

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, 1924-JUNE 30, 1926

STATE OF MAINE

Eighth Biennial Report

OF THE

**Department of
LABOR AND INDUSTRY**



**For Fiscal Years
1925-1926**

**With the Reports of the State Board of Arbitration and Conciliation for the years
1921 to 1926**

STATE OF MAINE

Office of Department of Labor and Industry

Augusta, July 1, 1926.

To His Excellency, the Governor of Maine:

Sir:—Pursuant to the provisions of the law governing this department, I have the honor to submit, herewith, my report of the operations of the Department of Labor and Industry for the years 1925-1926.

Yours very respectfully,

CHARLES O. BEALS,
Commissioner

INTRODUCTORY

In submitting this, the Eighth Biennial Report of the Department of Labor and Industry, it is our desire to inform the citizens of the State of the activities of the department in as concise a manner as is possible. The work given the department to do has been accomplished, we believe, very satisfactorily to both employers and employes, the two groups with which our work keeps us in constant touch. At times, especially when there is a controversy between the two, it is difficult to secure and retain the confidence of these two groups, whose interests are so nearly identical, but whose viewpoints are quite often so different. We believe, judging from the use that the citizens of the State have made of the department, that it is becoming of more benefit to employers and workers each year.

During the past two years the department has been without the services of a deputy commissioner, and while this has meant that the present personnel must assume added duties, we have been able to meet all demands for our services.

One reason that we have been able to keep up in our work is that in 1911, when the department was reorganized and given the work of factory inspection, there were more than one thousand minors employed in the State under work permits, and it took more than the services of one

person to make the inspections and investigations that were necessary under such conditions. During the war period this number was greatly increased, but since that time there has been a gradual decrease and the average number so employed during the year 1925, while schools were in session, was only one hundred and eighty-six. At one time during that year there were only one hundred and eighteen employed under work permits, and in April, 1926, the lowest point in the history of the department was reached when only eighty-five minors in the whole State were working under work permits that excused them from school attendance. The result of this decrease has been that instead of child labor being the largest single item in our work, it is now easily taken care of by the inspectors in connection with their other duties.

The other so-termed labor laws that are given this department for enforcement have been in effect long enough for the employers to become thoroughly familiar with their provisions and to adapt their business to comply with the statutes in regard to hours of labor and other working conditions, and comparatively few violations are now found. These laws were enacted to correct certain conditions, and we feel that the fact that we are able to do our work with a smaller personnel than formerly amply proves that the work given the department to do has been, and is being accomplished.

Employment conditions have been fairly good in the State during the last two years with the exception of a bad period of unemployment in both the skilled and unskilled branches during the winter of 1925-26, and a general depression in the cotton and woolen industries. Most of the mills in the two latter industries have run on short time schedules at different periods, that has resulted in curtailed payrolls which has reflected in all lines of endeavor in the textile centers. This is especially true in the smaller towns in which the woolen industry is the chief, and in some cases, the only source of employment.

Employment in the building trades was satisfactory up to the fall of 1925 when a decided slump was felt which continued late in the spring of 1926.

Data is collected and a chart kept showing employment conditions and wage changes in four of the larger industries of the State, namely, the cotton, woolen, pulp and paper and shoe industries, and the information thus secured is a very accurate barometer of conditions in other lines.

The following changes have been noted in the four industries named above:

The average wage earned by cotton operatives has decreased approximately 17% since June, 1923, and the average number of operatives has decreased 15% during the same period.

In the woolen industry a decrease of 2% is noted in the average weekly wage since June, 1923, and a decrease of 7% in the average number employed.

The pulp and paper industry shows a 4% decrease in the average number employed, and a decrease of 2.6% in the average weekly wage.

In the shoe industry there has been very little change in the basic wage rate. The average per employe is practically the same as in 1923. There has been a 4% increase in the average number employed in this industry.

There has been a small increase in the wage scale of some of the skilled trades in certain localities. This is noted more especially in the bricklaying trade. A small decrease has taken place in the wages paid common labor during this same period.

The question of seasonal occupations is one that affects a large number of workers in this State, as there is a time each spring and fall when, owing to the change in occupation, many men are thrown out of work. During these periods there is much unemployment, and this department is working with the Federal Department of Labor in an endeavor to work out some system whereby this change can be made without undue loss of time to the worker.

If a plan could be worked out whereby the floating common laborer could find employment in road building, construction work and like employment during the summer months, and could be moved north to the Aroostook County potato fields during the harvest season when there is a demand for at least five thousand men, and from there into the lumber camps for the winter cutting, the question of unemployment in the larger centers during the winter would be answered.

One of the first steps in this direction is being taken by establishing a free public employment agency in the city of Portland through the co-operation of the United States Department of Labor, the Maine Department of Labor and the State Chamber of Commerce. At this agency persons seeking employment will be listed, and employers of labor can procure such help as they can use of those registered. This office is seeking to be of benefit to both employers and employes in these matters, and requests the cooperation of both groups in order that the service may be effective and the best results obtained.

Industrial relations between employer and employe have been very satisfactory, only one strike of any magnitude having taken place since our last report. A steady improvement in sanitary conditions in our mills and factories is noted.

Attention is again called to the matter of a State boiler code, calling for adequate inspection, and governing the construction, installation and use of steam pressure vessels, and it is earnestly hoped that the incoming Legislature will give this matter serious consideration. Definite codes should also be adopted governing the specifications and installation of elevators and fire escapes. The work of this department would be made of more benefit to the citizens of the State if such codes were adopted.

GENERAL INSPECTIONS

The inspectors sent out by the Department of Labor and Industry have given the greater part of their time, during the fiscal years 1925 and 1926, to inspections along safeguarding and sanitary lines.

We are, to-day, in an era of legislation, both State and National, but it must not be forgotten that it is no more possible to prevent all accidents by law than it is to control the tides of the sea by that same process. Laws and governmental inspections can and do make work places safer, but what is really needed more than laws is an awakening of public conscience, a development of human responsibility and a realization by all that the answer is most emphatically, "Yes", to that inquiry that has run down through the ages, "Am I my brother's keeper?"

All dangerous machinery and gearing, or belting that comes closely to the floor should be guarded, and these guards will eliminate more than 25% of the accidents. For a machine to be safe, it must be operated by safety men, and by safety men who know the importance of doing their work safely, and as thoughtful of the safety of others as their own safety, and those who are so educated that they have acquired the safety habit, which, by the way, is the only habit that never injured anyone.

The prevention spirit is fully as important as the safety device. The unused safety device is of no more value than the good intentions that are said to pave the lower regions. An ounce of prevention, in preventing an accident, is worth a pound of antiseptic dressing or other cures for lacerated flesh. Guards are essential, but more so is education. The day has happily passed in many plants where a man is simply hired at the gate and put to work. Instead, he is put in the charge of an experienced man who instructs him as to his work, and warns him of any dangers that may exist, and stays with the man until he can do his work safely.

Each plant should have its safety organizations, consisting of a safety inspector, a workmen's safety committee in each department, a foremen's safety committee, and a general safety committee, who should see that proper regulation safeguards are installed, investigate all accidents, and help in the educational campaign. All employes should be encouraged to make suggestions for improving the sanitary and safety conditions. Co-operation and harmony are essential, and all should work together, as the safety of one is the safety of all.

We have heard a great deal lately of conservation of resources, and we feel that in no way can our efforts secure better results than by protecting the lives and limbs of employes. We have no right, either morally or legally, to be otherwise than careful with the greatest asset of our fellowman. It is infinitely better that the lives, limbs and health be preserved to continue the work he has chosen than to feel that he is injured or handicapped by any carelessness on his part, or by his fellow worker or employer. It is little short of criminal to view it in any other way.

Since it has become more understood why the office of factory inspector is filled by the State, many unpleasant features of the work have been removed, and there are less difficulties in performing the duties pertaining to inspection. The purpose of a factory inspector is to prevent accidents, see that all that can be done to protect the employe is done, to enforce laws relating to the employment of women and children, and to point out ways and assist the employer in improving conditions for those employed by him. The latter is particularly essential, for while an employer may be willing to do all in his power to better conditions, he may lack the knowledge as to how certain conditions in his own line of business have been treated in other places, which knowledge the inspector should be able to supply him with, having had the privilege and experience of looking over conditions in all lines of industry.

There are those that have looked upon factory inspection as of no considerable value, but results to-day show that conclusion to be wrong. It may be true that ideal conditions are still in the misty future, because it is difficult to reach the ideal and still maintain the practical, but such a condition is the end and aim of inspection, and the general conditions of factory premises have now reached a standard far above those that once obtained.

How much factory inspections have done for the industrial workers of this State may not be generally known, but to those who have occasion to note the difference in conditions to-day compared with those when factory inspections were not carried on, improvement is seen to a marked degree.

During the fiscal years 1925 and 1926 inspectors employed by this department have made four thousand one hundred and ninety inspections, two thousand two hundred and nineteen in 1925, and one thousand nine hundred and seventy-one in 1926. Recommendations as to safeguarding machinery, the proper location and adequacy of exits from manufacturing establishments, the location and installation of fire escapes, and orders in regard to sanitary and toilet arrangements were made in one thousand one hundred and three cases. A later checking up showed that practically all were followed out.

THE VARNEY VENEER VAT HOIST

A New Safety Device

The most outstanding accomplishment in the work that is being done in this State in the safeguarding the lives of employes engaged in hazardous occupations is the invention of a log handling device to be used in connection with the boiling vats in veneer mills.

This department has worked for years with the owners of these plants and with safety engineers representing the insurance companies of the State to remedy the danger under which men employed around these vats are forced to work. Many different styles of guards have been used, chain and wood railings have been installed, but the loss of life has continued.

There has been an average of one to two fatal accidents in this work in the State during the last few years, caused by men falling into the vats and being scalded to death before they could be gotten out. In addition to the fatal accidents, many of the employes have received burns.

It is necessary, in preparing the hardwood logs for planing, in manufacturing certain grades of veneer, that the logs be steamed or boiled. The vats in which this process is carried on are usually five feet wide, eight feet deep, and from twelve to thirty feet long. The vat is filled with logs four feet or more in length and with water enough to cover the logs. Steam pipes are laid in the bottom of the vat and the water is heated to the boiling

point. The logs are boiled from eighteen to twenty-four hours in order for the moisture to penetrate to the heart of the log. During the boiling process, the vat is covered with planks running crosswise, or with trap doors. When the boiling is completed, it is necessary to remove the covers to unload the vat, and while the unloading and reloading is being done the men are enveloped, especially in cold weather, in a cloud of steam, which makes it impossible for them to see the open vat until they are directly beside it. The floor around these vats is always wet, and as poles are used to move the logs in the vat in order to get a grapple on them to hoist them out, a large part of the accidents are caused by men slipping, or poles slipping, so that the men lose their balance.

In the early part of 1925, two men lost their lives in this way in one of the veneer mills in the State, and the management immediately closed the mill down and started work constructing a device that would protect the lives of its employes engaged in this particular work.

The device consists of a movable bottom, and a means to raise and lower it. When the vat is empty, the movable bottom is at the top of the vat, effectually preventing anyone from stepping or falling into the boiling water below the movable platform. When it is desired to load the vat this platform is lowered, and one layer after another of logs put upon it, until the platform rests on the bottom of the vat. After the logs are cooked, this platform is raised, and each layer of logs rolled off as needed. It will be seen by this that there will always be the movable grid or platform, or logs, between the operators and the boiling water.

The platform is raised or lowered by the use of a hydraulic ram. In the first installation of this device, which has now been in practical use for over a year, a hydraulic ram was used as being absolutely "fool-proof". By opening the selective valve connected with the plunger to be raised, this plunger, and no other, will be moved when the operating valve is opened, and the hydraulic pump started. When the plunger has been raised a sufficient amount, the operating valve is closed, the selective valve closed, and

the plunger remains stationary, because the liquid which supports it cannot escape. When it is desired to lower the plunger, the operating valve is thrown in the reverse position, the selective valve opened, and the liquid runs back to the pump.

The speed of the plunger is determined by the speed of the pump, and as installed, moves at the rate of fifteen feet per minute. The return pipe is so restricted by a bushing that the liquid cannot flow back to the pump faster than necessary to allow the plunger to fall at the same rate.

It will be readily seen that there are no belts to slip, gears to break or locking devices to be forgotten by the operator.

Aside from the absolute prevention of loss of life or injury to the operatives this device increases the capacity of the vats, because the logs can be more accurately placed in the vat and all the available space used. In the case of the first installation it did away with all labor on the vats as such. The crew which saws the logs into bolts of the proper length stocks the vats without extra compensation, as part of their duty. The men from the lathe crews help themselves to the logs as they need them, without extra compensation, as part of their duties. The saving in labor alone has paid for the first installation already, and will continue to repeat the operation as long as it is used, besides making ultimately a very great saving in insurance costs.

The owner of the mill where this device is in operation has informed me that he has secured a patent on it, not with the idea of commercializing the mechanism, but for self-protection, and that he wishes to see it in general use and does not intend to charge royalty on its installation.

In our estimation, this mechanism has gone the whole distance in eliminating the hazards that formerly obtained in this industry, and we are making an endeavor to have the device adopted in this State wherever boiling vats are used.

STRIKES

That Maine labor, both skilled and unskilled, is composed of fair-minded, intelligent and industrious workers, who deliver a fair day's labor for a fair day's pay, is best demonstrated by the small number of labor controversies that occur in the State. During the two year period covered by this report, there has been but one strike or lockout that involved a large number of workers and caused a heavy financial loss.

The strike at the Pepperell Mills in Biddeford that caused the mills to shut down from December 1, 1925 to January 4, 1926, affected approximately three thousand one hundred operators and caused a loss of nearly five hundred thousand dollars in wages before the mill was again running at normal capacity. This strike was brought about by the weavers refusing to run an added number of looms under the so-called "multiple system", which the agent had notified the weavers was to be tried out.

On November ninth this department was notified that there was danger of a strike in the Pepperell plant, and the Commissioner immediately proceeded to Biddeford and met the mill management and also a committee of weavers and loomfixers. Several conferences were held from that date to November twenty-third. The Federal Department of Labor had sent Federal Commissioner Brown of New Hampshire and Federal Commissioner Wood of Massachusetts to Biddeford to assist in bringing about an adjustment of the differences. On the above date an understanding was reached, the agreement being that the agent of the mill should take fifty-four looms, in the part of the mill designated by him, in which to try out the multiple system, and that there be no time limit to the length of the trial. The experiment on these fifty-four looms was to be carried on in any way the agent saw fit, and the weavers agreed to lend all possible assistance in making the experiment. It was further agreed that fifty-four of the one hundred looms that were running on the multiple system in another part of the mill should be put back on the old system, and that during the experiment no operative should lose his or her position as a result of the change.

The experiment on the multiple loom system was started Monday, November thirtieth, and two weavers were each given twenty-two looms to operate. They were also given a battery girl to fill the batteries and assist the weavers. After working Monday and part of Tuesday forenoon, the operators refused to go on with the experiment, claiming that they could not stand the amount of work that it necessitated, and also because of the fact that when the experimental looms were started, three weavers and a battery hand had been laid off because of closing down the fifty-four looms in another part of the mill. This was taken by the weavers to be a breach of the understanding of November twenty-third. A delegation of weavers and loomfixers, accompanied by officials of their organization, notified the agent that they would no longer work under the multiple loom system in any way, and the agent immediately gave orders that the mills be closed. I believe that if the strike or lockout had been delayed until the State and Federal officials could have reached Biddeford, the strike and its resultant loss and suffering could have been averted.

The mill gates were opened on January 4, 1926, and former operators were requested to return to work. The operators in practically every department except the weave room returned, the weavers and loomfixers refusing to return until assured that the experiment on the multiple system would be abandoned. There was some deflection from the ranks of the organized workers on the first morning, and more as the days passed, up to the time that the strike was voted off.

During the weeks that the strike lasted the State and Federal Commissioners were frequently in Biddeford, endeavoring to establish a basis upon which a settlement could be reached, and after the mills opened on January fourth, several attempts were made to bring about arrangements so that those remaining out would resume work. It was over a month, however, after the mills opened that the weavers and loomfixers voted to call the strike off and return.

Much has been said during the last two years in regard to the multiple system being introduced in some of the New England cotton mills. The conditions leading up to the introduction of the multiple loom system are interesting. Twenty or twenty-five years ago most looms in operation stopped when the filling ran out, and a weaver, in the round of his looms, which was then six or eight per hand, had to take out the shuttle, take out the run-out bobbin from the shuttle, put in a full bobbin, replace the shuttle in the box of the loom, and start the loom. This was in addition to tying warp threads, taking off cloth, and cleaning the looms at regular intervals.

Since then the automatic loom has come into use, which does not stop when the filling has run out, but a full bobbin is inserted in the shuttle automatically while the loom is in motion, at the same time knocking the empty bobbin out. The full bobbin comes from the part of the loom called the battery, where it is placed by the weaver. This difference made it possible for a weaver to operate twice as many looms as before the automatic loom came into use.

The system which has been installed in many of the mills, known as the multiple system, is to take the work of filling the battery, which does not require any skill or intelligence, from the weaver and put this work on unskilled help, thus letting the weaver give full attention to drawing in broken threads and starting the loom when it has stopped from any cause. Cleaning the looms and taking off the cloth, which was formerly done by the weaver, is now done by other help. The idea is that taking what might be termed common labor from the weaver enables the weaver to attend to a great many more looms than under the old system. It is claimed by employers that carrying heavy yarn, filling the bobbins, taking off the heavy goods, and cleaning the looms as they had done in the past, has been the hardest and most laborious part of the weaver's job, and the part that requires the least skill.

Under the changed conditions the weaver and other skilled help in the mill are now trained more as specialists

than in former years, as a weaver working under the multiple system has nothing to do but weave. During this same period there have been many changes and improvements in the machinery in all departments of the mills, and these improvements tend to better yarn and a better grade of product, and to a speeding up of production which it now seems has reached the limit, as far as the mechanical element is concerned. The multiple system presents the question of a speeding up in the human element, and as to how far this speeding up process can go without injury to the health of the employes, or loss of the production, through a too great stoppage of looms, as would happen in case a weaver is given more looms to run than he or she could operate. In some of the mills of the State where this system has been adopted there has been a decrease in the number of looms at first allotted to each weaver, it having been demonstrated that too high a limit had been set. Statements made by the various mill agents are to the effect that after the system has been tried out and the weavers become used to the work they are better satisfied than they were under the old system.

Records in the department show that there has been an increase in the average wage of weavers under the new system. The question as to how this change of work will affect the health of the mill operatives can only be demonstrated by time. It is claimed by some of the older weavers that it means that the time will arrive sooner when they will have to give up weaving, and drop back into some less paying job. Some of the weavers and spinners working under the new system can go along with their work without any trouble, they being naturally quick and active. It is the slower and older weaver who views the change with fear.

In May, 1925, twenty employes of the Bangor Commercial went on strike to enforce a change in working conditions. The strikers secured work elsewhere, and the strike has never been officially ended.

There have been several labor disputes in different parts of the State during the last two years, but all of

these were small. Few workers were affected, and the financial loss was not great.

The department has interested itself in these controversies whenever possible, and offered its services as mediator. We feel that we have enjoyed the confidence of both the employers and the employes, and have, on several occasions, been able to avert an open break where an agreement seemed impossible between the parties directly interested.

CHILD LABOR

Maine has made wonderful advancement during the last decade in regard to its minor employes, and can well feel proud of the fact that at the present time it has, we believe, the smallest number of child laborers, according to industrial population, of any State in the Union.

In order to bring about this condition it has taken stringent laws, and thorough and efficient inspections, backed by public sentiment, and in the final analysis, through the co-operation of the employers of the State.

A brief resumé of the child labor laws that Maine has enacted is of interest in considering these conditions. Maine's first child labor law was enacted in the year 1887. It provided that no minor under twelve years of age should be employed in any manufacturing or mechanical establishment in the State. It required the owners of all such establishments to keep on file a certificate of age and place of birth of any minor employed therein. The certificate required only the signature of one member of the school board. The law also prohibited the employment of minors under fifteen years of age when schools were in session unless an excuse was obtained from the school committee. The penalty for violating this statute was one hundred dollars. No discretionary powers in regard to the amount of fine was allowed the court. In going back over the old records of the department, I am unable to find any record of convictions for violation of this law.

During the twenty-year period that this law was in existence, illiteracy increased to such an extent in the State of Maine that a table prepared by the United States Government gave this State thirty-fourth place.

This first child labor law remained in effect for twenty years without change. In 1907 it was amended by striking out the word "twelve", and substituting therefor the word, "fourteen", making the factory age in Maine fourteen years. This part of the law is now in effect when schools are not in session. The 1907 law also provided that evidence of birth should be a certified copy of the town clerk's record, baptismal record, or passport. There was no restriction of employment of children after they had reached the age of fifteen years.

During the session of the 1909 Legislature, many changes were made in the old law, but after the Legislature had completed its work, and the new acts went into effect, they were found to be very confusing. This made enforcement extremely difficult, as those who wished to evade the law were easily able to do so. The 1909 Act provided for an educational test for minors between the ages of fourteen and sixteen, and was the first law of its nature to be passed by the State of Maine.

All child labor laws enacted prior to 1911 contained an exemption clause in favor of manufacturers of perishable products. Thus, the sardine canning and like industries were exempt from the law which governed the employment of minors until 1911, when this exemption clause was repealed.

In 1913, two amendments were made to the law, one of which provided that in doubtful cases, the minor should furnish a certificate from the school physician, certifying that the child was physically able to perform the work which he intended to take up. The second was in relation to the issuing of age and school records by the superintendent of schools.

The Legislature of 1915 revised the law to its present form, with the exception of amendments made in 1919, which changed the law to provide that no minor 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 city or town in which he resides are in session. The fourteen year limit at which a minor can be employed in a manu-

facturing or mechanical establishment, when schools are not in session, was not changed. The second amendment made in 1919 provided that no minor should be issued a work permit until such minor had completed the studies covered by the first six grades of the elementary public schools or their equivalent.

Since the 1919 amendment became effective, there has been a steady decrease in the number of minors employed under work permits.

The highest point in number of minors employed under permits that has been reached during the period that our records cover was in September, 1918, when there were two thousand one hundred and seventy-three minors in the State working under regular and vacation work permits. Our records now show that there are less than one hundred minors under sixteen employed during school hours in the whole State.

Frequent and thorough inspection, and the spirit of co-operation shown by the employer and school authorities has done much to bring about the conditions that now obtain.

Table No. 1, that follows, shows the whole number of minors employed under work permits in the State on the first of each month, beginning January 1, 1924, and ending December 31, 1925, classified by cities and towns. It will be noted that the number increases during the months of July, August and September, which is accounted for by the fact that during this period vacation work permits are in effect, the age limit is lowered from fifteen to fourteen, and the educational qualification is waived.

Table No. 2 shows the number of minors employed under work permits at the first of each month, number of permits issued and terminated during each month, and the number in force at the end of each month during the years 1924 and 1925.

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, 1924, and Ending December 31, 1925, Classified by Cities and Towns.

	1924												1925											
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Auburn.....	4	4	3	4	4	2	3	4	2	1	2	2	2	2	2	2	2	1	2	2	6	1	1	2
Augusta.....	26	26	26	23	19	20	24	30	29	24	24	23	21	18	16	15	15	13	19	28	23	7	9	10
Biddeford.....	13	12	10	7	7	7	5	13	13	8	7	6	6	4	4	4	5	3	4	15	13	5	6	5
Brunswick.....	2	1	1	0	0	0	0	2	2	1	1	1	1	1	0	0	0	0	4	7	7	3	3	3
Lewiston.....	10	10	8	6	5	5	4	5	4	5	8	6	6	6	6	6	6	5	6	6	7	5	7	6
Lisbon.....	2	2	2	2	1	2	2	1	0	0	0	0	1	0	0	0	0	0	1	0	5	1	1	4
Portland.....	8	9	13	15	15	14	13	28	25	5	11	15	16	13	15	15	11	10	10	17	22	10	16	15
Saco.....	4	1	1	1	1	1	5	8	7	5	3	3	2	2	2	1	1	0	1	1	1	0	0	0
Sanford.....	24	19	18	23	23	19	19	21	18	13	11	14	13	12	12	11	11	9	11	12	8	11	9	9
Skowhegan.....	0	0	1	1	3	3	3	3	4	3	2	2	2	1	1	1	2	2	1	2	2	5	4	3
Waterville.....	10	10	10	9	8	8	9	14	13	13	11	11	10	11	9	9	7	6	10	10	9	6	4	5
Westbrook.....	11	11	8	7	7	6	11	12	11	5	7	7	9	8	7	9	10	8	11	11	10	10	11	8
Miscellaneous.....	78	75	80	86	85	78	149	288	381	163	102	92	77	69	67	72	62	65	160	235	328	56	49	48
Total.....	192	180	181	184	178	165	247	429	509	246	189	182	166	147	141	146	132	122	240	346	441	120	120	118

TABLE NO. 2

Shows Number of Minors Employed under Work Permits at First of Each Month, Permits Issued and Terminated during Each Month, and Number in Force at End of Each Month

1924	<i>Number of Minors Working under Work Permits</i>	<i>Permits Issued During Month</i>	<i>Permits Terminated During Month</i>	<i>Permits In Force End of Month</i>
January	192	28	40	180
February	180	18	17	181
March	181	35	32	184
April	184	24	30	178
May	178	38	51	165
June	165	240*	158	247
July	247	201*	19	429
August	429	176*	96	509
September	509	107*	370	246
October	246	51	108	189
November	189	21	28	182
December	182	16	32	166
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1925				
January	166	10	29	147
February	147	23	29	141
March	141	32	27	146
April	146	17	31	132
May	132	17	27	122
June	122	231*	113	240
July	240	162*	56	346
August	346	169*	74	441
September	441	100*	421	120
October	120	31	31	120
November	120	16	18	118
December	118	14	21	111

*Includes Vacation Work Permits.

PROSECUTIONS

We have followed the usual custom during the last two years in endeavoring to work in co-operation with employers, that the provisions of the laws governing the relations between employer and employe be fully lived up to.

We have enjoyed the co-operation of practically all of the employers of the State during this period, but have come to some instances where, through a flagrant violation, or continued violation of some of the provisions of the law, it has been necessary to start court proceedings.

During the fiscal year July 1, 1924 to June 30, 1925, inspectors representing the department found fifty-four violations of the Child Labor Law, practically all of which were minor in character, and the condition readily adjusted. It was necessary during that year to issue warrants in three cases. Thirty violations of the Fifty-four Hour Law were found, all but two of which were of minor character. Warrants were issued in these two cases and convictions secured. Inspectors found seven violations of the law which forbids minors being employed in bowling alleys after six P. M., five violations of the Fifty-four Hour Law in regard to minors being employed more than eight hours a day, and one violation of the law in regard to seats being provided for female employes. In each of these cases the matter was adjusted as soon as it was brought to the attention of the employer.

During the fiscal year ending June 30, 1926, our inspectors found thirty violations of the Child Labor Law, nine violations of the Fifty-four Hour Law, three violations of the Weekly Payment Law, one violation of the bowling alley law, and one violation of the law in regard to seats for female employes. Of these, five violations of the Fifty-four Law were of such character it was deemed necessary to issue warrants, and conviction was secured in each instance.

A brief account of the prosecutions follows:

July 23, 1924—Sanford. This case was for falsification of a birth record. The defendant appeared in

court, but owing to the condition of the family and other extenuating circumstances, no warrant was sworn out.

On August 6, 1924, a warrant was issued against the proprietor of a saw mill in Harmony, charged with violation of the Child Labor Law in two counts. This was a flagrant violation, as the employer had persisted in employing minors under fourteen years of age to run lath sawing machines after being instructed in the provisions of the law and warned that further violation would result in prosecution. A fine of twenty-five dollars (\$25.00) was imposed in each count with costs of twenty-six dollars and eighty cents (\$26.80).

September 19, 1924, a warrant was issued against a packing concern in South Portland for violation of the Child Labor Law. This concern had been a persistent violator, and it finally became necessary to take court action. A fine of twenty-five dollars (\$25.00) and costs of four dollars and eighty-two cents (\$4.82) was assessed.

November 13, 1924, a warrant was issued in Sanford for violation of the Child Labor Law. In this instance the parent had falsified a birth record in order that the minor might secure a work permit, and be employed under age. The respondent was found guilty and fined ten dollars (\$10.00) and costs of five dollars and eighty-five cents (\$5.85).

January 22, 1925, a warrant was issued against a shoe company in the city of Auburn for violation of the Fifty-four Hour Law. Respondent was found guilty and a fine of twenty-five dollars, (\$25.00), and costs of three dollars and eighty-five cents, (\$3.85), imposed.

July 16, 1925, a warrant was issued against a proprietor of a restaurant in Old Orchard for violation of the Fifty-four Hour Law. Respondent was found guilty and a fine of twenty-five dollars, (\$25.00), and costs of seven dollars and eighty-nine cents, (\$7.89), was imposed.

On August 12, 1925, a warrant was issued in Rockland against a proprietor of a laundry for violation of the Fifty-four Hour Law. The defendant was found guilty

and a fine of twenty-five dollars, (\$25.00), and costs of seven dollars and four cents, (\$7.04), was assessed.

On September 14, 1925, a warrant was issued against the management of a woolen mill in Oakland for violation of the Fifty-four Hour Law. Defendant was found guilty and a fine and costs of thirty dollars and sixty-seven cents, (\$30.67), imposed.

October 28, 1925, a warrant was issued against a proprietor of a woodworking establishment in Bethel for violation of the Fifty-four Hour Law. Defendant was found guilty and a fine of twenty-five dollars, (\$25.00), and costs of three dollars, (\$3.00), was imposed.

On December 12, 1925, the owner of a woolen mill in Harmony was fined twenty-five dollars, (\$25.00), and costs of six dollars and forty-five cents, (\$6.45), for violation of the Fifty-four Hour Law.

During the six months' period from January 1, 1926, to June 30, 1926, we have not found it necessary to start court proceedings in any case.

FIRE ESCAPES AND EXITS

The department has continued its work in making workshops, mills and factories and other places of employment more safe for employes, through an adequate number of exits, and whenever necessary, by the installation of fire escapes.

In this work we have received the co-operation of the fire authorities in the different cities and towns in which unsafe conditions have been found. We have succeeded, during this period, in having new fire escapes installed on twelve manufacturing establishments, and have insisted that a sufficient number of exits be maintained, and that same be kept clear of obstructions.

The recommendation is made that the Legislature enact, or grant the Department of Labor the power to promulgate, a code governing the specifications as to material used, and the area and width of the balconies, the pitch and tread of stairs, and the general construction and installation of fire escapes. With such a code, all future installations could be made uniform, or at least adequate to amply take care of the people they would be called upon to serve in case of fire or panic.

SANITARY CONDITIONS

Sanitary and toilet arrangements are steadily being improved in the industrial plants of the State. The value of a clean washroom and ample toilet facilities is recognized by the progressive employer as a large factor in securing and holding a corps of competent and contented employes.

Many employers of labor who formerly paid very little attention to these matters, and who have been induced to install modern toilet systems, thus insuring sanitary conditions in their plants, are very proud of the conditions that have been brought about by a small expenditure of money, and inform us that they consider the money spent for this purpose one of the best investments they have ever made.

Many plants have adopted the full length continuous flushing urinals, these doing away with all objectionable odors.

During the period covered by this report, we have succeeded in having the toilet system in eight plants moved from the center of the building, and located by an outside wall, where better light and ventilation could be secured. There is still much work to be done along these lines, but looking over what has been accomplished in the past few years, we feel well repaid for our work and look forward to continuous improvement.

The Maine State Department of Health has issued a pamphlet containing an industrial code, rules and regulations relating to sanitation in manufacturing and mercantile establishments, and if this code is studied and lived up to a marked improvement must result.

WORKMEN'S COMPENSATION

Very few persons realize that more than eighteen thousand (18,000) employes of assenting employers are injured in Maine each year, and so do not comprehend the magnitude of the benefits accruing to the workers of the State under the Maine Workmen's Compensation Act.

Previous to January 1, 1916, when the law went into effect, an employe who had received an injury was obliged to stand a total loss of wages during the term she or he was incapacitated, and in addition to this, came the bill for medical, surgical, and if necessary, nurses' and hospital attendance. Many who received severe injuries could not, because of financial conditions, receive the medical aid that the nature of the injury demanded, and in consequence, many men are to-day permanently crippled who could have made a complete recovery under the right treatment and care.

The insurance companies carrying compensation risks realize that the better attention an injured employe receives, after suffering an injury, the sooner and more fully he will recover, thus relieving them of the necessity of paying weekly compensation, and furnishing medical attention at an earlier date. In consequence of this, the services of the most skilled physicians and nurses are enlisted.

Another phase is the assurance that an employe has, that in case of his being injured, his family may be supplied with the necessities of life during the period that he is unable to work, and if fatally injured, his dependents will be taken care of for three hundred weeks, or up to a maximum benefit of four thousand dollars, (\$4,000). Before this law became effective, very few employes were able to collect damages for injuries received, through court proceedings, as it was necessary to prove negligence on the part of the employer, and hurdle the three common law defenses, assumption of risk, fellow servant law and contributory negligence. All this is now changed, and if a man or woman employed by an assenting employer is injured, the law provides machinery through which the injured employe receives all benefits due under the Act, without court proceedings.

The Commissioner of Labor is charged by the law with the approving of all agreements entered into between the injured employe, the employer and the insurance carrier. This entails much work as each case must be settled according to its individual merits. The amount of time

that must necessarily be given the work is shown by the fact that more than five thousand, (5,000), agreements, on an average, are approved each year.

The widespread benefits of the law can best be realized by a study of the following figures that show the premiums received, losses paid and expenses paid. The column headed losses paid shows the amount paid in compensation and for medical bills each year since the law went into effect.

	<i>Premiums Received</i>	<i>Losses Paid</i>	<i>Expenses Paid</i>
1916	\$ 468,052.62	\$ 110,335.94	\$131,367.21
1917	640,761.64	248,346.39	209,033.58
1918	1,134,302.34	311,965.61	324,634.67
1919	1,300,118.00	432,059.15	419,899.18
1920	1,408,005.64	664,037.32	457,035.35
1921	1,673,190.91	985,450.80	682,625.47
1922	1,063,312.22	906,045.96	417,348.82
1923	1,278,124.17	1,010,499.88	427,017.83
1924	1,578,877.13	1,036,979.69	507,519.29
1925	1,480,126.08	975,315.47	474,417.87
	<hr/>	<hr/>	<hr/>
	\$12,024,870.75	\$6,681,036.21	\$4,050,899.27

(Note by Insurance Commissioner)

In using the figures compiled above it is necessary to keep in mind the facts that companies are entitled to 40% as their expense ratio of premiums received and that the balance amounting to \$1,292,935.27, indicated premiums received over losses and expenses paid, must provide the reserve on all policies in force on December 31, 1925, for a period in some cases extending beyond five years. While it does not appear from the annual figures that the sum of \$1,292,935.27 has been and will be reduced by return premiums and dividends to policy holders in mutual companies, yet it is true that a large part of these premiums has been returned annually in dividends alone to the amount of 20%.

STEAM BOILER INSPECTION

There is one matter in which Maine is behind other States,—a matter which is of vital importance to thousands of employes working in or about manufacturing establishments and portable and stationary mills throughout the State. It is the control by the State of the manufacture, installation and use of steam boilers and other high pressure vessels.

The only statute that Maine has at the present time in regard to these matters is the provision that all boilers of certain types used for high pressure purposes must have a fusible plug installed. This leaves a condition where most any kind of a metal boiler can be used in the State, with little attention to its type, age, or the material used in its construction, as long as the owner or user places in it a fusible, or soft metal plug. The result of the absence of restrictive legislation in these matters is that there are many boilers in operation in the State to-day that have been condemned in other states, either on account of age, type of construction, or where the boiler has developed a weakness.

It seems that when a boiler is condemned in one of our neighboring states, where they have adequate boiler laws, it is immediately patched up and gotten ready for the Maine market, in consequence of which, we find boilers that have long passed the period in which they can be safely operated, in use in many of the portable mills, and in some stationary mills, with imminent danger of destruction of lives and property.

In the last report of this department, the attention of the Legislature was called to the extremely dangerous conditions that surrounded many steam pressure boilers in the State, and I feel that I would be remiss in my duty if I did not repeat, with added emphasis, the recommendation that the conditions be corrected by legislation.

We have attempted, during the last few years, to alleviate to a degree some of the conditions described, but owing to the fact that we did not have a boiler code or any definite laws or specifications to follow, it has been

uphill and unsatisfactory work. The 1921-24 Report contains data showing that during May and June, 1923, a boiler inspector, employed by this department, inspected one hundred and three boilers, and out of that number six were ordered discontinued from use, and repairs were ordered on twenty-seven others. In May and June, 1924, sixty-three boilers were inspected, four were condemned, and four ordered replaced within a given period. Orders were also given to repair and cut the steam pressure on thirty-one others. These inspections were continued in May and June, 1925, and during that period ninety-six inspections were made, as a result of which, five boilers were condemned and four others ordered replaced as soon as arrangements could be made. Repairs were ordered and steam pressure lowered on twenty-three others.

During the 1925 session of the Maine Legislature, a bill was introduced by Representative Lamson of South Portland that provided for the creation of a Board of Boiler Rules, said Board to form a code of boiler rules to govern the manufacture, sale and operation of steam vessels in the State. The bill further provided that a chief inspector be employed who was empowered to appoint assistant inspectors as needed to efficiently carry on the work. Hearing on the bill was before the Judiciary Committee. Several appeared in its favor. One or two appeared against the bill, their only argument being that the legislation was not needed. The Committee requested that the Commissioner of Labor submit a new draft for its consideration, doing away with some of the objectionable parts of the original bill. The bill was re-drafted and submitted to the Committee without argument. The bill was finally reported, "Ought not to pass".

Another bill along the same lines will undoubtedly be introduced during the 1927 session, and if the lives of the employes who are obliged to work in close proximity to boilers carrying one hundred to one hundred and twenty-five pounds pressure are to be protected, especially in cases where the boilers do not receive regular inspection, it is imperative that the Legislature should act, and should say what type of boilers can be used in the State, lay

down specifications upon which such boilers should be built, fix the maximum pressure to be carried, according to type and construction, give the State a right to condemn a boiler for further use when it is found to be unsafe to operate, stamp the boiler when condemned, and provide a heavy penalty for any person buying, selling or using such a boiler except as a non-pressure vessel, or junk. Under the law as it now stands this department can condemn a boiler and order its use discontinued, and the owner can sell it, knowing that the purchaser intends to use it for power purposes, and by marking the bill of sale, "junk", can disclaim any liability.

A case of this kind developed as a result of an inspection made by one of our inspectors, and it has thoroughly convinced me that we are absolutely powerless to remedy the conditions described above, unless the Legislature gives us a suitable law to work under.

During the past year we have endeavored to make a canvass of the high pressure boilers that are being operated in the State, and the results indicate that there are more than fifteen hundred in use that are insured and receive regular inspections, and that there are approximately five hundred that do not receive regular inspections.

In making up these figures many boilers used for heating purposes, and carrying more than fifteen pounds' pressure have not been listed. A large percentage of the uninsured boilers are never inspected by a qualified boiler inspector, and many of them are fired and taken care of by men who have had little or no experience around high pressure vessels.

It is these boilers that constitute a most serious hazard and create a condition that, unless remedied, will some day result in loss of lives, limited only by the number of employes in the vicinity when the explosion occurs. With proper legislation, work by the department, on conditions described, can be carried on, and the desired results can be gradually accomplished without placing undue financial burdens upon persons who operate steam boilers in the State.

WOODS EMPLOYMENT

During the past few years a condition has gradually developed in this State, in regard to woods employment, that has caused many complaints to be filed with this department, stating that Canadian woodsmen were coming into the northern section in such numbers that native and resident woodsmen were finding it difficult to secure employment.

These complaints have been filed with the United States immigration authorities at Portland, as we realize that Canadian woodsmen who have complied with the immigration laws when entering this country have equal rights with native and resident woodsmen in securing employment, and that if woodsmen from Canada were coming across the border illegally, the matter was one that must be handled by immigration officials.

The condition complained of had its inception during the war period, when so many of the men who had followed woods work were called to the service, and large crews of skilled woodsmen were enlisted and sent across to get out lumber to be used in war operations. This caused a marked shortage of native and resident woodsmen, and the lumber operators of the State were obliged to scour the country for men.

In an endeavor to relieve the situation, some of the large operators made application to the United States immigration authorities for permits to import Canadian woodsmen, under that section of the Immigration Law that allows skilled labor to be imported when such labor is not available in this country. The Federal officials granted such permits as they deemed necessary, and agents were sent into Canada by the operators to secure woodsmen. This condition obtained during the war period, and as the shortage of woods help continued after the war period closed, the granting of permits likewise continued, and the complaints of unfair competition to this department become more numerous.

In August, 1925, at the request of an official of the United States Immigration Bureau, this department made

an investigation of labor conditions in the State, in regard to men available for woods work, and as to the effect the importation of Canadian woodsmen was having on employment conditions. Information secured during this investigation was given to the immigration authorities, and early in December the outstanding permits were cancelled.

A meeting of representatives of many large lumber operators was held in Bangor on January 15, 1926. Governor Brewster and the Commissioner of Labor were invited to attend. At this meeting the question of the supply of native and resident woodsmen, and the necessity of augmenting the number available by importation from Canada was thoroughly gone into. It was demonstrated by the operators that there was not a sufficient number of woodsmen available to man the camps without drawing on Canada, and the only practical way this could be done was under the permit system. The operators were told by the Governor and Commissioner that the State was interested in seeing that native and resident woodsmen were given employment in preference to Canadian woodsmen, as long as a local supply was available, and that this department wished to work with and assist the operators in securing men for their camps. It was decided at this meeting that the whole matter should be laid before the immigration authorities, and plans were made for a meeting to be held in the office of the Secretary of Labor on February 2, 1926.

On that date a conference was held, attended by Secretary of Labor Davis and Assistant Secretary Husband, representing the United States immigration authorities, Governor Brewster, the Maine delegation to Congress, the Commissioner of Labor of Maine and the Commissioner of Labor of New Hampshire, and fifteen representatives of the woods operators in Maine and New Hampshire were also in attendance.

At this conference the conditions that obtained in the supply of woods labor for the lumbering operations in the northern forests of this State and New Hampshire were thoroughly gone into. The operators complained that it

was impossible for them to secure a sufficient number of woodsmen on this side of the line to man their camps, and that when the provisions of the 1924 Immigration Act became effective in 1925, and added a ten dollar (\$10.00) visa to the eight dollar (\$8.00) head tax already imposed on Canadians coming into the State in search of employment, the supply was further decreased.

The fact that it would be necessary to bring in some Canadian labor had never been denied by this department, and it was a question of how many Canadians it would be necessary to import, after using up the native supply, in order that all camps would be fully supplied with men.

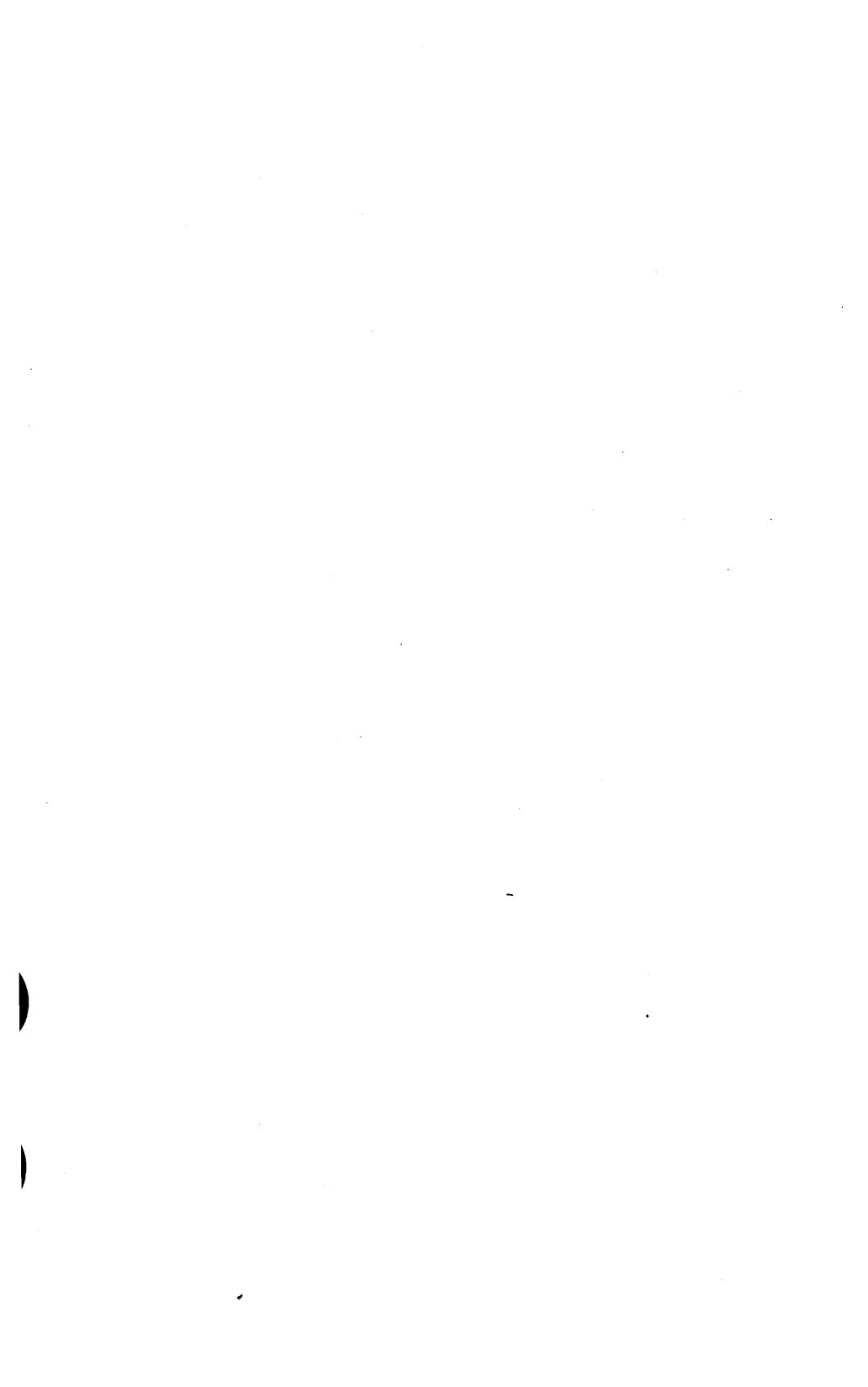
The conference finally arrived at a tentative agreement that further applications for waiver of the Contract Labor Law under Rule Eight would be considered by the Immigration Bureau of the United States Department with the following understanding: The employers are to make application for the actual number of men needed in each instance, it being understood that the number asked for previously, as a rule, considerably exceeded the number actually employed at any one time.

It was further tentatively agreed that, having determined the number actually needed for constant employment, if permits are granted for such numbers for a specific period, every effort would be made to secure as many laborers as possible from native and resident sources, and that the number to be permitted to come from Canada under contract would be reduced by the number who could be employed locally. It was further understood that in each instance, before importations from Canada are made, the Labor Departments of Maine and New Hampshire should be consulted as to the available local supply.

I believe that the employers of woods labor in the State fully intend to live up to the spirit of this agreement, and that the cause for complaint that has existed for the past few years will, in time, be fully removed.

Report of
STATE BOARD
of
ARBITRATION
and
CONCILIATION

1921 - 1926



STATE OF MAINE

Board of Arbitration and Conciliation

To the Governor and Council of the State of Maine:

The report of the State Board of Arbitration and Conciliation, for the period ending July 1, 1926, is herewith submitted, in compliance with the requirements of Section 1 of Chapter 49 of the Revised Statutes of Maine, as amended by Section 2 of Chapter 69 of the Public Laws of 1921, this report commencing January 1, 1921, and ending June 30, 1926.

Respectfully,

FRANK H. INGRAHAM,
WILLIAM T. HINCKLEY,
E. F. GOWELL,

State Board of Arbitration and Conciliation.

Edward A. Cartret, the labor member of the Board, and Hon. John Houston, the employer member, resigned in July, 1921, and their respective successors were William T. Hinckley, of Bangor, and Burton W. Howe, of Patten, each being appointed in August, 1921. Mr. Howe died in February, 1922, and was succeeded by John S. Harlow, of Dixfield, who was appointed in May, 1922. During the two years from December 1, 1920, to December 1, 1922, Frank H. Ingraham, of Rockland, the third member of the Board, has served as Chairman and Mr. Hinckley succeeded Mr. Cartret as Secretary.

LABOR CONTROVERSIES

In June, 1921, a labor controversy, involving nearly all the Portland building trades, began, the controversy being between the Building Trades Employers Association, on the one hand, and the Portland District Council and various Local Unions, representing the different trades, on the other hand. The employers desired that certain agreements be signed and, after unsuccessful negotiations had been in progress, the Building Trades Employers Association declared for the open shop in all the building trades represented on that board, to become effective July 1, 1921, provided agreements had not been entered into before that date by all such trades. Conferences were held with the interested parties and efforts were made, by this Board, to bring the parties together, but the matter was not formally submitted for determination.

In July, 1921, applications were made to the Board by the Carpenters' District Council and the Plumbers', Steam Fitters' and Helpers' Local Union No. 217, both of Portland, that it visit Portland, make inquiry into the causes of the controversies and after hearings, advise the respective parties what ought to be done, or submitted to, by either or both, to adjust said controversy and make written decision thereof. The Board thereafter, in compliance with the statutory provisions, proceeded on the last named application (the parties presenting the other application having come to an agreement with their employers) and a full hearing was had, in Portland, and written decision was made on October 6, 1921, wherein the Board advised the respective parties what ought to be done, or submitted to, by either or both, to adjust the controversy. This decision, under the statutory provisions, was for six months binding on Local Union No. 217, which made application to the Board, and on the members thereof, but the employers were not bound by the decision, as they did not join in the application to the Board.

In July, 1921, the matter of the International Paper Company controversy with its employees was taken up by correspondence and the services of the Board were

offered to the parties, but inasmuch as the strike affected not only the mills of the Company in the State of Maine, but also mills in other states and Canada, the Company took the position that nothing could be done, in the way of a settlement, in Maine alone.

In August, 1921, the Board learned of a labor controversy between the Continental Paper & Bag Mills, of Rumford, and its employees and the Chairman of the Board went to Rumford and conferred with representatives of both sides, in an endeavor to arrange for a settlement of matters in controversy, but without success.

In July, 1921, the attention of the Board was called to a strike of employees of the Maine Pulp & Paper Company at Skowhegan, but a settlement, satisfactory to all concerned, apparently, was soon reached by the parties themselves. In May, 1922, the Board learned that a controversy had arisen between the R. P. Hazzard Co. and its wetters at Gardiner, but this also was adjusted by those interested. About the same time, a controversy arose between the Rockland Carpenters' Union and H. B. Barter, which was called to the attention of the Chairman of the Board, but was soon ended.

The services of the Board were tendered to the employers and employees, involved in the labor controversy in connection with the granite industry, on May 31, 1922. Employers at Long Cove, Clark's Island and Willard's Point, in the Town of St. George, Vinalhaven and Swan's Island were communicated with and Local Unions of Granite Cutters, Paving Cutters and Quarry Workers were written to, but settlement was finally arrived at without the assistance of this Board.

In November, 1922, the members of the Board went to Biddeford in connection with the strike of the moulders in the Saco-Lowell Shops there and the Chairman and Secretary also went to Springvale, where there was a labor controversy in the Sears-Roebuck Shoe Factories. Efforts were made, in both places, towards conciliation and settlement, and the further services of the Board were offered, in each instance. Both parties to the controversy, in Biddeford, seemed to feel that the services of the Board

were not required, but the members of the Springvale Independent Shoe Workers' Association became interested and subsequently, corresponded with the Board regarding action by the Board, following which, a settlement of the controversy was reached.

DETERMINATIONS AS TO BUSINESS AGAIN BEING NORMAL AND USUAL

Applications, requesting the Board to determine whether or not the businesses of the concerns, in respect to which a strike had occurred, was being carried on in the normal and usual manner and to the normal and usual extent, were received from the following, and in each case, the Board determined, after hearing, that the business was being carried on in the normal and usual manner and to the normal and usual extent:

Various painting and paper hanging contractors of Bangor and Brewer.
Congress Square Hotel Co. of Portland.
Continental Paper & Bag Mills of Rumford.

At the request of Governor Baxter, the Joint Special Committee, appointed by the 80th Maine Legislature to make a survey of the State's business and report (said Committee being known as the "Cole" Committee) was written to at some length, regarding the history and work of this Board, under date of October 18, 1922.

The State was fortunate in securing the services of men like Messrs. Cartret, Houston and Howe on this Board, they being men of courage, good judgment, tact and firmness, interested in the work and with good ideas that were the fruit of their experiences in dealing with men. They were eminently fair, and though representing the first, the employees, and the others, the employers, did not allow prejudice or partisanship to sway them in their decisions. The untimely death of Mr. Howe, who was one of the most congenial and companionable of men, was keenly regretted by his associates.

The members of the Board, on December 1, 1922, were Frank H. Ingraham (Chairman), William T. Hinckley (Secretary) and John S. Harlow and they appreciate the uniform courtesy and assistance given to them by all with whom they had to do, in matters demanding their attention.

The period from December 1, 1922, to December 1, 1924, was one in which the State Board of Arbitration and Conciliation had little to do, compared with the previous two year period, and the State is to be congratulated on the few labor controversies which took place during the years 1923 and 1924. During this time, Frank H. Ingraham, of Rockland, has been Chairman, and William T. Hinckley, of Bangor, Secretary of the Board, the latter being the employee member. John S. Harlow was the employer member of the Board up to the date of his death, June 7, 1924, and he was succeeded by Hon. E. F. Gowell, of Berwick, who became a member of the Board the following October. Mr. Harlow was a valuable man on the Board, of sound judgment, good common sense and one experienced with men and affairs, who had the courage of his convictions, and while fair, was also firm, and the other members of the Board recognized his demise as a loss not only to their Board, but to the State of Maine.

LABOR CONTROVERSIES

The only labor controversy that has been called to the attention of the Board, during the time covered by this report, is that in connection with the Saco-Lowell Shops at Biddeford. About one hundred fifty moulders, employed in the foundry of the Saco-Lowell Shops, went out on strike on October 30, 1922, and the services of the Board were promptly tendered to both parties in the controversy and the Board conferred with representatives of each, at Biddeford, in November, 1922. Afterwards, considerable feeling and bitterness developed between the parties, and in April, 1923, the operation of the foundry department was resumed by the corporation with non-union men.

DETERMINATION AS TO BUSINESS AGAIN BEING NORMAL AND USUAL

The Board was called upon, on February 13, 1924, to determine whether or not the business of the Saco-Lowell Shops, in respect to which the strike occurred, was then being carried on in the normal and usual manner and to the normal and usual extent, and after a full hearing at Biddeford, inspection of the foundry and examination of records, etc., the Board decided that said business was *not* being carried on in the normal and usual manner and to the normal and usual extent, all members of the Board concurring in this finding. It is a matter of satisfaction to the Chairman of the Board that all of the decisions of the Board, during the time that he has served thereon, have been unanimous. The Board was notified by the City Clerk of Biddeford, as required by law, that ninety-nine of the men employed in the "Snaggers" department of the Saco-Lowell Shops went out on strike, but nothing further developed, as far as the Board was informed. Following the decision of the Board, above referred to, further efforts were made by the Board, looking towards a settlement of the long drawn out controversy.

The Board feels under obligation to all concerned in this controversy for courtesy shown and assistance given its members in their efforts to get at the facts, in order to properly decide the question presented to it for decision.

During the period from December 1, 1924, to July 1, 1926, the services of the State Board of Arbitration and Conciliation were not sought and there was but one labor controversy of any magnitude that was called to the attention of the Board. Trouble occurred at Biddeford, in November, 1925, between the weavers employed by the Pepperell Manufacturing Co. and that corporation, as a result of which the mills of that concern were closed. The parties to the controversy, as well as the Mayor of Biddeford, the Biddeford Chamber of Commerce and Commissioner of Labor, were promptly communicated with and the services of the Board were offered. The matter was finally settled, however, without the assistance of the Board.

Minor controversies took place in Augusta, Lewiston and Gardiner, in January and April, 1925, where there were controversies between the following named corporations and their employees:

Edwards Manufacturing Co. with their spinners and doffers; Bates Mfg. Co. with some of their weavers, and R. P. Hazzard Co. with the operators in their lasting room.

The good offices of the Board were promptly tendered, but were not required in these cases.