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OF THE VARIOUS

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FOR THE YEAR

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1890.

SECOND ANNUAL REPORT

OF THE

BUREAU OF INDUSTRIAL

AND

LABOR STATISTICS

For the State of Maine.

1888.

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STATE OF MAINE.

Office of
COMMISSIONER OF INDUSTRIAL AND LABOR STATISTICS,
Augusta, December 31, 1888.

To His Excellency, SEBASTIAN S. MARBLE, *Governor of Maine:*

SIR: — In conformity with the provisions of law, I have the honor to present, herewith, this Second Annual Report.

Very respectfully yours,

SAMUEL W. MATTHEWS,
Commissioner.

PART I.

INTRODUCTION.

BUREAUS OF LABOR STATISTICS.

The first Bureau was established in Massachusetts in 1869. At the present time there are twenty-two in the country, including that of the United States, the latter of which has, during the past year, been enlarged in its scope and created a special "Department of Labor." These Bureaus have passed the experimental stage and become recognized as indispensable National and State institutions. Fortunately their work has generally been confined within proper limits,—the collection of *facts* rather than the promulgation of *theories*—and popular confidence and appreciation have thus gradually been secured, until now their utility is conceded by all who have any knowledge of their work. The following extract from a paper read by C. C. Bonney of Chicago before the Convention of Chiefs and Commissioners of Bureaus, held in Madison, Wisconsin, in June, 1887, presents the importance of statistics as a basis of legislation.

"One of the greatest of all the defects of modern law-making, is legislation based on the narrow and incomplete experience of a few persons, which may be, and often is, merely exceptional. Because the laws affect the whole people, therefore the experience of the whole people should be the basis of legislation. Laws based on the experience, or planned to meet the needs of a locality or a class, will almost certainly be found to be antagonistic to some other place or interest. But if all the facts are known, the rules to be declared will be modified, and such exceptions made as justice may require. Legislation without a proper knowledge of the facts, is simply campaigning in the dark. The shot which the zealous legislator intends for a foe may astonish and grieve him by bringing down a friend. He may *guess* that a new rule is needed, or that an old one

should be repealed, or that an unsettled question should be determined *pro*, instead of *con*. But if he really knows the facts, if he has studied and gathered the results of a wide experience, he can act as a master of the situation, and wisely prepare the remedy that the occasion demands.

"Now we come to the heart of the matter. The only means by which the results of a wide and varied experience in any department of life can be collected, classified, analyzed and studied, is that which is known by the name of STATISTICS. Hence it follows that the statistical machinery of government should everywhere be increased, and more liberally supported, to the end that all the departments of control may act in the light of knowledge, instead of blundering along in the dark.

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"The advent of the statistician in politics, using the word in the higher sense of government, is an auspicious event. It indicates that we are about to use facts as a basis of action, instead of popular sentiments and suppositions. It suggests that we are now advancing to a real science of government, and that when it shall have made its way among the people, and commanded, first, their admiration of its excellence, and then their love for its utility, they will see that the principles of liberty and government are not less fixed or fascinating than those which hold in their unchanging orbits the constellations that adorn the skies."

The avidity with which statistical information is sought, is noticeable in the experience of every Bureau of Labor Statistics. During the past year the Commissioner of this Bureau has received many letters from all parts of the United States and from Europe requesting copies of his First Annual Report. The subject matter of the reports of these bureaus,—statistics relating to the social, educational and financial interests of the "common people,"—naturally attracts the attention and excites the interest of intelligent men of all classes. "How fare the working-man and woman," in the battle of life, is a great question which can only be intelligently answered by inquiries into actual conditions through statistical investigation. What may be done by legislation to improve these conditions can be determined only when "statistics" have shown what the conditions actually are. The fathers of the republic declared that all men "are endowed by their Creator with certain inalienable rights; that among these are life, liberty, and

the pursuit of happiness; that to secure these rights, governments are instituted among men." To what extent the government should be "paternal" may be a mooted question; but there can be no question as to the duty of the government to seek to secure the prosperity and happiness of the people, as well as to protect life and property. As an instrumentality in promoting the prosperity and happiness of the working classes, by furnishing the *data* for intelligent legislative enactments, the Bureaus of Labor and Industrial Statistics are essential. Governor Begole of Michigan, in a message urging the necessity of establishing a bureau in that State, says:

"Railroads and insurance, corrections and charities, education, agriculture and health have been committed to State boards, whose valuable statistics and suggestions form a basis for legislation. Paupers and criminals, the fish that swim in our rivers and lakes, and the cattle that graze in our fields, are cared for by commissioners appointed by the State. A large class of our citizens, and who are seldom found in our halls of legislation to speak for themselves, have no one whose special duty it is to investigate their condition and report what legislation is necessary for the protection of their interests. I refer to the laboring class."

THE WORK INTENDED.

The work intended to be done by Bureaus of Labor and Industrial Statistics is not to take a *census*, unless the legislature commit the census work to their charge, as is the case in Massachusetts. With the meagre appropriations usually made, only such information and statistics can be gathered, as may properly be regarded as *representative*. In order, however, that the results obtained be fairly representative, the means afforded for the work of the bureaus must be sufficient to enable them to make their investigations and inquiries on given lines, as complete as possible.

METHODS.

The experience of all bureaus is concurrent that the "voluntary blank" system of collecting statistical information is very unsatisfactory in results. The reasons are apparent. Ignorance, prejudice and neglect, combine to render the harvest of "returns" much smaller than the quantity of "seed" scattered broadcast over the State, through the mails.

Notwithstanding, the assurances of the commissioner that all information imparted through the blanks furnished would be regarded as "strictly confidential,"— assurances faithfully kept, many manufacturers to whom blanks have been sent during the past year, and even in cases where appeals have been made in person and by letter, have utterly neglected to respond. In order to obviate the difficulties thus met in collecting statistics, an Act similar to the one prepared by a committee of three labor commissioners — Carroll D. Wright, of Massachusetts, James Bishop, of New Jersey, and Charles F. Peck, of New York,— compelling returns to be made, has been adopted in several States, and may well be considered for adoption by our own legislature.

An Act to Facilitate the Collection of Statistical Data of the Productive Industries of the State.

SECT. 1. It shall be the duty of every owner, operator, manager, or lessee of any mine, factory, warehouse, elevator, foundry, or machine shop, or other manufacturing establishment doing business in this State, to report annually, on the first day of——, to the Commissioner of the Bureau of Labor, the name of firm or corporation; where located; the class and value of goods manufactured yearly; the number of weeks in operation; the cost of buildings and grounds; the cost of machinery and repairs; the amount paid yearly for rent, taxes, and insurance; the value of raw material used yearly; the total amount of wages paid yearly; the total number of employes (male and female); and the highest and lowest wages paid skilled and unskilled male and female employes.

SECT. 2. The Commissioner of the Bureau of Statistics of Labor is hereby authorized to furnish suitable blanks to the owner, operator, manager, or lessee of any mine, factory, workshop, warehouse, elevator, foundry, machine shop, or any other manufacturing establishment, to enable said owner, operator, manager, or lessee to intelligently comply with the provisions of Section 1 of this Act; and any such owner, operator, manager, or lessee who shall wilfully neglect or refuse to comply with the provisions of this Act shall be deemed guilty of a misdemeanor, and on conviction thereof shall be punished by a fine of not less than one hundred or more than two hundred dollars.

SECT. 3. This Act shall take effect immediately.

SPECIAL AGENTS.

Experience has shown the necessity of employing agents to make personal inspection and inquiries. The law under which this bureau is doing its work, authorizes the commissioner "to employ such

assistance and incur such expense, not exceeding one thousand dollars per annum, as shall be necessary to carry out the provisions of this Act." Acting under this authority, assistance has been employed in collecting statistics relating to "working men and women." The means afforded are, however, entirely inadequate for the purpose. The field of inquiry is a broad one, requiring for its complete survey and exploration, much time and labor.

Following the methods of investigation adopted by the most successful bureaus in the country, this bureau has confined its investigations, mainly, to a few special branches, the condition, wages, etc., of "working women," being a special feature in this second annual report.

RECOMMENDATIONS.

The law establishing this bureau makes it the duty of the Deputy Commissioner of Labor "to inquire into any violations of the act." The practical workings of the act are therefore brought to his immediate attention, and the Commissioner of the Bureau respectfully calls attention to the "recommendations" of the Deputy Commissioner, as made in his report.

Report of the Deputy Labor Commissioner.

TEN-HOUR LAW.

The ten-hour law, or sixty hours per week for minors and women, is, at this writing, generally observed in factories and work-shops where they are employed. I have made it my duty to interview a number of manufacturers and a great number of employes, and it is the general opinion among them that the ten-hour law is a great benefit to all concerned, financially, socially, and physically; of course there are those who believe that the working time should not be limited by law; among those persons are some women piece-workers; now and then you find a manufacturer.

A superintendent of a paper-box factory, said: "I shall never like this ten-hour law. I think the child labor law a good one; but the women in my shop want to work at times more than ten hours a day, as they work at piece-work." Notwithstanding what is known as the "labor law," was passed more especially to benefit women and children, I have had, in the past year, a great deal of difficulty in keeping women piece-workers from violating the sixty-hour clause. When I found a violation of the above law, I called the attention of the help to the hours required by the time-table, and notified them that they must conform to the time-table. When I notified the agent of the violations, he either claimed that he gave strict orders to all overseers and persons in his employ to work strictly by the time-table, or he claimed that he was working on the sixty-hour clause found in part of section first of this law, which is as follows: "Provided, however, any female of eighteen years of age or over, may lawfully contract for such labor for a number of hours in excess of ten hours per day, not exceeding six hours in any one week or sixty hours in any one year, receiving additional compensation therefor." I have found women at work in a few mills at noon-time fifteen minutes before starting time, with notice posted forbidding such work, and have no doubt that the power was run for

the purpose of allowing such extra work, but in no case did I find the superintendent, overseer, or agent, present at the time. After a year's trial and investigation, your deputy commissioner is of the opinion that the extra sixty-hour clause should be struck out of the law, as it furnishes to the piece-workers and manufacturers a chance to violate the law, and when caught at work longer than the time-table gives, they fall back on the excuse: "I am working on my extra sixty hours." That the law may be carried out more effectually, your deputy commissioner would recommend a law be passed whereby in every manufacturing or mechanical establishment, a certain number of minutes be allowed to start their power before the time designated in their time-table. I would suggest five to six minutes be the maximum time allowed by law to start and regulate the machinery in all manufacturing or mechanical establishments where women and children are employed, before the time stated on the time-table. Now this arrangement would be just if there were no other parties concerned than manufacturers themselves, on the ground that competition in the same lines is so sharp that an advantage of a few minutes daily would give to a manufacturer a great advantage to his yearly production. The public, and the manufacturer as well, demand that the law shall be justly and fairly executed.

EMPLOYMENT OF CHILDREN.

SECT. 5. "No child under 12 years of age shall be employed in any manufacturing or mechanical establishment in this State. Whoever, either for himself, or as superintendent, overseer or agent of another, employs or has in his employment any child in violation of the provisions of this section, and every parent or guardian who permits any child to be so employed, shall be punished by a fine of not less than twenty-five, nor more than fifty dollars, for each offence."

Although the law prohibiting the employment of children under twelve years of age has been in force in this State not quite a year, the benefits resulting are seen in every manufacturing city and village in our State. It has given me a great deal of pleasure, in the enforcement of this law, to find that the public are in full and hearty accord with the law; also agents and overseers in mills have told me that at first the law caused them a great deal of trouble but that when it got regulated it would work well, and that they were in favor of its enforcement. It has taken a number of

generations to get public opinion up to its present state in regard to the employment of small children in our manufactories. That it has not obtained that full measure of attention which its great importance merits, will not be questioned by anyone who has had experience in its enforcement.

Legislation has since 1818, in England, and a number of states in our country, sought to make the condition of thousands of children in mills and work-shops more humane and to give them a better opportunity to acquire at least the rudiments of education. The public clearly see that if these children are compelled to drudge as heretofore in the work-shops of our country, and are deprived of the opportunity to obtain enough education to enable them when grown to adult age to exercise the duties of citizenship in an intelligent and patriotic manner, they are more liable to be used by the demagogue to influence them to their own harm and the detriment of the public.

One of the things that retard the enforcement of the above section is the efforts of parents to get their children at work in factories. No doubt there are children working in our factories under age whose certificates are falsified by their parents. A great number of the children employed in this State, in factories, and work-shops, are of foreign birth, and even when children are born in the State, it is extremely difficult to obtain any facts regarding the date of their birth, excepting when they have been baptized in some church It is hoped that our State will use more effectual machinery for registering births.

Part of section 8 of this law reads:

SECT. 8. "Every owner, superintendent, or overseer of any such manufacturing or mechanical establishment shall require and keep on file a certificate of the age and place of birth of every child under sixteen years of age employed therein, so long as such child is so employed."

The above section is carried out on the part of the manufacturer who will not employ a child until he gets a certificate from its parents or guardian that the child is over twelve years of age. The parents, who, in some cases may need the money which the labor of their children will bring, or it may be, in some instances, from heartless indifference to the welfare of their offspring, are led to contrive different methods of evading the law.

It is too true that a certain class of operatives who have not been long enough among us to understand the nature of our laws and institutions, try to force their children in our mills, regardless of age or schooling.

SECT. 6. "No child under fifteen years of age shall be employed in any manufacturing or mechanical establishment of this State, except during vacations of the public schools in the city or town in which he resides, unless during the year next preceding the time of such employment he has for at least sixteen weeks attended some public or private school, eight weeks of which shall be continuous; nor shall such employment continue unless such child in each and every year attends some public or private school for at least sixteen weeks, and no child shall be so employed who does not present a certificate made under or by the direction of the school committee, superintendent of the public schools, or the teacher of a private school, that such child has so attended school; and it shall be the duty of such committee, superintendent or teacher to furnish such a certificate in accordance with the fact, upon request and without charge; provided that this section shall not take effect until January 1, 1888."

I have given my best efforts in the enforcement of the above section; and, although it may not have accomplished as much as might be wished, I have received many words of commendation of its workings from superintendents, teachers of schools, and employers in mills, in towns and cities where children are employed.

When children, in a great many cases, are sent out of the mills to attend school, they play truant in the streets. We often hear the argument that the factory is a better place for the child than running the streets. If children play truant and run the streets, the town authorities are somewhat to blame, as well as their poor, ignorant parents.

Sections 21 and 22, of Chap. 16, of the laws of Maine, relating to public schools, if carried out, would, in a great measure, eradicate the matter of truancy. The law reads:

SECT. 21. "Towns may make such by-laws, not repugnant to law, concerning habitual truants and children between six and seventeen years of age not attending school, without any regular and lawful occupation, and growing up in ignorance, as are most conducive to their welfare and the good order of society; and may annex a suitable penalty, not exceeding twenty dollars, for any breach thereof; but such by-laws must be first approved by a judge of the supreme judicial court.

SECT. 22. Such towns shall, at their annual meeting, appoint one or more persons, who alone shall make complaint for violations of said by-laws, and shall execute the judgments of the magistrate."

Manufacturers claim, in some cases, that when they send children out to go to school they will get certificates that they are old enough to clear the school law, and make application for employment in other mills. To prevent this as far as possible the manufacturers in Lewiston, when they send out a child, send the following notice to all other manufacturers in Lewiston:

Lewiston Bleachery and Dye Works.

"We have this day sent out of the works to go to school the following persons: Charles Smith, James Jones, John Donovan.

(Signed), JAMES DEMPSEY, *Agt.*

Lewiston, Oct. 28, 1887."

SANITARY CONDITION

In the last few years there has been wonderful improvement in those things that give comfort and health to the homes, work-shops and places of business. The intelligent employer has learned that it pays well to have his factory well lighted, ventilated, warmed and kept in a tidy condition. I have visited a number of the best regulated mills in Massachusetts, and I can frankly and gladly say that, as a whole, the mills in Maine compare favorably with the mills in Massachusetts in their sanitary conditions, and in other respects that give comfort to the employes. But I am sorry to say there are a number of mills and work-shops in our State which are in a poor sanitary condition, poorly ventilated, and in a number of cases the water-closets are ill adapted, and the mechanical means for flushing the bowls are not adequate to carry off at once the excreta and liquid refuse, which causes in some of the working rooms a strong effluvia, which is very injurious to the help. In one of the rooms of a large mill were employed hands of both sexes and they used the same water-closet, and it was in a very filthy state when seen by me. It was very small, hardly large enough for a large sized person to gain admission. It was three feet, five inches in length, and one foot, eight inches wide. There should be a water-closet in every work-shop where there are five employes. It would be one of the most beneficial acts that could be enacted by our legislature, if the owners of buildings, as well as the employers, shall provide a sufficient number of proper water-closets, earth-closets or privies for the use of all persons so employed. Also that a sufficient number of separate and distinct water-closets, earth closets or privies, should

be provided for the use of each sex, and these closets should be plainly designated. In some of our mills overseers are required to see that their rooms are kept in a good sanitary condition. A person called an inspector, employed by the mills, makes a visit to every room, and if he finds anything in the inspection that is wrong he reports it to the agent. The following is a notice used in one of our large cotton mills:

....COMPANY, *March 7, 1887.*

John W .... , *Overseer:*

DEAR SIR: An inspection of your room was made on the 4th. Your attention is called to the following, viz: A very oily piece of waste in the oil cupboard. A lot of clearer waste and spools of yarn in the women's water closet.

.... , *Agent.*

The employes in our State are fortunate in having but few trades in which such poisonous preparations as arsenic, mercury and lead are used. There are few occupations in which the employes are subject to poisonous dust or substances as in certain parts of the manufacturing of hats, or painters who use lead almost constantly, or in certain parts of the textile trades. Roger S. Tracy, M. D., Sanitary Inspector of the Board of Health of New York, states the following in regard to injury to health caused by dust in work-rooms:

DUST.

"There are many occupations in which enormous quantities of dust are evolved and float in the air of the work-room, so that the artisans inhale it with every breath. The dust which thus enters the lungs may act in either of two ways: It may set up an irritation in the mucous membrane or parenchyma of the organs—in other words, produce a mere local effect, with constitutional symptoms perhaps as the ultimate result; or it may be taken up by the blood of lymphatics and produce acute or chronic poisoning. In the latter event the local effect is often slight. Accordingly it is proper to treat separately of the inhalation of irritating and of poisonous dust.

No atmosphere is free from dust, unless it be on the summits of high mountains. Upon the common level, where living things must

pass their existence, the air is full of impurities, organic and inorganic, and every animal draws millions of particles into his lungs with every inspiration. But although certain diseases are communicated in this manner, and many others perhaps produced whose origin is at present obscure, it is probable that the moisture which constantly covers the mucous surfaces protects us against any ulterior injury from the inhalation of the amount of dust ordinarily found in the air. But when the confined atmosphere of a room is artifically loaded with foreign particles, actual disease is frequently produced. The first effect of an abnormal quantity of dust in the inhaled air is cough, with increased mucous secretion and expectoration. This gradually develops into a chronic bronchial catarrh, which in time has its usual sequences of bronchiectasis and emphysema. This catarrh less often affects the trachea and very rarely the larynx. Of the different kinds of dust, that of vegetable origin has the most irritating local effect, and is oftenest followed by catarrh; next comes the metallic dust; then that of animal origin, while mineral dust is in this respect the least dangerous (Hirt).

Cotton, flax and hemp operatives suffer a great deal from dust. The raw material has to be cleaned by beating and carding, and the dust flies out into the open air. This dust consists mainly of silicious particles, but there are also fibres of the different materials and woody fragments. Cotton operatives, when they first begin the work, suffer from a dreadful tickling of the throat, causing severe cough with whitish sputa. This cough may be merely the precursor of chronic bronchial catarrh, or it may be followed by severe pains in the chest, great debility and anæmia, emaciation, and occasionally profuse diarrhœa, so that work has to be abandoned. In 1836, Coetsem published a paper in Brussels, describing a form of "pneumonia produite par la poussiere de coton." The disease appears in cotton operatives from thirteen to thirty years of age, and may be divided into three stages: In the first there is chronic bronchial catarrh. In the second frequent respiration and harassing cough, with white, frothy, viscid sputa, like the whipped white of an egg, clinging to the side of the cup. When this is mingled with water, flocculent specks are set free, which are found to be identical with those floating in the air of the work room. A dull pain is felt in the middle of the breast. The tongue and pharynx are dry, the voice hoarse, appetite gone, bowels irregular, skin hot and dry, urine scanty and there is continued fever. There is diminution of

respiratory murmur in the affected part, and puerile breathing in the rest of the lungs. Dullness over the whole chest. In the third stage the expectoration is yellow and offensive, and contains yellow, tallow-like masses of degenerated lung tissue. The strength fails, diarrhœa sets in, with profuse sweats, often hydrothorax and ascrites, soon ending in death. The duration of the malady he states at from sixteen to twenty-two months, and only four cases out of 250 recovered."

SEATS FOR FEMALES.

For the preservation of the health of females I would suggest that a similar law to that of Massachusetts be passed, which is the following:

SECT. 1. "Every person or corporation employing females in any manufacturing, mechanical, or mercantile establishment in this Commonwealth, shall provide suitable seats for the use of the females so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed.

SECT. 2. "A person or corporation violating any of the provisions of this act shall be punished by a fine of not less than ten dollars nor more than thirty dollars for each offense."

ACCIDENTS IN FACTORIES.

Since my appointment, a number of accidents in manufactories have been brought to my notice, to children and adults, caused in some cases by cleaning dangerous machinery while it was in motion. I would suggest that no child under the age of fourteen years be permitted to clean any part of the machinery in any factory while such part is in motion by the aid of steam, water or other mechanical powers.

ACCIDENTS.

And in case of an accident which results in death of any employe, or causes bodily injury of such a nature as to prevent the person injured from returning to his work within five days after the occurrence of the accident, that all manufacturers and manufacturing corporations shall send to the Commissioner of Labor or to the Deputy Commissioner of Labor a written notice of the accident that it may be placed on file and published in his annual report.

LOCKING OF DOORS.

In my inspection of factories and work-shops, I have, during the hours of labor, found main doors locked in factories. The manufacturer said "the reason why they kept the doors locked was to keep out the public who interfered with their help." In one mill employing one hundred hands I found the main door locked and the only other way of egress was out through the engine and boiler room. In case of a fire, if the main doors are allowed to be kept locked, a number of lives might be sacrificed.

"DOORS SHALL OPEN OUTWARDS."

Chapter 26, Section 25, of the Public Laws, reads: "Every building intended temporarily or permanently for public use, and every school-room shall have all inner doors, intended for egress, open outwards." I find in the State a great number of work-shops and public buildings in which the above law is thoughtlessly disregarded. All the main doors in factories, churches, school-rooms, hotels, halls, theatres and other buildings used for public assemblies, should open outwardly.

FIRE ESCAPES.

Also we have a law which provides that every building in which trade, manufacture or business is carried on, must have fire-escapes from each story above the ground. This statute in regard to a great number of buildings in the State is a dead letter, as the enforcement of its provisions is placed in the hands of town officers and fire engineers. There are work-shops in our State five stories high, employing from one to five hundred hands, which have no fire-escapes on the outside of the buildings, and the means of egress from which, in case of a fire, is very bad indeed.

This law in regard to fire escapes should be enforced, as every protection should be placed around operatives in mills and factories that the government can give for the preservation of life and health. We are of the opinion that there are but few manufacturers that would hesitate about the expenditure of a few extra dollars to insure greater safety to their employes by placing good fire-escapes upon their buildings.

Discussing the question as to which is the best fire-escape, Chief Dorn, of Ohio, says:

"In a good many cases, parties have provided buildings with straight ladders, which are frequently useless, especially where there are women employed, and in many instances even men cannot use them. Other parties, again, have provided wooden ladders, claiming that the law does not specify the material to be used, whether iron or wood, or how the escape shall be constructed or attached to the building. Some put them in front of windows, where they are almost useless in case of fire. The best fire-escape is a balcony on each story. This balcony should, by all means, take in two windows. This will allow the inclined ladders to run directly between the two windows, and also give room on the balcony for at least twelve persons, who might be suffocated if compelled to remain in the burning building. Experience further teaches that most fire-escapes are improperly attached to walls, in most cases simply by cutting into the wall some four or five inches, and then fastening the escape by pouring in molten lead. The contraction and expansion of the iron renders this a failure, and in a short time the fastening will become loose. A heavy weight placed on the escape will pull the fastening out, and instead of meeting death in the midst of the flames, those attempting to use the escape would be either killed or permanently injured by being precipitated to the ground below. A much better way would be to run the top bars of the balconies through the walls, and secure them on the inside with an iron washer and nut. This would, in case of fire, prove sufficient to keep the escape in its place, no matter what weight might be put on the balcony. Balconies and straight ladders are very objectionable. A misstep on the top of the ladder would cause a person to fall through the balcony holes below. On the other hand, on an inclined ladder, if one should fall, he would go no further than the next story, and would seldom sustain more than slight injury."

ELEVATORS.

There are but few elevators used for the transportation of persons within our State at present, but they are coming into more general use every year; but there are a great number of elevators used for the transportation of merchandise from floor to floor. In some cases I find the opening of elevators, hoistways, hatchways, poorly guarded. These, for the safety of the employes and all others, should be well protected by good and sufficient trap-doors, or self closing hatches and safety catches. Too much care and diligence cannot be used by persons who have the running of cabs or cars for either the transportation of persons or freight. The

inspectors of factories in Massachusetts have the power to prohibit the use of unsafe or dangerous elevators. Inspector Dyson of Massachusetts says:

"Of the many duties of the factory inspector, none is of more importance than those connected with elevators and it is becoming of greater importance every year. Whereas, a few years ago an elevator was a curiosity, to-day it is in most general use, and has become a necessity. There is no way of computing the number of persons who daily use this mode of conveyance; but we know it must be thousands—yes, hundreds of thousands When we consider how few of these passengers know or can know anything of the safety of the elevator on which they ride, or realize the danger to which they may be subject, we see how important it is that this mode of conveyance, equally with railroads and steamboats, should be under the supervision and control of State authorities.

Massachusetts, as often in similar matters, is in the van, and has taken important action towards protecting her people. In 1877, a law was passed for the guarding of the openings to elevators and hatchways. In 1882, still further legislation, which reads as follows; 'All elevators, cabs or cars, used for freight or passengers, shall be provided with some suitable mechanical device, to be approved by the inspectors, whereby the cab or car will be securely held in the event of accident, to the shipper-rope or hoisting machinery, or from any similar cause.'

In 1880, the inspectors were given additional power to enforce compliance with the law by entirely forbidding the use of any elevator that they believed to be dangerous."

THE FREE TEXT-BOOKS.

There is no doubt but a great number of poor working children are kept from attending school because they are unable to purchase school-books. The system that prevails in regard to school-books in our State is a heavy tax upon those persons who are fortunate to have a large family of children to provide school-books for. A mechanic said "I think we should have a universal system of school-books throughout the State. I have in my house over fifty dollars' worth of school-books that I have bought for my children that are worth nothing to me." The time has come when the public demand a system of free text-books something like the system adopted by Massachusetts.

INSECURE STRUCTURES.

My attention has been called to insecure structures, but having no authority in the matter I have not given it that consideration I would have done if authority was vested in this department.

EXPENSE MONEY.

I earnestly request that an additional amount be granted for the essential use of this department which has been crippled for lack of funds with which to defray expenses incurred in the investigation and enforcement of my department.

L. R. CAMPBELL,

Deputy Labor Commissioner.

Sixth National Convention of the Bureaus of Statistics of Labor.

PAPERS.

This convention which was attended by the Commissioner of Maine, was held in Indianapolis, Indiana, May 22 and 23, 1888. The discussions and suggestions made by chiefs and commissioners were of great interest and value, and the papers read and presented by eminent writers on social questions, were able and instructive. Mr. Powderly, who had signified his intention to attend this convention, was unable to do so, but contributed a valuable paper, with the following accompanying letter:

SCRANTON, PA., May 19, 1888.

E. R. HUTCHINGS, ESQ., *Secretary:*

Dear Sir:—Up to this moment I was in hopes that I would be permitted to take part in the deliberations of the Sixth National Convention of Chiefs and Commissioners. At the last moment I am doomed to disappointment, and will write a paper on Industrial Schools, basing it upon a paragraph which I find in to-day's paper.

I need hardly say that I wish for your meeting the fullest measure of success. In the hope that your deliberations may prove eminently satisfactory, and regretting that I cannot have the pleasure of participating in them, I remain, with kind wishes,

Very truly yours,
T. V. POWDERLY.

The following is the paper:

SETTLE THE APPRENTICESHIP QUESTION BY INAUGURATING INDUSTRIAL SCHOOLS.

By T. V. Powderly, Esq., of Scranton, Penn.

From a paper before me I take the following paragraph. It appears to furnish food for reflection and study:

A very serious question confronts the American youth under the existing restrictive system of apprenticeship. What is to become of the millions of boys, who, having finished going to school, are looking about for something to do?

This subject is worthy of the best thought of the most profound thinkers of our time, and I make bold to discuss it briefly, in the hope that my words, which at best will serve but as an introduction, may cause others to take up the question itself for discussion.

Have we a restrictive system of apprenticeship in the United States? I fail to find it in operation in many of the trades and callings, and in many others it exists only in name. Its effect on limiting the number of apprentices is scarcely felt in the trade. It is frequently urged that the restrictive system of apprenticeship is driving the American youth from the skilled callings; that the native born is being driven from the workshop to make room for the workmen of foreign birth. It is held by many that the trade union is to blame for this state of affairs; that the American labor organization is inimical to the interests of the American workman. When the mechanic worked steadily for six days in the week to perform a certain amount of work by hand it was necessary for him to know the use of tools; in order to fit himself for the performance of such a task he had to bind himself to the employer for a term of years, during which time he was taught the rudiments of his trade. He worked for a pittance in the hope of one day being able to take his place at the bench as a journeyman. It made no difference whether he learned the machinist, blacksmith, molding, cooper or shoemaking trade, they were all hard to acquire, and the mechanics of twenty or fifteen years ago had to learn the whole trade in order to take his proper place by the side of other mechanics when out of his time and upon the road as a journeyman. At present it is a waste of time to bind a boy to any of these trades, or to any particular trade, for the reason that they are all subdivided to such an extent that men are set to work on special pieces on entering the workshop, and remain in that particular subdivision during their term of service. The chief aim of the employer in engaging apprentices is to secure the assistance of cheap help on work that it is not necessary to employ competent mechanics to perform. The opposition of the mechanic to a number of apprentices is that the market may not find too many craftsmen in search of employment; under such conditions wages must have a downward tendency. An apprentice in 1888 does not enter upon the trade as the apprentice of 1858 did. In 1858 the apprentice learned all of the "arts and mysteries" of the trade, while the beginner of to-day is placed at a machine and is apt to be kept at it during his entire term of

apprenticeship. If he is skillful, and manipulates that machine to good advantage, he is more likely to be of better service to his employer than if he were allowed to take turns at all of the different branches of the trade, but when his term expires he is of but little use as a mechanic, for should he apply to another employer for a situation he may not be lucky enough to find employment at a machine similar to the one at which he served his term, and if he is not so employed he will have to wait until a vacancy occurs, or tramp. During the period from 1859 to 1875 trades unionism flourished more than at any other time in our history; it was during that period that the greatest opposition to an unlimited number of apprentices was manifested by the mechanics of the United States. During that same period the employers of labor learned to go to foreign lands to secure the services of mechanics who would engage to take the places of the American workmen. The employer was not forced to go abroad for workmen, but he regarded the trade society as a foreign institution, and would not recognize it in dealing with his employes. He was inconsistent, however, in going to Europe for workmen who were none the less foreign because he imported them.

During the past ten years, which may justly be styled the decade of the iron man, the importation of foreign workmen by employers was practiced on a most extensive scale. During this same period trades unionism languished in the United States and played but a small part in dictating to employers how many apprentices they should engage; yet employers imported foreign laborers in such numbers as to arouse the American workmen to a sense of danger, when they began to rebuild their shattered organizations, in which work they were encouraged by the Knights of Labor, the latter organization having secured the passage of a law which, although frequently violated by employers, has for its object the prohibition of the importation of foreign labor under contract. The argument that trades unionism is to blame for the presence of so many foreign born mechanics in our workshops is not worthy of consideration. The truth plainly stated is, that every foreigner who is to-day at work in the workshops of the United States is here because he believed he could improve his condition by coming, or is here because he was induced to come by some agent, or bureau, in the interest of the employers of labor in the United States.

It is neither profitable nor encouraging to learn a trade when the chances are that some morning the mechanic will awake to find a machine standing in his place doing the work which he performed the day before. Inventions have been introduced so rapidly and extensively during the last ten years that many trades have been almost revolutionized. This rapid introduction of machinery has had a tendency to depress wages; the reduction in wages and the lack of security in workshop management has been the cause of sending many a boy to college who would have gone into the work shop after passing through the routine of the common public school.

Americans believe that they live in the best country in the world; the workman being imbued with that sentiment believes that he should receive the best wages in the world. The employer, who may be as proud of his country as the workman, when it comes to a question of employing an American because he is a countryman, or securing the services of cheap workmen, will cast his lot with the foreign workman and the dollars-and-cents side of the question. The foreign workman, not knowing what his services ought to bring in this land, will step in the shoes of the American workman who received from $2.50 to $3 00 a day, and be recompensed at a rate not exceeding $1.50 or $1.75 a day. Having lived where it was necessary to practice the most rigid economy, he brings his economical habits and ideas with him, and for a time he can exist on the wages paid to him.

We also find the manufactories of the United States being operated as though they were the property of one management. The tendency is to bring them under one common head through the agency of the "trust." Independence on the part of the workman is being crushed out, for he has only to work in one mill, workshop or factory in one part of the country and he becomes known all over. This system, although in its infancy, bids fair to become so perfected that it will be impossible for a man to work in any part of the country if his last employer is dissatisfied with him. The tendency throughout for the past few years has been to discourage the American youth when he sought to learn a trade. He is unwilling to spend years in acquiring knowledge which may never be of service to him. The colleges and universities are full to overflowing, and soon the professions will be as crowded as the trades are to-day.

This is an age of revolution and evolution. It is the most marvelous age the world has ever witnessed, and nothing that has gone before can be compared to it, or cited as an indication of what is to follow. We cannot with any degree of accuracy predict anything for the future; we grope and fear to risk too much, lest some new invention completely upsets all our plans and gives the winning hand to another. We find American youths unwilling to learn trades because they do not bring rich rewards or assurances of stability of employment. There is a fascination about the large cities which they did not bear some years ago, and, taking it altogether, we find ourselves in a state of transition almost impossible to describe. What the man of ante bellum days regarded as a luxury is to-day an absolute necessity. Take a look at the room in which you sit when this is read and contrast it with what your surroundings would have been in 1858, just thirty years ago; note the changes which time has worked, not alone in the appearance of the room, but in that of its occupants. Once we put a little oil in a saucer, hung a rag over the edge, struck the flints together and ignited the rag. With such a light our reading and sewing was done. Then we ran the tallow into the mould and made the candle; we next ran the fluid into the lamp, and stood back in awe to see it burn; after that gas began to work its way beneath our sidewalks and into our sitting rooms; then the old Drake farm was tapped, and the world was astounded to find itself burning the product of the earth after the refiner changed its color. Then we said, we can go no farther, and found our words were contradicted by a glare of light which almost rivalled the noonday sun, and electricity flashed itself into favor. [On the 9th of this month at 11 o'clock at night I saw a man painting a sign on Chestnut street, Philadelphia, without the aid of lamp or torch; electricity answered every purpose.]

Ten short years ago we wrote our letter, or, if we were in a hurry, we telegraphed to our friends; to-day we call up the exchange and talk across cities and counties. Soon states will be traversed by the sound of the human voice. To-day we talk into a funnel, and not only are the words recorded, but the very sound and quiver of the voice is faithfully preserved to be repeated as often as may be required at any time during our lives or after death. We stop and ask, What next? The answer comes with the rapidity of lightning from some quarter of the universe in the shape

of a new invention. What has this to do with the American youth? Everything, for we must devote more time to him than heretofore, so that he may not, Micawber-like, stand in idleness waiting for something to turn up. Let us turn it up for him by inaugurating a system of industrial schools in which the arts, the sciences and trades will be taught. Surely the American youth is worthy of the best we can do for him, and we should encourage him in his first steps that his later ones may be for the good of the nation. At the rate at which science is advancing there will soon be no shoveling of earth, no leveling of hills by hand, no digging of trenches, no cutting of earth, or wood, or iron by hand; all of these things, and all else that enters into the industry of the world, will be done by the aid of science. There will be no trades or tradesmen of any special callings or crafts. In the world's production nothing should be missing, nor should one man have an advantage over another which nature does not give him. We will have men of no particular trade, but all men will know all crafts, not the "Jack of all trades," but a far different being who knows all trades well. Every school room should be a workshop, a laboratory, and an art gallery. At present a trade learned is a trade lost, for the learner does not have an opportunity to practice but one part of his calling, and if thrown out of that one groove cannot fall into another. Under an industrial system of schooling every American youth will know sufficient of all trades to step into whatever opens itself to him, and he will not be forced by circumstances to stand in the way of another who is anxious to rise, but will be fitted to take a step forward at a moment's notice. He will always find work to do and will do it more rapidly, with better tools and for a greater reward than the artisan of the present. The unsettled conditions which now make trades unionism a necessity will vanish, and in that age there will be but one organization necessary, the fatherhood of God and the brotherhood of man.

The following paper upon the same subject was prepared by James H. Smart, L.L. D., President of Perdue University:

One of the most important economic problems with which we have to deal is involved in the question, What shall be done with the American boy?

He is, within a few years, to become a tremendously active and effective force that will touch this country in its social, political and

industrial relations, and that will, in a great measure, mold and form its future. What that future will be depends largely upon the training which this boy now receives.

There are many organized agencies which perform most important parts in the education of the American boy. Among these are the school of the family, the school of the church, the school of civil society and the school of the school-master. What constitutes the proper training in each of these schools is beyond the purpose of this paper to define. Had we time it would be instructive for us to inquire into the enormous wastage that is going on in the process of educating a boy in these schools. How much is wasted, for example, in that enormously expensive machine, the *public school;* how much by incompetent teaching; how much by unimportant and possibly useless subjects of study; how much by extravagant expansion of brick and mortar. After an experience of twenty-five years in public schools, I am sure that I am correct in saying that millions are annually wasted in this manner.

But there is another school into which most of our boys must enter, which we may call the school of their vocation, and it is in this school in which occurs, in my judgment, the greatest waste of all. Let me call your attention to some facts connected with that most important industry, agriculture, an industry upon which all others are based, and without which no others are possible. Of the people in this State less than six hundred thousand live in our towns and cities, leaving a million and a half in the purely rural districts. These are chiefly dependent upon agriculture for a livelihood. The State has an area of thirty-three thousand square miles—soil enough and good enough, if properly tilled, to support its population and to have four times as much as it uses to sell to its neighbors. Is it doing this or likely to do it?

Those who have studied the progress of agriculture in Indiana will tell you that one of its most alarming features is the degeneracy of the soil. In many cases the shrinkage in its productive power has been fully fifty per cent, and in some it is going on at a very rapid rate. This is certainly alarming.

But what is true of this State is true of many others. President Adams, of Cornell, says:

> In New York the crop of wheat went down in twenty years from 13 bushels per acre to 10.3 bushels per acre; of corn, from 29.3 to 23. Going to the south, we find that in North Carolina during the last ten years—for there were no figures during the war—the crop of wheat has

declined from 8 bushels to 5.9 bushels per acre; corn from 16.4 to 11.5; oats from 12.9 to 8.7. In Georgia the crop of wheat fell from 7.3 to 5.1; corn from 11.1 to 8.7; oats from 10.2 to 9. In Mississippi, wheat from 9.2 to 5: corn from 13.8 to 13.5; oats from 14.5 to 11.5. In Texas wheat fell from 12.5 to 8.5; corn from 19 to 18.5; oats from 27.2 to 22 8. Coming back to the north and northwest, we find that in Kentucky, from 1864 to 1884, the product of wheat declined from 10.2 to 7.7 bushels per acre; corn from 28.5 to 24; oats from 24.2 to 16 3. In Indiana, wheat from 14.3 to 10.4; corn from 29 to 27. In Illinois, wheat went down from 14.3 to 10, and corn from 33 to 25. It is enough to say that although, as already said, there is not an absolute uniformity of diminution, yet the general diminution is unmistakable. If we take an average of the three years, 1863, '64 and '65, on the other hand, and for the three years, 1882, '83 and '84, on the other, we shall find that in all of the staple crops there has been a very marked diminution of products per acre.

This, I take it, is chiefly the result of soil deterioration.

In addition, there is a still greater wastage that results from misdirected efforts in cropping and seeding, in cultivation and in gathering and curing of crops, but worse than all is the enormous destruction of grains, fruits and of domestic animals through disease. Hundreds of millions of dollars are lost in the United States every year by fungus diseases, and hundreds of millions by insect ravages. It is estimated that in the United States the loss from insect ravages alone amounts to three hundred millions of dollars annually As I have said, these facts are alarming.

We have not far to go to find the cause. It comes chiefly from the fact, I think, that the tendency of modern civilization is such as to educate the boy in the rural districts out of his surroundings and away from his natural occupation—to make him dissatisfied and restless with his environment and to fill him with a desire to move out and to move off. And he does move out and move off.

One of the most important economic problems of the day arises from the fact that there is a steady and increasing migration of young people from the rural districts to the cities and towns. While I do not know that the world is growing worse, I know that in many parts of this country the ranks of non-producing classes and of the destructives are rapidly increasing and that the producing classes in the rural districts are comparatively decreasing. I know that the flaming headlines and the brilliant footlights, that the glare and glamour and pyrotechnics of our city life are enticing young men, and young women, too, from their rural surroundings. Then, too, the best and smartest of the farmer boys are often educated

into the professions or sent to the business centres to engage in various forms of employment. The result of this is that in some parts of the country the farms are growing larger and we have agricultural landlords and farmer tenants, while on the smaller farms the place of the boy is taken by the agricultural tramp. Close farming will never be done under the landlord and tenant system. The best results will be secured by small owners who, with their sons and daughters, have an interest in the soil and a taste for the business. One of the greatest industrial problems of to-day is involved in this question, "How shall we keep our sons and daughters out of the whirl and rush of city life and in the pure free air of our rural life; how shall we keep them in the ranks of the great producing classes, and out of the ranks of the non-producing and of the destructive classes?" This must be done by proper education. The newspapers must help, the school master in the rural districts must help, the agricultural journals must help, the State, by wise legislation, must help, and above all, the farmer himself must help. In his treatment and training of the boy at home, he must remember that he lives in a new world, and that the world is not only new but that it is very much larger than it used to be. Within the past few years the daily newspaper, the railroads and the electric telegraph have come in and they have created a tremendous revolution. The boy of to-day is a new boy and unless he has very careful treatment he will move out. The father was a farmer because he had to be, but the son will become a farmer, not because he has to be, but because he wishes to be. The boy will never take the thing in, in the same hard way in which the father took it in. Existing conditions make it impossible.

There has been an impression that science and farming have nothing in common, and that the scientific farmer was an expensive curiosity. It may be true that Horace Greeley's potatoes cost him sixty cents apiece, and that much of our academic training has had a tendency to draw young men away from agricultural pursuits—but science, and especially agricultural science, has made such gigantic strides in the last few years that agriculture has almost become a profession, requiring as much skill and sense as it does to become a first-rate lawyer, or a first-rate physician.

Science teaches us that nature will not be cheated. It teaches us that we cannot expect the soil to respond with a continued harvest if it is subjected to constant robbery. It teaches that taking

money out of the soil and putting it into a bank may make rich fathers, but that it will be likely to make poor sons, and that the safest bank of deposit for a farmer is his farm.

Now we may not be able to make two blades of grass grow where one grew before, but it is possible to stop this enormous wastage, and to largely increase the annual yield of agricultural products, and to improve their quality.

I may be pardoned if I say that the American Agricultural College will play an important part in the scheme of regeneration. This is an age of fierce competition, and every man must enter the race fully armed and equipped for his work. I need not point these statements by proof. With what a keen eye must the market be watched and the movements of the bulls and the bears. One must know the difference between an honest deal and a dishonest corner. He must watch the great commercial movements. He must not only watch the rain cloud over his own head, but he must know that it is only by watching the climatic influences all over the world that he can tell when to sell and when to hold. He must of necessity understand political economy; the laws of production, the relation of capital and labor, of supply and demand, the laws of consumption, of distribution and of exchange.

The Agricultural College cannot directly educate all of the farmers in a State. What it can do, and ought to do, is this: It can send out a dozen men into each county of the State in which it is located, well informed, well disciplined, capable of applying the very best methods of farming in the most practical and economic way, and who will, by example as well as by precept, show the better methods.

I now call your attention to another branch of industry into which men have to be educated, and in which the wastage is more strongly apparent, than in the one of which I have already spoken.

The difficulties which confront the American boy who wishes to learn a trade are many. He can find employment in a shop or factory in which he may perform rude labor, or in which he may acquire skill in certain hand manipulations, or in which he may become an automatic attachment to a machine. But builders, manufacturers and superintendents are not found now-a-days who are willing to spend time to teach a boy the various steps or processes necessary in the acquisition of a trade. In many of the lines of manufacture, if not in most, competition is so strong and

the division of labor has become so necessary, that manufacturers cannot afford to do this. Indeed no one now wants a pin maker, but it is the skillful one-sixtieth part of a pin maker that finds employment; in other words, a part of a machine.

The old fashioned and somewhat effective apprentice system has gone and nothing adequate to the demand has come to take its place. There is a process by which a boy may learn a trade but at what a loss of time, money and sometimes of morals. Let us see if this cannot be made apparent.

Suppose a boy enters a printing office, for example, in which he expects, and is expected to learn the trade in all its parts. The process is a tedious one. I once had occasion to frequent a printing office in which were employed seven boys. The proprietor informed me that it would take them at least three years before they could become journeymen—they were to receive an average of thirty cents a day for the three years. I found that the boys, although very busy, were spending their time in *not* learning the trade, and so far as I could learn from inquiry and observation, no attempt was made to give them any systematic instruction in it. They were engaged for the most part in labor, but were permitted to *pick up*, as the proprietor expressed it, as they had opportunity. Now, this "picking up" process, while it is possibly profitable for the employer, is not the most profitable method for the boys. It results in four things:

It results, in the first place, in a waste of time. This is bad enough, but something else occurs that affects the character of the boy's work. The "picking up process" will seldom produce expert workmen. Need I call your attention to the fact that the country is full of men who pretend to be carpenters and who are not, men who pretend to be machinists and who are not, men who pretend to be pattern makers and moulders and blacksmiths and shoemakers and tailors and printers, who are shabby, incapable workmen at best? Who that has built a house does not know this? There is not a manufacturer in this country that does not know it and to his cost, and one of the most difficult things that a manufacturer has to do is to sift out the few really good workmen from those who pretend to know how and do not. The engines that will not work, the machines that wear out, the houses that are shabbily constructed, and the fabrics that fall to pieces will attest the truth of what I say. How many workmen are there that take God's bounty and by

careful, skillful, intelligent processes make the most of it? Here is a waste surely. But who could expect better results from a process so full of mischief.

Another result of the "picking up" process comes from the fact that it fails to awaken in the boy a keen ambition, without which success in any employment is seldom secured, hence it is that many boys who enter factories and shops for the purpose of learning a trade, become restless, tired and discouraged and leave the business to possibly try another and thus become the good-for-nothing Jack-of-all-trades, or to join the ranks of the non-productives and possibly the ranks of the destructives.

The "picking up" process has a moral aspect which has wastage in it. Every handicraft carried to a high degree of excellence may become a fine art and with no loss of time. There is no dignity in labor, but dignity may be put into labor. When a man does something that is fine of its kind, whatever the kind may be, it awakens sentiment in respect to the products of even the commonest handicrafts. The very best citizen and the most valuable man is he who takes God's bounty and produces something of high value out of it and who takes pride in what he has wrought.

While book knowledge is of great value, the education which comes from a thorough knowledge of one's vocation, has also a high disciplinary and economic value.

In certain important trades in which the processes are few, the bricklayers trade, for example, more satisfactory results are secured to those who are permitted to enter them as apprentices, but through the operations of the trades unions, the avenues to the trades to which I refer are not open to the many.

The results of the abolition of the old apprentice system have been observed in England and in France, as well as in America. I quote from a thoughtful article on this subject recently written by Prof. Sylvanus Thompson, an eminent English physicist:

"Apprenticeship, with its wholesome rules, having decayed in everything but form, the lads who enter the shops are never properly instructed, but are made the drudges of the older workmen. What wonder that they acquire habits of idleness and carelessness that not only pursue them through the whole of their work, but, worse than this, corrupt and undermine their morals? What wonder that their manipulation is but half acquired, or that the methods and devices they learn to apply are those of half a century ago; ancient relics of prejudice and unscientific 'rules of thumb' handed down by the tradition of the shops, a veritable survivor of the unfittest?"

Mr. George Howells, in a very able paper on this subject, speaks as follows:

"But a change was coming o'er the spirit of the dream; another day was dawning fraught with still greater issues to the journeymen, for, instead of the old system of master and craftsman, there grew up quite another kind of mastership and of hiring. The master had already begun to be less the craftsman and more the employer. Instead of the old fealty between master and men there came estrangement more and more, until sometimes the work people scarcely ever saw their veritable employer. Under these circumstances the conditions of apprenticeship were completely changed, not suddenly, but gradually, until the apprentice became merely the boy worker, with less wages, but more solemn engagements, than a journeyman. The master to whom he was bound no longer taught him the trade; he was, so to speak, pitchforked into the workshop to pick up his trade as best he could, or to learn it from the many journeymen who were there employed. It was no one's duty to teach him; there was no pay and no responsibility."

Prof. Thompson, in summarizing the results of the new system, speaks as follows:

"At the present moment, this tendency to despise a life of honorable manual toil, in straining after a supposed gentility, would be truly pitiable, if the proportions it has attained did not awaken more serious apprehensions. It is an evil not confined to this country alone, but it is known, too, in the great cities of the states, of Germany and of France."

Since I speak to you, a convention of statisticians, I suppose I ought to give you a tabular statement or two. Some months ago I sent out circulars to employers, in some of the industries and in various parts of the country, asking the following questions:

1. What is the average number of persons that you employ who come to you for the purpose of learning the trade?

2. How many of these remain with you long enough to become journeymen?

3. Of those who become journeymen, how many succeed in becoming first-class workmen?

These were sent to (1) carpenters and joiners, (2) pattern-makers, (3) molders, (4) blacksmiths and (5) machinists. From the replies received, and they were numerous, I formulated the following conclusions:

1. That out of every ten who enter a carpenter shop with the intention of learning the trade, four abandon the business; of ten pattern-makers, two; of ten blacksmiths, six; of ten molders, five; of ten machinists, six.

2. Of those who pursue the business and become professed journeymen, but three become first-class workmen; of ten pattern-makers, but two; of ten blacksmiths, two and a half; of ten machinists, three and a half.

We can thus construct the following interesting table which shows the number of boys out of every hundred who enter each trade mentioned who become first-class workmen, viz:

Carpenters	18.
Pattern-makers	16.
Blacksmiths	10.
Molders	17.
Machinists	14.

Being an average of fifteen to each one hundred.

Thus it is that the very process we take to educate a boy into the various handicrafts is the process by which we educate him out of them. It has been claimed by many that the public schools were largely at fault in this matter.

I again quote from Prof. Thompson, as follows:

"In all the constructive trades the greater part of a workman's instructions are given to him in the form of working drawings. Yet we suffer the budding artisan to pass through the schools ignorant of the first rudiments of a science that is as essential to his work as are the four rules of arithmetic. And ought we, then, to be surprised if, in pursuance of the system we have deliberately marked out for the rising generation, we keep our future artisans, till they are fifteen or sixteen, employed in no other work than sitting at a desk to follow, pen in hand, the literary course of studies of our educational code, we discover that on arriving at that age they have lost the taste for manual work, and prefer to starve on a threadbare pittance as clerks or book-keepers rather than by the less exacting and more remunerative labor of their hands?"

And again:

"The taste for manual work is imbibed at a very early age, and there is not wanting evidence to prove most distinctly that even a very small amount of manual labor introduced into the elementary school serves to keep alive the capacity for active employment and the manipulative skill of the fingers."

While I am not prepared to say that our schools ought to be turned into workshops, or that shop practice should become an integral part of our school system, I am prepared to say that those who make the courses of study in our schools often forget that the great majority of their pupils must earn their living by manual

labor. I am prepared to say also that if every considerable city and town in the country could establish a special manual training school for its boys and its girls, much of the evil of which I speak would disappear.

It remains for me to answer this question: What is the result of the experiments that have already been made? I know of no better way of answering this question than by telling you what has been accomplished in the mechanical department of the institution with which I am connected.

It is the purpose of our school of mechanical engineering to afford young men an opportunity to acquire a good collegiate education in mathematics, science, literature and art, and at the same time to secure instruction and practice in such lines of work as will fit them to engage in the practical industries of life.

The student has his four years' instruction in geometry, trigonometry, analytics, calculus, physics, chemistry, English literature, history, psychology, political economy and in modern languages. In addition to this he spends two hours per day for a period of two years in carpentry, wood turning, pattern-making, molding, blacksmithing and in machine work.

The usual methods of text-book study, recitation and lecture are employed, but the student is required to put into practice, so far as possible, the instruction which he receives. He, for example, not only receives instruction in regard to the theory and principles of drawing, pattern-making and machine construction, but he is required to make working drawings himself, to construct patterns, to make the castings in the foundry, to finish and set up the machine and to operate it when it is completed. This combination of the theoretical and practical, characterizes the institution.

During the last two years of his course he spends two hours per day in making plans and designs for machinery, in testing building material, in boiler and engine tests, in dinamometric tests of power and in advanced experimental engineering, but it is of the work of the first two years of which I wish to speak chiefly.

Now, the average boy will spend three years in learning the carpenter's trade, three years in learning the blacksmith's trade, three in learning pattern-making, three in the foundry and three in learning to become a machinist. It will doubtless take the average boy ten years at ten hours a day by the ordinary faulty methods, which I have tried to describe to you, to master these five trades.

Experience shows that 95 per cent of our boys can produce superior results in all these departments of labor by working two hours a day for the first two years of his college course.

(The President here exhibited a large number of specimens of joinery, pattern-making, castings, forgings, and of machine work, which were closely examined by all present, and pronounced remarkably fine specimens of work. Indeed, this examination proved one of the most delightful features of the Convention, and deeply impressed all with the great benefits arising from this line of education.)

Continuing, President Smart said:

You ask, how is this accomplished? In the first place the boy is instructed in the theory of work; he is taught in respect to the use of tools; he is set to work to do the thing himself under competent instructors; no attempt is made to make money out of him. So soon as he learns to do one thing well, he is immediately set to work on another, involving a higher degree of skill. His ambition is aroused because he discovers that he can very soon learn to do a fine thing. Since he has learned to make and use working drawings there is an accuracy and a precision about every movement that he makes, and all these things bring the desired result about easily and satisfactorily.

You ask if what they have made has been put to any practical use. Yes, our boys have made many machines that are now in use in our shops, and have furnished other technical schools with similar appliances. While they spend much of their time at first in doing work which may be called practice work, it is intended that all may have a hand in making some machine that is put to a practical test.

THE BREAD LINE.

By Matt J. Simpelaar, Deputy Commissioner of the Wisconsin Bureau.

In this paper, intended to be a brief retrospective view of the social condition of the producing classes, I hope to demonstrate that there has been a steady visible improvement; that the invention of machinery and the application of new powers have been the greatest agencies in promoting that improvement, and that the indications of the present are that the improvements will continue.

Bread is the primitive, natural motive of all labor. It is the mainstay of human subsistence. Next in importance come clothing

and shelter. The three comprise the immediate necessaries of life —the condition I wish to denote by the term, "*the bread line.*" But the subject which most interests us is the discussion of a comparison of the condition of the producing classes under the domestic or proprietary system which preceded our present factory system, with the wage-workers of to-day.

Though general history is silent upon the common affairs of the world, and no statistics, and but very few facts of an economical nature are to be found, it is not difficult for us to imagine life a hundred years ago. A good many traces are left of it even to-day, in Europe especially, as well as in rural districts, and the smaller towns of this country.

We can well imagine a time when only small work-shops instead of large factories were known; stores attended only by the shop-keeper's wife or his daughter, the shutters of which were securely bolted at 7 P.M.; a time when the post coach was the quickest means of transportation; a suit of clothes was made to last a number of years, and houses were built to stand for many generations.

Of foremen, superintendents, book-keepers, clerks or agents there was no need. The "boss" or master combined all these in himself, while he made a fair living upon the profits of the work of six or seven apprentices, and probably one journeyman.

In order to better illustrate the fact that the social condition of the producing classes has steadily improved, allow me to introduce you into the State of Wisconsin, in an imaginary trip through its manufacturing centers, visiting factories and shops, peeping into the homes of the operatives, and taking a careful survey of our surroundings. Let us first take Milwaukee as a fair representative commercial and manufacturing city, and a good example of the industrial transformation wrought within the last seventy years. We find here a city, not yet fifty years old, with 180,000 inhabitants.

The building improvements during the year 1885, summed up the grand total of $4,569,250.

Who owns these beautiful residences, these splendid stores, these giant factories, these thousands of neat though humble homes? Great capitalists, landlords, aristocrats? No, Milwaukeeans. Native Americans who left their eastern homes with little or no capital, to build new homes, new factories, new industries in the northwest, by energy, enterprise and hard work. Europeans, who, at middle age, saw that their fatherland afforded them no homes,

no bread, no prospects. Do you see that hill over yonder with its thousands of new roofs? There live the hardy people who came hither less than fifteen years ago, rich only in the number of children they brought with them, but very, very poor in all other worldly goods. They own these homes; no heartless landlord or agent, controlling numerous tenement houses, bothers them. What made this fact possible? Nothing but the invention of labor-saving machinery.

Let us peep in. Did you notice how nicely the little garden patch is laid out; how well the house is painted, and the fence kept in repair? Let us ask a few questions of the good housewife. She says that she came to this country with her husband and four children about ten years ago. The homestead is their own, and is worth about $900. Her husband works in a foundry as helper at $9.00 per week. He was a farm laborer in the old country. One of her sons works in the same shop as machinist, and receives $2.35 per day; a younger son is clerking, and earns $1.00 per day. Her oldest girl is working in a knitting factory, and brings $5.00 home every Saturday. Three young children are going to school.

Look over here. See those hundreds of merry children enjoying the school recess of fifteen minutes. Better wages of parents in this country, and the invention of machinery, which has brought these better wages and the product of their labor within reach of the poor man.

Journeying down towards the manufacturing center of the city we see hundreds of men at work in the building trades. Is any one so blind as to say that these houses would be built as well if all the materials were to be prepared by hand process?

It is here that we see the fact well illustrated that the invention of labor-saving machinery and tools has created an enormous percentage of hand labor. Machinery built by machinery has become the greatest labor-making agency in existence.

Wisconsin has in all about 117 foundries and machine shops located in all parts of the State. In them no less than 11,857 men find employment.

We have just reached the largest establishment of the kind in the State. The wages paid here in 1887 reach nearly $650,000. In these shops 1,190 men are steadily employed. Their annual earnings, skilled and unskilled alike, average $530.10. Of these

1,190 men, only 750 are engaged in productive labor—in the limited meaning of the word. Strictly speaking there is no unproductive labor. The work of these 750 men engaged in building machinery furnishes employment to 440 unproductive workmen, to say nothing of the labor required in building the mammoth shops, and the enormous job of transporting the raw and finished material. These 440 employes are divided as follows: 270 laborers, 20 foremen, 64 bookkeepers and clerks, 17 agents, 8 engineers, 7 firemen, 9 teamsters, 28 draughtsmen, 14 watchmen and 2 electricians. Here, then, we have more than 37 per cent of labor *created* directly out of the work of building labor-saving machinery.

A day or two previous to our departure for this Convention the Wisconsin Bureau received a statistical report from another factory (iron works) too good to be omitted in this paper. The establishment employs 1,315 men, who averaged 280 work days in 1887. The total pay roll for the year amounted to $796,585.40, an average to every workman of $605.76. Here again we find 466, nearly 36 per cent of all the employes engaged in unproductive labor; or, rather, employment created by the work of the remaining 64 per cent. Sixteen branches constitute the real skilled workmen whose average annual earnings are $1,087.80, the highest reported for the State. The most conspicuous fact in this case is that the comparatively few who have attained to unusual skill practically feed and support the remainder.

Shall I give another illustration of the labor-creating power of labor-saving machinery? Twenty-five years ago I entered upon my bread-earning career as "devil" in a printing office. Inking and washing forms was my daily task for three years, until my hands were as calloused as those of the pressman, who pulled the lever of a large hand press at the rate of 200 impressions per hour, which was, and is yet, considered a fair rate.

I have seen the printing press improved, until to-day we have the Scott-Webb perfecting press, capable of delivering 30,000 copies of a metropolitan newspaper, printed on both sides, pasted and folded, in the space of one hour.

What has been the result of that invention increasing the product 150 times? It has created a new demand, until newspapers and books are indispensable in the humblest home. No one will contradict the statement that the inventions in the printing trade have created a number of subdivisions almost unknown before.

Stereotypers, engravers, type founders, electrotypers, book-binders, rulers, bill posters, etc., are now ordinary callings. We might add the great unknown quantity, editors and reporters.

In the mere preparation for manufacture of lumber to build homes, no less than 60,000 men find employment in the saw mills and pineries of Wisconsin. Our share of the product of their labor gives further employment to 990 men in our planing mills; also to 3,142 in the manufacture of sash, doors and blinds, and to 3,655 in converting that half raw material into furniture. Astonishing figures! happy facts!

Follow me into a furniture factory. We find here in all 165 men employed. Of these 21½ per cent are unproductive. Of the total, 95, or 57 per cent work by hand, matching or finishing the work commenced by machine. The average annual earnings of skilled and unskilled men alike are $501.06.

Let us look into one of our tanneries. Here we find 191 men. Of these 79, or 58 per cent, are engaged in unproductive labor. Sixty-eight, or more than 35 per cent, are unskilled. The general average of yearly wages here is $474.81.

Now, then, to the place where the leather manufactured here is made into foot wear. We see a good many women among the 450 "hands" employed here. They all work 310 days of the year. Only 65, a little less than 15 per cent of these, are unproductive. Of the others, 64, or 16½ per cent, work exclusively by hand. The average annual wages of the really skilled operatives is $627.40. This leaves $308.01 per year for all other operatives.

In conclusion, allow me to say that I firmly believe that in this blessed land, dotted with factories and covered with farms, instead of castles and palaces, no man, able and anxious to work, need live below the bread line, or eat "the sour bread of poverty."

At the conclusion of Mr. Simpelaar's paper he was questioned as to the reliability of his figures as to wages, loss of time, etc. Mr. Simpelaar stated that they were perfectly reliable, and literally true.

Mr. Bowditch said he did not sympathize with the sentiment of the paper regarding the need of more factories. Rhode Island had too many. The need is for agriculturists.

Mr. Hutchins said the sentiment of Iowa was in harmony with that of Wisconsin. A home market for what the soil and labor thereon produced was the need of Iowa.

PART 2.

WORKINGMEN'S RETURNS.

The blank form used for distribution among working men was similar to that used last year. It contained twenty-seven questions, and invited views and suggestions on matters of interest to wage earners.

These blanks were distributed through the mails, by personal interviews, and through prominent members of labor organizations, several of whom have manifested an interest in this branch of the work of the bureau. The number of blanks filled out and returned is but a small percentage of those issued. In tabulating these returns only those have been made use of that appeared to have been carefully and correctly made out. Many returns have been rejected, thus reducing the number included in our tables, but furnishing *data* that may be considered trustworthy.

The blanks tabulated are more explicit as to "time lost" than were those of last year, thus rendering the "actual earnings" for the year more definite and reliable.

In estimating "time lost" it must be considered that many trades and employments can be carried on only at certain seasons of the year, those engaged in them being necessarily idle, or resorting to other occupations, during the seasons when not engaged at their regular callings. This fact explains the apparent discrepancies between "daily wages" and "annual earnings" noticeable in certain trades and employments.

Tables of Workingmen's Returns.

TABULATION OF

No. of returns.	Occupation.	Age.	Where born.	Present residence.	No hours employed daily.
1	Ax Maker	28	Massachusetts	Oakland	9
2	Blacksmith	65	Gardiner	Richmond	-
3	"	41	Thomaston	Thomaston	10
4	"	39	Franklin	Sullivan	10
5	"	45	Scotland	Clark's Island	10
6	"	53	Bucksport	Rockland	10
7	"	38	Yarmouth	Yarmouthville	10
8	"	31	New Brunswick	Portland	10
9	"	29	Chesterville	Mt. Vernon	10
10	"	22	Union	Union	10
11	Box Maker	36	Danville	Auburn	10
12	Bricklayer	54	Gardiner	Gardiner	10
13	Can Sealer (fish)	34	Deer Isle	Green's Landing	10
14	Carpenter	59	Litchfield	Gardiner	10
15	"	53	Shapleigh	Sanford	10
16	"	47	Farmington	Farmington	10
17	"	50	New Sharon	"	10
18	"	57	Bluehill	Bluehill	10
19	" apprentice	21	Hollis	Buxton	10
20	Clerk (express)	39	Portland	Portland	12
21	" (store)	35	Hollis	Buxton	14
22	"	50	Nova Scotia	Lewiston	11
23	"	37	England	Portland	10
24	Coal Shoveler	48	Canada	Biddeford	10
25	Cooper (lime)	52	Lincolnville	Rockland	8
26	" "	42	Appleton	"	12
27	" "	43	Union	"	12
28	" "	49	Jefferson	"	12
29	" (fish)	60	Wiscasset	Randolph	12
30	"	49	-	Rockland	10
31	Cotton Mill Operative	30	Maine	Biddeford	10
32	Doors, Sash and Blinds	73	Canada	Berwick	10
33	Fireman	44	Clifton	Cumberland	8
34	"	51	Bangor	Hartland	12
35	" and Engineer	44	Scotland	Cumberland	8
36	Heading Maker	37	Massachusetts	Portland	10
37	Hostler	38	Oldtown	Oldtown	14
38	Laborer	27	"	"	12
39	"	46	Canada	Portland	-
40	"	54	Ireland	South Berwick	10
41	"	48	Exeter	Oldtown	12
42	"	35	Orono	Greatworks	10
43	"	32	New Hampshire	South Berwick	10
44	"	58	Ireland	Rockland	10
45	"	32	Northport	"	10
46	"	35	Buxton	Buxton	10
47	"	31	Canada	Farmington	10
48	"	49	Monmouth	Canton	12
49	"	27	Woolwich	Bowdoinham	11
50	"	32	Hollis	Buxton	10
51	"	60	Searsmont	Camden	10
52	"	31	Ellsworth	Ellsworth	10
53	"	50	Westbrook	Cumberland	10
54	Lime Burner	38	Massachusetts	Rockland	12
55	" "	57	Clinton	"	12
56	" Kiln Tender	46	Belfast	"	12
57	" " "	31	Bristol	Thomaston	11
58	" Rock Breaker	41	Belfast	Rockland	12
59	" Trimmer	23	Rockland	"	10

WORKINGMEN'S RETURNS.

Wages per day.	Total earnings for year.	Days lost.			Earnings of all others in family.	Cost of living for year.	Owning houses.	Value of house.	Amount of mortgage.
		From sickness.	Inability to get work	Other causes.					
$2 00	-	35	-	10	-	-	-	-	-
-	$300	-	-	-	-	$300	1	$2,000	-
2,00	-	-	-	-	-	-	1	1,000	-
2 75	700	-	-	14	-	250	-	-	-
2 50	520	10	-	90	-	495	1	400	-
1 25	300	-	52	-	$50	350	-	-	-
2 00	400	-	-	30	-	200	-	-	-
1 50	432	-	-	5	-	-	-	-	-
1 25	275	8	100	-	-	315	-	-	-
1 67	500	6	-	6	-	325	-	-	-
1 50	-	-	-	-	91	-	-	-	-
3 00	400	-	-	100	650	250	1	4,500	-
2 00	500	20	5	-	-	450	1	900	-
2 00	375	75	50	-	-	-	-	-	-
1 75	525	3	-	-	300	-	1	1,000	-
2 00	400	-	150	-	-	365	1	700	-
2 00	350	25	75	-	350	700	-	-	-
1 75	300	40	-	85	125	250	1	-	-
1 25	175	-	50	100	-	140	-	-	-
1 66	518	3	-	4	-	612	-	-	-
1 00	300	-	-	-	-	300	-	-	-
1 50	626	-	-	-	-	600	-	-	-
1 50	256	3	127	-	-	385	-	-	-
1 50	468	12	-	-	65	533	-	-	-
1 25	225	57	75	-	-	525	-	-	-
1 25	250	-	40	-	50	300	-	-	-
1 00	250	20	-	-	-	250	-	-	-
1 25	350	-	20	-	-	350	-	-	-
1 75	400	-	-	-	200	365	1	1,700	$600
1 67	520	-	-	-	300	-	-	-	-
1 50	432	18	-	-	-	318	-	-	-
1 25	275	84	-	6	75	350	-	-	-
1 85	675	-	-	-	70	600	-	-	-
1 37	300	25	40	8	50	350	1	800	500
2 17	677	-	-	-	525	500	1	1,000	-
1 50	438	-	30	-	-	200	-	-	-
1 33	400	-	-	-	-	400	-	-	-
1 63	300	4	90	6	50	350	-	-	-
1 64	512	-	-	-	100	480	-	-	-
1 50	206	182	-	-	-	300	-	-	-
1 40	350	-	60	-	250	600	-	-	-
1 25	300	-	-	10	-	275	-	-	-
1 10	275	6	-	34	-	275	1	800	-
1 75	250	10	155	-	30	280	1	800	-
1 75	200	-	175	-	20	220	-	-	-
1 25	390	-	-	-	100	-	1	700	-
1 50	300	-	100	-	25	325	1	700	-
1 00	250	-	40	-	100	350	-	-	-
1 50	450	-	-	-	-	-	-	-	-
1 25	380	-	-	-	75	455	1	-	-
2 00	450	-	84	-	-	450	1	2,500	-
1 50	250	-	50	80	-	250	-	-	-
1 50	467	-	-	1	700	300	1	2,000	600
2 00	392	-	130	-	-	392	-	-	-
2 00	520	-	60	-	-	300	1	500	-
2 00	600	-	33	-	-	500	-	-	-
2 00	450	2	-	-	25	400	-	-	-
1 83	300	-	52	-	200	400	-	-	-
2 00	150	36	156	-	105	255	1	1,000	-

WORKINGMEN'S

No. of returns.	Occupation.	Age.	Where born.	Present residence	No. hours employed daily.
60	Loom Fixer	33	Hermon	Waterville	10
61	" "	32	Gardiner	Auburn	10
62	" "	32	Cambridge	Lewiston	10
63	" "	26	Alexander	Waterville	10
64	Machinist	52	Gardiner	Gardiner	10
65	Marble Polisher	38	Bowdoin	Richmond	10
66	Mason (brick)	49	England	Portland	10
67	" and Farmer	48	Gorham	Norway	10
68	Millman (marker)	41	Gardiner	Randolph	11
69	"	27	Leeds	Leeds	10
70	"	36	Massachusetts	Hampden	12
71	Oil Cloth Printer	39	Skowhegan	Skowhegan	10
72	Painter	45	Massachusetts	Yarmouth	10
73	"	29	Naples	Cumberland	10
74	Paper Hanger	56	England	Rockland	10
75	" Maker	23	Canada	Cumberland	11
76	Paving Cutter	39	Massachusetts	Sullivan	10
77	" "	25	Scotland	St. George	10
78	" "	33	"	"	10
79	" "	28	"	Sullivan	10
80	Printer	31	Portland	Portland	10
81	Pulp Mill Hand	27	New Brunswick	Yarmouth	10
82	" "	35	Massachusetts	"	10
83	Quarryman	48	Bluehill	Pownal	10
84	"	31	Maine	Hurricane	10
85	Sail Maker	55	Rockland	Rockland	10
86	Scythe Grinder	24	Corinna	Oakland	8
87	Shingle Sawyer	47	Gardiner	Bowdoinham	11
88	Ship Carpenter	55	Hallowell	Bath	10
89	" "	38	Whitefield	"	10
90	" "	51	Russia	"	10
91	" "	38	Bath	"	10
92	" "	58	Parkman	"	10
93	Shoemaker	58	Alna	Richmond	10
94	"	23	Randolph	Randolph	10
95	"	39	So. Berwick	So. Berwick	10
96	"	24	Auburn	Auburn	10
97	"	60	Buxton	So. Berwick	10
98	"	34	Gardiner	Randolph	10
99	"	33	Pennsylvania	Saccarappa	10
100	Shoe-heel Cutter	40	Raymond	Norway	10
101	" Laster	26	Greenwood	"	10
102	" Sole Layer	28	Augusta	Skowhegan	10
103	Stone Cutter	24	Sullivan	Sullivan	10
104	" "	42	Matinicus	Vinalhaven	10
105	" "	49	England	"	9½
106	" "	26	Maine	Deer Isle	10
107	" "	37	Seal Harbor	Mt. Desert	10
108	" "	29	Deer Isle	Tremont	10
109	" "	36	"	Deer Isle	10
110	" Boxer	31	Bluehill	Bluehill	10
111	Teamster	30	Vermont	Kennebunk	11
112	Woolen Boss Spinner	54	Limerick	No. Berwick	10
113	" Finisher	26	Hollis	Hollis	10
114	" Mule Spinner	21	Portland	So Berwick	10
115	" O'rseer of Weaving	40	Turner	Auburn	10
116	" 2d hand Card room	28	Bridgton	Oxford	10
117	" Weaver	35	England	"	10
118	" Yard hand	57	Ireland	Lewiston	10

RETURNS—Continued.

Wages per day.	Total earnings for year.	Days lost.			Earnings of all others in family.	Cost of living for year.	Owning homes.	Value of home.	Amount of mortgage.
		From sickness.	Inability to get work.	Other causes.					
$1 83	$528	-	-	20	-	$300	1	$1,000	-
1 91	540	-	-	9	-	418	-	-	-
2 00	500	-	-	30	$170	450	-	-	-
1 67	585	5	55	-	-	330	-	-	-
2 00	300	178	-	-	-	208	-	-	-
1 50	340	6	76	-	-	300	-	-	-
3 50	700	25	95	-	-	-	-	-	-
1 75	200	Work	on	farm.	50	350	1	600	$400
2 00	572	6	-	20	-	325	-	-	-
1 25	360	5	10	5	-	-	-	-	-
2 00	425	-	-	52	125	500	1	-	-
1 83	565	2	-	-	-	565	-	-	-
2 00	228	30	78	84	-	350	-	-	-
2 50	480	-	80	-	-	240	1	1,000	500
2 50	200	10	180	-	125	325	-	-	-
1 45	460	-	-	12	-	-	-	-	-
1 75	546	-	-	-	-	300	-	-	-
3 00	651	4	-	77	-	541	-	-	-
3 00	-	-	-	-	-	-	1	1,200	-
2 50	-	-	-	-	-	-	-	-	-
2 33	728	-	-	-	-	728	-	-	-
1 25	384	-	-	30	-	384	-	-	-
1 25	384	-	-	30	-	384	-	-	-
2 00	250	-	150	-	-	300	1	750	350
1 87	506	12	-	30	-	380	-	-	-
2 50	500	-	75	25	-	500	1	2,000	-
1 50	350	-	76	-	-	300	-	-	-
2 00	220	-	200	-	-	275	-	-	-
2 50	575	5	-	45	-	300	1	1,500	-
1 75	420	3	2	10	-	420	1	600	-
2 00	350	-	-	70	100	350	1	800	-
2 00	400	21	-	31	-	400	1	600	100
2 05	559	-	-	-	-	500	1	1,500	-
1 33	352	-	30	-	900	500	1	800	400
2 00	500	-	-	50	-	300	-	-	-
1 75	492	-	6	13	-	442	-	-	-
1 42	301	-	23	57	175	288	-	-	-
1 67	525	-	-	-	310	480	-	-	-
2 00	600	-	-	-	-	400	1	2,000	-
1 67	484	-	-	30	-	490	-	-	-
1 50	258	30	-	70	-	260	-	-	-
2 25	540	2	-	48	-	295	1	700	300
2 50	576	1	-	74	-	250	-	-	-
2 50	300	-	-	100	-	150	-	-	-
2 50	658	-	-	25	-	488	1	500	-
2 00	-	-	-	-	-	400	-	-	-
2 75	496	25	18	84	-	140	-	-	-
2 50	700	-	-	30	-	500	1	1,200	-
3 00	591	-	-	110	-	500	1	400	-
3 00	648	5	40	50	-	500	1	800	-
1 75	275	-	-	130	-	275	-	-	-
1 33	400	12	-	-	-	350	1	1,300	400
2 50	780	-	-	-	-	500	1	1,200	-
1 08	318	-	-	15	-	250	-	-	-
1 50	250	-	30	110	-	250	-	-	-
3 15	970	-	-	-	-	650	-	-	-
1 50	464	6	-	10	-	450	1	700	650
1 31	302	33	-	44	54	315	-	-	-
1 00	300	-	-	6	400	700	1	400	-

WORKINGMEN'S

No of returns.	Occupation.	Rate of interest on mortg	Rooms rented	Monthly rent	No. in family	No working for wages	Are you expected to trade at company store?	Are prices higherthanat other stores?	How often paid.
1	Ax maker.	–	7	$7 00	4	2	No.	–	Weekly
2	Blacksmith	–	–	–	5	1	"	–	–
3	"	–	–	–	3	1	"	–	Irregularly..
4	"	–	4	4 00	4	1	Yes.	Yes.	Monthly
5	"	–	–	–	8	–	"	"	"
6	"	–	4	5 00	4	2	"	"	Irregularly..
7	"	–	5	5 00	2	1	No.	–	Monthly
8	"	–	5	8 50	3	1	"	–	"
9	"	–	4	4 17	3	1	"	–	Weekly
10	"	–	–	–	1	1	"	–	"
11	Box maker	–	–	–	2	1	"	–	Monthly
12	Brick layer	–	–	–	4	3	"	–	Irregularly..
13	Can sealer (fish)	–	–	–	4	1	"	–	Weekly
14	Carpenter	–	–	7 00	3	1	"	–	"
15	"	–	–	–	5	2	"	–	Fortnightly
16	"	–	–	–	3	1	"	–	Weekly
17	"	–	9	10 41	8	4	"	–	"
18	"	–	–	–	3	2	"	–	Monthly
19	" apprentice,	–	–	–	1	1	"	–	Irregularly..
20	Clerk (express)	–	4	12 00	3	1	"	–	Monthly
21	" (store)	–	4	3 00	4	1	"	–	Irregularly .
22	"	–	6	7 25	3	1	"	–	"
23	"	–	4	8 50	6	1	"	–	Weekly
24	Coal shoveler	–	6	6 50	8	3	"	–	Irregularly..
25	Cooper (lime)	–	6	4 50	3	1	Yes.	Yes.	Quarterly .
26	" "	–	4	4 50	4	2	"	"	Weekly
27	" "	–	–	–	2	1	"	"	"
28	" "	–	4	6 00	5	1	"	"	"
29	" (fish)	.06	–		3	2	No.	–	Irregularly..
30	"	–	6	–	6	2	"	–	Weekly
31	Cotton operative	–	–	7 50	4	1	"	–	Fortnightly
32	Doors, sash and blinds,	–	6	6 00	3	2	"	–	Weekly
33	Fireman	–	–	5 00	6	2	"	–	"
34	"	.06	–	–	3	1	"	–	Monthly
35	" and engineer,	–	–	–	7	3	"	–	Weekly
36	Heading maker	–	8	10 00	3	1	"	–	"
37	Hostler	–	8	4 17	6	1	"	–	"
38	Laborer	–	2	3 00	3	2	"	–	"
39	"	–	4	7 00	3	2	"	–	"
40	"	–	8	6 00	6	1	"	–	"
41	"	–	5	5 00	6	2	"	–	Fortnightly
42	"	–	3	3 00	2	1	"	–	Weekly
43	"	–	–	–	3	1	"	–	Fortnightly
44	"	–	–	–	3	2	"	–	Irregularly..
45	"	–	4	3 00	3	2	"	–	"
46	"	–	–	–	6	3	Yes.	Yes.	"
47	"	–	–	–	2	2	No.	–	"
48	"	–	3	4 50	6	3	"	–	"
49	"	–	7	3 50	3	1	"	–	Monthly
50	"	–	–	–	5	2	"	–	Irregularly..
51	"	–	–	–	2	1	"	–	"
52	"	–	–	–	1	1	Yes.	Yes.	"
53	"	.06	–	–	7	4	No.	–	Weekly
54	Lime burner.	–	5	4 50	4	1	Yes.	Yes.	"
55	" "	–	–	–	2	1	"	"	"
56	" kiln tender.	–	5	6 00	4	1	"	"	"
57	" " "	–	4	3 33	5	1	"	No.	"
58	" rock breaker.	–	5	10 00	3	2	"	Yes	"
59	" trimmer	–	–	–	3	2	"	No.	"

RETURNS—Continued.

Could you live cheaper if paid oftener?	Are any wages withheld under certain rules?	Do you belong to any labor organization?	Do you belong to any beneficiary association?	Do you receive weekly benefit in case of sickness?	Have you a savings bank account?	Have you accumulated any savings during former years?	Have you accumulated any savings during past year?	Have you run into debt during past year?
Yes.	No.	Yes.	No.	No.	No.	No.	Yes.	No.
No.	"	"	"	"	"	Yes.	No.	"
"	"	No.	"	"	"	"	"	"
Yes.	Yes.	Yes.	Yes.	Yes.	"	"	"	"
"	No.	"	No.	No	"	No.	"	Yes.
No.	"	No.	"	"	"	"	"	"
Yes.	"	Yes	"	"	"	"	"	No.
"	"	No.	Yes.	Yes.	"	"	"	"
No.	"	Yes.	"	No.	"	"	"	Yes.
"	"	No.	No.	"	"	"	Yes.	No.
Yes.	"	Yes.	Yes.	Yes.	Yes	Yes.	"	"
No.	"	"	"	No.	"	"	"	"
"	"	No.	No	"	No.	"	"	"
"	"	Yes.	Yes.	"	"	No.	No.	"
"	"	"	"	Yes.	"	Yes.	Yes.	"
"	"	No.	No.	No.	"	"	"	"
"	"	"	"	"	"	"	No.	Yes.
"	"	"	"	"	"	"	Yes	No.
"	"	Yes.	"	"	"	"	"	"
Yes.	Yes.	"	Yes.	"	"	No.	No	Yes.
No.	No.	"	No.	"	"	Yes.	"	No.
"	"	"	"	"	Yes.	"	Yes.	"
"	"	"	"	"	No.	No.	No.	Yes.
"	"	"	Yes.	Yes.	"	"	"	No.
Yes.	"	No.	No.	No.	"	"	"	Yes.
No	"	"	"	"	"	"	"	No.
"	"	Yes.	Yes.	Yes.	"	"	"	"
"	"	"	No.	No.	"	"	"	"
Yes.	"	"	"	"	"	Yes.	"	"
No.	"	"	"	"	"	"	"	"
"	"	"	"	"	"	"	"	"
Yes.	"	No	"	"	"	No.	"	"
No.	"	Yes.	Yes.	Yes.	"	"	"	"
Yes.	Yes.	"	No.	No.	"	Yes.	Yes.	"
No.	No.	"	Yes.	Yes.	Yes	"	"	"
"	"	"	"	"	No.	"	"	"
"	"	"	"	"	"	Yes	"	"
"	No.	"	"	Yes.	"	Yes.	"	"
No.	"	"	No.	No.	"	"	"	"
Yes.	"	No.	"	"	"	No.	"	"
No.	"	Yes.	"	"	"	Yes.	Yes.	"
"	"	"	"	"	"	No.	No.	Yes.
"	Yes.	No.	"	"	"	Yes	Yes.	No.
"	No.	Yes.	"	"	"	"	"	"
"	"	"	"	"	"	No.	No.	"
"	"	"	"	"	"	"	Yes.	"
"	"	"	"	"	Yes.	Yes.	No.	"

WORKINGMEN'S

No. of returns.	Occupation.	Rate of interest on mortg.	Rooms rented	Monthly rent	No. in family	No. working for wages.	Are you expected to trade at company store?	Are prices higherthanat other stores?	How often paid.
60	Loom fixer	–	–	–	2	1	No.	–	Fortnightly
51	" "	–	6	$ 9 00	3	1	"	–	"
62	" "	–	18	28 00	3	2	"	–	"
63	" "	–	1	4 00	3	1	"	–	"
64	Machinist	–	–	–	1	1	"	–	Weekly
65	Marble polisher.	–	6	6 00	4	1	"	–	Irregularly..
66	Mason	–	5	7 50	2	1	"	–	Weekly
67	" and farmer	.07	–	–	4	2	"	–	Irregularly..
68	Millman, marker	–	8	8 00	4	1	"	–	Fortnightly
69	"	–	–	–	–	–	"	–	Irregularly..
70	"	–	–	–	8	3	"	–	Fortnightly
71	Oil cloth printer	–	7	10 00	6	1	"	–	Monthly
72	Painter	–	4	4 00	5	1	"	–	Weekly
73	"	.06	–	–	3	1	"	–	Irregularly..
74	Paper hanger	–	5	5 00	9	4	"	–	"
75	" maker	–	–		2	1	"	–	Weekly
76	Paving cutter	–	4	3 00	2	1	Yes.	Yes.	Irregularly..
77	" "	–	3	3 33	3	1	"	"	Monthly
78	" "	–	–	–	6	1	"	"	"
79	" "	–	4	2 50	2	1	"	"	"
80	Printer	–	9	20 00	4	1	No.	–	Weekly
81	Pulp mill hand	–	4	5 00	4	1	"	–	Fortnightly
82	" " "	–	4	5 00	4	1	"	–	"
83	Quarryman	.07	–	–	10	1	"	–	Monthly
84	"	–	4	2 50	2	1	Yes.	Yes.	Fortnightly
85	Sail maker	–	–	–	3	1	No.	–	Irregularly..
86	Scythe grinder	–	4	5 00	2	1	"	–	"
87	Shingle sawyer	–	4	5 00	3	1	"	–	Monthly
88	Ship carpenter	–	–	–	2	1	"	–	Weekly
89	" "	–	–	–	5	1	"	–	"
90	" "	–	–	–	5	2	"	–	"
91	" "	.06	–	–	5	1	"	–	"
92	" "	–	–	–	3	1	"	–	"
93	Shoemaker	.07	–	–	5	4	"	–	"
94	"	–	–	–	2	1	"	–	"
95	"	–	–	13 00	3	1	"	–	Fortnightly
96	"	–	2	4 00	2	2	"	–	Weekly
97	"	–	5	8 00	2	2	"	–	Fortnightly
98	"	–	–	–	4	1	"	–	Weekly
99	"	–	4	8 00	4	1	"	–	Fortnightly
100	Shoe heel cutter	–	3	4 00	4	1	"	–	Weekly
101	" laster	.05	–	–	3	1	"	–	"
102	" sole layer	–	7	8 33	3	1	"	–	Fortnightly
103	Stone cutter	–	–	–	1	1	"	–	Monthly
104	" "	–	–	–	3	1	"	–	Fortnightly
105	" "	–	6	4 17	3	2	"	–	"
106	" "	–	–	–	1	1	Yes.	Yes.	Irregularly..
107	" "	–	–	–	6	1	No.	–	Fortnightly
108	" "	–	–	–	6	1	Yes.	Yes.	Monthly
109	" "	–	–	–	3	1	No.	–	"
110	" boxer	–	–	–	2	1	"	–	"
111	Teamster	.06	–	–	2	1	"	–	Weekly
112	Woolen spinner	–	–	–	3	1	"	–	Fortnightly
113	" finisher	–	5	3 50	3	1	"	–	"
114	" mule spinner,	–	–	–	1	1	"	–	"
115	" ov'rs'r of w'v'g	–	6	8 00	5	1	"	–	"
116	" 2d h'nd, c'd r'm	.07	–	–	3	1	"	–	"
117	" weaver	–	4	3 50	3	1	"	–	"
118	" yard hand	–	–	–	6	3	"	–	"

RETURNS—Concluded.

Could you live cheaper if paid oftener?	Are any wages withheld under certain rules?	Do you belong to any labor organization?	Do you belong to any beneficiary association?	Do you receive weekly benefit in case of sickness?	Have you a savings bank account?	Have you accumulated any savings during former years?	Have you accumulated any savings during past year?	Have you run into debt during past year?
No.	No.	No.	No	No.	No.	Yes.	Yes.	No.
"	Yes.	Yes.	Yes.	Yes.	"	"	"	"
Yes.	"	"	"	"	"	No.	"	"
No.	No.	"	No.	No.	"	"	"	"
"	"	"	Yes.	Yes.	"	Yes.	"	"
Yes.	"	"	No.	No.	"	"	"	"
No.	"	No.	Yes.	"	Yes.	"	"	"
"	"	Yes.	No.	"	No.	"	No.	Yes.
"	"	"	"	"	"	"	Yes.	No.
Yes.	"	"	"	"	Yes.	"	"	"
"	"	"	"	"	No.	"	No.	"
No.	"	No.	"	"	Yes.	"	"	"
"	Yes	Yes.	"	"	No.	No.	"	Yes.
Yes.	No	"	Yes.	Yes	"	Yes.	Yes.	No.
No.	"	No.	No.	No.	"	No.	No.	"
"	Yes.	Yes.	Yes.	Yes.	Yes.	Yes.	"	"
Yes	No.	"	No.	No.	No.	No.	"	"
"	"	"	"	"	"	"	Yes.	"
"	"	"	"	"	Yes.	Yes.	"	"
"	"	"	"	"	No.	"	No.	"
No.	"	"	Yes.	Yes.	"	No.	"	"
Yes.	"	"	No.	No.	"	"	"	"
"	Yes.	Yes.	"	"	"	"	"	"
"	No.	"	Yes.	Yes.	"	"	"	Yes.
No.	"	"	No.	No.	"	Yes.	Yes.	No.
Yes.	"	No.	"	"	Yes.	"	"	"
"	"	Yes.	"	"	No.	No.	"	"
"	Yes.	"	"	"	"	"	No.	"
"	No.	"	Yes.	Yes.	"	"	"	"
No.	No.	Yes.	"	"	Yes.	Yes.	"	"
"	Yes.	"	No.	No.	No.	"	"	"
"	No.	"	"	"	"	"	"	"
Yes.	Yes.	"	"	"	"	"	No.	Yes.
No.	No.	"	"	"	"	No.	"	"
"	"	No.	Yes.	"	"	Yes.	Yes.	No.
Yes	Yes.	Yes.	"	"	"	"	"	"
No.	No.	No.	No.	"	Yes.	"	"	"
"	"	Yes	"	"	No.	"	"	"
"	Yes.	"	Yes.	"	"	"	"	"
Yes.	No.	"	No.	"	"	"	"	"
No.	"	No.	"	"	"	"	"	"
Yes.	Yes.	Yes.	"	"	"	"	No.	"
No.	"	"	Yes.	"	"	"	Yes.	"
"	No.	No.	No.	"	"	No.	No.	"
"	"	Yes.	"	"	"	Yes.	"	"
"	"	No.	"	"	Yes.	"	Yes.	"
"	"	Yes.	"	"	No.	No.	No.	"
"	"	No.	"	"	"	"	"	"
"	"	"	"	"	"	Yes.	Yes.	"
"	Yes.	"	Yes.	Yes.	"	No.	No.	"
Yes.	"	Yes.	"	"	"	"	"	"
No.	No.	No.	No.	No.	"	Yes.	"	"

RECAPIT

Occupations.	Number of returns.	Average age.	Native.	Foreign.	Average hours working per day.	Average daily wages.	Average annual earnings.	Average number of days lost.
Ax Maker	1	28	1	-	9	$2 00	$ -	45
Blacksmiths	9	40	7	2	10	1 87	428 00	35
Box Makers	1	36	1	-	10	1 50	-	-
Bricklayers	1	54	1	-	10	3 00	400 00	100
Can Sealers	1	34	1	-	10	2 00	500 00	25
Carpenters	5	53	5	-	10	1 90	390 00	101
" Apprentices	1	21	1	-	10	1 25	175 00	150
Clerks	4	40	2	2	12	1 42	424 00	34
Coal Shoveler	1	48	-	1	10	1 50	468 00	12
Coopers	6	49	6	-	11	1 36	333 00	38
Cotton Mill Operatives	1	30	1	-	10	1 50	432 00	18
Door, Sash and Blind Makers	1	73	-	1	10	1 25	275 00	90
Firemen	2	48	2	-	10	1 61	488 00	37
" and Engineer	1	44	-	1	8	2 17	677 00	-
Heading Maker	1	37	1	-	10	1 55	438 00	30
Hostlers	1	38	1	-	14	1 33	400 00	-
Laborers	16	40	12	4	10	1 47	333 00	91
Lime Makers	6	36	6	-	11	1 97	419 00	78
Loom Fixers	4	31	4	-	10	1 85	538 00	30
Machinists	1	52	1	-	10	2 00	300 00	178
Marble Polisher	1	38	1	-	10	1 50	340 00	82
Masons (brick)	1	49	-	1	10	3 50	700 00	120
" and Farmer	1	48	1	-	10	1 75	200 00	-
Millmen	3	35	3	-	11	1 75	452 00	33
Oil Cloth Printers	1	39	1	-	10	1 83	565 00	2
Painters	2	37	2	-	10	2 25	354 00	136
Paper Hangers	1	56	-	1	10	2 50	200 00	190
" Makers	1	23	-	1	11	1 45	460 00	12
Paving Cutters	4	31	1	3	10	2 56	599 00	20
Printers	1	31	1	-	10	2 33	728 00	-
Pulp Mill Hands	2	31	1	1	10	1 25	384 00	30
Quarrymen	2	40	2	-	10	1 94	378 00	96
Sail Makers	1	55	1	-	10	2 50	500 00	100
Scythe Grinders	1	24	1	-	8	1 50	350 00	76
Shingle Sawyers	1	47	1	-	11	2 00	220 00	200
Ship Carpenters	5	48	4	1	10	2 06	461 00	37
Shoe Makers	10	37	10	-	10	1 81	463 00	43
Stone Cutters	7	35	6	1	10	2 61	566 00	69
" Boxers	1	31	1	-	10	1 75	275 00	130
Teamsters	1	30	1	-	11	1 33	400 00	12
Woolen Mill Operatives	7	37	5	2	10	1 72	483 00	36

ULATION.

Number assisted by their families.	Average yearly earnings by other members of family.	Average cost of living.	Number owning homes.	Total value of homes.	Number of homes mortgaged.	Total amount of mortgages.	Number renting.	Average rental per month.	Average number in family.	Payment of wages.			
										Weekly.	Fortnightly.	Monthly.	Irregular.
-	$ -	$ -	-	$ -	-	-	1	$7 00	4	1	-	-	-
1	50 00	319 00	3	3,400 00	-	-	5	5 33	3 2/3	2	-	4	3
1	91 00	-	-	-	-	-	-	-	2	-	-	1	-
1	650 00	240 00	1	4,500 00	-	-	-	-	4	-	-	-	1
-	-	450 00	1	900 00	-	-	-	-	4	1	-	-	-
3	258 00	438 00	3	1,700 00	-	-	1	10 41	4 1/2	3	1	1	-
-	-	140 00	-	-	-	-	-	-	1	-	-	-	1
-	-	474 00	-	-	-	-	4	7 69	4	1	-	1	1
1	65 00	533 00	-	-	-	-	1	6 50	8	-	-	-	1
3	183 00	358 00	1	1,700 00	1	600	4	5 00	4	4	-	-	2
-	-	318 00	-	-	-	-	1	7 50	4	-	1	-	-
1	75 00	350 00	-	-	-	-	1	6 00	3	1	-	-	-
2	60 00	475 00	1	800 00	1	500	1	5 00	4 1/2	1	-	1	-
1	525 00	500 00	1	1,000 00	-	-	-	-	7	1	-	-	-
-	-	200 00	-	-	-	-	1	10 00	3	1	-	-	-
-	-	400 00	-	-	-	-	1	4 17	6	1	-	-	-
10	145 00	351 00	7	7,500 00	1	600	8	4 73	4	5	2	1	8
3	110 00	374 00	2	1,500 00	-	-	4	5 93	3 1/2	6	-	-	-
1	170 00	375 00	1	1,000 00	-	-	3	13 67	3	-	4	-	-
-	-	208 00	-	-	-	-	-	-	1	1	-	-	-
-	-	300 00	-	-	-	-	1	6 00	4	-	-	-	1
-	-	-	-	-	-	-	1	7 50	2	1	-	-	-
1	50 00	350 00	1	600 00	1	400	-	-	4	-	-	-	1
1	125 00	413 00	1	-	-	-	1	8 00	6	-	2	-	1
-	-	565 00	-	-	-	-	1	10 00	6	-	-	1	-
-	-	295 00	1	1,000 00	1	500	1	4 00	4	1	-	-	1
1	125 00	325 00	-	-	-	-	1	5 00	9	-	-	-	1
-	-	-	-	-	-	-	-	-	2	1	-	-	-
-	-	422 00	1	1,200 00	-	-	3	2 94	4 1/4	-	-	3	1
-	-	728 00	-	-	-	-	1	20 00	4	1	-	-	-
-	-	384 00	-	-	-	-	2	5 00	4	-	2	-	-
-	-	340 00	1	750 00	1	350	1	2 50	6	-	1	1	-
-	-	500 00	1	2,000 00	-	-	-	-	3	-	-	-	1
-	-	300 00	-	-	-	-	1	5 00	2	-	-	-	1
-	-	275 00	-	-	-	-	1	5 00	3	-	-	1	-
1	100 00	394 00	5	5,000 00	1	100	-	-	4	5	-	-	-
3	462 00	371 00	3	3,500 00	2	700	6	7 56	3 1/2	6	4	-	-
-	-	383 00	4	2,900 00	-	-	1	4 17	3 1/4	-	3	3	1
-	-	275 00	-	-	-	-	-	-	2	-	-	1	-
-	-	350 00	1	1,300 00	1	400	-	-	2	1	-	-	-
2	227 00	445 00	3	2,300 00	1	650	3	5 00	3 1/2	-	7	-	-

RECAPITULATION—Concluded.

Occupation.	Number belonging to labor organizations.	Number belonging to beneficiary organizations.	Number having savings bank account.	Number accumulating savings in former years	Number accumulating savings during past year.	Number running in debt during past year.
Ax Makers	1	-	-	-	1	-
Boacksmiths	5	3	-	3	1	3
Blx Makers	1	1	1	1	1	-
Bricklayers	1	1	1	1	1	-
Can Sealers	-	-	-	1	1	-
Carpenters	2	2	-	4	3	1
" Apprentice	1	-	-	1	1	-
Clerks	4	1	1	2	1	2
Coal Shoveler	1	1	-	-	-	-
Coopers	4	1	-	2	-	1
Cotton Mill Operatives	1	-	-	1	-	-
Door, Sash and Blind Makers	-	-	-	-	-	-
Firemen	2	1	-	1	1	-
" and Engineer	1	1	1	1	1	-
Heading Maker	1	1	-	1	-	-
Hostlers	-	1	-	-	-	1
Laborers	7	5	1	10	1	1
Lime Makers	5	-	1	3	3	1
Loom Fixers	3	2	-	2	4	-
Machinists	1	1	-	1	1	-
Marble Polishers	1	-	-	1	1	-
Masons (brick)	-	1	1	1	1	-
" and Farmer	1	-	-	1	-	1
Millmen	3	-	1	3	2	-
Oil Cloth Printers	-	-	1	1	-	-
Painters	2	1	-	1	1	1
Paper Hangers	-	-	-	-	-	-
" Makers	1	1	1	1	-	-
Paving Cutters	4	-	1	2	2	-
Printers	-	1	-	-	-	-
Pulp Mill Hands	1	-	-	-	-	-
Quarrymen	2	1	-	1	1	1
Sail Makers	-	-	1	1	1	-
Scythe Grinders	1	-	-	-	1	-
Shingle Sawyers	1	-	-	-	-	-
Ship Carpenters	5	1	4	4	2	-
Shoe Makers	8	8	2	7	7	2
Stone Cutters	5	2	1	7	6	-
" Boxers	-	-	-	-	-	-
Teamsters	1	-	-	1	-	-
Woolen Mill Operatives	2	2	1	3	2	-

ANALYSIS.

No. of reports	118
No. native born	96
No. foreign born	22
No. assisted by their families	37
No. owning homes	43
No. homes mortgaged	11
No. renting	61
No. paid weekly	45
No. paid fortnightly	27
No. paid monthly	19
No. paid irregularly	27
No. belonging to labor organizations	79
No. belonging to beneficiary organizations	40
No. having savings bank accounts	20
No. accumulating savings in former years	70
No. accumulating savings during past year	48
No. running in debt during past year	15

AVERAGES.

Age of persons reporting	40
Hours employed daily	10 1-5
Daily wages	$1 86
Annual earnings	$422 97
No. of days lost	61
Yearly earnings of other members of family	$192 83
Cost of living	$376 70
Rental per month	$6 78
No. of persons to family	4
Earnings over expenses	$46 27

TOTALS.

Value of homes owned	$44,550 00
Amount of mortgages	$4,800 00

REMARKS OF WORKING MEN.

It is impossible for me to say what my average daily wages are with any degree of certainty. I work by the piece and my earnings are controlled largely by the condition of the weather. We can make fair wages in the summer season; average from $2.00 to $3.00 per day. In the winter a workman may earn enough to clear his expenses if his family is small. From December to April I consider I do well to earn my expenses. This winter, being extra severe, I have not done it. Very few, if any, of my fellow workmen, have made expenses. We do our trading at a company store and are restricted by circumstances from buying elsewhere. This is highly detrimental to my interest. I know that this system is injurious to all of us. When other stores and traders sell goods cheaper we cannot take advantage of it and have to pay in many cases from ten to twenty-five per cent more for our necessaries.

Paving Cutter.

Paving cutting is a business that can be followed about eight months in the year. During the winter very little can be done owing to the frost in the stone. The majority of workmen run in debt at the company stores in winter and work it up in summer. I have been twenty years on this side of the Atlantic; nine years I resided in Cape Ann, Mass., and eleven years I have been here in St. George. When I came here cash payment was something that occurred about once a year, with a few dollars at the Fourth to celebrate with. The Stone Cutters' Union first insisted on a monthly payday and we received it. The Knights of Labor agitated the question of eight hours work on Saturday for all hands (the stone cutters had been working for eight hours for some time), and it was granted. The Paving Cutters' Union made a request that they receive their pay monthly whether their blocks were hauled or not. A promise was given and it is the men's own fault if they do not receive it. If our fellow workmen would stand firm and trade where they please the truck system would soon go. When the weekly payment bill was before the legislature at the last session I was asked by the proprietor of our store if I thought it would pass. I answered, "I hope so." He said "if that bill becomes a law we may just as well close our store." "Why?" I asked him.

He replied that if they were compelled by law to pay weekly the men could buy their goods anywhere. I told him that the men would rather buy of him if the price was the same as in other stores. So I favor a weekly payment bill in cash for all employes in the State. *Paving Cutter.*

Stone cutters should be paid once a month at least, in cash, and not in shelf currency and promises. *Stone Cutter.*

The fortnightly payment bill passed by the last legislature is a great benefit to those employed by corporations. Owing to a blunder, the bill does not apply to firms. It is to be hoped the next legislature will remedy this so that working men and women will be paid regularly. The ten hour law and the act creating the Bureau of Labor will be of great benefit, especially when the working classes get interested in it. I am sorry to learn that a few demagogues within the Knights of Labor are working to repeal all labor legislation of the past session. If I can do anything to counteract such partisan stupidity I shall do so at the proper time. Allow me to add that I am strongly opposed to strikes, but am a firm believer in labor organizations conducted on sound conservative principles. I have no faith whatever in the doctrine of free trade, and as an English American I speak from experience when I say that free trade would certainly reduce wages in almost every industry throughout the country.

Stone Cutter.

The ship building business is fluctuating. Sometimes we can save a few dollars and then again cannot save any thing. The way I keep square with the world is, I buy for cash and in quantities when I can. If I can be of any service to you in finding out the situation of workmen here I will do the best I can, in my humble way. *Ship Carpenter.*

I think that the laboring classes here in Bath are doing as well as in any town in Maine. In this section of the city, including some one hundred laboring men whose circumstances I am acquainted with, more than one-half own their homes and very few of them under a mortgage. One bad feature in ship work is the great fluctuation in the business; sometimes there is work enough to call

in a large number of men from out of town and in a few months the vessels are built and then there are many idle men for some weeks and perhaps months. Our employers and bosses show us as much respect as is shown to working men anywhere. This is a cash town as near as can be. We receive cash for our labor weekly, and cash is paid for all kinds of country produce. No barter trade, but good profits on the part of the dealers. *Ship Carpenter.*

The government should put in full force the law regulating foreign immigration. *Stone Cutter.*

I wish to say that I consider the K. of L. a useful organization when the members pull together. This labor organization has been running about six years in Lewiston and Auburn. Three years ago there were between four and five thousand members, but they have been dropping off until now I think there are not over 350 in the two cities. I know that the K. of L. has done a good work and I regret that they are dying out so rapidly in this part of the country. Before they began to do their work times were very hard. We had to work eleven hours a day in a cotton mill, and get our pay once a month, and the company kept back seventeen days, of that month, the pay being about one dollar less a week than now. I am afraid times will soon be the same as they used to be if we don't all take hold and pull together.

Shoemaker in Factory.

I do not earn enough myself to pay my expenses, but my children's wages make up the deficiency.

Shoemaker.

The wages of ship carpenters and joiners in Bath are higher now than they have been for a number of years, on account of organized labor. *Ship Carpenter.*

The past year has been better than the five years before. Work has been more plenty and wages better.

Ship Carpenter.

I am dependent in my business on the success of the fishermen, as to sales. This branch of trade, fish barrels, has been very dull the past year, and manufacturers of barrels have realized very

little from their business on account of the scarcity of mackerel on the coast, and a failure in the catch is sure to bring disaster to a large number of men in Maine who risk large sums expecting a return. *Cooper.*

I have had steady employment and good wages, with no sickness myself and very little in my family. Where I save $200 a year others in the same condition might not save ten. I deprive myself of many things, dress plain, do not drink or use tobacco in any form. I am about $200 in debt, the result of building my house. Expect to cancel that within a year. Where there are ten laboring men better off than I am there are a hundred worse off. In regard to my earnings I cannot give the exact amount per day or week as my work is all piece work. Some weeks it will come under the amount stated and sometimes over, but I think I have given a fair average. If I can help you in any way to promote the interests of laboring men I will gladly do it.

Shoemaker in Factory

My labor is non-continuous. I earn as high as fifty cents an hour on certain short jobs where members of my association divide equally among themselves; also as low as twenty-five cents an hour at certain labor, our wages being systematically scaled by the association. I may also state that my wages per hour have been doubled since 1880 through organization, but the gross earnings have not been increased over one third owing to competition through immigration and the diversion into other channels of the labor at which I generally receive employment.

Ship Laborer.

I think our laboring people should be protected from all half civilized people like the Chinese. I would like less hours a day so as to derive some benefit from labor saving machinery and have time for gaining knowledge and improving the mind. In this factory there is no cause for complaint so far as I know. The trouble of last March was brought about by three or four men who had an old grudge of two years' standing, and the strike was ordered against the wishes of four-fifths of the Knights of Labor, and thus the strike was a double failure. I feel an interest in your bureau and will gladly do anything I can to make its work correct and useful. *Shoe Laster.*

We should have universal text books for public schools throughout the State. *Lime Kiln Tender.*

We are in hopes to see the fortnightly payment law amended this winter so as to include persons and firms. *Granite Cutter.*

There is one woolen factory in this place. The help receive their pay every two weeks. They work ten hours a day and make fair wages and as a whole are very well contented. There is a local assembly of the Knights of Labor in this place with about fifty members and doing well. *Clerk in Store.*

Wages are withheld from my family sometimes under the notice rule of the cotton mills here, sometimes ten or twelve days.

Coal Shoveler.

Wages retained if by accident any goods are injured while in immediate charge of same. *Clerk for American Express.*

It would be a great benefit to the people of the eastern section of Maine to place a tariff of $1.00 per cord on wood brought from the Provinces. *Captain of a Small Lumber Vessel.*

The company for which I work I consider above the average of corporations, but the general tendency of wages is downward.

Carpenter.

I send you the following account of income and expenses for the past year. Number in my family, four:

Store bill	$170 00
Clothing	35 00
Coal and wood	40 00
Flour	17 50
House rent	90 00
Expenses of sickness	49 00
Taxes	3 00
Total	404 50
Income	432 00
Income over expenses	27 50

Cotton Operative.

I am working at present cutting heels. We are paid by the piece or case. We get twelve cents for cutting sixty pairs of heels after they are pasted, if they are pasted three-eighths of an inch; if four-eighths we get fifteen cents; if five-eighths, nineteen cents; if six-eighths, twenty-four cents; seven-eighths, twenty-seven cents; eight-eighths, thirty cents; nine-eights, thirty-two cents. A man has got to work quick and fast to earn $1.50 a day on good stock.

Heel Cutter.

It is impossible to work all the year in my business. I am my own boss and hire one man. I take jobs and sometimes make a good thing. I pay the man $2.25 per day. Our average working days are not more than six or seven months in the year. I find that I can do a great deal better with cash than when I have to go on credit. I am trying to pay for my place and make needed improvements, and am doing so, but it is an up-hill job.

House Painter.

Where I work they employ from four to seven hands. Wages range from $1.25 to $1.50. *Box Maker.*

I have worked very steadily during the past two years. Before that I was idle about three months in the winter. I ran in debt then but am now about clear. I have to work on short time about four months in the year commencing in December or January. I am a man of steady habits; don't drink or use tobacco. I have a saving wife, if not I could not get along. I have not been able to save a dollar for a rainy day yet, as I have to trade at a grocery store and that takes considerable more money on pay day than if I had ready cash. After deducting store bill, house rent and fuel from a laborer's monthly pay there isn't much left to buy clothing, boots and shoes, with, not mentioning sickness and other bills; and there isn't much left for recreation. *Blacksmith's Helper.*

I think that the law ought to be amended so as to compel all employers of labor to pay their help in cash every two weeks; also that every Saturday should be made a half holiday. It would give working men and women a better opportunity to discuss the labor question, and tend to prevent disastrous strikes.

Blacksmith.

I am interested in the labor question, for the welfare of the laborers. I find it difficult to get the blanks sent to me filled out, either from lack of interest or a diffidence in stating personal and private affairs. I hope your investigations and work will be of lasting benefit, not only to the working men and women of the State, but also to employers of labor.

Boarding House Keeper.

Paving cutting is an out door employment, and in stormy or cold weather we cannot do anything. Those who can keep from running in debt during the four months of December January, February and March do very well. Those who work by the day are paid by the hour, in the summer thirty cents per hour and in winter twenty-seven and a half cents per hour. It is the best men who are employed by the day. The majority of paving cutters work by the thousand; that is, they receive so much for every thousand blocks they make, according to the size of the blocks. On an average paving cutters working by the thousand do not earn as much as those who work by the day, although some earn more. I think the piece men earn on an average twenty-five cents per day less than the day men.

Paving Cutter.

I am expected to trade at the store of the firm that employs me, and as regards my wages there is no regular system; when I want money I generally get it, and no questions asked.

Kiln Tender.

Will be pleased to help your Bureau in any way I can. The prices paid in this mill are as follows: carpenters $1.90 per day; machinist from $1.25 to $1.95; weavers $1.25; card room help from 80 cents to $1.50; spinners from 50 cents to $1.75; spoolers 80 cents to $1.45.

Loom Fixer.

I think I would save more money if I was paid only once a month.

Laborer.

I would like to see a ten hour system adopted in the lumber industry.

Laborer.

I think the trustee process should be repealed.

Laborer.

The man that I work for in the summer never has any regular pay day. If he could be made to pay once in two weeks it would be a Godsend to this place. *Laborer.*

The saw mill in which I work employs about twelve men. Wages are from $26.00 to $30.00 per month without board.

Millman.

Our legislature should give the people the following laws: First, an arbitration board for the settlement of disputes between employers and employes; Second, a secret ballot; Third, the mortgagee should pay taxes on the amount of mortgage.

Mason.

My work during the past year and for three years past has been mostly in the city. Wages $3.50 per day. The regular wages for masons is $3.00. *Mason.*

Owing to the severe winter I lost most of the winter season's work and ran behind about $40.00. I belong to the A. O. U. W., and consider it my only salvation or rather the salvation of my family. Sometimes it is hard to find the dollar for the assessment but have succeeded so far. I think the chance for a bank account is something dim in the future.

Journeyman Blacksmith.

MR. COMMISSIONER:—Do you suppose that a man working at a trade that cost three years' hard labor to learn, is receiving a fair recompense for his labor at $2.00 or $2.50 per day? It would be all right if we could get work in the winter and had no tools to furnish, but I tell you that a man with five to support has to live pretty snug and keep his children out of school for want of decent clothes. *Stone Mason.*

I have been obliged to work at what we term "lumping" for the last two years, on account of other parties getting all the work in this town on vessels, by taking a part ot the same, a custom which has been established within a few years. In former years I did work by the job on vessels, saved some money, but have been obliged to draw upon it the last two years to make up the deficiency in my earnings. *Ship Smith.*

I have filled the blank as directed answering all the questions. I do not know that it will do any good but it is a satisfaction for one to give an account of himself. I have worked at this place for twenty-two years. I consider it a model manufacturing town but still there are some of the evils of monopoly apparent even here. When I first came here one's ambition had an opening in the way of promotion, and while this is held out to one, it matters not how far distant it may be, there seems to be something ahead to call forth manly energy and perseverance, but when that is taken away life is rendered a monotonous round of duties, with no other purpose than to get a living, which was only intended to be a secondary matter in man's existence. This makes discontent among laboring men. Men are placed in charge of business they know nothing about, not for any ability they possess but just to keep laboring men from rising. Over my own department there was placed a boss, one who knew nothing of the business, with nothing to recommend him but his position in society, or rather his wife's position. I speak of my own case not because of a sore head but because it is the experience of the laboring man everywhere. *Fireman.*

I work for a paper company. It is a very good company to work for. We are very well used. We can speak out on any subject without any fear. We are paid in cash every Thursday and can purchase where we choose. We asked for weekly payments one year ago this month and it was granted at once. We can live cheaper by fifteen per cent with weekly payments. A great many of the employes own their homes valued at from $700 to $1,500. *Fireman and Engineer in Paper Mill.*

One of the greatest drawbacks to the welfare of the classes is the use of intoxicants. *Paper Hanger.*

I think that intemperance is the poor man's greatest enemy.

Laborer.

Have saved but little. Get $24 pension. Doctors' bills cost me from $40 to $75 a year. Take a few boarders some of the time. Health very poor and cannot work very hard. Bought my house last August towards which I have given the earnings of myself and wife, not reckoning pay for boarders. *Fireman in Tannery.*

I believe in labor organizations as a means of educating and instructing the wage earners, and also for the purpose of sustaining and enforcing the laws that may be passed in their interest, for it is evident that without united action by those that the law is intended to benefit, it will be, for all practical purposes, a dead letter.

Farmer and Blacksmith.

PART 3.

WORKING-WOMEN.

The Act prescribing the duties of this bureau require that it shall "collect, assort, systematize and present" * * * "statistical details, relating to all departments of labor in the State, especially in its relations to the commercial, industrial, social, educational and sanitary condition of the laboring people." Many of these "departments of labor" are occupied by women and girls, and therefore the duty is imposed by law, to make special and distinct inquiries into the conditions which surround the female wage workers of the State.

The following blank form was prepared and distributed mainly through a special agent, Mrs. Flora E. Haines of Bangor, who has made personal visits to many of the larger cities and manufacturing towns:

STATE OF MAINE.

BUREAU OF

INDUSTRIAL AND LABOR STATISTICS.

AUGUSTA, 1888.

To the Workingwomen of the State:

The Commissioner of this Bureau desires your co-operation with a view to more fully and accurately collect the necessary data upon which to make an intelligent report regarding the condition of Female Employes. The Commissioner need hardly remind you that it is only by such co-operation on the part of individuals that he can obtain reliable statistics for compilation in the annual report. Without such information no correct understanding of the needs of the laboring classes can be formed, and no recommendations for their advancement can be made.

You are requested to fill out the blank form on the inside as accurately as possible, and return the same to this office at your earliest convenience.

Your prompt compliance with this request will materially aid this department and further the ends contemplated by law.

In case there should be any apprehension on the part of those receiving this form that answering any of the questions in the blank may be prejudicial to their personal or business interests, the Commissioner desires it to be distinctly understood that the Bureau will preserve the strictest confidence with all supplying information, and no names of persons, except by express permission, will appear in the report, or be otherwise given to the public.

Respectfully yours,

SAMUEL W. MATTHEWS,

COMMISSIONER.

N. B.—All returns strictly confidential. No names will be mentioned in reports. Blanks destroyed after being used.

FEMALE EMPLOYES.

GENERAL:

1. Name?
2. Residence? Where born?
3. Married? Single? Widow?
4. If married or widow how many in family?
5. Number of females in family engaged in working for wages?
6. Occupation?
   Subdivision of trade at which you are engaged?
7. Do you work at home, or factory, or workshop?
8. Numbers of hours employed daily?
9. At what hour does work begin? : and close?
10. Earnings per day? Per week? Per year?
11. If paid by piece, the price received for the piece?
12. Quantity produced per day?
13. Total earnings for year ending Dec. 31st, 1887?
14. Number of days lost during the year, not including legal holidays, total?

    From sickness? From inability to obtain work? From other causes?

15. Are you a member of any benevolent or trades society which assists its members while sick?

    How much do you receive per week? Per month?

16. Do you live with your parents?
17. Have you a Savings Bank account?

BOARDING:

1. Do you board in a private or boarding house, or with relatives?
2. How much do you pay per week for board?
3. Do you go home to dinner, or take a lunch?
4. How much time are you allowed for dinner?
5. If you buy your dinner, how much does it cost you per week?
6. What are the rules in regard to receiving visitors?
7. Are there any other restrictions?

HOME CONDITIONS:

1. Do you rent or own your home?
2. Do you occupy a whole house, or part, which?
3. How many rooms in same?
4. If keeping house, how much does it cost you per year?
   Rent? Provisions? Clothing?

SANITARY.

1. Is there free circulation of air through and about the building in which you work?
2. Are there offensive odors in the rooms occupied by employes; if so, from what causes?
3. Are there facilities for washing?
4. Are employes compelled to stand at their work?
5. Are there proper and separate facilities for change of dress by males and females?
6. Are there separate water-closets for males and females?
7. Is your workshop in cellar or basement?

SAFEGUARDS AGAINST FIRE:

1. Is your factory or workshop provided with fire escapes?
2. Are facilities for exit in case of fire good or bad?
3. What cause, if any exists, have you to fear danger from fire in your factory or workshop?

REMARKS:

(Make any suggestions that you think will tend to improve your condition at work.)

The questions in the blank form relate to employment, wages, earnings, mode of living, sanitary condition, and safeguards against fire. Returns have been received from 222 females, and the replies are tabulated under distinct heads. The "remarks" are instructive and interesting. On account of the small amount of means afforded the bureau, the investigations of the special agent were necessarily confined to a few of the larger towns, such as Bangor, Portland,

Lewiston and Auburn, Biddeford and Saco. Two or three places where the fish canning industry is carried on, were also visited.

While many women have manifested an interest in this branch of the labors of the bureau, many others, from misapprehension as to the purposes of the inquiries, have refused or neglected to fill out the blanks. The women reporting, are engaged in some forty different occupations. This shows that woman's sphere of labor has been greatly enlarged within a comparatively few years. The following remarks taken from the Third Annual Report of the Bureau of Statistics of Labor of the State of New York will apply to "Woman's Work" in Maine:

"The trades and occupations in which women engage are far more numerous than formerly; comparatively speaking, there are seemingly few in which the work and skill of women are not employed. In the last century, as far as can be ascertained with reasonable certainty, women's employments in towns were chiefly of a domestic nature, the ordinary work of the house and family. To these when necessary, were added 'weaving, sewing and making of clothes.' The younger persons went out from the parental roof, either from choice or necessity, to do domestic service for those neighbors who were sufficiently well off to employ help. Add to these, dressmaking and a few other trades, and the list of feminine callings may be considered complete. When steam machinery was first introduced and factory towns grew up, the young women went to work at a greater distance from home; they received what were good earnings in those simple days, and the 'Lowell young ladies' became almost a stereotyped term in books of travel written by visitors to the United States. At the present time, women may be found in a vast variety of occupations, especially since the war. The large number of men who left home to take part in that momentous struggle, undoubtedly obliged large numbers of women to seek their own living, and for the thousands of positions left vacant by the absent soldier, women became substitutes. The demand for supplies consequent on destruction and consumption was sudden and without precedent, and opened up new avenues in which they were employed; a majority of them remaining in employment after the war was over. The example of women thus becoming independent wage-earners was not lost on the rising generation, and the social agitation for what is called 'woman's rights,' which implied with the right of independence, the correlative duty of self-support, was greatly benefitted."

TABULATIONS OF WORKING

GENE

BOX MAK

Number.	Subdivision of trade.	Residence	Where born	Married.	Single.	Widow.	If married or widow, how many in family?	Number of females working for wages.	Work at home	Work in factory.	Number hours employed daily.
1	Paster	Lewiston	Livermore	-	1		-	1	-	1	9
2	Setting up	"	-	-	-	1	-	1	-	1	8½
3	"	Auburn	Readfield	1	-	-	4	1	-	1	8½
4	Not specified	"	Topsham	-	1	-	-	2	-	1	10
5	"	Belmont	Searsport	-	1	-	-	1	-	1	10
6	"	Belfast	Belfast	-	1	-	-	1	-	1	10
7	"	"	Lewiston	-	1	-	-	1	-	1	10

BRUSH

1	Drawn and set	Portland	Portland	-	1	-	-	1	-	1	10
2	"	"	"	-	1	-	-	1	-	1	10

CIGAR

1	Packer	Bangor	Bangor	-	1	-	-	1	-	1	10
2	Stripper	"	"	-	1	-	-	1	-	1	10
3	"	"	"	-	1	-	-	1	-	1	10

CLERKS.

1	Book-keeper	Lewiston	Unity	-	1	-	-	1	-	1	9
2	"	Waterville	Sebec	-	1	-	-	1	-	1	10
3	"	Auburn	Auburn	-	1	-	-	1	-	1	7
4	"	Bangor	Bangor	-	1	-	-	1	-	1	9
5	Saleswoman	Portland	Scarboro'	-	1	-	-	1	-	1	9
6	"	Belfast	Brewer	-	1	-	-	1	-	1	9
7	"	"	Belfast	-	1	-	-	1	-	1	-
8	"	Eastport	Eastport	-	1	-	-	1	-	1	12
9	"	Auburn	Rumford	-	1	-	-	1	-	1	9
10	"	Belfast	Montville	-	1	1	-	1	-	1	9
11	"	Eastport	-	1	-	-	-	1	-	1	13
12	"	Bangor	Garland	-	1	-	-	1	-	1	9½
13	"	"	Bangor	-	1	-	-	1	-	1	10
14	"	"	Rockland	-	1	-	-	1	-	1	-
15	"	"	Bangor	-	1	-	-	1	-	1	14
16	"	"	Eddington	-	1	-	-	1	-	1	14
17	"	Brewer	Montville	-	1	-	-	1	-	1	8
18	"	Bangor	Bangor	-	1	-	-	1	-	1	10
19	"	"	Dixmont	-	1	-	-	1	-	1	11
20	"	"	Guilford	-	1	-	-	1	-	1	9
21	"	"	Prospect	-	1	-	-	1		1	11
22	"	"	Bangor	-	1	-	-	1	-	1	10
23	"	Brewer	Bucksport	-	1	-	-	1	-	1	10

WOMEN'S RETURNS.

RAL.

ERS (PAPER.)

Work begins.	Work closes.	Earnings per day.	Earnings per week.	Earnings per year.	Price paid per Piece.	Quantity produced per day.	Lost Time. From sickness.	Lost Time. Inability to obtain work.	Lost Time. Other causes.	Do you live with your Parents?	Have you a Savings bank account?
6.30	5.30	1 50	9 00	-	-	-	3	78	-	No.	Yes.
6 30	5.30	-	-	-	18c per 100	750	12	-	-	Yes	"
6 30	5.30	-	7 50	-	18c per 100	700	-	78	-	No.	No.
7.00	6.00	1 50	9 00	-	-	-	-	-	-	"	"
7.00	6.00	1 00	6 00	360	-	-	2	-	2	"	"
7.00	6 00	-	-	-	-	-	-	-	-	Yes	"
6.30	5.30	1 25	7 50	-	38 and 48c per 100	325	-	-	-	"	"

MAKERS.

7.00	6 00	-	-	185	-	-	-	-	-	Yes	No.
7.00	6 00	-	-	187	-	-	-	-	-	No.	"

MAKERS.

-	-	-	4 50	234	-	-	-	-	-	Yes	No.
-	-	-	4 50	234	-	-	-	-	-	"	"
-	-	-	4 00	208	-	-	-	-	-	"	"

CLERKS.

8 00	6.00	-	7 00	-	-	-	-	-		No.	Yes.
7 00	6 00	-	6 50	325	-	-	-	-	12	"	No.
9.00	5.30	-	7 0	-	-	-	-	-	-	Yes	Yes.
-	-	-	9 00	423	-	-	-	-	21	"	"
8 00	6.00	-	10 80	400	-	-	-	-	-	"	No.
7.30	5.30	-	7 00	364	-	-	-	-	-	No.	"
-	-	-	3 60	-	-	-	-	-	-	Yes.	"
8.00	9.00	-	3 00	-	-	-	-	-	-	"	"
8 00	6.00	1 17	7 00	328	-	-	7	-	30	No.	Yes.
7.30	5 30	-	8 00	-	-	-	-	-	-	"	No.
7.30	9.30	67	4 00	208	-	-	-	-	-	"	"
7.30	6.00	1 00	6 00	200	-	-	-	104	-	"	Yes.
-	-	-	5 00	245	-	-	-	-	18	Yes	No.
-	-	-	4 50		-	-	-	-	-	"	"
-	-	-	4 00	204	-	-	7	-	-	"	"
-	-	58	3 50	182	-	-	-	-	2	"	Yes.
-	-	50	3 00	-	-	-	-	-	-	"	No.
-	-	-	3 00	-	-	-	-	-	-	"	"
-	-	-	5 00	250	-	-	-	-	12	"	Yes.
-	-	-	4 50	225	-	-	-	-	12	No.	No.
-	-	-	4 00	-	-	-	-	-	-	"	"
-	-	58	3 50	-	-	-	-	-		Yes	"
-	-	1 00	6 00	288	-	-	-	-	18	No.	Yes.

WORKING
GENE

CLOTHING.

Number.	Subdivision of trade.	Residence.	Where born.	Married	Single.	Widow.	If married or widow, how many in family?	Number of females working for wages.	Work at home.	Work in factory.	Number hours employed daily.
1	Clothing not specified..	Union	Union	-	1	-	-	1	1	-	10
2	" " " ..	"	"	-	1	-	-	1	1	-	9
3	" button holes..	Belfast.....	Belfast.....	-	1	-	-	1		1	10
4	" " ..	"	"	1	-		2	1	-	1	8
5	" inspector.....	"	Monroe.	-	1	-	-	1	-	1	8½
6	" ironer	"	Appleton	-	1	-	-	1	-	1	8
7	Pants maker	Lewiston.....	Parkman	-	1		-	1	-	1	10
8	"	Waterville	Waterville	1	-		-	1	-	1	10
9	Tailoress	Belfast.....	Belfast.....	-	1		-	1	-	1	10
10	"	Winslow	Albion	-	-	1	5	1	-	1	10
11	"	Eastport	Nova Scotia ...	-	1			1	-	1	9
12	" forewoman .	Waterville	Madison	-	1	-	-	1	-	1	10
13	" apprentice ..	Portland	Leeds.		1	-	-	1	-	1	10
14	Hats, forewoman.....	"	Massachusetts,	-	1	-	-	1	-	1	10
15	Shirt stitcher.	Lewiston.....	Bowdoinham .	-	1	-	-	1	-	1	10
16	" collars and cuffs,	Waterville	Maine		1		-	1	-	1	10
17	" " "	Lewiston	Byron		1	-	-	1	-	1	10
18	" bosoms	"	Topsfield.....	-	1		-	1	-	1	10
19	" gussetts	Portland	Leeds.		1		-	2	-	1	10
20	" button sewer....	Lewiston.....	Brewer		-	1	-	1	-	1	10
21	" "	Rockland.. ...	New Brunswick		1		-	1	-	1	10
22	" examiner.	Hallowell	Illinois	-	1		-	1	-	1	10
23	" forewoman.....	Lewiston.....	Avon	-	1		-	1		1	10
24	" overseer.....	Waterville	Waterville	-	1		-	1	-	1	10
25	" "	Rockland	Northport.....	-	1	-	-	1	-	1	10
26	" "	"	"		1			1		1	10
27	" sample work....	"	Camden.....	1	-		4	1	-	1	10
28	Suspender maker	Portland	-	-	-	1	-	1	-	1	-
29	" boxer	"	New Hampshire	-	1	-	-	1	-	1	9
30	" buckler.....	"	Pownal		1	-	-	1	-	1	9
31	" "	"	Portland.....	-	1	-	-	1	-	1	9
32	" stitcher	"	"	-	1	-	-	1	-	1	9
33	" "	"	"	-	1	-	-	1	-	1	9
34	" "	"	Lewiston.....		1	-	-	1	-	1	9
35	" "	"	Portland.....	1	-	-	-	1	-	1	9
36	" forewoman..	"	"	-	1	-	-	1	-	1	9
37	Dress maker	Bangor	Bluehill	-	1	-	-	1	-	1	10
38	"	Lewiston.....	Burnham.....	-	1	-	-	1		1	10
39	"	Saccarappa....	Canada.....	-	1	-	-	1	1	-	10
40	"	Auburn.....	Lewiston.....	-	-	1	2	1	1	1	16
41	Hosiery.....	"	Auburn	-	1	-	-	1	-	1	10
42	" knitter	"	Westfield.....	-	1	-	-	1		1	10
43	" "	"	"	-	1	-	-	1	-	1	10
44	" "	"	Dixfield.....	-	1	-	-	1	-	1	10
45	" looper	"	Kingfield	-	1	-	-	1	-	1	10
46	Milliner	Bangor	Bangor	-	1	-	-	1	-	1	10
47	"	Orono	Orono.....	-	1	-	-	1	-	1	10
48	" trimmer.....	Lewiston.....	Burnham	-	1	-	-	1	-	1	10
49	Underwear maker.....	Bangor.....	Lincoln	-	-	-	-	1	-	1	10

WOMEN'S RETURNS.

RAL.

CLOTHING.

Work begins.	Work closes.	Earnings per day.	Earnings per week.	Earnings per year.	Price paid per Piece.	Quantity produced per day.	Lost Time. From sickness.	Lost Time. Inability to obtain work.	Lost Time. Other causes.	Do you live with your Parents?	Have you a Savings bank account?
-	-	75	4 50	80	-	-	-	75	100	Yes.	Yes.
-	-	77	4 62	240	-	-	-	-	-	"	No.
7 00	6.00	1 75	10 00	400	35c per 100	500	-	30	42	No.	"
8.00	5.00	1 75	10 00	400	35c per 100	500	-	-	72	"	"
8.00	5.30	-	-	500	-	-	-	-	10	"	"
8.00	5.00	1 00	6 00	300	-	-	-	30	-	"	"
7 00	6 00	1 00	6 00	-	$1.00 per pair	1 pair	-	-	30	"	"
7 00	6 00	1 00	6 00	-	-	-	-	-	-	"	"
7.00	6.00	1 25	7 50	-	-	-	6	-	-	"	"
7 00	6 00	-	5 00	200	-	-	30	-	30	"	"
8 00	6 00	-	4 50	234	-	-	-	-	-	"	"
7 00	6.00	2 00	12 00	540	-	-	-	-	36	"	Yes.
7.00	6.00	-	3 50	-	-	-	-	-	-	Yes	No.
7.00	6.00	1 50	9 00	460	-	-	-	-	-	No.	Yes.
7 00	6.00	-	8 50	-	-	-	-	-	18	"	"
7 00	6.00	1 00	6 00	275	-	-	-	-	36	Yes.	"
7.00	6.00	1 60	9 60	-	-	-	-	-	-	No	No.
7.00	6.00	1 40	8 40	-	-	-	-	-	-	"	"
7 00	6 00	-	-	-	12c per dozen.	10 dozen	-	-	-	"	"
7.00	6 00	1 00	6 00	-	2½c per dozen	40 dozen	-	-	-	"	"
7 00	6 00	50	3 00	-	1c per dozen	50 dozen	-	100	-	Yes	"
7.00	6.00	1 00	5 90	-	-	-	-	-	-	No.	Yes.
7.00	6 00	1 17	7 00	364	-	-	-	-	-	"	"
7.00	6.00	1 25	7 50	375	-	-	12	-	25	"	"
7.00	6 00	-	7 00	275	-	-	-	-	18	Yes.	No.
7.00	6.00	1 33	8 00	392	-	-	-	-	60	"	Yes.
7.00	6.00	1 00	6 00	192	-	-	-	50	-	No.	No.
-	-	-	6 00	-	-	-	-	-	-	"	"
8.00	6.00	1 00	6 00	-	-	-	-	-	-	"	"
8.00	6.00	83	5 00	-	-	-	-	-	-	Yes.	Yes.
8.00	6.00	-	5 00	-	-	-	-	-	-	No.	No.
8.00	6.00	-	5 00	-	2, 2½ and 3c per doz.	-	-	-	-	Yes.	"
8.00	6 00	-	7 00	-	-	-	-	-	-	"	"
8 00	6.00	-	6 00	-	25 to 35c per 100	400	-	-	-	No.	"
8.00	6 00	90	5 40	-	-	-	106	-	-	Yes.	"
8.00	6.00	1 50	9 00	-	-	-	-	-	-	No.	Yes.
-	-	1 00	6 00	312	-	-	-	-	-	"	No.
7.00	6 00	1 00	6 00	254	-	-	-	-	52	Yes.	Yes.
7.00	6.00	1 25	7 50	-	-	-	-	-	-	"	No.
4.00	10 00	1 00	6 00	-	-	-	-	-	-	No.	Yes.
6.30	5 30	1 25	7 50	-	7 and 8c per dozen	16 dozen	21	-	-	Yes.	No.
6.30	5 30	1 40	8 40	-	2½c per pair	56 pair	-	-	-	"	"
6.30	5.30	1 15	6 90	-	2½c per pair	46 pair	-	-	-	No.	"
6.30	5.30	45	2 70	-	2½c per pair	18 pair	-	-	-	"	"
6.30	5.30	88	5 28	-	8c per dozen	11 dozen	-	-	-	"	"
-	-	-	11 00	159	-	-	-	-	28	"	Yes.
7.30	6.30	-	7 00	238	-	-	-	-	-	"	No.
7.00	6.00	1 25	7 50	-	-	-	-	-	-	Yes	"
-	-	1 00	6 00	-	-	-	54	-	-	No.	"

WORKING

GENE

COTTON

Number.	Subdivision of trade.	Residence.	Where born.	Married.	Single.	Widow.	If married or widow, how many in family?	Number of females working for wages.	Work at home.	Work in factory.	Number hours employed daily.
1	Cloth dresser	Lewiston	Auburn	-	1	-	-	1	-	1	10
2	Check girl	"	Milo	-	1	-	-	1	-	1	10
3	Doffer	"	Auburn	-	1	-	-	1	-	1	10
4	Measurer	"	Lewiston	-	1	-	-	1	-	1	10
5	Piecer	"	Bangor	-	1	-	-	1	-	1	10
6	Inspector	"	Ashland	-	1	-	-	1	-	1	10
7	"	"	Lewiston	1	-	-	2	1	-	1	10
8	Spinner	"	Saco	-	1	-	-	1	-	1	10
9	"	Saco	New Brunswick	-	1		-	1	-	1	10
10	Weaver	Biddeford	Peru	-	1	-	-	1	-	1	10
11	"	"	Vermont	-	1	-	-	1	-	1	10
12	"	"	Biddeford	1	-	-	-	1	-	1	10
13	"	"	Scarboro'	-	-	1	-	1	-	1	10
14	"	"	Canada	1	-	-	-	1	-	1	10
15	"	Lewiston	New Brunswick	-	-	1	5	2	-	1	10
16	"	Saco	England	-	-	1	5	1	-	1	10
17	"	Lewiston	N. Yarmouth	-	1	-	-	1	-	1	10
18	"	"	Minot	-	1	-	-	1	-	1	10
19	"	Auburn	Norridgewock	-	-	1	2	1	-	1	10
20	" quilts	Lewiston	Canada	1	-	-	2	1	-	1	10
21	Web drawer	Biddeford	Wellington	-	-	1	-	1	-	1	10
22	"	"	Lewiston	-	1	-	-	1	-	1	10
23	"	Lewiston	"	-	1	-	-	1	-	1	10

FISH

1	Sardine packer	Eastport	Eastport	1	-	-	2	1	-	1	10
2	"	"	"		1	-	-	1		1	10
3	Fish packer	Deer Isle	Deer Isle	-	1	-	-	-	-	1	10
4	"	"	"	1	-	-	-	-	-	-	10
5	"	"	"	-	1	-	-	-	-	-	10
6	"	"	"	1	-	-	-	-	-	-	10
7	Header	"	"	1	-	-	-	-	-	-	10

GUM

1	Packer	Portland	Portland	-	1	-	-	1	-	1	9
2	"	"	"	-	1	-	-	1	-	1	9
3	"	"	"	-	1	-	-	1	-	1	9

HOUSE

1	Boarding-house work	Lewiston	Dixfield		-	1	5	2	-	-	14
2	House work	"	Greene	-	1	-	-	-	-	-	2
3	"	-	Winthrop	-	1	-	-	-	-	-	-
4	"	Biddeford	-	-	1	-	-	-	-	-	-
5	"	Auburn	New Gloucester	-	1	-	-	-	-	-	8
6	Hotel table work	Augusta	Canaan	-	1	-	-	-	-	-	-
7	Hospital nurse	Portland	New Brunswick	-	1	-	-	-	-	-	1

WOMEN'S RETURNS.

RAL.

OPERATIVES.

Work begins.	Work closes.	Earnings per day.	Earnings per week.	Earnings per year.	Price paid per Piece.	Quantity produced per day.	Lost Time. From sickness.	Lost Time. Inability to obtain work.	Lost Time. Other causes.	Do you live with your Parents?	Have you a Savings bank account?
6 15	5.45	–	6 00	300	18 to 30c per beam	5 to 6 beams	–	–	4	No.	No.
6.20	5.45	–	6 00	300	–	–	1	–	1	"	Yes.
6.25	6.15	–	2 50	–	–	–	–	–	–	Yes.	No.
6.20	5.45	–	5 00	–	–	–	–	–	–	"	"
6.25	6 15	48	2 90	–	–	–	–	–	–	No.	"
6.20	5.30	80	4 80	240	–	–	–	–	–	Yes.	"
6.20	5 45	75	4 50	234	–	–	–	–	–	No.	"
6 45	6 00	75	4 50	216	–	–	–	–	6	Yes.	"
6 45	6.00	92	5 50	–	–	–	–	–	–	"	"
6.15	–	75	4 50	–	23c per piece	3¼ pieces	–	–	–	No.	"
6.45	6.00	1 33	8 00	–	32c per piece	243 yards	–	–	–	"	Yes.
6.35	6.00	1 00	6 00	224	32c per piece	3½ pieces	104	–	–	"	No.
7.00	6.00	1 25	7 00	–	–	–	–	–	–	"	"
6 45	6.00	–	7 00	175	–	–	–	153	–	"	"
6.20	5.45	1 00	6 00	285	26c per cut	4 cuts	8	–	12	"	"
6.45	6 00	–	5 00	–	35, 44 & 62c per cut	–	–	–	–	"	"
–	–	–	7 00	–	–	–	–	–	–	"	Yes.
–	–	–	–	350	–	–	–	–	18	Yes	"
6.30	5.45	1 00	6 00	288	42c per piece	–	–	–	–	"	No.
6.20	6.15	1 50	9 90	–	4c narrow, 5c broad	19 na'w, 15 b'd	30	–	120	No.	"
6.45	6.00	88	5 28	–	–	5 beams	–	–	–	"	Yes.
6.45	6.00	90	5 40	–	–	–	–	–	–	"	"
6 20	6.15	85	5 16	176	–	–	19	–	90	"	No.

CANNING.

7.00	6 00	75	4 50	72	12½c per case	6 cases	24	158	–	No.	No.
7.00	6 00	1 25	7 50	200	12½c per case	10 cases	–	100	–	Yes	"
–	–	58	3 48	100	–	–	–	–	–	"	"
–	–	75	4 50	85	–	–	–	–	–	No.	"
–	–	75	4 50	120	–	–	–	–	–	"	"
–	–	58	3 48	75	–	–	–	–	–	"	"
–	–	80	4 80	60	–	–	–	–	–	"	"

MAKING.

7.30	5.30	60	3 60	–	1½ to 3c per box	–	–	–	–	Yes.	No.
7.30	5 30	60	3 60	–	1½ to 3c per box	30 to 35 boxes	–	–	–	"	"
7.30	5.30	–	3 25	–	1½ to 3c per box	–	–	–	–	"	"

WORK, ETC.

4.00	8.00	–	4 00	125	–	–	–	–	–	No.	No.
5.00	–	–	2 50	–	–	–	–	–	–	"	"
–	–	–	2 50	–	–	–	–	–	–	"	"
–	–	–	2 75	–	–	–	–	–	–	"	"
6.30	–	–	2 50	–	–	–	–	–	–	"	"
6.00	8.00	–	2 37	120	–	–	–	–	–	"	"
7 00	7.00	–	–	275	–	–	–	–	–	"	Yes.

WORKING

GENE

LAUNDRY

Number.	Subdivision of trade.	Residence.	Where born.	Married.	Single.	Widow.	If married or single, how many in family?	Number of females working for wages.	Work at home.	Work in factory.	Number hours employed daily.
1	Marker	Bangor	Solon	-	1	-	-	-	-	1	10
2	Mangler	"	New Brunswick	1	-	-	4	1	-	1	10
3	Ironer	Lewiston	Ireland	-	1	-	-	-	-	1	10
4	Folder	"	New Brunswick		1	-	-	-	-	1	8
5	Starcher	"	Massachusetts	-	1	-	-	-	-	1	9

MATCH

1	Buncher	Portland	Deer Isle	-	1	-	-	-	-	1	10
2	"	"	Portland	-	1	-	-	-	-	1	10
3	"	Cape Elizabeth,	Cape Elizabeth,	-	1	-	-	-	-	1	10
4	"	Portland	Portland	-	1	-	-	-	-	1	10
5	"	"	Nova Scotia	-	1	-	-	-	-	1	10

PAPER

1	Cutter	Cumberland	North Haven	-	1	-	-	1	-	1	9
2	"	"	Gorham	-	-	1	-	1	-	1	9
3	"	"	Vinalhaven	-	1	-	-	1	-	1	9
4	Finisher	"	Gray	-	1	-	-	1	-	1	9
5	"	"	Westbrook		1	-	-	1	-	1	9
6	Sorter	"	Vinalhaven	1	-	-	3	1	-	1	9
7	"	"	Gorham	-		1	1	1		1	9
8	"	"	New Brunswick	-	1	-	-	1	-	1	9
9	"	"	North Haven	-	1	-	-	1	-	1	9

PRINTING

1	Editorial worker	Lewiston	Saco	-	1	-	-	1	-	1	10
2	Compositor	Auburn	Massachusetts	-	-	1	2	1	-	1	10
3	"	Portland	Portland	-	1	-	-	1	-	1	9
4	"	Bangor	Brewer	-	1	-	-	1	-	1	10
5	"	"	Springfield	-	1	-	-	1	-	1	10
6	"	"	Bath	-	1	-	-	1	-	1	10
7	Copyist	Portland	Portland	-	1	-	-	1	-	1	10
8	"	"	"	-	1	-	-	1	-	1	10
9	"	"	"	-	1	-	-	1	-	1	10
10	"	"	"	-	1	-	-	1	-	1	10
11	"	"	"	-	1	-	-	1	-	1	10
12	"	"	"	-	1	-	-	1	-	1	10
13	"	"	"	-	1	-	-	1	-	1	10
14	"	"	Gorham	-	1	-	-	1	-	1	10
15	"	"	Portland	-	1	-	-	1	-	1	10
16	Folder (circular)	"	"	-	1	-	-	1	-	1	10
17	Mailing clerk	"	Cape Elizabeth,	-	1	-	-	1	-	1	10
18	Book binder help	Bangor	Levant	-	1	-	-	1	-	1	9
19	"	Portland	Freeport	1	-	-	3	1	-	1	10
20	"	Deering	Deering	-	1	-	-	1	-	1	10
21	"	Portland	Eastport	-	1	-	-	1	-	1	10
22	"	"	Scarboro'	-	1	-	-	1	-	1	10

WOMEN'S RETURNS.

RAL.

WORK.

Work begins.	Work closes.	Earnings per day.	Earnings per week.	Earnings per year.	Price paid per Piece.	Quantity produced per day.	Lost Time. From sickness	Lost Time. Inability to obtain work.	Lost Time. Other causes.	Do you live with your Parents?	Have you a Savings bank account?
-	-	-	6 00	300	-	-	10	-	4	No	Yes.
-	-	83	5 00	-	-	-	-	-	-	"	No.
7.00	6 00	-	5.00	-	-	-	-	-	-	"	"
8 00	5.00	-	-	-	4 to 6c per piece	30 to pieces	-	-	-	"	"
-	-	1 08	6 48	-	-	-	-	-	-	Yes	"

MAKERS.

7.00	6.00	1 05	6 30	162	3½c per gross	29 gross	36	-	89	No.	No.
7 00	6.00	1 25	7 50	299	3½c per gross	36 gross	-	-	25	Yes.	"
7 00	6.00	1 25	7 50	254	3½c per gross	36 gross	-	-	90	"	Yes.
7.00	6.00	1 00	6 00		3½c per gross	30 gross	-	-	-	"	No.
7.00	6.00	-	4 50	209	3½c per gross	-	-	-	23	"	"

MAKERS.

7.00	5.00	83	5 00	237	-	-	8	-	17	No.	Yes.
7 00	5 00	83	5 00	-	-	-	-	-	-	"	No.
7 00	5.00	83	5 00	-	-	-	-	-	-	"	"
7.00	5 00	83	5 00	260	-	-	-	-	-	"	"
7 00	5.00	83	5 00	250	-	-	-	-	-	"	"
7.00	5.00	83	5 00	200	15 to 20c per basket	4 to 8 baskets	-	-	-	"	"
7.00	5.00	83	5 00	-	20c per basket	-	-	-	-	"	Yes.
7.00	5.00	1 00	5 80	-	20c per basket	5 baskets	-	-	-	"	No.
7.00	5.00	90	5 40	-	20c per basket	4 to 5 baskets	-	-	-	"	"

AND BINDING.

7.00	6.30	2 00	12 00	609	-	-	-	-	12	Yes.	Yes.
6.30	5.30	1 50	9 00	390	19 and 23c per 1000	-	-	-	52	No.	"
-	-	-	7 00	-	21c per 1000	-	-	-	-	"	"
-	-	1 00	6 00	200	-	-	74	-	-	Yes.	No.
-	-	-	8 00	-	-	-	-	-	-	No.	Yes.
-	-	-	9 00	-	-	-	-	-	-	"	"
7.00	6 00	84	5 04	-	-	-	-	-	-	Yes.	"
7.00	6 00	84	5 04	-	-	-	-	-	-	"	No.
7.00	6.00	-	5 00	-	-	-	-	-	-	No.	"
7.00	6 00	84	5 04	-	-	-	-	-	-	Yes.	"
7 00	6.00	84	5 04	-	-	-	-	-	-	"	Yes.
7.00	6 00	84	5 04	-	-	-	-	-	-	"	No.
7.00	6.00	84	5 00	-	-	-	-	-	-	"	"
7.00	6 00	84	5 00		-	-	-	-	33	"	Yes.
7.00	6.00	84	5 04	250	-	-	-	-	-	"	No.
7.00	6 00	77	4 52	-	-	-	-	-	-	"	"
7.00	6.00	1 00	6 00	288	-	-	-	-	24	"	"
-	-	67	4 00	-	-	-	-	-	-	"	"
7.00	6.00	67	4 00	-	-	-	-	-	-	No.	"
7.00	6.00	67	4 00	-	-	-	-	-	-	Yes.	"
7.00	6.00	1 00	6 00	310	-	-	3	-	-	No.	"
7.00	6.00	1 00	6 00	-	-	-	-	-	-	"	"

WORKING
GENE
SHOE

Number.	Subdivision of trade.	Residence.	Where born.	Married.	Single.	Widow.	If married or widow, how many in family?	Number of females working for wages.	Work at home.	Work in factory.	Number hours employed daily.
1	Shoe maker	Belfast	Northport	-	1	-	-	1	-	1	10
2	"	"	California	-	1	-	-	1	-	1	10
3	"	"	Canada	-	1	-	-	1	-	1	10
4	Baster	Litchfield	Bath	-	1	-	-	1	-	1	10
5	Binder	Auburn	Oxford	-	1	-	-	1	-	1	10
6	Button hole worker	Norway	Brunswick	-	1	-	-	1	-	1	10
7	" "	Lewiston	Lewiston	-	1	-	-	1	-	1	10
8	" "	Norway	Freeport	-	1	-	-	1	-	1	10
9	" "	Portland	Leeds	1	-	-	-	1	-	1	10
10	Closer	Belfast	Waldo	1	-	-	2	1	-	1	10
11	Eyeleter	Auburn	Lewiston	-	1	-	-	1	-	1	10
12	"	Belfast	Union	-	1	-	-	1	-	1	10
13	Finisher	Bangor	Bangor	-	1	-	-	1	-	1	10
14	Heel stayer	Freeport	Deering	1	-	-	2	1	-	1	10
15	Lacer	Belfast	Belfast	-	1	-	-	1	-	1	10
16	Numberer	Bangor	Sangerville	1	-	-	-	1	-	1	10
17	"	"	Bangor	-	1	-	-	1	-	1	10
18	Polisher	"	Alton	1	-	-	6	1	-	1	10
19	Staying	Auburn	Steuben	-	1	-	-	2	-	1	10
20	"	"	Virginia	1	-	-	-	1	-	1	10
21	Stitcher—forewoman	Freeport	Bowdoinham	-	1	-	-	1	-	1	10
22	"	"	Fairfield	-	1	-	-	1	-	1	10
23	"	Biddeford	Addison	-	-	1	2	1	-	1	10
24	"	Auburn	Weld	-	1	-	-	1	-	1	10
25	" gores	Freeport	Freeport	-	1	-	-	1	-	1	10
26	Trimmer	Belfast	Belfast	-	1	-	-	1	-	1	10
27	"	Hallowell	Michigan	-	1	-	-	1	-	1	10
28	Turner	Portland	Portland	-	1	-	-	1	-	1	10
29	"	Auburn	Freeport	-	1	-	-	1	-	1	10
30	Vamper	"	-	1	-	-	2	1	-	1	10
31	"	"	Auburn	1	-	-	2	1	-	1	10
32	"	"	Livermore	-	1	-	-	1	-	1	10
33	"	"	Minot	-	1	-	-	1	-	1	10
34	"	"	Norway	-	1	-	-	1	-	1	10
35	"	Freeport	Pownal	-	1	-	-	1	-	1	10
36	"	"	Deer Isle	-	1	-	-	1	-	1	10
37	"	Bangor	Bangor	-	-	1	1	1	-	1	10

WOMEN'S RETURNS.

RAL.

MAKERS.

Work begins.	Work closes.	Earnings per day.	Earnings per week.	Earnings per year	Price paid per Piece.	Quantity produced per day.	Lost Time. From sickness	Lost Time. Inability to obtain work.	Lost Time. Other causes	Do you live with your Parents?	Have you a Savings bank account?
6.30	5.30	75	4 50	-	-	-	-	-	-	Yes.	No.
6 30	5 30	-	7 00	-	-	-	-	-	-	No.	"
7.00	6 00	1 00	6 00	150	6c per case	17 cases	36	52	68	"	"
7.00	6 00	-	5 43	173	45c per case	2 cases	36	80	-	Yes.	"
6.30	5.30	-	7 50	312	25 to 35c per case	-	6	26	24	No.	Yes.
7.00	6.00	1 37	8 22	-	5½c per 100	2,500	-	72	-	"	No.
6.30	5 30	92	5 50	-	-	-	-	-	-	Yes.	"
7.00	6.00	1 50	9 00	300	5½c per 100	2,700	78	-	34	No.	"
7.00	6 00	-	-	177	4c per 100	-	-	60	39	Yes.	"
6 30	5 30		9 00	-	7½c per case	-	-	-	15	No.	"
7.00	6.00	1 25	7 50	-	-	-	-	-	-	Yes	"
6.30	5.30	75	4 50	-	6c per case	-	-	-	-	No.	"
-	-	1 00	6 00	-	-	-	-	-	-	Yes.	"
7.00	6.00	1 80	10 80	-	9c per case	20 cases	-	-	-	No.	"
6 30	5.30	75	4 50	-	2½c per case	-	-	-	-	Yes	"
-	-	-	5 00	-	-	-	24	-	12	No.	Yes.
-	-	1 00	6 00	-	-	-	4	-	-	Yes	No.
-	-	-	5 00	-	-	-	-	-	-	No.	"
7.00	6.00	1 50	9 00	-	9 and 12c per case	-	-	-	-	Yes.	Yes.
6 30	5.00	1 50	9 00	-	13c per dozen.	-	60	11	-	No.	"
7.00	6.00	2 00	12 00	500	-	-	-	-	12	"	"
7.00	6.00	-	-	-	-	-	-	-	-	"	"
7.00	6.00	1 23	7 50	-	3c per pair	-	-	-	-	"	No.
6.30	5.30	-	-	400	25c per case	-	-	-	-	"	"
7.00	6.00	1 30	8 00	-	12c per case	-	-	-	-	Yes	Yes.
-	-	1 00	6 00	-	-	-	-	-	-	"	No.
7.00	6.00	1 00	6 00	-	-	-	-	-	-	No	Yes.
7.00	6.00		5 00	250	-	-	-	-	12	Yes	No.
6.30	5.30	87	5 00	150	18 to 21c per dozen	-	-	-	132	No.	Yes.
6.30	5.30	1 35	8 10	-	21c per case	6 to 7 cases	-	-	-	"	No.
6.30	5.30	-	10 00	-	-	-	-	-	-	"	"
6.30	5.30	-	11 00	409	-	-	-	-	-	"	Yes.
6.30	5.30	1 67	10 00	500	27 to 49c per dozen	-	-	-	12	"	"
6 30	5.30	1 68	10 08	-	21c per case	8 cases	-	6	-	Yes.	"
7.00	6.00	2 00	12 00	-	-	-	-	-	30	No.	No.
7 00	6 00	2 00	12 00	-	-	-	-	-	-	"	Yes.
-	-	1 50	9 00	-	-	-	76	18	-	"	No.

WORKING

GENE

SILK MILL

Number.	Subdivision of trade.	Residence.	Where born.	Married.	Single.	Widow.	If married or widow, how many in family?	Number of females working for wages.	Work at home.	Work in factory.	Number hours employed daily.
1	Silk mill operative	Saccarappa ..	Canada	-	1	-	-	1	-	1	10
2	kein shaker	" ...	Portland	-	1	-	-	1	-	1	10
3	" tier	" ...	-	-	1	-	-	1		1	10
4	Warper	" ...	Canada	-	1	-	-	1	-	1	10
5	Weaver	" ...	Naples	-	1	-	-	1	-	1	10
6	"	" ...	Canada	-	1	-	-	1	-	1	10
7	"	" ...	"	-	1	-	-	1	-	1	10
8	"	" ...	"	-	1	-	-	1	-	1	10
9	Winder	" ...	Saccarappa	1	-	-	2	1	-	1	10
10	"	" ...	New Brunswick	-	1	-	-	1	-	1	10
11	"	" ...	"	-	1	-	-	1	-	1	10
12	"	" ...	Canada	-	1	-	-	1	-	1	10
13	"	" ...	"	-	1	-	-	1	-	1	10

TELEGRAPH

1	Manager and operator,	Lewiston	Massachusetts..	-	1	-	-	1	-	1	10
2	Operator	Portland	Portland	-	1	-	-	1	-	1	10
3	"	Lewiston	Sumner	-	1	-	-	1	-	1	10

WOOLLEN MILL

1	Weaver	Lewiston	Maxfield	-	-	1	-	1	-	1	10
2	"	"	"	-	1	-	-	1	-	1	10
3	"	"	New Brunswick	-	-	1	2	1	-	1	10
4	"	Durham	Lisbon	1	-	-	3	1	-	1	10

WOMEN'S RETURNS.

RAL.

OPERATIVES.

Work begins.	Work closes.	Earnings per day.	Earnings per week.	Earnings per year.	Price paid per Piece.	Quantity produced per day.	Lost Time. From sickness.	Lost Time. Inability to obtain work.	Lost Time. Other causes.	Do you live with your Parents?	Have you a Savings bank account?
6.00	6 00	1 00	6 00	–	–	–	–	–	–	Yes.	No.
6.00	6.00	1 00	6 00	–	–	–	–	–	–	"	"
6.00	6.00	85	5 10	–	–	–	–	–	–	"	"
6.00	6 00	1 00	6 00	300	–	–	–	–	–	"	"
6.00	6 00	1 50	9 00	350	$7.00 per 75 yards	14 to 22 yards	26	–	26	"	"
6.00	6.00	1 35	8 10	–	6.75 per piece	–	–	–	–	No.	"
6.00	6 00	1 25	7 50	–	6.35 per piece	–	–	–	–	Yes	"
6.00	6 00	1 40	8 40	–	8.25 per piece	–	–	–	–	"	"
6.00	6 00	–	6 00	–	–	–	–	–	–	"	"
6.00	6 00	1 00	6 00	–	–	–	–	–	–	No.	"
6 00	6 00	1 00	6 00	–	–	–	–	–	–	"	"
6.00	6 00	1 00	6 00	–	–	–	–	–	–	Yes.	"
6.00	6.00	–	5 10	241	–	–	–	–	–	"	"

OPERATIVES.

8.00	9.00	1 77	10 62	480	–	–	2	–	–	No	No.
8 00	8.00	1 35	8 10	–	–	–	–	–	15	Yes	Yes.
8.00	9.00	1 15	6 90	360	–	–	–	–	–	No.	"

OPERATIVES.

6.15	5.35	2 00	12 00	575	1¾c per yard	–	–	–	18	No.	No.
6.10	5 30	2 00	12 00	–	2c per yard	100 yards	–	–	–	"	"
6.15	5 35	–	11 00	–	2c per yard	–	–	–	–	"	"
6.15	5.45	1 00	6 00	–	38½c per cut (54 yds)	–	–	–	–	Yes.	"

BOARDING.

BOX MAKERS (Paper).

Note.—P. H , Private House. B. H., Boarding House.

Number.	Place of Living.			Price of board per week.	Go home to dinner.	Take lunch.	Time allowed for dinner.	Cost of dinner per week.	Rules in regard to Visitors.	Other restrictions.
	P. H.	B. H.	Relatives							
1	-	-	1	2 25	1	-	No limit..	-	Not any	None
2	-	-	1	2 75	1	-	"	-	"	"
4	1	-	-	3 00	1	-	1 hour	-	"	"
5	-	1	-	3 00	1	-	"	-	Can remain till 9 p.m.....	"

BRUSH MAKERS.

1	-	-	1	3 00	-	1	1 hour ...	-	Not any	None
2	-	-	1	-	-	1	"	-	"	"

CLERKS.

1	1	-	-	2 50	1	-	1 hour ...	-	Not any	None
2	1	-	-	3 25	1	-	"	-	"	"
6	-	-	1	3 00	1	-	"	-	"	"
9	1	-	-	3 00	1	-	"	-	"	"
10	1	-	-	2 50	1	-	"	-	"	"

CLOTHING.

3	-	1	-	3 50	1	-	1 hour	-	Not any	None
5	-	1	-	4 00	1	-	"	-	"	"
6	-	-	1	2 50	1	-	"	-	"	"
7	-	1	-	2 00	-	1	"	-	"	"
8	1	-	-	2 00	1	-	"	-	"	"
9	-	1	-	2 00	-	1	"	-	"	"
11	1	-	-	2 00	1	-	"	-	"	"
12	-	1	-	3 00	1	-	"	-	"	"
14	1	-	-	3 50	1	-	"	-	"	"
16	1	-	-	2 50	1	-	"	-	"	"
19	1	-	-	3 00	1	-	"	-	"	"
22	1	-	-	2 75	1	-	"	-	"	"
23	-	1	-	1 75	-	-	"	-	"	"
24	1	-	-	2 00	1	-	"	-	"	"
26	1	-	-	3 00	1	-	"	-	"	"
29	-	-	1	3 00	-	1	"	-	"	"
31	-	-	-	2 50	1	-	"	-	"	"
34	-	1	-	4 00	1	-	"	-	"	"
36	-	1	-	4 00	1	-	"	-	"	"
39	-	-	1	2 50	1	-	"	-	"	"
42	1	-	-	2 50	1	-	"	-	"	"
43	1	-	-	2 50	1	-	"	-	"	"
44	-	-	1	2 00	-	1	"	-	"	"
45	-	1	-	1 75	1	-	"	-	"	"
47	1	-	-	3 50	1	-	"	-	"	"

COTTON MILL OPERATIVES.

Number.	Place of Living.			Price of board per week.	Go home to dinner.	Take lunch.	Time allowed for dinner.	Cost of dinner per week.	Rules in regard to Visitors.	Other restrictions.
	P. H.	B. H.	Relatives.							
1	-	1	-	2 00	1	-	1 hour	-	Gentlemen received in sitting-room	None
2	1	-	-	2 50	1	-	"	-	Not any	"
3	-	1	-	1 25	1	-	"	-	"	"
6	-	-	1	2 00	1	-	"	-	"	"
7	1	-	-	-	-	1	"	75	"	"
10	-	1	-	1 75	1	-	"	-	"	"
11	-	1	-	1 75	1	-	"	-	"	"
12	-	-	1	3 25	1	-	"	-	"	"
14	-	-	1	2 00	1	-	"	60	"	"
15	-	1	-	2 00	1	-	"	-	No gentlemen visitors	"
16	-	1	-	1 75	1	-	"	-	Not any	"
17	-	1	-	2 00	1	-	"	-	"	"
18	-	1	-	2 00	1	-	"	-	"	"
19	-	-	1	2 00	-	1	40 minutes	1 00	"	"
20	-	1	-	1 50	1	-	1 hour	-	"	"
21	-	1	-	1 75	1	-	"	-	"	"
22	-	1	-	1 75	1	-	"	-	"	"
23	-	1	-	2 00	1	-	"	-	Visitors rec'd in parlor till 10 p.m.	"
FISH CANNING.										
1	1	-	-	2 50	-	1	1 hour	75	Not any	None
LAUNDRY WORK.										
3	-	-	1	2 50	1	-	1 hour	-	Not any	None
4	-	1	-	2 00	1	-	"	-	"	"
MATCH MAKERS.										
1	-	1	-	2 00	1	-	1 hour	-	Not any	None
3	-	-	1	2 50	-	1	"	-	"	"
4	-	-	1	2 50	1	-	"	-	"	"
5	1	-	-	2 00	-	1	"	-	"	"
PAPER MAKERS.										
1	-	1	-	2 00	1	-	1 hour	-	Not any	None
2	1	-	-	2 00	-	1	"	-	"	"
3	-	1	-	2 00	1	-	"	-	"	"
4	-	-	1	2 00	1	-	"	-	"	"
5	-	1	-	2 00	1	-	"	-	"	"
7	-	1	-	2 00	1	-	"	-	"	"
8	-	1	-	2 00	1	-	"	-	"	"
9	-	-	1	2 00	-	1	"	-	"	"
PRINTING AND BINDING.										
2	-	1	-	2 75	-	1	1 hour	1 00	Not any	None
3	-	-	1	2 00	-	1	"	75	"	"
9	-	-	1	1 75	1	-	"	-	"	"
14	-	-	1	2 00	1	-	"	-	"	"
15	-	-	1	2 50	1	-	"	-	"	"
16	-	-	1	1 50	1	-	"	-	"	"
19	1	-	-	3 00	1	-	"	-	"	"
21	-	-	1	2 00	-	1	"	-	"	"
22	-	1	-	3 50	1	-	"	-	"	"

SHOE MAKERS.

Number.	Place of Living. P. H.	B. H.	Relatives.	Price of board per week.	Go home to dinner	Take Lunch.	Time allowed for dinner.	Cost of dinner per week.	Rules in regard to Visitors.	Other restrictions.
1	-	-	1	2 50	-	1	1 hour	-	Not any	None
2	1	-	-	2 25	1	-	"	-	"	"
3	-	1	-	3 00	1	-	"	-	"	"
4	1	-	-	3 00	1	-	"	-	"	"
5	1	-	-	1 75	1	-	"	-	"	"
6	1	-	-	2 50	1	-	"	-	"	"
8	1	-	-	2 75	1	-	"	-	"	"
10	-	1	-	2 50	1	-	"	-	"	"
14	-	1	-	2 75	1	-	"	-	"	"
20	-	1	-	2 00	1	-	"	1 00	"	"
21	-	1	-	2 75	1	-	"	-	"	"
22	1	-	-	3 00	1	-	"	-	"	"
23	-	1	-	2 00	1	-	"	-	"	"
24	1	-	-	3 25	1	-	"	-	"	"
27	1	-	-	2 75	1	-	"	-	"	"
33	-	1	-	3 25	1	-	"	-	"	"
35	-	1	-	3 00	1	-	"	-	"	"
36	-	-	1	3 00	1	-	"	-	"	"

SILK MILL OPERATIVES.

5	-	-	1	2 50	1	-	1 hour	-	Not any	None
6	1	-	-	2 38	1	-	"	-	"	"
7	-	-	1	2 50	1	-	"	-	"	"
8	-	-	1	2 50	1	-	"	-	"	"
9	-	-	1	3 00	1	-	"	-	"	"
10	1	-	-	2 25	1	-	"	-	"	"
11	1	-	-	2 00	1	-	"	-	"	"

TELEGRAPH OPERATORS.

1	1	-	-	3 50	1	-	1 hour	-	Not any	None
2	-	-	1	4 00	1	-	"	-	"	"
3	1	-	-	3 00	1	-	"	-	"	"

WOOLEN MILL OPERATIVES.

1	-	1	-	2 00	-	1	1 hour	-	Not any	None
2	1	-	-	3 00	-	1	"	-	"	"
3	-	1	-	2 00	1	-	"	-	"	"
4	-	1	-	3 15	1	-	"	-	"	"

HOME CONDITIONS.

CIGAR MAKERS.

1. Father owns a home; nine in family; I carry my money home.

2. Father owns a home; I give my money in for the benefit of the family.

3. Father owns a home; ten in family; I give my earnings to father for the support of the family.

CLERKS.

4. I live with father who owns the home; I have only my own interests to look after.

8. Father owns a house of ten rooms; I live at home and have no board to pay.

13. I live at home and help in the support of the family; six in the family; father and brother at work; we pay $8.00 monthly rent and an annual water tax of $5.00.

15. I live at home with mother; seven in family; mother and one brother work out and we are all assisting in paying for a home.

18. Father owns a house; I live at home and pay in a dollar a week and sometimes more.

22. I live at home and pay in one dollar a week.

CLOTHING.

1. I live at home and have no board to pay.

14. I hire a room and take my meals out.

20. Have been keeping house only one month; my rent and provisions for that time have cost $13.89.

23. I rent two rooms and pay $1.75 per week for meals.

27. We own our home and keep house; four in the family.

28. I rent three rooms paying $7.00 monthly rent.

30. I live at home and have no board to pay.

32. My father is dead; mother pays $13.50 monthly rent for six rooms; I live at home.

35. Pay $6.00 monthly rent for four rooms; no family of my own but support father and mother.

39. I live with my parents paying in for my board about $2.50 a week and sometimes more, if it is necessary; we own our home; my clothing costs me about $50 a year.

40. I rent two rooms paying one dollar per week; I board myself; provisions cost me $1.50 per week.

48. I rent six rooms, pay $10.00 per month rent.

COTTON MILL OPERATIVES.

I have no father, mother, brother or sister; I live with my aunt and pay all my money to her and she gives me a quarter of a dollar every two weeks for spending money.

7. I rent part of a house, four rooms, paying $60 per year; it costs me about $264 a year to live.

9. I board with my mother, give my money to my mother and she buys my clothes; we hire a whole house of six rooms and pay $6.00 a month rent.

19. I rent part of a house, five rooms; rent costs $84 a year, provisions, $150, clothing, about $30; there are two in the family.

FISH CANNING.

4. I have but six months' work in the year; my husband is an engineer and earns $350 a year; we own our home, valued at $900.

7. My husband is a fisherman and earned last year $275; I can get but six months' work in the year and I have lost three months of that on account of sickness.

PAPER MAKERS.

6. There are three in my family; I hire part of a house, four rooms; pay $8.00 per month rent; it costs me $300 a year to live.

SHOE MAKERS.

9. I live with my parents; myself and two sisters support ourselves and our parents; we rent a whole house of five rooms; rent costs $96 a year; provisions cost about $375.

20. I rent one room for which I pay $60 a year; I take my meals out paying $2.00 a week; my clothing costs me $30 a year.

SILK MILL OPERATIVES.

4. I live with my parents; we hire seven rooms at a cost of $10.00 a month; my clothing costs me about $25 a year.

7. I live at home and pay my money to my parents; we own our home; clothing costs me about $25 a year.

13. I live with my parents; we hire part of a house, seven rooms, and pay $10.00 a month rent; clothing costs me $25 a year.

SANITARY CONDITION.

BOX MAKERS (PAPER.)

Number.	Free circulation of air	Offensive Odors.	Facilities for washing.	Compelled to stand.	Proper facilities for change of dress.	Are there separate water closets.	Is shop in cellar or basement.
1	Yes	Yes, bad sewerage	Yes	No	Yes	Yes	No
2	"	" "	"	"	"	"	"
3	"	" "	"	"	"	"	"
4	-	-	-	Yes	-	-	-
5	Yes	No	Yes	No	No	Yes	Yes
6	"	-	"	"	Yes	"	"
7	"	Yes	"	Yes	No	"	No

BRUSH MAKERS.

1	Yes	No	Yes	No	Yes	Yes	No
2	"	"	"	"	"	"	"

CLERKS.

1	Yes	No	Yes	No	-	-	-
2	"	"	"	"	-	Yes	No
3	"	Yes, from chemicals	"	"	Yes	No	"
5	"	No	"	"	-	-	-
6	"	"	"	"	-	No	No
8	"	"	No	"	No	"	Yes
11	"	"	"	Yes	"	"	-

CLOTHING.

3	Yes	No	Yes	No	No	No	No
4	"	"	"	,,	"	"	"
5	"	"	"	,,	"	"	"
6	"	"	"	Yes	"	"	Yes
7	No	Yes, from alley and stables	"	No	"	"	No
8	Yes	No	"	"	Yes	Yes	"
9	"	"	-	"	"	"	"
10	"	"	Yes	"	"	"	"
11	"	"	-	"	-	-	-
12	"	"	Yes	"	Yes	Yes	No
13	"	-	"	"	-	No	"
14	"	-	"	"	Yes	Yes	"
15	-	Yes, from water closets	"	"	"	"	"
16	Yes	" " gas and cesspool	"	"	"	"	"
17	"	" " water closet	"	"	"	"	"
18	"	" " "	"	"	"	"	"
19	"	" " laundry	"	"	"	"	"
20	"	" " out-buildings	"	"	"	"	"
21	"	No	"	"	"	"	"
22	"	Yes	"	"	"	"	-
23	"	-	"	"	-	"	No
24	"	-	"	"	Yes	"	"
25	"	No	"	"	"	"	"
26	"	Yes, from water closet	"	"	"	"	"
27	"	No	"	"	"	No	"
28	"	-	-	-	-	Yes	"

CLOTHING — CONTINUED.

Number.	Free circulation of air	Offensive Odors.	Facilities for washing	Compelled to stand.	Proper facilities for change of dress.	Are there separate water closets.	Is shop in cellar or basement.
29	Yes	No	Yes	Yes	Yes	Yes	No
30	"	"	"	No	"	"	"
31	"	"	"	"	"	"	"
32	"	–	"	"	"	"	"
33	"	–	"	"	"	"	"
34	"	No	"	"	"	"	"
35	"	"	"	"	"	"	"
36	"	"	"	"	"	"	"
40	"	"	"	"	"	"	"
41	"	"	"	"	No	No	"
42	"	–	"	"	Yes	"	"
43	"	No	"	"	"	"	"
44	"	"	"	"	No	"	"
45	"	"	"	"	Yes	"	"
47	"	"	"	"	–	–	–

COTTON MILL OPERATIVES.

1	Yes	Yes, from starch	Yes	No	Yes	Yes	No
2	"	–	"	"	"	"	"
3	"	–	"	Yes	"	"	Yes
4	"	No	"	"	"	"	No
5	–	–	"	"	"	"	Yes
6	Yes	Yes, from water closets	"	"	No	"	No
7	"	No	"	No	"	"	"
8	"	"	"	Yes	Yes	"	Yes
9	"	"	"	"	"	"	"
10	No	Yes, from oil, cotton, &c	"	"	No	"	"
11	Yes	"	"	No	"	"	No
12	–	–	–	Yes	"	"	"
13	No	Yes, from water closets	–	"	"	–	–
14	Yes	–	Yes	No	"	Yes	Yes
15	No	Yes	"	Yes	"	"	No
17	Yes	–	"	"	Yes	"	"
18	"	–	"	"	"	"	"
19	No	Yes	"	No	No	"	"
20	Yes	" from dye house and gas	"	Yes	"	"	Yes
21	"	No	"	No	–	"	No
22	"	Yes, from poor gas	"	"	–	"	Yes
23	"	–	"	Yes	Yes	"	No

FISH CANNING.

1	Yes	No	No	Yes	Yes	Yes	Yes
2	"	"	Yes	No	–	"	No

GUM MAKERS.

1	Yes	No	Yes	No	Yes	Yes	No
2	"	"	"	"	No	No	"
3	"	–	–	–	"	"	"

MATCH FACTORY OPERATIVES.

Number.	Free circulation of air	Offensive Odors.	Facilities for washing.	Compelled to stand.	Proper facilities for change of dress.	Are there separate water closets.	Is shop in cellar or basement.
1	Yes	Yes, from brimstone	Yes	No	No	Yes	No
2	"	No	"	"	Yes	"	"
3	"	"	"	"	"	"	"
4	"	Yes, from brimstone	"	"	"	"	"
5	"	No	"	"	"	"	"

PAPER MAKERS.

1	Yes	Yes, from bleacheries	Yes	No	Yes	Yes	No
2	"	-	No	"	-	"	"
3	"	Yes, from bleacheries	Yes	"	Yes	"	"
4	"	" "	"	Yes	"	"	"
5	"	"	"	No	-	"	-
6	"	" from rags	"	Yes	No	"	-
7	"	" "	"	"	"	"	-
8	"	" "	"	"	Yes	"	No
9	"	No	"	"	"	"	-

PRINTING AND BINDING.

1	-	-	Yes	No	-	Yes	No
2	Yes	Yes	"	"	Yes	"	"
3	No	No	"	"	"	No	"
7	"	Yes	"	"	"	Yes	"
8	"	"	"	"	-	"	"
9	"	" from water closets	"	"	No	"	-
10	"	"	"	"	Yes	"	No
11	"	"	"	"	-	"	"
12	"	"	"	"	No	"	"
13	Yes	"	"	"	Yes	"	"
14	No	-	"	"	"	"	"
15	Yes	No	"	"	"	"	"
16	"	Yes, from water closets	"	"	No	"	"
17	No	" " want of ventilation.	"	"	"	"	"
19	"	" " water closets	"	"	"	No	"
20	"	No	"	"	"	"	"
21	"	Yes	"	"	"	"	"
22	Yes	No	"	"	Yes	-	"

SHOE MAKERS.

1	No	Yes, from water closet	Yes	No	-	Yes	No
2	Yes	"	"	"	-	"	"
3	"	" from water closet	"	"	No	"	"
4	"	No	"	"	Yes	"	"
5	"	"	"	"	-	"	"
6	No	Yes	"	"	No	"	-
7	Yes	No	"	"	Yes	"	No
8	"	Yes	"	"	No	"	"
9	"	No	"	"	Yes	"	"
10	No	Yes, from bad drainage	"	"	No	"	"
11	Yes	No	"	"	"	"	"
12	No	-	"	"	-	"	"

SHOE MAKERS — CONTINUED.

Number.	Free circulation of air	Offensive Odors.	Facilities for washing.	Compelled to stand.	Proper facilities for change of dress.	Are there separate water closets.	Is shop in cellar or basement.
14	"	Yes, from water closets	Yes	No	Yes	Yes	Yes
15	"	"	"	"	–	"	No
19	Yes	" from gas and sewer	"	"	–	"	"
20	"	No	"	"	No	No	"
21	"	"	"	"	Yes	Yes	"
22	No	–	"	"	"	"	Yes
23	Yes	–	"	"	"	"	No
24	"	–	"	"	"	"	"
25	"	–	"	"	–	"	"
26	"	Yes	"	–	No	"	"
27	"	"	"	No	Yes	"	"
28	"	No	"	"	"	"	"
29	"	Yes, from stable	"	"	No	No	"
30	"	No	"	"	–	Yes	"
31	"	–	"	"	Yes	"	–
32	"	Yes, stable and water closet	"	"	No	"	No
33	"	No	"	"	Yes	"	"
34	"	"	No	"	–	"	"
35	"	"	–	–	Yes	"	–
36	"	–	Yes	No	"	"	No

SILK MILL OPERATIVES.

1	No	No	Yes	No	–	Yes	Yes
2	Yes	"	"	Yes	–	"	"
3	No	"	"	"	–	"	"
4	"	–	"	"	Yes	"	No
5	Yes	–	"	No	No	No	"
6	"	–	"	"	–	Yes	"
7	"	–	"	Yes	–	"	"
8	"	–	"	"	–	"	"
9	"	No	"	"	Yes	"	"
10	"	"	–	"	–	"	Yes
11	"	"	Yes	"	–	"	"
12	"	"	"	"	–	"	"
13	"	"	"	"	–	"	No

TELEGRAPH OPERATORS.

1	Yes	Yes, from alley-way	Yes	No	No	Yes	Yes
2	No	"	"	–	–	–	–
3	Yes	" from alley-way	No	No	–	Yes	No

WOOLEN MILL OPERATIVES.

1	Yes	No	Yes	Yes	Yes	Yes	No
2	"	"	"	"	"	"	"
3	"	"	"	"	–	"	"
4	"	"	"	"	No	"	"

SAFEGUARDS AGAINST FIRE.

BOX MAKERS (PAPER).

Number.	Is your factory or workshop provided with fire escapes?	Are facilities for exit in case of fire good or bad?	What cause, if any exists, have you to fear danger from fire in your factory or workshop?
1	No	Very good	No cause.
2	"	"	"
3	"	"	"
4	"	"	"
5	"	Bad	Working in upper story.
6	"	Good	–
7	"	–	–

BRUSH MAKERS.

1	No	Good	None.

CLOTHING.

3	No	Good	None.
4	"	"	"
5	"	"	"
6	"	"	"
7	Yes	"	"
9	–	"	"
11	–	"	"
14	No	Fair	" building heated by steam.
16	"	Fairly good	–
17	"	"	The use of kerosene.
18	"	Good	" "
19	"	Very bad	–
20	"	Fairly good	–
21	"	Good	Rags.
23	"	Fairly good	–
25	"	Good	Rags.
26	"	"	–
27	"	"	Rags.
28	"	Very good	None.
29	"	Bad	–
31	"	"	–
34	"	Very bad	–
35	"	Bad	–
36	"	"	–
38	Yes	Good	–
40	No	"	None.
42	"	Fair	"
43	"	"	"
44	"	Bad	–
45	"	"	–
48	"	Good	None.

COTTON MILL OPERATIVES.

1	Yes	Fairly good	No avoidable cause.
2	"	Extra good	None; all precautions taken against fire
3	"	Good	–
4	"	–	–
6	"	Good	None.
7	"	"	–

COTTON MILL OPERATIVES—*Concluded.*

Number.	Is your factory or workshop provided with fire escapes?	Are facilities for exit in case of fire good or bad?	What cause, if any exists, have you to fear danger from fire in your factory or workshop?
8	No	Bad	Afraid of never getting out.
9	Yes	Good	–
10	"	Fair	–
11	"	Good	We are locked in.
12	"	"	None.
13	"	Very good	–
14	No	Bad	–
15	Yes	Good	None.
16	No	–	–
17	Yes	Good	None.
18	"	"	–
19	"	Not good	–
20	"	Good	–
21	"	"	None.
22	"	"	"
23	"	"	"

MATCH FACTORY OPERATIVES.

1	–	Good	None.
2	Yes	"	–
3	"	"	–
4	"	"	None.
5	"	"	From inflammable materials used.

PAPER MAKERS.

1	No	Very good	None.
2	"	"	–
3	"	"	None.
4	"	"	"
5	Yes	Good	"
6	"	"	"
7	"	"	–
8	"	"	–
9	"	"	None.

PRINTING AND BINDING.

1	Yes	–	–
2	"	Fair	None.
3	No	Good	"
7	"	Bad	–
8	"	"	–
9	"	"	–
10	Yes	Good	None.
11	No	Bad	–
12	"	"	–
13	Yes	Fair	–
14	"	"	–
15	"	"	None.
16	No	Bad	–
17	"	"	–
19	"	"	–
20	"	"	–
21	"	"	Only escape through the roof and no safe [way to get to it
22	Yes	Good	–

SHOE MAKERS.

Number.	Is your factory or workshop provided with fire escapes?	Are facilities for exit in case of fire good or bad?	What cause, if any exists, have you to fear danger from fire in your factory or workshop?
1	No	Bad	-
2	"	"	-
3	"	"	Only one door by which to escape in case [of fire
4	Yes	Fair	-
5	No	"	None.
7	"	Good	"
8	Yes	Very good	-
9	"	Good	None.
10	"	Fairly good	-
11	"	Good	-
12	No	Bad	-
14	"	Poor	None.
15	"	-	-
19	"	Fair	-
20	Yes	Good	None.
21	No	"	-
22	"	Bad	-
23	Yes	Good	None.
24	"	"	"
25	No	-	-
26	"	Bad	-
27	"	-	-
28	Yes	Good	-
29	No	"	None.
30	Yes	Fair	-
31	No	Poor	-
32	"	Bad	-
33	Yes	Fair	No special cause.
34	"	"	None.
35	No	-	-
36	"	-	None.

SILK MILL OPERATIVES.

1	No	Fair	None.
2	Yes	"	"
4	"	"	"
4	"	Good	-
5	"	Fair	-
6	"	"	-
7	"	Good	-
8	"	"	-
9	No	-	-
10	"	-	-
11	"	Poor	-
12	Yes	Fair	None.
13	"	"	-

WOOLEN MILL OPERATIVES.

1	-	Good	-
2	Yes	"	None.
3	"	"	"

RECAPITULATION.

Number reporting.	Employment.	Native born.	Foreign born.	Married.	Single.	Widows.	Average hours employed daily.	Average weekly wages	Average number days lost per year.	Number having savings bank accounts.	Average price of board per week.
7	Box makers, (paper)	7	-	1	5	1	9½	$7 80	25	2	$2 75
2	Brush makers	2	-	-	2	-	10	-	-	-	3 00
3	Cigar makers	3	-	-	3	-	10	4 33	-	-	-
23	Clerks	23	-	1	22	-	10	5 40	11	8	2 85
49	Clothing	45	4	5	40	4	9¾	6 46	25	14	2 71
23	Cotton mill operatives	18	5	4	14	5	10	5 61	25	6	1 96
7	Fish canning	7	-	4	3	-	10	4 68	141	-	2 50
3	Gum makers	3	-	-	3	-	9	3 48	-	-	-
7	House work	5	2	-	6	1	12	2 77	-	1	
5	Laundry work	2	3	1	4	-	9½	5 62	3	1	2 25
5	Match factory operatives	4	1	-	5	-	10	6 36	53	1	2 25
9	Paper makers	8	1	1	6	2	9	5 13	3	2	2 00
22	Printing and binding	22	-	1	20	1	10	4 94	9	8	2 33
37	Shoe makers	36	1	8	28	1	10	7 18	29	13	2 67
13	Silk mill operatives	4	9	1	12	-	10	6 55	4	-	2 45
3	Telegraph operatives	3	-	-	3	-	10	8 54	6	2	3 50
4	Woolen mill operatives	3	1	1	1	2	10	10 25	5	-	2 29

AVERAGES.

No. of hours employed daily	10
No. of days lost per year	20
Weekly wages	$6.01
Cost of board per week	$2.54

TOTALS.

No. reporting	222
No. native born	195
No. foreign born	27
No. married	28
No. single	177
No. widows	17
No. having savings bank account	58

REMARKS OF WORKING-WOMEN.

The one disagreeable thing in our factory is that the men and women are obliged to use the same water closet. It would be convenient for the girls to have a dressing room, for some of us live a long way from our work, and have to dress well on the street. We could wear print wrappers that could be washed, and which would be more comfortable, and in which we could do more work, changing them when we go home. *Vamper in Shoe Factory.*

All the girls sit, except the finishers, the dressers, and packers. No seats are provided for them, and it is hard to stand all day. Our employers are very kind, indeed. The most objectionable thing in our factory is that the men and women use the same water closet. *Shoe Finisher.*

I was graduated from the Bangor High School in June, 1883. I have held my present position two years; find my occupation pleasant in many respects. I live at home. My father owns his house and is doing a good business, so that I have only my own interests to look after. *Book-keeper.*

I furnish my own room. My employer allows all my washing, towels, bed linen and clothes, washed and ironed in the laundry, and, as I wear about my work clothes that can be washed, putting on a different dress when I go on the street, I am able to get along with little expense for clothes. I have not had a new dress for three years. *Laundry Marker.*

I hope to see the day when woman can have a better chance in life; when she can share property equally with her husband, if she has helped him earn the greater part of it; that he cannot put his property out of his hands to avoid taking care of his family. Her right of dower he cannot trouble, but it is no good to her while he is living and holds the property. This has been a sad experience in my life. Twenty-three years ago I loaned my husband $500 to go into business with. He had nothing to start with. I have averaged ten hours' work to his one. He took all of my earnings, bought a house and nice lot. My health failed. He put his property out of his hands and refused to help either wife or child. He had everything his own way. I was obliged to apply for a bill from him in

order to get any support. There are many such cases, and I pray to God and our law makers that the laws may be changed for the better; that women may have the benefit of their hard earnings.

Dress Maker.

We have three holidays a year, but our pay is taken out. If we are out an hour or five minutes, it is taken out of our wages.

Clerk in Publishing House.

The operatives of these factories labor, some of them from year to year, and have but very little—hardly enough—to live on. Scores of women with families to raise and support have but barely enough for their work to keep hunger from their doors. But a little way from my door has lived a poor family, husband, wife, and three small children, the oldest fourteen years old and the others younger. The father has just died, and the oldest and next oldest children have been put in the mill to work to defray back expenses. They have earned $3.50 per week, but have recently been cut down to $3.00. Those children should be sent to school and provision made for the family's support. No children should be allowed to work in the mill; it injures their systems and shortens their lives. If those who never knew hard work, and have a home of comfort, could but look into the homes and faces of the poor, if they have hearts, it would bring tears to their eyes.

Cloth Inspector (Cotton Mill).

I think that if they did not have such high speed, and would pay one or two cents more on a cut, it would be better for the company and not so hard for the help. A girl cannot run six of these looms and keep her health. *Weaver in Cotton Mill.*

I employ from eight to ten girls; pay them from $20 to $25 per month. Nearly all have homes, but have some one dependent upon them. Cannot pay any higher wages, as I am paid so scantily by my customers who hold back their money for months, consequently I lose all my interest, besides some bad debts which I lose or am obliged to leave with lawyers to collect. Women are poorly paid for their work; still, they have the same rent to pay as men, and about the same for board, more washing to pay for, and it costs them more for clothes. I think women have a poor chance in the world. *Dress Maker.*

My work is not difficult, and I have ample time in which to do it. The office in which I work has good facilities, and taking all things into consideration, I do not think I need complain.

Clerk for Overseer of Weaving (Cotton Mill).

One of the great needs of the working people is better ventilation. The most of us are obliged to work in overheated rooms, with no pure air, only what we get from windows. (If we obey orders we are not allowed to open them.) *Stitcher on Shirt Collars.*

Began teaching school when fourteen years of age and taught sixteen terms; then decided to make a change, so went to Massachusetts and worked at the shoe business for a year. A year ago last January I went to learn the photograph business. My year was nearly out when I accidentally fell, breaking my wrist so I was obliged to suspend work for nine weeks. When I returned, my position being taken, I went to work in an underwear department where I am now working by the piece, and make very good pay. *Sewing Machine Operator.*

I have worked in the same store more than seven years, beginning when I was in the freshman class of the Bangor High school and working out of school hours until 1884, when I graduated. I was determined to get a good education and my mother seconded my efforts, but I had to work hard and study early and late. I have thought that I would like to teach, and have taken and passed an examination. I have, however, come to the conclusion that my present position pays better than teaching. I like the business. The store is pleasantly situated and always comfortable. I take full charge of the store, keeping the books and attending the orders.

Clerk in Bakery and Confectionery Store.

I have no fault to find. Have worked in this mill twelve years, my business being to check and keep account of all cloth woven, and write for and assist the overseer and second hand as they may require. I previously worked five years in Lincoln Mill as a weaver. My work here is not hard; the pay is good for the labor required; all are pleasant and I think it a model mill. One naturally gets tired of earning their daily bread after seventeen years of constant work, be it ever so light, but that is not sufficient cause for grumbling; one imaginary trouble often makes us forget a thousand real mercies. As a whole, I think we are as contented and happy as our individual dispositions will allow.

Check Girl (Cotton Mill).

I am twenty-two years of age and began to work in mills when I was eleven years old. My father was drowned when I was about three years old, and mother was left with six children. Not one of us was old enough to do work of any kind. Mother was obliged, therefore, to put her children to work as soon as they were big enough. I have worked nearly all the time since I began, and am strong and quite healthy. At first I lived at home, but for the past six years I have lived in different boarding houses. We are generally well cared for and feel at home in them. The boarding masters and mistresses have been kind in sickness, and do all they can for us. We are allowed nearly every privilege we would have at home; have an opportunity to do our extra washing and starchng and the doors are open for us until ten o'clock in the evening. *Weaver (Woolen Mill.)*

We have a very pleasant work room. Our employers are very kind and obliging. In case of sickness they are extremely considerate. I have been in a number of places, but never in one where the employes were allowed so many privileges as they are here. The only thing I would ask to have changed would be an increase of pay. *Shirt Factory Employe.*

We think the conditions generally such as may be expected in any shoe factory. The work of running double button hole machines is very hard indeed. The continual movements to which the body is subjected must injure the health sooner or later. We think the work beyond the strength of the average woman, and do not feel that the wages received compensate for so much exertion.
Buttonhole Worker

I would like more holidays and less hours for work. Am in favor of protection, and of the prohibitory liquor law well enforced.
Buttonhole Worker.

I think the heat of the mills in winter might be better regulated; for instance, in rooms where it requires a great amount of steam to do the work operatives are uncomfortably warm. I think such rooms should be better ventilated, and more pure air permitted to enter. In rooms where the work does not require so much steam, the operatives are uncomfortably cold, having to wrap themselves in shawls and jackets, then shivering with the cold unless the day is very warm for winter. It seems to me that these rooms could be

properly warmed. Do you not think there should be fire escapes on the corporation boarding houses? Many operatives are up four flats, with only one way to get out, unless by jumping from the windows. And what of the water we drink? Are the great tanks in the top of the tower containing the water kept as clean as they should be? I do not wish to be fault-finding, but I think water standing open to the dust and dirt of a factory, and exposed to rats, mice and cockroaches, should be looked after pretty often.

Web Drawer (Cotton Mill).

I take care of the sick when I am not doing house work. I only work from the first of April to the first of December, for I don't like to leave an aged mother in the winter time I lay up a little every year, and pay for all the wood and flour we use.

Housework.

The work room where I am employed is very pleasant, with one exception—in winter it cannot be properly ventilated, the windows being directly behind some of the girls, which makes it impossible to have a free circulation of air without its blowing directly on some one. The water closet is on one side, about midway of the room, from the top of the door to the ceiling. It is open, and sometimes the odor is almost unendurable. I think there should be a law prohibiting such nuisances in any room where persons are obliged to stay. The room is warmed by steam, the pipes being about eight or ten inches from the ceiling, which keeps us rather hot-headed when the mercury runs up to 80 degrees, which it frequently did last winter. I trust these evils will be remedied. My employers are very kind, and I have no wish to complain, but only to state facts.

Shirt Maker.

There are four little girls, piecers, on fine filling, and four on coarse filling, in our mill. We work fifteen minutes and then rest five minutes, for it takes twenty minutes for the bobbins to get full. The little doffers (girls) take off the full bobbins and put on empty ones, on which a little yarn has been wound, and sometimes some bobbins have not enough yarn to start up with, and we go around and piece the end enough to start it. We frequently go out in the yard to run and play during the five minutes, and when it is time to come in the boss doffer calls us. The overseer does not allow us to go out when it rains, then we sit down on a big long box, and sometimes we read a story book or a paper, and sometimes we sing.

Starter Up, 14 years old.

We should not be obliged to run more than one button-hole machine at once. *Button-hole Maker (Shoe Factory).*

My work is satisfactory in every respect. *Weaver.*

So far as the kindness of proprietors or freedom of action is concerned, I know of nothing which can be done to improve the condition of the girls in our shop. There is a water closet in each of the work rooms that is exceedingly offensive, and cannot fail to be detrimental to good health. For ventilation, we have one discarded funnel hole besides the windows which cannot be opened without the wind blowing directly on the heads of some of the girls, while those in the middle of the room receive but little benefit from them. Our room is heated by steam pipes, a part of which are overhead, a fashion that I consider an abomination. That these things should be remedied is plain. *Shirt Maker.*

I will say that I think that the condition of operatives in the mills in Lewiston is far superior to what it is in other places. I have no complaint to make of anything, only our work is very dirty, which is a necessary evil. The money is clean. Our proprietor is a very superior man. *Weaver (Woolen Mill).*

I think it would be much pleasanter for us if the overseers would enforce the rule that employes should not use tobacco and spit on the floor. I think they should have a boy to lace cards, for, on the broad looms (double heads), we have to climb up on the looms to lace them. I think that if the quilt looms or all jac-quard weaving could be in a separate building of one story so that it could be lighted by windows overhead it would be a great improvement. The harness lines and patterns running up overhead shut out all light from the side windows, so that with the exception of the row next to the windows we have to work by electric lights all day.

Crochet Quilt Weaver.

I believe in labor organizations, not for boycots or strikes, but like a small army which is kept not for war but to prevent war. I think there should be more harmony between employers and employes. I think there is improvement going on in this respect. I would like to see the boarding blocks provided with more than one stairway in case of fire. *Weaver.*

I have no complaints to make. Am perfectly contented.

Ironer (Ready Made Clothing).

The condition of the females who work in the dressing room of the Continental Mills at Lewiston is so much better than that of working women generally that we have no cause for complaint. With the exception of a season when there is not work enough to keep us busy only a part of each day (during two months in spring), everything is as favorable for us as we have a right to expect.

Operative (Cotton Mill).

Have worked in a shoe factory for eleven years. Have found the employer gentlemanly and thoughtful toward all and for all in his employ. All of the firm are ever ready to deal justly by their employes and to provide for their health and comfort. There are a few grumblers, as we shall find in every workshop and factory. If we are so happy as to get into heaven I expect we shall find grumblers there. *Binder in Shoe Shop.*

Ours is called the parlor manufactory, and we have less reason to find fault than most employes. Don't think the ventilation is as good as it should be where so many are employed. We are paid the second Saturday of each month for the preceding month, and also on the last Saturday of each month receive $10 for that month, if we desire it. *Shirt Collar and Cuff Maker.*

I came from Ireland fourteen years ago. The times were good then. I worked in a mill on weaving. The mill shut down, so I started on ironing new shirts. I had to learn that trade, and it takes a girl quite a while to get smart at it. Our work is slack in the winter, and sometimes at other seasons of the year. We would like to have more pay. *Shirt Ironer in Laundry.*

I do not know of any suggestions that I could make to improve my condition, unless it be a less number of hours, which we cannot reasonably expect. I work hard and make good pay; would rather do so than loaf half the time for less money. I do not think that any female can stand or sit constantly at work without injury to health, a fact that is demonstrated by the great number of puny children that throng the streets and alleys of manufacturing cities. Any scheme that will educate and elevate the masses of workers will improve their condition. I think that ignorance is the greatest obstacle to the working classes. Minors still continue in the mills; are employed there in disregard of law. Still, much has been done for working people, and we hope for more in the future.

Weaver in Woolen Mill.

I think that this is a good place to work at. The girls would like to have their pay oftener than once a month, but as we receive it in the end, we do not complain very much.

Shirt Bosom Maker.

I think that weekly payments would be an improvement on the system employed here, where our wages are also subject to a ten per cent. discount, which, added to the interest accumulated upon the monthly earnings, is a source of income to the manufacturers, at the expense of the employes. After working three years in the shirt factory I entered a printing office, where I worked as a compositor, where, although not earning so good wages as at this trade, I was enabled, by receiving weekly payments, to lay by more of my wages than ever at monthly payments. I have also found, as have others at the same trade, that in eight hours as much work can be accomplished in the shop as in ten, with less fatigue, the confinement and constant application for a longer time so wearing upon the system as to unfit it for energetic effort. I have, therefore, concluded that an eight-hour law would improve the condition of those thus employed. I am now a school teacher (this being my vacation), and working six hours a day, with a holiday each week, I find much better for my health than working each day in the week eight or ten hours. I think that if Saturday afternoons were given to the working women for recreation the amount of good done would more than compensate for the loss of labor or money. Considering the various demands upon the working woman's time outside of work hours, in caring for her room and clothes and numerous other duties, it seems that this provision should be made for her.

Gusset Girl (Shirt Factory).

I have two weeks' vacation given me during a year, and the girls under my charge are allowed all that they wish, if not detrimental to the progress of the work. Many piece hands close their day's work at from five to five thirty P. M. About half of the help in my department (finishing) are married, several of them keeping house and doing all or nearly all of their work at home. Of a necessity they need more time out, and single women are more profitable and desirable for that reason. We have but little help not American, and all are American born and well bred and well read. All in my department are piece hands except inspectors and folding girl, the former receiving $1 per day, the latter 50 cents. The piece

hands make from $1.11 to $1.47 per day, subject to ten per cent discount. The piece work is divided into button hole, both hand and machine, twelve hands on the former, three on the latter, gusset, three hands, inspecting, two hands, folding, one hand, and buttoning, one. Preparing and giving out the work requires all my time. I occasionally get a few hours out for recreation or personal duties. Saturday afternoons out would be welcome.

Fore Woman in Shirt Factory.

In Auburn we have a Chautauqua Teachers' Reading Union. Our circle numbers twenty-five. The reading, for the past year, has been of great benefit to us. *Clerk and Teacher.*

In towns, girls have to work every evening in the week but one. If they belong to any society they have no time to work for themselves. From seven in the morning until six in the evening is long enough for any girl to stand on her feet. People who wish to spend their evenings in town instead of at home come to the stores, so that by the time nine o'clock comes, a girl is tired out and has no ambition for the next day's work. On legal holidays they have to stay in the store, and at the end of the week get no extra pay. The store is kept dark for fear of fading the dress goods, which is the reason the girls look as if they had the consumption. Stools are unknown, and when there is nothing to do, girls have to sit on anything that happens to be near. When a clerk is twenty-five years of age she feels like dying, and a great many do die just from being overworked. *Sales Woman.*

I think my condition would be greatly improved if they did not keep so much help on the work. I have been in the factory since 1871 and there are six months at a time that I do not get a full week's work. I may say that there are a very few weeks in the year that I have all I can do. *Vamper in Shoe Shop.*

We have work only six months in a year at this business.

Packer (Canned Fish).

My circumstances are something as follows: My father and brother have a boot and shoe store, carrying a stock of six or eight thousand dollars, which is managed by my brother, as my father also has another business and gives almost his entire attention to that. In this boot and shoe store I am employed half of the time, that is, every other week, the place in the intervening week being

filled by my sister. Besides ourselves we have one other clerk, a young man. It is our place to devote ourselves to lady patrons, who express a good deal of satisfaction at being waited upon and fitted to boots by one of their own sex. We were the first boot and shoe store to introduce such help here, but two others have since followed our example. Working for our own, we are not closely confined, and can take time to ourselves whenever needed. Also have the privilege of doing any light sewing or fancy work or studying, when business will allow. I find it does me good and broadens my mind to come in contact with people in this way. One may come to know people by reading of them and by meeting them in society, but, after all, one comes to know them most truly by meeting them in a business capacity. Beside the store work we also divide our time in the same way with the house work, alternating a week of down town and a week of home work. Our wages as clerk and house keeper average $4.50 a week, and as we have no board to pay, this makes us quite independent and self-reliant, for we feel that we can do as we please with what we have earned. *Clerk in Shoe Store.*

As I have received this blank I will try and fill it out to the best of my ability, hoping that it may be of some benefit to me or my children. I have always had a hard row to hoe through life, being one of the unlucky ones. Two years ago I was burned out, losing my home and all I had. With a light insurance I have started me a home here, by hiring $100. I hire a girl, when I can get one, to do my house work, and work in the shop myself, and when I cannot hire a girl, I leave my four children, the oldest a boy eleven years old, alone. My part of the work in the factory is wheeling the slippers with hot wheels, for which I am paid eighteen cents per dozen. *Operative in Wigwam Slipper Shop.*

I have not kept any account of my earnings the past year, but think I will begin to now. I have been in my present place only since Christmas. I like my employer very much; he is kind and considerate to his girls in every way. We do not keep open evenings, except Saturday evenings, but a portion of the year. My brother's home is mine. I have no father. I work in a five and ten cent store. *Sales Woman.*

I received my education at the Maine Central Institute, Pittsfield. For the past four years, have had no home, and am dependent on

myself for support. My mother is dead. Have held my present position for one year; find it a very unpleasant one in many respects. My former occupation was school teaching and type writing. *Sales Woman.*

I think it would improve the moral condition of the girls in this shop if they could have separate water closets, and the men would not use tobacco and swear in their presence.

Employe in Tailor Shop.

I think there should be other means for ventilating rooms besides opening windows. In winter, if windows are opened, the air is apt to draw in, causing one to take cold; besides, all the windows except two or three, are provided with storm windows in winter, thus preventing all ventilation. *Shoe Stitcher in Factory.*

Where one sits ten hours out of a day and works with brain and hand, they need a good room, properly warmed and ventilated. All large establishments have about the same faults, and we that have to work for a living, have to put up with them, cold feet, poor ventilation, drafts, insufficient light and too long hours.

Clerk in Publishing House.

The society to which I belong is called the order of the Iron Hall, a sisterhood branch of which was started last February, the only one, I think, in the State of Maine. The benefits are, $200, $400, $600, at the end of seven years, by the payment of an assessment every twenty days, as follows: for $200, fifty cents; for $400, one dollar; for $600, one dollar and fifty cents, and the weekly benefits are, for a fifty cent assessment, $5, for one dollar, $10, for one dollar and fifty cents, $15 per week. I have thought myself foolish a great many times when I paid my assessments, because I could not feel the benefit of the money paid out, but I now realize that I did for the best. I have been sick for thirteen weeks and unable to work, and shall draw from the order about $130, which will enable me to pay bills contracted while sick. I would recommend this society to all working girls as a help for them in time of sickness. *Strap Stitcher in Suspender Shop.*

I would say that my condition is very good. I have a good deal of time to myself. *Compositor.*

Equal remuneration for women and men for doing the same amount of work. There is now considerable difference.

Telegrapher.

There are many things I might mention as beneficial to our employes and our employers. First, I would mention that all important question of ventilation. The only way provided for ventilating the office in which I work is to open the windows, which exposes to the draft, and, necessarily, the young ladies suffer from the effects by taking cold. It seems to me that this matter demands the attention of the employer. Next we are obliged to be at the office both summer and winter promptly at seven A. M., which is very early for a lady, especially during the winter months. I think eight A. M. a proper time, and wish it might be adopted as the time for beginning business. While other business houses close each Saturday afternoon, during the months of July, August and September, in order to give their employes one afternoon for rest and recreation, we are obliged to remain in the office ten hours on Saturdays whether our work is finished or not.

Copyist in Publishing House.

The great trouble here is lack of steady work. The prices paid are good but there is so little work that it I had not have had a father's house to go to when out of employment I should have been barely able to meet my expenses. My mother is dead and my father well along in years. My sister and I take turns in keeping house for him and working away. We get along very well but it is up hill work for girls who wish to educate themselves.

Stitcher in Shoe Factory.

I do not think as a general thing that girls get enough wages for the work they do. For the same work a man does they frequently receive but half as much pay. The girls in our shop are compelled twice a day to walk up three long flights of stairs when there is an elevator in the building. If absent from work fifteen minutes from whatever cause, it is deducted from the week's wages. One of the girls had a fainting fit one morning and was detained from work for about half an hour; three cents was taken from the four dollars which is her weekly earnings. A great many girls whose fathers are able and willing to support them, work in shops for the sake of getting a few more dollars for pin money to buy themselves extra finery, &c. They nearly always get the best situations as clerks in stores or anything of that kind, because they can dress nicely and do not require so much pay, as they do not have to pay board or work for the necessaries of life. Of course when girls can be

hired for three or four dollars a week those who have to pay that much for board and perhaps have to help to support others, stand a hard chance. I know a widow lady with five children who works in the shoe shop. She can scarcely average six dollars per week. In the same shop are girls who are paid almost twice as much, who do not have to pay a cent for board, and who can dress in the height of fashion; and they are no more capable of doing the work than the widow lady. I do not know as this state of things can be remedied but I think it should receive the attention of employers.

Stitcher and Folder in Book Bindery.

Nearly all of us work by the piece; the machine girl is hired by the week. Those who work by the piece have to work very hard to pay our board and dress decently. There are about sixteen girls employed where I work, all but two paid by the piece. The prices paid are 85 cents for a pair of pants, 85 for a vest, $2 for a sack coat, $2 for a frock coat and $3 for an overcoat, custom made clothes, and the girl who makes two overcoats a week spends no idle time but does her best. We do not think that we get paid enough for our work. I could not pay my board and have decent clothes the year round, as in dull seasons we do not have as much work as we can do. I have not been working very long in the shop and the best I can do is to make $4 a week, and the board here for girls is $2 and $2.50 per week. As we do not have steady work our average wages will not exceed $3 and $4 per week.

Sewing Girl in Tailor's Shop.

I board in a private family, pay $3.00 per week and washing extra. Could I have work the year round, could do well enough, but as it is, have hard work to make both ends meet. *Clerk.*

I think that the gates of the mill should not be opened till the bell rings, and the speed should not be started more than three or five minutes before starting time. We have small box holes about one foot square to put our clothing in, and, in bad weather, it is damp and cold when we put it on. *Weaver in Cotton Mill.*

In the boarding house of this corporation only half of the rooms are provided with means for warming, and, as the blocks are of brick, the rooms into which the sun never gains admittance must necessarily be damp and unhealthy. Boarding houses should be so constructed that each room may be made comfortable in cold

weather. I would suggest also that the water used for drinking and cooking be filtered. It is said that in these small cities of Biddeford and Saco not a day passes that does not record one or more deaths, especially in summer, when mortality among children is terrible. It would be difficult to find a more jaded and worn looking crowd than is turned out of these mills, and when we realize just what it means to be a mill hand, we cannot wonder.

Cotton Mill Operator.

I want to tell you that an American stands no sight at all to get employment, there are so many foreign people in this city. The foreigners have the very best work.

Cotton Weaver.

I think the Saturday half holiday arrangement, which is now from the fourth of June to the eighth of September, should be from the first of April to the last of September. *Weaver.*

We are three sisters working for the support of our parents and ourselves. None of us have steady work I think women should receive equal wages with the men. A great many women are the sole support of their families, and when a woman has only herself to care for, her expenses are as great as those of a single man. There would be more work for our American women if there were not so many foreigners here. We should look out for our own, first I am in favor of restricting foreign immigration until there is work enough for those here. My sister once called at a mill in search of employment and was told, "We do not hire Yankees here." There are a great many advocates of the eight hour system. I am in favor of working ten hours a day for five days and having Saturdays for our own. Much more time could be saved to ourselves in this way for our own work, improvement and rest. Many girls are obliged to take Sunday for this, and thus lose the privilege of attending church. I think Sunday excursions should be prohibited as detrimental to the morals of working people, who patronize them more than any other class. Then another social evil to the working women, I think, in dress. The world has much more respect for the girl who can dress well, whatever her morals, than for one who cannot. The effect of this, on girls who have not had home Christian training, is bad, leading them to think that dress is of the first importance, and must be had, no matter

how obtained. When principle and good manners, instead of dress, are taken as the index of respectability this evil will cease to be. *Button-hole Worker (Shoe Factory).*

We receive one dollar per day during eight months in the year. In November, December, January and February, we work only nine hours a day, and get only eighty cents. In those months, the days are too short to work till five o'clock without a light, and as no light except daylight is allowed in the rag-room we are dismissed at four o'clock P. M. All do not board in the company's boarding house; some have homes of their own, others board with their relatives; they can board where they choose. In the boarding house we have a chance to do our own washing and ironing. The company supply coal, wash-tubs and wash-boards, and we do our washing and ironing in the evening. The company also furnish all the wood and kerosene we use in the boarding house. They also intend to furnish us with a sort of duster and cap to wear over our clothes while at work. Our tables are numbered and the suits will have the same number. As we are all obliged to wear some sort of covering on our heads on account of the dust, I think it is a very good idea. There are two overseers in our department; I have no reason to find fault with either of them. There are a number in one section of the room who are obliged to work for ninety cents a day when they sort linens. If they wish to make a full day's pay they must sort what they call six baskets, two hundred pounds in each basket, at fifteen cents per basket. They work on that stock about one-fourth of the time In the winter they do five baskets and get sixteen cents per basket or eighty cents per day.

Rag Sorter in Paper Mill.

The street by our boarding house is not lighted, and there is not a policeman down this way. It is not safe for a girl to go out alone. We have only a small box about a foot square for changing dress. In rainy weather our clothes are wet and cold for us to put on, and therefore very unhealthy. When we go into the mill, the door of the mill is locked, and if a fire should break out in the absence of the second hand or overseer there would be great danger. The gas is very poor and very hurtful to the eyes. *Weaver.*

We are paid but once a month and ten days' pay kept back until we leave or go on a vacation. We work ten hours a day for 84 cents and no advance in our pay no matter how long we work

there. The sweeping is done at noon, Wednesdays and Saturdays, while we are at dinner. The floor is sprinkled very profusely, and we have to sit over the damp floor in the afternoon. All legal holidays are taken out of our pay, and the work has to be made up the next day. It is the same if we are out sick. Our office is the only one on the street open on Saturday afternoons through the summer months. *Clerk in Publishing House.*

There is no separate closet for females. Girls are obliged to go out of the building, and to quite a distance. This is an important matter, and I am glad that you are calling public attention to it.
Packer in Gum Factory.

A sanitary and a dress room would be very convenient in our factory. *Packer in Gum Factory.*

I think that if we were allowed to have two evenings out of the week it would be much better for our health as we are now shut up all the week in a store with very little air. This is very trying to a person with a delicate constitution. *Clerk.*

There is no doubt that the condition of the working women can and should be improved. Why should men receive from $2.00 to $3.00 per day, and women doing the same quantity and in many cases a better quality of work, receive but half the wages; The question is asked, "Have you a Savings Bank account?" I should like to answer that question by asking another; How can we, under the present circumstances, do any thing more than make a bare living, for we are expected to dress neatly and we feel that we must. There is nothing that is nearer to the heart of a true woman than neatness. Some people say a woman can be neat in a calico dress. That is very true, but I should like to remind these people that calico soon fades and then it is far from looking neat. No man likes to see his wife in a faded calico dress, so why should not the same rule apply to working women. It seems to me that if I work nine hours a day and a man does the same work in the same number of hours, that we both should receive equal pay. The argument is sometimes used against this that a man has more expenses than a woman. This may be true. But while a single man hires his washing, mending, and making of all garments, a woman generally has this to do herself in her spare hours while men are resting. It is no wonder that women grow old faster than men.
Machine Worker in Tailor's Shop.

The only suggestion I have to make that would improve our condition at work is the introduction of power in our work-room, as the machines are run by foot power.

Fore Woman in Suspender Factory.

There are none dependent on me for support, but I buy my mother's clothing instead of paying my board to my brother with whom I live. I have to work quite hard, but my employer is very kind to me and allows me to sit as much as possible, which makes it much easier. *Clerk in Confectionery Store.*

I wish there was a law compelling every owner of a printing office to have in his building two decent water closets, one for the men and one for the women. I have worked in offices where there were none, and would have to go forty rods in order to reach one. Imagine the suffering and torture it has caused. This is an important matter to be attended to. There are many offices in this city that have not a water closet. Just think what shame and discomfort it gives to many a lady. I pay no board and father paid my doctor's bill and drug store bill. *Compositor.*

Have been in the office where I now am since 1874. Have been blessed with unusually good health. Have steady work and a vacation of at least a month every year. *Compositor.*

I commenced work to support myself at the age of seventeen years. My first work was in a tailor shop, and then as chamber girl at Bar Harbor. For the last three years I have been in a dressmaker's shop. I have wholly supported myself for the last ten years, and for the last four years, or since mother's death, I have not known what a home is; all I have had I have made for myself. At my work, dressmaking, I receive $1 per day, and for extra hours we are paid ten cents per hour. Where we work three or four hours extra in a day, it makes the day very long and I get very tired, but, on the whole, we fare a great deal better than do girls doing house or hotel work. *Dressmaker.*

At present I am not working at the factory; they cut all the girls down on the prices and I could not do the work for the prices they gave me. I had worked for one firm seven years and they naturally thought I would not leave them. I let them place the prices and did the work, and when they found I made good wages and did two girls' work at less than two girls' pay, I told them I would resign.

I left, and they did not like it. I think when a girl does work which it ordinarily takes two girls to do, she ought to get more pay than one ordinary girl. I wish there was some organization which would uphold working women. Such an organization is much needed. *Leather Sorter and Stenciler in Shoe Factory.*

During the past eight years, since I have owned a home, I have paid out in repairs on same, in taxes, insurance, painting, drainage, &c., the sum of $535. The lot is well located and increasing in value. I appreciate a home, and, although I could get larger wages in other cities and have done so in former years, I prefer to remain here for smaller pay and have home privileges. It does not seem strange to me that so few working girls accumulate savings, for I know from experience how quickly money goes needlessly. Looking back I can see how much more I might have saved.

Milliner.

I have worked in woolen mills, but the jar of machinery hurt me so, I left. Then worked in a tailor's shop until I became sick from working on sewing machines. I then went to work at dressmaking and worked until one year ago. I then went into a wigwam slipper shop; find that the work agrees with me, but am not sure of work the year round. If I had work all of the time I could do quite well on $5.00 a week by being saving. If girls that have to work were paid as well as men and boys, I think that it would be better for our State, and there would be less sin and crime. For the same amount of labor, we are paid less per week in all occupations. Give us the same rights, privileges and pay, as the men have, and I believe there would be less foolish marriages and fewer divorces. Girls would not be so anxious to get married, and would be more careful in the choice of husbands. I believe women are as smart and capable as men and should be paid as much for their work. *Operative in Wigwam Slipper Shop.*

Being an orphan, I was compelled to leave school at fifteen years to support myself. I learned type setting and have found it to be one of the best occupations a female can follow. I worked in the Journal office seven years until I was married; kept a small bank account and gave myself good social privileges. Have worked there since I became a widow, and now support myself and child. I can speak in the highest terms of my employers. The firm now employ about twenty-five females. I have a little property left by my

husband to the child, which I am ambitious to reserve for its education. I carry a $1,000 life insurance on which I pay annually about forty dollars, and that is the extent of my present annual savings. *Compositor.*

I consider ten hours a day too much, especially during the winter months, when we are obliged to work by gas-light. Our proprietor is very kind to us, granting many privileges. We are paid twice a month and always sure of our pay. Our shop is pleasantly situated, and, as a rule, only nice girls are employed. My part is overseer in the underwear department.

Overseer (Shirt Factory.)

THE FOLLOWING IS FROM A LADY ENGAGED IN A LARGE AND SUCCESSFUL BUSINESS:

It seems to me no more remarkable that a woman should succeed in business than a man, and I feel sure that the day is not far distant, when, in all lines of business, and all the professions, she shall stand on an equal footing with man.

To be sure there are some lines of work particularly adapted to each sex; this I do not attempt to dispute, but that a woman of equal ability, and as well trained, cannot conduct a dry goods business, practice medicine,l preach the gospel, or do scoresof other things, as well as a man, seems simply absurd to me.

I was first very much troubled at the thought of receiving, or at least being offered, about two-thirds as much for a school as a man (and a very poor teacher he proved to be) was for a winter term of school in our own district, I having the first offer and I then and there made up my mind if health were given me, I would show what I could do, and would earn and *receive* what a *man* should call good wages.

I say but little on the subject, I think acts far more effectual, unless one has the gift of talking, in a far greater measure than I have, but so far as my observation goes when a lady shows herself fully qualified for any position it is almost without exception accorded to her.

It is not easy for a woman, half qualified, to get these good positions, and this does not seem at all strange to me, but we see almost every week places that have been occupied by men taken by women and this is well, for if our brothers hope to hold these places,

then they must grow, else their sisters will distance them in the race.

This growth is just what benefits man and woman alike, and there is no reason why we should become any less womanly conducting a business in the line of dry goods, than teaching a school. Our method of conducting our business has not the least bit of originality about it. We have copied from those men who have been most successful in our particular line of business, and whenever we see or read anything they have done that we can copy in our small way, we do it without delay.

Report of the Special Agent.

Hon. Samuel W. Matthews, Commissioner of the Maine Bureau of Industrial and Labor Statistics:

DEAR SIR: I respond with much pleasure to your request that I should give a somewhat detailed account of my observations during eighty-two days of the past summer and autumn, spent under your direction, in the interests of the Bureau, among the female wage-workers of Bangor, Belfast, Lewiston, Auburn, Waterville, Eastport, Portland, Freeport, Cumberland Mills, Saccarappa, Biddeford and Saco.

I visited women employed in the manufacture of boots and shoes, brushes, blank books, cotton sheetings, cotton bags, (meal and grain) cotton bed spreads, (several kinds) cotton towels, cotton dress goods, (gingham and seersucker) confectionery, cigars, clothing, (woollen, for men and boys) dusters, (sheep's wool) gum, (spruce and paraffine) hats, (women's felt) hose, (men's, women's and children's) matches, (brimstone) pickles, (cucumber and mixed) paper, paper boxes, suspenders, shirts, (men's) silk dress goods, slippers, (wigwam and carpet) underwear, (women's) waterproof cloth, (for women's outside wear) wrappers, (women's print, gingham, etc.)

I saw them at work as attendants in libraries, book-keepers and cashiers, clerks in post-offices, insurance offices, bakeries, laundries and dye houses, compositors in newspaper and job printing offices, cooks in boarding-houses, restaurants and families, domestics, editorial writers, folders, "wirers," etc., in bleachery and dye-works, herring packers and cutters, librarians, milliners, polishers, ironers and washers in laundries, mounters and counters of photo-gravures, portrait makers in pastel, crayon, etc., proof-readers, press-feeders, photograph retouchers and mounters, rag-pickers, stenographers, straw sewers in bonnet bleacheries, saleswomen everywhere in stores, tailoresses, telegraphers, telephone operators, type-writers, washerwomen, wig-makers.

Women are engaged in earning money in many other ways in our State. The Portland directory alone gives the addresses of fifty-five (55) female nurses. The dressmakers are legion. The Maine directory advertises three hundred and sixty-five (365) and most of these employ from one to a dozen helpers. Quite an army of women in shops, and in their own homes, make mens' and boys' woolen clothing. One manufacturer, a very good authority, told me that in Waldo county seventy thousand dollars were undoubtedly paid yearly for this work. Three Belfast manufacturers send between them, work into every town in the county, with the exception of one island town, two that have large shops of their own, and another that has a large amount of work from its adjoining town of another county, and some Belfast work goes into another county. One firm at whose head is a widow who learned the tailoress' trade thirty-eight years ago, has on its books the names of two hundred and thirty-one women to whom work is let out. These names represent many more workers, for one often takes out work in her name for several others. This manufacturer, once a farmer's wife, now supplies her old neighbors with work.

One clothing manufacturer writes me: "I find by my books that during the year 1887 about one hundred and seventy-five different women took work from me, one hundred of whom took it quite regularly. * * * When one woman would take it out, several would be at work upon it. * * * I paid eight thousand dollars cash to these women, all residents of Waldo county." These represented twenty-one towns. Another manufacturer writes: "As nearly as I can estimate, I have paid women in Waldo county for making clothing at their homes, twelve thousand dollars from January 1, 1888 to July 1, 1888, and have from one hundred to two hundred women employed according to the work on hand." A member of a firm that has been thirty years in this business in Penobscot county, would put the money received by Maine women for the making of ready-made woolen clothing, overalls, and coarse cotton shirts, at half a million dollars.

The women who take the sewing to their homes do not finish it. They only put the garments together. In one shop eight women are employed in finishing, making button holes, sewing on buttons, busheling, pressing, etc., and five girls run sewing machines, making bands, tucks, etc. As many as ten different kinds of plaitings or tucks are used on the little jackets made here.

Many young women, especially in our shore towns, act as hotel waiters in summer, and in winter do knitting and make fancy work for wholesale dealers in other States.

One young woman does quite a business, employing her young friends in making a peculiar kind of jewelry of her own designing. I am told of another who is growing an orchard. I have met one woman who is carrying on her husband's business, taken up at his death fifteen years ago. She has educated her daughter well, who is now married. The other child, a boy, has finished half of his college course. This woman, during the first six or seven years of her widowhood, did not have a day's rest from her business, and until last July, when she took a week's vacation, has had only an occasional holiday. Another widow is managing one of the best village hotels I know, the Collins House, in Fort Fairfield. The school-teachers, music teachers, and teachers of drawing and painting, are numbered by the hundreds, and many of these are married women. There are canvassers for books, corsets, cooking utensils, and toilet articles. I know one young woman whose sole business is canvassing in summer and winter. In summer she has one kind of goods, and in winter other kinds, thus keeping herself busy, well and happy the whole year, having her regular customers, who look to her for their supplies in these lines. On one of our Penobscot Bay islands the women do a good deal of netting, making hammocks, fish-nets, etc.

There are at least ten or a dozen regularly educated female physicians in our State, at least three ordained clergywomen, (Universalists) and one newspaper proprietor. Many women keep boarding-houses, raise poultry, keep bees, make butter and preserves, and how many feminine fingers must be busy in the summer months picking the car-loads of fresh berries that are shipped from Maine!

One man in Bangor, who manufactures extensively a patent medicine, has the names of seventy-five girls on his pay-roll. He enjoys the distinction of being the only one who refused me admission to his work-room.

Church organists, church singers, newspaper and magazine writers must also be numbered in this enumeration of our working-women.

The young woman who receives the largest salary known to me, is paid sixteen hundred dollars. She makes portraits in crayon and pastel.

By far the greater number of the female employes of Maine in any one industry are found in the cotton mills. I visited the Androscoggin, Avon, Bates, Continental and Hill mills in Lewiston, the Laconia and Pepperell mills in Biddeford, and the York mills in Saco. These mills employ five thousand seven hundred and twenty-one females. The other mills within our borders would, I judge, bring the number of women in this work up to quite seven thousand. Females, fifteen years old and over, are employed in these mills as tenders of the intermediate, fly and jack frames, in the carding rooms, as ring spinners (mule spinners are men) reelers, spoolers, web-drawers, beamers, weavers, finishers, folders, ticketers, sample makers, and clerks, or "check girls." In most mills, girls under fifteen are employed in their school vacations, as piecers, doffers, and sweeps. A sweep cleans her floor once every half hour. In her leisure, if smart, she is learning of the older girls how to do their work, and so gets ahead. These sweeps are paid fifty cents a day.

In a carding room of the York mills, I watched the women cleaning their fly frames. They work with their sleeves rolled up. After going over the frames with a brush, they clean them again with cotton waste. Until frames are at least a year old, they need to be oiled every morning. Each girl oils her own spindles and rolls. The oil drips some, and as cotton flyings are continually falling and settling, much cleaning is necessary.

The ring spinners in these mills are French and Irish. They sweep their alleys four times a day, and wipe their creels twice a day, pick their clearers about five times a day, oil spindles and rollers twice a day. No small help is employed by the York Manufacturing Company. For two winters, before the law was passed making it illegal to employ child labor, except under certain conditions, this corporation had a school for its youngest girls during two hours in the forenoon and two hours in the afternoon. A room in the mills was furnished with desks, books were provided, and an experienced teacher was hired and paid as much as the teacher of the city schools. There were eighteen scholars. Some of these had reached the legal age when the new law was enacted, and the six who remained under age were discharged from employment and the school was given up. In one Lewiston mill I was shown a room where the little girls sometimes play and pick waste in the intervals of their work. The doffers take off the full bobbins replacing them with others on which a little yarn has been wound.

I am told that as many as half the ring-spinners in one mill use snuff. These workers can sit down at times when they set their work up, perhaps two hours a day in all. They can earn from ninety-four cents to a dollar and eight cents a day, according to the time their spinning frames have been in use. The newer ones run faster.

No double windows are put on these mills in the winter. The thermometer registered 80° on the late October afternoon in which I visited this spinning-room. I was much interested in the spoolers of No. 1, York mills. I was told that about one-half of these operatives are Americans. The other half are Irish-Americans, Canadian-French and French-Americans. They are the neatest looking girls I saw in any cotton mills, excepting the web-drawers and the girls working in the cloth halls of all the mills. Nearly all of them wore white linen collars. The room was clean, light, sunny, and the windows were well down from the top. I spoke of this, and the overseer, Mr. C. L. Tarbox, said, "*If the work does not run so well, the help work better and make up.*" At fifteen minutes of twelve the section hand whistles, every girl stops work, brushes her frames, leaves her spindles all right, sweeps her floor, (that about and under her frames) goes to the sink, "washes up," goes for her outside garments, comes back and stands by her frames, ready for the shutting down of speed. Many of the girls own whisk brooms, and they go out from their work without a fleck of cotton on their clothes. Each girl has a small wooden box-like closet about twenty-seven inches in height, which swings out from her frame. In this she keeps soap, towel, whisk broom and any small belongings. She can sit down on this when she has a few moments of leisure. The spoolers here go to work at twenty-five minutes of seven in the morning. An hour is allowed for dinner, and they stop work at six in the afternoon, except on Saturdays, when they go home at twenty minutes past three o'clock.

I saw fifteen web-drawers at their work in the Continental mills, Lewiston. Of these one was of Irish birth and two were French. Theirs is an airy and pleasant room in the upper story, and the breezes came in at the windows from the river just below. In the winter these windows are "opened occasionally."

Web-drawing is drawing the threads of the web of warp, one by one, with a little hook through the harnesses, then through the reed of the loom. The web-drawers sit, so far as I observed, in a

row back to the windows, and a little to one side, so that a good light may fall on their work, which must be rather hard for the eyes, it seems to me, especially when the web is a colored one, seersucker or gingham. This is comparatively clean work, and so these girls are not obliged to change their gowns in the mills. One told me she could "think of other things" when at her work. The beamers, who wind the warp on the warp beams of the looms, work with the web-drawers in this room. All these workers seemed happy. I heard several of them singing together. As I was passing one day through a similar room in another city, my attendant said laughingly, "Here is the aristocracy of the ——— mill!"

Colored dust falls from warp and woof of colored goods. A web-drawer asked me if I knew what orange is colored with. I do not know what is used in her mill for this color. I saw barrels of sugar of lead last summer in the mill. I should keep my mouth pretty tightly closed if I worked *in any department of a cotton mill.* I am sure the innocuous aniline dyes are used to a great extent in dyeing colored goods.

Most of the weavers are women, a few are men and boys. Female weavers in cotton mills are paid at the same rate as men. Weavers are paid by the cut. In one mill, sixty-five cents a cut for seersuckers, fifty-four cents a cut for "pick and pick" ginghams, forty-seven cents a cut for common ginghams. "A good weaver runs four looms and takes off about thirty-four yards per loom per day. This amounts to one hundred and thirty-six yards, or three cuts, of gingham per day." A few of the best weavers might take off a few more cuts a week.

The agent of a mill where white cottons only are woven, says: "The law of values for labor in weaving, is as the number of skeins of yarn to the yard of cloth in the varying widths and structures of goods made. Based substantially upon this, we are paying thirty to fifty-two and a half cents per cut of fifty yards." I have not at hand the number of cuts the average weaver can weave a day of any goods at these prices.

A glance at the returns of weavers may show, surely it must be easier to weave white cotton sheeting of ordinary grades than to weave gingham or seersuckers. A visitor in a weaving room will notice that each weaver has a pail. They are furnished by the company, and the old wooden ones as they give out are succeeded, nowadays, by galvanized iron ones. These are filled with water at the

sinks and, when filled, the water in them can be warmed if necessary, by putting in them short pieces of adjustable steam pipe. The girls use these pails for various purposes—bathing, cleaning the floors around and under their looms, etc. The girls furnish their towels and soap. Each weaver has a "box," generally painted dark green. It is about twenty-seven inches high and has a door. Sometimes these have a shelf in them. Sometimes two hooks on which to hang jacket and hat. Weavers change their gowns in the mill, sometimes their petticoats, and often their boots. They wear cotton gowns generally at their work, and as one goes through the mills he will often see the out-of-door gown turned wrong side out, hanging on a post near the owner's looms, with perhaps a pair of boots, a small mirror, and a towel. When a weaver's work runs well she can attend to her toilet, and many a girl on a cold winter morning dresses her hair in the mill. Stools are placed all along by the looms in some of the mills, for the girls to sit upon. I noticed them in the weaving rooms of the Bates mills. The looms must be cleaned once a week, and on cleaning day the weavers take a lunch instead of going home to dinner. Late in the afternoon of the first day of August, I was in a Marseilles quilt weaving-room—a basement room. The thermometer registered eighty-two degrees there. Electric lights are used in nearly all weaving rooms, and they were lighted in the Lewiston mills, at this time of the year, sometime before shutting down.

I saw in Biddeford nearly six hundred weavers paid off one afternoon. Let me quote exactly from my notes: The women stand about in groups in this room, near the overseer's table, and he beckons each one up as the envelope containing her pay and bearing her name is handed out by the paymaster. Occasionally, I remark one who shows very plainly her Indian blood. Sometimes one comes up in her "stocking feet;" another comes stockingless, but with slippers on; now and then a girl wearing a sateen or woolen dress, velvet trimmed on waist and sleeves. Many of these girls have their hair neatly dressed, and plainly brushed back from their foreheads. In one room the girls were largely lately arrived from Ireland, and have a timid look. The paymaster, showing me an order for her pay, written by one of these new comers, says, "some of these girls straight from Ireland write a good hand," and the order testified to the truth of his statement. In one room I was told, "almost every one is French in this room." In another room, "there is a sprinkling

of English here." In one weaving room I remarked many defective eyes among the French. Many of the women and girls come up with a smile. Another room, "everyone French except overseers and section hands." In the York mills, Saco, there are some Scotch weavers. The American girls in the Lewiston mills are mainly weavers, web drawers, beamers, and at work in the cloth halls. I was informed by one overseer in a weaving room that "about every overseer found his wife in his mill." In one room of the Pepperell mills where there are new frames, the experiment of painting and varnishing the floor is being made. I think painted floors, in all rooms, kept clean, would have a good effect on "snuff-chewers," for they spit on the floors, as tobacco chewers do. In one mill a notice in French and English was posted on every floor, requesting those "who use tobacco" not to "spit on the floor." There is a great difference in the mills as to cleanliness of floors, etc., and the girls, I thought, reflected in their own attire and appearance, the general tidiness or untidiness of the rooms in which they worked. Snuff is used to an alarming extent by cotton mill operatives, all over the State and in other States as well. Sometimes it is filled in between the lower lip and gum, and any initiated observer can quickly detect it by the bulging of the lip. Often it is rubbed into the gums with cotton waste. Girls will get together and "scour" and "rush" as they say, seemingly enjoying themselves in this way, somewhat as tobacco smokers with their social pipes and cigars. In a certain mill, the carding room girls' dressing-room was filled with gearing, waste, etc., "because the girls used to go in and spend too much time," the girl who was with me said. In answer to my question. "What did they do in there?" she replied, "Sat down and played and talked." "Did they use snuff there?" I queried again. "Yes, they used to 'scour,' and Joe (overseer) did not like to have them use snuff." The girls pay for their snuff, but the cotton waste they use is not their own. Such waste is used to clean machinery. I priced some that I noticed exposed for sale with mill saws. It was fourteen cents a pound! This had been picked ready for use. Of course the better and more intelligent girls do not have this nasty habit. But it is not confined altogether to girls of foreign birth. Neither has the custom grown up in our State since the war of the rebellion. One evening I saw in a room together, five young girls, from twelve to fourteen years of age, who had each acquired this habit. The youngest one, who was working as a doffer during

her school vacation, said she had not used any "for two months." "Why not?" I asked. "Because it makes me dizzy and I can't do my work," was her reply. When our legislators make a law prohibiting the sale of cigarettes to minors, I think it would be well to include snuff in the bill. The cotton waste filled with snuff is finally thrown into the water closets. How much time is wasted in snuff-using in the water-closets, and to what extent their often *bad* condition is due to their being filled up with waste, and how much the boarding-house mistresses are sometimes troubled because of this practice of their boarders, only those who are not likely to air their knowledge in public, know. I saw snuff being used a good deal and smelled it and its accompanying odor of checkerberry and peppermint. Toilet paper is certainly generally provided by the cotton corporations, and as generally used by the girls to put their hair in crimps with. Then cotton waste is substituted, and here again is another cause for the bad condition of the water closets, for they are, almost without exception, in the cotton mills, in bad condition. In some mills ice for drinking water is furnished by the company, in others the employes raise the money for it among themselves.

Good dressing rooms are occasionally found in the mills. Some are close to the ceiling and lack the needed ventilation, while some are open above, so that the air circulates about the often wet garments. Dust and flecks of cotton are much to be preferred to dampness. Anything that will answer for a closed screen is better than a *general disrobing behind looms or spinning frames.* In one mill closets for clothing are made upon the walls of some rooms. These rooms do not have the shiftless and untidy look of those where gowns, etc., are hung about on posts and walls. But, on a rainy day, the clothing hung so closely away in these closets would not dry, it would only become more thoroughly dampened. This objection of dampness would be good also in the case of the small, square, open compartments, already somewhat in use, and being put up in a Biddeford mill at the time of our visit. The wraps and shawls would have to be closely folded before being tucked away in these.

Let a thoughtful and observant woman go through the cotton mills of Maine. Then let her watch the women coming out from their work on a rainy day, and I think she will be led to ponder much, if she never has before, on the question of woman's dress.

In the race of life, the working woman especially, is terribly hampered and hindered by the prevailing style of dress. When will our women become willing to wear clothes made expressly for work? to throw away corsets and bustle? and to wear wide-soled and wide-toed boots? Many of the girls have small waists and shoulder-blades well out, from wearing corsets. I noticed in one carding room, a plump, pretty, pink-cheeked young American woman. She told me she had worked there four years, had no father, lived at home with the "other children" and her mother. I remarked, "You wear neither corsets or bustle?" "I could not work with them on to save my life!" she exclaimed. Few carry umbrellas, and too few wear rubbers. There's too little room in the mills for personal conveniences. I hardly think *dripping umbrellas* are planned for. I believe that to unsuitably close and to damp clothing, *wet feet*, and to the filthy and degrading use of snuff, much of the ill health of female mill operatives is due. I regretted often, while about my duties, that I was not an educated and experienced physician. I wondered how much the jar felt in weaving-rooms injured the health of the weavers, how much the occasional deafness noticed among them was from the noise of the machinery, and from filling the cars with cotton, as some do, and what the effect is of threading the shuttle by holding it to the mouth and drawing the thread through by suction. It is certain that the nerves are weakened by the use of snuff.

In the Lewiston mills the sixty hours, a legal week's work, are so arranged that from the first of May to the first of October, the girls have Saturday afternoons to themselves. The following notice was posted in the mills and boarding-houses of one company. It cannot be easy to "follow a bell" month in and month out.

"Bell Time Table. On and after the first Monday of May to the first Monday of October: First bell, 5.30 A. M.; second bell, 6.10 A. M.; for dinner, 12 M.; for after dinner, 12.50 P. M. Work will commence, 1 P. M.; for stopping work, 6.15 P. M. On Saturdays work will stop for the day at 11.45 A. M."

The girls like this arrangement; it gives them on the long summer days, one afternoon a week in which to do a multitude of little things that would often, otherwise, be left for Sundays. It is convenient, too, for those whose homes are near enough to reach and to return from, in season for work on Monday morning. Many an "outing" is taken on these afternoons, and there is less excuse

for absence from church. I think the Catholics are much the better church-goers. It was rarely that I spoke to an employe while in the mills, although in some places I felt perfectly at liberty to do so, on account of the volunteered permission from some of the agents. I tried to go about very quietly, disturbing the work of no operative. I wished to live with the girls and become acquainted with them. I boarded four weeks in the corporation boarding-houses in Lewiston. I slept in three of these, belonging to the Bates, Continental and Hill corporations, and I ate at the tables of six companies, in one Androscoggin, two Bates, two Continental, and one Hill boarding-house. The Avon company has no boarding-house. I ate my first meal on Monday, July 30, 1888. It was supper, and I give below the bill of fare: Baked beans, yeast bread (good), butter, apple sauce, sugar cake, (plain), tea; a few who preferred it had milk. I give also the bills of fare for dinner and supper of the following day. Dinner: Baked lamb, fried lamb, string beans, apple pie (dried or evaporated), cookies, milk. Supper: Lamb and potatoes, warmed in lamb gravy, toasted bread, fresh blueberries, plain sugar cake, good and light, another kind of cake that I did not taste, tea, milk.

I have no bill of fare for any breakfast. I remember that coffee was always supplied. I happened on October 27th, 1888, into a boarding-house belonging to the Pepperell company. The sitting-room was quite attractive as boarding-houses go. There was an upright piano in the room belonging to a bright little girl boarder, whose mother, an employe in some other work than mill work, I think, was spending her vacation among friends. The boarders were at dinner. I wanted to see them. When the few moments left to them after that meal had expired, and we were left together, Mrs. ——, the woman in charge of this house, asked me into the dining-room, that I might see the table. I copied the bill of fare, and here you have it: Corned beef, boiled pork, boiled potatoes, turnip, beets (plain), beet pickles, squash, cabbage (boiled with the pork), pumpkin pie, new yeast bread, ketchup, pepper-sauce, butter, fresh from the country, and stamped with the initial of the maker.

There were toothpicks, silver plated forks, butter knives, and napkins on the table. The little girl called my attention to the napkins. They are not furnished always in the boarding houses, but they were provided at all the houses where I ate. Butter-knives, however, I did not see everywhere. There were no male boarders

here. It was Saturday, and I was invited to the pantries where cake chests, etc., were opened and their contents displayed. In this and one other house, tea was brought to the table in large stone china pitchers, after the girls had seated themselves at table. In this house the tea and coffee pots were of granite ware. "We have a good dinner every day," one of the boarders said to me. About twenty-four girls came here to dinner every day. They represent different trades, for the companies are willing that their boarding-houses should be occupied by other girls. Their own help, however, is expected to have the preference in accommodation and choice of rooms. Young women have their meals at the boarding-houses who do not lodge in them. The girls who live in this house pay for everything, including lights and ordinary washing, with the privilege of doing their extra washing and starching, one dollar and seventy-five cents a week. I do not know what the terms of this company are with their boarding-house keepers. One corporation pays its boarding-house mistress twenty-five cents a week for each one of its employes boarded in its houses. Another pays thirty-seven and a half cents a week for each employe. The York Manufacturing Company's operatives also pay one dollar and seventy-five cents each a week for board, etc. This company has torn down twelve boarding-houses and built the bricks into a new mill. No rent is paid by the women who manage its houses. In Lewiston, and perhaps in Saco and Biddeford, the privilege of keeping one of these houses is sold by one woman to another.

I have tasted bread in many Maine hotels from Mount Desert to the Canadian line, and have never eaten better, rarely so good bread, as I have found in every boarding-house in Lewiston in which I ate, and the bread I saw on the Biddeford table was evidently very nice. I may have known only the best boarding places. The statistician, Edward Atkinson, has calculated that the adult working woman can be well fed on twenty-four cents a day, and his figures, it will be seen, compare very well with the figures of the Maine Cotton Corporations. But the girls get something more than food for their twenty-four cents.

I found at the head of the boarding-houses good women, christian women, women in whose veins runs as good blood as any in New England. One is a lineal descendant and bears the name of a famous colonial Governor. Several worked in the mills themselves, years ago. Some make in this way comfortable homes for an

aged father and mother. One, who is "ambitious to be a good housekeeper" takes "*Good Housekeeping.*" I was shown into the cellar of this young woman's house. It was remarkably clean. I much doubt if all the cellars are so well kept. Chloride of lime is provided by this corporation and can be had for the asking. It was used freely about this house. In two houses I had back rooms, up one flight of stairs. These were the only rooms vacant at the time.

In the first one there was a good enough pine chamber suit and a tolerably comfortable bed. There were hooks for hanging up the clothes. It had no closet, and there was no place for a stove. (There are several rooms belonging to this company and to another Lewiston company, in which there are no closets and no openings into the chimneys for stove pipe.) The white earthern water pitcher had met with a slight accident, and an odd pickle-dish did duty very well for a soap-dish. This room was in the ell. It had one window that looked into the tiny, neat back yard. Low wooden sheds and out-buildings hemmed this little yard in so completely that there seemed to me, a stranger, no easy way of escape from the back in case of fire, and as my room was somewhat cut off from the front of the house, I felt uncomfortably nervous for the first few nights of my stay in it. The next room I occupied was larger, and although a back room, it was at the head of the front stair way. There were two beds in this room, and in addition to the then necessary furniture there was a large sheet and cast iron air-tight stove. Two windows, this time, gave me a view of another tiny back yard, hemmed in as closely as the other one by similar low wooden sheds and out-buildings. In each of these yards a few flowers were growing. Occasionally some one above me would empty water out of her window. This surely should never be allowed, the yards, so small, and so shut in, being too damp at any time, if there was no other reason. This room had a very good closet. The third room I slept in was a private one. It belonged to the little son of the mistress of the house and was very kindly given up to me. I visited the rooms of several operatives of each corporation. The girls were very cordial and polite. Many weeks would not have sufficed, if I had accepted all the invitations I received, to call on the giris who boarded in the "blocks," in private houses, or at their own homes. I was not able to see much of the French employes, except in the mills. When I was in Biddeford I called at some of their boarding-houses. They bore the sign, "*maison de pension,*" but

the boarders were all out attending the great Catholic fair. The majority of the French employes live in their homes, crowded into too close quarters.

The floors of the girls' rooms are bare, and surely the floors of sleeping rooms should be. But often rugs and strips of gay carpeting, which can be easily shaken, are placed before bed and bureau, adding comfort and brightness to the room. Quite often the girls carpet their floors. There are ventilators over the doors in some houses. One company furnishes each room with a large, painted, closed wood-box that holds just so many feet of wood prepared for burning, so the girls cannot be cheated in buying their wood. I saw one of these last summer, set up on end and being used as a closet for rubbers, boots, etc. The boarders hire or buy their stoves. Only once did I see any thing in the shape of a stove except the sheet iron "air-tight" in some form or other. This one exception was a little cast-iron stove with movable top, that revealed "covers" underneath. It was so handy and the air of the room was so much better than it is when an "air-tight" is used, I wonder the young women did not all have them, keeping them set up from one year's end to the other. The girls take all the care of their rooms, and plenty of hot water is always ready for them to wash and clean with. Some of the rooms are extremely neat. I have one in mind now, an attic room, very attractive on account of its neatness. Its occupant, at the time of my visit was making half a dozen large print aprons to be given for a proposed working-women's home in Lewiston. A young friend had dropped in, and had taken up the strings to hem. She was hemming them beautifully and in a peculiar way. I learned that she had once sewed in a dressmaker's shop. In another neat room, one of the women was arranging the finished squares of a patchwork quilt on the bed. This eminently capable woman would not fill out a blank. These rooms are the *homes* of some workers, and sometimes one would seem to me rather extravagantly furnished. Overseers and other male employes of the mills occupy some of the houses in the "blocks," and sometimes a girl will rent a room in one of these.

A Marseilles quilt weaver who has worked in the Bates mills twelve years, has occupied for seven years a room hired in this way, belonging to another corporation, and goes to another house, a door or two away, for her meals. Her room is a corner back room with three windows. In a salt box on one window-sill, pansies were

blossoming. Fuchsias and geraniums in flower-pots kept the pansies company. This room was carpeted, and there were within it many evidences of taste and refinement. Another mill employe has the opposite corner front room for which she pays seventy-five cents a month. This room is carpeted, and vies with the other in attractiveness. These women own the furniture of their rooms. I spent a part of one evening in a cosy sitting-room under the eaves of a Main street building. A copy of Raphael's Madonna della Ledia adorned the walls. This sitting-room was shared by two young women, one of whom is, so far as she knows, of purely Indian blood. When a child she went to the public school of a flourishing Maine town. She is a regular subscriber to the Century Magazine, owns a set of Chambers' Encyclopaedia, and other well selected books. Among them, I noticed, with astonishment, a copy of a translation of Dante, and I assure you the inside of the book is not unknown to its possessor! This girl can boast a great uncle who was graduated from Dartmouth College. She had carried on the Chautauquan studies for a year. It is not unusual to come upon the books of this society in the rooms of the mill employes. I saw twice, in the same mill, the silver cross and purple ribbon of the "King's Daughters."

A bright-eyed Scotch girl, only two years in this country, if I remember correctly, took my hand and led me one evening through the dark passages and up the dark stairways into her room. She had a sister who worked and roomed with her. The room was warm, for this was an October evening, and a good cabinet organ was open. Very many of the operatives, however, are obliged to deny themselves every unnecessary thing, even a fire, and purchasing a book is not to be thought of, for every cent must go to those dependent upon them. More than one aged father and mother, sick brother or sister, or children, are supported by these women. One woman told me she had paid eleven hundred dollars within a few years for the support of her little boy. I had occasion to go one Sunday afternoon to visit a girl in one of the boarding-houses. Her room, a large one, was rather bare, and very close. She apologized for its closeness by saying that she was "trying to kill off the flies." She was almost alone in the world. She had no father, no mother. One half-sister was worse than dead. She was delicate and forlorn-looking. Her loneliness seemed to me emphasized by the presence of the little black puppy asleep on the outside

of the bed. In one house a door was opened for me, and there was the smell of some intoxicant within. I believe that such cases are rare. This was in a mill boarding-house, but I think the occupant of the room was not a mill employe. I met in the corporation boarding-houses excellent women from our country towns, who have worked for years in the mills. And sometimes they have with them in the same house and mill a niece or a neighbor's daughter. Some of these women are well-informed on the questions of the day, reading the daily newspapers and popular magazines. I remarked more than once in the Young Women's Reading Room in Lewiston, a pleasant-faced woman, and was told that she came there every night after her work to read the *Daily Journal*. I saw the same woman at prayer meeting. She recognized me as a stranger and invited me to call upon her. I was sorry not to accept her invitation.

Two women, sisters, who came every day into a mill to work, have a flower-garden, and every morning while the flowers last they bring a basket full to give to the others.

A former employe of the Bates mill was the first "girl graduate" of Bates College. Ex-Governor Cony offered her a scholarship, but she had nearly finished her course and declined it. She has since studied in Germany and, I am told, is now teaching in Massachusetts. There is a deplorable lack of sociability among the girls. Here, as in so many other places, the steadier and quieter girls keep aloof from a new comer, waiting for her to reveal herself, and in the meanwhile, very likely, the least desirable acquaintance has been begun and thus the first step downward is taken. Many girls go months into the same dining-room without exchanging even a nod of recognition. I believe it would be better every way if no boarding-mistress was allowed to take a boarder from any corporation except the one to which the building she occupies belongs. I think the resources, the property of each company, should be used for its own help. Common interests would thus be more easily developed. And, in my opinion, never should any male boarder, (not even a table boarder) outside the employment of the corporation, be taken into the boarding-houses. The strong race feeling, particularly against the French girls, is much to be regretted. Hundreds of these cannot speak a word of English, and the American girls cannot speak French. I do not know that a single agent, overseer or section-hand speaks French. The French girl is "gentle" and untaught,

consequently is more easily influenced than almost any other working-woman. *I consider the teaching in the public schools of the French and French-American children, the girls especially, of the very greatest importance to the State.* I feel that I cannot urge it too strongly upon our law-makers, and I speak advisedly. I think the adoption in all our towns in which there is considerable French population, of the French and English school readers, now some years in use in the New Brunswick schools, where there is a large French element, would be a great instrument towards bringing about the much-to-be-desired learning of English by the French children, and at the same time the English-speaking children would be learning something of French in the very best way. By the courtesy of Mr. William Crocket, of Fredericton, Superintendent of Education in New Brunswick, I am the recipient of copies of this series of readers. There are a primer, first, second and third readers. A fourth is soon to be introduced, "*Les Inventions Modernes*," (Modern Inventions) which will be used in alternation with their English fourth and fifth readers. The books are published by the Edinburgh house of Thomas Nelson and Sons, "specially for the Province of New Brunswick," and the Messrs. J. & A. McMillan, importers, St. John, N. B., write me, "We do not think there is another series of French-English books used anywhere." They are altogether admirable in respect of matter, print, illustrations and binding, when the cost is considered. The retail prices are eight, twenty, thirty and forty-five cents. The first page is in French and its opposite is in English. There are words for spelling and writing at the end of each chapter, and "imitative exercises," sentences made up in each language from the words occurring in the lesson. Over one hundred French girls attended the Bates Street Evening School in Lewiston during one term in 1887. There were over two hundred girls of all nationalities registered. A teacher in this school, herself a graduate of Bates College, said to me of the French girls, "they were very quick, keen scholars, and very regular in their attendance. Nothing but church services hindered their attendance, and they were good girls, that is *better than those who had no religion.*" She told me of one English-speaking scholar, a woman from New Brunswick, between thirty and forty years of age. She was a housekeeper who did not know a letter. She worked like a student over a Greek or Latin lesson. She was lovely in character, and was so proud of being able to read her cooking receipts. She learned to

read a newspaper in about two months. In the cotton factories the French female employes largely exceed all others combined.

The Androscoggin Mills employ six hundred and ten females. Of these three hundred and thirteen are French.

The Bates Manufacturing Company employ nine hundred and thirty-eight females, and has the names of three hundred and seven French females on its pay-rolls.

The Continental Mills employ "five hundred and ninety-one females. Of this number three hundred and eighty-six are French."

The Hill Manufacturing Company employs three hundred and eighty-one females. "The number of French females (all ages) employed in our mills is, by actual count to-day, one hundred and ninety-three. This is thought by the owners to be about the average for the past three years."

Lockwood Company, total number of females employed, five hundred and five. "Should think two thirds of our female help are French."

Laconia Company employs eight hundred and ten females. "The number of French girls and women at present employed by Laconia Company is four hundred and seventy-four as near as we can readily tell."

The Pepperell Manufacturing Company employs nine hundred and forty-five females. "We find the number of French girls and women employed in Pepperell Mills, at the present time, to be six hundred and forty-five."

The York Manufacturing Company employs seven hundred females. "Should think that nearly one-half of our female employes are French. This is only an estimate based on the names appearing on our pay-rolls, as we should hardly like to ask the nationality of each of our people."

The Avon Manufacturing Company employs forty-one females, mostly Americans. It has no French employes.

These figures show *three thousand and five French females* out of a total of five thousand five hundred and twenty-one, at work in the cotton mills I visited in the towns of Lewiston, Waterville, Biddeford and Saco.

I have made this careful and detailed exhibit, hoping to impress our legislators with the amount of work these women are doing, and with their need in the way of educational help for themselves and their children. Let it be remembered that many of these are married

women, who attend, as well as they can, to their household affairs also; that they are shut out from many enlightening influences by their ignorance of the English language; that they are, I may say, often hated by their co-workers, and that their ancestors were on this continent before ours were. They and their children must be taught the English language by the State, and they must learn that our institutions and laws are calculated for their benefit. They must be protected from the drunkenness, brutality, avarice and laziness of their legal lords and masters, or the State will suffer. The French women marry young and have many children. A newspaper clipping before me, which I would like to verify, gives the number of pupils in the parochial schools in Lewiston. As to the morals of the female mill employes, I believe that the greater part of those in the boarding-houses are good girls. One woman who keeps one of these, said to me, "There are nice, pure-hearted girls here. I never expected to find such girls in a factory boarding-house." Another said of her boarders in their presence, "They are good girls, and I am not afraid to trust them." Again a woman said to me, "I have been here six years, and during this time I have never had a girl who has wanted a private room to receive a gentleman caller in."

I called at a boarding house one evening. The young woman who answered my ring at the door-bell was evidently expecting some one. She coaxed the mistress to allow her to have a certain room that evening, but without avail. It was some other girl's turn, and whether she wanted it or not, no other girl, it seemed, could occupy it. A little later I was asked into the dining-room, and I judged from appearances that the unfortunate young woman was permitted to entertain a gentlemen friend in the small dining-room we had left. The girls are supposed to be in their rooms at ten o'clock at night. When one, for any good reason, is desirous of being out later, she is given a latch-key. When a girl does not regard the rules of the house, she has to "move on" like poor little "Joe," and I am afraid she gets too often where there is no one to help her keep up. It is very true that I saw improper behavior in young women whom I knew not to be absolutely bad, and in some instances I noticed loose conduct on the streets.

The morals of our young women cannot fail to be improved with the enforcement of the law making twelve years the legal age for a girl to become an employe. I would it could be raised, and I *am*

certain it should be. I know that very rarely indeed a girl at that age is physically able to bear ten consecutive hours' labor of any kind. I have met one or two young women who have worked eleven or twelve years in a cotton mill—since they were eleven years old. I think it cannot be generally known that in this State the age of consent is *thirteen years*, and I trust that during the coming session of the legislature it will be raised to eighteen. The preservation of the virtue, health and prosperity of the republic depends on the moral force of her women, and it is the *duty of the men who represent them*, to see that they are educated and enlightened.

Next to the cotton mills in number of employes, are the shoe manufactories. I visited eight of these and two wigwam slipper factories.

The women generally work in a room by themselves. In some factories they are overseen by a forewoman. The stitchers sit along two sides and one end of the work-room, facing and nearly opposite the windows. The sewing machines are run by steam Many stitchers wear shades to protect the eyes. The posters, cementers, eyeliters and finishers, sit in rows in the centre of the rooms. The cement and glue are in pots sunken in the working-tables and heated by steam pipes underneath. In one factory the girls are paid by the week. The following figures, copied by me from the pay-roll of the company, show earnings of these employes during 1887. The fact that in this year there was a strike by some male employes of this factory that lasted three weeks must be taken into account. One woman was paid $454.31; another, $416.36; another, $398.82; another, $336.16. This last one kept house, and lost, besides other time, two months. Two who were taught this year to vamp and top-stitch, $334.65 and $382.65 respectively; another who was out a month and had vacation besides, was paid $467.99; one paster was paid $350.24; another paster (this was her first year at work) $353.97; another paster, who was out a month, was paid $269.83. Some of the employes in this factory, however, worked by the piece. The lowest price paid per week to a female employe by this company during 1887 was $5.50. The lowest price per week to a stitcher was $8.00.

The following figures were copied by me from the pay roll of another boot and shoe manufacturer. The dates were selected at different times of year, and are intended to show the pay for a slack as well as a busy week's work. The girls in this factory do not work

all the time. They stay out when they do not feel well. The female employes average in this shop about eleven dollars a week. Possibly the men average twelve dollars a week.

Pay-roll of female employes for week ending January 28, 1888:

$10.50, $8.70, $11.37, $9.13, $6.40, $9.05, $11.32, $4.50, $8.65, $7.57, $7.68, $11.58, $9.99, $10.69, $10.64, $11.65, $7.65, $9.54, $10.36, $9.05, $11.86, $10.08, $15.03, $13.37.

Pay roll for week ending March 10, 1888, a "busy week." It will be seen the pay runs higher. The women are paid by the piece:

$13.25, $14.41, $12.50, $7.82, $14.94, $10.28, $8.73, $13.26, $11.24, $10.21, $10.86, $6.34, $12.57, $12.22, $15.09, $15.20, $13.49, $10.12, $10.10, $7.98.

For week ending August 25, 1888. There are fewer at work,

$9.90, $8.35, $10.38, $6.10, $9.41, $5.38, $8.01, $11.33, $8.73, $14.30, $8.49, $5.55.

The owner of this shop told me that he began work at twelve cents a day.

The woman whose pay for the week above was $14.30, sometimes earns $18.00 a week. In 1887 one woman in this factory was paid $664. In addition to this work she did her own housework. Her family consisted of two sons, both under age, and herself. In some factories each employe does a variety of work, in some others each employe is confined to one or two kinds of work. Many married women work in shoe shops. In one stitching room one-quarter of the women-workers were married. One can easily see that when a woman must do her housework and shop-work also, expensive food is often bought because it must be cooked quickly, and there is not much time for economizing and planning, either in cooking or dress. It is much to be regretted that so many married women are at work away from their homes. Of course there are some women at work, whose husbands are unable to work. I remember one such case. The husband was dying of consumption, and several little children were left with him to take care of as best he could, while the mother worked, with her heart full of sorrow, from morning until night. There are a good many American women *who have no children*, who are at work in shoe-shops and other places. It is much the custom at Auburn, to rent rooms in one house and go out to another for meals, both husband and wife. Again and again I have been told, when lamenting the lack of real homes, and the lavish expenditure of money for dress, "One must dress if she wants to be anywhere."

This remark is not confined to shoe factory employes, nor to the women alone. Except in the case of one cotton mill agent, who I am sure, is a conscientious man, I have heard nothing like the bitter feeling expressed by some shoe factory employes. I was told in one shoe factory, that most of the women employed there had worked there from eight to eighteen years. The women engaged in the shoe manufactories are bright, shrewd, wide-awake women. One of the pleasantest things connected with my work, is the remembrance of an evening spent with a dozen or fifteen women in the employ of Ara Cushman & Company, Dingley, Foss & Company, and Foss, Packard & Company. I met them at the house of one of their number, and they were serious, thoughtful and anxious to know and do the right things, willing to change their views and to make their actions correspond. Accustomed to look mainly to the case of the employe they had considered but little the claims of the employer. They are women for any State to be proud of.

The dressing-room at Ara Cushman & Company's, seemed very well planned. At Shaw, Goding & Company's Portland factory there was a good dressing-room, and the water-closet was well arranged and carefully attended to. I was invited to visit the factory of this company at Freeport. The girls had a pleasant work-room there, also excellent toilet accommodations.

There is a Relief Association among the employes of the above mentioned Portland factory. It was organized in December, 1885, and its object is "to give financial aid and benefit to its members or heirs, in case of death." The executive committee consists of seven persons: One to represent the firm, one from each work-room, one from the sales-rooms, and two at large. Its visiting committee numbers "five ladies and five gentlemen." "The duties of this committee shall be to visit as often as twice a week any member living in the city, and the sick allowance shall be paid upon the unanimous recommendation of the committee." The sick allowance of five dollars per week shall be payable for the second week's sickness and continuing during sickness not more than five weeks, provided the fund in the treasury is less than one thousand dollars. When such fund exceeds one thousand dollars the allowance shall be continued not more than ten weeks. When the fund shall amount to two thousand dollars the weekly payments from all members who have paid weekly assessments shall be discontinued until such surplus is removed."

"The sick allowance for members whose weekly payments are five cents shall be two dollars and fifty cents." "Funeral benefits to all members, fifty dollars." "No member shall receive, for sick allowance, a larger sum than one hundred dollars in any consecutive twelve months." "No sick allowance shall be given when the sickness has been brought on by criminal or immoral conduct." "Temperance, good fellowship, law and order are the principles of the association, and all complaints on the part of any member to be presented to the executive committee at any meeting of that committee, at which time the president shall read the charges preferred against any member, who shall then be heard if he (or she) wishes, and the case voted on by the committee; if the ballot is against the party, dismissal from the association shall be the penalty. The services of the officers of this association are gratuitous. The treasurer gives his receipt for all moneys belonging to the association, and deposits its funds every week in a savings bank.

Bangor is the center of the wigwam slipper industry in Maine. There are men in this work who have been moccasin makers for twenty years, and who make quantities of these slippers at their homes, assisted by their wives and other members of their families. Very many of these slippers, after having been cut, are sent out to be made privately, and a very large number of women are engaged in this business.

In the Cumberland and Presumpscot Paper Mills, "one hundred and eighty-four females are employed. One hundred and sixty-six of these, are Yankees, and reside in the village with their parents or relatives, or board at the company's boarding-house. Ten are Irish-Americans, and twelve are Nova Scotians. There are one hundred and six cutters and counters. The cutters, in the warm weather, are fanned as they sit at work by fans moved by machinery, over their heads, a fan to each girl! The quickness and skillfulness of the counters is amazing. Their work seems very pretty and "as easy as lying." But let one try it and she will find that weeks even, in some cases, are necessary to learn to "fan" the paper and to make any headway at counting. It is hard on the hands and shoulders. I have seen enlarged finger-joints from this work. It is planned that each girl in the finishing and cutting department shall rest twenty minutes during both forenoon and afternoon. Twelve "spare" girls are employed to work while the others are resting, but if a girl is absent the spare girls must work in her place, and then the time of

rest is lessened. The hours for the girls in these mills are nominally ten, from seven to twelve in the forenoon and from one to six in the afternoon.

One of the girls told me, however, that during the year, they had never worked later than five o'clock in the afternoon. Taking out the "rests," there are left only eight hours and twenty minutes of actual daily work, when the girls are all present. There are seventy-eight females in the rag-sorting department. I saw one girl there who had lately recovered from the small-pox. She was at work, but not yet strong enough, she said, to go up-stairs to her old room at the boarding-house. Her former room-mate, who took care of her a month and fortunately escaped the disease herself, was at work near her. The walls of the rag-room were painted in a block design of three or four soft, warm, light colors, and every thing seemed as clean about the room as one would have it. The dust is blown off, as much as is possible, by machinery. These mills are said to be the largest, under one roof, in the world. In comfort and cleanliness, and in demands upon help, they contrast strongly with large Massachusetts paper-mills. About a fourth of the girls employed here bring their lunches and "stay at noon." I took my dinner at the company boarding-house with those who boarded there. The dining-room was very clean and the table was neat. I was hungry and when I had eaten my mince-pie with only slight mental questioning, I noticed that the lady-like young woman at my right hand had apple-pie before her. "You have apple-pie," I exclaimed. "Yes; when there is nothing on the table we want, we can ask for something else," she answered. Only this girl had a napkin and I concluded she provided it herself. There were no butter-knives on the table. When I entered the tidy little entrance hall of the boarding-house, I was gratified at seeing acid fire-extinguishers hanging on the walls. The sitting-room was rather pleasant. The young woman with whom I went to dinner invited me into her room. It was tastefully furnished with her own furniture. This company also has a Relief Association "to aid and benefit such of its members as are by sickness and accident, unable to work."

"Regular employes of the mills, between the ages of sixteen and sixty, without regard to nationality, or sex, or station in life, of good moral character, able and competent to earn their own support and that of their families, are eligible to membership in this association."

"The amount of benefits paid by this association shall be five dollars per week to males, and two dollars and a half to females; *provided*, that no member shall receive benefits for the first week previous to their case being made known to the president. *Provided also*, that no one shall receive the benefits for more than twenty-six weeks in any one year, nor for more than twenty-six weeks in any one sickness."

"No member shall be entitled to a benefit from this association when it shall be proven that his or her sickness or accident was caused by intemperance or immorality."

"On the death of a member of this association each male member shall be assessed fifty cents, and each female member twenty-five cents."

"A funeral benefit of fifty dollars shall be paid to the heirs of the deceased member."

Bonds are given by the secretary and treasurer of this association.

The Haskell Silk Company at Saccarappa employs one hundred and thirty-two females. There are a few Danes, and a few Nova Scotians among these. Seventy-five of the number are of French birth or descent, and the remainder are Americans. There is no boarding-house for the employes. Many of them are residents of the village, and some of these French girls are quite well taught. The rolls of woven silk are carried to the homes of women who examine every inch of the goods, and pick off the bits of fuzz, etc. These inspectors average a dollar a day, and the work is given out with discrimination to needy and dependent women.

The Portland Match Factory Company has thirty-nine female employes. Twenty-eight of them are Irish-Americans, and the remainder are Americans. The girls sort, count and wrap the matches, putting them up into small bunches. Then they make these bunches into the larger paper packages, ready for the final packing. There is much prejudice against this work on account of the injurious effect of the phosphorus. The following from Bartholow's *Materia Medica and Therapeutics*, page 108, is the most concise and pertinent passage that I have been able to find on the subject in any medical authority: "Chronic poisoning by phosphorus presents some interesting features. It occurs in those who are exposed to the vapor, in workmen engaged in phosphorus factories, and especially in the workers in match-factories. Irritation of the bronchial mucous membrane, and to a less extent,

of the gastro-intestinal, takes place, with the attendant symptoms of cough, loss of appetite, indigestion, constipation, failure of nutrition, etc. The most important change is that occurring in the maxilla, more especially in the inferior maxilla, which is both more severely and more frequently diseased. The lower jaw has been repeatedly removed for this phosphorus necrosis, which begins in carious teeth, develops into a periostitis and ends in the death of the bone. The alveolar process only, or a part or the whole of the bone may be cast off. Phosphorus increases the production of osseous tissue; the spongy tissue is thickened, and the compact is rendered more dense. Extensive osteophytic formations take place in animals fed on it, and the marrow cavity of long bones may be encroached on, even closed, by the deposit of new osseous material." (Wegner) The forewoman, a very pleasant and sensible young woman, has been in this factory eighteen years. She did not look well. The whites of her eyes and her skin were yellow. She is thirty-five years old. She told me she had lost but three teeth. On the occasion of the loss of one of these, she was away from her work during *nine months*. She was not confined to the house, but was anxious that there should be a perfect healing of the jaw before her return. This was accomplished, apparently, a month before her physician allowed her to go into the work-room again. On the morning of my first visit, thirteen young women were present who had worked there over three years, five who had worked five years, and three who had worked over eight years. The foreman judged the average pay to be about five dollars a week. The girls are paid by the piece. Each one has at her right hand, a tin basin holding a wet sponge, in which she dips any card of matches, that, by handling, gets afire. There are no men in the room. Each girl has a drawer in her table for her drinking-glass, towel, soap, etc. I noticed one girl who had two very badly decayed teeth in the lower jaw, and I was so uneasy on her account, that I went a second time to the factory and was very kindly allowed to ask her into the office, and warn her personally of the danger she was incurring. She said she knew the risk, but the dentist had assured her the teeth were too far gone to be filled. When she began work she had two upper front false teeth, and was evidently a girl of not very good constitution. I questioned a prominent Portland physician about her case and he said, "She ought to look out for herself." The resident physician of the Maine General Hospital

told me that there had been two cases of necrosis of the jaw from this factory at the hospital. They were there some years ago, before his appointment. I learned of another serious case, and was informed that there was a decided scrofulous taint in the subject. The water-closet was in an uncommonly good condition. The room had the most business-like appearance of any I visited. The girls paid the strictest attention to their work, and were remarkably well-mannered. There was no singing, no talking; plainly work was a serious matter to them. It is, of course, of importance in this work that the mouth should be kept shut, and watchfulness is necessary on account of the danger of a more serious conflagration than the half dozen or more little ones I witnessed, which were promptly put out in the tin basins. It was very brimstony air that circulated within those iron walls, and I was astonished and much inclined to doubt the dreadful effects of the phosphorus, when I learned that the girls remained within the work-room, not only ten hours a day but during the "noon hour" as well.

I think the girls should not be allowed to take their lunches in the building. The doors should be locked against all admission until it is time to go to work for the afternoon. And, if possible, an hour and a half or an hour and a quarter should be granted, between the forenoon and afternoon work, the room in the meantime being well ventilated. And the room should be thoroughly ventilated before work is begun in the morning, and often during working hours. I am sure a good walk to and from work at noon would do much for these employes.

The young women employed by the Lewiston Bleachery and Dye Works have made no returns. About thirty girls are engaged the year round on folding, "wiring," sewing and labeling the goods sent out by this company. "The work is regular so that no time is lost except such as may be taken a day or two at a time voluntarily by the girls." The female employes are paid five dollars a week. The rooms are clean and pleasant, the upper room especially. This is the pleasantest room I visited in the State. The white "scrim" curtains hung with rings on rollers, and tied back with blue cambric bows, gave a cool, dainty appearance, unexpected in work-rooms, and it was as agreeable as unexpected to find them here. The fact is, the employes of this company have great community of interests. The young women, for the most part, are the daughters and sisters of the male employes. They are Irish, Americans, and of French blood.

There are forty herring-sardine establishments in Maine. It is estimated that their product this year will be a half million cases. It has been an uncommonly successful season for this industry. Half of these canning factories are in Eastport. I visited six of them. Women and girls pack all these little fish. The greater part of them are put up in cotton-seed oil. Some of the larger fish are put in spices and vinegar, and some in mustard. The law says, you may begin to catch herring on the fifteenth of May, and that you must stop catching them on the fifteenth of December. Consequently this business, at the outside, keeps people busy eight months of the year only. Sometimes the fish do not come into the Eastport waters until later than April or May. This work is dependent on "fishermen's luck." In some places boys fill the packers' cans with oil; in others the girls fill them themselves as they pack. In one place I found forty girls packing, in another twenty, in another nine. The cutters, those who cut off the heads, are men, women, girls and boys. The fish are brought in in boats at any time of day and sometimes in the early evening, then work goes on in the night, for these are perishable goods. The factory to which the fish have come blows its whistle, each has a whistle peculiar to itself. Then there is a scampering! When a box is filled with headless fish, the cutter calls out, "here's a box!" and straightway he receives a pasteboard ticket, which is good at the company's office for a few cents, five or more. The number of packers, I was told, could not well be estimated. The work is uncertain, and some go from one factory to another. I give figures from pay-rolls of one company, who, gladly furnished them to me. These show the wages of packers who work by the piece.

For the week ending May 19th, 1888:

$9.73, $11 28, $10.63, $8.57, $9.52, $9.90, $4.08, $10.77, $12.23, $11.43, $11.47, $12.38, $9.19, $8.88, $8.58.

For the week ending September 1, 1888:

$9.32, $13.20, $9.35, $7.74, $6.30, $7.96, $8.13, $12.00, $12.48, $8.92, $7.45, $8.49, $10.56, $11.62, $5.76, $13.04, $8.40, $8.18.

For the week ending September 8, 1888:

$9.80, $12.81, $10.12, $8.17, $11.14, $10.05, $8.20, $9.63, $12.15, $11.69, $5.92, $8.63, $9.83, $9.73, $6.69, $10.50, $7.32, $4.65, $9.80, $6.40, $7.66, $9.83, $10.00, $6.80.

For the week ending September 15, 1888.

$10.62, $15.33, $10.28, $9.52, $11.69, $12.84, $15.80, $13.85,

$13.58, $9.50, $11.24, $10.89, $11.32, $9.49, $10.45, $10.48, $10.72, $10.79, $11.24, $9.50, $9.11.

There are no returns from telephone operatives. They are very busy workers and are kept at their tables on Sundays, when, I am told, the messages are mainly of a social nature. I have had personal acquaintance with young women who were obliged to work for a living, but who gave up their positions in a telephone office, because of their conscientious scruples concerning Sunday occupation.

There are several other kinds of work, compelling women, dependent on their own exertions, to excessive service, for the selfish gratification of the least moral element of society. In laundries, women have been known, before the enactment of the ten-hour law, to work until eleven and twelve o'clock at night, and always very late on Saturday evenings. Care and attention on the part of the public, and humanity on the part of the employer, would put an end to this. In the fancy and dry goods stores, the saleswomen, in many places, work evenings, when, if the public once became accustomed to forethought in making its purchases, that hard Saturday evening, which often is like "the last feather that breaks the camel's back," might become a rest. As it is, many saleswomen are so worn out when their week's work is ended, that a good part of their Sundays are spent in bed, recuperating for the next week's demands. And one by one girls drop out and die, often from sheer over-work. This I know from observation and personal acquaintance. Many girls who are found in our stores, are graduates of our city schools, or girls who have attended during half the four years' course, whose homes are in the city where they are employed, and whose family needs are such that they must stay at home. Saleswomen receive the lowest pay of any adult help. These employes and milliners are generally allowed to purchase goods for personal use, at the "cost" (marked) price of their employers. And the same privilege is often granted them by other dealers in the same lines of goods as those they sell. I have found but one store where the saleswomen had nothing furnished in the way of seats. Let me quote here from Dr. Ely Van der Warker in the *Popular Science Monthly*, February, 1875, page 461:

"Woman is badly constructed for the purposes of standing eight or ten hours upon her feet. I do not intend to bring into evidence the peculiar position and nature of the organs contained in

the pelvis, but to call attention to the peculiar structure of the knee and the shallowness of the pelvis, and the delicate nature of the foot as part of a sustaining column. The knee joint of woman is a sexual characteristic. Viewed in front and extended, the joint in but a slight degree interrupts the gradual taper of the thigh into the leg. Viewed in a semi-flexed position, the joint forms a smooth ovate spheroid. The reason of this lies in the smallness of the patella in front, and the narrowness of the articular surfaces of the tibia and femur, and which in man form the lateral prominences, and thus is much more perfect as a sustaining column than that of woman. The muscles which keep the body fixed upon the thighs in the erect position, labor under the disadvantage of shortness of purchase, owing to the short distance compared to that of man, between the crest of the ilium and the great trochanter of the femur, thus giving to man a much larger purchase in the leverage existing between the trunk and the extremities. Comparatively the foot is less able to sustain weight than that of man, owing to its shortness, and the more delicate structure of the tarsus and metatarsus."

There is great need of special attention being given to water closets. They should be *closets* indeed, which, in general, they are not, and the air of work-rooms is badly affected in consequence.

In a few places the forewomen keep the key, and this is a very good plan. In one department of the Cumberland paper mills, there is a tiny entrance room to each closet. Nothing can be better than this arrangement; nothing more conducive to health or preservation of delicacy.

In one cotton mill visited, there were no doors to the closets, and there *never had been*, and the men's and women's closets were adjoining. There was a turn in the finishing, which acted somewhat as a screen. In one shoe factory, whose pay-roll shows the names of sixty-five females, mostly young girls, there is only one closet on each floor for men and women. When I spoke of this to one of the proprietors of the factory he instanced, in excuse, a railway car!

Another employer, on whom I urged the necessity of a closet other than the *one* in the establishment where seventeen women were employed, gave this information: "Before this was put in the girls had to go to the —— Hotel." Think of it! A girl obliged to go from the heated atmosphere of a laundry in midwinter to a hotel some little distance away, up stairs and down! This one closet, now provided, *is used by the public in connection with bath-rooms!*

One employer, when this subject was mentioned to him, said: "The girls like to have an excuse to run out." This, no doubt, is true in some cases, but the practice of running out bareheaded on the street, in twos and threes, to a store or shop several doors away, better provided than their own, is not likely to benefit either the health or the morals of the girls. I have seen this in more cities than one, during this winter and last autumn. I cannot see any reason why, in cities especially, where there is a good water supply, owners of buildings should not attend to this matter; why they should not be made to attend to it. The girls have complained of it to me again and again. In one place a good closet is made, but so situated that the girls must leave their own room and go all the way through a room where only men work, to reach it, and very rarely a girl will go to it.

FIRE ESCAPES.

One employer said to me, "I wish you could do something towards having fire-escapes provided." To be sure Insurance companies look closely after causes which may lead to fire. Yet one realizes how great the danger is of loss of life in case of fire, in many places. There are many narrow and dark stairways, and often these are the only way of escape from a building, except by means of the roof, to other buildings. From one salesroom, I went by dark stairways that were made much narrower from having picture-frame mouldings stored along the side of the stairway, up three flights to rooms, full of paper, where young women were at work, making blank books. The Pepperell Mills in Biddeford stand a continual object-lesson for other corporations. Their fire escapes are excellent. The Hill Manufacturing Company of Lewiston has some escapes. Messrs. Parker and Peaks, Bangor have one on their factory, and their doors open out. Messrs. Shaw, Goding & Company of Portland also have one, and their stairways are broad. Barrels and pails, filled with water, are ready for instant use in all the cotton mills. I should be interested to know just how often, in any mill, these are emptied. I asked many times, and once I was told the water was poured out and the pails washed, once a week. In every other case, I was told that water was put in as fast as it evaporated. That standing water is unhealthy is well known.

Elevators, in case of fire, are mere "death traps." In more than one place, especially in one shoe factory, I felt that the guards to

keep a passer-by from falling down the elevator shafts, were very insufficient. One elevator in which I refused to go, has fallen since my visit to the city, one man was killed, and another was badly injured.

I have seen men smoking at their work, where girls were also at work. One of the employes said to me, "We cannot make a complaint about smoking and swearing, when our employers do both." I saw only a few days ago, each member of a company smoking over his work, but there were no females in this room. One young woman whom I have known well for years, gave up her place because her employer was so indelicate in speech. This is the only instance of an employer being complained of for anything of the kind.

Several times, the thoughtfulness of an employer for his female employes has been spoken of to me. It is often the custom of saleswomen to remain at home when there is a heavy snow-fall, until the streets are cleared, and often a clerk is sent home in a carriage, in bad storms. One cotton mill agent made the utmost endeavors to have his female operatives carried home, at the time of the great snow storm of last winter. If the agent of a large corporation, and the employer of many women, would just give a little nod of recognition to the women, (and men too,) whom he meets in his yard, or about his mills and work-shop, it would be much appreciated, even when the employe knows very well that her face and name are alike unknown among the multitude under his supervision. The slightest expression of personal interest is worth so much and costs so little.

I distributed among working-women, between six and seven hundred of the blanks prepared by the Bureau for females employes. I made an explanation to each woman of the duties of your department, calling attention to, and reading the law, under which it was established. I read, almost without exception, a blank with each employe, explaining every question in its order. I offered blanks to many others who were unwilling to fill them out. I expected more returns, because I never left a blank unless I was given, what I considered, a good promise to send it to Augusta properly filled out. I did not, however, meet the fathers, mothers and husbands of these women, and I know that in some cases, objection was raised by the relatives of those whom I saw, and to this I attribute, partly, the non-fulfillment of promises. Then, so often, the employes are

too tired when their daily work is done, to set themselves about the task of writing. Women have so much to do outside of their business, too! There are many stitches to be taken for themselves, and not seldom for others; a little extra washing to do, etc. There is always the care of a woman's room, upon herself; and it must be remembered that very many employes *keep house.*

Many times a girl has become much interested in the plan of the Bureau, when she has given a little attention to the matter. A great many of our women, busy with their hands all day long, are thinking women, with good brains. And here I wish to say that the *Chautauqua Circle* is a most powerful influence in our State. One man who has been a book-seller and owner of a circulating library for years, told me that the establishment of these circles in his little city had changed the entire character of the reading matter sold. Twenty-five of the school teachers in the heart of the city were members of these "circles."

The question on the blanks, "Have you a savings bank account?" has occasioned a great deal of discussion and remark. I asked the cashier of the savings bank at Eastport, if the sardine packers had accounts at his bank. He said that as many as twenty-five married women in this work had accounts, and I was pleased when he told me that he remembered one young women who had begun an account within a week, and I found she was one with whom I had talked on the subject of savings bank accounts. Many a girl, when we came to that question, said, "I carry all my earnings home to my mother, and when I want anything I have it," or she finished with "and my mother buys all I need; she can buy better than I." And not once did I get a hint of unwillingness to do this, not once did I hear a murmur because of being obliged to help at home. It was loving, cheerful and willing service in every case. I could go into almost every place where our women work, and walk blindfolded to the most devoted daughters under the sun. I am thoroughly in love with the WORKING WOMEN OF THE STATE OF MAINE, and I would like to take the hand and look into the eyes of every one of those whom I met while attending to the work appointed to me, even of the gay and thoughtless girl, who made merry because I wore no bustle! And of that other very efficient young woman in the same shoe-factory, who was doing her work, such as is usually given out to men, better, her employer assured me, than it had been done by the men who had it before she and her associate in the same work took it in hand.

Her pay for this "sciving" is nine dollars per week. She rated me so soundly for sins of omission and for sins of commission, that I could no more keep the surprised tears from falling, than I could have hindered the blood following the prick of a knife-blade; and there were male employes looking on, too!

I received much courtesy from agents of corporations, superintendents and overseers everywhere. Private inspection papers and payrolls were offered for my instruction and use. In many instances I was, myself, I felt, under close examination, before I was permitted to speak to the employes.

In Auburn, where many of the manufacturers had afforded me willingly all the information I could have asked for, one unwise man advised me to "hire a hall," to which advice I smilingly replied, "It is just what I would like to do, but the State appropriation is not sufficient to allow it." One of his employes said to me, "He is a good man to work for." I could believe her, for one girl waiting for work, was reading one of her Chautauquan books, and the work room had suitable accommodations.

A few times, I was politely asked if I could not call at another time, and I did not refuse to oblige in this way. One agent of an important cotton corporation said to me, when I asked in his office if I could go into the mills, "Those mills are run according to the laws of the State of Maine. If there is anything wrong there, I want to know it." I am happy to record that his mills were cleaner than some others. Another man, treasurer of a large corporation, said, "You can have all the privileges the State asks for, and more too."

A manufacturer, well known in our legislative halls, said, "Whatever you do can only be of benefit to us. Our factory is open to you." This man, an old school-mate, extended unusual favors to me. Several very kind letters, in response to mine written in order to verify my notes, or to obtain some information unthought of at the time of my visit, have been promptly received, and they have in some cases assured me of willingness to answer any questions in regard to their work at any time. My work, carried on so early in the existence of the Bureau, and under rainy skies, has been very exhausting. But it will furnish pleasant reflections, and agreeable pictures for the remaining years of my life, and will, I hope, add to my interest in and desire to aid, the working women of Maine, of whom I hope always to count myself one.

I am aware that notwithstanding my earnest endeavors to be exact in my work, I may have made mistakes which no one can so much regret as myself.

Thanking you, Mr. Matthews, for the entire freedom you have allowed me in the prosecution of my work; for your expressed satisfaction with its results, so far as known to you, and for your continued patience with me, I am,

Yours very respectfully,

FLORA E. HAINES.

BANGOR, Maine.

PART 4.

MANUFACTURES.

The impossibility, with the means afforded, of obtaining complete, or even fairly representative returns from all lines of industries, has led the commissioner to confine his attention to a few of the more important manufactures, viz: boots and shoes, cotton and woolen. The returns from cotton factories include nearly all in operation in the State, while those from boot and shoe establishments and from woolen mills are sufficient, in numbers, to furnish the varied features relating to wages and earnings of employes and the employment of women and children.

RETURNS OF

Number of Returns.	Kind of Goods Manufactured.	Number of weeks in operation.	Capital invested.
1	Boots and Shoes	42	$44,000
2	"	48	29,000
3	"	52	625,000
4	"	48	6,000
5	"	50	80,000
6	"	52	40,000
7	"	52	100,000
8	"	48	30,000
1	Cotton Goods	52	2,200,000
2	"	52	1,850,000
3	"	52	-
4	"	52	1,000,000
5	"	52	1,130,000
6	"	52	340,000
7	"	52	70,000
8	"	52	200,000
9	"	52	1,000,000
10	"	51½	1,000,000
11	"	52	750,000
12	"	50	600,000
13	"	52	-
1	Woolen Goods	52	75,000
2	"	51	300,000
3	"	52	180,000
4	"	49½	150,000
5	"	52	50,000
6	"	50	225,000
7	"	52	500,000
8	"	48	80,000
9	"	52	125,484
10	"	50	35,000
11	"	30	70,000
12	"	50	-
13	"	52	95,000
14	"	52	150,000
15	"	52	111,000

MANUFACTURERS.

Value of Plant.	Value of raw material used.	Value of production.	Total of wages and salaries paid.	No. employed.			
				Males.		Females.	
				Over 15 years old.	Under 15 years old.	Over 15 years old.	Under 15 years old.
$9,000	$41,000	$75,000	$20,000	30	-	25	-
5,000	26,666	50,000	13,300	20	-	15	-
88,800	800,000	1,258,813	337,082	665	-	175	-
1,800	-	35,000	-	30	-	15	-
40,000	165,000	225,000	60,000	75	-	50	-
-	50,000	140,000	75,000	200	5	40	5
40,000	200,000	300,000	100,000	150	-	60	-
12,000	41,000	66,000	14,686	27	-	33	-
-	1,239,000	1,769,000	495,000	662	51	926	19
-	928,000	1,330,000	375,633	557	55	769	41
-	-	-	292,600	552	19	490	15
500,000	500,000	1,100,000	430,000	425	-	700	
767,416	587,617	925,762	275,528	331	10	584	26
-	115,000	270,000	82,590	75	-	200	-
70,000	65,000	125,000	26,000	20	-	39	2
150,000	100,000	150,000	-	55	-	85	-
1,000,000	750,000	1,620,160	595,710	716	-	938	-
800,000	254,870	606,616	178,257	185	11	378	3
-	260,000		-	265	25	410	30
400,000	250,000	475,000	175,000	270	30	335	35
-	566,515	-	244,236	294	29	584	7
35,000	120,000	200,000	60,000	60	-	60	-
100,000	288,000	400,000	65,000	75	-	75	-
50,000	-	-	40,000	50	-	50	-
75,000	90,000	150,000	42,222	75	-	35	-
40,000	39,000	65,000	14,000	20	-	15	-
-	285,000	348,000	63,000	117	4	60	1
250,000	290 000	400,000	90,000	140	10	100	-
100,000	75,000	150,000	22,000	33	-	18	-
47,000	61,000	92 ,000	20,000	35	3	13	1
8,500	53,000	80,000	16,557	22	-	14	-
50,000	24,000	38,000	9,000	20	-	15	-
	231,858	321,743	72,486	60	9	63	8
85,000	138,600	178,200	34,000	45	-	35	-
75,000	174,929	270,648	54,866	105	-	69	3
58,000	59,000	107,000	22,000	33	-	27	-

RETURNS OF

Number of returns.	Kinds of goods manufactured.	Weekly wages—men. Highest.	Lowest.	Average	Av. an'al earn'gs of men.	W'ly wages—women. Highest.	Lowest.	Average.
1	Boots and shoes	$15 00	$7 50	$ 9 50	$400	$12 00	$4 50	$7 50
2	"	15 00	7 00	10 00	480	8 00	5 00	6 50
3	"	23 50	3 00	12 00	625	14 75	4 75	9 50
4	"	14 00	7 50	10 00	480	7 50	6 00	-
5	"	24 00	7 50	13 50	550	18 00	8 00	10 00
6	"	15 00	7 50	-	550	7 00	4 00	-
7	"	25 00	9 00	-	600	12 00	9 00	10 00
8	"	15 00	8 00	12 00	309	9 00	6 00	7 50
1	Cotton goods	30 00	6 00	7 48	389	10 00	3 60	5 31
2	"	30 00	6 00	7 39	384	8 50	3 00	5 06
3	"	15 00	5 10	-	-	9 00	4 75	-
4	"	35 00	6 00	9 25	480	12 00	4 50	6 50
5	"	30 00	5 10	7 40	389	10 30	3 50	5 37
6	"	12 00	6 00	8 50	390	7 50	5 00	6 00
7	"	16 50	6 00	9 70	500	9 00	6 00	7 00
8	"	13 00	5 70	-	-	7 00	4 50	-
9	"	12 68	6 00	9 06	453	11 82	4 50	7 10
10	"	24 00	5 25	9 68	496	7 50	4 07	6 02
11	"	24 00	5 52	-	-	9 00	4 50	6 75
12	"	22 50	5 50	7 50	400	7 50	4 00	5 00
13	"	30 00	5 00	8 65	450	8 75	3 50	4 56
1	Woolen goods	24 00	7 00	10 00	520	12 00	5 00	8 00
2	"	18 00	7 50	9 00	425	11 71	5 10	6 60
3	"	-	7 50	11 10	556	12 00	4 80	6 66
4	"	22 50	6 00	8 84	436	10 50	4 80	7 46
5	"	15 00	7 50	9 75	480	11 00	4 50	7 50
6	"	21 00	7 50	10 00	500	12 00	4 50	8 00
7	"	24 00	6 00	8 50	450	9 00	4 50	6 00
8	"	15 00	8 10	9 78	-	8 50	5 50	7 56
9	"	16 50	6 00	9 00	420	9 00	6 00	7 50
10	"	15 00	6 00	8 42	420	8 50	7 50	8 20
11	"	15 00	7 50	8 20	-	9 00	4 80	7 20
12	"	19 50	7 50	9 00	450	9 00	4 80	6 00
13	"	18 00	6 00	9 00	450	9 00	5 00	7 00
14	"	18 00	7 20	8 10	521	9 60	6 00	6 75
15	"	15 00	7 50	9 00	-	12 00	4 50	-

MANUFACTURERS—Concluded.

Average annual earnings of women.	Weekly wages.		Percentage of employes owning homes.	Accidents.		Strikes.	Lockouts.
	Boys.	Girls.		Killed.	Injured.		
$315	-	-	.12	-	-	-	-
312	-	-	.33	-	-	-	-
400	-	-	.11	-	-	1	-
300	-	-	.25	-	-	-	-
500	-	-	.10	-	-	1	-
-	$4 50	$4 50	-	-	-	-	-
-	-	-	.10	-	-	-	-
192	-	-	.17	-	-	-	-
276	3 08	3 05	-	-	1	-	-
263	3 04	3 01	-	-	-	-	-
-	4 00	4 25	-	-	-	-	-
338	-	-	.10	-	-	-	-
279	2 94	2 91	.01	-	-	-	-
290	-	-	-	-	2	-	-
350	-	4 50	-	-	-	-	-
-	-	-	.04	-	-	-	-
355	-	-	-	-	-	-	-
309	3 79	3 19	-	-	-	-	-
-	4 50	5 00	-	-	-	-	-
250	3 50	3 62	.02	-	-	1	-
237	2 75	2 75	-	-	-	-	-
420	-	-	-	-	-	-	-
300	-	-	.30	-	-	-	-
333	-	-	.12	-	1	-	-
368	-	-	.13	-	-	-	-
360	-	-	.50	-	-	-	-
400	4 80	4 50	.11	-	-	-	-
300	5 00	5 00	.10	-	2	-	-
-	-	-	-	-	-	-	-
350	4 00	4 00	.18	-	-	-	-
410	-	-	.15	-	1	-	-
-	-	-	.10	-	-	-	-
300	4 75	3 25	.12	-	-	-	-
350	-	-	.20	-	-	-	-
351	-	4 20	.15	-	-	-	-
-	-	-	.05	-	2	-	-

BOOT AND SHOE FACTORIES.

Totals.

No. Reporting,	8—Capital invested	$954,000
"	7—Value of plants	196,000
"	7— " raw material used	1,323,666
"	8— " productions	2,149,813
"	7—Wages and salaries paid	620,068
No. of males employed over 15 years		1,197
" " "	under " "	5
" females "	over " "	413
" " "	under " "	5
" employes killed		none
" "	injured	"
" strikes		2
" lockouts		none

Averages.

No. of weeks in operation	49
Weekly earnings of men	$11 17
Annual " "	499 25
Weekly " of women	50
Annual " "	33 50
Weekly earnings of boys	4 50
" " girls	4 50
Percentage owning homes	15

COTTON MILLS.

Totals.

No. Reporting,	11—Capital Invested	$10,140,000
"	7—Value of plants	3.687,416
"	12— " " raw material used	5,616,002
"	10— " " productions	8.371,538
"	11—Wages and salaries paid	3,170,554
No. male employes over 15 years		4,402
" " "	under 15 years	239
" female "	over "	6,438
" " "	under "	178
" employes killed		none
" "	injured	3
" strikes		1
" lockouts		none

AVERAGES.

No. of weeks in operation	51¾
Weekly earnings of men	$8 46
Annual " "	433 00
Weekly " of women	5 88
Annual " "	295 00
Weekly " of boys	3 45
" " of girls	3 59
Percentage owning homes	1½

WOOLEN MILLS.

TOTALS.

No. Reporting, 14—Capital invested	$2,146,484
" 13—Value of plants	973,500
" 14— " " raw material used	1,921,387
" 14— " " productions	2,800,591
" 15—Wages and salaries paid	625,131
No. male employes over 15 years	890
" " " under 15 "	26
" female " over " "	649
" " " under " "	13
" employes killed	none
" " injured	6
" strikes	none
" lockouts	"

AVERAGES

No of weeks in operation	
Weekly earnings of men	$9 18
Annual " " "	502 00
Weekly " " women	7 17
Annual " " "	353 00
Weekly " " boys	4 64
" " " girls	4 19
Percentage owning homes	15

Explanatory Remarks of Manufacturers.

Boots and Shoes. (No. 6).

The major portion of our work is taken out of the factory. We do not know how many are employed by those who take the work, as it is done at the workmen's homes. We pay as high as $30 per week to some families. Probably, in such cases, the man, his wife and children, three or four persons, all work at it. Many of our workmen are small farmers and work for us and do their farm work besides. In such cases their earnings are smaller. Our statements are therefore approximated but are substantially correct.

Cotton Goods. (No. 5).

During the past year, fifty trustee writs have been served on us against our employes, at an average for costs of some $2.00 per writ. We hope this trustee process may be abolished by law. It causes needless hardship in many cases.

No. 7.

Our business is weaving and finishing. Our wages will average higher than cotton mills generally as we employ only skilled labor.

Woolen Goods. (No. 6).

The wages as given are correct and taken from our time-book. You might, perhaps, think it is not correct, taking into consideration the pay-roll for the year, but when we inform you that within the last three months we have increased our plant 33 per cent, you will see why the discrepency appears in our statements.

No. 10.

Although not many of our employes own their homes, the most of them have deposits in savings banks varying in amounts from $300 to $2,500, and one or two having sums running well into the thousands. All our help are educated Americans, and not one but

we would gladly receive in our own homes as honored guests. A large portion of our help have been with us for years, and we never had any trouble whatever. Have never made a cut down in wages.

No. 14.

Have not had a strike or lock-out for over thirty years. We have quite a number of men who have worked for us twenty or thirty years, and several who have worked longer.

No. 15.

I have employed seventy-five hands, but, on account of dull trade, I have only sixty at present. I have been running less than four years so that very few of my hands own their homes; three own their houses; two bought lots last year, intending to build this season, but thought it best to wait till business improves.

Aid furnished employes in times of distress occasioned by sickness and accident.

In order to ascertain what, if any, organized plans of relief for sick and injured employes, have been adopted by railroad and other corporations employing large numbers of hands, the following circular letter was prepared and distributed. The replies show that while no general system of relief prevails, many employers are disposed to be liberal towards their faithful employes who have fallen into distress while engaged in their service:

STATE OF MAINE.

BUREAU OF

INDUSTRIAL AND LABOR STATISTICS.

Augusta, 1888.

DEAR SIR:

This office is desirous of finding out what arrangements exist by the employers of labor for aiding their employes in times of distress occasioned by sickness or accident. The inquiry is intended to be very general, and to include all the manufacturers, railroad companies and other employers of labor in the State. I should be pleased to receive a full report from you covering any convenient period of

five or ten years. If your books show contributions in money, remissions of rent, or any other assistance, will you state the facts and the amount, whenever this is possible?

The information received will be regarded strictly confidential.

A full report would doubtless show an aggregate in the way of money and other contributions, remissions of rent, or the lessening of other obligations of employes that would be a pleasing surprise to many. I trust that the information will be considered of sufficient importance by you to take all the pains required for a faithful return to this inquiry.

Yours very respectfully,

S. W. MATTHEWS,
Commissioner.

"With regard to aid in sickness and accident furnished employes of the company, the Grand Trunk Railway Company, the lessees of the Atlantic & St. Lawrence R. R., have established a system of insurance by which each man in the employ of the company has deducted from his monthly wages a certain sum which guarantees him three dollars per week during sickness, and, in the event of death, from $250 to $2,000 according to amount deducted monthly. This system has worked well for several years and has given satisfaction to the employes."

R. R. Company.

"Nothing has been done by this company as yet, in the line of charity, except occasionally to allow the pay of employes to run on when they are off duty for a short time on account of sickness and accident."

R. R. Company.

"It is customary to continue wages for a period to an employe injured by an accident, and sometimes to pay the expenses of medical attendance as voluntary aid."

R. R. Company.

"This company has no special arrangement for aiding employes in times of distress. Many of them are insured in accident companies, and it has been the custom of this company, if a worthy employe is sick or injured in the discharge of his duty, to continue his name on the pay roll."

R. R. Company.

"I estimate our contributions towards the support of disabled and worn out operatives, for the last ten years, at about five per cent. of our regular pay roll. Of course there are connected with every mill that has been running a considerable time, a greater or less number of operatives whose days of usefulness are somewhat in the sere and yellow leaf, but who are kept on the pay roll at former wages."

Woolen Mill Co.

"In reply to your circular letter asking about aid to employes in times of accident and distress, I would say that wages are often paid to the family of an operative who may be unable to work on account of some injury received in the mills. Our custom is to pay all doctor, apothecary and nursing bills, and to continue the pay of an injured operative until he is able to resume work. It is impossible to reduce to money what has been done for our employes. When an accident occurs, which is very rare, they have been humanely and liberally treated, and, I think, the understanding between the help and the officers of the corporation is a good one."

Cotton Mill Co.

"Replying to your request for information in regard to aid furnished by this company in times of sickness or accident, we would say that during the year ending July 1st, 1888, we have furnished rent to one sick family amounting to $28 00, and there have been donations raised on our corporation to aid cases of sickness, to the amount of $30.00, and a donation for expenses for a sick girl and for removing her to her distant home, amounting to $75.00; $133.00 in all. We have no records of these matters in previous years."

Cotton Mill Co.

"In regard to aid furnished disabled employes, we have always paid all expenses during the time they have laid off until able to resume work, and wages have run along."

Woolen Mill Co.

"We give our employes, in one way and another, about $150 yearly."

Cotton Mill Company.

"We have no regular system for providing for the sick or unfortunate, but, invariably, in cases of sickness or misfortune, a subscription paper is started and the firm are always the largest donors, and never say 'no.' Our aim is to study for the best interests of our employes and our references are men and women who have worked for us continuously from five to twenty-five years. The amount we have donated to our help in the aggregate is quite large, but we have no record of it."

Woolen Mill Company.

"Always help when in distress, according to needs."

Shoe Factory.

"In answer to your inquiry as to the arrangements existing in our mill to render assistance to any one in distress, we would say that the operatives usually start a subscription paper in aid of any one that is worthy and needy, and it is our custom to give in such cases. We cannot give you the amounts that have been paid out by the operatives or ourselves for that purpose, but the aggregate would be considerable." *Woolen Mill Company.*

If a hand is injured in any way while in our employ we consider it a duty to assist them in every way possible."

Woolen Mill Company.

"Have no arrangements for aiding our employes in times of distress, as they have not, to my knowledge, in nearly twenty-six years, needed assistance, except occasionally one who has worked but a short time, and in that case, the help usually get up a subscription, in which the office is included."

Woolen Mill Company.

"I have had no serious accident. One young man got his fingers caught in the loom gear and lost one finger, and one cut his wrist on glass by pushing it through a window in opening the same. We have no general arrangement for aiding them in cases of sickness or accident. Many of them carry accident policies. In case of need from any cause, I help them what I can, and subscriptions have been taken in the mill to help some in cases of death or severe sickness in the family." *Woolen Mill Company.*

In cases of accident or distressing illness, we remit the rent, and pay surgeons' and physicians' bills."

Cotton Mill Company.

RETAIL PRICES AT AUGUSTA, MAINE, 1858, 1868, 1878, 1888.

	1858.	1868.	1878.	1888.
Apples, bu	.50 to .60	.75 to 1.25	.50 to 1.00	.40 to .80
" dried, lb	.10	.23	.18	.14
Beans, white, pk	.50	.75	.45	.80
Beef, corned, lb	.08 to 09	.16½ to .18	.10 to .12	.08
" roasts, lb	.10 to .12½	.23 to .28	.12½ to .18	.14 to .16
" steak, lb	.10 to .15	.25 to .30	.17 to .20	.18 to .22
Butter, best, lb	.20 to .22	.45 to .55	.20 to .27	.25 to .28
Cheese, lb	.12½	.25	.10 to .12	.14 to .17
Chicken, lb	.12½ to .14	.28 to .32	.14 to .20	.14
Coffee, Java, lb	.22	.40	.30	.35
Cocoa, lb	.17	.50	.35	.30
Cod, fresh, lb	.04	.08	.08	.06 to .08
" dried, lb	.04½ to .06	.09 to .10	08 to .10	.06
Cranberries, qt	.05 to 08	.18 to .20	.08 to .10	.12 to .14
Crackers, doz	.05	.07	.06	.04
Cream Tartar, lb	.38 to .40	.60 to .68	.50	.50
Coal, ton	6.00	7.25	5.75	6 50
Eggs, doz	.15 to 21	.28 to .40	.14 to .24	.17 to .22
Flour, best, bbl	8.00	$13 to $14	7.00	6.50 to 7.25
Ham, lb	.14	.16 to .25	.15	.18
Kerosene, gal	.90 to 1.00	.50	.20	.14 to 16
Lamb, lb	.07 to .10	.18 to 20	.10 to .12½	.08 to .12
Lard, lb	.14	.23 to .25	.10 to .12	.10
Meal, graham, lb	.06	.07	.05	.04
" Indian, lb	.02½	.03	.02	.03
" rye, lb	.03½	.04½	.04	.03½
Molasses, best, gal	.32 to .50	.88 to .95	.60 to .70	.50
Milk, qt	.04	.08	.07	.06
Onions, pk	.25	.66	.37½	.50
Pickles, gal	.33	.80	.50	.50
Pork, salt, lb	.09 to .13	.18 to .20	.10 to .14	.10 to .12
Potatoes, native, bush	50	.90 to 1.25	.50 to .70	.80 to 1 00
" sweet, lb	.02½ to .03½	.05½ to .10	.03 to .04	.03 to .05
Raisins, lb	.14	.24 to .30	.12	.12
Rice, lb	.05½ to 06	.14	.10	.07½ to .08
Sago, lb	.10	.15	.12½	.10
Saleratus, lb	.07 to 08	.12½	.10	.08
Salt, big	.25	.38	.17	.20
Sausage, lb	.09 to .12	.16½ to 18	.10 to 12½	.12
Soap, bar	20	.15 to .16	.08 to .09	.06
Sugar, brown, lb	.09 to .10	.16½ to .17	.09	.06½
" granulated, lb	.12½	.18	.11	.08
Tea, best, lb	.56	1.25 to 1.50	65 to .75	.60
Turkey, lb	.13 to .18	.28	.15	.22
Veal, lb	.10	.16 to .25	.12½ to .15	.12 to .14
Vinegar, gal	.20	.50	.35 to .40	25
Wood, cord	5.00	7.50	6.00	6.00

J. H. COCHRANE.

CHILD LABOR.

A special investigation relating to the employment of children and young persons in factories, has been made by the Bureau. Sixty-four cotton, woolen and boot and shoe factories report the number of employes, as follows: Males over 16 years, 8,543; females over 16 years, 7,672; minors from 12 to 15 years, 461; minors from 15 to 16 years, 820. The percentage of minors from 12 to 15 years employed in these concerns, is but $2\frac{1}{2}$, of minors from 15 to 16 years, is 5 per cent of the whole number employed. It is gratifying to know that child labor in Maine is not the serious feature in the labor question that it has been in the past. For some years previous to the passage of the act of 1887, the tendency had been to reduce the number of children employes in factories, a tendency which has been rapidly accelerated through the influence of law supported by public opinion.

REPORTS OF SCHOOL OFFICERS.

Section 6 of the "Act to regulate the hours of labor and the employment of women and children," provides that "No child under fifteen years of age shall be employed in any manufacturing or mechanical establishment in this State except during vacations of the public schools in the city or town in which he resides, unless during the year next preceding the time of such employment he has for at least sixteen weeks attended some public or private school, eight weeks of which shall be continuous; nor shall such employment continue unless such child in each and every year attends some public or private school for at least sixteen weeks, and no child shall be so employed who does not present a certificate made under or by the direction of the school committee, superintendent of the public schools, or the teacher of a private school, that such child has so attended school; and it shall be the duty of such committee, superintendent, or teacher to furnish such a certificate in accordance with the fact, upon request and without charge; provided, that this section shall not take effect until January one, eighteen hundred and eighty-eight."

In response to a circular letter sent to the school officers of the factory towns, making the following inquiries, First, "Has the law increased the school attendance, and, if so, to what extent?" Second, "Is there a parochial school in your town, and if so, explain its workings and effect, and state, if you can, the percentage of scholars attending the same?" the following replies have been received:

From the Secretary of the School Board of Augusta.

In answer to your first question, I would say, yes; about fifty-two increase at the beginning of the year 1888, probably all attributable to the law. There is no parochial school in this city. The number of certificates issued, showing attendance of sixteen weeks, has been forty-five.

From the Supervisor of Schools, Lisbon.

First: I think the attendance in our villages has increased about ten per cent, owing to the enactment of the law. It seems to me the age for compulsory attendance should be extended two or three years. I think those beyond the limit (fifteen years) are not quite so ready to attend school, as they claim the law does not require them so to do. If we compel attendance we should also furnish text-books, and an amendment or enactment to that effect is most desirable. As a general thing, the poor are the ones against whom the law is enforced; and it is impossible for them to furnish food, books and clothing, and I do not believe in making paupers of them for the sake of a few weeks schooling, no matter how much to be desired that end may be.

Second: We have no parochial school in town.

Superintendent of Schools, Auburn.

The school attendance has increased five per cent. There is no parochial school in this city. The law is defective.

Superintendent of Schools, Biddeford.

First: I am unable to see any increase in attendance. Our school population has been nearly the same for the last three years, and the attendance has averaged about the same during those years.

Second: There is a French parochial school here. I am unable to speak authoritatively in regard to its workings as I have never visited it. Judging from the attainments of scholars who come from

there to attend the public schools, I should say that the requirements in English branches must be very limited. About twelve per cent of the whole school population attend that school.

Chairman of School Committee, Westbrook.

There has been an increase of about five per cent in our school attendance since the law came into effect. One entire school has been in operation since September 1887, composed entirely of children taken from the mill. We put them together as much as possible as they need different instruction from those in our graded schools. We have a French school here, but I cannot learn that anything but the catechism is taught there, and that in the French language. After attending that school sixteen weeks they seek admission in the mills by virtue of the certificates they receive from the teacher. The school board of this town oppose such action, and, as a rule, with success, but the law should be explicit on that point.

Chairman of School Committee, Brunswick.

I do not think the law has increased the attendance here. The parochial school takes most of the French scholars.

Superintendent of Schools, Portland.

First: I do not perceive that the "Act to regulate the hours of labor &c.," has had any noticeable effect on our school attendance. Since few children are here employed in manufacturing establishments we could hardly expect to see much effect produced by the law.

Second: We have three parochial schools, the Kavanaugh, the St. Dominic, and the St. Elizabeth Academy, sustained by Catholics, the first two for young children, mostly girls, the last one for older girls. These three schools relieve our schools of about fifteen hundred pupils, and educate them very well.

Superintendent of Schools, Lewiston.

The compulsory school law has undoubtedly increased the attendance of pupils in our public schools from eight to ten per cent. A larger increase would be found in the parochial schools, I presume, though I have no means of knowing the exact figures. We have a few French children in the public schools. The compulsory law is a step in the right direction. What we need in Maine is a truant school or home, something similar to the truant schools of Massachusetts and Connecticut. A child that has committed no offence

but truancy should not be obliged to mingle with young thieves and other malefactors in our Reform School. He should not be treated as a criminal, and any system that permits the association of truants and criminals stands self-condemned. I hope the subject of a truant home or school will receive the attention of our legislators this winter.

PROFIT SHARING.

In our first annual report, we gave a detailed statement of the "experiment in industrial partnership" inaugurated by the extensive shoe manufacturers of Auburn, Ara Cushman & Co., in April 1886. The following "plan" was offered and adopted last spring, under which the "experiment" is now being conducted.

PLAN OF PROFIT SHARING

OFFERED BY

Ara Cushman Company,

To their Employes, May 8, 1888.

The wages and salaries of employes, foremen, managers, and salesmen having been paid at current rate as now arranged or subject to such changes as are hereinafter provided, and interest having been paid on the money invested in stock at an agreed rate, the surplus, or the actual net profit remaining, shall be divided between employes and stockholders in the proportion that the cost of labor in the manufactured goods bears to the entire cost of the goods.

The amount paid to the employes shall not, as heretofore, be paid to all employes in proportion as each one's wages are to the entire sum paid for labor; but shall be paid to those participating in the profit-sharing plan, in proportion as the wages of each participant bears to the whole amount earned by participants.

Any person after six months continuous work for the company can become a participant in the profit sharing by making written application to the committee having this matter in charge, as hereinafter provided, and receiving their written approval of his or her request.

The dividend of participants shall date from the beginning of each current year, in case the person is at work at that time, otherwise from the time they commence work, and not from their election as participant.

A participant forfeits the right to a share in the profits by leaving the employ of the company through any cause excepting sickness or want of work.

Any participant twenty-five years of age, of good character, who has been five years continuously in the employ of the company, is eligible to the body of employes called the Old Hands, and becomes a member of this body upon making written application to and receiving the approval of the committee having this matter in charge, as hereinafter provided.

From and by this body of Old Hands shall be elected a committee of three, in whom both the company and the employes can place the utmost confidence, who shall be sufficiently informed about the conditions and results of the business to enable them at the end of each year to report whether the conditions agreed upon have been correctly and faithfully carried out. The committee shall not disclose or make public any fact concerning the business, except the amount or percentage of dividend available for the employes. They must be persons interested in the growth and prosperity of Auburn.

From and by the Old Hands shall be chosen three persons, no two from the same room or employed upon the same kind of work, who shall, with two officers of the company, constitute a joint committee to consider, accept or reject all applications for work, for participation, and for membership to the body of Old Hands.

No participant shall be discharged without the sanction and approval of this committee, nor until his or her case has been brought to their attention and an opportunity been given them to give such person warning of the cause rendering such discharge necessary, if such cause be not removed.

This committee shall fix wages for new work at rates corresponding with other wages paid, and shall make such changes in old rates as circumstances demand and in accordance with the general purpose of the plan.

To this committee shall be referred all questions affecting the health, comfort, and well-being of any or all concerned in this plan, as far as these questions affect the business.

The Old Hands are entitled to preference in slack time, and it is the duty of foremen to see that such preference is given, when it does not injure the economy of the business, and it is also the duty of Old Hands at such times to change from their special and particular work, at the request of the foreman, that as many old hands may be kept at work as possible.

It is understood and agreed that neither the company who manage the business nor the employes who participate in profit sharing shall belong to any organization or association, which will in any way control or influence their relations to any of the affairs of the business.

TO THE EMPLOYES OF THE ARA CUSHMAN COMPANY.

Fully believing that the plan of profit sharing entered into by the Ara Cushman Company is a great step toward solving the problem between labor and capital, and also believing that the success of said plan depends as much upon the employes as employers, and in order that all may become familiar with, and devote their energies to the success of the plan, the committee raised in accordance with the same, deem it advisable to have the plan printed and in conjunction with it, for the purpose of preventing misunderstandings, insuring harmony, and keeping in view, that discipline must enter largely into the success of the plan, present the following rules and regulations, believing that these rules, if rightly construed and strictly adhered to, will contribute largely to the success of the above plan.

RULES AND REGULATIONS.

I. Hours of labor shall be as provided in the State notices now posted in the work rooms. Speed will start three minutes before the hour for beginning work.

II. It is expected that those who work by the day will be ready and commence work at the blowing of the whistle and will work ten hours, provided there is work for them.

It is desired that those who work by the piece be present and ready for work at the same time, that work may not be retarded by their absence, and that they notify the foreman of their room when leaving work during working hours.

III. All hands are expected to conduct themselves in an orderly and workmanlike manner and in the work-rooms during working hours to refrain from unnecessary talk, story-telling, argument, discussion and profanity, and to recollect that the work-room is not the place, nor are working hours the time for wrestling, boxing, playing tag, or social visiting.

IV. Smoking in any part of the factories or yards is forbidden.

V. Damage will be charged for cases passed with shoes out or damaged, and for inferior work or mistakes.

VI. Knowing it frequently occurs that a person having a few minutes to spare during working hours or at noon time, seeing a vacant bench, attempts to do the work of others, oftentimes occasioning damage and poor work, every person is expected to confine his or her attention entirely to their own work, and to let the benches, machines, and work of every other person strictly alone.

VII. It is the duty of anyone out of work to immediately report the same to the committee; same rule to apply to foreman wanting help.

VIII. It is expected that anyone not fully employed, fill temporarily, positions when the need of the business demands it, *i. e.*: when, for any reason, work has got behind in any department, persons working in other departments, at the request of their foreman so to do, will go to work upon the work that may be behind, provided it is not to their disadvantage and is work that they can do.

IX. It is the duty of each individual to do his or her best to work in harmony with the above plan and in accordance with these rules. Should there be any not doing so, it is the duty of anyone observing it, to report at once to the committee.

X. Foremen in hiring help must, before hiring any person, first be notified by the committee that the application of such person for work has been accepted by the committee, and no participant shall be discharged without the sanction of the committee, the foremen to be notified, in all cases, of the approval of the committee before he can so discharge.

XI. Foremen are expected to be in their rooms five minutes before the time for beginning work, to see that the room and machinery are in order and start right, and in order that there may be no delay, in answering those who may wish to consult them in regard to the work of the day.

XII. Foremen are expected to see that these regulations are enforced, and to report to the committee any person who persists in doing poor work, is careless, insubordinate or disorderly.

Joint Committee of the Ara Cushman Company, and their employes.

C. S. YEATON,
S. F. MERRILL,
H. J. RECORDS,
C. L. CUSHMAN,
F. W. GLEASON.

In December last we requested of Ara Cushman, Esq., a detailed statement of his views of, and experience with, "profit sharing," to which request he replied as follows:

AUBURN, ME., December 19, 1888.

S. W. MATTHEWS, ESQ.

My Dear Sir: In response to your request of October 14, and renewed in your letter of yesterday, I will say: I have had so little time which I could command that I have found it impossible to make any report or statement of our experience with profit sharing that would adequately or clearly express my view on the general principle of profit sharing, or accurately give our experience with its working in our business.

We are now in the last half of the third year under this plan; and are as well satisfied with its working as we have been at any time since we adopted it. When we decided to adopt the plan, I did not expect immediate or unmixed success. There are difficulties, some unforeseen, connected with the working of the system, as well as advantages. As I said to you a year ago, I thoroughly believe in the ethics of the system, and that it ought to work.

If employers on their part will take sufficient time and exercise sufficient patience, and working-people on their part will be guided by intelligence and fairness, the plan can be made abundantly successful. The doubt and the difficulty about all these conditions being met are enough to render the adoption of the system of profit sharing still an experiment in most kinds of business. Its permanent success must be a matter of education; and hence will be of slow growth.

If ever I can see the opportunity, I intend to write an article with some care, stating at some length my views of the equity and practicability of industrial partnership or profit sharing. The bulk of the books and magazine articles on this subject,—of the making of which there seems to be no end,—are written by professional men,—ministers, college professors and others,—and very few by men who actually employ and deal with laboring men and women. Hence, we have a vast amount of theory and good advice, but very little practical experience. I wish business men would *say* more of what they *know*, and professional men and teachers would *know* more of what they *say* about the great problems of labor, capital, wages, etc.

We hope in our business to establish the fact that profit sharing can be made successful, sometimes, in shoe manufacturing in this country.

Very respectfully,

ARA CUSHMAN.

We can only reiterate what we said in our first report.

"Impressed, as we are, with the conviction that much may be accomplished through the system of industrial partnership or profit sharing, to the mutual advantage of capital and labor, by identifying interests and promoting harmony and good feeling, we are no

less convinced that the permanent success of the plan inaugurated and now being tried as an experiment at Auburn, depends quite as much upon the *working* as the *managing* members of the 'partnership.' The *terms* of the partnership must be cheerfully complied with, *on both sides*. Business is not a charitable institution. The selfish interests of both parties in a business contract must be considered and brought in as allies."

APPENDIX.

The following are the laws of Massachusetts providing for the inspection of workshops and factories, relating to the employment of minors, education, accidents, etc.

EMPLOYMENT OF LABOR.

SECTION 1. Any person or corporation engaged in manufacturing, which requires from persons in his or its employ, under penalty of forfeiture of a part of the wages earned by them, a notice of intention to leave such employ, shall be liable to the payment of a like forfeiture if he or it discharges without similar notice a person in such employ, except for incapacity or misconduct, unless in case of a general suspension of labor in his or its shop or factory.

SEC. 2. Whoever, by intimidation or force, prevents, or seeks to prevent, a person from entering into or continuing in the employment of a person or corporation shall be punished by a fine of not more than one hundred dollars.

SEC. 3. No person or corporation shall, by a special contract with persons in his or its employ, exempt himself or itself from any liability which he or it might otherwise be under to such persons for injuries suffered by them in their employment, and which result from the employer's own negligence, or from the negligence of other persons it his or its employ.

SEC. 4. No minor under eighteen years of age and no woman shall be employed in laboring in any manufacturing or mechanical establishment more than ten hours in any one day, except as hereinafter provided in this section, or when a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed sixty in a week. Every employer shall post in a conspicuous place in every room where such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of commencing

and stopping such work, and the hours when the time or times allowed for dinner or for other meals begins and ends, or in the case of establishments exempted from the provisions of chapter two hundred and fifteen of the acts of the year eighteen hundred and eighty-seven, the time, if any, allowed for dinner and for other meals; the printed form of such notice shall be furnished by the chief of the district police, and shall be approved by the attorney-general; and the employment of any such person for a longer time in any day than that so stated shall be deemed a violation of this section, unless it appears that such employment is to make up for time lost on some previous day of the same week in consequence of the stopping of machinery upon which such person was employed or dependent for employment. But no stopping of machinery for a shorter continuous time than thirty minutes shall authorize such overtime employment, nor shall any such stopping authorize such employment unless or until a written report of the day and hour of its occurrence, with its duration, is sent to the chief of the district police or to the inspector of factories for the district. Any person who makes a false report of such stopping of machinery shall be punished by a fine of not less than fifty nor more than one hundred dollars. If any minor under eighteen years of age, or any woman, shall, without the orders, consent or knowledge of the employer, or of any superintendent, overseer, or other agent of the employer, or labor in a manufacturing or mechanical establishment during any part of any time allowed for dinner or for other meals in such establishment, according to the notice above mentioned, and if a copy of such notice was posted in a conspicuous place in the room where such labor took place, together with a rule of the establishment forbidding such minor or woman to labor during such time, then neither the employer, nor any superintendent, overseer, or other agent of the employer, shall be held responsible for such employment.

SEC. 5. Whoever, either for himself, or as superintendent, overseer, or other agent of another, employs or has in his employment any person in violation of the provisions of the preceding section, and every parent or guardian who permits any minor to be so employed, shall be punished by a fine of not less than fifty nor more than one hundred dollars for each offence. Said penalty shall extend to corporations. A certificate of the age of a minor, made by him and by his parent or guardian at the time of his employment

in any manufacturing establishment, shall be conclusive evidence of his age upon any trial for a violation of the preceding section.

EMPLOYMENT OF MINORS IN MERCANTILE ESTABLISHMENTS.

SECTION 1. No minor under eighteen years of age shall be employed in laboring in any mercantile establishment more than sixty hours in any one week.

SEC. 2. Whoever, either for himself, or as superintendent, overseer, or other agent for another, employs or has in his employment any person in violation of the provisions of the preceding section, or who fails to post the notice required in section third, and any parent or guardian who permits any minor to be so employed, shall be punished by a fine of not less than fifty nor more than one hundred dollars for each offence. Said penalty shall extend to corporations. A certificate of age of a minor, made and sworn to by him and by his parent or guardian at the time of his employment in a mercantile establishment, shall be *prima facie* evidence of his age in any trial for a violation of the preceding section.

SEC. 3. Every employer shall post in one or more conspicuous places where such persons are employed a printed notice, stating the number of hours' work required of them, not exceeding ten hours in any one day, on each day of the week; and the employment of any such person for a longer time in any day than that so stated shall be deemed a violation of this act, unless it appears that such employment is to make up for time lost on some previous day of the same week.

PROHIBITING THE EMPLOYMENT OF CHILDREN IN CLEANING DANGEROUS MACHINERY.

SECTION 1. No child under the age of fourteen years shall be permitted to clean any part of the machinery in a factory while such part is in motion by the aid of steam, water or other mechanical power, or to clean any part of such machinery that is in dangerous proximity to such moving part.

SEC. 2. Whoever, either for himself or as superintendent, overseer or other agent of another, violates the provisions of the preceding section, shall be punished by a fine of not less than fifty nor more than one hundred dollars for each offense.

PRESERVATION OF THE HEALTH OF FEMALES.

SECTION 1. Every person or corporation employing females in any manufacturing, mechanical, or mercantile establishment in this Commonwealth, shall provide suitable seats for the use of the females so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed.

SEC. 2. A person or corporation violating any of the provisions of this act shall be punished by a fine of not less than ten dollars nor more than thirty dollars for each offense.

EMPLOYMENT OF MINORS WHO CANNOT READ AND WRITE IN THE ENGLISH LANGUAGE.

SECTION 2. Every person who regularly employs, or permits to be employed, a minor fourteen years of age, or over, who cannot read and write in the English language, providing such minor has been, since reaching the age of fourteen, for one year continuously a resident of a city or town of this Commonwealth wherein public evening schools are maintained, and is not a regular attendant of a day or evening school, shall, for every such offense, forfeit not less than fifty nor more than one hundred dollars, for the use of the evening schools of such city or town.

SEC. 3. Whenever it appears that the labor of any minor who would be debarred from employment under section two of this act, is necessary for the support of the family to which said minor belongs, or for his own support, the school committee of said city or town may, in the exercise of their discretion, issue a permit authorizing the employment of such minor within such time or times as they may fix, and the provisions of said section two shall not apply to such minor so long as said permit is in force.

SEC. 4. Two weeks next before the opening of each term of the evening schools, the school committee shall, by posters posted in three or more public places of said city or town, give notice of the location of said schools, the date of the commencement of the term, the evenings of the week during which said schools shall be kept, the provisions of section two of this act as to the forfeiture for noncompliance with said section, and such regulations as to attendance as they shall deem proper.

UNIFORM AND PROPER MEAL TIMES FOR CHILDREN, YOUNG PERSONS AND WOMEN.

SECTION 1. All children, young persons and women, five or more in number, employed in the same factory, shall be allowed their meal time or meal times at the same time; *provided, however*, that any children, young persons or women who begin work in such factory at a later hour in the morning than the other children, young persons and women employed therein may be allowed their meal time or meal times at a different time, but no such children, young persons or women shall be employed during the regular meal hour in tending the machines or doing the work of any other children, young persons or women in addition to their own.

SEC. 2. No child, young person or woman shall be employed in a factory or workshop in which five or more children, young persons and women are employed, for more than six hours at one time without an interval of at least half an hour for a meal: *provided, however*, that a child, young person or woman may be so employed for not more than six and one-half hours at one time if such employment ends at an hour not later than one o'clock in the afternoon, and if such child, young person or woman is then dismissed from the factory or workshop for the remainder of the day; or for not more than seven and one-half hours at one time if such child, young person or woman is allowed sufficient opportunity for eating a lunch during the continuance of such employment, and if such employment ends at an hour not later than two o'clock in the afternoon, and such child, young person or woman is then dismissed from the factory or workshop for the remainder of the day.

SEC. 3. This act shall not apply to iron works, glass works, paper mills, letter-press printing establishments, print works, bleaching works or dyeing works; and the chief of the district police, where it is proved to his satisfaction that in any other class of factories or workshops it is necessary, by reason of the continuous nature of the process, or of special circumstances affecting such class, to exempt such class from the provisions of this act, and that such exemption can be made without injury to the health of the children, young persons and women affected thereby, may, with the approval of the governor of the Commonwealth, issue a certificate granting such exemption, public notice whereof shall be given in the manner directed by said chief, without expense to the Commonwealth.

SEC. 4. The following expressions used in this act shall have the following meanings: The expression "iron works" means any mill, forge or other premises in or on which any process is carried on for converting iron into malleable iron, steel or tin plate, or for otherwise making or converting steel. The expression "glass works" means any premises in which the manufacture of glass is carried on. The expression "paper mills" means any premises in which the manufacture of paper is carried on. The expression "letter-press printing establishments" means any premises in which the process of letter-press printing is carried on. The expression "print works" means any premises in which is carried on the process of printing figures, patterns or designs upon any cotton, linen, woolen, worsted or silken yarn or cloth, or upon any woven or felted fabric not being paper. The expression "bleaching works" means any premises in which the process of bleaching any yarn or cloth of any material is carried on. The expression "dyeing works" means any premises in which any process of dyeing any yarn or cloth of any material is carried on.

SEC. 5. Whoever, either for himself or superintendent, overseer or other agent of another, violates any of the provisions of this act shall be punished by a fine of not less than fifty nor more than one hundred dollars; *provided, however*, that if any minor under eighteen years of age, or any woman, shall, without the orders, consent or knowledge of the employer, or of any superintendent, overseer, or other agent of the employer, labor in a factory or workshop during any part of any time allowed for dinner or for other meals in such factory or workshop, according to the notice required by law, and if a copy of such notice was posted in a conspicuous place, in the room, where such labor took place, together with a rule of the establishment forbidding such minor or woman to labor during such time, then neither the employer, nor any superintendent, overseer, or other agent of the employer, shall be held responsible for such labor.

INSPECTION OF BUILDINGS.

SECTION 13. The belting, shafting, gearing and drums of all factories, when so placed as to be in the opinion of the inspectors mentioned in section nine of chapter one hundred and three, dangerous to persons employed therein while engaged in their ordinary duties, shall be, as far as practicable, securely guarded. No machinery, other than steam engines in a factory, shall be cleaned while running, if

objected to in writing by one of said inspectors. All factories shall be well ventilated and kept clean.

SEC. 14. The opening of all hoistways, hatchways, elevators, and well-holes upon every floor of a factory or mercantile or public building shall be protected by good and sufficient trap-doors, or self-closing hatches and safety-catches, or such other safeguards as said inspectors direct; and all due diligence shall be used to keep such trap-doors closed at all times, except when in actual use by the occupant of the building having the use and control of the same. All elevator cabs or cars, whether used for freight or passengers, shall be provided with some suitable mechanical device to be approved by the said inspectors, whereby the cab or car will be securely held in the event of accident to the shipper rope or hoisting machinery, or from any similar cause.

SEC. 21. No explosive of inflammable compound shall be used in any factory in such place or manner as to obstruct or render hazardous the egress of operatives in case of fire.

SEC. 22. Any person or corporation, being the owner, lessee, or occupant of a manufacturing establishment, factory, or workshop, or owning or controlling the use of any building or room mentioned in section twenty, shall, for the violation of any provision of sections thirteen to twenty-one inclusive, be punished by a fine of not less than fifty nor more than five hundred dollars, and shall also be liable for all damages suffered by any employe by reason of such violation; but no criminal prosecution shall be made for such violation until four weeks after notice in writing by an inspector of factories and public buildings, of any changes necessary to be made to comply with the provisions of said sections, has been sent by mail or delivered to such person or corporation; nor then if in the meantime such changes have been made in accordance with such notification. Notice to one member of a firm, or to the clerk or treasurer of a corporation, owning, leasing, occupying, or controlling, as aforesaid, shall be deemed a sufficient notice under this section to all the members of such firm or to such corporation. Nothing in this section shall be so construed as to prohibit a person injured from bringing an action to recover damages for his injuries.

TO PROVIDE AGAINST THE USE OF UNSAFE ELEVATORS.

If any elevator, whether used for freight or passengers, shall, in the judgment of the inspector of factories and public buildings of the district in which such elevator is used, or, in the city of Boston, of

the inspector of buildings of said city, be unsafe or dangerous to use, or has not been constructed in the manner required by law, the said inspector shall immediately placard conspicuously upon the entrance to or door of the cab or car of such elevator a notice of its dangerous condition, and prohibit the use of such elevator until made safe to the satisfaction of said inspector. Any person removing such notice or operating such elevator while such notice is placarded as aforesaid, without authority from said inspector, shall be punished by a fine of not less than ten nor more than fifty dollars for each offense.

TO PROHIBIT THE LOCKING OF DOORS DURING THE HOURS OF LABOR.

SECTION 1. No outside or inside doors of any building, wherein operatives are employed, shall be so locked, bolted, or otherwise fastened, during the hours of labor, as to prevent free egress.

SEC. 2. Any person, firm or corporation being the owner, lessee or occupant of any such building, who shall, after receiving five days' notice in writing from one of the inspectors of factories and public buildings, neglect or refuse to comply with the provisions of the preceding section, shall forfeit to the use of the Commonwealth not less than ten nor more than fifty dollars.

SEC. 3. The inspectors of factories and public buildings shall enforce the provisions of this act.

TO PROVIDE MEANS OF COMMUNICATION BETWEEN ROOMS WHERE MACHINERY IS PROPELLED BY STEAM AND ROOM WHERE ENGINEER IS STATIONED.

SECTION 1. In every manufacturing establishment where the machinery used is propelled by steam, communication shall be provided between each room where such machinery is placed and the room where the engineer is stationed, by means of speaking tubes, electric bells, or such other means as shall be satisfactory to the inspectors of factories; *provided*, that in the opinion of the inspectors such communication is necessary.

SEC. 2. The inspectors of factories shall enforce the provisions of this act, and any person, firm or corporation being the occupant of any manufacturing establishment, or controlling the use of any building or room where machinery propelled by steam is used, violating the provisions of this act, shall forfeit to the use of the Commonwealth not less than twenty-five nor more than one hundred

dollars; but no prosecution shall be made for such violation until four weeks after notice in writing by an inspector has been sent by mail to such person, firm or corporation of any changes necessary to be made to comply with the provisions of this act, nor then if in the meantime such changes have been made in accordance with such notification.

TO REPORT ACCIDENTS IN FACTORIES AND MANUFACTURING ESTABLISHMENTS.

SECTION 1. All manufacturers and manufacturing corporations shall forthwith send to the chief of the Massachusetts district police a written notice of any accident to an employe while at work in any factory or manufacturing establishment operated by them whenever the accident results in the death of said employe or causes bodily injury of such a nature as to prevent the person injured from returning to his work within four days after the occurrence of the accident.

SEC. 2. Any person or corporation violating any of the provisions of section one of this act shall be punished by a fine not exceeding twenty dollars.

SEC. 3. The chief of the Massachusetts district police shall keep a record of all accidents so reported to him, together with a statement of the name of the person injured, the city or town where the accident occurred, and the cause thereof, and shall include an abstract of said record in his annual report.

EMPLOYMENT OF CHILDREN.

SECTION 1. No child under thirteen years of age shall be employed at any time in any factory, workshop or mercantile establishment. No such child shall be employed in any indoor work, performed for wages or other compensation, to whomsoever payable, during the hours when the public schools of the city or town in which he resides are in session, or shall be employed in any manner during such hours unless during the year next preceding such employment he has attended school for at least twenty weeks as required by law.

SEC. 2. No child under fourteen years of age shall be employed in any manner before the hour of six o'clock in the morning, or after the hour of seven o'clock in the evening. No such child shall be employed in any factory, workshop or mercantile establishment, except during the vacation of the public schools in the city or town

where he resides, unless the person or corporation employing him procures and keeps on file a certificate and employment ticket for such child, as prescribed by section four of this act, and no such child shall be employed in any indoor work, performed for wages or other compensation, to whomsoever payable, during the hours when the public schools of such city or town are in session, unless as aforesaid, or shall be employed in any manner during such hours unless during the year next preceding such employment he has attended school for at least twenty weeks, as required by law; and such employment shall not continue in any case beyond the time when such certificate expires. The chief of the district police, with the approval of the governor, shall have authority to designate any kind or kinds of employment in factories, workshops or mercantile establishments as injurious to the health of children under fourteen years of age employed therein, and after one week's written notice from the said chief to the employer or his superintendent, overseer or agent of such designation no such child shall be employed in any such kind or kinds of employment in any factory, workshop or mercantile establishments.

SEC. 3. No child under sixteen years of age shall be employed in any factory, workshop or mercantile establishment unless the person or corporation employing him procures and keeps on file the certificate required in the case of such child by the following section, and also keeps on file a full and complete list of such children employed therein.

SEC. 4. The certificate of a child under fourteen years of age shall not be signed until he presents to the person authorized to sign the same an employment ticket, as hereinafter prescribed, duly filled out and signed. The certificate and the employment ticket shall be separately printed, and shall be in the following forms respectively, and the blanks therein shall be filled out and signed as indicated by the words in brackets:

EMPLOYMENT TICKET, LAW OF 1888.

What [name of child], height [feet and inches], complexion [fair or dark], hair [color], presents a certificate duly signed, I intend to employ [him or her].

[Signature of intending employer or agent.]

[Town or city and State.]

AGE AND SCHOOLING CERTIFICATE, LAW OF 1888.

This certifies that I am the [father, mother or guardian] of [name of child], and that [he or she] was born at [name of town or city], in the county of [name of county, if known] and state [or country] of [name], on the [day and year of birth,] and is now [number of years and months] old.

[Signature of father, mother or guardian.]

[Town or city and date.]

Then personally appeared before me the above named [name of person signing] and made oath that the foregoing certificate by [him or her] signed is true to the best of [his or her] knowledge and belief. I hereby approve the foregoing certificate of [name of child], height [feet and inches], complexion [fair or dark], hair [color], having no sufficient reason to doubt that [he or she] is of the age therein certified.

[Signature of person authorized to sign, with official character or authority.]

[Town or city and date.]

In case the age of the child is under fourteen, the certificate shall continue as follows, after the word "certified":

And I hereby certify that [he or she] can read at sight, and can write legibly, simple sentences in the English language, and that [he or she] has attended the [name] public [or private] day school according to law for [number of weeks, which must be at least twenty] weeks during the year next preceding this date, and that the last twenty weeks of such attendance began [date]. This certificate expires [date, one year later than above date.]

[Signature of the person authorized to sign, with official character or authority.]

If attendance has been at a private school, also signature of a teacher of such school, followed by words—certifying to school attendance.

[Town or city and date.]

In case a child cannot read and write, as above stated, the following may be substituted for the clause beginning "and I hereby certify" through to and including the word "language"; "and I hereby certify that [he or she] is a regular attendant at the [name] public evening school"; but in such case the certificate shall only continue in force for as long a time as attendance of such child at such evening school is indorsed weekly during the session of such

evening school, not exceeding the length of the public school year minus twenty weeks, in place of attendance at day school as now provided by law, with a statement from a teacher thereof certifying that his attendance continues regular. If attendance has been at a half-time school, forty weeks of such attendance must be certified to instead of twenty. The foregoing certificate must be filled out in duplicate, and one copy thereof shall be kept on file by the school committee. Any explanatory matter may be printed with such certificate in the discretion of the school committee or superintendent of schools.

SEC. 5. In cities and towns having a superintendent of schools, said certificate shall be signed only by such superintendent, or by some person authorized by him in writing; in other cities and towns it shall be signed by some member or members of the school committee authorized by vote thereof: *provided however*, that no member of a school committee or other person authorized as aforesaid, shall have authority to sign such certificate for any child then in or about to enter, his own employment, or the employment of a firm of which he is a member, or of a corporation of which he is an officer or employe. The person signing the certificate shall have authority to administer the oath provided for therein, but no fee shall be charged therefor; such oath may also be administered by any justice of the peace.

SEC. 6. The certificate as to the birthplace and age of a child shall be signed by his father if living and a resident of the same city or town; if not, by his mother; or if his mother is not living, or if living is not a resident of the same city or town, by his guardian; if a child has no father, mother or guardian living in the same city or town, his own signature to the certificate may be accepted by the person authorized to approve the same.

SEC. 7. No child who has been continuously a resident of a city or town since reaching the age of thirteen years shall be entitled to receive a certificate that he has reached the age of fourteen unless or until he has attended school according to law in such city or town for at least twenty weeks since reaching the age of thirteen, unless exempted by law from such attendance. Before signing the approval of the certificate of age of a child, the person authorized to sign the same shall refer to the last school census taken under the provisions of section three of chapter forty-six of the Public Statutes, and if the name of such child is found thereon, and there is a ma-

terial difference between his age as given therein and as given by his parent or guardian in the certificate, allowing for lapse of time, or if such child plainly appears to be of materially less age than that so given, then such certificate shall not be signed until a copy of the certificate of birth or of baptism of such child, or a copy of the register of its birth with a town or city clerk, has been produced, or other satisfactory evidence furnished that such child is of the age stated in the certificate.

SEC. 8. The truant officers may, when so authorized and required by vote of the school committee, visit the factories, workshops and mercantile establishments in their several cities and towns, and ascertain whether any children under the age of fourteen are employed therein contrary to the provisions of this act, and they shall report any cases of such illegal employment to the school committee and to the chief of the district police or the inspector of factories for the district. The inspectors of factories, and the truant officers when authorized as aforesaid, may demand the names of all the children under sixteen years of age employed in such factories, workshops and mercantile establishments, and may require that the certificates and lists of such children provided for in this act shall be produced for their inspection. Such truant officers shall inquire into the employment, otherwise than in such factories, workshops and mercantile establishments, of children under the age of fourteen years, during the hours when the public school are in session, and may require that the aforesaid certificates of all children under sixteen shall be produced for their inspection; and any such officer, or any inspector of factories may bring a prosecution against a person or corporation employing any such child otherwise than as aforesaid, during the hours when the public schools are in session, contrary to the provisions of this act, if such employment still continues one week after written notice from such officer or inspector that such prosecution will be brought or if more than one such written notice, whether relating to the same child or to any other child, has been given to such employer by a truant officer or inspector of factories at any time within one year.

SEC. 9. Every parent or guardian of a child under fourteen years of age who permits any employment of such child contrary to the provisions of this act, and every owner, superintendent or overseer of any factory, workshop or mercantile establishment who employs or permits to be employed therein any child contrary to the

provisions of this act, and any other person who employs any child contrary to the provisions of this act, shall for every such offence, forfeit not less than twenty nor more than fifty dollars for the use of the public schools of the city or town. Every parent, guardian, or person authorized to sign the certificate prescribed by section four of this act, who certifies to any materially false statement therein, shall be punished by a fine not exceeding fifty dollars, or by imprisonment not exceeding thirty days, or by both such fine and imprisonment. A failure to produce to a truant officer or inspector of factories the certificate required by the provisions of this act shall be *prima facie* evidence of the illegal employment of the child whose certificate is not produced.

SEC. 10. The expressions "factory" and "workshop" used in this act shall have the meanings defined for them respectively by chapter one hundred and three of the acts of the year one thousand eight hundred and eighty-seven.

SEC. 11. Within one month of the passage of this act the chief of the district police shall cause a printed copy thereof to be transmitted to the school committee of every city and town in the Commonwealth.

SEC. 12. Sections one to six, inclusive, of chapter forty-eight of the Public Statutes, chapter two hundred and twenty-four of the acts of the year eighteen hundred and eighty-three, chapter two hundred and twenty-two of the acts of the year eighteen hundred and eighty-five, and section one of chapter four hundred and thirty-three of the acts of the year eighteen hundred and eighty-seven are hereby repealed.

WEEKLY PAYMENT OF WAGES BY CORPORATIONS.

SECTION 1. Every manufacturing, mining or quarrying, mercantile, railroad, street railway, telegraph and telephone corporation, every incorporated express company and water company shall pay weekly each and every employe engaged in its business the wages earned by such employe to within six days of the date of said payment; and every incorporated city shall so pay every employe engaged in its business, unless such employe shall request in writing to be paid in some different manner; and every municipal corporation not a city, and every incorporated county shall so pay every employe engaged in its business if so required by him; *provided, however*, that if at any time of payment any employe shall be absent from his regular place of labor he shall be entitled to said

payment at any time thereafter upon demand. The provisions of this section shall not apply to any employe of a co-operative corporation or association who is a stockholder therein, unless such employe shall request such corporation to pay him weekly; and *provided, also*, that the railroad commissioners, after a hearing, may exempt any railroad corporation from paying weekly any of its employes who, in the opinion of the commissioners, prefer less frequent payments, and when in their opinion the interests of the public and such employes will not be injured thereby.

SEC. 2. Any corporation violating any of the provisions of this act shall be punished by a fine not exceeding fifty and not less than ten dollars on each complaint under which it is convicted; *provided*, complaint for such violation is made within thirty days from the date thereof. The chief of the district police, or any state inspector of factories and public buildings, may bring a complaint against any corporation which neglects to comply with the provisions of this act for a period of two weeks after having been notified in writing by such chief or inspector that such complaint will be brought. On the trial of such complaint such corporation shall not be allowed to set up any defence for a failure to pay weekly any employe engaged in its business the wages earned by such employe to within six days of the date of said payment, other than the attachment of such wages by the trustee process or a valid assignment thereof, or a valid set-off against the same, or the absence of such employe from his regular place of labor at the time of payment, or an actual tender of such employe at the time of payment of the wages so earned by him. No assignment of wages payable weekly under the provisions of this act shall be valid if made to the corporation from whom such wages are to become due, or to any person on behalf of such corporation, or if made or procured to be made to any person for the purpose of relieving such corporation from the obligation to pay weekly under the provisions of this act.

SEC. 3. When a corporation against which a complaint is made under this act fails to appear after being duly served with process, its default shall be recorded, the allegations in the complaint taken to be true, and judgment shall be rendered accordingly.

SEC. 4. When judgment is rendered upon any such complaint against a corporation, the court may issue a warrant of distress to compel the payment of the penalty prescribed by law, together with the costs and interest.

SANITARY APPLIANCES AND VENTILATION.

SECTION 1. Every factory in which five or more persons are employed, and every factory, workshop, mercantile or other establishment or office in which two or more children, young persons or women are employed, shall be kept in a cleanly state and free from effluvia arising from any drain, privy or other nuisance, and shall be provided, within reasonable access, with a sufficient number of proper water-closets, earth-closets or privies for the reasonable use of the persons employed therein; and wherever two or more male persons and two or more female persons are employed as aforesaid together, a sufficient number of separate and distinct water-closets, earth-closets or privies shall be provided for the use of each sex and plainly so designated, and no person shall be allowed to use any such closet or privy assigned to persons of the other sex.

SEC. 2. It shall be the duty of every owner, lessee or occupant of any premises so used as to come within the provisions of this act to carry out the same and make the changes necessary therefor. In case such changes are made upon the order of an inspector of factories by the occupant or lessee of the premises, he may at any time within thirty days of the completion thereof bring an action before any trial justice, police, municipal or district court against any other person having an interest in such premises, and may recover such proportion of the expense of making such changes as the court adjudges should justly and equitably be borne by such defendant.

SEC. 3. When it appears to an inspector of factories that any act, neglect or default in relation to any drain, water-closet, earth-closet, privy, ash-pit, water supply, nuisance or other matter in a factory or in a workshop, included under section one of this act, is punishable or remediable under chapter eighty of the Public Statutes, or under any law of the Commonwealth relating to the preservation of the public health, but not under this act, such inspector shall give notice in writing of such act, neglect or default to the board of health of the city or town within which such factory or workshop is situate, and it shall thereupon be the duty of such board of health to make inquiry into the subject of the notice, and to take such action thereon in the way of enforcing any provision of law within its authority as the facts may call for.

SEC. 4. Any person violating any provision of sections one and two of this act shall be punished by a fine not exceeding one hundred dollars; but no criminal prosecution shall be made for such violation until four weeks after notice in writing by an inspector of factories of the changes necessary to be made to comply with the provisions of said sections has been sent by mail or delivered to such person, nor then if in the mean time such changes have been made in accordance with such notification. A notice shall be deemed a sufficient notice under this section to all the members of a firm or to a corporation when given to one member of such firm, or to the clerk, cashier, secretary, agent or any other officer having charge of the business of such corporation, or to its attorney; and in the case of a foreign corporation, notice to the officer having the charge of such factory or workshop shall be sufficient; and such officer shall be personally liable for the amount of any fine in case a judgment against the corporation is returned unsatisfied.

SEC. 5. The following expressions used in this act shall have the following meaning:—

The expression "person" means any individual, corporation, partnership, company or association.

The expression "child" means a person under the age of fourteen years.

The expression "young person" means a person of the age of fourteen years and under the age of eighteen years.

The expression "woman" means a woman of eighteen years of age and upwards.

The expression "factory" means any premises where steam, water or other mechanical power is used in aid of any manufacturing process there carried on.

The expression "workshop" means any premises, room or place, not being a factory as above defined, wherein any manual labor is exercised by way of trade, or for purposes of gain in, or incidental to, any process of making, altering, repairing, ornamenting, finishing or adapting for sale any article or part of an article, and to which or over which premises, room or place, the employer of the persons working therein has the right of access or control: *provided, however*, that the exercise of such manual labor in a private house or room by the family dwelling therein, or by any of them, or in case a majority of the persons therein employed are members of such family, shall not of itself constitute such house or room a workshop within this definition.

The aforesaid expressions shall have the meanings above defined for them respectively in all laws of this Commonwealth relating to the employment of labor, whether heretofore or hereafter enacted, unless a different meaning is plainly required by the context.

PROPER VENTILATION OF FACTORIES AND WORKSHOPS.

SECTION 1. Every factory in which five or more persons are employed, and every workshop in which children, young persons or women, five or more in number, are employed, shall be so ventilated while work is carried on therein that the air shall not become so exhausted as to be injurious to the health of the persons employed therein, and shall also be so ventilated as to render harmless, so far as is practicable, all the gases, vapors, dust or other impurities generated in the course of the manufacturing process or handicraft carried on therein that may be injurious to health.

SEC. 2. If in a factory or workshop included in section one of this act any process is carried on by which dust is generated and inhaled to an injurious extent by the persons employed therein, and it appears to an inspector of factories that such inhalation could be to a great extent prevented by the use of a fan or other mechanical means, and that the same could be provided without excessive expense, such inspector may direct a fan or other mechanical means of a proper construction to be provided within a reasonable time, and such fan or other mechanical means shall be so provided, maintained and used.

SEC. 3. Any person employing labor in a factory or workshop and violating any provision of this act shall be punished by a fine not exceeding one hundred dollars; but no criminal prosecution shall be made for any such violation unless such employer shall have neglected for four weeks to make such changes in his factory or workshop as shall have been ordered by an inspector of factories by a notice in writing delivered to or received by such employer.

SANITARY PROVISIONS AND PROPER VENTILATION IN PUBLIC BUILDINGS AND SCHOOL-HOUSES.

SECTION 1. Every public building and every school-house shall be kept in a cleanly state and free from effluvia arising from any drain, privy or other nuisance, and shall be provided with a sufficient number of proper water-closets, earth-closets or privies for the reasonable use of the persons admitted to such public building or of the pupils attending such school-house.

SEC. 2. Every public building and every school-house shall be ventilated in such a proper manner that the air shall not become so exhausted as to be injurious to the health of the persons present therein. The provisions of this section and the preceding section shall be enforced by the inspection department of the district police force.

SEC. 3. Whenever it shall appear to an inspector of factories and public buildings that further or different sanitary provisions or means of ventilation are required in any public building or school-house in order to conform to the requirements of this act and that the same can be provided without incurring unreasonable expense, such inspector may issue a written order to the proper person or authority directing such sanitary provisions or means of ventilation to be provided, and they shall thereupon be provided in accordance with such order by the public authority, corporation or person having charge of, owning or leasing such public building or school house.

SEC. 4. Any school committee, public officer, corporation or person neglecting for four weeks after the receipt of an order from an inspector, as provided in the preceding section, to provide the sanitary provisions or means of ventilation required thereby shall be punished by a fine not exceeding one hundred dollars.

SEC. 5. The expression "public building" used in this act means any building or premises used as a place of public entertainment, instruction, resort or assemblage. The expression "school house" means any building or premises in which public or private instruction is afforded to not less than ten pupils at one time.

WAYS OF EGRESS AND MEANS OF ESCAPE FROM FIRE IN CERTAIN BUILDINGS.

SECTION 1. Every building now or hereafter used, in whole or in part, as a public building, public or private institution, school-house, church, theatre, public hall, place of assemblage or place of public resort, and every building in which ten or more persons are employed above the second story in a factory, workshop or mercantile or other establishment, and every hotel, family hotel, apartment-house, boarding house, lodging-house, or tenement-house in which ten or more persons lodge or reside above the second story, and every factory, workshop, mercantile or other establishment, the owner, lessee or occupant of which is notified

in writing by the inspector hereinafter mentioned that the provisions of this act are deemed by him applicable thereto, shall be provided with proper ways of egress, or other means of escape from fire, sufficient for the use of all persons accommodated, assembling, employed, lodging or residing in such building; and such ways of egress and means of escape shall be kept free from obstruction, in good repair and ready for use. Every room above the second story in any such building in which ten or more persons are employed shall be provided, if the inspector mentioned in the following section shall so direct in writing, with more than one way of egress by stairways on the inside or outside of the building, placed as near as practicable at opposite ends of such room; stairways on the outside of the building shall have suitable railed landings at each story above the first, and shall connect with each story by doors or windows; and such landings, doors and windows shall be kept clear of ice and snow and other obstructions. Women or children shall not be employed in a factory, workshop or mercantile or other establishment, in a room above the second story from which there is only one way of egress, if the inspector mentioned in the following section shall so direct in writing. All doors and windows in any building subject to the provisions of this section shall open outwardly, if the inspector mentioned in the following section shall so direct in writing. No portable seats shall be allowed in the aisles or passage-ways of such building during any service or entertainment held therein. The procenium or curtain opening of all theatres shall have a fire-resisting curtain of some incombustible material, and such curtain shall be properly constructed, and shall be operated by proper mechanism; the certificate of the inspector mentioned in the following section shall be conclusive evidence of a compliance with such requirements.

SEC. 2. It shall be the duty of such inspectors of factories and public buildings, as may be assigned to such duty by the chief of the district police force, to examine, as soon as may be after the passage of this act, and thereafter from time to time, all buildings within his district subject to the provisions of this act, and it shall be the duty of the inspector of buildings of the city of Boston so to examine all such buildings within said city. In case any such building conforms, in the judgment of such inspector, to the requirements of this act, he shall issue to the owner, lessee or occupant of such building, or of any portion thereof used as above

mentioned in section one, a certificate to that effect, specifying the number of persons for whom the ways of egress or means of escape from fire are deemed to be sufficient. Such certificate shall be conclusive evidence, as long as it continues in force, of a compliance on the part of the person to whom it is issued with the provisions of this act. But such certificate shall be of no effect in case a greater number of persons than therein specified are accommodated or employed, or assemble, lodge or reside within such building or portion thereof, or in case such building is used for any purposes materially different from those for which it was used at the time of the granting thereof, or in case the internal arrangements of such building are materially altered, or in case any ways of egress or means of escape from fire existing in such building at the time of such granting are stopped up, rendered unavailable or materially changed; and in no case shall such certificate continue in force for more than five years from its date. Such certificate may be revoked by such inspector at any time upon written notice to the person holding the same or occupying the premises for which it was granted, and shall be so revoked whenever, in his opinion, any conditions or circumstances have so changed, that the existing ways of egress and means of escape are no longer proper and sufficient. A copy of the said certificate shall be kept posted in a conspicuous place upon every floor of such building by the person occupying the premises covered thereby.

SEC. 3. Upon an application being made to an inspector for the granting of a certificate under this act, he shall issue to the person making the same an acknowledgment that such certificate has been applied for, and pending the granting or refusal of such certificate such acknowledgment shall have for a period of ninety days the same effect as such certificate, and such acknowledgment may be renewed by such inspector with the same effect for a further period not exceeding ninety days, and may be further renewed by the chief of the district police, until such time as such certificate shall be granted or refused.

SEC. 4. In case any change is made in any premises for which a certificate has been issued under this act, whether in the use thereof or otherwise, such as terminates the effect of such certificate, as above provided in section two, it shall be the duty of the person making the same to give written notice thereof forth-

with to the inspector for the district, or chief of the district police if such premises are outside of the city of Boston, or to the inspector of buildings of the city of Boston if within said city.

SEC. 5. In case any building or portion thereof subject to the provisions of this act is found by an inspector to fail to conform thereto, or in case any change is made in such building or portion thereof, such as terminates the effect of a certificate formerly granted therefor as aforesaid, it shall be the duty of such inspector to give notice in writing to the owner, lessee or occupant of such building, specifying and describing what additional ways of egress or means of escape from fire are necessary in the opinion of such inspector in order to conform to the provisions of this act, and to secure the granting of a certificate as aforesaid. Notice to any agent of such owner, lessee or occupant in charge of the premises shall be sufficient notice under this section to such owner, lessee or occupant.

SEC. 6. In case any building, subject to the provisions of this act is owned, leased or occupied, jointly or in severally, by different persons, any one of such persons shall have the right to apply to any part of the outside of such building, and to sustain from any part of the outside wall thereof, any way of egress or means of escape from fire specified and described by an inspector as above provided, notwithstanding the objection of any other such owner, lessee or occupant; and any such way of egress or means of escape may project over the highway.

SEC. 7. When a license is required by law or municipal ordinance, in order to authorize any premises to be used for any purpose mentioned in section one, no license for such purpose shall be granted until a certificate for such building or portion thereof shall first have been obtained from an inspector as above provided, and no such license hereafter issued shall continue in force any longer than such certificate remains in force.

SEC. 8. No wooden flue or air duct for heating or ventilating purposes shall hereafter be placed in any building subject to the provisions of section one of this act, and no pipe for conveying hot air or steam in such building shall be placed, or shall remain placed, nearer than one inch to any woodwork unless protected to the satisfaction of the said inspector by suitable guard casings of incombustible material.

SEC. 9. Every story above the second of a building subject to the provisions of section one shall be supplied with means of extinguishing fire, consisting either of pails of water or other portable apparatus, or of hose attached to a suitable water supply and capable of reaching any part of such story; and such means of extinguishing fire shall be kept at all times ready for use and in good condition.

SEC. 10. It shall be the duty of such members of the inspection epartment of the district police force as may be assigned to such duty by the chief of such force to enforce the provisions of this act outside of the city of Boston, and of the inspector of buildings of the city of Boston to enforce the same within said city, and for such purpose such inspectors shall have the right of access to all parts of any buildings subject to the provisions of this act.

SEC 11. Cities may, by ordinance, provide that the provisions of this act shall apply to any buildings three or more stories in height within their respective limits.

SEC. 12. It shall be the duty of every owner, lessee or occupant of any building or part thereof, subject to this act, to cause the provisions thereof, to be carried out, and any owner, lessee or occupant failing to observe such provisions shall be subject to a fine of not less than fifty nor more than one thousand dollars: but no prosecution therefor shall be brought until four weeks after written notice from an inspector, as above provided, of the changes necessary to be made in order to conform thereto, nor then, if in the meantime such changes have been made in accordance with such notification. Notice to one member of a firm, or to the clerk or treasurer of a corporation or to the person in charge of the premises, shall be deemed sufficient notice thereunder, and such notice may be given in person or by mail. Any such owner, lessee or occupant shall be liable for all damages caused by his violation of the provisions of this act. Any person using or occupying a building contrary to the provisions of this act may be enjoined from such use or occupation in a proceeding to be had before the superior court of the supreme judicial court at the instance of the inspector, and upon the filing of a petition therefor, any judge or justice of the court, in which such proceeding is pending, may issue a temporary injunction or restraining order, as provided in proceedings in equity.

SEC. 13. The Governor of the Commonwealth is hereby authorized to appoint from time to time, as may be necessary, not exceeding ten additional members of the inspection department of the district police force, qualified to perform the duties of the members of such department.

ERECTION AND CONSTRUCTION OF CERTAIN BUILDINGS.

SECTION 1. No building designed to be used in whole or in part, as a public building, public or private institution, school house, church, theatre, public hall, place of assemblage or place of public resort, and no building more than two stories in height designed to be used above the second story, in whole or in part, as a factory, workshop, or mercantile or other establishment, and having accommodations for ten or more employes above said story, and no building more than two stories in height designed to be used above the second story, in whole or in part as a hotel, family hotel, apartment house, boarding house, lodging house, or tenement-house and having ten or more rooms above said story, shall hereafter be erected, unless in process of erection at the date of the passage of this act, until a copy of the plans of such building has been deposited with the inspector of factories and public buildings for the district in which such buildings are to be located, if outside of the city of Boston, or with the inspector of buildings of the city of Boston, if within said city, together with a copy of such portion of the specifications of such building as such inspector may require, nor shall any such building be so erected without the provision of sufficient ways of egress and other means of escape from fire, properly located and constructed; the certificate of the inspector above named indorsed, if the building is to be located outside the city of Boston, with the approval of the chief of the district police force, shall be conclusive evidence of a compliance with the provisions of this act, provided that after the granting of such certificate no change is made in the plans or specifications of such ways of egress and means of escape unless a new certificate is obtained therefor. Such inspector may require that proper fire-stops shall be provided in the floors, walls and partitions of such buildings and may make such further requirements as may be necessary or proper to prevent the spread of fire therein or its communication from any steam boiler or heating apparatus; and no pipe for conveying hot air or steam in such building shall be

placed nearer than one inch to any wood work, unless protected to the satisfaction of such inspector by suitable guards or casings of incombustible material, and no wooden flue or air-duct for heating or ventilating purposes shall be placed in any such building.

SEC. 2. Any person erecting or constructing a building in violation of the provisions of this act shall be punished by fine of not less than fifty nor more than one thousand dollars, and such erection or construction may be enjoined in a proceeding to be had before the superior or supreme judicial court at the instance of the inspector above named, and upon the filing of a petition for such injunction any justice of the court in which such proceeding is pending may issue a temporary injunction or restraining order, as provided in proceedings in equity.

INSPECTION IN CERTAIN CASES OF BUILDINGS AND OTHER STRUCTURES ALLEGED TO BE UNSAFE OR DANGEROUS.

SECTION 1. Any member of the inspection department of the district police force, when called upon by the mayor or aldermen of any city, except the city of Boston, or by the selectmen of a town, shall inspect any building or other structure or anything attached to or connected therewith in such city or town which has been represented to be unsafe or dangerous to life or limb.

SEC. 2. If it appears to an inspector upon such inspection that the building or other structure or anything attached to or connected therewith is unsafe or dangerous to life or limb, in case of fire or otherwise, he shall proceed to cause the same to be removed or to render the same safe and secure, in the manner provided by sections four to eleven inclusive of chapter one hundred and four of the Public Statutes, and may cause proceedings to be instituted under section twelve of said chapter one hundred and four.

SEC. 3. The words "mayor and aldermen" in section five of said chapter one hundred and four shall, for the purposes of this act, be construed to apply to the mayor and aldermen of a city, or the selectmen of a town, as the case may be.

SEC. 4. If in any city or town in which such inspection is made there is no city engineer or chief engineer of the fire department, the mayor and aldermen, or selectmen, as the case may be, shall designate some other officer or officers, or some suitable persons in place of the officers so named, to act upon the board of survey provided for in section six of said chapter one hundred and four,

and the provisions of said section, and of sections seven, eight, nine, ten and twelve of said chapter one hundred and four shall apply to a board thus constituted.

TO SECURE BETTER PROVISIONS FOR ESCAPE FROM HOTELS AND CERTAIN OTHER BUILDINGS IN CASE OF FIRE.

SECTION 1. Every keeper of a hotel, boarding or lodging house containing one hundred or more rooms, and being four or more stories high, shall have therein at least two competent watchmen, each properly assigned, and each on duty between the hours of nine o'clock in the afternoon and six o'clock in the forenoon. And every keeper of a hotel, boarding or lodging house, containing fifty or more, but less than one hundred, rooms, and being three stories high, shall have between said hours at least one competent watchman on duty therein. And in all such hotels or lodging houses as are mentioned in this section, the halls and stairways shall be properly lighted at night, and at the head and foot of each flight of stairs shall be kept during the night a red light; and one or more proper alarms or gongs, capable of being heard throughout the house, shall always remain easy of access and ready for use in each of said buildings, to give notice to the inmates in case of fire. And every keeper of such hotel, boarding or lodging house shall keep posted in a conspicuous place in every sleeping-room, a notice descriptive of such means of escape.

SEC. 2. The inspector of buildings in the city of Boston, the mayor and aldermen of other cities, and the selectmen of towns, shall prescribe as they deem necessary, except so far as is specifically required in the preceding sections, what additional night-watch shall be kept, and what further provisions for the prevention of fires, and for the better protection of life in case of fire, shall be made by the several keepers of hotels, boarding or lodging houses within their respective limits; and no license shall be granted to any keeper of a hotel embraced in the provisions of this act, until the requirements thereof, so far as applicable, have been complied with.

SEC. 3. Whoever neglects or refuses to provide watchmen as required by this act shall be punished by a fine not exceeding one thousand dollars for each offence, and whoever violates any of the other provisions of this act shall be subject to the same penalty as is prescribed in section twenty-two of chapter one hundred and four of the Public Statutes.

SAFETY APPLIANCES IN HOTELS AND PUBLIC BUILDINGS.

SECTION 1. All hotels, boarding and lodging houses, subject to the provisions of chapter two hundred and fifty-one of the acts of the year eighteen hundred and eighty-three, adopting a system of electric watch-clocks that shall register at the office the movements of a watchman throughout the house, or adopting in the rooms any system of thermostats or fire alarm bells that shall be approved by the inspector of factories and public buildings, or in the city of Boston by the inspector of buildings, shall be exempt from maintaining more than one watchman in addition to the regular night clerk and porters.

SEC. 2. The provisions of this act, and, of said chapter two hundred and fifty-one of the acts of the year eighteen hundred and eighty-three, shall apply to family hotels.

AMENDATORY ACT RELATING TO THE DUTIES AND POWERS OF INSPECTORS.

SECTION 1. Section ten of chapter one hundred and three of the public statutes is hereby amended so as to read as follows: Section 10. Such inspectors shall enforce the provisions of sections thirteen to twenty-two, inclusive of chapter one hundred and four, except as therein specified and the various provisions of law relating to the employment of women and minors in manufacturing mechanical or mercantile establishments, and the employment of children, young persons or women in factories or workshops, and the ventilation of factories or workshops, and the securing of proper sanitary provisions in factories or workshops; and for this purpose said inspectors may enter all buildings used for public or manufacturing purposes, or for factories or workshops, examine the methods of protection from accident, the means of escape from fire, the sanitary provisions and the means of ventilation, and may make investigations as to the employment of children, young persons and women.