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The **WOMAN WORKER**

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Women's Bureau

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Women Workers and Family Finances

MAY 12

THE SINGLE daughter living at home is numerically the most important among women wage earners. So reports to a Women's Bureau study of about 6,000 women in two widely diverse localities—Cleveland, Ohio, whose industrial structure affords broad opportunities for women in commerce, manufactures, and all the professions and services, and the State of Utah, where an agricultural and mining economy limits women's opportunities chiefly to the professions and services found in every community. The picture of personal and family demands afforded by this survey was obtained by interviews with the working women themselves. Only households with women at work or seeking work were covered.

The importance of women's earnings to the family exchequer is strikingly shown. Almost four-fifths of all the families visited live entirely on the earnings of their members. Women's earnings constitute the entire support of well over a third of the families of two or more persons. In nearly one-fifth, women contribute half or more, though not all, of the total income. In only 3½ percent of the instances do women keep their earnings entirely for their own needs. When unmarried sons and daughters in the same family work, more daughters than sons give all their earnings to the family, and more daughters contribute large proportions of their salaries, though they usually earn less than sons. In Cleveland the month's earnings of daughters average \$75, their contributions average \$40; son's earnings average \$86 in the month, their contributions \$37. The corresponding averages for Utah are respectively \$77 and \$27 for daughters, \$72 and \$19 for sons.

The wife or mother is a wage earner in about a third of the Cleveland and in one-half of the Utah families. When the wife or mother is at work as well as the husband or father, in 60 percent or more of the fam-

ilies her contributions are from a fourth to a half of the family income.

Women living apart from their families constitute a fifth of all those studied. For a wholesome life, a woman living alone needs a minimum of \$84 in Utah, more in a city the size of Cleveland. About three in eight of these women send money regularly to their families, though their earnings average \$96 a month in Utah, \$103 in Cleveland.

The group interviewed was carefully selected to represent a cross section of women who are at work at different ages, with varying marital status, and different occupations and earning power. The report is a thoughtful appraisal of the entire situation, a count of earners and nonearners, and an estimate of the total income. From this it appears that Cleveland's 100,000 women workers earn about \$96,000,000 a year, nearly one-fifth of the earned income of all the city's employed. No estimate is made for Utah, but with 25,000 at work the amount must be considerable.

These women are not employed casually. About half have worked 10 years or more, one in four at least 15 years. A fourth are as much as 40 years of age. A third are not yet 25, hence much of their work experience is still ahead.

Earnings differ markedly with occupation. Professional workers receive most, averaging \$134 a month in Cleveland, \$120 in Utah. Service workers, at the other end of the scale, average less than \$60 in each case. Household employees are not included.

More than a third of the households visited are broken and composite families. The most common type is one in which the father is missing, leaving, in many cases, a mother with children too young to help.

Normal families usually contribute to the support of persons not of the household, this being reported most frequently by families of husband and wife only, and by women living apart from their families.

Women in the Labor Market in the States

PRELIMINARY census figures now issued estimate the total number of women in the labor market for the various States as well as for the country as a whole. These 1940 figures include job seekers with no experience, which is not the case with the 1930 figures for gainfully occupied persons. Hence the entire increase in woman-employment is appreciably less than the 20-percent increase shown from the number gainfully occupied in 1930 to the number in the labor force in 1940 would indicate. This also partly explains the fact that in most States, as well as for the country as a whole, these proportional increases among working women were greater than the increase in the woman population.¹ (Exceptions, States in which women had advanced more in population than in employment, are Alabama, Arkansas, Colorado, Georgia, Louisiana, Massachusetts, Mississippi, South Carolina, Utah, Washington.)

Increased Numbers of Women in Labor Market.

The figures so far available on employment are preliminary estimates from a 5-percent cross section of the complete data, and may be changed later. Comparison of the numbers of women in the 1940 labor market (including new workers) with the numbers gainfully occupied in 1930 shows the greatest increases in New York, California, Pennsylvania, Illinois, Texas, and New Jersey, adding respectively from 287,000 to 102,000 women workers. Over 50,000 were added in Michigan, Ohio, North Carolina, Florida, Virginia, and Missouri. The only State showing a decline in number of women workers was Mississippi, but in the following States the increase was so small that if the untrained youth were subtracted advance would be slight—Alabama, Nevada, Wyoming, Arkansas, Utah, Vermont.

¹ Comparisons throughout are of those 14 years of age and older.

Percent Women Are of All Workers.

The proportion of women among all the Nation's workers shows some increase, now being 24.3 percent while in 1930 it was 22 percent. In none of the various States was the difference from 1930 to 1940 greater than about 4 points, and it was as high as 3 points in only 8 cases, most of them not among the major industrial States—Delaware, Oklahoma, New Jersey, West Virginia, Florida, Nevada, Montana, and South Dakota. Declines in the proportions of the workers who were women were found in Mississippi, Alabama, South Carolina, and Arkansas, and only very small increases in Louisiana, Georgia, Colorado, Utah, Massachusetts, and Washington. These proportions are as follows in the 14 States leading in the employment of women, which have two-thirds of all the women workers in the entire country:

State ¹	Percent women were among—	
	Gainful workers, 1930	All in labor market, 1940
New York.....	25.6	28.5
Pennsylvania.....	21.6	24.3
Illinois.....	22.5	25.3
California.....	22.3	24.8
Ohio.....	20.6	23.0
Massachusetts.....	29.2	30.6
Texas.....	19.0	21.9
New Jersey.....	24.3	27.9
Michigan.....	18.7	21.4
Missouri.....	20.5	23.2
North Carolina.....	23.8	25.9
Georgia.....	26.8	27.8
Indiana.....	18.8	21.3
Wisconsin.....	19.1	21.1

¹ Each of these States had over 258,000 women in 1940 labor market. Next State (Minnesota) 243,550. States are listed according to number of women in labor market.

Percent of All Women That Go To Work.

In general, the proportion of the entire woman population that now is in the labor market differs very little from formerly. In 1930, 24.3 percent of all women 14 and over were in gainful work; in 1940, 25.5 percent were in the labor market. The difference

probably is little or no greater than could be explained by inclusion of new workers in 1940 and their omission in 1930. In only one State, Delaware, is this difference considerable—28.4 percent in 1940 as against 23.9 percent in 1930.

In 10 States there actually were declines from 1930 to 1940 in the extent to which the women in the population had jobs or

sought employment. Most notable of these was Mississippi, where 26.7 percent of the women were in the labor market in 1940 as against 32.3 percent gainfully occupied in 1930. Other States in a similar situation, though less extremely so, were Alabama, South Carolina, Louisiana, Arkansas, Colorado, Georgia, Massachusetts, Utah, and Washington.

Women's Job Chances in Defense and Other Work

WOMEN are receiving a share of employment in the rapidly increasing defense industries. Visits made by a Women's Bureau agent in October and again in February to certain New England munitions and airplane factories showed that in some of these the force of women workers had increased by about 50 percent, in some it had doubled. In several plants combined, where some 2,600 women were employed in October, over 4,500 were at work in February. A plant being built for the manufacture of small arms ammunition in Kansas is expected to employ over 2,000 women; an Ohio munitions plant will absorb some 2,500 in the early summer. In Florida, women as well as men are to be considered for positions as aircraft fabric workers. In a Virginia plant to open in the fall, 1,500 or more women are to be employed in making bags, and sewing them closed after loaded with powder, the latter requiring great care to prevent accident and injury.

Places Increase for Women.

If the active file of individuals seeking jobs at public employment offices declines, it is a pretty good indication that workers are finding jobs. After June 1940, the active file declined steadily for the country as a whole, and by December its lists showed about 20 percent fewer women job hunters than in June. In the latter half of 1940 about 38 percent of all placements were those of women, though women constituted only about 24 percent of all persons in the labor market as reported by the Census.

Chances Outside Defense Industries.

While there has been much preoccupation with employment in defense industries, opportunities for the greatest numbers of women still lie largely in other fields. Men move into defense industries and women take the places of the men who move; or the well-trained woman may secure a defense job and another unemployed and perhaps less well trained may succeed to the job left.

The Bureau of Employment Security stated recently that from all over the country come reports of household help and farm workers obtaining employment in factories or arsenals. As a result, some shortages of farm and household workers have been reported. An analysis of 660,000 placements of women in the latter part of 1940 shows that of every 10 of these nearly 6 were in service occupations and 2 each in manufacturing and trade, with negligible proportions in agriculture, transportation, and so forth. Eighty-one percent of the service placements were in domestic work.

Women in Defense Occupations.

The Bureau of Employment Security is now reporting placements in a selected list of defense occupations, and gives this by sex. In these specific occupations data for 2 late months of 1940, when defense employment was advancing rapidly, show that women constituted only a little over 3 percent of all such placements through the offices, though many women had found jobs. No full record by sex of hirings at the plant gate is obtainable.

In the groups including the heavier industries, construction, transportation, and mining, as well as manufacturing, in the latter half of 1940 about 60 percent of the placements of men but only a little over 40 percent of those of women were in general labor occupations, while 10 percent of the women and 23 percent of the men were in occupations shown as the most skilled.

The two major industries for women were foundry and forge plants and electrical-goods manufacturing, in which were 75 percent of the women's but only 12 percent of the men's placements in the last 2 months of 1940. Most women placed in foundry and forge plants were operators of some type of press; a very few were core-makers. In electrical plants the great

majority of women placed were assemblers, some were armature winders; a few assembled radio equipment or operated winding machines.

In two large groups that absorbed over 60 percent of men's placements, only 15 percent of those of women were found. One of these was in the machine-shop and machine-tool industries, where the largest proportion of women were drill-press operators, tool makers, and machine operators at benches; a very few were inspectors. The other industry was construction, where a very few women were placed as sheet-metal workers.

Other occupations in the defense list that absorbed a few women: Spray painter, jeweler, worker on final assembling in aircraft, upholsterer, and hand writer of signs.

Proposed Laws for Women Workers

Hours of Work

BILLS that have been introduced as to hours of work include several to extend coverage of existing laws to occupations not now included, or to men; some seek to increase exemptions in the law; some to shorten hours; several bills deal with hours of night work; and some refer to spread of hours, rest periods, mealtime, holiday pay, or vacations. The more outstanding of these bills are listed below, though action on them may be decisive before the WOMAN WORKER appears in print.

To Shorten Hours or Extend Coverage.

California.—For *domestic workers*: If living in, 2 bills, 54-hour week; if living out, these same bills differ: A. 2414 fixes 6-day, 52-hour week, S. 431, 48.

Connecticut.—To limit hours on *bakery products* to 40 a week for machine, 48 for hand work (H. 720).

District of Columbia.—To improve enforcement and broaden coverage of women's 8-48 law, but exempting, for example, women receiving \$35 or more a week and those in general and professional offices (S. 1006).

Maine.—To reduce women's hours from 54 to 48 a week (H. 1435). Other bills do

same and extend laws to men (H. 1433, H. 643, S. 42).

Nebraska.—See bill No. 486 following.

New Jersey.—To change women's hours from 10 to 8 a day; extend coverage (A. 113).

New York.—For *household employees*: To provide 60-hour week; strike out exemption in basic 8-hour law (A. 484). For *hospital employees* in large cities, 8-48 hours, with certain exemptions (S. 513).

Oklahoma.—To reduce hours from 9-54 to 8-48 in *intrastate industries* (H. 220).

Vermont.—To extend coverage of 9-50 hour law for women (H. 84). *Withdrawn.*

Wisconsin.—To fix 48-hour week for *retail and service workers* unless paid 1½ times regular rate (A. 499).

Night-Work Hours.

Connecticut.—(Present laws prohibit women's work 10 p. m. to 6 a. m.). *Restaurants*: To permit women over 21 to work to 1 a. m., with 52-hour-week limit (S. 1181). *Enter-tainers* in them, no night ban (S. 20, S. 1179). *Manufacturing, mercantile*: To permit all females to work to 11 p. m. (H. 2175). See bill H. 1187 following.

Massachusetts.—To continue suspension of 6 o'clock law for women in *textile mills* to April 1, 1943 (H. 563). *Law approved.*

Nebraska.—See bill No. 486 following.

New York.—For *restaurants*: To eliminate night-work prohibition in 8-48 law (also extend law to men) (S. 729).

To Increase Exemptions or Lengthen Hours.

California.—For certain clerical workers: To exempt from women's 8-48 law (A. 1525); to allow 12-hour day, 60-hour week, if 1½ time paid for hours over 8-48 (A. 1524, S. 890).

Connecticut.—To exempt from State hour and night-work laws factory workers covered by Federal law (H. 1187).

Maine.—To extend exemptions from women's 54-hour-week law to administrative, supervisory, etc., workers (H. 1235).

Nebraska.—To make 9-54-hour law State-wide, limit it to girls under 21, and allow work to 1 a. m. (now 12:30) (No. 486).

North Carolina.—To amend women's hour law from 10-55 to 10-56 for seasonal industries, with 1½ times regular pay for overtime (H. 304).

To Extend to Men.

Connecticut.—8-48 mercantile, 9-48 manufacturing (H. 1185, H. 2174, S. 806).

Maine.—To provide 8-hour day or 48-hour week or both (S. 42).

New York.—8-48 (S. 729).

Minimum Wage**To Extend Present Law or Increase Rates.**

California.—Extends present rates to men or new law for men (A.3, A.1015, S.940). To cover agriculture (A.10).

Massachusetts.—To extend to domestic workers and fix rates in law (H.1682).

Nevada.—To increase rates (A.33, A.75). The latter also exempts employers subject to Federal wage and hour law.

New Jersey.—Extends to hotels (A.174).

New Law or Changes in Administration.

Michigan.—New law, \$16 weekly minimum for women (H.51, S.44).

Minnesota.—To eliminate discretion of commission to investigate and require rate-fixing to consider value of services and ability of industry to pay (H.994).

New Jersey.—To eliminate directory period, orders to be effective 120 days after issuance (A.152). To reduce directory period to 90 days (A.70).

Washington.—To establish minimum-wage division and repeal present law (H.348).

To require employer to keep records, provide compensation for conference members, and authorize home-work regulation (H.452).

Wisconsin.—Repeals present law; fixes 40 cents an hour minimum for all workers (A.186).

Home Work

California.—Amendment permitting work on children's wearing apparel (A. 152, A. 2202).

Connecticut.—To clarify law (H.330, H.266, S.72, S. 610).

Delaware.—To regulate home work, prohibit on listed articles, allow Commissioner of Labor to further prohibit (S.102).

Massachusetts.—To amend law to provide fees for employers' permits according to number of home workers (S. 254).

New Hampshire.—To regulate home work, allow Labor Commissioner to prohibit (H. 232).

New Jersey.—To regulate home work, prohibit on listed articles, and authorize Labor Commissioner to further prohibit (S. 201).

Washington.—Permits regulation of home work, with other provisions (H. 452).

Married Women's Employment

In New Jersey another effort has been made to safeguard freedom of employment in public service. Assembly Bill No. 214 would make it illegal to deny or abridge the right to hold office or employment on the basis of sex or marital status. In 1939 a similar bill passed only in the Assembly. Bills in nine States would abridge married women's employment; three of these apply to women alone, five to either spouse; three of them already are defeated.

Connecticut.—To prohibit employment and require dismissal within 30 days after passage of bill of any woman in public service whose husband's income is \$1,500 a year or more. To prevent any married woman taking examinations for such service until commissioner has determined her need for employment. (S. 1618, H. 717.)

Idaho.—Defeated by a 2-to-1 vote, a bill to prohibit employment of husband and wife by an agency financed by public taxation whether State, city, county, or Federal if the combined earnings of both amounted to as much as \$150 a month.

Indiana.—Bill has been tabled, to prevent employment of person in public work if spouse on public pay roll. Discharge by July 1, 1941. (S. 114.)

Massachusetts.—Proposed amendment to State constitution to permit laws regulating or prohibiting married women's employment in public service (S. 195).

Minnesota.—Decisively defeated, a bill to prohibit public employment of any *person* whose spouse earns over \$150 a month (H. 29).

Ohio.—To prohibit appointment and require removal within 30 days from effective date from any State office or educational institution any *person* whose spouse is at work in any such service (S. 63 and H. 111).

Pennsylvania.—To require Governor to report to the legislature names, addresses, departments, and salaries of married women in State employment and of husband also when so employed (H. R. 7). Bill to restrict employment of married *women* teachers.

Utah.—Bill against married *women* introduced.

Wisconsin.—To prohibit public employment of married *person* whose spouse earns over \$1,500 a year plus \$250 for each dependent child, or if combined salaries over

\$2,000 plus \$250 each dependent child (A. 135).

Legal Status of Women

In Congress.

H. R. 3096 would prohibit discrimination for age, sex, race, or color against persons employed or seeking employment on national defense or other government contracts.

H. R. 1836 would permit women's service on Federal juries. At present Federal courts choose juries under law of the place where the case is tried.

In the States.

Bills in six States would open jury service to women—Georgia, Maryland, Nebraska, Texas, Vermont, West Virginia. All but Texas would make jury duty mandatory for women.

Women in Unions

Court Decision on Unions.

THE Supreme Court has decided that disputes between labor unions do not constitute a violation of the Sherman Anti-Trust Act. An employer had contracts with two unions with the same affiliation. One was given a particular job which the other claimed. The losing union struck and began a "we-do-not-patronize" campaign. These activities formed the charge of the indictment as a criminal combination and conspiracy.

Union Progress in Defense Industries.

Contracts negotiated recently with a number of metal-goods factories provide minimum rates which, while lower for women than for men, are in all cases above the averages reported in March 1940. In hardware manufacturing, in 12 States, men 65 cents, women 44 cents. The new minimum rates in 6 contracts range for women from 50 to 72 cents, for men from 67.5 to 87 cents.

A number of the contracts provide wage increases. One in aircraft provides a general increase of 6 cents an hour. Another provision increases the 50-cent hiring rate

to 55 cents, with 62½ cents to be paid after 4 months. At least one of the two plants covered employs women.

Women are given 10- to 15-minute rest periods in three contracts, and in two of these a 5-minute clean-up period is provided all workers at the end of each half shift. Most contracts provide a 5-cent bonus for the second and third shifts, 2-hour call-in pay, and vacation bonuses. In one, the union shares timing of jobs with the management.

Wage increases were secured in at least 45 rubber plants in 1940, in amounts ranging from 1 to 25 cents an hour. Information as to 5 of these showed that from some 50 to over 400 women were employed in each. In one plant minimum rates were raised 5 cents for men and 3½ cents for women. Minimum rates were set in two contracts as follows: Men 60 cents, women 45 cents, in one; men 54 cents, women 44 cents, in the other. The latter is in a plant that employs about 260 women. A number of the recent agreements provide for paid vacations.

A contract covering some 6,000 workers in three States has been signed with a shirt manufacturer. Eventually it may raise earn-

ings for some 100,000 employees. It provides for two wage increases, at different times, of 4 percent each; a 40-cent minimum beginning April 1; a 5-day week with time and a half for Saturday; one week's vacation with pay; equitable division of work; arbitration and grievance machinery; a preferential union shop. The union is to have a voice in changing wage rates and fixing operations. Sick-leave provisions are to be worked out later. The minimum rate for this industry under the Fair Labor Standards Act is 32½ cents. Many women were active in negotiating the contract and in the strike preceding it. Probably four-fifths of all workers in this branch of the clothing industry are women.

Continuity of production and employment are insured by a new 2-year contract with a woolen company employing 28,000 in four States. Strikes and lock-outs are forbidden and all disputes and grievances, including the subject of wages, are to be arbitrated. A 10-percent increase with a 40-cent minimum, which was to have become effective May 12, has been deferred so as to finish a part of Government business now on hand.

A contract signed with a large New Jersey canning factory will add \$500,000 to the workers' income during the year. The 5,000 year-round employees and 3,000 seasonal workers will receive a 7½-percent increase, aside from other individual adjustments. Minimum pay was established at 62 cents an hour for men, 50½ cents for boys, and 48½ cents for women, with time and a half for more than the basic 8-hour day, 40-hour week. The higher rate applies also for Saturday and Sunday work, except during August and September when the bonus will be 10 percent. Work done between 6 p. m. and 6 a. m. also will be paid the 10-percent bonus. Paid vacations and holidays, seniority and grievance machinery, and a policy on the part of the company to give all regular employees 40 hours of work a week, are provided.

Over 4,000 cannery workers, citrus by-products workers, and packers, in eight firms on the Pacific coast, have secured wage increases of from 2½ to 5 cents an hour.

A contract with a Delaware leather company, covering 800 workers, provides a minimum-wage scale of 50 cents an hour for men and 45 cents for women, a 40-hour 5-day week, seniority, a shop steward, and grievance and arbitration procedure.

New York Jobs for Dress Workers.

Jobs for 25,000 dress workers were found during the first 8 months' operation of a special bureau setup in May 1940 at the request of the International Ladies' Garment Workers, representing 80 percent of the industry. Under an agreement between the New York State Employment Service, of which this bureau is a part, and the employers and employees in the industry, dress manufacturers and contractors are required to use the special dress-industry placement office as the sole source of labor for the industry. Similarly, the union dress workers must seek work only through the special office.

Union Progress in Women's Wear.

A contract signed in February with the five associations of dress manufacturers in New York City seeks an important new objective: By developing more efficient management, to bring greater stability to the industry and steadier employment to the 85,000 workers involved. About two-thirds of these are women. The contract, which is to run for 3 years, provides that—

Workers, through their union, have a right to secure efficient shop management from their employers.

During the term of the 3-year contract, industry and labor will cooperate in raising from \$3,000,000 to \$4,500,000 to promote their industry and establish New York City as the fashion center of the world.

An efficiency department will be set up in the office of the industry's impartial chairman to assist employers in improving shop management.

Some of the methods that make for efficiency are described as practiced in a certain shop. When cutting is completed, work is sorted; all parts of the garment requiring shirring, pleating, embroidery, buckles, and so on, are set aside to be done first. No bundles are given to operators until all trimmings and accessories are

available. In the operating room each worker receives her quota of dresses—approximately a full day's work. All are in one color so that there will be no changing of thread. If faster operators complete their work before the end of the day, they are supplied with fill-in bundles kept especially for the purpose. Spare machines and motors are always at hand so that when a machine breaks down it takes only about 2 minutes to put another in its place.

A new clause in the contract governs overtime in the height of the season. No overtime is allowed on Saturday. On other days it is limited to 1 hour a day, 5 hours a week, for each worker. No overtime is permitted unless (1) all the employer's shops, both inside and contract, are supplied with a full week's work, and (2) there are no vacancies in the shop. Basic hours remain 35 a week, and time workers are to be paid for overtime one and a half times the regular rate.

Progress of White-Collar Workers in Unions.

Office workers of a garment factory have secured an increase of \$2, a \$21 minimum, union recognition, arbitration of all grievances, holidays with pay, 10 days' sick leave, and 2 weeks' vacation. In another clothing office, workers are guaranteed 52 weeks of work a year, sick leave, 1 week's vacation with pay, and a 5-day week in July and August.

A contract with owners of a chain of limited-price stores in Detroit provides for an increase in the minimum rate from \$12 to \$15.50 a week for employees who went on strike, and \$15 a week for the others. Wage rates are to be increased 50 cents a week for each year of seniority up to 6, and 25 cents a week thereafter. Union members with 1 year of service are to be guaranteed 42 weeks of work at full time and 30 hours a week for the rest of the year. Overtime pay for over 48 hours a week, vacations and holidays with full pay, are provided.

Minimum-Wage Progress

Fair Labor Standards Administration

Minimum-Wage Rates.

THE enameled-utensil industry now has a rate of 40 cents an hour. A rate of 40 cents an hour has been recommended for employees engaged in the manufacture of drugs, medicines, and toilet preparations. If approved, wages of some 9,000 employees will be increased. A study of the industry by the Women's Bureau in 1938 showed that in plants visited nearly half the employees making drugs and medicines, and three-fourths of those making toilet preparations, were women. Nearly 30 percent of the women in drugs and 40 percent in toilet preparations earned less than 40 cents.

Other rates recommended are: 36 cents in seamless-hosiery mills; 40 cents in gray-iron foundries, and in rubber. More than one-fifth of the wage earners in rubber are

women. Rates would be raised for about 9,900 of 132,000 workers. Margaret C. Hemrick, of Ravenna, Ohio, was one of the workers' representatives.

Rates in Puerto Rico.

In Puerto Rico a rate of 16 cents an hour went into effect March 22 in the canning of fruits, vegetables, and fruit juices. Wage rates have been recommended for a number of other industries, but none so important a woman-employer as needlework, for which rates already have been set. The rates proposed are: Packing vegetables, 15 cents; making ocean pearl buttons, 27½ cents; making raffia handbags, hand sewing, 12½ cents, other operations, 20 cents. The raffia-handbag industry is a new one on the island; it is probable that women do the sewing. At least 25 cents was recommended for eight other industries investigated:

Hosiery; hair net; cigar; cigarette; mattress, quilt, and pillow; bay oil, bay rum, and aromatic alcohol; the straw-hat industry (straw used in the trade sense); and the manufacture of prepared coconut.

New Committees.

Committees have been appointed for two industries, each part of a larger group for which rates already have been set—seamless hosiery, and men's shirts, single pants, and allied garments. A minimum of 35 cents now is fixed in manufacture of men's washable service garments, of 37½ cents in making single pants not all cotton. For the other items of men's wear covered by the new committee the rate is now 32½ cents.

A new committee has been appointed for the textile industry, including cotton, rayon, silk, and certain textiles other than wool. This industry now has a 32½-cent minimum, and the constitutionality of the act and the procedure under which this order was issued were upheld recently by the Supreme Court. The committee includes two women: Amy Hewes, of Mount Holyoke College, a public representative, and Elizabeth Nord, of Connecticut, an employee.

The twenty-fourth committee to be appointed is for certain clay products; this does not include refractories, nor the branches most likely to employ large numbers of women, pottery and ceramic whitewares.

Recent Court Decisions on Coverage.

According to court decisions, the following employers are exempt from the Federal Fair Labor Standards Act: A wholesaler who sells entirely within the State, though buying from outside the State; a maker of a product as an experiment, sent outside the State for analysis, not profit; a baker whose sales outside the State amount to only about 3 percent of total sales; the operator of a restaurant in a railroad terminal. Decisions declaring that employees are covered by the act include the employees of a broadcasting station and the rate clerk of a motor carrier. In the latter case, the employer had held that the Interstate Commerce Com-

mission should fix maximum hours, but the authority of that agency is exercised only where the safety of operation is affected.

The contention that overtime may be paid at the minimum rather than the actual rate has been rejected by court decision. An agreement whereby new employees paid, or had paid for them, tuition during a learning period, has been held invalid, as has an attempt to segregate employees who work only on goods for sale within the State.

Handicapped Workers Granted Certificates.

The annual report of the Wage and Hour Division shows that by June 30, 1940, applications had been considered for the employment of 7,000 handicapped workers under the provision of the act. A little more than half these were granted, more than two-thirds of them for women. While age was the handicap most frequently reported in applications granted for women, it accounted for only 30 percent of the total. Other important handicaps were rheumatic and similar disabilities; diseases of the heart, circulation, and blood; orthopedic and eye defects; and mental and nervous impairments. All applications giving slowness as the handicap were denied. There was no concentration of women workers in any age group, though comparatively few were under 25. Practically all the women were to be employed in manufacturing, almost half in apparel industries, about one-sixth in tobacco and in hosiery.

In this connection it is interesting to note findings of the committee on employability of the handicapped of the American Association of Industrial Physicians and Surgeons. This committee reported 4 million handicapped persons in the United States, 70 percent males. A little less than half are unemployable because of age. While most of the others have jobs or are too severely handicapped to be able to work, 300,000 need employment. Surveys show that 61 percent of all were handicapped by accidents, but only a small proportion of these occurred because of occupation.

Learners Allowed Certificates.

An analysis of learners' certificates granted by the Wage and Hour Division from July 1, 1939, to June 30, 1940, is given in the division's annual report for three industries, hosiery, house and wash dresses, and knitwear. Apparently the need for learners was greatest in hosiery mills, 69 percent of all factories in the industry being granted certificates, allowing training of 27,000 workers; nearly a fourth of these were to meet plant-expansion needs. Only 4 percent of the knitwear mills received certificates, allowing for the training of 1,730 learners in all. Plant expansion as creating a need for learners was recognized here much less frequently than in hosiery. Of factories making house and wash dresses, 22 percent were granted certificates that would authorize the training of 3,552 learners in all. One-fifth of the certificates were issued to meet expansion needs.

Exemptions Under Area-of-Production Provision.

A new ruling on "area of production," effective April 1, extends to the processing off the farm of all agricultural and horticultural commodities, including dairy products, the definition previously issued for fresh fruits and vegetables. (See *WOMAN WORKER*, September 1940.) Under this definition workers engaged in plants with 10 or fewer employees in the exempt operations, and drawing the commodities from farms in the "general vicinity," are within the "area of production" and by the act exempted from the wage and hour standards.

Minimum Wage in the States**California—Unclassified Order Void.**

The State supreme court has decided that a blanket order issued in California to cover any occupation or industry not included elsewhere is void. The minimum-wage law of California requires the commission first to determine that existing wages in a given industry or occupation are insufficient to supply the cost of living. The court held that inadequacy of wages

could not be determined at the same time for occupations as diverse as boot blacking and taxi dancing, both admittedly covered by the order for "unclassified occupations." The remedy is for the commission to continue to fix wage rates by occupation.

California—Wage Violation by Dental School.

Complaints were made that under the guise of student experience dental-assistant schools were sending out students to work in dentists' offices without paying the legal minimum and dentists were permitting women to work without pay, in order to get experience. Women dental assistants are covered by the order for general and professional offices. The violations found have been corrected. Dental schools now are cooperating with the division of industrial welfare and State dental associations are publicizing in their magazines the minimum-wage requirements.

Connecticut—Beauty-Shop Order.

The first wage order covering men in Connecticut has been issued—a revision of the beauty-shop order, which previously covered only women and minors. The rates fixed for male operators are identical with those formerly applying to females. For full-time work \$18 a week for 3-year operators, \$15.50 for 2-year operators and clerks, and \$14.50 for 1-year operators. Outstanding changes of the revised order are a reduction from \$4 to \$3 in the daily rate for part-time operators (those employed 1, 2, or 3 days a week), and addition of an apprentice rate of \$10 a week. The rates for porters and cleaners are the same as those for maids, \$15 a week. Overtime is to be paid after 48 hours rather than after 46 hours as formerly, but the rate is fixed at 60 cents for all operators, while in the old order the rate was 60 cents only for the 3-year operators, 50 cents for the others.

Illinois—Beauty-Shop Order Revised.

The mandatory order for beauty shops in Illinois has been revised. The basic weekly rates, now to be paid for 40 hours, instead of 45 as before, and up to 48, remain the

same: Registered beauty culturists, manicurists, desk clerks, shop managers, \$16.50; apprentices, \$10 the first year, \$12.50 the second; maids, \$15. Overtime, Sunday, and holiday rates are raised by 2 to 6 cents an hour. Cleaning women are still paid the straight hourly rate of 30 cents. For part time, apprentices are to be paid the full weekly rate. Registered beauty culturists, manicurists, and so forth, and maids, respectively, are paid rates of 50 and 45 cents an hour, but not less than \$2 and \$1.80 daily, \$3.30 and \$3 if the day is 6 to 8 hours. In the old order all but cleaners were paid \$3 a day for 8 hours or less.

Kentucky—Laundry Wages Raised.

Wages of women in Kentucky laundries have risen somewhat since the blanket wage order covering all industries went into effect in 1939. In the largest cities the increase was a little more than 5 cents an hour. While average daily hours had dropped, the average weekly pay had advanced from \$10.22 to \$11.81. In the other two zones hourly pay had increased by about 4 cents while hours had decreased. A board has been appointed to recommend a minimum for the laundry and dry-cleaning industry. If the board's recommendations are accepted, a specific wage order for the industry will be issued.

Massachusetts—Rates for Office Workers.

Effective April 1 in Massachusetts is a rate of \$16 for experienced office workers employed for 36 or more hours a week, and one of \$15 for those with less than 1 year of experience. Messenger boys and girls with 1 year or more of experience are to be paid \$13.50, others \$12. For less than 36 hours a week, hourly rates are to be paid as follows: Office workers—experienced 47 cents, inexperienced 44 cents; messenger boys and girls—experienced 39 cents, inexperienced 35 cents.

New York—Compliance in Hotels.

That the hotel industry in New York State has adjusted itself quickly to the terms of the wage order that went into effect

November 25 is shown in the first check-up, the results of which were reported in March. Of the women and minors employed in 845 hotels inspected in the first 2 months, 12,600, or 88 percent, were receiving at least the minimum at the time of the first inspection. Nearly 500 underpaid workers got what was due them at once, and 375 more within a few days. Underpayments generally were due to lack of understanding of the order. Employers were reminded of 1 cent an hour increases for most workers, March 3.

New York—Law Constitutional?

The Court of Special Sessions in Bronx County has held the minimum-wage law unconstitutional in its provision that an employer can be prosecuted criminally for failure to pay the minimum wage under a mandatory order. However, the court upheld the part of the law requiring accurate records to be kept, and held the employer guilty on that count. The case resulted from action against the operator of a beauty shop for failure to pay the minimum rate, and also for failure to keep accurate records.

The following day, a court of equal rank in Manhattan ruled in an identical case that the law was constitutional and that the employer was guilty of paying rates below those fixed in the mandatory order.

The New York Division of Women in Industry and Minimum Wage gives the following summary of the decision of the Bronx County Court.

1. That the law is *constitutional* in all respects in reference to civil actions.
2. That the law is *constitutional* in reference to criminal actions for failure to keep true and accurate records as prescribed by the statute or a minimum-wage order, since such records are essential for a successful prosecution of a civil action.
3. The Court held the law *unconstitutional* as to criminal actions for failure to pay the minimum-wage rate in a mandatory minimum-wage order for the reason that there is an invalid delegation of legislative function to the industrial commissioner to declare what is a crime and what is not a crime in view of her power under section 561, subdivision 1, of the labor law to declare to what extent a new order following the reconsideration of the minimum-wage rates in mandatory order, shall be directory and to what extent it shall be mandatory.

New York—Minimum Wage in 1940.

The annual report of the New York Division of Women in Industry and Minimum Wage gives new evidence of the great benefits to women of minimum-wage legislation. In four industries that had minimum-wage orders in effect, wages had gone up, not only for the workers at the bottom of the scale but for all workers.

Women had not been replaced by men because of these raises. Employers had been able to stabilize the workweek in relation to the minimum-wage rates and thus to cut down on part-time work. And as the hourly and weekly earnings of workers in these four industries rose, so did the business in the communities where they lived. It was at this point that the much-talked-of increased purchasing power entered the picture. A study of this phase of minimum-wage orders proved conclusively that more money—even though the amounts are small—in the hands of many, was good for business.

Collections Under Wage Orders.

Not only are workers benefited by collection of wages due those who have been underpaid, but purchasing power is increased as well. Recent reports from three States show the following amounts collected in 1940 by minimum-wage authorities:

New York, \$123,212 under six orders.
Ohio, \$106,604 under four orders.
Minnesota, \$53,404 under four orders.

Other Activities.

In Oregon a new order for the canning industry, effective April 1, raised women's rates from 35 to 37½ cents an hour. The rate for men is recommended, and was raised from 45 to 50 cents.

In New Hampshire the retail-trade order and in Pennsylvania the laundry order have been made mandatory. In Illinois the restaurant wage board is preparing its report to submit to the director of labor, and a study of wages in retail trade has been completed. In Massachusetts the report of the restaurant wage board has been submitted to the commission. The New Jersey commissioner has rejected the recommendation for beauty parlors, and a new board is to be appointed. New York reports that a study has recently been completed on earnings, hours, and working conditions of 9,804 women, 437 male minors, and 127 home workers in paper and paper-products industries. Preliminary work has been started on a study of retail trade. In Rhode Island a study has been made of hotels and restaurants.

Rates Set on Public Contracts

Wage rates for the uniform and clothing industry became effective February 25. In the coat and suit branch a minimum rate of 60 cents an hour, or \$24 for a 40-hour week, has been set. Auxiliary workers, not to exceed 20 percent of the working force, are to be paid not less than 40 cents. Included in auxiliary workers are bundle and floor boys, pairers, finishers, bushel-women, cleaners and basting pullers, boxers, stampers, and labelers. For outdoor jackets (wool or wool-lined) and for wool uniform trousers, the rate set is 40 cents an hour. The rate of 42½ cents for leather and sheep-lined jackets is not changed. These rates, like all those set under the Public Contracts Act, apply only in cases of contracts of \$10,000 or more.

News Notes

Mediation Board Appointed

ON March 19, the President appointed the National Defense Mediation Board of 11 members—3 representing the public, 4 representing employers, and 4

representing employees. The Secretary of Labor is to certify to the board for appropriate action any controversy or dispute that "threatens to burden or obstruct the production or transportation of equipment or materials essential to national defense,"

and that cannot be adjusted by the Conciliation Service of the Department of Labor.

Red Cross Plans for Defense

Volunteer workers as well as the regular staff of the American Red Cross may find a place in the specific services now being conducted or planned for the future if need arises. These were outlined at a recent field staff conference by DeWitt Smith, director of domestic operations. Volunteers in great numbers may be needed in the production of surgical dressings and articles of clothing for use in army hospitals. Blood donors already are being enrolled, and this service may be considerably expanded. Carefully selected and trained volunteers may be used along with the paid staff in medical social service, and possibly as occupational therapy aides in the general Army and Navy hospitals. The Red Cross will continue and expand its plan for enrolling personnel needed by the medical departments, including nurses and dietitians. It also will help to enroll and check on the qualifications of others not employed by the organization, including laboratory and X-ray technicians, dental hygienists, pharmacists, and others.

Philippine Women Embroiderers

Embroidery is essentially a household industry in the Philippines. However, a study of 15 establishments that practically control the industry showed that in 1939 about 2,800 wage earners were employed in the factories, 83 percent of them women. The average daily wage of all women was nearly 1 peso (about 50 cents), and a few large groups averaged more than that. The most important were 382 pressers and 108 scallop cutters, each group averaging 1.30 pesos or a little more. The average day's wage would buy one hen and about 2½ pounds of potatoes, at prices reported for July 1939; or one could choose about 2 pounds of beef or a little more of pork, 1 pound of imported onions (cheaper than native), and 2 pounds of potatoes. It is

not surprising at this rate that rice and fish constitute the chief diet.

It is estimated that from 30,000 to 50,000 home workers are employed by the industry on a part-time basis. In spite of the high grade of workmanship required, the wages paid are very low, since a share of the labor cost goes to contractors and another to subcontractors.

Injuries to Missouri Women

Industrial accidents caused compensable injuries to Missouri women workers in 7,749 cases according to a State report for 1940. These were nearly one-eighth of all injuries reported. Death resulted from 1 of these injuries to women, and permanent disability from 58. The others caused temporary disability only, but this must have lasted at least 4 days, since the law requires that compensation cannot be claimed unless an injury incapacitates the worker for that period. In 6 cases, disability to women was the result of occupational disease. Half of the injuries where ages were available involved women 18 to 25 years old, but in 48 cases the women were 65 or older, one being 81.

Hand Weaving and Dyeing in Texas

A new industry has been growing up in Lubbock, Tex., in the past 2 years in a weaving and dyeing project set up by the W. P. A. and sponsored jointly by the city and county and by the Texas Technological College. To determine what Texas plant material could be used for dyes, and to discover the commercial value of certain raw materials spun and woven into various products by hand, have been objectives. More than 200 native plants have been tested and many staple dyes developed, giving colors that cannot be duplicated by chemicals. Wool, rayon, mohair, and cotton have been used. One successful experiment was the use of short-staple cotton grown in West Texas, which is of little value in machine weaving. The project started with 20 women; 125 have been trained to date and 40 are now carrying on the work.

New Director at Hudson Shore

Following the resignation of Jean Carter because of illness, Marie Elliott Algor, W. P. A. supervisor of leadership education in Philadelphia, has been appointed director of the Hudson Shore Labor School. Last year the workshop method was the basic plan used in a new project for teacher training made possible at the school by a grant from the American Association for Adult Education. The summer school provided an excellent laboratory. The girls in training assisted the instructors, entering into all phases of cooperative living and learning. They kept records evaluating their work, which are being combined in a report by the supervisor of the project, Madeleine Grant.

Jobs for Older Women

To find work for its members, all of whom are over 40 years of age, is the object of Women, Associated, formed recently in Los Angeles. Members must be citizens and voters, be able to maintain themselves until placed, and be willing to give at least 12 hours of work a week to the organization. They must have been executives at some time, and have earned \$2,000 a year. In a recent report the organization had 45 active members, had had about 102 in all, about two-fifths being now employed, many in permanent positions. A roster of membership briefing the training and experience of each, all carefully verified, has been sent to Los Angeles businessmen.

Recent Publications

Women's Bureau—Printed Bulletins¹

- WOMEN WORKERS IN THEIR FAMILY ENVIRONMENT. Bul. 183. 82 pp. 15¢.
LIFTING HEAVY WEIGHTS IN DEFENSE INDUSTRIES. Special Bul. No. 2. 11 pp. 5 cents.

Reprints From The Woman Worker

- KEEP UP STANDARDS FOR WOMEN'S WORK. July 1940.
WOMEN WHO CAN WORK IN DEFENSE INDUSTRIES. September 1940.
WOMEN WORKERS AND DEFENSE JOBS. November 1940.
PROCESSES WOMEN ARE PERFORMING IN DEFENSE INDUSTRIES. January 1941.
WOMEN'S CHANCES FOR DEFENSE JOBS. January 1941.
CONFERENCE ON TRAINING WOMEN FOR DEFENSE NEEDS. January 1941.

Other Department of Labor Bulletins

- STUDY OF CONSUMER PURCHASES, URBAN SERIES, 1935-36. Bureau of Labor Statistics.
West Central-Rocky Mountain Regions (7 urban communities), Bul. 646, Vol. I, Family Income. Seven New England Cities, Bul. 645, Vol. II, Family Expenditure.
Pacific Northwest Region (4 urban communities), Bul. 649, Vol. II, Family Expenditure.
METHODS OF ASSESSING THE PHYSICAL FITNESS OF CHILDREN. Children's Bureau, Bul. 263.
THE WORKER'S SAFETY AND NATIONAL DEFENSE. Division of Labor Standards, Special Bul. 2.

- PROBLEMS OF WORKMEN'S COMPENSATION ADMINISTRATION IN THE UNITED STATES AND CANADA. Bureau of Labor Statistics, Bul. 672.
THE WAGE AND HOUR STRUCTURE OF THE FURNITURE-MANUFACTURING INDUSTRY, OCTOBER 1937. Bureau of Labor Statistics, Bul. 669.

Other Publications

- WOMEN UNDER THE SOCIAL SECURITY ACT. Social Security Board. Pamphlets.
The Wage-Earning Woman.
The Wage-Earning Married Woman.
The Working Man's Widow and Children.
The Working Man's Wife.
The application of the law in each case is described briefly and simply.
THE WOMAN'S COLLECTION. A bibliography of material pertaining to women's interests, added to the Woman's College Library of the University of North Carolina. 1941. 55 pp. 75¢.
THE ELECTRICAL AGE. Published quarterly by the Electrical Association for Women, Inc. London.
WORKERS' EDUCATION TODAY. By Mark Starr. League for Industrial Democracy. New York City. 1941.
SELECTED REFERENCES ON OCCUPATIONS FOR GIRLS AND WOMEN. Excerpts from "References and Related Information on Vocational Guidance for Girls and Women." Federal Security Agency. U. S. Office of Education, Washington. 1940.

¹ Bulletins may be ordered from the Superintendent of Documents, Washington, D. C., at prices listed. A discount of 25 percent on orders of 100 or more copies is allowed. Reprints are obtainable only from the Women's Bureau.