

MAINE STATE LEGISLATURE

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PUBLIC DOCUMENTS

OF THE

STATE OF MAINE

BEING THE

REPORTS

OF THE VARIOUS

PUBLIC OFFICERS, DEPARTMENTS
AND INSTITUTIONS


FOR THE YEAR 1916

VOLUME III

EXCERPT
FROM
THIRD BIENNIAL REPORT
OF THE
DEPARTMENT
OF
LABOR AND INDUSTRY
STATE OF MAINE

1915-1916

With the Reports of the State Board of Arbitration and
Conciliation for the years 1915 and 1916.



SENTINEL PUBLISHING COMPANY
WATERVILLE, MAINE
1917

EXPLANATORY.

This report covers work of the Department for the period of two years, commencing July 1, 1914, and ending July 1, 1916, except the directory of labor unions, and the table giving the number of minors between the age of 14 and 16 years employed in manufacturing or mechanical or mercantile establishments in the State. These two subjects have been revised to conform with the statistics gathered up to December 1, 1916.

The next biennial report for which statistics are now being secured will cover a period extending from July 1, 1916, to July 1, 1918.

STATE OF MAINE.

OFFICE OF DEPARTMENT OF LABOR AND INDUSTRY.

AUGUSTA, December 31, 1916.

To His Excellency, Oakley C. Curtis, Governor of Maine :

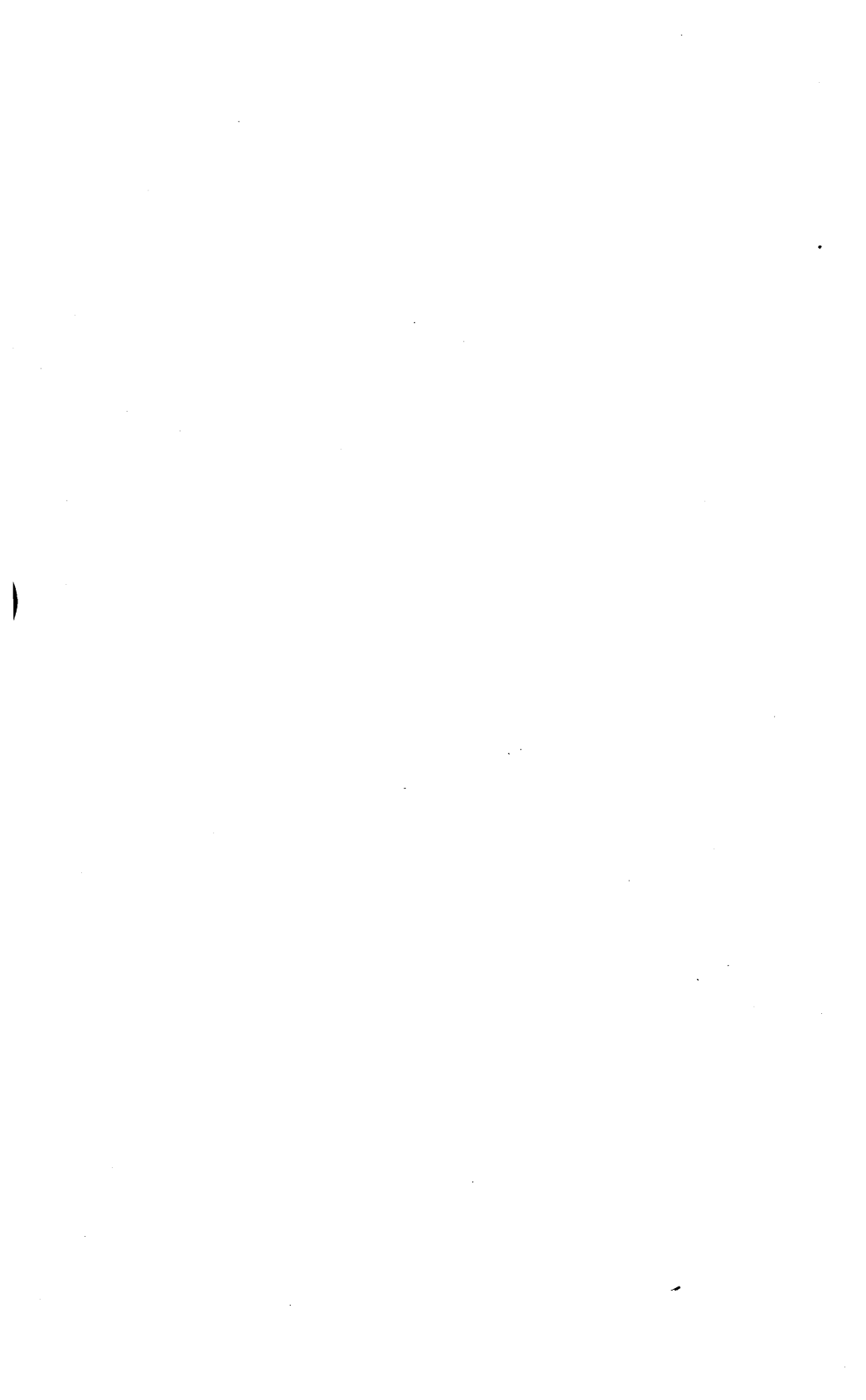
SIR:—I have the honor to transmit herewith the Third Biennial Report of the Department of Labor and Industry for the years 1915-1916.

Very respectfully,

ROSCOE A. EDDY,
Commissioner.

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INTRODUCTORY.

In submitting the report of this Department we desire especially to emphasize the fact that the scope of the work of the Department has been very materially increased in the past few years. Each session of the Legislature has resulted in the enactment of new laws and the amending of existing laws relating to labor and labor conditions in the State and this Department has been called upon and it is our duty to supervise the operation of these laws. The work of the Department will continue to increase in the future. We speak elsewhere of the difficulties we have been and are facing by reason of inadequate appropriations and lack of proper facilities for carrying on the work and we do so because the great value of the work that this Department can do should not be hampered or restricted for lack of sufficient facilities. We are gratified to note that the people of Maine are lending encouragement to the labors of the Department. The antagonism sometimes noted in the past, has practically been eliminated and we have almost always received co-operation from employers and employes alike.

The Department of Labor and Industry of the State of Maine was created by chapter sixty-five of the public laws of 1911. It is the duty of the Department to collect, assort and arrange statistical details relating to all departments of labor and industrial pursuits in the State. It is the duty of the Commissioner of Labor to cause to be enforced all laws regulating the employment of minors and women; all laws established for the protection of health, lives and limbs of operators in workshops and factories, on railroads and in other places; all laws regulating the payment of wages and all laws enacted for the protection of the working classes. "He shall on or before the first day of January, biennially, report to the Governor, and may make such suggestions and recommenda-

tions as he may deem necessary for the information of the Legislature."

The Act of 1911 which created the Department of Labor provided for an annual appropriation of four thousand five hundred dollars (\$4,500) exclusive of the salaries of the commissioner, the deputy commissioner and the stenographer. In 1911, when the Department was created, there were in existence only a few labor laws. In 1914 the duties of the Department had increased on account of the passage of additional laws to such an extent that the appropriation of four thousand five hundred dollars (\$4,500) was not sufficient to allow the departmental work to be completed as the law provides. Consequently, toward the latter part of the year, the Governor and Council allowed the Department an additional amount of money. With this allowance, we were able to complete and have printed the report of 1914 and to continue necessary inspections.

In view of these conditions, I recommended to the Legislature of 1915 that the Act of 1911 be amended by striking out the words "four thousand five hundred dollars" and inserting in place thereof the words "seven thousand dollars."

The amendment was enacted without a voice or vote in opposition. Thus the law which has been in effect during the last two years provides for an annual appropriation of seven thousand dollars (\$7,000), but on account of an omission or an error in the resolve which carried the appropriation, the Department only received the amount of four thousand five hundred dollars (\$4,500) for the year 1915, and will receive a like amount for the year 1916.

During the year 1916, the Department printing and postage bills will be over two thousand five hundred dollars (\$2,500.) This will leave a balance of only two thousand dollars (\$2,000) for all other expenditures which is entirely inadequate for the performance of the necessary work of the Department. It is barely enough to pay the clerical help which it is necessary to employ at the office on account of the large volume of mail which we now receive and send out. Thus, it will be seen that under the present conditions there is no money available to be expended for inspections or statistical purposes.

INCREASED EXPENSES—The child labor law provides that all forms used in connection with this law shall be formulated, printed and mailed by the Labor Department. The fifty-four hour law has the same provision. Forms must be furnished to all superintendents of schools who issue such permits, and to all employers of minors between fourteen and sixteen years of age under the provisions of the child labor law, while the fifty-four hour law requires that forms be furnished to all employers who are engaged in manufacturing, mechanical and mercantile business, laundries, restaurants, telegraph offices, telephone exchanges and to all express and transportation companies who employ females or male minors under sixteen years of age. When it is considered that there are in the State of Maine more than ten thousand of such employers, and that it requires eight forms to be used for each child employed under the provisions of the child labor law, it will be found that the Department of Labor has been greatly handicapped during the last two years on account of a lack of funds.

This financial condition will be more severely felt during the next two years in view of the fact that the workmen's compensation act, which has only lately gone into effect, creates a large additional expense for this Department, while the fifty-four hour law for women and minors, which went into effect the first of November of the current year, will nearly double the running expenses of the Department.

MORE ROOM IMPERATIVE—Section one of chapter sixty-five of the public laws of 1911 provides that "such commissioner shall have an office in the State Capitol building suitably furnished and equipped for the work of said Department of Labor and Industry." This provision has been, and is, badly neglected. At the present time, we have two small rooms, one twelve by twelve and the other nineteen by twelve feet. This amount of room is entirely inadequate to conduct the business of the Labor Department, which is, or should be, one of the largest departments of the State. Both of the small rooms which we are allowed to occupy are poorly ventilated and lighted, making it necessary to use electric light continuously. Unless the con-

ditions, as partly described above, can be corrected, the usefulness of the Department of Labor will be greatly minimized. It is imperative that the Department should have proper accommodations for the transaction of its necessary business.

Without indulging in a more lengthy discussion in regard to the many difficulties experienced in gathering the necessary information and compiling this volume, the work is submitted as the best result I was able to obtain with the facilities allowed for conducting the work. It comes far short of my conception of what it should be, and what I intended to make it.

Employment of Women in Mercantile Establishments.

Believing that the most important object of this Department is to ascertain the conditions of the wage workers, the Commissioner has, during the year 1916, gathered a limited amount of statistics in reference to the employment of women in mercantile establishments. This investigation should, and doubtless will be, of much value to people who are interested in the welfare of women. We were influenced to make this investigation and gather statistics from industries listed under mercantile, because of the fifty-four hour law, the first law enacted in this State restricting the hours of labor of women employed in mercantile business.

The fifty-four hour law, which applies to male minors under sixteen years of age and to all females when employed in any workshop, factory, manufacturing or mechanical establishment or laundry, or in any mercantile establishment, store, restaurant, telegraph office, telephone exchange employing more than three operators, or by any express or transportation company in the State of Maine, was enacted by the members of the seventy-seventh Maine Legislature and duly approved by Governor Curtis.

Later, the referendum was invoked and the operation of the Act suspended until the September election of 1916 when it was submitted to all the electors of the State. The result of the vote was ninety-five thousand five hundred and ninety-five (95,595) in favor and thirty-nine thousand seven hundred fifty-four (39,754) against. Thus seventy-one per cent of the voters ratified the action of the Legislature.

The law went into effect the first of November, 1916, and at the time of this writing it appears to be operating smoothly. This Department has received no complaints against the law from any of the large employers of labor. The few complaints that we have received have been generally from restaurant keepers who have previously compelled their women employes to work long hours. In many cases eighty to ninety hours per week have comprised the regular working schedule and on special occasion, these employes would be compelled to increase these long and health wrecking hours. Thus, it will be seen that the adoption of the fifty-four hour law makes a radical change with the restaurant keepers and it was expected that they would register complaints against the statute.

Workmen's Compensation Law.

The workmen's compensation law, enacted at the legislative session of 1915, which went into effect the first of January, 1916, was without doubt the most important piece of legislation ever passed in the State of Maine in favor of industrial employes. It was prepared after careful study of compensation legislation both in Europe and America. Stated in the broadest possible terms its purpose is to completely abolish, so far, at least, as this can be done under our present State constitution, the system of employers' liability which is based upon negligence, and substitute for this outworn system the principle of compensation for injured workmen and their dependents without regard to whether these injuries occur by reason of fault of the employer or negligence on the part of the employe.

During the period of time, less than one year, that the law has been in effect, there have been reported to the Industrial Accident Commission ten thousand nine hundred twenty-three (10,923) accidents of which fifty-two (52) have been fatal. This shows very conclusively the necessity for such legislation. As the workmen's compensation act provides for an annual report to be made by the Industrial Accident Commission, I will refrain from further discussion of this important and interesting subject, except to state the conviction formed from knowledge of results, that the present law is defective in many ways. In the course of its passage through the Legis-

lature many changes were made in the original form of the bill. The law should be amended by the incoming Legislature and the principal purpose of the amendments should be both to encourage the prevention of accidents and to make more adequate provisions for those who suffer from the results of industrial accidents.

Maine "Peonage" Law.

I desire at this time to call attention to chapter seven of the public laws of 1907 relating to lumbering operations. This law is commonly known as the Maine "peonage" law. The name was derived from the notorious Alabama peonage act which the Maine law so closely resembles. The Alabama act was declared unconstitutional in 1910. The Maine law has proved to be very obnoxious. Under its provisions hundreds of men have been convicted and forced to serve a sentence in jail for no offense other than being in debt. A large majority of the laborers employed in lumbering operations are supplied by employment agencies located largely in Bangor and Lewiston, and Boston, Mass. Many of the men hired have no conception of the work they are expected to do and employment agents do not often hesitate to misrepresent conditions. After the man has been engaged to do work which in many instances he is entirely unfit to do, if he is without funds of his own which is commonly the case, he is furnished with transportation into the woods.

If, upon his arrival there, he finds that the work is not what he engaged to do, or that it is physically impossible for him to do such work, or he quits for any cause, he is immediately arrested and generally taken for trial before a justice who may be anxious to make the sentence satisfactory to the influential lumbermen operating in that vicinity. As the unfortunate man who has been arrested is generally without money or friends, there is no defense in his behalf and the result, as would be expected, is a sentence in jail. Evidence is at hand to show that hundreds of men have been thrown into jail because of this cruel and much abused law. Numerous attempts have been made to have the act repealed but as yet without success. Unprejudiced opinions agree that the law as it is now used is a menace and that it should be abolished.

Employment Agencies.

During the last two years, numerous complaints have been received by this Department that employment agencies throughout the State have collected fees in excess of the law for procuring employment. Other complaints charge that all manner of misrepresentations are made to employes seeking work. Because of the small amount of money at our disposal and of the limited authority vested in the Department of Labor in connection with employment agencies, a complete investigation has not been made in all cases. We have, however, become convinced that employment agencies in general are conducted in violation of the law, that they are detrimental to the best interests of both the employer and the employe, and that legislation should be enacted which would place the great economic question of unemployment under the management of the state and take it out of the hands of agents, some of whom are unscrupulous, who now control it unrestricted. Municipal officers are charged with the duty of enforcing the State employment agency law but, as far as we are able to observe, such officers have failed to properly perform their duties, and the great army of workmen and women, who are constantly swindled in employment agencies, have no protection under the existing circumstances.

Factory Conditions.

Since 1914, persistent efforts have been made to improve the conditions which exist in Maine factories, workshops and mills regarding the danger of loss of life in case of fire or other disaster. Some progress has been made, although taken as a whole the result is very unsatisfactory. There are many of the large as well as of the small manufacturing establishments in which the facilities for escape in case of fire, or an alarm of fire, are entirely insufficient. If these conditions are not corrected, it is only a question of time when the laxity of legislators and local fire officials, which has so long existed, will result in wholesale loss of life of factory and workshop girls as it has in New York and other states. Proposed legislation was introduced at the last session of the Legislature which was intended to strengthen the present law. This also

provided for an increase in the authority of the Commissioner of Labor in regard to the enforcement of State fire laws which is believed to be necessary if the present dangerous conditions are to be changed. In this connection, it may be mentioned that fire officials in many of the cities are too much under political obligations to deal with the problems as effectively as they would do if unhampered. The proposed act which was introduced at the 1915 session of the Legislature was referred to the next session with a recommendation that legislation be enacted for the better safeguarding of employes in factories, mills and workshops against danger from fire. It should be placed upon the statute books of the State as speedily as possible.

Adjustment of Strikes.

Within the last two years, there have been many strikes in the State of Maine caused largely by the increased demand for labor. They have not been of long duration or very hazardous to the industry or business involved. The disturbance has generally been among the unorganized.

Only a few strikes of union labor have occurred and they have not been of a serious nature. Believing that strikes are a menace to industrial prosperity, officials of this Department have endeavored to be informed and arrive at the place where the agitation is going on within a short time after it commenced for the purpose of assisting the dissatisfied parties to arrange a satisfactory agreement. We are pleased to state that these efforts have met with material success in adjusting these trade difficulties.

In this connection, we would say that in the work of adjustment we have worked in conjunction and in co-operation with the State Board of Arbitration and Conciliation. We do not go at length into our work along these lines for a full summary of strikes and labor difficulties will be incorporated in the report of that Board.

The wage earners of Maine have been employed more continuously at remunerative wages during the last two years than ever before and during the past year the product of many industries of the State has been restrained because a full supply of labor could not be obtained. The large manufactur-

ers have repeatedly increased wages, a condition which has induced laborers employed upon farms and in smaller industries to seek employment in the large manufacturing centers. This created a situation which naturally proved embarrassing to the farmers during the harvest season as they were obliged to pay a high rate of wages and in many cases even this inducement did not secure the necessary labor to complete the work in seasonable time.

Employers of another class who have been, and are at the present time severely disturbed by the stringent condition of the labor market, are the lumbermen of the State. At the present time there are jobs for several thousand men waiting to be filled at the lumber camps. We are informed that unless labor is better supplied within the next thirty days, or by the first of January, 1917, it is certain that a very material reduction will have to be made in the cut of the Maine timber planned for this winter.

Mining.

The State of Maine has valuable deposits of zinc, precious stones, slate, limestone, iron, copper, feldspar and many other minerals which should be developed and there is evidence at hand which indicates that some of these minerals exist in large quantities and that they are of an extremely high grade. During the last two years, this Department has made such investigations as possible without money available for such work. The samples of minerals which we have gathered and had assayed, and other information which we are in possession of will, we believe, convince even the doubtful that the mineral resources of Maine are worthy of very immediate and energetic attention. In the course of the slight investigation we were able to make we were convinced that there are great possibilities in the feldspar deposits of the State. The quantity appears to be unlimited and from evidence which we have secured, it seems that the grade of ore is far superior to any which is now being mined, though it is evident that the feldspar industry of the State at the present time is being successfully operated as many new companies have been organized during the past year for the purpose of mining and developing the minerals contained in the feldspar group.

The results obtained from samples of zinc ore deposits in this State which were assayed by reliable metallurgical agencies were astonishing. Samples of the ore were submitted to the University of Maine, also to two reliable assayers of New York City. The University of Maine reported that the samples assayed 17% zinc. Of the other agencies one reported 23.21% and the second notified us that he found the ore sent to him to be 32.18% zinc. It would seem that these findings invite further investigation and that the State should not longer withhold its assistance from an industry which has such good prospects and such great possibilities.

Several years ago the Legislature enacted a law which provided in part that the Land Agent, the Commissioner of Agriculture and the Commissioner of Labor are constituted a mining board to be known as the Maine Mining Bureau. "Said board shall collect reliable information concerning the deposits of all precious and useful minerals, establish a metallurgical cabinet in the State House, and in such cabinet they shall properly arrange samples and specimens of ore, valuable rocks and metals collected by them. They shall biennially issue a pamphlet containing information concerning the mineral resources of the State and shall distribute at least one thousand copies of such pamphlet among the business men and capitalists of other states." Such a board has never been organized nor any of the requirements of the law complied with because no appropriation was ever made for the purpose of carrying out the provisions of the law.

The members of the incoming Legislature should not fail to make the necessary appropriation for this important work and it would in our opinion do well to enact some legislation that would stimulate the search for precious metals and the mining of the same. It has been suggested that a mining law could be enacted to provide that whoever discovers or finds ores, minerals or precious stones upon land of another or beneath the surface thereof shall be entitled to the same. In such event provisions should of course be made for the land owner to collect a reasonable royalty and, if it is deemed wise the State should retain an interest. Such a law would encourage efforts to locate ores and minerals and the report of prospects when they are found. Under the existing conditions there is

no inducement for any prospector to use time and money in making an attempt to find ore or minerals on land of another for if he succeeds the law will not allow him the enjoyment of his discovery. Some will say that the suggestion made above is far too drastic and subversive of property rights and this may be true. What we wish to convey is that Maine has a very considerable undeveloped mineral wealth and it is desirable that this should be developed. Under present conditions there is little or no effort to locate what might prove to be very valuable minerals. It is a source of potential wealth that should not be longer overlooked nor neglected.

LIST OF PROSECUTIONS FOR VIOLATION OF
LABOR LAWS.

LUBEC.

- 1914
Oct. 16th Superintendent of sardine canning factory employed a boy without a work permit, and two girls under 14 years of age. Court held defendant guilty in case of boy working without a work permit and fined him \$50 and costs. Evidence as to employment of the two girls under 14 years of age was deemed by the court insufficient to prove defendant guilty. Defendant appealed from fine and case was continued pending compliance with the law. Later reports indicated that concern affected was complying with the law.

EASTPORT.

- Oct. 16th. Foreman of sardine canning factory employed two boys under 14 years of age. Pled guilty and was fined.
- Oct. 23rd Superintendent of sardine canning factory employed two boys under 14 years of age, found guilty and fined \$50 and costs in each case. Appealed.
- Proprietor of sardine canning factory employed three boys under 14 years of age. Found guilty and fined \$50 and costs. Appealed.

Appealed cases mentioned above were continued pending future compliance with the law. Later reports indicated that all of the sardine canning factories in Eastport were complying with the law.

JAY.

- Dec. Manager of a wood working establishment for violation of the Child Labor Law employing minors under 14 years of age. Three warrants were issued and conviction secured in all cases.

GILEAD.

- 1915
April 9th Proprietor of saw mill for violation of the weekly payment of wages law. Continuation granted by Court pending compliance by defendant. No further complaints have been received. Costs of Court have been paid by defendant. Fourteen warrants were issued.

MADISON.

- April 21st Parent permitted his minor son to submit a birth paper on which an erasure had been made changing date of birth, and for which a work permit was issued. The father was found guilty and fined \$10 and costs.

PORTLAND.

- Aug. 20th Complaint was made against the proprietor of a restaurant for violation of the weekly payment of wages law. He was, owing to lack of evidence, found not guilty.

WESTBROOK.

- Sept. 2nd Parent permitted his son to submit a birth paper on which an erasure had been made as to year of birth. A conviction was secured and he was allowed to go on payment of a nominal fine and costs of Court.

On same date parent was found guilty of similar offence. A nominal fine was imposed with costs.

SKOWHEGAN.

- Sept. 23rd Superintendent for road building contractor violated the weekly payment of wages law. Was fined \$10 and costs of Court in one case. Two other cases were not pressed upon payment of costs.

BANGOR.

- Oct. 9th Secretary of a New York Paper concern hiring men to take place of strikers did not either orally or in a newspaper ad for men state that there was a strike. Pleading nolo was made to pay costs of Court.

AUGUSTA.

- Nov. 23rd Ten warrants were issued against a building contractor for violation of the weekly payment of wages law. Date of trial set. Continuation granted pending defendant's compliance with the law. Later employees questioned stated

that they were receiving their wages weekly, and had been paid wages due at time complaint was made.

- Dec. 11th Relative furnished a minor child with a birth paper containing a false statement as to date of the child's birth, and upon which a work permit was issued. Conviction was secured and fine of \$10 and costs of Court was imposed.

SACO.

- Dec. 23rd An agent hiring men to take the place of strikers did not orally or in a newspaper ad for men state there was a strike. He pleaded nolo and was fined \$25 and costs. The fine was remitted and he was freed on payment of costs.

SANFORD.

- 1916
Feb. 3rd Parent permitted his minor son to submit a birth paper on which an erasure had been made changing date of birth, and upon which a work permit was issued. The father was found guilty and fined \$25 and costs.

On same date a parent was found guilty for same offence and fined \$10 and costs.

SEBAGO LAKE.

- March 1st Proprietor of a saw mill—case nol prossed on payment of costs and his promise to comply with the weekly payment of wages law.

LEWISTON.

- July 21st Parents complained of as being jointly responsible for allowing their son, aged 13, to work on an older brother's birth paper, giving his age as 16 years. Father was found not guilty. Mother was found guilty and fined \$15 and costs.

WATERVILLE.

- Oct. 30th Parent permitted his minor daughter to submit a record on which an erasure had been made changing date of birth and upon which a work permit had been issued. Father found not guilty, court stated because of lack of proof connecting father with erasure on birth record.

SUMMARY OF MANUFACTURING INDUSTRIES OF
MAINE.

The information herein contained was obtained through various sources, viz: Through the officials connected directly with the Department, through special agents, through reports direct from the manufacturers and through the town clerks of the several towns.

The employers have answered communications promptly and cooperated with this Department at all times and under all conditions and we desire to thank them for their courtesy.

Number of employes in manufacturing establishments by counties:

COUNTIES.	1912		1914		1916	
	Male.	Female.	Male.	Female.	Male.	Female.
Androscoggin.....	8,339	5,746	9,108	5,690	9,256	5,572
Aroostook.....	3,793	110	3,801	130	3,333	92
Cumberland.....	8,613	3,122	9,086	3,113	9,450	3,515
Franklin.....	2,670	568	2,976	605	2,554	582
Hancock.....	2,374	508	2,106	633	1,924	530
Kennebec.....	6,040	2,600	6,217	2,722	6,656	2,694
Knox.....	2,879	957	2,719	913	2,867	949
Lincoln.....	740	287	577	207	532	209
Oxford.....	5,091	1,092	4,611	793	4,652	988
Penobscot.....	8,163	835	8,309	1,072	7,704	1,062
Piscataquis.....	2,367	318	2,083	352	2,424	311
Sagadahoc.....	2,166	165	2,388	190	2,422	176
Somerset.....	4,206	914	3,971	945	3,787	974
Waldo.....	1,586	482	1,389	569	1,323	477
Washington.....	5,852	3,171	5,515	2,956	5,449	3,135
York.....	9,288	4,965	8,231	4,910	9,035	5,031
Total.....	73,467	25,840	73,087	25,800	73,368	26,297

BOOT AND SHOE INDUSTRY.

Number of establishments.	Total Value of Product 1915.	Total Amount of pay roll 1915.	Average Number Employed 1916.			
			Men.	Women.	Males between 14 and 16 yrs.	Females between 14 and 16 yrs.
1	\$453,376 00	\$125,000 00	100	75	0	0
2	309,482 43	82,164 23	200	225	7	0
3	382,830 40	93,086 37	98	58	0	0
*4	7,805 11	4,852 24	35	38	0	0
5	1,764 20	1,611 70	8	1	0	0
6	139,320 67	38,965 58	85	30	0	0
7	23,596 12	4,860 03	40	20	0	0
8	397,683 89	104,052 96	125	125	0	0
9	161,617 31	45,576 34	55	-	0	0
10	555,534 22	115,986 83	150	60	0	0
11	1,919,095 13	491,072 80	548	352	5	4
12	168,390 32	50,192 06	85	45	12	5
13	1,876,238 96	533,643 64	867	556	0	0
14	2,469,200 05	547,327 20	800	276	14	20
15	79,656 35	31,396 30	65	32	0	0
16	2,000,000 00	480,000 00	608	276	0	0
17	2,982 47	1,474 00	3	-	0	0
18	5,000 00	2,028 00	3	-	0	0
19	423,795 00	102,726 84	177	67	1	0
20	918,000 00	218,489 00	300	125	0	0
21	2,250,973 54	430,181 65	593	319	6	0
22	-	175,430 21	180	102	1	0
23	1,035,785 77	185,445 72	252	125	1	2
*24	74,858 54	24,925 50	172	80	4	3
25	73,918 00	23,684 08	27	29	0	0
26	6,979 00	3,358 58	10	10	0	0
27	279,570 88	114,332 48	181	140	0	0
28	99,032 65	27,542 16	50	30	0	0
29	275,000 00	59,912 63	100	40	0	0
30	66,758 31	26,211 61	35	32	0	0
31	512,202 29	131,313 04	220	100	0	0
32	2,416,062 00	521,629 00	563	354	8	10
33	299,155 96	81,459 36	95	80	2	2
34	-	-	200	100	1	3
35	50,000 00	14,031 00	30	14	0	0
36	-	-	300	500	0	0
37	-	-	160	85	6	1
	\$19,734,660 57	\$4,893,963 14	7,520	4,501	68	50

* No. 4 began manufacturing in September, 1915.

* No. 24 began manufacturing in October, 1915.

PULP AND PAPER INDUSTRY.

Number of establishments.	Total Value of Product 1915.	Total Amount of Pay Roll 1915.	Average Number Employed 1916.			
			Men.	Women.	Males between 14 and 16 yrs.	Females between 14 and 16 yrs.
1	\$667,084 37	\$105,974 78	250	10	0	0
2	124,605 00	32,441 00	45	-	0	0
3	3,539,321 00	780,449 00	1,275	200	0	0
4	600,410 00	117,990 00	200	-	0	0
5	105,047 20	36,163 90	35	-	0	0
6	552,183 08	103,428 75	150	20	0	0
7	38,757 61	7,736 72	17	2	0	0
8	207,624 52	32,271 26	40	-	0	0
9	535,209 59	136,946 74	201	-	0	0
10	265,740 89	46,427 04	60	-	0	0
11	428,836 49	47,955 40	59	-	0	0
12	2,679,087 36	480,074 89	637	24	0	0
13	375,626 00	69,006 00	83	22	0	0
14	367,589 65	122,355 08	189	10	0	0
15	766,698 20	130,815 62	133	15	0	0
16	3,346,429 71	748,425 59	725	65	0	0
17	2,507,456 25	471,020 34	622	-	0	0
18	4,908,484 67	709,336 45	970	30	0	0
19	2,920,000 00	321,406 17	350	300	2	6
20	135,018 09	26,614 35	60	-	0	0
21	66,466 50	23,192 42	40	-	0	0
22	273,211 68	63,780 87	83	1	0	0
23	1,780,691 00	415,100 00	530	262	0	0
24	771,580 00	144,626 00	214	12	0	0
25	1,142,011 03	255,713 73	425	-	0	0
26	925,983 17	190,786 79	250	10	0	0
27	4,170,489 33	611,725 40	750	-	0	0
28	2,279,570 20	295,408 25	300	-	0	0
29	1,125,464 33	222,678 78	300	-	0	0
30	314,614 77	110,062 60	66	-	0	0
31	818,867 93	146,010 60	199	-	0	0
32	89,154 00	20,791 34	39	-	0	0
33	190,907 14	61,619 03	200	-	0	0
34	530,348 09	85,875 02	95	-	0	0
35	25,657 46	4,124 25	13	-	0	0
36	57,983 39	13,587 71	50	-	0	0
37	10,645 37	573 71	11	-	0	0
38	-	-	60	-	0	0
39	-	-	70	65	0	0
40	42,980 60	1,956 09	10	-	0	0
41	2,609,516 96	458,231 87	525	-	0	0
42	195,692 46	22,502 00	35	-	0	0
	\$32,483,045 09	\$7,675,215 54	10,366	1,048	2	6

COTTON INDUSTRY.

Number of establishments.	Total Value of Product 1915.	Total Amount of pay roll 1915.	Average Number Employed 1916.			
			Men.	Women.	Males between 14 and 16 yrs.	Females between 14 and 16 yrs.
1	\$6,875,040 23	\$1,453,144 15	1,921	1,653	27	18
2	2,181,362 00	711,298 00	1,353	887	15	23
3	1,738,041 83	403,588 70	480	460	20	26
4	1,164,854 25	303,970 55	426	328	22	10
5	1,931,562 56	493,080 02	542	643	4	6
6	708,815 20	232,881 67	460	135	1	1
7	418,607 21	90,543 53	90	110	5	1
8	575,417 46	106,008 12	140	95	5	3
9	875,323 04	329,585 69	350	450	5	3
10	1,209,468 08	354,892 15	323	541	7	5
11	355,000 00	80,372 96	92	107	1	0
12	2,319,881 32	670,306 19	868	714	7	6
13	1,101,515 00	375,985 00	413	312	20	24
14	126,000 00	21,510 04	22	24	0	0
15	1,324,731 99	269,628 31	278	230	13	3
	\$12,905,620 17	\$5,896,795 08	7,758	6,689	152	129

WOOLEN INDUSTRY.

Number of establishments.	Total Value of Product 1915.	Total Amount of pay roll 1915.	Average Number Employed 1916.			
			Men.	Women.	Males between 14 and 16 yrs.	Females between 14 and 16 yrs.
1	\$155,299 75	\$39,255 97	58	49	1	0
2	238,722 18	51,994 66	68	20	0	0
3	311,000 00	55,500 00	60	40	0	0
4	-	4,232 25	2	18	0	0
5	4,239,523 40	965,712 95	860	731	16	18
6	1,225,098 91	448,508 75	547	331	8	12
7	313,000 00	30,937 00	43	45	0	0
8	-	24,376 75	35	10	0	0
9	628,911 72	62,536 74	47	78	8	5
10	459,213 00	108,130 00	150	95	0	0
11	511,587 00	92,590 00	99	43	0	0
12	409,988 00	67,633 00	66	46	0	0
*13	24,150 00	8,630 69	73	16	1	0
14	592,505 00	140,244 00	188	36	5	2
15	932,798 00	142,037 00	165	48	0	0
16	353,798 00	102,108 00	119	53	0	0
17	374,788 00	105,723 00	117	53	0	0
18	211,807 30	38,049 32	60	35	0	0
19	290,855 06	51,315 51	60	40	0	0
20	698,277 00	118,531 00	130	60	0	0
21	440,136 00	76,305 00	80	39	0	0
22	40,000 00	-	-	-	0	0
23	339,303 74	18,995 90	45	-	0	0
24	243,000 00	44,689 75	48	28	0	0
25	308,000 00	51,527 45	63	25	0	0
26	203,593 95	38,474 40	62	34	0	1
27	345,074 00	87,514 00	107	37	0	0
28	209,280 00	52,849 00	63	12	1	0
29	923,109 82	129,649 75	132	71	0	0
30	Included in No. 29	-	115	35	0	0
31	120,000 00	36,000 00	47	35	1	1
32	120,000 00	36,000 00	30	20	0	0
33	70,458 00	16,027 35	26	8	0	0
34	405,137 72	74,947 92	108	57	4	1
35	204,306 27	50,176 17	60	26	0	0
36	424,568 96	105,742 00	101	79	0	0
37	184,961 00	33,089 51	55	30	2	1
38	272,226 00	47,579 00	91	27	0	0
39	191,000 00	44,298 00	61	25	0	0
40	169,189 15	37,990 79	52	16	0	0
41	315,829 00	59,782 00	80	60	3	0
42	147,967 00	32,215 00	52	28	0	0
43	1,200,000 00	197,312 02	325	94	5	1
44	599,497 00	137,627 00	181	43	3	0
45	160,000 00	53,125 06	69	34	0	0
46	696,546 42	100,469 48	120	65	0	0
47	32,153 93	3,408 97	8	16	0	0
48	416,944 49	123,667 30	175	100	2	0
49	1,077,065 84	242,883 71	308	103	4	0
50	400,000 00	82,800 00	100	67	0	0
51	77,338 01	14,883 48	10	10	0	0
52	192,189 44	33,062 69	38	65	0	0
53	263,625 00	57,791 47	18	40	1	0
54	303,111 55	57,589 13	65	90	0	0
55	385,098 00	76,688 17	92	27	0	0
56	238,037 19	62,407 79	101	34	0	0
57	152,240 00	60,665 87	60	12	0	0
58	-	-	16	6	0	0
	\$13,852,309 80	\$5,036,280 79	6,171	3,372	65	50

* No. 13 began manufacturing in November, 1915.

SYNOPSIS.

	1914			1916		
	Male.	Female.	Total.	Male.	Female.	Total.
Boot and Shoe Industry	5,920	3,179	9,099	7,520	4,501	12,021
Pulp and Paper Industry	9,698	890	10,588	10,366	1,048	11,414
Cotton Industry	-	-	-	7,758	6,689	14,447
Textile Industry	13,591	11,065	24,656	-	-	-
Woolen Industry	-	-	-	6,171	3,372	9,543
Other Industries	43,878	10,666	64,544	41,553	10,687	52,240
Total	73,087	25,800	98,887	73,368	26,297	99,665

INDUSTRIAL ACCIDENTS.

In the sub-joined tables, we give statistics of industrial accidents for the period from July 1, 1914, to July 1, 1916, these being compiled from the reports of employers. The Workmen's Compensation law went into effect January 1, 1916, and the provisions of section six of the act were promptly complied with by employers of the State who with very few exceptions expressed their desire to operate in compliance with the provisions of the law.

As the act requires all assenting employers to report industrial accidents to the Workmen's Compensation Commission, they were not longer required to make reports to the Department of Labor and Industry as in the past. For this reason, the number of accidents reported to this Department during the last six months of the two-year period covered, this being from January 1, 1916, to July 1, 1916, is but few and it is expected that in the future it will not be necessary for this Department to make reports of industrial accidents, this branch being entirely covered by provisions of the Workmen's Compensation law that requires from the Industrial Accident Commission a full and complete report of accidents which come under the Compensation law.

Reports of industrial accidents, in accordance with section 15 of the Revised Statutes of 1916, are required from all employers who have not complied with the provisions of the Workmen's Compensation act.

In the tabulation that follows, it is interesting to note that of the 2,057 accidents recorded but 35 proved fatal, the victims being all of the male sex. The most prolific forms of accident were fractures, bruises, crushings, lacerations, sprains, dislocations, burns and scalds, these classes aggregating 75 per cent of the entire accidents reported.

More than half of the accidents as reported occurred in the pulp and paper industry, the total number there being 1,052, while other industries that were prolific in victims were foundry, iron, steel and metal products with 259, textile industries with 247 and the lumbering industry with 240.

Table No. 1.

Whole Number of Accidents Reported in which Disability Exceeds Six Days, Occurring During Period from June 1, 1914, to June 30, 1916, Classified by Nature and Extent of Injury.

EXTENT OF INJURY.	Males.	Females.	Male minors between 14 and 16 years of age.	Female minors between 14 and 16 years of age.	Total.
Fatal.....	34	-	1	-	35
Loss of eye.....	5	-	-	-	5
Loss of hand.....	3	-	-	1	4
Loss of arm.....	5	-	1	-	6
Loss of leg.....	1	-	-	-	1
Loss of foot.....	3	-	-	-	3
Loss of fingers.....	96	5	5	-	106
Loss of toes.....	3	-	-	-	3
Internal injuries.....	7	-	-	-	7
Injury to arm or leg.....	28	-	-	-	28
Injury to fingers.....	38	1	1	-	40
Fractures.....	220	5	3	1	229
Bruises and crushings.....	506	17	5	1	529
Lacerations.....	515	25	13	4	557
Sprains and dislocations.....	113	8	-	-	121
Burns and scalds.....	123	-	-	-	123
Injury to eyes, lessor.....	52	1	-	-	53
Internal injuries, lessor.....	100	1	-	-	101
Infected bruises.....	22	1	-	1	24
Infected lacerations.....	57	2	1	-	60
Miscellaneous.....	14	1	1	-	16
Not stated.....	6	-	-	-	6
Total.....	1,951	67	31	8	2,057

Table No. 2.

Whole Number of Accidents Reported in which Disability Exceeds Six Days Occurring During Period from July 1, 1914 to June 30, 1916, Classified by Nature and Extent of Disability and by Industry.

INDUSTRIES.	Fatal.	PERMANENT DISABILITY.									Fractures.	Bruises and crushings.	Lacerations.	Sprains and dislocations.	Burns and scalds.	Injury to eyes.	Internal injuries, lessor.	INFECTION.		Miscellaneous.	Not stated.	Total all accidents.	
		Injury to fingers.	Loss of hand.	Loss of foot.	Loss of eye.	Loss of arm.	Internal injuries.	Injury to arm or leg.	Loss of fingers.	Loss of toes.								Loss of leg.	Bruises.				Lacerations.
Chemicals and allied products					1						1		1		1		1				1		5
Food and kindred products		1									4												4
Quarrying, granite cutting, etc	5	1			2						6	5	9	2	2								40
Shoe manufacture		3				1					3	4	20			3			1				39
Tanneries											1	2	2										8
Lumber and its remanufacture	6	6	2	1		2	2	2	2	32	1	1	27	35	98	10	3			5		5	240
Foundries, iron, steel and other metal products		15			1	1	1	10	3	1		11	47	81	5	39	19	4	3	4	14		259
Gas, water, electric and telephone companies	2	1	1							1		3	4	6		3		1					22
Paper box and bag manufacture		1								2		2	4	2	1								12
Textile industry	3		1					1	22			30	58	87	20	8	4	3	3	6	1		247
Trade	1																						2
Pulp and paper manufacture	12	10		2	1	2	2	15	25			124	325	232	74	61	19	82	18	44		4	1052
Railroad repair shops	1	1					2		4			9	17	9		2	2						52
Building and hand trades	5								1			1	9			1	1						18
Miscellaneous		1							5				10										16
Total	35	40	4	3	5	6	7	28	106	3	1	229	529	557	121	123	53	101	24	60	16	6	2057

LABOR AND INDUSTRY.

Table No. 3.

Whole Number of Accidents Reported in which Disability Exceeds Six Days Occurring During Period from July 1, 1914 to June 30, 1916, Classified by Cause of Accident and by Industry.

CAUSES OF ACCIDENTS.	INDUSTRIES.													Total all accidents.		
	Chemical and allied products.	Food and kindred products.	Quarrying, granite cutting, etc.	Shoe manufacturing.	Tanneries.	Lumber and its re-manufacture.	Foundries, iron and steel and other metal products.	Gas, water, telephone, and electric companies.	Paper box and bag manufacturing.	Textile industry.	Trade.	Pulp and paper manufacturing.	Railroad repair shops.		Building and hand trades.	Miscellaneous.
Motors—Engines					1	1		1		1		1				5
Shafting, gears, belts, pulleys, ropes, cables, chains, sprockets and set screws	1	5	2	1		16	12		48		63	3	1	2		154
Cranes and derricks			2				1					3				9
Machines, miscellaneous		4	2	16	4	8	29	1					4			158
Conveyors						1	1		67		11	7				9
Planers						2	1				6					9
Buzz planers						3	1				5	1				9
Saws		3				3	6		1		5	2				9
Wood working machines other than planers and saws						57	6		2		18	2	2	4		124
Presses		1				21					2					23
Paper making machinery						1	1	1			1					6
Elevators		4			1	1	1		2	13	192					193
Explosions, other than boiler			2								13	1				36
Electricity		1						1			2		1		1	7
Collapse or hit by objects	3	10	21			31	66	4	2		27	1	259	8	2	435
Falls from stairs						2		5			12					21
Falls from ladders								2			7					21
Falls from scaffolds						5					10			1		17
Falls from buildings											10	2		2		20
Falls down elevator shafts						1	1							1		3
Falls into excavations											2					2
Falls other than specified		2	2	2		17	13	3	1	29	123	7		1		200
Loading or handling heavy objects		5	1			9	11	2		10	95	8		2		143
Teaming, draying, etc.						7	12			1	8	1		1		30
Tools, hand apparatus		3	3	8	1	9	25		13		79	6	1			149
Inflammable, hot or corrosive substances	1	5	1		1	1	56	1		8	54	2				130
Miscellaneous		1	3	4		7	14			14	62	2				107
Not specified		1		8		8	9		2		15			2		45
Total	5	45	40	39	8	240	259	22	12	247	2	1052	52	18	16	2,057

Table No. 4.

Time of Accident.

During 1st hour of work	185
During 2nd hour of work	160
During 3rd hour of work	180
During 4th hour of work	203
During 5th hour of work	121
During 6th hour of work	64
During 7th hour of work	106
During 8th hour of work	176
During 9th hour of work	108
During 10th hour of work	114
After 10th hour of work	73
Not reported	567
	<hr/>
Total	2,057

Table No. 5.

Ages of Injured—All Industries.

14 years of age	6
15 years of age	13
16 years of age	25
17 years of age	51
18 years of age	65
19 years of age	65
20 years of age	75
21 to 25 years of age	397
26 to 30 years of age	327
31 to 35 years of age	269
36 to 40 years of age	214
41 to 45 years of age	171
46 to 50 years of age	130
51 to 55 years of age	92
56 to 60 years of age	61
61 to 65 years of age	32
66 to 70 years of age	17
Over 70 years of age	6
Not reported	41
	<hr/>
Total	2,057

Table No. 6.

Nationality—All Industries.

American	852
Italian	108
German	9
Scandinavian	22
Irish	67
Polish	148
Canadian	86
English	52
Scotch	23
French	463
Greek	27
Russian	34
Turkish	2
Welsh	6
Lithuanian	33
Slavs	21
Armenian	4
Slovak	1
Albanian	14
Syrian	2
Finn	10
Spanish	2
Ruthenian	1
Assyrian	2
Austrian	1
Dutch	1
Hungarian	2
Indian	1
Not reported	63
Total	2,057

LABOR DIRECTORY.

We submit herewith a partial list of parent labor organizations, with names and addresses of secretaries, care being taken to include where possible those having affiliated organizations in Maine or applying to the industrial work of the State. The amount paid for sick and death benefits in 1915 is given in some instances.

American Federation of Labor. - Headquarters, Washington, D. C.; President, Samuel Gompers; Secretary, Frank Morrison. Comprises 109 National and International Unions (representing approximately 22,000 local unions); 5 Departments; 45 State Branches; 718 City Centrals; 689 Local Trade and Federal Labor Unions. Departments: Building Trades Department—Secretary, William J. Spencer, Rooms 412-14 Ouray Building, Washington, D. C.; Metal Trades Department—Secretary, A. J. Berres, Rooms 512-13 Ouray Building, Washington, D. C.; Mining Department—Secretary, James Lord, 606 Ouray Building, Washington, D. C.; Railroad Employes Department—Secretary, A. O. Wharton, Suite 5-6 Ohio Building, St. Louis, Mo.; Union Label Trades Department—Secretary, Thomas F. Tracy, Rooms 708-10 Ouray Building, Washington, D. C.

Bakery and Confectionery Workers International Union of America. Secretary, Charles Iffland, 212 Bush Temple of Music, 221 Chicago avenue, Chicago, Ill.

Barbers' International Union, Journeymen. Secretary, Jacob Fischer, 222 East Michigan street, Indianapolis, Ind. Sick and death benefits paid in 1915, \$88,072.86.

Blacksmiths, International Brotherhood of. Secretary, Wm. F. Kramer, Rooms 1270-1285 Monon Building, Chicago, Ill.

Boiler Makers and Iron Shipbuilders of America, Brotherhood of. Secretary, W. J. Gilthrope, Suite 7-12 Law Building, Kansas City, Kan.

Bookbinders, International Brotherhood of. Secretary, Walter N. Reddick, 222 East Michigan street, Indianapolis, Ind.

Boot and Shoe Workers' Union. Secretary, C. L. Baine, 246 Summer street, Boston, Mass. Sick, death and disability benefits paid in 1915, \$108,114.88.

Carpenters and Joiners of America, United Brotherhood of. Secretary, Frank Duffy, Carpenter's Building, 222 East Michigan street, Indianapolis, Ind. Sick, death and disability benefits paid in 1915, \$405,080.04.

Cigarmakers' International Union of America. President, George W. Perkins, Monon Building, Chicago, Ill. Death and total disability benefits paid in 1915, \$278,509.64; sick benefits, \$210,427.87; loans to traveling members, \$42,266.70.

Clerks' International Protective Association, Retail. Secretary, H. J. Conway, Lock Drawer 248, Lafayette, Ind.

Cloth Hat and Cap Makers of North America, United. Secretary, Max Zuckerman, 62 East Fourth street, New York, N. Y.

Electrical Workers of America, International Brotherhood of. Secretary, Charles P. Ford, 406-18 Reisch Building, Springfield, Ill. Death benefits paid in 1915, \$29,134.45.

Engineers, International Union of Steam and Operating. Secretary, Jas. G. Hannahan, 6334 Yale avenue, Chicago, Ill.

Firemen, International Brotherhood of Stationary. Secretary, C. L. Shamp, 3615 North Twenty-fourth street, Omaha, Neb.

Foundry Employes, International Brotherhood of. Secretary, George Bechtold, Room 601, 810 Chestnut street, St. Louis, Mo. Sick and death benefits paid in 1915, \$585.00.

Freight Handlers, Brotherhood of Railroad. Secretary, C. B. Beaumont, 1123 Wells street, Chicago, Ill.

Garment Workers' Union, International Ladies. Secretary, Morris Sigman, 32 Union Square, New York, N. Y.

Garment Workers of America, United. Secretary, B. A. Larger, 116-122 Bible House, New York, N. Y.

Glove Workers' Union of America, International. Secretary, Elizabeth Christman, Room 709, 166 West Washington street, Chicago, Ill.

Granite Cutters' International Association of America. President, James Duncan, Hancock Building, Quincy, Mass. Funeral benefits paid in 1915, \$41,292.97; loss of sight benefits, \$7,000.

Hatters of North America, United. Secretary, Martin Lawler, 72-73 Bible House, New York, N. Y. Death benefits paid in 1915, \$25,700.

Hod Carriers, Building and Common Laborers' Union of America, International. Secretary, A. Persion, Box 597, Albany, N. Y. Death benefits paid in 1915, \$11,600.00.

Horseshoers of United States and Canada, International Union of Journeymen. Secretary, Hubert S. Marshall, 809-10 Second National Bank Building, Cincinnati, Ohio.

Laundry Workers' International Union. Secretary, Harry L. Morrison, Box 11, Station 1, Troy, N. Y.

Leather Workers' on Horse Goods, United Brotherhood of. Secretary, J. J. Pfeiffer, 504-5 Postal Building, Kansas City, Mo. Sick and death benefits paid in 1915, \$2,457.

Longshoremen's Association, International. Secretary, John J. Joyce, 702 Brisbane Building, Buffalo, N. Y.

Machinists, International Association of. Secretary, George Preston, 402-407 McGill Building, Washington, D. C.

Maintenance of Way Employes, International Brotherhood of. Secretary, George Seal, Headquarters' Building, 27 Putnam avenue, Detroit, Mich.

Molders' Union of North America, International. Secretary, Victor Kleiber, 530 Walnut street, Cincinnati, Ohio. Benefits paid in 1915: Sick, \$87,909; death, \$37,323.58; disability, \$6,500.

Musicians, American Federation of. Secretary, Owen Miller. 3535 Pine street, St. Louis, Mo.

Painters, Decorators and Paperhangers of America, Brotherhood of. Secretary, J. C. Shemp, Drawer 99, Lafayette, Ind. Benefits paid in 1915: Death, \$120,911; disability, \$32,925.

Paper Makers, International Brotherhood of. Secretary, J. T. Carey, 127 North Pearl street, Albany, N. Y.

Pattern Makers' League of North America. President, James Wilson, 1007-8-9 Second National Bank Building, Cincinnati, Ohio.

Paving Cutters' Union of the United States of America and Canada. Secretary, Carl Bergstrom, Lock Box 27, Albion, N. Y. Benefits paid in 1915: Death, \$1,625.

Photo-Engravers' Union of North America, International. Secretary, Louis A. Schwarz, Rooms 218, 220, 221 Raymond Building, 5609 Germantown avenue, Philadelphia, Pa.

Piano, Organ and Musical Instrument Workers' Union of America, International. President, Charles Dold, 166 West Washington street, Chicago, Ill.

Plasterers and Cement Finishers International Association of the United States and Canada, Operative. Secretary, T. A. Scully, 306-7-8 Castell Building, Middletown, Ohio.

Plumbers and Steam Fitters of United States and Canada, United Association of. Secretary, Thomas E. Burke, 411-416 Bush Temple of Music, Chicago, Ill.

Post Office Clerks, National Federation of. Secretary, Thomas F. Flaherty, 400 A. F. of L. Building, Washington, D. C. Death benefits paid in 1915, \$2,950.

Printing Pressmen and Assistants' Union of North America, International. Secretary, Joseph C. Orr, Pressmen's Home, Tenn. Death benefits paid in 1915, \$14,890.26.

Pulp, Sulphite and Paper Mill Workers of the United States and Canada, International Brotherhood of. Secretary, John H. Malin, Fort Edward, N. Y.

Quarry Workers' International Union of North America. Secretary, Fred W. Sutor, Scampini Building, Barre, Vt. Benefits paid in 1915: Death, \$1,980; old age, \$150.

Railroad Telegraphers, Order of. Secretary, L. W. Quick, St. Louis, Mo. Death benefits paid in 1915, \$114,750.

Railway Carmen of America, Brotherhood of. Secretary, E. Wm. Weeks, 507 Hall Building, Kansas City, Mo.

Railway Clerks, Brotherhood of. Secretary, R. E. Fisher, 307-310 Kansas City Life Building, Kansas City, Mo.

Railway Employes of America, Amalgamated Association of Street and Electric. President, W. D. Mahon, 104 East High street, Detroit, Mich.

Seamen's Union of America, International. Secretary, Thomas A. Hanson, 332 West Randolph street, Chicago, Ill. Benefits paid in 1915: Death and hospital, \$15,578.17; shipwreck, \$10,183.50.

Sheet Metal Workers, Amalgamated International Alliance. Secretary, John E. Bray, Suite 407 Nelson Building, Kansas City, Mo.

Slate and Tile Roofers' Union of America, International Secretary, Joseph M. Gavlak, 3643 West Forty-seventh street, Cleveland, Ohio.

Slate Workers, American Brotherhood of. Secretary, Philip Jago, Jr., Pen Argyle, Pa.

Stage Employes' International Alliance, Theatrical. Secretary, Lee M. Hart, Room 607, 1547 Broadway, New York, N. Y.

Stereotypers and Electrotypers' Union of North America, International. Secretary, Charles A. Sumner, 3110 Olive street, Kansas City, Mo.

Stonecutters' Association of North America, Journeymen. Secretary, Walter W. Drayer, 528 American Central Life Building, Indianapolis, Ind. Death benefits paid in 1915, \$11,350.

Stove Mounters' International Union. Secretary, Frank Grimshaw, 1210 Jefferson avenue, E. Detroit, Mich.

Tailors' Industrial Union, Journeymen. Secretary, Thomas Sweeney, Cor. East Sixty-seventh street and Stony Island avenue, Chicago, Ill. Benefits paid in 1915: Sick, \$20,880.20; death, \$12,336.50.

Teamsters, Chauffeurs, Stablemen and Helpers of America, International Brotherhood of. Secretary, Thomas L. Hughes, 222 East Michigan street, Indianapolis, Ind.

Textile Workers of America, United. President, John Golden, 86-87 Bible House, New York, N. Y. Death benefits paid in 1915, \$3,000.

Travellers' Goods and Leather Novelty Workers' International Union of America. Secretary, Murt Malone, 191 Boyd street, Oshkosh, Wis.

Typographical Union, International. Secretary, J. W. Hays, 640-650 Newton Claypool Building, Indianapolis, Ind. Benefits paid in 1915: Death, \$274,822.31; old age pensions, \$313,263.92; maintenance Union Printers' Home, \$120,149.07.

White Rats Actor Union of America. Secretary, Will J. Cooke, 227-31 West Forty-sixth street, New York, N. Y.

NOT AFFILIATED WITH A. F. OF L.

Bricklayers, Masons and Plasterers, International Union of America. Secretary, Wm. Dobson, Drawer 575, University Park Building, Indianapolis, Ind.

Car Workers, International Association of. Secretary, G. W. Gibson, 538 South Dearborn street, Chicago, Ill.

Locomotive Engineers, Brotherhood of. Grand Chief, Warren S. Stone, 1116 B. of L. E. Building, Cleveland, Ohio. Benefits paid in 1915: Deaths, accidents, loss of limbs, \$1,956,740.57; indemnity claims, \$131,725.98; relief benefits, \$55,470.59.

Locomotive Firemen and Enginemen, Brotherhood of. Secretary, A. H. Hawley, Peoria, Illinois. Benefits paid in 1915: Death, \$667,249; disability, \$216,725.

Letter Carriers, National Association of. Secretary, M. T. Finnan, 946 Pennsylvania avenue N. W., Washington, D. C.

Post Office Clerks, United National Association of. Secretary, Wm. F. Gibbons, 731 North Main avenue, Scranton, Pa.

Railroad Trainmen, Brotherhood of. Secretary, A. E. King, Cleveland, Ohio. Benefits paid in 1915: Death, \$8,900; disability, \$11,600.

Railway Conductors, Order of. Secretary, C. E. Whitney, Cedar Rapids, Iowa. Death and disability benefits paid during 1915, \$1,361,124.

DIRECTORY OF TRADE UNIONS, AND SIMILAR ORGANIZATIONS.

STATE ORGANIZATIONS.

Maine State Federation of Labor. President, C. P. Smith, Fairfield; secretary, H. B. Brawn, Box 46, Pejepscot. Meets annually on the first Tuesday in June.

Maine Textile Workers. President, Charles H. Leighton, 75 Bridge street, Augusta; secretary, Henry Morin, 21 Dunning street, Brunswick. Meets annually in May.

Maine State Conference of Bricklayers and Masons' International Union. President, James A. O'Rourke, 62 Monument street, Portland; secretary, Abner W. Nichols, 39 College street, Lewiston. Meets annually on the first Monday in November.

Maine State Association of the National Association of Letter Carriers. President, John A. Casey, 84 Birch street, Bangor; secretary, P. F. McDonough, Portland; meets annually on April 19th.

Maine State Branch, United National Association of Post Office Clerks. President, Frank A. Winslow, Augusta; secretary, Jas. E. Leighton, Jr., Hallowell; meets annually on April 19th.

DISTRICT ORGANIZATIONS.

Carpenters' District Council of Lewiston comprising Locals Nos. 407 and 1,760. Secretary, D. D. Gould, 7 Shepley street, Auburn.

Carpenters' District Council of Portland, comprising Locals Nos. 517, 974, 1506 and 1561. Secretary, A. C. Johnson, 38 Veranda street, Portland.

LOCAL CENTRAL ORGANIZATIONS.

Allied Building Trades Council, Portland. Secretary, Charles Roux, 142 Kelsey street, South Portland; meets every Wednesday evening in Room 33, Farrington Block, Portland.

Allied Printing Trades Council, Portland. Secretary, Fred C. Harding, 105 Sheridan street, Portland. Meets on the first and third Fridays of each month in Farrington Block, Portland.

Building Trades Council, Augusta. Secretary, John F. Spaulding, 46 Quimby street, Augusta. Meets on the third Thursday of each month in Carpenters' Hall, Augusta.

Building Trades Council, Bar Harbor. Secretary, J. Murray Higgins, Bar Harbor. Meets on call of the president at Carpenter's Hall, Bar Harbor.

Central Labor Union of Augusta, Hallowell and Gardiner. Secretary, H. W. Sanborn, 89 Grove street, Augusta. Meets on the 2nd and 4th Wednesdays of each month in Carpenter's Hall, Water street, Augusta.

Central Labor Union of Baileyville (Woodland). Secretary, Frank McFadyen, Woodland. Meets on the second Monday of each month in the Opera House, Woodland.

Central Labor Union of Bangor. Secretary, John H. Ambrose, 104 Lincoln street, Bangor. Meets on the last Thursday of each month in Eureka Hall, Bangor.

Central Labor Union of East Livermore (Livermore Falls). Secretary, Joseph O. Poulin, Chisholm. Meets on the first and fourth Tuesdays of each month in Union Hall.

Central Labor Union of East Millinocket. Secretary, A. D. McLeod, Maple street, East Millinocket. Meets on the last Tuesday of each month in the Municipal Building.

Central Labor Union of Lewiston and Auburn. Secretary, J. A. Hartley, 10 Allen court, Lewiston. Meets on the last Thursday of each month in the Labor Temple, Lewiston.

Central Labor Union of Millinocket. Secretary, Joseph G. Keefe, Box 16, Millinocket. Meets on the first Tuesday of each month in Rush's Hall.

Central Labor Union of Portland. Secretary, John A. Divney, Box 121, Portland. Meets on the first and third Wednesday of each month in Farrington Block, Portland.

Central Labor Union of Rumford. Secretary, Chester Jordan, Rumford. Meets every Wednesday evening.

Local Organizations.

ORGANIZATION.	Meetings—When and Where.	Secretary.
AUBURN.		
Boot and Shoe Workers, No. 45 (Lasters).....	36 Lisbon St., every Friday.	Albert E. Orne, 320 Court St.
Letter Carriers, No. 345.....	Post Office, first Thursday.	H. W. Spofford.
Post Office Clerks, No. 155.....	Post Office.	Arthur Walton, 316 Minot Ave.
AUGUSTA.		
Building Trades' Council.....	Carpenters' Hall, third Thursday.	John F. Spaulding, 46 Quimby St.
Central Labor Union.....	Carpenters' Hall, second and fourth Wednesdays.	H. W. Sanborn, 89 Grove St.
Barbers, No. 493.....	In different shops, last Thursdays.	Elerly H. Folsom, 216 Water St.
Bookbinders, No. 218.....	Second Friday.	Walter C. Smith, Box 248.
Boot and Shoe Workers, No. 469.....	Union Hall, first and third Tuesdays.	P. M. Boynton, 24 Green St.
Bricklayers, Masons and Plasterers, No. 9.....	Carpenters' Hall, every Friday.	J. H. Nichols, 88 Gage St.
Carpenters and Joiners, No. 914.....	Carpenters' Hall, Water St., second and fourth Mondays.	Ira H. Foster, Eastern Ave.
Electrical Workers, No. 374.....	Union Hall, Water St., first and third Fridays	Irving F. Gay, 12 Quimby St.
Federal, No. 11434.....	Carpenters' Hall, first Thursday.	J. S. Cartledge, 20 Summer St.
Hod Carriers and Building Laborers, No. 158.....	Carpenters' Hall, first and third Wednesdays.	John Morris, 20 West Crescent St.
Letter Carriers, No. 467.....	Post Office, at call of President.	T. W. Page.
Loom Fixers, No. 330.....	St. John Baptist Hall, first Tuesday.	Thomas Marden, Washington St.
Machinists, No. 752.....	Carpenters' Hall, Water St., second and fourth Saturdays.	Elbridge G. Perham, 132 Bangor St.
Musicians, No. 460.....	Headquarters, 233 Water St., first Sunday.	Charles W. Pike, 3 Scott St.
Painters, Decorators and Paperhangers, No. 541.....	Carpenters' Hall, first and third Tuesdays.	G. H. Wadleigh, 62 Western Ave.
Paper Makers, No. 84.....	Moose Hall, first Sunday.	Claude B. Dyer, 25 Pearl St.
Plumbers, Gasfitters, Steamfitters and Steamfitters' Helpers, No. 643.....	Carpenters' Hall, Water St., second and fourth Tuesdays.	Guy L. Sawyer, 26 Court St.
Post Office Clerks, No. 172.....	At call of President.	A. I. Handy.
Pulp, Sulphite and Paper Mill Workers, No. 57.....	St. John The Baptist Hall, second and fourth Sundays.	L. W. Mason.
Retail Clerks, No. 819.....	Carpenters' Hall, Water St., second and fourth Thursdays.	P. J. O'Brien, 43 North St.
Stationary Firemen, No. 323.....	Carpenters' Hall, Water St., first and third Sundays.	Herbert P. Larrabee, 16 Greenleaf St.
Street Railway Employees, No. 724.....	Carpenters' Hall, Water St., first and third Mondays.	Albert L. Keene, 11 Higgins St.
Typographical, No. 380.....	Carpenters' Hall, Water St., first Saturday.	Chester G. Coombs, 12½ Maple St.

Local Organizations—Continued.

ORGANIZATION.	Meetings—When and Where.	Secretary.
BAILEYVILLE (Woodland.)		
Central Labor Union.....	Opera House, every second Monday.	Frank McFadyen, Woodland.
Federal, No. 12692.....	Red Men's Hall, second and fourth Tuesdays.	Wallace J. Miller, Box 44, Woodland.
Paper Makers, No. 146.....	Red Men's Hall, second Sunday.	Lyman Hartford, Woodland.
Pulp, Sulphite and Paper Mill Workers, No. 27.....	Red Men's Hall, every second Sunday.	George H. Trott, Woodland.
Pulp, Sulphite and Paper Mill Workers, No. 51.....	Red Men's Hall, every second Tuesday.	Anna Gagnon, Woodland.
Retail Clerks, No. 45.....	Different Shops, first and third Tuesdays.	Charles T. Tarbox, Woodland.
BANGOR.		
Central Labor Union.....	Eureka Hall, last Thursday.	John H. Ambrose, 104 Lincoln St.
Barbers, No. 211.....	In different shops.	Elmer F. Reavill, 214 Elm St.
Bricklayers, Masons and Plasterers, No. 7.....	Eureka Hall, Central St., every Friday.	W. C. Sturtevant, Jackson St.
Carpenters, No. 621.....	Eureka Hall, Central St., every Thursday evening.	John H. Ambrose, 104 Lincoln St.
Cigar Makers, No. 179.....	Eureka Hall, Central St., first Monday.	E. J. Maynard, 67 Pearl St.
Electrical Workers, No. 26 A.....	Eureka Hall, Central St., second and fourth Wednesdays.	Mildred Neil, 55 Parker St.
Electrical Workers, No. 167.....	Adams Building, second and fourth Saturdays.	Roy E. Higgins, 220 Garland St.
Granite Cutters.....	St. James Hotel, monthly after the 15th.	Lionel D. Phillips, 230 Wilson St., Brewer.
Letter Carriers, No. 391.....	Swing room, Post Office, first Tuesday.	J. H. Sullivan, 7 Patten St.
Locomotive Engineers, Grindstone Division, No. 588.....	A. O. H. Hall, second and fourth Sundays.	C. E. Eastman, 49 Oak St., Old Town.
Locomotive Engineers, Ticonic Division, No. 508.....	A. O. H. Hall, first and third Sundays.	T. J. Ferry, 36 Walter St.
Locomotive Firemen and Enginemen, Penobscot Lodge, No. 514.....	Essenic A. O. U. W. Hall, second and fourth Sundays.	Wm. T. Leonard, 68 Sidney St.
* Maintenance of Way Employees, Clam Shell Lodge, No. 408.....	Second Friday.	Wm. S. Neal, Medford Center.
Molders, No. 101.....	A. O. H. Hall, second Monday.	George Townsend, 27 Sidney St.
Painters, Decorators and Paperhangers, No. 687.....	A. O. U. W. Hall, Main St., every Tuesday.	Christian H. Smith, 249 Essex St.
Post Office Clerks, No. 77.....	Post Office, first Wednesday.	Jerry G. Madden, 8 Fruit St.
Railroad Station Employees, Bangor Division, No. 17.....	A. O. H. Hall, fourth Wednesday.	Jack M. Fender, 34 Winter St.
Railroad Trainmen, No. 443.....	A. O. U. W. Hall, first and third Sundays.	B. H. Hachey, 97 First St.
Railway Conductors, Bangor Division, No. 403.....	Royal Arcanum Hall, second Sunday.	H. M. Plaisted, 88 Lincoln St.
Railway Carmen, Penobscot Lodge, No. 404.....	A. O. H. Hall, fourth Monday.	James Blakely, 30 Pleasant St.
Teamsters, No. 432.....	Eureka Hall, Central St., every Tuesday.	William Chadwick, 28 Spring St.
Theatrical Stage Employees, No. 198.....	Eureka Hall, Central St., first Sunday.	A. E. Pierce, 187 Union St.
Typographical, No. 446.....	First Saturday.	Herbert C. Jordan, 337 Union St.
BAR HARBOR—See Eden.		

BATH.
 Carpenters and Joiners, No. 1663.....
 Letter Carriers, No. 92.....
 Post Office Clerks.....

112 Front St., first Wednesday.
 Post Office, at call of President.
 Swing Room, Post Office.

F. W. Freeman, 12 Charles St.
 Frank S. Wakefield, 53 South St.
 Lily S. Pray, Maple St.

BELFAST.
 Boot and Shoe Workers, No. 362.....
 Letter Carriers, No. 584.....
 Post Office Clerks, No. 1794.....

Odd Fellows Block, Room 7, first and third
 Thursdays.
 Carriers' Room, Post Office, on call of President.

Earl Talbert, 76 Union St.
 Thomas E. Bowker, 20 Miller St.
 E. A. Banks.

BIDDEFORD.
 Bricklayers, Masons and Plasterers, No. 14...
 Carpenters, No. 1123.....
 Cigar Makers, No. 40.....
 Letter Carriers, No. 166.....
 Loom Fixers, No. 54.....
 Molders, No. 288.....
 Musicians, No. 408.....
 Post Office Clerks.....

Odd Fellows Hall, first and third Fridays.
 Warren's Block, second Monday.
 I. O. O. F. Hall, first Thursday.
 Loom Fixers' Hall, 17 Alfred St., second and fourth
 Wednesdays.
 Odd Fellows Hall, first and third Wednesdays.
 Painchaud's Band Hall, second Sunday.

Justus V. Cobb, 107 Kendall St.
 L. J. Lewis, 427 Elm St.
 Thomas Parado, 1 Harrison Ave., Saco.
 Wm. A. Michie, 61 South St.

Napoleon L. Nadeau, 84 Birch St.
 Abram Kay, Adams St.
 E. E. Whitney.
 Albert O. Marcelle.

BLUEHILL.
 Granite Cutters.....

I. O. O. F. Hall, last Saturday in each month.

Walter E. Stover.

BROWNVILLE (Henderson).
 Locomotive Engineers, Pleasant River Division, No. 440
 Locomotive Firemen and Enginemen, Mt. Katahdin
 Lodge, No. 469.....
 Maintenance of Way Employees, Piscataquis Lodge,
 No. 248.....
 Railroad Trainmen, Pine Tree Lodge, No. 366.....

K. O. F. Hall, first and third Sundays.
 McCann's Hall, second Sunday, fourth Monday.
 I. O. F. Hall, last Saturday in each month.
 I. O. F. Hall, second Monday, fourth Sunday.

C. H. Small, Brownville Junction.
 R. A. Dubay, Brownville Junction.
 S. M. Wilkinson, Brownville Junction.
 Alex. J. Johnston, Brownville Junction.

BRUNSWICK.
 Bricklayers, Masons and Plasterers, No. 6.....
 Letter Carriers, No. 676.....
 Loom Fixers, No. 692.....
 Mule Spinners, No. 16.....
 Post Office Clerks, No. 1034.....
 Railway Carmen, No. 579.....
 Railroad Station Employees, Pine Tree Division, No. 18
 Weavers, No. 703.....

K. P. Hall, first and third Mondays.
 No regular place.
 Foresters Hall, first Saturday.
 Foresters Hall, third Friday.
 First Tuesday.
 Red Men's Hall, second Sunday.
 Foresters Hall, second Wednesday.

R. D. Hammond, 27 McLellan St.
 F. C. Whitten.
 Emile J. Dionne, 11 Oak St.
 Peter Desjardins, 19 Oak St.
 George W. Leonard.
 Andrew P. Ouellette.
 T. T. Rideout.
 Henry Morin, 21 Dunning St.

* Indicates returns not received. Information taken from report of 1913-1914.

Local Organizations—Continued.

ORGANIZATION.	Meetings—When and Where.	Secretary.
CALAIS.		
Bricklayers, Masons and Plasterers, No. 15.....	Halliday Building, last Monday in each month.	R. J. Porter, Box 68, Milltown, N. B.
Letter Carriers, No. 1385.....	Post Office, monthly.	Elery D. Adams, 10 Price St.
Locomotive Engineers, Sunrise Division, No. 607.....	K. of P. Hall, first and third Sundays.	Louis Stayer, Box 232.
Locomotive Firemen and Enginemen, St. Croix Lodge, No. 693.....	K. of P. Hall, second and fourth Sundays.	George A. Barnes, 169 North St.
Longshore Men, No. 314.....	First and third Tuesdays.	Clifford Campbell, 35 Monroe St.
Maintenance of Way Employees, Machias Lodge, No. 257.....	Calais, first Wednesday during winter and at different places in county during summer months on Sundays.	
Railroad Trainmen, No. 739.....	Woodmen's Hall, first and third Sundays.	Wm. H. Foss, Machias, Box 7.
Post Office Clerks, No. 1835.....	Post Office.	D. H. Foster, 15 Whitney St.
		Clarence Hurd, 24 Barker St.
CAMDEN.		
Carpenters and Joiners, No. 1471.....	Burd Block, every Friday.	Walter Lenard.
Letter Carriers, No. 982.....	Post Office.	Leo Strong.
Post Office Clerks, No. 640.....	Swing Room, Post Office.	F. J. Magee.
EAST LIVERMORE (Livermore Falls).		
Central Labor Union.....	Union Hall, first and fourth Tuesdays.	Joseph O. Poulin, Chisholm.
Federal, No. 12953.....	Union Hall, second and fourth Wednesdays.	Herbert Gibbs, Livermore Falls.
Machinists, No. 375.....	Union Hall, second and fourth Wednesdays.	Andrew French, Livermore Falls.
Molders, No. 113.....	Union Hall, first Thursday.	Frank Morin, Livermore Falls.
Musicians, No. 336.....	Band Room.	Herbert Gibbs, Livermore Falls.
Paper Makers, No. 11.....	Union Hall, second and fourth Sundays.	Fred Bowker, Livermore Falls.
Pulp, Sulphite and Paper Mill Workers, No. 8.....	Union Hall, second Saturday.	Stephen A. Goodwin, Livermore Falls.
Stationary Firemen, No. 70.....	Union Hall, second Tuesday.	E. F. Kneeland, Livermore Falls.
EAST MILLINOCKET.		
Central Labor Union.....	Municipal Building, alternating Wednesdays beginning September 13th.	A. C. McLeod, Maple St.
Federal, No. 13056.....	Town Hall, last Tuesday in each month.	Wm. A. Brown.
Pulp, Sulphite and Paper Mill Workers, No. 37.....	Town Hall, last Sunday in each month.	James Bolton, Box 8.
EASTPORT.		
Letter Carriers, No. 1353.....	Swing Room, Post Office, first Monday.	Colon Z. Camick.

EDEN—(Bar Harbor.)

Building Trades Council.....
 Bricklayers, Masons and Plasterers, No. 4.....
 Carpenters, No. 459.....
 Letter Carriers, No. 786.....
 Painters, Decorators and Paperhangers, No. 142.....
 Plumbers, Gasfitters, Steamfitters and Steamfitters
 Helpers, No. 416.....
 Post Office Clerks, No. 1799.....

ENFIELD (West).

Pulp, Sulphite and Paper Mill Workers, No. 26.....

FORT KENT.

Maintenance of Way Employees, Merrill Lodge, No.487

FRANKFORT.

Granite Cutters.....

FRANKLIN.

*Granite Cutters.....
 Paving Cutters, No. 96.....

GARDINER.

Post Office Clerks, No. 1496.....
 Railroad Telegraphers, Division No. 140.....

HALLOWELL.

Granite Cutters.....
 Knights of Labor, Shoe Cutters, No. 1555.....
 Letter Carriers, No. 1361.....
 Paving Cutters, No. 50.....
 Post Office Clerks, No. 18.....
 Quarry Workers, No. 29.....
 Quarry Workers (Lumpers), No. 119.....

HOULTON.

Letter Carriers, No. 980.....
 Maintenance of Way Employees, Downey Lodge, No.241
 Railroad Telegraphers, No. 83.....
 Railroad Trainmen, Aroostook Lodge, No. 393.....

Carpenters' Hall, at call of President.
 Union Hall, every Wednesday evening.
 G. A. R. Hall, every Monday evening.
 G. A. R. Hall, every Friday evening.
 G. A. R. Hall, first and third Mondays.

K. of P. Hall, first and third Fridays.

Foresters' Hall, third Friday.

K. of P. Hall, first Friday after the 15th of each
 month.

Town Hall.

Post Office, first Monday.
 At call of chairman.

Granite Cutters Hall, first Monday after the 15th
 of each month.
 First Friday.

On the works, second Wednesday.

Granite Hill, third Tuesday.
 G. A. R. Hall, second Tuesday.

Swing Room, Post Office.
 Orange Hall, second Tuesday.
 Foresters' Hall, at call of general chairman.
 Woodman's Hall, first and third Sundays.

J. Murray Higgins.
 J. M. Milliken, 3 Hancock Place.
 Daniel M. West.
 Eugene H. Higgins, 49 Greeley Ave.
 Hansel A. Hamor, Strawberry Hill.

Louis I. Suminsby.
 Aquiae S. Higgins.

Howard Graham.

Peter Jacques, Soldier Pond.

A. M. Batchelder.

I. Z. Bragdon.
 M. W. Eldridge.

Edward L. Harriman.
 H. N. Bates.

S. G. Dawbin, Academy St.
 Webster Getchell, Middle St.
 Aldo J. Pellegrini.
 Robert Farquharson.
 J. E. Leighton, Jr., 46 Water St.
 John H. Ellis, Jr., 113 Grove St., Augusta.
 N. E. Wells, 79 Second St.

Joseph E. Hogan.
 Fletcher Rogers, 40 Franklin St.
 J. L. Robbins, Grindstone.
 W. C. Clifford.

* Indicates returns not received. Information taken from report of 1913-1914.

Local Organizations—Continued.

ORGANIZATION.	Meetings—When and Where.	Secretary.
JAY (North and Riley).		
Granite Cutters	K. of P. Hall, third Monday.	A. W. Pratt, North Jay.
Paving Cutters, No. 112	K. of P. Hall, second Monday.	David Miller, North Jay.
Pulp, Sulphite and Paper Mill Workers, No. 65	Union Hall, first and third Fridays.	J. Edward Ross, Box 72, Riley.
Quarry Workers, No. 4	K. of P. Hall, last Monday.	Walter I. Clark, North Jay.
LEWISTON.		
Central Labor Union	Labor Temple, Doyle Block, last Thursday.	J. A. Hartley, 10 Allen Court.
Barbers, No. 482	C. L. U. Hall, second Monday.	George P. Williams, 7 Bartlett St.
Boot and Shoe Workers, No. 45	C. L. U. Hall, 36 Lisbon St., every Friday.	Albert E. Orne, 180 Court St., Auburn.
Bricklayers, Masons and Plasterers, No. 1	Main St., over First National Bank, every Monday.	Morris J. Coffey, 293 Bates St.
Carpenters and Joiners, No. 1760	College Block, Lisbon St., first Monday.	D. S. Lavoie, 115 Cedar St.
Carpenters and Joiners, No. 407	31 Lisbon St., every Wednesday.	D. D. Gould, 7 Shepley St., Auburn.
Cigar Makers, No. 56	Doyle's Block, first Thursday.	Max Lautenschlager, 51 Winter St.
Electrical Workers, No. 366	Carpenters' Hall, Lisbon St., first and third Mondays.	F. A. Woodbury, 162 Oak St.
Granite Cutters	Union Hall, first Friday after 15th of each month.	Martin Keenan, 51 Summer St.
Letter Carriers, No. 241	Post Office, at call of President.	T. J. Manning, 109 Ashe St.
Loom Fixers, No. 556	C. L. U. Hall, first and third Mondays.	Peter A. Chippendale, Box 179.
Musicians, No. 409	Brigade Band Hall, first Sunday.	Joseph P. Dumais, 22 Bartlett St.
Painters, Decorators and Paperhangers, No. 952	Labor Temple, every Tuesday.	John A. Hartley, 10 Allen Court.
Plumbers, Gasfitters, Steamfitters and Steamfitters' Helpers, No. 367	C. L. U. Hall, every Wednesday.	James R. Kenney, 42 Bridge St.
Post Office Clerks, No. 94	Post Office, third Monday.	E. A. Brannigan.
Railroad Station Employees, No. 18	(See Brunswick), second Sunday.	Thomas T. Rideout, Brunswick.
Street and Electric Railway Employees, No. 721	C. L. U. Hall, second and fourth Thursdays.	Otis Stuart, Webster Road.
Typographical, No. 532	C. L. U. Hall, first Saturday.	John Campbell, 29 Sabattus St.
LISBON (Falls).		
Paper Makers, No. 15	Enterprise Hall, first Sunday.	Albis J. Lange, Lisbon Falls.
Pulp, Sulphite and Paper Mill Workers, No. 14	Enterprise Hall, first Sunday.	Fred Joyce, Lisbon Falls.
Stationary Firemen	American Benefit Association Hall, first Sunday.	C. A. Parks, Lisbon Falls.
LIVERMORE FALLS (See East Livermore).		
MADISON.		
Federal, No. 11643	Grange Building, second Thursday.	Calvin Berry, Pine St.
*Paper Makers, No. 73	I. O. O. F. Hall, every other Sunday.	R. Gilman, Anson.
Pulp, Sulphite and Paper Mill Workers, No. 17	Grange Hall, second and fourth Fridays.	H. L. Sawyer.
Stationary Firemen, No. 370	I. O. O. F. Hall, second and fourth Mondays.	Forest Davis, R. F. D. 2.
United Textile Workers, No. 1012	Grange Hall, every Monday.	Arthur McCarty.

MECHANIC FALLS.		
Paper Makers, No. 104.....	Millett's Hall, first and third Sundays.	Fred A. Moran, Box 294.
MILLINOCKET.		
Central Labor Union.....	Rush's Hall, first Tuesday.	Joseph G. Keefe, Box 16.
Barbers, No. 653.....	Twett's Barber Shop, first Monday.	W. C. Twett.
Carpenters and Joiners, No. 51.....	Every Tuesday.	H. S. Smith, Box 723.
Electrical Workers, No. 471.....	Rush's Hall, first Saturday.	Joseph R. Nublen, Box 6.
Federal, No. 13048.....	Rush Brothers Hall, second and fourth Thursdays.	C. W. Gault.
Machinists, No. 156.....	No regular meeting place.	George W. Ripley.
Paper Makers, No. 27.....	Rush's Hall, first Sunday.	Ersel F. Moore.
Pulp, Sulphite and Paper Mill Workers, No. 12.....	Rush Brothers Hall, second Friday.	Frank M. Perry, Box 803.
Stationary Firemen, No. 69.....	Rush's Hall, every other Monday.	Joseph G. Keefe, Box 16.
Steam Operating Engineers, No. 470.....	Monthly.	H. S. Tibbetts.
MOUNT DESERT (Hall Quarry).		
Paving Cutters, No. 26.....	Union Hall, 17th day of every month.	Edward Hillgrove.
OAKLAND.		
Carpenters, No. 1781.....	G. A. R. Hall, second Thursday.	M. P. Beverage.
OLD TOWN.		
Letter Carriers, No. 1700.....	Post Office, no regular meetings.	L. K. Miller, 221 Stillwater Ave.
Pulp, Sulphite and Paper Mill Workers, No. 80.....	Modern Woodmen's Hall, every Thursday.	Fred A. Wright, Box 337.
ORONO.		
Federal, No. 14291.....	Seville Hall, third Monday.	J. Frank Beal, 33 Peter St.
Paper Makers, No. 82.....	Hose House No. 2, second and fourth Sundays.	Harvard Murch, 67 North Main St.
Pulp, Sulphite and Paper Mill Workers, No. 18.....	Shine's Hall, first Sunday.	Kenneth Cox.
PITTSFIELD.		
Letter Carriers, No. 1720.....		W. T. Haselton, 16 Nichols St.
Post Office Clerks, No. 1074.....		Florence S. Buxton.
PORTLAND.		
Allied Building Trades' Council.....	Room 33, Farrington Block, every Wednesday.	Charles Roux, 142 Kelsey St., South Portland.
Allied Printing Trades' Council.....	Farrington Block, first and third Fridays.	Fred C. Harding, 105 Sheridan St.
Central Labor Union.....	Farrington Block, first and third Wednesdays.	John A. Divney, Box 121.
Barbers, No. 210.....	Farrington Block, second Wednesday.	Joseph H. DeCosta, 217 Federal St.
Bookbinders, No. 139.....	199½ Middle St., second Thursday.	George R. Shaw, 233 Spring St.

* Indicates returns not received. Information taken from report of 1913-1914.

Local Organizations—Continued.

ORGANIZATION.	Meetings—When and Where.	Secretary.
PORTLAND—Continued.		
Boot and Shoe Workers, No. 502.....	Williams Hall, Congress St.	Wm. L. Carter, 126 North St.
Bricklayers, Masons and Plasterers, No. 2.....	172 Middle St., first Monday.	John Murphy, Jr., 87 Myrtle St.
Carpenters and Joiners, No. 514.....	Farrington Block, every Monday.	J. N. Williston, 221 Bowman St.
Carpenters and Joiners, No. 974.....	Farrington Block, every Thursday.	Harry A. Winn, 83 Harriet St., South Portland.
Carpenters and Joiners, No. 1506.....		James Quinn, 169 Sheridan St.
Cigar Makers, No. 470.....	184½ Middle St., first Tuesday.	James T. Kelley, 225½ Middle St.
Electrical Workers, No. 25 A.....	Pythian Temple, second and fourth Mondays.	Cora H. Smith, 83 Vesper St.
Electrical Workers, No. 128.....	Pythian Temple, first and third Mondays.	A. H. Seal, 112 Brentwood St.
Electrical Workers, No. 333.....	Farrington Block, second and fourth Fridays.	N. S. Peterson, 84 Union St., Westbrook.
Electrical Workers, No. 567.....	Bricklayers' Hall, every Friday.	E. W. Wheeler, 211 Bracket St.
Granite Cutters.....	Farrington Hall, third Monday.	George C. Grierson, 182 Sawyer St., So. Portland.
Hod Carriers and Building Laborers, No. 8.....	10 Free St., every Monday.	John Joyce, 78 Newbury St.
Hod Carriers and Building Laborers, No. 12.....	Robinson Hall, first and third Mondays.	Francesco Manduca, 91 Fore St.
Hoisting Engineers.....	Farrington Block, 1st-3rd Thursdays.....	D. A. McGilvery, 25 Cedar St.
Letter Carriers, No. 306.....	Swing Room, Post Office, first Saturday.	George B. Littlefield, 5 Weymouth St.
Locomotive Engineers, No. 40.....	Pythian Temple, second and fourth Sundays.	George W. Babb, 1066 Congress St.
Locomotive Firemen and Enginemen, Great Eastern	Harmony Hall, Pythian Temple, first and third	A. E. Dennison, 10 Inverness St.
Lodge, No. 4.....	Sundays.	John T. Caselden, 71 India St.
Longshore Men, No. 861.....	374 Fore St., every Tuesday.	James Hollaran, 191 Cumberland Ave.
Longshore Men, No. 927.....	Robbins Hall, first and fourth Mondays.	Thomas Brown, Ellsworth Apartments.
Machinists, No. 525.....	Farrington Block, first and third Tuesdays.	G. H. Gormley, 106 Franklin St.
Machinists, Forest City Lodge, No. 610.....	Red Men's Hall, Farrington Block, every Monday.	Joseph P. Martell, 108 Forest Ave.
Machinists' Helpers, No. 931.....	Farrington Block, second and fourth Tuesdays.	Harry Curran, 35 Portland Pier.
Marine Engineers, No. 7.....	25 Portland Pier, second and fourth Mondays.	Frank W. Corson, 15 Munjoy St.
Millmen, No. 1561.....	Farrington Block, every Thursday.	O. L. Steeves, 139 Franklin St.
Molders, No. 248.....	Farrington Block, fourth Thursday.	Howard T. Googins, 94 Park Ave.
Musicians, No. 364.....	American Cadet Band Room, first Sunday.	Joseph A. McDonald, 45 Boyd St.
Painters, Decorators and Paperhangers, No. 237.....	Farrington Block, every Tuesday.	James A. Bowdien, 95 Bracket St.
Plasterers' Union, No. 14.....	199½ Middle St., every Thursday.	
Plumbers, Steamfitters and Steamfitters' Helpers,		Harold F. Wheeler, 25 Parish St.
No. 217.....	Farrington Block, every Friday.	Frank P. Malone, 397 Summer St., South Portland.
Post Office Clerks, No. 112.....	No regular time.	Thomas J. Magner, 25 Dow St.
Printing Pressmen and Assistants, No. 22.....	Farrington Block, second Thursday.	E. P. Jeffrey, 68 Charles St., Rochester N. H.
Railroad Conductors, PineTree Division, No. 66.....	Trinity Hall, Pythian Temple, third Sunday.	Patrick J. Thornton, 225 Danforth St.
Railroad Station Employees, No. 15.....	Farrington Block, first and third Wednesdays.	C. A. Ford, East Waterboro.
Railroad Telegraphers, No. 95.....	At call of President.	

PORTLAND—Concluded.

Railroad Telegraphers, Maine Central System, No. 140	At call of President.	H. N. Bates, Gardiner.
Railroad Trainmen, No. 82	Pythian Temple, Fraternity Hall, second and fourth Sundays.	Frank L. Bourke, 12 Bradford St.
Railroad Workers, No. 73	Sons of Veterans Hall, second and fourth Wednesdays.	Thomas B. Waugh, 39 Fairfield St. W. J. Furgeson, 238 Danforth St. Carlos M. Smith, 117 Danforth St. Wm. P. Earles, 123 Harriet St., South Portland. Walter H. Richardson, 31 Ellsworth St. John L. McNeill, 40 Manners Ave. A. L. Lancaster, 215 Harriet St., South Portland. John J. Toomey, 11 Exchange St. Edward Sullivan, 225 Congress St. Peter J. Curran, 108 Winter St. John W. Tracy, 181 Congress St.
Railway Carmen, Casco Bay Lodge, No. 397	Farrington Block, second Sunday.	
Retail Clerks, No. 674	At members' houses, last Friday.	
Silver Workers, No. 65	Farrington Block, first and third Tuesdays.	
Stationary Engineers, No. 1	Farrington Block, first and third Thursdays.	
Stereotypers and Electrotypers, No. 111	Farrington Block, last Friday of each month.	
Street and Electric Railway Employees, No. 714	Pythian Hall, second and fourth Mondays.	
Theatrical Stage Employees, No. 114	11 Exchange St., first Sunday.	
Teamsters, Chauffeurs, Stablemen and Helpers, No. 418	Williams Hall, first and third Thursdays.	
Typographical, No. 66	Pythian Temple, third Sunday.	
Wood, Wire and Metal Lathers, No. 137	Farrington Hall, second and fourth Tuesdays.	

PRESQUE ISLE.

Maintenance of Way Employees, No. 405	Odd Fellows Hall, third Saturday.	James W. Davis.
Post Office Clerks, No. 1798	Place agreed upon at previous meeting; April 17th, time of meeting.	Arthur L. Bean.

ROCKLAND.

Bricklayers, Masons and Plasterers, No. 3	Carpenters' Hall, Jones Block, second and fourth Wednesdays.	H. Judson Philbrook, 82 Thomaston St. Llewellyn C. Ames, 33 Glen St. Arthur J. Titus, 6 Berkley St. W. H. Glendenning, 60 Crescent St. Charles H. Walker, 96 Limerock St. J. W. Rogers, 12 Center St. Edward S. May, 26 Masonic St.
Carpenters and Joiners, No. 1066	Jones Hall, every Thursday.	
Cigar Makers, No. 273	6 Berkley St., first Thursday.	
Granite Cutters	Monthly after the 15th.	
Letter Carriers, No. 131	Swing Room, Post Office.	
Painters, Decorators and Paperhangers, No. 212	Carpenters' Hall, every Wednesday.	
Post Office Clerks, No. 687	Post Office, at call of President.	

RUMFORD.

Central Labor Union	Third Wednesday.	Chester Jordan.
*Barbers, No. 101	Last Tuesday of each month.	Albert Cote, 30 Exchange St.
Bricklayers, Masons and Plasterers, No. 10	K. of P. Hall, second and fourth Tuesdays.	Albert H. Lanouette, Hancock St.
Federal, No. 13033	K. of P. Hall, first and third Tuesdays	Frank McCafferty, Box 95, Mexico.
Letter Carriers, No. 1087	Swing Room, Post Office	Alfred L. Davis.
*Machinists, No. 239	K. of P. Hall, first and third Saturdays.	Peter Gaudin.
Paper Makers, No. 9	K. of P. Hall, second and fourth Sundays.	Eddie Fogg, 483 Virgin St.
Post Office Clerks, No. 1204		Fred W. Smith.
Pulp, Sulphite and Paper Mill Workers, No. 25	K. of P. Hall, first and third Sundays.	P. J. Balger, 36 Rangeley Place.
Stationary Firemen, No. 20	First and third Fridays.	J. H. MacFarlane, 26 Lochness Road.

* Indicates returns not received. Information taken from report of 1913-1914.

Local Organizations—Concluded.

ORGANIZATION.	Meetings—When and Where.	Secretary.
SAINT GEORGE (Long Cove).		
Paving Cutters, No. 8.....	Long Cove Hall, third Wednesday.	John H. Hawkins, Long Cove.
Paving Cutters, No. 108.....	Willardham Schoolhouse, third Tuesday.	J. Bernell Brown, Tenants Harbor.
Quarry Workers, No. 157.....	Monthly.	Herbert H. Hawkins, Long Cove.
SANFORD.		
Letter Carriers, No. 1448.....	13 Berwick St., first Friday.	Albert B. DeHaven, 3 Prescott St.
Post Office Clerks, No. 1614.....		Bert A. Littlefield.
SKOWHEGAN.		
Bricklayers, Masons and Plasterers, No. 11.....	Municipal Building, first Saturday.	J. H. Grundy, 28 Mechanic St.
Carpenters and Joiners.....	City Hall, first and third Mondays.	N. Lester Shepley, Summer St.
Letter Carriers, No. 1024.....	Swing Room, Post Office, as requirements demand.	L. E. Dow.
Post Office Clerks, No. 545.....		Floyd G. Nye, 33 Bush St.
OLON.		
Pulp, Sulphite and Paper Mill Workers, No. 22.....	Woodman's Hall, first and third Wednesdays.	C. E. Dyer.
STONINGTON.		
Granite Cutters.....	Seaside Hall, third Friday.	Alex. Chalmers.
SULLIVAN (North).		
Granite Cutters.....	K. of P. Hall, fourth Monday.	F. B. Havey.
*Paving Cutters, No. 71.....	Cooper and Havey's Hall, third Thursday.	E. F. Clapham, West Sullivan.
Quarry Workers, No. 52.....	K. of P. Hall, third Monday.	Fred B. Havey.
SWAN'S ISLAND.		
Paving Cutters, No. 73.....	A. M. Parker's Barber Shop, second Thursday.	W. A. Staples, Minturn.
TOPSHAM.		
Paper Makers, No. 86.....	Engine Hall, first Sunday.	Fred C. Haskell.
Pulp, Sulphite and Paper Mill Workers, No. 72.....	Niagara Hall, first Sunday.	Jerry Allard.
TOPSHAM (Pejepscot).		
Paper Makers, No. 23.....	Schoolhouse at Pejepscot, second Sunday.	J. W. Croteau, Lisbon Falls.
Pulp, Sulphite and Paper Mill Workers, No. 66.....	Schoolhouse, first Sunday.	J. W. Taylor, Topsham.
Stationary Firemen, No. 321.....	Schoolhouse at Pejepscot, fourth Sunday.	Harry M. McKenney, Pejepscot.

VINALHAVEN.		
Granite Cutters.....	Carver's Block, third Wednesday.	H. C. Dailey.
Paving Cutters, No. 34.....	Moose Hall, second Tuesday.	Alex. M. Smith.
Quarry Workers, No. 55.....	Granite Cutters' Hall, third Tuesday.	Joseph A. West.
WATERVILLE.		
Bricklayers, Masons and Plasterers, No. 8.....	Columbus Hall, first and third Fridays.	E. J. Marshall, Edwards St.
Car Workers, Pine Tree Lodge, No. 144.....	G. A. R. Hall, first and second Tuesdays.	L. E. Hersom, 195 College Ave.
Carpenters and Joiners, No. 348.....	Burleigh Hall, every Friday.	M. E. Hunt, 46 Boutelle Ave.
Electrical Workers.....	Carpenters' Hall, first and third Thursdays.	Alton Williams, 98 Front St.
Letter Carriers, No. 515.....	Post Office, last Tuesday of each month.	Irving E. Thomas, 2 Center Place.
Locomotive Engineers, Fort Halifax Division, No. 814.....	58 College Ave., second Tuesday and fourth Sunday.	W. F. Thompson, 6 High St.
Locomotive Firemen and Enginememen, No. 695.....	Modern Woodmen's Hall, first Saturday.	Arthur S. Ladd, 299 Main St.
Loom Fixers, No. 795.....	Peavy Block, third Thursday.	Edward J. Poulin, 9 Gray St.
Machinists, No. 285.....	Machinists' Hall, first and third Tuesdays.	George A. Hayhurst, 12 Sturtevant St.
Painters, Decorators and Paperhangers, No. 1051.....	Carpenters' Hall, every Wednesday.	Clayton Stover, 9 Marston Court.
Plumbers and Steamfitters, No. 104.....	A. O. U. W. Hall, second and fourth Wednesdays.	James H. Alley, 1 Carroll St.
Post Office Clerks.....	Woodman's Hall, fourth Thursday.	S. Parker Foss.
Railroad Station Employees, No. 16.....	Modern Woodman's Hall, first Sunday.	Ernest Allen.
Railroad Conductors, No. 534.....	Modern Woodman's Hall, first Thursday and fourth Sunday.	Emery W. Cook, 48 High St.
Railroad Trainmen, No. 343.....	Sentinel Office, first Tuesday.	W. W. Jacobs, Kelsey St.
Typographical Union, No. 643.....		C. Ralph Fitch, 32 Oakland St.
WESTBROOK.		
Carpenters and Joiners, No. 267.....	Foresters' Block, second and fourth Tuesdays.	E. J. Robinson, 20 Pennell St.
Letter Carriers, No. 966.....	Swing Room, Post Office, first Monday.	Alfred Decormier, 63 Church St.
Paper Makers, No. 105.....	Red Men's Hall, every Sunday.	Miss Phyllis Manchester, 230 Forest St.
WOODSTOCK (Bryant's Pond).		
Maintenance of Way Employees, No. 32.....	Third Saturday.	J. Simpson, Box 254, South Paris.
YARMOUTH.		
Pulp, Sulphite and Paper Mill Workers.....	Memorial Hall, every Tuesday.	J. E. Bradley, Yarmouthville.

* Indicates returns not received. Information taken from report of 1913-1914.

EMPLOYMENT OF WOMEN IN MAINE STORES.
THEIR CONDITIONS, SURROUNDINGS, SCALE OF WAGES, HEALTH
AND TREATMENT—WHAT INDUCEMENT DOES VOCATION OF
SALESWOMEN OFFER?

By MARION PORTER.

What effect does the occupation of selling goods have upon the health of women? What are their earnings, their living expenses, and their home surroundings? Do low wages have any effect on their morals? How much education is required to make a successful saleswoman or clerk in a store?

Such questions are asked of the Department of Labor and in order to be able to answer these and other questions relative to women employed in stores, investigation was made which covered all of the larger department, clothing, dry goods, specialty, and five and ten cent stores in which a considerable number of women are employed. Some concerns in towns were also covered in order to have a fairly general knowledge of conditions in the whole State. In all about 1500 women were interviewed, most of them more than once, and much detailed information was obtained, some of which could not be prepared for this report because of the limited force and funds of the department, but for reference material, it will be invaluable in the future.

The investigation includes all occupations of women in stores such as office work, bundlers, cashiers, stenographers, book-keepers, messengers, fur sewers, millinery makers, seamstresses, waitresses, and salespeople. Some of the investigators failed to require men to fill out the blanks so no statistics for men have been prepared. From observation and from facts which were obtained, it would seem that the wages of the men are not very much higher than those of women in the same occupation and many employers think that men do more efficient work in certain departments, such as buying and selling of suits. The five, ten, and twenty-five cent stores have been

considered by themselves and the tables made separately, but have not been prepared for this report.

Facts in regard to general conditions in the stores were obtained from an interview with a member of the firm or manager, by observation on the part of the investigator and from the employees. Printed blanks were given each individual to be filled out and returned to the investigator and from these blanks most of the statistics have been compiled. In many instances, information was given very reluctantly, both by employers and employees, though it was understood that the law prohibits using names of persons or firms; but on the whole, questions were answered very truthfully, many of the more poorly-paid workers, especially, feeling that perhaps the Labor Department could do something to better their condition. In all cases where there was difficulty throughout the store in getting the blanks filled out, the attitude of the employer toward the investigation appeared to be the occasion of the trouble. The managers of ten cent stores belonging to the chain system raised the most objections, probably because of orders from the home office. In almost every instance, the request of the investigators was ultimately complied with, though individuals refused to answer certain questions for personal reasons, real or imaginary. The reasons for refusing would make an interesting study. The largest number refused to state their education. A few refused to state their ages and some objected to telling of home conditions.

The disproportionately low wages paid in some departments is not a general condition, but it is with those earning low wages that we are chiefly concerned. Most of them could not exist if they did not live with parents or relatives or if they did not have husbands to help in their support. This is obviously an unfair arrangement for the head of the family, because, if one of the family is not getting a living wage, this deficit must be made up by the principal wage earner. Wages are relatively lower in the towns than in the cities, but they are not enough higher in the cities to make up the extra cost of living or for the necessity of a more up-to-date appearance than is required in the small community. Of all those interviewed, not including ten cent stores, 48% are earning less than

\$8 a week which would probably be a fair minimum wage for these occupations if such a thing is established in the State.

It would appear in studying a few of the blanks filled out by employees that they are paid according to the whim of their employer, but usually a talk with the girls or with the employer will explain the reason for the difference in wages paid to different girls in the same occupation or the reason why some advance to a responsible position while others seldom if ever get a raise. Two girls with apparently the same qualifications begin work together at the same wage. One may be ambitious and have some artistic ability in keeping her stock neat and showing it to advantage. She may have a personality pleasing to buyers so that at the end of each day her salesbook shows an ever increasing balance. Sooner or later her work is appreciated and she gets a raise or is promoted to some other department. The other girl cares nothing for the appearance of her stock, but is satisfied if she "gets by" and shows her customers only what they ask for. Such a girl is the one who tells hard luck stories and gives people the impression that her employer takes no interest in advancing his help.

On the other hand, wages are below living standards in many of the departments of stores and employers are unwilling to advance even those who give the most returns for their service. The girls must ask for a much deserved advance and then are made to feel that they have been unfair to their employers. Saleswomen have stated that when they went to their employer in groups to ask for a better wage scale, the spokeswoman would be deserted after making her plea and would have to bear the brunt of his displeasure, the others declaring that they were satisfied and had no reason for complaint.

Women who live at home are so situated that they will go to work at a lower weekly wage than the girl who lives away from home and is absolutely dependent upon her own earnings. For this reason employers prefer the girls who live at home.

To make a statement that a certain per cent of women are adrift and a certain per cent live with parents or relatives is hardly fair when we take into consideration what the conditions are among women who live with parents or relatives. Thus one girl stated that she lived with relatives, but on questioning her it was learned that the relative with whom she

lives is an invalid brother absolutely dependent upon her for support. He was injured at his work before this State had a Workmen's Compensation Law and his case has never been decided in the court because he did not have money with which to fight. In many instances, saleswomen are the only support of aged parents and if the wage earner in such instances should be disabled, the whole family would be dependent upon charity. Some live with relatives who would not keep them if they did not pay board. Some widows stated that they live with relatives when the relatives in question are children dependent upon them for support. Many such widows are among the low wage earners because the strain of keeping a home and clerking in a store all day makes them less efficient and, with the children to support, they cannot dress as well as the women who are unencumbered. If the records of charitable organizations could be studied, it would be found that some of these widows with children are obliged to receive outside assistance as are those with the aged parents to support. Of the 1243 individuals in the department and dry good stores, about 75% say that they live with relatives, 48 widows had children to support, 3 were married with children to support, and of those divorced only 8 reported dependent children.

The question of wages versus immorality which is discussed so freely by clubs, churches, and in print may be laid to rest so far as the State of Maine is concerned. Nothing was found which would bear out any conviction existing in the public mind that the necessity for a pleasing appearance has driven girls to immoral living. If it were true that the deficit in their wages were so made up it would be among the low paid help that those to be classed immorally unclean would be found, but it is actually among the high paid workers that they are found and there the percentage is so small that if figures could be given they would not be worth consideration.

Seasonal employment in the stores of this State is a problem, but not to the extent that it is in other states. In the millinery department good salaries are paid to the saleswomen and some of the trimmers for about three-fourths of the year, making a fair yearly income, at least a living wage. The hat makers in most cases earn little more than the living wage during the season. Some of them are employed as saleswomen in other

parts of the store during the slack season, others stay at home until the beginning of the next busy season, others must find other employment. Few milliners employed seasonally have families to support.

Women of the alteration departments are among those who suffer most from lack of employment. Many of them are middle aged women with children dependent upon them or have husbands to support and the wages are lower so that they cannot afford to lose any time. Employers have evidently given thought to this phase of seasonal labor and keep for the permanent fitters and seamstresses those who are most needy. The amount of business they do makes it impossible for them to retain all those needing employment so some are forced to seek other lines of work or receive assistance from relatives or charitable organizations.

Fur sewers frequently find employment in other states during the summer while others are retained here the whole year. Maine being a resort for summer tourists has a large fur trade in the summer and the occupation is fairly well remunerated. Most employers state that they do not employ extra help other than at Christmas time except in Portland where the tourist trade in summer is very heavy. There, teachers and high school pupils were found in various departments during vacation. In Bar Harbor there are very few saleswomen employed except during the summer season.

HEALTH.

A few saleswomen complain that their occupation affects their health. Some complain of swollen ankles, foot troubles and aching backs and those on the first floor say they have difficulty in keeping warm during winter because the swinging of the doors lets in cold air. Many state that their occupation affects their disposition, especially during bargain sales and the Christmas rush. Girls working in basements complain of the dampness and dust that sifts in from the street. In one store it was found that the girls did not thrive in the basement they were removed to some other part of the store. In no store was a physical examination required before employees were engaged. Since seats are required by law for all women

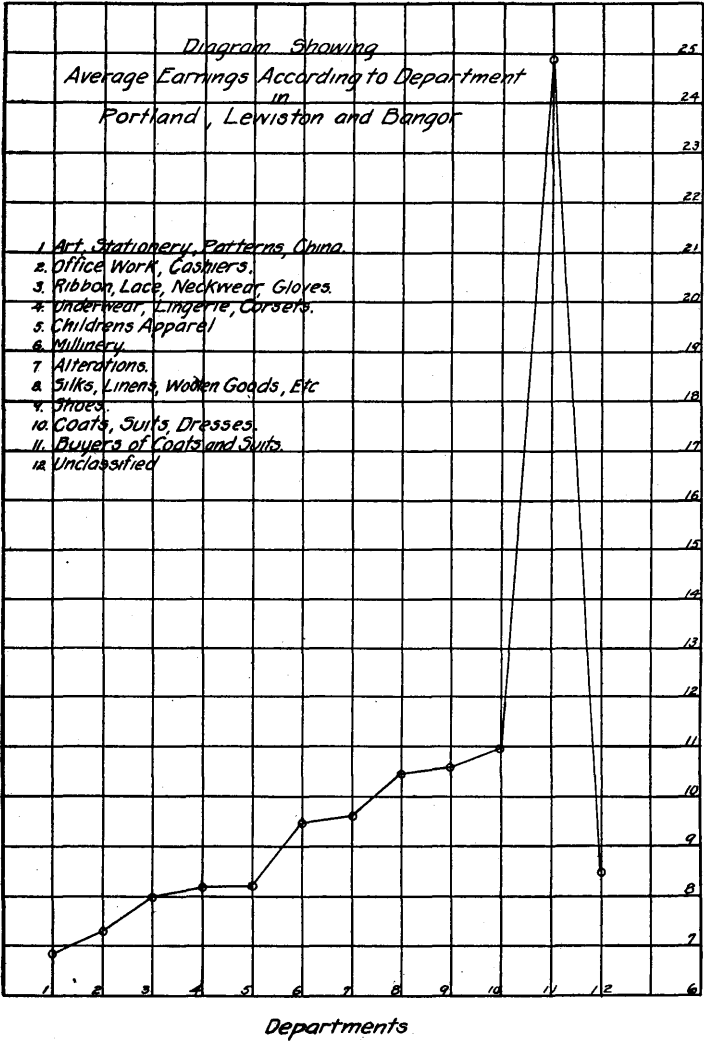
employed in mercantile establishments, fewer complaints of foot trouble are entered. Occasionally it was found that employers tried to keep salespeople busy so that they would not have any opportunity to use the stools they have been obliged to provide.

In the department, dry goods, and specialty stores of the three largest cities, namely, Portland, Lewiston, and Bangor, an investigation was made of welfare work and comforts provided for employees which it would be impossible for employers of smaller groups to have, such as lunch rooms, rest rooms and sick benefits, funds, etc. No lunch room was found where meals were actually prepared for clerks. In one large store a room is provided with a stove and dishes for the girls to use for cooking. This store also pays a few aged women who have been employed for many years for full time work though they are obliged to be out a number of days each week. In no case was a real rest room or recreation room with couches, books, and good toilet facilities to be found. In one ten cent store a small room had been fitted up in the basement, but a basement room cannot be very pleasant even at its best, especially, where there can be no daylight.

It is to be hoped that employers will realize that they get real financial returns through increased efficiency of employees. No store was found employing a person to teach salesmanship. One proprietor had considered it, but up to the time this report goes to press had not decided to do so. There is no doubt that better knowledge of salesmanship on the part of employees would enable the store to do the same work with fewer employees who would receive higher wages. Some store keepers prefer to have a large number of low paid salespeople so that the store will look busier. One employee benefit organization was found. The money is raised by taxation and an annual fair of some sort in which the employees participate. In another store such an organization was underway, but no money had been raised.

In these three cities the wage in the same departments or occupations of different stores averages about the same, so graph No. I (see page 56) has been prepared for comparison. In most of the small cities and towns, the saleswomen are not

GRAPH NO. I.



so closely confined to one department making a comparison with Portland, Lewiston and Bangor impossible. In suit departments the wages range from \$5 to \$35 a week. In the graph the wages of all buyers have been considered separately.

It will be noticed that office work is the second lowest paid occupation in the store. This is because so much of the office help is unskilled and inexperienced. Stenographers in stores are paid lower wages than they are in most other trades and industries. Many of the bookkeepers are not high school graduates and have had no supplementary training.

Table 1 (see page 59) gives the number earning from \$3 to \$35 according to age. It will be noticed that very few work permits are issued for work in stores since so few under sixteen are employed. This may be because young people in stores receive such low wages that they prefer the factory work. Fifty-two per cent interviewed are under 30, 77% are under 40 years of age.

Graph No. II (see folded map) is a comparison of wage with education. A careful study will show that those with a high school education average higher wages than those graduated from the ninth grade. From observation and from facts given it would appear that the reason for the low wages of those leaving high school before the senior year were failures in their studies and so dropped out to take whatever employment came to hand.

Graph III (see page 60) shows the average weekly earning compared with experience. It will be noticed that those living away from home go to work at a higher wage than those living at home. The black line indicates the average wage of all and the dotted line the average of those living away from home. These two lines converge after about 35 years' experience.

LIVING EXPENSES.

It has been very difficult to make any estimate of living expenses which would be of any value because it was impossible to canvass the boarding places of the women interviewed. In the printed blanks they stated the amount of board paid. Those living at home pay from \$1.50 to \$3, but a great many living with parents do not pay board so that the average is very low,

in one city being only \$0.39 a week. Some stated that they paid board and yet conversation with them indicated that this was not true. Some stated that they turned their whole week's wages over for the use of the family when it was apparent from the way in which they were dressed that such a statement was very much exaggerated. Others who were earning from \$3 to \$5 stated that their parents were entirely dependent upon them for support. It is quite obvious that such a statement could not be true.

Those living away from home pay from \$3.75 to \$8 for board and room. Girls living or boarding in semi-charitable institutions such as the Young Women's Christian Association in Portland and Lewiston pay from \$5.50 to \$6.50. In Bangor the Young Women's Christian Association does not offer dormitory accommodations but the meals are as expensive as they are at almost any restaurant if the patrons buy enough to nourish them properly so that most of the girls find it cheaper to board in private families. The advantage of a Christian Association is that it affords protection to girls which an ordinary boarding house cannot do.

It is true that standards of living vary as do the wages in different classes and communities. What seem good wages to one would be starvation to another, but the lowest wage should be high enough to keep up the physical strength and provide proper surroundings. A low selling cost which sacrifices the health of employees is not good economy and it is one of the reasons for the discontent among laborers in all occupations. Employers state that they cannot afford to pay higher wages and if they are forced to do so by any wage legislation, will be obliged to go out of business. If it is true that establishments exist only by exploiting female help of what economic value are they to the community?

5th Grade

6th Grade

7th Grade

8th Grade

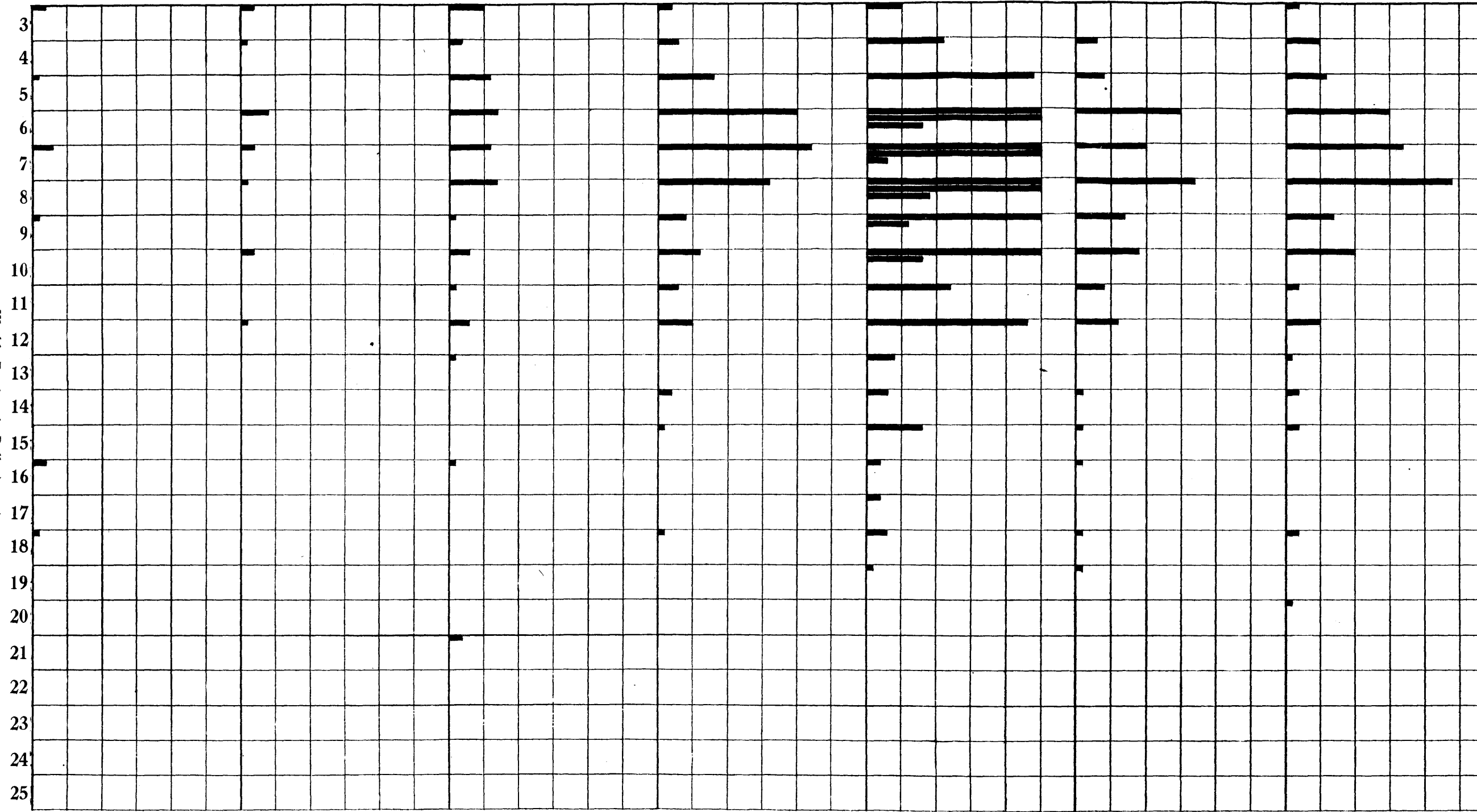
9th Grade

1st Year High

2nd Year High

Time of Leaving School and Comparison of Weekly Earnings With Education

(Weekly Earnings in Dollars)



3rd Year High

4th Year High

Supplementary
Training

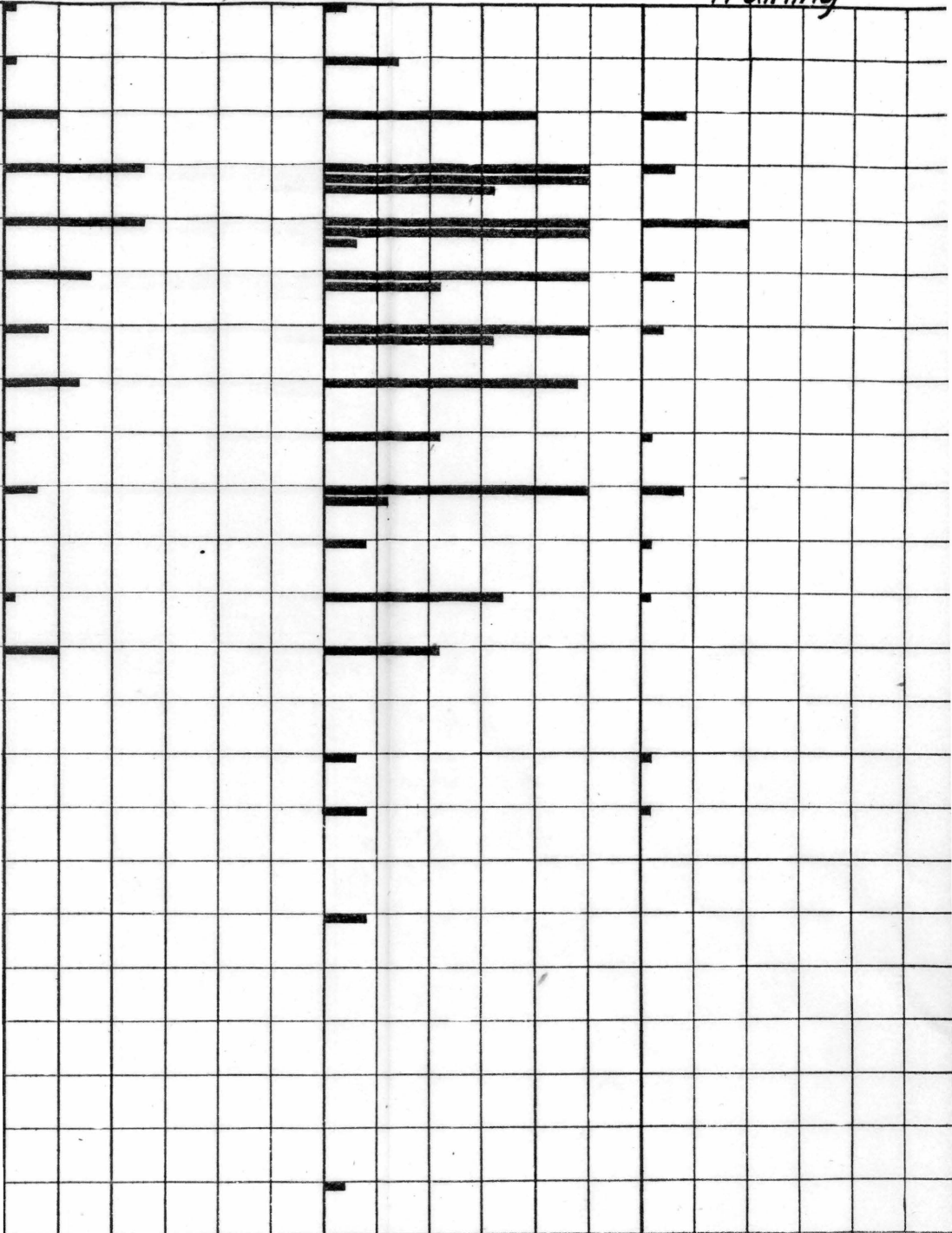
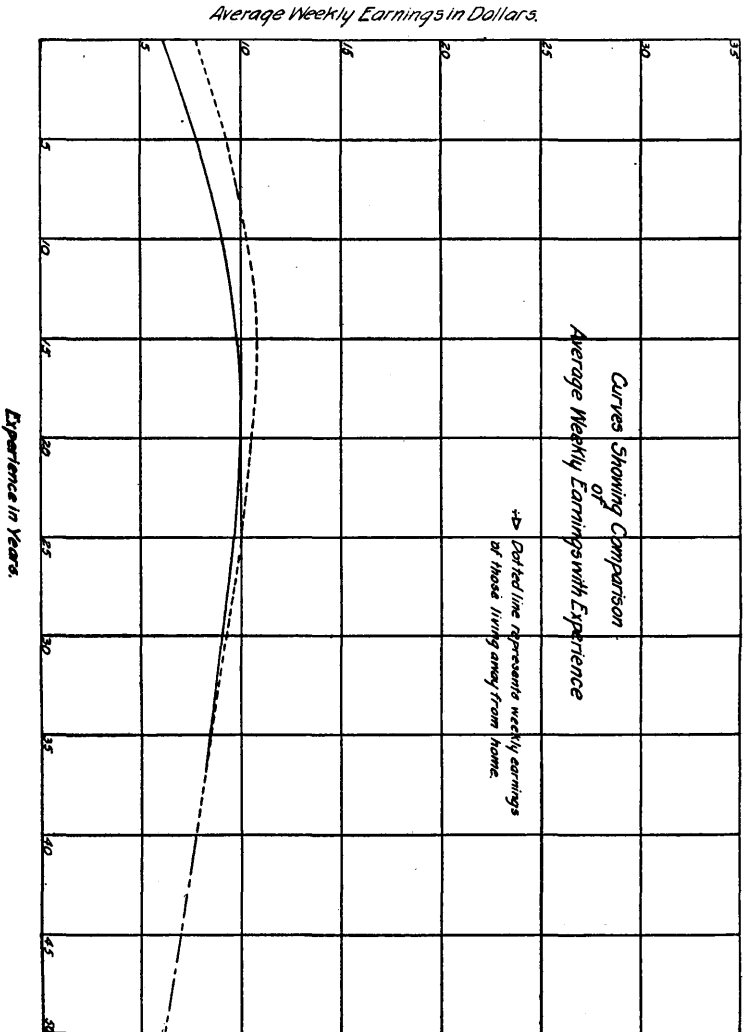


TABLE I.
AVERAGE WEEKLY EARNINGS BY AGE.

AGE.	NUMBER OF WORKERS EARNING—																Total working at given ages.		
	under \$3	\$3 to \$4	\$4 to \$5	\$5 to \$6	\$6 to \$7	\$7 to \$8	\$8 to \$9	\$9 to \$10	\$10 to \$11	\$11 to \$12	\$12 to \$13	\$13 to \$14	\$14 to \$15	\$15 to \$20	\$20 to \$25	\$25 to \$30		\$30 to \$35	\$35 and over
14 and under 16 years.....	1	1	3	1															6
16 and under 18 years.....	1	12	7	7	10	5	3												45
18 and under 20 years.....	1	6	12	19	31	12	11	4							3	1			100
20 and under 25 years.....	1	5	13	38	83	63	41	23	11	3	5	1							289
25 and under 30 years.....			6	12	27	45	44	21	21	2	14	2		9	4				207
30 and under 35 years.....				3	19	24	38	17	20	8	17	3	3		9	1	1		163
35 and under 40 years.....				3	15	15	24	15	16	11	17	2	6	21	3				148
40 and under 45 years.....				1	16	21	14	10	13	1	10	2	6	19		1			105
45 and under 50 years.....				1	2	12	4	9	9	4	14	1	4	5	2	1			68
50 and under 55 years.....				1	4	5	9	6	10	2	5	1	2	5	2	1		1	54
55 and under 60 years.....				1	3	11	7		2	2	4			3	2				35
60 and under 65 years.....					6	2	2	3	1	1				3					18
65 and over.....					1	1	2		1										5
Total working at given wages.	4	24	41	87	217	216	199	108	104	34	86	12	30	65	11	4	1		1,243

48.1% earn less than \$8.00.
77% are under 40 years of age.
52% are under 30 years of age.

GRAPH NO. III.



CHILD LABOR.

It is with much satisfaction that we submit this report on child labor conditions in the State of Maine for we can note much improvement. For all time previous to the year 1915, the enforcement of the Maine child labor laws had been a difficult as well as an expensive task and the results obtained during all these years had never been satisfactory. We believe that we are justified in saying that the conditions as to the number of children employed are worthy of commendation. At the present time there are employed only 743 minors between the age of 14 and 16 years in all of the industries of the whole State of Maine. There are none employed under the age of 14 years. When it is considered that the past year has been a year of great activity with the industries of Maine and a year where industrial achievements have been accompanied by a shortage of labor never before equalled in the State thus creating a demand for child labor with the additional inducement of wages far in excess of what is commonly paid for hire of children, and that only a small amount of money as compared with other years has been expended for the enforcement of the child labor law, it would seem that a very effective improvement has been brought about. The principal reason for the good results obtained is the change in the law made by the legislature of 1915.

The child labor law in effect previous to 1915 was a twisted puzzle. It offered so many opportunities for escape to the violator that enforcement was very difficult. Many of its provisions were so doubtful in meaning that they could be interpreted in different ways and generally the result was that the offender escaped punishment. The whole system of enforcement created by the previous law was expensive and cumbersome and in the end did not have the desired effect. In 1915 the old law was amended by removing the joker which it contained and by substituting new machinery for the operation of the law. The main features of the existing law are that no child under 14 years of age shall be employed in any manufacturing or mechanical establishments, that no child under 14 years of age shall be employed at any business or service for hire whatever during the hours that the public schools of

the town or city in which he resides are in session, that no minor between the age of 14 and 16 years shall be employed in any manufacturing or mechanical establishment until he has furnished his employer with a work permit issued to said child by the superintendent of schools of the city or town in which the child resides, and that no minor between the age of 14 and 16 years shall be employed at any business for hire while schools are in session until he has furnished a work permit as above described. The superintendent of schools shall not issue the permit until the child has demonstrated his ability to read and write in the English language and to perform simple arithmetical problems involving the fundamental processes of addition, subtraction, multiplication and division, nor until he has received evidence that the child is more than 14 years of age. Such evidence shall consist of a certified copy of the town clerk's record, baptismal record or passport showing date of birth.

From the accompanying tables it can be seen that the number of minors employed between the age of fourteen and sixteen years is greatly increased in the months of the summer school vacation during which period of time the educational test is not required. This fact in itself shows that gratifying results have been obtained in keeping children who have not received a primary education out of the factories and other employments while schools are in session.

We wish at this point to express our belief that with very rare exceptions, fine co-operation on the part of school authorities and employers of child labor is augmenting and strengthening the efforts of this Department. Difficulties there are but these most frequently arise over the action of parents in falsifying the birth certificates of their children and false representations as to their age, the employer accepting the statements in good faith, and in almost all instances being ready to cease giving employment to the child when shown that the child is not of proper age.

The State of Maine, thanks to the liberal and careful legislation of recent years, is well in the front rank of states of the union as regards the employment of child labor. There are some states whose laws more carefully safeguard the children

than do those of the State of Maine, but on the other hand, we are far ahead of many states.

Having obtained proper legislation in relation to child labor, and having in the last few years solved most of the difficulties and intricacies of enforcement, we now come to another development. This is what to do with the child after he, or she, is taken from the mill. Instances there are, and not a few, where the child so removed from labor is a very considerable contributing factor in the support of the family. Take the case of a widow with several children or a child from a home of sickness and poverty. The money earned by such a child is a necessity for the family and an assistance in giving that child certain advantages that he would otherwise be without. It is a problem that confronts every state that advances child labor laws, and it is a problem that sooner or later must be faced by the State with legislation.

The modern state legislating for the conservation of the child's health and its educational advancement is blind to its own development if provisions are not made to alleviate a condition which compels the parent to place the child at work when it should be at school, and the child not developed physically is often required to help support a large family, poor and in want. The solution of this problem is that the State must investigate and provide, if necessary, financial assistance in such cases.

In conclusion on the subject of child labor, we wish to again emphasize the fact that a word of appreciation can be sincerely given the employers of our State whose ready co-operation in carrying out the provisions of the law governing child labor has been a great factor in bringing about the present excellent condition of such employment. Every courtesy has been shown the enforcement officers and fair dealing and a desire on the part of the employer to comply with the law has made the task of the inspectors a more satisfactory one than if a feeling of contention existed.

TABLE No. 1.
Employment of Minors Between the Ages of 14 and 16 Years Classified According to Sex.

NAME OF FIRM.	LOCATION.	Total number employed under work permits Dec. 1, 1915.		Total number employed under work permits Dec. 1, 1916.			
		MALE.	FEMALE.	MALE.	FEMALE.		
Abbot, Amos Company.....	Dexter.....	3	2	1	5	4	1
Adams, John C.....	Portland.....	-	-	-	1	1	-
American Chiclet Company.....	Portland.....	-	-	-	1	-	1
American Clothing Company.....	Portland.....	-	-	-	1	1	-
American Woolen Company.....	Harland.....	-	-	-	1	1	-
American Woolen Company.....	Newport.....	1	1	-	1	1	-
American Woolen Company.....	North Vassalboro.....	9	4	5	3	3	-
American Woolen Company.....	Old Town.....	-	-	-	1	1	-
American Woolen Company.....	Pittsfield.....	4	3	1	-	-	-
American Woolen Company.....	Skowhegan.....	9	6	3	7	5	2
Androsoggin Mills.....	Lewiston.....	18	16	2	10	4	6
Ashe, Noyes & Small.....	Auburn.....	1	1	-	-	-	-
Avon Spinning Company.....	Lewiston.....	4	1	3	1	1	1
Ayer, Houston & Company.....	Portland.....	-	-	-	1	1	-
Baker Brothers.....	Biddeford.....	-	-	-	1	1	-
Barker Mill.....	Auburn.....	6	4	2	6	5	1
Bass, G. H. & Company.....	Wilton.....	-	-	-	1	1	-
Bates Manufacturing Company.....	Lewiston.....	14	11	3	13	7	6
Bates Street Shirt Company.....	Lewiston.....	4	1	3	4	-	4
Bath Iron Works.....	Bath.....	10	10	-	7	7	-
Baxter Paper Box Company.....	Brunswick.....	4	3	1	2	-	2
Beals, Thomas P. Furniture Company.....	Portland.....	1	1	-	-	-	-
Berry, A. H. Shoe Company.....	Portland.....	1	1	-	-	-	-
Berube, John.....	Waterville.....	-	-	-	1	1	-
Binette & Allaire.....	Sanford.....	1	1	-	-	-	-
Blais, Joseph.....	Waterville.....	-	-	-	1	1	-
Brilliant, L. J.....	Waterville.....	1	1	-	-	-	-
Burnham & Morrill Company.....	Portland.....	3	3	-	5	3	2
Burrowes, H. J. Company.....	Portland.....	1	1	-	-	-	-
Bussell & Weston Company.....	Augusta.....	1	1	-	-	-	-

LABOR AND INDUSTRY.

5

Cabot Manufacturing Company.....	Brunswick.....	53	36	17	44	20	24
Calderwood, F. N. Company.....	Portland.....	1	1	-	-	-	-
Camden Woolen Company.....	Camden.....	-	-	-	3	2	1
Chase, L. C. & Company.....	Vinalhaven.....	5	-	5	-	-	-
Clark, A. H.....	Portland.....	1	1	-	-	-	-
Colonial Alleys.....	Augusta.....	1	1	-	-	-	-
Columbia Woolen Company.....	Lewiston.....	1	1	-	2	-	2
Commonwealth Shoe & Leather Co.....	Gardiner.....	-	-	-	3	1	2
Continental Mills.....	Lewiston.....	16	11	5	12	7	5
Continental Paper Bag Company.....	Rumford.....	11	9	2	8	2	6
Cory, Mrs. Albert.....	Portland.....	-	-	-	1	-	1
Coro & Henderson.....	Fairfield.....	1	1	-	-	-	-
Coronet Manufacturing Company.....	Portland.....	2	2	-	1	-	1
Cousins & Waterman Company.....	Portland.....	1	1	-	-	-	-
Crosman & Sons, G. A.....	Portland.....	1	1	-	4	4	-
Cross, William M.....	Portland.....	1	1	-	-	-	-
Crossett, Lewis A. Inc.....	Augusta.....	-	-	-	7	4	3
Cummings, David Company.....	South Berwick.....	5	-	5	4	1	3
Cushman-Hollis.....	Auburn.....	-	-	-	17	12	5
Dana Warp Mills.....	Westbrook.....	20	7	13	16	13	3
Diamond Match Company.....	Biddeford.....	-	-	-	1	1	-
Eastern Manufacturing Company.....	South Brewer.....	5	1	4	-	-	-
Eastman Brothers & Bancroft.....	Portland.....	8	3	5	7	4	3
Eaton, C. A. Company.....	Augusta.....	3	3	-	1	1	-
Edwards Manufacturing Company.....	Augusta.....	37	23	14	32	22	10
E. I. du Pont de Nemours & Company.....	Standish.....	-	-	-	2	2	-
Elmwood Hotel.....	Waterville.....	-	-	-	1	1	-
Eustis, A. W. Company.....	Portland.....	-	-	-	1	1	-
Fairfield Furniture Company.....	Fairfield.....	-	-	-	1	1	-
Farnsworth Company.....	Lisbon.....	-	-	-	1	1	-
Farwell Mills.....	Lisbon.....	8	6	2	8	5	3
Field Brothers & Gross.....	Auburn.....	17	8	9	34	14	20
Fitz Brothers Company.....	Auburn.....	2	-	-	-	-	-
Forster Manufacturing Company.....	Oakland.....	2	2	-	-	-	-
Fortin, Joseph.....	Waterville.....	-	-	-	1	1	-
Fraser, William.....	Lewiston.....	1	1	-	-	-	-
Gannett, W. H. Publishing Company.....	Augusta.....	5	3	2	3	3	-
Goodall Worsted Company.....	Sanford.....	55	25	30	34	16	18
Gould, J. E. & Company.....	Portland.....	2	2	-	-	-	-
Gould, Mrs. William.....	Fairfield.....	1	1	-	-	1	-
Grand Lake Company.....	Woodland.....	2	2	-	1	-	1
Grand Trunk Railroad Company.....	Portland.....	1	1	-	1	1	-
Green Brothers Company.....	Waterville.....	1	1	-	1	-	1
Guite & Beard.....	Waterville.....	-	-	-	1	1	-

TABLE No. 1—Continued.

NAME OF FIRM.	LOCATION.	Total number employed under work permits Dec. 1, 1915.	1915.		Total number employed under work permits Dec. 1, 1916.	1916.	
			MALE.	FEMALE.		MALE.	FEMALE.
Haskell Silk Company.....	Westbrook.....	10	4	6	3	-	3
Hathaway, C. F. Company.....	Waterville.....	4	1	3	4	1	3
Hay, Charles M. Paint Company.....	Portland.....	-	-	-	1	1	-
Hazzard, R. P. Shoe Company.....	Gardiner.....	4	3	1	6	6	-
Hildreth & Moseley.....	Lewiston.....	1	1	-	-	-	-
Hill Manufacturing Company.....	Lewiston.....	11	9	2	8	5	3
Hodsdon Manufacturing Company.....	Biddeford.....	9	3	6	4	2	2
Hume & Newhall.....	Fairfield.....	3	3	-	-	-	-
Huston, T. A. & Company.....	Auburn.....	-	-	-	2	-	2
Ideal Manufacturing Company.....	Sanford.....	1	1	-	-	-	-
International Paper Company.....	Livermore Falls.....	1	1	-	-	-	-
International Paper Company.....	Rumford.....	1	1	-	-	-	-
James, Pamela S.....	Portland.....	-	-	-	1	-	1
Jewett Printing Company.....	Portland.....	1	1	-	-	-	-
Jones, Philip A.....	Bangor.....	1	1	-	-	-	-
Jordan Lumber Company.....	Old Town.....	11	11	-	2	2	11
Kennebunk Mills.....	Kennebunk.....	2	1	1	-	-	-
Kerrigan, T. W.....	Lewiston.....	1	1	-	1	1	-
Kerrigan, Mrs. William J.....	Portland.....	1	1	-	-	-	-
Kimball, W. & V. O.....	Calais.....	-	-	-	7	6	1
Knowlton Machine Company.....	Westbrook.....	1	1	-	-	-	-
Larson, Emil J.....	Portland.....	1	1	-	-	-	-
Laughlin, Thomas F. Company.....	Portland.....	1	1	-	2	2	-
Le Doux, Frank.....	Biddeford.....	-	-	-	1	-	1
Lewiston Bleachery & Dye Works.....	Lewiston.....	3	2	1	2	1	1
Libby, W. S. Company.....	Lewiston.....	-	-	-	1	1	-
Livermore Falls Glove Company.....	Livermore Falls.....	8	3	5	10	3	7
Lockwood Company.....	Waterville.....	55	27	28	46	20	26
Lord, I. F. & Sons.....	Portland.....	-	-	-	1	-	1
Lord, R. W. Company.....	West Kennebunk.....	3	3	-	1	1	-
Loring, Short & Harmon.....	Portland.....	-	-	-	2	2	-
Lunn & Sweet Shoe Company.....	Auburn.....	1	1	-	9	5	4

Maine Alpaca Company.....	Sanford.....	13	8	5	10	4	6
Maine Spinning Company.....	Skowhegan.....	20	9	11	13	8	5
Mangan, Michael.....	Lewiston.....	1	1	-	-	-	-
Manufacturers Box Company.....	Auburn.....	2	2	-	4	-	4
Marine Hardware & Equipment Co.....	Portland.....	1	1	-	-	-	-
Marston & Brooks.....	Hallowell.....	4	-	4	-	1	-
Mathias, L. D. Company.....	Bangor.....	1	1	-	1	1	-
Merrill & Webber.....	Auburn.....	1	1	-	1	-	-
Milford Bundle Wood Company.....	Old Town.....	2	2	-	-	2	-
Monument Square Bowling Alleys.....	Portland.....	2	2	-	2	2	-
Moonlight Studio.....	Lewiston.....	1	1	-	2	2	-
Moore, Frank L.....	Portland.....	1	1	-	-	1	-
Morey, Charles C.....	Portland.....	1	1	-	1	1	-
Morrison Woolen Company.....	Dexter.....	1	1	-	1	-	1
National Steam Laundry.....	Waterville.....	1	1	-	-	-	-
Nelson, L. H. Company.....	Portland.....	-	-	-	1	-	1
Newichawanick Company.....	South Berwick.....	-	-	-	1	1	-
Nisson, John J. Baking Company.....	Portland.....	1	1	-	2	1	1
O'Connor, C. G.....	Bangor.....	-	-	-	-	-	-
Old Town Woolen Company.....	Old Town.....	1	1	-	1	-	1
Owen, Moore & Company.....	Portland.....	-	-	-	1	1	-
Palmer, J. E. Company.....	Portland.....	2	2	-	-	-	-
Page, N. L. & Son.....	Auburn.....	-	-	-	2	2	-
Parker Spool & Bobbin Company.....	Lewiston.....	2	2	-	1	1	-
Parker & Thomes.....	Portland.....	1	1	-	2	2	-
Patterson Brothers.....	Waterville.....	1	1	-	-	-	-
Penobscot Chemical Fibre Company.....	Bangor.....	2	2	-	-	-	-
Pepperell Manufacturing Company.....	Biddeford.....	59	33	26	45	27	18
Pepperell M'fg. Co. (Lacoma Division).....	Biddeford.....	53	28	25	46	19	27
Porteous, Mitchell & Braun.....	Portland.....	2	2	-	2	2	-
Portland Bowling Company.....	Portland.....	-	-	-	-	2	-
Portland Paper Box Company.....	Portland.....	3	1	2	4	1	3
Portland Shoe Manufacturing Company.....	Portland.....	3	2	1	7	7	-
Portland Terminal Company.....	Portland.....	-	-	-	1	1	-
Postal Telegraph-Cable Company.....	Augusta.....	1	1	-	-	1	-
Postal Telegraph-Cable Company.....	Bangor.....	1	1	-	1	1	-
Postal Telegraph-Cable Company.....	Portland.....	5	5	-	9	9	-
Postal Telegraph-Cable Company.....	Waterville.....	-	-	-	1	1	-
Poulin & Laney.....	Skowhegan.....	1	1	-	-	-	-

TABLE No. 1—Concluded.

NAME OF FIRM.	LOCATION.	Total number employed un- der work per- mits Dec. 1, 1915.	MALE.	FEMALE.	Total number employed un- der work per- mits Dec. 1, 1916.	MALE.	FEMALE.
Regal Lunch	Lewiston	1	1	-	-	-	-
Rines Brothers Company	Portland	1	1	-	1	1	-
Robinson, Frank D.	Waterville	1	1	-	-	-	-
Robinson Manufacturing Company	Oxford	1	1	-	-	-	-
Royal River Packing Company	Yarmouth	1	1	-	-	-	-
Saco Lowell Machine Shop	Biddeford	3	3	-	4	4	-
Sanford Mills	Sanford	33	14	19	20	8	12
Seabright Woven Felt Company	Camden	2	2	-	-	-	-
Sears-Roebuck Shoe Factories	Freeport	-	-	-	1	1	-
Sears-Roebuck Shoe Factories	Springvale	28	12	16	18	8	10
Smiley, Thomas Company	Portland	1	1	-	-	-	-
Smiley, Joseph	Biddeford	-	-	-	1	1	-
Somerset Shoe Company	Skowhegan	-	-	-	2	1	1
Spinney-Tenney Company	Warren	1	1	-	-	-	-
St. Clair & Allen	Rockland	-	-	-	2	1	1
St. John Lumber Company	Van Buren	2	2	-	3	3	-
"Squires"	Waterville	1	1	-	-	-	-
Tebbetts, E. L. Spool Company	Lockes' Mills	2	2	-	1	1	-
Tooney, A. H.	Portland	-	-	-	1	1	-
Twitchell-Champlin Company	Portland	1	1	-	-	-	-
U. S. Bobbin & Shuttle Company	Auburn	-	-	-	2	2	-
U. S. Pegwood & Shank Company	Brownville	-	-	-	1	1	-
Vigue & Hall	Skowhegan	1	1	-	-	-	-

Warren, S. D. Company.....	Westbrook.....	1	1	-	-	-	-
Wassokeag Woolen Company.....	Dexter.....	1	1	-	1	-	1
Waterville Iron Works.....	Waterville.....	1	1	-	-	-	-
Waterville Wool Stock Company.....	Waterville.....	1	1	-	-	-	-
Watson, P. E.....	Sanford.....	1	1	-	-	-	-
Webster Woolen Company.....	Sabattus.....	2	-	2	2	2	-
Western Union Telegraph Company.....	Auburn.....	-	-	-	-	1	1
Western Union Telegraph Company.....	Augusta.....	-	-	-	1	1	-
Western Union Telegraph Company.....	Bangor.....	3	3	-	3	3	-
Western Union Telegraph Company.....	Fort Fairfield.....	-	-	-	3	3	-
Western Union Telegraph Company.....	Old Town.....	-	-	-	1	1	-
Western Union Telegraph Company.....	Portland.....	7	7	-	9	9	-
Williams & Little.....	Portland.....	1	1	-	-	-	-
Winthrop Mills.....	Winthrop.....	3	1	2	3	3	-
Woolworth, F. W. Company.....	Bangor.....	1	1	-	1	1	-
Woolworth, F. W. Company.....	Bath.....	1	1	-	-	-	-
Woolworth, F. W. Company.....	Westbrook.....	1	1	-	-	-	-
Worumbo Manufacturing Company.....	Lisbon Falls.....	11	5	6	10	4	6
Wyandotte Worsted Company.....	Waterville.....	7	4	3	6	5	1
Wyman, L. N.....	Portland.....	1	1	-	-	-	-
Yankee Wood Turning Company.....	Livermore Falls.....	-	-	-	1	1	-
York Manufacturing Company.....	Saco.....	45	28	17	38	15	23
Totals.....	854	526	328	743	429	314

TABLE No. 2.

Whole Number of Minors Employed December 1, 1915, Classified According to Age.

NAME OF FIRM.	LOCATION.	14 to 14½ years.	14½ to 15 years.	15 to 16 years.	Total.
Abbott, Amos Company.....	Dexter.....	-	-	3	3
American Woolen Company.....	Newport.....	-	1	-	1
American Woolen Company.....	North Vassalboro.....	-	-	9	9
American Woolen Company.....	Pittsfield.....	-	-	4	4
American Woolen Company.....	Skowhegan.....	2	2	5	9
Androscoggin Mills.....	Lewiston.....	-	3	15	18
Ashe, Noyes & Small.....	Auburn.....	-	-	1	1
Avon Spinning Company.....	Lewiston.....	-	-	4	4
Barker Mill.....	Auburn.....	-	-	6	6
Bates Manufacturing Company.....	Lewiston.....	-	2	12	14
Bates Street Shirt Company.....	Lewiston.....	-	-	3	3
Bath Iron Works.....	Bath.....	-	-	10	10
Baxter Paper Box Company.....	Brunswick.....	-	1	3	4
Beales, Thos. P. Furniture Company.....	Portland.....	-	-	-	1
Berry, A. H. Shoe Company.....	Portland.....	-	-	1	1
Binette & Allaire.....	Sanford.....	-	-	1	1
Brillant, L. J.....	Waterville.....	-	-	1	1
Burnham & Morrill Co.....	Portland.....	-	-	3	3
Burrowes, H. J. Company.....	Portland.....	-	1	-	1
Bussell & Weston Company.....	Augusta.....	-	-	1	1
Cabot Manufacturing Company.....	Brunswick.....	11	11	31	53
Calderwood, F. N. Company.....	Portland.....	-	-	1	1
Chase, L. C. & Company.....	Vinalhaven.....	1	1	3	5
Clark, A. H.....	Portland.....	-	-	1	1
Colonial Alleys.....	Augusta.....	-	-	1	1
Columbia Woolen Company.....	Lewiston.....	-	-	1	1
Continental Mills.....	Lewiston.....	2	1	13	16
Continental Paper Bag Company.....	Rumford.....	-	1	10	11
Coro & Henderson.....	Fairfield.....	-	-	1	1
Coronet Manufacturing Company.....	Portland.....	1	-	1	2
Cousins & Waterman Company.....	Portland.....	-	-	1	1
Crosman, G. A. & Son.....	Portland.....	-	1	-	1
Cross, William M.....	Portland.....	-	-	1	1
Cummings, David Company.....	South Berwick.....	-	-	5	5
Dana Warp Mills.....	Westbrook.....	1	1	18	20
Eastern Manufacturing Company.....	South Brewer.....	-	-	5	5
Eastman Brothers & Bancroft.....	Portland.....	1	1	6	8
Eaton, C. A. Company.....	Augusta.....	-	-	3	3
Edwards Manufacturing Company.....	Augusta.....	1	10	26	37
Farwell Mills.....	Lisbon.....	-	-	8	8
Field Brothers & Gross.....	Auburn.....	1	3	13	17
Fitz Brothers Company.....	Auburn.....	1	-	1	2
Forster Manufacturing Company.....	Oakland.....	-	1	1	2
Fraser, William.....	Lewiston.....	-	-	1	1
Gannett, W. H. Publishing Company.....	Augusta.....	-	1	4	5
Goodall Worsted Company.....	Sanford.....	4	10	41	55
Goold, J. E. & Company.....	Portland.....	-	-	2	2
Gould, Mrs. William.....	Fairfield.....	1	-	-	1
Grand Lake Company.....	Woodland.....	1	1	-	2
Grand Trunk Railroad Company.....	Portland.....	-	-	1	1
Green Brothers Company.....	Waterville.....	-	-	1	1

TABLE No. 2—Continued.

NAME OF FIRM.	LOCATION.	14 to 14½ years.	14½ to 15 years.	15 to 16 years.	Total.
Haskell Silk Company	Westbrook	-	-	2	10
Hathaway, C. F. Company	Waterville	-	-	1	4
Hazzard, R. P. Shoe Company	Gardiner	-	-	1	4
Hildreth & Moseley	Lewiston	-	-	-	1
Hill Manufacturing Company	Lewiston	-	5	6	11
Hodsdon Manufacturing Company	Biddeford	-	-	7	9
Hume & Newhall	Fairfield	-	-	3	3
Ideal Manufacturing Company	Sanford	-	-	1	1
International Paper Company	Livermore Falls	-	-	1	1
International Paper Company	Rumford	-	-	1	1
Jewett Printing Company	Portland	-	-	1	1
Jones, Philip A.	Bangor	-	-	1	1
Jordan Lumber Company	Old Town	1	2	8	11
Kennebunk Mills	Kennebunk	-	-	2	2
Kerrigan, T. W.	Lewiston	-	1	-	1
Kerrigan, Mrs. William J.	Portland	-	-	1	1
Knowlton Machine Company	Westbrook	-	-	1	1
Larson, Emil J.	Portland	-	1	-	1
Laughlin, Thomas F. Company	Portland	-	-	1	1
Lewiston Bleachery & Dye Works	Lewiston	-	1	2	3
Livermore Falls Glove Company	Livermore Falls	-	4	4	8
Lockwood Company	Waterville	2	6	47	55
Lord, R. W. Company	West Kennebunk	-	-	3	3
Lunn & Sweet Shoe Company	Auburn	-	-	1	1
Maine Alpaca Company	Springvale	1	4	8	13
Maine Spinning Company	Skowhegan	-	9	11	20
Mangan, Michael	Lewiston	-	-	1	1
Manufacturers Box Company	Auburn	2	-	-	2
Marine Hardware & Equipment Co.	Portland	1	-	-	1
Marston & Brooks	Hallowell	1	-	3	4
Mathis, L. D. Company	Bangor	-	-	1	1
Merrill & Webber	Auburn	-	-	1	1
Milford Bundle Wood Company	Old Town	-	-	2	2
Moonlight Studio	Lewiston	-	1	-	1
Morey, Charles C.	Portland	-	1	-	1
Morrison Woolen Company	Dexter	-	-	1	1
National Steam Laundry	Waterville	-	-	1	1
Nissen Baking Company, John J.	Portland	-	-	1	1
Old Town Woolen Company	Old Town	-	-	1	1
Palmer, J. E. Company	Portland	-	-	2	2
Parker & Thomes	Portland	-	-	1	1
Parker Spool & Bobbin Company	Lewiston	-	-	4	4
Patterson Brothers	Waterville	-	-	1	1
Penobscot Chemical Fibre Company	Great Works	-	1	1	2
Pepperell Manufacturing Company	Biddeford	10	5	44	59
Pepperell M'fg. Co., Laconia Div.	Biddeford	3	13	37	53
Porteous, Mitchell & Braun	Portland	-	2	-	2
Portland Paper Box Company	Portland	-	1	2	3
Portland Shoe Manufacturing Co.	Portland	1	-	2	3
Postal Telegraph-Cable Company	Augusta	-	-	1	1
Postal Telegraph-Cable Company	Bangor	-	1	-	1
Postal Telegraph-Cable Company	Portland	1	1	3	5
Poulin & Laney	Skowhegan	-	-	1	1

TABLE No. 2—Concluded.

NAME OF FIRM.	LOCATION.	14 to 14½ years.	14½ to 15 years.	15 to 16 years.	Total.
Regal Lunch.....	Lewiston.....	-	-	1	1
Rines Brothers Company.....	Portland.....	-	-	1	1
Robinson, Frank D.....	Waterville.....	-	-	1	1
Royal River Packing Company.....	Yarmouth.....	-	-	1	1
Saco-Lowell Machine Shops.....	Biddeford.....	-	-	3	3
Sanford Mills.....	Sanford.....	6	8	19	33
Seabright Woven Felt Company.....	Camden.....	-	-	2	2
Sears-Roebuck Shoe Factories.....	Springvale.....	3	7	18	28
Smiley, Thomas F. Company.....	Portland.....	-	-	1	1
Spinney-Tenney Company.....	Warren.....	-	-	1	1
St. John Lumber Company.....	Van Buren.....	-	-	2	2
"Squires".....	Waterville.....	-	-	1	1
Tebbetts, E. L. Spool Company.....	Lockes Mills.....	-	1	1	2
Twitchell-Champlain Company.....	Portland.....	-	-	1	1
Vigue & Hall.....	Skowhegan.....	-	-	1	1
Warren, S. D. Company.....	Westbrook.....	-	-	1	1
Wassokeag Woolen Company.....	Dexter.....	-	-	1	1
Waterville Iron Works.....	Waterville.....	-	-	1	1
Waterville Wool Stock Company.....	Waterville.....	-	-	1	1
Watson, P. E.....	Sanford.....	-	-	1	1
Webster Woolen Company.....	Sabattus.....	-	1	1	2
Western Union Telegraph Company.....	Bangor.....	-	-	3	3
Western Union Telegraph Company.....	Portland.....	-	1	6	7
Williams & Little.....	Portland.....	-	-	1	1
Winthrop Mills Company.....	Winthrop.....	-	-	3	3
Woolworth, F. W. Company.....	Bath.....	-	-	1	1
Woolworth, F. W. Company.....	Westbrook.....	-	-	1	1
Worumbo Manufacturing Company.....	Lisbon Falls.....	-	-	11	11
Wyandotte Worsted Company.....	Waterville.....	-	-	7	7
Wyman, L. M.....	Portland.....	-	-	1	1
York Manufacturing Company.....	Saco.....	6	8	31	45
Totals.....		66	144	644	854

TABLE No. 3.

Whole Number of Minors Employed December 1, 1916, Classified According to Age.

NAME OF FIRM.	Location.	14 to 14½ years.	14½ to 15 years.	15 to 16 years.	Total.
Abbott, Amos Co.	Dexter	-	-	5	5
Adams, John C.	Portland	-	1	-	1
American Chiclé Co.	Portland	-	1	-	1
American Clothing Co.	Portland	-	-	1	1
American Woolen Co.	Hartland	-	-	1	1
American Woolen Co.	Newport	-	-	1	1
American Woolen Co.	No. Vassalboro	-	-	3	3
American Woolen Co.	Old Town	-	-	1	1
American Woolen Co.	Skowhegan	-	-	7	7
Androscoegin Mills	Lewiston	1	-	9	10
Avon Spinning Co.	Lewiston	-	-	1	1
Ayer, Houston & Co.	Portland	-	-	1	1
Baker Bros.	Biddeford	-	1	-	1
Barker Mill	Auburn	2	-	4	6
Bass, G. H. & Co.	Wilton	-	-	1	1
Bates Manufacturing Co.	Lewiston	-	3	10	13
Bates St. Shirt Co.	Lewiston	-	-	4	4
Bath Iron Works	Bath	-	1	6	7
Baxter Paper Box Co.	Brunswick	-	-	2	2
Berube, John	Waterville	-	1	-	1
Blais, Joseph	Waterville	-	1	-	1
Burnham & Morrill Co.	Portland	1	-	3	5
Cabot Manufacturing Co.	Brunswick	1	2	41	44
Camden Woolen Co.	Camden	-	-	3	3
Columbia Woolen Co.	Lewiston	-	1	1	2
Commonwealth Shoe & Leather Co.	Gardiner	-	-	3	3
Continental Mills	Lewiston	-	3	9	12
Continental Paper Bag Co.	Rumford	-	2	6	8
Corey, Albert, Mrs.	Portland	-	-	1	1
Coronet Manufacturing Co.	Portland	-	-	1	1
Crosman, G. A. & Son.	Portland	1	1	2	4
Crossett, Lewis A., Inc.	Augusta	-	-	7	7
Cummings, David Company	South Berwick	-	-	4	4
Cushman-Hollis	Auburn	-	2	15	17
Dana Warp Mills	Westbrook	-	2	14	16
Diamond Match Co.	Biddeford	-	-	1	1
Eastman Bros. & Bancroft	Portland	1	2	4	7
Eaton, C. A. Co.	Augusta	-	-	1	1
Edwards Manufacturing Co.	Augusta	-	1	31	32
E. I. du Pont de Nemours Co.	Standish	-	-	2	2
Elmwood Hotel	Waterville	-	-	1	1
Eustis, A. W. Co.	Portland	-	1	-	1
Fairfield Furniture Co.	Fairfield	1	-	-	1
Farwell Mills	Lisbon	-	-	8	8
Field Bros. & Gross	Auburn	1	2	31	34
Fortin, Joseph	Waterville	-	-	1	1
Gannett, W. H. Pub. Co.	Augusta	-	-	3	3
Goodall Worsted Co.	Sanford	4	1	29	34
Gould, William, Mrs.	Fairfield	-	-	1	1
Grand Lake Co.	Woodland	-	-	1	1
Grand Trunk Railroad Co.	Portland	-	-	1	1
Green Bros. Co.	Waterville	-	-	1	1
Guite & Beard	Waterville	-	-	1	1
Haskell Silk Co.	Westbrook	-	1	2	3
Hathaway, C. F. Co.	Waterville	-	-	4	4
Hay, Charles M. Paint Co.	Portland	-	1	-	1
Hazzard, R. P. Shoe Co.	Gardiner	-	-	6	6
Hill Manufacturing Co.	Lewiston	-	-	8	8
Hodsdon Manufacturing Co.	Biddeford	-	2	2	4
Huston, T. A. & Co.	Auburn	-	-	2	2
James, Pamela S.	Portland	-	-	1	1
Jordan Lumber Co.	Old Town	-	-	2	2
Kerrigan, T. W.	Lewiston	-	-	1	1

TABLE No. 3—Concluded.

NAME OF FIRM.	Location.	14 to 14½ years.	14½ to 15 years.	15 to 16 years.	Total.
Kimball, W. & V. O.	Calais	-	-	7	7
Laughlin, Thos. F. Co.	Portland	-	-	2	2
Le Doux, Frank	Biddeford	-	1	-	1
Lewiston Bleachery & Dye Works	Lewiston	-	-	2	2
Libby, W. S. Co.	Lewiston	-	-	1	1
Livermore Falls Glove Co.	Livermore Falls	-	1	9	10
Lockwood Co.	Waterville	1	4	41	46
Lord, I. F. & Sons	Portland	-	-	1	1
Lord, R. W. & Co.	W. Kennebunk	-	-	1	1
Loring, Short & Harmon	Portland	-	1	1	2
Lunn & Sweet Shoe Co.	Auburn	-	1	8	9
Maine Alpaca Co.	Springvale	1	-	9	10
Maine Spinning Co.	Skowhegan	-	1	12	13
Manufacturers Box Co.	Auburn	-	-	4	4
Marston & Brooks	Hallowell	-	-	1	1
Mathis, L. D. Co.	Bangor	1	-	-	1
Milford Bundle Wood Co.	Old Town	-	-	2	2
Monument Square Bowling Alleys	Portland	2	-	-	2
Moore, Frank C.	Portland	-	1	-	1
Morey, Charles C.	Portland	-	-	1	1
Morison Woolen Co.	Dexter	-	-	1	1
Nelson, L. H. Co.	Portland	-	-	1	1
Newichawanick Co.	South Berwick	-	-	1	1
Nissen, John J. Baking Co.	Portland	-	-	2	2
O'Connor, C. G.	Bangor	1	-	-	1
Owen, Moore & Co.	Portland	-	1	-	1
Palmer, J. F. Co.	Portland	-	1	1	2
Page, N. L. & Sons	Auburn	-	-	1	1
Parker Spool & Bobbin Co.	Lewiston	-	-	2	2
Pepperell Manufacturing Co.	Biddeford	8	6	31	45
Pepperell Mfg. Co., Laconia Div.	Biddeford	2	8	36	46
Porteous, Mitchell & Braun	Portland	1	-	1	2
Portland Bowling Co.	Portland	-	-	2	2
Portland Paper Box Co.	Portland	-	3	1	4
Portland Shoe Manufacturing Co.	Portland	1	-	6	7
Portland Terminal Co.	Portland	-	-	1	1
Postal Telegraph-Cable Co.	Bangor	-	-	1	1
Postal Telegraph-Cable Co.	Portland	3	1	5	9
Postal Telegraph-Cable Co.	Waterville	-	-	1	1
Rines Bros. Co.	Portland	-	-	1	1
Saco-Lowell Machine Shops	Biddeford	1	2	1	4
Sanford Mills	Sanford	-	3	17	20
Sears-Roebuck Shoe Factories	Freeport	-	-	1	1
Sears-Roebuck Shoe Factories	Springvale	1	1	16	18
Snider, Joseph	Biddeford	-	-	1	1
Somerset Shoe Co.	Skowhegan	-	1	1	2
St. Clair & Allen	Rockland	-	1	1	2
St. John Lumber Co.	Van Buren	-	-	3	3
Tebbetts, E. L., Spool Co.	Locke's Mills	-	-	1	1
Toohy, A. A.	Portland	-	1	-	1
U. S. Bobbin & Shuttle Co.	Auburn	-	-	2	2
U. S. Pegwood & Shank Co.	Brownville	-	-	1	1
Wassokeag Woolen Co.	Dexter	-	-	1	1
Webster Woolen Co.	Sabattus	-	-	2	2
Western Union Telegraph Co.	Auburn	1	-	-	1
Western Union Telegraph Co.	Augusta	-	1	-	1
Western Union Telegraph Co.	Bangor	-	-	3	3
Western Union Telegraph Co.	Ft. Fairfield	-	-	2	2
Western Union Telegraph Co.	Old Town	-	-	1	1
Western Union Telegraph Co.	Portland	2	4	3	9
Winthrop Mills Co.	Winthrop	-	-	3	3
Woolworth, F. W. Co.	Bangor	-	-	1	1
Worumbo Manufacturing Co.	Lisbon Falls	-	-	10	10
Wyandotte Worsted Co.	Waterville	-	-	6	6
Yankee Wood Turning Co.	Livermore Falls	-	1	-	1
York Manufacturing Co.	Saco	5	3	30	38
Totals		44	82	617	743

TABLE No. 4.

Shows Whole Number of Minors Between the Ages of 14 and 16 Years Employed in the State During Each Month of the Year Beginning Dec. 1, 1915 and Ending December 1, 1916, Classified by Towns.

	Dec. 1, 1915.	Jan. 1, 1916.	Feb. 1, 1916.	March 1, 1916.	April 1, 1916.	May 1, 1916.	June 1, 1916.	July 1, 1916.	Aug. 1, 1916.	Sept. 1, 1916.	Oct. 1, 1916.	Nov. 1, 1916.	Dec. 1, 1916.
Waterville.....	74	76	74	67	72	74	72	123	135	133	75	73	63
Skowhegan.....	31	23	25	23	29	31	26	38	39	41	26	24	22
Sanford.....	132	139	137	128	120	120	109	153	192	183	126	121	82
Saco.....	45	45	40	44	49	57	52	77	98	92	63	60	43
Portland.....	59	61	54	53	53	54	58	58	63	67	66	67	77
Westbrook.....	33	30	32	36	32	29	27	41	42	46	29	25	19
Lewiston.....	78	81	79	76	78	72	71	109	170	161	81	88	53
Brunswick.....	57	66	66	65	65	66	64	81	83	92	62	60	45
Biddeford.....	124	115	131	130	120	116	112	151	189	186	124	127	103
Augusta.....	48	50	51	55	48	46	49	92	95	86	49	51	43
Auburn.....	30	36	40	44	52	57	56	75	97	97	90	95	76
Lisbon.....	19	18	17	16	21	21	19	39	49	46	32	34	19
Miscellaneous.....	124	122	113	110	106	118	132	205	328	387	192	181	98
Total.....	854	862	859	847	845	861	847	1,241	1,580	1,617	1,015	1,006	743



REPORT OF

State Board of Arbitration
and Conciliation

STATE OF MAINE.

BOARD OF ARBITRATION AND CONCILIATION.

DECEMBER 1, 1916.

To the Governor and Council of the State of Maine:

Gentlemen:—

Complying with the requirements of Chapter 229 of the Public Laws of 1909, and Chapter 143 of the Public Laws of 1913, we have the honor to herewith submit the Report of the State Board of Arbitration and Conciliation, for the two years, ending December 1, 1916.

Respectfully,

FREDERICK BOGUE,
REGINALD INGALLS,
A. M. FLAGG,

State Board of Arbitration and Conciliation.

REPORT.

Industrial controversies in this State, during the period covered by this Report, with few exceptions, have resulted in mutual adjustments of the questions involved. Industrial differences, as a general rule, are of two kinds, those which involve the question of hours and wages and those in which the principal issue is the question of the "open" or "closed" shop policy.

Disputes affecting the wage scale are the more numerous and, usually, the more easily adjusted. The parties in conferences will oft times grant concessions that will bring about a settlement of the various contentions.

When the question at issue includes the policy of the "open" shop, as contended for by the employers or the "closed" shop as sometimes demanded by the employees, the dispute involves a matter of principle and is many times stoutly contested.

The continued advancing cost of living to all classes of people has been generally recognized and has brought about voluntary increases in wages in many of the manufacturing and mercantile establishments throughout the State. In other instances, when the employees have asked for advances, they have met with a refusal and strikes have resulted.

The services of the Board are tendered in all controversies that come to their attention, no matter what the cause may be. When the "open" or "closed" shop is the issue, the services are sometimes promptly declined. But the interest of the Board does not cease with the refusal to mediate. It endeavors to bring the contending parties together for conferences and advises them to settle their differences by mutual concessions and agreements.

During the past two years, in no instance, have the parties to disputes agreed to leave the adjudication of their differences to the Board, but we trust that its efforts have been of value to the peace of the State and the welfare of the working people.

Hon. Samuel R. Haines, member of the Board on the part of the employers, since its organization, resigned in 1915, to accept a responsible position with the American Woolen Co., in Massa-

chusetts. He was a faithful and earnest advocate of conciliation in all controversies with which he was concerned. Hon. Reginald Ingalls, of Bar Harbor, was appointed to fill the vacancy.

The Board desires to acknowledge their appreciation of the services rendered by the Officers of the Department of Labor, for their assistance and advice in several of the controversies. Also to Hon. Wilfred G. Chapman, Mayor of the City of Portland, for his very prompt and energetic action in the settlement of the Street Car strike, in that City.

Several strikes, mostly of short duration, were adjusted, before they came to the attention of the Board.

Only the more important controversies with which the Board was connected are made the subject of this Report.

UNITED PAPERBOARD CO., FAIRFIELD.

In the mill of this company, in the latter part of April, 1915, a demand for an increase of wages, by the men employed in removing the bark from the pulp-wood caused a strike affecting from 175 to 200 men. They complained of unsanitary conditions, the deduction of sums of money from their wages for outside bills, without proper authority, etc. Serious trouble was threatened.

The Board was able, after several conferences with manager and the strikers, with the assistance and advice of the Commissioner of Labor and the Sheriff of Somerset County, to bring about an agreement, whereby the men returned to work with a substantial increase and a promise of better working conditions.

BATES MANUFACTURING CO., LEWISTON.

The agent of these mills announced in June, 1915, that the number of looms required to be taken care of by the loom-fixers, employed in the quilt department would be increased about 50 per cent. with an increase in wages of about 90c per week. Several conferences failed of an agreement. A shut-down was then announced for the first week in July. The men were told to come back, prepared to take on the extra looms or to settle up and take out their kits. Twenty-two loom-fixers decided to quit. The matter was then investigated by a member of the Board and the Deputy Commissioner of Labor. Neither the

agent nor the loom-fixers desired to submit the matter to arbitration. The men did not return to work, their places were filled.

WILTON WOOLEN MILLS, WILTON.

Following the refusal of the management for an increase of 5% in wages, 22 spinners left their work in this mill on Oct. 6, 1915. The men claimed that increases in the amount of work required of them made the demand a justifiable one. They also complained of unsanitary conditions, violation of the 58 hour law, discrimination by the overseer, tampering with the scales, over-time work, etc. The working conditions were immediately investigated by the Department of Labor, and better conditions promised. The strike was virtually settled after a week's duration by the return of most of the men.

ROCKLAND & ROCKPORT LIME CO., ROCKLAND.

Early in February, 1916, a strike of some 250 quarrymen, employed by this company occurred, following the refusal of a demand for an advance. The Board spent some days attempting conciliation.

The company was in the hands of, so called efficiency experts, who claimed that its condition did not warrant an increase in expenditures and absolutely refused to consider any concessions. The strike failed and the men returned to work.

WORUMBO MANUFACTURING CO., LISBON FALLS.

A strike in the finishing department of this mill, eventually caused a shut-down of the entire plant, affecting several hundred people. The help in the different departments then formulated a demand for increased pay.

The Board investigated and made numerous attempts at conciliation. After a shut-down of four or five weeks and continued negotiation, the company granted an advance in all departments of from 7 to 12 per cent. and the help returned to work.

SHOE SHOP STRIKES.

Demands for increases in the lasting departments of R. P. Hazzard Co., Gardiner, The Crossett Shoe Co., Augusta, and the Field Bros. & Gross Factories in Auburn, caused strikes of short duration.

Each place was visited and settlement was effected by mutual agreements. The assistance and advice of the Officers of the Department of Labor helped materially in adjusting these differences.

CONTINENTAL PAPER BAG MILL, RUMFORD.

A demand for increased wages for the help in this mill caused a short shut-down. Work was resumed, after a few days, practically all the demands having been granted.

PAVING CUTTERS, VINAL HAVEN & ST. GEORGE.

A new bill of prices, calling for increases, presented by the paving-cutters, employed by the Firms, operating in these towns, occasioned a strike, involving several hundred men May 1, 1916.

The Chairman of the Board visited these towns and endeavored to adjust the differences. Neither the employers nor the employees at that time, cared to submit the matter to arbitration. But a kindly spirit prevailed and a settlement was arrived at later by agreement.

CUMBERLAND LIGHT & POWER CO., PORTLAND.

This company operates the Portland Street Railway System and nearly all the suburban lines centering in that City. On July 12, 1916, the company was served with a notice to re-instate the men who had been recently discharged and to employ union men or men who were willing to become union in the future. Failure to comply with this request would result in complete suspension of work. No question of wages was involved in this controversy.

The company failed to indicate its position. The tie-up was immediate and complete. (It seems that several men who had been active in the formation of a union of the employees had been summarily discharged and no reason assigned.)

The company then brought in strike-breakers and attempted to run the cars, only a few were run at infrequent intervals.

The Public, whose safety and convenience are matters to be first considered in affairs of this kind, was in entire sympathy with the strikers and refused to ride. Business of all kinds on the streets was much delayed and inconvenienced.

Mayor Chapman took prompt and vigorous action. He telephoned the secretary of the Board who went immediately to Portland. He interviewed the manager of the company and a committee of the strikers. No concessions could be obtained at that time.

The Mayor at once invoked the aid of the Chamber of Commerce. The president of that body appointed a conciliation committee composed of prominent citizens.

Officials of the company and representatives of the union were called into consultation, and after a continuous session lasting more than fifteen hours, an agreement was reached whereby the strikers were granted practically all of their demands and at once returned to work.

BANGOR RAILWAY & ELECTRIC CO., BANGOR.

On August 26th a strike was inaugurated on this road. The demands of the strikers were somewhat similar to those in the Portland controversy. The action of the men was not unanimous. Nearly one third of the men remained with the company or returned to work within a short time. Men, previously discharged, for various reasons, and others were picked up and a partial service maintained.

The Public showed little real interest in the outcome and were little inconvenienced.

The Board endeavored to effect a reconciliation by the usual methods but without results. Later it returned to President Ryder with a new proposition from the strikers. He then informed the Board that the company considered the strike at an end, that he would sign no agreement and would deal with no organization in regard to it.

The strike was declared off and most of the men sought new employment.

S. D. WARREN CO., WESTBROOK.

About the 15th of September a strike occurred in the paper mills of this company affecting 800 to 900 people. Only about one half of the employees left their employment.

Attempts at conciliation were made by the Commissioner of Labor, the Mayor of the City and the Board of Trade to no avail.

After about two weeks the strike was declared off.