 U. S. 332, 37 Sup. Ct. 298.) Reference was made to the Debs case (158 U. S. 564, 15 Sup. Ct. 900), where it was said that if there is a choice between force and peaceful process in redress or prevention of injury, "the law is well pleased if the individual will consent to waive his right to the use of force and await its action."

The court found that in the present case an agreement had been made to waive the right to the use of force and to regulate the conduct of the parties by the act, which was intended to settle disputes without industrial disturbances. "It appears that, by their agreement in the case before me, the employees do expressly consent that the change in their working agreement made by the Labor Board should be made. The decision of the Labor Board appears to provide expressly that it should be incorporated in the existing agreement and become a part of said agreement. The employees, then, are under a distinct obligation, I think, to accept the decision of the Labor Board as a part of the working agreement which they have made."

It did not appear to the court that the agreement had been terminated. The right of the individual to leave the service was not restricted in any way, either by the decision of the board or otherwise; "but the strike ballot was a clear challenge to the method of settlement marked out by the transportation act and adopted by the employees in their contract." The decision in the American Steel Foundries case and other cases cited, it was held, did not touch upon questions involved in the transportation act and are not applicable to the present situation. The circumstances in the present case, and the statute governing, distinguish the two situations. The restriction of the Clayton Act on the issuance of an injunction leaves the way open for an order to be granted where irreparable injury to property or a property right is threatened, and a threatened strike would seriously interrupt the operation of the complainant company's business, the rights of the public being also involved. "I think the court may well find that an irreparable injury would be done to the complainant and to the public by the issuing and carrying out of the strike order." The purpose to "substitute processes of justice for the more primitive method" should be recognized, and a temporary injunction was therefore ordered as prayed for.

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#### The "Lawful Requirement" Provision of the Ohio Constitution.

A SERIES of recent decisions by the Supreme Court of Ohio has developed a serious problem in connection with the construction of the State constitution, certain "safety" statutes, and the compensation law of the State. The constitution as adopted in 1912 authorized the enactment of legislation providing for the "comfort, health, safety and general welfare of all employees," and

also for the enactment of a compulsory compensation law, "but no right of action shall be taken away from any employee when the injury \* \* \* arises from the failure of the employer to comply with any lawful requirement for the protection of the lives, health and safety of employees." A compensation law, optional in its effect, was in existence at the time of the adoption of the constitution, but subsequently a compulsory statute was enacted, fixing the amount of benefits at a maximum of \$5,000 in cases coming within its provisions.

The reservation of the right to sue where "lawful requirements" had not been fulfilled was the ground of an action by one Schorling, injured through the alleged negligence of his employer in piling a load of lumber too high upon a small car and in maintaining the track, upon which it was moved, in a defective state of repair. The trial court awarded damages for the negligence, held to be a violation of the requirement of provisions for the protection of life, etc., and this decision was affirmed by the court of appeals of Lucas County. On further appeal this judgment was reversed, the supreme court holding that the liability was one arising under common law and that there was no specific order, statute, or regulation that had been violated. The "lawful requirement" of the constitution was said not to be involved in the case, nor was there any "willful act" on the part of the employer which resulted in the injury. (*American Woodenware Mfg. Co. v. Schorling* (1917), 96 Ohio St. 305, 177 N. E. 366.)

A subsequent case (*Patten v. Aluminum Castings Co.* (1921, rehearing 1922), 136 N. E. 426) involved the construction of a statute regulating the use of scaffolds in the erection, etc., of buildings. Section 12593 of the Ohio General Code penalizes the negligent furnishing of "unsuitable or improper scaffolding," etc., and a workman, injured by the alleged defectiveness of a plank in a scaffold furnished for his use, recovered judgment in the court of Cuyahoga County on account of the negligence, regarded as a violation of the statute. This judgment was reversed by the court of appeals of the county and the case certified to the supreme court. By a divided court, judgment was rendered in favor of the employer on the ground that the statute in question was too vague and indefinite to establish a liability as for the violation of a "lawful requirement" within the meaning of the State constitution. It was held that simply to declare that scaffolding must not be "unsuitable or improper" does not establish a "specific, definite requirement, or a standard of conduct which would advise the employer specifically of his legal obligations." To permit suits for damages in cases such as this, in which the statute only declares a common-law liability would, it was contended, practically destroy the entire workmen's compensation law. The employer having paid his contribution into the State insurance fund, would still be liable to a suit for damages in an unlimited amount on no other ground than that he had subjected himself to the old common-law liability. The decision in the Schorling case was cited as laying down the correct principle, and was approved.

An interesting incident in connection with the hearing in the Patten case was the appearance of representatives of the Ohio State

Federation of Labor expressing their satisfaction with the decision in the Schorling case, and urging the application of the same principle at this time. The Ohio Manufacturers' Association agreed in principle with the same views. Here the court said:

The interests of the Ohio Manufacturers' Association and the Ohio State Federation of Labor do not always run in the same channel. Here their views coincide. We have reverted to these briefs, not only as supporting the principle we announce in this case, but to show that, from a practical standpoint, their views coincide with our own, that any other construction would emasculate the present workmen's compensation law.

The statute on which the action was based was in effect penal, suggesting in its terms no right of action for damages, but fixing a penalty of fine and imprisonment for whoever "knowingly or negligently" furnished "unsuitable or improper" devices. The court argued that as a penal statute its terms were not "sufficiently definite and certain to advise the defendant whether he had committed a criminal act. Does its criminality not depend upon the jury's view whether such scaffolding would be unsuitable or improper?"

Identity of principle between this case and the Schorling case was specifically asserted, and it was pointed out that in the earlier case the question involved had been the construction of sections 871-15 and 871-16 of the General Code. These sections declare that employers shall furnish "an employment which shall be safe," and "a place of employment which shall be safe," and shall furnish and use safety devices, methods and processes, etc., "reasonably adequate to render such employment and places of employment safe." It was said that these sections employed general terms and were not specific requirements. The failure of the employer to furnish a safe place to work, alleged in the Schorling case, could not therefore be a violation of a definite "lawful requirement" so as to take him outside the compensation law and subject him to a suit for damages. If there was an order which "required 'certain specific precautions to be taken and safeguards to be provided,' it would be held to be a 'lawful requirement,' within the meaning of section 1465-76, General Code," a principle which applied also in the Patten case. The section cited declares the liability to a suit for damages of an employer, ordinarily under the compensation law, who commits a willful act or neglects lawful requirements.

This opinion by Justice Jones was concurred in by Justices Robinson and Matthias, Chief Justice Marshall also concurring in the judgment. Justice Hough concurred in a separate opinion, making five of the seven justices concurring in the results, though not in the methods of arriving thereat. It is obvious from a study of the cases that there is a confused situation resulting from a diversity of opinion as to the significance of the terms of the statutes and of the constitution itself. The Schorling case was decided by a divided court, although held by the majority in the present case to be an exact precedent for their decision; the justice who wrote the opinion in the earlier case dissents in the present case, seeking to distinguish the two cases. Counsel for both parties in the present case cite the Schorling decision as sustaining their respective opinions. Different courts of appeal have reached different conclusions and therefore certify causes to the supreme court for review on conflicting grounds.

With trial courts widely differing in their rulings upon pleadings and instructions to juries, with the bar of the State arguing pro and con as to the true meaning of the Schorling case, and the members of this court unable to agree upon its true meaning and application, the situation is indeed confused. And what shall be said of a decision where the judge who wrote the majority opinion places a construction upon his own language which not only differs from those who concurred with him, but also from those who dissented from him?

Justice Hough regarded the provisions of the scaffold law, section 12593, "nothing over, above or beyond a Simon-pure common-law action for negligence. If there were a specific requirement in that section, upon which was fastened an allegation of failure or refusal to comply, supported by proof, the conclusion would necessarily be different. Any other rule adopted, or position taken, would permit the workmen's compensation law to drift into an unconstitutional operation."

Chief Justice Marshall prepared what he styled a dissenting opinion, though stating "at the outset that I concur in the judgment rendered by the majority of the court in this case solely upon the ground that there is no evidence shown by the record to support the verdict and judgment." However, he condemns the judgment in the Schorling case and dissents from the reasoning in the present case. "The error in the Schorling case is further emphasized, and a difficult situation rendered thereby further intensified," when it is pointed out that at the same term of court decisions were rendered based on statutes of a similar nature, one, for instance, penalizing the operation of a motor vehicle "at a speed greater than is reasonable or proper" (*State v. Schaeffer*, 96 Ohio St. 215, 117 N. E. 220), and another requiring that certain buildings should "be equipped with a suitable device" to protect the life and limb of persons cleaning windows. (*Neave Bldg. Co. v. Roudebush*, 96 Ohio St. 40, 117 N. E. 22.) The chief justice expressed himself as willing "in the interest of uniformity, and out of deference to the doctrine of stare decisis," to accept the doctrine in the Schorling case if former decisions on the general subject had been uniform and harmonious. But as matters stand it is his belief that "the declarations of the Schorling case and the declarations of the majority in the instant case are unsound," the true doctrine being as expressed in the Schaeffer and Roudebush cases.

Under the Ohio constitution the concurrence of six justices is required to declare a statute unconstitutional except in affirming the judgment of a court of appeals declaring a law unconstitutional and void. The majority in the instant case avoided the use of the word "unconstitutional," but according to Chief Justice Marshall, a judgment of a bare majority, rendering the provisions of section 12593 null and void, "even though the decision does not in terms declare it to be unconstitutional, nevertheless constitutes a direct transgression upon the constitution, because that section can not be unenforceable upon any grounds other than its unconstitutionality, unless the language of the section itself is meaningless, or not capable of being understood." Indeed, it was the main contention of the most vigorous dissentient, Justice Wanamaker, that the line of reasoning of and the conclusion reached by the majority of the court involve the wreckage of the safety regulations of the statutes of the State. One section of his opinion is headed, "Slaughter of the

statutes." "By this decision, this statute is literally and logically wiped out of the books, and the majority in effect admit that it is so wiped out."

Judge Wanamaker sets over against each other two principles: (1) The conservation of life, limb, health, and safety of workmen, to be secured by safeguarding machinery and protecting the workmen from hazards. Compliance with all lawful requirements limits the employee to "the partial compensation furnished from the workmen's compensation fund. But, if the employer fails or refuses to provide these safeguards, upon what principle of justice, equity, or humanity should he claim immunity from an action at law?" This conservation policy is said to be expressed in section 34, Article II, which authorizes laws for "comfort, health, safety, and general welfare of all employees; and no other provision of the constitution shall impair or limit this power." (2) The restricted liability of the compensation system.

A man killed in the street by violation of the automobile traffic statute may recover \$20,000, but the workman in the shop, who has been killed by a violation of the statutes providing safeguards for machinery, where his employer is a contributor to the workmen's compensation fund, as nearly all of them are, may recover only the \$5,000 provided for in that statute. What becomes of the constitutional provision, "Equal protection of the laws?"

The opinion is advanced that when the employees of the State "fully realize what has happened to the conservation statutes of Ohio by virtue of this decision, that their lives and limbs have been further endangered, that henceforth their employers need take no care nor expend any money for the safeguarding of dangerous machinery, or dangerous places to work, or dangerous appliances, that the workmen at most will be limited to what they are to get out of the workmen's compensation law, and that the employers are free from any suit at law, then I fear that the workmen of Ohio will not look with such supreme satisfaction upon this judgment as the opinion of the majority of the court seems to indicate."

A third case (*Toledo Cooking Co. v. Sniegowski*, 136 N. E. 904) embodying identical principles, though a different statute, was before the court concurrently with the rehearing in the Patten case. The statute involved was section 1027 of the General Code, which directs that "owners and operators of shops and factories shall make suitable provisions to prevent injury to persons who use or come in contact with machinery therein or any part thereof." A subsection provided that "they shall guard all saws, woodcutting, wood-shaping, and all other dangerous machinery." The employee in this case was injured by the operation of a punch press and sued for damages, alleging that the machine was a dangerous one, and unguarded in violation of the statute quoted. The trial court ruled that the plaintiff was not entitled under the law to sue, but the court of appeals reversed this decision, remanding the case for a new trial. The supreme court, however, reversed the court of appeals and agreed with the trial court that no right of action existed, relegating the case to the provisions of the compensation act. The decision was a brief note on the authority of the Patten case above, four justices concurring. A vigorous dissent was again prepared by Justice Wanamaker, pointing out that in his opinion such a finding nullifies the statute involved and points the way to a continued elimination

of regulatory statutes as a basis for suits for damages. The attitude of the majority justices is thus summarized by Justice Wana-maker:

Major premise: All common-law liability must be satisfied out of the workmen's compensation fund.

Minor premise: Section 1027, General Code, safeguarding dangerous machinery, etc., "merely prescribes a common-law liability."

Therefore, all liability under section 1027, General Code, must be satisfied out of the workmen's compensation fund.

It is obvious that the present attitude of the court is in favor of suits for damages only where a specific and definite law, order, or regulation is violated, and that where the statute appears to the court only to state a "common-law remedy," it will not serve as basis for a damage suit, and the case must be disposed of under the compensation law. The question of the desirability of such a result is a debated one, but the practically universal acceptance of the principle of compensation would give support to the position of the majority of the Ohio court. A certain remedy, promptly and uniformly available, provided for by insurance, guaranteed on the finding of a competent board or commission without long-drawn-out disputes and the consequent antagonism, has been generally approved as superior to the action for damages involving opposite factors and consequences. The two attitudes are brought face to face in the opinions of the majority and the dissentients in the cases noted. Accidents will occur, though with diminished frequency, even where carefully devised safeguards are applied. The negligence of the employer who fails to make such provisions should undoubtedly be penalized, but that the penalty should take the form of a judgment for damages arrived at by an entirely different course from the award for compensation would seem to be more than doubtful. Some compensation statutes give the commission authority to add a percentage to the compensation award. This is clearly in the nature of a penalty on the one hand and of a "compassionate grant," to borrow an Australian phrase, on the other; but the question still recurs, whether or not enforcement of the statute by State administration rather than by individual suit is the more desirable.

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### Enforcing the Washington Workmen's Compensation Act.

THE workmen's compensation act of Washington is of compulsory application, with an exclusive State fund for insuring risks under the act. The commission administering the act is authorized to collect premiums due, and in case of default on the employer's part, to require of him a bond conditioned on the payment when due, during the year that the bond runs, of all sums and penalties accruing. If the bond is not furnished, an injunction may be issued, restraining the employer from engaging in any "extrahazardous occupation or work" until it is forthcoming.

One McCoy, an employer in the State, chose to disregard the law in all its provisions. Summons and complaint were served, but he "failed to appear, answer, demur, or otherwise plead within the time allowed by law," and judgment was entered accordingly. Copy



of the default and judgment was afterward served upon him in due form, but his attitude of disregard for the law remained unchanged. The director of the department of labor and industries thereupon filed his affidavit to the foregoing effect, and asked for an order directing the employer to appear and show cause why he should not be punished for contempt. On the hearing, however, the case was dismissed on the ground that no reasonable and proper notice had been given.

On appeal to the supreme court, this action was reversed, the court holding that the ordinary requirement as to the issue of restraining orders and injunctions did not apply, as the injunction in this case was final in its nature, following a judgment of which the employer had notice, and no bond could be required of the State official, the rights of the parties having been determined on the merits, in the earlier proceedings. It only remained, as a mandatory duty of the court, to grant the injunction prayed for. "It is the duty of the courts to enforce their valid orders, and, when it comes to their knowledge that such orders are not obeyed, they should enforce obedience by punishment for contempt." (*State v. McCoy*, 209 Pac. 1112.)

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### Belgian Law Relating to Labor Contracts.<sup>1</sup>

**A** BELGIAN law of August 7, 1922, which has for its purpose the regulation of labor contracts, includes the following provisions:

By the terms of article 6 the employment contract can, notwithstanding all agreements to the contrary, be canceled and damages can be collected when it is established that the pay of the employee is less than half that currently paid in the section in which he is employed.

Articles 8 and 9 recognize the impossibility of employees working in case of sickness or accident and suspend the operation of the agreement. During the first 30 days of incapacity for work, the employee retains the right to the pay provided for in the contract, notwithstanding any agreement to the contrary. The same rule applies to women during confinement.

If the disability lasts more than one month the employer can at any time terminate the contract by paying to the employee an indemnity equal to three months' pay, deduction being made for wages paid since the beginning of the disability. Any agreement fixing a smaller payment is invalid.

When the engagement is concluded for an indefinite period, each of the parties has the right to terminate it by a notice to the other under the following conditions:

(1) If the employee is dismissed there must be one month's notice if the wages do not exceed 250 francs (\$48.25, par) and three months' notice if it exceeds that amount. Six months' notice must be given if an employee has been in the service of the same employer for 10 years.

<sup>1</sup> Bulletin du Ministère du Travail, Paris, July-August-September, 1922, p. 340.

(2) If the employee wishes to leave, he is required to give notice amounting to one-half the length of time of the notice required of the employer.

Discharge without notice is allowed only for serious reasons, subject to the approval of the judge. Finally, if the contract is made without any indication as to its duration, the party who breaks it without sufficient cause or without notice is liable for a payment equal to the amount of the wages during the period for which notice should have been given.

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### Amendment to Compulsory Collective Insurance Law of Colombia.<sup>1</sup>

**L**AW 32 of 1922 (June 17) of Colombia supplements and amends law 57 of 1915 and law 37 of 1921 regarding life insurance, the latter of which was noted in the MONTHLY LABOR REVIEW of March, 1922 (p. 156). The principal effect of the new law is to authorize the nation, the departments, or the municipalities, when they are owners or operators of industrial, agricultural, or commercial enterprises, to become self-insurers of the employees and workmen in such enterprises. If they do so, they shall cause the necessary amounts to be appropriated in the respective budgets. The same right is conferred on private enterprises whose capital is not less than 50,000 pesos (\$48,665, par), provided they are authorized by the Government and furnish the required security for the insurance they would otherwise be obligated to take out. Such right shall be suspended whenever the employer fails to make prompt payments on an accrued policy in accordance with the practice of insurance companies.

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### New Law on Old-Age Pensions in Denmark.<sup>2</sup>

**T**HE Danish Parliament on August 7, 1922, passed an old-age pension law (Law No. 348), which supersedes the law of March 13, 1908, and is to become effective April 1, 1923.

According to this act every Danish citizen 65 years of age or over residing in Denmark or serving on Danish vessels is entitled to a pension subject to the limitations of the law. The minimum age limit was raised from 60 years (under the old law) to 65 years in order to reduce expenditures.

Wives, separated or divorced from their husbands, and widows who are not citizens but whose husbands were Danish subjects are given equal rights with Danish citizens as to old-age pensions. In exceptional cases upon approval of the Minister of the Interior pensions may be granted to persons between 60 and 65 years of age. Persons who have reached 62 but not 65 years of age, whose earning capacity has been reduced two-thirds or more and who are not entitled to invalidity insurance under law No. 253 of May 6, 1921,<sup>3</sup> may also receive pensions.

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<sup>1</sup> Colombia. Diario Oficial, Bogotá, June 23, 1922, p. 599.

<sup>2</sup> Social Forsorg, No. 9, Copenhagen, 1922, pp. 207-215, and consular report of Aug. 23, 1922.

<sup>3</sup> See MONTHLY LABOR REVIEW, January, 1922, pp. 198, 199.

The old-age pension is a fixed annual sum, one-twelfth of which is payable by the commune each month in advance. In case of sickness the commune may, in addition to the fixed amount, furnish hospital treatment, medicine, artificial limbs, etc.

The table following shows the amount of the pension at 65 years of age and the amounts received if the application is deferred till the sixty-sixth, sixty-seventh, or sixty-eighth year:

## ANNUAL AMOUNT ALLOWED FOR OLD-AGE PENSIONS IN DENMARK.

[Krone at par=26.8 cents.]

Class of beneficiary.	Annual pension at specified ages in—											
	Copenhagen.				Urban districts.				Rural districts.			
	65 years.	66 years.	67 years.	68 years.	65 years.	66 years.	67 years.	68 years.	65 years.	66 years.	67 years.	68 years.
	Kr.	Kr.	Kr.	Kr.	Kr.	Kr.	Kr.	Kr.	Kr.	Kr.	Kr.	Kr.
Men.....	552	612	666	726	444	486	534	582	330	366	402	438
Women.....	504	552	600	648	402	444	480	522	300	330	360	390
Married couples <sup>1</sup>	1,008	1,104	1,200	1,296	804	882	960	1,038	600	660	720	780

<sup>1</sup> The amount shown for married couples is not paid unless both have reached 65 years and are thus entitled to a pension, but when only one has reached a pensionable age the sum granted is the same as for single persons. However, the pension amount shown for married couples for the later ages is received, if only one has reached the higher age on making application.

If one of a married couple receiving a pension dies the pension for the one surviving is based on the age of the older of the two when the pension was first received. For every 54 kroner (\$14.47, par) of the high-cost-of-living bonus allowed annually to married Government employees by the law of September 12, 1919, there is added every half year to the fixed amount allowed to pensioners a high-cost-of-living bonus amounting to 6 kroner (\$1.61, par) for married couples both of whom have reached 65 years of age, 3 kroner (80 cents, par) when only one has reached 65 years, and 3 kroner for single persons, such increase not to exceed the amount of the pension for the half year.

In order to encourage thrift, persons with small private incomes are given the same right to pensions as persons with no means, provided the income does not exceed one-half the pension plus 100 kroner (\$26.80, par). If the private income exceeds the prescribed amount 50 per cent of the first 300 kroner (\$80.40, par) in excess is deducted from the maximum pension, 75 per cent of the following 600 kroner (\$160.80, par) in excess, and thereafter the full amount is deducted.

The law takes account of changes in the economic status of the recipient by providing that the pension may be decreased when the pensioner's income increases sufficiently to exclude him from the benefits of the law.

Any aid received pending a final decision on a case is considered a part of the pension when a pension is allowed, and when disallowed is credited as poor relief without the force of poor relief unless false information has knowingly been given.

Old-age pensions are not granted to persons who have voluntarily impoverished themselves for the benefit of their children or others;

who because of their own misconduct are without means of support; who have been convicted of an act considered disgraceful in public opinion; who have not permanently resided in Denmark or sailed on Danish ships for the preceding five consecutive years; who during the preceding three years have received aid having the effect of poor relief; who during the five years previous to making application have been vagabonds or beggars or who have led a life condemned by public opinion.

Special provisions are made as to pensions for persons between 55 and 60 years of age when the law becomes effective.

The State pays seven-twelfths of the communes' expenditures under the old-age pension law, and also is to make additional grants to the communes of 1,500,000 kroner (\$402,000, par) annually for the years 1924 to 1927 and 1,000,000 kroner (\$268,000, par) annually for 1927 to 1929. These amounts are to be divided among the communes whose expenditures for old-age pensions become especially burdensome.

The experience under the act which this law superseded is given in an article on pages 175 and 176 of this issue of the *MONTHLY LABOR REVIEW*.

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### Labor Legislation in Greece.<sup>1</sup>

AS GREECE is largely a maritime and agricultural country and as the industry which does exist is carried on mainly on a small scale, labor legislation covers only a period of about ten years, during which the development of manufacture has followed progress in the mining industry. In 1918 the total working population comprised only from 120,000 to 130,000 workers, of whom more than half were unskilled workers and only about 33,000 were employed in industrial undertakings. Prior to 1910 three acts had been passed which extended in a small way the pension and accident systems already in force for seafarers, miners, and railway employees. But it was not until about 1912 that a number of other measures were formulated which could be said to form an industrial code. In the following two years large-scale industry began to develop and the workers organized in some of the larger cities.

Before 1909, it is stated, the principal industrial reforms included the seamen's pension fund, the fund for sponge fishers which was created by a special act carrying provisions tending to lessen accidents, the railwaymen's pension fund, and accident compensation in the mining industry.

After 1909 a special department for labor and social welfare was set up within the Ministry of National Economy. In 1920 the department of labor, from which had already been separated the social welfare work, was made independent. A supreme labor council was formed in 1911 consisting of members of Parliament, Government officials, university professors, and an equal number of representatives of employers and of labor. Its functions were to study labor questions and to formulate bills and advise on means for the betterment of the workers.

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<sup>1</sup> Data are from *International Labor Review*, Geneva, November, 1922, pp. 699-720. "Labor legislation in Greece," by Prof. A. Andréadès. See also *MONTHLY LABOR REVIEW*, November, 1922, p. 203.

The first reform put into effect was the establishment of a weekly rest day. Following that, questions relating to hygiene and safety, which were of urgent importance, were taken up. The principle of a maximum workday was established in 1911, and prior to the Washington Conference in 1919 the 8-hour day had been adopted in the following: Machine bakeries; tobacco warehouses (during the winter months); underground work in mines and quarries; State, communal, and municipal services; industries requisitioned by the State; the mercantile marine (also for auxiliary labor); and tanneries (from October to January). Moreover "in all cases of dispute between employers and workers in which the Government has intervened for purposes of arbitration—and it has almost always intervened—it has helped the workers to get the eight-hour day." The eight-hour day is now the normal one for coopers, repairers, cleaners, carpenters, and builders of steamships, carpenters and builders of sailing vessels, glass blowers, workers at arsenic ovens, lightermen handling coal and other goods at the port of Piræus, and furnacemen at electric power stations.

While the greater part of machine-run industries have come under the eight-hour act in the principal industrial sections of the country it has been found impossible for various reasons to make this regulation general.

Special acts relating to the work of women and children were passed in 1912 and 1913. Except in special instances, the employment of boys under the age of 12 is prohibited; in unhygienic and dangerous industries the minimum age of employment is 16 or 18. Night work is forbidden for young persons of either sex under the age of 18. The general principles applying to young male workers are also applicable in the main to women.

A compensation act was passed in 1914 compelling the employer to pay compensation, even if negligence could be proved, unless it was evident that the accident was caused by the deliberate intent of the victim.

The Washington convention on unemployment was ratified by the Greek Government in 1920, and employment exchanges were provided for by special decree.

Since 1914 trade-union organization has developed rapidly. In 1919 there were 11 labor centers, the Athens center having 37 affiliated unions with a membership of approximately 13,000 persons. Four other of the larger industrial centers had 106 unions with about 47,000 members. There are five national federations of workers—hotel employees, mechanics, gas and light works' employees, tobacco workers, and boot and shoe workers—and a general confederation of labor was created in 1918.

## LABOR ORGANIZATIONS.

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### Fourth International Labor Conference, Geneva.<sup>1</sup>

THE fourth session of the International Labor Conference was held in Geneva from October 18 to November 3, 1922, with representatives present from 39 of the 55 Governments which are members of the League of Nations. About 114 delegates and approximately the same number of technical advisers were present at the conference. Lord Burnham, of Great Britain, who presided at the sessions of the Third International Conference, was again elected president.

The main items on the agenda for consideration were the reform of the constitution of the governing body, the periodicity of the sessions of the conference, and migration statistics. In addition to the general report of the director supplementary reports were made on unemployment and distribution of raw materials and the eight-hour day.

In opening the conference Mr. Arthur Fontaine, president of the governing body of the International Labor Office, stated that the present session marked the end of the first cycle of sessions of the conference since the parliaments of the various countries had been unable to keep pace with the decisions reached by the conferences, and for that reason it had been decided to devote part of the time of the present session to a reorganization of the constitution and standing orders in the light of the experience gained during their three years of existence. He also expressed the thanks of the international labor organization for the gift by the Swiss Government of a site at Geneva for the erection of a permanent office building.

#### Reform of Constitution of the Governing Body.

THE committee on constitutional reform in its second report to the conference dealing with the reform of the constitution of the governing body proposed a new article in substitution for article 393 of the peace treaty. The article was adopted by the conference by a vote of 82 to 2, with 6 declared abstentions. The standing orders as revised and amended were also adopted.

Such an amendment of the treaty requires not only a two-thirds majority of the conference but has to be accepted by all the States members of the council of the League of Nations and must obtain three-fourths of the votes of the States members of the league itself. The article as passed by the conference is as follows:

The International Labor Office shall be under the control of a governing body consisting of 32 persons, 16 representing Governments, 8 representing the employers, and 8 representing the workers.

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<sup>1</sup> This article is based on the provisional record of the conference and numbers of Industrial and Labor Information, both published daily by the International Labor Office, Geneva, during the sessions of the conference, and the Official Bulletin of the International Labor Office.

Of the 16 persons representing Governments, 8 shall be appointed by the members of chief industrial importance, and 8 shall be appointed by the members selected for that purpose by the Government delegates to the conference excluding the delegates of the 8 members mentioned above. Of the 16 members represented 6 shall be non-European States.

Any question as to which are the members of chief industrial importance shall be decided by the council of the League of Nations.

The persons representing the employers and the persons representing the workers shall be elected respectively by the employers' delegates and the workers' delegates to the conference. Two employers' representatives and two workers' representatives shall belong to non-European States.

The period of office of the governing body shall be three years.

The method of filling vacancies and of appointing substitutes and other similar questions, may be decided by the governing body subject to the approval of the conference.

The governing body shall, from time to time, elect one of its members to act as its chairman, shall regulate its own procedure, and shall fix its own times of meeting. A special meeting shall be held if a written request to that effect is made by at least 12 of the representatives on the governing body.

In regard to the periodicity of the sessions of the conference the proposal that the conference should meet "at least once in every two years" instead of "at least once in every year" was rejected by the committee on constitutional reform by a vote of 17 to 15 and it was unanimously decided to request the conference to refer the following resolutions to the governing body:

(1) The commission while proposing that the present text of paragraph 1 of article 389 should remain unchanged, recommends that the conference should hold alternative sessions of preparation and of decision.

In the examination of items inscribed on the agenda, the first sessions should be devoted to the general discussion of drafts for conventions or drafts for recommendations, demanding a vote by a simple majority only. The final vote upon these decisions in the conditions provided for by paragraph 2 of article 405, that is to say by a two-thirds majority, should be held at the opening of the following session.

(2) The commission recommends to the conference that the governing body be invited in future to draw up the agenda of the conference in such a manner that matters of international importance having particular interest for distant countries should be placed on the agenda of alternate sessions of the conference, and that constitutional questions and questions with regard to which it may be proposed to adopt draft conventions should be decided only at the sessions referred to above.

The first resolution was passed but the second was rejected by a large majority.

Following the submission of this amendment to the conference the three groups elected their representatives on the governing body who hold office for three years. Only four countries had to be nominated by the Government group to appoint representatives, as the others are appointed by the countries of chief industrial importance, which, according to a recent decision of the council of the League of Nations, are Belgium, Canada, France, Germany, Great Britain, India, Italy, and Japan.

The other four countries nominated by the Government group are: Chile, Finland, Poland, and Spain.

The employers' group elected the following: Titular members—Messrs. Lithgow (Great Britain), Pinot (France), Olivetti (Italy), Carlier (Belgium), Hodac (Czechoslovakia), and Gemmil (South Africa). Deputy members—Messrs. Colomb (Switzerland), Oersted (Denmark), Vogel (Germany), Verkade (Netherlands), Graupera (Spain), and Coulter (Canada). Extra deputy members—Messrs. Yovanovitch (Serb-Croat-Slovene Kingdom), Schuman (Norway), and Taube (Esthonia).

The workers' group elected the following: Titular members—Messrs. Jouhaux (France), Oudegeest (Netherlands), Poulton (Great Britain), Leipart (Germany), Tom Moore (Canada), and Thorberg (Sweden). Deputy members—Messrs. D'Aragona (Italy), Huber (Austria), Schürch (Switzerland), Joshi (India), Caballero (Spain), and Zulawski (Poland).

### Recommendation on Emigration Statistics.

IT WAS stated in the report of the special committee on emigration and immigration to the International Labor Conference of 1921 that the question of insuring a supply of information, as accurate and complete as possible, on the different aspects of the problem of immigration was essential to any study of the subject from an international point of view. This item was, therefore, placed on the agenda of the fourth session of the conference and the following recommendation concerning the reporting of emigration and immigration statistics by the different countries was unanimously carried by the conference:

1. The general conference recommends that each member of the international labor organization should communicate to the International Labor Office all information available concerning emigration, immigration, repatriation, transit of emigrants on outward and return journeys, and the measures taken or contemplated in connection with these questions.

This information should be communicated so far as possible every three months, and within three months of the end of the period to which it refers.

2. The general conference recommends that each member of the international labor organization should make every effort to communicate to the International Labor Office, within six months of the end of the year to which they refer, and so far as information is available, the total figures of emigrants and immigrants, showing separately nationals and aliens, and specifying particularly, for nationals, and, as far as possible, for aliens—

- (1) Sex.
- (2) Age.
- (3) Occupation.
- (4) Nationality.
- (5) Country of last residence.
- (6) Country of proposed residence.

3. The general conference recommends that each member of the international labor organization should, if possible, make agreements with other members providing for—

- (a) The adoption of a uniform definition of the term "emigrant."
- (b) The determination of uniform particulars to be entered on the identity papers issued to emigrants and immigrants by the competent authorities of members who are parties to such agreements.
- (c) The use of a uniform method of recording statistical information regarding emigration and immigration.

### Reports on the Hours Convention and on Unemployment.

SPECIAL reports were made to the conference on the hours convention, on unemployment, and on distribution of raw materials, the report on the situation with regard to ratification of the hours convention being submitted to the conference as an appendix to the director's report. The report outlines the position of the various States in regard to the convention, five countries—Greece, India, Czechoslovakia, Bulgaria, and Roumania—having ratified it, while those states which not only have not ratified but which have not replied to the request for information are listed and the present position of ratification is reported for the remaining countries. In the last section of the report an attempt is made to classify the discrepancies which may exist between national legislation and the text of the draft convention, the Washington draft convention being taken article by article for the purpose.

As a result of the special report presented to the conference by the committee on unemployment appointed at the 1921 session a



resolution was passed advocating the continuation of the study which had been begun with a view to making unemployment statistics more comparable internationally and to improving them from the national point of view. It was agreed that the International Labor Office should continue the work of the collection of information and international cooperation, and should especially study the respective movements of production and consumption of the various classes of goods. Finally it was resolved, "with a view to combating unemployment crises, that the International Labor Office shall be instructed to make, in collaboration with the economic and financial organization of the League of Nations, a special study of the crises of unemployment, their recurrences and the fluctuations of economic activity, to collate and compare, in particular, the results of investigations made in various countries, and to make known the measures taken with a view to sustaining economic activity, and thus stabilizing the labor market."

#### Other Resolutions Adopted by the Conference.

THERE were 15 resolutions adopted by the conference for reference to the governing body. Among the most important were a resolution introduced by the workers' delegate from India requesting that a detailed investigation be made of the living and working conditions in eastern countries, the report to be presented to the 1923 conference, and one calling for an investigation of working and living conditions in central Europe. Because of the marked unrest among the working classes, particularly in these countries, resolutions adopted proposed that the International Labor Office should make a documentary investigation into the standard of working-class life in relation to the pre-war standard in Germany and the other countries with a seriously depreciated exchange in order to throw light upon the situation and to ascertain the means already adopted or contemplated in such countries for securing to the workers an adequate living wage.

A third resolution of importance closely connected with the question of immigration, which was strongly advocated by the woman delegates of the conference, requested the governing body to authorize the International Labor Office to study means for a closer collaboration with the advisory committee of the League of Nations against the traffic in women in connection with the emigration of women and children.

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#### Congress of Chilean Railway Employees.<sup>1</sup>

THE sessions of the congress of Chilean railway employees held at San Fernando, August 7 to 11, 1922, were devoted to the organization of a railway men's federation. By a close vote on the question of withdrawing from the Chilean Federation of Labor (*Federación Obrera de Chile*) it was decided to withdraw and to form an autonomous federation to be known as the Chilean Railway Men's

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<sup>1</sup> El Mercurio, Santiago, Sept. 8, 10, 12, 18, and 20, 1922.

Federation (*Confederación Obrera Ferroviaria de Chile*). However, the new federation will have two representatives to serve in an informational capacity before the executive committee of the Federation of Labor, thus maintaining close relations with that body.

The federation will consist of local unions called "consejos federales ferroviarios," membership in which will be open to men and women, to pensioned and superannuated workers, and to both skilled and unskilled workers, employed either on the State or private railways.

The aims and methods of the railway men's federation as given in the first two articles of the constitution are as follows:

ARTICLE 1. To protect and ameliorate the economic, moral, technical, and social conditions of the railway men and prepare them to assume direct control of the industry, in accordance with the principle that the instruments of labor belong to the workers.

ART. 2. For the realization of its aims the federation will employ the method of class struggle and support the aspirations of the national proletariat.

## STRIKES AND LOCKOUTS.

### Strikes and Lockouts in the United States, July to September, 1922.

ACCORDING to information received by the United States Bureau of Labor Statistics 254 labor disputes resulting in strikes and lockouts occurred in this country during the third quarter of 1922. As the reports in some instances do not reach the bureau until some time after the strikes occur, the number of strikes occurring during the quarter was perhaps somewhat larger than the above figure. Complete data relative to these strikes have not been received by the bureau, and it has not been possible to verify all that have been received. The figures in the following table should therefore be understood to be an advance statement and should not be accepted as final.

The following table shows the number of disputes beginning in the third quarter of 1922:

DISPUTES BEGINNING IN EACH MONTH, JULY TO SEPTEMBER, 1921 AND 1922.

Year.	July.	August.	September.	Month not stated.	Total.
1921.....	137	139	121	17	414
1922.....	86	88	67	13	254

As in the preceding quarter, one of the largest and most bitterly contested strikes in the history of the country occurred during this quarter, that of the 400,000 railroad federated shop crafts against a decision of the Railroad Labor Board reducing wages, beginning July 1.

With the exception of other railroad strikes of less prominence the following were the more important strikes of the quarter as respects the number of employees directly involved: 50,000 garment workers in New York City and 9,000 shirt workers in New York and New Jersey, occurring in July and directed against the "social shops"; 20,000 employees of the surface and elevated street railways of Chicago in August against a 17 per cent wage reduction; 7,000 clothing workers of Philadelphia in July for union recognition; 5,000 hat and cap makers in New York City in July for extension of agreement; and 5,000 clothing workers in Baltimore during July for wage increase and against "social shops"; 4,000 boot and shoe employees in Lynn, Mass., during August for back pay.

The data in the following table relate to the 254 disputes reported to have occurred during the quarter. The strikes that occurred during the quarter but in which the exact month was not stated appear in a group by themselves.

## STATES IN WHICH TWO OR MORE DISPUTES WERE REPORTED AS OCCURRING IN THE THIRD QUARTER OF 1922, BY MONTHS.

State.	July.	August.	September.	Month not stated.	Total.
New York.....	22	20	13	2	57
Massachusetts.....	9	7	13	2	31
Pennsylvania.....	6	8	7	2	23
Ohio.....	11	3	3	3	20
Illinois.....	3	14	2	.....	19
New Jersey.....	5	6	6	.....	17
California.....	5	3	2	.....	10
Missouri.....	3	4	1	.....	8
Michigan.....	2	3	2	.....	7
Maryland.....	2	2	2	.....	6
Rhode Island.....	1	.....	1	.....	5
Texas.....	1	3	.....	.....	4
Washington.....	1	.....	2	1	4
Connecticut.....	1	1	1	.....	3
Indiana.....	2	.....	.....	.....	2
Kentucky.....	.....	1	1	.....	2
Louisiana.....	.....	.....	2	.....	2
New Hampshire.....	1	1	.....	.....	2
Tennessee.....	.....	1	.....	1	2
Wisconsin.....	.....	1	1	.....	2
16 other States.....	4	6	6	.....	16
Interstate.....	7	4	.....	1	12
Total.....	83	88	67	13	254

Of these 254 industrial disputes 196 occurred east of the Mississippi River and north of the Ohio and Potomac Rivers; 36 occurred west of the Mississippi, and 10 occurred south of the Ohio and Potomac Rivers and east of the Mississippi River.

Owing chiefly to strikes of railroad employees the number of interstate strikes during the quarter was larger than usual, amounting to 12.

As to cities, New York City, as usual, had the largest number of disturbances, 39, followed by Chicago with 8, Cleveland with 6, and Baltimore, Rochester, Boston, and Haverhill with 5 each.

As to sex the distribution was as follows: Males, 140 disputes; females, 4; males and females, 66; sex not reported, 44.

The industries in which two or more disputes were reported are shown in the table which follows:

## DISPUTES IN SPECIFIED INDUSTRIES AND OCCUPATIONS REPORTED AS OCCURRING DURING THE THIRD QUARTER OF 1922, BY MONTHS.

Industry or occupation.	July	August.	September.	Month not stated.	Total.
Clothing.....	23	22	16	2	63
Railroads.....	20	19	1	3	43
Textiles.....	7	9	12	1	29
Metal trades.....	7	7	4	1	19
Building.....	4	7	6	1	18
Mining.....	2	2	6	.....	10
Leather.....	2	3	2	.....	7
Tobacco workers.....	2	1	3	1	7
Iron and steel.....	2	2	2	.....	6
Street railways.....	.....	2	2	1	5
Musicians and theatrical employees.....	.....	2	1	1	4
Brick and tile.....	2	.....	1	.....	3
Policemen and firemen.....	.....	2	.....	1	3
Hotels and restaurants.....	1	.....	1	.....	2
Longshoremen and freight handlers.....	1	.....	.....	1	2
Brewery workers.....	2	.....	.....	.....	2
Paper makers.....	.....	2	.....	.....	2
Chauffeurs and teamsters.....	4	.....	2	.....	6
Miscellaneous.....	7	8	8	.....	23
Total.....	86	88	67	13	254

In 184 disputes the employees were reported as connected with unions; in 15 disputes they were not so connected; in 4 disputes both union and nonunion employees were involved; in 2 disputes the employees changed from nonunion to union after the dispute began; and in 49 disputes the question of union affiliation was not reported.

In 197 disputes only 1 employer was concerned in each disturbance; in 1 dispute, 3 employers; in 2 disputes, 4 employers; in 16 disputes, more than 5 employers; and in 38 disputes the number of employers was not reported.

In the 207 disputes for which the number of persons was reported there were 599,179 employees directly involved, an average of 2,895. In 28 disputes in which the number involved was 1,000 or more the strikers numbered 568,067, thus leaving 31,112 involved in the remaining 179 disputes, or an average of 174 each.

By months the figures are as follows: July, 531,055 persons in 71 disputes, average 7,480, of whom 11,555 were in 60 disputes of less than 1,000 persons each, average 193; August, 47,564 persons in 72 disputes, average 661, of whom 11,342 were in 61 disputes of less than 1,000 persons each, average 186; September, 20,148 persons in 59 disputes, average 341, of whom 8,248 were in 54 disputes of less than 1,000 persons each, average 153. In 5 disputes, involving 412 persons, the month in which the strike began was not reported.

The following table shows the causes of the disputes in so far as reported. As usual, wages was the most prominent question involved, being about 45 per cent of all the disputes, followed by general conditions, agreements, recognition of union, sympathy, and the open and the closed shop.

DISPUTES REPORTED AS OCCURRING DURING THE THIRD QUARTER OF 1922, BY MONTHS AND PRINCIPAL CAUSES.

Cause.	July.	August.	September.	Month not stated.	Total.
Increase of wages.....	17	13	19	5	54
Decrease of wages.....	21	8	11	2	42
Increase of hours.....	1	2	1		4
Decrease of hours.....			4		4
Decrease of wages and increase of hours.....	1	1			2
Increase of wages and decrease of hours.....	2		1		3
Nonpayment of wages.....		1	1		2
Recognition of union.....	3	1	10	1	15
Recognition and wages.....	1	1			2
Recognition and hours.....	2				2
General conditions.....	4	14	6		24
Conditions and wages.....	6	2	1		9
Discharge of employees.....	1	2	1	1	5
Open or closed shop.....	3	8	1		12
In regard to agreement.....	6	2	4		12
New agreement.....	3	4			7
Sympathy.....	7	6	1	1	15
Discrimination.....	2	1	1		4
Unfair products.....		4			4
Jurisdictional.....		2	1		3
Miscellaneous.....	3	3	2		8
Not reported.....	3	13	2	3	21
Total.....	86	88	67	13	254

It is often difficult to determine exactly when a strike terminates, since many strikes end without any formal vote on the part of the strikers. The bureau has information of the ending of 184 strikes during the quarter, including several in which the positions of the

employees were filled or they returned to work with probably little interruption of the work.

The following table shows the number of disputes ending in the third quarter of 1921 and 1922:

DISPUTES ENDING IN THE THIRD QUARTER OF 1921 AND 1922, BY MONTHS.

Year.	July.	August.	September.	Month not stated.	Total.
1921.....	142	133	88	61	424
1922.....	44	59	65	16	184

The table following shows the results of disputes ending in the third quarter of 1922:

DISPUTES ENDING IN THE THIRD QUARTER OF 1922, BY MONTHS AND RESULTS.

Result.	July.	August.	September.	Month not stated.	Total.
In favor of employers.....	15	14	19	12	60
In favor of employees.....	15	27	33	.....	75
Compromised.....	8	7	9	1	25
Employees returned pending arbitration.....	.....	1	.....	.....	1
Not reported.....	6	10	4	3	23
Total.....	44	59	65	16	184

The next table gives the duration of disputes ending in the third quarter of 1922:

DISPUTES ENDING IN THE THIRD QUARTER OF 1922, OF NUMBER REPORTING, BY MONTHS AND DURATION.

Duration.	July.	August.	September.	Month not stated.	Total.
1 day or less.....	4	10	7	.....	21
2 days.....	5	5	2	.....	12
3 days.....	2	3	3	.....	8
4 days.....	.....	2	1	.....	3
5 to 7 days.....	9	6	6	.....	21
8 to 14 days.....	3	7	6	.....	16
15 to 21 days.....	7	7	6	.....	20
22 to 29 days.....	2	2	2	.....	6
30 to 90 days.....	5	8	10	.....	23
Over 90 days.....	6	7	16	.....	29
Not reported.....	1	2	6	16	25
Total.....	44	59	65	16	184

The number of days lost in disputes ending in the quarter, for the 159 reporting, was 7,707. The average duration of these disputes was 48 days. The average duration of the disputes lasting less than 90 days was 17 days.

By months the record is as follows: July, 1,763 days lost, average 41; August, 2,004 days lost, average 35; September, 3,940 days lost, average 67.

Of the 159 disputes ending during the quarter and reporting duration, 140 reported the number of employees involved, aggregating 714,665, an average of 5,105.

Of the 184 disputes reported as ending during the quarter, 157 reported the number of employees involved, aggregating 770,859, an average of 4,910.

Recent Strikes in China.<sup>1</sup>

THE increasing industrial unrest in China<sup>2</sup> is shown by strike movements of recent months, involving in some instances a very considerable territory and number of workers. The seamen's strike of Hongkong, settled March 5, 1922, was followed by a stevedores' strike in March and April and a strike among cargo coolies resulting in wage increases to both these groups of workers. The wages of stevedores was increased 22½ per cent over the old rate of 10 to 12 cents per ton of cargo and the cargo coolies' wages were raised from 60 to 80 cents silver a day. The wages quoted are in Mexican dollars, one Mexican dollar being equal, at par, to about 54 cents in United States currency. A strike of ships' tally clerks was settled in May by a readjustment of hours and increased wages amounting to \$3.10 per day for head tally clerks and \$2.35 per day for tally clerks. These rates were retroactive to April 1, 1922, and did not include any allowance for meals.

The carpenters' guild of Hongkong, after a two months' strike for a 50 per cent increase in wages, received increases varying from 35 per cent for those drawing less than \$10 a month to 20 per cent for those paid from \$20 upward.

Employees in Hongkong boarding houses secured increased wages, as a result of a strike, and an agreement was also reached that no men not members of the guild should be employed. The guild gave up the demand for a 10-hour day. A strike among Hongkong hotel and restaurant workers for increased wages and better working conditions, beginning June 20, 1922, came to a close in the fall with complete defeat for the strikers, new staffs generally being engaged while some of the strikers went back to work under the same conditions as the new men. Tea-house workers, through their guild, demanded wage increases varying from 30 to 45 per cent, which were granted them after a conference between representatives of employers and workers.

Printers on Chinese newspapers in Hongkong secured an increase of 42½ per cent in wages, and an agreement was concluded that no compositor should be dismissed within six months of the date of the agreement without just cause and after due discussion with the guild, also that no apprentice compositors should be hired during that time. A strike of rice coolies, lasting two months, resulted in a 37½ per cent increase in wages for those workers receiving \$10 silver or less a month and 32½ per cent for those receiving over \$10.

In Hankow a strike at the Hanyang Iron and Steel Works, in July, over the closing of the workmen's club by the managers of the steel works was settled in four days. Seventy-two workmen who had been dismissed in connection with the organization of the club were taken back and a reorganization of the club was authorized. New officers of the club were elected and it was planned to start a night school and a savings bank for the workers, the managers of the establishment leaving control of the club in the hands of the workers.

<sup>1</sup> The data on which this article is based are from Bureau of Foreign and Domestic Commerce trade information bulletin No. 75: Labor and industrial conditions in China, Washington, Oct. 30, 1922; consular reports dated Sept. 16 and Oct. 10, 1922; English press in China, July, August and September, 1922.

<sup>2</sup> See MONTHLY LABOR REVIEW, August, 1921, pp. 16-30; May, 1922, pp. 9-15; July, 1922, pp. 175, 176.

In August a strike of workers in the Hanyang arsenal, the largest in the country, was suppressed by soldiers, resulting in the destruction of the plant by the workers. The loss was reported to be about \$6,000,000. In this and a number of other strikes the disturbed political situation seems to have been a factor, there having been a lack of agreement between military and civil authorities, and interference on the part of one or the other frequently resulted in violence and bloodshed.

A strike at the Pinghsiang colliery in Hankow and along the Chuchow-Anyuan Railway in September, involving more than 10,000 workers, was caused by the low wages and poor working conditions. The workers claimed that the majority of the workmen earned only 20 coppers a day, were obliged to work over 10 hours a day, and were subjected to frequent flogging and scolding. They formulated 17 demands which included recognition of their club as a trade-union, a grant of \$10,000 for the club building in addition to a \$200 monthly subsidy, and no reduction in their pay for sick leave. They demanded, furthermore, that foremen should be forbidden to flog or scold them in the future, that coal diggers' wages should be doubled and their promotion should be systematic, and that railway laborers receiving less than 40 cents a day should be entitled to 10 cents increase. The strike was successful, an agreement granting practically all their demands being signed by representatives of the railway and mine authorities and of the workers, as well as by six mediators.

Other strikes in this district took place during September on the Canton-Hankow Railway, at the Hankow Water Works and Electric Light Co., and at the Yangtze Engineering Works. On account of the continual labor troubles and unrest in this industrial center the Hupeh industrial commission announced that regulations governing factory management and employment of labor were before the provincial assembly for approval and as soon as they were sanctioned they would constitute the labor code for Hupeh factories.

During August and September strikes occurred on a number of Chinese railroads, including the Peking-Suiyuan, the Peking-Hankow, and the Peking-Mukden Railways. Various demands were made by the strikers, but the basis of the strikes seemed to be the unsettled political conditions. On the Peking-Hankow Railroad all the trains were suddenly stopped, leaving passengers stranded all along the line. The workers on this railway demanded increased pay for certain classes of workers, provision of workmen's houses and rest houses at different points along the line, and payment of wages for time lost because of accidents. Their demands were granted. Several persons were killed and a number seriously injured as results of clashes between strikers and armed guards or soldiers on the different railways. While these strikes were settled, temporarily, at least, there remained a considerable feeling of unrest, and steps were being taken by railroad workers on the various lines, it was reported, to strengthen and consolidate their organizations.



## CONCILIATION AND ARBITRATION.

### Conciliation Work of the Department of Labor in November, 1922.

By HUGH L. KERWIN, DIRECTOR OF CONCILIATION.

THE Secretary of Labor, through the Division of Conciliation, exercised his good offices in connection with 11 labor disputes during November, 1922. These disputes affected a total of 8,428 employees. The table following shows the name and location of the establishment or industry in which the dispute occurred, the nature of the dispute (whether strike or lockout or controversy not having reached strike or lockout stage), the craft or trade concerned, the cause of the dispute, its present status, the terms of settlement, the date of beginning and ending, and the number of workmen directly and indirectly affected.

LABOR DISPUTES HANDLED BY THE UNITED STATES DEPARTMENT OF LABOR THROUGH ITS DIVISION OF CONCILIATION, NOVEMBER, 1922.

Company or industry and location.	Nature of controversy.	Craft concerned.	Cause of dispute.	Present status.
Pullman Co., Wilmington, Del.	Strike	Employees		Pending.
Pennsylvania Coal Co., Wilkes-Barre, Pa.	do.	Miners	Union activity	Adjusted.
Meat cutters, Chicago, Ill.	Threatened strike.	Meat cutters	Ask increase in minimum wage.	Do.
United States Cast Iron Pipe Co., Scottsdale, Pa.	Strike	Employees	Working conditions.	Do.
Pennsylvania Railroad, Waverly Station (Newark, N. J.)	do.	Freight handlers	Sunday work	Pending.
Wayne Knitting Mills, Fort Wayne, Ind.	do.	Knitters, etc.	Wage cut; union disension.	Do.
Katz & Ogush Co., New York City	do.	Jewelry workers.	Alleged discrimination for union activity.	Do.
Miners, Old Forge, Pa.	do.	Miners	Wage cut; working conditions.	Adjusted.
Dairy and grocery clerks, New York City.	do.	Retail clerks	Renewal of agreements.	Pending.
Black and White Taxi Co., New York City.	do.	Drivers and mechanics.	Reduction — wage commissions.	Do.
Plaster contractors, Columbus, Ohio.	do.	Lathers (wood, wire and metal).	Piece work to day work.	Do.

Company or industry and location.	Terms of settlement.	Date of—		Workmen affected	
		Begin- ning.	Ending.	Di- rectly.	Indi- rectly.
		1922	1922		
Pullman Co., Wilmington, Del.					
Pennsylvania Coal Co., Wilkes-Barre, Pa.	Agreed to former conditions.	Nov. 6	Nov. 12	1,600	
Meat cutters, Chicago, Ill.	Increase granted	Nov. 1	Nov. 28	2,500	1,500
United States Cast Iron Pipe Co., Scottsdale, Pa.	Men returned on own initiative.	Nov. 11	Nov. 14	700	
Pennsylvania Railroad, Waverly Station (Newark, N. J.)	Operating with new men	Sept. 12		240	
Wayne Knitting Mills, Fort Wayne, Ind.		Nov. 1		75	
Katz & Ogush Co., New York City		Sept. 11		18	43
Miners, Old Forge, Pa.	Employers granted requests.	Nov. 20	Nov. 20	2	1,450
Dairy and grocery clerks, New York City.	165 stores settled	Nov. 14		300	
Black & White Taxi Co., New York City.		Nov.			
Plaster contractors, Columbus, Ohio.					
	Total			5,435	2,993

On December 1, 1922, there were 39 strikes before the department for settlement and in addition 9 controversies which had not yet reached the strike stage. Total number of cases pending was 48.

## COOPERATION.

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### Cooperative-Marketing Studies by United States Department of Agriculture.

A PRESS release of the United States Department of Agriculture, dated November 29, 1922, discloses the fact that that department is carrying on a series of studies of the cooperative movement, both at home and abroad. To determine the types of organization most commonly in use in the United States and to appraise their value under varying conditions information is now being collected from 10,000 cooperative organizations regarding the form of organization of each, whether it is a stock or nonstock company, whether it is incorporated or unincorporated, whether all members are producers, and what method is used for determining and paying dividends.

About 100 of the leading cooperative organizations in the United States are being examined and given individual study in order to determine the methods of each in relation to the cost per unit of product handled. The first of these studies is that of the California Fruit Growers' Exchange, and includes a history of citrus fruit marketing and of the exchange; the methods and costs of operation are analyzed and it is shown just how the great success achieved by the organization has been realized. The results of the study are presented in a bulletin now in preparation. Other similar studies which will be presented in bulletins include that of the American Cranberry Exchange, the Michigan Potato Growers' Exchange, the Michigan Milk Producers' Association, the Michigan Elevator Exchange, the Burley Tobacco Growers' Cooperative Association, the Dark Leaf Tobacco Growers, and the Oklahoma Cotton Growers' Association. Many projects relating to cooperation are also being conducted in cooperation with State agricultural institutions.

Studies of cooperation abroad are being made both at long range and by sending representatives who are experts in cooperation to study the cooperative systems at first hand. These studies will show under what conditions various forms of cooperation have succeeded or failed, and the operating methods of the successful organizations. The countries which have received study include Denmark, Sweden, Norway, Finland, and Russia. It is planned to publish the results of these investigations in a series of bulletins on cooperative marketing in foreign countries. The first of the series will cover Russia, Denmark, and the Scandinavian countries, where highly developed types of cooperative organizations are found.

The department now has in press a bibliography of cooperative literature. A statistical history of cooperation since 1912 is also being prepared. Another project is a list of farmers' buying and selling organizations in the United States. This list will be arranged by commodities handled, and subdivided by States. It will include practically all farmers' cooperative organizations. The commodity groups being used are cotton and cotton products, dairy

products, forage crops, fruits, vegetables, grain, and dry beans, live stock, nuts, poultry and poultry products, tobacco, and wool and mohair. Miscellaneous buying, selling, and retailing associations will also be listed.

## Cooperation in Foreign Countries.

### Austria.

THE October, 1922, issue of Cooperation (New York City) contains an article on the cooperative movement in Austria, by Emmy Freundlich, member of the central committee of the International Cooperative Alliance, and member of the Austrian Parliament. According to this article the economic situation has greatly affected the cooperative movement. Extracts from the account are given below:

It is not possible, for example, to keep count of expenses. The value of income and outgo changes every day. Nobody who has real money in his hands can imagine the difficulty of having money that is bad. In Austria we find that all that we have in our economic life is changing and all is every day altered in value. Every month all that we need for living is noted by a State department, and when the figures of cost of living go up then all wages are raised in the same percentage. Not only are wages changing from month to month, also our cost of freights, our taxes, and all that is necessary for the work of an economic organization changes from week to week, often from day to day. For all the value of our capital is changing with the value of the kronen.

In any other country the cooperative societies can go to their membership and ask for more capital. If we would do that in this way we would never have capital enough, because when the capital came into our treasury the kronen would have only the half of their value.

What we have is not money, it is only paper. We can not buy from other countries. Now 1 pound of bread costs 5,670 kronen and a pound of beef costs 15,000 kronen. A meal in the restaurant of our wholesale costs 5,000 kronen.

There are many other difficulties behind the evolution of our movement. We have worked with all our forces and we have also had good results the last year. The figures in our report are very high, and a foreign reader will find that the Austrian cooperators may seem rich, but nobody must forget that all the figures are only Austrian kronen.

All the cooperative societies that are members of our central union have had good results. But we have not so many societies as we had before, because we have united more and more small societies to big ones. We have only 97 cooperative societies in our union and 52 societies which are productive societies and societies for house building and credit. Their evolution is shown by the following figures:

Item.	1914	1920	1921
Number of cooperative societies which reported.....	96	103	97
Number of local stores.....		584	704
Number of members.....	105,065	503,622	574,116
	<i>Kronen.</i>	<i>Kronen.</i>	<i>Kronen.</i>
Shares of the members.....	3,105,065	16,532,365	107,213,836
Reserve funds.....	1,703,065	16,417,871	85,879,491
Net surplus savings.....	6,722,356	55,075,750	483,411,017
Turnover of goods.....	43,068,851	1,821,130,750	10,388,278,304
Total profit and surplus savings.....	6,722,356	44,035,573	986,121,877
Profit and savings returns for the members.....	1,379,698	36,727,433	153,300,562

### Canada.

THE October, 1922, issue of the Public Service Monthly (Regina) contains a summary of the eighth annual report of the cooperation and markets branch of the Saskatchewan Department of Agriculture, for the year ending April 30, 1922. The number of shareholders in

agricultural associations in the Province is 17,977. The paid-up capital has increased from \$466,009 to \$500,485. During the year 41 associations marketing live stock shipped 564 cars, the receipts amounting to \$607,877. The value of farm products marketed through the associations amounted to \$12,885, while the total value of supplies handled amounted to \$4,405,947. The aggregate turnover of the associations, including live stock, amounted to \$5,026,709, the net profit earned being \$135,405.

#### Finland.

THE business of the Finnish Cooperative Wholesale Society (the "S. O. K.") for the year 1921 amounted to 359,143,295 Finnish marks (\$69,314,656, par), according to the September, 1922, issue of Kooperatören (Stockholm). Of this amount 20,339,090 Finnish marks (\$3,925,444, par) represent sales of goods produced by the wholesale itself. About 490 retail societies are members of the wholesale society.

The 509 "neutral" cooperative societies in membership with the General Cooperative Union of Distributive Societies, to which the wholesale society belongs, had sales of 1,058,054,497 Finnish marks (\$204,204,518, par) during 1921 and a net saving of 11,793,335 Finnish marks (\$2,276,114, par). These societies had a combined membership of about 190,000.

#### Germany.

THE German Statistical Yearbook for 1920 contains figures showing the development of the German cooperative movement.

In the following table is shown the number of the various classes of cooperative societies registered on January 1 of the years 1914 to 1919:

COOPERATIVE SOCIETIES REGISTERED ON JANUARY 1, OF EACH YEAR, 1914 TO 1919.

Class of society.	Number of societies in—					
	1914	1915	1916	1917	1918	1919
Credit societies.....	19,203	19,568	19,620	19,694	19,793	20,199
Industrial societies dealing in raw materials.....	436	462	542	665	857	1,353
Agricultural societies dealing in raw materials.....	2,429	2,565	2,621	2,699	2,755	2,935
Societies for the purchase of merchandise.....	317	338	347	433	493	648
Establishment societies:						
Industrial.....	348	361	360	346	339	339
Agricultural.....	1,900	2,073	2,070	2,158	2,219	2,404
Societies for purchase of machinery and tools.....	17	15	14	14	13	13
Storage societies:						
Industrial.....	123	114	127	129	130	128
Agricultural.....	512	520	540	564	610	637
Raw materials and storage societies:						
Industrial.....	154	166	165	181	187	233
Agricultural.....	24	21	22	23	32	40
Productive societies:						
Industrial.....	428	430	540	858	1,028	1,106
Agricultural.....	4,001	4,066	4,064	4,079	4,089	4,094
Stock breeding and grazing societies.....	486	540	544	545	560	588
Consumers' societies.....	2,340	2,320	2,288	2,281	2,277	2,313
Housing and building associations:						
Proper.....	1,346	1,403	1,386	1,388	1,391	1,485
Society houses.....	128	139	143	140	138	135
Other societies.....	378	380	353	362	371	406
<b>Total.....</b>	<b>34,579</b>	<b>35,481</b>	<b>35,746</b>	<b>36,559</b>	<b>37,282</b>	<b>39,056</b>

The development of the German consumers' coöperative movement during the period 1914 to 1920 is shown in the following table.

## DEVELOPMENT OF CONSUMERS' COÖPERATIVE SOCIETIES, 1914, 1919, AND 1920.

[Mark at par=23.8 cents.]

Item.	1914	1919	1920
Membership.....	2,300,000 Marks.	3,000,000 Marks.	3,200,000 Marks.
Sales.....	657,103,000	863,055,000	920,592,000
Sales of articles manufactured by the societies.....	123,197,000	177,168,000	188,979,000
Discount sales of private stores to cooperators.....	42,235,000	5,019,000	5,354,000
Reserve fund.....	32,011,000	59,001,000	62,934,000

As concerns the composition of the membership of coöperative consumers' societies, no data are available for all societies combined, but below are given occupational statistics, for the year 1919, of the membership of the Central Federation of German Consumers' Societies, which may be considered as representative.

## OCCUPATIONAL STATISTICS OF THE MEMBERSHIP OF THE CENTRAL FEDERATION OF GERMAN CONSUMERS' SOCIETIES, 1919.

Occupational group.	Number.	Per cent.
Independent tradespeople.....	126,794	5.8
Independent farmers.....	50,882	2.3
Professional workers, State and municipal employees.....	113,240	5.1
Wage earners in industry.....	1,565,851	71.2
Wage earners in agriculture.....	48,167	2.2
No fixed occupation (pensioners, persons living on their income, etc.).....	294,278	13.4
Total membership.....	2,199,212	100.0

## Great Britain.

THE statistics of operation of registered consumers' societies in Great Britain for the year 1921 are contained in a summary from the annual report of the Registry of Friendly Societies. Some of these figures are shown below:

## OPERATIONS OF CONSUMERS' SOCIETIES IN GREAT BRITAIN IN 1921.

[Pound at par=\$4.8665.]

Type of society.	Number of societies.	Number of members.	Share capital.	Amount of business.	Surplus.	Amount returned in dividends on purchases.
Retail societies:						
General supply.....	1,377	4,482,394	£74,944,983	£219,143,459	£18,247,393	£17,457,951
Coal supply.....	38	26,032	72,814	332,521	12,996	14,275
Refreshments.....	41	10,783	206,199	699,370	16,761	87
Miscellaneous.....	33	12,368	280,977	792,777	11,937	2,575
Total: 1921.....	1,489	4,531,577	75,504,973	220,968,127	18,265,213	17,474,888
1920.....	1,467	4,443,088	76,266,483	246,064,774	25,697,610	19,394,735
Wholesale societies: 1921.....	4	2,205	6,282,297	102,955,518	14,504,129	211,160
1920.....	3	2,186	5,460,270	136,479,615	181,420	329,955

<sup>1</sup> Loss.

## Poland.

THE consumers' cooperative movement in Poland has greatly developed since the war, according to an article (pp. 427-432) in the July-September, 1922, issue of the *Revue des Études Coopératives* (Paris). In 1914 there were in Russian Poland 1,250 consumers' societies with 110,000 members and annual sales of about 35,000,000 marks (\$8,337,000, par), and in Austrian Poland, 100 societies with 22,000 members and annual sales of 5,000,000 marks (\$1,191,000, par); in German Poland there were few consumers' societies but a great many agricultural credit societies. The war, the occupation of the country by the Germans and Austrians, and the restrictions on supplies made the development of the cooperative movement slow and difficult. Nevertheless by 1917 there were 2,200 societies with 250,000 members and yearly sales of 120,000,000 marks (\$28,584,000, par).

After the signing of the armistice the movement made great progress and was even favored by the Government in the matter of supplies. In 1920 there were 4,000 societies with 1,300,000 members having an annual turnover of 2,000,000,000 marks (\$476,400,000, par). This membership represented about 18.5 per cent of the total population of the country.

There are three large central unions of societies: (1) The Union of Polish Consumers' Societies (*L'Union des Sociétés Polonaises de Consommation*), a true Rochdale organization having in 1920 712 affiliated retail societies representing 300,000 cooperators; (2) the Union of Workers' Cooperative Societies (*L'Union des Sociétés Coopératives Ouvrières*), a socialist-communist organization established in 1919 and having in 1920, 67 affiliated societies representing 101,000 cooperators; and (3) the Center of Christian Workers' Consumers' Societies (*Le Centre des Sociétés de Consommation des Ouvriers Chrétiens*), a Catholic organization established in 1919. The first two organizations, it is stated, are showing a tendency toward amalgamation but the Catholic association remains aloof.

There are also in Poland a number of "neutral" organizations, some of which have a large membership. Thus, the Central Union of State Railway Employees has 189 affiliated societies with 113,000 members.

## Sweden.

THE thirty-third congress of the Swedish Cooperative Union (*Kooperativa förbundet*) was held June 26 and 27, 1922, according to *Sociala Meddelanden* No. 10, 1922 (pp. 817 to 821). The report made to the congress showed that the number of consumers' societies in affiliation with the union declined from 943 at the beginning of 1921 to 924 at the end of the year, although the combined membership of the affiliated societies increased from 248,767 to 255,141. There were also in affiliation with the union four insurance societies having a membership of 203,883.

The sales of the affiliated societies for the years 1914 to 1921 and the per cent of goods thus sold which were purchased from the wholesale department of the union is as follows:

## SALES OF COOPERATIVE SOCIETIES IN AFFILIATION WITH SWEDISH COOPERATIVE UNION, AND PER CENT OF GOODS PURCHASED FROM UNION, 1914 TO 1921.

[Kronor at par=26.8 cents.]

Year.	Sales.	Per cent of goods purchased from union.
	<i>Kronor.</i>	
1914.....	40,900,000	23.2
1915.....	54,600,000	30.2
1916.....	81,600,000	27.0
1917.....	103,700,000	21.0
1918.....	143,900,000	19.5
1919.....	216,100,000	29.6
1920.....	255,400,000	25.3
1921.....	227,800,000	26.4

The following statement shows the business of the wholesale department of the union since 1914:

	Kronor.
1914.....	9,889,252
1915.....	16,497,640
1916.....	22,013,041
1917.....	21,802,603
1918.....	27,989,733
1919.....	69,149,626
1920.....	69,519,887
1921.....	62,372,275

Deposits with the union have increased, in the same period, from 2,161,345 kronor (\$579,240, par) to 11,450,392 kronor (\$3,068,705, par).

The net surplus for the year's business amounted to 494,111 kronor (\$132,422, par). It was decided that of this amount 253,855 kronor (\$68,033, par) should be returned to members in purchase dividends.

Among the questions which came up for consideration at the congress was that of assistance to weak societies. A measure was finally approved providing that an organization should be established to take over the business and conduct of associations needing such assistance, for as long a period as necessary.

## Scandinavian Joint Cooperative Purchase Society.

THE Industrial and Labor Information contains, in its August 11, 1922, issue (pp. 43 and 44), an account of the 1921 report of the society Nordisk Ändelsförbund, which was formed in 1919 to carry on joint purchasing for the cooperative movements of Denmark, Norway, and Sweden. The business of this society during 1921 amounted to 11,300,000 kronor (\$3,028,400, par), as compared with 11,125,000 kronor (\$2,981,500, par) in 1920. The profits increased from 143,813 kronor (\$38,542, par) in 1920 to 154,761 kronor (\$41,476, par).

# IMMIGRATION.

## Statistics of Immigration for October, 1922.

By W. W. HUSBAND, COMMISSIONER GENERAL OF IMMIGRATION.

THE following tables show the total number of immigrant aliens admitted into the United States and emigrant aliens departed from the United States from July to October, 1922. The tabulations are presented according to the countries of last permanent or future permanent residences, races or peoples, occupations, and States of future permanent or last permanent residence. The last table (Table 6) shows the number of aliens admitted under the per centum limit act of May 19, 1921, from July 1 to December 6, 1922.

TABLE 1.—INWARD AND OUTWARD PASSENGER MOVEMENT, JULY TO OCTOBER, 1922.

Period.	Arrivals.					Departures.			
	Immigrant aliens admitted.	Non-immigrant aliens admitted.	United States citizens arrived.	Aliens de-barred.	Total arrivals.	Emigrant aliens.	Non-emigrant aliens.	United States citizens.	Total departures.
July, 1922.....	41,241	12,001	22,279	1,191	76,712	14,738	16,096	53,069	83,903
August, 1922.....	42,735	12,298	31,407	1,537	87,977	10,448	9,051	21,364	40,863
September, 1922.....	49,881	17,135	54,766	1,528	123,310	7,527	9,734	18,668	35,929
October, 1922.....	54,129	17,063	34,678	1,558	107,423	7,192	10,645	19,546	37,383
Total.....	187,986	58,497	143,130	5,814	395,427	39,905	45,526	112,647	198,078

TABLE 2.—LAST PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED AND FUTURE PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED, DURING SPECIFIED PERIODS, BY COUNTRIES.

Countries.	Immigrant.		Emigrant.	
	October, 1922.	July to October, 1922.	October, 1922.	July to October, 1922.
Austria.....	1,014	3,388	25	121
Belgium.....	252	1,067	57	270
Bulgaria.....	78	238	17	71
Czechoslovakia.....	2,629	9,730	206	1,295
Denmark.....	350	1,307	16	161
Finland.....	601	1,906	24	164
France, including Corsica.....	725	2,172	141	761
Germany.....	3,776	11,381	135	881
Greece.....	534	2,406	237	1,473
Hungary.....	966	3,952	121	598
Italy, including Sicily and Sardinia.....	7,874	31,853	2,180	11,560
Netherlands.....	206	838	41	193
Norway.....	1,228	3,021	70	319
Poland.....	4,058	12,486	504	3,884
Portugal, including Cape Verde and Azores Islands.....	386	1,706	270	1,200
Rumania.....	1,388	6,206	128	686
Russia.....	1,845	6,767	153	1,681
Spain, including Canary and Balearic Islands.....	156	529	231	1,112
Sweden.....	1,520	4,616	65	372
Switzerland.....	606	1,557	46	246
Turkey in Europe.....	411	1,449	4	91
United Kingdom:				
England.....	2,414	8,201	556	2,781
Ireland.....	2,385	6,292	83	856
Scotland.....	2,277	5,714	67	429
Wales.....	186	441	4	21
Yugoslavia.....	1,195	4,021	219	1,213
Other Europe.....	48	337	16	92
Total Europe.....	39,108	133,581	5,616	32,531



TABLE 2.—LAST PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED AND FUTURE PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED, DURING SPECIFIED PERIODS, BY COUNTRIES—Concluded.

Countries.	Immigrant.		Emigrant.	
	October, 1922.	July to October, 1922.	October, 1922.	July to October, 1922.
China.....	407	1,940	256	1,342
Japan.....	385	1,748	208	983
India.....	30	97	13	57
Turkey in Asia.....	396	1,361	68	483
Other Asia.....	36	165	7	34
Total Asia.....	1,254	5,311	552	2,899
Africa.....	96	327	18	63
Australia, Tasmania, and New Zealand.....	71	322	27	177
Pacific Islands (not specified).....	2	30	2	6
British North America.....	7,354	22,938	159	1,080
Central America.....	81	473	46	220
Mexico.....	4,677	18,917	318	847
South America.....	293	1,370	152	634
West Indies.....	1,191	4,710	300	1,444
Other countries.....	2	7	2	4
Grand total.....	54,129	187,986	7,192	39,905
Male.....	28,798	102,420	4,785	25,606
Female.....	25,331	85,566	2,407	14,299

TABLE 3.—IMMIGRANT ALIENS ADMITTED AND EMIGRANT ALIENS DEPARTED, JULY TO OCTOBER, 1922, BY RACES OR PEOPLES.

Race or people.	Immigrant.		Emigrant.	
	October, 1922.	July to October, 1922.	October, 1922.	July to October, 1922.
African (black).....	776	2,759	89	481
Armenian.....	387	1,421	4	51
Bohemian and Moravian (Czech).....	1,078	3,601	193	1,032
Bulgarian, Serbian, and Montenegrin.....	234	1,080	198	1,097
Chinese.....	373	1,694	256	1,316
Croatian and Slovenian.....	904	2,722	20	133
Cuban.....	136	642	41	312
Dalmatian, Bosnian, and Herzegovinian.....	96	322	23	100
Dutch and Flemish.....	487	1,889	106	469
East Indian.....	20	51	13	35
English.....	4,633	15,706	789	3,847
Finnish.....	457	1,500	23	201
French.....	2,594	6,992	145	948
German.....	5,766	18,598	194	1,138
Greek.....	658	2,994	243	1,506
Hebrew.....	5,966	20,245	41	264
Irish.....	3,336	9,338	105	879
Italian (north).....	1,690	6,140	211	1,301
Italian (south).....	6,302	26,042	1,984	10,343
Japanese.....	363	1,699	210	979
Korean.....	5	32	4	15
Lithuanian.....	283	882	90	985
Magyar.....	1,116	4,414	138	685
Mexican.....	4,585	18,534	307	788
Pacific Islander.....	1	10	1	2
Polish.....	1,959	6,998	483	3,755
Portuguese.....	429	1,784	288	1,254
Rumanian.....	165	709	115	632
Russian.....	344	1,215	83	799
Ruthenian (Russniak).....	71	291	4	15
Scandinavian (Norwegians, Danes, and Swedes).....	3,464	9,999	164	974
Slovak.....	3,257	8,811	106	601
Scotch.....	1,129	4,567	19	279
Spanish.....	327	1,471	276	1,323
Spanish American.....	133	697	89	498
Syrian.....	205	715	55	410
Turkish.....	51	124	12	71
Welsh.....	177	463	5	30
West Indian (except Cuban).....	109	511	44	211
Other peoples.....	63	324	21	146
Total.....	54,129	187,986	7,192	39,905

TABLE 4.—IMMIGRANT ALIENS ADMITTED AND EMIGRANT ALIENS DEPARTED, JULY TO OCTOBER, 1922, BY OCCUPATIONS.

Occupation.	Immigrant.		Emigrant.	
	October, 1922.	July to October, 1922.	October, 1922.	July to October, 1922.
<b>Professional:</b>				
Actors.....	58	322	2	57
Architects.....	21	66	2	15
Clergy.....	211	676	38	228
Editors.....	14	32	1	8
Electricians.....	149	480	5	35
Engineers (professional).....	235	671	23	98
Lawyers.....	18	61	5	20
Literary and scientific persons.....	77	220	9	54
Musicians.....	119	410	7	62
Officials (Government).....	64	209	15	85
Physicians.....	59	249	16	62
Sculptors.....	67	128	11	39
Teachers.....	278	1,087	35	208
Other professional.....	351	1,065	41	237
<b>Total.....</b>	<b>1,721</b>	<b>5,676</b>	<b>210</b>	<b>1,208</b>
<b>Skilled:</b>				
Bakers.....	305	996	13	107
Barbers and hairdressers.....	217	796	23	140
Blacksmiths.....	218	729	13	62
Bookbinders.....	15	57	.....	4
Brewers.....	2	5	.....	.....
Butchers.....	186	681	18	98
Cabinetmakers.....	24	111	10	41
Carpenters and joiners.....	835	3,078	45	236
Cigarette makers.....	6	15	1	1
Cigar makers.....	30	124	7	45
Cigar packers.....	1	4	2	3
Clerks and accountants.....	1,598	5,171	127	722
Dressmakers.....	572	2,013	21	149
Engineers (locomotive, marine, and stationary).....	181	1,070	6	53
Furriers and fur workers.....	35	101	1	6
Gardeners.....	70	272	21	60
Hat and cap makers.....	24	94	.....	4
Iron and steel workers.....	218	636	5	36
Jewelers.....	32	96	5	22
Locksmiths.....	139	516	2	6
Machinists.....	313	960	29	201
Mariners.....	587	1,782	33	142
Masons.....	297	1,322	23	85
Mechanics (not specified).....	305	1,250	25	143
Metal workers (other than iron, steel, and tin).....	57	136	.....	.....
Millers.....	35	89	.....	8
Milliners.....	104	313	3	22
Miners.....	591	1,536	36	367
Painters and glaziers.....	175	618	21	81
Pattern makers.....	11	44	.....	2
Photographers.....	39	116	1	15
Plasterers.....	29	110	3	10
Plumbers.....	63	199	7	22
Printers.....	70	210	3	35
Saddlers and harness makers.....	16	71	.....	.....
Seamstresses.....	240	894	8	39
Shoemakers.....	447	1,669	37	214
Stokers.....	50	215	6	31
Stonecutters.....	21	77	2	10
Tailors.....	749	2,527	27	285
Tanners and curriers.....	18	55	2	5
Textile workers (not specified).....	8	49	1	6
Tinners.....	30	124	4	10
Tobacco workers.....	6	11	.....	.....
Upholsterers.....	18	62	.....	8
Watch and clock makers.....	43	133	1	9
Weavers and spinners.....	202	657	41	186
Wheelwrights.....	4	12	.....	.....
Woodworkers (not specified).....	12	63	1	7
Other skilled.....	434	1,449	41	260
<b>Total.....</b>	<b>9,682</b>	<b>33,321</b>	<b>675</b>	<b>3,998</b>
<b>Miscellaneous:</b>				
Agents.....	83	337	4	50
Bankers.....	15	46	4	37
Draymen, hackmen, and teamsters.....	48	182	2	19
Farm laborers.....	2,823	9,405	62	409
Farmers.....	1,391	4,449	122	764
Fishermen.....	137	306	8	25
Hotel keepers.....	17	56	5	13

TABLE 4.—IMMIGRANT ALIENS ADMITTED AND EMIGRANT ALIENS DEPARTED, JULY TO OCTOBER, 1922, BY OCCUPATIONS.—Concluded.

Occupation.	Immigrant.		Emigrant.	
	October, 1922.	July to October, 1922.	October, 1922.	July to October, 1922.
Miscellaneous—Concluded.				
Laborers.....	7,323	29,276	3,027	15,508
Manufacturers.....	47	129	8	35
Merchants and dealers.....	975	3,469	210	1,123
Servants.....	7,709	24,517	278	1,753
Other miscellaneous.....	1,949	6,417	233	1,363
Total.....	22,517	78,589	3,963	21,099
No occupation (including women and children).....	20,209	70,400	2,344	13,600
Grand total.....	54,129	187,986	7,192	39,905

TABLE 5.—FUTURE PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED AND LAST PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED, JULY TO SEPTEMBER, 1922, BY STATES AND TERRITORIES.

State or Territory.	Immigrant.		Emigrant.	
	October, 1922.	July to October, 1922.	October, 1922.	July to October, 1922.
Alabama.....	35	185	1	22
Alaska.....	27	82	12	30
Arizona.....	1,580	3,697	11	96
Arkansas.....	24	77	2	52
California.....	3,604	12,870	619	2,959
Colorado.....	164	635	18	98
Connecticut.....	1,119	3,950	126	890
Delaware.....	63	193	8	33
District of Columbia.....	174	601	36	178
Florida.....	343	1,058	61	460
Georgia.....	60	201	3	35
Hawaii.....	143	828	32	239
Idaho.....	51	207	6	38
Illinois.....	4,057	14,241	382	2,508
Indiana.....	605	1,768	47	264
Iowa.....	252	1,119	25	141
Kansas.....	89	470	7	62
Kentucky.....	43	229	4	35
Louisiana.....	134	467	18	147
Maine.....	525	1,884	1	64
Maryland.....	272	923	38	202
Massachusetts.....	3,884	12,737	721	3,641
Michigan.....	2,463	9,115	322	1,211
Minnesota.....	682	2,495	60	284
Mississippi.....	25	115	3	12
Missouri.....	343	1,500	70	284
Montana.....	112	507	13	90
Nebraska.....	201	711	16	123
Nevada.....	29	154	7	22
New Hampshire.....	340	1,016	14	56
New Jersey.....	3,265	10,554	286	1,856
New Mexico.....	66	305	5	34
New York.....	16,101	53,204	2,831	16,025
North Carolina.....	44	148	.....	9
North Dakota.....	88	401	11	42
Ohio.....	2,078	7,642	267	1,500
Oklahoma.....	68	239	10	37
Oregon.....	295	1,136	41	216
Pennsylvania.....	4,870	16,265	491	3,482
Philippine Islands.....	.....	4	.....	5
Porto Rico.....	39	89	4	100
Rhode Island.....	635	1,955	78	485
South Carolina.....	18	59	1	5
South Dakota.....	85	274	4	27
Tennessee.....	50	175	1	14
Texas.....	2,589	13,310	189	398
Utah.....	93	400	11	80
Vermont.....	241	668	9	35
Virginia.....	144	453	12	83
Virgin Islands.....	.....	3	.....	.....
Washington.....	820	2,953	135	555
West Virginia.....	272	834	32	214
Wisconsin.....	791	2,695	86	391
Wyoming.....	39	194	5	36
Total.....	54,129	187,986	7,192	39,905

TABLE 6.—STATUS OF THE IMMIGRATION OF ALIENS INTO THE UNITED STATES UNDER THE PERCENTUM LIMIT ACT OF MAY 19, 1921, AS EXTENDED BY PUBLIC RESOLUTION NO 55, 67TH CONGRESS, APPROVED MAY 11, 1922, JULY 1 TO DECEMBER 6, 1922.

Country or region of birth.	Monthly quota.	Admitted Dec. 1-6, 1922.	Annual quota.	Admitted July 1 to Dec. 6.	Balance for year. <sup>1</sup>
Albania.....	58	14	288	269	12
Armenia (Russian).....	46	12	230	223	( <sup>2</sup> )
Austria.....	1,490	102	7,451	3,928	3,457
Belgium.....	313	84	1,563	1,485	63
Bulgaria.....	61	.....	302	262	15
Czechoslovakia.....	2,871	353	14,357	13,105	1,211
Danzig.....	60	1	301	93	206
Denmark.....	1,124	21	5,619	2,073	3,523
Finland.....	784	62	3,921	2,683	1,203
Fiume.....	14	.....	71	31	40
France.....	1,146	30	5,729	2,965	2,760
Germany.....	13,521	413	67,607	16,598	51,009
Greece.....	659	102	3,294	3,280	( <sup>2</sup> )
Hungary.....	1,128	232	5,638	5,071	531
Iceland.....	15	.....	75	45	28
Italy.....	8,411	1,633	42,057	41,863	( <sup>2</sup> )
Luxemburg.....	19	.....	92	92	( <sup>2</sup> )
Memel region.....	30	1	150	26	121
Netherlands.....	721	65	3,607	1,463	2,128
Norway.....	2,440	220	12,202	4,014	8,160
Poland.....	4,215	681	21,076	16,057	4,966
Eastern Galicia.....	1,157	216	5,786	1,921	3,773
Pinsk region.....	857	209	4,284	1,786	2,275
Portugal.....	493	20	2,465	2,462	( <sup>2</sup> )
Rumania.....	1,484	197	7,419	5,783	1,563
Bessarabian region.....	558	20	2,792	339	2,430
Russia.....	4,323	692	21,613	11,681	9,487
Esthonian region.....	270	2	1,348	102	1,240
Latvian region.....	308	67	1,540	776	752
Lithuanian region.....	462	73	2,310	2,115	167
Spain.....	182	2	912	912	( <sup>2</sup> )
Sweden.....	4,008	139	20,042	7,508	12,528
Switzerland.....	750	57	3,752	2,481	1,258
United Kingdom.....	15,468	1,620	77,342	36,807	40,348
Yugoslavia.....	1,285	200	6,426	5,426	955
Other Europe.....	17	1	86	85	( <sup>2</sup> )
Palestine.....	12	.....	57	57	( <sup>2</sup> )
Syria.....	186	57	928	826	76
Turkey.....	478	270	2,388	2,383	( <sup>2</sup> )
Other Asia.....	16	1	81	81	( <sup>2</sup> )
Africa.....	25	.....	122	122	( <sup>2</sup> )
Atlantic Islands.....	24	.....	121	63	57
Australia.....	56	36	279	279	( <sup>2</sup> )
New Zealand and Pacific islands.....	16	10	80	65	6
Total.....	71,561	7,975	357,803	199,686	156,353

<sup>1</sup> After all charges against the annual quota have been deducted.

<sup>2</sup> Exhausted for year.

## WHAT STATE LABOR BUREAUS ARE DOING.

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### California.

THE bureau is in receipt of a statement prepared by the Industrial Accident Commission of California for submission to the public hearing held on December 7, 1922, to consider tentative mine fire-control safety orders. In this statement the commission sets forth its position in regard to the establishment of safety standards, and explains the procedure by which these standards are determined.

The commission points out the difficulties by which it is confronted in its task of drawing up safety orders:

Each mine in California presents its own safety problem. It is likewise true the fixed price of gold does not permit the passing on of compensation and safety costs to the ultimate consumer as easily as happens generally in business. The commission realizes there are mines operating at a loss, others just making ends meet, and still others showing a profit. Both operators and miners have expressed themselves as opposed to drastic orders, and the commission has absolutely no desire to be responsible for the closing of mines and the throwing of men out of employment. But it must be remembered that human life is precious, that the men engaged in mining are liable to known hazards, that they have little or no organizations among themselves to give expression to their views, and that the State of California, both by constitutional amendment and by law, has ordered the Industrial Accident Commission to make places of employment safe. This, at best, is a tremendous task, and particularly so when the safety department is sadly handicapped by lack of engineers and financial resources. \* \* \*

In the preparation of the mine safety orders two requirements must be met. The orders must be adequate to secure safety of employees against mine fires. The orders also must not make unreasonable requirements or cripple the mining industry in California.

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### Louisiana.

THE assistant commissioners of the Department of Labor of Louisiana are making a survey of the sugar industries and plantations throughout the State, according to a letter of November 29, 1922, received from that office. Investigations of this kind are always made during the so-called "grinding season." The survey will continue until about February 1, 1923. The statistics gathered up to the latter part of November indicated that there was a shortage of common labor, which was especially noticeable in sections where wages are low. At that time men cane cutters were being paid an average wage of \$1.25 per actual working day and woman cane cutters, \$1.05. Children under 16 were receiving approximately 70 cents a day. Unskilled factory workers were being paid an average of \$1.60 per day of actual work. The employers house all the workers and board the factory hands. Except in a few isolated cases the field workers have to board themselves out of their own earnings.

The commissioner of the department has just finished digesting and compiling the labor laws of Louisiana, including those passed by the last session of the legislature, July, 1922. A limited edition of this work will be available for distribution about January 1, 1923.

## North Carolina.

TWO of the leading industries of North Carolina are the manufacture of cotton and of tobacco. In the number of wage earners, amount paid in salaries and wages, and in value of products the cotton industry ranks first among the State's manufactures, while tobacco manufacturing ranks second, the two combined representing more than 40 per cent of the total value of all manufactured products in the State. The following table compiled from a report forwarded by the commissioner of the North Carolina Department of Labor and Printing under date of November 21, 1922, shows the remarkable increase in the cotton industry from 1912 to 1922, 352 out of 383 mills reporting for 1922:

STATISTICS RELATIVE TO THE COTTON INDUSTRY OF NORTH CAROLINA, 1912 AND 1922.

Year.	Capital employed.	Approximate amount of raw material used (pounds).	Spindles.	Looms.	Value of yearly output.	Employees.			
						Men.	Women.	Children.	Total.
1912 . . .	\$52, 108, 250	328, 407, 879	3, 321, 426	58, 961	\$52, 868, 689				54, 710
1922 . . .	146, 894, 172	531, 768, 116	5, 605, 102	74, 740	229, 670, 691	46, 324	27, 754	4, 894	1 78, 972

<sup>1</sup> June 30, 1922.

The value of 15 tobacco manufacturing plants in 1922 is \$20,115,034. The value of their manufactured products is \$214,830,348, an increase of 497 per cent over 1909. These plants employ 16,429 persons, of whom 9,610 are men, 6,657, women, and 162, children. Their yearly pay roll amounts to \$14,027,661. The highest daily average wage paid men is \$5.04; the lowest, \$1.71; while women's highest average daily wage is \$3.07 and their lowest \$1.48.

Oklahoma.<sup>1</sup>

FROM January 1, 1921, to November 1, 1922, 30 complaints were filed in the courts of Oklahoma for violations of the State eight-hour law and convictions were secured in 11 of these cases, the fines ranging from \$50 to \$200. The remaining 19 cases are pending in the courts. Within the same period 31 complaints were filed in regard to the failure of public officials or contractors to pay the current rate of wages on public works. Seven cases were prosecuted in 1921, resulting in one conviction. In the first half of 1922 there were 24 prosecutions and 2 convictions. The other 22 cases are pending in the courts. The department has been so concerned over the numerous infringements of these provisions of the law that three factory inspectors have been especially delegated to secure prompt compliance with the act.

So many complaints were received regarding the violation of the protective laws for women and children that the woman factory inspector since June 30, 1921, has been obliged to confine her inspec-

<sup>1</sup> Typewritten manuscript forwarded by the commissioner of labor of Oklahoma, Dec. 5, 1922.

tions to cases in which complaints are made. There are about 698 firms in 27 cities of Oklahoma, which are subject to inspection, and there are approximately 54,000 women in gainful occupations in the State exclusive of domestic service and agriculture. It is, therefore, not difficult to understand how impracticable it is for one woman to make inspections except on complaint.

The department is greatly handicapped in the enforcement of the labor laws by the failure of the attorneys in certain parts of the State to cooperate. Some of these officials have not been long in office and are not very familiar with labor legislation or the reasons for its enactment. Local politics have in some instances tended to make the laws less effective. In a few instances county attorneys have refused to file information when requested by the department or its representatives. It is stated that "the best results in the enforcement of these laws will not be realized until such time as the department is authorized by law to employ special counsel to assist in prosecutions." Specific provision by the legislature for the attorney general's office to give the department special assistance is proposed as an alternative.

The necessity for the enactment of an adequate law for wage collections is emphasized by the following summary from the department's records:

Amount involved in complaints.....	\$28,354.69
Amount reported collected.....	2,559.73
Amount represented in claims in which the department advised as to procedure necessary to take under the lien laws and in which no information was received as to final disposition.....	25,212.41
Amount represented in claims reported that was affected by the statute of limitations.....	582.55

#### Washington.

THE following data are taken from the first annual report of the Department of Labor and Industries of the State of Washington for the year ending June 30, 1922:

*Wage claims.*—The collection of wage claims and the enforcement of labor laws form an important part of the work of the division of industrial relations of the Washington State Department of Labor and Industries. The total wage collections made by the division from April 1, 1921, to June 30, 1922,<sup>1</sup> amounted to \$126,725.28, \$18,865.92 of which was reported by the supervisor of women in industry as due to woman workers under the minimum-wage law.

*Inspections.*—The supervisor of women in industry made the following personal inspections and visits, April 1, 1921, to June 30, 1922:

First inspections.....	1,283
Return calls and reinspections.....	757
Rest rooms installed.....	218
Toilets installed.....	123
Inspections by branch offices:	
Eastern Washington.....	1,018
Western Washington.....	2,611
	<hr/> 3,629

<sup>1</sup> The reports from three branch offices included collections for only five months, February to June, 1922, inclusive.

Success has attended the efforts of the supervisor of women in industry to secure the voluntary cooperation of both employers and employees in the matter of meeting the requirements of the law. Only four complaints were made concerning the violation of law in re women in industry. In each case there has been a conviction.

*Apprentices and minors.*—From April 1, 1921, to June 30, 1922, 611 apprenticeship licenses were issued.

The industrial welfare committee, which is composed of the director of labor and industries, the supervisor of industrial insurance, the industrial statistician, and the supervisor of women in industry, is authorized to regulate the conditions of minors. Minor boys are not allowed in dangerous occupations.

*Aid for adult blind.*—In accordance with a law passed in 1921 the director of labor and industries is charged with the duty of promoting "the educational and industrial welfare of the adult blind residents of the State in both home and factory, to secure suitable employment and furnish materials for the adult blind workers and market the products of their labor." The appointment of a supervisor of industrial aid to the adult blind is also authorized. A preliminary investigation was made to get the facts regarding the condition of blind residing in Washington. The supervisor visited Oakland, Calif., and Portland, Oreg., to look into the work being done for the blind in these States. The Washington department has two home teachers in Seattle, two in Spokane, and one in Takoma who are engaged mainly in teaching the blind how to read. The Braille system is being taught wherever practicable. The Moon type, however, is used when persons have a very poor sense of touch.

The Lighthouse for the Blind in Seattle conducts a broom factory and an office and workshop for chair caning. Blind salesmen are employed to sell the Lighthouse brooms.



## CURRENT NOTES OF INTEREST TO LABOR.

### Tenth Delegates' Meeting of International Association for Labor Legislation.<sup>1</sup>

THE tenth delegates' meeting of the International Association for Labor Legislation was held in Geneva (Switzerland) October 13 and 14, 1922. Among the resolutions adopted were the following:

The International Association for Labor Legislation, whose object is to serve as a bond of union to those who, in the different industrial countries, believe in the necessity for protective labor legislation, shall henceforth deal with social insurance of every kind and with the protection of workers in countries of immigration.

The tenth delegates' meeting again invites the national sections to exert their influence upon their respective Governments in order to secure, as soon as possible, the ratification of the Washington draft conventions.

The meeting, having examined a proposal to convene an international socio-political congress [in 1923], recognizes the utility of this proposal and appoints a committee of eight members, in addition to the president and the general secretary of the International Association for Labor Legislation, with instructions to fix the date, place, and agenda of this congress. Every section not represented on this committee will be entitled to invite one of the members to act as its representative.

The meeting, having noted the reports submitted by the committee on the works councils question, and having heard the statements of the Austrian, Czecho-Slovak, German, and Norwegian sections, in whose countries works councils are statutory bodies, after a discussion in which it was agreed that generally speaking works councils have contributed to the maintenance of industrial peace and that they have not injured production.

Whereas this question is one of the most important questions in the sphere of social progress and is of the greatest importance not only to the workers but also to the economic system as a whole and consequently ought to be thoroughly investigated, calls upon the committee of the association to continue the inquiry instituted amongst the national sections and Governments and to request the assistance of the International Labor Office, and decides that the report on the inquiry shall be submitted to the next delegates' meeting.

Whereas the question of works' councils has been discussed by the second committee and it is believed that the report of the discussion could usefully be published, the delegates' meeting instructs the committee, if finances permit, to publish a pamphlet containing the reports submitted by the sections, the minutes of the discussion in the second committee, and all other documents required for a study of the question.

The agenda for the next meeting, which will be held at Basle (Switzerland) in 1923, contains the following questions:

- (a) Continuation of the study of the question of works councils.
- (b) Conclusions to be drawn from the replies to the questionnaire concerning the position of nonmanual workers.
- (c) Dock labor.
- (d) Organization of the socio-political congress.
- (e) Report on questions of labor legislation in America to be fixed by agreement between the committee of the association and the delegations of the American sections.

<sup>1</sup>International Labor Office. Industrial and Labor Information, Geneva, Oct. 26, 1922, pp. 7-9.

## Attitude of Employers Toward the Australian Conciliation and Arbitration Act.<sup>1</sup>

AT ITS annual meeting held at Brisbane, August 15 to 17, 1922, the All-Australian Employers' Conference passed the following resolutions bearing upon the Commonwealth conciliation and arbitration act and the machinery for minimum-wage fixing:

(1) That steps should be taken without delay either to obtain amendments to the Commonwealth conciliation and arbitration act, or an amendment of the Federal constitution, with a view to restricting the functions of the arbitration court to industries of purely interstate concern. That unless the awards of the courts are to be loyally obeyed by both employers and employees, such legislation is an encumbrance on the statute books of Australia, and should be repealed.

(2) That, failing the legislatures agreeing to repeal the arbitration laws, these should be amended to provide that, in the event of any body of employers or employees refusing to abide by the court's awards, such awards should automatically cease to operate and should not be reenacted until the court has received satisfactory guaranty that it will be lawfully obeyed.

(3) That the conference urges the Commonwealth and State Governments to include in any bills which they may bring in to amend their respective conciliation, arbitration, or wages boards acts provisions forbidding the boards to give retrospective effect to any award or to grant preference to unionists.

(4) That, while recognizing the principles of the living wage, the conference desires to invite the attention of the Commonwealth and State Governments to the fallacious foundation upon which the present basic wage system of the Commonwealth and State arbitration courts is founded, as is evidenced by the widespread unemployment caused through the undue burden placed upon industry under it, and strongly urges upon those Governments the desirability of amending the provisions of the various arbitration acts, so as to place the foundation on a more equitable basis.

(5) That the Commonwealth and State Governments in amending their respective conciliation, arbitration, or wages boards acts should make it obligatory upon the arbitration court to issue declarations of the basic wage at periods not exceeding six months; and should modify the basic wage provisions to provide for a different standard in lieu of the existing two-children or three-children standard.

(6) That the claim for equal pay for men and women workers is an unsound proposition.

(7) That in the opinion of the conference the only system by which the great majority of the industrial workers of Australia can secure any substantial and permanent increase in their earnings is by the unrestricted recognition and application of the principle of payment by results, with adequate provision for assuring a minimum standard wage in all industries.

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## New Department of Labor in Japan.<sup>2</sup>

IT WAS decided by the Japanese cabinet council on September 8, 1922, to create a labor department which will centralize under one office the departments which have formerly dealt with labor matters. The new department, which will be attached to the home office, will take over the functions of the department of social affairs of the home office, the labor department of the board of agriculture and commerce, and the factory and mining departments. An appropriation of 6,500,000 yen (\$3,240,250, par) for the work of the department will be asked for at the next parliamentary session

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<sup>1</sup> International Labor Office. Industrial and Labor Information, Oct. 21, 1922, p. 11. Taken from Brisbane Daily Mail, Brisbane Standard, Aug. 15-17, 1922.

<sup>2</sup> Ministry of Labor Gazette, London, November, 1922, p. 441.

## PUBLICATIONS RELATING TO LABOR.

### Official—United States.

IOWA.—*Mine inspectors. Report for the biennial period ending December 31, 1921. Des Moines, 1922. 56 pp.*

Accident statistics from this report appear on page 156 of this issue of the MONTHLY LABOR REVIEW.

NEW YORK.—[*Department of Labor.*] *Office of the chief statistician. Labor law, with amendments, additions, and annotations to August 1, 1922. [Albany, 1922.] 143 pp.*

— — — *Miscellaneous labor laws, with amendments, additions, and annotations to August 1, 1922. [Albany, 1922.] 165 pp.*

WASHINGTON.—*Department of Labor and Industries. First report, for the period ending June 30, 1922. Olympia, 1922. 114 pp.*

This publication deals with the work of the three divisions of the department, i. e., industrial insurance, safety, and industrial relations. Extracts from the report appear on pages 156 and 172 of this issue of the MONTHLY LABOR REVIEW.

UNITED STATES.—*Bureau of Efficiency. Report on the statistical work of the United States Government submitted to Congress in pursuance to the acts of March 1, 1919, and November 4, 1919. Washington, 1922. 405 pp.*

— *Department of Agriculture. Yearbook, 1921. Washington, 1922. v, 885 pp.*

The yearbook for 1921 is a departure from former yearbooks in that it presents in a detailed way the economic situation as respects wheat, corn, beef, and cotton. Wages of farm labor, methods of hiring farm labor, and the farm labor supply in respect to demand are also given.

— *Forest Service. Report of the forester for the year ended June 30, 1922. Washington, 1922. 55 pp.*

The following statistics on the kinds of stock grazed in the national forests in the calendar year 1921 are given in the above report: Cattle, 1,999,680; horses, 78,115; swine, 2,453; sheep, 6,936,377; goats, 43,574; total grazing permits, 37,241. The demand for national forest range at present equals and in numerous places exceeds the capacity of the forests. It is estimated that \$3,500,000 will be required fully to improve the forest ranges.

The timber of the national forests is in demand by lumber companies, farmers, fishermen on the coast of Alaska, coal-mining companies, copper producers, railroads, telephone, telegraph and power companies, pulp and paper mills, and manufacturers of furniture and various other wood products. The timber cut under sales in 1910 was 380,000,000 board feet; in 1915, 566,000,000 board feet; and in 1920, 806,000,000 board feet.

The migration of the lumber industry to the West means increased demand for national forest timber. The amount put under contract of sale in the fiscal year 1921, nearly all for future cutting, aggregated over 2,100,000,000 board feet—more than in any previous fiscal year despite the industrial depression.

— *Bureau of Agricultural Economics. Legal phases of cooperative associations, by L. S. Hulbert. Washington, 1922. 74 pp. Bulletin No. 1106.*

A most useful and informative pamphlet for the use of cooperative associations. It deals especially with incorporated societies, though one section deals also with unincorporated associations. Among the subjects covered are contracts, promissory

notes, societies acting as agencies, monopolies and restraint of trade, injunctions and specific performance, and income taxes. An appendix gives a model set of by-laws for a cooperative association.

UNITED STATES.—*Department of Commerce. Bureau of Foreign and Domestic Commerce. Statistical abstract of the United States, 1921. Washington, 1922. xx, 942 pp.*

Of interest to labor are the sections relating to immigration, vocational rehabilitation, industrial accidents and fatalities, occupations, labor, wages, and prices.

— *Department of Labor. Tenth annual report of the Secretary of Labor for the fiscal year ended June 30, 1922. Washington, 1922. iv, 122 pp.*

A summary of the recommendations in this report is published on pages 24 and 25 of this issue of the MONTHLY LABOR REVIEW.

— — *Bureau of Labor Statistics. Labor legislation of 1921. Washington, 1922. 328 pp. Bulletin No. 308. Labor laws of the United States series.*

— — *Children's Bureau. County organization for child care and protection. Washington, 1922. 173 pp. Bureau publication No. 107.*

— — *Proceedings of conference on mothers' pensions, held under the auspices of the National Conference of Social Work and the Children's Bureau, in Providence, R. I., June 28, 1922. Washington, 1922. 31 pp. Bureau publication No. 109.*

— — *Women's Bureau. The family status of breadwinning women: A study of material in the census schedules of a selected locality. Washington, 1922. 43 pp. Bulletin No. 23.*

A résumé of this study appears on pages 138 and 139 of this issue of the MONTHLY LABOR REVIEW.

— *Department of the Interior. Bureau of Education. A plan for the organization of a county system of agricultural instruction in elementary schools, by Eustace E. Windes. Washington, 1922. 8 pp. Rural school leaflet No. 6.*

A plan whereby county superintendents using available workers may secure effective teaching of agriculture in the rural elementary schools. Included in the leaflet are the Pennsylvania plan and the Missouri State program for prevocational agricultural education.

— — *A program of education in accident prevention, with methods and results, by E. George Payne. Washington, 1922. 54 pp. Bulletin, 1922, No. 32.*

This report was written from the standpoint of the necessity for general education in accident prevention and outlines methods particularly for use in public schools.

— — *The school janitor. A study of the functions and administration of school janitor service, by John A. Garber. Washington, 1922. iv, 55 pp. Bulletin, 1922, No. 24.*

— — *State laws relating to education enacted in 1920 and 1921. Washington, 1922. 269 pp. Bulletin, 1922, No. 20.*

Part O of this report is devoted to changes in the laws of the different States affecting technical, industrial, and vocational schools. Part H (g) contains regulations recently adopted relative to the employment of minors.

— *Employees' Compensation Commission. Hospitals and physicians available to employees of the United States Government injured in the performance of duty under Federal compensation act of September 7, 1916. Washington, 1922. 108 pp.*

— *Federal Board for Vocational Education. Part-time cooperative courses. Suggestions for the information of administrators and teachers interested in the organization of cooperative courses, the duties and responsibilities of the coordinator, and the organization of a curriculum. Washington, September, 1922. 31 pp. Bulletin No. 78. Trade and industrial series No. 23.*

The information presented will be of especial interest to cities in which the public schools and local manufacturers wish to cooperate in supplementing school work with actual experience in industry.

## Official—Foreign Countries.

AUSTRALIA.—*Bureau of Census and Statistics. Production. Summary of Commonwealth production statistics for the years 1910-11 to 1920-21. Melbourne, 1922. 176 pp. Bulletin No. 15. C. S., No. 395.*

Includes, in addition to total output, data regarding wages and the number employed in various pursuits.

— (NEW SOUTH WALES).—*Board of Trade. Compendium of living wage declarations and reports. Sydney, 1922. viii, 139 pp.*

Includes declarations from September, 1918, to December, 1921.

— (QUEENSLAND).—*Government Insurance Office. Sixth annual report, year ended 30th June, 1922. Brisbane, 1922. 28 pp. A. 67-1922.*

A summary of this report is given on pages 174 and 175 of this issue of the MONTHLY LABOR REVIEW.

— *Bureau of Statistics. Official yearbook, 1921. Sydney, 1922. 880 pp.*

An account, among other subjects, of social conditions, food and prices, employment and production, and industrial history of New South Wales, including wages and strikes, rural settlement, land legislation and settlement.

CUBA.—*Secretaría de Hacienda. Sección de Estadística. Comercio exterior, segundo semestre del año 1920 y año natural de 1920. Habana, 1922. xviii, 436 pp.*

Statistics of foreign commerce, including immigration statistics, for the last half of 1920 and the calendar year 1920. During the year 1920, 174,221 immigrants arrived, of whom 163,949 were men and 10,272 women. This is a great increase over the previous year, when 80,488 immigrants arrived. The nationalities having the largest representation were Spaniards, Haitians, and Jamaicans.

DENMARK.—*Statistiske Departement. Strejker og Lockouter i Danmark 1916-20. Copenhagen, 1922. 108 pp. Danmarks Statistik. Statistiske Meddelelser, 4. Raekke, 66. Bind, 2. Haeft.*

A continuation of statistics begun in 1897 of strikes and lockouts in Denmark, and covering the years 1916 to 1920. The information is secured by sending questionnaires to trade organizations and employers involved in trade disputes mentioned in the press or in trade journals. During the five years from January 1, 1916, to December, 1920, there was a total of 1,249 stoppages of work. In the period 1911 to 1915 the yearly average was 55, in the period 1905 to 1910, 88, and in the period 1897 to 1904, 89. The peak was reached in 1919, when there were 472 stoppages of work. The large number in that year was due chiefly to increased prices, which led to demands for increased wages. Of the 1,249 controversies 1,209 were strikes and 17 were lockouts; in 23 the nature of the controversy was not determined. The 1,209 strikes resulted in a loss of 1,860,000 working days, the 17 lockouts caused a loss of 147,000 days, and the remaining conflicts a loss of 195,000 days. Wage demands were the principal cause of dispute.

GERMANY (DRESDEN).—*Statistisches Amt. Statistisches Jahrbuch der Stadt Dresden, für die Jahre 1916-1918. 18-20 Jahrgang. Dresden, 1921. [Various paging.]*

Volumes 18 to 20 of the statistical yearbook of the city of Dresden covering the years 1916 to 1918. Of interest to labor are the statistical data on prices, wages, social insurance, and the industrial census.

GREAT BRITAIN.—[*Board of Trade.*] *Unemployment insurance acts, 1920 and 1921. Decisions given by the umpire respecting claims to benefit. Vol. I. Selected decisions from Nos. 1-2000, given up to March 27, 1922, together with index. London, 1922. 506 pp. U. I. 440.*

— *Department of Scientific and Industrial Research. Building Research Board. A graphical cost analysis of cottage building. London, 1922. 8 pp. 18 charts. Special report No. 6.*

GREAT BRITAIN.—*Ministry of Transport. Report upon the accidents that occurred on the railways of Great Britain and Ireland during the year 1921. London, 1922. 13 pp. Cmd. 1755.*

For a summary of this report see page 157 of this number of the MONTHLY LABOR REVIEW.

—(LONDON).—*County Council. Annual report, 1921. Vol. IV. Education. London, 1922. 19 pp. No. 2187.*

A portion of this report is devoted to a discussion of employment of children, technical, trade, and evening education, and day continuation schools.

ICELAND.—*Bureau de Statistique. Statistique de l'agriculture en 1920. Reykjavik, 1922. 14\*, 31 pp. Statistique de l'Islande 31.*

Statistical report on agriculture in Iceland for the year 1920.

INTERNATIONAL LABOR OFFICE.—*Application of the three-shift system to the iron and steel industry. Geneva, 1922. 156 pp. Studies and reports, series D (wages and hours), No. 3.*

The results of an inquiry addressed by the International Labor Office to the Governments, employers' associations, and trade-unions in member countries. While the report contains only opinions and these "by no means consistent or based on scientific study" it is felt that these opinions may serve "as a basis for definite conclusions when more complete information becomes available."

—*International labor directory, 1922. Geneva, 1922. 1038 pp.*

—*Methods of compiling statistics of unemployment. Replies of the Governments. Geneva, October, 1922. 101 pp. Studies and reports, series C. Unemployment, No. 7.*

A resolution passed by the International Labor Conference held at Washington in 1919 invited the governing body of the International Labor Office to form an international commission "empowered to formulate recommendations upon the best methods to be adopted in each State for collecting and publishing all information relative to the problem of unemployment, in such form and for such periods as may be internationally comparable." As a result of this resolution the governing body of the International Labor Office established on June 8, 1920, a commission of three members, one from each group (workers', employers', and Government groups) of the governing body.

The commission on September 16, 1921, communicated to the Governments of the members of the International Labor Office a draft definition of involuntary unemployment, a draft classification of industries and occupations, and draft tables for use in the compilation of unemployment statistics, all of which appear in the above publication. The Governments were at the same time requested to give their opinion thereupon. The replies of the Governments are reproduced and analyzed in the publication reviewed here, which also gives the provisional conclusions drawn therefrom by the International Labor Office. The present publication is intended to acquaint each Government with the opinions expressed by the other Governments, and to explain to the persons specially interested how the matter stands. The recommendations mentioned in the resolution adopted by the International Labor Conference will be framed subsequently.

—*Unemployment inquiry. Remedies for unemployment. Geneva, 1922. 141 pp.*

The above report, forming a first contribution towards the inquiry into unemployment determined on by the International Labor Conference in its 1921 session, relates solely to the measures adopted in different countries for relieving unemployment or its consequences. The report tries especially to bring out the new conceptions to which the seriousness of the present crisis has given rise, and the transformation that has taken place in certain modes of procedure. It confines itself, however, to the consideration of the unemployment measures which may be described as traditional,

i. e., those which have been applied in practice in various countries and are above all national in character. The measures thus reviewed are classified under three main heads: (1) Relief of the unemployed; (2) distribution of available labor; and (3) development of the possibilities of employment.

NETHERLANDS.—*Centraal Bureau voor de Statistiek. Statistiek van loon en arbeidsduur. The Hague, 1922. 13 pp. Statistiek van Nederland, No. 353.*

Statistics of wages and hours in the metal industry, gas and electric works, etc.

— — — *Werkstakingen en uitsluitingen gedurende het jaar 1921. The Hague, 1922. 24 pp. Statistiek van Nederland, No. 349.*

During 1921 there was a marked reduction in the number of strikes (290) as compared with 1920 (456) as well as in the number of days lost—1,293,000 in 1921, and 1,680,000 in 1920. The number of establishments affected in 1921 was 1,885 and the number of strikers 43,604. The corresponding figures for 1920 were 1,930 and 47,027.

— *Departement van Arbeid. Verslag over het haventoezicht in 1921. [The Hague] 1922. viii, 91 pp. Charts.*

Report on the inspection of working conditions of dock and harbor workers in the Netherlands in 1921.

— (AMSTERDAM).—*Bureau van Statistiek der Gemeente Amsterdam. Onderzoek naar het verband tusschen de prijzen in den groote en in den kleinhandel bij eenige artikelen. Amsterdam, 1922. viii, 76 pp. Statistische Mededeelingen No. 65.*

A study by the Statistical Bureau of the city of Amsterdam of the relation of wholesale prices of certain articles to retail prices. As the number of articles for which sufficiently complete data are available is relatively limited, only four groups of articles were selected for the above statistical study, namely, hides, leather, and shoes; several kinds of unbleached and bleached cotton cloth; butter and margarine; and a number of groceries (sugar, salt, soda, soap, coffee, cacao, flour, beans, malt, and rice). The study covers the three years 1919, 1920, and 1921.

SWEDEN.—*Statistiska Centralbyrån. Ut-och invandring år 1921. Stockholm, 1922. 38 pp. Sveriges Officiella Statistik. Folkmängden och dess Förändringar.*

Report by the Central Statistical Bureau on emigration and immigration in Sweden during 1921. The report is similar to previous reports with exception of a change made in the division of occupations and in the report as to nationality of immigrant. Contains a résumé in French.

— (STOCKHOLM).—*Statistiska Kontor. Statistisk årsbok för Stockholms Stad, 1922. xvi, 200 pp. Stockholms Stads Statistik, Årg. lxxi, Ny följd 17.*

Statistical yearbook for the city of Stockholm for 1922. Contains statistical information of interest to labor on cooperative societies, prices, savings funds, sick funds, wages, housing, rents, building operations, etc.

## Unofficial.

DAVIS, JEROME. *The Russian immigrant. New York, 1922. 219 pp.*

This study of Russians in America relates only to immigrants from central Russia, excluding Jews, Poles, Finns, and other Slavic races. Various estimates have been made of the number of these Russians who were living in this country in 1920 but the author accepts the census figures of over 700,000 as approximately correct. The book deals with the character of the immigrants; their failure to find congenial work in this country; the barrier of language and their isolation from American influences; the organized social forces touching their lives such as the church, American public and private agencies, Russian organizations to which they belong and the Russian press, and the Russian's relation to our Government. There is an appendix discussing conditions surrounding these people in Russia and a bibliography.

HENDERSON, HUBERT D. *The cotton control board. Oxford, Clarendon Press, 1922. xiv, 84 pp. Carnegie Endowment for International Peace. Economic and social history of the World War. British series.*

A study of relations between employers and employed in the British cotton industry during the war, including the chief provisions of the unemployment scheme which was operative from September, 1917, to June, 1919. The unemployment levy on the industry was made to safeguard the workpeople from the hardships arising from the necessary restriction of the consumption of the limited supplies of raw cotton available during the war. The ultimate disposition of the fund thus raised, the "rota system," and the wage problems of the industry are additional features of this study.

TRADES UNION CONGRESS. *Trade boards and the Cave report. London, 1922. 23 pp.*

Labor's criticism of the recommendations made by the Cave committee which investigated the working and effects of the trade boards act. Published jointly by the Trades Union Congress and the Labor Party.

WORKERS EDUCATION BUREAU OF AMERICA. *Workers' education in the United States. Report of proceedings of second national conference on workers' education in the United States, April 22 and 23, 1922. New York, 1922. 196 pp.*

Contains in addition to the reports from many individual organizations and from the secretary-treasurer of the Workers Education Bureau of America, a section each on aims of workers' education, the labor movement and labor education, teaching methods in workers' education, and two appendixes, viz: A. Constitution, Workers Education Bureau of America; B. List of trade-union colleges, study classes, and workers' educational enterprises.

