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Bulletin No. 123

EMPLOYMENT
IN
HOTELS AND RESTAURANTS

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary
WOMEN'S BUREAU
MARY ANDERSON, Director



EMPLOYMENT IN HOTELS AND RESTAURANTS

By
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EMPLOYMENT IN HOTELS AND RESTAURANTS

HARRY C. LEWIS



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, September 18, 1936.

MADAM: I have the honor to transmit a report on the wages and hours and certain employment conditions in hotels and restaurants, two of the chief woman-employing industries in the United States. The study was made in response to a request of the Hotel and Restaurant Employees' and Beverage Dispensers' International Alliance.

Important information is presented for a number of localities regarding the actual hours of work in relation to the day's spread of hours, week's earnings correlated with hours worked, and supplements to wages in the form of meals and lodging. Employers' policies regarding overtime and part time, tips, and uniforms are touched upon.

I acknowledge with grateful appreciation the courtesy of the employing establishments in supplying the information requested and giving access to their pay rolls.

The report has been written by Harriet A. Byrne, assistant editor.
Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

EMPLOYMENT IN HOTELS AND RESTAURANTS

Part I.—INTRODUCTION AND SUMMARY

INTRODUCTION

In the spring of 1934 the Women's Bureau made a survey of employment in hotels and restaurants. The work of women in these industries has been included in the following State studies made by the Bureau over a number of years: Arkansas, Delaware, Florida, Illinois, Iowa, Kansas, Maryland, and Oklahoma.

Estimates of numbers employed in both these industries in 1933 showed there were between $1\frac{1}{4}$ and $1\frac{1}{2}$ million workers in the restaurant industry and about one-third of a million in hotels. Since these figures are not given by sex, the latest statistics as to number of women employed in both industries are those available from the 1930 census, which follow.¹

*Hotels, restaurants, boarding houses, etc.*²

Total females employed in occupations listed below.....	412, 969
Cooks.....	94, 252
Other servants.....	109, 124
Waitresses.....	209, 593

Scope and method of study.

The survey, as planned in response to a request from the Hotel and Restaurant Employees' and Beverage Dispensers' International Alliance, was one of hours, wages, and working conditions of hotel and restaurant employees. The information collected was used in the rehearing of the codes and also for minimum-wage purposes in some States.

Since one of the purposes of this hotel and restaurant survey was to provide facts for presentation when the codes were reopened, somewhat the same geographic and exactly the same population groups as used for the codes were retained in the tabulation of the data and will be discussed here. Though only three major geographic groups were made by the codes, namely, the North, the South, and Kansas and Missouri, the material secured in this study has been tabulated for six divisions. These are the South, Kansas and Missouri, and the North subdivided into four sections, New York City, Connecticut, Middle West and Colorado, and California.

¹ U. S. Bureau of the Census. Fifteenth Census, 1930. Population, vol. V, Occupations, p. 580.

² Included are women employed in boarding houses, college dormitories, hospitals, and other kindred institutions.

TABLE 1.—Number and type of employees in hotels and restaurants on late and early pay rolls, by sex and locality

Locality and population class of city	Total employees		Women						Men					
	Late	Early	Late			Early			Late			Early		
			Total	Service	Non-service									
HOTELS														
Total.....	4,764	4,293	1,249	1,150	1,243	1,259	993	1,175	1,271	1,070	1,103	1,034	939	1,004
New York City—Total.....	1,605	1,442	845	523	322	742	452	290	760	385	375	700	351	349
Connecticut—Total ²	198	182	100	-----	-----	91	-----	-----	98	-----	-----	91	-----	-----
Middle West and Colorado—Total.....	795	785	455	207	248	454	203	251	340	170	170	331	163	168
Class 1.....	207	244	107	62	45	136	83	53	100	35	65	108	34	74
Class 2.....	371	335	225	99	126	196	71	125	146	75	71	139	75	64
Class 3.....	217	206	123	46	77	122	49	73	94	60	34	84	54	30
Kansas and Missouri—Total ²	393	366	187	102	85	181	94	87	206	107	99	185	98	87
California—Total.....	537	464	282	136	146	246	107	139	255	90	165	218	75	143
Class 1.....	231	191	125	69	56	104	53	51	106	37	69	87	28	59
Class 2.....	224	203	110	31	79	103	26	77	114	36	78	100	34	66
Class 3.....	82	70	47	36	11	39	28	11	35	17	18	31	13	18
South—Total.....	1,236	1,054	624	182	442	545	137	408	612	318	294	509	252	257
Class 2.....	567	483	301	129	172	259	96	163	266	112	154	224	93	131
Class 3.....	559	487	275	17	258	245	13	232	284	157	127	242	122	120
Class 4.....	110	84	48	36	12	41	28	13	62	49	13	43	37	6

RESTAURANTS

Total.....	11,978	10,754	5,506	2,638	2,868	5,052	2,447	2,605	6,472	1,508	4,964	5,702	1,301	4,401
New York City—Total.....	2,000	1,785	754	483	271	703	438	265	1,246	397	849	1,082	342	740
Connecticut—Total.....	1,036	959	471	228	243	423	213	210	565	96	469	536	95	441
Class 3.....	698	651	302	131	171	276	131	145	396	77	319	375	81	294
Class 4.....	216	191	114	58	56	97	48	49	102	12	90	94	12	82
Class 5.....	122	117	55	39	16	50	34	16	67	7	60	67	2	65
Middle West and Colorado—Total.....	2,382	2,233	1,266	585	681	1,201	590	611	1,116	233	883	1,032	219	813
Class 1.....	478	488	164	58	106	164	71	93	314	118	196	324	123	201
Class 2.....	1,073	974	601	260	341	554	252	302	472	71	401	420	58	362
Class 3.....	309	314	188	80	108	201	95	105	121	19	102	113	14	99
Class 4.....	522	457	313	187	126	282	172	110	209	25	184	175	24	151
Kansas and Missouri—Total.....	938	871	537	174	363	518	152	366	401	62	339	353	48	305
Class 1.....	484	462	257	87	170	256	73	183	227	31	196	206	24	182
Class 2.....	295	256	183	53	130	168	42	126	112	19	93	88	9	79
Class 4.....	159	153	97	34	63	94	37	57	62	12	50	59	15	44
California—Total.....	2,576	2,411	1,140	606	534	1,087	551	536	1,436	228	1,208	1,324	226	1,098
Class 1.....	1,115	1,048	473	217	256	476	208	268	642	104	538	572	101	471
Class 2.....	486	436	218	108	110	188	86	102	268	44	224	248	39	209
Class 3.....	338	343	135	71	64	132	70	62	213	52	161	211	53	158
Class 4.....	365	343	178	104	74	171	99	72	187	10	177	172	11	161
Class 5.....	262	241	136	106	30	120	88	32	126	18	108	121	22	99
The South—Total.....	3,046	2,495	1,338	562	776	1,120	503	617	1,708	492	1,216	1,375	371	1,004
Class 2.....	1,310	1,037	544	194	350	459	192	267	766	254	512	578	176	402
Class 3.....	465	410	240	114	126	201	97	104	225	61	174	209	48	161
Class 4.....	1,012	855	446	177	269	385	160	225	566	143	423	470	113	357
Class 5.....	259	193	108	77	31	75	54	21	151	44	107	118	34	84

¹ Details aggregate less than total because service and nonservice workers are not shown separately in Connecticut.

² Connecticut and Kansas and Missouri are not discussed in the hotel section, part II of this report. Their hotel restaurants are included with all restaurants in part III.

In all, 20 States were included in the study made in the spring of 1934. In the section designated as the Middle West and Colorado, the States included were Illinois, Indiana, Iowa, Minnesota, and Colorado. Among the 10 Southern States covered were 6 South Atlantic States—Maryland, Virginia, West Virginia, North Carolina, South Carolina, and Georgia; 3 East South Central—Kentucky, Alabama, and Mississippi; and 1 West South Central—Louisiana. The additional five States are those already mentioned—New York, Connecticut, Kansas, Missouri, and California.

Within each of the six geographic subdivisions further classification as to size of city according to code provisions has been made. In order to make the discussion by size of city less complicated, those of specified population included in the survey of the hotel and restaurant industries will be classified as follows:

<i>Hotels</i>		<i>Restaurants</i>	
Population of city:	<i>Class</i>	Population of city:	<i>Class</i>
Over 500,000.....	1	Over 500,000.....	1
100,000 to 500,000.....	2	250,000 to 500,000.....	2
25,000 to 100,000.....	3	100,000 to 250,000.....	3
2,500 to 25,000.....	4	25,000 to 100,000.....	4
Less than 2,500.....	5	10,000 to 25,000.....	5
		Less than 10,000.....	6

Due to the immediate urgency of the study and the purpose for which it was made, only two types of information were secured. One of these comprised data obtained through interviews with employers and the other consisted of records of individual workers copied from the pay rolls as to rates, earnings, and hours.

Hotels included in the study had at least 10 guest rooms available for lodging and were equipped to accommodate guests in at least 25 percent of their rooms without prior agreement as to the duration of occupancy. Data were secured for all women and men employees in hotels except clerical and executive workers and those employed in the laundries, beauty parlors, or mercantile departments.

Only restaurants that served at least 10 people a day were scheduled. Restaurants where only men were employed were not included, except in cases where there were several restaurants in a hotel, some of which employed women.

Pay-roll data were secured for two periods—one a full-time pay period in May 1933 and one a full-time pay period including March 15, 1934.

At the time of late pay roll, 121 hotels employing 4,764 women and men and 529 restaurants with 11,978 workers were scheduled. Table 1 shows by locality the numbers of Women and men of each type (service receiving tips, nonservice, no tips) for whom data were secured on early and late pay rolls.

Hotels in Connecticut and Kansas and Missouri are not discussed in this report, though their restaurants are included in the restaurant section, part III. Only the tables for New York City appear in the hotel and restaurant sections of this report. Tables for other localities are available in the Women's Bureau.

National Recovery Administration codes.

The National Industrial Recovery Act was passed "to put the people back to work * * * to start our business at a living rate again." Codes of fair competition in industry were to be formulated,

presented, and approved. As a temporary expedient until codes could be prepared the President's Reemployment Agreement, commonly spoken of as the P. R. A., was made effective. The hotels and restaurants operated under the P. R. A., each industry setting wage and hour minimums until such time as codes for the respective industries were approved. The code for the hotel industry was approved on November 17, 1933, and that for the restaurant industry on February 16, 1934.

According to statements made at the time the codes were presented, the hotel industry comprised about 20,000 hotels, employing about one-third of a million persons in September 1933. The enormity of the restaurant industry is well known; it was said to comprise at least 450,000 units, and to employ between $1\frac{1}{4}$ and $1\frac{1}{2}$ million persons in 1933.

Provisions of the hotel and restaurant codes.

Hours.—The maximum hours set by the restaurant code were the same as those set in the amendment to the P. R. A. for the restaurant industry: 48 hours for women and 54 hours for men. No difference was made in the maximum hours for women and men employed in hotels; for both sexes they were 54. Concessions were made in the way of longer hours for short periods during the year in both codes.

In both industries the spread of hours from the beginning to the termination of the time worked by an employee in any 24-hour period was limited to 12, with not more than one interval off duty.

Minimum-wage rates.—In establishing wage rates the restaurant code distinguished between the two types of employees, one group the service workers, or those who received tips, and the other the nonservice workers. In the hotel industry no distinction was made as to type of service, though, as this report shows, cognizance was taken of the fact that service employees in hotels would receive tips from guests for services rendered.

Though there had been serious opposition at the time of hearings on the codes to the sectional and population differentials in the proposed wage rates, the minimum-wage rates set in both codes varied with size of city and section of country. In all the rates established in both codes a reduction of 10 percent was allowed in Kansas and Missouri and of 15 percent in the South.

The minimum wages set for clerical and operating employees in hotels in the North ranged from \$15 in cities of over 500,000 population to \$10 in towns of from 2,500 to 25,000 population. No minimum was fixed for the small places, those of under 2,500. The rates specified for cities of 25,000 and over were for a 54-hour week. As stated, a reduction of 10 percent from the rates prescribed in the North was permitted in Kansas and Missouri, and 15 percent in the South. In this connection attention is called to the fact that for Kansas and Missouri, where a reduction was permitted, unpublished figures show the median week's earnings of a group of service men to be \$1.35.

As will be seen from table 2, the rates set for service employees in restaurants by the approved code were much below those for the nonservice employees. The rates paid women were the same as those paid men, but the minimum wages were lower, owing to the difference in maximum hours, 54 for the men and 48 for the women. In cities of the largest size the minimum rate for men nonservice employees

working a 54-hour week was \$15. In the three groups of cities next following, according to size, the minimum rate was decreased by 50 cents for each group, bringing the amount for cities of 25,000 to 100,000 down to \$13.50. The next two decreases for nonservice men were 75 cents each, bringing the minimum to \$12 for men in towns of less than 10,000.

For nonservice women working a corresponding 48-hour week, the earnings were proportionately lower, that is, in cities of the largest size, eight-ninths of \$15, or \$13.33. Minimum-wage rates for women in the other groups of cities bore this same relation to the rates established for men. In other words, equal pay for equal time worked, but a lower maximum of time worked by women. (See table 2.)

For the service employees much lower minimum rates were established, with the expectation that tips received would bring these minimums at least up to those established for the nonservice groups. The highest minimum for men service employees was \$10.50 for those in the largest cities, and the lowest was \$9.50 for those in the smallest cities. In every case the minimum rate for women was eight-ninths of that established for men.

TABLE 2.—Minimum rates established by codes for employees¹ in hotel and restaurant industries

Hotel industry		Restaurant industry ²				
Size of city	Service and non-service employees (women and men)	Size of city	Service		Nonservice	
			Women	Men	Women	Men
Over 500,000.....	\$15.00	Over 500,000.....	\$9.33	\$10.50	\$13.33	\$15.00
100,000 to 500,000.....	14.00	250,000 to 500,000.....	9.33	10.50	12.89	14.50
25,000 to 100,000.....	13.00	100,000 to 250,000.....	9.11	10.25	12.44	14.00
2,500 to 25,000.....	10.00	25,000 to 100,000.....	9.11	10.25	12.00	13.50
Less than 2,500.....	(3)	10,000 to 25,000.....	8.89	10.00	11.33	12.75
		Less than 10,000.....	8.44	9.50	10.67	12.00

¹ The minimum rates for service and nonservice women and men in hotels and for service and nonservice men in restaurants are for a 54-hour week; for service and nonservice women in restaurants they are for a 48-hour week.

² Figures as they appear are for the North; 15 percent reduction is allowed for the South, 10 percent for Kansas and Missouri.

³ The code for the hotel industry fixed no minimum for places of less than 2,500 population.

Deductions—meals, lodging, and uniforms.—According to a provision of the code for the restaurant industry, a charge could be made of 25 cents for each meal given an employee up to \$3 a week, the maximum permitted, and \$2.50 a week for lodging. In the hotel code a charge of 25 cents was allowed for each meal the employee had, thus allowing a maximum of \$5.25 a week, and \$2.50 a week for lodging. The deductions permitted were the same regardless of section of country or size of city, though, as was pointed out by many at the hearings, the minimum rates set varied with both these factors.

In the code for the restaurant industry no deductions from the minimum wage other than those described for meals and lodging and uniforms, where agreement had been made between employer and employee, were to be allowed.

In regard to uniforms, the restaurant code prescribed that the maximum charge for such garments for both men and women should

not exceed \$5 unless, in the case of a man, the uniform was of standard design and might be used in doing the same work for other employers, in which case its price should not exceed \$20. A charge not to exceed 25 cents for each laundering, payable to the employer by the employee, was allowed.

Due to the different hour and wage provisions of the codes for both industries, each will be treated in a separate section in the report.

SUMMARY

NOTE.—For numbers of employees in the various localities see table 1

Numbers included in study (March 1934):

121 hotels with 4,764 employees.

529 restaurants with 11,978 employees.

HOTELS

Scheduled days per week:	Percent with a scheduled week of—			
	6 days or less		7 days	
	Women	Men	Women	Men
New York City.....	94.2	5.8	96.5	3.5
Middle West and Colorado:				
Class 1 (Chicago).....	100.0	---	100.0	---
Class 2 (6 cities).....	98.0	2.0	94.2	5.8
Class 3 (6 cities).....	81.5	18.5	71.1	28.9
California:				
Class 1 (Los Angeles and San Francisco)...	100.0	---	100.0	---
Class 2 (Oakland and San Diego).....	100.0	---	98.0	1.9
The South:				
Class 2 (6 cities).....	72.0	28.0	65.2	34.8
Class 3 (11 cities).....	86.7	13.3	71.2	28.8

Hours worked in week:	Percent who worked—			
	Less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours and more
New York City:				
Women.....	9.1	60.3	27.8	2.8
Men.....	6.6	27.0	52.0	14.4
Middle West and Colorado:				
Class 1 (Chicago):				
Women.....	26.5	52.9	20.6	---
Men.....	6.3	24.0	54.2	15.6
Class 2 (6 cities):				
Women.....	22.5	36.3	39.6	1.6
Men.....	7.1	4.1	63.3	25.5
Class 3 (6 cities):				
Women.....	21.8	38.6	25.7	13.9
Men.....	14.3	5.7	38.6	41.4
California:				
Class 2 (Oakland and San Diego):				
Women.....	48.0	14.7	37.3	---
Men.....	6.6	11.3	31.1	50.9

EMPLOYMENT IN HOTELS AND RESTAURANTS

HOTELS—Continued

Hours worked in week—Continued.	Percent who worked—			
	Less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours and more
The South:				
Class 2 (6 cities):				
Women.....	30.5	25.3	39.9	4.3
Men.....	6.8	5.6	31.6	55.9
Class 3 (11 cities):				
Women.....	9.3	27.5	42.9	20.3
Men.....	6.9	11.9	33.3	47.8
Earnings distribution:				
New York City:				
Women.....	2.5	38.2	52.3	6.7
Men.....	10.1	18.0	30.5	41.2
Middle West and Colorado:				
Class 1 (Chicago):				
Women.....	1.9	23.4	60.7	14.0
Men.....	17.0	11.0	41.0	31.0
Class 2 (6 cities):				
Women.....	12.4	33.9	50.2	3.6
Men.....	32.2	31.5	28.1	8.2
Class 3 (6 cities):				
Women.....	17.1	35.8	42.3	4.9
Men.....	31.9	38.3	14.9	8.5
California:				
Class 1 (Los Angeles and San Francisco):				
Women.....	3.2	24.0	9.6	63.2
Men.....	5.7	32.1	40.6	19.8
Class 2 (Oakland and San Diego):				
Women.....	2.7	14.5	54.5	28.2
Men.....	14.0	38.6	26.3	20.2
The South:				
Class 2 (6 cities):				
Women.....	4.7	81.7	12.6	1.0
Men.....	38.0	29.3	27.8	4.9
Class 3 (11 cities):				
Women.....	12.4	60.0	22.2	5.5
Men.....	37.7	42.6	13.0	2.1
Median earnings:				
New York City:				
Women.....	\$10.60	\$9.90	\$11.35	
Men.....	13.70	10.25	15.45	
Middle West and Colorado:				
Class 1 (Chicago):				
Women.....	11.80	11.40	-----	
Men.....	13.45	-----	14.40	
Class 2 (6 cities):				
Women.....	10.20	10.35	9.50	
Men.....	7.15	4.65	12.95	

¹ In cases where details do not aggregate 100, a negligible number of employees received no cash wage.

² Medians not computed where base less than 50.

HOTELS—Continued

Median earnings—Continued.

Middle West and Colorado— Continued.	Median earnings of—		
	All em- ployees	Service employees	Nonservice employees
Class 3 (6 cities):			
Women.....	\$9.55	-----	\$9.25
Men.....	5.70	\$5.15	-----
California:			
Class 1 (Los Angeles and San Francisco):			
Women.....	16.25	13.50	17.00
Men.....	10.85	-----	11.85
Class 2 (Oakland and San Diego):			
Women.....	13.70	-----	13.90
Men.....	8.90	-----	11.40
The South:			
Class 2 (6 cities):			
Women.....	8.30	8.60	8.20
Men.....	8.10	2.95	10.15
Class 3 (11 cities):			
Women.....	8.25	-----	8.55
Men.....	5.50	3.15	8.80

RESTAURANTS

Scheduled days per week:	Percent of employees with a scheduled week of—	
	6 days or less	7 days
New York City.....	98.8	1.2
Connecticut:		
Class 3 (3 cities).....	96.4	3.6
Class 4 (6 cities).....	97.7	2.3
Class 5 (7 cities).....	82.0	18.0
Middle West and Colorado:		
Class 1 (Chicago).....	99.2	.8
Class 2 (4 cities).....	98.1	1.9
Class 3 (3 cities).....	81.6	18.4
Class 4 (6 cities).....	82.0	18.0
Kansas and Missouri:		
Class 1 (St. Louis).....	100.0	-----
Class 2 (Kansas City, Mo.).....	99.3	.7
Class 4 (Topeka and St. Joseph).....	92.5	7.5
California:		
Class 1 (Los Angeles and San Francisco).....	94.7	5.3
Class 2 (Oakland).....	93.0	7.0
Class 3 (San Diego).....	94.8	5.2
Class 4 (5 cities).....	88.5	11.5
Class 5 (8 cities).....	90.1	9.9
The South:		
Class 2 (4 cities).....	95.9	4.1
Class 3 (Norfolk and Richmond).....	83.7	16.3
Class 4 (11 cities).....	85.6	14.4
Class 5 (11 cities).....	72.6	27.4

RESTAURANTS—Continued

Hours worked in week:	Percent of women who worked—			
	Less than 40 hours	40, less than 48 hours	48 hours	More than 48 hours
New York City.....	57.3	19.4	19.0	4.2
Connecticut:				
Class 3 (3 cities).....	35.8	29.1	29.8	5.3
Class 4 (6 cities).....	33.9	30.3	28.4	7.3
Middle West and Colorado:				
Class 1 (Chicago).....	31.2	30.5	29.2	9.1
Class 2 (4 cities).....	35.9	34.1	27.1	2.9
Class 3 (3 cities).....	21.7	22.8	21.7	33.9
Class 4 (6 cities).....	35.8	21.8	33.8	8.5
Kansas and Missouri:				
Class 1 (St. Louis).....	35.3	15.1	49.2	.4
Class 2 (Kansas City, Mo.)	36.3	14.0	47.4	2.3
Class 4 (Topeka and St. Joseph).....	17.0	44.7	31.9	6.4
California:				
Class 1 (Los Angeles and San Francisco).....	43.8	21.3	33.8	1.1
Class 2 (Oakland).....	41.9	17.6	36.7	3.8
Class 3 (San Diego).....	37.6	12.8	48.9	.8
Class 4 (5 cities).....	48.1	15.2	34.2	2.5
Class 5 (8 cities).....	42.4	33.3	21.2	3.0
The South:				
Class 2 (4 cities).....	39.4	21.2	37.8	1.6
Class 3 (Norfolk and Rich- mond).....	33.1	15.7	37.8	13.4
Class 4 (11 cities).....	28.9	22.7	37.1	11.3
Class 5 (11 cities).....	5.2	13.5	68.8	12.5

	Percent of men who worked—				
	Less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours	More than 54 hours
New York City.....	23.7	10.1	29.0	27.3	9.8
Connecticut:					
Class 3 (3 cities).....	20.6	13.8	24.0	31.9	9.7
Class 4 (6 cities).....	18.0	6.7	11.2	44.9	19.1
Class 5 (7 cities).....	3.6	7.3	18.2	25.5	45.5
Middle West and Colorado:					
Class 1 (Chicago).....	21.3	16.0	43.3	16.4	3.0
Class 2 (4 cities).....	20.9	11.7	29.4	34.5	3.6
Class 3 (3 cities).....	23.2	9.8	17.9	24.1	25.0
Class 4 (6 cities).....	14.5	6.1	27.9	25.7	25.7
Kansas and Missouri:					
Class 1 (St. Louis).....	12.6	11.2	28.2	48.1	---
Class 2 (Kansas City, Mo.).....	32.5	6.0	18.1	36.1	7.2
Class 4 (Topeka and St. Joseph).....	12.5	3.6	46.4	28.6	8.9

RESTAURANTS—Continued

Hours worked in week—Continued.	Percent of men who worked—				
	Less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours	More than 54 hours
California:					
Class 1 (Los Angeles and San Francisco)-----	15.3	14.4	35.5	29.5	5.3
Class 2 (Oakland)-----	24.8	12.6	28.3	27.6	6.7
Class 3 (San Diego)-----	25.4	13.4	13.4	38.3	9.5
Class 4 (5 cities)-----	17.4	11.4	32.3	14.4	24.6
Class 5 (8 cities)-----	27.6	18.1	32.4	20.0	1.9
The South:					
Class 2 (4 cities)-----	20.2	11.3	25.1	39.0	4.4
Class 3 (Norfolk and Richmond)-----	14.5	4.3	33.3	37.1	10.8
Class 4 (11 cities)-----	13.1	9.3	26.1	38.0	13.5
Class 5 (11 cities)-----	8.0	3.6	13.0	58.7	16.7
Earnings distribution:					
New York City:					
Women-----	31.2	36.2	16.0	16.0	
Men-----	10.3	17.7	32.7	39.3	
Connecticut:					
Class 3 (3 cities):					
Women-----	17.2	42.1	34.8	6.0	
Men-----	7.8	19.7	41.4	31.1	
Class 4 (6 cities):					
Women-----	14.0	40.4	37.7	7.9	
Men-----	5.9	15.7	47.1	31.4	
Class 5 (7 cities):					
Women-----	18.2	67.3	12.7	1.8	
Men-----	9.0	6.0	40.3	44.8	
Middle West and Colorado:					
Class 1 (Chicago):					
Women-----	21.3	35.4	34.8	8.5	
Men-----	6.4	23.9	38.9	30.9	
Class 2 (4 cities):					
Women-----	17.3	55.6	20.5	6.0	
Men-----	10.0	30.3	37.1	21.2	
Class 3 (3 cities):					
Women-----	9.0	67.6	18.1	5.3	
Men-----	12.4	27.3	40.5	19.8	
Class 4 (6 cities):					
Women-----	23.3	56.9	15.3	4.5	
Men-----	11.0	30.6	35.4	21.1	
Kansas and Missouri:					
Class 1 (St. Louis):					
Women-----	16.3	25.3	54.5	3.9	
Men-----	9.7	20.7	49.8	19.8	
Class 2 (Kansas City, Mo.):					
Women-----	35.0	38.3	21.3	5.5	
Men-----	18.7	57.1	15.2	8.0	

*In cases where details do not aggregate 100, a negligible number of employees received no cash wage.

RESTAURANTS—Continued

Earnings distribution—Continued.

Kansas and Missouri—Con.

Class 4 (Topeka and St. Joseph):

	Percent who earned—			
	<i>Less than \$5</i>	<i>\$5. less than \$10</i>	<i>\$10. less than \$15</i>	<i>\$15 and more</i>
Women.....	10.3	67.0	21.6	1.0
Men.....	9.7	51.6	24.2	14.5

California:

Class 1 (Los Angeles and San Francisco):

Women.....	11.4	29.6	43.6	15.4
Men.....	5.6	12.9	42.8	38.6

Class 2 (Oakland):

Women.....	7.8	27.5	33.0	31.7
Men.....	16.0	20.9	35.1	28.0

Class 3 (San Diego):

Women.....	8.1	27.4	47.4	17.0
Men.....	9.4	20.2	38.5	31.9

Class 4 (5 cities):

Women.....	12.4	25.8	38.8	23.0
Men.....	9.6	15.0	32.6	42.8

Class 5 (8 cities):

Women.....	13.2	16.2	38.2	30.1
Men.....	4.8	10.3	34.1	50.8

The South:

Class 2 (4 cities):

Women.....	33.5	44.3	19.1	3.1
Men.....	14.1	51.2	21.0	13.7

Class 3 (Norfolk and Richmond):

Women.....	32.1	59.2	7.1	1.7
Men.....	6.7	55.1	24.9	13.3

Class 4 (11 cities):

Women.....	29.4	55.6	11.0	2.9
Men.....	13.4	53.0	18.4	13.4

Class 5 (11 cities):

Women.....	14.8	79.6	5.6	---
Men.....	11.9	63.6	17.9	6.6

Median earnings ⁴ of—

Median earnings:

New York City:

	<i>All employees</i>	<i>Service employees</i>	<i>Non-service employees</i>
Women.....	\$6.60	\$5.15	\$13.05
Men.....	13.05	8.05	14.75

Connecticut:

Class 3 (3 cities):

Women.....	8.95	6.60	10.35
Men.....	12.00	7.50	12.20

Class 4 (6 cities):

Women.....	9.25	7.05	10.50
Men.....	12.35	-----	13.15

Class 5 (7 cities):

Women.....	6.85	-----	-----
Men.....	12.45	-----	12.40

⁴ Medians not computed where base less than 50.

RESTAURANTS—Continued

Median earnings—Continued.

Middle West and Colorado:

	Median earnings of—		
	All employees	Service employees	Nonservice employees
Class 1 (Chicago):			
Women.....	\$9.80	\$4.75	\$11.20
Men.....	12.15	8.85	13.15
Class 2 (4 cities):			
Women.....	8.25	6.40	9.60
Men.....	10.90	9.85	11.15
Kansas and Missouri:			
Class 1 (St. Louis):			
Women.....	10.55	5.15	10.80
Men.....	10.80	-----	10.95
Class 2 (Kansas City, Mo.):			
Women.....	7.50	3.50	8.35
Men.....	8.50	-----	9.60
Class 4 (Topeka and St. Joseph):			
Women.....	7.80	-----	9.10
Men.....	8.15	-----	8.35

California:

Class 1 (Los Angeles and San Francisco):			
Women.....	10.60	8.35	12.05
Men.....	12.50	11.90	13.65
Class 2 (Oakland):			
Women.....	11.80	10.70	13.05
Men.....	11.95	-----	12.35
Class 3 (San Diego):			
Women.....	11.05	10.70	11.50
Men.....	12.85	9.50	14.20
Class 4 (5 cities):			
Women.....	12.10	10.20	13.10
Men.....	13.75	-----	13.75
Class 5 (8 cities):			
Women.....	12.50	12.40	-----
Men.....	15.15	-----	15.50

The South:

Class 2 (4 cities):			
Women.....	6.60	4.20	8.40
Men.....	8.90	6.65	9.65
Class 3 (Norfolk and Richmond):			
Women.....	6.65	4.95	8.40
Men.....	8.75	8.45	8.85
Class 4 (11 cities):			
Women.....	6.55	5.30	7.45
Men.....	7.90	6.10	8.35
Class 5 (11 cities):			
Women.....	6.65	6.75	-----
Men.....	7.45	-----	7.15

PART I - INVESTIGATION AND SUMMARY

RESULTS - Continued

Median earnings - Continued	Male	Female	Total
Male and Female (Combined)	12.50	12.50	12.50
Class 1 (Men)	12.50	12.50	12.50
Class 2 (Women)	12.50	12.50	12.50
Class 3 (Men)	12.50	12.50	12.50
Class 4 (Women)	12.50	12.50	12.50
Class 5 (Men)	12.50	12.50	12.50
Class 6 (Women)	12.50	12.50	12.50
Class 7 (Men)	12.50	12.50	12.50
Class 8 (Women)	12.50	12.50	12.50
Class 9 (Men)	12.50	12.50	12.50
Class 10 (Women)	12.50	12.50	12.50
Class 11 (Men)	12.50	12.50	12.50
Class 12 (Women)	12.50	12.50	12.50
Class 13 (Men)	12.50	12.50	12.50
Class 14 (Women)	12.50	12.50	12.50
Class 15 (Men)	12.50	12.50	12.50
Class 16 (Women)	12.50	12.50	12.50
Class 17 (Men)	12.50	12.50	12.50
Class 18 (Women)	12.50	12.50	12.50
Class 19 (Men)	12.50	12.50	12.50
Class 20 (Women)	12.50	12.50	12.50
Class 21 (Men)	12.50	12.50	12.50
Class 22 (Women)	12.50	12.50	12.50
Class 23 (Men)	12.50	12.50	12.50
Class 24 (Women)	12.50	12.50	12.50
Class 25 (Men)	12.50	12.50	12.50
Class 26 (Women)	12.50	12.50	12.50
Class 27 (Men)	12.50	12.50	12.50
Class 28 (Women)	12.50	12.50	12.50
Class 29 (Men)	12.50	12.50	12.50
Class 30 (Women)	12.50	12.50	12.50
Class 31 (Men)	12.50	12.50	12.50
Class 32 (Women)	12.50	12.50	12.50
Class 33 (Men)	12.50	12.50	12.50
Class 34 (Women)	12.50	12.50	12.50
Class 35 (Men)	12.50	12.50	12.50
Class 36 (Women)	12.50	12.50	12.50
Class 37 (Men)	12.50	12.50	12.50
Class 38 (Women)	12.50	12.50	12.50
Class 39 (Men)	12.50	12.50	12.50
Class 40 (Women)	12.50	12.50	12.50
Class 41 (Men)	12.50	12.50	12.50
Class 42 (Women)	12.50	12.50	12.50
Class 43 (Men)	12.50	12.50	12.50
Class 44 (Women)	12.50	12.50	12.50
Class 45 (Men)	12.50	12.50	12.50
Class 46 (Women)	12.50	12.50	12.50
Class 47 (Men)	12.50	12.50	12.50
Class 48 (Women)	12.50	12.50	12.50
Class 49 (Men)	12.50	12.50	12.50
Class 50 (Women)	12.50	12.50	12.50
Class 51 (Men)	12.50	12.50	12.50
Class 52 (Women)	12.50	12.50	12.50
Class 53 (Men)	12.50	12.50	12.50
Class 54 (Women)	12.50	12.50	12.50
Class 55 (Men)	12.50	12.50	12.50
Class 56 (Women)	12.50	12.50	12.50
Class 57 (Men)	12.50	12.50	12.50
Class 58 (Women)	12.50	12.50	12.50
Class 59 (Men)	12.50	12.50	12.50
Class 60 (Women)	12.50	12.50	12.50
Class 61 (Men)	12.50	12.50	12.50
Class 62 (Women)	12.50	12.50	12.50
Class 63 (Men)	12.50	12.50	12.50
Class 64 (Women)	12.50	12.50	12.50
Class 65 (Men)	12.50	12.50	12.50
Class 66 (Women)	12.50	12.50	12.50
Class 67 (Men)	12.50	12.50	12.50
Class 68 (Women)	12.50	12.50	12.50
Class 69 (Men)	12.50	12.50	12.50
Class 70 (Women)	12.50	12.50	12.50
Class 71 (Men)	12.50	12.50	12.50
Class 72 (Women)	12.50	12.50	12.50
Class 73 (Men)	12.50	12.50	12.50
Class 74 (Women)	12.50	12.50	12.50
Class 75 (Men)	12.50	12.50	12.50
Class 76 (Women)	12.50	12.50	12.50
Class 77 (Men)	12.50	12.50	12.50
Class 78 (Women)	12.50	12.50	12.50
Class 79 (Men)	12.50	12.50	12.50
Class 80 (Women)	12.50	12.50	12.50
Class 81 (Men)	12.50	12.50	12.50
Class 82 (Women)	12.50	12.50	12.50
Class 83 (Men)	12.50	12.50	12.50
Class 84 (Women)	12.50	12.50	12.50
Class 85 (Men)	12.50	12.50	12.50
Class 86 (Women)	12.50	12.50	12.50
Class 87 (Men)	12.50	12.50	12.50
Class 88 (Women)	12.50	12.50	12.50
Class 89 (Men)	12.50	12.50	12.50
Class 90 (Women)	12.50	12.50	12.50
Class 91 (Men)	12.50	12.50	12.50
Class 92 (Women)	12.50	12.50	12.50
Class 93 (Men)	12.50	12.50	12.50
Class 94 (Women)	12.50	12.50	12.50
Class 95 (Men)	12.50	12.50	12.50
Class 96 (Women)	12.50	12.50	12.50
Class 97 (Men)	12.50	12.50	12.50
Class 98 (Women)	12.50	12.50	12.50
Class 99 (Men)	12.50	12.50	12.50
Class 100 (Women)	12.50	12.50	12.50

Part II.—HOTELS

NEW YORK CITY

The employees reported on in this part of the study are those in hotels, exclusive of hotel restaurants. The men and women in hotel restaurants—dining room and kitchen workers—in New York City, as well as in all other localities, will be discussed in the section on restaurants. (See pp. 49 to 60.) It is customary in a report of this kind to combine all types of restaurants, regardless of location, and in the present instance there is an additional reason for so doing, because hotel restaurants were placed under the restaurant code in its approved form.

The Department of Labor in New York State made a much more extensive survey of women and minor workers in hotels and restaurants in the State during the spring and summer of 1934, with the data secured in this survey as a nucleus. This larger study covered about 16,300 women employees. The report of this survey, most of the tabulations for which were made by the Women's Bureau, was prepared especially for minimum-wage legislation. A copy of this report is now available in mimeographed form in three volumes, one of text and two of statistical data.¹

Mention should be made here that a report of the hotel and restaurant wage board affecting 60,000 women and minors in hotels and restaurants in New York State was approved by the State industrial commissioner, December 6, 1935, but no order embodying the rates set has been issued. The rates established, with population and type of service differentials, were as follows:

Size of city	Service employees ¹	Nonservice employees ²	Resident employees ³
Over 200,000.....	18 cents per hour.....	27 cents per hour.....	\$9.50 per week.
10,000 to 200,000.....	17 cents per hour.....	26 cents per hour.....	\$9 per week.
Under 10,000.....	16 cents per hour.....	25 cents per hour.....	\$8.50 per week.

¹ Employees whose duties relate solely to serving food at tables and to the work incidental to the setting of such tables; those whose duties are solely those of bellboy or page boy.

² Without meals 6 cents more.

³ Full maintenance required.

The hours were unlimited in hotels. In restaurants they were restricted to 54 per week in cities of 50,000 population or more; elsewhere they were unlimited.²

Type and size of hotel.

A total of 26 hotels were included in the survey of New York City, all but 5 of which had 100 or more guest rooms. Three-fifths of the hotels had from 100 to 500 rooms, the maximum number in any one establishment being slightly more than 1,300. Twenty-four of the 26 hotels surveyed were commercial in type, 5 wholly so and 19 partly residential.

¹ New York Department of Labor. Division of Women in Industry and Minimum Wage. Report of the Industrial Commissioner to the Hotel and Restaurant Wage Board. April 1935.

² The New York minimum-wage law was declared unconstitutional for adult women by the United States Supreme Court, June 1, 1936.

Number and type of employees.

On the pay rolls of 1934 secured for this group of hotels there were 1,605 workers, 845 women and 760 men. A somewhat smaller group, 1,442 employees, 742 women and 700 men, were covered on the earlier pay rolls, taken for comparison. (Table on p. 2.) Data as to earnings were available for all the employees, though facts as to hours worked were not. As the material secured was to be used for rehearings of the code, the tabulations were drawn up with this in mind. The two types of workers, service and nonservice, and related factors will be discussed throughout this report.

HOURS

Hours worked in week.

Hours established as the maximum to be worked in hotels by the code for that industry were 54, both for women and for men. A record of time worked in hours was available for considerable numbers of women and men in the selected week on both early and late pay rolls.

Women.—Almost one-half of the 595 women in New York City whose hours were reported on the early pay rolls had worked 48 but less than 54 hours, and not far from one-fourth had worked 40 but less than 48. For practically one-fifth the week had exceeded 54 hours, and for about 1 in 11 it had been less than 40 hours.

A very different situation is noted when the data for the late pay rolls are examined. Practically seven-tenths of the women worked less than 48 hours, somewhat more than one-fourth worked 48 and less than 54, and only 20 of the more than 700 women worked as long as 54 hours.

Men.—For the men also, the contrast between late and early pay rolls in weekly hours worked is marked. Though not far from one-half of the men on the early pay rolls had worked at least 54 hours, on the late pay rolls only 1 in every 7 had done so. Practically twice as large a proportion at the late as at the early pay rolls had worked less than 48 hours.

TABLE 3.—Hours worked in week of late and early pay rolls, by sex of employees—Hotels, New York City

Hours worked	Women				Men			
	Late pay rolls		Early pay rolls		Late pay rolls		Early pay rolls	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total.....	712	100.0	595	100.0	710	100.0	530	100.0
Less than 40.....	65	9.1	51	8.6	47	6.6	18	3.4
40, less than 48.....	429	60.3	142	23.9	192	27.0	72	13.6
48, less than 54.....	198	27.8	281	47.2	369	52.0	187	35.3
54 ¹	16	2.2	6	1.0	47	6.6	14	2.6
More than 54.....	4	.5	115	19.3	55	7.7	239	45.1

¹ Maximum hours set by the code.

Scheduled days per week.

Hotels differ from the average restaurant in that they must provide service for their guests 24 hours a day and 7 days a week. Though the code for hotels, and that for restaurants also, established 6 days

as the maximum workweek, some hotel employees on the late pay rolls in New York City had a week of 7 days. Almost 6 percent of the 832 women and between 3 and 4 percent of the 742 men for whom scheduled days were reported had a 7-day week.

Shifts.

Practically three-fourths of the women had the same shift each day of the week, that is, instead of some short and some long days they had the same scheduled hours and the same hours of beginning and ending work. An even larger proportion of the men, close to nine-tenths, had the same shift each day.

Employee-days.

Due to the great irregularities, in many cases, in the hours worked on different days by employees in hotels and restaurants, and the consequent impossible task of analyzing scheduled daily hours as reported, a system of "employee-days" for service industries, similar to the man-hours of manufacturing industries, has been used for about 10 years by writers on the Women's Bureau staff. Employee-days, as the term is used here, represents the aggregate of days, however they may vary in duration, worked by the employees in 1 week; for example, an employee working two 5-hour and four 9½-hour days would contribute six employee-days to the table on hours of work, two entered at less than 8 hours and four at 9 and less than 10. This makes clear the extent to which very short and over-long hours are the practice in these industries.

The number of employee-days generally is about six times the number of employees, as a 6-day week is the one most commonly worked, though a considerable number of employees are required to work on 7 days.

Besides the irregularity of shifts in these industries an unfortunate feature is the disproportionate lapse of time from the beginning to the end of the day's work. In practically all other employment, except where the shift is very short, there is a recess at lunch time, lengthening the spread of hours (from beginning to end of the day) by the 30, 45, or 60 minutes of such lunch period over the actual hours of work. While the majority of hotel and restaurant employees have a similar arrangement, with the spread of hours not greatly in excess of the hours of work, there still are considerable numbers who, required to begin work early in the morning and quit work late in the evening, may have—to offer an extreme case as illustration—a spread of hours of as much as 14 though actually at work but 8 or 9. Two or three hours off duty once or twice a day cannot, under ordinary circumstances, be used to the personal or family advantage of the employee, while so long a day away from home as from 7 a. m. to 9 p. m., with perhaps another hour in transit, is grossly out of step with modern conditions of employment.

In the present study no elaborate tabulation has been made correlating hours of work with spread of hours, employee by employee, for the pay-roll week, but the source table for each section on hours of work shows the percent distribution according to duration of the two classes of employee-days, those of hours of work and those of spread of hours.

Due to the time that had elapsed between the early and the late pay rolls, no attempt was made to secure data on scheduled hours for

the employees at the earlier date. The discussion here will cover workers at the time of late pay rolls only. From the data available for the employees on the late pay rolls it is possible to arrive at some significant comparisons.

In the hotels surveyed in New York City, the 827 women with hours of work reported on the late pay rolls had a total of 4,994 employee-days, an average of less than 6.1 per woman. The 723 men had a total of 4,347 employee-days, with an average even closer to 6 than that of the women.

TABLE 4.—*Distribution of employee-days of women and men on late pay rolls, by hours of work and by spread of hours—Hotels, New York City*

[NOTE.—A classification of hours more detailed than the following is available in the Women's Bureau for reference by persons interested]

Hours	Employee-days with hours of work as specified		Employee-days with spread of hours as specified	
	Women (827)	Men (723)	Women (827)	Men (723)
Number of employee-days.....	4,994	4,347	4,994	4,347
<i>Percent distribution</i>				
Less than 8.....	56.7	24.8	17.9	5.3
8, less than 9.....	40.3	62.4	53.7	40.5
9, less than 10.....	2.5	10.6	21.5	44.7
10 or more.....	.5	2.2	6.8	9.5
More than 12.....		(¹)	4.8	1.3

¹ 49.5 percent at 7 and less than 8.

² Less than 0.1 percent.

Practically one-half (49.5 percent) of the women's days had hours of work of 7 and less than 8, only about 7 percent having hours below 7. Though not over 3 percent had working hours of 9 and more, 6.8 percent had a spread of hours of at least 10. Broken down further, the 348 days with a spread of 10 hours and more, and worked by 176 women, included only 25 days with a spread of less than 12 hours, 132 having a lapse of 12 and under 13 hours from beginning to end of day, 118 a lapse of 13 and under 14 hours, and 73 a lapse of 14 hours and more.

More than three-fifths of the men's days had hours of work of 8 and less than 9, and not quite one-fourth had hours of less than 8. A very small proportion (2.2 percent), representing 96 days, worked by 29 men, had hours of 10 and more. One man had a 12-hour day on 6 days and one had a schedule of at least 14 hours on 1 day. Though but 69 days had hours of work of more than 10, 141 had a spread of 12 hours or more, 11 having a lapse of 13 hours, and 38 a lapse of 14 or more, between the beginning and the end of the day.

WAGES

Though the minimum wage (\$15) and the maximum hours (54) set by the code for workers in hotels in cities of over 500,000 population are discussed in part I, the reader is reminded here of these code provisions. The same minimums were set for both women and men,

service and nonservice employees. According to the accepted interpretation of the code, those who worked less than the maximum hours would have proportionate rates and earnings.

Data as to earnings were available for all the hotel employees included in the study. In the hotel industry, meals or lodging, or both, are furnished many of the workers as part of their remuneration, and in other cases deductions are made for meals or lodging, or both. Regardless of which system was used, net cash earnings have been computed for all workers, and these are the earnings that will be discussed throughout the report.

Basis of payment.

By a provision of the code, payment of wages on a weekly basis was made mandatory; and as a result of this, the largest proportions of women and men on the late pay rolls were paid a weekly rate. Of the 841 women employees, 517 were paid a weekly rate and 249 a monthly rate; of the 754 men, 477 were paid a weekly rate and 239 a monthly one. The conditions were practically reversed when the early payroll data were examined. Much larger proportions of women and men had been paid on a monthly than on a weekly basis.

WEEKLY RATES

Rates as discussed in this report are net cash rates. They include no evaluation of the additions received in the form of meals or lodging; and wherever deductions were made for meals or lodging, these were subtracted from the amounts of the rates before tabulation. As it is of interest to know what additions in the form of meals or lodging were received by the workers, these facts will be found in the discussion on earnings. The data regarding rates are those taken from the late pay rolls only.

Rate distribution and scheduled hours.

Women.—The minimum rate set by the code was \$15 for 54 hours' work. All but 11 of the 523 service women for whom a weekly rate was reported had a rate of less than \$15, almost one-half of them being paid \$5 but less than \$10, more than three-fifths of these having a rate of less than \$7. For all of the service women, scheduled hours were reported. Only two depended on tips entirely. Eighteen of the large group whose rate was less than \$15 had a scheduled week of 54 hours; 12 of these had a weekly rate of \$6 but less than \$7. Among the 320 nonservice women reported as to weekly rate, somewhat under two-thirds had a rate of \$10 but less than \$15. About one-fifth had a rate of \$5 but less than \$10. None of the 264 in the group whose rate was less than \$15 and whose scheduled hours were reported had a week of 54 hours, though 1 had a week longer than 54.

Men.—Close to one-half of the 374 service men for whom weekly rates were reported were paid less than \$10. About one-sixth of the 174 men of this group for whom scheduled hours were reported had a week of 54 hours or longer. Only about 1 in 25 of the 372 nonservice men reported had a rate of less than \$10. The largest proportion, about three-fifths, had a rate of \$15 or more. Only 2 of the 32 whose hours were reported as 54 or longer earned less than \$10.

Median weekly rates and scheduled hours.

Service women.—The median ³ of the weekly rates of the 523 service women was \$10.15. For all but one of these, scheduled weekly hours were reported. Little difference, less than \$1, appears in the medians for the specified hour groups where there were sufficient numbers on which to base computations. The lowest median rate was \$9.55, for those whose scheduled hours were 44 but less than 48; the highest was \$10.40, for those whose hours were 40 but less than 44. The women whose schedule was 54 hours were too few for the computation of a median.

Nonservice women.—The median rate of the 320 nonservice women whose rates were reported was \$11.85; for the 306 with hours also reported, it was \$11.75. For these women median rates are obtainable for the same hour groups as are discussed for service women. The group of 65 women whose scheduled hours were 40 but less than 44 had a median rate of \$13.50. For the higher hour groups—44 but under 48, and 48 but under 54—the medians were considerably lower, being \$10.80 and \$11.45, respectively. These women received no tips. The fact that the medians of service employees in the various hour groups fell below those of nonservice employees by amounts ranging from \$1.25 to \$3.10 would seem to indicate that the employers were depending on the public to pay part of the employees' wages in the form of tips. Attention must be called also to the fact that the figures given are medians, meaning that half the women were paid more and half were paid less than the amounts specified.

Service men.—The median weekly rate of the 374 service men for whom rates were reported was \$10.75; for the 368 with hours also reported it was \$10.70. For only two hour groups—44 but less than 48 and 48 but less than 54—could median weekly rates be computed. The median for the shorter of these was \$6.60, that for the higher was \$12.05. It must be remembered in this connection that the rates set for service men were supposed to be augmented by the tips they received.

Nonservice men.—It was possible to compute median weekly rates for only two groups of the nonservice men—the group as a whole, 372 in number, and the 262 whose scheduled hours were 48 but less than 54. For the former the median rate was \$15.60; for the latter, it was only slightly higher, \$15.70.

WEEK'S EARNINGS

Earnings distribution.

Though weekly rates are the amounts agreed upon by the employer and employee at time of hiring to be paid for a specified period, it is the earnings that the employee receives on which he must live.

As already mentioned in part I, deductions were allowed by the code for meals—25 cents for each meal or \$5.25 for the week's meals—and \$2.50 for lodging. In some cases the employers deducted a charge for meals or lodging or both from the week's pay envelope (not always the amounts allowed by the code), but in other cases these supplements were in addition to their cash wage. Throughout this discussion net cash earnings represent the cash received in the week's pay envelope. Some of these workers may have had meals or lodging or both, but a charge for these was not deducted from the wages as

³ Median rate means that half had a rate of less and half of more than the amount given.

reported here. (See table 5 for earnings distribution and table 7 for additions to wages.)

Of the 523 service women on the late pay rolls somewhat similar proportions were receiving respectively one meal a day, lodging and three meals, and neither meals nor lodging. Of the 322 nonservice women, the largest proportion, as of both groups of men, were receiving nothing but their cash wage. Much smaller proportions, about one-fifth, had two or three meals daily or had lodging and three meals.

Approximately seven-eighths of the 385 service men and about five-eighths of the 375 nonservice on the late pay rolls had received neither meals nor lodging in addition to their cash wage.

Women.—The largest proportion of all the women and of the nonservice women in the hotels in New York City at the time of the late pay rolls earned \$10 but less than \$15 for their week's work. Of the service women practically equal proportions—48 percent and 47.6 percent—earned \$5 but less than \$10 and \$10 but less than \$15, close to two-thirds of the former group \$5 but less than \$7. The same proportion of each group, 1 woman in 40, earned less than \$5. Only two women, both service employees, worked for nothing but tips.

Attention should be called to the fact that three-fifths of the 251 service women who earned \$5 but less than \$10 received board and lodging in addition, and that more than one-half of the 249 who earned \$10 but less than \$15 were given one meal daily. More than one-half of the 193 nonservice women who received \$10 but less than \$15 were given neither meals nor lodging.

At the earlier pay-roll date, the largest proportions of all the women and of the service women had received \$5 but less than \$10, in each case more than one-third of these earning \$9 but less than \$10. Of the nonservice women, the largest group were paid \$10 but less than \$15, more than one-third earning \$10 but less than \$11. Much larger proportions than at the late date, especially of all women and of service women, had received less than \$5 as their week's earnings. Only three service women had received no cash wage—they had worked for tips only.

Three-tenths of the 216 service women on the early pay rolls who had earned \$5 but less than \$10 had been given lodging and three meals, whereas of the 126 service women who had earned \$10 but less than \$15, 59 had received no additional compensation and 62 had received only one meal daily. Well over one-half of the 153 nonservice women who had earned \$10 but less than \$15 had been given neither meals nor lodging in addition.

Men.—The largest proportion of the nonservice men on the late pay rolls received \$15 or more as their week's pay. The largest proportion (30.1 percent) of the service men were paid \$5 but less than \$10—two-fifths earning \$5 but less than \$6, the remainder quite evenly distributed dollar by dollar—but just over 25 percent, in each case, had been paid \$10 but less than \$15 and \$15 and more. Only one service worker received nothing but tips. The proportion of service men who were paid less than \$5 was considerably larger at the early date than at the late date, and that of nonservice men was practically the same.

At the time of the early pay rolls only 2 of the 106 service employees whose week's earnings were less than \$5 had received meals or lodging

in addition to their cash wage. Large proportions of the other earnings groups, as well, had received no additional compensation. Of the 188 nonservice men whose week's earnings were \$15 and more, 141 had received neither meals nor lodging.

TABLE 5.—*Earnings distribution of women and men on late and early pay rolls, by type of employees—Hotels, New York City*

[NOTE.—A classification of earnings more detailed than the following is available in the Women's Bureau for reference by persons interested]

Week's earnings	Women						Men					
	Late pay rolls			Early pay rolls			Late pay rolls			Early pay rolls		
	All	Service	Non-service	All	Service	Non-service	All	Service	Non-service	All	Service	Non-service
Number reported	845	523	322	742	452	290	760	385	375	700	351	349
Median earnings	\$10.60	\$9.90	\$11.35	\$9.65	\$8.65	\$10.95	\$13.70	\$10.25	\$15.45	\$13.20	\$9.30	\$15.30
<i>Percent distribution</i>												
Less than \$5	2.5	2.5	2.5	15.0	21.5	4.8	10.1	13.4	1.6	16.0	30.2	1.7
\$5, less than \$10	38.2	48.0	22.4	39.2	47.8	25.9	18.0	30.1	5.6	15.9	23.4	8.3
\$10, less than \$15	52.3	47.6	59.9	37.6	27.9	52.8	30.5	25.7	35.5	32.3	28.5	36.1
\$15 and more	6.7	1.5	15.2	7.8	2.2	16.6	41.2	25.5	57.3	35.9	17.9	53.9
No cash	1.2	1.4	-----	4.4	4.7	-----	3.1	3.3	-----	-----	-----	-----

1 2 service women received tips only.

2 3 service women received tips only.

3 1 service man received tips only.

Earnings distribution and hours worked.

Week's earnings and hours worked have been correlated for the group as a whole only, not classed as to service and nonservice workers.

Close to nine-tenths of the 244 women whose earnings were \$5 but less than \$10 a week worked 40 hours or more. An even larger proportion of those whose earnings were \$10 but less than \$15 worked this long.

Three-fourths of the 64 men whose earnings were less than \$5 worked 40 hours or longer. Larger proportions, about seven-eighths, of the men who earned \$5 but less than \$10, and nearly all (95 percent) of those whose earnings were \$10 but less than \$15, worked 40 hours or more.

TABLE 6.—*Earnings distribution of women and men on late pay rolls, by hours worked—Hotels, New York City*

Week's earnings	Number with hours reported	Less than 20 hours	20, less than 28 hours	28, less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours	More than 54 hours
WOMEN								
Total	1 713	10	17	48	430	198	16	4
Less than \$5	11	8	2	1	-----	-----	-----	-----
\$5, less than \$10	244	2	4	20	133	70	13	2
\$10, less than \$15	413	-----	-----	24	278	100	2	-----
\$15, less than \$20	35	-----	-----	2	13	18	1	1
\$20 and more	8	-----	-----	-----	6	1	-----	-----

1 2 women received no cash wage.

2 1 woman received no cash wage.

TABLE 6.—Earnings distribution of women and men on late pay rolls, by hours worked—Hotels, New York City—Continued

Week's earnings	Number with hours reported	Less than 20 hours	20, less than 28 hours	28, less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours	More than 54 hours
MEN								
Total.....	709	11	5	31	191	369	47	55
Less than \$5.....	64	8	—	9	7	19	13	8*
\$5, less than \$10.....	126	3	4	10	45	51	4	9
\$10, less than \$15.....	220	—	1	10	70	108	10	21
\$15, less than \$20.....	246	—	—	1	55	168	12	10
\$20 and more.....	53	—	—	1	14	23	8	7

Median earnings.

Service women.—The median earnings of the 845 women on the late pay rolls were \$10.60. Practically five-eighths of these women were service employees, and the median for this group was \$9.90. Three-tenths of these 523 service women received lodging and three meals a day, and this group, as would be expected, had the lowest median, \$6.30. For the group next in size, the 144 women who received one meal a day in addition to their cash wage (approximately one-fourth of the women service employees), the median earnings were the highest, \$13.10. No explanation for so great a disparity can be made. The median earnings of the other groups may be seen in table 7.

When median earnings of service women on the early pay rolls were compared with those on the late pay rolls, the former were found to be lower in every case but one. The median for the 742 women on the early pay rolls was \$9.65, and that for the 452 who were service employees was \$8.65. The amount was lowest, \$4.90, for the 150 women who were given lodging and three meals; it was highest, \$11.10, for the 119 who received but one meal a day.

Nonservice women.—Median earnings of the 322 nonservice women on the late pay rolls were \$11.35, only slightly higher than those of the service women. Not far from two-fifths (121) of these women received nothing in addition to their cash wage; notwithstanding this fact, their median earnings were slightly less than for the group as a whole, or \$11. As was true for the service women, the median earnings of the 72 women who were given lodging and three meals a day were the lowest of all groups, \$9.60.

Much less variation was noted in the median earnings of the nonservice women than of the service women on the early pay rolls. For the total group (290) the median was \$10.95 and for the 115 who had received neither meals nor lodging it was practically the same, \$10.90. For the other groups, those given two or three meals a day and those given lodging and three meals, numbering 64 and 62, respectively, the medians were alike, \$10.

Service men.—For the 760 men employed at the time of the late pay roll the median earnings were \$13.70. Slightly more than one-half of these were service employees, and the median of this group was considerably lower, \$10.25. About seven-eighths of the service men had neither meals nor lodging in addition to their cash earnings, and for these the median earnings were \$9.20.

When early pay-roll data for service men were examined, the median earnings were found in every case to be lower than for the late pay rolls. The median for the 700 men on the early rolls was \$13.20, and for one-half of them, the 351 service men, it was \$9.30. About six-sevenths of the service men (303) had received nothing in addition to their cash wage, and for this group the median was \$7.95.

Nonservice men.—The median earnings of the 375 nonservice men on the late pay rolls were \$15.45. Practically two-thirds of these men were given nothing in addition to their cash wage, and for this group the median was slightly higher than for the total, or \$15.85. It was considerably less—\$13.40—for the 97 men who were given two or three meals a day in addition to their earnings than for the larger group that had no meals.

TABLE 7.—Median of the week's earnings¹ of service and nonservice women and men on late and early pay rolls, according to additions in the form of meals and lodging—Hotels, New York City

Time of pay rolls	Total of group		No addition to cash wage		One meal a day		Two or three meals a day		Lodging and three meals a day		Lodging only (number)
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	
SERVICE WOMEN											
Late.....	523	\$9.90	138	\$10.30	144	\$13.10	51	\$10.70	159	\$6.30	31
Early.....	452	8.65	113	10.15	119	11.10	38	-----	150	4.90	32
NONSERVICE WOMEN											
Late.....	322	\$11.35	121	\$11.00	36	-----	71	\$11.25	72	\$9.60	22
Early.....	290	10.95	115	10.90	33	-----	64	10.00	62	10.00	16
SERVICE MEN											
Late.....	385	\$10.25	333	\$9.20	9	-----	41	-----	-----	-----	2
Early.....	351	9.30	303	7.95	9	-----	38	-----	-----	-----	1
NONSERVICE MEN											
Late.....	375	\$15.45	241	\$15.85	30	-----	97	\$13.40	1	-----	6
Early.....	349	15.30	236	15.65	23	-----	85	12.80	3	-----	2

¹ Not computed where base less than 50.

For the 349 nonservice men on the early pay rolls the median earnings were \$15.30. For approximately two-thirds of these (236) who had received neither meals nor lodging the median was slightly higher, \$15.65, and for those who had been given two or three meals daily it was considerably lower, \$12.80. From the foregoing statements it appears that no connection necessarily existed between cash payments and additions in the form of meals and lodging.

Median earnings and hours worked.

Though earnings are an indication of the amount on which a worker must live for a certain specified time, it is the hours actually worked for such earnings that give evidence of the fairness or unfairness of the wage. (See table 8.)

Women.—The median week's earnings of the 713 women on the late pay rolls for whom time worked was reported were \$10.80. As time worked increased, the median rose from \$8.65 for the women who had worked less than 40 hours to \$11.35 for those who had worked 48 but less than 54.

At the time of the early pay rolls the median earnings of the 595 women with hours worked reported were \$10. The median for the women who had worked less than 40 hours was considerably lower, \$8.05, and the 109 women who had worked 44 but less than 48 hours had the highest median, \$11.30. From this point on, with an increase in hours a decrease in medians is noted, until the figure is \$9.55 for those who had worked longer than 54 hours.

On neither pay roll were there enough women who had worked 54 hours—the maximum set by the code—for the computation of a median. However, the medians for the large groups who had worked 48 but less than 54 hours were greatly below the minimum of \$15 set by the code for 54 hours.

Men.—The 709 men on the late pay rolls for whom week's earnings and hours worked were available had median earnings of \$13.80. For those who had worked 44 but less than 48 hours the median was \$13.55, for those working 48 but less than 54 it was \$15.10, and for those employed longer than 54 hours it was very much less, \$13.05.

For the men on the early pay rolls there appears the usual lower level of wages, except that the large group working more than 54 hours had a median higher than that of the small group working so long on the late pay rolls.

TABLE 8.—Median earnings¹ and hours worked, women and men on late and early pay rolls—Hotels, New York City

Time of pay rolls	Total with hours worked reported		Less than 40 hours		40, less than 44 hours		44, less than 48 hours		48, less than 54 hours		54 hours (number)	More than 54 hours	
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings		Number	Median earnings
WOMEN													
Late.....	713	\$10.80	65	\$8.65	151	\$10.65	279	\$10.85	198	\$11.35	16	4	-----
Early.....	595	10.00	51	8.05	33	-----	109	11.30	281	10.25	6	115	\$9.55
MEN													
Late.....	709	\$13.80	47	-----	42	-----	149	\$13.55	369	\$15.10	47	55	\$13.05
Early.....	530	13.65	18	-----	20	-----	52	12.80	187	14.00	14	239	13.75

¹ Not computed where base less than 50

STATEMENTS BY EMPLOYERS**Changes in hours, rates, and basis of pay since the P. R. A.**

Employers replied to questions as to what changes they had instituted after the President's Reemployment Agreement became effective August 1, 1933, due either to their signing that agreement or to the hotel code itself. (See p. 5 for definition of the P. R. A.) Though in a number of cases few changes had taken place, some improvement was noted in hours and in rates as reported. That there had been a general decrease in hours worked and an increase in rates paid during the period of about 1 year that elapsed between the early and the late pay rolls has been shown. As further evidence of the improved situation the following facts are given.

Of the 24 firms that reported on a change in rates paid to employees since the P. R. A., 12 had increased the rates for all employees, 4 had increased the rates for some workers and had left the others as they were or did not report as to what had happened, and 5 had made no change. Of the remaining 3, 1 had increased the rates and then decreased them, 1 had decreased all rates, and the third had decreased the rates for some and had increased them for others.

Decreased working hours since the P. R. A., applying to all or some of the employees, were reported by 17 of 24 hotels replying about changes in hours. Of these 17, 12 had decreased the working hours for all their employees, 3 had decreased them for some but did not report for the others, and the 2 remaining had decreased the hours for men in 1 case and for women in the other, but did not report for the other sex.

Only 6 hotels reported any change in basis of pay, and only 1 of these made the change permanent.

Overtime and part time.

Policies of the firms in regard to other questions affecting employees were examined likewise. Eight of the 22 hotels reporting on the question of overtime claimed to have none. Of the others, 2 gave no pay for overtime worked, 8 paid regular rates, 2 paid time and a half, 1 paid an increased amount, not specified, and 1 varied the rates paid. Of the 23 hotels reporting on part time, only 9 had any workers on this basis. Of the 7 reporting the basis on which they paid for part-time work, 5 gave the regular rate and the 2 others paid slightly more.

Tips.

The question of tips received and their disposition among service groups has long been one of absorbing interest. Though it was not possible to secure data regarding tips from the workers themselves, the employers did give facts concerning them. The largest proportion, 13 of the 23 hotels that replied to the inquiry as to what employees received tips, stated that bellhops, porters, hall boys, door-men, elevator operators, telephone operators, and chambermaids were compensated by guests for personal service rendered. In 3 other hotels bellhops and chambermaids were named as the two groups of workers who received tips. Various types of employees in the remaining 7 hotels were so reported, in some cases only one group being mentioned but in most of them several groups. In every case but 1 of the 23 hotels replying to the inquiry as to the disposition of tips received, the employees kept the tips given them.

MIDDLE WEST AND COLORADO ⁴

The section of the country designated here as Middle West and Colorado includes cities in Illinois, Indiana, Minnesota, Iowa, and Colorado. Kansas and Missouri, also covered by the survey, are reported separately from the other Midwestern States because of their separate treatment in the code.

The population groups and the cities surveyed in each are as follows:

Class 1 (over 500,000)—Chicago.

Class 2 (100,000 to 500,000)—Indianapolis, Duluth, Minneapolis, St. Paul, Des Moines, and Denver.

Class 3 (25,000 to 100,000)—Alton, East St. Louis, Springfield, Sioux City, Colorado Springs, and Pueblo.

Type and size of hotel.

All but 1 of the 25 hotels included in this section were independently run. The one chain establishment was a commercial and apartment hotel. Sixteen of the independent hotels were strictly commercial, 6 were residential as well as commercial, 1 was residential and resort as well, and 1 was not reported as to type. Practically three-fourths of the hotels had from 100 to 500 rooms; about one-fourth had fewer than 100. Only 1 had 500 rooms or more.

Number and type of employees.

In round numbers, 800 workers were employed at the time of the late and of the early pay rolls, considerably more women than men in both cases. There were 455 women and 340 men on the late pay rolls and a like number in each case on the early pay rolls. At each date the larger group was that of the nonservice employees. Likewise, in each of the three classes of cities surveyed, women outnumbered men at both dates, and nonservice employees outnumbered the service group in every case but one. (Table on p. 2.) Employees in hotel restaurants are not discussed here but later in the restaurant section.

HOURS

Hours worked in week.

Women.—In Chicago, the only city of class 1, more than one-half of the 102 women on the late pay rolls worked 40 but less than 48 hours. One-fifth of the total exceeded this, but none worked so long as 54 hours. In the cities next in size three-fourths of the 182 women were fairly evenly divided between 48 but less than 54 hours and the hour group just below. A small proportion (only three women) were employed 54 hours, but none for longer than this. In cities of class 3, as in Chicago, the largest proportion of the 101 women worked 40 but less than 48 hours. Two women worked 54 hours, and 12 (close to one-eighth) exceeded 54, in spite of the code prohibition.

Men.—In general, men worked longer hours than women did. In Chicago well over one-half of the 96 men, in cities of class 2 more than three-fifths of the 98, and almost two-fifths of the 70 in the smallest

⁴ Tables for this section of the report are available in the Women's Bureau.

cities worked 48 but less than 54 hours. In each class, roughly one-sixth or one-seventh worked 54 hours. There was violation of the 54-hour maximum set by the code, slight in Chicago, worse in the next class, and excessive in the smallest cities. In the last named more than one-fourth of the men exceeded the code hours.

Scheduled days per week.

In Chicago, all the women and men reported had a scheduled working week of 6 days. Only a small proportion of those in the cities next in size worked on 7 days, the remainder on 6. In the smallest cities, however, close to one-fifth of the 108 women reported, and more than one-fourth of the 90 men, had a scheduled week of 7 days.

Shifts.

Among the women in the three classes of cities very little variation is noted in the proportions that had the same shift each day—that is, the same scheduled hours and the same hours of beginning and of ending work. More than four-fifths of the 97 women reported in Chicago, about three-fourths of the 201 in the cities next in size, and well over four-fifths of the 107 reported in the smallest cities had the same hours throughout the week.

The hours of men were somewhat more regular than those of women. In Chicago about nine-tenths of the 82 men reported, and in cities of class 2 practically the same proportion of the 114 men had the same shift every day, as had well over four-fifths of the 86 in cities of class 3.

Employee-days.⁵

In Chicago, the average number of employee-days per worker was 6, agreeing with the statement just made as to days operating weekly. In the other cities the average ranged from just below 6 to 6.3.

No woman in Chicago had a workday so long as 9 hours. Not far from three-fifths of all the 582 days were of less than 8 hours, but only 5 percent were of less than 7. Men's days in Chicago were longer than women's, just over two-thirds of the 492 employee-days having working hours of 8 and less than 9 and practically one-fourth having hours of 9 and less than 10. In the distribution by spread of hours, a small proportion of the men's days—2.4 percent—were of more than 12 hours between beginning and ending work.

Women's hours were longer in cities of class 2, just over one-half of their 1,199 employee-days having working hours of 8 and less than 9 and a small group (0.5 percent) being reported as of 10 hours and more. The spread of hours was reported as more than 12 in practically 1 percent of the women's days. As was true of Chicago, about two-thirds of the men's 691 days in cities of class 2 had working hours of 8 and less than 9. Less than 10 percent were shorter than this, and 6.5 percent had hours of 10 and more, almost one-half of the latter being of more than 12 hours. The spread of hours was in excess of 12 for 5.4 percent of the men's employee-days.

Hours for both women and men were longer in cities of class 3 than elsewhere. Something over one-half of the days—53.9 percent of the 661 in the case of women and 51.4 percent of the 539 in that of men—had hours of work of 8 and less than 9, but one-third of the women's days, in contrast to only one-fifteenth of the men's, were

⁵ For general introduction to "employee-days" see New York City, p. 17.

shorter than 8 hours. More than one-eighth of the women's days were of 9 hours and more, practically 1 percent being of 10 and more. Just over two-fifths of the men's days were almost equally of 9 and less than 10 hours and of 10 hours and more. In the case of the latter, more than one-half were of 11 hours and almost one-fifth were in excess of 12.

In these smaller cities there was greater discrepancy between hours of work and spread of hours than elsewhere. Though not quite 1 percent of the women's days had a schedule of as much as 10 hours of work, 13.6 percent of their days had a spread of 11 hours and 1.8 percent had a spread of more than 12. The difference was even greater for the men. Though the days showing hours of work had 20.8 percent in the hour group 10 and more, the distribution by spread of hours had 53.8 percent with a lapse of 11 and more hours from beginning to end of the day. Almost 9 percent had a lapse of more than 12 hours.

WAGES

Basis of payment.

In the three classes of cities at the time of the late pay rolls, the most usual basis of pay for both women and men was monthly, and the next most common was hourly. In all classes of cities much larger proportions of women than of men were paid on an hourly basis, the largest proportion thus paid being in cities of class 2 and the smallest in those of class 3.

Practically all the women and men in cities of classes 2 and 3 at the time of the early pay rolls were paid on a monthly basis. Large proportions of those in Chicago also were paid monthly, and the remainder, with the exception of two men, were paid a daily rate.

WEEKLY RATES

Rate distribution and scheduled hours.

Women.—The minimum-wage rates set by the code for women in the three classes of cities included in the Middle West and Colorado were \$15, \$14, and \$13, respectively, for a 54-hour week. All but 4 of the 62 service women in Chicago had a weekly rate of \$10 but less than \$15.

All but 1 of the 74 service women for whom rate was reported in cities of class 2 had a weekly rate of \$9 but less than \$14. Among the nonservice women a large proportion, 92 of the 102 reported, had a weekly rate of \$5 but less than \$14. Two of the eighty-five in this group whose hours were reported had a scheduled week of 54 hours.

In cities of class 3 all the 25 service women whose weekly rate was reported were paid \$7 but less than \$13. All but 13 of the 58 nonservice women had a rate of \$5 but less than \$13, though 8 of the 39 in this group whose hours were reported had a week of 54 hours or longer.

Men.—All but 7 of the 33 service men in Chicago whose weekly rate was reported had a rate of less than \$15. Fifteen of these had a rate of less than \$5. One of the twenty-six whose rate was below \$15 had a scheduled week of 54 hours. Of the nonservice men, more than one-half, 36 of the 64 for whom rate was given, were paid \$6 but less than \$15. Among these were 6 of the 11 whose scheduled week was 54 hours.

In cities of class 2 all but 2 of the 55 service men whose weekly rate was reported had a rate of less than \$14. Well over two-fifths of these had a rate of less than \$5. Twenty-one of the 46 with hours and rates reported had a scheduled week of at least 54 hours. Of the nonservice men, 36 of the 51 reported had a rate of \$5 but less than \$14, though 9 of the 31 in this group with hours reported had a scheduled week of 54 hours or longer.

All but 2 of the 58 service men for whom a weekly rate was reported in cities of class 3 had a rate of less than \$13, practically two-fifths having a rate of less than \$5. Seventeen of the fifty-three in the group earning less than \$13 and whose hours were reported had a scheduled week of 54 hours or longer. Twenty of the twenty-eight nonservice men reported had a rate of less than \$13. Sixteen of the seventeen in this group whose hours were reported had scheduled hours of 54 or more.

Median weekly rates⁶ and scheduled hours.

Women.—The median weekly rate of the service women in Chicago at the time of the late pay rolls was \$11.70; in cities of class 2 it was \$10.75. Due to insufficient numbers it is not possible to correlate weekly hours and median rates for any group of service women in the Middle West. In cities of classes 2 and 3 only are median rates available for nonservice women; these were \$9.85 for the 102 reported in the former class and \$10.65 for the 58 in the latter. Only one median is available for a specified hour group. This is \$9.15 for the 58 women in cities of class 2 who worked 48 but less than 54 hours.

Men.—Median weekly rates are available for the service men in cities of classes 2 and 3. For these, 55 and 58 having been reported, they are \$5.30 and \$5.10, respectively. For the nonservice men the median weekly rates are \$14.75 for the 64 reported in Chicago and \$13.40 for the 51 in cities of class 2. Median rates are not available for specified hour groups.

WEEK'S EARNINGS

Earnings distribution.

Women.—Three-fifths of the 107 women in Chicago, almost two-thirds of the 62 service women, and more than one-half of the 45 nonservice women, received \$10 but less than \$15 at the late pay-roll date. Of this service group (40), more than one-half were given one meal daily, but the remainder had nothing in addition to the cash wage. Two women—one service and one nonservice—earned less than \$5; the service worker received one meal a day in addition and the other was given lodging only. At the early date also the largest proportions of both service and nonservice employees had earned \$10 but less than \$15. Five-eighths of the 64 service employees and more than one-half of the 25 nonservice employees composing this group had received 1 meal a day in addition. The number earning less than \$5 was small—only 2—both nonservice employees who received neither meals nor lodging.

In the cities next in size the largest proportions of both the 99 service and 126 nonservice employees received \$10 but less than \$15 at the late pay-roll date. Of the nonservice group almost the same proportion

⁶ Medians have been computed for all, regardless of additions in the form of meals or lodging, where as many as 50 employees were reported.

earned \$5 but less than \$10. Fairly comparable proportions (about one-eighth) of the service and nonservice women received less than \$5 in payment for their week's work. The great majority of both types of employees in all earnings groups had no additional compensation. On the early pay rolls the largest proportions had received \$5 but less than \$10. About one-tenth of the 115 comprising this group as a whole, all service women, had received one meal a day; only 2 others had been given anything additional—1 lodging only, and 1 lodging and three meals. About one-eighth of all the 196 women, but including only 3 of the 71 service women in contrast to 22 of the 125 nonservice, had earned less than \$5.

The largest proportion of the 123 women on the late pay rolls in the smallest cities received \$10 but less than \$15, but somewhat the largest group of the 77 nonservice women were paid \$5 but less than \$10. Only 5 of the 52 women who were paid \$10 but less than \$15 received an addition to their cash wage, but 7 of the 31 nonservice women with a cash wage of \$5 and less than \$10 did so. More than one-sixth of all women and somewhat less than one-sixth of the nonservice women were paid less than \$5. Only 4 of these 21 women received meals or lodging. At the early date, the largest proportions of both types of workers had received \$5 but less than \$10. More than four-fifths of the 75 women in this earnings group had had neither meals nor lodging in addition. Almost one-eighth (15) of all the 122 women, practically equal numbers of the 49 service and 73 nonservice, had earned less than \$5, and only 3 of these 15 women had been given meals or lodging in addition.

Men.—The largest proportions of the approximately 100 men and of the 70 nonservice men in Chicago, on both pay rolls, had received \$10 but less than \$15. Roughly three-fourths of these had no lodging nor meals in addition. Seventeen men on the late pay rolls, about one-sixth of the whole, all but two of whom were service employees, earned less than \$5. More than one-fifth of the whole group on the early pay rolls, nearly all of whom were service employees, had earned less than \$5. None of these had had either meals or lodging to supplement their meager wage.

In cities of class 2 at the time of the late pay rolls the largest proportion of the 75 service men—well over one-half—were paid less than \$5, practically the same proportion of the 71 nonservice men \$10 but less than \$15. Fairly similar proportions of the group as a whole—very roughly three-tenths—received less than \$5, \$5 but less than \$10, and \$10 but less than \$15. The majority of the men were given nothing in addition. At the early date, one-third of the 139 men, including more than one-half of the service men, had earned less than \$5; this was in contrast to somewhat under one-half of the nonservice men, who had received \$10 but less than \$15. Eleven men, all service employees, had worked for tips only.

In the smallest cities at the late pay-roll date the largest proportion of the 94 men and of the 60 service men, practically two-fifths in each case, earned \$5 but less than \$10. Almost as large a number of the service men earned less than \$5. The majority of both the service and the nonservice employees received neither meals nor lodging in addition to their cash wage. Only six service men worked for tips alone. At the earlier date, the largest proportion of all the 84 men and of the 54 service men had received less than \$5. Very

few (13) of these workers had been given meals or lodging in addition. Four service men had received nothing but tips as remuneration for their work.

Earnings distribution and hours worked.

Earnings and hours as discussed here are for the group as a whole, regardless of type of service. In Chicago, 21 of the 25 women whose earnings were \$5 but less than \$10 worked 28 but less than 40 hours. Only one worked as long as 40 hours. All but 2 percent of the 62 who earned \$10 but less than \$15 worked 40 hours or longer. In the cities next in size (class 2), well over one-half of the 61 women whose earnings were \$5 but less than \$10 worked 48 hours or more. All but 5 of the 104 who earned \$10 but less than \$15 worked 40 hours or longer. Three-fourths of the 33 women in the smallest cities included who earned \$5 but less than \$10 worked 40 hours or longer. Two-thirds of the 49 whose earnings were \$10 but less than \$15 worked 40 but less than 48 hours.

All but 1 of the 15 men who earned less than \$5 in Chicago worked 40 hours or longer, 13 working 48 but under 54 hours. Nine of the 11 whose earnings were \$5 but less than \$10 worked 40 hours or more. Twenty-one of the 24 men in cities of class 2 whose earnings were less than \$5 and 24 of the 27 who earned \$5 but less than \$10 worked 40 hours or longer. Of the 23 men in cities of class 3 whose earnings were less than \$5, 17 worked 40 hours or longer. Twenty-four of the 28 who earned \$5 but less than \$10 worked at least 48 hours.

Median earnings.

Women.—The median earnings of women employees increased with size of city from \$9.55 in cities of class 3 to \$11.80 in Chicago on the late pay rolls and from \$8.70 to \$10.85 on the early.

Medians could be computed for service women who received no meals to supplement their cash wage in only the second class of cities. These medians (\$10.45 and \$9.35) were but slightly higher at both pay-roll dates than those for the service women as a whole. The median of the 53 nonservice women in Chicago at the early date was \$12.80, considerably higher than that of the 83 service employees (\$10.55). In cities of class 2 the medians of the nonservice women at both late and early dates (\$9.50 and \$8.65) were lower than those of the service employees (\$10.35 and \$9.15). The median earnings of the nonservice women in cities of class 3 at the time of the late and early pay rolls were practically the same, \$9.25 and \$9.30, respectively. In every case the medians for the nonservice women who received no meals nor lodging in addition to their cash wage were lower than those for the whole group of nonservice employees.

Men.—Among the men, also, the median earnings in the three classes of cities were higher at the late pay rolls than at the early. The median increased with size of city from \$5.70 in cities of class 3 to \$13.45 in Chicago on the late pay rolls and from \$5.50 to \$11.55 on the early. As noted, in Chicago the median earnings of the men were higher at both dates than those of the women, but in the other two groups of cities the medians of men were lower.

The medians of the service men are available for those in cities of classes 2 and 3, \$4.65 and \$5.15 at the time of the late pay roll and \$4.10 and \$3.90, respectively, at the early. These amounts are lower than those of the whole group. For the men in cities of class 2 who

received no meals in addition to a cash wage the median earnings were lower than for the service group as a whole.

Among the nonservice groups medians are available for those in Chicago and in cities of class 2, \$14.40 for the late and \$12.45 for the early date in Chicago, and \$12.95 and \$12.20, respectively, in the latter cities. These medians are larger than those for all men: In cities of class 2 they are not far from double those of the men as a whole, and not far from treble those of the service employees. Median earnings are available for three groups of the nonservice men who had received no meals nor lodging in addition to cash wages, those on the early pay rolls in Chicago (\$12.95) and those on the early and the late pay rolls in cities of class 2 (\$13.15 and \$12.45). In every case these medians are higher, though not greatly so, than those of the corresponding groups of nonservice employees as a whole.

Median earnings and hours worked.

Women.—For the hotels included in the survey, earnings received for the week of the late pay rolls were correlated with hours worked. As was noted in the discussion of median earnings of all the women, those of the group for whom hours worked as well were reported increased with size of city, from \$10.10 to \$11.80. For only one specified hour group in Chicago, 59 women who worked 40 but less than 48 hours, is a median available. This figure, \$12.05, is slightly higher than that for the group as a whole. In the cities next in size the median for the 66 women who worked 40 but less than 48 hours also is somewhat above the figure for the whole group, \$10.80 as compared with \$10.40. For 72 women who worked 48 but less than 54 hours the median is \$11.80. At the time of the early pay roll the number for whom hours worked as well as earnings were reported was very small and did not warrant computation of medians.

Men.—In Chicago at the late date the median earnings of the 96 men for whom hours worked were reported are \$13.45, and for a large part of the group (52) who worked 48 but less than 54 hours they are only 5 cents higher—\$13.50. In cities of the next size, the median for the 98 men for whom hours were reported is \$9.50, while for the 61 who worked 48 but less than 54 hours it is \$12.60. For no class of cities at the time of the early pay roll was there a sufficient number of men for whom hours worked were reported on which to compute a median.

STATEMENTS BY EMPLOYERS

Changes in hours, rates, and basis of pay since the P. R. A.

Changes that had occurred since the President's Reemployment Agreement were inquired into. These changes consisted of a reduction in hours, an increase in rates, or a difference in basis of payment.

In 23 of the 25 hotels included in the study in this geographic section some change had been made in the hours worked. In 19 cases the hours had been decreased for all employees, in 3 they had been decreased for some while for others they were unchanged, and in the remaining case they were decreased for a time but later were restored to the former schedule.

Of the 24 hotels reporting as to whether there had been any change in the rates paid employees, only 6 had made no change. In 14 of

the remaining cases rates had been increased, and in 4 the rates had been raised for some persons while for others they had remained the same or were not reported on.

Only 9 of the 24 hotels reporting had made any change in their basis of payment. Five had changed from a monthly to an hourly basis, though in only one of these did the change affect all employees; one had changed from a monthly to a daily basis for some workers; and two from a monthly to a weekly basis, only one of these having made the change for all. The remaining establishments had changed from a daily to an hourly basis for some of the employees.

Overtime and part time.

Only 12 of the 25 hotels surveyed in this section reported having any overtime. Six stated that they paid straight time rates for overtime; no pay was given in two instances; and in the remaining four other systems were used, though in one of these some employees were not paid for overtime.

When pay for part time was investigated it was found that 14 of the 17 establishments reporting such type of employment paid the regular rates and the other 3 paid various rates.

Tips.

Of the 23 firms that reported as to which employees received tips, only 1 stated that no employees did so. In seven hotels, bellhops, chambermaids, porters, and doormen were reported as receiving tips; in five, the same group with the substitution of housemen for chambermaids; in four, only bellhops were said to receive tips; and in three, bellhops and chambermaids. In every case but one the hotels reported that the employees kept their own tips.

Uniforms.

In 18 of the 21 hotels requiring uniforms, the employers furnished all or part of them to the workers. In eight cases the employers provided all; in seven, all but those of the maids; and in the remaining three, the men's only, the women furnishing their own. In the other three hotels all employees provided their uniforms.

In 9 of the 21 hotels the employer paid for the laundering of all uniforms, and in 6 the employer paid for men's uniforms but the women paid for their own. In three hotels the employees paid for the laundering, and in two they laundered their own.

CALIFORNIA ⁷

The cities of each population class in the California survey may be seen in the summary following:

- Class 1 (over 500,000)—Los Angeles and San Francisco.
- Class 2 (100,000 to 500,000)—Oakland and San Diego.
- Class 3 (25,000 to 100,000)—Pasadena, Santa Barbara, and Stockton.

Type and size of hotel.

Greater variation was noted in the types of hotels included in the California survey than in any other section. Of the 14 hotels, 11 were independently run and 3 were chain hotels. Of the independent hotels, three were commercial and residential, 1 was commercial, residential, and resort, one was commercial and tourist, and 2 were resort hotels. Two of the three chain hotels were commercial and the third was an apartment as well as a commercial hotel. Most of the hotels, 9 of the 13 reporting on size, had from 100 to 500 rooms; only 2 had as many as 500.

Number and type of employees.

At both pay-roll dates in California, roughly 500 persons were employed in the hotels surveyed, 537 on the late pay rolls, 464 on the early. In the first case there were 282 women and 255 men and in the latter 246 women and 218 men. The number of women employed was larger than that of men, the only exception to this being in cities of class 2 on the late pay rolls. Except in the smallest cities, the number of nonservice workers was greater than that of service employees. On both pay rolls in cities of classes 1 and 3 more women than men were service workers, but in those of class 2 the opposite was true. (Table on p. 2.) Employees in restaurants in hotels are included in the section on restaurants.

HOURS

Hours worked in week.

In only one class of cities, class 2, were there sufficient numbers of women or men with hours worked reported for the computation of percentages. A large proportion of the 102 women on the late pay rolls whose hours were reported, close to one-half, worked less than 40 hours, and almost two-fifths worked 48 but less than 54. None worked so long as 54 hours. Of the 106 men reported at the same time, the largest proportion, more than two-fifths, were employed 54 hours, and close to one-tenth for more than 54. Actual hours in excess of 54 were prohibited by the code.

Scheduled days per week.

The 6-day week was applied almost universally among the hotel employees in California at the time of the late pay rolls. None of the 116 women reported in cities of class 1 nor the 106 in cities of class 2 had a scheduled week of more than 6 days, and only 3 of the 46 women

⁷ Tables for this section of the report are available in the Women's Bureau.

reported in class 3 had a schedule of 7 days. None of the 104 men in the larger cities, and only 2 each of the 105 and 33 in the 2 groups of smaller cities, had a scheduled week of 7 days.

Shifts.

Practically all (96.6 percent) of the 116 women reported in cities of class 1 at the late pay-roll date had the same shift each day—the same beginning and ending hours and the same number of hours to be worked. Eighty-three percent of the 106 women in cities of class 2 also had no irregularity in their shifts. About 80 percent of the 104 men reported in cities of class 1 and 70 percent of the 106 in the cities next in size had the same shift each day.

Employee-days.⁸

The average number of employee-days per worker ranged in the three classes of cities from 5.9 to 6.1.

In the larger cities, seven-eighths of the women's 694 days had hours of work of 8 and under 9; 1 percent fell in the group 9 and less than 10 hours, the remainder being of less than 8. In contrast to the women's 1 percent at as much as 9 hours, about 28 percent of the men's 624 days were of 9 hours and more.

In cities of class 2, the women's 632 employee-days showing hours of work were practically equally divided between the hour groups less than 8 and 8 and less than 9. About one-third were of only 6 hours. Men, on the other hand, had one-half of their 631 days with working hours of 9 and more.

In cities of class 3, women's most usual days had working hours of 7 and less than 8, almost four-fifths (78 percent) of the 273 being so reported. Less than 9 percent of their days had as many as 8 hours of work. Many of the women's days had a disproportionate spread of hours, 17.6 percent having a lapse of 10 and more hours between beginning and ending the day though all working hours were below 9. Just over 2 percent had a spread of more than 12 hours. The largest proportion of the men's 205 days—38 percent—had working hours of 9 and less than 10, and 18 percent were of 10 hours and more. On the other hand, 26.3 percent—a proportion very greatly in excess of the women's short days—were of only 6 working hours. The same proportion—26.3 percent—had a spread of hours in excess of 12.

WAGES

Basis of payment.

At both pay-roll dates more employees were paid on a monthly basis than on any other, the only exception to this being women on the late pay rolls in cities of class 2, among whom a weekly basis was the most common.

WEEKLY RATES

Rate distribution and scheduled hours.

As explained in previous sections of this report rates as discussed here are cash rates exclusive of any additions given.

Women.—Of the 68 service women with rates reported in cities of class 1 at the time of the late pay rolls, 43 had a weekly rate of at least \$15, the minimum set by the code for 54 hours' work, though none of these women had a scheduled week so long as 54 hours. Of the 56

⁸ For general introduction to "employee-days" see New York City, p. 17.

nonservice women, only 7 had a weekly rate of less than \$15, though all these women, too, had a scheduled week of less than 54 hours.

In class 2 cities, 22 of the 31 service women reported but only 32 of the 73 nonservice women had a weekly rate of less than \$14, that set by the code for 54 hours' work in cities of this size. None of these women, service or nonservice, had a schedule so long as 54 hours.

In cities of class 3, 26 of the 35 service women and 4 of the 10 nonservice women whose rates and hours were reported had a weekly rate of less than \$13, the minimum set by the code for 54 hours' work, but here too no women had a schedule so long as 54 hours. It may be noted here that all the women on the late pay rolls in California were scheduled to work less than 54 hours.

Men.—In general, a corresponding observance of the code was not found in the figures for men. Of the 36 service men reported in cities of class 1 all but 6 were paid a weekly rate of less than \$15, the minimum set by the code for 54 hours' work, but none of these men had a scheduled week so long as 54 hours. Among the 69 nonservice men in this group, 54 had a rate of less than \$15. Twenty of the nonservice men had worked 54 hours, yet 18 of these 20 were paid less than \$15.

In cities of class 2, 29 of the 32 service men reported had a weekly rate of less than \$14, the minimum set by the code for a 54-hour week in cities of this size. Twelve of these had a scheduled week of 54 hours or longer. Of the 73 nonservice men whose rates were reported, 50 were paid less than \$14; and of the 47 in this group whose scheduled hours were reported, 25 had a week of 54 hours or longer.

All the 17 service men in cities of class 3 had a rate of less than \$13, though 7 of them had a scheduled week of 54 hours or more. Eleven of the 18 nonservice men had a rate lower than the code minimum, and 9 of the 11 had a scheduled week of at least 54 hours.

Median weekly rates and scheduled hours.

Women.—Due to the small numbers in the various groups it is possible to compute only a few medians.

In the largest cities included in the survey the median for the 68 service women with rates reported is \$16.05. Of the 67 in this group whose scheduled hours were reported, all but 1 had a week of 48 but less than 54 hours, and for these 66 the median is, as would be expected, the same as that for the whole group.

The medians of the nonservice women are \$17.30 for the 56 women in cities of class 1 and \$14.90 for the 73 in cities of class 2.

Men.—There were not enough service men for the computation of medians in any group of cities surveyed in California. For the nonservice men the medians were \$12.15 and \$11.75 for the 69 and 73 men in cities of class 1 and class 2, respectively.

WEEK'S EARNINGS

Earnings distribution.

In this discussion of earnings, both median and distribution, attention has been given to the supplements received in the form of meals or lodging.

Women.—The largest proportions of both the 69 service women and the 56 nonservice women in cities of class 1 earned \$15 and over at the late pay-roll date. More than 5 in 8 of the 79 women in this

earnings group as a whole received nothing but their cash wage. Only four women, three in the service and one in the nonservice group, earned less than \$5. Of these, the three service employees were given lodging in addition and the nonservice employees one meal a day. At the earlier date, the largest proportions of the 104 women and of the 51 nonservice women had been paid \$15 and over, and the largest proportion of the 53 service women \$10 but less than \$15. Of the women earning \$10 but less than \$15 and \$15 and over, the majority received nothing in addition to their cash wage. Eight women, six of whom were service employees, earned less than \$5. Of these eight, only three received anything in addition in the form of lodging or meals. Only in this class of cities were there enough service employees to justify consideration.

In cities of class 2 the largest proportions of the 110 women and of the 79 nonservice women at the late date and of the total of 103 women and of the 77 nonservice women at the early date received \$10 but less than \$15. About one-half of the 60 women whose earnings were so reported on the late pay rolls, nearly all of whom were service workers, received nothing in addition. Of the remaining 29, 23 had 2 or 3 meals daily; 3 of them had lodging also. Small numbers, three at the late date and six at the early, were paid less than \$5. Of these, two at the late date were given 1 meal daily and five at the early date had 2 or 3 meals.

Men.—The largest proportions of all the 106 men and of the 69 nonservice men in cities of class 1 at the late pay-roll date and of the 87 men and of the 59 nonservice men at the early date had earned \$10 but less than \$15. All but 2 of the 43 who earned such an amount at the late date received 1 meal, 2 or 3 meals, or lodging and 3 meals in addition; 25 had received 2 or 3 meals daily. All but 6 of the 38 in this earnings group at the early date had received something in addition; 19 had been given 2 or 3 meals. More than twice as large a proportion at the early date as at the later one had earned less than \$5. All the 12 who had received this small amount at the earlier date had, in addition, 2 or 3 meals daily. Five of the six at the late date had one or more meals. Two service employees had earned nothing but tips.

In the cities next in size at the late date, the largest proportion (close to two-fifths) of all the 114 men earned \$5 but less than \$10 and of the 78 nonservice men \$10 but less than \$15. Of the 44 men who earned \$5 but less than \$10, 19 were given lodging and 3 meals. All but 7 of the 29 nonservice men who earned \$10 but less than \$15 were given lodging, or meals, or both. Of the 16 who earned less than \$5, 11 were given lodging, 1 or more meals daily, or both lodging and meals.

At the early pay-roll date also, the largest part of the group as a whole (100 men) had earned \$5 but less than \$10; the largest group of the 66 nonservice men had received \$15 and over. About two-thirds of the 37 men in the total group who had been paid \$5 but less than \$10 had received in addition 1 or more meals, lodging, or lodging and 3 meals. Of the 21 nonservice men whose earnings were \$15 or over, only 3 had received lodging or meals.

Twenty-one men in these cities had earned less than \$5, and 6 of these had received nothing in addition to this cash wage.

Earnings distribution and hours worked.

The group as a whole, regardless of types of service, will be discussed here as to earnings distribution and hours worked. In cities of class 2 only 1 of the 10 women whose earnings were \$5 but less than \$10 worked as long as 48 hours. Practically three-tenths of the 60 women who earned \$10 but less than \$15 worked this long.

All but 3 of the 14 men in cities of class 2 whose earnings were less than \$5 worked 40 hours or more.

Median earnings.⁹

Women.—Though the minimum-wage law of California applies to women employed in hotels, the data secured regarding earnings show the median in many cases to have been below \$16, the minimum set for a 48-hour week in the order of the Industrial Welfare Commission for this industry.¹⁰

The median earnings for the 125 women in cities of class 1 at the late pay-roll date were \$16.25, for the 69 service women \$13.50, and for the 56 nonservice \$17. In cities of class 2 the median for the group of all women (110) was \$13.70, and for the 79 women in the nonservice group \$13.90. When the medians computed for the early pay-roll date are compared with those for the late, they are found to be lower in every case but one, that of service employees in cities of class 1.

Men.—The median earnings for all men (106) in cities of class 1 at the late date were \$10.85, and for the 69 nonservice men somewhat higher, \$11.85. In cities of class 2 the medians for both these groups—\$8.90 for the 114 in the total group and \$11.40 for the 78 nonservice men—were lower, considerably so for all men. For the early pay rolls the median for all the men (87) in class 1 was found to be the same as that for the late pay rolls, \$10.85. The median for the 59 nonservice men was slightly less (\$11.50) than for those on the late pay rolls. In cities of class 2 the median earnings of all men (100) on the early pay rolls were \$6.80, considerably less than those for the corresponding group at the later date, though the median for the 66 nonservice men, \$11.25, was only slightly less.

STATEMENTS BY EMPLOYERS

Changes in hours, rates, and basis of pay since the P. R. A.

In the 13 hotels in which some change in hours of employees since the President's Reemployment Agreement was reported, 12 had decreased the hours of some, if not all, of their employees. Four hotels had decreased the hours of all employees, and five had decreased the hours of men but had not reported as to what was done for the women. In the remaining three cases, various other systems had been evolved; in one the hours were increased for women and decreased for men, in another the hours of some were decreased while for others no report was made, and in the remaining hotel hours were decreased for some and for the rest they were not changed.

Changes in rates were reported by 9 of the 12 hotels replying to this inquiry. In seven of the nine the rates of some workers were

⁹ It is not possible to correlate median earnings and hours worked, because of the small numbers involved.

¹⁰ This order fixed a minimum rate of \$16 for women in hotels and restaurants for a 48-hour week, or an hourly rate of 38 cents for a shorter week.

increased and others were left the same or were not reported. In only one were the rates increased for all employees.

Only five hotels reported any change in the basis of payment. In one of these the change was made for all employees; this change was to a weekly from a monthly basis. Two of the other changes were to weekly from monthly or hourly, one was to monthly from daily, and the last was to hourly or daily from monthly.

Overtime and part time.

Overtime was reported by six hotels. In one of these no pay was given for such work, in three straight time was paid, and in two time and one-third. Thirteen hotels reported that they had part-time workers. Ten paid straight rate for such work, time and one-third was paid by one, and in the other two different systems were in use.

Tips.

Of the 14 hotels surveyed in California, all but 2 reported that some employees received tips. In four hotels bellhops and chambermaids were so reported, in five others bellhops and porters, and some additional workers in three of these, and in three bellhops only. In 10 of the 12 hotels reporting on the disposition of tips received, the employees kept their own. In one of the two remaining hotels the check girl turned her tips over to her employer, and in the other case chambermaids and porters kept their tips but the bellboys pooled theirs.

Uniforms.

Various systems were practiced in regard to uniforms. In 4 of the 13 hotels reporting as to who furnished the uniforms, all were provided by the employee. In three of the remaining nine the employer furnished all the uniforms, in one men's uniforms were provided but the women supplied their own, in one only the maids' uniforms were supplied, and in the remaining four all but maids' uniforms were provided, though two of these hotels furnished aprons to maids.

Great variety was noted in the arrangements made for the laundry of uniforms. In only 2 of 13 cases did the employers pay for all the employees' uniforms. In five of the hotels the workers cared for and laundered their own, in one the employees attended to all but the maids' aprons, and in another all but the maids' aprons and the housemen's coats. In three cases the men's uniforms only were done by the hotel.

THE SOUTH ¹¹

In the 10 Southern States included, 26 cities and towns were visited. These were:

Class 2 (100,000 to 500,000)—Atlanta (Ga.), Birmingham (Ala.), Louisville (Ky.), New Orleans (La.), and Norfolk and Richmond (Va.).

Class 3 (25,000 to 100,000)—Charleston and Wheeling (W. Va.), Charlotte, Greensboro, and Winston-Salem (N. C.), Cumberland (Md.), Greenville (S. C.), Lexington (Ky.), Macon (Ga.), Montgomery (Ala.), and Roanoke (Va.).

Class 4 (2,500 to 25,000)—Athens (Ga.), Biloxi (Miss.), Concord, Gastonia, Salisbury, and Shelby (N. C.), Danville and Suffolk (Va.), and Rock Hill (S. C.).

Type and size of hotel.

Of the 32 hotels included in the South, all but 2 were independent establishments. Twenty-six of the 30 hotels independently run were commercial, 3 were residential as well, and 1 was resort. Both the chain hotels were commercial. The size of the establishments varied. Twenty-four had from 100 to 500 guest rooms, 7 had fewer than 100, and only 1 had more than 500.

Number and type of employees.

In the study at the late pay-roll date, 1,236 employees were included, with about equal proportions of women and men, 624 and 612, respectively. On the earlier pay rolls there were 1,054 persons, these too being practically equally divided as to sex—545 women and 509 men. Much the greatest numbers, on both late and early pay rolls, were in cities of classes 2 and 3. Very few were in the smallest cities.

On both pay rolls in cities of classes 2 and 3 nonservice workers greatly outnumbered service employees, the only exception to this being the men in cities of class 3. In other words, those who received tips were fewer in number than those who received no tips. Employees in hotel restaurants are included in the section on restaurants. (See table on p. 2.)

HOURS

Hours worked in week.

Due to the small numbers for whom hours worked were reported, their distribution can be computed only for women on the late pay rolls in two classes of cities and on the early pay rolls in one. For only the same two classes and only at the later date are facts available for men.

Women.—Practically two-fifths of the 233 women on the late pay rolls in cities of class 2 for whom hours worked were reported were employed 48 but less than 54 hours; three-tenths worked less than 40 hours. Just over 2 percent had worked 54 hours, the maximum set by the code, and the same proportion longer than 54 hours.

¹¹ Tables for this section of the report are available in the Women's Bureau.

On the later pay rolls in cities of class 3 a somewhat larger proportion of the 182 women for whom hours worked were reported worked 48 but less than 54 hours, and a very much larger proportion—one-fifth of the total—worked 54 hours or more. Almost 3 percent were employed longer than 54 hours, though 54 was the maximum set by the code. An indication of the change that had taken place between the early and the late pay rolls is the fact that close to two-thirds (64.2 percent) of the 53 women reported in cities of class 3 had been employed more than 54 hours at the earlier date.

Men.—At the time of the late pay rolls, the largest proportion of the 177 men for whom hours worked were reported in cities of class 2, about two-fifths, worked 54 hours, and more than one-sixth had worked longer than that.

In cities of class 3, slightly over two-fifths of the 159 men worked 54 hours, but only one-twentieth exceeded that.

Scheduled days per week.

Of the 293 women in hotels in cities of class 2 with scheduled days reported at the time of the late pay rolls, close to three-tenths (82) had a schedule of work of 7 days in the week. In the next group of cities only somewhat more than one-eighth of the 270 women had so long a week. Only 46 women were reported in the smallest group of cities, but 19 (or over two-fifths) of these had a scheduled week of 7 days.

Among the men the proportions working 7 days differed less with size of city. Practically one-third of the 256 reported in class 2, somewhat under three-tenths of the 281 in class 3, and 15 of the 62 in class 4 had a schedule of this duration.

Shifts.

About four-fifths of the 290 women reported in cities of class 2 and five-sixths of the 264 in cities of class 3 had the same shift each day—the same hours of beginning and ending and the same hours of actual work. Hours were regular for large numbers of men also; close to seven-eighths of the 251 in cities of class 2, and about three-fourths of the 260 in class 3 and the 54 in class 4, had the same shift each day.

Employee-days.¹²

The average number of days worked per employee, arrived at by dividing employee-days by number of employees, was 6.3. Only for women in cities of class 3 was it less than 6.3, and in that case the average was 6.1.

In all classes of cities visited the largest proportion of women's days had hours of work of less than 8, and the second largest proportion fell at 8 and less than 9 hours. In the smallest cities all days were in those groups, but in cities of class 2 practically 5 percent of the 1,819 employee-days, and in those of class 3, 17 percent of the 1,613 days, had schedules of from 9 hours to 10 or 11. In contrast to working hours of 10 or 11 were the following short hours. The women in cities of class 2 had a 6-hour schedule on 19 percent of their days and a 7-hour schedule on 27.5 percent; those in the cities next smaller (class 3) had a 7-hour schedule on 30.4 percent of their days; and

¹² For general introduction to "employee-days" see New York City, p. 17.

those in the smallest places (class 4) had a 7-hour schedule on 21.3 percent of their 253 days and one of less than 5 hours on 15.4 percent. Except in the smallest cities, some of the women's days—1.9 percent in class 2 and 4.8 percent in class 3—had a spread in excess of 12 hours. In cities of class 4, though no days had so many as 9 hours of work, 7.9 percent had a spread of hours of 10 and more, most of them over 11.

Men's days were longer than women's, especially in cities of classes 2 and 4. In class 3 about 15 percent of the men's 1,634 days were of 6 working hours and a few were of less than 6, the total with such short hours being $2\frac{1}{2}$ times the proportion of women's short days. The spread of men's hours was long, especially in cities of classes 3 and 4, where respectively one-fourth and about one-fifth of their days had a spread of 12 hours and more.

WAGES

Basis of payment.

In cities of class 2 the most usual basis of pay for women at the time of the late pay rolls was hourly, as contrasted with monthly for men. However, a considerable proportion of women were paid monthly, and this was the most common basis for both women and men in cities of classes 3 and 4. In all three groups of cities, monthly was the most usual method of pay on the early rolls.

WEEKLY RATES

Data as to weekly rates were obtained from the late pay rolls only. As mentioned in previous sections the rates discussed here are net cash rates. For minimum rates set by the code for cities of the population classes included in the South see note 2 to table on page 6.

Rate distribution.

Women.—For all the 125 service women in cities of class 2 whose weekly rates were reported the rate was \$5 but less than \$10. More than one-third had a rate of \$5 but less than \$7. Among the 138 nonservice women, practically 70 percent also had a rate of \$5 but less than \$10, 1 had a rate of less than \$5, and 3 of as much as \$15. Well over one-half of those whose rate was \$5 but less than \$10 had a rate of \$5 but less than \$8.

There were only five service women in cities of class 3 whose rates were reported; all these had a rate of \$5 but less than \$10. Among the nonservice women in cities of this class, about three-fifths of the 237 had a rate of \$5 but less than \$10, though 16 had 1 of less than \$5 and 13 of \$15 and more. In cities of class 4, 19 of the 21 service women for whom rates were available had rates of \$5 but less than \$15. All but 1 of the 12 nonservice women in cities of class 4 had a rate of \$5 but less than \$10.

Men.—In cities of class 2, practically four-fifths of the 109 service men had a rate of less than \$5; only 2 had one of as much as \$15. Among the nonservice men, approximately one-half of the 129 had a rate of \$10 but less than \$15.

In the cities next in size, 13 of the 117 service men worked for tips only. More than one-half of the remainder had a rate of less than \$5. In contrast to this more than three-fifths of the nonservice men had a rate of \$5 but less than \$10.

For only 29 service men in cities of class 4 were rates reported. Seventeen of these had a rate of \$5 but less than \$10 and the remainder had a rate of less than \$5. The seven nonservice men for whom rates were reported were in the group at \$5 but less than \$10.

Median weekly rates and scheduled hours.

Service women.—The median weekly rate of the 125 service women in cities of class 2 for whom rate was reported was \$8.65. For the 57 women whose scheduled hours were 40 but less than 44 the median was somewhat higher, \$9.50, and for the 52 whose hours were 48 but less than 54 it was much lower, \$6.90.

For no other group of cities are median rates by hour groups available, the numbers reported being too small.

Nonservice women.—The median weekly rate of the 138 nonservice women reported in cities of class 2 was \$8.45, and for the 134 whose scheduled hours as well were available it was practically the same, \$8.40. For the 68 women whose hours were 48 but less than 54 the median was lower, \$7.90. Where comparison is possible, the medians of nonservice women in cities of class 3 are slightly higher than these.

Service men.—The median weekly rate of the 109 service men in cities of class 2 was \$4.30, and the same for those whose scheduled hours were reported. In cities of class 3 the median of the 117 reported was practically the same, \$4.35, but for the 71 whose hours were 48 but less than 54 the median was considerably less, \$3.45. The low median rates of these men would seem to be an indication that the employers expected much to be received in tips, if they were abiding by the principle of the minimum wage as suggested in the cloaked language of the code.

Nonservice men.—Among the nonservice men rates were much higher. In cities of class 2 the median weekly rate of the group of men as a whole (129) and of those with scheduled hours reported was \$10.30. For the 65 men whose hours were reported as 54, the median was \$10. In cities of class 3 the median for the 107 nonservice men reported was \$8.70.

The minimum rates established by the code were for 54 hours' work and were set "irrespective of by whom or on what basis service employees are compensated." As so few women or men were reported with hours of 54, it will be impossible to compare the code rates for those with scheduled hours of this duration.

WEEK'S EARNINGS

Earnings distribution.

Women.—Much the largest proportions of the 129 service women and the 172 nonservice women on the late pay rolls and of the 96 service women and the 163 nonservice women on the early pay rolls in cities of class 2 in the South earned \$5 but less than \$10. Only 9 of the 246 women in this earnings group received anything in addition to their cash wage. These nine were nonservice employees. Six received one meal a day and three received lodging and three meals. Close to 5 percent—14 women—earned less than \$5 a week and none of them were given anything in addition. At the early pay-roll date also the largest proportions of the 96 service women and the 163 nonservice women had been paid \$5 but less than \$10. Only 5 of the 178 women earning such an amount had received anything but their cash wage. One-sixth of the women had earnings of less than \$5.

In cities of class 3 at both pay-roll dates three-fifths of the 275 and the 245 women, respectively, had earned \$5 but less than \$10. Most of these women were nonservice employees. Just over four-fifths of this earnings group at each pay-roll date were given nothing in addition to their week's wage. About one-eighth of the total at the late date and one-fifth of the total at the early date had earned less than \$5. Only about one in eight at the late date and one in six at the early had received anything but their cash wage.

Thirty-eight of the 48 women in cities of class 4 at the late date earned \$5 but less than \$10, all but 1 of the remainder earned less than \$5. Of the 41 women on the early pay rolls almost equal numbers, 19 and 21, had earned less than \$5 and \$5 but less than \$10, respectively.

Men.—The largest proportion of the whole group of 266 men and of the 112 service men in cities of class 2 at the late date earned less than \$5. The largest group of the 154 nonservice men earned \$10 and less than \$15, but those at \$5 and less than \$10 were almost as many. Only three employees had either meals or lodging in addition. About the same conditions were found at the early date as at the later, though more of the nonservice men had received less than \$5. No meals or lodging had been received by any of the men.

In cities of class 3 at the late pay-roll date the largest proportion of all men (284) and of the 127 nonservice men received \$5 but less than \$10, while of the 157 service men the chief group earned less than \$5. Thirteen service men, close to one-tenth of the whole group of service employees, received nothing but the tips given them. Only 15, or about one-eighth, of the total group (121) who received \$5 but less than \$10 were given any meals in addition to their cash payment; none were given lodging.

At the early date the largest proportion of the whole group (242) had earned less than \$5, followed closely by those earning \$5 and less than \$10. Two-thirds of the 122 service group had been paid less than \$5 and almost two-thirds of the 120 in the nonservice group \$5 but less than \$10. Only 4 of the 108 men who had received less than \$5 had been given any meals. Seven of the 77 nonservice men who had earned \$5 but less than \$10 had been given one or more meals a day. Thirteen, all service men, had worked for tips only.

Just over three-fifths of the 62 men on the late pay rolls in cities of class 4 earned \$5 but less than \$10, and the remainder earned less than \$5. Eleven of the larger group were given two or three meals daily, and 10 of the 24 whose earnings were less than \$5 had one or more meals daily to supplement their earnings. Owing to the small number involved, percentages have not been computed for the men in cities of class 4 at the early date. Twenty-eight of the 43 men had been paid less than \$5, and 10 of these had had two or three meals daily.

Earnings distribution and hours worked.

Earnings and hours as discussed in this section are for the group as a whole. Practically seven-tenths of the 191 women in cities of class 2 whose earnings were \$5 but less than \$10 worked 40 hours or longer. In cities of class 3 nine-tenths of the 121 women who earned \$5 but less than \$10 worked 40 hours or more.

Among the men in cities of class 2, seven-eighths of the 57 whose earnings were less than \$5 worked 40 hours or more. A like proportion, nine-tenths, of the 50 men who earned \$5 but less than \$10 worked 40 hours or longer. In cities of class 3, 33 of the 43 men who earned less than \$5 worked at least 40 hours. All but 1 of the 86 whose earnings were \$5 but less than \$10 worked this long.

Median earnings.

Women.—In cities of class 2 the median week's earnings of all the 301 women at the time of the late pay rolls were \$8.30; the median for the 129 service women was \$8.60, and that for the 172 nonservice women was \$8.20. Medians could be computed for only two groups in cities of class 3, those of the 275 women in the total (\$8.25) and of the 258 nonservice women (\$8.55). Great similarity is apparent in the medians for the two groups of cities. Medians were not computed for the few women in the smallest cities. When data from the early pay rolls are compared, the medians are found to be lower in every case than those for the later date.

Men.—Among the various groups of men the relations were very different. The median earnings of the 112 service men at the later date in cities of class 2 were extremely low—only \$2.95. For the group of men as a whole (266) the median was \$8.10, and for the 154 nonservice men it was \$10.15. In cities of class 3 the range in medians was not so great as in class 2. The median for the 157 service men was \$3.15, but it was only \$5.50 for the total of 284 men and only \$8.80 for the 127 nonservice men. The median for the 62 men in cities of class 4 was the same as for those in class 3, \$5.50. In every case, median earnings were lower at the time of the early pay rolls than at the later date.

Median earnings and hours worked.

Women.—At the time of the late pay rolls the median earnings of the 233 women for whom hours worked were reported in the cities of class 2 were \$8.60. For the 71 employed for less than 40 hours they were \$7.95; for the 59 who had worked 40 but below 48 hours they were the highest of all, \$9.50; and for the 93 who were employed 48 but less than 54 hours they were \$8.55. In the cities next in size, the median for the 275 whose hours were reported was \$8.25; for the 50 who were employed 40 but less than 48 hours it was \$8.15; and for the 78 working 48 but less than 54 hours it was \$8.05. There were no early data for comparison.

Men.—Considerable variations appear in the median earnings of the men in the largest cities (class 2). The median for the 177 men with hours worked reported on the late pay rolls is \$8.80; for the 56 who had worked 48 but less than 54 hours it is \$8; and for the 69 who were employed 54 hours it is \$10.50.

In cities next in size this same relation among the medians is noted. The median for the 159 men whose hours worked were reported is \$5.95, for the 53 who were employed 48 but less than 54 hours it is \$5.20, and for the 68 who worked 54 hours it is \$9.20. Here too there were no early pay-roll data.

STATEMENTS BY EMPLOYERS

Changes in hours, rates, and basis of pay since the P. R. A.

Twenty-nine of the 32 hotels surveyed in the South had made some changes in the hours of their employees since the President's Reemployment Agreement. All but 5 of the 29 decreased the hours of all their workers. Of the other five, two had lessened the hours for some, while for others they remained the same; two had decreased the hours for some, and it was not reported as to what was done for the others; and one had decreased the hours for a time but had returned to the former schedule.

Changes in rates paid to employees were reported by 25 hotels. All but six of these had increased the rates of all workers. Five of the six had increased the rates of some while others remained the same or the change was not reported.

Only 12 of the 32 reported a change in basis of payment. A change to an hourly rate was reported for all the employees in 8 of the 12 hotels and for some employees in 2. In only one hotel was a change made to a weekly basis of pay, and in one bellboys were given a weekly wage where previously they had received only tips.

Overtime and part time.

Only 13 hotels reported having any overtime. Remuneration for such work was on a straight time basis in seven cases, on time and a third in four cases, and at varied rates in the remaining two.

A much larger number of hotels, 29, had part-time workers. All but two of these paid a straight rate to such employees. The other two paid slightly more than the regular rates.

Tips.

All the employers reported that some of the workers received tips, though in one-half of the cases the bellboys were the only ones who did so. In 12, bellboys and chambermaids were both reported as receiving tips. Other employees, such as porters, doormen, and housemen, as well as bellhops, received tips in the remaining four. In only two of these were chambermaids included. In every hotel where the question as to disposition of tips was answered (31) the employees were reported as keeping their own.

Uniforms.

Two hotels did not require their employees to wear uniforms. All uniforms were furnished by the employers in 12 hotels and by the workers in 8. In the remaining 10 cases the employer furnished some but not all of the employees' uniforms.

In the 24 hotels where a report was made on the laundering of uniforms various systems were practiced. One-third of these establishments paid for the laundering of all uniforms, while in five the cost was borne by the employees. In four hotels the employees laundered and cared for their own, and in two they were responsible for all but the porters' blouses. Of the remaining five hotels, two took care of the laundering of women's uniforms and three took care of it for the men.

Part III.—RESTAURANTS

NEW YORK CITY

Number and type of employees.

Eighty-seven restaurants in New York City furnished data regarding the employment of women for the pay period that included March 15, 1934. Five of these had no women in their employ at the time of the early pay rolls, in most cases a pay period of May 1933. For 86 establishments data were secured for men on both the early and the late pay rolls. Earnings data were available for all the men and women reported on the pay rolls, but time worked was not. Two thousand employees, 754 women and 1,246 men, were included at the time of late pay rolls; a smaller number, 1,785 (703 women and 1,082 men) at the early date. (Table on p. 3.)

In New York City at the time of the late pay rolls there were more than twice as many nonservice as service men employees. Among women the situation was reversed, the number of service women being more than 1¾ times that of nonservice women. At the time of the early pay rolls the conditions were very similar to these.

HOURS

Hours worked in week.

Women.—Time worked in hours during the selected week was available for some women and men both on early and on late pay rolls. When a comparison is made of the proportions of women working long hours it is seen that excessive hours were more common at the earlier date. Just over 14 percent of the 461 women on the early rolls, as compared with just over 4 percent on the late ones, had worked longer than 48 hours. Nevertheless, even 4 percent is surprising, since the code prohibited women's employment for more than 48 hours, with exceptions allowed during two periods not to exceed 3 weeks for year-round restaurants and one period not to exceed 6 weeks for those open for business not more than 6 months.

TABLE 9.—Hours worked in week of late and early pay rolls, by sex of employees—
Restaurants, New York City

Hours worked	Women				Men			
	Late pay rolls		Early pay rolls		Late pay rolls		Early pay rolls	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total.....	736	100.0	461	100.0	1,205	100.0	649	100.0
Less than 40.....	422	57.3	228	49.5	286	23.7	143	22.0
40, less than 48.....	143	19.4	64	13.9	122	10.1	32	4.9
48 ¹	140	19.0	103	22.3				
More than 48.....	31	4.2	66	14.3				
48, less than 54.....					350	29.0	148	22.8
54 ²					329	27.3	100	15.4
More than 54.....					118	9.8	226	34.8

¹ Maximum hours set by the code for women.

² Maximum hours set by the code for men.

Men.—Of the 649 men on the early pay rolls for whom time worked was reported in hours, over one-third (34.8 percent) had worked longer than 54 hours. On the late pay rolls, copied for a pay period about 1 month after the code for the restaurant industry had been approved, less than 10 percent (9.8) of the 1,205 had exceeded 54 hours. However, even this was in violation of the maximum-hour provision of the code, which set 54 as the maximum working hours for men, with but few exceptions.

Scheduled days per week.

Of the 87 restaurants surveyed in New York City, somewhat under one-half operated 6 days and less. In these 41 restaurants were slightly more than one-half (1,017) of the employees, who also worked on 6 days or less. The remaining 46 restaurants, employing 983 persons, operated on 7 days, but only 25 of their employees, in 14 of the restaurants, worked the full week. This indicates almost complete compliance with the provision of the code that limited the days of work in the restaurant industry to 6 in any one week.

Shifts.

More than five-sixths of the women in New York City had the same number of hours in their shifts each day of the week, though the hours of beginning and ending may have been irregular. Among the men not quite so large a proportion, though more than four-fifths, likewise had the same shift each day as far as total hours were concerned, but in their case, too, the hours of beginning and ending may have varied.

Employee-days.¹

The 725 women in New York City restaurants whose hours of work were reported had a total of 4,230 employee-days on the late pay rolls, and the 1,206 men had a total of 7,050 such days, in both cases an average of only 5.8 days per employee.

TABLE 10.—*Distribution of employee-days of women and men on late pay rolls, by hours of work and by spread of hours—Restaurants, New York City*

[NOTE.—A classification of hours more detailed than the following is available in the Women's Bureau for reference by persons interested]

Hours	Employee-days with hours of work as specified		Employee-days with spread of hours as specified	
	Women (725)	Men (1,206)	Women (725)	Men (1,206)
Number of employee-days.....	4,230	7,050	4,230	7,050
<i>Percent distribution</i>				
Less than 8.....	70.0	25.9	46.6	16.8
8, less than 9.....	27.2	29.9	19.9	10.0
9, less than 10.....	2.2	34.5	27.3	27.6
10 and more.....	.6	9.8	6.2	45.6
Less than 5.....	29.9	8.9	27.5	8.7
More than 12.....		(²)	.4	5.2

¹ 22.9 percent at more than 10.

² Less than one-tenth of 1 percent.

Seventy percent of the women's days had hours of work of less than 8, 3 in 7 of these (29.9 percent of the total) being below 5 hours in length. Only just over 2 percent of the women's days were of

¹ For general introduction to "employee days" see *Hotels, New York City*, p. 17.

9 and under 10 hours, and less than 1 percent were of 10 and more, but the section of the table showing spread of hours has 6.2 percent of the days with a lapse of 10 or more hours between the beginning and the ending of work and 0.4 percent with a lapse of more than 12 hours.

The largest proportion of the men's days had hours of work of 9 and less than 10, well over one-third being so reported. About 30 percent were of 8 but less than 9 hours, and about 26 percent were of less than 8. Just over one-third of the days of less than 8 hours were actually of less than 5, the employment of men for these very short shifts being slight in contrast to the employment of women. Practically one-tenth of the men's days had a schedule of 10 hours and more, but only one employee-day was of more than 12 hours. The distribution of men's days by spread of hours shows 5.2 percent with a lapse of more than 12 hours between the beginning and the end of the day.

WAGES

The net cash wage received by workers is of paramount importance. In the restaurant industry, many workers are given one or more meals a day, and in some cases lodging, in addition to the money wage. With this in mind, the tabulations of earnings have been made with and without the addition of meals and lodging. The minimum rates established by the restaurant code were set for service and nonservice employees according to size of city and section of the country.² By special provision in the code, deductions were allowed for meals and lodging. (See discussion, p. 6 of part I.)

Basis of payment.

The weekly basis of pay was the most common for both women and men in the restaurants of New York City. The proportions of women so paid decreased slightly between pay rolls, from somewhat under seven-tenths (68.1 percent) at the earlier date to somewhat more than three-fifths (62.9 percent) at the later. In contrast to this, the proportion of men paid on a weekly basis increased from less than three-fifths (57.7 percent) to nearly three-fourths (73.6 percent) between early and late pay rolls.

The proportion of women paid on an hourly basis increased greatly, from two-tenths of 1 percent on the early pay rolls to 20.6 percent on the late. The increase for men was very much less. Payment by the month declined.

WEEKLY RATES

As explained in the hotel study, all rates discussed are net cash rates. If charges for meals were made, such costs have been deducted from the rates quoted. However, unlike the hotel survey, numbers in the restaurant study are large enough for a discussion of rates for the group of workers who were given in addition to their cash wage two or three meals a day. This group covers the great majority of restaurant workers. The exclusion of other groups, most of whom received only one meal a day, eliminates irregular and extra employees.

The reader is reminded that the minimum rate set for nonservice women for 48 hours of work in cities of over 500,000 population was \$13.33, and for nonservice men for 54 hours of work it was \$15. For service employees the minimums set for women and men for the

² See p. 5 for definition of service and nonservice employees.

hours specified were \$9.33 and \$10.50, respectively. Part-time workers—defined in the code as employees who worked less than the maximum workweek prescribed—were to be paid a proportionate rate in accordance with hours worked.

Rate distribution.

Women.—An analysis of the weekly rates of the 300 service women on the late pay rolls who received, in addition, two or three meals a day shows the modal group to be \$5 but less than \$10. Close to two-thirds of this group had a rate of \$5 but less than \$7. The group with the next largest number of women was less than \$5. For the 219 nonservice women the modal group was \$15 and over.

Men.—For the two types of men employees the modal groups were the same as for the women. Somewhat under one-half (131) of the 300 service men had a rate of \$5 but less than \$10. Well over two-fifths of these had a rate of \$5 but less than \$7. More than one-half (420) of the 781 nonservice men had a rate of \$15 or more.

Median weekly rates and scheduled hours.

Women.—A comparison of the rates of pay of the 298 service and 217 nonservice women for whom scheduled weekly hours also are available shows the median for the nonservice women to be almost 2½ times the median for the service women—\$14.20, in contrast to \$5.85. The median rate for the 73 service women whose scheduled hours were 48 was \$6.55. That for the 80 nonservice women was \$15.

Men.—Less contrast may be noted when the rates of men, 297 service and 778 nonservice, are compared. For the service men whose scheduled weekly hours were secured, the median rate was \$9.50, and for nonservice men it was \$15.30. The median rate of the 310 nonservice men working 54 hours was \$15.05.

WEEK'S EARNINGS

Though no difference was made in the minimum rates established by the code according to whether or not meals or lodging were provided, provision was made for the employer to deduct the value of such living from the cash wage by agreement with the employee. As mentioned before, some employers who had never charged for such services did so after the code was put into effect. Accordingly, in this study the factors of meals and lodging have been taken into consideration. Earnings are shown for those receiving no meals or lodging, one meal a day, two or three meals a day, and lodging and three meals.

Earnings distribution.

Women.—The largest proportion of all women on the late pay rolls earned \$5 but less than \$10; of service women, less than \$5; and of nonservice women, \$15 and more. Close to two-thirds of all the women whose earnings were \$5 but less than \$10 earned \$5 but less than \$7. Almost three-fifths of the 227 service women whose earnings were less than \$5 earned \$3 but less than \$5. In each group the women who earned less than \$5 were fewer on the late than on the early pay rolls; but notwithstanding this, somewhat under one-third of all women and under one-half of the service women had such earnings. Only four women, all of them service workers, received no cash wage; one worked for tips only; the other three were given one meal a day in addition to tips. (See table 11.)

Practically two-thirds of all the service women and more than four-fifths of all the nonservice employees received two or three meals a day in addition to wages. Correlated with earnings, large proportions of the service women, ranging from about three-fifths of those who earned less than \$5 to four-fifths of those receiving \$10 but less than \$15, were given two or three meals. The remaining two-fifths of the 227 service women who were paid less than \$5 were given one meal a day. Three of the eight nonservice women who earned less than \$5 and nine-tenths of those who earned \$15 and more received two or three meals a day.

At the time of the early pay rolls the women who had received less than \$5 as their week's wage formed the largest proportion of the group as a whole and of the service women—close to two-fifths and three-fifths, respectively. Very few of the nonservice women (less than 5 percent) were in this lowest earnings group. Almost equal numbers of the nonservice women fell in the \$10 but less than \$15 group and that of \$15 and over.

At the early pay-roll date large proportions of the service and nonservice women had two or three meals in addition to their cash wage.

Men.—On both pay rolls the largest proportions of the men as a whole and of the nonservice men had received \$15 or more as their cash wage, in contrast to the service men, the largest proportion of whom on the late rolls were paid \$5 but less than \$10 and on the early rolls were paid less than \$5. Close to one-half of the 138 service men on the late pay rolls whose earnings were \$5 but less than \$10 earned \$5 but less than \$7. Smaller groups of all men and of service men earned less than \$5 at time of late pay rolls than had such earnings at the earlier date. The proportion of nonservice men earning so little was the same at both dates, 3.1 percent.

Large proportions of the service and nonservice men (with the exception of the service men who earned less than \$5) at the late and early dates were given two or three meals a day.

TABLE 11.—*Earnings distribution of women and men on late and early pay rolls, by type of employees—Restaurants, New York City*

[NOTE.—A classification of earnings more detailed than the following is available in the Women's Bureau for reference by persons interested]

Week's earnings	Women						Men					
	Late pay rolls			Early pay rolls			Late pay rolls			Early pay rolls		
	All	Service	Nonservice	All	Service	Nonservice	All	Service	Nonservice	All	Service	Nonservice
Number reported....	754	483	271	703	438	265	1,246	397	849	1,082	342	740
Median earnings....	\$6.60	\$5.15	\$13.05	\$5.70	\$4.10	\$12.40	\$13.05	\$8.05	\$14.75	\$12.45	\$6.55	\$14.35
<i>Percent distribution</i>												
Less than \$5.....	31.2	47.0	3.0	38.3	58.7	4.5	10.3	25.7	3.1	14.9	40.4	3.1
\$5, less than \$10....	36.2	45.3	19.9	23.9	26.3	20.0	17.7	34.8	9.7	19.2	29.2	14.6
\$10, less than \$15....	16.0	5.0	35.8	17.2	5.0	37.4	32.7	21.2	38.0	28.0	12.9	35.0
\$15 and more.....	16.0	1.9	41.3	15.2	1.4	38.1	39.3	18.1	49.2	37.9	17.5	47.3
No cash.....	1.5	1.8	-----	5.4	8.7	-----	3.1	3.3	-----	-----	-----	-----

¹ 1 woman received tips only; 3, 1 meal a day in addition to tips.

² Of these 38 service women, 24 received 1 meal a day; 14, 2 or 3 meals a day in addition to tips.

³ 1 man received 2 or 3 meals a day in addition to tips.

Earnings distribution and hours worked.

In this discussion of earnings and hours worked only employees who received two or three meals a day will be included. This will exclude many of the part-time and most irregular workers. Among the service women, well over one-third of the 125 whose earnings were less than \$5 worked 40 hours or longer. About three-fifths of those who earned \$5 but less than \$10 worked 40 hours or more. Eleven of the 32 nonservice women whose earnings were \$5 but less than \$10 worked 40 but under 48 hours.

Twenty-four of the forty-five service men whose earnings were less than \$5 worked 40 hours or longer. Practically three-fourths of those who earned \$5 but less than \$10 worked 40 hours or longer. Eighteen of the 49 nonservice men whose earnings were \$5 but less than \$10 worked 40 hours or more.

TABLE 12.—Earnings distribution of women and men, service and nonservice workers, by hours worked—Restaurants, New York City

Week's earnings	Number with hours reported	Number who worked—						Number with hours reported	Number who worked—							
		Less than 20 hours	20, less than 28 hours	28, less than 40 hours	40, less than 48 hours	48 hours	More than 48 hours		Less than 20 hours	20, less than 28 hours	28, less than 40 hours	40, less than 48 hours	48 hours	More than 48 hours		
SERVICE WOMEN								NONSERVICE WOMEN								
Total.....	310	23	35	94	81	63	14	217	5	17	55	55	68	17		
Less than \$5.....	125	19	22	39	35	4	6	3	2	1	-----	-----	-----	-----		
\$5, less than \$10.....	161	4	13	46	37	55	6	32	3	12	6	11	-----	-----		
\$10, less than \$15.....	19	-----	-----	7	7	3	2	82	-----	2	26	17	33	4		
\$15, less than \$20.....	3	-----	-----	1	2	-----	-----	72	-----	1	16	18	27	10		
\$20 and more.....	2	-----	-----	1	-----	1	-----	28	-----	1	7	9	8	3		
Week's earnings	Number with hours reported	Number who worked—						Number with hours reported	Number who worked—							
		Less than 20 hours	20, less than 28 hours	28, less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours		More than 54 hours	Less than 20 hours	20, less than 28 hours	28, less than 40 hours	40, less than 48 hours	48, less than 54 hours	54 hours	More than 54 hours
SERVICE MEN								NONSERVICE MEN								
Total.....	286	13	10	44	42	102	37	38	770	26	13	67	75	241	272	76
Less than \$5.....	45	6	7	8	14	4	3	3	18	16	2	-----	-----	-----	-----	-----
\$5, less than \$10.....	115	7	3	18	12	56	12	7	49	10	6	15	6	10	1	1
\$10, less than \$15.....	61	-----	-----	11	12	15	10	13	300	-----	3	31	26	72	129	39
\$15, less than \$20.....	32	-----	-----	5	-----	18	3	6	191	-----	2	10	16	76	71	16
\$20 and more.....	33	-----	-----	2	4	9	9	9	212	-----	-----	11	27	83	71	20

Median earnings.

In every comparable case but one, both for men and for women, the median week's earnings are higher for those who receive two or three meals in addition than for the group as a whole.

Women.—Among the 754 women on the late pay rolls, the great majority, not far from two-thirds, were service employees. For these 483 women the median was \$5.15, and for the large group of them who received two or three meals a day in addition to the cash wage it was \$5.45. Unpublished figures for women who had only one meal a day, probably part-time employees, show the lowest of all medians, \$4.05.

For the nonservice group as a whole (271 women) the median earnings were \$13.05. Four-fifths of these women received two or three meals a day in addition to the cash wage, and for this group the median was \$13.90.

When the median earnings of women are compared for late and early pay rolls, increases appear in all cases, some of them considerable. Unpublished figures show one exception to this, the median for service employees receiving one meal a day being slightly lower in 1934 than in 1933.

Men.—The median earnings of all the men (1,246) on the late pay rolls were \$13.05. Not quite one-third (397) were service employees, and the median for this group was \$8.05.

All but two of the service men had been given one or more meals daily in addition to their cash wage; more than three-fourths of them received two or three meals, but only two had lodging as well. For those given two or three meals, the median earnings were higher than for the group as a whole, \$9.30 as compared with \$8.05. The 89 who received only one meal a day (probably part-time workers) had a median of \$4.30.

For the 849 men who were nonservice employees, the median earnings at time of the late pay rolls were \$14.75. A large part of this group received two or three meals in addition, and these had median earnings of \$15.15.

When median earnings for men on the late pay rolls are compared with those for 1933, they are seen to be higher in every case for the later year. In only two cases, however, both for service men, was the difference considerable—\$1.50 and \$2.40.

TABLE 13.—Median of the week's earnings of service and nonservice women and men on late and early pay rolls according to additions in the form of meals, by type of employees—Restaurants, New York City

Time of pay rolls	Women					Men				
	All women	Service		Nonservice		All men	Service		Nonservice	
		All	Receiving 2 or 3 meals a day	All	Receiving 2 or 3 meals a day		All	Receiving 2 or 3 meals a day	All	Receiving 2 or 3 meals a day
Late.....	\$6.60	\$5.15	\$5.45	\$13.05	\$13.90	\$13.05	\$8.05	\$9.30	\$14.75	\$15.15
Early.....	5.70	4.10	4.05	12.40	13.45	12.45	6.55	6.00	14.35	14.60

Median earnings and hours worked.

When earnings and time worked were to be examined, the employees who had received two or three meals a day in addition to their cash wage were selected for analysis, as this would eliminate many of the part-time, extra, or relief workers, some of whom worked for only one meal period and were given only the one meal. Due to the time that had intervened since the early pay-roll data were recorded, hour records for these workers were less complete than for those on the late pay rolls.

Service women.—Where it is possible to correlate the earnings of service women on the late pay rolls with hours of work, the medians increase with hours worked from \$4.85 for those employed less than 40 to \$6.60 for those employed 48 hours. This median of \$6.60 is considerably below the minimum set by the code for work of this type done for 48 hours (\$9.33).

For only one hour group on the early pay rolls could median earnings be computed. The median for the 56 women who had been employed less than 40 hours was \$3.25, practically one-third below that for the group working so short a week on the late pay rolls.

TABLE 14.—Median earnings¹ and hours worked, women and men on late and early pay rolls, by type of employees—Restaurants, New York City

WOMEN													
Type of employees and time of pay rolls	Total		Total with hours worked reported		Less than 40 hours		40, less than 48 hours		48 hours		More than 48 hours		
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	
Service:													
Late.....	323	\$5.45	310	\$5.50	152	\$4.85	81	\$5.30	63	\$6.60	14	(?)	
Early.....	287	4.05	161	4.15	56	3.25	40	(?)	41	(?)	24	(?)	
Nonservice:													
Late.....	219	13.90	217	13.75	77	12.15	55	14.85	68	15.10	17	(?)	
Early.....	221	13.45	185	14.40	69	11.45	21	(?)	53	13.75	42	(?)	

MEN														
Type of employees and time of pay rolls	Total		Total with hours worked reported		Less than 40 hours		40, less than 45 hours		45, less than 54 hours		54 hours		More than 54 hours	
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings
Service:														
Late.....	304	\$9.30	286	\$9.15	67	\$5.65	42	(?)	102	\$9.30	37	(?)	38	(?)
Early.....	280	6.90	137	9.30	31	(?)	17	(?)	33	(?)	21	(?)	35	(?)
Nonservice:														
Late.....	785	15.15	770	15.20	106	11.00	75	\$15.70	241	15.90	272	\$15.20	76	\$14.50
Early.....	695	14.60	436	14.40	61	12.30	14	(?)	108	14.75	78	17.00	175	14.40

¹ In addition, 2 or 3 meals a day were received.

² Not computed; base less than 50.

Nonservice women.—The median earnings were much higher among the nonservice than among the service women. The median for the 77 women on the late pay rolls who worked less than 40 hours was \$12.15; for the 55 whose week was 44 but less than 48 hours it was \$14.85, and it was \$15.10 for those working 48 hours. This median of \$15.10 is considerably higher than the minimum set by the code for a 48-hour week, \$13.33, and it must be remembered that the median means that one-half of the women received even more than \$15.10. As just noted, the median for the service women who worked 48 hours was only \$6.60. The only explanation of so great a discrepancy seems to be that the employers took into account the fact that service employees would be able to increase the amount of their earnings by tips. In regard to the amount of tips received, however, no information was available.

In the two hour groups with enough women at the earlier date for computation of median earnings, the medians were less than those for the corresponding groups on the late pay rolls.

Service men.—For only two hour groups were there enough men service employees on the late pay rolls for the computation of median earnings. The median for the 67 men who were employed less than 40 hours was \$5.65, and the median for the 102 who worked 48 but less than 54 hours was \$9.30. No hour group on the early pay rolls was large enough for a median.

Nonservice men.—The median earnings of the nonservice men on the late pay rolls ranged from \$11 for the 106 who worked less than 40 hours to \$15.90 for the 241 who worked 48 but less than 54 hours. The median of \$15.20 for the 272 men employed 54 hours was slightly higher than the minimum (\$15) set by the code, but the 76 who exceeded 54 hours had a median of only \$14.50. When data from the early pay rolls are compared it may be seen that the medians of those who had worked less than 40 hours and those who had worked 54 hours were higher than at the later date.

STATEMENTS BY EMPLOYERS

Changes in hours, rates, and basis of pay since the P. R. A.

As previously stated, the President's Reemployment Agreement, which became effective on August 1, 1933, had as one of its immediate objectives the improvement of employment conditions. It was a temporary expedient to be in effect while codes for the most important industries were being prepared.

All but 3 of the 87 restaurants in the New York City survey reported as to whether there had been any change in the rates paid their employees since the P. R. A. More than one-half (55 percent) had made some change, a large part of them increasing the rates.

In 41 of the 87 restaurants no change had been made in the hours of work after the adoption of the agreement, while in the remaining 46 hours had been shortened, due, no doubt, to its provisions.

When the basis of payment was inquired into it was found that few changes had been made in this. Of the 87 restaurants, 75 had made no change in basis of payment since the P. R. A. Of the 12 in which changes had been instituted, 6 had changed from a daily or weekly

to an hourly basis for some of the employees. Five had changed from some longer period to a weekly basis, and one had changed from monthly to daily for some of its employees.

Overtime and part time.

Fifty-three of the restaurants in New York City reporting on overtime stated that it was required of their employees at times. Thirty-three of these gave no compensation for overtime work, while 13 paid for it on a straight basis. In six of the firms time and one-third was paid, and in one case extra pay was given but the amount was not reported.

Various systems were in vogue in payment for part-time work. Of the 72 establishments answering the inquiry, only 30 had any part-time employment. Twenty-two of these paid the same rate as that of their regular employees. For the remaining 8, the rates varied. One paid time and one-half, one time and one-third, and one time and one-sixth. One paid waitresses the regular rate and dishwashers a triple rate, another paid kitchen help the same and dining-room help 10 percent extra, and three paid double or almost double to all or some of their employees.

Tips.

There has always been much speculation as to the disposition of tips received for services rendered. All the restaurants replied to this inquiry. Seven of the 87 reported that no tips were received. In 58, or close to three-fourths, of the establishments in which tips were given, the employees kept their own; in only 3 were the tips pooled. In the remaining 19 establishments tips were shared with others by all or some of the employees.

Uniforms.

Another important factor affecting the wages of restaurant workers is the cost of uniforms. The policy in regard to their requirement varies greatly. In some places the employer furnishes the uniform and pays for the laundering. In other cases the uniform is furnished, but the employee must keep it in condition by laundering it herself or by paying to have it done. In other places the employee must provide the uniform as well as keep it in condition.

One-third of the 87 employers in the New York City survey provided the required uniforms, and there were only 10 establishments in which the employees furnished their own. Practices differed in the 48 remaining restaurants. In 27, the employer furnished the men's uniforms but the waitresses provided their own. In 16 establishments kitchen workers were supplied with uniforms, but dining-room employees furnished their own. Various practices were found in the other establishments.

Of the 85 employers reporting on the payment for laundering of uniforms, 28, or about one-third, paid for all such service. In some cases (20 and 12, respectively) the employers paid for kitchen workers' and men's uniforms only. In the remaining 25 restaurants the employees had to attend to the laundering of their own uniforms, either doing the work themselves or paying to have it done. All the employees in 14 of these restaurants and some employees in 2 others fell in this first group, that is, they laundered their own, and in the 9

remaining they paid varying amounts weekly for their laundry. In one firm waitresses paid 70 cents a week and men 30 cents; in another, waitresses paid \$1.20 and men \$2.50 weekly; in a third, waitresses paid \$1 and men 50 cents a week. These amounts do not appear enormous on the face of things, but when it is realized that they come out of earnings already very low, it is clear that the existing practices in regard to the purchase and the upkeep of uniforms are in need of change.

CONNECTICUT ³

The code for the restaurant industry set minimum wages for a 54-hour week according to locality, size of city, and type of employment. Part-time employees were to be paid a proportionate hourly rate in accordance with the hours worked. Women were to have the same hourly rate as men but the hours they were permitted to work in any one week were limited to 48. The rates set for the Northern cities are given on page 6 of part I of the present report. For convenience the various population groups of cities will be classed throughout the restaurant study as follows: ⁴

Size of city:	Class
Over 500,000.....	1
250,000 to 500,000.....	2
100,000 to 250,000.....	3
25,000 to 100,000.....	4
10,000 to 25,000.....	5
Less than 10,000.....	6

In Connecticut, cities of three classes were surveyed, and in these cities 77 restaurants were covered. Forty of the 77 were in cities of class 3, 22 were in cities of class 4, and 15 were in cities of class 5. Classified according to size, the cities are as follows:

- Class 3 (100,000 to 250,000)—Hartford, New Haven, and Bridgeport.
- Class 4 (25,000 to 100,000)—Waterbury, New Britain, Stamford, Meriden, Norwalk, and New London.
- Class 5 (10,000 to 25,000)—West Hartford, Norwich, East Hartford, Naugatuck, Willimantic, Danbury, and Wallingford.

Number and type of employees.

Data were available for approximately 1,000 employees on both the early and the late pay rolls. Smaller numbers of women, 471 and 423, than of men, 565 and 536, were included on the pay rolls.

At the time of the late pay rolls there were 712 nonservice and 324 service employees. While practically equal numbers of women in the total for all cities were engaged in the two types of occupation, service and nonservice, close to five times as many men were nonservice as were service workers. The same relations, in general, may be noted for the women in cities of classes 3 and 4, but in class 5, with comparatively small numbers, the service women greatly outnumbered nonservice, and in both groups of smaller cities the number of service men was insignificant. (Table on p. 3.)

HOURS

Hours worked in week.

The maximum hours per week permitted by the restaurant code were 48 for women and 54 for men, with certain exceptions as given on page 5. A record of hours worked was available on both early and late pay rolls in the largest cities for some women and men.

³ Tables for this section of the report are available in the Women's Bureau.

⁴ The groupings of cities by population differed in the hotel and the restaurant codes. Accordingly, the same city may fall in different classes in the two divisions of this study.

When these data are compared, conditions from the point of view of hours worked weekly are seen to have improved at the time of the late pay rolls.

Women.—Only in cities of two classes at the late pay-roll date and in one of these at the early pay-roll date were there sufficient numbers of women working specified hours on which to base comparisons. Small proportions of the women reported on the late pay rolls worked longer than 48 hours, about 5 percent of the 302 women in the largest cities included and about 7 percent of the 109 in the cities next in size. Though these proportions were small, they were in violation of the code maximum set. Evidence of the great improvement in hours worked under the code is the fact that 27.4 percent of the 62 women on the early pay rolls, in contrast to 5.3 percent of the 302 on the late, exceeded 48 hours of work.

Men.—Only for cities of class 3 at either pay-roll date were there sufficient numbers of men in specified hour groups for the computation of percentages. These figures, like those for women, serve as an example of the beneficial effect of the codes in reducing hours of work in the largest cities. Of the 75 men for whom hours worked were reported on the early pay rolls, nearly three-fifths (57.3 percent) had worked longer than 54 hours, the maximum for men set later by the code, whereas less than one-tenth (9.7 percent) of the 383 men on the late pay rolls had exceeded 54 hours.

To be sure, the smaller percentage was in violation of the code though the larger was not, but it shows a great decrease in excessive hours of work due to the code.

In the smaller cities of classes 4 and 5, with 89 and 55 men, respectively, at the time of the late pay rolls, the proportions of men working longer than 54 hours were very large, about one-fifth and somewhat under one-half, respectively. As was generally true, the proportion of men whose hours of work exceeded the code maximum at the time of the late pay rolls was very much larger in the smallest cities surveyed.

Scheduled days per week.

Though it is a well-known fact that many restaurants are open 7 days a week, the provisions of the restaurant code as to number of days to be worked by employees, both men and women, set a maximum of 6, with exceptions as required for a small group of employees. In cases where the restaurants were open on only 6 days, no problem arose. Facts regarding the days the restaurants operated and the employees worked are for the late pay rolls. Eighteen of the 40 restaurants in cities of class 3, employing about two-fifths of the 698 workers, operated 6 days or less. Though the remainder operated 7 days, a large part of their employees worked on 6 days or less. When it is realized how essential is at least 1 day's rest in 7, that even 6.2 percent of the employees in restaurants open on 7 days worked this long, in violation of the code provisions, is a matter of concern.

Only 8 of the 22 restaurants in cities of class 4, employing about one-fourth of the workers, were open to the public on 6 days or less, but in the 14 restaurants that were open on 7 days all but 5 of the 164 employees worked on 6 days or less.

As would be expected in the smallest cities included, class 5, only 1 of the 15 restaurants operated on 6 days or less. The 14 restaurants operating on 7 days employed 116 workers, 22 of whom worked on 7 days. So large a proportion working on 7 days is an indication of less rigid adherence in the smaller cities to provisions of the code.

Shifts.

About three-fifths of the 274 women in the largest cities surveyed in Connecticut had the same shift each day; that is, the same number of hours of work and the same beginning and ending hours. In the two groups of smaller cities, the proportion with the same shift each day was considerably smaller, being a little over two-fifths.

Practically three-fourths of the 356 and 61 men in cities of classes 3 and 5, and about two-thirds of the 85 in cities of class 4, had the same shift every workday.

Employee-days.⁵

The average number of days per worker—arrived at by dividing number of employees into number of employee-days—was just below six in cities of classes 3 and 4 and was six for women and very slightly over six for men in those of class 5.

In all population groups the largest proportion of women's days had hours of work of less than 8. In classes 3 and 4, with 1,588 and 522 employee-days of women, not far from 10 percent had hours below 5; in class 5, with 300 employee-days, no shifts were of less than 5 hours, but 21 percent were of 6 and 3 percent were of 5. The second largest proportions of women's days had hours of 8 and under 9. In cities of class 3, less than 5 percent of the women's days had working hours of 9 and more; in the cities next larger (class 4), just over 10 percent of the days had such hours; but in the smallest places almost one-fourth were so reported, 6 percent of the 300 days having a schedule of at least 10 working hours. However, no days, either for women or for men, had hours in excess of 12, and only very small proportions of women's days (from 0.1 percent to 3 percent) exceeded 11 hours. More than the usual difference between hours of work and spread of hours is apparent. In cities of class 3, less than 5 percent of the women's days had a schedule of 9 hours or more, but 14 percent had a spread of at least 10 hours and 0.8 percent had a spread in excess of 12; in the cities next smaller, just over 10 percent had hours of work of 9 and more, but 35.6 percent had a spread of at least 10 hours and 8.4 percent a spread of more than 12; in the smallest places, not quite 25 percent had hours of work of 9 and more, but 39.7 percent had a spread of hours of at least 10 and as many as 22 percent had a spread of more than 12 hours.

In cities of classes 3 and 4 with 2,103 and 507 days, respectively, the largest proportions of men's days had hours of work of 9 and less than 10, but in class 5 with 368 employee-days the proportion at 10 and more was the largest. In the group last mentioned, almost two-thirds of the days (22 percent of the total) had a work schedule of 10 hours. In each class of city some of the men's days—ranging from 1.4 percent in the smallest places to 8.7 percent in the largest—had schedules of less than 5 hours. A spread of hours out of proportion to the hours of work is seen in the following: In cities of class 3,

⁵ For general introduction to "employee-days" see *Hotels, New York City*, p. 17.

where 5.1 percent of the men's days had working hours of 11 or more, detailed figures show that 20.1 percent had a spread of 12 hours and 2.9 percent a spread of more than 12; in class 4, where 6.1 percent had working hours of 11 and more, 9.3 percent had a spread of 12 hours and 6.5 percent a spread of more than 12; in class 5, where 11.2 percent had a schedule of 11 or more hours, 12.2 percent had a spread of 12 hours and 21.7 percent a spread in excess of 12.

WAGES

Basis of payment.

On both the early and the late pay rolls in cities of classes 3 and 4 the weekly basis of pay was most common for women and for men. The greatest increases in proportions, if the late pay-roll data be compared with the early, were, with one exception, for those paid on an hourly basis, and the greatest decreases in the case of women for those paid a weekly rate and in the case of men for those paid a daily rate. Fewer comparisons are possible for cities of class 5, though here too the weekly basis of payment was most common for those reported.

WEEKLY RATES *

Rate distribution.

Women.—In the three classes of cities the modal groups of the 107, 34, and 33 service women were those whose rates were \$5 but less than \$10 weekly. Well over one-half in each case earned \$5 but less than \$7. Among the nonservice women the modal groups in the two larger classes of cities were those receiving \$10 but less than \$15, while in the smallest cities the group was that of \$5 but less than \$10.

Men.—The modal group among the 70 service men in cities of class 3 was that of \$5 but less than \$10, and in the two classes of smaller cities (though the number in each of these was very small) it was that of \$10 but less than \$15.

In the two classes of larger cities the modal groups among the nonservice men were those at \$10 but less than \$15, and in the smallest cities the group at \$15 and over.

Median weekly rates and scheduled hours.

Women.—Median weekly rates of women have been computed for only the largest cities included. The median for the 107 service employees in these cities was \$6.85, as compared with \$10.65 for the 116 nonservice women. No median rate has been computed for any specified hour group.

Men.—Owing to the larger numbers of men employed in Connecticut, medians could be computed for several groups, including two specified hour groups. The median rate of the 70 service men in the largest cities was \$8.90. Among the nonservice groups, the median rose from \$12.60 for the 302 men in the largest cities to \$15.10 for the 53 men in the smallest cities. For the 96 nonservice men employed for 54 hours in the largest cities the median rate was \$12.95, though the minimum rate established by the code for 54 hours' work in cities of this size was \$14. The median rate of the nonservice men who had worked 48 but less than 54 hours was \$11.90.

* As explained in other sections of the report (e. g., p. 51), the rates discussed for restaurant workers are the net cash rates for the group that were given in addition 2 or 3 meals a day.

WEEK'S EARNINGS

Earnings distribution.

Women.—The largest proportion of the 302 women and of the 131 service women in cities of class 3 at the late date were paid \$5 but less than \$10, and of the 171 nonservice women \$10 but less than \$15. Not far from three-fifths of the 65 service women whose earnings were \$5 but less than \$10 earned \$5 but less than \$7. Smaller proportions at the late pay-roll date than at the early date received less than \$5, but three-tenths of the service women fell in this class.

At the early date, practically one-half of both the 131 service and the 145 nonservice women had received \$5 but less than \$10. Considerable proportions, almost one-fourth of the 276 women in the total group and close to two-fifths of the service women, had been paid less than \$5, but hardly more than one-tenth of the nonservice women had earned so little. Six women, all service employees, had worked for tips and two or three meals daily.

In cities of class 4 also the largest proportion of the 114 women and of the 58 service women fell in the \$5 but less than \$10 group, but most of the 56 nonservice women were in that of \$10 but less than \$15. Practically one-half of the 35 service women whose earnings were \$5 but less than \$10 earned \$5 but less than \$7. It is possible to compare with the foregoing only one group on the early pay rolls, that of all women. Though the difference was negligible, the proportion paid less than \$5 was greater at the late than at the early date. The largest part of the whole group at the early date had received \$5 but less than \$10.

Owing to the small numbers in the cities next in size, 55 at the late and 50 at the early date, the percentages in the various wage groups are computed only for the total. At both the early and the late date about two-thirds of the women had received \$5 but less than \$10. At the later date the proportion receiving less than \$5 was one-half again as large as at the earlier, 18.2 percent as compared with 12 percent.

Men.—Among men the wage levels were higher than those of the women. In cities of class 3 at the late date, the largest proportion of the 396 men in the group as a whole and of the 319 nonservice men were paid \$10 but less than \$15. The largest group of the 77 service men, as of service women, were paid \$5 but less than \$10. In each case the proportion paid less than \$5 was smaller on the late than on the early pay rolls, but even at the later date more than one-fifth of the service men had earned less than \$5. At the early date only two men, both service employees, had received no cash wage but had worked for two or three meals daily in addition to such tips as they might receive.

In the cities next in size, earnings data were available only for the 102 men in the total and for the 90 nonservice men. At the later date the largest proportion of each group had earned \$10 but less than \$15; at the earlier date, \$15 and more. In both cases, smaller proportions at the later than at the earlier date received less than \$5.

In the smallest cities, as in those of class 4, there were almost no service men on the pay-roll records. In each case, men's earnings in the smallest cities were higher than in cities of classes 3 and 4. In class 5, at both the late and the early pay-roll date, the largest pro-

portion of the 67 men and of the 60 nonservice men had received \$15 and more. At the late date, large proportions also were in the \$10 but less than \$15 group.

Earnings distribution and hours worked.

In cities of class 3 only 4 of the 35 service women whose earnings were less than \$5 worked for as long as 40 hours. Close to four-fifths of the 62 who earned \$5 but less than \$10 worked this long. Well over one-half of the 43 nonservice women whose earnings were in this group worked 40 hours or longer.

Among the service men almost two-fifths of the 26 who earned \$5 but less than \$10 worked 40 hours or longer. Almost one-half of the 46 nonservice men whose earnings fell in this group worked for so long a time.

In cities of class 4, four of the eight nonservice men whose earnings were \$5 but less than \$10 worked 40 hours or more.

Median earnings.

Women.—In every case but one where it is possible to compare the median earnings of the women on the late pay rolls with those on the early pay rolls, the figure for the later date is higher. The median for the 302 on the late pay rolls in the largest cities is \$8.95, for the 114 in the next smaller, \$9.25, and for the 55 in the smallest cities, \$6.85. The medians for those on the early pay rolls fall in the same order—\$7.20, \$9.30, and \$6.45 for 276, 97, and 50 women.

Only in the largest cities have medians been computed for the women who received two or three meals a day. The median for service women on the late pay rolls is \$6.55 as compared with \$5.40 for those at the earlier date, while for nonservice women on the late rolls it is \$10.25 and for those on the early it is \$8.90, representing increases of slightly over 20 percent and 15 percent, respectively.

Men.—The median of the earnings of all men on the late pay rolls varies only from \$12 for the 396 men in cities of class 3 to \$12.45 for the 67 men in cities of class 5. The range was far greater on the early pay rolls, the lowest median at this date being \$11.25 for the 375 in cities of class 3 and the highest \$14.40 for the 67 in the smallest cities.

For all men and for service men in the largest cities earnings had higher medians on the late than on the early pay rolls. In the smallest cities, however, where there were practically no service men, the median earnings of all men and the nonservice men were approximately \$2 higher in 1933 than in 1934. Other comparable medians were too nearly alike to show any significance in date of pay rolls.

Median earnings and hours worked.⁷

For neither group of women, nor for service men, were the numbers on the late pay rolls for whom earnings and hours worked were reported sufficient for the computation of medians. For the nonservice men in cities of class 3 who worked 54 hours the median earnings were \$12.50. This is considerably below the \$14 minimum established by the code for 54 hours' work. Those who worked 48 but less than 54 hours had a median of \$12.45.

For no group on the early pay rolls were there sufficient numbers with hours and earnings reported on which to compute medians.

⁷ As explained for New York City earnings are correlated with hours worked only for the group that were given, in addition to cash wages, 2 or 3 meals a day.

STATEMENTS BY EMPLOYERS**Changes in hours, rates, and basis of pay since the P. R. A.**

As already suggested, some of the changes affecting employees were a result of signing the President's Reemployment Agreement, which antedated the codes. Of the 62 restaurants reporting on the question of hours, 53 had made some change. In only one case were the hours increased, while in 50 cases they were shortened for all employees. In one of the remaining establishments hours were shortened for men and there was no report concerning women, and in the other the hours of some employees were decreased.

Though changes in the rates paid to employees were not reported by so large a proportion as those just discussed, 49 of the 68 restaurants replying to this question had made some change. In 29 of the 49 establishments rates had been increased for all or some of the employees and in 15 rates had been increased for some but had remained the same for others, or no report was made as to nature of change. Increased rates for some and decreased rates for others had been set in three restaurants, and in two rates had been decreased for all or some of the employees.

Four-fifths of the 60 restaurants in Connecticut that reported on a change in basis of pay since the P. R. A. had made no such change. Of the 12 in which some change had been made, 6 had changed to an hourly from a weekly or daily basis for some of their employees, 3 to a weekly from a daily basis, and 3 had made some other adjustment.

Overtime and part time.

Of the 64 restaurants reporting on overtime, only 24 required such extra work. Eight of these firms gave only straight pay for overtime, four paid time and a third, three paid time and a half, and five gave extra pay but no regular rate. Four did not pay for overtime.

Of the 51 restaurants reporting on part time, 40 had employees who worked less than the full-time hours. Thirty-six of the forty paid a straight rate for part-time work, one paid time and one-third, and the remaining three paid the regular rate to some employees but their records were incomplete.

Tips.

All but 6 of the 77 employers reported on their policy in regard to tips. Practically one-fifth of those reporting said that no tips were received. Of the 57 firms in which the workers received tips, 53 reported that the employees kept their own. In the remaining four, tips were pooled in two, were shared with the bus boys in one, and were turned over to the management in the other.

Uniforms.

Of the 77 restaurants, all but 2 reported that the wearing of uniforms was required. In 30 of the 75 firms, the employer furnished them; in 14, the employees provided their own though the employers supplied aprons for some workers; in another 14, the men's uniforms were provided by the employers but the waitresses furnished their own; in 9 cases, kitchen employees' uniforms were provided by employers but the dining-room workers supplied their own; and in the 8 other restaurants there were various systems regarding the provision of uniforms, the employers furnishing some and employees supplying others.

In addition to the cost of the uniforms, the expense connected with their upkeep is of great importance. Where several uniforms a week are required, in some cases a fresh one daily, the expense involved or the labor expended is a thing to be taken into account. Of the 73 firms reporting, 19 paid laundry charges for all employees, 8 for the kitchen employees only, 18 for men only, and 3 for some of the employees. In 23 firms the employees paid their own laundry charges, the weekly cost ranging from 40 cents to \$1.

MIDDLE WEST AND COLORADO ⁸

As noted earlier in the report on hotels, the group of States included here comprises Illinois, Indiana, Iowa, Minnesota, and Colorado. The following cities were included in the population classes specified: ⁹

Class 1 (over 500,000)—Chicago.

Class 2 (250,000 to 500,000)—Indianapolis, Minneapolis, St. Paul, and Denver.

Class 3 (100,000 to 250,000)—Evansville, Duluth, and Des Moines.

Class 4 (25,000 to 100,000)—Alton, East St. Louis, Springfield, Sioux City, Pueblo, and Colorado Springs.

Number and type of employees.

Seventy-nine establishments were surveyed, 6 in the largest city, 30 in cities of class 2, 10 in class 3, and 33 in class 4. Close to 2,400 employees on the late pay rolls were covered, and of these slightly more than one-half (53 percent) were women. From the early pay rolls information was secured for somewhat over 2,200 employees, and here, too, the larger proportion were women.

Only in the largest city on either pay rolls were there more men than women, the former comprising roughly two-thirds of the 478 employees at the late date and of the 488 at the early date. In cities of classes 2 and 4, men outnumbered the women in nonservice occupations, and in those of class 3 the nonservice jobs were almost equally divided between men and women. In all other cases women greatly outnumbered men, in some service groups constituting more than four-fifths of the total. (Table on p. 3.)

For the group as a whole, the proportions of service and nonservice workers were fairly similar on the two pay rolls. At both dates almost 4 times as many men were nonservice as were service employees. Women, too, were somewhat more generally in nonservice occupations, but the proportion so employed was only 51 percent at the earlier date and 54 percent at the later.

HOURS

Hours worked in week.

Women.—Data as to hours worked weekly were available for sufficient numbers of women on the late pay rolls in all four classes of cities to justify the computation of percentages, and on the early pay rolls in all classes but one. In the largest city (Chicago) more than three-fifths of the 154 women reported, 61.7 percent, worked less than 48 hours at the later date. However, 29.2 percent worked 48 hours, the maximum set by the code for women in the restaurant industry, and almost one-tenth (9.1 percent) exceeded 48. On the earlier pay rolls a much larger proportion had worked more than 48 hours, but three-fifths of the total had worked less than 40.

⁸ Tables for this section of the report are available in the Women's Bureau.

⁹ The groupings of cities by population differed in the hotel and the restaurant codes. Accordingly, the same city may fall in different classes in the 2 divisions of this study. See p. 4 of part I.

In cities of class 2 the proportion of 590 women who worked less than 48 hours at the time of the late pay rolls was seven-tenths; somewhat more than one-fourth worked 48 hours, but less than 3 percent exceeded 48. On the early pay rolls the proportion of the 278 women working 48 hours was practically the same as at the later date, but just over one-fifth of the total had worked longer than 48 hours.

Slightly over one-fifth of the 180 women in cities of class 3 at the later date worked 48 hours, and more than one-third exceeded 48, furnishing a good example of the lack of compliance with one of the important provisions of the restaurant code. A much smaller proportion than in the other cities worked less than 40 hours.

Close to three-fifths of the 293 women on the late pay rolls in cities of class 4 worked less than 48 hours. Almost 34 percent worked 48 hours and 8.5 percent exceeded that code maximum. At the early pay-roll date about two-fifths of the 135 women had worked less than 48 hours, one-eighth had worked 48, and close to one-half (46.7 percent) had worked longer than 48. This is an example of the long hours of work for women in these smallest cities at the earlier date, and the improvement under the code.

Men.—Data as to hours worked weekly by men on the late pay rolls were available in the four classes of cities surveyed in this section. For only two of these was sufficient material secured for an earlier date to make significant comparisons possible.

In Chicago more than four-fifths of the 268 men worked less than 54 hours at the time of the late pay rolls, and one-sixth worked 54, the maximum permitted by the code. Only 3 percent worked in excess of 54 hours.

In the cities next smaller more than three-fifths of the 446 men worked less than 54 hours at the later date. The proportion working 54 hours was large—34.5 percent—but only 3.5 percent exceeded that code maximum. On the early pay rolls in these cities more than one-half (52.2 percent) of the 201 men had worked more than 54 hours. Only one-seventh had worked 54, and only about one-third had worked less than 54.

Just over one-half of the 112 men in cities of class 3 worked less than 54 hours at the later date. About one-fourth worked 54 hours and one-fourth exceeded 54.

In the smallest cities included, almost one-half of the 179 men on the late pay rolls worked less than 54 hours, the remainder being equally divided—25.7 percent in each case—between the other hour groups. This proportion working longer than the maximum allowed by the code is large, though it is nothing in comparison to the proportion—close to four-fifths—of the 63 men on the early pay rolls who had worked such hours.

Scheduled days per week.

All but 10 of the 79 restaurants included in this section operated on all 7 days of the week. Of these, 64 had about 1,950 employees who worked on 6 days or less, but in 40 of them were 175 workers who had a 7-day week. In restaurants that were open on all days of the week, the proportions of employees working on 7 days increased from less than 1 percent in Chicago to more than 20 percent in cities of class 4—conclusive proof of the greater laxity in smaller cities in the observance of the code.

Shifts.

Practically four-fifths of the 118 women reporting in Chicago and of the 541 and 254 in cities of classes 2 and 4, respectively, and seven-tenths of the 160 in cities of class 3, had a uniform schedule throughout the week, that is, the same number of hours each day and the same hours of beginning and ending work.

Larger proportions of the men, approximately seven-eighths of the 203 in Chicago and of the 414 and 176 in cities of classes 2 and 4, respectively, and about three-fourths of the 93 in class 3, also had uniform shifts.

Employee-days.¹⁰

In the four population classes of cities surveyed in the Middle West and Colorado, the days worked in the week of the late pay rolls averaged from 5.9 to 6.3 per employee. The average was slightly higher in the smaller than in the larger cities.

In cities of classes 1, 2, and 4, the largest proportions of the 696, 3,216, and 1,539 employee-days of women had scheduled hours of work of 8 and under 9, the next largest group falling at less than 8 hours. In cities of class 3 where women had 975 employee-days the positions were reversed, 51.6 percent of the days having hours of less than 8. In each case a number of days—ranging from 4 percent in cities of class 3 to 11.4 percent in those of class 2—had a work shift of less than 5 hours; in class 3, more than 13 percent had a 6-hour shift. Only in the smallest cities had any working days of women hours of 11 and under 12, and here the proportion of such days was only 0.5 percent. That broken shifts were common is indicated by the lower half of the table. In Chicago (class 1), where only 5 percent of the women's days had hours of work of 9 and more, 18.5 percent had a spread of hours of 10 and more, and on 3.6 percent of the days the spread was more than 12 hours. In cities of class 2, where less than 1.5 percent of the days had a schedule of 9 hours and more, 22.9 percent had a spread of 10 hours and more, and 3.7 percent had a spread of more than 12. In the cities next smaller, where just over 9 percent of the women's days had schedules of 9 or more hours, 34.2 percent had a spread of 10 and more, 7.3 percent a spread of more than 12. The most striking figures are those for the smallest cities, where only 2.2 percent of the days had hours of work of 9 and more but 41.5 percent had a spread of 10 and more hours, 10.5 percent having a lapse of 12 hours, and 18.3 percent a lapse of more than 12, between the beginning and the end of the day.

In Chicago almost as large a proportion of the 1,219 men's days (53.5 percent) as of women's (56.8 percent) had working hours of 8 and less than 9. In cities of classes 2 and 3 with 2,454 and 558 employee-days, men's largest proportions fell at 9 and under 10 hours, but in the smallest cities with 1,115 employee-days of men hours of 8 and less than 9 again were the most common. As was true of the women's days, in each class of cities a small proportion of the men's days (from 2.5 percent to 7.4 percent) had work shifts of less than 5 hours. In the smallest cities as many as 8.6 percent of the men's days had hours of work of at least 10, 1.3 percent being of 12 hours and 0.6 percent of more than 12, the only workdays in the Middle West section of over 10 hours. In spite of this 10-hour maximum in

¹⁰ For general introduction to "employee-days" see *Hotels, New York City*, p. 17.

all but the smallest places, each group of cities had a considerable proportion of the men's days with a long spread of hours: In Chicago, 6.7 percent had a spread of 12 hours and 5.7 percent a spread of more than 12; in cities of class 2, 14.9 percent had a spread of 12 hours and 4.8 percent a spread in excess of 12; in class 3, one-fifth of the days (20.4 percent) had a lapse of 12 hours, and one-eighth (12.5 percent) a lapse of more than 12 hours, between the beginning and the end of the day; and in the smallest places such lapse of time was 12 hours on 16.7 percent of the days and was more than 12 hours on 26 percent.

WAGES

Basis of payment.

In Chicago the largest proportion of the women for whom basis of payment was reported on the late pay rolls, about two-fifths, were paid weekly; of the men, more than one-half were paid monthly. In cities next in size, more than one-half of the women were paid on an hourly basis, though for men the most common basis here too was monthly. In cities of class 3 the largest proportions both of women and of men were paid monthly, while in the smallest cities weekly was the most usual basis of pay.

Of the women on the early pay rolls the largest proportion was paid weekly in every group of cities but class 3, where the monthly rate was by far the most common. For the men at the early date monthly was the most common basis of pay except in cities of class 2, where a few more men were paid weekly than were paid monthly.

WEEKLY RATES¹¹

The reader is reminded that the minimum rates set by the code for the restaurant industry were for a 54-hour workweek. (See p. 5.) Part-time workers were to be paid a proportionate hourly rate. Women were to be paid the same hourly rate as men, but the maximum hours of work permitted for women were 48.

Rate distribution.

The modal group of weekly rates of the service women was the same for the four classes of cities, \$5 but less than \$10. In all cities but Chicago this same group was the mode for the nonservice women, but in Chicago the modal group for these women was \$10 but less than \$15.

The numbers of service men in the various classes of cities in this section were small, and for this reason the modes were of less significance. In Chicago equal numbers, 16 of the 44, had a weekly rate of \$5 but less than \$10 and of \$10 but less than \$15. In cities of classes 2 and 3 the largest numbers of service men had a weekly rate of \$5 but less than \$10, and in the smallest cities the largest group had a rate of \$10 but less than \$15.

Every modal group among the nonservice men in the four classes of cities fell at \$10 but less than \$15.

Median weekly rates and scheduled hours.

As already noted, the rates discussed here are for the group of workers who were given in addition two or three meals a day.

¹¹ As explained in the other sections of the restaurant report, the rates discussed here are the net cash rates for the group of workers who had been given in addition two or three meals a day.

Women.—For the service women in cities of classes 2, 3, and 4 median rates have been computed. Though the range was slight, the medians decreased with size of city from \$7.40 to \$6.85. These somewhat lower median rates in the larger cities, though there was little difference, may be a result of the supposition on the part of employers that wages of service workers would be supplemented by tips.

Median weekly rates for the women in cities of classes 2 and 4 who had worked 48 hours were \$7.95 and \$7.60, respectively. These medians were considerably below the minimum rates set by the code for women working 48 hours in cities of these sizes, \$9.33 and \$9.11, respectively. Furthermore, the reader is reminded of the meaning of median—that half the rates on the pay rolls were above and half were below the median, whereas the rates set by the code were minimums.

Median weekly rates have been computed for the four groups of nonservice women classed by city. Contrary to the facts just noted for the service women, the median rates ranged upward with an increase in size of city, from \$9.25 to \$11.20. The median could be computed for those who had worked 48 hours only in cities of class 2. For these 156 women the median was \$10.10, or about one-fifth less than the minimum rate of \$12.89 prescribed by the code.

Men.—In only one class of cities were the men service employees reported numerous enough for the computing of medians. For the 53 service men in this group (class 2) the median rate was \$10.25. For no specified hour group of service men were numbers sufficient for separate showing. For men nonservice workers, medians were computed for all groups of cities. The median weekly rate of 179 nonservice men in Chicago was \$13.25, and for the other population classes the medians were very similar, \$11.55, \$11.65, and \$11.50, respectively. Practically the same median rates resulted when computations were made for those whose scheduled hours also were reported. The highest median, \$14.50, was for men in Chicago. This figure was considerably larger than that for men whose rates only were reported. In the other 3 classes of cities the medians for the two groups varied by only 5 cents.

In two of the three cases where medians could be computed for the men whose scheduled hours were 48 but less than 54, the medians were higher than for the total reported. In only one group of cities, those of class 2, was it possible to compute the median rate for men who had worked 54 hours. For this group the median was \$11.85, or considerably below the minimum of \$14.50 set by the code for 54 hours' work in cities of this size.

WEEK'S EARNINGS

Earnings distribution.

Women.—Almost equal proportions of the 164 women on the late pay rolls in Chicago, more than one-third, had earnings of \$5 but less than \$10 and \$10 but less than \$15. The largest part of the 58 service women, well over one-half, received less than \$5 as their week's earnings, whereas most of the 106 nonservice women earned \$10 but less than \$15. More than one-fifth of the group as a whole, but less than 3 percent of the nonservice women, earned less than \$5. As already mentioned, well over one-half of the service women had these

low earnings. In the cases of the group as a whole and of the service women, even these large proportions were very much less than those at the early pay-roll date, when almost one-third of the women and seven-tenths of the 71 service women had earnings below \$5. More than two-fifths of the 164 women at the early date, and well over one-half of the 93 nonservice women, earned \$5 but less than \$10.

In cities of class 2 the largest proportions of both service and nonservice employees had earnings of \$5 but less than \$10 at the late date. Practically two-thirds of the 161 service women whose earnings were \$5 but less than \$10 earned less than \$7. Approximately one-sixth of 601 in the whole group, one-fourth of the 260 service women, and one-eighth of the 341 nonservice women received less than \$5. Four nonservice women worked for their meals only—two or three daily.

At the time of the early pay rolls also, the largest groups of both types of employees, 252 service and 302 nonservice, were paid \$5 and under \$10. Larger proportions of both types of workers had received less than \$5 at the early date than had such earnings in 1934. Four nonservice workers on the early pay rolls also had worked for two or three meals daily and no cash wage.

The great majority of the 188 women at late date and of the 201 at early date in the cities that ranked next in size had earned \$5 but less than \$10. The proportions earning less than \$5 generally were smaller than in Chicago and cities of class 2, and in every case were less at the late than at the early date.

In the smallest cities also, the majority of the women at both pay-roll dates, 313 at late and 282 at early, had received \$5 but less than \$10, and in most cases larger proportions than in cities of classes 2 and 3 had earned less than \$5. Approximately two-fifths of the 114 service women whose earnings at the late date were \$5 but less than \$10 earned \$5 but less than \$7.

Men.—In Chicago at the late date the largest proportion of the 314 men and of the 196 nonservice men received \$10 and less than \$15, but more than one-half of the 118 service men received \$5 but less than \$10. Almost two-thirds of the 60 service men whose earnings were \$5 but less than \$10 earned \$8 but less than \$10. Another very large proportion of the nonservice men earned \$15 and more. In every case the proportion earning less than \$5 was smaller in 1934 than in 1933. At the earlier date the great majority of the 123 service men had earned \$5 but less than \$10, and the largest group of the 201 nonservice men had earned \$15 and more, though almost as many of the latter had received \$10 and less than \$15.

In cities of class 2, the largest proportions of the 472 men in the total group, the 71 service, and the 401 nonservice men on the late pay rolls and of the 420 total, the 58 service, and the 362 nonservice men on the early pay rolls fell in the same earnings class as in Chicago. The earnings of nonservice men on the early pay rolls were at a lower level in the smaller places. Practically equal proportions, one-tenth, of each of the three groups on the late pay rolls received less than \$5 at that date. Seven nonservice men at the late date and eight at the early date received only meals (2 or 3 daily) in payment for their labor. In the case of service men, the proportion earning less than \$5 was larger on the late than on the early pay rolls.

Percentages have not been computed for the few service men in cities of class 3. The largest proportions of the 121 men and of the 102 nonservice men earned \$10 but less than \$15 at the late date and of the 113 men and 99 service men earned \$15 and more at the early date, the latter followed closely by the group earning \$5 but less than \$10. About one-eighth of the men on the late pay rolls received less than \$5, much smaller proportions than had been paid so little at the early date.

In the smallest cities, also, few service men were reported. More than one-third of the total of 209 men and of the 184 nonservice men on the late pay rolls earned \$10 but less than \$15, and two-fifths of each group, 175 and 151, respectively, on the early rolls had earned \$5 but less than \$10. Roughly one-tenth at each date had received less than \$5. Two service and two nonservice employees at the late date, and two service and one nonservice at the early date, had received no cash wage.

Earnings distribution and hours worked.

In this section employees who were given two or three meals a day are discussed as to earnings and hours worked. Some part-time and most irregular workers are eliminated for this reason.

In Chicago, all but 1 of the 28 nonservice women whose earnings were \$5 but less than \$10 worked 40 hours or more. There were too few service women for analysis.

Practically two-thirds of the 148 service women in cities of class 2 whose earnings were \$5 but less than \$10 worked at least 40 hours during the week. Four-fifths of the 150 nonservice women in cities of this size whose earnings fell in this group worked 40 hours or longer. A large majority of the service and all the nonservice women who earned less than \$5 worked less than 40 hours.

Like proportions of the 55 service and of the 54 nonservice women in cities of class 3 whose earnings were \$5 but less than \$10 worked 40 hours or more.

In cities of class 4 seven-eighths of the 95 service women and a much larger proportion, 44 in 46, of the nonservice women, whose earnings were \$5 but less than \$10 worked 40 hours or more.

Eight of the 13 nonservice men in Chicago whose earnings were \$5 but less than \$10 worked 48 hours or more, the 5 remaining worked less than 40 hours.

In cities of class 2 four-fifths of the 102 nonservice men whose earnings were \$5 but less than \$10 worked 40 hours or longer. The 30 men with earnings of less than \$5 worked less than 28 hours.

Seven of the 14 nonservice men in cities of class 3 who earned \$5 but less than \$10 worked 40 hours or longer. All but 8 of the 40 nonservice men in the cities next in size whose earnings fell in this group worked so long.

Median earnings.

Women.—The median week's earnings of all women at the late pay-roll date were highest in Chicago, \$9.80 for the 164 women, and lowest in cities of class 4, \$7.30 for 313 women, though the decrease was irregular. The lowest median for service women, \$4.75, was for the 58 women in Chicago, and the highest, \$7.45, was for the 80 women in cities of class 3. This low median in Chicago no doubt is a result

of the belief on the part of employers that service women in a city of this size receive a large amount in tips. In two of the classes of cities for which facts were obtained, women receiving two or three meals daily had wage medians slightly higher than those of all service women.

Week's earnings were much higher among nonservice than among service women. Medians ranged from \$11.20 for the 106 women in Chicago to \$9 for the 126 women in cities of class 4. In three of the four classes of cities, the medians of the nonservice women who received two or three meals daily varied by not more than 20 cents from those of the nonservice group as a whole, but in class 4 the women receiving two or three meals had median earnings lower by \$1.60 than the median for the whole group.

Men.—Median earnings of the men on the late pay rolls decreased with size of city from \$12.15 for the 314 in Chicago to \$10.40 for the 121 men in cities of class 3 and the 209 in class 4. In the case of service men, only for those in the two largest classes of cities could median earnings be computed. For the 118 service men in Chicago the median was \$8.85, and for the 71 men in cities of class 2, smaller in population, it was \$9.85. As suggested previously, employers probably expected that service workers would receive more in tips in the larger city.

When the median earnings of nonservice men are examined, much the same relations may be noted as were found for all men, this group dominating the whole. The highest median was \$13.15 for the 196 nonservice men in Chicago, and the lowest was \$10.70 for the 184 in the smallest cities. In every case but that of the men in Chicago the median for those who received two or three meals a day in addition to their cash wage was higher, though only slightly so, than that of the whole group of nonservice men.

Increase in wages.—In all possible comparisons but one, the median was higher for the late pay rolls than for the early. Most of the differences in women's earnings were inconsiderable, only one-sixth being \$1 or more, though two-thirds of the men's groups showed such an advance. In most cases the percent of increase also was higher for the men.

Median earnings and hours worked.¹²

Women.—The median earnings of service women on the late pay rolls could be computed for only two specified hour groups, both in cities of class 2. The median earnings of the 76 women who worked less than 40 hours were \$5.60, or \$1 less than those for the whole group whose hours and earnings were reported; they were \$6.65 for the 100 employed 40 but less than 48 hours.

For nonservice women, also, median earnings could be computed for specified hour groups only in cities of class 2. As the hours worked increased the medians increased from \$6.90 for women employed less than 40 hours to \$10.25 for those who had worked 48 hours. The latter figure is 20 percent below the \$12.89 minimum set by the code for 48 hours' work.

Men.—Owing to insufficient numbers in the various groups, no median earnings have been computed for service men. Moreover, in only two classes of cities were there sufficient numbers of non-

¹² As explained in the other sections of the restaurant report, earnings are correlated with hours worked only for the group of employees who were given two or three meals a day in addition to their cash wage, as this eliminates extra and irregular workers.

service men in specified hour groups for the computing of medians. In Chicago the median for the 99 nonservice men who worked 48 but less than 54 hours was \$14.75, or \$1.75 higher than for all nonservice men. In cities of class 2 the medians ranged from \$4.75 for the 57 men employed less than 40 hours to \$12.05 for the 143 who worked 54 hours. This \$12.05 median is 17 percent below the minimum, \$14.50, set by the code for 54 hours' work in cities of this class.

For the early pay-roll date, only one median could be computed—\$10.95 for the 87 nonservice men in cities of class 2 who had worked longer than 54 hours. This was less than \$1 greater than the median for the group of nonservice men as a whole.

STATEMENTS BY EMPLOYERS

Changes in hours, rates, and basis of pay since the P. R. A.

Some of the restaurants had signed the President's Reemployment Agreement in the fall of 1933 and instituted changes affecting their employees. In other cases the changes were a result of the adoption of the code. All but 7 of the 79 restaurants reported as to whether they had changed the rates paid employees after the P. R. A. Almost one-fourth (17) had made no change. Of the 55 employers who had revised their rates, 35 had increased them for all or some of their employees and 16 had increased them for some. The remainder lowered rates for all or part of their employees, or made no report as to what had been done.

Changes in hours were noted in 64 restaurants. In only 2 of these were the hours increased for all or some of the employees, and in the remaining 62 they were decreased for all or some. Hours were shortened for all employees in 51 restaurants. In the other cases various plans were put into operation. Some decreased men's hours but did not report as to women's hours; some decreased the hours for some of the employees but the reports were incomplete; and some decreased the hours for women but failed to report what they did in the case of men.

Only 21 restaurants reported a change in their basis of payment. Twelve of these had changed to an hourly basis (there had been no such basis before) and six to a weekly basis.

Overtime and part time.

All but one of the restaurants reported on overtime, and 48 of these required such extra time on the part of their employees. Eighteen of the restaurants gave their employees a straight rate for overtime, 17 paid time and one-third, and 5 paid time and a half. The remaining eight establishments paid irregular rates or gave extra time off.

Fifty of the 58 restaurants that reported on part time paid a straight rate for such employment, and 3 paid more than the regular rate but the amount was not reported.

Tips.

More than one-tenth of the restaurants reported that their employees received no tips. Of the 70 reporting as to what the employees did with the tips they received, 68 stated that the workers kept their own.

Uniforms.

In only 15 of the 79 restaurants surveyed in this section were the workers' uniforms furnished by the employer. In 37 restaurants the employees supplied their own, though in some cases the employer furnished aprons. Dining-room workers provided their own uniforms in 13 restaurants in which kitchen workers received theirs from the employer.

Various systems in regard to the laundering of uniforms were practiced. In 56 of the 79 restaurants laundry was paid for by the employee and in 14 the employer paid for it. In eight cases the employer paid for the laundry of kitchen workers' uniforms and in the remaining one for men's uniforms only. The range in weekly cost of laundry per worker was from 30 cents to \$1.50.

KANSAS AND MISSOURI ¹³

Kansas and Missouri are reported separately from the other Mid-western States because of the 10 percent lower minimum rates allowed by the code in these two States.

In the survey of Kansas and Missouri four cities were included.¹⁴ These are—

Class 1 (over 500,000)—St. Louis.

Class 2 (250,000 to 500,000)—Kansas City (Mo.).

Class 4 (25,000 to 100,000)—Topeka and St. Joseph.

Number and type of employees.

In the 17 establishments surveyed, 938 employees, almost three-fifths women, were reported on the late pay rolls. On the early pay rolls were 871 workers, and of these also the larger proportion were women.

At both pay-roll dates, very much larger proportions of men were nonservice than were service workers. Women, too, were more commonly nonservice than service workers, but there was much less difference than in the case of men. Practically these same conditions were found in the three classes of cities. (Table on p. 3.)

HOURS

Hours worked in week.

Women.—Only for Kansas City is it possible to compare the time worked by women on the early and on the late pay rolls. Less than 2 percent of the 71 women in this city had a 48-hour week at the early date, but close to one-half of the 171 (47.4 percent) had such hours at the later date. Practically one-third (32.4 percent) had worked more than 48 hours at the time of the early pay rolls, while at the later date only just over 2 percent worked so long. In St. Louis at the late pay-roll date, almost one-half of the 252 women worked 48 hours and less than one-half of 1 percent exceeded 48 hours. Practically one-third of the 94 women in cities of class 4 worked 48 hours at time of the late pay rolls, and about 1 in 16 (6.4 percent) worked longer than 48.

Men.—Hours worked weekly by men were reported in sufficient numbers to permit of discussion only on the late pay rolls. Almost one-half of the 206 men in St. Louis, 48.1 percent, worked 54 hours, but none worked longer than this. Well over one-third (36.1 percent) of the 83 men in Kansas City also had worked 54 hours, and just over 7 percent had exceeded 54. In cities of class 4 somewhat under three-tenths (28.6 percent) of the 56 were employed 54 hours, and not far from one-tenth (8.9 percent) for more than 54.

Scheduled days per week.

Six of the 17 restaurants surveyed in these States were open on 6 days or less a week. In these restaurants 342 persons were employed. In the 11 restaurants that were open on 7 days, employing

¹³ Tables for this section of the report are available in the Women's Bureau.

¹⁴ The groupings of cities by population differed in the hotel and the restaurant codes. Accordingly, the same city may fall in different classes in the 2 divisions of this report.

nearly 600 workers, all but 14 of the employees had worked on 6 days or less. Twelve of the 14 who worked on 7 days were in restaurants in the smallest cities.

Shifts.

Larger proportions of men than of women had regular shifts; that is, the same scheduled hours of work and the same hours of beginning and ending work each day. About four-fifths of the 171 men in St. Louis and nine-tenths of the 85 in Kansas City and the fifty-odd in cities of class 4 were so reported. On the other hand, only about two-thirds of the 163 women in St. Louis, though five-sixths of the 142 in Kansas City, had the same shift each day. The proportion in the smallest cities fell between these.

Employee-days.¹⁵

As in other sections of the country, the employee-days in Kansas and Missouri restaurants averaged about 6 per employee. The average was 5.9 days for the women in Kansas City, and it ranged from 6 to 6.2 in the five other cases.

Not far from two-thirds of the women's 1,494 days in St. Louis (class 1) had hours of work of 8 and less than 9, all the remainder being of less than 8 hours and more than one-fourth of the total being of less than 5. More than three-fifths of the men's 1,288 days in St. Louis were of 9 and less than 10 hours, all others being shorter than this. Only 4 percent in contrast to the women's 26.8 percent were of less than 5 hours.

In Kansas City (class 2) more than 70 percent of the women's 1,010 days had working hours of 8 and less than 9. Practically all the others had hours below 8, 14.7 percent having hours of less than 5, but 0.7 percent were of 9 hours and 0.1 percent (1 day) of 10. Not much below two-thirds of the men's 573 days had working hours of 9 and under 10, all others being shorter than that and 5.9 percent being below 5 hours.

In cities of class 4, about three-fourths of the women's 537 days had hours of work of 8 and below 9; 2.4 percent were 10 hours in length, the remainder being below 8 hours, with 9.3 percent at 6 hours. About 42 percent of the men's 334 days in these cities had working hours of 9 and under 10, almost as many having a schedule of 8 and under 9. Fifteen percent were of less than 8 hours, 2.1 percent of less than 5, and 3.3 percent had hours of 10 and under 11.

Though no hours of work for women were more than 10, and none for men were so high as 10 except the 3.3 percent in the smallest cities, an overlong spread of hours, especially in the smallest places and for men in Kansas City, is evident from the figures following: In St. Louis, 4.7 percent of the women's days had a spread of 12 hours, and 0.6 percent a spread of more than 12; in Kansas City the corresponding figures are 2.1 percent and 4.1 percent; in cities of class 4 they are 13.2 percent and 22.7 percent. In St. Louis, 5.1 percent of the men's days had a spread of 12 hours and 3.2 percent had a spread in excess of 12; in Kansas City the corresponding proportions were 7.5 percent and 9.2 percent; and in the smallest cities 12.6 percent had a spread of 12 hours and no less than 36.8 percent had a spread in excess of 12 hours.

¹⁵ For general introduction to "employee-days" see *Hotels, New York City*, p. 17.

WAGES

Basis of payment.

In St. Louis at the time of the late pay rolls the largest number of women were paid by the hour and the largest number of men by the week. In Kansas City the largest number of women were paid by the week; the men were practically evenly divided between a daily and a weekly basis. The most usual basis of pay for both women and men in cities of class 4 was monthly.

On the early pay rolls in St. Louis the largest numbers of both women and men had been paid on a weekly basis, while in Kansas City and in cities of class 4 nearly all had been paid monthly.

WEEKLY RATES ¹⁶**Rate distribution.**

Women.—The modal weekly rate of pay of the 56 service women in St. Louis and of the 30 in cities of class 4 was \$5 but less than \$10. All but 1 of the 54 service women in St. Louis whose rate was \$5 but less than \$10 had a rate of less than \$7. In Kansas City the mode for the 28 women was less than \$5. For the 151 nonservice women in St. Louis the modal rate was \$10 but less than \$15, and for the 75 in Kansas City and the 46 in cities of class 4 it was \$5 but less than \$10.

Men.—There were too few service men for a discussion of modal rates. Among the nonservice men the same situation existed as was noted for the women. The modal rate of the 182 men in St. Louis was \$10 but less than \$15 and of the 43 in Kansas City and the 45 in cities of class 4 it was \$5 but less than \$10.

Median weekly rates and scheduled hours.

Women.—The median weekly rate of the 56 service women in St. Louis was \$6.50. Owing to the small numbers included, medians have not been computed for service women in the other classes of cities.

Among the nonservice employees, median rates have been computed for those in St. Louis and in Kansas City. The median for the 151 women in St. Louis was \$10.75, and for the 75 in Kansas City it was slightly less, \$10.20. In St. Louis the median for women whose scheduled hours were 48 was the same as that for all nonservice women, and in Kansas City it was only 10 cents higher than for the entire group. These median rates are considerably below the minimums established by the code for 48 hours' work in such cities—\$12 and \$11.60.

Men.—The numbers of service men were too small for the computing of medians. Further, for only one group of nonservice men, the 182 in St. Louis, could a median be computed. This figure was \$10.95. The median for those whose scheduled hours were 54 was \$10.80, very much below the \$15 minimum set by the code for such work.

WEEK'S EARNINGS

Earnings distribution.

Women.—In St. Louis the largest proportion of the 170 nonservice women and of all women (257) on the late pay rolls, four-fifths and well over one-half, respectively, received \$10 but less than \$15 as

¹⁶ As explained in the other sections of the restaurant report, the rates discussed here are the net cash rates for the group that were given in addition 2 or 3 meals a day.

their week's earnings. Almost two-thirds of the 140 whose earnings were \$10 but less than \$15 earned less than \$11. More than one-half of the 87 service women received \$5 but less than \$10, and well over two-fifths were paid less than \$5. Only about one-sixth of the group as a whole and less than 3 percent of the nonservice women were in the lowest wage class. In every case the wage level was higher at the late pay-roll date, except that larger proportions were paid \$15 and over in 1933 than in 1934.

In Kansas City at the late date, the largest proportion of the total group of 183 women and of the 130 nonservice women earned \$5 but less than \$10, but more than two-thirds of the 53 service women were paid less than \$5. Unlike St. Louis, the proportions earning less than \$5 were smaller at the earlier date. A larger proportion in 1933 than in 1934 earned as much as \$15.

In cities of class 4 at the late date, the largest proportion of the 97 women and of the 63 nonservice women received \$5 but less than \$10. Practically one-half of the 65 women whose earnings were \$5 but less than \$10 earned less than \$7. About one-tenth of each group earned less than \$5. For nonservice women this showed a worse condition than at the earlier date; further, fewer women in 1934 than in 1933 earned \$15 and over.

Men.—Too few service men were on the pay rolls in the various cities for separate showing by wage group. For this reason the discussion of men will be limited to all men and nonservice men.

The largest proportions of both the 227 men in the total group and the 196 nonservice men in St. Louis at the late date received \$10 but less than \$15. Close to three-fifths of the 112 nonservice men whose earnings were \$10 but less than \$15 earned less than \$11. About one-tenth of the group as a whole, but less than 2 percent of the nonservice men, earned less than \$5. These proportions were less than those of the early pay rolls; in fact, at the earlier date not far from 60 percent of the 206 men in the total group and well over 50 percent of the 182 nonservice men had earnings below \$10, in contrast to about 30 percent and 20 percent, respectively, at the later date.

In Kansas City there was less difference than elsewhere on account of pay-roll date. Most of the 112 men on the late and of the 88 on the early pay rolls had received \$5 but less than \$10, and large proportions—roughly one-fifth—had received less than \$5. Only 1 of the 93 nonservice men on the late rolls worked for 2 or 3 meals daily.

In cities of class 4, the largest proportions of the 62 men and of the 50 nonservice men at the late date and of the total 59 men at the early date earned \$5 but less than \$10. From 10 to 12 percent earned less than \$5.

Earnings distribution and hours worked.

In this discussion only the workers who were given two or three meals a day—thus excluding a number of part-time and most irregular workers—will be treated. Seven of the 24 service women in St. Louis whose earnings were less than \$5 worked 40 hours or more. A smaller proportion (10) of the 46 women who earned \$5 but less than \$10 worked as long as this. Among the nonservice women, none of those who earned less than \$5 and only 1 of the 12 who earned \$5 but less than \$10 worked so long as 40 hours. In Kansas City all but

3 of the 43 nonservice women whose earnings were \$5 but less than \$10 worked as long as 40 hours. The large majority of the nonservice women in cities of class 4 whose earnings were \$5 but less than \$10 worked 40 hours or more.

Of the 33 nonservice men in St. Louis whose earnings were \$5 but less than \$10, 22 worked 40 hours or longer. Thirty-three of the 39 nonservice men in Kansas City whose earnings were \$5 but less than \$10 worked 40 hours or longer, 22 for 54 hours or more.

Median earnings.

Women.—For women on the late pay rolls the highest median of the week's earnings (\$10.55) was for the 257 women in St. Louis, the largest city, and the lowest (\$7.50) was for the 183 women in Kansas City, which ranks next in size. The median for the 97 women in the smallest cities was \$7.80. The medians for the early pay rolls increased with size of city from \$7.15 for the 94 women in the smallest places to \$8.35 for the 256 in St. Louis.

The median earnings of the 87 service women on the late pay rolls were \$5.15 in St. Louis and for the 53 women in Kansas City they were \$3.50. At the early pay-roll date the 73 service women in St. Louis had a median of \$4.50.

At both dates the medians for the nonservice women who received two or three meals in addition to wages were the same for the group as a whole in cities of class 4, practically the same as the whole group in St. Louis, and one-eighth higher in Kansas City.

Men.—In this section the median earnings of all men increased with size of city, from \$8.15 for the 62 men in class 4 to \$10.80 for the 227 men in St. Louis at the late date, as compared with \$8.10 for the 59 men and \$9.35 for the 206 men, respectively, at the early date.

For nonservice men on the late pay rolls the earnings were slightly higher in each case than for all men, ranging upward from \$8.35 for the 50 men in the smallest cities to \$10.95 for the 196 men in St. Louis.

Median earnings and hours worked.¹⁷

Women.—For only one group of service women for whom hours worked were reported at the late date, those in St. Louis, has a median been computed. This median for 72 women is \$5.30. The median for the nonservice women whose hours worked were reported is \$10.85 for the 160 in St. Louis and \$9.15 each for the 95 in Kansas City and for the 55 in cities of class 4.

In St. Louis and in Kansas City the median earnings of the nonservice women who had worked 48 hours were \$10.85 and \$10.75, respectively, considerably lower than the minimums of \$12 and \$11.60 set by the code for 48 hours' work.

Men.—Too few service men for the computing of medians were reported in Kansas and Missouri. For the 176 nonservice men with hours worked reported the median was \$10.90 in St. Louis; for the 66 in Kansas City, \$9.65. In the larger city the median for those who had worked 54 hours was \$10.85, much below the minimum, \$13.50, established by the code.

No data from the early pay rolls are available for comparison.

¹⁷ As explained in the other sections of the restaurant report, earnings are correlated with hours worked only for those workers who received in addition to their cash wage 2 or 3 meals a day.

STATEMENTS BY EMPLOYERS**Changes in hours, rates, and basis of pay since the P. R. A.**

In 14 restaurants some change had been made since the President's Reemployment Agreement in the rates paid employees. In seven cases rates were increased, and in five they were raised for some workers and left the same or not reported for others.

In 15 of the restaurants hours were decreased, though in six of these the decrease affected only some employees.

In only 5 of the 15 restaurants reporting on basis of payment had any change been made in this. Two of these changes were to an hourly and one was to a weekly basis.

Overtime and part time.

Only seven restaurants reported overtime, and one of these paid nothing for it. Straight time rate was paid for overtime in five of the remaining six, and time and a third was paid in the sixth case.

In the 15 restaurants that had part-time employees, a straight rate was paid for all such work.

Tips.

In 11 of the 17 restaurants reporting on tips the employees kept their own. In the remaining six no tips were received.

Uniforms.

In 6 of the 17 cases the employers provided all uniforms, and in 7 cases the employees did so. Various arrangements were reported in the four remaining establishments. The employer furnished the kitchen help with their uniforms in two of these, while the dining-room employees provided their own; in one case the employer furnished uniforms to the waiters and waitresses only; and in the other case the men's uniforms were furnished by the employer and the waitresses' uniforms by themselves.

In only 6 of the 17 cases did the employer pay for the laundering of uniforms; in all other cases it was paid for by the employee. In two restaurants the cost to the employee was 30 cents a week; in a third case waitresses paid \$1 a week.

CALIFORNIA¹⁸

This State was included in the group classed as the North by the National Recovery Administration, but owing to the large number of establishments and employees covered the facts secured will be treated separately here. Of the 108 restaurants surveyed, 20 were in cities of class 1, 21 in class 2, 20 each in classes 3 and 4, and 27 in class 5. The following are the cities included in the California survey:

Class 1 (over 500,000)—Los Angeles and San Francisco.

Class 2 (250,000 to 500,000)—Oakland.

Class 3 (100,000 to 250,000)—San Diego.

Class 4 (25,000 to 100,000)—Santa Barbara, Pasadena, San Jose, Stockton, and Berkeley.

Class 5 (10,000 to 25,000)—Huntingdon Park, Palo Alto, Vallejo, Modesto, Burlingame, San Mateo, Santa Rosa, and Richmond.

Number and type of employees.

A total of 2,576 employees—1,436 men and 1,140 women—were on the late pay rolls. Well over two-fifths of the workers were in the largest cities and about one-tenth were in the smallest. More than 2,400 workers—1,324 men and 1,087 women—were on the early pay rolls.

At the time of the late pay rolls the proportion of nonservice workers as compared with service workers was about 2 to 1, the service employees being greatly outnumbered in all but the smallest cities. This was due to the condition among the men, who were heavily in the nonservice occupations.

Among women, on the other hand, service workers greatly outnumbered nonservice in cities of classes 4 and 5, the two groups were about equal in classes 2 and 3, and only in the largest cities were there considerably more nonservice than service women, the proportions being roughly 5 to 4. Somewhat similar comparisons may be drawn from the figures secured for the earlier date. (Table on p. 3.)

HOURS

Hours worked in week.

Women.—Large proportions of the women—from 38 to 48 percent—worked less than 40 hours on the late pay rolls, but this did not prevent other large groups—21 to 49 percent—working 48 hours, the maximum allowed by the code, and small proportions exceeding 48. Though the groups exceeding 48 hours were small, it is surprising to find increases in these proportions over those at the earlier date in three of the five classes of cities—1, 2, and 4.

Men.—In two of the four classes of cities for which it is possible to compare the data as to hours worked weekly by men, larger proportions worked less than 48 hours at the later date than at the earlier date. In classes 1, 3, and 5 very much larger proportions at the later date worked 54 hours, due chiefly to the universal and very great decline in the proportions working more than 54 hours. How-

¹⁸ Tables for this section of the report are available in the Women's Bureau.

ever, the proportions at the late date working longer than the maximum allowed by the code ranged from about 2 percent in the smallest cities to 24.6 percent in cities of class 4.

Scheduled days per week.

All but 15 of the 108 restaurants included in California were open on 7 days. The 15 restaurants that were open on 6 days or less employed 186 workers. In 92 of the 93 restaurants that operated 7 days a week, 2,211 employees worked on 6 days or less. However, in 50 of these restaurants there were 179 persons who worked on 7 days, thus violating the code provision of a maximum of 6 days' work. The largest proportions working on 7 days in restaurants operating every day in the week were in cities of class 4, where about one-eighth were so employed, and in cities of class 5, with only a slightly smaller proportion.

Shifts.

In four of the five groups of California cities very large proportions of the women, roughly 70 percent, had the same shift each day of the week—the same hours of work and the same hours of beginning and ending work. In the cities of class 4, the proportion with the same shift each day was about three-fifths.

Larger proportions of the men, about four-fifths in cities of classes 3, 4, and 5, about three-fourths in the largest cities, and seven-tenths in the city of class 2 had the same shift each day.

Employee-days.¹⁹

Only in cities of class 4 did the employee-days in the California restaurants surveyed average as many as 6 per worker on the late pay rolls. In the other cases the average was from 5.6 to 5.9.

In all population groups of cities the largest proportion of the women's days had working hours of 8 and less than 9, the next largest proportion having hours of less than 8. In the smallest cities these proportions were practically alike. A workday of less than 5 hours was very common, more than 14 percent of the women's days in cities of classes 1 and 2, more than 15 percent in cities of classes 3 and 4, and more than 18 percent in the smallest cities having this short shift of working hours. Only in cities of classes 4 and 5 were as many as 1 percent of the workdays as long as 9 hours, and here the proportions were only 1.3 percent and 1.8 percent, respectively. In the city of class 2, one of the days (0.1 percent) was of 10 working hours.

The largest proportions of men's days in cities of classes 1, 4, and 5 also had working hours of 8 and under 9, but in the other places more were of 9 and under 10 hours, three-fifths of the days in the city of class 3 being in this group. Nowhere but in the smallest cities had more than 4 or 5 percent of the men's days working hours of less than 5. In four population groups, small proportions—from 1.5 percent to 5.1 percent—had working hours of 10 or more. In cities of class 4 this proportion was 17.9 percent, almost wholly (16.6 percent) falling at 10 and under 11, but with 0.7 percent (7 days) at more than 12 hours.

In view of the fact that such very small proportions of the women's days had working hours of 9 and under 10, the long spread of their hours is surprising. In the five population classes of city, the women's

¹⁹ For general introduction to "employee-days" see *Hotels, New York City*, p. 17.

days had an excessive spread as follows: Class 1, 6.2 percent at 12 hours, 1.2 percent at more than 12; class 2, 2 percent at 12 hours, 10.3 percent at more; class 3, 3.8 percent at 12 hours, 5.5 percent at more; class 4, 7.6 percent at 12 hours, 19.5 percent at more; and class 5, 3.6 percent at 12 hours, 7 percent at more. The corresponding figures for men, also an excessive spread, are these: Class 1, 7.7 percent and 5.1 percent; class 2, 10.8 percent and 9.8 percent; class 3, 29.7 percent and 14.4 percent; class 4, 13.1 percent and 32.8 percent; and class 5, 9 percent and 6.5 percent.

WAGES

Basis of payment.

In cities of classes 1, 2, and 3 the weekly basis of pay was the most usual for women and men at both pay-roll dates, with the single exception that in the city of class 3 at the early date one more man was on a daily than on a weekly rate. In cities of class 5 also the largest groups were on a weekly basis, except that more women on the late pay rolls were paid by the hour.

In the remaining cities—those of class 4—much the largest proportion of men at each date were on a monthly basis. On the late pay rolls the largest group of women were paid weekly, but at the earlier date the numbers were almost equally divided between weekly and monthly.

WEEKLY RATES ²⁰

Rate distribution.

Women.—In all but the largest cities the modal weekly rates of the service women on the late pay rolls who received two or three meals daily in addition to their cash wage were \$10 but less than \$15. In the largest cities the modal rate was \$5 but less than \$10. All but 7 of the 67 service women whose earnings fell in this group earned \$7 but less than \$10.

Among the nonservice women the modal rates in cities of classes 1 to 4 fell in the \$10 but less than \$15 group, and in the smallest cities in the group \$15 and over.

Men.—The number of men engaged as service employees was small, especially in cities of classes 4 and 5. Only in the largest cities were rates reported for as many as 50. The modal rate varied much. In the largest cities it was \$10 but less than \$15, and in the city next in size it was \$5 but less than \$10. In the city of class 3 equal numbers (18) fell in the \$5 but less than \$10 group and in the group \$10 but less than \$15, while in cities of class 5 equal numbers (7) fell at \$10 but less than \$15 and at \$15 and over.

The modal rate of the 496 nonservice men whose rates were reported in the largest cities was \$10 but less than \$15. This was also the mode of the 187 nonservice men in the city of class 2, though almost as large a group fell at \$15 and over. In the next two classes of cities, the mode was \$15 and over, though in both classes the group at \$10 but less than \$15 was almost as large. In the smallest cities the modal rate fell in the group \$15 and over.

Median weekly rates and scheduled hours.

Women.—Median weekly rates have been computed for the groups of service and nonservice employees on the late pay rolls who received

²⁰ As explained in previous sections of the restaurant report, the rates discussed here are the net cash rates for the group of workers who received in addition two or three meals a day.

two or three meals daily in addition to their cash wage. The median rates of service women increased, though somewhat irregularly, from \$9.60 for the 122 women in the largest cities to \$13.20 for the 66 women in the smallest.

The median rate of the nonservice women was lowest in the city of class 3, \$12.25 for the 59 women, and highest in that of class 2, \$13.90 for the 96. The median of the 229 women in cities of class 1 was next to the lowest, or \$12.55, and that for the 59 women in cities of class 4 was \$13.70. Too few nonservice women were reported in cities of class 5 for the computation of medians.

When scheduled hours of nonservice women are correlated with weekly rates the median rate of the 168 women in cities of class 1 whose scheduled hours were 48 is seen to be \$12.50; for the 62 in the city of class 2 it is \$14.40. The median of \$12.50 is somewhat below the \$13.33 minimum prescribed by the code for 48 hours' work in the largest cities, though \$14.40 is well above the minimum of \$12.89 set by the code for cities next in size.

Men.—For only the largest cities has a median weekly rate been computed for men service employees. This median is \$12.55 for 81 men.

The median weekly rates of the nonservice men varied less than those of the women. The highest median was that for the 138 men in the city of class 3, \$14.80, and the lowest was for the 187 in the city of class 2, \$13.75. The median for the 147 men in cities of class 4 was only 10 cents higher and for 496 in class 1 it was only 20 cents higher than this low figure.

In the cities of classes 1, 2, and 3, for which median rates have been computed for the nonservice men whose scheduled hours were 54, these medians are \$14.45, \$14.50, and \$16.60, respectively. The median for the 157 men in cities of class 1 is 55 cents below the minimum set by the code for the largest cities, the \$14.50 for the 65 men in class 2 is exactly the same as the minimum for such cities, and the \$16.60 for the 68 men in class 3 is \$2.60 above the code minimum.

WEEK'S EARNINGS

Earnings distribution.

In all but three cases where the modal groups for rates and earnings can be compared, they fall in the same class as to money; that is, if the largest proportion have rates of \$10 and less than \$15, the largest proportion on the earnings table also fall at \$10 and less than \$15. The three exceptions are service women in cities of classes 2 and 4, where modal rates are \$10 and under \$15 but modal earnings are \$5 and under \$10, and nonservice men in cities of class 1, where the rates of the largest proportion of men are \$10 and less than \$15 but the earnings of the largest proportion fall at \$15 and over.

Women.—The largest proportion of the 473 women and of the 256 nonservice women in cities of class 1 earned \$10 but less than \$15 at both pay-roll dates, though on the early rolls almost as large a part of the total 476 earned \$5 but less than \$10. The largest group of the approximately 210 service women earned \$5 but less than \$10 at both dates.

In the city of class 2 the largest group of the 218 women and of the 110 nonservice women at the late date and the 188 and 102 at the early earned \$10 and under \$15, though at the late date almost as

many earned \$15 or more. Of the 86 service women, the chief group also earned \$10 and under \$15 at the early date, while of the 108 on the later rolls the largest proportion fell at \$5 and under \$10.

In the city of class 3 the largest proportion of the 135 women at the late date and of the 132 at the early had earned \$10 but less than \$15.

In cities of class 4 the largest proportions of the 178 women on the late and of the 171 on the early pay rolls and also of the nonservice women, 74 and 72, respectively, had earned \$10 but less than \$15. The largest proportions of the approximately 100 service women at the late and early dates, respectively, had earned \$5 but less than \$10, though almost as large groups had earned \$10 but less than \$15.

Only for all women and for service women could percentages be computed for cities of class 5. The largest proportions of both groups, 136 total and 106 service women, on the late pay rolls and of the 88 service women at the early date had earned \$10 but less than \$15. On the early pay rolls somewhat the largest proportion of the 120 women had received \$15 and more. At both late and early pay-roll dates three nonservice women had received no cash wage at all, only their meals.

Men.—In cities of class 1 the largest proportions of the 642 men and of the 104 service men at the later date had earned \$10 but less than \$15. Practically equal proportions of the 538 nonservice men had earned \$15 and more and \$10 and under \$15, the difference of only one-half of 1 percent being in favor of the higher earnings. At the early date the largest proportions of the 572 men and of the 471 nonservice men had earned \$15 and more, and that of the 101 service men \$5 but less than \$10.

In the city next in size, percentages are available for all men and nonservice men only. The largest proportions of the 268 men in total and the 224 nonservice men at the late date had earned \$10 but less than \$15, while at the earlier date the largest groups of the 248 men as a whole and of the 209 nonservice men had received \$15 and more.

In the city of class 3 at both dates the largest proportions of the service men (52 at the late and 53 at the early date) had received \$5 but less than \$10, and of the nonservice men (161 and 158 at these respective dates) \$15 and more. The largest proportion of the group as a whole (213) had received \$10 but less than \$15 at the late date; the largest proportion of the 211 at the early date, \$15 and more.

The largest proportions of all men and of nonservice men—the only groups for which data were available, and ranging in numbers from 161 to 187 in cities of class 4 and from 99 to 126 in cities of class 5—had received \$15 and over at both the late and the early date.

In class 5, at time of early pay rolls, 10 of the 99 nonservice employees had received no cash wage, having worked for two or three meals a day.

Lowest and highest wage groups.—In the smallest cities much larger proportions of the 136 women and of the 106 service women at the late date than of the 120 women and 88 service women at the early date earned less than \$5. Considerably smaller proportions with these low earnings at the later date as compared with the early date appear for men in the city of class 2 and for service women and men in that of class 3.

Larger proportions with earnings of \$15 and more at the later than at the earlier date appear for women in the city of class 2, for service

women in cities of class 4, and for nonservice men in the smallest cities. There are more cases than these of a considerably smaller percentage at the late than at the early date earning \$15 or more, notably service women in cities of classes 3 and 5 and nonservice women in class 4, and service men in cities of class 1 and nonservice men in class 3.

Earnings distribution and hours worked.

Only employees who received two or three meals a day were correlated with hours worked. In this way many of the part-time and irregular workers were excluded. Only 9 of the 84 service women and 6 of the 33 nonservice women in cities of class 1 whose earnings were \$5 but less than \$10 worked as long as 40 hours.

In Oakland (class 2) 1 of the 26 service women and 5 of the 17 nonservice women whose earnings were \$5 but less than \$10 worked 40 hours or longer. In San Diego (class 3) 3 of the 14 service women and 1 of the 9 nonservice women who earned \$5 but less than \$10 worked 40 hours or more. In cities of class 4, 5 of the 17 service women and none of the 8 nonservice women whose earnings were \$5 but less than \$10 worked this long. Only 1 of the 11 service women in class 5 who earned \$5 but less than \$10 worked as much as 40 hours.

Among the men conditions were somewhat different. Two of the 13 service men and 31 of the 55 nonservice men in San Francisco and Los Angeles (class 1) whose earnings were \$5 but less than \$10 worked 40 hours or longer. In Oakland (class 2) 16 of the 27 nonservice men whose earnings were \$5 but less than \$10 worked 40 hours or more. Six of the 15 nonservice men in San Diego (class 3) who earned \$5 but less than \$10 worked as much as 40 hours. Exactly one-half (9 of 18) of the nonservice men in class 4 who earned as little as this worked 40 hours or longer. Three of the 8 nonservice men in class 5 who earned \$5 but less than \$10 worked as long as 40 hours.

Median earnings.

Women.—For all women on the late pay rolls the range of median earnings was from the low of \$10.60 for the 473 employed in cities of class 1 to \$12.50 for the 136 in the smallest cities, an increase in earnings, though irregular, with a decrease in size of city. For service women the range was from \$8.35 for 217 women in cities of class 1 to \$12.40 for the 106 in those of class 5. In every case but one the median earnings were higher for those who received two or three meals a day, indicative of longer hours, than for the whole group of service women. The range of these medians from the largest cities to the smallest was from \$9.05 to \$13.55.

For the 504 nonservice women on the late pay rolls in the four classes of cities where numbers were large enough for the computation of medians, the median earnings were higher in every case than for the groups of women as a whole or for the service women. The range, though quite irregular, was from \$12.05 for the 256 in cities of class 1 to \$13.10 for the 74 in cities of class 4. Here, too, the median earnings of those who received two or three meals a day in addition were higher, though only slightly so, the difference ranging from 5 cents to 55 cents.

For all women on the early pay rolls the median earnings ranged, though somewhat irregularly, from \$10.15 for 476 women to \$12.45 for 120, the figures for the largest and smallest cities, respectively. The lowest and highest median earnings for all service women were

for the same groups, the 208 in the largest and the 88 in the smallest cities, and these were \$7.35 and \$12.50. The addition of two or three meals made no change in the median for the largest cities, but in classes 4 and 5 wages averaged considerably higher where meals also were received.

As on the late pay rolls, the range of medians for nonservice women on the early pay rolls was not great. The lowest, \$11.20, was for the 62 in the city of class 3, and the highest, \$12.75, was for the 72 in cities in class 4. For the nonservice women who received two or three meals daily in addition, the range was somewhat greater, but the lowest was for the city of class 3 and the highest for that of class 2.

Men.—The median earnings of all men on the late pay rolls ranged from \$11.95 to \$15.15, the lowest being for the 268 men in the city of class 2 and the highest for the 126 in cities of class 5. For only two groups of service men, those in classes 1 and 3, were the numbers sufficient for the computing of medians. The lower median for service men was \$9.50 for the 52 in the city of class 3, and the higher was \$11.90 for the 104 in cities of class 1.

For nonservice men the range of median earnings was from \$12.35 for the 224 men in the city of class 2, to \$15.50 for the 108 in the smallest cities. Little difference from the figures just quoted appears in the medians for the nonservice employees who received two or three meals a day, the range of the latter being from \$12.75 to \$16.15.

For all men on the early pay rolls the lowest median was for the 248 men in the city of class 2, \$10.25, considerably below the figures for the late pay rolls, and the highest was for the 121 men in the smallest cities, \$15.15, the same as on the late pay rolls.

For service men on the early pay rolls, median earnings could be computed for cities of only two classes, 1 and 3, as was the case at the later date. These median earnings, \$8.25 and \$10.30 for 53 and 101 men, were lower than the corresponding medians on the late pay rolls. At the early date the median for the service men in cities of class 1 who received two or three meals a day was much less than that of the corresponding group on the late pay rolls, \$9.15 as compared with \$12.

At the early date, the lowest median for nonservice men, \$11.35, was for the 209 in the city of class 2, and the highest, \$14.70, was for the 158 in the city of class 3. The lowest and highest medians for the nonservice men who received two or three meals daily, \$12 and \$14.90, were for the same two cities.

Median earnings and hours worked.²¹

Women.—For service women whose hours worked were reported the median earnings were inversely proportionate to size of city, the lowest median being \$9.10 and the highest \$13.60. As suggested previously, probably it was the opinion of employers setting rates for service women that those in the largest cities would receive more in tips than would those in the smaller cities. Too few women for the computing of medians were reported to have worked 48 hours, the maximum set by the code for women's work.

The range in medians for the nonservice women whose hours worked were reported was small, being from \$12 for those in the city of class

²¹ As explained in previous sections of the restaurant report, earnings are correlated with hours worked only for those employees who were given in addition to their cash wage 2 or 3 meals a day.

3 to \$13.30 for the cities of class 4. For only one group of the women who had worked 48 hours, those in cities of class 1, could a median be computed. This median of \$12.35 was practically \$1 less than the minimum prescribed by the code for 48 hours of such work in cities of this size.

Men.—Only in the largest cities were hours of work reported for as many as 50 service men on the late pay rolls. For these 86 men the median was \$12.

Median earnings for nonservice men on the late pay rolls have been computed for all classes of cities. The lowest median of men whose hours worked also were reported was \$12.50, in the city of class 2, and the highest was \$14.45, for the city of class 3. The median earnings for the men who had worked 54 hours ranged upward as size of city decreased, from \$14.15 in cities of class 1 to \$15.65 in the city of class 3. In classes 1 and 2 the medians were below the minimums, \$15 and \$14.50, established by the code for cities of these sizes, but in class 3 the median was considerably above the minimum set, the latter being \$14.

Comparable data as to earnings and hours from the early and the late pay rolls were available for the service women in only two classes of cities (1 and 3), and for these the medians at the late pay-roll date were higher. This same situation was found to exist for the nonservice women where it was possible to compare them, that is, in cities of classes 1, 2, and 3. In three of the four cases where comparison is possible the medians of the nonservice men were higher at the earlier date.

STATEMENTS BY EMPLOYERS

Changes in hours, rates, and basis of pay since the P. R. A.

Some changes that had taken place in conditions affecting employees were a result of the signing of the President's Reemployment Agreement. Others were due to the code.

Of the 105 restaurants reporting on a change in the rates paid to employees, 63 had made no change in rates. In 27 of the 42 establishments reporting changes some rates were increased, some were left the same, and some were not reported. In 10 cases the rates were raised for all or some employees and in 5 cases they were lowered for all or some.

More of the establishments reporting had made a change in hours since the P. R. A. than had changed their rates. A total of 65 restaurants had made some change in hours; 62 had decreased them, though 6 of these had returned later to their former schedule. Twelve of the remaining 56 had shortened the hours for all workers, 17 had shortened the hours for men but did not report concerning women's, 16 had decreased the hours for some workers but not for others, and 11 had decreased the hours for some but did not report for others.

Of the 104 establishments reporting on change in basis of pay, only 5 had made any change; 2 to hourly from weekly, 2 to weekly from hourly or monthly, and 1 some other change.

Overtime and part time.

One-half of the 98 restaurants reporting on overtime required such work. Practically two-thirds of the 49 requiring overtime paid for it at the straight time rate, about one-fifth paid time and one-third, and two restaurants paid time and one-half.

A large part of the restaurants reporting on pay for part time, 59 of the 71, had this type of work. About seven-tenths of the restaurants reporting part time, 41, paid straight wages for such work, 2 paid time and one-third, and 5 paid more than the regular rate but the amount was not stated.

Tips.

Tips were quite generally received by workers in the restaurants included in the study. In all but 6 of the 93 establishments reporting, the workers received tips. The employees kept their own tips in all but four restaurants, where the receipts were pooled.

Uniforms.

In 2 of the 106 restaurants reporting as to uniforms none were required. In one-fifth of the remaining 104 (21) the employers furnished all the uniforms. In 18 cases the employers provided uniforms to the kitchen help but the dining-room workers furnished their own. In 10 establishments the employers provided the men with their uniforms and the waitresses furnished their own. In 39 restaurants all the employees supplied their own.

Of almost as great importance as the furnishing of uniforms is the responsibility for their laundering. In about two-fifths of the 99 restaurants answering this question (42) the cost of laundering was paid by the employee. The employer paid for all laundry in 24 restaurants, for men's only in 15 establishments, and for kitchen employees' only in 2. In the remaining 16 cases, systems of payment too varied to enumerate were in effect. The lowest weekly charge to employees for laundry of uniforms was 15 cents and the highest was \$1.50.

THE SOUTH ²²

In the South 28 cities, of population classes 2 to 5, were included in the restaurant survey. The list of cities follows:

Class 2 (250,000 to 500,000)—Atlanta (Ga.), Birmingham (Ala.), Louisville (Ky.), and New Orleans (La.).

Class 3 (100,000 to 250,000)—Norfolk and Richmond (Va.).

Class 4 (25,000 to 100,000)—Charleston and Wheeling (W. Va.), Charlotte, Greensboro, and Winston-Salem (N. C.), Cumberland (Md.), Greenville (S. C.), Lexington (Ky.), Macon (Ga.), Montgomery (Ala.), and Roanoke (Va.).

Class 5 (10,000 to 25,000)—Athens and Rome (Ga.), Bessemer (Ala.), Biloxi (Miss.), Concord, Gastonia, Salisbury, and Shelby (N. C.), Danville and Suffolk (Va.), and Rock Hill (S. C.).

Number and type of employees.

More than 3,000 employees were covered on the late pay rolls, well over one-half of these being men. Figures available at the earlier date covered practically 2,500 workers.

On the late pay rolls almost twice as many workers were nonservice as were service employees. The proportion of women nonservice workers was much smaller than this, but approximately two and one-half times as many men held nonservice as held service positions. Great differences may be noted in these proportions in the various classes of cities. The larger proportions in classes 2, 3, and 4 were nonservice workers, though in class 3 the difference among the women was slight. In cities of class 5, where the numbers were small, the proportion of service women was practically two and one-half times as great as that of nonservice women. An analysis of the types of men workers shows that the numbers of nonservice men were far larger in all classes of cities, the greatest difference being in class 3. (Table on p. 3.)

HOURS

Hours worked in week.

Women.—The cities of class 5, with the smallest populations, differed greatly from the others in the matter of hours worked. On the late pay rolls only 5 percent of the 96 women in the smallest cities, in contrast to 29, 33, and 39 percent in the other groups, 388, 172, and 505 in number, had a week of less than 40 hours; and the overwhelming majority in the smallest cities—81 percent—in contrast to 39, 48, and 51 percent in the other groups, worked 48 hours or more. The proportions exceeding the code maximum of 48 hours were fairly similar in classes 3, 4, and 5—very roughly one-eighth—but less than 2 percent in cities of class 2 worked more than 48 hours.

In the two cases where late and early pay rolls may be compared, there had been a drastic reduction in the working of long hours.

Men.—The proportions of men working less than 48 hours on the late pay rolls ranged—though irregularly—from about 12 percent of the 138 in the smallest cities to about 32 percent of the 688 in the largest (class 2). This is reflected in the proportions working 54

²² Tables for this section of the report are available in the Women's Bureau.

hours or more, which ranged from 75 percent in the smallest cities to 43 percent in the largest. The drop between pay-roll dates in the proportions working in excess of 54 hours was very great. In spite of this fact, from about 11 percent of the 186 men in cities of class 3 to almost 17 percent of the 138 in cities of class 5 worked more than 54 hours at the late date. In cities of class 2 only 4.4 percent of the 688 had such hours, these places having a very much larger proportion than other cities with hours below 48.

Scheduled days per week.

Of the 161 restaurants covered in the South, 133, with close to 2,400 employees, were open on all 7 days of the week. In the 28 establishments open on 6 days or less, 657 persons were employed. In 110 of the 7-day establishments were 2,042 persons who worked on 6 days or less, but in 60 of the 133 there were 347 persons who were employed on 7 days. This number constitutes about one-seventh of the total group of employees in the establishments that were open 7 days, but such proportions varied considerably with size of city. Only about 1 employee in 20 in the largest cities included (class 2), as compared with practically one-sixth of those in class 4 and more than one-fourth of those in classes 3 and 5, were employed on 7 days.

Shifts.

The proportions of women whose scheduled days throughout the week were of the same duration and had the same hours of beginning and ending work varied from about seven-tenths of the 107 women in cities of class 5 to more than nine-tenths of the 238 in class 3.

Among men the proportions varied less. About four-fifths of the 224 and 135 men in cities of classes 3 and 5, respectively, represented the lowest proportion with the same shift each day; the highest, almost seven-eighths, was for the 626 in cities of class 2.

Employee-days.²³

For the 2,700 restaurant workers in the South whose hours of work were reported, the average days per week were from 6 to 6.3 for all groups but the women in cities of class 3, whose average was 5.9.

In all population classes but number 4, the largest proportion of women's days had working hours of 8 and under 9, the proportion next in size having hours of less than 8. In cities of class 4 these proportions were reversed, 50.2 percent of the days being in the group with the shortest hours; in class 3 the difference in the two percentages was negligible. The employment of women for less than 5 hours varied with size of city. In the smallest places only 2.6 percent of the women's 664 days had such short hours, but in cities of class 2, 9.9 percent of the 2,840, and in those of class 3, 15.4 percent of the 1,400, were so reported. Except in cities of class 4 only trifling proportions of the women's days had hours of work of 9 and more; in class 4 as many as 8.8 percent had such hours, one-third of them being of 11 and under 12 hours. In the smallest places, class 5, no women's days had so many as 10 hours of work.

In cities of classes 2, 4, and 5, the largest proportions of men's 3,785 days, 2,926 days, and 845 days, respectively, had hours of work of 9 and under 10, the next in size falling at 8 and under 9. Cities of class 3 were an exception, somewhat the largest proportion of the

²³ For general introduction to "employee-days" see *Hotels, New York City*, p. 17.

1,377 days having hours of 8 and under 9. In no class of city had so many as 3 percent of the men's days working hours of less than 5. Though hours of 11 or 12 were commoner than they should have been, the days of such length were only small proportions—from less than 1 percent to less than 5 percent—of the totals.

A spread of hours disproportionate to the hours of work is apparent for both sexes and for all classes of cities. In the largest and second largest places surveyed (classes 2 and 3), though but 0.2 percent of the women's days had working hours of 10 and more, the spread of hours was 12 on respectively 3.2 percent and 4 percent of the days, and it was more than 12 on respectively 7 percent and 6.2 percent. In cities of class 4, where 4.8 percent of the days had hours of work of 10 and more, a spread of 12 hours was reported for 11.9 percent of the days and a spread of more than 12 for 10.7 percent. In the smallest places, though no working days for women were so long as 10 hours, 8.3 percent had a spread of 12 hours and 30.4 percent a spread in excess of 12.

In each class of city some of the men's workdays had hours of 10 and more, the proportions ranging from 1.2 percent to 9.2 percent of the total, but a spread of 12 or more hours on from 18 percent to 38 percent of the total days seems an unreasonable discrepancy. In cities of class 2, only 1.2 percent of the men's days had working hours of 10 or more, but 9.7 percent had a spread of 12 hours and 8.3 percent had a spread of more than 12; in the cities next smaller, 9.2 percent of the days had working hours of 10 or more, but 8.3 percent had a spread of 12 hours and 11.4 percent a spread of more than 12; in cities of class 4, 8.7 percent of the days had hours of work of 10 or more, but the spread of hours was 12 on 21.6 percent of the total days and was more than 12 on 16.7 percent; in the smallest cities, where but 4.7 percent of the workdays were of 10 or more hours, 9.3 percent had a lapse of 12 hours, and 28.4 percent a lapse of more than 12, between the beginning and the end of the day.

WAGES

Basis of payment.

In cities of class 2 the largest proportion of women on the late pay rolls were paid by the hour and the largest proportion of men by the month, though the men's figure was followed very closely by the proportion paid by the hour. In the cities next in size, the largest group of women were paid by the hour and the largest group of men by the week. For both women and men in cities of classes 4 and 5 the most usual basis of pay was weekly.

On the early pay rolls the most common basis of pay for both women and men in the largest cities was monthly, but for the three groups of smaller cities a weekly basis was more general.

WEEKLY RATES ²⁴

Rate distribution.

Women.—In the largest cities included in the South the modal rate among the 139 service women was less than \$5, while for the 68 women in the cities next in size there were two rates, less than \$5,

²⁴ All rates quoted here, as in the other sections of the restaurant report, are the net cash rates for those employees who received also 2 or 3 meals a day.

and \$5 and less than \$10, represented by equal numbers of women. The modal rates in the two classes of smaller cities were the same, \$5 but less than \$10.

The modal rates of the nonservice employees—233, 64, 198, and 23 in number—in each of the four classes of cities fell in the \$5 but less than \$10 group. In the smallest cities an almost equal number had a rate of less than \$5.

Men.—The modal rates both of service and of nonservice men fell in the same group, that of \$5 but less than \$10, in each of the four classes of cities.

Median weekly rates and scheduled hours.

Women.—Medians of the weekly rates of women were available in cities of classes 2, 3, and 4 for both service and nonservice employees who received two or three meals daily in addition to their cash wage. For service employees, these medians were inversely proportionate to the size of the city, the range being from \$4.55 for 139 women to \$5.50 for 128. In only two of these classes of cities were the numbers of women service employees who were scheduled to work a 48-hour week sufficient for the computation of a median. The median rate of the 76 women in cities of class 2 whose scheduled hours were 48 was \$4.55, less than 60 percent of the minimum rate established by the code, \$7.93. For the 74 women in cities of class 4 who had hours of 48 the median rate was \$6.55, considerably below, though more nearly approaching, the minimum of \$7.74 set by the code.

The median weekly rates of the nonservice women decreased as size of city decreased, the range being from \$9.10 for the 233 women in cities of class 2 to \$7.85 for the 193 in those of class 4.

For the same classes of cities as among the service employees, class 2 and class 4, it was possible to compute the medians of the nonservice women with a weekly schedule of 48 hours. In class 2, the median rate of \$9.45 for the 144 women whose scheduled hours were 48 was considerably below the minimum rate set by the code, \$10.96, and in cities of class 4 also the median for the 70 women who had worked so long, \$8.45, was far below the code minimum, \$10.20.

Men.—Median weekly rates of the service men could be computed for cities of classes 2 and 4 only. The median for the 149 men in the larger cities was \$7.10, and for the 128 in the smaller it was \$6.35. Owing to the small numbers no medians have been computed for the service men who worked 54 hours.

A definite decline with a decrease in size of city appears in the median rates of nonservice men, the range being from \$9.85 for the 402 men to \$7 for the 92. The same holds true for those men who had worked 54 hours, the rates in this case ranging from \$10.45 to \$6.80. In every case the median rates of the nonservice men whose scheduled hours were 54 were lower than the minimums established by the code, the differences increasing with decrease in size of city from \$1.87 to \$4.04.

<i>Population class of city</i>	<i>Median weekly rate of nonservice men (54 hours)</i>	<i>Minimum set by the code for nonservice men (54 hours)</i>
Class 2 -----	\$10.45	\$12.32
Class 3 -----	9.75	11.90
Class 4 -----	9.25	11.47
Class 5 -----	6.80	10.84

WEEK'S EARNINGS

Earnings distribution.

Women.—In cities of class 2 at the late pay-roll date the largest proportion of the 544 women and of the 350 nonservice women earned \$5 and less than \$10, as had the 267 nonservice women at the earlier date. The large majority of the 194 service women on the late rolls and of the 192 on the early rolls, and more than one-half of the 459 total women at the early date, earned less than \$5.

At both dates in cities of class 3 the largest group of all women, 240 at the late and 201 at the early, and of nonservice women, 126 and 104, respectively, earned \$5 and under \$10, but service women, 114 and 97 on the late and early rolls, were more heavily in the lowest wage brackets—less than \$5. At the late date almost as many service women earned \$5 and under \$10.

In cities of class 4 the largest proportions of all women, 446 on the late and 385 on the early, and of nonservice women, 269 and 225, respectively, at both dates, earned \$5 and less than \$10. At the late date more than half the 177 service women also had such earnings, but on the earlier rolls almost two-thirds of the 160 service women were in the group under \$5. Only five women at both pay-roll dates, all nonservice women, had received two or three meals daily as their only remuneration.

Very few women in cities of class 5 were in nonservice occupations. All women and service women were very heavily in the wage group \$5 and less than \$10 at both dates.

Men.—In every case, on both pay rolls, the modal group of men fell at \$5 and under \$10. Ten nonservice workers at the late date and four at the earlier date had received two or three meals daily as their only remuneration.

Lowest and highest earnings.—For both men and women, much smaller proportions at the late than at the early date were paid less than \$5.

Strange to say, much smaller proportions also, in the case of men, were paid \$15 or more. This comparison in the case of women is very irregular, but at either date the proportions paid as much as \$15 were trifling. In cities of class 5 the records show no woman to have had such earnings on either pay rolls.

Earnings distribution and hours worked.

In this discussion of earnings and hours worked, only the women and men who received two or three meals a day were included. In this way some of the part-time and irregular workers have been excluded.

In cities of class 2, well over two-fifths of the 113 service women whose earnings were less than \$5 worked 40 hours or more. Twenty-seven of the 42 who earned \$5 but less than \$10 worked this long. Among the nonservice women none of the 33 who earned less than \$5 worked so long as 40 hours. Somewhat under four-fifths of the 159 nonservice women whose earnings were \$5 but less than \$10 worked 40 hours or more.

In the cities next smaller in size all but 2 of the 36 service women whose earnings were less than \$5 worked 40 hours or more. Of the 33 women who earned \$5 but less than \$10, 28 worked this long. Thirty-eight of the 48 nonservice women whose earnings fell in this group worked 40 hours or more.

In the cities of class 4, just under five-eighths of the 53 service women who earned less than \$5 worked 40 hours or more. About seven-eighths of the 75 women whose earnings were \$5 but less than \$10 worked this long. Eight of the 36 nonservice women whose earnings were less than \$5 worked 40 hours or more. Contrasted with this, well over five-sixths of the 119 who earned \$5 but less than \$10 worked this long.

Almost three-fifths of the 51 service men in cities of class 2 whose earnings were less than \$5 worked 40 hours or more. Three-fourths of the 121 service men who earned \$5 but less than \$10 worked this long. Nine-tenths of the 212 nonservice men who earned \$5 but less than \$10 worked as long as 40 hours.

In the cities next smaller in size, close to nine-tenths of the 74 nonservice men who earned \$5 but less than \$10 worked 40 hours or longer.

In cities of class 4, 14 of the 26 service men whose earnings were less than \$5 worked 40 hours or more. Well over nine-tenths of the 80 service men who earned \$5 but less than \$10 worked this long.

One-third of the 51 nonservice men whose earnings were less than \$5 worked 40 hours or more. An even larger proportion (well over nine-tenths) of the 171 nonservice men who earned \$5 but less than \$10 worked 40 hours or longer.

In the smallest cities surveyed, all but 3 of the 14 nonservice men whose earnings were less than \$5 worked 40 hours or more. All the 57 nonservice men who earned \$5 but less than \$10 worked 40 hours or longer, most of them for 54 hours.

Median earnings.

Women.—For all women in the South at the late pay-roll date, the greatest difference in median earnings in the various classes of cities was 10 cents, those for women in cities of classes 3 and 5 being \$6.65 and those in class 4, \$6.55, with class 2 falling between.

The range of the median for the service women was from \$4.20 in cities of class 2 to \$6.75 in those of class 5. Here again this may be explained by the fact that employers in the larger cities assumed that the wages of service women would be augmented by larger tips than could be expected in the smaller cities. An increase in medians as size of city decreased may be noted also for the women who received two or three meals a day in addition to their cash wage.

For nonservice women the median week's earnings were \$8.40 in the two classes of larger cities but were lower, \$7.45, in cities of class 4. Where comparisons are possible, the median for women on the early pay rolls was lower than that of women on the late pay rolls in every case but one. In 6 of the 17 cases the later median was the higher by from \$1 to \$2.35.

Men.—The trend in median week's earnings of men was different from that of women. The median at the later date for all men ranged regularly from \$8.90 for those in the largest cities surveyed to \$7.45 for those in the smallest. For service men the highest median was for cities of class 3, \$8.45, and it was lowest, \$6.10, for those in class 4. For the service men who received two or three meals a day in addition to their cash wage the median in cities of class 2 was somewhat below, but in cities of class 4 the median was the same as that for the whole group of service men, \$6.10.

The median for the nonservice men decreased as size of city decreased from \$9.65 to \$7.15. In 2 of the 4 classes the median for men who had two or three meals a day in addition showed no decline, and in the other cases the resulting medians were only slightly less than those for the nonservice group as a whole.

The median earnings of the men on the early pay rolls were lower in every case than those at the later date. In 5 of the 16 cases the later median was from \$1 to \$1.75 higher.

Median earnings and hours worked.

Earnings in correlation with the hours worked are presented here for only those employees who had two or three meals a day in addition to their cash wage.

Women.—For service women on the late pay rolls whose hours worked were reported the median earnings rose with a decrease in size of city, from \$4.10 for the 155 women in cities of class 2 to \$5.35 for the 128 in cities of class 4. The median earnings for women who had worked 48 hours, in the two classes of cities where they were sufficiently numerous for computation of medians, were \$4.50 and \$7.35 for class 2 and class 4, respectively. The situation was much worse for those in class 2, but the employer probably expected the service woman to augment her salary more by tips in the larger than in the smaller cities.

Population class of city:	Minimum set by code	Median of earnings received
Class 2.....	\$7. 93	\$4. 50
Class 4.....	7. 74	7. 35

The median earnings of the nonservice women for whom hours worked were reported were practically the same in cities of classes 2 and 3, \$8.70 for 246 women and \$8.75 for 65, respectively, and a good deal less, \$7.50, in cities of class 4.

For only two groups of women working 48 hours was it possible to compute a median. For women in class 2 it was \$9.30 and for those in class 4 it was \$8.50. As will be seen from the summary following, these medians are below the minimums set by the code.

Population class of city:	Minimum set by code	Median of earnings received
Class 2.....	\$10. 96	\$9. 30
Class 4.....	10. 20	8. 50

Men.—For service men in the South on the late pay rolls no medians could be computed for specified hour groups.

The median earnings of the nonservice men whose hours worked were reported on the late pay rolls ranged downward with size of city from \$9.45 for the 398 men in cities of class 2 to \$7.05 for the 93 in cities of class 5. For the nonservice men who had worked 54 hours the medians showed a greater range, falling from \$10.85 for men in cities of class 2 to \$6.90 for those in class 5. These medians are much below the minimums set for 54 hours' work, especially in cities of class 5, as will be seen from the summary following.

Population class of city:	Minimum set by the code for nonservice men for 54 hours' work	Median of the earnings of nonservice men working 54 hours
Class 2.....	\$12. 32	\$10. 85
Class 4.....	11. 47	9. 55
Class 5.....	10. 84	6. 90

STATEMENTS BY EMPLOYERS**Changes in hours, rates, and basis of pay since the P. R. A.**

All but 3 of the 161 restaurants surveyed in the South reported on a change in basis of payment after the President's Reemployment Agreement was adopted. In 91 restaurants no change had taken place. Sixty of the 67 restaurants in which some change had been instituted had changed to an hourly basis of pay, in most cases from a weekly basis.

In only 15 of the 159 restaurants reporting on changes in hours of work in restaurants had there been no change. In 136 restaurants the hours had been shortened for all employees, though in 1 of these the former schedule had been restored, and in the remaining 8 they were decreased for some of the workers.

In 138 restaurants some change had been made in the rates paid to employees. In 97 of these restaurants rates of pay were increased for all or some workers, while in 32 the rates were raised for some employees and for others remained the same or were not reported.

Overtime and part time.

Of the 74 restaurant employers who reported overtime, 2 made no payment for such work, 43 paid straight time, 25 paid time and a third, and 2 paid time and a half; the remaining 2 had no regular rate.

A large part of the 122 restaurant keepers who reported employing some of their workers on a part-time basis paid these employees straight pay for such work. About one-tenth of the employers paid more than the regular rate, but the amount was not reported.

Tips.

All but 5 of the 146 employers reporting on policy in regard to tips stated that the workers kept their own tips.

Uniforms.

Close to one-half of the 157 restaurant owners reporting (75) furnished uniforms to the workers; in almost three-tenths of the cases (45) the employees furnished their own. Many arrangements were in effect in the other restaurants: In 13 the employer furnished kitchen workers' uniforms but the dining-room employees provided their own; in 8 the employer furnished all uniforms but those of waitresses and cooks; and in the remaining 16, systems too varied to enumerate were in practice.

Employers and employees paid for the laundering of uniforms in almost equal numbers of cases, 71 and 74, respectively. The weekly cost of laundering uniforms ranged from 20 cents to \$1.60 per employee.

APPENDIX—SCHEDULE FORMS

Schedule I

[This form was used for interviews with hotel owners or managers]

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

- Date.....
Agent.....
City.....
1. Name of hotel..... Address.....
Main office..... Address.....
 2. Type (a) Independent..... Chain.....
(b) Commercial..... Residential..... Apartment.....
Resort..... Other.....
 3. Number of guest rooms..... Proportion of transient rooms.....
 4. Member of an association (name).....
 5. Person interviewed..... Position.....
Person interviewed..... Position.....
 6. Pay-roll dates: 1933..... 1 week..... 2 weeks..... ½ mo..... 1 mo.....
1934..... 1 week..... 2 weeks..... ½ mo..... 1 mo.....
 7. Numbers employed (excluding office):

	Men	Women	Total
Lodging department.....			
Restaurant departments.....			
Other.....			
Total.....			

Lodging Department.

8. Changes since P. R. A. (note dates and occupations affected):
 - (a) Method of pay.....
 - (b) Rates.....
 - (c) Hours.....
9. (a) Pay for overtime.....
(b) Pay for part time.....
10. Employees who receive tips: Bellhops..... Chambermaids.....
Others (specify).....

11. Policy with reference to tips: Keep own..... Pool.....
 Share with captain..... Other (specify).....
 Notes:.....
12. Supplements to wages:
 - (a) Meals (specify occupations receiving).....
 Number of meals per week.... Amount allowed for: Breakfast....
 Lunch.... Dinner..... Amount deducted per week....
 Where do employees eat?.....
 Notes:.....
 - (b) Lodging: For all?..... If not, specify.....
 Amount deducted per week.....
 Notes:.....
 - (c) Other.....
13. Uniforms required (specify occupations).....
 Furnished by employer..... By employee.....
 Cost per uniform to employee.... Number kept on hand by employee.....
 Arrangement for purchase.....
 Cost to employee for laundry: Per uniform..... Per week.....
14. Deductions for insurance..... Other (specify).....
15. What form of collective bargaining is used by employees?.....
 How long in force?.....
16. Dressing room provided?..... Satisfactory?.....
17. Lockers provided?.....
18. Toilet convenient?.....
 Shared by men and women?..... By public?.....
 Clean?.....

Schedule II

[This form was used for interviews with restaurant owners or managers]

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

- Date
- Agent
- City
1. Name of restaurant..... Address.....
 Main office..... Address.....
 2. Type: (a) Independent.. Chain.. Hotel.. Department store.....
 Drug store.. Confectionery store.. Other (specify).....
 (b) Table service: Restaurant.. Tearoom.. Lunchroom.....
 Counter or fountain service.... Self-service.....
 Other.....
 3. Member of an association (name).....
 4. Person interviewed..... Position.....
 Person interviewed..... Position.....
 5. Pay-roll dates: 1933.... 1 week.. 2 weeks.. ½ mo.. 1 mo.....
 1934.... 1 week.. 2 weeks.. ½ mo.. 1 mo.....

6. Number employed (excluding office):

	Men	Women	Total
Kitchen help.....			
Dining-room help.....			
Other.....			
Total.....			

- 7. Business hours: Daily: Open..... Close..... No. of days.....
 Other: Open..... Close..... No. of days.....
- 8. Variation from regular hours (specify extent and reason).....
- 9. Changes since P. R. A. (note dates and occupations affected):
 (a) Method of pay.....
 (b) Rates.....
 (c) Hours.....
- 10. (a) Pay for overtime.....
 (b) Pay for part time.....
- 11. Employees who receive tips: Waiters: Table.... Counter.....
 Doorman.... Hat and coat checkers.... Others (specify).....
- 12. Policy with reference to tips: Keep own.... Pool.... Share with head
 waiter...., with cook...., with bus boy.... Turn over to manage-
 ment.... Other.....
 Notes.....
- 13. Supplements to wage:
 (a) No. of meals per week... Amount allowed for: Breakfast.....
 Lunch.... Dinner.... Amount deducted per week.... Where do
 employees eat?.....
 Notes.....
 (b) Lodging: For all?..... If not, specify.....
 Amount deducted per week.....
 Notes.....
 (c) Other.....
- 14. (a) Uniforms required (specify occupations).....
 (b) Furnished by employer..... By employee.....
 (c) Cost per uniform to employee.... Number kept on hand by employee...
 (d) Arrangement for purchase.....
 (e) Cost to employee for laundry: Per uniform.... Per week....
- 15. Deductions: For bus boy.... For broken dishes....
 For insurance.... Other (specify).....
- 16. What form of collective bargaining is used by employees?.....
 How long in force?.....
- 17. (a) Dressing room provided?..... (b) Satisfactory?.....
- 18. Lockers provided?.....
- 19. Toilet convenient?.....
 Shared by men and women?..... By public?.....
 Clean?.....

Schedule III

[This form was used for recording work time of persons on shifts.]

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

Establishment _____ City _____
 Name _____ Sex _____ Occupation _____

Number of meals furnished per week _____ Lodging _____

Beginning hours	6	7	8	9	10	11	Noon	1	2	3	4	5	6	7	8	9	10	11	Mn	1	2	3	4	5	Total
	a. m.						12											12							
Sunday																									
Monday																									
Tuesday																									
Wednesday																									
Thursday																									
Friday																									
Saturday																									
Total weekly																									

Date _____ Agent _____

