

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 TWO YEARS

JULY 1, 1922--JUNE 30, 1924

SIXTH AND SEVENTH

BIENNIAL REPORTS

OF THE

STATE OF MAINE

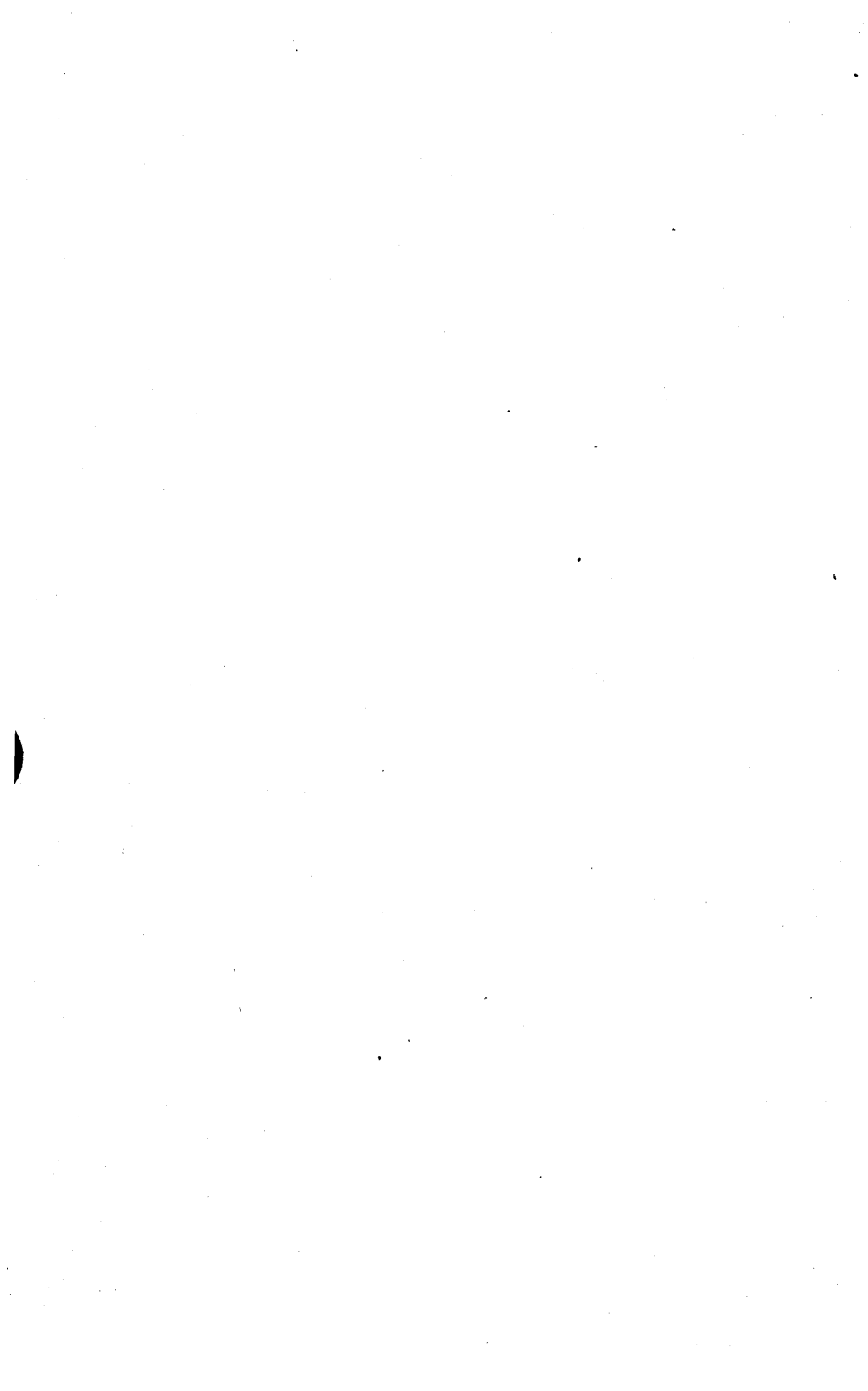
DEPARTMENT OF

LABOR AND INDUSTRY

FOR

1921-1924

With the Reports of the State Board of Arbitration and
Conciliation for the years 1921-1924.



STATE OF MAINE

OFFICE OF DEPARTMENT OF LABOR AND INDUSTRY.

Augusta, July 1, 1924.

To His Excellency, the Governor of Maine:

Sir:—Pursuant to the provisions of the Labor Law, I have the honor herewith to submit my report of the operations of the Department of Labor and Industry for the years 1921-1924.

Yours very respectfully,

CHARLES O. BEALS,

Commissioner.

INTRODUCTORY.

This report of the State Department of Labor and Industry is intended to cover the periods from January 1, 1921 to June 30, 1922, and from July 1, 1922 to June 30, 1924, as the report of this department for the term ending June 30, 1922, was not printed. In presenting this report I desire to say that the matters of space, expense, and the requirements of the laws have been carefully considered for the purpose of determining, from the large amount of available material, of what the principal subjects should consist.

As it is possible to make but a brief summary of a small number of the many activities of the labor department, the report is not as complete as we would have it because much of our work and many of our accomplishments are not mentioned.

It has not been possible to prepare such a report as our ambitions desired and the importance and volume of the work demands.

Because of the enactment of new legislation since our last biennial report and the ever increasing demands for the services of this department, we are obliged to devote our entire time and all the facilities at our command, which are not many as compared with our duties, to inspections and routine work required by law. Much of the latter is in connection with the Workmen's Compensation Act and is of such a nature that delay will

cause suffering or inconvenience to those affected, and criticism from those interested.

The Commissioner of Labor as a member of the Industrial Accident Commission is directed by the law to approve all compensation agreements drawn up between the employer, the insurance carrier and the injured employee, when they are found to be correct. There are from twenty to forty such agreements submitted for approval each day. Every case is analyzed to see that the rights of all parties have been fully protected. Many agreements are returned for correction for the reason, in most cases, that an incorrect average daily wage has been arrived at, as a result of which the injured employee is either allowed too low a rate of compensation, or the employer or insurance carrier is called upon to pay a higher rate than the employee is entitled to, under the law.

During the period of three and one-half years that has elapsed since the last report we have examined and approved the following number of agreements: January 1 to December 31, 1921, 4648; January 1 to December 31, 1922, 5334; January 1 to December 31, 1923, 6719; January 1 to June 30, 1924, 2906.

We feel that the Commissioner of Labor is particularly fitted for this part of the work, owing to the fact that this department keeps in close touch with the wage scales, hours of labor, and working conditions in the industries from which a greater percentage of the agreements emanate. This will, also, hold true in regard to the full commission hearings in which the Commissioner of Labor is called upon to take part.

We have not given as much time as we would have liked, to securing and compiling statistics as to employment conditions, as it has been our thought that the finances and personnel of the department could be used to better advantage in inspections and investigations.

In the period from January 1, 1921 to June 30, 1924, inspectors from this department made 8,490 inspections in manufacturing and mercantile establishments in the State. These were divided as follows: January 1 to December 31, 1921, 2,114 inspections; January 1 to December 31, 1922, 2,378 inspections; January 1 to December 31, 1923, 2,683 inspections: and from January 1 to June 30, 1924, 1,315 inspections. As a result of these inspections recommendations were made, in many in-

stances, for changes in working and sanitary conditions, and for the safeguarding of machinery and elevators. These recommendations have been generally complied with. As a further result, ten cases of violation of the Child Labor Law, ten cases of violation of the 54 Hour Law, one case of violation of the Weekly Payment of Wages Law, and three cases of illegally advertising for help during a strike, were so flagrant that court action was deemed necessary. Warrants were taken out, and convictions were secured in the lower court in all but one case.

During this time we have persistently enforced all laws regulating the employment of women and minors; all laws enacted for the protection of health, lives and limbs of operators in workshops and factories and in many other places; all laws regulating the payment of wages and the protection of the working classes.

We believe that the comparatively small number of court cases demonstrates the general intention to observe the laws and it has been our observation that one conviction in a given community has usually been sufficient to bring about compliance with the provision of the law in that community.

It has been and is, our constant endeavor to administer the laws without unnecessary delay and in a manner that is for the best interest of the people of the State and equitable to those affected.

SANITARY CONDITIONS.

We are pleased to note a great improvement in sanitary conditions in many of the manufacturing establishments. New systems of toilets have been installed in a number of instances at the request of the department, and changes and additions have been made in many more. I believe that an employer is well paid for the expense involved in installing and maintaining a modern system of toilets and wash rooms, as it means much to the health of his employees if they are given clean, well lighted facilities that they will feel free to use. The conditions that we request are as follows:

Every place of employment must be equipped with adequate toilet rooms, which must be distinct and separate from the other parts of the building, and must be so constructed as to secure secrecy.

Where two sexes are employed, separate toilets must be maintained.

Toilet rooms for the two sexes when adjoining should be separated by a partition which is sound-proof, and which cannot easily be cut or defaced.

Each toilet room must be marked with regard to the sex that uses it, and no person shall be allowed to use the toilet room assigned to the opposite sex.

Each room must be supplied with toilet paper of such texture that it will not obstruct the fixtures in such toilet room.

Every toilet room and every part thereof, including walls, floors and fixtures, must be kept in clean condition.

Toilet rooms should be located wherever possible so that they will be open to outside light and air.

Toilets that are not open to outside light should be artificially lighted during hours of employment.

Flushes should be provided in places of employment in the following proportion:

When the number employed is more than twenty of either sex there should be provided an additional closet for each sex to the number of forty, and above that number in the same ratio.

FIRST AID ROOMS.

This is another matter that has been given much attention by the larger employers of labor. Many of the first aid rooms in the industrial plants in the State are thoroughly equipped, miniature hospitals, especially those in some of the paper mills where nurses are on duty continuously, working on eight hour tours as do the men. The most severely injured can be given temporary treatment before being sent to the hospital, thereby undoubtedly, saving lives that otherwise would be lost. The work of the nurses in some instances is not limited to attending those employed in the establishments, as much welfare work is done among the families of the workers. This work illustrates the vast change that has taken place in the working conditions in our mills and factories during the last few years, and is well augmented by the rest rooms, rest periods, cafeterias, dental clinics, and community activities, sponsored and aided by the

modern employer who evidently believes that a happy, contented employee is an asset to his organization.

EXITS AND FIRE ESCAPES.

Maine needs a code of laws governing the erection and maintenance of fire escapes on manufacturing, mercantile and public buildings. The present law does not contain specifications as to the width of balcony, pitch of stairs, rise and tread of stairs, dimensions of metal in the different parts of the escape or how escapes shall be secured to buildings, and in consequence, we find fire escapes made of too light metal, with narrow balconies and stairs, and fastened to the buildings in such a manner that it would be extremely dangerous to allow their use in case of fire or panic, as it can be easily understood that a moving freight of panic-stricken people is bound to test even the best built and most safely secured fire escape. I have lately inspected a fire escape in one of the large cities that is fastened to the building by drilling holes into the bricks, inserting wooden plugs and screwing lag screws into the plugs. This escape has been on the building for a number of years, and the action of the weather has rotted some of the wooden plugs, and without question if a fire started in this building, which is five stories high, and the people employed in it crowded on the fire escape, nothing could prevent a bad accident, in which lives might be lost. A carefully drawn code of laws such as is in effect in many other states would remedy such conditions as these.

We have worked during the last four years in conjunction with the fire officials of the cities and larger towns of the State, securing better means of egress from manufacturing and public buildings. Many fire escapes have been ordered erected, and subsequent inspections have shown that the alterations and additions ordered have been made. There are still in the State many buildings in which manufacturing is carried on that were built during a period in which very little attention was given to means of egress under other than normal conditions. Many of such buildings are of wooden construction, three and four stories in height, and were constructed with only one stairway. It is to the remedying of dangerous conditions in such buildings as these that we have given most

of our attention. We are securing good co-operation in the work from the owners and lessees of the buildings, and conditions are improving with satisfying rapidity.

BOILER INSPECTION.

Maine is one of the few states of the Union which has made no definite provisions for the inspection of boilers operated in the State. Steam boilers are among the most dangerous risks with which the laboring people and the public generally have to deal in the industrial sense, yet as extensively as they are used in nearly every branch of industrial activity, this State has never enacted a law directly covering their installation and inspection, and to determine their safety, and hundreds of lives are placed in needless jeopardy in consequence. Under the present conditions this department has to work under the general law covering the safety of ways, works and machinery. In taking up this work we have given our attention to boilers upon which the owners do not carry boiler insurance, and which, therefore, do not receive regular inspections. Some of these boilers are located in the industrial centers of the large cities. All boilers upon which insurance is carried are inspected at least twice yearly by an inspector employed by the insurance carrier, and are accepted by this department as being safe for operation. The insurance companies' inspectors are all licensed under other states.

In making inspections of manufacturing plants the inspectors sent out by this department have noted that in many of the smaller establishments the boilers are not given regular inspections, and are not taken care of in a manner that would safeguard the life and limb of persons employed around them. Notes have been made of these conditions, and a card index is kept in this office showing the firm, location, name of maker, age of boiler, and whether or not the boiler is insured and inspected.

In April, 1923, the list of what was considered dangerous boilers became so large that Commissioner Eddy requested the Governor and Council that an order be passed empowering this department to employ a licensed boiler inspector for part time during May and June, 1923. The order received a passage on May 23d, and between that date and June 30th, a boiler inspector

was employed twenty-nine days. During this period one hundred three boilers were inspected, six of which were in such dangerous condition that they were ordered discontinued from use. Repairs were ordered on twenty-seven others, and the steam pressure was ordered reduced on many more. After the inspector had finished his duties the matter was followed up by the department, and the six dangerous boilers were replaced, and the orders given on the others were fully complied with.

This work seemed of such importance in safeguarding the lives of employees that again in 1924 an order was submitted to the Governor and Council, similar to the order of 1923. This order received a passage on May 21st, allowing the department to put on a boiler inspector for part time during the remainder of the fiscal year. During this period a boiler inspector was employed twenty-one days. He made an inspection of sixty-three boilers, of which number it was necessary to condemn four, and order that four others be discontinued at the earliest possible date that the owners could replace them. Orders were also given to repair, and cut the steam pressure on thirty-one others.

This is practically a new field that the department has branched out into, and the reason that so many orders have had to be given is that a large majority of the boilers in use in the portable mills and small stationary mills in this State are of lap joint construction, and are only built for one hundred pounds pressure when new. In most states where boiler laws are in force, boilers of this type of construction must not exceed 36" in diameter. This is in accordance with the boiler code issued by the American Society of Mechanical Engineers. Many boilers of this type after being condemned in other states are taken out, cleaned up, and shipped into Maine and sold, and in many instances we find such boilers carrying a steam pressure of up to one hundred twenty-five pounds. We find in many cases that inexperienced men are hired to fire these boilers, as a result of which, the boilers do not receive the care that they should have in order that they may be safe to operate. In many instances the boilers are not blown down nor cleaned as often as they should be. Best authorities on the subject of frequent cleaning claim that there can be no definite or fixed rule laid down for the time that should intervene between cleanings, be-

cause with a scale-bearing water, the scale forms faster from forcing the boiler than from moderate use, and from some feed waters the scale forms faster than from others. A boiler attendant must learn for himself, from frequent inspection, how often his boiler may need cleaning to avoid deposits of scale or oil, as bagging may be caused by the least accumulation of oil or thin hard scale that cannot be removed by blowing off the boiler. All boilers, either old or new, should be thoroughly cleaned before being installed.

I would recommend that until the time comes when Maine is ready to adopt a boiler code that this department be given sufficient funds to employ a licensed boiler inspector for a certain period each year, as in my opinion, it is of the utmost importance that the extremely dangerous conditions that now obtain in many localities be remedied.

It is my intention to list during the coming winter every boiler in the State upon which fifteen pounds or more of steam is carried, and to secure such data on each boiler as will enable this department to use a boiler inspector to advantage during the short period that we are allowed his services.

PROSECUTIONS.

During the period covered by this report, January 1, 1921 to June 30, 1924, we have found it necessary to take the following cases into court under the Child Labor Law, 54 Hour Law, Weekly Payment of Wages Law, and the law governing advertising for help during a strike or labor disturbance.

PROSECUTIONS FOR VIOLATION OF CHILD LABOR LAW.

Lewiston, January 25, 1921, the proprietor of a bakery was brought before the Municipal Court charged with three violations of the Child Labor Law. These minors were employed nights. The respondent was found guilty, and ordered to pay a fine of \$25.00 and costs on each charge, amounting in all to \$97.21.

Lewiston, January 25, 1921, a parent was fined \$25.00 and costs, amounting to \$44.51, for allowing his minor child to be employed in violation of the Child Labor Law.

Rumford, January 5, 1922, minor employed in bag mill. Employer was found guilty, and fined \$25.00 and costs, amounting to \$31.55.

Rumford, February 3, 1922, minor employed in bag mill illegally. Employer was found guilty, and fined \$25.00 and costs, amounting to \$31.55. Appeal was taken to the February term of the Supreme Judicial Court, and bonds were ordered in the sum of \$100.00. Before the Supreme Court convened in February the appeal was withdrawn, and the fine and costs paid.

Waterville, December 22, 1922, warrant was issued against a parent for allowing a child under fifteen years of age to be employed in a manufacturing establishment while the schools of the city were in session, after furnishing the employer false information as to the child's age. Respondent was found guilty and a fine of \$50.00 and costs was imposed. Owing to extenuating circumstances, the fine was remitted upon the payment of costs.

South Portland, June 28, 1923, minor employed in a sardine factory without a work permit being on file in the office as the law requires. Employer was found guilty, and a fine of \$25.00 and costs imposed, and the fine was remitted.

Portland, September 11, 1923, in this case a parent was brought into court for changing the dates in a passport so that a minor child would be made to appear to be over sixteen years of age, and thus secure employment in violation of the law. The respondent was found guilty, and a fine of \$25.00 and costs imposed. Was placed on probation until June, 1924, and the court ordered that the daughter be sent to school, and that she be allowed to remain in school until the period of probation ended, which would be when the school closed for the summer vacation.

Eagle Lake, December 6, 1923, this case was brought against the foreman of a lumber mill, who had employed a minor fourteen years of age to work in the mill. The minor had only been working one and one-half hours when he was accidentally killed. The respondent pleaded guilty to a violation of the Child Labor Law, and was fined \$50.00 and costs, amounting in all to \$55.70.

Auburn, March 18, 1924, in this case a warrant was issued

against a father for allowing his daughter to present a false statement as to her age to an employer to secure employment. The record in this case which was submitted to the court as evidence was a certified copy of the manifest of the ship upon which the parent and minor came to this country from Greece. After quite a lengthy hearing the court discharged the respondent, as the evidence was not deemed sufficient to warrant a verdict of guilty.

South Windham, March 21, 1924, a minor under sixteen years of age employed in a woolen mill without a work permit. Employer was found guilty, and fined \$25.00 and costs.

PROSECUTIONS FOR VIOLATION OF 54 HOUR LAW

Bangor, July 28, 1922, this case was brought against the proprietor of a confectionery and ice cream establishment for employment of a female for more than 54 hours a week. Respondent was found guilty, and had to pay a fine of \$25.00 and costs. An appeal was taken, and he was ordered to furnish bonds to the amount of \$300.00.

Bangor, July 28, 1922, the proprietor of a confectionery and ice cream establishment was found guilty of employing a female more than 54 hours a week. A fine of \$25.00 and costs was imposed. An appeal was taken in this case, and the respondent was ordered to furnish \$300.00 bonds for his appearance at the September term of the Supreme Judicial Court. The appeals in both of these cases were withdrawn before the time for the Supreme Court to convene.

Portland, September 22, 1922, violation of the 54 Hour Law in a restaurant, proprietor was found guilty on two charges, and the court imposed a fine of \$25.00 and costs in the first case, and a fine of \$50.00 and costs in the second; the \$50.00 fine was remitted. The respondent appealed, and was ordered to furnish \$200.00 bail in each case for his appearance at the January term of the Supreme Court. These cases were later filed by the County Attorney.

Waterville, November 23, 1922, a restaurant proprietor was brought into court on three warrants charging violation of the 54 Hour Law in the employment of females. After the testimony of three State witnesses had been taken, a request was made

for a continuance of the case, and it was continued until Monday, November 27th. On that date the case was again taken up, the respondent was found guilty on one charge, and a fine of \$25.00 and costs, amounting to \$35.63, was imposed. The other two cases were placed on file.

Biddeford, February 3, 1923, violation of the 54 Hour Law by employing a minor under sixteen years of age in a bowling alley after six P.M. Employer was found guilty, and a fine of \$25.00 and costs imposed.

Auburn, August 2, 1923, proprietor of a bakery charged with violation of the 54 Hour Law in employing a minor thirteen years of age to work in a baking establishment during the night. The respondent was found guilty, and a fine of \$25.00 and costs was imposed. An appeal was taken and bonds furnished for his appearance at the next term of Supreme Court. The appeal was withdrawn, and fine paid before the Supreme Court convened.

Auburn, August 2, 1923, warrant issued against a parent for allowing his son thirteen years of age to be employed in a manufacturing establishment. A fine of \$10.00 and costs was imposed in this case. An appeal was taken and bonds furnished for appearance at the next term of Supreme Court. The appeal was withdrawn, and fine paid before the Supreme Court convened.

Old Orchard, August 9, 1923, warrants issued against a restaurant proprietor for employing waitresses more than 54 hours in one week. In this case there were three warrants issued. The Judge found the respondent guilty on each charge, and imposed a fine of \$25.00 and costs in each case. An appeal was taken to the next term of the Supreme Judicial Court. On January 26, 1924, the above cases were called for trial at the York County Supreme Judicial Court, Judge Wilson presiding. One case was tried, and a verdict of not guilty was returned. The other two cases against this respondent were placed on file by the County Attorney.

Lubec, September 13, 1923, on this date the proprietors of two bowling alleys were taken before the local court for employing minors under sixteen years of age in a bowling alley after the hour of six P.M. Both respondents were found guilty, and each one was ordered to pay a fine of \$25.00 and costs, amounting to \$29.34.

Lincoln, March 27, 1924, the proprietor of a restaurant was taken before the local court for employing a female more than 54 hours in one week. Respondent was found guilty and ordered to pay a fine of \$25.00 and costs, amounting to \$34.83. Appeal was taken and the respondent was ordered to recognize in the sum of \$100.00. The appeal was withdrawn, and the fine paid before the Supreme Judicial Court in that County convened.

PROSECUTION FOR VIOLATION OF WEEKLY PAYMENT LAW.

West Mills, September 6, 1923, a warrant was issued against the manager of a skewer mill for violation of the Weekly Payment of Wages Law. The case was taken before Judge Mills at Farmington. The respondent was found guilty, and a fine of \$25.00 and costs imposed.

PROSECUTION FOR ILLEGAL ADVERTISING DURING A STRIKE OR LABOR DISTURBANCE.

Portland, March 19, 1921, a warrant was issued against the manager of a hotel for advertising for waitresses, and not mentioning in said advertisement that a strike or labor trouble existed. Respondent was found guilty, and the court imposed a fine of \$25.00 and costs, amounting to \$28.46.

Portland, July 23, 1921, a warrant was issued against the manager of a hotel for illegally advertising during a strike. A fine of \$30.00 and costs, a total of \$33.46, was imposed.

Portland, July 23, 1921, a warrant was issued against a head waiter charging violation of the Statute that provides that persons being hired to take the places of strikers shall be told that there is a strike or labor trouble existing. Respondent found guilty, and fined \$25.00 and costs, amounting to \$28.46, and was placed on probation by the court for two years.

STRIKES.

The Statute which governs the Department of Labor and Industry permits the Commissioner or his assistants to make inquiries, for statistical purposes, with reference to strikes, lockouts and other labor disturbances, but this is the extent of our jurisdiction.

This statement is made for the benefit of persons who are disposed to criticise the Commissioner for not taking more active part in the adjustment of strikes or disagreements that occur between workmen and their employers. We may act as mediators when requested, or by agreement with the parties involved, but do not have any lawful authority.

Maine has been exceptionally free from labor trouble during the last three and one-half years. Following our usual custom we have endeavored to be informed in advance of potential strikes or impending disagreements, that we might be in a position to assist the parties at issue to arrive at a settlement before the disagreement has been made more pronounced and difficult to adjust by the injection of bitter arguments and personal statements which are nearly always prominent factors that must be taken into consideration in reaching an adjustment. I feel that we have been of much assistance in finding a solution to several of the strikes that have occurred during the period covered by this report.

In many cases threatened trouble has been averted through the efforts of officials of this department acting in the capacity of mediators. We have worked in co-operation whenever possible with the State Board of Arbitration and Conciliation.

Following is a brief synopsis of the labor troubles involving any great number of workers during the years 1921-1924:

On December 21, 1921, approximately three hundred fifty longshoremen in the City of Portland left work upon failure to reach an agreement on working conditions with the steamship lines by which they were employed. A committee consisting of representative citizens of the City of Portland, including Mayor Clark, was formed and through its efforts a compromise agreement was reached, and the men returned to work, after being out about one week.

In May, 1921, the employees in all of the International Paper Company's mills in this State, about two thousand in number, went on strike against a reduction in wages amounting to approximately 21%. This strike affected the mills of the International Paper Company in other parts of New England and New York State. The strike was very bitterly fought, the mills being picketed by strikers, and the Company securing injunctions in Rumford and Livermore restraining the strikers

from certain acts. Strike breakers were imported during the summer, and the mills in Rumford and Livermore were started up. The strike breakers were fed and lodged in the mills. This condition continued until fall, at which time the men who had been given board and lodging at the mills were allowed to go outside and secure boarding places. The mills continued to operate and put on men until a full crew was obtained. This strike has never been officially ended. During this time a strike was in progress at the plant of the Continental Paper & Bag Company, Rumford, affecting about eight hundred employees in the bag and envelope mills, more than 50% of whom were females. Representatives of this department called upon the employers and the strikers, and offered the services of the department in trying to bring about an adjustment of the controversies. We were unsuccessful in our attempts at mediation. The bag mill opened later in the fall without the strike being adjusted, and gradually worked up to its normal number of employees.

On June 1, 1921, a strike affecting the building trades in the City of Portland started in which practically eight hundred carpenters, seventy-eight electricians, and ninety-eight brick masons left work. This strike was brought about by the employers notifying the above trades of a cut of practically 20%. On June 6th, the plasterers left work, there being about thirty of these mechanics. On June 15th, the painters came out, one hundred ninety men being affected. On July 1st, steam fitters to the number of one hundred sixty, thirty-two sheet metal workers, and six roofers stopped work. This strike lasted well through the summer, and some of the trades affected have not as yet entered into a working agreement with their former employers.

On May 21, 1921, the mill owners of the City of Portland informed their employees that on and after May 31st wages would be cut 20% in all departments of their mills. The men refused to accept this cut, and submitted a counter proposition stating that a cut of 15% would be acceptable. This, the mill owners refused to consider, and on May 31st the men stopped work. After being out a short time a compromise agreement was reached, and the men returned to work. There were eighty-eight employees affected by this strike.

Skowhegan, July 9, 1921, thirty-eight men employed by the Maine Pulp & Paper Company struck to enforce a demand for an eight hour day, the mill having been run on the two tour system of eleven and thirteen hours. The strike lasted until June 27th when the men returned to work under the following conditions: an eight hour day was granted to the tour workers, and a nine hour day to the day help, the mill to be run under open-shop conditions.

On July 1, 1922, a nation-wide strike of railway shopmen went into effect. About one thousand employees were involved in this State. The Maine Central, Boston & Maine, Bangor & Aroostook, and Grand Trunk Railways were affected. The Grand Trunk employees returned to work under a seniority agreement. The Maine Central men have formed a shop union.

Springvale, July 7, 1922, on this date a strike started in the Sears-Roebuck shoe factory in Springvale, involving upwards of eight hundred employees. The strike was brought about by the discharge of two men employed in the cutting room. The cutters left work on that day. On July 13th, strike breakers arrived in town, and took the places of the striking cutters, upon which sixty-seven of the employees in the stitching room refused to work. When the operatives of the stitching room left work, the management posted notices in the shop that the factory would be closed indefinitely. A representative of this department arrived in Springvale on July 14th, held a conference with the strikers, and later with the superintendent of the shop. Arrangements were made to meet the manager the next morning. At this meeting a conference between a committee of the strikers and the management was arranged, and after holding two conferences that day, the differences were adjusted, and the employees returned to work the following Monday.

Bath, August 5, 1922, thirty machinists employed by the Bath Iron Works stopped work upon being requested to do some machine work for the Maine Central Railroad, the shop employees of which company were on strike, the men claiming that they should receive seventy cents an hour for this class of work as was being paid to men in Portland. Part of the men returned the following Monday morning, and others kept going in until the matter had adjusted itself.

On October 30, 1922, one hundred twenty-five molders employed in the Saco-Lowell Shops in Biddeford went on strike to enforce a demand for a 20% increase in wages that would restore the wage scale to the amount paid previous to May, 1922, at which time a decrease had gone into effect. Several conferences were held between representatives of this department and the strikers and the management. We have been unable to make any headway in bringing about an adjustment of this controversy. After the strike had been on for several months the employer employed strike breakers. These men were lodged and given their meals in the plant. Several inspections were made of the conditions that the men were living under by representatives of this department. No fault could be found with same.

Augusta, April 9, 1923, on March 30, 1923, a petition signed by fifty of its employees was presented to the management of the Hume-Newhall Company requesting a 20% increase in wages, and a reduction of hours from fifty-four to fifty, to take effect on April 9th. On April 7th, the management informed the men that their request could not be granted, and forty-five of them left work. Some of these men later returned to the mill, and others found work elsewhere. The mill continued operations through the strike.

South Windham, on March 13, 1923, sixty-two weavers employed by the Windham Woolen Company went on strike to enforce a demand of an increase of 29%, the abolition of the grading or bonus system, and the establishing of a shop committee. These demands were refused, the Company offering a 12½% increase, the same as had been announced by other woolen companies. Early in April about one hundred sixty other operatives in the mill were thrown out of work on account of the strike. A representative of this department went to South Windham on April 12th, and held a conference with the strikers. A conference was held the next morning at Portland with the agent of the mill, and the differences were thoroughly gone over. Another conference was held in the evening with the strikers without results. On April 18th, the representative returned to Portland and South Windham, and after a conference with the employees and the employer succeeded in getting a conference between the two. After going over the

matters in controversy, an agreement was reached, and the operatives returned to work on Monday morning, April 23d.

Corinna, May 18, 1923, on May 10th some of the employees of the Corinna Manufacturing Company went on a strike over a disagreement as to wages. The matter was quickly adjusted.

Portland, in October, 1923, members of the Theatrical and Stage Employees Union went on strike to enforce a clause in their agreement with the Portland and Casco Theaters, by whom they were employed, which provides that a man must be kept back-stage during all of the performances or during the showing of pictures. Those on strike included moving picture operators, musicians and stage hands. An agreement was reached after several weeks.

CHILD LABOR.

The child labor conditions of the State are very satisfactory and I do not believe can be duplicated in any state of the Union. At the present time the State of Maine has an excellent Child Labor Law and good results have been obtained since our last report, by reason of the amendments advanced by this department and enacted by the Legislature of 1919, that raised the age limit at which a minor can be employed during school hours from fourteen to fifteen, and also changed the educational qualifications necessary to procure a work permit so that a minor must complete the first six yearly grades of the elementary public schools, or their equivalent, before a work permit can be issued.

This educational test gives the minor, who intends to leave school and seek employment as soon as the age of fifteen is reached, an incentive to strive to complete the sixth grade studies by that time, knowing that failure to do so will prevent the issuing of a work permit.

Previous to the foregoing amendments, children between the ages of fourteen and sixteen years, were permitted to be employed during the hours that the public schools were in session, and they were able to read and write in the English language.

The provisions of the present law are as follows:

Section 20 of Chapter 49 of the Revised Statutes as amended

by Chapters 146 and 248 of the Public Laws of 1917 and Chapter 190 of the Public Laws of 1919. "No child under fourteen years of age shall be employed, permitted or suffered to work in, about or in connection with any manufacturing or mechanical establishment. No child under fifteen years of age shall be employed, permitted or suffered to work 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."

Note that it is unlawful to employ children under fourteen years of age, at any time, in a manufacturing or mechanical establishment, and that it is unlawful to employ children under fifteen years of age at any business or service for hire, whatever, while schools are in session.

Section 21: "No minor between the ages of fourteen and sixteen shall be employed, permitted or suffered to work in any of the aforementioned occupations unless the person, firm or corporation employing such child procures and keeps on file a work permit issued to said child by the superintendent of schools of the city or town in which the child resides, or by some person authorized by him in writing."

Note that children between the ages of fifteen and sixteen who have completed the first six grades of the elementary public schools, or their equivalent, may procure a work permit and be employed at any business or work, whether schools are in session or not, and that children between fourteen and fifteen years of age may be employed in manufacturing and mechanical establishments, under a work permit, during the hours that the public schools are not in session.

Children under sixteen years of age employed only during the time that schools are not in session; at work other than manufacturing or mechanical, are not affected by the Child Labor Law and are not required to procure a work permit.

In addition, Section 21 provides that "The person authorized to issue a work permit shall not issue such permit until such child has furnished said issuing officer a certificate signed by the principal of the school last attended showing that he has satisfactorily completed the studies covered in the first six yearly grades of the public schools, or their equivalent, nor until he has received, examined, approved and filed satisfactory evidence of age showing that the child is fourteen years old,

or upwards. Such evidence shall consist of a certified copy of the town clerk's record of the birth of said child, or a certified copy of his baptismal record, showing the date of his birth and place of baptism, or a passport showing the date of birth. In the event of the minor being unable to produce the evidence heretofore mentioned, and the superintendent of schools is satisfied of that fact, the work permit may be issued on other documentary evidence of age, provided said documentary evidence has been approved by the state commissioner of labor."

The hours of labor of minors under sixteen years of age is governed by Sections 1 and 2 of Chapter 350, Public Laws of 1915, as amended by Chapter 191, Public Laws of 1919, and Chapter 198, Public Laws of 1923. Section 1 provides that "No minor under sixteen years of age shall be employed in any workshop, factory, manufacturing or mechanical establishment or laundry more than eight hours in any one day."

Section 2 provides that "No minor under sixteen shall be employed or permitted to work in or in connection with any of the establishments or occupations named in section one of this act, or in any bowling alley or pool room, before the hour of six-thirty o'clock in the morning or after the hour of six o'clock in the evening of any one day."

In some instances we have observed a laxity in the enforcement of the truancy laws of the State. In certain cities and towns a number of children of school age are allowed on the streets while schools are in session. This condition should be corrected or the fundamentals of the Child Labor Law will be defeated. The principal object of the law is to remove children from the workshop and factory and place them in school. In order that this may be successfully accomplished, both the factory and the school attendance laws must be enforced. With enforcement of the factory laws, without enforcement of the school laws, the result is that children are driven from the mills into the street, which is as far as our jurisdiction extends. If they are not removed from the streets by attendance officers and sent to school as the law directs, the enforcement of the Child Labor Law will probably result in an injury to the child because under ordinary circumstances the welfare of the child would have been better protected in the mill than in the street.

The child labor question in the State of Maine viewed from

the point of enforcement is not a serious problem. A good Child Labor Law administered without fear or favor has corrected many of the evils which previously existed in connection with the employment of minors.

Many of the prosecutions made have been against parents for falsifying the birth certificates of their children and false representation of their age.

The employers, with few exceptions, co-operate with officials of this department in carrying out the provisions of the laws which govern the employment of children, and a great majority of the people of the State are unqualifiedly in favor and demand a strict enforcement of the law. This point is easily determined by complaints received at the office of the department of labor whenever there are suspicions of infringement of the law.

Full co-operation has been accorded the department by the superintendents of schools of the State who are designated by law to issue the work permits.

All of these favorable conditions have resulted, as previously stated, in the employment of a less number of children under sixteen years of age at the present time than ever before in the history of the State of Maine. It is also my opinion, which is based upon limited statistics received from other states, that there is a less number employed per capita in Maine than any other state of the Union.

The subjoined table, No. 1, shows the whole number of minors employed under work permits in the State on the first of each month, beginning January 1, 1921 and ending July 1, 1924, classified by cities and towns.

A chart is kept in the department showing daily the number of minors employed in the State under work permits.

The chart shows that the highest point reached in the number of minors employed under work permits since the present law was enacted was in August, 1918, when there were 2170 minors under sixteen years of age employed. These figures include those employed under both regular and vacation permits.

It will be noted that the number dropped sharply to the first of November, when there were 1672 employed. On June 1, 1919, the number had dropped to 826. These were all regular permits and excused the minors from attending school. At this time minors between the ages of fourteen and sixteen were

allowed to be employed under permits during school hours. During the summer of 1919 the number rose to 1545 on September 1st and on May 1st, 1920, had dropped to 369. During the summer of 1920, when both vacation and regular permits were in force, the number employed reached 1226 on September 1st and in June, 1921, had dropped to 257. During this summer, owing to a depression in the industries in which a large percentage of minors were employed, the total employed under regular and vacation permits only reached a total of 680 and in June, 1922, had dropped to 212. In the summer of 1922 a total of 679 was reached on September 1st. In June, 1923, there were 227 employed under regular work permits and on September 1st, 1923, 631. On June 1, 1924, only 165 minors under the age of sixteen years were employed in the State under regular work permits. We believe that this is the lowest total that has ever been reached. It represents a ratio of 1 to 4655 of the entire population of the State, and 1 to 673 of the number of persons employed in industry, using as a basis the figures given in our last report.

TABLE NO. 1.

Shows the whole number of Minors employed under Work Permits in the State on the first of each month, beginning January 1, 1921, and ending July 1, 1924, Classified by cities and towns.

	1921												1922						
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	April	May	June	July
Auburn.....	6	5	5	7	7	7	13	17	17	13	10	10	10	8	7	6	6	5	8
Augusta.....	27	25	27	21	20	20	52	69	73	34	28	27	30	27	27	23	27	24	58
Biddeford.....	40	35	33	35	32	23	57	75	73	47	23	22	19	18	16	15	14	11	37
Brunswick.....	4	4	2	2	3	4	4	4	3	2	2	2	2	2	2	2	2	1	6
Lewiston.....	13	10	14	14	12	14	30	40	29	16	12	10	9	7	7	9	9	10	28
Lisbon.....	3	4	3	5	4	3	16	22	21	11	10	9	8	7	7	5	5	7	16
Portland.....	19	17	17	16	18	16	18	24	19	16	12	12	10	8	8	9	10	7	7
Saco.....	19	18	17	16	18	16	49	59	49	21	14	15	13	11	11	11	9	13	30
Sanford.....	57	57	53	47	52	47	45	70	72	48	45	50	50	49	54	49	48	46	80
Skowhegan.....	1	1	1	0	0	0	2	2	1	0	0	0	0	0	1	1	1	0	0
Waterville.....	29	27	26	22	24	19	49	56	52	24	23	22	23	22	18	16	14	15	28
Westbrook.....	9	9	10	11	11	14	28	26	23	11	11	12	14	15	13	8	8	9	29
Miscella's.....	74	80	76	78	74	74	124	209	248	170	87	73	75	79	68	70	60	64	133
Total.....	301	292	284	274	275	257	487	673	680	413	277	264	263	253	239	229	213	212	460

TABLE NO. 1—Continued.

	1922					1923							1924											
	Aug.	Sept	Oct.	Nov	Dec.	Jan.	Feb.	Mar	Apr.	May	June	July	Aug.	Sept	Oct.	Nov	Dec.	Jan.	Feb.	Mar	Apr.	May	June	July
Auburn.....	16	16	4	7	8	8	6	5	4	4	4	3	8	5	1	4	4	4	4	3	4	4	2	3
Augusta.....	69	73	27	32	33	35	34	32	33	32	30	64	55	54	28	32	29	26	26	26	23	19	20	24
Biddeford	53	40	15	15	18	17	17	14	11	13	10	35	46	44	24	13	13	13	12	10	7	7	7	5
Brunswick	7	4	1	0	0	0	0	1	1	1	1	14	12	10	4	4	2	2	1	1	0	0	0	0
Lewiston...	43	42	17	15	18	15	20	17	18	14	12	13	19	20	6	9	10	10	10	8	6	5	5	4
Lisbon.....	15	14	7	5	5	6	6	4	4	4	3	6	7	7	3	1	1	2	2	2	2	1	2	2
Portland...	13	16	10	7	11	11	8	8	9	9	9	12	28	36	7	7	7	8	9	13	15	15	14	13
Saco.....	37	17	14	14	11	11	8	6	7	6	7	28	24	12	6	6	5	4	1	1	1	1	1	5
Sanford.....	102	89	54	52	48	45	40	43	38	35	30	51	63	48	26	22	26	24	19	18	23	23	19	19
Skow'gan...	0	0	3	3	2	2	1	1	2	1	2	2	2	1	0	0	0	0	0	1	1	3	3	3
Wat'ville..	34	26	18	13	12	12	11	12	10	12	11	26	29	23	11	11	11	10	10	10	9	8	8	9
Westbrook	30	27	11	10	11	12	11	11	9	11	10	33	30	27	11	10	10	11	11	8	7	7	6	11
Miscella's	260	290	143	86	97	88	83	84	99	98	98	153	229	344	191	100	92	78	75	80	86	85	78	149
Total.	679	654	324	259	274	262	245	238	245	240	227	440	552	631	318	219	210	192	180	181	184	178	165	247

LABOR AND INDUSTRY REPORT

DIRECTORY OF MANUFACTURING INDUSTRIES AND LABOR ORGANIZATIONS.

The Statute governing the Department of Labor and Industry provides that we shall collect, assort and arrange statistical data relating to all departments of labor and industrial pursuits in the State; to trade unions and other organizations of labor, and to other matters relating to the commercial, industrial, educational, social, moral and sanitary conditions prevailing within the State, including the names of firms, companies or corporations, where located, the kinds of goods produced or manufactured, the time operated each year, the number of employees classified according to age and sex, and the daily and average wage paid each employee.

Under this Statute the department has from time to time issued a directory of the manufacturing establishments and labor organizations of the State, and such other data as the law specifies.

The last directory was published in 1921, covering the years 1919 and 1920. We are at present completing a revision of this directory, but owing to the amount of space it would take and the cost of printing, the revision will not be printed in this report. The data and statistics specified in the law will be on file at this office, and available to any citizen of the State interested in same.

REPORT OF THE STATE BOARD OF ARBITRATION AND CONCILIATION.

Note: This report will be submitted direct to the Governor and Council.