

ELEVENTH BIENNIAL REPORT

OF THE

# Bureau of Labor Statistics

FOR THE

STATE OF IOWA

---

1903-1904

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EDWARD D. BRIGHAM  
COMMISSIONER



DES MOINES:  
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LETTER OF TRANSMITTAL

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STATE OF IOWA.  
OFFICE OF  
COMMISSIONER OF LABOR STATISTICS.  
October 1, 1905.

HON. ALBERT B. CUMMINS, *Governor of Iowa:*

SIR—In compliance with Section 2470, Chapter 8, of the Code of Iowa, I have the honor herewith to present for your consideration the Eleventh Biennial Report of this department.

Very respectfully,

EDWARD D. BRIGHAM,  
*Commissioner.*



## SUGGESTED LEGISLATION.

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SIR—The following suggestions are made as a result of the experience gained in the work of preparing the tenth and eleventh biennial reports of this Bureau.

I respectfully call your attention to them and earnestly urge their recommendation.

Enactment of a law to restrict the employment of children, and provide a record of age and school attendance for the information of all persons whose duty it is to enforce the law.

Enactment of a law to require the inspection, at stated periods, of all boilers used for steam power purposes.

Enactment of a law authorizing the establishment of a State Free Employment Department in connection with Bureau of Labor Statistics.

Amend factory inspection law to provide a penalty for the removal of any safeguards to machinery by any unauthorized person.

Enactment of a law requiring a report of all disabling accidents to employes in any factory, mill, workshop, store, business house, public or private work, where labor is employed, within a reasonable time to Commissioner of Labor Statistics.

Respectfully submitted,  
EDWARD D. BRIGHAM,  
Commissioner

To His Excellency  
*Governor Albert B. Cummins.*

## ACKNOWLEDGMENTS.

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In presenting the eleventh biennial report I desire to make grateful mention of the daily papers in the State who kindly placed the Bureau upon their exchange lists, thereby furnishing much valuable information regarding accidents and new establishments.

I also wish to make special mention of the faithful and efficient work of each member of the field and office force of the Bureau.

## FACTORY INSPECTION.

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In detailing the work of the Bureau under this head, first is shown a table describing the physical condition of the factories inspected during the biennial period; second, a list of orders and recommendations made by the inspectors, which is followed by a table showing the measure of compliance secured, and a record of cases where prosecutions were undertaken to enforce the law; third, a list of fatal and non-fatal accidents that have occurred, in the factories and workshops and other places where labor is employed, within the State from October 1, 1903, to January 1, 1905, as nearly complete as they could be obtained where the reporting of such accidents is not mandatory under the law within a given time.

In the preceding biennial report the statement was made that "factory inspection properly conducted from year to year will finally result in the adoption of the best possible methods of safeguarding dangerous machinery, and insure more perfect sanitary conditions, thereby reducing to the minimum accidents to employes, and sickness resulting from bad sanitary arrangements, each a source of annoyance and expense to both employer and employe."

The legislature of 1904 realized the necessity of more ample provision being made for carrying on this work, and to this end provided for two additional men, and an increase in the available expense fund, thus furnishing two men who could devote nearly the whole of their time to factory inspection work, and the result of the work done in that direction fully justifies the statement made two years ago.

In the last biennial period over three hundred establishments were inspected and numerous recommendations were made, many of which were reported as being complied with, but through lack of men and means we were unable to make a second visit and ascertain for ourselves if the necessary improvements were satisfactorily carried out.

Since June 1, 1904, about nine hundred establishments have been inspected, a large percentage of which were operating wood-working machinery, the safeguarding of which had not been undertaken prior to that time for reasons already set forth.

This class of machinery is by far the most dangerous to the operator, involving problems which our inspectors have endeavored to meet and solve, by selecting or devising suitable safeguards which would protect the operator without impairing the use of the machine, and we have met with a great measure of success. Some workmen, accustomed to operating such machines without any guard whatever, have themselves objected at first to their use, claiming that they were in the way, and removed them as soon as the inspector was gone, but they have in most cases finally admitted that they were a good thing.

Another feature of the work, which had not been undertaken before, is the inspection of electric light and power plants of the State, both large and small, in many of which high tension currents are generated, and often without sufficient protection to the men in charge. We have been appealed to in several cases for means of protection by employees themselves, and hope that we have accomplished some good along this line.

My policy has been to visit each factory and workshop where recommendations have been made, at least twice during the period covered by this report, and it has been necessary in many cases to go three or even four times in order to secure complete compliance with the requirements of the law. Many difficult problems have been met, and satisfactory solution has been the result, by acting in a spirit of co-operation with the employers, rather than by an assertion of authority.

In only a few cases, six in number, has it been necessary to prosecute an employer for failure or refusal to comply with the law, and all with one exception when brought into court, sought to settle the matter there without trial, acknowledging themselves to be in the wrong, paid their fine and were dismissed. Prosecution has always been our last resort, and our influence and powers of persuasion have been exhausted before resorting to extreme measures. I feel that we have the endorsement of a large majority of employers; many good things have been done, primarily for the safety and comfort of employees, but have proved to be a source of great satisfaction to the employer, and a good investment.

I am certain that the visits of our inspectors to the shops and factories have resulted in a material reduction in the number of children being employed on dangerous machinery. Managers and superintendents when approached on this subject, perhaps not realizing the harm being done, have looked into the matter, and have since ceased to employ children under sixteen on such machines, but there is still much room for improvement in the matter of child employment, and my experience with actual conditions in the State is of such a nature that I feel it an imperative duty to recommend that some provision of law be made to restrict the employment of children and to establish the age of children who may be employed, and to provide a record of where they may be found for the purpose of enforcing the law in the matter of school attendance.

From the knowledge gained in connection with inspection work the conviction is forced upon me that to get the full value from the work already done it will be necessary to make frequent visits, not once a year or once in two years, but three or times a year, and to follow it up consistently, so that the employer and inspector will understand each other, and the former will of his own volition, maintain the standard of conditions in his factory or shop.

The following table will show the very high percentage of compliance secured in connection with the work. A few factories have been burned and not rebuilt, and several are not in operation, while a few are held in abeyance pending extensive improvements or new buildings, but leaving out these the rest will show almost a complete compliance with the one thousand two hundred and sixty-four recommendations made.

The accident record that follows next, comprises a report of sixteen fatal, and 191 non-fatal accidents reported to this department during the period mentioned. This report indicates a material reduction in the number of such accidents when compared with the report of the last biennial period, which was an average of twenty-four accidents per month for the period covered by the tenth report, as against fourteen per month for the period covered by the eleventh report. This large reduction in the average number of accidents, may be due to the failure on the part of some employers to report accidents, however, I am confident the number of accidents in the State is considerably diminished by reason of the adoption of safeguards to machinery,



and a further reduction is certain to follow the enactment of a law requiring an immediate report to this department, that will enable the factory inspectors to visit the scene of such accidents, and assist by recommendations to provide every possible means against their recurrence as early as practicable thereafter. In addition to the above such record will furnish specific information to the legislature and to the people of the State, as to the number of fatal and non-fatal accidents occurring annually in Iowa.

#### FIRE ESCAPES.

The General Assembly in 1904 amended the law regarding the erection of fire escapes by adding thereto certain classifications of buildings and extending the duty of enforcement to the Commissioner of Labor Statistics. The purpose of the legislature in adding that duty to this department was, I assume, to provide for buildings three or more stories in height in localities where there are no fire departments, or in case any chief failed to attend to that duty, leaving working people in factories and buildings without such protection, the matter could then be taken care of in connection with the regular factory inspection.

Immediately following the amendment of that law the commissioner visited, as early as practicable, localities in the State where the law was only partially complied with, and in cities or towns where fire departments were maintained the commissioner arranged to co-operate with the chief of each fire department, and in every such case it was agreed that the chief of fire department should serve the proper notice to erect fire escapes, thereby giving him the right, as the law provides, to reject in writing any fire escape that in his judgment was inadequate and not constructed according to specifications adopted as the law directs.

In all cases where, from any cause the chief of fire department was unable to enforce the law, the Commissioner upon learning of the fact at once served, or caused to be served, the necessary notice to erect fire escapes as the law provides.

And while the law in most localities is fairly well complied with, there has been a few instances during the past two years where the Commissioner has deemed it his duty to serve notices and compel compliance.

## FACTORY INSPECTION—

Giving height of buildings, means of entrance and exit,

## APPANOOSE

Marginal number.	Industry.	Number of stor-ies in factory.	Number of stair-ways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
1	Coal mine cars	2	1			
2	Electric light and power	1	1			
3	General machine shop	2	1			
4	Laundry	1	1			

## BENTON

5	Canning factory	3	2	No.	1	Bars.
6	Canning factory	3	2		2	Gates.
7	Electric light, power and water	1	1	Yes.		
8	Laundry	1	1			
9	Steel Coiling Corridor, etc.	1	2			
10	Pearl buttons	2	1			

## BLACK HAWK

11	Bottling works	2	1		1	Bars.*
12	Brick plant	1	1	No.	1	Gates.
13	Butter factory	3	1		1	Gates.*
14	Candy factory	2	1		1	Gates.
15	Canning factory	3	1	Yes.	1	Gates.
16	Carriage factory	3	1	No.	2	Gates.
17	Casket factory	3	1	No.	1	None.*
18	Creamery supplies	1	1	Yes.	1	Gates.
19	Cream separators	1	1			
20	Cream separators	2	1		1	Bars.*
21	Electric power	1	1			
22	Flour mill	3	1	No.	None.	
23	Flour mill	4	1	No.	None.	
24	Flour and feed	4	1	No.	None.	
25	Foundry	1	1			
26	Foundry	1	1			
27	Furnace, feed mills and cookers	2	1			
28	Galvanized steel tanks, etc.	1	1			
29	Garment factory	2	1		1	
30	Gasoline engines	1	1			
31	Gasoline engines and automobiles	1	1			
32	General machine shop	1	1			
33	Gloves and mittens	1	1			
34	Grinding mills and feed cookers	1	1			
35	Horse collars and sweat pads	2	1		1	Gates.

a Power rented. b Water power.

TABLE No. 1.

ventilation, sanitation, condition of power and machinery.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents, since 1900.	Boiler inspections. How often?	Marginal number.
		Description of.	Separate for females.	Condition.				
Good.		Earth.		Good.	Poor.*	None.	None.	1
Good.		Earth.		Good.	Poor.*	None.	90 days.	2
Good.		Earth.	Yes.	Good.	Poor.*	None.	None.	3
Good.		Flush.	Yes.	Good.	Fair.*	1	a	4

## COUNTY.

Yes.		Earth.	Yes.	Fair.	Poor.*	None.	90 days.	5
Good.		Flush.	Yes.	Good.	Poor.*	None.	90 days.	6
Good.		Flush.	No.	Good.	Fair.*	None.	90 days.	7
Good.	Yes.	None.*	No.	Good.	Good.	None.	None.	8
Good.	Yes.	Flush.	Yes.	Fair.*	Fair.*	None.	90 days.	10

## COUNTY.

Good.		Flush.	Yes.	Good.	Good.	None.	None.	11
Good.		Earth.		Good.	Good.	None.	90 days.	12
Fair.*	Yes.	Earth.		Fair.	Fair.*	None.	None.	13
Good.		Flush.	Yes.	Good.	Fair.*	None.	None.	14
Good.		Earth.	Yes.	Good.	Poor.*	4	90 days.	15
Good.		Flush.	Yes.	Good.	Good.	None.	None.	16
Good.	Yes.	Earth.	Yes.	Good.	Poor.*	None.	None.	17
Good.		Flush.	Yes.	Good.	Good.	None.	None.	18
Good.	Yes.	Flush.		Good.	Good.	None.	90 days.	19
Good.	Yes.	Flush.		Good.	Fair.*	a	a	20
Good.		Earth.		Good.	Good.	None.	90 days.	21
Good.	Yes.	None.*		Good.	Good.	None.	90 days.	22
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	b	23
Good.	Yes.*	Earth.	Yes.	Good.	Fair.*	None.	c	24
Good.	Yes.*	Earth.		Good.	Fair.*	None.	c	25
Good.	Yes.*	Earth.	No.*	Fair.	Good.	None.	a	26
Good.		Flush.	Yes.	Good.	Good.	None.	a	27
Good.		Flush.	No.*	Good.	Fair.*	None.	a	28
Good.		Flush.	Yes.	Good.	Good.	None.	c	29
Good.		Earth.		Good.	Fair.*	None.	b	30
Good.	Yes.*	Earth.	Yes.	Good.	Good.	None.	a	31
Good.	Yes.*	Earth.	Yes.	Good.	Fair.*	None.	c	32
Good.	Yes.*	Earth.	Yes.	Good.	Good.	None.	a	33
Good.		Earth.	Yes.	Good.	Fair.*	None.	c	34
Good.		Earth.	Yes.	Good.	Fair.*	None.	c	35

c Gasoline engine. \* Recommendation made.

## FACTORY INSPECTION—

## BLACK HAWK

Marginal number.	Industry.	Number of stor-ies in fac-tory.	Number of stair-ways	Are fire es-cape pro-vided.	Elevators.	
					How guarded.	Number of
36	Hot air registers.....	1				
37	Iron gates (farm and railway).....	2				
38	Ladies' garments.....	2	2			
39	Ladies' garments.....	2	2	Yes.		
40	Laundry.....	1			Gates.	
41	Laundry.....	2	1		"	
42	Lumber and turned work.....	3	2	No.	Gates.	
43	Manure spreaders.....	2	1	No.	"	
44	Newspaper and publishing.....	2	1		Doors.	
45	Overalls and shirts.....	2	1		"	
46	Packed pork and beef.....	4	3	Yes.	Gates.	
47	Refrigerators.....	2	1		Gates.	
48	Refrigerators and coolers.....	2	1		Bars.	
49	Radiators.....	2	1	Yes.	Gates.	
50	Shab, doors and store fixtures.....	2	1		"	
51	Shab, doors and store fixtures.....	2	1		Gates.	
52	Self-feeders.....	3	2	No.	Gates.	
53	Special farm machinery.....	2	1		"	
54	Threshing and hay machinery.....	1			"	
55	Well drilling machinery.....	1			"	
56	Wood plaster.....	2	1		"	

## BOONE

57	Blank books and job printing.....	2	1			
58	Cereal mill.....	4		No.		
59	Electric light, heat and power.....	1				
60	Foundry and machine shop.....	1				
61	Horse collar factory.....	2	1			
62	Laundry.....	1				
63	Laundry.....	1				

## BREMER

64	Brewery.....	4	1	No.	None.	
65	Electric light.....	1				

## BUCHANAN

66	Canning factory.....	2	2		1	Gates.
67	Electric light and water supply.....	1	1			
68	Laundry.....	1	2			
69	Planing mill.....	1				

## BUENA VISTA

70	Brick and tile.....	3	2	No.	1	Bars.
71	Butter tub factory.....	2	1	No.		
72	Flour and feed mill.....	1				
73	Laundry.....	1				

\* Recommendation made.

## TABLE No. 1—CONTINUED.

## COUNTY—CONTINUED.

Water Closets.								
Ventila- tion of work rooms.	Are dust blowers pro- vided?	Descrip- tion of.	Separate for fe- males.	Condition.	Protection of ma- chinery.	Number of acci- dents since 1900.	Boiler in- spec- tion. How often?	Margi- nal num- ber.
Good.	No.*	Earth.	.....	Good.	Good.	None.	a	36
Good.		Earth.	.....	Good.	Fair.*	None.	b	37
Good.		Flush.	Yes.	Good.	Good.	None.	a	38
Good.		Flush.	Yes.	Good.	Good.	None.	a	39
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	a	40
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	1	None.	41
Good.	Yes.	Earth.	Yes.	Good.	Good.*	None.	90 days.	42
Good.	Yes.	Earth.	Yes.	Good.	Poor.*	8	90 days.	43
Good.		Flush.	Yes.	Good.	Good.	None.	a	44
Good.		Flush.	Yes.	Good.	Good.	None.	a	45
Good.		Earth.	Yes.	Good.	Good.	None.	a	46
Good.		Flush.	Yes.	Good.	Poor.*	1	90 days.	47
Good.	Yes.	Flush.	Yes.	Good.	Poor.*	1	None.	48
Good.		Flush.	Yes.	Good.	Poor.*	3	None.	49
Good.		Flush.	Yes.	Good.	Poor.*	3	90 days.	50
Good.	Yes.	Earth.	Yes.	Good.	Poor.*	1	None.	51
Good.	Yes.	Earth.	No.*	Good.	Poor.*	1	a	52
Good.		Flush.	*	Good.	Fair.*	None.	6 mths.	53
Good.		Flush.	.....	Good.	Poor.*	4	90 days.	54
Good.		Earth.	.....	Good.	Fair.*	None.	90 days.	55

## COUNTY.

Good.		Flush.	Yes.	Good.	Good.	None.	a	57
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	58
Good.		Earth.		Good.	Poor.*	None.	90 days.	59
Good.		Earth.		Good.	Good.	None.	None.	60
Good.		Flush.		Good.	Good.	None.	a	61
Good.	Yes.	Flush.	*	Good.	Poor.*	None.	90 days.	62
Good.	Yes.	Flush.	*	Good.	Fair.*	None.	90 days.	63

## COUNTY.

Good.		Flush.		Good.	Good.	None.	None.	64
Good.		Earth.		Good.	Fair.*	None.	90 days.	65

## COUNTY.

Good.		Earth.	Yes.	Fair.	Fair.*	None.	None.	66
Good.		Flush.	Yes.	Good.	Poor.*	None.	90 days.	67
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	None.	68
Good.		Earth.		Fair.	Poor.*	None.	None.	69

## COUNTY.

Good.		Earth.		Fair.	Fair.*	None.	None.	70
Good.	Yes.	Earth.		Good.	Poor.*	None.	None.	71
Good.	Yes.	Earth.		Good.	Fair.*	None.	90 days.	72
Good.		Earth.	Yes.	Good.	Good.*	None.	None.	73

a Power rented. b Water power.



## FACTORY INSPECTION—

## CALHOUN

Marginal number.	Industry.	Number of stor- ies in fac- tory.	Number of stair- ways.	Are fire es- capes pro- vided?	Elevators.	
					Number of	How guarded.
74	Brick and tile.	2	2	.....	.....	.....
75	Butter, eggs and poultry	2	1	.....	1	*
76	Canning factory.	3	2	No.	1	*

## CARROLL

77	Calf muscle factory.	2	1	.....	.....	.....
78	Electric light, heat and power.	1	1	.....	.....	.....
79	Implement factory	2	1	.....	1	*

## CASS

80	Canning factory.	2	1	Yes.	1	*
81	Electric light and power	1	1	.....	.....	.....
82	Laundry	1	1	.....	.....	.....
83	Structural iron works.	1	1	.....	.....	.....

## CERRO GORDO

84	Beef and pork packing	2	3	Yes.	1	Gates.
85	Blank books and printing	1	1	.....	.....	.....
86	Brick and tile factory	1	1	.....	.....	.....
87	Brick and tile factory.	1	1	.....	.....	.....
88	Brick and tile factory.	1	1	.....	.....	.....
89	Broom and brush factory	2	1	.....	2	Gates.
90	Butter, eggs and poultry	2	1	.....	.....	.....
91	Butter, eggs and poultry	2	1	.....	2	Gates.
92	Foundry and machine shop.	1	1	.....	.....	.....
93	Glove and mitten factory.	1	1	.....	.....	.....
94	Laundry	1	1	.....	.....	.....
95	Laundry	2	1	.....	.....	.....
96	Mattress, tent and awning factory.	1	1	.....	1	Doors.
97	Pipe organ factory	1	1	.....	.....	.....
98	Rice factory	2	1	.....	.....	.....

## CHEROKEE

99	Creamery	1	1	.....	.....	.....
100	Electric current.	1	1	.....	.....	.....
101	Farm machinery	1	1	.....	.....	.....
102	Laundry	1	1	.....	.....	.....
103	Well drilling machinery	1	1	.....	.....	.....

## CLAY

104	Electric light and water supply	1	1	.....	.....	.....
105	Flour and feed mill	4	1	Yes.	No.	.....
106	Hay press factory.	2	1	.....	.....	.....

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work room.	Are dust blowers provided.	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Butler inspections. How often?	Marginal number.
		Description of.	Separate for females.	Condition.				
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	74
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	75
Good.	.....	Earth.	Yes.	Fair.*	Poor.*	None.	90 days.	76

## COUNTY.

Good.	.....	Earth.	.....	Good.	Good.	None.	a	77
Good.	.....	Flush.	.....	Good.	Poor.*	None.	90 days.	78
Good.	.....	Earth.	.....	Good.	Poor.*	None.	c	79

## COUNTY.

Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	90 days.	80
Good.	.....	Earth.	.....	Good.	Poor.*	None.	90 days.	81
Good.	.....	None.*	.....	Good.	Fair.*	None.	None.	82
Good.	.....	Earth.	.....	Good.	Good.	None.	None.	83

## COUNTY.

Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	84
Good.	.....	Earth.	.....	Fair.	Good.	None.	a	85
Good.	.....	Earth.	.....	Fair.	Good.	None.	90 days.	86
Good.	.....	Earth.	.....	Fair.	Good.	None.	90 days.	87
Good.	.....	Earth.	.....	Fair.	Fair.*	None.	90 days.	88
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	89
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	90
Good.	.....	Earth.	Yes.	Good.	Fair.*	None.	None.	91
Good.	.....	Earth.	.....	Fair.	Fair.*	None.	None.	92
Good.	.....	Flush.	.....	Good.	Good.	None.	a	93
Good.	.....	Flush.	.....	Fair.	Fair.*	None.	90 days.	94
Good.	.....	Yes.	.....	Fair.	Fair.*	None.	90 days.	95
Good.	.....	Yes.	.....	Good.	Good.	None.	a	96
Good.	.....	Earth.	Yes.	Fair.	Fair.*	None.	a	97
Good.	.....	Earth.	Yes.	Good.	Good.	None.	90 days.	98
Good.	.....	Flush.	No.*	Fair.	Good.	None.	a	99

## COUNTY.

Good.	.....	Earth.	Yes.	Good.	Good.	None.	None.	99
Good.	.....	Earth.	.....	Fair.*	Good.	None.	90 days.	100
Good.	.....	No.*	.....	Poor.*	Fair.*	None.	c	101
Good.	.....	Earth.	No.*	Good.	Fair.*	None.	c	102
Good.	.....	Flush.	.....	Good.	Fair.*	None.	c	103

## COUNTY.

Good.	.....	None.	.....	Good.	Poor.*	None.	90 days.	104
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	105
Good.	.....	Earth.	.....	Good.	Poor.*	None.	None.	106

a Power rented. c Gasoline engine.

## FACTORY INSPECTION—

## CLINTON

Marginal number.	Industry.	Number of stor-ies in fac-tory.	Number of stair-ways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
107	Biscuit, crackers and cakes.....	2	1	.....	1	Bars.
108	Boxes and box shooks.....	2	2	.....	.....	.....
109	Brewery.....	4	1	No.	.....	.....
110	Brewery.....	1	1	No.	.....	.....
111	Brick factory.....	2	1	.....	.....	.....
112	Bridge and structural iron works.....	2	1	.....	.....	.....
113	Dairy apparatus.....	2	1	.....	.....	.....
114	Electric appliance factory.....	2	1	.....	.....	.....
115	Electric and Gas Light Co.....	2	2	.....	.....	.....
116	Farm wagon factory.....	1	1	.....	.....	.....
117	Flour and cereal mill.....	2	1	.....	.....	.....
118	Furniture factory.....	3	2	Yes.	1	Gates.
119	Furniture factory.....	2	2	.....	1	Gates.
120	Furniture and upholstery.....	3	1	Yes.	None	.....
121	Gasoline engines and boats.....	2	1	.....	.....	.....
122	General machine shop.....	2	1	.....	.....	.....
123	Laundry.....	2	2	.....	.....	.....
124	Laundry.....	2	1	.....	.....	.....
125	Laundry.....	2	2	.....	.....	.....
126	Lumber, lath and shingle mill.....	2	2	.....	.....	.....
127	Lumber, lath and shingle mill.....	2	2	.....	.....	.....
128	Lumber and planing mill.....	1	1	.....	.....	.....
129	Paper machine goods.....	2	2	.....	.....	.....
130	Printing and binding.....	2	2	.....	.....	.....
131	Printing and publishing.....	3	3	No.	.....	.....
132	Roofing felt.....	2	1	.....	.....	.....
133	Rug factory.....	2	1	.....	.....	.....
134	Rug factory.....	2	2	.....	.....	.....
135	Saddle and harness.....	2	1	.....	.....	.....
136	Sash, doors and interior finishing.....	3	3	No.	4	Gates.
137	Sash, doors and interior finishing.....	3	3	No.	4	Doors.*
138	Skirt factory.....	2	2	.....	.....	.....
139	Spring beds and wire mattresses.....	2	2	.....	.....	.....
140	Steam boiler and iron plate works.....	1	1	.....	.....	.....
141	Steel lock factory.....	2	2	.....	.....	.....
142	Wrapping paper.....	2	1	.....	.....	.....

## CRAWFORD

143	Electric light and power.....	1	.....	.....	.....	.....
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## DELAWARE

144	Electric light, heat and power.....	1	.....	.....	.....	.....
145	Laundry.....	1	.....	.....	.....	.....
146	Laundry.....	1	.....	.....	.....	.....

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Roller inspections, How often?	Marginal number.
		Description of	Separate for females.	Condition.				
Good.	.....	Finsh.	Yes.	Good.	Fair *	None.	90 days.	107
Good.	Yes.	Finsh.	No.*	Good.	Good.	1	90 days.	108
Good.	.....	Finsh.	.....	Good.	Good.	None.	90 days.	109
Good.	.....	Finsh.	.....	Good.	Good.	None.	90 days.	110
Good.	.....	Finsh.	.....	Good.	Fair *	None.	90 days.	111
Good.	.....	Finsh.	No.*	Good.	Poor.*	4	90 days.	112
Good.	.....	Finsh.	.....	Good.	Good.	None.	.....	113
Good.	.....	Finsh.	.....	Good.	Good.	None.	.....	114
Good.	.....	Finsh.	.....	Good.	Poor.*	1	90 days.	115
Good.	Yes.	Finsh.	.....	Good.	Poor.*	None.	90 days.	116
Good.	Yes.	Finsh.	.....	Good.	Good.	None.	.....	117
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	1	90 days.	118
Good.	Yes.	Earth.	.....	Fair.	Poor.*	None.	90 days.	119
Good.	Yes.	Earth.	Yes.	Good.	Poor.*	None.	90 days.	120
Good.	.....	Finsh.	.....	Good.	Fair.*	None.	90 days.	121
Good.	.....	Finsh.	.....	Good.	Good.	None.	90 days.	122
Good.	Yes.	Finsh.	.....	Good.	Good.	None.	90 days.	123
Good.	Yes.	Finsh.	No.*	Good.	Fair.*	None.	90 days.	124
Good.	Yes.	Finsh.	.....	Good.	Good.	None.	90 days.	125
Good.	Yes.	Finsh.	.....	Good.	Good.	None.	90 days.	126
Good.	Yes.	Finsh.	.....	Good.	Good.	None.	90 days.	127
Good.	Yes.	Finsh.	.....	Good.	Good.	None.	90 days.	128
Good.	.....	Finsh.	.....	Good.	Good.	None.	90 days.	129
Good.	Yes.	Finsh.	No.*	Good.	Fair.*	None.	.....	130
Good.	.....	Finsh.	No.*	Good.	Good.	None.	.....	131
Fair.	Yes.	Earth.	Yes.	Fair.	Fair.*	None.	.....	132
Good.	Yes.	Earth.	.....	Good.	Fair.*	None.	.....	133
Good.	.....	Earth.	.....	Good.	Fair.*	None.	.....	134
Good.	.....	Earth.	.....	Good.	Fair.*	None.	.....	135
Good.	Yes.	Finsh.	.....	Good.	Poor.*	2	90 days.	136
Good.	Yes.	Finsh.	.....	Good.	Poor.*	None.	90 days.	137
Good.	.....	Finsh.	.....	Good.	Good.	None.	.....	138
Good.	.....	Earth.	No.*	Good.	Fair.*	None.	.....	139
Good.	.....	Earth.	.....	Fair.	Poor.*	1	90 days.	140
Good.	Yes.*	Finsh.	.....	Good.	Fair.*	3	90 days.	141
Good.	Yes.	Earth.	Yes.	Good.	Poor.*	None.	90 days.	142

## COUNTY.

Good.	.....	None.*	.....	.....	Fair.*	None.	90 days.	143
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## COUNTY.

Good.	.....	None.*	.....	.....	Good.	None.	90 days.	144
Good.	.....	Finsh.	Yes.	.....	Good.	None.	.....	145
Good.	.....	Finsh.	Yes.	Good.	Good.	None.	.....	146

a Power rented.

c Gasoline engine.

FACTORY INSPECTION—  
DES MOINES

Marginal number.	Industry.	Number of stores in factory.	Number of stairways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
147	Bakery	1				
148	Bakery factory	2			1	Gates.
149	Blank books and stationery	3	1	Yes.	1	Doors.
150	Blank books and stationery	1		Yes.	1	Doors.
151	Box and crate factory	2			1	Doors.
152	Brewery	4	4	No.		
153	Brewery	4	4	No.	1	Doors.
154	Brewery	3	2	No.	None.	
155	Broom factory	2	1			
156	Candy factory	3	3	Yes.	1	Gates.
157	Candy factory	2	2		1	Bars.
158	Cigar factory	4	3	Yes.	2	Doors.*
159	Cooperage	2	2			
160	Electric light and power	2				
161	Engine boiler and machine shop	3	3	Yes.		
162	Flour, sack and doors and fuel	3	4	No.	1	Gates.
163	Foundry	3	4	Yes.	1	Doors.
164	Furniture and cabinet Co.	3	3	Yes.	6	Gates.
165	Furniture and mattress factory	5	3	Yes.		
166	Granite, marble and stone work	1				
167	Laundry	1				
168	Laundry	2	2			
169	Laundry	2	2		1	Bars.
170	Laundry	1				
171	Locomotive and car repair shop	1				
172	Lumber, lath and shingles	2	1			
173	Office desks	4	3	Yes.		
174	Paper box factory	3	2	Yes.	1	Doors.
175	Pearl button factory	2		Yes.	1	Doors.
176	Pickle and condiment factory	2	1		1	Doors.
177	Poultry, eggs and butter	1				
178	Saddlery	4	3	Yes.	2	Gates.
179	Sash and door factory	2	2			
180	Sash and door factory	2	2			
181	Sash doors, planing mill	2	2	Yes.	1	Gates.
182	Soap factory	3	2	Yes.	2	Gates.
183	Vehicle wheels	2	1		1	Gates.
184	Vininger and pickle factory	2	3		2	Bars.
185	Wagon factory	2	3	Yes.	2	Gates.
186	Wagon factory	3	3	Yes.	2	Bars.
187	Workmen's garments	3	1	No.	1	Bars.

## DUBUQUE

188	Blank book and job work	3	1	No.	1	Doors.
189	Boilers and iron boats	1				
190	Boxes and box shooks	2	1		1	Bars.
191	Boxes, shooks and crates	1				
192	Brewery	2	1			
193	Brewery	2	1		1	Bars.
194	Brewery	2	1		3	Bars.*
195	Brooms and brushes	3	2	Yes.	1	Bars.
196	Butter and milk factory	4	1	Yes.	1	Gates.
197	Butter blanks	3				
198	Candy factory	4	2	Yes.	1	Gates.
199	Carriage factory	5	1	Yes.	1	Bars.
200	Casket and hardware	2	1	Yes.	1	Doors.
201	Casket and hardware	2	1	Yes.	1	Bars.
202	Caskets, robes and linings	4	1	Yes.	1	Doors.
203	Casket factory	4	1	Yes.	2	Doors.
204	Cast iron hardware	4	1	Yes.	1	Doors.
205	Church furniture	3	1	Yes.	1	Bars.

\* Recommendation made.

## TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1880.	Boiler inspections. How often?	Marginal number.
		Description of	Separate for females.	Condition.				
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	147
Good.		Earth.	Fair.	Fair.	Good.	None.	90 days.	148
Good.		Finsh.	Yes.	Good.	Good.	None.	c	149
Good.		Finsh.	No.*	Good.	Good.	None.	c	150
Good.		Finsh.		Good.	Good.	None.	90 days.	151
Good.		Finsh.		Good.	Good.	None.	90 days.	152
Good.		Earth.		Good.	Good.	None.	90 days.	153
Good.		Finsh.		Good.	Good.	None.	90 days.	154
Good.		Finsh.	Yes.	Good.	Good.	None.	c	155
Good.	Yes.	Finsh.	Yes.	Good.	Fair.*	None.	c	156
Good.	Yes.	Finsh.	Yes.*	Good.	Good.	None.	c	157
Good.		Earth.	Yes.	Fair.	Good.	None.	a	158
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	159
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	160
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	161
Good.		Finsh.	Yes.	Good.	Good.	None.	c	162
Good.		Finsh.	Yes.	Good.	Good.	None.	c	163
Good.		Finsh.	Yes.	Good.	Good.	None.	c	164
Good.		Finsh.	Yes.	Good.	Good.	None.	c	165
Good.		Finsh.	Yes.	Good.	Good.	None.	c	166
Good.		Finsh.	Yes.	Good.	Good.	None.	c	167
Good.		Finsh.	Yes.	Good.	Good.	None.	c	168
Good.		Finsh.	Yes.	Good.	Good.	None.	c	169
Good.		Finsh.	Yes.	Good.	Good.	None.	c	170
Good.		Finsh.	Yes.	Good.	Good.	None.	c	171
Good.		Finsh.	Yes.	Good.	Good.	None.	c	172
Good.		Finsh.	Yes.	Good.	Good.	None.	c	173
Good.		Finsh.	Yes.	Good.	Good.	None.	c	174
Good.		Finsh.	Yes.	Good.	Good.	None.	c	175
Good.		Finsh.	Yes.	Good.	Good.	None.	c	176
Good.		Finsh.	Yes.	Good.	Good.	None.	c	177
Good.		Finsh.	Yes.	Good.	Good.	None.	c	178
Good.		Finsh.	Yes.	Good.	Good.	None.	c	179
Good.		Finsh.	Yes.	Good.	Good.	None.	c	180
Good.		Finsh.	Yes.	Good.	Good.	None.	c	181
Good.		Finsh.	Yes.	Good.	Good.	None.	c	182
Good.		Finsh.	Yes.	Good.	Good.	None.	c	183
Good.		Finsh.	Yes.	Good.	Good.	None.	c	184
Good.		Finsh.	Yes.	Good.	Good.	None.	c	185
Good.		Finsh.	Yes.	Good.	Good.	None.	c	186
Good.		Finsh.	Yes.	Good.	Good.	None.	c	187

## COUNTY.

Good.		Finsh.	Yes.	Good.	Good.	None.	a	188
Good.		Earth.	Yes.	Good.	Good.	None.	a	189
Good.		Earth.	Yes.	Good.	Good.	None.	c	190
Good.		Earth.	Yes.	Good.	Good.	None.	c	191
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	192
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	193
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	194
Good.		Finsh.	No.*	Fair.	Good.	None.	a	195
Good.		Finsh.	Yes.	Good.	Fair.*	None.	90 days.	196
Good.		Finsh.	Yes.	Good.	Fair.*	None.	90 days.	197
Good.	Yes.	Finsh.	Yes.	Good.	Fair.*	None.	90 days.	198
Good.		Finsh.	Yes.	Good.	Good.	None.	a	199
Good.		Finsh.	Yes.	Good.	Good.	None.	a	200
Good.		Finsh.	Yes.	Good.	Good.	None.	a	201
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	202
Good.		Finsh.	Yes.	Good.	Good.	None.	90 days.	203
Good.	Yes.*	Finsh.	Yes.	Good.	Fair.*	None.	90 days.	204
Good.	Yes.	Finsh.	Yes.	Good.	Good.	None.	90 days.	205

a Power rented, c Gasoline engine.



## FACTORY INSPECTION—

## DUBUQUE

Marginal number.	Industries.	Number of stories in factory.	Number of stairways.	Are fire escapes provided.	Elevators.	
					Number of	How guarded.
206	Cigar boxes and labels	2	1		1	Doors.
207	Cigar factory	3	1	No.*	1	Bars.
208	Cigar factory	4	1	Yes.	1	Doors.
209	Cigars and tobacco	4	1	Yes.	1	Doors.
210	Cigars and tobacco	4	1	Yes.	1	Gates.
211	Cigars and smoking tobacco	3	1	Yes.	1	Doors.
212	Coffee and spice jobbers	3	3	Yes.	3	Gates.
213	Electric light and power	1	1			
214	Electric light and power	1	1			
215	Excelsior factory	1	1			
216	Flour and feed mill	3	1	No.		
217	Foundry	2	1		1	Bars.
218	Furniture and store fixtures	4	2	Yes	1	Doors.
219	Furniture factory	2	1		1	Rails.
220	General machine shop	2	1		1	Doors.
221	General machine shop	2	1			
222	Hardware specialties	2	1			
223	Horse collars and pads	2	2			
224	Hotel registers and stationery	3	1	Yes.		
225	Iron and brass goods	2	3		2	Gates.
226	Laundry	2	2			
227	Laundry	2	1			
228	Laundry	2	1			
229	Laundry	2	1			
230	Laundry	1	1			
231	Lumber mill	1	1			
232	Lumber mill	2	1			
233	Mattresses and spring beds	3	2	Yes.	1	Gates.
234	Paper boxes	3	1	Yes.	1	Bars.
235	Paper boxes	3	1	Yes.	1	Doors.
236	Pork packers	2	1		1	Gates.
237	Printing and publishing	3	1			
238	Printing and publishing	3	1	Yes.		Gates.
239	Robe tanning company	4	1	Yes.	1	Doors.
240	Saddlery manufacturers	3	1	Yes.	1	Doors.
241	Shah, doors and inside finishing	3	2	Yes.	1	Doors.
242	Shah, doors and finishing	3	3	No.	4	Gates.
243	Shah, doors and inside finishing	3	3	Yes.	6	Bars.
244	Sheet metal works	3	3	No.	1	Doors.
245	Shoe factory	3	2	Yes.	1	Gates.
246	Soap factory	4	2	Yes.	2	Gates.
247	Steam boiler and sheet iron works	1	1			
248	Steam pump factory	2	1		1	Gates.
249	Wagons and buggies	4	1	Yes.		
250	Water wheels and mill machinery	3	1	Yes.	1	Bars.
251	Wooden handles	1	1			
252	Workmen's garments	3	1	Yes.	1	Gates.
253	Workmen's garments	3	1	Yes.	1	Doors.
254	Workmen's garments	4	2	Yes.	1	Doors.
255	Workmen's garments	4	1	Yes.	2	Doors.
256	Workmen's garments	4	2	Yes.	2	Doors.

\* Recommendation made.

TABLE No. 1—CONTINUED

## COUNTY—CONTINUED.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of.	Separate for females.	Condition.				
Good.		Flush.	Yes.	Good.	Good.	None.	c	206
Good.		Flush.	Yes.	Good.	Good.	None.	c	207
Good.		Flush.	Yes.	Good.	Good.	None.	c	208
Good.		Flush.	Yes.	Good.	Good.	None.	c	209
Good.		Flush.	Yes.	Good.	Good.	None.	c	210
Good.		Flush.	Yes.	Good.	Good.	None.	c	211
Good.		Flush.	Yes.	Good.	Good.	None.	c	212
Good.		Flush.	Yes.	Good.	Good.	None.	c	213
Good.		Flush.	Yes.	Good.	Good.	None.	c	214
Good.		Flush.	Yes.	Good.	Good.	None.	c	215
Good.		Flush.	Yes.	Good.	Good.	None.	c	216
Good.		Flush.	Yes.	Good.	Good.	None.	c	217
Good.		Flush.	Yes.	Good.	Good.	None.	c	218
Good.		Flush.	Yes.	Good.	Good.	None.	c	219
Good.		Flush.	Yes.	Good.	Good.	None.	c	220
Good.		Flush.	Yes.	Good.	Good.	None.	c	221
Good.		Flush.	Yes.	Good.	Good.	None.	c	222
Good.		Flush.	Yes.	Good.	Good.	None.	c	223
Good.		Flush.	Yes.	Good.	Good.	None.	c	224
Good.		Flush.	Yes.	Good.	Good.	None.	c	225
Good.		Flush.	Yes.	Good.	Good.	None.	c	226
Good.		Flush.	Yes.	Good.	Good.	None.	c	227
Good.		Flush.	Yes.	Good.	Good.	None.	c	228
Good.		Flush.	Yes.	Good.	Good.	None.	c	229
Good.		Flush.	Yes.	Good.	Good.	None.	c	230
Good.		Flush.	Yes.	Good.	Good.	None.	c	231
Good.		Flush.	Yes.	Good.	Good.	None.	c	232
Good.		Flush.	Yes.	Good.	Good.	None.	c	233
Good.		Flush.	Yes.	Good.	Good.	None.	c	234
Good.		Flush.	Yes.	Good.	Good.	None.	c	235
Good.		Flush.	Yes.	Good.	Good.	None.	c	236
Good.		Flush.	Yes.	Good.	Good.	None.	c	237
Good.		Flush.	Yes.	Good.	Good.	None.	c	238
Good.		Flush.	Yes.	Good.	Good.	None.	c	239
Good.		Flush.	Yes.	Good.	Good.	None.	c	240
Good.		Flush.	Yes.	Good.	Good.	None.	c	241
Good.		Flush.	Yes.	Good.	Good.	None.	c	242
Good.		Flush.	Yes.	Good.	Good.	None.	c	243
Good.		Flush.	Yes.	Good.	Good.	None.	c	244
Good.		Flush.	Yes.	Good.	Good.	None.	c	245
Good.		Flush.	Yes.	Good.	Good.	None.	c	246
Good.		Flush.	Yes.	Good.	Good.	None.	c	247
Good.		Flush.	Yes.	Good.	Good.	None.	c	248
Good.		Flush.	Yes.	Good.	Good.	None.	c	249
Good.		Flush.	Yes.	Good.	Good.	None.	c	250
Good.		Flush.	Yes.	Good.	Good.	None.	c	251
Good.		Flush.	Yes.	Good.	Good.	None.	c	252
Good.		Flush.	Yes.	Good.	Good.	None.	c	253
Good.		Flush.	Yes.	Good.	Good.	None.	c	254
Good.		Flush.	Yes.	Good.	Good.	None.	c	255
Good.		Flush.	Yes.	Good.	Good.	None.	c	256

a Power rented. c Gasoline engine.

## FACTORY INSPECTION—

## EMMET

Marginal number.	Industry.	Number of stories in factory.	Number of stairways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
257	Cement block factory	1	1			
258	Electric light and water power	1	1			
259	Laundry	2	1			

## FAYETTE

260	Electric light, heat and water	1	1			
261	Foundry	1	1			
262	Laundry	2	1			
263	Laundry	2	2			

## FLOYD

264	Disc and harrow factory	1	1			
265	Electric light and heat	1	1			
266	Gasoline engine factory	1	1			
267	Laundry	1	1			
268	Laundry	1	1			
269	Woodwork and interior finishing	1	1			
270	Woodwork and interior finishing	2	1			

## GREENE

271	Electric light and power	1	1			
272	Laundry	1	1			

## GRUNDY

273	Brick and tile factory	2	1*			
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## HAMILTON

274	Bottling works	2	1			
275	Butter tub factory	1	1			
276	Electric light, heat and power	1	1			
277	Felt shoes	2	1			
278	Foundry and machine shop	2	2			
279	Laundry	2	2		Doors.	
280	Poultry, butter and eggs	2	1		Bars.	
281	Thrasher sieves and chaffers	2	2		Bars.	

## HARDIN

282	Electric light and power	1	1			
283	Electric light and power	1	1			
284	Gasoline engine	2	1			
285	Laundry	2	1		1	Doors.
286	Sewer pipe and drain tile	2	2	No.	1	Gates.*

\* Recommendation made.

TABLE NO. 1.—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of	Separate for females.	Condition.				
Good.		Earth.		Good.	Good.	None.		287
Good.		Earth.		Good.	Poor.*	None.	90 days.	288
Good.	Yes.	Earth.	No.*	Good.	Good.	None.	None.	289

## COUNTY.

Good.		Earth.		Good.	Fair.*	None.	90 days.	290
Good.		Earth.		Good.	Poor.*	None.	90 days.	291
Good.	Yes.	Flush.	No.*	Good.	Fair.*	None.	90 days.	292
Good.		Earth.		Fair.	Poor.*	None.	None.	293

## COUNTY.

Good.		Earth.		Good.	Poor.*	None.	None.	294
Good.		Earth.		Good.	Fair.*	None.	90 days.	295
Good.		Flush.	Yes.	Good.	Poor.*	None.	c	296
Good.		Flush.	Yes.	Good.	Good.	None.	None.	297
Good.		Flush.	Yes.	Good.	Fair.*	None.	a	298
Good.		Earth.		Good.	Poor.*	None.	90 days.	299
Good.		Earth.	Yes.	Good.	Poor.*	None.	90 days.	270

## COUNTY.

Good.		Earth.		Fair.	Poor.*	None.	90 days.	271
Good.		Earth.	No.*	Fair.	Poor.*	None.	None.	272

## COUNTY.

Good.		Earth.		Good.	Poor.*	None.	None.	273
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## COUNTY.

Good.		Earth.		Good.	Good.	None.	90 days.	274
Good.		Earth.		Fair.	Good.	None.	None.	275
Good.		Flush.		Good.	Good.	None.	90 days.	276
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	None.	277
Good.	Yes.	Flush.	Yes.*	Good.	Poor.*	None.	90 days.	278
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	279
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	c	281

## COUNTY.

Good.	.....	No.*	.....	Fair.*	None.	90 days.	282	
Good.	.....	Earth.	.....	Good.	Good.	None.	0 days.	283
Good.	.....	Earth.	.....	Fair.	Fair.*	None.	c	284
Good.	.....	Earth.	No.*	Good.	Poor.*	None.	None.	285
Good.	.....	Earth.	.....	Fair.	Fair.*	None.	90 days.	286

a Power rented. c Gasoline engine.

## FACTORY INSPECTION—

## HARRISON

Marginal number.	Industry.	Number of stories in factory.	Number of stairways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
287	Casket factory	2	1	No.	1	
288	Electric light and power	1	1	No.	1	
289	Flour and feed mill	4	1*	No.	1	

## HENRY

290	Electric light and water	1	1		1	
291	Laundry	1	1		1	
292	Woodworking mill	3	1	Yes.	1	

## JACKSON

293	Butter, eggs and poultry.	2	2		1	Doors.
294	Laundry	2	1		1	

## JASPER

295	Agricultural implements	2	1		1	
296	Agricultural implements	3	1	No.	1	Gates.
297	Hand cutters and self-feeders.	2	2		2	Gates.
298	Bottling works	2	1		1	
299	Bottling works	2	1		1	
300	Electric light	1	1		1	
301	Electric light and power	1	1		1	
302	General machine shop	2	1		1	
303	Incubators and farm implements	2	1		1	Gates.
304	Laundry	1	1		1	
305	Laundry	1	1		1	
306	Laundry	1	1		1	
307	Men's clothing	3	2		1	Gates.

## JEFFERSON

308	Agricultural implements	2	3		1	Gates.
309	Brick and tile	3	1		1	
310	Laundry	1	1		1	
311	Malleable iron castings	2	2		2	
312	Mittens and gloves	2	2		2	
313	Printing and publishing	2	2		2	
314	Printing and publishing	2	2		2	
315	Wagons and bobsleds	2	2		1	Bars.

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided.	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Roller inspections. How often?	Marginal number.
		Description of.	Separate for females.	Condition.				
Good.		Earth.		Good.	Good.	None.	c	287
Good.		Earth.		Good.	Good.	None.	90 days.	288
Good.	Yes.	Earth.		Good.	Good.	None.	90 days.	289

## COUNTY.

Good.		Earth.	Yes.	Good.	Poor.*	None.	90 days.	290
Good.		None.*	No.*		Fair.*	None.	None.	291
Good.	Yes.	Earth.		Good.	Poor.*	None.	None.	292

## COUNTY.

Good.		Earth.	Yes.	Good.	Good.	None.	None.	293
Good.		Earth.	No.*	Fair.	Fair.*	None.	None.	294

## COUNTY.

Good.		Earth.		Fair.	Poor.*	None.	None.	295
Good.	No.*	Flush.	Yes.	Good.	Poor.*	1	6 months.	296
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	297
Good.		Earth.		Good.	Fair.*	None.	c	298
Good.		Earth.		Good.	Poor.*	None.	90 days.	299
Good.		Earth.		Good.	Fair.*	None.	90 days.	300
Good.		Flush.	No.*	Good.	Poor.*	1	6 months.	301
Good.	Yes.	Earth.	No.*	Fair.	Fair.*	None.	6 months.	302
Good.	Yes.	Flush.	No.*	Good.	Fair.*	None.	None.	303
Good.	Yes.	Earth.	No.*	Poor.	Good.	None.	6 months.	304
Good.		Flush.	Yes.	Good.	Fair.*	None.	c	305

## COUNTY.

Good.	No.*	Flush.	Yes.	Good.	Fair.*	None.	c	306
Good.		Earth.		Fair.	Poor.*	1	None.	307
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	308
Good.	No.*	Earth.	Yes.	Good.	Fair.*	None.	90 days.	309
Good.		Flush.	Yes.	Good.	Fair.*	None.	c	310
Good.		Earth.*	Yes.	Fair.	Fair.*	None.	c	311
Good.		Earth.	Yes.	Good.	Fair.*	None.	c	312
Good.	Yes.	Earth.	Yes.	Poor.*	Fair.*	None.	90 days.	313

c Gasoline engine.



FACTORY INSPECTION—  
JOHNSON

Marginal number.	Industry.	Number of stories in factory.	Number of stairways.	Are fire escapes provided?	Elevators.		Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
					Number of.	How guarded.			
316	Boiler and machine shop.	2	1						
317	Brewery.	3	2	No.	1	Bars.		90 days.	316
318	Brewery and bottling works.	4	2		1	Gates.		90 days.	317
319	Broom factory.	2	1					None.	318
320	Flour and feed mill.	4	1	No.				None.	319
321	Gasoline engines, self-feeders and feed mills.	2	2		1	Gates.		None.	320
322	Gloves and mittens.	2	1*			Bars.		None.	321
323	Gloves, mittens and leather novelties.	3	1	No.	1	Doors.		a	322
324	Gloves and mittens.	2	1		1	Gates.		a	323
325	Jewelry and show cases.	4	2	Yes.				90 days.	324
326	Job printing and stationery.	3	1	Yes.	1	Doors.		a	325
327	Knitting factory.	3	1	Yes.	1	Doors.		a	326
328	Laundry.	2	2					None.	327
329	Laundry.	2	2					90 days.	328
330	Leather and robes.	5	1	No.	2	Bars.		None.	329
331	Perfumes and toilet preparations.	3	2	Yes.	1	Gates.		None.	330
332	Perfumes and toilet preparations.	3	2	Yes.	1	Gates.		None.	331
333	Planting mill.	2	1					90 days.	332
334	Printing and publishing.	3	1	No.				a	333

## JONES

335	Butter factory.	3	3	No.*	1	Gates.*		90 days.	335
336	Canning factory.	3	2	No.*				None.	336
337	Father and wool dusters.	2	1					None.	337
338	Laundry.	2	1					None.	338
339	School supplies.	2	1					90 days.	339

## KOSSUTH

340	Butter tub and tank factory.	1						None.	340
341	Cigars and tobaccos.	2	1					None.	341
342	Ice cream and candy factory.	1	1					None.	342
343	Laundry.	1						None.	343
344	Transfer wagons and drays.	1						None.	344

## LEE

345	Barrel factory.	1						None.	345
346	Boot and shoe factory.	4	2	No.*	2	Gates.		None.	346
347	Box factory.	2	1		1	Gates.		None.	347
348	Buggy shafts and poles.	2	2					90 days.	348
349	Canning factory.	3	4	No.	3	Gates.		90 days.	349
350	Dressed and packed poultry.	3	2	No.	3	Gates.*		None.	350
351	Kitchen cabinets and furniture.	2	1					None.	351
352	Hardware and specialties.	2	1	One*		Doors.		a	352
353	Hotel.	5	2		1	Gates.		None.	353
354	Laundry.	1						90 days.	354
355	Laundry.	2	2					None.	355
356	Laundry.	2	1					None.	356
357	Machine shop and foundry.	2	2					None.	357
358	Machine shop.	2	1					None.	358
359	Machine shop.	2	1					None.	359
360	Medicine and extracts.	4	1	Yes.	1	Gates.		c	360
361	Pickles and vinegar.	3	3	No.	1	Gates.*		6 months.	361
362	Plovers and cultivators.	1	3	No.	2	Bars.		90 days.	362
363	Railroad repair shops.	1						None.	363
364	Renovated butter factory.	4	1	Yes.	1	Gates.		90 days.	364
365	Sash, doors and office fixtures.	2	3		2	Bars.*		6 months.	365
366	Sash and doors.	2	3		2	Bars.*		90 days.	366
367	Sawmill, lath and shingles.	2	2					90 days.	367
368	Starch.	2	1		1	Bars.*		90 days.	368
369	Workmen's garments.	2	1					90 days.	369

\* Recommendation made. a Power rented. c Gasoline engine.

TABLE No. 1—CONTINUED.  
COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.		Condition.	Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of.	Separate for females.					
Good.	.....	Earth.	.....	Good.	Fair *	None.	90 days.	316
Good.	.....	Flush.	.....	Good.	Good.	None.	90 days.	317
Good.	.....	Earth.	.....	Good.	Good.	None.	None.	318
Good.	.....	Earth.	.....	Good.	Good.	None.	None.	319
Good.	Yes.	Earth.	.....	Good.	Poor *	None.	None.	320
Good.	No *	Flush.	.....	Good.	Poor *	None.	None.	321
Good.	.....	Earth.	.....	Poor *	Good.	None.	a	322
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	323
Good.	.....	Earth.	Yes.	Good.	Good.	None.	a	324
Good.	Yes.	Flush.	Yes.	Good.	Fair *	None.	90 days.	325
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	326
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	327
Good.	Yes.	Flush.	Yes.	Good.	Fair *	None.	90 days.	328
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	329
Good.	.....	Earth.	Yes.	Good.	Good.	None.	None.	330
Good.	.....	Flush.	Yes.	Good.	Fair *	None.	a	331
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	332
Good.	.....	Flush.	Good.	Good.	Poor *	None.	a	333
Good.	.....	Flush.	Yes.	Good.	3 Poor *	None.	a	334

## COUNTY.

Good.		Earth.	Yes.	Good.	Fair.*	None.	90 days.	335
Good.		Earth.	Yes.	Good.	Fair.*	None.	90 days.	336
Good.		Earth.	Yes.	Good.	Fair.*	None.	90 days.	337
Good.	Yes.*	Earth.	Yes.	Good.	Fair.*	None.	90 days.	338
Good.		Earth.	Yes.	Good.	Fair.*	None.	90 days.	339

## COUNTY.

Good.	Yes.	Earth.		Good.	Fair.*	None.	None.	340
Good.		Earth.		Good.	Fair.*	None.	None.	341
Good.	Yes.	Earth.	No.*	Good.	Fair.*	None.	None.	342
Good.		Earth.		Good.	Fair.*	None.	None.	343

## COUNTY.

Good.		No.*		Good.	Fair.*	None.	None.	345
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	346
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	347
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	348
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	349
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	350
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	351
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	352
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	353
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	354
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	355
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	356
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	357
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	358
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	359
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	360
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	361
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	362
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	363
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	364
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	365
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	366
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	367
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	368
Good.		Earth.	Yes.	Good.	Fair.*	None.	None.	369

d Work done by parties who take the work to their homes.



## FACTORY INSPECTION—

## LINN

Mar- ginal num- ber.	Industry.	Num- ber of stor- ies in fac- tory.	Num- ber of stair- ways.	Are fire escapes pro- vided?	Elevators.	
					Number of	How guarded.
270	Bakery	2	1	No	1	Gates.
271	Beef and pork packing house	2	1	Yes.	2	Gates.
272	Biscuit factory	3	1	Yes.	1	Gates.
273	Blank book factory	3	1	Yes.	1	Gates.
274	Brass works	1	1	No		
275	Brewery	1	1	No		
276	Cement block and plaster factory	2	1	No	1	Bars.
277	Confectionery factory	2	4	No	1	Gates.
278	Creamery supply factory	2	1	No	1	Gates.
279	Furnace factory	2	1	No	1	Gates.
280	Furniture factory	2	1	Yes.	1	Doors.
281	Garment factory	2	6	Gates.	1	Gates.
282	Garment factory	2	1	No	1	Gates.
283	Gunstock and furniture factory	2	1	No		
284	Laundry	2	1	No		
285	Laundry	2	1	No		
286	Laundry	1	1	No		
287	Laundry	1	1	No		
288	Laundry	1	1	No		
289	Laundry	2	1	No		
290	Laundry	2	2	No		
291	Laundry	2	2	No		
292	Laundry	4	1	Yes.		
293	Light and power plant	1	2	No		
294	Light and power plant	1	2	No		
295	Light and power plant	1	2	No		
296	Machine shop	2	1	No	1	Bars.
297	Machine shop and foundry	2	1	No		
298	Machine shop and foundry	2	1	No		
299	Meat and sausage factory	2	1	No		
300	Meat and sausage factory	2	1	No		
301	Meat and sausage factory	2	1	No		
302	Meat and sausage factory	2	1	No		
303	Meat and sausage factory	2	1	No		
304	Meat and sausage factory	2	1	No		
305	Meat and sausage factory	2	1	No		
306	Meat and sausage factory	2	1	No		
307	Meat and sausage factory	2	1	No		
308	Meat and sausage factory	2	1	No		
309	Meat and sausage factory	2	1	No		
310	Meat and sausage factory	2	1	No		
311	Meat and sausage factory	2	1	No		
312	Meat and sausage factory	2	1	No		
313	Meat and sausage factory	2	1	No		
314	Meat and sausage factory	2	1	No		
315	Meat and sausage factory	2	1	No		
316	Meat and sausage factory	2	1	No		
317	Meat and sausage factory	2	1	No		
318	Meat and sausage factory	2	1	No		
319	Meat and sausage factory	2	1	No		
320	Meat and sausage factory	2	1	No		
321	Meat and sausage factory	2	1	No		
322	Meat and sausage factory	2	1	No		
323	Meat and sausage factory	2	1	No		
324	Meat and sausage factory	2	1	No		
325	Meat and sausage factory	2	1	No		
326	Meat and sausage factory	2	1	No		
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330	Meat and sausage factory	2	1	No		
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334	Meat and sausage factory	2	1	No		
335	Meat and sausage factory	2	1	No		
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339	Meat and sausage factory	2	1	No		
340	Meat and sausage factory	2	1	No		
341	Meat and sausage factory	2	1	No		
342	Meat and sausage factory	2	1	No		
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345	Meat and sausage factory	2	1	No		
346	Meat and sausage factory	2	1	No		
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349	Meat and sausage factory	2	1	No		
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353	Meat and sausage factory	2	1	No		
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358	Meat and sausage factory	2	1	No		
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363	Meat and sausage factory	2	1	No		
364	Meat and sausage factory	2	1	No		
365	Meat and sausage factory	2	1	No		
366	Meat and sausage factory	2	1	No		
367	Meat and sausage factory	2	1	No		
368	Meat and sausage factory	2	1	No		
369	Meat and sausage factory	2	1	No		
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371	Meat and sausage factory	2	1	No		
372	Meat and sausage factory	2	1	No		
373	Meat and sausage factory	2	1	No		
374	Meat and sausage factory	2	1	No		
375	Meat and sausage factory	2	1	No		
376	Meat and sausage factory	2	1	No		
377	Meat and sausage factory	2	1	No		
378	Meat and sausage factory	2	1	No		
379	Meat and sausage factory	2	1	No		
380	Meat and sausage factory	2	1	No		
381	Meat and sausage factory	2	1	No		
382	Meat and sausage factory	2	1	No		
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384	Meat and sausage factory	2	1	No		
385	Meat and sausage factory	2	1	No		
386	Meat and sausage factory	2	1	No		
387	Meat and sausage factory	2	1	No		
388	Meat and sausage factory	2	1	No		
389	Meat and sausage factory	2	1	No		
390	Meat and sausage factory	2	1	No		
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394	Meat and sausage factory	2	1	No		
395	Meat and sausage factory	2	1	No		
396	Meat and sausage factory	2	1	No		
397	Meat and sausage factory	2	1	No		
398	Meat and sausage factory	2	1	No		
399	Meat and sausage factory	2	1	No		
400	Meat and sausage factory	2	1	No		
401	Meat and sausage factory	2	1	No		
402	Meat and sausage factory	2	1	No		
403	Meat and sausage factory	2	1	No		
404	Meat and sausage factory	2	1	No		
405	Meat and sausage factory	2	1	No		
406	Meat and sausage factory	2	1	No		
407	Meat and sausage factory	2	1	No		
408	Meat and sausage factory	2	1	No		
409	Meat and sausage factory	2	1	No		
410	Meat and sausage factory	2	1	No		
411	Meat and sausage factory	2	1	No		
412	Meat and sausage factory	2	1	No		
413	Meat and sausage factory	2	1	No		
414	Meat and sausage factory	2	1	No		
415	Meat and sausage factory	2	1	No		
416	Meat and sausage factory	2	1	No		
417	Meat and sausage factory	2	1	No		

## LUCAS

418	Broom factory	1	1	No		
419	Carriage and wagon factory	2	2	No		
420	Electric light plant	2	1	No		
421	Laundry	2	1	No		
422	Machine shop and foundry	2	1	No		

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventila- tion of work rooms.	Are dust blowers pro- vided?	Water Closets			Protection of machinery.	Number of acci- dents since 1890.	Boiler in- spections. How often.	Marginal num- ber.
		Description of	Separate for fe- males.	Condition.				
Good.	.....	Flush.	No.*	Good.	Fair.*	None.	a	370
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	371
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	372
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	373
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	374
Good.	.....	Flush.	No.*	Good.	Fair.*	None.	a	375
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	376
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	377
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	378
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	379
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	380
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	381
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	382
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	383
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	384
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	385
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	386
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	387
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	388
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	389
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	390
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	391
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	392
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	393
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	394
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	395
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	396
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	397
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	398
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	399
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	400
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	401
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	402
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	403
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	404
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	405
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	406
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	407
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	408
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	409
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	410
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	411
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	412
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	413
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	414
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	415
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	416
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	417

## COUNTY.

Good.	.....	Earth.	Yes.	Good.	Good.	None.	a	418
Good.	.....	Earth.	Yes.	Good.	Good.	None.	a	419
Good.	.....	Earth.	Yes.	Good.	Good.	None.	a	420
Good.	.....	Earth.	Yes.	Good.	Good.	None.	a	421
Good.	.....	Earth.	Yes.	Good.	Good.	None.	a	422

a Power rented. c Gasoline engine.

## FACTORY INSPECTION—

## MAHASKA

Marginal number.	Industry.	Number of stories in factory.	Number of stairs in factory.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
423	Boiler and bridge works	2	1			
424	Book binding	2	2		1	Gates.
425	Candy factory	2	4			
426	Canning factory	3	1	No.	1	
427	Cigar factory	1	1			
428	Flour Mill	3	1*	No.	1	Doors.
429	Garment factory	2	2			
430	Glove and mitten factory	2	2			
431	Heating apparatus factory	2	2		2	Bars.
432	Laundry	1	1			
433	Laundry	1	1			
434	Machine shop and foundry	1	1			
435	Planing Mill	1	1			
436	Saddlery and harness factory	2	1			
437	Suspender factory	2	1			
438	Wagon box factory	1	1			
439	Woodworking factory	1	1			

## MARION

440	Agricultural implement factory	2	2			
441	Laundry	1	1			
442	Wagon factory	2	1			

## MARSHALL

443	Boiler and bridge works	2	2	No.		
444	Canning factory	2	1			
445	Furnace works	2	1			
446	Ice plant	2	1			
447	Laundry	2	2			
448	Laundry	2	1			
449	Light and power plant	1	1			
450	Machine works	2	1		1	Bars.
451	Monument works	1	1			
452	Oil and grease works	2	1		1	Gates.
453	Pork packing house	2	1	Yes.	1	Bars.
454	Steam specialty works	2	1			
455	Steel and rubber mat works	2	1			
456	Stoneware factory	2	1	Yes.	1	Gates.
457	Trowel factory	2	1			
458	Vinegar and pickle works	2	1	Yes.	1	Bars.
459	Woodworking factory	2	2			

## MONROE

460	Agricultural implement factory	1	1			
461	Laundry	1	1*			
462	Laundry	1	1			

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of	Separate for females.	Condition.				
Good.	*	Flush.	No.*	Good.	Poor.*	None.	30 days.	423
Good.		Flush.	No.*	Good.	Good.	None.		424
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	425
Good.		Flush.	Yes.	Good.	Good.	None.		426
Good.		Earth.	Yes.	Fair.	Fair.	None.	90 days.	427
Good.		Flush.	Yes.	Good.	Good.	None.	c	428
Good.		Flush.	Yes.	Good.	Good.	1	e	429
Good.	No.*	Flush.	Yes.	Good.	Fair.*	None.	90 days.	430
Good.	Yes.	Flush.	No.*	Good.	Fair.*	None.	None.	431
Good.	No.*	Flush.	Yes.	Good.	Good.	None.	None.	432
Good.	Yes.	Earth.	No.*	Poor.	Poor.*	None.	a	433
Good.		Flush.	Yes.	Good.	Good.	None.	a	434
Good.		Flush.	Yes.	Good.	Good.	None.	a	435
Good.		Earth.		Good.	Poor.*	None.	90 days.	436
Good.		Earth.		Good.	Poor.*	None.	a	437

## COUNTY.

Good.		Earth.	Yes.	Good.	Poor.*	1	None.	None.	440
Good.		Earth.	Yes.	Good.	Poor.*	None.	None.	None.	441
Good.		Earth.		Fair.	Poor.*	None.	None.	None.	442

## COUNTY.

Good.		Earth.		Good.	Good.		90 days.	443
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	444
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	445
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	446
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	447
Good.		Flush.	No.*	Good.	Fair.*	None.	90 days.	448
Good.		Earth.		Good.	Fair.*	None.	90 days.	449
Good.	Yes.	Flush.	Yes.	Good.	Poor.*	None.	90 days.	450
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	451
Good.		Earth.	Yes.	Good.	Good.	None.	90 days.	452
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	453
Good.		Flush.	Yes.	Good.	Good.	None.	6 months.	454
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	c	455
Good.	Yes.	Earth.	Yes.	Fair.	Fair.*	None.	90 days.	456
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	457
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	458
Good.		Earth.		Good.	Poor.*	None.	90 days.	459

## COUNTY.

Good.	No.*	Earth.		Fair.	Poor.*	None.	None.	460
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	None.	461
Good.	Yes.	Earth.	No.*	Fair.	Fair.*	None.	None.	462

a Power rented. c Gasoline engine.

FACTORY INSPECTION—  
MONTGOMERY

Marginal number.	Industry.	Number of stories in factory.	Number of stairways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
463	Bee-keepers supply factory.	2	2	.....	.....	.....
464	Bridge and structural iron works.	1	1	.....	.....	.....
465	Canning factory.	3	1	No.	1	Doors.
466	Flour and feed mill.	3	2	No.	.....	.....
467	Laundry.	2	1	.....	.....	.....
468	Light and power plant.	2	1	.....	.....	.....
469	Machine and boiler shop.	2	1	.....	.....	.....
470	Pottery works.	3	1	Yes.	1	Doors.
471	Printing house (art calendar).	2	1	.....	.....	.....
472	Rag factory.	2	1	.....	.....	.....

## MUSCATINE

473	Box factory.	2	1	.....	.....	.....
474	Box factory.	4	1	Yes.	1	Doors.
475	Cigar factory.	3	2	No.	.....	.....
476	Cigar factory.	3	2	Yes.	2	Gates.
477	Department store.	1	1	.....	.....	.....
478	Foundry.	3	1	.....	.....	.....
479	Laundry.	2	1	.....	.....	.....
480	Laundry.	3	1	No.	.....	.....
481	Light and power plant.	2	1	.....	1	Bars.
482	Machine works.	3	1	No.	.....	.....
483	Machine shop.	3	1	No.	.....	.....
484	Machine shop.	2	1	.....	.....	.....
485	Machine shop.	2	1	.....	.....	.....
486	Oatmeal factory.	2	1	.....	.....	.....
487	Pearl button factory.	2	1	.....	.....	.....
488	Pearl button factory.	2	1	.....	.....	.....
489	Pearl button factory.	3	2	Yes.	.....	.....
490	Pearl button factory.	2	2	.....	.....	.....
491	Pearl button factory.	2	2	.....	.....	.....
492	Pearl button factory.	2	2	.....	.....	.....
493	Pearl button blank factory.	2	2	No.	1	Gates.
494	Pearl button blank factory.	2	2	.....	.....	.....
495	Pearl button blank factory.	1	1	.....	.....	.....
496	Pearl button blank factory.	2	5	.....	.....	.....
497	Pearl button blank factory.	1	1	.....	.....	.....
498	Pearl button blank factory.	1	1	.....	.....	.....
499	Pearl button blank factory.	1	1	.....	.....	.....
500	Pickle and condiment works.	3	2	No.	2	Gates.
501	Printing and publishing.	1	1	No.	1	Bars.
502	Printing and publishing.	1	1	No.	.....	.....
503	Printing and publishing.	2	2	No.	.....	.....
504	Saddlery and harness factory.	2	2	.....	.....	.....
505	Shoe and box factory.	2	2	.....	.....	.....
506	Shoe and door factory.	2	2	Yes.	2	Gates.
507	Shoe and door factory.	2	2	.....	.....	.....
508	Sawmill.	2	4	.....	.....	.....
509	Sawmill and box factory.	2	4	.....	.....	.....

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of.	Separate for females.	Condition.				
Good.	Yes.	Earth.	.....	Good.	Fair.*	None.	90 days.	493
Good.	.....	Flush.	.....	Good.	Good.	None.	a	494
Good.	.....	Earth.	Yes.	Fair.	Good.	None.	a	495
Good.	.....	Flush.	.....	Good.	Good.	None.	a	496
Good.	.....	Flush.	No.*	Good.	Good.	None.	a	497
Good.	.....	Flush.	.....	Good.	Fair.*	None.	90 days.	498
Good.	.....	Flush.	.....	Good.	Good.	None.	a	499
Good.	.....	Earth.	.....	Good.	Good.	None.	None.	470
Good.	.....	Flush.	Yes.	Good.	Good.	None.	1	471
Good.	.....	Flush.	.....	Good.	.....	.....	.....	472

## COUNTY.

Good.	.....	Earth.	.....	Fair.	Poor.*	None.	None.	473
Good.	Yes.	Earth.	.....	Good.	Good.	1	None.	474
Good.	.....	Flush.	No.*	Good.	.....	.....	.....	475
Good.	.....	Flush.	Yes.	Good.	.....	.....	.....	476
Good.	.....	Flush.	Yes.	Good.	.....	.....	.....	477
Good.	Yes.	Flush.	.....	Fair.	Good.	None.	None.	478
Good.	.....	Flush.	No.*	Good.	Good.	None.	None.	479
Good.	.....	Flush.	Yes.	Good.	Good.	None.	None.	480
Good.	.....	Flush.	Yes.*	Good.	Good.	None.	90 days.	481
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	482
Good.	.....	Flush.	.....	Good.	Good.	None.	None.	483
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	None.	484
Good.	.....	Flush.	.....	Good.	Good.	None.	c	485
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	486
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	487
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	488
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	489
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	490
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	491
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	492
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	493
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	494
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	495
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	496
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	497
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	498
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	499
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	500
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	501
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	502
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	503
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	504
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	505
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	506
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	507
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	508
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	509

a Power rented. c Gasoline engine.



## FACTORY INSPECTION—

PAGE

Marginal number.	Industry.	Number of stories in factory.	Number of stairways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
510	Agricultural implement factory.....	1	.....	.....	.....	.....
511	Brick and tile works.....	1	.....	.....	.....	.....
512	Corn husker factory.....	2	1	.....	2	Gates.
513	Poultry butter and eggs.....	2	2	No.	.....	.....
514	Flour mill.....	1	1	No.	.....	.....
515	Flour and feed mill.....	1	1	No.	.....	.....
516	Flour and feed mill.....	1	1	No.	.....	.....
517	Glove and mitten factory.....	1	.....	.....	.....	.....
518	Laundry.....	1	.....	.....	.....	.....
519	Laundry.....	1	.....	.....	.....	.....
520	Laundry.....	1	.....	.....	.....	.....
521	Light and power plant.....	1	.....	.....	.....	.....
522	Light and power plant.....	1	.....	.....	.....	.....
523	Machine works.....	2	2	.....	.....	.....
524	Machine works.....	1	1	.....	.....	.....
525	Printing and publishing.....	2	1	.....	.....	.....
526	Ring factory.....	2	2	.....	.....	.....
527	Seed establishment.....	1	4	.....	.....	.....
528	Seed establishment.....	2	3	.....	.....	.....
529	Tile and brick plant.....	1	.....	.....	.....	.....
530	Wagon factory.....	1	.....	.....	.....	.....

## PALO ALTO

531	Laundry.....	1	.....	.....	.....	.....
532	Light and power plant.....	2	2	.....	1	*
533	Marble and granite works.....	2	1	.....	1	.....

## PLYMOUTH

534	Flour and feed mill.....	4	2*	No.	.....	.....
535	Laundry.....	2	2	.....	.....	.....
536	Light and water plant.....	1	.....	.....	.....	.....

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of.	Separate for females.	Condition.				
Good.	No.*	Earth.	.....	Fair.	Poor.*	1	90 days.	510
Good.	.....	No.*	.....	Fair.*	Fair.*	None.	90 days.	511
Good.	.....	Flush.	Yes.	Good.	.....	None.	90 days.	512
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	90 days.	513
Good.	.....	Earth.	.....	Fair.	Good.	None.	90 days.	514
Good.	.....	Earth.	.....	Fair.	Fair.*	None.	90 days.	515
Good.	.....	Earth.	.....	Good.	Good.	None.	a	517
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	518
Good.	.....	Earth.	No.*	Good.	Fair.*	1	None.	519
Good.	Yes.	Flush.	No.*	Good.	Good.	None.	90 days.	520
Good.	.....	None.*	.....	Good.	Fair.*	1	90 days.	521
Good.	.....	Flush.	.....	Good.	Poor.*	None.	None.	522
Good.	.....	Earth.	Yes.	Good.	Poor.*	None.	a	523
Good.	.....	Flush.	No.*	Good.	Fair.*	None.	None.	524
Good.	.....	Flush.	No.*	Poor.*	Good.	None.	e	525
Fair.	.....	Earth.	Yes.	Good.	.....	None.	90 days.	526
Good.	Yes.	None.*	.....	Good.	Fair.*	None.	e	527
Good.	.....	Earth.	Yes.	Fair.	Fair.*	None.	None.	528
Good.	.....	No.*	.....	Good.	Fair.*	None.	None.	529
Good.	.....	Earth.	.....	Good.	Fair.*	None.	None.	530

## COUNTY.

Good.	.....	None.*	.....	.....	Fair.*	None.	None.	531
Good.	.....	None.*	.....	.....	Fair.*	None.	90 days.	532
Good.	.....	Earth.	Yes.	Good.	Fair.*	None.	e	533

## COUNTY.

Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	None.	534
Good.	.....	Flush.	Yes.	Good.	Good.	None.	6 months.	535
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	536

a Power rented. e Gasoline engine.

## FACTORY INSPECTION—

POLK

Marginal number.	Industry.	Number of stor-ies in fac-tory.	Num-ber of stair-ways.	Are fire es-apes pro-vided?	Elevators.	
					Number of	How guarded.
507	Artificial ice plant.	1				
508	Artificial ice plant.	2	1			
509	Bakery.	2	1			
540	Bakery.	2	2	No.	1	Doors.
541	Bakery.	1				
542	Bakery.	1				
543	Bakery.	1				
544	Bakery.	2	1	Yes.		
545	Bakery.	1		Yes.		
546	Bakery.	2	1	Yes.		
547	Bakery and restaurant.	1	1			Gates.*
548	Beef and pork packing house.	2	2			
549	Blank book factory.	1				
550	Bridge and structural iron works.	2	1			Gates.
551	Broom factory.	2	2			
552	Building blocks.	1				
553	Butter, eggs and poultry.	2	1	Yes.	1	Gates.
554	Candy factory.	1	1	Yes.	1	Bars.
555	Candy factory.	1	1	Yes.	1	Bars.
556	Carpet cleaning soap factory.	1		No.	1	Doors.
557	Carriage factory.	2	2		2	Gates.
558	Carriage and wagon factory.	2	1	Yes.	1	Bars.
559	Carriage and wagon factory.	2	2	Yes.	1	Gates.
560	Casket factory.	3	2	No.	2	Gates.
561	Cigar factory.	1	1			
562	Cigar box factory.	1		Yes.		Gates.
563	Clothing factory.	2	2	Yes.	1	Gates.
564	Coffee and spice factory.	4	1	Yes.	1	Gates.*
565	Cracker factory.	2	1	Yes.	1	Doors.
566	Creamery.	2	1			
567	Electric light plant.	1		No.	1	
568	Farm scale factory.	2	1			
569	Flour mill.	3	1			
570	Furnace factory.	2	2		1	Bars.
571	Furnace factory.	2	2	No.	2	Gates.
572	Furniture and mattress factory.	3	2	Yes.	1	Gates.
573	Garment factory.	2	1		1	Bars.
574	Garment factory.	2	2			
575	Gas engine works.	2	1			
576	Gas engine works.	2	1	Yes.	1	Bars.
577	Gas works.	2	1	Yes.	2	Gates.
578	Glove, mitten and robe factory.	2	1	Yes.	1	Gates.
579	Grocery and meat market.	2	1	Yes.	1	Doors.
580	Hatchery.	2	1			
581	Hat and bonnet frames.	2	1	Yes.	1	Gates.*
582	Hosiery mills.	4	4			
583	Incubator factory.	2	2			
584	Incubator factory.	2	2			
585	Incubator factory.	2	2			
586	Incubator factory.	2	2			
587	Laundry.	2	2		1	Gates.
588	Laundry.	2	2			
589	Laundry.	1	1			
590	Laundry.	1	1			
591	Laundry.	1	1			
592	Laundry.	1	1		1	Doors.
593	Laundry.	1	1			
594	Laundry.	1	1			
595	Laundry.	1	1			
596	Laundry.	1	1			
597	Laundry.	1	1			
598	Laundry.	1	1			
599	Lighting rods and X-ray factory.	2	1		1	Bars.

\* Recommendation made.

TABLE No. 1—CONTINUED.

COUNTY.

Ventilation of work rooms.	Are dust blowers pro-vided?	Water Closets.			Protection of ma-chinery.	Number of ac-ci-dents since 1900.	Boiler in-spectors. (flow in-plant?)	Marginal num-ber.
		Description of.	Separate for fe-males.	Condition.				
Good.		Earth.		Good.	Poor.*	None.	None.	537
Good.		Earth.		Good.	Fair.*	None.	None.	538
Good.		Flush.	Yes.*	Good.	Poor.*	None.	a	539
Good.		Earth.		Good.	Fair.*	None.	a	541
Good.		Flush.		Good.	Good.	None.	a	542
Good.		Flush.		Good.	Poor.*	None.	a	543
Good.		Flush.*		Good.	Fair.*	None.	None.	544
Fair.*		Flush.		Good.	Good.	None.		545
Good.		Flush.		Good.	Good.	None.		546
Good.	Yes.	Flush.	No.*	Good.	Good.	None.	None.	547
Good.		Earth.	No.*	Fair.	Fair.*	None.	90 days.	548
Good.		Flush.	Yes.	Good.	Good.	None.	50	549
Good.	Yes.	Earth.	Yes.	Good.	Good.	None.	None.	550
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	a	551
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	552
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	6 months.	553
Good.		Flush.	Yes.	Good.	Good.	None.	None.	554
Good.		Flush.	Yes.	Good.	Good.	None.	None.	555
Good.		Flush.	Yes.	Good.	Good.	None.	2 years.	557
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	558
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	1	c	559
Good.	Yes.	Flush.	No.*	Good.	Poor.*	2	None.	560
Good.		Flush.	Yes.	Good.	Good.	None.	a	561
Good.		Flush.	No.*	Good.	Good.	None.	a	562
Good.		Flush.	Yes.	Good.	Good.	None.	None.	563
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	None.	564
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	565
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	566
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	567
Good.		Earth.	Yes.	Good.	Fair.*	None.	90 days.	568
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	569
Good.	No.*	Earth.	Yes.	Good.	Fair.*	None.	90 days.	570
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	571
Good.		Flush.	Yes.	Good.	Good.	None.	90 days.	572
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	573
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	a	574
Good.		Flush.	Yes.	Good.	Good.	None.	a	575
Good.		Flush.	Yes.	Good.	Good.	None.	c	576
Good.		Flush.	Yes.	Good.	Good.	None.	c	577
Good.		Flush.	Yes.	Good.	Good.	None.	c	578
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	579
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	580
Good.		Flush.	Yes.	Good.	Fair.*	None.	c	581
Good.		Earth.		Good.	Poor.*	2	None.	582
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	583
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	a	584
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	a	585
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	586
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	587
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	588
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	589
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	590
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	591
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	592
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	593
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	594
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	595
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	596
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	597
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	598
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	599

a Power rented. c Gasoline engine.

## FACTORY INSPECTION—

## POLK

Marginal number.	Industry.	Number of stor-ies in fac-tory.	Num-ber of stair-ways.	Are fire es-apes pro-vided?	Elevators.	
					Number of	How guarded.
590	Linseed oil works	3	4	No.	1	Bars.
601	Lithographing, printing and bind- ing	3	1	Yes.	1	Bars.
602	Machine and boiler shop and found- ry	2	5		1	Bars.
603	Machine shop	2	1			
604	Machine shop and foundry	2	1	No.	1	Bars.
605	Machine shop and foundry	2	1		1	Bars.
606	Machine shop and supply house	2	1	No.	1	Gates.
607	Mattress factory	4	3	No.	3	Doors.
608	Medicine factory	1				
609	Medicine factory	3	2	Yes.	1	Doors.
610	Medicine factory	3	2	Yes.	1	Gates.
611	Medicine factory	3	2	Yes.	1	Gates.
612	Medicine factory	3	2	Yes.	1	Gates.
613	Newspaper publishing house	3	1		1	Doors.
614	Newspaper publishing house	3	1		1	Bars.
615	Paper box factory	2	1			
616	Planting mill	2	1			
617	Planting mill	2	1			
618	Printing house	2	1		1	Doors.
619	Printing house	4	2	Yes.		
620	Printing and book binding	2	1			
621	Printing and book binding	2	1		1	Doors.
622	Printing and book binding	3	1			
623	Printing and book binding	3	1	Yes.		
624	Printing and book binding	4	2	Yes.		
625	Printing and book binding	2	1		1	Doors.
626	Pump and windmill factory	2	3		1	Gates.
627	Pump and windmill factory	3	3	Yes.	1	Gates.
628	Renovated butter factory	2	1		1	Gates.
629	Renovated butter factory	2	1			
630	Rug factory	3	2	Yes.	1	Doors.
631	Saddlery goods	5	2	Yes.	1	Bars.
632	Saddlery goods	3	2	Yes.	1	Doors.
633	Sash and door factory	3	2	Yes.	1	Doors.
634	Sash and door factory	3	2			
635	Sawmill	1				
636	Self-feeder and engine tenders	3	1	No.	1	Gates.*
637	Street railway power plant and shops	2	1		1	Gates.
638	Sewer pipe and drain tile	2	2	No.	3	Bars.
639	Sheet metal works	2	1			
640	Skirt factory	2	1		1	Doors.
641	Skirt factory	2	1		1	Doors.
642	Skirt factory	2	1		1	Bars.*
643	Soap factory	2	2		1	Bars.
644	Soap factory	2	2			
645	Stained glass works	2	1	Yes.	1	Doors.
646	Stamped steel works	1	2			
647	Steam feed cooker works	2	1		1	Bars.
648	Steel roofing and cornice works	2	1		1	Bars.
649	Suspender factory	3	2	Yes.	1	Doors.
650	Tannery	3	2			
651	Typewriter works	3	2	Yes.		
652	Vinyls and nickel works	1	1	Yes.		
653	Washing machine factory	2	1			
654	Washing machine factory	2	1			
655	White bronze monument works	1			1	Bars.
656	Woolen cloth mill	4	1	Yes.		

\* Recommendations made.

## TABLE NO. 1—CONTINUED.

## COUNTY—CONTINUED.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.	
		Description of	Separate for females.	Condition.					
Good.		Flush.	Good.	Good.	Poor.*	None.	90 days.	600	
Good.		Flush.	Yes.	Good.	Fair.*	None.	c	601	
Good.	No.*	Earth.		Good.	Poor.*	None.	90 days.	602	
Good.	No.*	Earth.	Yes.	Fair.	Fair.*	None.	c	603	
Good.	No.*	Earth.		Fair.	Fair.*	None.	6 months.	604	
Good.		Flush.	No.*	Good.	Good.	None.	c	605	
Good.		Flush.	Yes.	Good.	Good.	None.	a	606	
Good.		Flush.	Yes.	Good.	Fair.*	None.	90 days.	607	
Good.		Flush.	Yes.	Good.	Good.	None.	a	608	
Good.		Flush.	Yes.	Good.	Good.	None.	a	609	
Good.		Flush.	Yes.	Good.	Good.	None.	a	610	
Good.		Flush.	Yes.	Good.	Good.	None.	a	611	
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	a	612	
Good.		Flush.	Yes.	Good.	Fair.*	None.	a	613	
Good.		Flush.	Yes.	Poor.*	Good.	None.	90 days.	614	
Good.	Yes.	Earth.		Fair.*	Poor.*	None.	None.	615	
Good.	Yes.	Earth.		Poor.*	Poor.*	None.	90 days.	616	
Good.		Flush.	Yes.	Good.	Good.	None.	a	617	
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	618	
Good.		Flush.	Yes.	Good.	Fair.*	None.	a	619	
Good.		Flush.	No.*	Fair.	Fair.*	None.	a	620	
Good.		Flush.	Yes.	Good.	Fair.*	None.	c	621	
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	c	622	
Good.		Flush.	Yes.	Good.	Fair.*	None.	a	623	
Good.		Flush.	Yes.	Good.	Fair.*	None.	1	90 days.	624
Good.	Yes.*	Flush.	Yes.	Good.	Poor.*	None.	90 days.	625	
Good.	Yes.*	Earth.		Good.	Poor.*	None.	None.	626	
Good.		Flush.	Yes.	Good.	Fair.*	None.	None.	627	
Good.		Flush.	No.*	Good.	Fair.*	None.	a	628	
Good.		Flush.	Yes.	Good.	Good.	None.	a	629	
Good.		Flush.	Yes.	Good.	Good.	None.	a	630	
Good.	Yes.	Flush.		Good.	Poor.*	2	90 days.	631	
Good.	Yes.	Flush.		Good.	Poor.*	2	90 days.	632	
Good.		Earth.		Fair.	Good.	None.	None.	633	
Good.	Yes.*	Earth.		Good.	Poor.*	1	6 months.	634	
Good.		Earth.		Good.	Fair.*	None.	90 days.	635	
Good.		Earth.	No.*	Good.	Poor.*	None.	90 days.	636	
Good.		Earth.	Yes.	Good.	Good.	None.	a	637	
Good.		Flush.	Yes.	Good.	Good.	None.	a	638	
Good.		Flush.	No.*	Fair.	Poor.*	None.	2	90 days.	639
Good.		Earth.	Yes.	Good.	Good.	None.	a	640	
Good.		Earth.		Good.	Fair.*	None.	None.	641	
Good.		Earth.		Good.	Fair.*	None.	None.	642	
Good.	Yes.	Par h.		Poor.*	Fair.*	None.	None.	643	
Good.	Yes.	Par h.		Good.	Good.	1	90 days.	644	

a Power rented. c Gasoline engine.



## FACTORY INSPECTION—

## POTTAWATTAMIE

Marginal number.	Industry.	Number of storerooms in factory.	Number of stairways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded?
657	Agricultural implement factory...	2	2	.....	1	Bars.
658	Agricultural implement factory...	2	2	.....	1	Gates.
659	Alfalfa stock food products .....	3	2	Yes.	.....	.....
660	Box and basket factory .....	2	1	Yes.	1	Bars.
661	Carriage and wagon factory .....	3	1	No.	1	Doors.
662	Cigar factory .....	3	1	Yes.	1	Doors.
663	Cigar factory .....	3	1	Yes.	2	Doors.
664	Confectionery factory .....	4	2	Yes.	1	Gates.
665	Dry goods and millinery .....	1	.....	.....	.....	.....
666	Electric light and water plant.....	1	.....	.....	.....	.....
667	Electric current .....	1	.....	.....	.....	.....
668	Hardware specialty factory .....	3	1	Yes.	1	Doors.
669	Horse collar factory .....	2	1	.....	.....	.....
670	Laundry .....	2	2	.....	2	Gates.
671	Laundry .....	2	1	.....	1	Doors.
672	Machine shop and foundry .....	2	1	Yes.	1	Gates.
673	Laundry .....	2	1	.....	.....	.....
674	Printing and publishing .....	2	1	.....	.....	.....
675	Rug factory .....	2	1	.....	.....	.....
676	Shoe and door factory .....	2	1	.....	.....	.....
677	Shoe and door factory .....	2	1	.....	.....	.....
678	Seales and elevator factory .....	1	.....	.....	1	Gates.
679	Wagon box factory .....	1	.....	.....	.....	.....
680	Wire fence factory .....	2	2	.....	.....	.....

## POWESHIEK

681	Buggy top and cushion factory...	3	2	No.	.....	.....
682	Carriage and wagon factory .....	2	6	.....	.....	.....
683	Concrete block factory .....	1	.....	.....	.....	.....
684	Electric light plant .....	1	.....	.....	.....	.....
685	Hotel .....	4	2	No.*	1	Doors.
686	Laundry .....	3	2	.....	.....	.....
687	Leather gloves and mittens.....	3	2	.....	.....	.....
688	Machine shop and foundry .....	2	1	.....	.....	.....
689	Planing mill .....	3	.....	.....	.....	.....
690	Tannery .....	3	3	.....	1	Gates.

## SAC

691	Cement block factory .....	1	1	.....	.....	.....
692	Cement tile factory .....	3	2	.....	.....	.....
693	Flour and feed mill .....	3	2	No.	.....	.....
694	Laundry .....	2	2	.....	.....	.....

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of.	Separate for females.	Condition.				
Good.	.....	Earth.	Yes.	Good.	Poor.*	None.	None.	637
Good.	Yes.*	Earth.	.....	Fair.	Poor.*	None.	None.	638
Good.	Yes.	Flush.	.....	Good.	Good.	None.	a	639
Good.	.....	Earth.	Yes.	Good.	Good.	None.	a	640
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	641
Good.	Yes.	Flush.	.....	Good.	Good.	None.	a	642
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	a	643
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	644
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	645
Good.	No.*	Flush.	Yes.	Good.	Fair.*	None.	c	646
Good.	.....	Earth.	Yes.	Good.	Fair.*	None.	a	647
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	648
Good.	Yes.	Flush.	.....	Good.	Fair.*	None.	a	649
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	650
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	651
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	652
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	653
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	654
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	655
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	656
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	657
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	658
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	a	659
Good.	.....	Earth.	.....	Good.	Fair.*	None.	a	660

## COUNTY.

Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	661
Good.	Yes.*	Flush.	.....	Good.	Good.	None.	90 days.	662
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	663
Good.	.....	Flush.	Yes.	Good.	Fair.*	None.	90 days.	664
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	665
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	a	666
Good.	No.*	Flush.	Yes.	Good.	Good.	None.	a	667
Good.	.....	Earth.	.....	Good.	Poor.*	None.	90 days.	668
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	669
Good.	Yes.	Earth.	.....	Good.	Bad.*	None.	90 days.	670

## COUNTY.

Good.	.....	Earth.	.....	Good.	Fair.*	None.	c	691
Good.	.....	Earth.	.....	Good.	Good.	None.	a	692
Good.	Yes.	Earth.	.....	Poor.*	Fair.*	None.	None.	693
Good.	.....	Earth.	No.*	Poor.	Fair.*	None.	None.	694

a Power rented. c Gasoline engine.



## FACTORY INSPECTION—

SCOTT

Marginal number.	Industry.	Number of stor-ies in fac-tory.	Num-ber of stair-ways.	Are fire escapes pro-vided?	Elevator.	
					Number of	How guarded.
695	Bakery	3	1	No.	1	Bars.
696	Boiler works	1	1	No.	1	Bars.
697	Brewery	4	3	No.	2	Gates.
698	Brewery	4	3	No.	1	Gates.
699	Broom and brush factory	2	1	No.	1	Gates.
700	Candy factory	3	2	Yes.	1	Gates.
701	Carpet loom factory	2	2	No.	1	Gates.
702	Cigar factory	2	1	No.	1	Gates.
703	Cigar factory	2	1	No.	1	Gates.
704	Cigar factory	2	1	No.	1	Gates.
705	Cigar factory	2	1	No.	1	Gates.
706	Cigar factory	4	1	Yes.	1	Doors.
707	Cigar box factory	2	2	Yes.	1	Gates.
708	Cracker factory	3	2	Yes.	1	Gates.
709	Department store	4	1	Yes.	1	Doors.
710	Electric light, gas and steam heat	1	1	Yes.	1	Gates.
711	Flour mill	5	1	Yes.	1	Gates.
712	Flour and feed mill	4	1	Yes.	1	Gates.
713	Foundry and machine shop	2	2	Yes.	1	Gates.
714	Foundry and machine shop	2	2	Yes.	2	Doors.*
715	Furniture factory	2	3	Yes.	1	Gates.
716	Garment factory	2	2	Yes.	1	Doors.
717	Garment factory	2	1	Yes.	3	Bars.
718	Glucose works	5	4	Yes.	1	Gates.
719	Ladder factory	2	2	Yes.	1	Gates.
720	Laundry	2	1	Yes.	1	Bars.*
721	Laundry	2	1	Yes.	1	Bars.*
722	Laundry	2	1	Yes.	1	Bars.*
723	Laundry	2	1	Yes.	1	Bars.*
724	Laundry	2	1	Yes.	1	Bars.*
725	Laundry	2	1	Yes.	1	Bars.*
726	Laundry	2	1	Yes.	1	Bars.*
727	Laundry	2	1	Yes.	1	Bars.*
728	Laundry	2	1	Yes.	1	Bars.*
729	Laundry	2	1	Yes.	1	Bars.*
730	Laundry	2	1	Yes.	1	Bars.*
731	Laundry	2	1	Yes.	1	Bars.*
732	Laundry	2	1	Yes.	1	Bars.*
733	Laundry	2	1	Yes.	1	Bars.*
734	Laundry	2	1	Yes.	1	Bars.*
735	Laundry	2	1	Yes.	1	Bars.*
736	Laundry	2	1	Yes.	1	Bars.*
737	Laundry	2	1	Yes.	1	Bars.*
738	Laundry	2	1	Yes.	1	Bars.*
739	Laundry	2	1	Yes.	1	Bars.*
740	Laundry	2	1	Yes.	1	Bars.*
741	Laundry	2	1	Yes.	1	Bars.*
742	Laundry	2	1	Yes.	1	Bars.*
743	Laundry	2	1	Yes.	1	Bars.*
744	Laundry	2	1	Yes.	1	Bars.*
745	Laundry	2	1	Yes.	1	Bars.*
746	Laundry	2	1	Yes.	1	Bars.*
747	Laundry	2	1	Yes.	1	Bars.*
748	Laundry	2	1	Yes.	1	Bars.*
749	Laundry	2	1	Yes.	1	Bars.*
750	Laundry	2	1	Yes.	1	Bars.*
751	Laundry	2	1	Yes.	1	Bars.*
752	Laundry	2	1	Yes.	1	Bars.*
753	Laundry	2	1	Yes.	1	Bars.*
754	Laundry	2	1	Yes.	1	Bars.*
755	Laundry	2	1	Yes.	1	Bars.*
756	Laundry	2	1	Yes.	1	Bars.*
757	Laundry	2	1	Yes.	1	Bars.*
758	Laundry	2	1	Yes.	1	Bars.*
759	Laundry	2	1	Yes.	1	Bars.*

\* Recommendation made.

TABLE No. 1—CONTINUED.

COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspec-tions. How often?	Marginal number.
		Description of	Separate of ma-for females.	Condition.				
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	695
Good.	.....	Flush.	Yes.	Good.	Good.	None.	a	696
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	697
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	698
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	699
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	700
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	701
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	702
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	703
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	704
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	705
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	706
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	707
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	708
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	709
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	710
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	711
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	712
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	713
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	714
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	715
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	716
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	717
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	718
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	719
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	720
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	721
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	722
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	723
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	724
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	725
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	726
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	727
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	728
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	729
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	730
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	731
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	732
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	733
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	734
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	735
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	736
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	737
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	738
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	739
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	740
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	741
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	742
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	743
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	744
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	745
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	746
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	747
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	748
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	749
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	750
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	751
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	752
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	753
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	754
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	755
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	756
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	757
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	758
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	759

a Power rented. c Gasoline engine.

FACTORY INSPECTION—  
SHELBY

Marginal number.	Industry.	Number of stor-ies in factory.	Number of stair-ways.	Are fire es-apes pro-vided?	Elevators.	
					Number of	How guarded.
760	Electric light plant.....	1	.....	.....	.....	.....
761	Gas engine and automobile works ..	2	2	.....	1	*
762	Laundry .....	1	1	.....	.....	.....
768	Loom and rug machine factory .....	2	1	.....	.....	.....

## TAMA

764	Brick and tile works .....	2	1	.....	.....	.....
765	Electric light and power plant.....	1	1	.....	.....	.....
766	Laundry .....	2	1	.....	.....	.....
767	Laundry .....	2	1	.....	.....	.....
768	Paper and strawboard mill .....	2	3	.....	.....	.....
769	Scale and pump factory .....	2	2	.....	.....	.....

## UNION

770	Brick and tile works .....	1	.....	.....	.....	.....
771	Broom factory .....	2	1	.....	.....	.....
772	Electric light and gas plant .....	1	.....	.....	.....	.....
773	Laundry .....	1	.....	.....	.....	.....
774	Laundry .....	1	1*	.....	.....	.....
775	Poultry, butter and eggs .....	.....	.....	No.	.....	Gates.
776	Rug factory .....	2	2	.....	.....	.....

## VAN BUREN

777	Cigar factory .....	3	2	No.	.....	.....
778	Men's clothing factory .....	3	2	No.*	.....	.....
779	Woolen cloth mill .....	4	1	Yes.	.....	.....
780	Woolen cloth garment factory .....	2	1	.....	.....	.....

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers pro-vided?	Water Closets.			Protection of ma-chinery.	Number of ac-ci-dents since 1900.	Boiler in-spection. How often?	Marginal num-ber.
		Description of.	Separate for fe-males.	Condition.				
Good	.....	Earth.	.....	Good.	Good.	None.	90 days.	760
Good.	.....	Earth.	.....	Fair.	Poor.*	None.	e	761
Good.	Yes.	Earth.	No.*	Good.	Good.	None.	None.	762
Good.	.....	Earth.	Yes.	Fair.	Fair.*	None.	e	768

## COUNTY.

Good.	.....	Earth.	.....	Fair.	Fair.*	None.	None.	764
Good.	.....	Earth.	.....	Fair.	Fair.*	None.	90 days.	765
Good.	.....	Flush.	Yes.	Fair.	Good.	None.	e	766
Good.	.....	Earth.	Yes.	Fair.	Poor.*	None.	90 days.	767
Good.	.....	Flush.	Yes.	Good.	Fair.*	1	90 days.	768
Good.	No.*	Earth.	Yes.	Fair.	Poor.*	None.	None.	769

## COUNTY.

Good.	.....	Earth.	.....	Good.	Good.	None.	Yearly.	770
Good.	.....	Earth.	.....	Good.	Good.	None.	e.*	771
Good.	.....	Earth.	.....	Fair.	Poor.*	None.	90 days.	772
Good.	Yes.	Earth.	Yes.	Good.	Good.	None.	6 months.	773
Good.	.....	Flush.	No.*	Good.	Fair.*	None.	None.	774
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	775
Good.	.....	Earth.	Yes.	Fair.	.....	None.	.....	776

## COUNTY.

Good.	.....	Earth.	Yes.	Good.	.....	None.	.....	777
Good.	.....	Flush.	Yes.	Good.	.....	None.	a	778
Good.	.....	Earth.	Yes.	Fair.*	Poor.*	None.	90 days.	779
Good.	.....	Earth.	Yes.	Fair.*	Poor.*	None.	90 days.	780

a Power rented. e Gasoline engine.

## FACTORY INSPECTION—

## WAPELLO

Marginal number.	Industry.	Number of stores in factory.	Number of stairways.	Are fire escapes provided?	Elevators.	
					Number of	How guarded.
781	Agricultural implement factory	1	2	.....	1	Gates.
782	Agricultural implement works	1	1	.....	1	Gates.
783	Barrel and box factory	1	2	Yes.	14	Gates.
784	Beef and pork packing house	1	2	.....	1	.....
785	Box car loader factory	1	2	.....	1	.....
786	Brick and tile works	1	2	.....	1	.....
787	Bridge and structural iron works	2	1	.....	1	.....
788	Candy factory	3	4	Yes.	1	.....
789	Cigar factory	2	2	.....	1	Doors.
790	Cigar factory	2	2	.....	1	Gates.
791	Cigar factory	2	2	.....	1	Bars.
792	Cigar factory	2	2	Yes.	1	Bars.
793	Cigar factory	2	2	.....	1	Doors.
794	Cigar factory	2	2	.....	1	Doors.
795	Cigar factory	2	2	No.	1	Doors.
796	Electric light and power plant	1	1	.....	1	.....
797	Foundry and machine shop	2	1	.....	1	Gates.
798	Laundry	2	2	.....	1	Gates.
799	Laundry	2	2	.....	1	Gates.
800	Miners tools and supply factory	2	1	.....	1	.....
801	Planing mill	2	2	.....	1	.....
802	Printing and blank book house	2	2	.....	1	.....
803	Steel square factory	2	2	.....	1	.....
804	Wooden handle factory	1	2	.....	1	.....

## WASHINGTON

806	Electric light and gas plant	1	1	.....	.....	.....
807	Laundry	1	1	.....	.....	.....
808	Publishing and job printing	1	1	.....	.....	.....
809	Wagon box factory	2	2	.....	2	.....

## WEBSTER

810	Broom factory	2	1	.....	1	.....
811	Butter tub and barrel factory	3	1	No.	1	.....
812	Electric light and gas plant	1	1	.....	.....	.....
813	Foundry and machine shop	2	2	.....	.....	.....
814	Foundry and machine shop	1	1	.....	.....	.....
815	Garment factory	2	3	.....	.....	.....
816	Laundry	2	1	.....	.....	.....
817	Laundry	2	1	.....	.....	.....
818	Oatmeal factory	2	1	.....	.....	.....
819	Paint factory	2	2	.....	2	Bars.
820	Printing and binding	2	1	Yes.	1	Doors.
821	Publishing and printing	2	1	.....	.....	.....
822	Sash and door factory	2	1	.....	.....	.....
823	Shoe factory	4	1	Yes.	1	Gates.
824	Stoneware works	2	2	.....	1	Bars.

\* Recommendation made.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventilation of work rooms.	Are dust blowers provided?	Water Closets.			Protection of machinery.	Number of accidents since 1900.	Boiler inspections. How often?	Marginal number.
		Description of.	Separate porcelains.	Condition.				
Good.	Yes.*	Flush.	Yes.	Good.	Good.	2	None.	781
Good.	Yes.	Earth.	Yes.	Fair.	Good.	2	None.	782
Good.	Yes.	Earth.	Yes.	Fair.	Good.	2	None.	783
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	2	90 days.	784
Good.	.....	Flush.	.....	Good.	.....	None.	None.	785
Good.	Yes.	Earth.	.....	Poor.	Good.	None.	90 days.	786
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	787
Good.	No.*	Earth.	.....	Bad.*	Good.	None.	90 days.	788
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	789
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	790
Good.	Yes.	Flush.	Yes.	Good.	.....	None.	.....	791
Good.	.....	Flush.	Yes.	Good.	.....	None.	.....	792
Good.	.....	Flush.	Yes.	Good.	.....	None.	.....	793
Good.	.....	Flush.	Yes.	Good.	.....	None.	.....	794
Good.	.....	Flush.	Yes.	Good.	.....	None.	.....	795
Good.	.....	Flush.	No.*	Good.	.....	None.	.....	796
Good.	.....	Flush.	.....	Good.	Good.	None.	90 days.	797
Good.	No.*	Flush.	Yes.	Good.	Poor.*	1	None.	798
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	799
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	800
Good.	Yes.	Flush.	Yes.	Good.	Fair.*	None.	90 days.	801
Good.	.....	Flush.	Yes.	Good.	Good.	None.	90 days.	802
Good.	No.*	Flush.	Yes.	Good.	Good.	None.	90 days.	803
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	804

## COUNTY.

Good.	.....	Earth.	No.*	Poor.	Good.	None.	90 days.	805
Good.	.....	Earth.	No.*	Poor.	Poor.*	None.	90 days.	806
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	807

## COUNTY.

Good.	.....	Earth.	.....	Poor.	Good.	None.	90 days.	810
Good.	Yes.	Earth.	.....	Poor.	Poor.*	None.	90 days.	811
Good.	.....	Earth.	.....	Poor.	Fair.*	None.	90 days.	812
Good.	Yes.	Earth.	.....	Fair.	Fair.*	None.	90 days.	813
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	814
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	815
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	816
Good.	Yes.	Flush.	Yes.	Good.	Good.	None.	90 days.	817
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	1	90 days.	818
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	90 days.	819
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	90 days.	820
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	90 days.	821
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	90 days.	822
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	90 days.	823
Good.	Yes.	Earth.	Yes.	Good.	Fair.*	None.	90 days.	824

a Power rented. c Gasoline engine.



## FACTORY INSPECTION—

## WOODBURY

Marginal number.	Industry.	Number of stor-ies in fac-tory.	Number of stair-ways.	Are fire es-capes pro-vided.	Elevators.	
					How guarded.	Number of
825	Agricultural implement works.	1	1	.....	.....	.....
826	Architectural works.	1	1	.....	.....	.....
827	Beef and pork packing house.	1	2	Yes.	.....	.....
828	Boiler works.	1	1	.....	.....	.....
829	Bottling works.	2	1	.....	.....	.....
830	Bottling works.	1	1	.....	.....	.....
831	Brick and tile works.	2	1	.....	.....	.....
832	Brick and tile works.	2	1	.....	.....	.....
833	Brick and tile works.	1	1	.....	.....	.....
834	Brick works.	1	1	.....	.....	.....
835	Brick works.	2	1	.....	.....	.....
836	Butter and prodence house.	3	3	No.	2	Doors.
837	Candy and fruit house.	3	1	Yes.	1	Gates.
838	Cracker and candy factory.	3	1	Yes.	2	Gates.
839	Cigar factory.	2	2	.....	.....	.....
840	Cigar boxes.	2	2	.....	.....	.....
841	Department store.	5	3	Yes.	2	Gates.
842	Department store.	4	2	Yes.	1	Gates.
843	Electric light and gas plant.	1	1	.....	.....	.....
844	Flour and feed mill.	5	1	No.	.....	.....
845	Flour and feed mill.	1	1	.....	.....	.....
846	Fur robe factory.	1	1	.....	.....	.....
847	Garment factory.	4	1	Yes.	1	Gates.
848	Laundry.	2	1	.....	.....	.....
849	Laundry.	2	1	.....	.....	.....
850	Laundry.	1	1	.....	.....	.....
851	Laundry.	2	1	.....	.....	.....
852	Laundry.	1	1	.....	.....	.....
853	Laundry.	1	1	.....	.....	.....
854	Laundry.	1	1	.....	.....	.....
855	Lined oil works.	1	2	Yes.	1	Gates.
856	Machine shop.	1	1	.....	.....	.....
857	Packed poultry house.	4	1	Yes.	.....	.....
858	Printing and printers' supplies.	3	1	.....	.....	.....
859	Printing and publishing.	3	1	.....	.....	.....
860	Printing and blank books.	3	1	Yes.	1	Doors.
861	Shed and door factory.	3	2	Yes.	1	Doors.
862	Shed and door factory.	3	2	.....	.....	.....
863	Shed establishment.	3	2	Yes.	2	.....
864	Soap factory.	3	2	Yes.	1	.....
865	Vinegar and pickle works.	3	2	No.	1	Bars.
866	Wholesale grocery house.	6	2	Yes.	3	Gates.
867	Wholesale grocery house.	4	1	Yes.	2	Gates.

## WRIGHT

868	Electric light plant.	1	1	.....	.....	.....
869	Planing mill.	2	1	.....	.....	.....

\* Recommendation made. a Power rented.

## BUREAU OF LABOR STATISTICS.

TABLE No. 1—CONTINUED.

## COUNTY.

Ventila-tion of work rooms.	Are dust blow-ers pro-vided?	Water Closets.			Protection of ma-chinery.	Number of acci-dents since 1900.	Boiler in-spectors. How often?	Mar-ine num-ber.
		Description of.	Separate for fe-males.	Condition.				
Good.	Yes.*	Earth.	Yes.	Good.	Poor.*	None.	None.	823
Good.	.....	Earth.	.....	Bad.*	Fair.*	None.	None.	826
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	827
Good.	.....	Earth.	Yes.	Good.	Poor.*	2	a	828
Good.	.....	Earth.	Yes.	Fair.*	Fair.*	None.	None.	829
Good.	.....	Earth.	.....	Good.	Fair.*	None.	None.	830
Good.	.....	Earth.	.....	Fair.*	Fair.*	None.	90 days.	831
Good.	.....	Earth.	.....	Fair.*	Fair.*	None.	90 days.	832
Good.	.....	Earth.	.....	Fair.*	Fair.*	None.	90 days.	833
Good.	.....	Earth.	.....	Fair.*	Fair.*	None.	90 days.	834
Good.	.....	Earth.	.....	Fair.*	Fair.*	None.	90 days.	835
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	836
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	837
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	838
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	839
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	840
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	841
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	842
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	843
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	844
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	845
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	846
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	847
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	848
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	849
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	850
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	851
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	852
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	853
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	854
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	855
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	856
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	857
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	858
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	859
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	860
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	861
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	862
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	863
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	864
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	865
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	866
Good.	.....	Earth.	.....	Good.	Good.	None.	90 days.	867

## COUNTY.

Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	868
Good.	.....	Earth.	.....	Good.	Fair.*	None.	90 days.	869

b Water power. c Gasoline engine.

## FACTORY INSPECTION—TABLE No. 2.

## ORDERS AND RECOMMENDATIONS TO EMPLOYERS.

Record of recommendations made by the commissioner to firms, corporations and employers of five or more persons in the state, covered by section 2472, which provides for the examination into the methods of protection afforded employes from danger, and the sanitary conditions in and around buildings and places where labor is employed or other persons are assembled.

## JAPPANOOSE COUNTY.

Marginal number.	Recommendations Made.
1	Remove or cover all projecting set screws.
2	Put guard on ripaw.
3	Place guard on clutches on main shaft.
4	Place guard rail around end of south engine rod.
5	Remove set screw on key on floor pulley to pump.
6	Protect key on end of pump shaft.
7	Remove or cover all projecting set screws.
8	Put guard on ripaw.
9	Remove or cover all projecting set screws.

## BENTON COUNTY.

10	Provide guard railing to fly wheel of hoisting engine.
11	Protect all projecting set screws on shafting.
12	Connect gates to elevator on second floor of warehouse to work automatically.
13	Extend railing to stairway on second floor of warehouse.
14	Protect all projecting set screws and bevel gears on line shafting.
15	Connect gates on elevator in process room to work automatically.
16	Extend guard railing to belt on No. 2 engine.
17	Provide water closet for use of male employes.
18	Provide separate water closet for use of female employes in laundry.
19	Provide guard railing to engine fly wheel.
20	Protect all exposed gears on rolling machines.
21	Provide loose pulleys and belt shifters on all machines not thus equipped.
22	Protect all exposed set screws.
23	Provide automatic hand rail to elevator opening on second floor.
24	Remove or protect one projecting set screw on line shaft.
25	Repair plumbing to girls' water closet on second floor.

## FACTORY INSPECTION—TABLE No 2.—CONTINUED.

## BLACK HAWK COUNTY.

Marginal number.	Recommendations Made.
26	Apply safety doors to elevator on main floor.
27	Protect all projecting set screws on line shafting.
28	Place boxing over exposed ends of shafts on mixing machine.
29	Fence up exposed opening to elevator.
30	Protect all projecting set screws and all exposed bevel gears.
31	Place fence in front of fly wheel to engine in bath room.
32	Protect two projecting set screws on line shafting.
33	Keep guard in constant use on ripaw.
34	Repair safety gates to elevator and fence in sides not in use.
35	Provide belt shifter to drawing press.
36	Provide safety gates to elevator.
37	Provide closet for use of employes in power house.
38	Protect six set screws on line shafting.
39	Provide guards to all exposed bevel gears.
40	Place hand railings to all stairways throughout the mill.
41	Protect all projecting set screws.
42	Provide loose pulleys and belt shifters to emery wheels.
43	Apply hoods and dust blowers to emery wheels.
44	Protect employes from dust arising from tumbling barrels.
45	Provide separate water closets for the use of female employes.
46	Protect projecting set screws on line shafting.
47	Set apart closet in office for females.
48	Protect all projecting set screws on line shafting.
49	Provide guard over gears on bolt cutting machine.
50	Guard gears on tumbling barrel.
51	Protect one set screw on counter shaft.
52	Remove or protect belt to cutting press.
53	Enclose tumbling barrel in tight boxing to confine dust.
54	Protect two set screws on line shafting.
55	Provide belt shifters to two stuffing machines in basement.
56	Apply hoods and dust blowers to four emery wheels.
57	Protect all projecting set screws on line shafting.
58	Place guard on one jointer, also on one coping machine.
59	Apply automatic gates to elevator.
60	Provide guards for two jointers and three ripaws.
61	Place guards on two ripaws, one jointer, and one tennon machine.
62	Protect all set screws on line and bench shafts.
63	Provide guards to burr cutting machine.
64	Protect projecting set screws on line shafting.
65	Provide guards to two jointers, one shaper, and three ripaws.
66	Protect two set screws on line shafting.
67	Box in vertical shaft from water wheel.
68	Place guard on jointer and one ripaw.
69	Place guard on one pair of gears on planing machine.
70	Provide guards to two buzz planers.
71	Set apart closet for the use of female employes in office.
72	Protect two set screws on line shafting.
73	Place guards on one jointer and one ripaw.
74	Provide safety gates to elevator.
75	Protect driving belt to fiber machine.
76	Place guard over one pair of gears on plate bending machine.
77	Protect one set screw on shafting in bolt cutting room.
78	Separate water closets from room in machine shop and ventilate them.

## BOONE COUNTY.

79	Put guard on south dynamo belt and wheel.
80	Guard belt wheel on center engine south side.
81	Erect guard to prevent passage between south alternator and belt.
82	Provide suitable water closets for help at present.
83	Keep water closets for females separate.
84	Remove or cover set screws.
85	Provide separate water closets for females.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## BREMER COUNTY.

Marginal number.	Recommendations Made.
86	Place guard rail around north fly wheel extending to adjoining fly wheel.

## BUCHANAN COUNTY.

87	Remove or cover all projecting set screws.
88	Put a hand rail on two stairways.
89	Place guard railing around large engine fly wheel.
90	Place guard on small engine fly wheel.
91	Place guard rail around belt of gasoline engine.
92	Remove or protect all projecting set screws and couplings.
93	Place guard on rip saw and jointer.

## BUENA VISTA COUNTY.

94	Remove two projecting set screws.
95	Protect all projecting set screws on line shafting.
96	Place guard on one rip and one equalizer saw.
97	Provide belt shifters on all machines not thus equipped.
98	Provide hand railing to stairway on third floor.
99	Protect one pair of gears on gyrator.
100	Cover unprotected holes in floor.
101	Protect one set screw on shafting on second floor.

## CALHOUN COUNTY.

102	Place guard railing around dry pan pit.
103	Provide automatic gates to elevator on second floor.
104	Protect all projecting set screws on line shafting.
105	Protect one pair of bevel gears and one set screw on line shaft.
106	Protect one key on engine in bath room.
107	Provide automatic gates to elevator on second floor.
108	Extend partition to screen approaches to closets in yard.

## CARROLL COUNTY.

109	Place guard railing to protect belt at northeast dynamo.
110	Place guard railing to protect long inside belt.
111	Put guard on rip saw.
112	Guard elevator with automatic gates.
113	Remove or protect projecting set screws.

## CASS COUNTY.

114	Remove or cover all projecting set screws.
115	Guard elevator on second floor.
116	Place guards to protect two independent clutch couplings.
117	Place guard rail on both side and end of engine rod.
118	Guard belt to north clutch shifter.
119	Provide suitable separate closets for male and female help.
120	Remove or protect projecting set screws.

## FACTORY INSPECTION TABLE No. 2—CONTINUED.

## CERRO GORDO COUNTY.

Marginal number.	Recommendations Made.
121	Put a guard on unprotected end of fly wheel.
122	Remove or cover set screws.
123	Put hand rail on stairway leading to basement.
124	Remove or cover set screws.
125	Provide separate water closets for females.
126	Remove or cover set screws.
127	Remove or cover set screws.
128	Provide separate water closets for females.
129	Guard rip saw, jointer and shaper.
130	Remove or cover set screws.
131	Provide separate water closets for females.

## CHEROKEE COUNTY.

132	Place guard railing to Fitchburg engine.
133	Provide hood and dust blower to one emery wheel.
134	Protect projecting set screws on shafting.
135	Provide guard to one pair of gears on drill press.
136	Repair men's closet.
137	Place effective guard on mangle.
138	Provide separate closet for use of female employees.
139	Protect all projecting set screws.
140	Place guard on one pair of gears on belt cutter.
141	Provide tight boxing to tumbling barrel.

## CLAY COUNTY.

142	Place guard around large engine rod and fly wheel.
143	Place guard rail around Ball engine belt pulley.
144	Place guard rail around long double belt.
145	Remove or cover projecting set screws.
146	Place guard on jointer.
147	Fix up and clean water closet for male help.

## CLINTON COUNTY.

148	Remove or cover projecting set screws.
149	Comply with the law regarding employment of children under 16 on dangerous machinery.
150	Provide separate water closets for use of females in office.
151	Put railing around fly wheel of engine.
152	Protect set screws on line shafting.
153	Place guard on rip saw in wood working shop.
154	Place guard over gears on electric motor in structural iron shop.
155	Provide separate water closets for the use of females in office.
156	Place guard over one pair of gears on gas exhauster.
157	Continue hand railing full length of Jack shaft.
158	Place additional guard railing to fly wheel on engine.
159	Place guards on two jointers.
160	Protect all projecting set screws on line shafting.
161	Remove or cover all set screws.
162	Put guard on jointer.
163	Place guards on two jointers.
164	Protect all projecting set screws.
165	Remove or cover all set screws.
166	Put guard on jointer and rip saw.
167	Put guard around bandsaw and tennon machine belt.
168	Remove or cover all set screws.
169	Put guard on rip saw in boat department.
170	Provide separate water closets for females.
171	Remove or cover set screws.
172	Protect all projecting set screws on shafting and couplings.
173	Place boxing to belt opening in floor north side sawmill.
174	Comply with law in regard to employment of children under 16 on dangerous machinery.
175	Provide separate closets for females in office.
176	Provide belt shifter for large Gordon press.



## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## CLINTON COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
177	Provide separate water closets for the use of females.
178	Provide separate water closets for the use of females.
179	Protect three projecting set screws in mill.
180	Cover or remove set screws and cover couplings.
181	Remove two set screws on shafting.
182	Protect three set screws on line shafting.
183	Protect two couplings on shafting.
184	Place guards on three cutoff saws.
185	Place guards on three ripaws.
186	Place guards on three jointers.
187	Place guards on two shapers.
188	Remove or cover set screws.
189	Put guard on floor pulley to ripaw on first floor.
190	Guard shapers and jointers.
191	Guard elevator in warehouse on second floor.
192	Remove or cover set screws.
193	Provide separate water closets for females.
194	Repair line shafting.
195	Remove projecting bolts and set screws on shafting.
196	Place guard over gears on bevel shearing machine.
197	Place guard over gears on plate bending roll.
198	Provide new hand wheel on punching machine.
199	Clean out closets in yard.
200	Protect keys on end of engine shaft.
201	Provide hood and dust blower on emery wheels in foundry.
202	Provide dust blower on tumbling barrels.
203	Place guard on fly wheel on main engine.
204	Place guard on belt running screen.
205	Place boxing over agitator shaft.
206	Remove loose wrappings on pulleys.

## CRAWFORD COUNTY.

- 207 Put guard rails to approaches to drive pulleys of dynamos.  
 208 Construct suitable water closets for help at plant.

## DELAWARE COUNTY.

- 209 Construct suitable water closets for men.  
 210 Guard feed of large angle by safety rod.  
 211 Cover or remove projecting set screws.

## DES MOINES COUNTY.

- 212 Remove or protect set screws on line shafts.  
 213 Place guard around engine fly wheel.  
 214 Provide separate water closets for females.  
 215 Place guards on ripaws.  
 216 Guard cog wheels on mixer.  
 217 Place railing and gates around elevator in factory on river front.  
 218 Provide separate water closets for females and boys in factory.  
 219 Protect one set screw on jack shaft.  
 220 Place guard railings to fly wheels on three corliss engines.  
 221 Remove or protect all projecting set screws in collars on line shafts.  
 222 Place guards on one jointer and one ripaw.  
 223 Place sheet iron guard over gears on large plate roller in boiler shop.  
 224 Provide more efficient exhaust fans to emery wheels and buffer in polishing room.  
 225 Protect three set screws on line shaft.  
 226 Provide guard for jointer.  
 227 Provide guard for shaper.  
 228 Provide guard around engine fly wheel.  
 229 Protect three set screws on line shafting.  
 230 Provide guard over gears on sand mixer.  
 231 Provide dust blowers on ratters in foundry.  
 232 Remove or cover set screws.  
 233 Place guard on ripaw.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## DES MOINES COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
234	Put guard on shaper.
235	Remove or protect set screws on vertical shaft.
236	Protect three set screws on line shaft.
237	Remove burlap covering from pulley in basement.
238	Provide guard for collar ironer.
239	Protect five set screws on line and counter shafts.
240	Provide new bowl for water closet in basement.
241	Provide separate water closets for females.
242	Remove or cover set screws.
243	Remove or protect all set screws.
244	Provide separate water closets for females in new pickle factory.
245	Protect all projecting set screws on line and bench shafts.
246	Protect two set screws on line shaft.
247	Place guards on two jointers.
248	Place guard railing along connecting rod on engine.
249	Provide safety gates on elevator.
250	Provide guard for elevator.
251	Place guard on jointer.
252	Protect all projecting set screws on line and counter shafts.
253	Protect all projecting set screws on line shafting.
254	Provide guard railing around fly wheel on engine.
255	Place guard on drill press.
256	Place guard on ripaw.
257	Provide water closet for men.

## DUBUQUE COUNTY.

- 258 Provide belt shifters on three punching machines.  
 259 Protect gearing to Cleveland punching machine.  
 260 Put guard around fly wheel on ice machine engine.  
 261 Guard elevator on first floor.  
 262 Provide separate water closets for females.  
 263 Provide belt shifter to washing machine.  
 264 Place safety gates to elevator in working order.  
 265 Protect main belt in basement by guard rail.  
 266 Properly guard engine rod and fly wheel.  
 267 Protect all projecting set screws on line shafting.  
 268 Connect all emery wheels and buffers to exhaust fan system.  
 269 Provide belt shifters to all machines not thus equipped.  
 270 Put guard on shaper and jointer.  
 271 Put guard on fly wheel in engine room.  
 272 Guard two jointers on first floor and jointer on second floor.  
 273 Provide separate water closets for females.  
 274 Remove or cover all projecting set screws.  
 275 Place hand railing to stairway to cupola.  
 276 Place guard on one ripaw.  
 277 Place guard on one jointer.  
 278 Protect projecting set screws on line shafting.  
 279 Remove or cover all set screws.  
 280 Make closets for females separate.  
 281 Put safety feed guard on collar machine.  
 282 Set apart water closets in office for the use of females.  
 283 Provide separate water closets for females.  
 284 Put guard on band saw.  
 285 Place guard around engine fly wheel.  
 286 Remove or cover all projecting set screws.  
 287 Keep closet for use of females separate.  
 288 Protect set screws on line and bench shafting.  
 289 Place guard on jointer.  
 290 Place guard on shaper.  
 291 Protect elevator opening on second floor.  
 292 Remove or cover all projecting set screws.  
 293 Put guard on jointer.  
 294 Repair guard railing around main engine.  
 295 Place guard railing around fly wheel on Westinghouse engine.  
 296 Place guard on five jointers.



## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## DUBUQUE COUNTY—CONTINUED.

297	Put guard on two shapers.
298	Place guard on all ripaws.
299	Provide separate water closet for use of females in office.
300	Comply with law governing employment of children on dangerous machinery.
301	Remove or cover all set screws.
302	Remove or protect all projecting set screws.
303	Protect intermediate set of gears on plate bending rolls.
304	Protect coupling on line shaft.
305	Place guard on jointer in pattern shop.
306	Remove or cover all set screws.
307	Place guard on shaper.
308	Place guard on jointer.
309	Put guard around engine rod.
310	Place guard on shaper.
311	Place guard on jointer.
312	Place guard on ripaw.
313	Protect set screws on line shafting.
314	Place guard on one crosscut saw.
315	Guard one ripaw.
316	Place guard on jointer.
317	Provide building with fire escapes.
318	Provide separate approach to female closet.

## EMMET COUNTY.

319	Place guard rail on two friction clutches on main shaft.
320	Place guard rail around belt on alternating machine.
321	Provide separate water closet for female help.

## FAYETTE COUNTY.

322	Place guard railing around fly wheel.
323	Place guard in front of exposed sides of large belt.
324	Provide dust blowers on large emery wheels in chipping room.
325	Place dust blowers on emery wheels in brass works.
326	Remove or cover all projecting set screws.
327	Provide suitable water closet for use of men.
328	Prohibit men using female closet.
329	Remove or cover all projecting set screws.
330	Place guard on large mangle.
331	Provide separate closet for men.

## FLOYD COUNTY.

332	Place guard on jointer.
333	Remove or cover all projecting set screws.
334	Place guard railing around large fly wheel.
335	Provide dust blower on emery wheel in foundry.
336	Remove or cover all projecting set screws.
337	Place guard on jointer.
338	Remove or cover all projecting set screws.
339	Protect couplings on line shafting.
340	Provide guards for ripaws.
341	Remove or cover all projecting set screws.
342	Place guard on two ripaws.
343	Provide guards for two jointers.
344	Remove or cover all projecting set screws.

## GREENE COUNTY.

345	Place guard rail in front of engine rod.
346	Place guard rail along belt on fly wheel.
347	Guard unprotected end of large fly wheel.
348	Remove or cover all projecting set screws.
349	Provide feed guard for large mangle.
350	Provide water closet for men.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## GRUNDY COUNTY.

Marginal number.	Recommendations Made.
351	Provide guard railing around fly wheel.
352	Protect one set screw on disintegrator.
353	Provide stairway to second floor.

## HAMILTON COUNTY.

354	Remove or cover projecting set screws.
355	Provide dust blowers on emery wheels in radiator room.
356	Remove or cover all projecting set screws.
357	Do not allow men to use female water closet.
358	Remove or cover all projecting set screws.

## HARDIN COUNTY.

359	Place additional railing around large engine.
360	Reconstruct guard railing to fly wheel on small engine.
361	Provide closet for use of employes in plant.
362	Remove or cover all projecting set screws.
363	Provide gates to elevator.
364	Protect set screws on line shafting.
365	Place guard on collar ironer.
366	Provide separate water closet for use of female employes.
367	Remove or cover all projecting set screws.
368	Provide gates to elevator on second floor.

## HARRISON COUNTY.

369	Place guard railing around two engine fly wheels.
370	Provide closet for use of employes at plant.
371	Provide railings to guard stairway openings on each floor.

## HENRY COUNTY.

372	Provide railing to guard fly wheel on engine.
373	Provide sufficient clearance on south side of engine.
374	Provide railing along belt from fly wheel to dynamo.
375	Protect one coupling on line shafting.
376	Provide closet for use of men.
377	Provide closet for use of females.
378	Place guards on three ripaws.
379	Place guards on two jointers.
380	Protect set screws on line shafting.

## JACKSON COUNTY.

381	Protect one key on engine shaft.
382	Protect three set screws on line shafting.
383	Provide separate closet for female employes.

## FACTORY INSPECTION TABLE No. 2—CONTINUED.

## JASPER COUNTY.

Marginal number.	Recommendations Made.
384	Place guard on jointer.
385	Provide hoods and dust blowers to two sets of emery wheels.
386	Place guard on jointer.
387	Remove or cover set screws on line shafting.
388	Place guard on one pair gears on punching machine.
389	Remove or cover set screws on shafting.
390	Remove or cover all set screws on shafting.
391	Place guard around engine rod.
392	Put guard around belt to small engine.
393	Provide water closet for men.
394	Provide rubber mat in front of switchboard.
395	Place guard railing to fly wheel on engine.
396	Remove or cover all projecting set screws.
397	Place guard on one jointer.
398	Place guard on one rip saw.
399	Put automatic gates to elevator in working order.
400	Remove or protect projecting set screws.
401	Place guard on jointer.
402	Remove or cover all projecting set screws.
403	Place guard rail around fly wheel of engine.
404	Provide separate water closet for females.
405	Remove or cover projecting set screws on line shafting.
406	Provide separate closet for use of female employees.
407	Maintain separate water closet for use of female employees.
408	Remove or cover all projecting set screws.

## JEFFERSON COUNTY.

409	Remove or cover all projecting set screws.
410	Provide hoods and dust blowers to three sets of emery wheels.
411	Protect one set screw on jack shaft.
412	Place guard over bevel gears on pug mill.
413	Place guard over gears on crusher.
414	Construct partition to approach to closets in yard.
415	Apply dust blowers to tumbling barrels and emery wheels.
416	Place additional guard railing to engine fly wheel.
417	Provide guard railing to slatway in pattern shop.
418	Protect all projecting set screws on line shafting.
419	Place belt shifter on printing press.
420	Put safety gates on elevator in working order.
421	Clean out men's closet in yard.
422	Protect three set screws on line shafting.
423	Clean out closet in yard and keep for use of men.
424	Protect one set screw on line shafting.
425	Place guard on jointer.
426	Clean out men's closet in yard.

## JOHNSON COUNTY.

427	Remove or cover all projecting set screws.
428	Place guard around one pair of gears on punching machine.
429	Protect one coupling on line shaft.
430	Protect all projecting set screws on line shafting.
431	Provide hand rail to stairway on second floor.
432	Protect one flange coupling on ground floor.
433	Protect all exposed gearing throughout the mill.
434	Remove or cover all projecting set screws.
435	Provide dust blowers on emery wheels.
436	Guard rip saw.
437	Place guard on jointer.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## JOHNSON COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
438	Construct outside stairway from second floor to ground.
439	Clean out female closet and keep clean.
440	Cover or remove all projecting set screws.
441	Place guard on rip saw.
442	Protect projecting set screws on line shafting.
443	Provide belt shifter and guard to one pair of gears on powder mixer.
444	Protect two pairs of gears on mass mixer.
445	Remove or cover all projecting set screws.
446	Place guard on rip saw.
447	Place guard on jointer.
448	Protect key on end of shaft on jobbing press.
449	Protect two set screws on line shafting.
450	Provide guard to belt from motor on line type machine.

## JONES COUNTY.

451	Provide automatic gates to elevator on third floor.
452	Remove or cover all projecting set screws.
453	Provide fire escape from three story section of factory to ground.
454	Provide guard railing to engine fly wheel.
455	Fasten guard securely to rip saw.
456	Protect three set of gears on machinery.
457	Remove or cover set screws on line shafting.
458	Place guard on two jointers.
459	Remove or cover all projecting set screws.
460	Place hoods and dust blowers on one pair of emery wheels.

## KOSSUTH COUNTY.

461	Place guard on rip saw.
462	Place guard on jointer.
463	Provide separate closet for use of female employees.

## LEE COUNTY.

464	Place guard railing around engine.
465	Provide suitable earth closet for employees.
466	Remove or cover projecting set screws on line and bench shafting.
467	Place guard around fly wheel on engine.
468	Place guard on shaving machines.
469	Provide fire escapes as provided by law.
470	Remove or cover all projecting set screws.
471	Provide safety gates to elevator.
472	Remove or cover all projecting set screws.
473	Remove or cover all projecting set screws.
474	Put safety gates on two elevators in working order.
475	Protect or remove all projecting set screws.
476	Place guard railing around engine.
477	Remove or cover all projecting set screws.
478	Construct fire escapes as provided by law.
479	Remove or cover all projecting set screws.
480	Place guard and belt shifter on mangle.
481	Provide separate water closet for use of females.
482	Connect men's closet in engine room with sewer.
483	Remove projecting set screws on shaft to rattler.
484	Protect or remove set screws on line shafting.
485	Place guard railing around engine.
486	Remove or protect all projecting set screws on line shafting.
487	Provide safety stops for gates on elevator.
488	Remove or cover all projecting set screws on shafting.
489	Protect two set screws on shafting.
490	Place guard rail around engine rod.
491	Place guard on rip saw.
492	Place guard on jointer.
493	Protect set screws on line shafting in machine shop.

FACTORY INSPECTION—TABLE No. 2—CONTINUED.  
LEE COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
494	Place guard on one jointer.
495	Place guard on one rip saw.
496	Place guard on one shaper.
497	Avoid use of machinery in car yard.
498	Keep earth closet near round house in clean condition.
499	Remove or cover all projecting set screws on line shafting.
500	Place guard on jointer.
501	Place guard on shaper.
502	Place guard on rip saw.
503	Place guard railing around engine.
504	Remove or cover all projecting set screws.
505	Place belt shifters on all machines not thus equipped.
506	Place guards on heads of shaping machines.
507	Remove or cover all projecting set screws.
508	Place guard on rip saws.
509	Place guard on engine fly wheel.
510	Place safety gates on elevator.
511	Protect set screws on line shafting in power house.
512	Provide guards for two tenon machines.
513	Place guard on one jointer.
514	Place guard on rip saw.
515	Provide safety gates to elevator.

## LINN COUNTY.

516	Protect one pair of gears on mixer.
517	Provide separate closet for female employees.
518	Remove or cover all projecting set screws.
519	Apply hoods and dust blowers to one pair of emery wheels.
520	Remove or cover all projecting set screws.
521	Protect main shaft in brick plant with guard railing.
522	Provide guards to two jointers.
523	Provide guard to rip saw.
524	Protect all projecting set screws on line and counter shafting.
525	Guard rip saws.
526	Guard jointer.
527	Guard shaper.
528	Remove or protect set screws.
529	Provide separate closets for females.
530	Guard mangle.
531	Provide separate water closets for females.
532	Provide separate water closets for females.
533	Provide suitable water closets for females.
534	Remove or protect all set screws.
535	Remove or cover all set screws.
536	Guard gears on lathe near door.
537	Guard rip saws.
538	Guard shaper.
539	Guard jointer.
540	Provide separate water closets for female employees.
541	Protect all projecting set screws on shafting.
542	Provide dust blowers for emery wheels.
543	Provide dust blowers for tumbling barrels.
544	Remove or protect all set screws on one pair of emery wheels.
545	Apply hoods and dust blowers to one pair of emery wheels.
546	Provide tight boxing to confine dust from tumbling barrels.
547	Remove or cover set screws.
548	Guard buzz planer.
549	Guard rip saw.
550	Put guard on rip saw.
551	Put guard on jointer.
552	Put guard on shaper.
553	Remove or cover all set screws.
554	Provide automatic gates to elevator on second floor.
555	Fence up elevator shaft on side not used.
556	Place guard on jointer.
557	Place guard on rip saw.
558	Provide guard railing to elevator shaft on each floor.
559	Place guard on jointer.
560	Place guard on rip saw.
561	Place guards on two jointers.
562	Place guard on rip saw.
563	Remove or cover all projecting set screws.
564	Remove or guard all projecting set screws.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## LUCAS COUNTY.

Marginal number.	Recommendations Made.
565	Put guard on combination jointer.
566	Put safety gates on elevator.
567	Place guard rail around engine rod.
568	Place guard around pulleys on dynamos.
569	Place guard around bolts to approaches to clutch shifters on main shaft.
570	Remove or cover all projecting set screws.
571	Place guard on rip saw.

## MAHASKA COUNTY.

572	Provide power shearing machine with loose pulley and belt shifter.
573	Box up driving belt on main floor.
574	Remove three projecting set screws.
575	Provide hood and dust blower for emery wheel.
576	Provide separate closet for females.
577	Apply automatic gates to elevator.
578	Protect bolts on two flange couplings.
579	Provide hand railing to stairway on third floor.
580	Change doorway on second floor with view to safety.
581	Change northwest stairway door to open outwards.
582	Provide dust blowers for emery wheels.
583	Place safety gates on elevator.
584	Remove or cover all projecting set screws on main shaft.
585	Provide separate water closet for use of female employees.
586	Remove or cover all projecting set screws on line shafting.
587	Equip emery wheels with dust blowers.
588	Place guard on two tenon machines.
589	Place guard on saws.
590	Fix loose counter shaft.
591	Place guard on planer.
592	Provide sticker with loose pulley and belt shifter.
593	Remove or cover all projecting set screws.
594	Place guard on dovetail machine.
595	Place guard on stickers.
596	Place guard on rip saw.
597	Clean out closet and put in sanitary condition.
598	Remove or cover all projecting set screws.
599	Repair belt shifters.
600	Place guard on jointer.
601	Place guard on tenon machine.
602	Place guard on rip saw.
603	Place guard on sticker.
604	Place loose pulley and belt shifter on rip saw.

## MARION COUNTY.

605	Place guard on rip saw.
606	Place guard on jointer.
607	Remove or cover all projecting set screws.
608	Remove or cover projecting set screws.
609	Place guard on jointer.
610	Place guard on rip saw.



## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## MARSHALL COUNTY.

Marginal number.	Recommendations Made.
611	Provide dust blowers for emery wheels to carry off dust.
612	Provide separate water closet for female employees.
613	Place guard rail on large mangle.
614	Place guard railing in front of rods of both engines.
615	Guard approaches to three inside clutch shifters.
616	Place guard on buzz planer.
617	Place guard on rip saw.
618	Remove or cover all projecting set screws.
619	Put additional guard on south side of fly wheel.
620	Remove or cover all projecting set screws.
621	Apply dust blowers on emery wheels.
622	Place guard around engine fly wheel.
623	Remove or cover all projecting set screws.
624	Place guard on buzz planer.
625	Place guard on small rip saw.
626	Place guard around pulley near floor.
627	Remove or cover all projecting set screws.

## MONROE COUNTY.

628	Protect three set screws on line shafting.
629	Provide loose pulley and belt shifter to feed motion on planer.
630	Apply dust blowers to emery wheels.
631	Protect two set screws on shafting.
632	Provide railing around opening to stairway to basement.
633	Protect one set screw on line shafting.
634	Provide separate closet for use of female employees.
635	Protect coupling on main shaft.

## MONTGOMERY COUNTY.

636	Remove or cover all projecting set screws.
637	Place guard on jointer.
638	Keep female closet separate.
639	Place guard railing around dynamo as agreed.
640	Place rubber mat in front of switch board.

## MUSCATINE COUNTY.

641	Place guard on rip saw.
642	Protect set screw on line shafting.
643	Comply with law regarding employment of children on dangerous machinery.
644	Protect flange coupling in basement.
645	Place railing around main belt in shafting room.
646	Place guard around counter shaft for planer.
647	Remove or cover all projecting set screws.
648	Provide separate closet for use of female employees.
649	Provide separate closet for use of female employees.
650	Keep closet for females separate.
651	Provide guard railings around two engine fly wheels.
652	Provide rubber mat in front of switch board.
653	Protect all projecting set screws.
654	Provide additional guard railing to engine fly wheel.
655	Place hand rail to stairway between third and fourth floors.
656	Cover flange couplings throughout the works.
657	Protect all projecting set screws.
658	Provide guard railing around fly wheel on engine.
659	Comply with law regarding employment of children around dangerous machinery.
660	Protect all projecting set screws.
661	Provide sheet iron lining for sink corner in polishing room.
662	Repair hand railing to elevator.
663	Remove or cover all projecting set screws on line shafting.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## MUSCATINE COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
664	Remove or cover all projecting set screws on line shafting.
665	Remove or cover all projecting set screws on line shafting.
666	Remove or cover all projecting set screws on line shafting.
667	Remove or cover all set screws on line shafting.
668	Place guard over gears on power press.
669	Remove or cover all projecting set screws on line shafting.
670	Place guard on planer.
671	Place guard on rip saw.
672	Place guard around counter shaft on planer.
673	Remove or cover all projecting set screws.
674	Place guard on two jointers.
675	Place guard on two shapers.
676	Place guard on two rip saws.
677	Provide closet for use of females in office.
678	Remove or cover all projecting set screws.
679	Protect all flange couplings.
680	Remove or cover all projecting set screws.
681	Place guard on rip saw.
682	Place guard around pulley near floor on second floor.
683	Place guard around counter shaft on panel raiser.
684	Provide separate closet for females in office.
685	Remove or cover all projecting set screws on shafting.
686	Place guard on rip saw.
687	Provide belt shifters on machines in planing mill.
688	Comply with law regarding the employment of children on dangerous machinery.
689	Remove or cover all projecting set screws.
690	Guard or cover all flange couplings.
691	Place additional railing around fly wheel to engine.
692	Place railing across driving belt to planing mill engine.
693	Provide loose pulleys and belt shifters to four machines.
694	Comply with the law regarding employment of children around dangerous machinery.
695	Provide separate closet for use of female employees in office.
696	Place guard on jointer.
697	Provide emery wheels with hoods and dust blowers.
698	Place guard rail on bulldozing machine.
699	Remove or cover all projecting set screws.
700	Put guard rail around engine fly wheel.
701	Place guard rail around engine rod.
702	Place guard around fly wheel in engine room.
703	Remove or cover all projecting set screws.
704	Provide suitable water closets for help.
705	Cover all couplings on shafting.
706	Place feed guard on large mangle.
707	Provide separate water closet for use of female help.
708	Provide separate water closet for use of female help.
709	Provide rubber mat in front of switch board.
710	Provide suitable water closet for help.
711	Place guard rail around fly wheel of south engine.
712	Place guard rail to protect end of fly wheel on north engine.
713	Remove or cover set screw on pumping shaft.
714	Provide earth closet for use of employees.
715	Place guard on jointer.
716	Place guard railing around pug mill.
717	Remove or cover all projecting set screws.
718	Set apart closet for use of female employees.
719	Remove or cover all projecting set screws on shafting.
720	Screen and properly light female closet.
721	Cover all unprotected couplings on shafting.
722	Repair water closet in basement.
723	Place guard rail on side of fly wheel in engine room.
724	Provide earth closet for use of employees.
725	Provide suitable water closet for help.
726	Place guard railing to both sides of engine fly wheel.
727	Remove or cover all projecting set screws.
728	Remove or cover all projecting set screws.
729	Place guard in front of fly wheel on gasoline engine.
730	Place guard around fly wheel of engine.
731	Place guard around engine rod.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## PALO ALTO COUNTY.

732	Provide separate closets for male and female help.
733	Remove or cover two set screws on line shafting.
734	Cover all unprotected couplings on line shafting.
735	Place guard rail around fly and belt wheel of two engines
736	Place guard rail along driving belts from two engines.
737	Place guard on rip saw.
738	Place bars on elevator on second floor.

## PLYMOUTH COUNTY.

739	Remove or cover all projecting set screws on line shafting.
740	Provide hand railings to protect stairway openings on each floor.

## POLK COUNTY.

741	Place guard railing around engine fly wheel.
742	Place hand rail around platform on roof of building.
743	Remove or cover set screws.
744	Protect two set screws on line shafting.
745	Place guard on dough brake.
746	Protect gears on mixer.
747	Repair steam piping to puff box.
748	Clean up basement and keep in sanitary condition.
749	Provide separate water closet for female help.
750	Protect two set screws on line shafting.
751	Place guard around gears on mixer.
752	Protect one set screw on line shafting.
753	Place guard on two sets of gears on mixer.
754	Cover gears on dough brake.
755	Protect four set screws on shaft to oven.
756	Provide sanitary bowl to clo in basement.
757	Clean up basement and ground floor and put it in sanitary condition.
758	Give basement thorough cleaning up and keep in sanitary condition.
759	Provide separate closet for use of female employees.
760	Protect all projecting set screws on line shafting.
761	Provide guard for fly wheel of engine.
762	Provide safety gates to elevator.
763	Provide separate closet for use of female employees.
764	Cover key which projects from fly wheel of large punching machine.
765	Provide guard railing to engine fly wheel.
766	Protect one pair of gears on chocolate mixer.
767	Protect one set screw.
768	Cover one set of gears.
769	Place guard on jointer.
770	Place guard on one rip saw.
771	Place guard on jointer in pattern shop.
772	Cover two sets of gears on planing machine.
773	Cover one flange coupling on line shaft.
774	Provide separate closet for use of female employees.
775	Comply with law regarding employment of children on dangerous machinery.
776	Provide separate closet for use of female employees.
777	Remove or cover all projecting set screws on line and counter shafts.
778	Provide guard around engine fly wheel.
779	Repair safety gates on elevator on second floor.
780	Provide guard railing to fly wheel on engine No. 4.
781	Place safety gates on elevator.
782	Remove or cover all projecting set screws.
783	Place dust blowers on emery wheels.
784	Remove or cover all projecting set screws on line shafting.
785	Place guards on all exposed gears on machines in boiler shop.
786	Provide hoods and dust blowers to three pairs of emery wheels.
787	Remove or cover all projecting set screws.
788	Place guard on jointer.
789	Place guard on rip saw.
790	Place guard around fly wheel of engine.
791	Provide safety gate to elevator.
792	Protect three couplings.
793	Remove set screws in collar on line shafting.
794	Provide new sanitary bowls in men's and ladies' closets.
795	Provide sanitary urinal in men's toilet room.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## POLK COUNTY—CONTINUED.

Marginal num- ber.	Recommendations Made.
796	Cover two sets of gears on mixer.
797	Abolish urinal on ground floor.
798	Provide loose pulleys and belt shifters on all machines not thus equipped.
799	Keep tables for rip saws in good condition.
800	Place guard on rip saw.
801	Protect all projecting set screws.
802	Provide new automatic bars to elevator.
803	Place guards on jointers.
804	Place guard on rip saw.
805	Provide safety gates to elevator.
806	Place guards on two rip saws.
807	Protect one coupling on line shaft.
808	Protect three set screws on line shafting.
809	Place additional hand railing on stairway to basement.
810	Protect one set screw on line shaft.
811	Put water closet in good repair.
812	Provide separate closet for females.
813	Remove or cover all projecting set screws.
814	Place guard over pulley at end of mangle.
815	Provide closet for men.
816	Keep ladies' closet separate.
817	Remove or cover set screws.
818	Keep female closet for females only.
819	Provide separate closet for female employees.
820	Remove or cover all projecting set screws.
821	Place guard on mangle in wash room.
822	Cover all unprotected couplings.
823	Remove or cover all projecting set screws.
824	Place guard on collar machine.
825	Remove or cover all projecting set screws.
826	Place guard on jointer.
827	Place guard on rip saw.
828	Protect all projecting set screws.
829	Cover all unprotected couplings.
830	Place guard over one pair of bevel gears on ground floor.
831	Provide guard railing to connecting rod on engine.
832	Remove or cover all projecting set screws.
833	Cover all unprotected couplings.
834	Protect all projecting set screws on line shafting.
835	Provide guard to one pair of bevel gears on shafters.
836	Place guard on jointer in pattern shop.
837	Provide hood to collect dust from tumbling barrel in foundry.
838	Protect one flange coupling.
839	Remove or cover all projecting set screws.
840	Provide hoods and dust blowers to carry off dust from tumbling barrel.
841	Place guard on jointer in pattern shop.
842	Place guard over one pair of gears on power punching machine.
843	Provide hoods to collect dust from tumbling barrel in foundry.
844	Provide separate water closet for use of female employees.
845	Place guard railing around two fly wheels in engine room.
846	Remove or cover set screws on shafting to cutting machine.
847	Provide separate and sanitary water closet for female employees.
848	Place guard on two rip saws.
849	Place guard on one jointer.
850	Place guard on one tension machine.
851	Remove or cover all projecting set screws.
852	Place guard on rip saws.
853	Place guard around fly wheel in engine room.
854	Put men's closet in sanitary condition.
855	Remove or cover all projecting set screws.
856	Remove or cover all projecting set screws.
857	Provide separate water closet for use of female employees.
858	Remove or cover all projecting set screws on line shafting.
859	Remove or cover all projecting set screws on line shafting.
860	Remove or cover all projecting set screws on line shafting.
861	Remove or cover all projecting set screws on line shafting.
862	Remove or cover all projecting set screws on line shafting.
863	Place guard on one jointer.
864	Place guard on rip saw.
865	Connect one pair of emery wheels to dust blowing system.
866	Protect all projecting set screws on collars and couplings.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## POLK COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
567	Protect two sets of gears.
568	Place guard on jointer.
569	Place guard on rip saw.
570	Apply hoods and dust blowers to one pair of emery wheels.
571	Put safety gates on elevator.
572	Remove or cover all projecting set screws.
573	Provide separate water closets for use of females.
574	Guard pulley near floor on fraying machine.
575	Remove or cover set screws.
576	Place guard on rip saw.
577	Place guard on jointer.
578	Remove or cover all projecting set screws.
579	Place guard on jointer.
580	Place additional rail guard around fly wheel on engine.
581	Apply hoods and dust blowers to one set of emery wheels.
582	Protect flange couplings and set collars on line shafting.
583	Put gates to elevator in working order.
584	Place guard on jointer.
585	Remove or cover all projecting set screws in shops.
586	Place guard on jointer in woodworking shop.
587	Remove or cover all projecting set screws on line shafting.
588	Protect one pair of gears on clay elevator.
589	Provide guard railing around engine fly wheel.
590	Provide separate closet for use of female employees in office.
591	Remove or cover all projecting set screws.
592	Cover one flange coupling on line shaft.
593	Protect one pair of gears on soap cutter.
594	Provide automatic guard railing to elevator on first floor.
595	Provide separate closet for use of female employees.
596	Provide guard to one pair of gears on punching machine.
597	Provide hoods and dust blowers to one pair of emery wheels.
598	Remove or cover all projecting set screws on line shafting.
599	Provide guards over exposed gears on corrugating and roofing machines.
600	Remove or cover all projecting set screws.
601	Put hand rail on front stairway.
602	Remove or cover all projecting set screws.
603	Remove or cover all projecting set screws on line shafting.
604	Repair trap door on third floor.
605	Provide hand railing to stairways where not thus equipped.
606	Protect one pair of gears on power punching machine.
607	Place guard railing around engine fly wheel.
608	Place guard on rip saw.
609	Place hand rail on boiler platform on roof of building.
610	Provide loose pulley and belt shifter on rip saw.
611	Remove or cover all projecting set screws.
612	Remove or cover all projecting set screws.
613	Remove or cover all projecting set screws.
614	Box floor counter shaft to saw.
615	Remove or cover all projecting set screws.
616	Place guard on one rip saw.
617	Protect one projecting set screw on line shafting.
618	Clean out closet in yard and put in sanitary condition.

## POTTAWATTAMIE COUNTY.

919	Place guard on rip saw.
920	Remove or cover all projecting set screws.
921	Place guard on chaper.
922	Provide dust blowers for emery wheels in blacksmith shop.
923	Box up tumbling barrels in foundry.
924	Place guard rail around engine fly wheel.
925	Remove or cover all projecting set screws.
926	Place guard on variety saw.
927	Remove or cover all projecting set screws.
928	Provide guard railing to engine fly wheel.
929	Place guard railing around engine rod.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## POTTAWATTAMIE COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
930	Provide emery and buffing wheels with dust blowers.
931	Remove or cover all projecting set screws.
932	Remove or cover all projecting set screws.
933	Remove or cover all projecting set screws.
934	Remove or cover all projecting set screws.
935	Place guard on rip saw in pattern shop.
936	Remove or cover all projecting set screws.
937	Place guard on jointer.
938	Place guard on rip saw.
939	Place guard on jointer.
940	Place guard on rip saw.
941	Place guard on rip saw.
942	Remove or cover all projecting set screws.
943	Remove or cover all projecting set screws.
944	Remove or cover all projecting set screws.

## POWESHIEK COUNTY.

945	Provide dust blowers to emery wheels.
946	Provide guard railing to fly wheel to Russell engine.
947	Provide guard railing to two fly wheels and two belts on ideal engine.
948	Provide fire escapes as provided by law.
949	Provide safety gates to elevator.
950	Provide dust blowers to emery wheels.
951	Remove or cover all projecting set screws.
952	Place guard on planer.
953	Place guard on small saw.
954	Remove or cover all projecting set screws.
955	Provide sanitary closet for use of men at tannery.

## SAC COUNTY.

956	Protect two set screws on line shafting.
957	Cover one key on mixing machine.
958	Protect one clamp on line shafting.
959	Provide closet for use of employees in mill.
960	Protect one projecting set screw on line shafting.
961	Remove loose wrapping on shaft.
962	Provide separate water closet for use of female employees.

## SCOTT COUNTY.

963	Remove or cover all projecting set screws.
964	Provide loose pulleys and belt shifters on two trimming machines.
965	Comply with law in regard to employment of children around dangerous machinery.
966	Place guard on one jointer.
967	Place guard on rip saw.
968	Provide separate closet for use of female employees.
969	Place guard railing around belt from Westinghouse engine.
970	Place guard railing around jack shaft to alternator.
971	Remove or cover all projecting set screws.
972	Cover one pair of gears on fifth floor.
973	Remove projecting bolts on all flange couplings.
974	Protect three sets of bevel gears.
975	Provide hoods and dust blowers to four sets of emery wheels.
976	Provide suction pipes to tumbling barrels to carry off dust.
977	Place guard on rip saw.
978	Arrange for use of separate closet for females in office.
979	Apply hoods and dust blowers to emery wheels in foundry.
980	Apply suction pipes to carry off dust from tumbling barrels.
981	Remove or cover all projecting set screws.
982	Box horizontal belt on surface.



## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## SCOTT COUNTY—CONTINUED.

Marginal number.	Recommendations Made.
983	Put railing on west elevator on second floor.
984	Protect four set screws on counter shafts.
985	Remove or cover all projecting set screws.
986	Place guard on rip saw.
987	Place screen in front of closets used by female employees.
988	Provide separate closets for use of female employees in office.
989	Provide automatic gates for elevator.
990	Protect set screws on two couplings.
991	Cover one set collar on line shafting.
992	Place guard on feed roller of mangle on first floor.
993	Remove or cover all projecting set screws.
994	Provide separate closets for use of female employees.
995	Place guard across engine fly wheel and belt to dynamo.
996	Place guard on jointer in wood working shop.
997	Provide separate water closet for use of females in office.
998	Place hand railing to stairway leading to basement.
999	Remove or cover all projecting screws on line shafting.
1000	Provide separate closets for use of female employees.
1001	Provide separate water closets for female employees.
1002	Provide separate closet for use of female employees.
1003	Remove or cover all projecting set screws.
1004	Place guard on rip saw.
1005	Place guard on shaper.
1006	Remove or cover all projecting set screws.
1007	Place guard on one jointer.
1008	Place guard on one rip saw.
1009	Place guard on one crosscut saw.
1010	Provide separate approaches to water closets in office.
1011	Place guard on rip saw.
1012	Place guard on shaper.
1013	Remove or cover all projecting set screws.
1014	Remove or cover all projecting set screws on line and jack shafting.
1015	Place guard railing around elevator shaft.
1016	Remove or cover all projecting set screws.
1017	Remove or cover all projecting set screws.
1018	Place guard on rip saw.
1019	Remove or cover all projecting set screws.
1020	Place guard railing around elevator shaft in pickle department.
1021	Remove or cover all projecting set screws.
1022	Protect one set of gears on tilt roller.
1023	Protect one set of gears on lifting shears.
1024	Provide hoods and dust blowers to one pair of emery wheels.
1025	Place guard on rip saw.
1026	Place guard on shaper.
1027	Place guard on jointer.
1028	Remove or cover all projecting set screws.
1029	Place guard on shaper.
1030	Remove or cover all projecting set screws.
1031	Keep closets in office separate for females.
1032	Provide separate closet for female employees in office.
1033	Remove or cover all projecting set screws.
1034	Place guard railing around fly wheel on engine.

## SHELBY COUNTY.

1035	Place railing around elevator shaft on second floor.
1036	Remove or cover all projecting set screws.
1037	Place guard on rip saw in pattern room.
1038	Provide separate closet for use of female employees.
1039	Place guard on rip saw.
1040	Remove or cover all projecting set screws.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## TAMA COUNTY.

Marginal number.	Recommendations Made.
1041	Remove or cover all projecting set screws.
1042	Place guard railing around engine belt wheel.
1043	Place guard railing around exposed fly wheel.
1044	Put foot guard on large mangle.
1045	Remove or cover all projecting set screws.
1046	Remove or cover all projecting set screws.
1047	Place guard rail on north side of large belt.
1048	Remove or cover all projecting set screws.
1049	Place guard on rip saw.
1050	Provide emery wheels with hoods and dust blowers.
1051	Place guard on jointer.
1052	Place guard railing around fly wheels and belt in engine room.

## UNION COUNTY.

1053	Place guard railing around two engine fly wheels.
1054	Place guard railing around dynamo and driving belts.
1055	Place rubber mat in front of switch board.
1056	Provide separate closet for use of female employees.
1057	Remove or cover set screws on end of shaft in basement.

## VAN BUREN COUNTY.

1058	Provide stairway fire escape on three story building.
1059	Remove or cover all projecting set screws on line shafting.
1060	Box up belt going through third and fourth floors.
1061	Place guard around engine fly wheel.
1062	Place screen in front of closet used by female employees.
1063	Provide guard to friction wheels on hydro extruder.
1064	Remove or cover all projecting set screws on line shafting.
1065	Place hand railing to bridge from card room to picker room.
1066	Place screen in front of closet used by female employees.

## WAPELLO COUNTY.

1067	Put dust blowers on emery wheels in operation.
1068	Remove or cover all projecting set screws.
1069	Provide loose pulley and belt shifter to planing machine.
1070	Remove or cover all projecting set screws.
1071	Place cover over gears on pug mill.
1072	Place hand rail around elevator.
1073	Provide hoods and dust blowers to emery wheels in foundry.
1074	Provide new earth or water closet.
1075	Reconstruct two doors on main stairway to open outwards.
1076	Provide gates instead of bars to guard elevator.
1077	Provide separate water closet for use of female employees.
1078	Remove or cover all projecting set screws.
1079	Provide hoods and dust blowers for emery wheels.
1080	Provide exhaust fans to carry off dust from tumbling barrels.
1081	Place hand rail on stairway leading to basement.
1082	Place hand rail on stairway leading to basement.
1083	Remove or cover all projecting set screws.
1084	Place guard on two rip saws.
1085	Place guard on shaper.
1086	Place guard on jointer.
1087	Place guard on tenon machine.
1088	Provide hoods and dust blowers on emery wheels.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## WASHINGTON COUNTY.

Marginal number.	Recommendations Made.
1089	Provide separate closet for use of female employees.
1090	Remove or cover all projecting set screws.
1091	Place guard on feed of mangle.
1092	Provide separate closet with separate approach for females.
1093	Remove or cover all projecting set screws.
1094	Place guard on rip saw.
1095	Place guard on jointer.
1096	Provide hand railings to elevator on main floor.

## WEBSTER COUNTY.

1097	Remove or cover all projecting set screws.
1098	Repair counter shaft to cutoff saw.
1099	Replace boxing around belts to planer.
1100	Provide hand railing to protect elevator shaft.
1101	Place guard around engine fly wheel.
1102	Repair suction pipe to exhaust system and put in working order.
1103	Provide guard railing around Corlies engine.
1104	Place guard railing around main driving belt.
1105	Remove or cover all projecting set screws.
1106	Place guard railing around engine fly wheel.
1107	Out of projecting bolts on three couplings.
1108	Remove or cover all projecting set screws.
1109	Remove or cover all projecting set screws.
1110	Remove or cover all projecting set screws.
1111	Place guard over exposed gears on cockle machine.
1112	Remove or cover all projecting set screws.
1113	Provide automatic gates to elevator.
1114	Repair stone crusher by placing bolt in head.
1115	Place ventilator on roof of three story building.
1116	Place guard railing around openings of two stairways on second floor.
1117	Place guard railing around fly wheel on engine.
1118	Remove or cover all projecting set screws.
1119	Protect two projecting set screws on counter shafts in basement.
1120	Provide separate closet for use of female employees.
1121	Remove or cover all projecting set screws.
1122	Place guard on two rip saws.
1123	Place guard on two jointers.
1124	Provide additional guard railing to engine fly wheel.
1125	Remove or cover all projecting set screws.
1126	Provide loose pulley and belt shifter to rolling machine.
1127	Remove or cover all projecting set screws.
1128	Cover exposed gears on clay mill.
1129	Cover one set of gears on line shafting.
1130	Protect one set of spur gears on pug mill.
1131	Repair closet in yard.

## FACTORY INSPECTION—TABLE No. 2—CONTINUED.

## WOODBURY COUNTY.

Marginal number.	Recommendations Made.
1132	Remove or cover all projecting set screws.
1133	Place guard on one jointer.
1134	Place guard on shaper.
1135	Place hoods and dust blowers on two sets of emery wheels.
1136	Remove or cover all projecting set screws.
1137	Clean out earth closet and put in sanitary condition.
1138	Remove or cover all projecting set screws.
1139	Place guard over gearing on hand shearing machine.
1140	Place cover over gearing on plate bending rollers.
1141	Remove or cover all projecting set screws.
1142	Repair water closet in basement.
1143	Place safety collar on main shaft.
1144	Remove or cover two set screws on line shaft.
1145	Remove or cover three set screws on line shafting.
1146	Guard two openings in second floor.
1147	Repair dry-pan chute.
1148	Remove or cover three set screws on shafting.
1149	Place guard around gears on pug mill.
1150	Remove or cover all projecting set screws.
1151	Place guard railing around fly wheel of Corlies engine.
1152	Remove or cover three set screws on line shafting.
1153	Place guard on rip saw.
1154	Provide separate closet for use of female employees.
1155	Place additional railing around engine fly wheel.
1156	Remove or cover all projecting set screws on line shafting.
1157	Remove or cover three set screws on line shafting.
1158	Remove or cover all projecting set screws on line shafting.
1159	Place safety gates on elevator.
1160	Provide separate closets for use of female employees.
1161	Remove or cover all projecting set screws.
1162	Provide separate closet for use of female employees.
1163	Remove or cover all projecting set screws.
1164	Protect three set screws on line shaft.
1165	Place guard over gears on body ironer.
1166	Remove or cover all projecting set screws on line shafting.
1167	Remove or cover all projecting set screws.
1168	Clean out earth closet and put in sanitary condition.
1169	Remove or cover all projecting set screws.
1170	Remove or cover all projecting set screws.
1171	Remove or cover all projecting set screws.
1172	Remove or cover all projecting set screws.
1173	Place guard on one rip saw.
1174	Place guard on one jointer.
1175	Place guard on one shaper.
1176	Place railing around stationary engine.
1177	Put boiler room in sanitary condition.
1178	Place guard on rip saw.
1179	Remove or cover all projecting set screws.
1180	Provide safety gates to power elevator.
1181	Remove or cover all projecting set screws.
1182	Connect safety gates to elevator so they will work.
1183	Protect set screws on line shafting.
1184	Apply safety gates on two elevators.

## WRIGHT COUNTY.

1185	Place guard railing around new engine fly wheels.
1186	Place guard railing around drive belt and pulley on dynamo.
1187	Place guard railing around fly wheel of south engine.
1188	Place guard on jointer.
1189	Place guard on rip saw.
1190	Place guard railing in front of engine fly wheel.
1191	Remove or cover all projecting set screws.

## SUMMARY.

Of recommendations made to employers for the safety and comfort of employees.

Recommendations Classified.	Number recommendations made.	Number recommendations complied with.
Doors changed to swing outward .....	3	3
Dust blowers on emery wheels .....	34	34
Dust blowers on tumbling barrels .....	14	14
Elevators, safeguards for .....	61	61
Fire escapes, notice to erect .....	6	6
Guards ordered on saws .....	119	119
Guards ordered on jointers .....	115	115
Guards ordered on shapers .....	29	29
Insulating mats for switch boards .....	5	5
Loose pulleys and belt shifters ordered .....	25	24
Machinery operated by children, prohibited .....	9	9
Machinery, safeguards for .....	306	301
Repair and clean floor, orders .....	7	7
Set screws, protect or remove, orders .....	329	329
Sewers, necessary connections ordered .....	1	1
Stairways, additional ordered .....	22	22
Stairways, hand rails for .....	8	8
Unsanitary appliances abolished .....	27	26
Water closets, additional for employees .....	95	93
Water closets, separate for female employees .....	24	24
Water closets, clean, repair and ventilate .....	8	8
Water closets, properly screened .....	8	8
Total .....	1264	1255

The nine recommendations not yet complied with as shown in the above table are in establishments where extensive alterations and improvements have been undertaken and not yet completed, but in each instance the Inspector has been assured complete compliance will be made at the earliest practical moment.

RECORD OF PROSECUTIONS FOR VIOLATION OF  
FACTORY INSPECTION LAW.

## DUBUQUE COUNTY.

*Steam Laundry*—Failure to provide separate water closet for use of female employees; information filed and date of trial set; defendant pleaded guilty and was fined five dollars and costs.

## POLK COUNTY.

*Steam Laundry*—Failure to provide separate water closet for use of female employees; information filed and date of trial set; continuation granted pending defendant's immediate compliance; after full compliance was made, case was dismissed at defendant's cost.

*Planing Mill*—Failure to properly guard machinery; information filed and date set for trial; case continued pending compliance on part of defendant; compliance was made and case dismissed at defendant's cost.

*Pump and Windmill Factory*—Failure to provide hoods and dust blowers to emery wheels in foundry; information filed and date set for trial; case continued, allowing time for compliance; full compliance made and case dismissed at defendant's cost.

*Printing House*—Failure to protect projecting set screws on shafting; information filed and date set for trial; continuation granted pending immediate compliance by defendant; full compliance made and case dismissed at defendant's cost.

*Washing Machine Factory*—Failure to protect projecting set screws on shafting; information filed and date set for trial. Case was tried in police court, defendant pleading not guilty, claiming that set screws were out of reach. After trial of case the court held that by reason of the fact that the shafting bearing the set screws was over seven feet above the floor they should be considered as properly guarded, and therefore rendered a decision of not guilty. The commissioner feeling that the decision was contrary to the intent of the legislature enacting the law, and realizing from experience the danger always present with such projecting set screws where employees frequently climb upon ladders to replace or repair belts while shafting is revolving, decided to seek a further adjudication of the case. The law, however, denies the State the right to appeal in such cases, therefore, the only alternative was to serve a second notice, and at the expiration of ninety days the county attorney may proceed against the defendant in case of non-compliance with the law. The second notice was served promptly, but the time limit at the date of this record was not yet expired.



## FACTORY INSPECTION—FATAL ACCIDENTS.

The following fatal accidents occurred in Iowa during the period from October 1, 1903, to January 1, 1905:

## BENTON COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
Sept. 28, 1904	Child .....	F	Fell from an ice wagon, run over and killed.

## BLACK HAWK COUNTY.

June 3, 1904	Young lady .....	F	Run over by electric car and killed.
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## FAYETTE COUNTY.

May 6, 1904	Walter .....	M	Killed by the explosion of a gasoline tank.
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## LEE COUNTY.

Feb. 20, 1904	Structural iron worker..	M	Block and tackle gave way striking him in the head, skull fractured and instantly killed.
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## O'BRIEN COUNTY.

Feb. 17, 1904	Janitor .....	M	Caught in fly wheel of engine, head crushed and neck broken.
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## LINN COUNTY.

Oct. 7, 1904	Lineman.....	M	Grasped live wire, instantly killed.
Nov. 24, 1904	Helper in brickyard....	M	Caught on shaft while adjusting belt and instantly killed.

## POLK COUNTY.

June 7, 1904	Bell boy .....	M	Crushed to death below moving elevator weights.
June 17, 1904	Street car conductor....	M	Killed coupling cars.
Feb. 18, 1904	Fireman .....	M	Killed by scalding and inhaling steam from bursted steam pipe.

## FACTORY INSPECTION—CONTINUED.

## POTTAWATTAMIE COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
Oct. 15, 1903	Sub. station attendant.	M	Killed by contact with high tension electric wire.

## SCOTT COUNTY.

Dec. 27, 1904	Packing house man.....	M	Killed, elevator weight striking his head and breaking his neck.
Sept. 19, 1904	Engineer .....	M	Killed by contact with electric wire while washing boiler.

## WAPELLO COUNTY.

May 18, 1904	Bridge carpenter .....	M	Fell from bridge and was killed by falling timbers.
May 20, 1904	Teamster .....	M	Caught between load of brick and top of kiln, spine fractured, instantly killed.

## WOODBURY COUNTY.

June 10, 1904	Packing house man	M	Fell down elevator shaft, instantly killed.
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### FACTORY INSPECTION—NON-FATAL ACCIDENTS— PART III.

The following non-fatal accidents occurred in Iowa during the period from October 31, 1903, to January 1, 1905.

#### BENTON COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
April 1, 1904	Pressman	M	Right arm badly bruised by fall—elevator.
Aug. 30, 1904	Metal worker	M	Hand smashed by stamping press.

#### BLACK HAWK COUNTY.

July 28, 1904	Shop hand	M	Badly burned by explosion of gasoline tank.
June 8, 1904	Laborer	M	Fell from scaffold and sprained ankle.
June 8, 1904	Foreman	M	Fell from platform, injured neck and shoulders.
July 31, 1904	Molder	M	Foot badly burned with molten iron.
Dec. 26, 1904	Mill hand	M	Caught on elevator cage, chest and body squeezed.
Dec. 15, 1903	Packing house man	M	Hand caught in pulley, fingers badly crushed.
Dec. 1, 1904	Blacksmith	M	Arm broken by explosion of automobile engine.
March 30, 1904	Shipping clerk	M	Ear nearly severed from head in alighting from moving elevator.
Nov. 1, 1904	Lineman	M	Fell from telephone pole, badly bruised.
Nov. 1, 1904	Assistant roaster	M	Fell from top of roaster, badly bruised.
Aug. 21, 1904	Laborer	M	Stepped into tank of hot water, foot scalded.
Sept. 6, 1904	Machine operator	F	Lost first joint of third finger in corn shaving machine.
April, 1904	Boiler maker	M	Arm slightly pinched by cog wheel.
April, 1904	Boiler maker	M	Injured on planer, not serious.
May, 1904	Helper	M	Piece flying steel fractured small bone in arm.
Oct., 1904	Engineer	M	Lost right eye by getting boiler compound into same.

#### BOONE COUNTY.

July 9, 1904	Printer	M	Hand caught in job press, middle finger badly smashed.
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#### BUENA VISTA COUNTY.

Nov. 6, 1904	Engineer	M	Caught finger under dash pot of engine, lost tip of same, laid off for short time.
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### FACTORY INSPECTION—PART III—CONTINUED.

#### CARROLL COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
Jan. 2, 1904	Laborer	M	Tumbling rod uncoupled and swung around striking him on the head. Serious.

#### CERRO GORDO COUNTY.

Nov. 13, 1904	Teamster	M	Stepped into opening between wagon and car door while carrying sack of sugar. Injured back.
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#### CHICKASAW COUNTY.

Oct. 2, 1903	Laborer	M	While repairing wall large stone fell on limb and broke same between knee and ankle.
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#### CLAYTON COUNTY.

March 18, 1904	Laborer	M	Rock dropped from staging, bruised face badly.
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#### CLINTON COUNTY.

July 21, 1904	Saw operator	M	Slipped and saw cut his fingers slightly.
Oct. 27, 1904	Saw operator	M	Placed thumb too near saw and cut it, not serious.
Oct. 28, 1904	Dog handler	M	Injured in log carriage, not serious.
July 8, 1904	Sander	M	Door fell on toe, breaking same.

#### DAVIS COUNTY.

April 22, 1904	Laborer	M	Struck in the eye by glass from bursting water gauge.
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#### DES MOINES COUNTY.

June 14, 1904	Engineer	M	Burnt by explosion of hot rabbit, not serious.
Aug. 10, 1904	Barge tender	M	Slight wrench from falling from barge.
Oct. 15, 1904	Teamster	M	Cake of ice fell on foot, confined to house seven days.
March 28, 1904	Manager	M	Caught in gearing on boiler, one rib broken, left arm lacerated.
Nov. 15, 1904	Pressman	M	Lost balance and fell into job press, lost arm below elbow.

## FACTORY INSPECTION—PART III—CONTINUED.

## DUBUQUE COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
May 2, 1904	Molder .....	M	Injured by pouring iron into wet mould, burnt on body, not serious.
March 14, 1904	Millwright .....	M	Injured on circular saw, lost tip of finger.
Sept. 12, 1904	Helper .....	M	Opened manhole before steam had all e-caped, scalded both hands, disabled four weeks.
Oct. 22, 1904	Carpenter .....	M	Patent screwdriver slipped while inserting screw from below and struck him in the eye, resulting in loss of same.
.....	Pressman .....	M	Finger caught in cog wheel, slight injury.
.....	Stereotypist .....	M	Hand caught in planer, slight injury, laid off a week.

## GUTHRIE COUNTY.

Oct. 8, 1904	Electrician .....	M	Slight injury by a fall.
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## HAMILTON COUNTY.

Nov. 12, 1904	Laborer .....	M	Rope broke on derrick letting a load of rock fall on him causing serious injury, laid off thirty days.
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## HARRISON COUNTY.

Nov. 25, 1904	Sweeper .....	M	Fell down stairs, injured back, off duty about two months.
March 1, 1904	Car repairer .....	M	Draw bar fell on foot crushing the end of third toe.

## HUMBOLDT COUNTY.

Oct. 8, 1904	Finisher .....	M	Slipped and fell on gear, smashed hand.
Dec. 8, 1904	Washer .....	M	Floor gave way and fell on him, injured back, laid off three weeks.

## JASPER COUNTY.

June 22, 1904	Wood worker .....	M	Hand came in contact with knife on jointer, lost first joint of third finger.
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## JOHNSON COUNTY.

Aug. 15, 1904	Ironer .....	F	Got tip of finger through guard on mangle; lost finger nail; laid off few days.
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## FACTORY INSPECTION—PART III—CONTINUED.

## JONES COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
June 30, 1904	Liveman .....	M	Pole broke and fell with him, bruised and slight injury.
Jan. 18, 1904	Foreman .....	M	Fell into airway eight or ten feet deep; broke thigh bone.
Sept. 17, 1904	Laborer .....	M	Struck on leg by small stone which rolled down from dump where he was shoveling; not serious injury.
July 8, 1904	Sawyer .....	M	Overreached and hand came in contact with saw. Severed one joint of index finger.

## LEE COUNTY.

Dec. 10, 1904	Laborer .....	M	Injured finger in chair department. Slight injury.
Oct. 21, 1904	Laborer .....	M	Lacerated finger in woodworking room. Not serious.
April 4, 1904	Laborer .....	M	Serious.
Sept. 24, 1904	Sawyer .....	M	Earth caved in on him while working in a trench. Temporary suffocation. Fully recovered.
Dec. 15, 1903	Laborer .....	M	Lost tip of thumb in rip saw.
Nov. 3, 1904	Teamster .....	M	Pulled down ice on himself with spud. Bruised about the body; laid up two weeks.
		M	Received electric shock while leading team across bridge. Partially recovered.

## LINN COUNTY.

Nov. 2, 1904	Sawyer .....	M	Lost balance and threw up feet to steady himself with the result of a badly lacerated foot.
May 1, 1904	Elevator boy .....	M	Foot caught between elevator and floor; lost toe nail.
May 6, 1904	Elevator boy .....	M	Foot caught between car and floor. Foot badly bruised.
May 18, 1904	Laborer .....	M	Cake of ice fell on foot. Ankle badly sprained.
June 20, 1904	Laborer .....	M	Knife slipped, inflicting a severe cut in thumb.
July 9, 1904	Laborer .....	M	Knife slipped, lacerating left hand.
July 20, 1904	Laborer .....	M	While unloading heavy iron let it fall on hand, breaking middle finger.
July 27, 1904	Laborer .....	M	While hanging up hams one fell, hook inflicting a severe gash in head.
Aug. 16, 1904	Laborer .....	M	Knife slipped and cut off end of finger.
Oct. 15, 1904	Laborer .....	M	Knife slipped, severe cut in left thumb.
Oct. 31, 1904	Laborer .....	M	Fell from wagon, badly bruised.
Dec. 20, 1904	Laborer .....	M	Knife slipped, lacerating middle finger.

## MAHASKA COUNTY.

Oct. 12, 1904	Cutter .....	F	Allowed finger to get over the die, cut flesh of finger, bone not injured.
Jan. 4, 1904	Conductor .....	M	Ran into horse while in charge of car; badly bruised.



## FACTORY INSPECTION—PART III—CONTINUED.

## MARSHALL COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
Aug. 16, 1904	Laborer .....	M	Scalded by escaping steam, not serious.
Aug. 23, 1904	Laborer .....	M	Slipped from car, fractured ankle.
Sept. 12, 1904	Laborer .....	M	Hit on head by falling rail, not serious.
Sept. 17, 1904	Marker .....	F	Caught in mangle, minor injury to fingers.
Dec. 14, 1904	Teamster .....	M	Fell off wagon, cracked rib.

## MILLS COUNTY.

Aug. 21, 1904	Engineer .....	M	Caught on set screw on line shafting while adjusting machinery, laid up thirty days.
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## MONTGOMERY COUNTY.

Jan. 1, 1904	Machine operator .....	M	Foot caught in elevator, badly crushed.
Nov. 8, 1904	Pressman .....	M	Put foot over edge of elevator, so badly crushed that it was necessary to amputate same.

## MUSCATINE COUNTY.

Oct. 10, 1904	Laborer .....	M	While adjusting belt fell from ladder, sustaining compound fracture of forearm.
Aug. 15, 1904	Laborer .....	M	While crossing temporary elevated walk plank gave away precipitating him to ground, badly bruised and injured otherwise.
June 24, 1904	Teamster .....	M	While hauling a load of water mains collided with street car, received severe bruises from falling water mains.
Nov. 17, 1904	Teamster .....	M	Hand caught in corn shredder, lost thumb.
March 3, 1904	Laborer .....	M	Laying new gas main, worked too close to main, slight asphyxiation.
April 15, 1904	Laborer .....	M	Worked too near gas while laying new mains, caused slight asphyxiation.
April 13, 1904	Lineman .....	M	While stretching wire line broke striking him in the face, injury slight.
Nov. 29, 1904	Lineman .....	M	Head iron fell from trolley wagon, slight cut on head.

## PAGE COUNTY.

Sept. 11, 1904	Washer .....	M	Arm caught between belt and pulley, broke forearm, laid up twelve weeks.
Oct. 19, 1904	Feeder .....	M	Slipped on icy platform, broken jaw.
Nov. 17, 1903	Lineman .....	M	Took hold of 2200 volt current, lost both arms within three inches of elbows.
May 12, 1904	Laborer .....	M	Fell down elevator shaft, badly bruised and shaken up.

## FACTORY INSPECTION—PART III—CONTINUED.

## POLK COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
Sept. 26, 1904	Brakeman .....	M	Getting car on track, injured finger.
March 6, 1904	Laborer .....	M	Fell against some hot tar in pail he was handling, scalded face, not serious.
Sept. 14, 1904	Laborer .....	M	Fell on defective sidewalk, slight injury.
May 16, 1904	Stamper .....	M	Finger caught under soap dies, not serious.
Oct. 15, 1904	Stamper .....	M	Finger caught under soap dies, injury slight.
Dec. 18, 1904	Washer .....	M	Fell from ladder while adjusting machinery, broke forearm.
Feb. 16, 1904	Pipe fitter .....	M	Fell from ladder, elbow bruised and back sprained.
Aug. 12, 1904	Helper .....	M	Caught between building and cart, bruised in the side, disabled four days.
Aug. 23, 1904	Caulker .....	M	Chip flew in his eye while caulking pipe, laid off two days.
Oct. 6, 1904	Janitor .....	M	Fell from ladder while washing windows, back sprained, laid off one week.
Aug. 12, 1904	Trucker .....	M	Foot caught between elevator floor and stationary floor, big toe amputated.
.....	Machine man .....	M	Piece of wood thrown from saw, temporary disability, four days.
.....	Sawyer .....	M	Finger came in contact with rip saw, lost one finger.
.....	Machine man .....	M	Piece of wood thrown from saw, temporary injury, laid off two weeks.
.....	Laborer .....	M	Piece of wood thrown from saw, slight injury, laid off three days.
Dec. 24, 1904	Laundry girl .....	F	Spilled pail of hot water, slight scald.
.....	Stereotyper .....	M	Dropped plate on foot and mashed toe, not serious.
.....	Stereotyper .....	M	Run chisel through hand in fleshy part, not serious.
.....	Pressman .....	M	Allowed hand to come in contact with press cylinder, lost two fingers.
April 5, 1904	Sawyer .....	M	Hand came in contact with rip saw, not serious, off three days.
Sept. 15, 1904	Sawyer .....	M	Hand came in contact with saw, cut between thumb and finger, off five days.
Nov. 11, 1904	Sawyer .....	M	Splinter flew from saw, not serious, laid off two days.
Nov. 12, 1904	Clerk .....	M	Wagon wheel fell on arm, spraining wrist, not serious.
Dec. 20, 1903	Conductor .....	M	Car gates struck him in the face, slightly bruised, not serious.
Dec. 30, 1903	Lineman .....	M	Lowering tower of line car, hand slipped, crank hitting him in the face, face bruised.
Jan. 25, 1904	Motorman .....	M	Slight collision of cars, knee slightly bruised.
Feb. 5, 1904	Carpenter .....	M	In taking trolley pole from car it slipped cutting head above eye.
March 27, 1904	Conductor .....	M	Struck by car, injured about the waist.
Sept. 16, 1904	Foreman .....	M	Slipped while getting out of car pit, sprained ankle.
Sept. 27, 1904	Carpenter .....	M	Hand came in contact with saw, thumb split.
Nov. 19, 1904	Conductor .....	M	Collision of cars, leg hurt, not serious.
Nov. 19, 1904	Motorman .....	M	Collision of cars, leg hurt.
Dec. 9, 1904	Laborer .....	M	Jumped from moving car to pavement, face slightly cut.
Dec. 22, 1904	Motorman .....	M	Climbed out of car while gates were closed, leg hurt not serious.
Dec. 31, 1904	Oiler .....	M	Hand got in under falling valve of engine, lost one finger.
April 6, 1904	Teamster .....	M	Fell from wagon, wheel passed over head and shoulders, serious injury.
Sept. 11, 1904	Machinist .....	M	Heavy door fell on foot crushing bones in ankle.



## FACTORY INSPECTION—PART III—CONTINUED.

## POTTAWATTAMIE COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
Jan. 16, 1904	Helper .....	M	Slightly injured by a fall at the gas works.
Nov. 27, 1904	Laborer .....	M	Explosion of gas in wash box of gas set, arm broken.
Nov. 1, 1904	Helper .....	M	Foot caught between elevator floor and stationary floor, bones of toe crushed.

## SCOTT COUNTY.

May 20, 1904	Laborer .....	M	Hand caught in running machinery, index finger badly cut.
Oct. 15, 1904	Lineman .....	M	Fell from pole, broke leg, recovered.
Nov. 26, 1904	Gas fitter .....	M	Badly burned while pouring gasoline in gas pipe.
Oct. 23, 1903	Laborer .....	M	Jumped from moving car, bruised and shaken up.
Oct. 25, 1903	Conductor .....	M	Collision of cars, slightly bruised and jarred.
Nov. 16, 1903	Trackman .....	M	Rail fell on foot, foot crushed.
Feb. 2, 1904	Trackman .....	M	Struck by car while salting rails, serious injury.
April 30, 1904	Barnman .....	M	Timber fell on head while at work in shop, slight injury.
June 17, 1904	Conductor .....	M	Pulling trolley rope, broken finger.
June 17, 1904	Trackman .....	M	Tie fell on foot, slight bruise.
Sept. 26, 1904	Barnman .....	M	While cutting piece of steel piece entered finger, not serious.
Sept. 28, 1904	Trackman .....	M	Rail fell on foot, slight bruise, lost no time.
Sept. 20, 1904	Trackman .....	M	Rail fell on foot, broke some bones in foot but recovered rapidly.
Dec. 20, 1904	Conductor .....	M	Flash from electric wire injured eyes, laid off three days.
Dec. 23, 1904	Conductor .....	M	Assaulted by passenger, severe cut about face.
.....	Helper .....	M	Knife slipped, lacerating finger, laid off two days.
.....	Packer .....	M	Tore his hand on hoop of barrel, laid off three days.
.....	Helper .....	M	Cut his head on hook, laid off five days.
June 24, 1904	Laborer .....	M	Fell down elevator shaft, internal injury.

## TAMA COUNTY.

Dec. 9, 1904	Paper maker .....	M	Caught hands in cog wheels of mixer, lost arm up to elbow.
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## TAYLOR COUNTY.

Nov. 15, 1904	Superintendent .....	M	Struck by lever of friction clutch while clutch was running, bruised leg.
Dec. 12, 1904	Engineer .....	M	Pick slipped, smashed end of finger.

## UNION COUNTY.

July 15, 1904	Laborer .....	M	Got fingers in fans, lost tips of fingers.
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## FACTORY INSPECTION—PART III—CONTINUED.

## WAPELLO COUNTY.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
June 18, 1904	Laborer .....	M	Foot caught in elevator, badly bruised.
Oct. 19, 1904	Laborer .....	M	Knee bruised, not serious.
Dec. 16, 1904	Laborer .....	M	Slipped on press plate, cut left arm.
Feb. 4, 1904	Draughtsman .....	M	Stepped from moving car and slipped under wheels, lost two toes, and otherwise bruised.

## WEBSTER COUNTY.

.....	Miller .....	M	Got arms between guard rails and fly wheel, slightly bruised, not serious.
.....	Laborer .....	M	Slid down elevator rope, sprained ankle.
.....	Elevator boy .....	M	Got hand in gearing, not serious. □
.....	Elevator boy .....	M	Hand came in contact with gearing, not serious.
.....	Laborer .....	M	Foot caught in elevator, badly bruised.
Jan. 12, 1904	Errand Boy .....	M	Fingers pinched in press, not serious.
Sept. 23, 1904	Machinist .....	M	Tried to adjust machine while in motion, lost his whole hand except thumb.

## WOODBURY COUNTY.

Dec. 23, 1904	Manager .....	M	Slipped on icy sidewalk and sprained ankle.
Nov. 17, 1903	Laborer .....	M	Caught finger in grooving machine, lost tip of finger.
Dec. 6, 1903	Laborer .....	M	Stepped between joist where floor was being repaired, wrenched leg.
Dec. 11, 1904	Trucker .....	M	Elevator dropped three floors, face and elbows badly bruised.
Dec. 19, 1903	Hog hanger .....	M	Finger caught between roller and rail, little finger broken.
Jan. 2, 1904	Laborer .....	M	Closed refrigerator car door on thumb, thumb crushed.
Jan. 11, 1904	Laborer .....	M	Cake of ice fell off skid, slightly bruising his leg.
Feb. 15, 1904	Trucker .....	M	Clothing caught in machine hoist, broke rib.
May 5, 1904	Shackler .....	M	Scratched finger, gave it no attention, and had a slight touch of blood poison.
July 22, 1904	Cattle driver .....	M	Slipped off plank and fell about eight feet, breaking right arm.
July 20, 1904	Laborer .....	M	Foot caught between elevator cage and floor, injured foot slightly.
July 26, 1904	Elevator operator .....	M	Let elevator go too far, pulled rope off drum and fell; sprained ankle.
July 26, 1904	Butcher .....	M	In elevator that fell, injured foot slightly.
Aug. 12, 1904	Butcher .....	M	In elevator that fell, bruised side and sprained ankle.
Oct. 12, 1904	Laborer .....	M	Tried to slide down rope used for hoisting hogs and it broke, bruised knee and shoulder.
Nov. 16, 1904	Laborer .....	M	Caught between iron tank that he was helping to move and wall, bruised neck and face.
Nov. 23, 1904	Laborer .....	M	Steam fitter dropped pipe on his head, head badly cut.



## FACTORY INSPECTION—PART III—CONTINUED.

## WOODBURY COUNTY—CONTINUED.

Date.	Occupation.	Sex.	Cause of Accident and Extent of Injury.
Nov. 29, 1904	Laborer .....	M	Heavy truck run over foot, badly crushing same.
Dec. 17, 1904	Trucker .....	M	While pulling truck, slipped and wrenched back.
July 21, 1904	Laborer .....	M	Small truck slid under elevator gates and fell down shaft on his head; badly bruised.
Oct. 15, 1904	Foreman .....	M	Repairing elevator while in motion caught finger in machinery, taking it off at first joint.
Dec. 15, 1903	Deliveryman .....	M	Slipped and fell, breaking leg.
Jan. 2, 1904	Foreman .....	M	Putting up derrick, rope broke and derrick fell on him; knee badly bruised.
Aug. 17, 1904	Laborer .....	M	While working in ditch bank caved in on him, breaking leg below knee.

## WORTH COUNTY.

March 15, 1904	Manager .....	M	Water glass bursted on boiler; scalded hand severely.
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## GRADED WAGES AND SALARIES.

BY DIVISION OF OCCUPATION, SEX, WAGE RATE, HOURS WORKED PER DAY AND PER WEEK, ALSO PER CENT OF INCREASE OR DECREASE IN WAGES FOR YEAR 1904.

The following table is compiled and alphabetically arranged by counties, industries and divisions of occupations.

Provision is made to show the sex of the workers employed, the maximum, medium and minimum wage rates paid, by hour, day, week, month or year as reported.

Where only one rate of wages is paid it is reported as maximum, and where two, only, are reported, they are classed maximum and medium.

The number of hours worked per day and week, and the increase and decrease in wages and salaries for the year of 1904 is also given as reported.

This information has been furnished by the employers of twenty-seven counties in the State, covering 237 establishments in forty-five different lines of business; thus giving an excellent representation of the business centers, and localities where a large per cent of the wage earners of the State are employed.

It will be noticed that the wages and salaries of manufacturing establishments are not included in this table for which a word of explanation is due. The General Assembly in 1904, authorized the Commissioner to co-operate with the National Census Bureau in taking the statistics of Iowa manufactures for that year, and consequently no wage and salary reports were received from such establishments, except the regular census schedules which will be presented in another form later.

Wage statistics in this form were first compiled in the tenth report and were so satisfactory that it was decided to continue



the method of quoting the maximum, medium and minimum rate with such attendant information as will enable those who desire to make average deductions for themselves.

It is gratifying to note that the objections made by employers to supplying information regarding wage rates is rapidly diminishing, and it is believed that this table will continue to grow in favor, and that in future reports the commissioner will be able to secure complete and satisfactory reports from all counties in the State.

# GRADED WAGES AND SALARIES WITH HOURS WORKED PER DAY AND WEEK, AND VARIATION IN RATE FOR 1904.

COLLECTED FROM THE EMPLOYERS IN IOWA.

## BLACK HAWK COUNTY.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904	
		High.	Medium.	Low.	D.	W.	In- crease.	De- crease.
<i>Coffee &amp; Spice (Jobbers)</i>								
Clerk.....	F	m \$ 30.00	.....	.....	10	60	n	n
Packers.....	M	d 2.00	d \$ 1.60	d \$ 1.00	10	60	n	n
Packers.....	F	w 5.50	d 3.50	.....	10	60	n	n
<i>Hardware, Heating &amp; Plumbing.</i>								
Bookkeeper.....	F	m 35.00	.....	.....	9	54	n	n
Clerk.....	M	m 75.00	.....	.....	9	54	n	n
Laborer.....	M	d 1.75	.....	.....	9	54	n	n
Plumber.....	M	d 3.50	.....	.....	9	54	n	n
Steam fitter.....	M	d 3.50	.....	.....	9	54	n	n
Tinner.....	M	d 2.50	.....	.....	9	54	n	n
<i>Electric Light and Power—</i>								
Bookkeeper.....	F	m 25.00	.....	.....	9	54	no.	no.
Electrician.....	M	d 2.25	.....	.....	9	54	no.	no.
Superintendent.....	M	m 65.00	.....	.....	9	54	no.	no.
<i>Gas, Electric Light and Power—</i>								
Bookkeeper.....	M	m 83.00	.....	.....	9	54	no.	no.
Clerk.....	F	m 40.00	.....	.....	9	54	no.	no.
Electrician.....	M	d 2.25	d 1.75	d 1.50	9	54	no.	no.
Laborers.....	M	d 1.50	.....	.....	10	60	no.	no.
Linemen.....	M	d 2.25	.....	.....	10	60	no.	no.
Stenographer.....	F	m 40.00	.....	.....	9	54	no.	no.
<i>Laundry—</i>								
Bookkeeper.....	F	m 40.00	.....	.....	10	60	no.	no.
Drivers.....	M	w 15.00	w 11.00	.....	10	60	no.	no.
Fireman.....	M	w 10.00	.....	.....	12	70	no.	no.
Female employes.....	F	w 12.00	w 8.00	w 4.50	10	55	no.	no.
Superintendent.....	M	m 87.00	.....	.....	10	60	no.	no.
Washman.....	M	w 14.00	.....	.....	10	57	no.	no.
Washman-helper.....	M	w 6.00	.....	.....	10	57	no.	no.

n Not reported.



## GRADED WAGES—CONTINUED.

## BLACK HAWK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Plumbing and Heating—</i>								
Bookkeeper .....	F	m \$ 20.00			10	50	n	
Diggers .....	M	d 2.00			10	50	14	20%
Helpers .....	M	d 1.50			10	50	20	20%
Plumbers .....	M	d 5.50	d \$ 2.50	d \$ 1.50	10	50	16	20%
Sewer foremen .....	M	d 2.25			10	50	12	20%
Steam fitters .....	M	d 3.50			10	50	16	20%
<i>Pork Packing—</i>								
Bookkeeper .....	F	m 45.00			10	60	n	n
Clerk .....	F	m 35.00			10	60	n	n
Butchers .....	M	d 2.50			10	60	n	n
Laborers .....	M	d 1.50			10	60	n	n
Meat handlers .....	M	d 1.90			10	60	n	n
Meat trimmers .....	F	w 5.00			10	60	n	n
<i>Printing and Publishing</i>								
Ad solicitors .....	M	d \$ 3.00			9	54	n	n
Apprentices .....	M	w 5.00	w \$ 4.00		9	54	n	n
Bookkeepers .....	M	d 3.00			9	54	n	n
Bookkeeper .....	F	d 1.33			9	54	n	n
Editors and reporters .....	M	d 3.00	d 2.50	d \$ 1.00	8	48	n	n
Foreman (Comp. K.) .....	M	d 3.00			9	54	n	n
Job printers .....	M	d 2.33			9	54	n	n
Linotype operators .....	M	d 3.00	d 2.50		8	48	n	n
Make-up .....	M	d 2.50			9	54	n	n
Press feeders .....	M	d 1.50			9	54	n	n
Pressmen .....	M	d 3.00			9	54	n	n
Stenographers .....	F	d 1.00			8	48	n	n
Subscription solicitors .....	M	d 2.00			10	60	n	n
<i>Real Estate and Loans.</i>								
Bookkeeper .....	M	m 75.00	m 60.00		9	54	none.	none.
Clerk .....	F	m 40.00	m 30.00	m 22.50	9	54	none.	none.
Stenographer .....	F	m 50.00			9	54	none.	none.
Superintendent .....	M	m 75.00			9	54	none.	none.
<i>Stone Quarry—</i>								
Quarrymen .....	M	d 2.00	d 1.75		10	60	n	n
<i>Water Supply Co.—</i>								
Bookkeeper .....	M	m 51.00			10	60	n	n
Collector .....	M	m 45.00			10	60	n	n
Engineers .....	M	d 2.00	d 1.50		10	70	n	n
Firemen .....	M	d 1.50			10	70	n	n
Helpers .....	M	d 1.50			10	60	n	n
Metermen .....	M	d 1.50			10	60	n	n
Superintendent .....	M	m 110.00			10	60	n	n
Teamster .....	M	d 1.50			10	60	n	n
<i>Wholesale Fruit—</i>								
Bookkeeper .....	M	m 90.00	m 60.00		10	60	n	n
Clerks .....	M	m 80.00	m 60.00		10	60	n	n
Packers .....	M	w 10.00			10	60	n	n
Salesmen .....	M	m 125.00	m 100.00	m 80.00	10	60	n	n
Stenographer .....	F	m 35.00			10	60	n	n
Superintendent .....	M	m 125.00			10	60	n	n
Teamster .....	M	w 12.00			10	60	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## BLACK HAWK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for year 1904.	
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.
<i>Wholesale Groceries—</i>								
Bookkeeper .....	M	m\$ 100.00	m\$ 50.00		10	60	n	n
Clerks .....	M	100.00	m 60.00	m\$ 45.00	10	60	n	n
Salesmen .....	M	125.00	m 100.00	m 75.00	10	60	n	n
Shipping clerks. ....	M	w 16.00			10	60	n	n
<i>Wholesale Groceries—</i>								
Bookkeeper. ....	M	m 60.00	m 45.00		10	60	none.	
Clerks .....	M	m 100.00	m 80.00	m 45.00			none.	
Firemen .....	M	w 10.00			10	60	none.	
Fruit men. ....	M	w 9.00			10	60	none.	
Shipping clerk. ....	M	m 75.00	m 45.00		10	60	none.	
Stenographer. ....	F	m 35.00			10	60	none.	
Stockman. ....	M	w 14.00			10	60	none.	
Teamster. ....	M	w 10.00			10	60	none.	
Traveling men. ....	M	m 125.00	m 92.00	m 75.00	10	60	none.	
Warehousemen. ....	M	w 10.00	w 9.50	w 9.00	10	60	none.	

## BOONE COUNTY.

<i>Hardware and Imple-</i>								
<i>ments—</i>								
Bookkeepers .....	F	m \$ 40.00	m \$ 33.00		10	60	no.	no.
Clerks .....	M	m 75.00	m 50.00		10	60	no.	no.
<i>Lighting and Street</i>								
<i>Railway—</i>								
Bookkeeper .....	M	m 50.00			10	70	no.	no.
Car men .....	M	m 50.00			10	70	no.	no.
Clerks .....	M	m 55.00			10	70	no.	no.
Engineer .....	M	m 60.00	m 55.00		10	70	no.	no.
Firemen .....	M	m 50.00			10	70	no.	no.
Superintendent .....	M	m 100.00			10	70	no.	no.

## CASS COUNTY.

<i>General Merchandise—</i>								
Clerks .....	M	m \$ 65.00	m \$ 40.00	m \$ 21.00	10½	63	n	n
Clerks .....	F	m 50.00	m 35.00	m 20.00	10½	63	n	n
<i>Printing and Binding—</i>								
Printers .....	M	d 3.00	d 2.50	d 2.00	10	60	n	n
Printer .....	F	d 1.25			10	60	n	n
Reporter .....	M	m 60.00			10	60	n	n

n Not reported.



## GRADED WAGES—CONTINUED.

## CERRO GORDO COUNTY.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Gas and Electric Light—</i>								
Bookkeepers	M	m \$ 90.00	m \$ 75.00	m \$ 50.00	10	60	no.	no.
Electricians	M	d 2.25	d 2.00	d 1.75	10	60	10%	
Engineers	M	d 3.50	d 2.00		12	84	10%	
Firemen	M	d 1.50			12	84	no.	no.
Gas fitters	M	d 2.00			10	60	no.	no.
Gas makers	M	d 1.75			10	70	no.	no.
Laborers	M	d 2.00			10	60	15%	
Stenographer	F	m 40.00			10	60	no.	no.
<i>Laundry—</i>								
Bookkeeper	M	m 60.00			10	58	n	n
Bundler	F	w 5.00			10	58	n	n
Clerks	F	m 28.00			10	58	n	n
Engineer	M	w 12.00			10	58	n	n
Foreman	M	w 5.00			10	58	n	n
Ironer	M	w 6.50			10	58	n	n
Ironer	M	w 6.50			10	58	n	n
Mangler	F	w 4.50	w 3.50	w \$ 3.00	10	58	n	n
Marker	F	w 6.00			10	58	n	n
Starcher	M	w 5.50			10	58	n	n
Wagon boys	M	w 10.00			10	58	n	n
Washer	M	w 9.00			10	58	n	n
<i>Pork and Beef Packing—</i>								
Bookkeeper	M	m 80.00	m 70.00		10	60	n	n
Boys 16 to 20 years	M	d 1.50			10	58	n	n
Butchers	M	d 2.50	d 2.25	d 2.00	10	60	n	n
Clerks	M	m 40.00	m 35.00		10	60	n	n
Coopers	M	d 3.00			10	60	n	n
Foreman	M	d 3.25			10	60	n	n
Laborers	M	d 1.75			10	60	n	n
Salesmen	M	m 100.00	m 85.00	m 75.00	10	60	n	n
Stenographers	F	m 45.00	m 40.00		10	60	n	n
<i>Printing and Publishing—</i>								
Apprentices	M	w 4.00			9	54	no.	no.
Book binders	M	w 10.00	w 7.00		9	54	no.	no.
Bookkeepers	F	m 40.00			9	54	no.	no.
Foreman job dep'm't.	M	w 14.00			9	54	no.	no.
Foreman newspaper	M	w 12.00			9	54	no.	no.
Linotype operator	M	w 17.00	w 14.00		9	54	no.	no.
Mail clerk	M	w 3.00			1½	9	no.	no.
Pressman	M	w 10.00			9	54	no.	no.
Stenographer	F	m 40.00			9	54	no.	no.
Superintendent	M	m 100.00			9	54	no.	no.
<i>Telephone Exchange—</i>								
Bookkeeper	M	m 70.00	m 65.00		10	60	n	n
Clerks	M	m 40.00			10	60	n	n
Linemen and laborers	M	m 50.00	m 40.00	m 35.00	10	60	n	n
Operators	F	m 25.00	m 20.00	m 18.00	10	60	n	n
Stenographer	F	m 40.00			10	60	n	n
Superintendents	M	m 65.00			10	60	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## CERRO GORDO COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M. Week, W; Day D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.		
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.	
<i>Wholesale Grocery—</i>									
Bookkeeper .....	F	w \$ 15.00	.....	.....	10	57	no.	no.	
Clerks .....	F	m 35.00	.....	.....	10	57	no.	no.	
Engineers .....	M	w 15.00	.....	.....	10	57	no.	no.	
Porters and teamsters .....	M	w 11.00	.....	.....	10	57	no.	no.	
Shipping clerk .....	M	w 17.00	.....	.....	10	57	no.	no.	
Stenographers .....	F	w 15.00	w \$ 14.00	w \$ 10.00	10	57	no.	no.	
Traveling salesmen ..	M	m 200.00	.....	.....	10	57	no.	no.	
<i>Wholesale Produce and Cold Storage—</i>									
Bookkeeper .....	M	m 70.00	m 52.00	.....	10	60	n	n	
Butter department men .....	M	w 15.00	.....	.....	10	60	n	n	
Cold storage men. ....	M	w 15.00	.....	.....	10	60	n	n	
Egg department men. ....	M	w 13.00	w 12.00	w 10.00	10	60	n	n	
Poultry men .....	M	w 10.00	w 9.00	.....	10	60	n	n	
Stenographers .....	M	m 50.00	m 34.00	.....	10	60	n	n	
Superintendents .....	M	m 150.00	m 100.00	.....	10	60	n	n	

## CLINTON COUNTY.

<i>Clothing and Shoes—</i>								
Bookkeeper	F	m \$ 35.00			10	a83	n	n
Clerks	M	m 75.000	m \$ 55.00	m \$ 30.00	10	a83	n	n
<i>Dry Goods—</i>								
Bookkeeper	F	m 24.00			10	a83	no.	no.
Clerks	M	w 25.00	w 6.00	w 3.00	10	a83	no.	no.
Clerks	F	w 11.00	w 5.00	w 3.50	9	57	no.	no.
<i>Printing and Binding—</i>								
Book binder	M	w 17.00			10	59	n	n
Book binder apprentice	M	w 4.00			10	59	n	n
Book binders	F	w 5.00			10	59	n	n
Bookkeeper	F	w 43.33			10	59	n	n
Printers (piece hands)	F	w 6.00			10	59	n	n
Superintendent	M	m 100.00			10	59	n	n
<i>Printing and Publishing—</i>								
Bookkeeper	F	m 43.33			10	59	n	n
Clerks	M	m 40.00	m 35.00		10	59	n	n
Compositor	M	d 2.50	d 2.25	d 2.00	10	59	n	n
Linotype operator	M	d 3.00	d 2.50		8	48	n	n
Salesmen	M	m 60.00	m 57.00		10	59	n	n
Superintendent	M	m 120.00	m 100.00		10	59	n	n
<i>Telephone Exchange—</i>								
Bookkeeper	F	m 30.00			9	54	n	n
Linemen	M	d 2.50	d 2.25	d 1.75	9	54	n	n
Superintendent	M	m 85.00			9	54	n	n
Switch board operator	F	m 20.00	m 15.00	m 10.00	8	48	n	n

n Not reported.

a Work thirteen hours on Saturday.



## GRADED WAGES—CONTINUED.

## CLINTON COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages 10 Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Water Supply Co.—								
Bookkeeper .....	M	m	65.00	.....	10	80	no.	no.
Engineers .....	M	m	80.00	m 60.00	12	72	no.	no.
Firemen .....	M	m	40.00	.....	12	72	no.	no.
Laborers .....	M	h	17½	.....	10	60	no.	no.
Utility man .....	M	m	50.00	.....	10	60	no.	no.
Superintendent .....	M	m	125.00	.....	10	80	no.	no.
Wholesale Drugs—								
Bookkeepers .....	M	m	118.00	m 35.00	9	54	no.	no.
Chemist .....	M	w	21.00	.....	9	54	no.	no.
Clerks .....	M	m	250.00	m 125.00	9	54	no.	no.
Order clerks .....	M	w	15.00	w 5.00	9	54	no.	no.
Packers .....	M	w	12.00	.....	9	54	no.	no.
Porters .....	M	w	15.00	w 12.00	9	54	no.	no.
Salesmen .....	M	m	225.00	m 60.00	9	54	no.	no.
Shipping clerks .....	M	w	16.00	.....	9	54	no.	no.
Stenographers .....	F	m	60.00	m 20.00	9	54	no.	no.
Superintendent .....	M	m	133.33	.....	9	54	no.	no.
Wholesale Groceries—								
Bookkeeper .....	M	m	125.00	m 100.00	10	59	no.	no.
Clerks .....	M	m	50.00	.....	10	59	no.	no.
Salesmen .....	M	d	4.80	d 3.40	10	59	5%	no.
Superintendent .....	M	m	200.00	.....	10	59	no.	no.
Wholesale and Retail Hardware—								
Bookkeeper .....	M	d	2.88	.....	10	60	no.	no.
Bookkeeper .....	F	d	1.92	.....	9	54	no.	no.
Laborers .....	M	d	2.00	.....	10	60	no.	no.
Locksmith .....	M	d	2.00	.....	10	60	no.	no.
Plumber .....	M	d	3.00	d 1.50	9	54	no.	no.
Salesmen .....	M	d	2.50	d 2.20	10	60	no.	no.
Stove blackers .....	M	d	1.75	.....	10	60	no.	no.
Tinners .....	M	d	2.50	d 2.25	10	60	no.	no.

## DES MOINES COUNTY.

<i>Cold Storage—</i>								
Bookkeeper .....	M	m \$ 75.00			10	60	no	no
Egg handlers .....	F	d 1.85			10	60	no	no
Egg and butter men .....	M	d 2.50	d \$ 1.86	d \$ 1.50	10	60	no	no
Stenographers .....	F	m 25.00			10	60	no	no
<i>Dry Goods, Retail—</i>								
Bookkeeper .....	M	m 75.00	m 80.00		10	60	no	no
Clerks .....	M	d 4.00	d 2.50	d 1.00	10	60	no	no
Clerks .....	F	d 1.75	d 1.25	d 1.00	9	51	no	no
<i>Gas and Light Co.—</i>								
Bookkeepers .....	M	m 80.00	m 60.00	m 50.00	10	60	n	n
Clerks .....	F	m 45.00	m 35.00	m 28.00	10	60	n	n
Firemen .....	M	m 55.00	m 50.00		12	84	n	n
Fitters .....	M	m 65.00	m 50.00	m 45.00	10	60	n	n
Gas makers .....	M	m 75.00	h .20		12	84	n	n
Laborers .....	M	d 1.75	d 1.50		10	60	n	n
Lamp men .....	M	m 60.00			10	60	n	n
Street foreman .....	M	m 60.00			10	60	n	n
Superintendent .....	M	m 275.00			10	60	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## DES MOINES COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per.		Changes in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Laundry—								
Clerks .....	F	m \$ 25.00	m \$ 20.00		10	60	n	n
Driver .....	M	w 9.00	w 8.50		10	60	n	n
Errand boy .....	M	w 3.00			10	60	n	n
Ironers .....	F	w 7.00	w 6.00		10	60	n	n
Mangle operators .....	F	w 4.00			10	60	n	n
Machine hands .....	M	w 10.00			10	60	n	n
Marker .....	M	w 10.00			10	60	n	n
Washers .....	M	w 10.00			10	60	n	n
Plumbing—								
Bookkeeper .....	F	m 35.00			9	54	n	n
Laborers .....	M	d 1.75			9	54	n	n
Plumbers .....	M	d 3.50	d 3.15	d \$ 2.00	9	54	n	n
Plumber helpers .....	M	d 1.75	d 1.00		9	54	n	n
Printing and Publishing—								
Bookkeeper .....	M	m 70.00			8	48	n	n
Business manager .....	M	m 125.00			8	48	n	n
Clerks .....	F	m 30.00	m 28.50		8	48	n	n
Editors .....	M	d 4.17	d 2.53	d 1.00	8	48	10%	
Editors .....	F	d 1.00			8	48	10%	
Foreman .....	M	d 3.17			8	48	10%	
Janitor .....	M	d 1.00			7	42	n	n
Machinist .....	M	d 2.75			8	48	10%	
Mailing clerks .....	M	d 2.08	h .20		6	36	n	n
Manager at branch offices .....	M	m 25.00	m 20.00		n	n	n	n
Pressmen .....	M	d 3.50	d 1.50	d 1.16	6	36	10%	
Printers .....	M	d 3.17	d 1.37	d .83	8	48	60%	
Salesmen .....	M	m 143.00			8	48	n	n
Solicitors (Adv.) .....	M	m 95.00			8	48	n	n
Stenographer .....	F	m 30.00			8	48	n	n
Superintendent .....	M	m 65.00			8	48	n	n
Seeds—								
Bookkeeper and stenographer .....	F	m 20.00			9	54	n	n
Clerk .....	F	m 20.00			9	54	n	n
Helpers .....	F	d .50			9	54	n	n
Laborer .....	M	d 1.50			9	54	n	n
Seed men .....	M	d 2.50	d 20.00	d 1.50	9	54	n	n
Superintendent .....	M	m 40.00			9	54	n	n
Telegraph—								
Clerk .....	M	m 30.00	m 20.00		10	60	n	n
Manager .....	M	m 75.00			9	54	n	n
Messenger boys .....	M	m 15.00			10	60	n	n
Operators .....	M	m 60.00	m 50.00	m 45.00	9	54	n	n
Wholesale Grocery—								
Bookkeeper .....	M	m 70.00	m 50.00	m 50.00	10	57a	n	n
Clerks .....	M	m 40.00	m 35.00		10	57a	n	n
Packers .....	M	w 3.75			10	57a	n	n
Porters .....	M	m 25.00			10	54a	n	n
Stenographer .....	F	m 35.00			10	57a	n	n
Superintendent .....	M	m 150.00			10	57a	n	n

a Off at 3 o'clock Saturdays. b Half day Saturdays. n Not reported.



## GRADED WAGES—CONTINUED.

## DES MOINES COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Wholesale Hardware—								
Bookkeeper.....	M	m \$ 60.00			10	57a	n	n
Clerks.....	M	m 35.00			10	57a	n	n
Laborer.....	M	w 10.00	w \$ 8.00	w \$ 7 00	10	57a	n	n
Salesmen.....	M	m 100.00	m 80.00	m 60.00	10	57a	n	n
Stenographer.....	M	w 8.00			8	44b	n	n
Superintendent.....	M	m 100.00			10	57a	n	no.

## DUBUQUE COUNTY.

<i>Commercial Agency—</i>								
Clerk.....	M	m \$ 35.00			9	54	14%	no.
Clerks.....	M	m 12.00	m \$ 10.00		9	54	no.	no.
Stenographer.....	F	m 30.00			9	54	16%	no.
Stenographers.....	F	m 20.00	m 18.00		9	54	no.	no.
Superintendent.....	M	m 100.00			9	54	no.	no.
Travelling reporters.....	M	m 50.00			9	54	no.	no.
<i>Cut Stone—</i>								
Laborers.....	M	h .15			10	60	n	n
Stone cutters.....	M	h .45			8	48	n	n
Stone sawers.....	M	h .30			10	60	n	n
<i>Dry Goods—</i>								
Bookkeeper.....	F	m 50.00	m 43.00		10	63 <sup>1</sup> c	n	n
Clerks.....	F	w 25.00	w 8.00	w \$ 2.50	10	63 <sup>1</sup> c	n	n
Clerks.....	M	w 30.00	w 6.00	w 3.00	10	66 <sup>1</sup> d	n	n
<i>Electric Light and Power Co.—</i>								
Bookkeepers.....	M	m 60.00	m 50.00		10	60	n	n
Clerks.....	M	m 50.00	m 40.00		10	60	n	n
Collector.....	M	m 50.00			10	60	n	n
Conductor.....	M	h .18	h .17	h .15	12	84	n	n
Electricians.....	M	h .25	h .22 <sup>1</sup>	h .17 <sup>1</sup>	10	60	n	n
Electrician helpers.....	M	h .15			10	60	n	n
Firemen.....	M	m 57.50			10	60	n	n
Linemen foreman.....	M	h .27 <sup>1</sup>			12	84	n	n
Linemen.....	M	h .25	h .20		10	60	n	n
Motormen.....	M	h .18	h .17	h .16	12	84	n	n
Motormen.....	M	h .15			12	84	n	n
Shovelers.....	M	m 34.50			12	84	n	n
Stationery engineers.....	M	m 85.00	m 75.00	m 68.00	12	84	n	n
Stationery engineers.....	M	m 65.00	m 55.00		12	84	n	n
Stenographers.....	F	m 45.00			10	60	n	n
Superintendents.....	M	m 95.00	m 95.00		10	60	n	n
Track foreman.....	M	m 75.00			12	84	n	n
Trimmers.....	M	h .17 <sup>1</sup>			10	60	n	n
Trimmers.....	M	m 50.00			10	60	n	n

a Off at 3 o'clock on Saturdays.

b Half day Saturdays.

c Thirteen and one-half hours on Saturdays.

d Sixteen and one-half hours on Saturdays.

n Not reported.

## GRADED WAGES—CONTINUED.

## DUBUQUE COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M, Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Furniture Manufacturing—</i>								
Bookkeeper .....	M	m \$ 60.00			10	60	no	no
Cabinet maker .....	M	d 2.25			10	60	no	no
Engineer .....	M	d 2.00			10	60	no	no
Laborers .....	M	d 1.85			10	60	no	no
Painters .....	M	d 2.00			10	60	no	no
Salesmen .....	M	m 65.00			10	60	no	no
Sawyers .....	M	d 1.75			10	60	no	no
Shapers .....	M	d 1.75			10	60	no	no
Superintendent .....	M	m 70.00			10	60	no	no
<i>Furniture Mfg.—</i>								
Bookkeeper .....	M	m 65.00			10	60	n	n
Cabinet makers .....	M	d 3.50	d \$ 3.00	d \$ 2.50	10	60	10%	n
Clerks .....	F	m 30.00			10	60	n	n
Machine men .....	M	d 2.25	d 2.00	d 1.50	10	60	10%	n
Salesmen .....	M	m 80.00			10	60	n	n
Stenographers .....	F	m 26.00			10	60	n	n
Superintendent .....	M	m 125.00			10	60	n	n
<i>Plumbing and Heating—</i>								
Bookkeeper .....	M	m 100.00			8	48	no.	no.
Clerks .....	M	m 50.00			8	48	no.	no.
Helpers .....	M	d 1.50	d 1.25		8	48	16%	no.
Laborers .....	M	d 1.85			10	60	16%	no.
Plumbers and steam fitters .....	M	d 3.50			8	48	no.	no.
Superintendents .....	M	m 116.65	m 100.00		8	48	no.	no.
<i>Telegraph Co.—</i>								
Cashier .....	M	m 60.00			9	54	no.	no.
Clerks .....	M	m 25.00	m 20.00		12	72	no.	no.
Manager .....	M	m 85.00			10	60	no.	no.
Operators .....	M	m 65.00	m 60.00	m 40.00	10	60	no.	no.
<i>Supply Co.—</i>								
Bookkeeper .....	M	m 60.00			10	60	no.	no.
Clerks .....	M	m 40.00			10	60	no.	no.
Firemen .....	M	d 2.00	d 1.75		10	60	no.	no.
Laborers .....	M	d 1.75			10	60	no.	no.
Superintendent .....	M	m 150.00			10	60	no.	no.
<i>Wholesale and Retail Oil—</i>								
Bookkeeper .....	M	d 4.23	d 3.85	d 3.65	8	45	5%	n
Clerks .....	M	d 2.40	d 1.59	d 1.30	8	45	15%	n
Manager .....	M	d 9.61			8	45	no.	no.
Salesmen .....	M	d 4.13	d 3.51	d 2.79	8	45	5%	n
Stenographers .....	F	m 55.00			8	45	no.	no.

n Not reported.



## GRADES WAGES—CONTINUED.

## HAMILTON COUNTY

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M, Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.
<i>General Contractor—</i>								
Bookkeeper .....	M	m \$ 50.00			9	54	n	n
Brick masons .....	M	h .65	h \$ .80	h \$ .55	9	54	n	n
Carpenters .....	M	h .40	h .35	h .27½	10	80	n	n
Laborers .....	M	h .20	h .17½		10	60	n	n
<i>Laundry—</i>								
Bookkeeper .....	M	m 45.00			10	57	no.	no.
Bundlers .....	F	w 10.00			10	50-60	no.	no.
Clerks .....	F	m 30.00			10	50-60	no.	no.
Drivers .....	M	w 10.00			10	50-60	no.	no.
Engineer .....	M	w 12.00			10	55	no.	no.
Ironers .....	F	w 12.50	w 9.00		10	50-60	no.	no.
Markers .....	F	w 12.50	w 10.00		10	50-60	no.	no.
Salesmen .....	M	m 55.00			10	50-60	no.	no.
Starcher .....	M	w 10.00			10	50-60	no.	no.
Superintendent .....	M	m 130.00			10	50-60	no.	no.
Washer .....	M	w 12.00	w 6.00		10	50-60	no.	no.
<i>Telephone—</i>								
Bookkeeper .....	M	m 100.00			9	54	no.	no.
Superintendent .....	M	m 75.00			9	54	no.	no.
Operators .....	M	m 35.00	m 25.00	m 20.00	9	54	no.	no.

## HARRISON COUNTY.

<i>Electric Light—</i>								
Bookkeeper .....	M	m \$ 50.00			10	60	no.	no.
Engineer .....	M	m 75.00			12	54	no.	no.
Firemen .....	M	m 50.00	m \$ 45.00	m \$ 40.00	12	54	no.	no.
Lineman .....	M	m 50.00			10	60	no.	no.
Superintendent .....	M	m 33.33			n	n	n	n
<i>Milling—</i>								
Miller .....	M	m 75.00			11	66	n	n
Fireman .....	M	m 40.00			11	66	n	n
Teamster .....	M	m 55.00			10	60	n	n
Stenographer .....	M	m 30.00			8	48	n	n
Superintendent .....	M	m 85.00			11	66	n	n
Sweeper .....	M	m 40.00			11	66	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## JOHNSON COUNTY.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Laundry—</i>								
Clerk .....	F	m \$ 30.00			10	60	n	n
Driver .....	M	w 11.00			10	60	n	n
Engineer .....	M	w 9.50			10	60	n	n
Ironers .....	F	w 8.00	w \$ 6.50	w \$ 5.00	10	55a	n	n
Starcher .....	F	w 7.00	w 5.00		10	55a	n	n
Starcher and ironer..	M	w 5.00			10	50b	n	n
Washer .....	M	w 11.00			10	60	4%	
<i>Printing and Publishing—</i>								
Bookkeeper ..	F	m 35.00			9	54	no	no
Pressmen .....	M	d 2.50	d 2.18	d .65	9	54	no	no
Salesmen .....	M	m 60.00			9	54	no	no
Superintendent .....	M	m 83.33			9	54	no	no
Typesetters .....	M	d 2.50	d 2.18	d .65	9	54	no	no
<i>Printing and Publishing—</i>								
Bookkeeper .....	M	m 45.00			9	54	n	n
Boy .....	M	w 6.50			9	54	n	n
Carrier boys .....	M	w 1.00			2	12	n	n
Collector .....	M	w 6.00			4	24	n	n
Foreman .....	M	w 16.00			9	54	n	n
Linotype operator....	F	w 18.00			8	48	n	n
Manager .....	M	m 125.00			9	54	n	n
Pressman .....	M	w 8.00			9	54	n	n
Printer .....	M	w 14.00			9	54	n	n
Reporters .....	M	w 15.00			10	60	n	n
<i>Wholesale Grocery—</i>								
Bookkeeper .....	M	m 100.00	m \$ 50.00		n	n	n	n
Engineer .....	M	m 50.00			n	n	n	n
Laborers .....	M	m 40.00			n	n	n	n
Salesmen .....	M	m 100.00	m 60.00		n	n	n	n
Stenographer .....	F	m 35.00			n	n	n	n
Superintendent .....	M	m 125.00			n	n	n	n

## JONES COUNTY.

<i>Stone Quarry—</i>								
Bookkeeper .....	M	m \$ 75.00			10	60	no.	no.
Quarrymen .....	M	d 8.00	d \$ 2.25	d \$ 2.00	10	60	no.	no.
Superintendent .....	M	m 75.00			10	60	no.	no.
<i>Stone Quarry—</i>								
Foremen .....	M	d 2.75	d \$ 2.25		10	59	n	n
Quarrymen .....	M	d 2.00			10	59	n	n
<i>Stone Quarry—</i>								
Bookkeeper .....	M	m 50.00			10	60	no.	no.
Quarrymen .....	M	d 2.00			10	60	n	n
Superintendent .....	M	m 85.00			10	60	no.	no.

a Half day Saturdays. b Five days a week. n Not reported.



## GRADED WAGES—CONTINUED.

## LEE COUNTY.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in per Cent for Year, 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Dry Goods—</i>								
Bookkeeper.....	F	m \$ 50.00	.....	.....	10	63a	no.	no.
Cashier.....	F	m 32.00	.....	.....	10	63a	no.	no.
Clerks.....	M	d 3.33	d \$ 2.50	d \$ 2.00	10	63a	20%	
Clerks.....	M	d 1.25	d .75	.....	10	63a	20%	
Clerks.....	F	d 2.17	d 2.08	d 1.66	10	63a	20%	
Clerks.....	F	d 1.33	d 1.25	d .75	10	63a	20%	
Superintendent.....	M	m 90.00	.....	.....	10	63a	no.	no.
<i>Gas Light and Coke—</i>								
Foreman.....	M	d 2.50	d 1.75	.....	12	84	5%	
Repairman.....	M	d 2.50	.....	.....	10	60	40%	
Stokers.....	M	d 2.00	.....	.....	12	84	15%	
<i>Electric Light, Railway and Power—</i>								
Arc lamp trimmer....	M	d 1.50	.....	.....	10	70	n	n
Bookkeeper.....	M	m 75.00	.....	.....	10	60	n	n
Car barn carpenter....	M	d 2.00	.....	.....	10	60	n	n
Car barn foreman.....	M	d 2.50	.....	.....	10	60	n	n
Car barn helper.....	M	d 1.50	.....	.....	10	60	n	n
Collector.....	M	m 55.00	.....	.....	10	60	n	n
Conductors.....	M	d 1.32	.....	.....	11	77	n	n
Electricians.....	M	d 2.00	.....	.....	10	60	n	n
Firemen.....	M	d 1.75	.....	.....	12	84	n	n
Helpers.....	M	d 1.50	.....	.....	12	84	n	n
Manager.....	M	m 200.00	.....	.....	10	60	n	n
Motormen.....	M	d 1.75	d 1.43	d 1.32	11	84	n	n
Oilier.....	M	d 1.75	.....	.....	12	84	n	n
Plant engineer.....	M	d 2.50	.....	.....	12	84	n	n
Trackmen.....	M	d 1.75	.....	.....	10	60	n	n
<i>Pickles and Vinegar—</i>								
Bookkeeper.....	M	m 100.00	.....	.....	10	59a	n	n
Clerks.....	M	m 40.00	.....	.....	10	59a	n	n
Engineer.....	M	d 2.00	.....	.....	10	59a	n	n
Factory hands.....	F	d 1.25	.....	.....	8	48	n	n
Foreman.....	M	d 1.75	.....	.....	10	59a	n	n
Foreman.....	F	d 1.50	.....	.....	10	59a	n	n
Laborers.....	F	d 1.50	.....	.....	10	59a	n	n
Stenographers.....	F	m 40.00	.....	.....	10	59a	n	n
Superintendent.....	M	m 150.00	.....	.....	10	59a	n	n
<i>Publishers and Printers</i>								
Bookkeeper.....	M	d 1.67	.....	.....	9	54	n	n
Carriers.....	M	w 1.25	.....	.....	2	12	n	n
Clerks.....	M	m 43.33	m 40.00	.....	9	54	n	n
Helpers and porters....	M	d 1.50	d 1.25	.50	9	54	n	n
Linotype operators....	M	d 3.08	d 2.63	.....	9	54	n	n
Salesmen.....	M	d 4.16	d 2.00	d 1.67	9	54	n	n
Stenographers.....	F	m 22.00	.....	.....	9	54	n	n
Superintendents.....	M	d 4.16	d 3.33	2.50	9	54	n	n
<i>Printing and Publishing—</i>								
Apprentice.....	M	w 3.50	.....	.....	9	54	n	n
Clerk.....	F	m 21.67	.....	.....	9	54	n	n
Compositors.....	M	d 1.67	.....	.....	9	54	n	n
Foreman.....	M	d 2.50	.....	.....	9	54	n	n
Linotype operator.....	F	d 1.67	.....	.....	9	54	n	n
Pressmen.....	M	d 2.00	.....	.....	9	54	n	n
Stonemen.....	M	d 2.00	.....	.....	9	54	n	n

a Thirteen hours on Saturdays. n Not reported.

## GRADED WAGES—CONTINUED.

## LEE COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per.		Changes in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Poultry and Produce—</i>								
Bookkeepers .....	M	m \$ 75.00			10	60	n	n
Carpenters .....	M	h .25			8	48	10%	
Clerks .....	M	m 45.00			10	60	no.	no.
Engineers .....	M	h .17½			8	48	no.	no.
Feeders .....	M	h .17½			10	60	no.	no.
Pickers .....	M	h .20	h \$ .15	h \$ .12½	10	60	2%	
Salesmen .....	M	m 75.00	m 50.00		10	60	n	n
Scalemen .....	M	h .25			10	60	no.	no.
Stenographers .....	M	m 65.00	m 55.00		10	60	n	n
Superintendent .....	M	m 168.66			10	60	no.	no.
<i>Stone Quarry—</i>								
Clerk and bookkeeper .....	M	m 60.00			10	60	n	n
Quarrymen .....	M	d 1.75	d 1.50	d 1.25	10	60	20%	
Superintendent .....	M	m 60.00			10	60	n	n
<i>Transfer Line—</i>								
Bookkeeper .....	M	m 50.00			10	60	no.	no.
Drivers .....	M	d 1.40	d 1.30	d .75	10	70	no.	no.
Foreman .....	M	d 1.30			10	70	no.	no.
Nightman .....	M	d 1.30			10	70	no.	no.
<i>Wholesale Drugs—</i>								
Bookkeeper .....	M	m 75.00			n	n	n	n
Chemists .....	M	m 100.00			n	n	n	n
Chemist's helper .....	M	m 50.00			n	n	n	n
Salesmen .....	M	m 60.00			n	n	n	n
Superintendent .....	M	m 100.00			n	n	n	n
<i>Wholesale Fruits—</i>								
Bookkeeper .....	M	m 50.00			n	n	n	n
Porters .....	M	w 8.00			n	n	n	n
Salesmen .....	M	m 66.67			n	n	n	n
Shipping clerk .....	M	m 40.00			n	n	n	n
Stenographer .....	F	m 40.00			n	n	n	n
Teamsters .....	M	w 8.00			n	n	n	n
<i>Wholesale Groceries—</i>								
Bookkeeper .....	M	m 70.00			10	55a	no.	no.
Clerks .....	M	m 55.00			10	55a	no.	no.
Salesmen .....	M	m 125.00			9	n	no.	no.
Stenographers .....	M	m 55.00			9	49a	no.	no.
<i>Wholesale Groceries—</i>								
Bookkeeper .....	M	m 85.00			10	60	no.	no.
Clerks .....	F	m 40.00	m 35.00		10	60	no.	no.
Porters .....	M	d 1.50	d 1.33	d 1.25	10	60	no.	no.
Stenographers .....	F	m 35.00			10	60	no.	no.
Superintendents .....	m	70.00			10	60	no.	no.
<i>Wholesale Groceries—</i>								
Bookkeeper .....	M	m 100.00	m 75.00		10	60	no.	no.
Clerks .....	F	m 50.00			10	60	no.	no.
Porters .....	M	d 1.67			10	60	no.	no.
Stenographer .....	F	m 25.00			10	60	no.	no.
Superintendent .....	M	m 233.33			10	60	no.	no.

a Half day Saturdays. n Not reported.



## GRADED WAGES—CONTINUED.

## LEE COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Wholesale Oils—								
Bookkeepers .....	M	m \$ 75.00			10	60	no.	no.
Clerks .....	M	m 110.00	m \$ 80.00	m \$ 15.00	10	60	no.	no.
Clerks .....	F	m 50.00			10	60	no.	no.
Salesmen .....	M	m 75.00			10	60	no.	no.
Stenographers .....	F	m 40.00	m 20.00		10	60	no.	no.
Teamsters .....	M	m 50.00			10	60	no.	no.
Warehouse men ..	M	m 55.00	m 30.00		10	60	no.	no.
Wholesale Shoes—								
Bookkeepers .....	F	m 85.00			10	60	no.	no.
Clerks .....	F	m 30.00			10	60	no.	no.

## LINN COUNTY.

<i>Beef and Pork Packers—</i>								
Beef luggers .....	M	d \$ 1.90			10	60	no.	no.
Blacksmiths .....	M	d 2.75	d \$ 1.75		10	60	no.	no.
Bookkeepers and stenographers .....	M	m 60.00			10	60	no.	no.
Box makers .....	M	d 2.25	d 1.80	d \$ .60a	10	60	no.	no.
Butchers .....	M	d 2.90	d 2.35	d 1.75	10	60	no.	no.
Carpenters .....	M	d 2.65	d 2.40		10	60	no.	no.
Casing workers .....	M	d 3.00	d 1.75	d .75a	10	60	no.	no.
Coopers .....	M	d 2.75	d 2.00	d 1.80	10	60	no.	no.
Engineers .....	M	d 2.00			10	60	no.	no.
Firemen .....	M	d 1.85	d 1.50		10	60	no.	no.
Hair cleaners .....	M	d 2.66	d 2.00		10	60	no.	no.
Inspectors .....	M	d 2.90	d 2.65		10	60	no.	no.
Laborers .....	M	d 1.65	d 1.50	d .75a	10	60	no.	no.
Lard refiners .....	M	d 2.15	d 1.75		10	60	no.	no.
Machinists .....	M	d 3.00	d 2.75	d 2.00	10	60	no.	no.
Meat pilers .....	M	d 2.50	d 2.00	d 1.65	10	60	no.	no.
Piece workers .....	F	d 1.00			10	60	no.	no.
Sausage workers .....	M	d 2.85	d 2.00	d 1.65	10	60	no.	no.
Sealers and checkers .....	M	d 2.50	d 2.15	d 1.65	10	60	no.	no.
Steam fitters .....	M	d 2.50	d 2.00		10	60	no.	no.
Tankmen .....	M	d 2.50	d 2.00	d 1.65	10	60	no.	no.
Tinsmiths .....	M	d 2.40	d 2.00	d 1.65	10	60	no.	no.
<i>Beer Jobbers—</i>								
Bookkeeper .....	M	m 100.00			10	60	10%	no.
Drivers .....	M	m 70.00	m 57.50	m 45.00	10	60	no.	no.
Foreman .....	M	m 75.00			10	60	no.	no.
Stablemen .....	M	m 45.00			10	60	no.	no.
Stenographers .....	M	m 70.00			10	60	no.	no.
Superintendent .....	M	m 200.00			10	60	no.	no.
<i>Dry Goods—</i>								
Bookkeeper .....	F	m 30.00			n	n	n	n
Boys .....	M	d .83			n	n	n	n
Clerks .....	F	d 1.33	d 1.17	d 1.00	n	n	n	n
Dress makers .....	F	d 2.25	d .84	d .67	n	n	n	n
Salesmen .....	M	d 2.67			n	n	n	n

a Boys. n Not reported.

## GRADED WAGES—CONTINUED.

## LINN COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Dry Goods—								
Bookkeeper .....	F	d \$ 1.00			9	61b	n	n
Cashiers.....	F	d 1.75	d \$ 1.00		9	61b	n	n
Clerks.....	M	d 4.20	d 2.00	d \$ 1.00	9	61b	n	n
Clerks.....	F	d 1.50	d 1.00	d .50	9	61b	n	n
Dress makers.....	F	d 1.75	d 1.00		9	61b	n	n
Drivers.....	M	d 2.50			9	61	n	n
Wrappers.....	F	d .75			9	61	n	n
Electric Light and Power—								
Engineer .....	M	m 60.00			12	84	n	n
Firemen .....	M	m 50.00			12	84	n	n
Linemen .....	M	m 50.00			10	60	n	n
Superintendent.....	M	m 70.00			12	84	n	n
Gas Works—								
Bookkeeper .....	M	m 70.00			10	60	no.	no.
Gas fitters.....	M	d 1.50			10	60	no.	no.
Gas makers .....	M	d 1.66			12	84	no.	no.
Stenographer .....	M	m 60.00			10	60	no.	no.
Yardmen .....	M	d 1.50			10	60	no.	no.
Job Printing—								
Pressfeeders .....	M	d 1.67	d 1.35	d .85	9	54	n	n
Typesetter .....	M	d 2.27			9	54	n	n
Saleslady .....	F	w 10.00			9	54	n	n
Street Railway—								
Attorney .....	M	m 80.00			n	n	n	n
Baggage man .....	M	m 57.50			10	60	no.	no.
Blacksmith .....	M	d 2.25			10	60	no.	no.
Bookkeepers .....	M	m 70.00			10	60	no.	no.
Car builder .....	M	d 2.50			10	60	no.	no.
Carpenter .....	M	d 2.25			10	60	no.	no.
Car cleaner.....	M	m 45.00			10	70	no.	no.
Car repairer .....	M	d 2.15			10	60	no.	no.
Clerk .....	M	m 50.00			10	60	no.	no.
Conductors.....	M	m 55.00	d 1.70	d 1.60	10	70	no.	no.
Engineers .....	M	m 100.00	m 65.00		10	70	no.	no.
Electrician .....	M	d 2.25			10	60	no.	no.
Firemen .....	M	m 54.00			10	70	no.	no.
Laborers .....	M	d 1.75	d 1.50		10	60	no.	no.
Linemen .....	M	d 2.25			10	60	no.	no.
Machinists .....	M	d 2.40			10	60	no.	no.
Motormen .....	M	m 55.00	d 1.70	d 1.60	10	70	no.	no.
Painter .....	M	d 2.50			10	60	no.	no.
Shop foremen .....	M	m 85.00	m 60.00		10	60	no.	no.
Storekeeper .....	M	m 50.00			10	60	no.	no.
Superintendents .....	M	m 125.00	m 100.00		10	60	no.	no.
Teamster .....	M	m 40.00			10	60	no.	no.
Track foremen .....	M	m 55.00	m 45.00		10	60	no.	no.
Telegraph—								
Bookkeeper .....	F	m 40.00			9	54	n	n
Clerks .....	F	m 30.00			9	54	n	n
Clerks .....	M	m 20.00			9	54	n	n
Manager .....	M	m 85.00			8	48	n	n
Operators .....	M	m 75.00	m 46.85		9	54	n	n

b Sixteen hours on Saturdays. n Not reported.



## GRADED WAGES—CONTINUED.

## LINN COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex,	By Year, Y; Month, M: Week, W; Day, D; Hour, H.			Hours Worked per		Changes in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Water Supply—								
Bookkeepers .....	M	m \$ 75.00	m \$ 65.00		10	60	n	n
Clerk .....	M	m 39.00			10	60		
Clerk .....	F	m 39.00			10	60	no.	no.
Engineers .....	M	m 85.00	m 60.00		8	56	n	n
Firemen .....	M	d 1.75			8	56	n	n
Fittermen .....	M	d 1.75			10	70	n	n
Laborers .....	M	d 1.75			10	60	n	n
Meter reader .....	M	d 1.50			8	n	n	n
Meterman .....	M	d 2.25			10	60	n	n
Superintendent .....	M	m 208.33			8	56	n	n
Water Supply—								
Bookkeeper .....	M	m 35.00			10	60	n	n
Firemen .....	M	m 50.00			10	60	n	n
Laborers .....	M	m 50.00			10	60	n	n
Manager .....	M	m 25.00			10	60	n	n
Secretary .....	M	m 25.00			n	n	n	n
Wholesale Groceries—								
Bookkeepers .....	M	m 100.00	m 75.00		10	60	no.	n
Clerks .....	M	m 60.00			10	60	n	n
Packer .....	M	w 13.00	w 11.00		10	60	n	n
Porters .....	M	w 11.00	w 9.00	w \$ 7.50	10	60	n	n
Shippers .....	M	w 14.50	w 12.00		10	60	n	n
Stenographer .....	F	m 45.00			10	60	n	n
Teamsters .....	M	w 11.00	w 9.00		10	60	n	n
Wholesale Ice—								
Bookkeeper and Sec. .	M	m 100.00			10	60	no.	no.
Bookkeeper .....	M	m 60.00			10	60	no.	no.
Collector .....	M	m 45.00			10	60	n	n
Ice peddlers .....	M	d 2.50	d 1.85		10	60	n	n
Laborers .....	M	d 3.00	d 1.75	d 1.50	9	54	n	n
President .....	M	m 250.00			n	n	no.	no.
Superintendent .....	M	m 75.00			10	60	no.	no.

## MAHASKA COUNTY.

<b>Dry Goods—</b>								
Bookkeeper	M	m \$ 65.00			10	64a	no.	no.
Clerks	M	m 75.00	m \$ 55.00	m \$ 40.00	10	64a	no.	no.
Clerks	M	m 65.00	m 50.00	m 20.00	10	64a	no.	no.
Office clerks	M	m 65.00	m 25.00	m 22.00	10	64a	no.	no.
<b>Grocery and Bakery—</b>								
Baker	M	w 15.00	m 20.00		10	60	n	n
Clerks	M	m 40.00	m 20.00		12	72	n	n
Delivery boys	M	m 25.00	m 15.00		10	60		
<b>Hardware—</b>								
Bookkeeper	M	m 50.00			n	n	n	n
Bookkeepers	F	m 45.00			n	n	n	n
Clerks	M	m 81.67	m 40.00	m 20.00	n	n	n	n
Salesmen	M	m 100.00			n	n	n	n
Shipping clerks	M	m 45.00	m 30.00		n	n	n	n
Superintendents	M	m 150.00			n	n	n	n

a Fourteen hours on Saturday. n Not reported.

## GRADED WAGES—CONTINUED.

## MAHASKA COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Telephone—								
Bookkeeper	M	d \$ 2.00			9	54	n	n
Bookkeeper	F	d 1.00			9	54	n	n
Inspector	M	d 2.50			9	54	n	n
Linemen	M	d 2.50	d \$ 2.00	d \$ 1.50	9	54	n	n
Operator	M	d 1.00	d .70	d .55	9	54	n	n
Traction and Light—								
Bookkeeper	M	m 40.00			10	60	n	n
Car men	M	h .144	h .134	h .12	11	77	n	n
Chief engineer	M	m 83.00			12	84	n	n
Clerks	M	m 40.00			10	60	n	n
Coalheavers	M	m 45.00			10	70	n	n
Engineers	M	m 65.00	m 55.00		12	84	n	n
Firemen	M	m 55.00	m 50.00		12	84	n	n
Inspector	M	m 90.00			10	60		
Linemen	M	m 66.00	m 60.00	m 50.00	9	54	n	n
Mechanic	M	m 60.00			10	60		
Night car repairer	M	m 50.00			12	84	n	n
Stenographer	F	m 40.00			10	60	n	n
Superintendent	M	m 100.00			10	60	n	n
Truck cleaner	M	m 42.00			10	70	n	n
Waterworks—								
Clerk	M	m 45.00			10	60	no.	no.
Engineer	M	d 8.00			10	70	no.	no.
Fitterman	M	d 1.20			8	48	no.	no.
Firemen	M	d 1.50			8	56	no.	no.
Roustabouts	M	d 1.50			10	60	no.	no.
Stenographers	M	m 25.00			10	60	no.	no.
Superintendents	M	m 100.00			10	60	no.	no.

## MARSHALL COUNTY.

<b>Coffee Jobbers—</b>								
Bookkeeper	M	m \$ 60.00			10	60	no.	no.
Coffee roaster	M	d 2.60			10	60	no.	no.
Helpers	M	d 1.60			10	60	no.	no.
Shipping clerk	M	d 2.60			10	60	no.	no.
Stenographer	F	m 30.00			10	60	no.	no.
Superintendent	M	m 250.00			10	60	no.	no.
<b>Dry Goods—</b>								
Bookkeeper	F	m 30.00			10	64a	no.	no.
Clerk	F	d 1.00	d \$ .75		10	64a	no.	no.
Clerks	M	d 2.50	d 1.25	d \$ .50	10	64a	no.	no.
<b>Gas and Electric Light and Street Ry.—</b>								
Barnman	M	d 1.66			10	70	no.	no.
Bookkeeper	M	m 50.00			10	60	no.	no.
Clerk	F	d 1.00			8	48	no.	no.
Collector	M	d 1.66			10	60	no.	no.
Conductors	M	d 1.00	d .83		12	84	no.	no.

a Fourteen hours on Saturday. n Not reported.



## GRADED WAGES—CONTINUED.

## MARSHALL COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Gas, Electric Light &amp; Street Railway—Continued—</i>								
Electrician .....	M	d \$ 1.83			10	60	no.	no.
Engineer .....	M	d 2.00			12	84	no.	no.
Firemen .....	M	d 1.50			12	84	no.	no.
Gasstokers .....	M	d 2.16	d \$ 1.50	d \$ 1.33	12	84	no.	no.
Laborers .....	M	d 1.33			10	70	no.	no.
Motormen .....	M	d 1.40			10	84	no.	no.
Repairer .....	M	d 1.33	d 1.00		10	60	no.	no.
Superintendent .....	M	d 2.83			10	60	no.	no.
<i>Hardware—</i>								
Bookkeeper .....	M	d 1.33			10	60	no.	no.
Clerks .....	M	d 2.50	d 1.50		10	60	no.	no.
Secretary .....	M	w 8.00			10	60	no.	no.
Tinners .....	M	m 55.00			10	60	no.	no.
<i>Laundry—</i>								
Assorter .....	F	d 1.00			10	55a	no.	no.
Bookkeeper .....	F	m 32.50			10	55a	no.	no.
Collar ironer .....	F	d 1.00			10	55a	no.	no.
Body ironer .....	F	d 1.00			10	55a	no.	no.
Dampener .....	F	d 1.00			10	55a	no.	no.
Driver .....	M	d 2.00			10	60	no.	no.
Fireman .....	M	d 1.67			10	60	no.	no.
Foreman .....	M	d 2.50			10	55a	no.	no.
Hand ironer .....	F	d 1.00			10	55a	no.	no.
Mangle girls .....	F	d .80			10	55a	no.	no.
Marker .....	F	d 1.25			10	55a	no.	no.
Neckband ironer .....	F	d .80			10	55a	no.	no.
Shirt folder .....	F	d 1.00			10	55a	no.	no.
Shirt ironer .....	F	d 1.25			10	55a	no.	no.
Starcher (collars) .....	F	d 1.00			10	55a	no.	no.
Starcher (shirts) .....	F	d 1.00			10	55a	no.	no.
Superintendent .....	M	m 65.00			10	60	no.	no.
Washerman .....	M	d 2.00			10	55a	no.	no.
<i>Oils and Axle Grease—</i>								
Compounder .....	M	d 1.75			10	60	no.	no.
Coopers .....	M	d 2.25	d 2.00		10	60	no.	no.
Engineer .....	M	d 1.92			10	60	no.	no.
Foreman .....	M	d 2.25			10	60	no.	no.
Laborers .....	M	d 1.75			10	60	no.	no.
Printer .....	M	d 2.25			10	60	no.	no.
Teamster .....	M	d 2.25			10	60	no.	no.
<i>Packing House—</i>								
Bookkeepers .....	M	m 65.00	m 50.00		10	60	no.	no.
Butchers .....	M	h .30	h .22 $\frac{1}{2}$	h .20	10	60	no.	no.
Butchers .....	M	h .17 $\frac{1}{2}$	h .10		10	60	no.	no.
Carpenters .....	M	h .22 $\frac{1}{2}$	h .20	h .10	10	60	no.	no.
Cellarman .....	M	h .25	h .20	h .15	10	60	no.	no.
Clerks .....	F	m 40.00	m 30.00		10	60	no.	no.
Coopers .....	M	h .22 $\frac{1}{2}$			10	60	no.	no.
Engineers .....	M	h .20	h .17 $\frac{1}{2}$	h .15	10	60	no.	no.
Firemen .....	M	h .20	h .17 $\frac{1}{2}$	h .15	10	60	no.	no.
Laborers .....	M	h .17 $\frac{1}{2}$	h .15	h .12 $\frac{1}{2}$	10	60	no.	no.
Pressroom hands .....	M	h .17 $\frac{1}{2}$	h .16	h .15	10	60	no.	no.
Sausage room hands .....	F	h .10	d 1.00	d .85	10	60	no.	no.
Sausage room hands .....	M	h .30	h .20	h .16 $\frac{1}{2}$	10	60	no.	no.
Shipping room .....	M	h .20	h .15	h .12 $\frac{1}{2}$	10	60	no.	no.
Stenographers .....	F	m 50.00			10	60	no.	no.
Superintendent .....	M	m 250.00			10	60	no.	no.

a Half day Saturdays. n Not reported.

## GRADED WAGES—CONTINUED.

## MARSHALL COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Changes in Wages in per Cent for Year, 1904.	
		High.	Medium.	Low.	D.	W.	In- crease.	De- crease.
<i>Packing House Products</i>								
Case makers .....	M	d \$ .80			10	60	%	%
Foreman .....	M	d 2.00			10	60	%	%
Helpers .....	M	d 1.20			10	60	%	%
Managers .....	M	d 3.33			10	60	%	%
<i>Telephone—</i>								
Bookkeeper .....	F	m 45.00	m \$ 20.00		10	60	%	%
Chief operator .....	F	m 40.00			8	48	%	%
Collector .....	F	m 15.00			%	%	%	%
Linemen .....	M	m 75.00	w 13.50	w \$ 9.00	%	%	%	%
Manager .....	M	m 100.00			%	%	%	%
Operators .....	F	m 27.00	m 25.00	m 20.00	8	48	33 $\frac{1}{3}$ %	%
Superintendent .....	M	m 100.00			%	%	%	%
<i>Transfer Line—</i>								
Bookkeeper .....	F	m 35.00			%	%	%	%
Superintendent .....	M	m 35.00			%	%	%	%
Teamsters .....	M	m 35.00			%	%	%	%
<i>Wholesale Grocery—</i>								
Bookkeepers .....	M	m 75.00	m 40.00		10	60	%	%
Clerks .....	M	m 45.00	m 35.00	m 25.00	10	60	%	%
Credit man .....	M	m 150.00			10	60	%	%
Managers .....	M	m 225.00	m 125.00		10	60	%	%
Porters .....	M	m 50.00			10	60	%	%
Salesmen .....	M	m 150.00	m 125.00	m 100.00	%	%	%	%
Shipping clerks .....	M	m 70.00			10	60	%	%
Stenographers .....	M	m 60.00			9	54	%	%
Teamsters .....	M	m 45.00			10	60	%	%

## MONTGOMERY COUNTY.

<i>Publishing and Printing—</i>								
Bookkeeper	M	m \$43.00			10	59	5%	
Bevelers	M	w 10.00	w \$ 8.00	w \$ 8.00	10	59	5%	
Box makers	M	w 8.00			10	59	5%	
Clerks	M	m 80.00			10	59	5%	
Compositors	M	w 19.00	w 12.00	w 4.00	10	59	5%	
Cutters	M	w 17.00	w 10.00	w 4.50	10	59	5%	
Die stampers	F	w 8.00			10	59	5%	
Die Stampers	F	w 8.00	w 5.00	w 4.00	10	59	5%	
Finishing department	M	w 12.00	w 2.50		10	59	5%	
Laborers	M	w 17.00	w 7.00	w 3.50	10	59	5%	
Pressmen	M	m 100.00	m 75.00		10	59	5%	
Salesmen	M	w 13.00	w 9.00	w 7.00	10	59	5%	
Shipping clerks	F	m 33.00			10	59	no.	no.
Stenographers	M	m 112.76			10	59	5%	
Superintendent	M	w 8.00	w 5.00	w 4.00	10	59	5%	
Tinners	M	w 8.00			10	59	5%	

n Not reported.



## GRADED WAGES—CONTINUED.

## MONTGOMERY COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Changes in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Publishing and Printing—</i>								
Bookkeepers .....	F	m \$ 20.00			9	54	n	n
Compositors .....	F	d 1.50	d \$ 1.25	w \$ 3.50	9	54	n	n
Printers .....	M	d 1.75	d 1.25		9	54	n	n
<i>Wholesale Grocery—</i>								
Bookkeeper .....	F	m 40.00			10	57*	no.	no.
Clerks .....	M	m 50.00			10	57*	no.	no.
Porters .....	M	d 1.17			10	57*	no.	no.
Shipping clerks .....	M	d 1.75			10	57*	no.	no.
Salesmen .....	M	d 3.85	d 2.63		10	57*	no.	no.
Stenographer .....	M	m 50.00			10	57*	no.	no.
Superintendent .....	M	m 125.00			10	57*	no.	no.

## MUSCATINE COUNTY.

<i>Department Store—</i>								
Bookkeeper .....	F	m \$ 45.00			10	60	n	n
Clerks .....	M	w 8.00			10	60	n	n
Clerks .....	F	w 5.00			9	54	n	n
Department managers .....	M	m 65.00	m \$ 55.00		10	60	n	n
Elevator boy .....	M	w 7.00			10	60	n	n
Porters .....	M	w 7.00			10	60	n	n
Stenographer .....	F	m 90.00			10	60	n	n
Superintendent .....	M	m 90.00			10	60	n	n
Teamster .....	M	w 8.00			10	60	n	n
Wrappers .....	F	w 3.00			10	60	n	n
<i>Dry Goods—</i>								
Bookkeeper .....	M	m 52.00			10	64c	10%	
Clerks .....	M	d 2.90	d .83		10	64c	10%	
Clerks .....	F	d 2.30	d .83		10	64c	10%	
<i>Gas, Electric Light and Street Car—</i>								
Assistant engineers .....	M	d 2.00	d 1.50		8	56	n	n
Barn foreman .....	M	d 2.00			8	56	20%	
Bookkeepers .....	M	m 75.00			10	60	n	n
Car cleaners .....	M	d 1.50	d 1.33		10	60	n	n
Car repairers .....	M	d 1.67			10	60	10%	
Conductors .....	M	d 1.17			10	70	n	n
Firemen .....	M	d 1.50			8	56	n	n
Laborers .....	M	d 2.00	d 1.75	d 1.50	10	60	17%	
Lamp repairers .....	M	d 1.00			10	70	n	n
Linemen .....	M	d 2.83	d 2.50	d 1.75	10	60	n	n
Motormen .....	M	d 1.50			10	70	n	n
Oilers .....	M	d 1.17			8	56	n	n
Stenographers .....	F	m 30.00			10	60	n	n
Stokers .....	M	d 1.75	d 1.67		10	70	10%	
Superintendent .....	M	m 96.00			10	70	n	n
Watchman .....	M	d 1.67			12	84	n	n

n Not reported.

\*Get off at 3:00 o'clock on Saturdays.

c Fourteen hours on Saturday.

## GRADED WAGES—CONTINUED.

## MUSCATINE COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per.		Changes in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Laundry—</i>								
Clerks .....	F	m \$ 30.00			10	60	none.	none.
Drivers .....	M	w 10.00	w \$ 7.00		10	60	none.	none.
Firemen .....	M	w 7.50			10	60	none.	none.
Ironers .....	F	w 6.00	w 4.00		10	60	none.	none.
Starchers .....	F	w 6.00	w 4.00		10	60	none.	none.
Washer .....	M	w 10.00			10	60	none.	none.
<i>Printing and Binding—</i>								
Bindery girls .....	F	d 1.00	d .90	d \$ .75	9	54	20%	
Bookkeepers .....	M	m 32.50					n	n
Printers .....	M	d 2.67	d 2.16	d .75	9	54	n	n
Superintendent .....	M	m 85.00			9	54	n	n
<i>Printing and Publishing—</i>								
Bookkeeper .....	M	m 52.00			8	48	n	n
Clerks .....	F	m 84.00			8	48	n	n
Helpers .....	M	w 4.50			8	48	n	n
Linotype operators .....	M	d 2.33			8	48	n	n
Printers .....	M	w 13.00			8	48	n	n
Stenographer .....	F	m 25.00			8	48	n	n
Superintendent .....	M	m 140.00			8	48	n	n
<i>Wholesale Grocery—</i>								
Bookkeeper .....	M	m 85.00			10	60	n	n
Clerks .....	M	m 50.00			10	60	n	n
Draymen .....	M	m 62.50			10	60	n	n
Stockman .....	M	d 1.75			10	60	17%	

## PAGE COUNTY.

<i>Electric Light and Power—</i>								
Engineers .....	M	m \$ 65.00	m 50.00		12	84	n	n
Linemen .....	M	m 50.00			10	60	n	n
Stenographer .....	F	m 40.00			10	60	n	n
Superintendent .....	M	m 125.00			10	60	n	n
<i>Printing and Publishing—</i>								
Printers .....	M	d 2.00			9	59	n	n
Printers .....	F	d .83			9	53	n	n
<i>Packing House Products—</i>								
Clerk .....	M	d 1.67			10	60	n	n
Buyers .....	M	d 2.17			10	60	n	n
Helpers .....	M	d 1.20			10	60	n	n
Manager .....	M	d 3.08			8	48	n	n
Packer .....	M	d 1.50			9	54	n	n

n Not reported.



## GRADED WAGES—CONTINUED.

## PAGE COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.
<i>Poultry and Produce—</i>								
Bookkeeper .....	M	m \$ 40.00			10	60	n	n
Clerk .....	M	h .15			10	60	n	n
Killing foreman .....	M	h .17			10	60	n	n
Packer .....	M	h .17½			10	60	n	n
Pickers .....	M	h .20			10	60	n	n
Superintendent .....	M	m 80.00			10	60	n	n
<i>Seed House—</i>								
Bookkeeper .....	M	m 50.00			10	60	n	n
Clerks .....	F	d 1.00	d \$ .50		10	60	n	n
Laborers .....	M	d 1.50	d 1.25	d \$ 1.00	10	60	n	n
Salesmen .....	M	m 50.00			10	60	n	n
Superintendent .....	M	m 65.00			10	60	n	n

## POLK COUNTY.

<i>China, Glass and Crockery—</i>								
Bookkeeper .....	M	m \$108.00			10	64*	no.	no.
Clerks .....	M	w 20.00	w \$ 14.00	w \$ 5.00	10	64*	no.	no.
Clerks .....	F	w 17.00	w 8.00		10	64*	no.	no.
Delivery man .....	M	w 16.00			10	64	no.	no.
Matrons .....	F	w 6.00			10	64*	no.	no.
Packers .....	M	w 11.00	w 7.00		10	64*	no.	no.
Shipping clerk .....	M	w 15.00			10	64*	no.	no.
Stenographer .....	F	m 40.00			10	64*	no.	no.
<i>Contractor and Brick Mfg—</i>								
Bookkeeper .....	M	m 50.00			8	48	no.	no.
Brick masons .....	M	d 4.50			8	48	no.	no.
Carpenters .....	M	d 3.20	d 3.00		8	48	no.	no.
Laborers .....	M	d 2.00			9	54	no.	no.
<i>Contractor and Builder—</i>								
Bookkeeper .....	F	m 15.00						
Bricklayers .....	M	d 4.50			8	48	no.	no.
Laborers .....	M	d 2.50	d 1.75		9	54	no.	no.
Teamster .....	M	w 10.50			9	54	no.	no.
<i>Department Store—</i>								
Bookkeeper .....	M	m 75.00			9	59	n	n
Clerks .....	F	w 12.00	m 25.00		9	59	20%	n
Clerks .....	M	w 18.00			9	59	20%	n
Stenographer .....	F	m 25.00			9	59	n	n
<i>Dry Goods—</i>								
Cashier .....	F	w 20.00			9½	60	n	n
Clerks .....	M	w 23.00	w 20.00	w 16.00	9½	60	n	n
Clerks .....	M	w 14.00	w 12.00	w 7.00	9½	60	n	n
Clerks .....	F	w 10.00	w 9.00	w 8.00	9	58	n	n
Clerks .....	F	w 7.00	w 5.00		9	58	n	n
Dressmaker .....	F	w 8.00			9	58	n	n
Milliner .....	F	w 21.00	w 8.00	w 5.00	9	58	no.	n

n Not reported. \* Fourteen hours on Saturdays.

## GRADED WAGES—CONTINUED.

## POLK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Dry Goods—</i>								
Bookkeeper.....	M	w \$ 18.00	.....	.....	9	56	no.	no.
Clerks.....	M	w 25.00	w \$ 18.00	w \$ 3.00	9	56	no.	no.
Clerks.....	F	w 22.00	w 9.00	w 4.50	9	56	no.	no.
Stenographer.....	F	w 18.00	.....	.....	9	56	no.	no.
<i>Electric Construction—</i>								
Bookkeeper.....	M	m 80.00	.....	.....	8	48	no.	no.
Clerks.....	M	m 80.00	.....	.....	8	48	n	n
Foreman.....	M	d 3.75	d 3.25	.....	8	48	n	n
Superintendent.....	M	m 115.00	.....	.....	8	48	n	n
Wiremen.....	M	d 3.00	d 1.50	.....	8	48	n	n
<i>Engines and Threshers—</i>								
Bookkeeper.....	M	m 100.00	.....	.....	10	60	n	n
Laborer.....	M	d 1.75	.....	.....	10	60	n	n
Mechanics.....	M	d 2.50	d 2.25	.....	10	60	n	n
Salesmen.....	M	m 125.00	m 100.00	.....	10	60	n	n
Stenographer.....	M	m 75.00	.....	.....	10	60	n	n
Superintendent.....	M	m 333.00	.....	.....	10	60	n	n
Warehouseman.....	M	m 75.00	.....	.....	10	60	n	n
<i>Engines and Threshers—</i>								
Bookkeeper.....	M	m 50.00	.....	.....	10	59	n	n
Clerks.....	M	m 50.00	.....	.....	10	59	n	n
Machinists.....	M	d 2.50	d 2.00	d 1.00	10	59	n	n
Salesmen.....	M	m 100.00	.....	.....	10	59	n	n
Stenographer.....	F	m 35.00	.....	.....	10	59	n	n
Superintendent.....	M	m 100.00	.....	.....	10	59	n	n
<i>Express—</i>								
Agent.....	M	m 65.00	.....	.....	12	72	n	n
Drivers.....	M	d 1.50	.....	.....	12	72	n	n
<i>Fuel and Building Material—</i>								
Bookkeeper.....	M	m 100.00	.....	.....	10	60	n	n
Collector.....	M	m 100.00	.....	.....	10	60	n	n
Manager.....	M	m 100.00	.....	.....	10	60	n	n
Stenographer.....	M	m 50.00	.....	.....	10	60	n	n
Teamster.....	M	d 3.60a	.....	.....	9	54	n	n
Warehouseman.....	M	d 2.00	.....	.....	10	60	n	n
Warehouse foreman.....	M	d 2.50	.....	.....	10	60	n	n
<i>Gas Manufacturing—</i>								
Carpenter.....	M	d 1.85	.....	.....	10	60	n	n
Engineers.....	M	d 2.00	d 1.75	.....	10	60	n	n
Firemen.....	M	d 1.75	.....	.....	10	60	n	n
Fitters.....	M	d 2.40	d 2.00	d 1.75	10	60	n	n
Gas makers.....	M	d 2.50	d 2.00	d 1.75	10	60	n	n
Helpers.....	M	d 1.50	.....	.....	10	60	n	n
Laborers.....	M	d 1.75	.....	.....	10	60	n	n
Mason.....	M	d 2.50	.....	.....	10	60	n	n
Painter.....	M	d 1.85	.....	.....	10	60	n	n

n Not reported.  
a Including team.



## GRADED WAGES—CONTINUED.

## POLK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Job Printing—								
Compositor.....	M	d \$ 3.00	d \$ 2.66	.....	9	54	n	n
Errand boy.....	M	d .50	.....	.....	9	54	n	n
Folders.....	F	d 1.08	d .83	.....	9	54	n	n
Press feeders.....	M	d 1.40	1.20	d \$ 1.00	9	54	n	n
Pressmen.....	M	d 2.66	d 2.10	.....	9	54	n	n
Printers' apprentice..	M	d .66	.....	.....	9	54	n	n
Stenographer.....	F	w 7.00	.....	.....	9	54	n	n
Superintendent.....	M	w 18.00	.....	.....	9	54	n	n
Laundry—								
Bookkeeper.....	F	w 8.00	.....	.....	9	54	n	n
Drivers.....	M	w 18.00	w 15.00	w 8.00	9	54	n	n
Engineers.....	M	w 12.00	.....	.....	10	60	n	n
Laundry girls.....	F	w 9.00	w 6.00	w 3.00	9	54	n	n
Laundry—								
Drivers.....	M	w 9.00	.....	.....	10	60	n	n
Engineers.....	M	w 13.00	.....	.....	10	60	n	n
Laundry girls.....	F	w 8.00	w 5.00	.....	10	60	.....	.....
Laundry—								
Band ironer.....	F	d \$ 1.00	.....	.....	9	52*	n	n
Body ironer.....	F	d 1.00	.....	.....	9	52*	n	n
Drivers.....	M	d 2.50	.....	.....	8	45*	n	n
Fireman.....	M	d 1.50	.....	.....	10	60	n	n
Foreman.....	M	d 2.00	.....	.....	10	60	n	n
Hand ironer.....	F	d 1.20	.....	.....	9	52*	n	n
Mangle girl.....	F	d .85	.....	.....	9	52*	n	n
Marker.....	M	d 2.00	.....	.....	9	45*	n	n
Shirt finisher.....	F	d 1.17	.....	.....	9	52*	n	n
Shirt polisher.....	F	d 1.65	.....	.....	9	52*	n	n
Sleeve.....	F	d 1.00	.....	.....	9	52*	n	n
Sorter.....	F	d 1.33	.....	.....	9	52*	n	n
Starcher.....	F	d 1.10	.....	.....	9	52*	n	n
Washman.....	M	d 1.75	.....	.....	8	45*	n	n
Laundry—								
Drivers.....	M	w \$ 12.00	w 11.00	.....	8	48	n	n
Engineer.....	M	w 10.00	.....	.....	12	72	n	n
Ironers.....	F	w 7.50	d 1.00	.....	10	55†	n	n
Mangle girls.....	F	w 4.00	.....	.....	8	48	n	n
Marker.....	F	w 6.00	.....	.....	10	60	n	n
Sorter.....	F	w 10.00	.....	.....	10	60	n	n
Washerman.....	M	w 12.00	.....	.....	9	54	n	n
Laundry—								
Bookkeeper.....	F	m 40.00	.....	.....	10	60	n	n
Clerks.....	F	m 32.00	m 28.00	m 24.00	10	60	n	n
Drivers.....	M	d 1.67	.....	.....	10	60	n	n
Engineer.....	M	d 2.50	.....	.....	10	60	n	n
Finisher.....	F	d 1.50	.....	.....	10	60	n	n
Starchers.....	F	d 1.00	.....	.....	10	60	n	n
Washerman.....	M	d 3.38	.....	.....	10	60	n	n

n Not reported.

\* Off at 3 o'clock on Saturdays.

† Off one-half day on Saturdays.

## GRADED WAGES—CONTINUED.

## POLK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In- crease.	De- crease.
<i>Plumbing and Heat- ing—</i>								
Bookkeeper .....	F	m \$ 35.00			8	48	n	n
Laborers .....	M	d 2.75	d \$ 2.00		8	48	n	n
Plumbers .....	M	d 3.50			8	48	n	n
Steam fitters .....	M	d 3.50	d 2 00		8	48	n	n
<i>Plumbing and Heat- ing—</i>								
Bookkeeper .....	F	m 30.00			8	48	no.	no.
Helpers .....	M	d 1.00			8	48	no.	no.
Jobbers .....	M	d 1.75			8	48	no.	no.
Laborers .....	M	d 2.50	d 2 25		8	48	no.	no.
Plumbers .....	M	d 3.75			8	48	no.	no.
<i>Pork and Beef Packers—</i>								
Box makers .....	M	d 2.25	d 2.00		9	54	n	n
Butchers .....	M	d 3.00	d 2.50	d \$ 2.00	9	54	n	n
Carpenters .....	M	d 3.33	d 3.25	d 2.50	9	54	n	n
Coopers .....	M	d 3.84	d 3.00	d 2.50	10	60	n	n
Engineers .....	M	d 4.16	d 2.08		12	84	n	n
Firemen .....	M	d 2.00			8	56	n	n
Foremen .....	M	d 4.16	d 3.83	d 2.50	10	60	n	n
Laborers .....	M	d 2.00	d 1.75	d 1.00	10	60	n	n
Scalers .....	M	d 2.00	d 1.75		10	60	n	n
Steam fitter .....	M	d 3.00			10	60	n	n
Watchmen .....	M	d 2.14	d 1.75		10	70	n	n
<i>Printing—</i>								
Bookkeeper .....	F	m 30.00			9	54	n	n
Errand boy .....	M	w 3.00			9	54	n	n
Folders .....	F	d 1.10			9	54	n	n
Press feeders .....	M	w 6.00			9	54	n	n
Pressman .....	M	w 14.00			9	54	n	n
Typesetter .....	M	w 18.00	w 16.00		9	54	n	n
Typesetter .....	F	w 16.00			9	54	n	n
<i>Printing—</i>								
Feeder .....	M	d 1.67			9	54	n	n
Folder .....	F	d 1.25			9	54	n	n
Pressman .....	M	d 2.80			9	54	n	n
Superintendent .....	M	w 20.00			9	54	n	n
<i>Printing and Publish- ing—</i>								
Bindery girls .....	F	w 6.50	w 6.00		9	54	no.	no.
Bookbinders .....	M	w 18.00			9	54	no.	no.
Clerks .....	F	m 18.00			9	54	no.	no.
Errand boy .....	M	w 3.50			9	54	no.	no.
Printers .....	M	w 18.00	w 16.00	w 6.00	9	54	no.	no.
Superintendent .....	M	w 18.00			9	54	no.	no.

n Not reported.



## GRADED WAGES—CONTINUED.

## POLK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.
<b>Printing and Publish- ing—</b>								
Bookkeeper .....	M	m 75.00	w 16.00	.....	9	54	no.	no.
Compositors .....	M	w 21.00	w 16.00	.....	9	54	no.	no.
Engineer .....	M	w 11.00	.....	.....	9	54	no.	no.
Errand boy .....	M	w 4.00	.....	.....	9	54	no.	no.
Folder feeders .....	M	w 6.00	w 5.00	.....	9	54	no.	no.
Mailman .....	M	w 12.00	.....	.....	9	54	no.	no.
Press feeders .....	M	w 12.00	w 11.00	w 8.35	9	54	no.	no.
Pressman .....	M	w 20.00	.....	.....	9	54	no.	no.
Roller maker .....	M	w 12.00	.....	.....	9	54	no.	no.
Salesman .....	M	m 90.00	.....	.....	9	54	no.	no.
Shipper .....	M	w 12.00	.....	.....	9	54	no.	no.
Stenographer .....	M	m 65.00	.....	.....	9	54	no.	no.
Stereotypers .....	M	w 16.00	w 10.00	.....	9	54	no.	no.
Stitchers .....	F	w 5.00	.....	.....	9	54	no.	no.
Stockmen .....	M	w 15.00	w 9.00	w 4.00	9	54	no.	no.
Superintendent .....	M	m 100.00	.....	.....	9	54	no.	no.
<b>Printing and Publish- ing—</b>								
Bookkeepers .....	M	d 2.50	.....	.....	9	54	n	n
Bookkeepers .....	F	d 3.34	d 1.83	d 1.00	9	54	n	n
Clerks .....	F	d 2.00	d 1.50	d 1.00	9	54	no.	n
Compositors .....	M	d 3.50	d 2.00	d 1.50	9	54	n	n
Compositors .....	F	d 2.00	d 1.50	d 1.00	9	54	n	n
Salesman .....	M	w 30.00	w 12.00	w 6.00	9	54	n	n
Stenographers .....	F	d 2.50	d 1.54	.....	9	54	n	n
Superintendents .....	M	d 5.00	.....	.....	9	54	n	n
<b>Produce—</b>								
Clerks .....	M	d 3.17	d 2.80	d 2.33	8	48	n	n
Clerks .....	M	d 2.00	d 1.50	.....	8	48	n	n
Manager .....	M	d 5.83	.....	.....	8	48	n	n
<b>Shoes (Retail)—</b>								
Clerks .....	M	d 3.00	d 2.35	d .50	10	64	n	n
Clerks .....	F	d 1.25	.....	.....	10	64	n	n
Stenographer .....	F	m 35.00	.....	.....	10	64	n	n
<b>Street Railway—</b>								
Barman .....	M	d 2.00	d 1.75	d 1.50	10	70	n	n
Conductors .....	M	d 3.40	d 2.04	d 1.80	12	84	n	n
Janitors .....	M	m 65.00	m 40.00	m 35.00	10	70	n	n
Laborers .....	M	d 2.00	d 1.75	.....	10	70	n	n
Linenmen .....	M	d 2.75	d 1.75	.....	9	54	n	n
Motormen .....	M	d 2.04	d 2.00	d 1.80	12	84	n	n
Plant and shopmen .....	M	d 2.50	d 2.00	d 1.75	9	54	n	n
Stenographer .....	F	m 50.00	.....	.....	9	54	n	n
Trackmen .....	M	d 2.00	d 1.75	d 1.50	10	70	n	n
Watchmen .....	M	d 1.50	m 35.00	.....	10	70	n	n
<b>Telegraph Co.—</b>								
Bookkeeper .....	M	m 50.00	m 30.00	.....	9	54	n	n
Chief operator .....	M	m 75.00	.....	.....	9	54	n	n
Clerks .....	M	m 50.00	m 25.00	.....	9	54	n	n
Manager .....	M	m 150.00	.....	.....	9	54	n	n
Messengers .....	M	m 17.00	.....	.....	9	54	n	n
Operators .....	M	m 50.00	m 40.00	m 30.00	9	54	n	n

n Not reported. § Fourteen hours on Saturdays.

## GRADED WAGES—CONTINUED.

## POLK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.
<b>Telephone Company—</b>								
Bookkeeper.....	M	m \$100.00			9	54	n	n
Linenmen.....	M	d 2.75	d \$ 2.00	d \$ 1.25	9	54	n	n
Operators.....	M	d 1.40	m .85	d .45	9	54	n	n
Stenographers.....	F	m 50.00	m 45.00	m 40.00	9	54	n	n
<b>Transfer and Storage—</b>								
Barn foreman.....	M	m 55.00	m 50.00		10	60	n	n
Bookkeeper.....	M	m 55.00			10	60	n	n
Drivers.....	M	w 10.00	w 8.00		10	60	n	n
Office boy.....	M	m 22.50			10	60	n	n
<b>Transfer and Storage—</b>								
Bookkeeper.....	M	m 55.00	m 55.00		10	60	n	n
Clerks.....	M	m 60.00	m 50.00		10	60	n	n
Drivers.....	M	d 2.50	d 1.84	d 1.67	10	60	n	n
Stenographers.....	F	m 55.00			10	60	n	n
<b>Wholesale Drugs—</b>								
Bookkeepers.....	M	m \$ 75.00	m \$ 30.00		10	58*	n	n
Bookkeepers.....	F	m 60.00			10	58*	n	n
Clerks—office.....	M	m 100.00	m 50.00	m \$ 40.00	10	58*	n	n
Clerks—order.....	F	w 14.00			10	58*	n	n
Foreman.....	M	m 54.00			10	58*	n	n
Salesman.....	M	m 200.00	m 100.00	m 50.00			n	n
Stenographer.....	F	m 55.00			9	53*	n	n
<b>Wholesale Fruit and Cigars—</b>								
Bookkeeper.....	M	d 3.00			10	60	n	n
Bookkeeper.....	F	d 2.05			10	60	n	n
Clerks.....	M	d 2.00			10	60	n	n
Drivers.....	M	d 1.80			10	60	n	n
Packers.....	M	d 2.25			10	60	n	n
Salesmen.....	M	d 4.90	d 4.10	d 3.60	10	60	n	n
Shipping clerks.....	M	d 4.00			10	60	n	n
Stockmen.....	M	d 1.80			10	60	n	n
Stenographers.....	M	d 2.80			10	60	n	n
Superintendent.....	M	d 6.50			10	60	n	n
Traveling buyers.....	M	d 4.00			10	60	n	n
<b>Wholesale Grocery—</b>								
Bookkeepers.....	M	m 150.00	m 70.00		10	60	n	n
Stenographers.....	M	m 60.00	m 60.00		10	60	n	n
Warehousemen.....	M	d 2.50	d 1.85	d 1.60	10	60	n	n
<b>Wholesale Grocery—</b>								
Bookkeepers.....	F	m 100.00	m 75.00		9	54	n	n
Cashier.....	F	m 80.00			9	54	n	n
Helpers.....	M	w 10.50	w 10.00	w 9.50	10	60	n	n
Office boy.....	M	w 7.50			10	60	n	n
Receiving clerk.....	M	w 11.50			10	60	n	n
Salesmen.....	M	w 27.00	w 17.50	w 9.50	10	60	n	n
Shipping clerk.....	M	m 15.00			10	60	n	n
Stenographers.....	F	m 65.00	m 55.00	m 40.00	9	54	n	n

\* Off at four o'clock on Saturdays. n Not reported.



## GRADED WAGES—CONTINUED.

## POLK COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per.		Changes in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Wholesale Hardware—								
Bookkeepers .....	M	m \$ 75.00	m \$ 65.00*	.....	9	54	n	n
Clerks .....	M	m 75.00	m 60.00	m \$ 40.00	9	54	n	n
Packers .....	M	d 1.35	d 1.25	d 1.00	9	54	n	n
Salesmen .....	M	m 125.00	m 100.00	m 80.00	9	54	n	n
Shippers .....	M	d 1.85	d 1.50	d 1.35	9	54	n	n
Stenographers .....	F	m 60.00	m 45.00	.....	9	54	n	n
Stockmen .....	M	d 2.75	d 2.50	d 2.00	9	54	n	n
Superintendent .....	M	m 250.00	.....	.....	9	54	n	n
Wholesale Oils—								
Bookkeepers .....	M	m 75.00	m 65.00	.....	10	60	n	n
Clerks .....	M	m 60.00	m 55.00	w 13.00	10	60	n	n
Clerks .....	M	w 12.00	w 11.00	w 9.00	10	60	n	n
Salesmen .....	M	m 90.00	m 75.00	.....	10	60	n	n
Stenographer .....	M	m 80.00	.....	.....	10	60	n	n
Superintendent .....	M	m 85.00	.....	.....	10	60	n	n

## POTTAWATTAMIE COUNTY.

<i>Electric Light and Gas—</i>								
Arc light trimmer	M	m \$ 60.00			9	54	n	n
Bookkeeper	M	m 75.00			9	54	n	n
Clerk	M	m 50.00			9	54	n	n
Foreman Elect. Dept.	M	m 90.00			9	54	n	n
Foreman Meter Dept.	M	m 86.66			9	54	n	n
Gas fitter	M	m 52.00	d \$ 1.75		9	54	n	n
Gas makers	M	m 90.00	m 55.00	m \$ 45.00	10	70	n	n
Laborers	M	d 1.75			10	60	n	n
Linemen	M	h .33	h .22	h .17	9	54	n	n
Superintendent	M	m 125.00			9	54	n	n
Teamsters	M	h .30			10	60	n	n
Trouble man	M	m 60.00			9	54	n	n
Wireman	M	h .37			8	48	n	n
<i>Farm Machinery—</i>								
Bookkeepers	M	m 100.00	m 60.00		10	60	n	n
Clerks	M	m 50.00			10	60	n	n
Foreman	M	d 2.50	d 2.00		10	60	n	n
Laborers	M	d 2.00	d 1.75	d 1.50	10	60	n	n
Salesmen	M	m 100.00			10	60	n	n
Stenographers	F	m 40.00			10	60	n	n
Superintendents	M	m 300.00	m 283.00		10	60	n	n
Teamsters	M	d 2.67			10	60	n	n
<i>Hardware and Furniture—</i>								
Bookkeepers	M	m 110.00	m 100.00		10	60	n	n
Boys	M	w 5.00			10	60	n	n
Clerks	M	m 60.00	m 40.00	m 30.00	10	60	n	n
Clerk	F	m 20.00			9	54	n	n
Drivers	M	m 50.00	m 45.00	m 40.00	10	60	n	n
Laborers	M	d 2.00			10	60	n	n
Repairman	M	m 65.00			10	60	n	n
Superintendents	M	m 150.00	m 100.00		10	60	n	n
Tinners	M	m 75.00	h .27	w 5.00	10	60	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## POTTAWATTAMIE COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Heating and Plumbing—</i>								
Bookkeepers .....	F	m \$ 35.00			8	48	n	n
Helpers .....	M	d 1.75			8	48	n	n
Laborers .....	M	d 1.75			10	60	n	12½%
Plumbers .....	M	d 4.00			8	48	n	n
Shop boy .....	M	d .67			9	54	n	n
Steam fitters .....	M	d 4.00			8	48	n	n
Superintendents .....	M	m 133.00	m \$100.00		8	48	n	n
<i>Laundry—</i>								
Assorters .....	F	d 1.00			10	60	n	n
Bookkeepers .....	F	m 40.00			10	60	n	n
Drivers .....	M	d 2.25			10	60	n	n
Engineer .....	M	d 2.50			10	60	n	n
Finishers .....	F	d 1.50	d 1.00		10	60	n	n
Foreman .....	M	d 3.00			10	60	n	n
Ironers .....	F	d 1.00	d .85	d \$ .75	10	60	n	n
Markers .....	F	d 2.50	d 1.25		10	60	n	n
Starchers .....	F	d 1.00	d .85		10	60	n	n
Washer .....	M	d 2.50			10	60	n	n
Washer .....	F	d 1.00			10	60	n	n
<i>Lubricating Grease and Oils—</i>								
Bookkeeper .....	M	m 45.00			10	60	n	n
Clerks .....	F	m 30.00			10	60	n	n
Salesmen .....	M	m 125.00			10	60	n	n
Stenographer .....	M	m 50.00			10	60	n	n
Superintendent .....	M	m 150.00	m 100.00		10	60	n	n
<i>Plumbing and Heating—</i>								
Bookkeeper .....	M	m 85.00			8	48	n	n
Driver .....	M	d 1.50			10	60	n	n
Laborers .....	M	d 1.75			10	60	15%	
Plumbers .....	M	d 4.00	d 1.25	d .83	8	48	n	n
Shop boy .....	M	d .66			10	60	n	n
Steam fitters .....	M	d 4.00	d 2.00		8	48	n	n
Superintendent .....	M	m 85.00			8	48	n	n
<i>Wholesale Drugs—</i>								
Bookkeeper .....	M	m 100.00			10	57*	n	n
Clerks .....	M	m 70.00			10	57*	n	n
Stenographers .....	F	m 40.00	m 32.00		10	57*	n	n
Salesmen .....	M	m 150.00			10	57*	n	n
Teamsters .....	M	d 1.50			10	57*	n	n
Warehousemen .....	M	d 2.50	d 1.50	d 1.00	10	57*	n	n
<i>Wholesale Grocery—</i>								
Bookkeepers .....	M	m 90.00			10	58*	10%	
Clerks .....	M	m 60.00			10	58*	10%	
Salesmen .....	M	m 200.00			10	58*	10%	
Stenographers .....	F	m 40.00			10	58*	10%	

n Not reported. \* Get off early Saturdays.



## GRADED WAGES—CONTINUED.

## POTTAWATTAMIE COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wage in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.
<i>Wholesale Grocery—</i>								
Bookkeepers .....	M	m \$100.00	m \$ 65.00	.....	10	60	n	n
Clerks .....	M	m 100.00	m 75.00	.....	10	60	n	n
Salesmen .....	M	m 100.00	.....	.....	10	60	n	n
Stenographers .....	F	m 40.00	m 30.00	.....	10	60	n	n
<i>Wholesale Hardware—</i>								
Bookkeeper .....	M	m 60.00	.....	.....	10	60	n	n
Clerk .....	M	m 50.00	.....	.....	10	60	n	n
Stenographer .....	F	m 35.00	.....	.....	10	60	n	n
Warehousemen .....	M	d 8.83	d 3.00	d \$ 1.50	10	60	n	n
<i>Wholesale Implements—</i>								
Bookkeeper .....	M	m 83.33	.....	.....	10	60	n	n
Clerks .....	M	m 55.00	m 40.00	.....	10	60	n	n
Salesmen .....	M	m 150.00	m 100.00	.....	10	60	n	n
Stenographers .....	F	m 45.00	.....	.....	10	60	n	n
<i>Vehicles and Wagons—</i>								
Bookkeepers .....	M	m 100.00	m 75.00	.....	10	60	n	n
Clerks .....	F	m 44.00	m 40.00	.....	10	60	n	n
Salesmen .....	M	m 125.00	m 100.00	.....	10	60	n	n
Stenographers .....	F	m 42.00	m 40.00	.....	10	60	n	n

## POWESHIEK COUNTY.

<i>Contractor and Builder—</i>								
Carpenters .....	M	d \$ 3.00	d \$ 2.50	d \$ 2.25	10	60	5%	
<i>Electric Light and Heat—</i>								
Clerk .....	M	m 75.00			10	60	n	n
Engineer .....	M	w 15.00	w 12.50		12	84	n	n
Firemen .....	M	w 11.50	w 10.50		12	84	n	n
Lineman .....	M	w 11.50			10	60	n	n
Stenographer .....	F	m 26.50			10	60	n	n
Superintendent .....	M	m 81.00			12	84	n	n
<i>Hardware (Retail)—</i>								
Bookkeeper .....	M	m 40.00			10	60	n	n
Clerks .....	M	m 40.00			10	60	n	n
Plumbers .....	M	d 2.50	d 2.00		10	60	n	n
Plumbers' helpers .....	M	d 2.00			10	60	n	n
Tinners .....	M	d 2.50			10	60	n	n
<i>Slaughter House—</i>								
Blockman .....	M	w 12.50			10	60	n	n
Butchers .....	M	w 10.00			10	60	n	n
Helpers .....	M	w 9.00			10	60	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## SCOTT COUNTY.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	H.	D.	Increase.	Decrease.
<i>Boots and Shoes (Retail.)—</i>								
Bookkeeper.....	F	d \$ 1.00			10	60	n	n
Clerks.....	M	d 2.66	d \$ 2.50	d \$ 1.00	11	66	n	n
<i>Coffee, Tea and Spices—</i>								
Bookkeepers.....	M	m 75.00			9	50*	10%	
Clerk.....	F	m 35.00			9	50*	10%	
Coffee finisher.....	M	w 11.00			9	50*	10%	
Foreman.....	M	w 18.00			9	50*	10%	
Managers.....	M	m 300.00	m 150 00		9	50*	10%	
Packers.....	M	w 12.00	w 7.00		9	50*	10%	
Packers.....	F	w 4.00			9	50*	10%	
Printers.....	M	w 12.00	w 9.00		9	50*	10%	
Salesmen.....	M	m 125.00			9	50*	10%	
Shipping clerk.....	M	w 15.00			9	50*	10%	
Stenographer.....	M	m 60.00			9	50*	10%	
Teamster.....	M	w 12.00			9	50*	10%	
Watchman.....	M	w 9.00			10	60	n	
<i>Construction Company—</i>								
Bookkeeper and Stenographer.....	M	m 125.00			8	48	n	n
Brickmasons.....	M	d 4.40	d 4.00		8	48	10%	
Carpenters.....	M	d 3.50	d 2.70		9	54	n	n
Hodcarriers.....	M	d 2.00			10	60	n	n
Foremen.....	M	d 5.00	d 4.00		8	48	n	n
Laborers.....	M	d 2.25	d 1.50		10	60	n	n
Painters.....	M	d 2.50			8	48	n	n
Stonecutters.....	M	d 4.00			8	48	n	n
Stonemasons.....	M	d 4.00			8	48	n	n
Teamsters.....	M	d 4.00a	d 3.50a		10	60	n	n
Timekeepers.....	M	d 2.70			10	60	n	n
<i>Electric Light and Gas—</i>								
Bookkeeper.....	M	m 60.00			8	48	n	n
Clerks.....	M	m 55.00			8	48	n	n
Engineers.....	M	d 2.25	d 2.00		8	56	n	n
Foremen.....	M	d 3.00			10	60	n	n
Gas makers.....	M	d 2.75	d 2.00	d 1.75	12	84	n	n
Laborers.....	M	d 1.75			10	60	n	n
Linemen.....	M	d 2.40			8	48	n	n
<i>Furniture and Carpets—</i>								
Bookkeeper.....	M	m 112.50			10	60	n	n
Cabinet maker.....	M	w 12.00			10	60	n	n
Carpet fitter.....	M	w 15.00			10	60	n	n
Carpet sewer.....	F	w 7.50			10	60	n	n
Clerks.....	M	w 25.00	w 19.50	w 15.00	10	60	n	n
Collector.....	M	w 12.00			10	60	n	n
Drivers.....	M	w 11.00			10	60	n	n
Finisher.....	M	w 13.50			10	60	n	n
Helpers.....	M	w 12.00	w 9.00		10	60	n	n
Shipping clerk.....	M	w 15.00	w 9.00		10	60	n	n
Upholsterer.....	M	w 16.50			10	60	n	n
<i>Hardware and Seeds—</i>								
Bookkeepers.....	F	m 40.00			10	60	n	n
Clerks.....	F	m 37.00	m 30.00		10	60	n	n
Salesmen.....	M	m 60.00			10	60	n	n
Stenographer.....	F	m 35.00			10	60	n	n

n Not reported.

\* Half day off on Saturdays.

a Includes team.



## GRADED WAGES—CONTINUED.

## SCOTT COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, W; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Heavy Hardware Jobbers—</i>								
Bookkeeper.....	M	m \$ 150.00			9	54	n	n
Clerks.....	M	m 100.00	m \$ 25.00		9	54	n	n
Porters.....	M	m 60.00	m 45.00		9	54	n	n
Salesmen.....	M	m 100.00	m 74.85	m \$ 40.00	9	54	n	n
Shipping clerk.....	M	m 60.00			9	54	n	n
Stenographers.....	F	m 40.00	m 30.00		9	54	n	n
<i>Heavy Hardware Jobbers.—</i>								
Bookkeepers.....	M	d 3.33	d 1.90		10	60	20%	
Porters.....	M	d 1.90	d 1.85	d 1.80	10	60	n	n
Salesmen.....	M	d 2.25	d 1.90		10	60	n	n
<i>House Furnishing—</i>								
Bookkeeper.....	F	m 35.00			10	60	n	n
Clerks.....	M	m 60.00	m 50.00		10	60	n	n
Clerks.....	F	m 25.00	m 20.00		10	60	n	n
<i>Life Insurance—</i>								
Bookkeeper.....	M	m 65.00			10	60	n	n
Clerks.....	M	m 60.00	m 50.00		10	60	n	n
Stenographers.....	F	m 25.00	m 20.00		10	60	n	n
Superintendent.....	M	m 200.00			10	60	n	n
<i>Livery and Transfer—</i>								
Drivers.....	M	d 1.50			10	60	n	n
Manager.....	M	m 90.00			10	60	n	n
<i>Pork Packing—</i>								
Bookkeeper.....	M	m 60.00			9	54	n	n
Butchers.....	M	d 2.75	d 1.75	d 1.50	9	54	n	n
Clerks.....	M	m 50.00	m 30.00		9	54	n	n
Salesmen.....	M	m 100.00	m 80.00		9	54	n	n
Stenographer.....	M	m 32.00			9	54	n	n
Superintendent.....	M	m 150.00			9	54	n	n
<i>Printing and Binding—</i>								
Bookkeepers.....	M	m 83.00			9	54	n	n
Clerks.....	M	m 78.00			9	54	n	n
Finishers in bindery.....	M	w 16.50			9	54	n	n
Foreman in bindery.....	M	w 21.00			9	54	n	n
Foreman in office.....	M	w 24.00			9	54	n	n
Forwarders in bindery.....	M	w 15.00			9	54	n	n
Helpers in bindery.....	M	w 8.00	w 4.00		9	54	n	n
Linotype operator.....	M	w 24.00			9	54	n	n
Press feeders.....	M	w 9.00	w 5.50		9	54	n	n
Pressmen.....	M	w 13.50	w 12.00		9	54	n	n
Printers.....	M	w 15.00			9	54	n	n
Proof-reader.....	F	w 8.50			9	54	n	n
Ruling machine operator.....	M	w 18.00	w 17.00		9	54	n	n
Stenographer.....	F	m 26.00			9	54	n	n
Stitchers and folders.....	F	w 7.50	w 5.00	w 3.60	9	54	n	n
Superintendents.....	M	m 125.00			9	54	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## SCOTT COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per.		Changes in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Street Railway—								
Bookkeeper.....	M	m \$ 85.00			10	60	n	n
Car repairers.....	M	d 2.75	d \$ 2.00	d \$ 1.50	10	60	n	n
Clerks.....	M	m 55.00	m 50.00		10	60	n	n
Conductors.....	M	d 2.00	d 1.80		10	70	n	n
Motormen.....	M	d 2.00	d 1.80		10	70	n	n
Linemen.....	M	d 3.00	d 2.75		10	60	n	n
Stenographer.....	M	m 50.00			10	60	n	n
Superintendent.....	M	m 200.00			10	60	n	n
Wholesale Grocery—								
Bookkeeper.....	M	m 125.00	m 75.00		10	60	n	n
Clerks.....	M	m 50.00			10	60	n	n
Salesmen.....	M	m 100.00			10	60	n	n
Stenographer.....	M	m 61.00			10	60	n	n
Wholesale Grocery—								
Bookkeeper.....	M	m 100.00			10	60	n	n
Clerks.....	M	m 50.00	m 40.00		10	60	n	n
Salesmen.....	M	m 125.00	m 100.00		10	60	n	n
Stenographers.....	F	m 45.00			10	60	n	n
Superintendent.....	M	m 100.00			10	60	n	n
Teamster.....	M	m 70.00			10	60	n	n
Wholesale Hardware.								
Bookkeeper.....	M	m 100.00			10	60	n	n
Clerks.....	M	m 75.00	m 45.00	m 35.00	10	60	n	n
Manager.....	M	m 208.33			10	60	n	n
Salesmen.....	M	m 112.50	m 100.00		10	60	n	n
Secretary.....	M	m 100.00			10	60	n	n
Stenographer.....	F	d 1.25			10	60	n	n
Teamster.....	M	m 75.00			10	60	n	n
Wholesale Oils—								
Bookkeeper.....	M	m 100.00	m 75.00		9	54	n	n
Clerks.....	M	m 70.00	m 65.00		9	54	n	n
Drivers.....	M	m 60.00			9	54	n	n
Manager.....	M	m 216.66			9	54	n	n
Office help.....	M	m 105.00	m 75.00	m 60.00	9	54	n	n
Salesmen.....	M	m 110.00	m 80.00		9	54	n	n
Stenographer.....	M	m 55.00			9	54	n	n

n Not reported.



## GRADED WAGES—CONTINUED.

## UNION COUNTY.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In-crease.	De-crease.
<i>Electric Light and Gas—</i>								
Collector .....	M	d \$ 1.83	.....	.....	10	60	no.	no.
Electrician .....	M	d 1.83	.....	.....	10	60	no.	no.
Engineers .....	M	d 1.83	d \$ 1.33	.....	10	70	no.	no.
Gas stokers .....	M	d 1.67	d 1.33	.....	10	70	no.	no.
Lamp trimmers .....	M	d 1.33	.....	.....	10	60	no.	no.
Superintendent .....	M	m 75.00	.....	.....	10	70	no.	no.
<i>Newspaper and Job Work—</i>								
Carrier boys .....	M	w 1.00	.....	.....	1	7	n	n
Foremen .....	M	w 15.00	w 10.00	w \$ 9.00	9	54	n	n
Reporters .....	M	w 10.00	.....	.....	9	54	n	n
Stenographer .....	M	w 10.00	.....	.....	9	54	n	n
Superintendent .....	M	w 18.00	.....	.....	9	54	n	n
<i>Packing House Products—</i>								
Case-makers .....	M	d .80	.....	.....	8	48	n	n
Clerks .....	M	d 1.67	.....	.....	8	48	n	n
Helpers .....	M	d 1.30	d .80	.....	8	48	n	n
Manager .....	M	d 2.50	.....	.....	8	48	n	n
<i>Printing and Publishing—</i>								
Clerk .....	F	m 30.00	.....	.....	9	54	n	n
Superintendent .....	M	m 100.00	.....	.....	9	54	n	n
Typesetters .....	M	d 2.50	d 2.00	d 1.00	9	54	n	n
Typesetters .....	F	d .70	.....	.....	9	54	n	n
<i>Telephone Exchange—</i>								
Bookkeeper .....	F	m 28.00	.....	.....	10	60	n	n
Office help .....	M	d 3.30	.....	.....	10	60	n	n
Office help .....	F	d 1.00	.....	.....	10	60	n	n
Linemen .....	M	d 2.00	d 1.75	d 1.50	10	60	5%	
Operators .....	F	d .75	d .69	d .62	10½	63	10%	
Superintendent .....	M	m 100.00	.....	.....	10	60	n	
Treasurer .....	M	m 30.00	.....	.....				

n Not reported.

## GRADED WAGES—CONTINUED.

## WAPELLO COUNTY.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year. 1904.	
		High.	Medium.	Low.	D.	W.	In- crease.	De- crease.
<i>Butter, Eggs and Pro- duce—</i>								
Bookkeeper .....	M	w \$ 14.00			10	60	no.	no.
Warehousemen .....	M	d 2.33	d \$ 2.00	d \$ 1.67	10	60	no.	no.
<i>Cigar Manufacturer—</i>								
Bookkeeper .....	M	m 100.00			9	54	n	n
Cigar makers .....	M	d 2.50	d 1.00	d .50	9	54	n	n
Clerks .....	M	m 75.00			9	54	n	n
Foreman .....	M	d 3.66			9	54	n	n
Salesman .....	M	m 125.00			9	54	n	n
Strippers .....	F	d 1.50	d .75	d .50	9	54	n	n
Superintendent .....	M	m 83.33			9	54	n	n
<i>Cigar Manufacturer—</i>								
Bookkeeper .....	M	m 50.00			10	58	n	n
Cigar makers .....	M	w 15.00	w 8.00	w 4.50	10	58	n	n
Foreman .....	M	m 67.50			10	58	n	n
Salesman .....	M	m 85.00			10	58	n	n
<i>Contractor and Build- er—</i>								
Bookkeeper .....	F	m 32.00			9	54	n	n
Bricklayers .....	M	h .55			8	48	n	n
Carpenters .....	M	h .35			9	54	n	n
Mill men .....	M	w 20.00	h .25	h .20	9	54	n	n
Plasterers .....	M	h .45			9	54	n	n
Superintendents .....	M	m 80.00			9	54	n	n
Tenders .....	M	h .25			9	54	n	n
<i>Laundry—</i>								
All-around help .....	F	w 6.00			9	54	n	n
Assorters .....	M	w 18.00	w 16.50	w 12.00	10	60	n	n
Bookkeeper .....	F	m 24.00			10	60	n	n
Collar & cuff starcher .....	F	w 8.50	w 5.00		9	50*	n	n
Collar and cuff ironer .....	F	w 8.50	w 5.00	w 4.50	9	50*	n	n
Drivers .....	M	w 13.00	w 8.00		10	60	n	n
Foreman .....	M	w 27.50			10	60	n	n
Ironers .....	F	w 6.00	w 5.00		9	50*	n	n
Mangle girls .....	F	w 8.00	w 6.00	w 4.00	9	54	n	n
Marker .....	F	w 15.00	w 12.00	w 7.50	10	60	n	n
Sewing girl .....	F	w 6.00			9	50*	n	n
Shirt dampeners .....	F	w 8.00	w 5.00		9	50*	n	n
Shirt folders .....	F	w 5.00			9	50*	n	n
Shirt ironers .....	F	w 7.00	w 6.00	w 5.00	9	50	n	n
<i>Livery and Transfer—</i>								
Bookkeeper .....	M	m 75.00			9	54	n	n
Clerk .....	M	m 30.00			9	54	n	n
Drivers .....	M	d 3.00	d \$ 2.00	d \$ 1.50	10	60	n	n
<i>Packing House Prod- ucts—</i>								
Clerks .....	M	d 2.33			10	60	n	n
Helpers .....	M	d 5.00	d 1.60	d \$ 1.20	10	60	n	n
Manager .....	M	d 8.50			10	60	n	n

n Not reported.

\* Half day off on Saturdays.



## GRADED WAGES—CONTINUED.

## WAPELLO COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Packing House--								
Blacksmiths.....	M	d \$ 2.75	d \$ 2.50		10	60	n	n
Boilermakers.....	M	d 2.75			10	60	n	n
Bookkeepers.....	M	m 65.00			10	60	n	n
Boners.....	M	d 3.25	d 2.75		10	60	n	n
Clerks.....	M	m 70.00			10	60	n	n
Cutters.....	M	d 2.00	d 1.50		10	60	n	n
Electricians.....	M	d 2.50	d 2.00		10	60	n	n
Engineers.....	M	d 2.75	d 2.50		10	60	n	n
Firemen.....	M	d 2.00	d 1.75		10	60	n	n
Gutters.....	M	d 3.25	d 2.75		10	60	n	n
Leggers.....	M	d 2.00	d 1.50		10	60	n	n
Machinists.....	M	d 3.25	d 2.75		10	60	n	n
Packers.....	M	d 2.50	d 2.00	d \$ 1.60	10	60	n	n
Pipe fitters.....	M	d 3.25	d 2.75		10	60	n	n
Pullers.....	M	d 2.50	d 2.25		10	60	n	n
Ribbers.....	M	d 3.25	d 2.75		10	60	n	n
Salesmen.....	M	m 100.00	m 75.00		10	60	n	n
Sawyer.....	M	d 2.00	d 1.50		10	60	n	n
Scalders.....	M	d 3.25	d 2.75		10	60	n	n
Scrapers.....	M	d 2.50	d 2.25		10	60	n	n
Shavers.....	M	d 2.50	d 2.25		10	60	n	n
Stenographers.....	M	m 65.00			10	60	n	n
Slippers.....	M	d 2.00	d 1.50		10	60	n	n
Stickers.....	M	d 3.25			10	60	n	n
Trimmers.....	M	d 2.50	d 2.25		10	60	n	n
Telegraph Company--								
Clerks.....	F	m 25.00			10	60	n	n
Manager.....	M	m 70.00			10	60	n	n
Messengers.....	M	m 18.79			12½	75	n	n
Operators.....	M	m 50.00	m 40.00		10	60	n	n
Wholesale Drugs--								
Bookkeepers.....	M	m 100.00	m 58.33		10	57½	n	n
Clerks.....	M	m 55.00	m 40.00	m 30.00	10	57½	n	n
Errand boy.....	M	m 10.00			10	57½	n	n
Packer.....	M	m 50.00			10	57½	n	n
Pharmacist.....	M	m 50.00			10	57½	n	n
Salesmen.....	M	m 125.00	m 100.00		10	57½	n	n
Shipping clerk.....	M	m 55.00			10	57½	n	n
Stenographers.....	F	m 47.00	m 40.00		10	57½	n	n
Superintendents.....	M	m 100.00	m 75.00		10	57½	n	n
Wholesale Hardware--								
Bookkeepers.....	M	d 4.17	d 2.33		9	54	n	n
Clerks.....	M	d 2.50	d 1.50		10	60	n	n
Foremen.....	M	d 2.00	d 1.67		9	54	n	n
Packers.....	M	d 1.67			9	54	n	n
Salesmen.....	M	d 5.20	d 4.17	d 3.33	9	54	n	n
Stenographer.....	F	d 2.00			8	48	n	n
Superintendents.....	M	d 2.80	d 2.33		9	54	n	n
Tinners.....	M	d 2.70			9	54	n	n
Workmen.....	M	d 1.50	d 1.00		9	54	n	n
Wholesale Hardware--								
Bookkeeper.....	M	m 75.00			10	59a	n	n
Clerks.....	M	m 35.00			10	59a	n	n
Salesmen.....	M	m 115.00			10	59a	n	n
Stenographers.....	F	m 82.00			10	59a	n	n

a Off one hour early Saturday. \$ Off at 3 o'clock Saturdays. n Not reported.

## GRADED WAGES—CONTINUED.

## WAPELLO COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M. Week, W; Day D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Wholesale Liquors—								
Bookkeeper . . . . .	M	w \$ 25.00			10	60	n	n
Bottler . . . . .	M	w 10.00			10	60	n	n
Drivers . . . . .	M	w 12.50	w \$ 10.50		11	66	n	n
Foreman . . . . .	M	w 12.50			10	60	n	n
Packers . . . . .	M	w 9.00			10	60	n	n
Salesmen . . . . .	M	w 20.00			10	60	n	n

## WEBSTER COUNTY.

<i>Gas, Electricity and Street Railway—</i>								
Cashier and book'per	M	d \$ 3.00			10	60	n	n
Cashier's assistant	F	d 1.00			10	60	n	n
Car operator	M	d 1.66			10	70	n	n
Clerk.....	F	m 40.00			10	70	n	n
Engineers.....	M	d 3.00	d \$ 2.00		12	84	n	n
Firemen.....	M	d 1.66			10	60	n	n
Gas fitters.....	M	d 2.50	d 2.00		10	60	n	n
Laborers.....	M	d 1.75			10	60	n	n
Linemen.....	M	d 2.00			10	60	n	n
Meter readers.....	M	d 1.00			10	60	n	n
Stokers.....	M	d 2.50	d 1.33		12	84	n	n
Storekeeper.....	M	d 1.66			10	60	n	n
Superintendents.....	M	d 5.00	d 3.33		12	84	n	n
Trouble man.....	M	d 2.50	d 1.75		10	60	n	n
<i>Hardware—</i>								
Bookkeeper.....	M	w 18.00			10	60	n	n
Clerks.....	M	w 18.00	w 12.00	w \$ 7.50	10	60	n	n
Officers.....	M	w 25.00			10	60	n	n
Salesmen.....	M	w 20.00	w 18.00	w 12.00	10	60	n	n
Shop foreman.....	M	w 18.00			10	60	n	n
Stenographer.....	F	w 10.00			9	54	n	n
Superintendents.....	M	m 98.00			10	60	n	n
Tinners.....	M	w 15.00	w 12.00	w 9.00	10	60	n	n
<i>Laundry and Dye Works—</i>								
Bookkeeper.....	F	w 21.50			10	60	n	n
Clerk.....	M	w 10.00			10	60	n	n
Drivers.....	M	w 10.00			10	60	n	n
Dyer and presser.....	M	w 15.00			10	60	n	n
Engineer.....	F	w 12.00			10	60	n	n
Ironers.....	F	h .13	h .12	h .10	8	48	n	n
Seamstress.....	F	h .17			8	48	n	n
Superintendent.....	M	m 110.00			10	60	n	n
Washerman.....	M	w 12.00			10	60	n	n
<i>Transfer and Storage—</i>								
Barn man.....	M	d 1.33			10	60	n	n
Bookkeeper and call lady.....	F	d 1.00			10	60	n	n
Drivers.....	M	d 1.67	d 1.50		10	60	n	n
Foreman.....	M	d 2.00			10	60	n	n
Helpers.....	M	d 1.67			10	60	n	n

n Not reported.



## GRADED WAGES—CONTINUED.

## WEBSTER COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	In- crease.	De- crease.
<i>Wholesale Fruits—</i>								
Bookkeeper .....	M	w \$ 15.00	.....	.....	10	60	n	n
Manager.....	M	m 125.00	.....	.....	10	60	n	n
Salesmen.....	M	w 25.00	w \$ 20.00	.....	10	60	n	n
Shipping clerk.....	M	w 15.00	.....	.....	10	60	n	n
Teamster.....	M	w 9.00	.....	.....	10	60	n	n
Warehouseman.....	M	w 15.00	.....	.....	10	60	n	n
<i>Wholesale Fruit—</i>								
Bookkeeper. . . . .	M	m 40.00	.....	.....	10	60	n	n
Clerks .....	M	m 40.00	.....	.....	10	60	n	n
Salesmen.....	M	m 50.00	.....	.....	10	60	n	n
Stenographer.....	M	m 40.00	.....	.....	10	60	n	n

## WOODBURY COUNTY.

<i>Contractors and Builders—</i>								
Carpenters .....	M	h \$ .40			9	54	no.	no.
Laborers .....	M	h .20			9	54	12½%	
Teamsters .....	M	h .85			9	54	no.	no.
<i>Department Store—</i>								
Clerks .....	F	w 27.50	w \$ 9.00	w \$ 2.00	10	63*	n	n
Clerks .....	M	w 25.00	w 10.00	w 2.00	10	63*	n	n
<i>Department Store—</i>								
Bookkeepers .....	M	m 60.00			9½	57	n	n
Boys .....	M	m 3.00			9½	57	n	n
Cash girls .....	M	m 3.00			9½	57	n	n
Clerks .....	M	m 45.00	m 40.00		9½	57	n	n
Salesmen .....	M	w 30.00	w 14.00		9½	57	n	n
Saleswomen .....	F	w 14.00			9½	57	n	n
Stenographers .....	F	m 40.00	m 32.00		9½	57	n	n
<i>Farm Machinery and Grain—</i>								
Bookkeeper .....	M	m 65.00			10	60	30%	
Clerks .....	M	m 50.00			10	60	25%	
Canvasser .....	M	d 1.00			10	60	n	n
Salesmen .....	M	m 100.00			10	60	20%	
Stenographer .....	M	m 50.00			10	60	n	n
Warehousemen .....	M	d 1.83	d 1.83		10	60	n	n
<i>General Merchandise—</i>								
Bookkeeper .....	F	w 9.00			10	63*	n	n
Cashier .....	F	w 9.00			9	57*	n	n
Check girl .....	F	w 2.00			9	57*	n	n
Clerks .....	F	w 8.00	w 7.00	w 4.00	9	57*	n	n
Clerks .....	M	w 18.00	w 12.00		9	57*	n	n
Drivers .....	M	w 10.00			10	63*	n	n
<i>Laundry—</i>								
Bookkeeper .....	F	m 34.57			9	54	n	n
Drivers .....	M	w 13.25			10	60	n	n
Engineer .....	M	w 12.00			10	60	n	n
Laundry girls .....	F	h .15	w 8.00	h .12	8	48	n	n

\* Work three hours later on Saturday evenings.

## GRADED WAGES—CONTINUED.

## WOODBURY COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
<i>Packing House—</i>								
Beef luggers .....	M	h \$ .30			10	60	no.	no.
Blacksmith .....	M	h .25			10	60	no.	no.
Bricklayers .....	M	h .55			9	54	no.	no.
Boiler maker .....	M	h .30			10	60	no.	no.
Bookkeepers .....	M	m 65.00	m \$ 50.00		10	60	no.	no.
Box makers .....	M	h .25	h .22	h \$ .20	10	60	no.	no.
Butchers .....	M	h .50	h .25	h .20	10	60	no.	no.
Can painters .....	F	h .12	h .10	h .7	10	60	no.	no.
Carpenters .....	M	h .25	h .22	h .20	10	60	no.	no.
Casing workers .....	M	h .25	h .22	h .20	10	60	no.	no.
Clerks .....	M	m 50.00			10	60	no.	no.
Coopers .....	M	h .30	h .27		10	60	no.	no.
Engineers .....	M	h .27	h .25	h .22	12	84	no.	no.
Extract men .....	M	h .20	h .19		12	84	no.	no.
Firemen .....	M	h .25			12	84	no.	no.
Foremen .....	M	m 125.00			10	60	no.	no.
Hair cleaners .....	M	h .21	h .20		10	60	no.	no.
Hide trimmers .....	M	h .21	h .19		10	60	no.	no.
Inspectors .....	M	h .22	h .21	h .20	10	60	no.	no.
Laborers .....	M	h .19	h .17	h .10	10	60	no.	no.
Lard refiners .....	M	h .22	h .20		10	60	no.	no.
Machinists .....	M	h .32	h .25	h .22	10	60	no.	no.
Meat pillers .....	M	h .21			10	60	no.	no.
Sausage makers .....	M	h .20	h .19	h .18	10	60	no.	no.
Scalers and checkers ..	M	h .25	h .22	h .20	10	60	no.	no.
Steam fitters .....	M	h .25	h .22	h .20	10	60	no.	no.
Tankmen .....	M	h .25	h .22	h .20	10	60	no.	no.
Tinsmiths .....	M	h .25	h .22		10	60	no.	no.
Water tenders .....	M	h .26			10	60	no.	no.
<i>Plumbing and Gas Fitting—</i>								
Bookkeeper .....	F	w 6.00			9½	57	no.	no.
Gas fitters .....	M	d 2.00			9	54	no.	no.
Laborers .....	M	d 2.00			10	60	no.	no.
Plumbers .....	M	d 4.00	d 2.50		8	48	no.	no.
Plumbers' helpers .....	M	w 9.00	w 4.00		9	54	no.	no.
<i>Printing—</i>								
Bookkeeper .....	M	m 74.50			8	48	n	n
Printers .....	M	w 20.50	w 11.50	w 5.50	8	48	n	n
Salesmen .....	M	m 74.50			8	48	n	n
Stenographer .....	M	m 61.00			8	48	n	n
Superintendent .....	M	m 121.00			8	48	n	n
<i>Newspaper and Printing—</i>								
Bookkeepers .....	F	d 2.50	d 1.50		9	54	no.	no.
Bookkeeper .....	M	d 2.00			9	54	no.	no.
Clerks .....	F	d 1.67			9	54	no.	no.
Clerks .....	M	d 4.00	d 1.67	d .33	9	54	no.	no.
Compositors .....	M	d 3.83	d 3.42	d 1.00	8	48	no.	no.
Job printer .....	M	d 3.50	d 2.79	d .58	8	48	no.	no.
Job printer .....	F	d 1.17			8	48	no.	no.
Pressman .....	M	d 4.00	d 2.33	d 1.50	8	48	no.	no.
Salesmen .....	M	d 3.83	d 2.50	d 1.33	9	54	no.	no.
Stenographer .....	F	d 1.67			9	54	no.	no.
Superintendents .....	M	d 5.75	d 4.21	d 2.50	9	54	no.	no.

n Not reported.



## GRADED WAGES—CONTINUED.

## WOODBURY COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Newspaper Union—								
Apprentices . . . . .	M	w \$ 4.50			9	54	n	n
Bookkeeper . . . . .	M	m 95.33			9	54	no.	no.
Clerk . . . . .	M	m 65.00			9	54	no.	no.
Compositor . . . . .	M	w 16.75			8	54	no.	no.
Engineers . . . . .	M	w 18.00	w \$ 12.00		8	48	n	n
Foreman . . . . .	M	w 22.00			8	48	n	n
Janitor . . . . .	M	w 8.00			8	48	n	n
Linotype operator . . . . .	M	w 20.50			8	48	n	n
Makeup . . . . .	M	w 18.00			8	48	n	n
Manager . . . . .	M	w 45.00			9	54	n	n
Pressmen . . . . .	M	w 20.00	w 12.00	w \$ 11.25	9	54	n	n
Salesmen . . . . .	M	w 18.00	w 17.00	w 11.00	9	54	n	n
Shipping clerk . . . . .	M	w 15.00	w 10.00		9	54	n	n
Stenographers . . . . .	M	w 20.00	w 13.50		8	48	n	n
Stock Commission—								
Bookkeeper . . . . .	M	m 125.00			10	60	n	n
Salesmen . . . . .	M	m 200.00	m 125.00		10	60	n	n
Stenographer . . . . .	F	m 31.50			10	60	n	n
Yardmen . . . . .	M	m 45.00	m 35.00		10	60	n	n
Stock Yards—								
Barn foremen . . . . .	M	m 60.00	m 50.00		10	60	n	n
Blacksmith . . . . .	M	d 2.50			10	60	n	n
Bookkeeper . . . . .	M	m 100.00	m 85.00		10	60	n	n
Carpenters . . . . .	M	m 60.00	m 55.00		10	60	n	n
Clerks . . . . .	M	m 50.00	m 40.00		10	60	n	n
Firemen . . . . .	M	d 1.80			10	60	n	n
Foreman . . . . .	M	d 3.30	d 3.10	m 50.00	10	60	n	n
Gate boy . . . . .	M	m 25.00			10	60	n	n
Helpers . . . . .	M	d 3.00	d 2.80		10	60	n	n
Janitor . . . . .	M	m 50.00	h 20		10	60	n	n
Laborers . . . . .	M	m 45.00	m 40.00		10	60	n	n
Plumbers . . . . .	M	m 50.00			10	60	n	n
Scale foreman . . . . .	M	m 60.00			10	60	n	n
Section foreman . . . . .	M	m 65.00	d 1.75		10	60	n	n
Weighmasters . . . . .	M	m 60.00	d 55.00		10	60	n	n
Yardmasters . . . . .	M	m 95.00	m 83.33	m 65.00	10	60	n	n
Storage and Transfer—								
Bookkeeper . . . . .	M	m 85.00			10	60	n	n
Drivers . . . . .	M	m 54.00	m 45.00		10	60	n	n
Stenographer . . . . .	M	m 40.00			10	60	n	n
Street Railway—								
Blacksmith . . . . .	M	d 2.75	d 2.00	d 1.75	10	60	n	n
Bookkeeper . . . . .	M	m 83.33			10	60	n	n
Carmen . . . . .	M	h .19	h .18	h .16	10	60	n	n
Carpenter . . . . .	M	m 83.33	d 2.75	d 2.50	10	60	n	n
Conductors . . . . .	M	h .19	h .18	h .16	10	60	n	n
Clerks . . . . .	M	m 85.00			10	60	n	n
Electrical workers . . . . .	M	m 80.00	m 75.00	m 50.00	10	60	n	n
Engineers . . . . .	M	m 125.00	m 85.00	m 75.00	12	84	n	n
Firemen . . . . .	M	d 2.50			12	84	n	n
Laborers . . . . .	M	d 2.00	d 1.75	d 1.50	10	60	n	n
Linemen . . . . .	M	m 70.00	d 2.50		10	60	n	n
Machinists . . . . .	M	m 125.00	d 3.00	d 1.75	10	60	n	n
Motormen . . . . .	M	h .19	h .18	h .16	10	60	n	n
Painters . . . . .	M	m 90.00	d 2.25	d 2.00	10	60	n	n
Superintendents . . . . .	M	m 100.00	m 83.33		10	60	n	n

n Not reported.

## GRADED WAGES—CONTINUED.

## WOODBURY COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Telegraph—								
Clerks .....	M	d \$ 1.25	d \$ .80		10	60	n	n
Messengers .....	M	d .80	d .50		10	60	n	n
Policeman .....	M	d 2.50			12	84	n	n
Telegraph—								
Bookkeeper .....	M	m 35.00			9	54	n	n
Clerks .....	M	m 35.00			9	54	n	n
Manager .....	M	m 90.00			9	54	n	n
Office boys .....	M	m 15.00			9	54	n	n
Operators .....	M	m 80.00	m 50.00	m \$ 40.00	9	54	n	n
Operators .....	F	m 50.00			9	54	n	n
Water Works—								
Barnman .....	M	m 45.00			9	54	n	n
Bookkeeper .....	M	m 75.00			9	54	n	n
Cashier .....	M	m 50.00			9	54	n	n
Engineers .....	M	m 110.00	m 90.00	m 85.00	12	84	n	n
Firemen .....	M	m 65.00	m 60.00		12	84	n	n
Metermen .....	M	m 70.00	m 60.00	m 50.00	9	54	n	n
Laborers .....	M	m 60.00	m 52.00		9	54	n	n
Reservoir watchman .....	M	m 45.00			10	60	n	n
Superintendents .....	M	m 150.00	m 100.00		10	60	n	n
Tapper .....	M	m 60.00			9	54	n	n
Wholesale Fruit—								
Bookkeepers .....	M	m 50.00			10	55*	n	n
Clerks .....	M	m 60.00			10	55*	n	n
Draymen .....	M	d 2.00	d 1.66		10	55*	n	n
Manager .....	M	d 3.00			10	55*	n	n
Packers and markers .....	M	d 2.00	d 1.50		10	55*	n	n
Shipping clerk .....	M	d 2.10			10	55*	n	n
Stenographer .....	F	m 42.00			10	55*	n	n
Traveling men .....	M	d 3.06	d 2.58	d 1.95	10	55*	n	n
Wholesale Grocery—								
Bookkeepers .....	M	m 125.00			10	60	no.	no.
Clerks .....	M	m 65.00			10	60	no.	no.
Salesmen .....	M	m 100.00			10	60	no.	no.
Stenographers .....	M	m 68.00	m 50.00		10	60	no.	no.
Superintendent .....	M	m 125.00			10	60	no.	no.
Warehousemen .....	M	h .22	h .17	h .13	10	60	no.	no.
Wholesale Grocery—								
Bookkeeper .....	M	m 125.00	m 100.00		9½	52*	n	n
Can labelers .....	F	d .75	d .60		9½	52*	n	n
Clerks .....	M	m 65.00			9½	52*	n	n
Salesmen .....	M	m 125.00	m 100.00		n	n	n	n
Stenographer .....	F	m 40.00			9½	52*	n	n
Superintendents .....	M	m 225.00	m 125.00		9½	52*	n	n
Warehousemen .....	M	d 1.83	d 1.50		9½	52*	n	n
Wholesale Grocery—								
Bookkeeper .....	M	m 50.00			10	60	n	n
Stenographer .....	F	m 40.00			10	60	n	n
Salesmen .....	M	m 50.00			10	60	n	n

n Not reported. \* Half day off on Saturdays.



## GRADED WAGES—CONTINUED.

## WOODBURY COUNTY—CONTINUED.

Kind of Business and Division of Occupation.	Sex.	By Year, Y; Month, M; Week, W; Day, D; Hour, H.			Hours Worked per		Change in Wages in Per Cent for Year 1904.	
		High.	Medium.	Low.	D.	W.	Increase.	Decrease.
Wholesale Hardware—								
Bookkeeper.....	M	m \$ 65.00			10	60	n	n
Boys.....	M	w 7.00			10	60	17%	
Checking clerk.....	M	w 14.00			10	60		7%
Clerks.....	M	m 95.00			10	60	n	n
Helpers.....	M	w 10.00	w \$ 9.00		10	60	n	n
Packers.....	M	w 10.00			10	60		9%
Shipping clerk.....	M	w 17.00			10	60	25%	
Tinner.....	M	w 10.00			10	60	n	n
Wholesale Grocery—								
Bookkeepers.....	M	m 100.00	m \$ 50.00		9	54	n	n
Clerks.....	M	m 40.00			9	54	n	n
Officers.....	M	d 8.00	d 7.25	d \$ 5.00	9	54	n	n
Salesmen.....	M	d 5.00	d 4.00	d 3.00	10	60	n	n
Stenographer.....	F	d 1.50			9	54	n	n
Warehousemen.....	M	d 1.66			10	60	n	n
Wholesale Hardware—								
Apprentice.....	M	w 5.00	w 3.00		10	60	n	n
Blacksmith.....	M	w 15.00			10	60	n	n
Bookkeeper.....	M	m 100.00	m 50.00		9	54	n	n
Carriage trimmers.....	M	w 16.00	w 15.00	w 13.50	10	60	n	n
Clerks.....	M	m 100.00	m 70.00	w 32.50	9	54	n	n
Painter.....	M	w 18.00			n	n	n	n
Porter.....	M	w 14.00	w 11.00	w 5.00	10	60	n	n
Salesmen.....	M	m 100.00	m 90.00	m 83.33	n	n	n	n
Shipping clerk.....	M	w 13.50			10	60	n	n
Sewing mach. operator.....	F	w 7.00			10	60	n	n
Stenographer.....	F	w 11.00	w 9.00		9	54	n	n

## WRIGHT COUNTY.

<i>Electric Light and Heat—</i>								
Bookkeeper.....	F	m \$ 35.00			n	n	n	n
Engineer.....	M	m 60.00			12	84	n	n
Fireman.....	M	m 40.00			12	84	n	n
Lineman.....	M	m 50.00			10	60	n	n
Superintendent.....	M	m 100.00			12	84	n	n
<i>Laundry—</i>								
Bookkeeper.....	M	m 63.50			8	48	n	n
Laundry men.....	M	d 2.00	d \$ 1.50	d \$ 1.00	7½	42	n	n
Laundry girls.....	F	d 1.25			7½	42	n	n
Manager.....	M	m 75.00			8	48	n	n

n Not reported.

## NEW INDUSTRIES FOR IOWA.

## ESTABLISHED IN IOWA SINCE 1902, AND PROFITABLE LOCATION FOR NEW INDUSTRIES.

The inquiry provided for in chapter 8, section 2470, of the Code, "The Commissioner shall collect information of and report on sites offering natural or acquired advantages for the profitable location and operation of different branches of industry, and impart such information as may tend to induce the locating of mechanical and producing plants within the State, to the end that it shall increase the productions and consequent employment of producers," was sent to representative men in the State, embracing legislators, city officials, commercial clubs, etc.

The replies received are embraced in two parts in the chapter which follows.

It has also seemed advisable to reprint a list of the water powers of Iowa to indicate all of the natural advantages of each locality, for in many cases no mention has been made of that.

The following is a list of the twenty-five larger water powers in the State capable of furnishing power for manufacturing purposes, nearly all of which will admit of further development:

Alden, Hardin county; Algona, Kossuth county; Anamosa, Jones county; Bonaparte, Van Buren county; Brighton, Washington county; Cedar Falls, Black Hawk county; Cedar Rapids, Linn county; Charles City, Floyd county; Clermont, Fayette county; Coon Rapids, Carroll county; Des Moines, Polk county; Elkader, Clayton county; Hawarden, Sioux county; Iowa City, Johnson county; Iowa Falls, Hardin county; Keokuk, Lee county; Keosauqua, Van Buren county; Monticello, Jones county; Nashua, Chickasaw county; Nora Springs, Floyd county; Osage, Mitchell county; Ottumwa, Wapello county; Rockford, Floyd county; Waverly, Bremer county; Waterloo, Black Hawk county.



## NEW INDUSTRIES—PART I.

Number and name of manufacturing industries and business houses, wholesale and retail, established since 1902.

## ADAIR COUNTY.

GREENFIELD.—Three retail stores, one brick and tile factory.

## ALLAMAKEE COUNTY.

LANSING.—One button factory.

WAUKON.—One seventy-five barrel flour mill.

## APPANOOSE COUNTY.

CENTERVILLE.—One brick factory, one stump puller factory, one washing machine factory, one cream separator factory, one cigar factory, one bottling works, one drug store, one furniture store, one undertaking establishment, one restaurant.

## AUDUBON COUNTY.

AUDUBON.—One retail clothing store, one meat market, one feed barn.

## BLACK HAWK COUNTY.

WATERLOO.—Three foundries, one hot air register factory, one special farm machinery factory, one cream separator factory, one engine factory, one threshing machine factory, one farm implement factory, one manure spreader factory, one automobile factory, two cement block machine factories, one electrical supply, house, one branch mobile factory, three cement block factories, two banks, one loan and trust company, two drug stores, three grocery stores, one hardware store, two clothing stores, three restaurants.

## BOONE COUNTY.

BOONE.—One oatmeal mill, one brick and tile factory, one machine shop, two dry goods stores, two grocery stores, two millinery stores.



## BREMER COUNTY.

WAVERLY.—One condensing and caramel factory, one brewery, one broom factory, one hospital, one harness store, one billiard parlor, one jewelry store, one millinery store.

## BUENA VISTA COUNTY.

ALTA.—One tank factory.

STORM LAKE.—One butter tub factory.

## CASS COUNTY.

ATLANTIC.—One neck yoke factory, one brick and tile factory, one jewelry store, one bakery, two retail grocery stores, one notion store, one wholesale and retail fruit store.

## CEDAR COUNTY.

WEST BRANCH.—One feed mill, one planing mill, one grain elevator, one bakery, one retail dry goods store.

## CERRO GORDO COUNTY.

MASON CITY.—One glove factory, one pipe organ factory, one milling factory, one cold storage establishment, one millinery store, one department store, one clothing store, one dry goods store.

## CHEROKEE COUNTY.

CHEROKEE.—Two manufacturing plants, one supporter manufacturing plant, one drug store.

## CLAY COUNTY.

SPENCER.—Two tile factories.

## CLARKE COUNTY.

OSCEOLA.—One cigar factory, one general store, one retail grocery store.

## CLINTON COUNTY.

CLINTON.—One wire cloth factory, one brick factory, one papier-mache works, one brewery, one manufacturing plant, one furniture store.

## DALLAS COUNTY.

ADEL.—One brick and tile works.

## DECATUR COUNTY.

DAVIS CITY.—One rock crushing plant.

LEON.—One branch packing house, two cigar factories, one creamery, one retail general merchandise store.

## DELAWARE COUNTY.

MANCHESTER.—Two concrete post and block manufacturing plants, one furniture store, one dry goods store, one jewelry store, one clothing store.

## DICKINSON COUNTY.

SPIRIT LAKE.—One cold storage plant.

## DUBUQUE COUNTY.

DUBUQUE.—Two excelsior plants, one packing house, one carriage factory, one creamery, one overhall factory, one automobile factory, one church altar manufacturing plant, one dry goods store, one fruit store, one clothing store, wollen mills.

## EMMET COUNTY.

ARMSTRONG.—One brick and tile factory.

## FAYETTE COUNTY.

FAYETTE.—One woodworking plant.

HAWKEYE.—Small packing plant.

WEST UNION.—One feed mill, one cigar factory, one dry goods store, one meat market, one sanitarium, one agriculture implement agency, millinery store, one hotel, one boarding house.

## FLOYD COUNTY.

CHARLES CITY.—One cement block factory, one disc pulverizer manufacturing plant, one dandruff and hair tonic factory, seven retail establishments.



## FRANKLIN COUNTY.

HAMPTON.—One cement construction factory, one planing mill, one mercantile establishment, one printing plant.

## FREMONT COUNTY.

TABOR.—One jewelry store, one grocery and dry goods store.

## GREENE COUNTY.

JEFFERSON.—One spade factory.

## HAMILTON COUNTY.

WEBSTER CITY.—One felt shoe factory, one spring skate factory, one steel radiator factory, one mattress factory, one drug factory, one cement product factory, one lumber yard, one undertaking establishment, one grocery store, two department stores.

## HANCOCK COUNTY.

GARNER.—One dry goods store.

## HARDIN COUNTY.

IOWA FALLS.—One cement block factory, one gasoline engine factory one stone crushing plant, one brick and tile factory.

## HUMBOLDT COUNTY.

HUMBOLDT.—One cement block factory, two grocery stores, one furniture store.

## IDA COUNTY.

IDA GROVE.—One cement block factory.

## IOWA COUNTY.

MARENGO.—One canning factory, one bottling works, one cement block factory, one hot house.

## JASPER COUNTY.

NEWTON.—One band cutter and self-feeder factory, one cement block factory.

## JEFFERSON COUNTY.

FAIRFIELD.—One brush factory, one malleable iron shop, one mitten factory, one tank factory, and about ten retail establishments.

## JONES COUNTY.

ANAMOSA.—One plant manufacturing school supplies.

## KEOKUK COUNTY.

SIGOURNEY.—One produce establishment, one pickle plant.

WHAT CHEER.—One mining tool factory, one brick and tile factory, one grain elevator, one meat market, one general merchandise store, one bank, one cigar factory, one photograph gallery.

## LEE COUNTY.

FORT MADISON.—Two button factories, one automobile factory, one cement block factory, one fertilizer factory, one clothing store, dental instrument factory, flour mill, one nursery, one wholesale grocery, one drug store, one agriculture agency, one restaurant, one cigar factory, one retail grocery, one optical and cutlery establishment.

## LINN COUNTY.

CEDAR RAPIDS.—Hardware manufacturing company, wire fence factory, starch factory, King's Crown Plaster Company, Royal Belt and Novelty Factory, Smith-Talbott Manufacturing Company, rug works, American Manufacturing Company, foundry and machine shop, sash and door factory, manure spreader factory, steel water tank factory, windmill and pump factory, paper and woodenware factory, one millinery store, druggists' and physicians' supply house, paper factory, gunstock factory and cigar factory.

LISBON.—One fence factory and one feed mill.

## LOUISA COUNTY.

COLUMBUS JUNCTION.—One button factory, two retail stores.

## LUCAS COUNTY.

CHARITON.—One carriage factory, one broom factory, one iron works, one grocery store.

## LYON COUNTY.

INWOOD.—One tank factory, one restaurant.



## MADISON COUNTY.

EAST PERU.—One building and crushed stone plant, one retail furniture store.

WINTERSET.—One hardware store, one grocery store, one savings bank.

## MAHASKA COUNTY.

OSKALOOSA.—One canning factory, one glove factory, one soap factory one suspender factory, one hay stacker factory, one artificial ice plant, one art building stone plant, one harness and saddlery establishment, one canning factory, one glove factory, locomotive stoker factory.

## MARSHALL COUNTY.

MARSHALLTOWN.—One pottery factory, one furnace factory, one steam specialties factory, one department store.

## MITCHELL COUNTY.

OSAGE.—One butter tub factory, one woodworking factory.

## MONTGOMERY COUNTY.

RED OAK.—One canning factory, one brick and tile works.

## PAGE COUNTY.

SHENANDOAH.—One plow factory, one husking peg factory, one mitten factory, one stock food factory, one picture frame factory, one steel water tank factory, one flavoring extract factory, one savings bank and several retail houses.

## POLK COUNTY.

DES MOINES.—One carriage factory, one artificial ice plant (sixty-ton per day), one sand pumping plant, one shoe string factory, one cold storage plant, one washing machine factory, one yeast factory, one chemical factory, one overall factory.

The following are some of the factories which have enlarged since 1902:

Steel self-feeder factory, weeder factory, casket factory, bridge and iron works, brick manufacturing plant, saddlery establishment.

*Wholesale Establishments.*—Millinery, drugs, glass and paint, clothing, liquor, machinery, two cigar houses, harvester, fruit and produce, oysters, fish and game.

*Retail Establishments.*—Hardware store, ten-cent store, ladies' garments, gents' furnishings, four shoe stores, twenty saloons, ten groceries, four drug stores, three cigar stores, five meat markets, three bowling alleys, two wall paper stores, also from sixty to seventy-five other new stores of different varieties.

VALLEY JUNCTION.—One hardware and furniture store, four grocery stores, one coal and ice firm.

## POTTAWATTAMIE COUNTY.

COUNCIL BLUFFS.—One automobile factory, one tent and awning factory, one cigar factory, one cornice sheet iron and copper plant, one novelty factory, one stock food factory, two dry goods stores, one hardware store, one agricultural implement factory.

OAKLAND.—One grain and coal establishment, one flour and feed mill.

## POWESHIEK COUNTY.

MONTEZUMA.—One retail grocery store.

## SAC COUNTY.

ODEBOLT.—One cigar factory, one cement block factory, gas works, two restaurants, one lumber and coal yard.

## SCOTT COUNTY.

DAVENPORT.—One wagon factory, one mattress factory, one implement firm, one asphalt factory, one gas machine factory, one iron and metal shop, one garment factory, one rug factory, one automatic pump factory, one pearl button factory, woolen mills.

## SHELBY COUNTY.

HARLAN.—One gas engine factory, one automobile factory, one canning factory.

## SIOUX COUNTY.

IRETON.—One brickyard.

## STORY COUNTY.

AMES.—One drug store, one fruit store.



## UNION COUNTY.

CRESTON.—One butter, egg and poultry establishment, one wagon and carriage factory, one scale factory, one retail clothing store, one retail furniture store, one harness and saddlery store.

## VAN BUREN COUNTY.

KEOSAUQUA.—One pickle factory, one retail store.

## WAPELLO COUNTY.

OTTUMWA.—One mining tool factory, one ice and cold storage establishment, two cement block factories, one wooden handle factory, one broom factory, one mattress factory, one woodworking factory, one automobile factory, one wholesale paper establishment, two furniture stores, one retail clothing store, one wholesale carpet store, one retail dry goods store, one piano house, one seed house, one fur house manufacturing and retail, one telephone exchange, one electrical supply house, one produce establishment, one wholesale fruit house, one retail grocery.

## WEBSTER COUNTY.

FORT DODGE.—One gypsum mill, one automobile factory, one cement block factory, one shock loader factory, one hardware store, one grocery store, one foundry, one broom factory, one skirt factory, one steam boiler factory, one harness factory.

## WINNEBAGO COUNTY.

FOREST CITY.—One canning factory, one shoe store, one general store, one hardware and harness store, one hardware store, one clothing store.

LAKE MILLS.—One wollen factory, one cement block factory.

## WINNESHIEK COUNTY.

DECORAH.—One excelsior plant.

FREEMPORT.—One flax fiber mill.

## WOODBURY COUNTY.

SIoux CITY.—One shirt factory, one automatic pump factory, one wagon scale factory, one general machine repair shop, one printing office, one casket factory.

## WORTH COUNTY.

NORTHWOOD.—One manufacturing establishment, and one foundry. Two general stores.

## WRIGHT COUNTY.

CLARION.—One cement block factory, one retail clothing store, one drug store, two grocery stores, one shoe store, one millinery store, one restaurant.



## NEW INDUSTRIES—PART II.

Number and kind of new industries, manufacturing and mercantile, desired in each locality, together with the natural or acquired advantages and inducements offered.

## ADAIR COUNTY.

GREENFIELD.—Desires a canning factory, an apple dryer and a packing house.

We have a splendid country and can produce an abundance of small fruit of all kinds, especially grapes. We also produce a large amount of garden truck such as, tomatoes, peas and other truck that would supply a canning factory. We can produce twenty tons of sugar beets to the acre which should prompt the establishment of a beet sugar factory.

Citizens are anxious to make investments, and would take stock if solicited, in any of the above establishments if pushed by the right party.

NEVINVILLE.—Desires one butter factory, one general store, one blacksmith and woodworking shop. No natural advantages, but lack of industries and remoteness from other cities make it a favorable location for any of the above.

## ALLAMAKEE COUNTY.

WAUKON, WATERVILLE, POSTVILLE or WAUKON JUNCTION would make a splendid location for a canning factory. Liberal inducements would be offered to the right party at any of those points.

LANSING—Has first class rail and water shipping facilities, cheap fuel and cheap real estate for factory sites, and a very friendly settlement towards new enterprises and is an especially promising point for any manufacturing enterprise, wood, iron or textile.

WAUKON—Has an inexhaustible supply of high grade hematite iron ore is located three miles northeast of Waukon. It has been partially developed and thoroughly tested by a local company, but nothing is now being done for want of transportation facilities. With a railroad to the mine and sufficient capital a monster industry would soon develop. Tests from these mines of car load lots has shown a higher percentage of pure iron than yielded by the Lake Superior mines.



A small woolen mill in any part of the county could supply itself from local clip, and the industry is growing. We desire a condensed milk factory and will give substantial assistance to such an enterprise. A bottling factory is desired to supply local trade.

The Mississippi islands and low lands along the river on the eastern border of the county supply an abundance of soft woods, such as cottonwood, willow, basswood, birch, poplar, etc., adapted for use in manufacturing of excelsior, wood pulp, egg case fills and other material of like character. Thousands of car loads of excelsior wood are annually shipped to distant points, which if manufactured near source of supply would save a large amount of freight on the raw material. Waterville, Waukon Junction, New Albin, Lansing or Harpers Ferry would be a good location for a factory for making up this timber.

An examination of the map and existing lines of railway shows necessity for another steam or electric line to open communication direct with west or southwest.

#### APPANOOSE COUNTY.

CENTERVILLE.—Desires manufacturing plants of various kinds. We have abundance of coal, three railroads, lime rock for building purposes, water-works and electric plant.

#### AUDUBON COUNTY.

AUDUBON.—Desires beet sugar factory and canning factory. The soil seems adapted to raising sugar beets; also to raising corn, tomatoes, peas and other garden truck to supply a canning factory. We have good shipping facilities, and I think, inducements would be offered. For specific information write the mayor of the city.

#### BLACK HAWK COUNTY.

WATERLOO.—We desire foundry, machine shop and boiler factory, shoe factory and additional capital for three factories.

We have excellent railway facilities, water and electric power at a minimum cost for factories, good schools and churches, libraries, fire department, electric street railway service and a low rate of taxation. We offer free sites or trackage, remission of municipal taxes, and a co-operative endeavor by all to assist in the making a success of any legitimate enterprise. None others wanted. Correspondence solicited by Waterloo Board of Trade.

#### BOONE COUNTY.

BOONE.—Desires planing mill, pottery works and any other manufacturing industry we can get.

We have an abundance of cheap coal and excellent clay for pottery works good railroad facilities. Inducements will be offered to responsible parties. Correspondence addressed to the Commercial Club will be given prompt attention.

#### BREMER COUNTY.

WAVERLY.—Desires wholesale grocery, boot and shoe factory, foundry and machine shop, cereal mill and a canning factory. We have good shipping facilities (four railroads), water power, good stone for building purposes, city water from an artesian well 1,740 feet deep and paved streets.

Through the Industrial Club we are willing to help those that are willing to come half way with site and cash in the shape of stock taken in the establishment. We have furnished free water and remitted taxes.

#### BUENA VISTA COUNTY.

ALTA.—Would desire a cheese factory.

There is no cheese factories within one hundred miles of here, this would insure a home market for two or three factories in this vicinity.

#### CASS COUNTY.

ATLANTIC.—Desires foundry, plow works, cheese factory and woolen mills. We have a splendid territory to draw from, located in one of the best farming localities in the State. The Merchants' Association will assist manufacturing industries financially and by securing sites.

#### CEDAR COUNTY.

TIPTON.—Would welcome a canning factory. Locality has no special advantages for manufacturing establishments, but would be able to furnish plenty of material for a canning factory.

WEST BRANCH.—Would like one dry goods store and one boot and shoe store. Would welcome any manufacturing enterprise.

#### CERRO GORDO COUNTY.

MASON CITY.—Would like a Portland cement factory. We have the limestone and the clay for the best quality of Portland. Would welcome any other manufacturing establishment or industry that would employ labor. We are located on four main lines of railroads besides an interurban line. The Commercial Club will furnish sites.



## CHEROKEE COUNTY.

CHEROKEE.—Would like a brick and tile factory, and any other factory that is capable of operating in an agricultural district. Reasonable inducements will be offered.

## CLAY COUNTY.

SPENCER.—This is an agricultural community and we would welcome a canning factory. The citizens are always ready to help any worthy enterprise.

## CLAYTON COUNTY.

EDGEWOOD.—Maquoketa shales and other valuable clays are well exposed here (see Iowa Geological Survey Report, volume XIV, page 385). It appears as though a well equipped plant for the manufacturing of hollow-ware such as flower pots, crockery, etc., would be a paying investment.

## CLINTON COUNTY.

CLINTON.—Desires carriage factory, furniture factory and any other establishment employing labor.

Located on the Mississippi river and four great railroads, excellent factory sights, exceptionally good banking facilities, healthful and beautiful city. Upon a proper showing the Clinton business men will take stock and give their hearty co-operation to any promising establishment.

## CRAWFORD COUNTY.

DENISON.—Will welcome any manufacturing establishment. There are many good business openings here. Correspond with the Business Mens' Association.

## DAVIS COUNTY.

BLOOMFIELD.—Would like a canning and pickle factory. We have an abundance of cheap coal for making steam which should be an object for any establishment locating here.

## DECATUR COUNTY.

LEON.—Cream and cheese factories will find this locality especially adapted to this industry as we are located in an excellent dairy district. A five foot vein of coal has been discovered near Leon at the depth of four hundred feet, but has never been developed. This is also an excellent fruit district.

Proper inducements will be offered for opening up a coal mine near Leon.

## DELAWARE COUNTY.

MANCHESTER.—We will welcome any manufacturing establishment. Have good railroad facilities. The Manchester Business Mens' Association will be pleased to correspond with any one wishing to locate in this locality.

## DICKINSON COUNTY.

SPIRIT LAKE.—Desires an electric line from city to different resorts around the lakes.

## DUBUQUE COUNTY.

DUBUQUE.—Desires iron smelter, cracker factory, canning factory, black-jack and zinc reducing plant, cement works, pork packing house. We have limestone and the proper clay that should warrant the establishment of a cement factory, and an abundance of iron ore in close proximity that should be developed. Another inducement to locate here is the low freight rates on account of the water competition. Local capitalists will subscribe for stock of any legitimate enterprise.

## EMMET COUNTY.

ARMSTRONG.—We are located in a good territory and have lots of it, and would welcome any manufacturing industry that we can get; have good clay for a brick or tile plant.

## FAYETTE COUNTY.

WEST UNION.—Desires a wood working factory, brick and tile factory, hotel and opera house.

We have an excellent opening for a sash and door and wood working plant, there is a large three story brick building now vacant, formerly used for a mill that could be had very cheap and easily converted into such an establishment. There are no wood working establishments in this or any near by town, and there is a great deal of native timber that could be used to good advantage and at a great profit for interior finishing.

We have an exceptionally good location with fine clay, and railroad facilities within 200 feet, for a large brickmaking plant; wood and coal could both be had at a very moderate price for running same.

Citizens would be willing to exempt taxation and take stock in any of the above enterprises if undertaken by an enterprising and responsible party. This is a rich town and has a general desire to assist in any new undertaking of this kind.



## FLOYD COUNTY.

CHARLES CITY.—Desires a canning factory, condensed milk factory, and a novelty factory.

As an inducement for any of the above industries we have water power, good schools and a good city. Anyone establishing here will have the good will and fair treatment of the people.

## FRANKLIN COUNTY.

HAMPTON.—Desires a brick and tile factory and a canning factory. This is a good agricultural district, and we have good railroad facilities. Locations and other favors will be furnished any parties or corporations who show ability and a desire to start any industry or manufacturing establishment.

## FREMONT COUNTY.

TABOR.—Desires a canning factory, excelsior mill, and a furniture factory. Good farming country, healthy location of city, native timber in the adjacent country such as walnut, ash, oak, basswood, etc. On account of Tabor College being located here makes it a very desirable place for families to locate. Inducements will be offered according to the industry locating.

## HAMILTON COUNTY.

WEBSTER CITY.—Would like a canning factory, and any other factory desirable in such a locality. We have cheap coal, abundance of sand, plenty of water and municipal light, heat and water. Free water and electric current has been offered and given.

## HANCOCK COUNTY.

GARNER.—Would like a brick and tile factory and a canning factory. We have good clay for a brick and tile factory, and an excellent agricultural district for canning products.

## HARDIN COUNTY.

IOWA FALLS.—Desires factories of all kinds. We have an unlimited water power, clay for brick and tile plants, stone for building purposes, excellent water and sewer system and electric light and gas plants. Free sites, tax exemptions and free water will be given to responsible parties locating here with any legitimate enterprise.

## HARRISON COUNTY.

LOGAN.—Desires any industry that would be profitable in such a locality, and every courtesy would be extended to investors in, or establishment of any enterprise.

## HOWARD COUNTY.

CRESCO.—Desires any factory or enterprise suitable for a farming community.

ELMA.—Desires a brick and tile factory. Have good clay and cheap fuel for such an establishment.

## HUMBOLDT COUNTY.

HUMBOLDT.—Desires a brick and tile factory and a canning factory. We have good clay for a brick and tile factory, water power, and a good farming community. The citizens would be willing to assist any suitable industry.

## IOWA COUNTY.

MARENGO.—Desires carriage factory, overall and shirt factory, pickle factory, and a hotel and sanitarium.

Cheap water power can be had by utilizing the Iowa river, very reasonable business and residence rent and a good agricultural country surrounding. Marengo Commercial Club would gladly take up any reasonable proposition and secure franchises, tax exemptions and bonuses.

## JASPER COUNTY.

NEWTON.—Would like a wholesale grocery and some manufacturing establishments. We have a good water supply and plenty of cheap coal for steam and heating purposes. Liberal donations and financial assistance will be given worthy parties.

## JEFFERSON COUNTY.

FAIRFIELD.—We are in need of a brick factory and a wholesale grocery. We have a good water supply furnished by reservoir, suitable for steam purposes and plenty of cheap coal for steam purposes; good railroad facilities. Citizens have been very liberal here in giving cash bonuses to establishments locating here, and will continue the same policy to those that show themselves worthy of such support.



## JONES COUNTY.

ANAMOSA.—We desire any kind of manufacturing establishments suitable for this locality. The Commercial Club offers inducements.

## KEOKUK COUNTY.

SIGOURNEY.—We are surrounded by an excellent agricultural country and desire a canning factory to create a home market for green corn and garden truck.

WHAT CHEER.—Desires pottery plant, brick and tile works, sewer pipe factory and one malleable iron foundry.

We have an unlimited amount of coal and water for steam purposes to operate any number of factories. We have one of the finest deposits of pottery clay in this part of the country, proven by government analysis, and by experiments at the Iowa agricultural college. Our machine shops use about three hundred tons of malleable iron castings per annum, and we would like a malleable iron foundry located here to produce these castings so that we might patronize home industry.

## KOSSUTH COUNTY.

ALGONA.—Would like a brick and tile factory and a canning factory. Our clay deposits have been tested and have proved to be of good quality for the manufacturing of brick and tile, and anyone interested in this line would receive the co-operation of the citizens in our city. We are of the opinion that a canning factory might be operated on a paying basis in this locality on account of the splendid agricultural territory surrounding. We have five railroads leading out of here which would offer good shipping facilities.

WESLEY.—We would like a canning factory to absorb and create a home market for our agricultural products. We are situated in one of the richest and most fertile agricultural districts in the State and would be able to furnish all the garden truck and vegetables a good-sized canning factory could absorb. A free site will be furnished for an establishment of this kind, and the hearty co-operation of the citizens guaranteed. Address all correspondence to the Wesley Commercial Club.

## LEE COUNTY.

FORT MADISON.—We would like a brick factory, sewer pipe factory, lime works, car wheel foundry, ax handle factory and wholesale grocery houses. Some of the natural advantages are good brick clay, good water, cheap fuel, natural drainage and plenty of natural timber. Other advantages are low assessments, insurance rates remarkable low, good fire protection, low freight rates on account of water competition and excellent railroad facilities.

MONTROSE.—We would like several manufacturing establishments of the character that are located in other cities along the river. We have both railroad and river shipping facilities and will furnish good sites to any prosperous and legitimate industry that will locate here.

## LINN COUNTY.

CEDAR RAPIDS.—Would like any establishment adapted to local conditions such as saddlery and harness factory, agricultural implements, cereal plant, and a creamery. For inducements we have extensive water power, largest stone quarries in the State, located in the richest agricultural and grain region in the State. We also have four class A railroads.

The Commercial Club will secure free factory sites, exemption from municipal taxation and will aid any legitimate proposition in a financial way.

## LOUISA COUNTY.

COLUMBUS JUNCTION.—Would like a box factory and a canning factory. Good shipping facilities and plenty of good water. Locations for plants will be furnished by the citizens.

MORNING SUN.—We would like to have a canning factory. We are located on two railroads and in a splendid agricultural locality which should warrant success to a plant of this kind.

WAPELLO.—We would like a sugar factory, canning factory and a pickle factory. We have the best of soil for sugar beets and could easily supply the demands of a factory of this kind with home production.

## LUCAS COUNTY.

CHARITON.—We desire any and all kinds of factories desirable for this locality. We have plenty of good coal, a rich farming community, good railroad facilities, paved streets and city waterworks.

## MADISON COUNTY.

EAST PERU.—We desire a canning factory, brick plant, rock crusher and creamery. We have a fine quality of clay for brick and tile and small farms which assure a supply of corn, tomatoes and other products for a canning factory.

WINTERSET.—Desires a stone crushing plant, brick and tile factory and a canning factory. We have plenty of limestone, good clay deposits for brick and tile and a good farming community that would assure product for a canning factory.



## MAHASKA COUNTY.

OSKALOOSA.—Desires a mining tool factory, pottery plant, farm implement factory, boot and shoe factory, cracker factory and a wholesale grocery. We have a good supply of cheap coal and good shipping facilities.

## MARSHALL COUNTY.

MARSHALLTOWN.—Would like any manufacturing plant, especially in lines consumed in this vicinity. We have a large buggy plant that has been idle for some time, when run did a flourishing business. Heavy wagon and buggy industry would do well.

In past have given concessions in the way of water rebates, low tax levy. Some stock might be floated locally.

## MITCHELL COUNTY.

OSAGE.—Has building and lithographing stone quarries which could be easily developed. The citizens have donated by private subscription toward establishing industries.

## MONTGOMERY COUNTY.

RED OAK.—Needs some establishment to utilize a fine clay we have for making crockery ware. We have good railroad facilities and our citizens will aid any worthy enterprise.

## PAGE COUNTY.

SHENANDOAH.—Would like an implement factory, fruit cannery, cereal mill, wholesale grocery and any other small factories.

We have excellent railroad facilities, Missouri river freight rates, electric power, gas plant, coal within twenty miles, no colored labor, no labor unions, an excellent class of citizens and a good municipal government. Free sites and free switching. In some cases bonus and rebatement of taxes and liberal subscription of stock by citizens. Address E. R. Ferguson, Secretary Commercial Club.

## PALO ALTO COUNTY.

EMMETSBURG.—Desires a canning factory and a brick and tile factory. Our railroads afford good shipping facilities and our citizens are always willing to donate to any legitimate enterprise.

## PLYMOUTH COUNTY.

LE MARS.—Would like a canning factory. Have given exemption from taxation and bonuses, but experiences with institutions located on bonus plan has not been satisfactory. Liberal support and some stock would be taken with any institution that could demonstrate its practicability.

## POCAHONTAS COUNTY.

POCAHONTAS.—Desires a brick and tile plant, canning factory, flour mill and electric railway. Excellent farming community and will need lots of tile for draining. Address L. C. Thornton, Pocahontas, Iowa, for all inducements.

## POLK COUNTY.

DES MOINES.—Desires in addition to what we now have, wagon factory, starch and glucose factory, plow factory, cultivator factory, farm implement factory, oatmeal mill, rolling mill, Malleable iron foundry, stove factory, shoe factory, piano and organ factory, excelsior making plant, passenger and freight elevator factory, pottery and clay works and brick making machinery factory.

We have a cheap and inexhaustible supply of coal mined within the city limits, or near by, abundance of water, free from lime, good for making steam, electric power furnished by Edison Co., extra railroad shipping facilities furnished by eight trunk lines running into the city, making eighteen outlets in as many directions, new interurban lines built and projected central location as regards Iowa and adjacent states, best possible educational facilities furnished by seventy odd schools and colleges. Des Moines is destined to become a great manufacturing center. It possesses, in a marked degree, the four essentials: cheap power, cheap raw material, skilled labor and a vast market capable of absorbing the output.

F. M. Hubbell and son offer ground free of rent, except taxes on same, for a term of ten years to factories locating in their factory addition. Gift of sufficient ground for certain factories out in suburbs on tracks northeast of city. City Council will, for new factories not competing with plants already established and which employ fifty people or more, remit or refund city taxes for a period of years.

Address all correspondence to the Secretary of the Commercial Exchange.

VALLEY JUNCTION.—Good opening for most any kind of a factory. We have an abundance of good quality coal, plenty of water within thirty feet by well or eighty rods from river; good shipping facilities furnished by railroads and interurban lines. We would remit taxes and secure sites for the right kind of establishments.



## POTTAWATTAMIE COUNTY.

COUNCIL BLUFFS.—Desires flour and cereal mill, canning factory, packing house and tannery. Good railroad center, surrounded by a first-class agricultural and stock-raising country, an abundance of raw material and cheap help. Cheap freight rates on account of water competition and Missouri river freight rates. For worthy industries we offer free location, exemption from taxation for a number of years and a reasonable amount of money. Ample railroad trackage will be secured.

OAKLAND.—Would like a canning factory and a small brick plant. This soil is particularly adapted for the raising of corn and other canning factory products. Free sites for all manufacturing establishments and exemption from city taxation for a limited period.

## POWESHIEK COUNTY.

MONTEZUMA.—We desire a canning factory, brick and tile factory and foundry and machine shop. Fine agricultural country surrounding. If a stock company the people will take stock and taxes might be remitted for a period of years.

## RINGGOLD COUNTY.

MOUNT AYR.—Desires any kind of a factory suitable to this locality. We have lots of territory to draw from and no competition.

## SCOTT COUNTY.

DAVENPORT.—Would like a gun factory, shoe factory, wagon factory, furniture factory, hotel and restaurant. As an inducement to locaters we have cheap coal, electric power, first-class shipping facilities and plenty of cheap help. Our citizens will give free sites to parties wishing to locate here in the manufacturing business on a satisfactory showing.

ELDRIDGE.—Would like a laundry and a bakery. A fine farming community and plenty of territory to draw from.

## STORY COUNTY.

AMES.—We are centrally located on one of the best railroads running north and south, also on a main line running east and west. We have the best agricultural college in the northwest and our soil is very fertile for agricultural purposes. Our citizens will make a substantial offer to any one locating with a worthy enterprise suitable for an agricultural district.

## TAMA COUNTY.

GLADBROOK.—A creamery would be desirable here. There is enough cream shipped to Waterloo and Cedar Rapids to make a daily average output of four hundred pounds. The only inducement would be that the producers of the cream would be willing to sell their cream to a home industry, providing they got as much out of it in doing so.

## UNION COUNTY.

CRESTON.—Desires an overall factory, canning factory and a boot and shoe factory. The advantages are good railroad facilities, plenty of good water and a fine surrounding country to draw from.

## VAN BUREN COUNTY.

KEOSAUQUA.—At the horseshoe bend of the Des Moines river at Keosauqua by cutting a canal across the bend would furnish the finest water power in the State for any number of manufacturing establishments. The route has been surveyed; and the citizens of Keosauqua would offer liberal inducements for the development of this magnificent water power. We would also offer inducements for manufacturing establishments to locate here; we especially need a packing house in this county.

Capt. W. A. Duckworth, of Keosauqua, can give detailed information in regard to the canal proposition.

## WAPELLO COUNTY.

OTTUMWA.—We desire a wagon factory, malleable iron foundry, garment factory, overall and mitten factory, boot and shoe factory, cereal mill, pottery plant and factory for the manufacturing of conduits and electrical supplies. We have a good supply of a fine quality of coal, fine river sand, Kaoline potters' clay, fire clay, shale for brick and tile, river and artesian water, excellent shipping facilities, fine factory sites and easy access to switches on railroads. We will donate a site to any reputable factory that will locate here. We would add to the site, if a factory would employ a large number of men, a cash bonus the size of which would depend upon the number of men employed.

## WARREN COUNTY.

INDIANOLA.—We would be pleased to consider a proposition for any kind of a manufacturing establishment. This is a temperance and college town, good citizens and an excellent farming community.



## WASHINGTON COUNTY.

WASHINGTON.—Desires a wholesale grocery, manufacturers of agricultural implements and other kindred lines such as used by a progressive farming community, foundry and machine shop, woodworking shop and ice plant. We have good railway facilities, cheap factory sites, absence of labor unions, high moral character of the citizens and best of public schools and churches.

## WEBSTER COUNTY.

FORT DODGE.—Would like sewer pipe factory, furniture factory, gasoline engine factory, cream separator factory, wagon factory, wholesale drug store, wholesale grocery and saddlery house.

We have a good deposit of clay for a brick or tile factory and plenty of cheap coal to burn same, good location, excellent shipping facilities, skilled labor and no labor unions.

The Commercial club has always taken into consideration the needs of the new firms to determine what can be accomplished in the way of inducements. Inquiries should be addressed to the secretary.

## WINNEBAGO COUNTY.

FOREST CITY.—We would like a brick and tile plant. There is a large amount of tile being laid in this part of the country and we see no reason why they should not be produced at home, as we have the necessary clay deposits.

## WINNESHIEK COUNTY.

DECORAH.—Desires a chair factory, agricultural implement factory and a factory to transform the tow after it comes from the mill at Freeport into the finished product. We have a good water power in the upper Iowa and Turkey rivers, and plenty of hard wood. Our city has no standing inducement for any manufacturing project, but our citizens are public spirited and could readily be induced to stand behind anything that has merit.

## WOODBURY COUNTY.

SIOUX CITY.—Would like a wholesale dry goods house, wholesale hats and caps, shoe factory, wagon factory, canning factory, large foundry and other manufacturing establishments suitable to this territory.

We are situated in one of the finest territories in the middle west, draw supplies from three states, good railway facilities with water competition. As an inducement we will suspend taxation for a term of years and secure sites for reputable firm.

## WRIGHT COUNTY.

CLARION.—Desires a canning factory and a modern hotel. This locality is purely agricultural, but would be suitable for a canning factory or any other industry that would go toward handling agricultural products. Would donate site for either of the above and the business men would take stock to a reasonable amount.



## TRADE UNIONS IN IOWA.

The chapter devoted to trade unions consists of four tables, with a summary of advantages gained without resorting to strikes.

Table No. 1 is a compilation of reports from local organizations, showing the year each local was organized, number of members in each, the cost of organization per capita per month, the amounts paid out to members for sick and funeral benefits, a column showing whether members demand the employment of union men only, and another gives the working hours per day; the section devoted to wages gives the minimum and maximum wage, with the variations in both since 1902. A column is also given showing strikes that have occurred since December 31, 1900, numbering a total of 107.

Table No. 2 is a general summary, showing a total of 688 locals in the State, 671 of whom reported to this department, a total membership of 41,397, or an average membership of 61.69 for each local.

In comparison with the 1901-2 report, although a slight falling off in number of locals and total membership is shown, an increase in average membership in locals is evident.

In the report of 1901-2 a total of 830 locals was shown, 762 of whom reported a total membership of 44,722, or an average membership of 56.68 for each local.

While the decrease in number of locals reporting is 91 or 11.94 per cent, the average membership of locals has increased 8.84 per cent.

Table No. 2 also gives averages for the State on minimum and maximum wages in the different crafts, the average hours worked per day, also the average increase or decrease on minimum and maximum wages.

Tables No. 3 and 4 give summaries by localities and by counties respectively, showing the number of organizations and the membership in 129 localities and 54 counties in the State.



## TRADES UNIONS IN

Showing location, date organized, number of members, per capita dues, ing hours per day, maximum and minimum wage, with increase

## BAKERS AND CONFECTIONERS,

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
1	Burlington	134	1901	13	\$ .50		
2	Des Moines	136	1901	32	.50		
3	Dubuque	302	1903	24	.60		
4	Keokuk	226	1902	15	.50	\$ 25.00	\$ 40.00
5	Ottumwa	140	1904	17	.60		
6	Sioux City	240	1902	20	.60		

## BARBERS UNION

7	Boone	281	1902	15	\$ .60		
8	Burlington	110	1898	31	.60	\$ 40.00	\$ 60.00
9	Cedar Rapids	97	1897	65	.60	90.00	60.00
10	Centerville	369	1902	33	.60		
11	Clinton	236	1900	16	.60		
12	Council Bluffs	321	1901	28	.60	105.00	
13	Oreston	490	1903	14	.60	45.00	
14	Davenport	116	1898	64	.60		
15	Des Moines	43	1899	45	1.00	100.00	
16	Dubuque	429	1902	55	.50	125.00	
17	Fairfield	368	1902	9	.60		
18	Fort Dodge	504	1903	30	.60	5.00	
19	Fort Madison	287	1902	12	.60		
20	Keokuk	214	1901	29	.60	75.00	
21	Marshalltown	423	1902	19	.60	88.00	
22	Muscatine	349	1901	16	.60	30.00	
23	Oelwein	520	1903	11	.60		
24	Oskaloosa	19	1899	34	.60	60.00	
25	Ottumwa	133	1899	32	.60	30.00	120.00
26	Sioux City	52	1899	51	.60	125.00	
27	Waterloo	414	1902	29	.60	10.00	

## BARTENDERS' INTERNATIONAL

28	Boone	382	1902	21	\$ .50	\$ 200.00	
29	Burlington	354	1902	69	.50	100.00	\$ 125.50
30	Clinton	319	1902	24	.50		
31	Council Bluffs	557	1902	47	.50	30.00	100.00
32	Des Moines	247	1904	142	.50		
33	Dubuque	223	1900	15	.75		
34	Fort Dodge	527	1903	40	.50		
35	Fort Madison	518	1903	32	.50	175.00	
36	Keokuk	624	1903	33	.50	100.00	100.00
37	Marshalltown	535	1902	55	.60		
38	Oelwein	323	1902	37	.50		
39	Oskaloosa	516	1902	13	.50		
40	Ottumwa	214	1900	27	.25		100.00
41	Sioux City	184	1899	40	.50		
42	Waterloo	546	1903	25	.60		

\* \$12 per week and 60 per cent of all taken in over \$18 per week. † Journeymen \$30 per week, thereby increasing their weekly earnings proportionate to skill and patronage. ‡ This has been reduced to 14 hours since organization. n Not reported. a Waiters' union

## IOWA—TABLE No. 1.

sick and funeral benefits, demand for employment of union men only, work-or decrease since 1902, and strikes occurring since 1900.

## INTERNATIONAL JOURNEYMEN.

Demand the employ- ment of union men only.	Working hours per day.	Wages.					Number of strikes since Decem- ber 31, 1900.	Margi- nal num- ber.
		Mini- mum wage.	Unit per—	Maxi- mum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	10	\$ 10.00	Week.	\$ 18.00			2	1
n	n	n	.....	n	.....	.....	n	2
Yes.	10	13.00	Week.	21 00	\$ 3.00 Inc.	\$ 6.00 Inc.	1	3
Yes.	10	10.00	Week.	16 00		1.00 Inc.	None.	4
Yes.	10	12.00	Week.	15.00	3.00 Inc.	3.00 Inc.	None.	5
Yes.	10	13.00	Week.	16.00	1.00 Inc.	4.00 Dec.		

## INTERNATIONAL JOURNEYMEN.

Yes.	\$ 12	\$ 10.00	Week.	\$ 14.00			None.	7
Yes.	11	10.00	Week.	17.00			1	8
Yes.	13	10.00	Week.	18.00			None.	9
Yes.	10	11.00	Week.	14.00			None.	10
Yes.	12	10.00	Week.	14.00			None.	11
Yes.	12	10.00	Week.	19.00			None.	12
Yes.	11	12.00	Week.	18.00			None.	13
Yes.	11	12.00	Week.	* 12.00			None.	14
Yes.	10	9.00	Week.	20.00			None.	15
Yes.	11½	11.00	Week.	14.00			None.	16
Yes.	12	9.00	Week.	12.00			None.	17
Yes.	13	12.00	Week.	15.00			None.	18
n	n	n	n	n			n	19
Yes.	11	12.00	Week.	* 12.00			None.	20
Yes.	12	10.00	Week.	12.00			None.	21
Yes.	11	10.00	Week.	15.00			None.	22
Yes.	12	12.00	Week.	15.00			None.	23
Yes.	11	11.00	Week.	16.00			None.	24
Yes.	11	12.00	Week.	15.00			None.	25
Yes.	11	12.00	Week.	20.00			1	26
No.	12	10.00	Week.	14.00			None.	27

## LEAGUE OF AMERICA.

No	9	\$ 12.50	Week.	\$ 20.00			None.	28
Yes.	10	10.00	Week.	18.00			None.	29
Yes.	10	14.00	Week.	18.00	\$ 5.50 Inc.		None.	30
Yes.	12	12.50	Week.	25.00			None.	31
Yes.	8	12.00	Week.	20.00			None.	32
No.	10	7.00	Week.	15.00			1	33
Yes.	10	10.00	Week.	15.00	\$ 2.00 Inc.	5.00 Inc.	None.	34
Yes.	8½	12.00	Week.	15.00		5.00 Dec.	None.	35
Yes.	9	10.00	Week.	20.00		2.00 Inc.	None.	36
Yes.	10	10.00	Week.	15.00			None.	37
Yes.	7½	12.00	Week.	15.00	2.00 Inc.		None.	38
Yes.	10	15.00	Week.	25.00		4.00 Inc.	None.	39
Yes.	9	12.00	Week.	18.00	2.00 Inc.	4.00 Inc.	None.	40
Yes.	8	12.50	Week.	18.00	.50 Inc.		None.	41
Yes.	11	12.00	Week.	20.00			None.	42

barbers usually receive from 40 to 60 per cent of all money taken in by them over \$15 or age. § Barbers are usually required to work from 16 to 18 hours on Saturdays, but in



## TRADES UNIONS IN IOWA

## \*BLACKSMITHS, INTER

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.*	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
43	Cedar Rapids	182	1901	18	\$ .55		
44	Clinton	16	1902	15	.50		
45	Des Moines	184	1902	25	.55		
46	Dubuque	95	1902	24	.50		
47	Fort Madison	53	1902	16	.50		
48	Keokuk	249	1903	15	.50		
49	Marshalltown	80	1902	22	.50		
50	Oelwein	220	1901	55	.50		
51	Ottumwa	162	1900	17	.50		
52	Sioux City	36	1902	22	.50		
53	Waterloo	65	1902	26	.60		
54	What Cheer	259	1903	24	.50		

\*The Brotherhood of Blacksmiths take their helpers in the same

## BOILERMAKERS AND IRON SHIP

55	Boone	161	1895	21	\$ .75		
56	Cedar Rapids	110	1903	27	.50		
57	Cedar Rapids	144	1901	33	.85		
58	Clinton	129	1902	12	1.00		
59	Des Moines	47	1892	22	.75		
60	Dubuque	15	1902	34	.75		
61	Marshalltown	149	1902	15	.75		
62	Missouri Valley	145	1902	21	.75		
63	Oelwein	272	1902	21	.50		
64	Oelwein	32	1902	34	.40	\$ 30.00	
65	Sioux City	244	1892	29	.50		
66	Waterloo	183	1900	22	.50		
67	Waterloo	97	n	13	.50		

a Boilermakers' helpers, locals.

## BOOKBINDERS, INTERNATIONAL

68	Cedar Rapids	84	1899	17	\$ .60		
69	Davenport	93	1900	18	.50		
70	Des Moines	88	1900	69	.55		
71	Des Moines	71	1898	27	.75		
72	Dubuque	116	1902	9	.50		
73	Sioux City	78	1902	9	.50		

\* Bindery girls.

## BOOT AND SHOE

74	Keokuk	363	1903	220	\$ 1.00	\$ 200.00	\$ 100.00
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## BREWERY WORKMEN, INTERNATIONAL

75	Burlington	243	1901	35	\$ .50	\$ 3.00	
76	Cedar Rapids	316	1902	26	.50		
77	Clinton	314	1902	24	.50	60.00	
78	Davenport	365	1904	20	.75		
79	Dubuque	323	1903	n	n		
80	Sioux City	178	1899	12	.50		

(n) Not reported.

TABLE No. 1—CONTINUED.

## NATIONAL BROTHERHOOD OF

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
No.	10	\$a .17½	Hour.	\$ .84	\$ .01 Inc.	\$ .01½ Inc.	None.	43
No.	9	.25½	Hour.	.85	.01½ Inc.	.03 Inc.	None.	44
No.	10	.25	Hour.	.40	.....	.....	None.	45
Yes.	8	.25	Hour.	.35	.05 Inc.	.02 Inc.	None.	46
No.	10	.20	Hour.	.35½	.....	.04½ Inc.	None.	47
.....	10	.20	Hour.	n	.....	.....	None.	48
No.	10	.26½	Hour.	.32	½ Inc.	.01 Dec.	1	49
Yes.	9	.30	Hour.	.36½	.....	.03 Inc.	None.	50
Yes.	9	.20	Hour.	.28	.02½ Inc.	.02 Dec.	1	51
Yes.	9	.28½	Hour.	.35	.03½ Inc.	.03½ Inc.	None.	52
Yes.	9	.27	Hour.	.34	.....	.02½ Inc.	None.	53
Yes.	9	.25½	Hour.	.27½	.....	.02½ Inc.	1	54

organization. a Helpers' wage.

## BUILDERS OF AMERICA, BROTHERHOOD OF

Yes.	9	\$ .32	Hour.	\$ .34			1	55	
Yes.	10	.16½	Hour.	.19			None.	56	
	10	.33	Hour.	.33			None.	57	
No.	9	.26½	Hour.	.34		\$ .02 Inc.	1	58	
n	n	n		n			n	59	
n	n	n		n			n	60	
Yes.	8	.30	Hour.	.34		.02½ Inc.	None.	61	
Yes.	9	.32½	Hour.	.37½		.08½ Inc.	1	62	
Yes.	10	.16	Hour.	.21½		.03 Inc.	2	63	
Yes.	10	.30	Hour.	.36		.03½ Inc.	None.	64	
Yes.	10	.29	Hour.	.35		.08½ Inc.	1	65	
n	n	n		n			n	66	

n Not reported.

## BROTHERHOOD OF

Yes.	9	\$ 13.50	Week.	\$ 17.50	\$ 1.50 Inc.	\$ 2.50 Dec.	None.	68	
No.	9	15.00	Week.	18.00	3.00 Inc.	3.00 Inc.	None.	69	
Yes.	9	6.00	Week.	9.00		1.50 Inc.	None.	70	
Yes.	9	16.00	Week.	18.00	4.00 Inc.	4.00 Dec.	None.	71	
	a 8½	14.00	Week.	16.00		.50 Dec.	None.	72	
Yes.	9	15.00	Week.	20.00	3.00 Inc.		None.	73	

a Hours reduced from 9 to 8½ per day.

## WORKERS UNION.

Yes.	10		Week.	25.00			None.	74	
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## UNION.

Yes.	10	\$ 9.00	Week.	\$ 15.00	\$ 3.00 Dec.		None.	75	
Yes.	10		Week.	14.00		\$ 1.00 Dec.	None.	76	
Yes.	10	12.50	Week.	17.00	.50 Inc.	2.00 Inc.	None.	77	
Yes.	9	10.00	Week.	14.00	5.00 Dec.	6.00 Dec.	None.	78	
n	n	n		n			n	79	
Yes.	10	50.00	Month.	85.00		20.00 Inc.	None.	80	



## TRADE UNIONS OF IOWA

## BRICKLAYERS AND STONEMASONS

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
81	Belle Plaine..... <i>b &amp; p</i>	26	1904	10	\$ .50		
82	Burlington..... <i>b</i>	10	1901	8	.50	\$ 60.00	
83	Cedar Rapids..... <i>b</i>	14	1901	58	.50	15.00	
84	Cedar Rapids..... <i>b &amp; m</i>	1	1900	30	.50		
85	Centerville..... <i>b m &amp; p</i>	15	1902	21	.50		
86	Clinton..... <i>b p &amp; m</i>	15	1901	44	.25		
87	Council Bluffs..... <i>b</i>	6	1899	35	.50		
88	Davenport..... <i>b</i>	7	1901	100	.50	30.00	
89	Des Moines..... <i>b</i>	2	1882	125	.50	375.00	
90	Des Moines..... <i>s m</i>	22	1903	22	.50		
91	Dubuque..... <i>b</i>	17	1902	23	.50		
92	Dubuque..... <i>b &amp; p</i>	24	<i>n</i>	27	.50		
93	Fairfield..... <i>b &amp; m</i>	16	1902	10	.50		
94	Ft. Dodge..... <i>b &amp; m</i>	20	1903	9	.50		
95	Iowa City..... <i>b</i>	18	1902	32	.50		
96	Marshalltown..... <i>b &amp; m</i>	12	1902	12	.50		
97	Mason City..... <i>b</i>	21	1903	28	.50	50.00	
98	Muscatine..... <i>b &amp; m</i>	7	1900	14	.50		
99	Oskaloosa..... <i>b &amp; m</i>	23	1900	11	.50		
100	Ottumwa..... <i>b</i>	9	1891	23	.60		
101	Ottumwa..... <i>s m</i>	8	1898	11	.50		
102	Sioux City..... <i>b</i>	5	1900	63	.50		\$ 90.00

*n* Not reported.*b & p* Bricklayers and plasterers. *b* Bricklayers.*b and m* bricklayers and masons*b, p and m* bricklayers, plasterers and masons.

## BROOM MAKERS

103	Burlington.....	41	1899	5	\$ .50		
104	Cedar Rapids.....	8	1902	8	.40		
105	Des Moines.....	11	1900	19	.60		
106	Dubuque.....	36	1899	6	.40		
107	Sioux City.....	42	1899	6	1.00		

## BILL POSTERS' AND BILLERS

108	Sioux City.....	26	1904	10	\$ .50		
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TABLE No. 1—CONTINUED.

## INTERNATIONAL UNION OF AMERICA.

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	9	\$ 3.60	Day.	\$ 4.50			None.	81
Yes.	<i>a</i> 8	4.00	Day.	4.40	\$ .05 Dec.	\$ .10 Dec.	None.	82
Yes.	9	3.15	Day.	4.50	.45 Dec.	.90 Inc.	None.	83
Yes.	9	4.50	Day.	5.00		1.00 Dec.	None.	84
<i>n</i>	<i>n</i>	<i>n</i>		<i>n</i>			<i>n</i>	85
Yes.	<i>b</i> 9	4.00	Day.	5.40	.40 Dec.	1.00 Inc.	None.	86
Yes.	8	4.00	Day.	4.40	.40 Dec.		None.	87
Yes.	8	3.60	Day.	4.40			None.	88
Yes.	8	4.00	Day.	5.50	.50 Dec.	.70 Inc.	1	89
<i>n</i>	<i>n</i>	<i>n</i>		<i>n</i>			<i>n</i>	90
<i>n</i>	<i>n</i>	<i>n</i>		<i>n</i>			<i>n</i>	91
<i>n</i>	<i>n</i>	<i>n</i>		<i>n</i>			<i>n</i>	92
Yes.	9	5.00	Day.	6.00	.50 Inc.	1.50 Inc.	None.	93
<i>n</i>	<i>n</i>	<i>n</i>		<i>n</i>			<i>n</i>	94
Yes.	9	4.00	Day.	4.50	1.00 Inc.	.50 Dec.	None.	95
<i>n</i>	<i>n</i>	<i>n</i>		<i>n</i>			<i>n</i>	96
Yes.	9	4.50	Day.	5.40			None.	97
Yes.	<i>a</i> 8	3.60	Day.	4.05			<i>n</i>	98
Yes.	9	4.05	Day.	5.00		.50 Inc.	None.	99
Yes.	<i>a</i> 8	3.60	Day.	4.80	.90 Dec.	.70 Dec.	None.	100
Yes.	8	4.00	Day.	4.40	.80 Inc.	1.20 Inc.	None.	101
Yes.	9		Day.	5.40		.45 Inc.	None.	102

*a* Reduced hours work per day from nine to eight.*b* Hours work per day increased from eight to nine.

## INTERNATIONAL UNION.

No.	10	\$ 10.00	Week.	\$ 12.00			1	103
Yes.	9	14.40	Week.	18.00		\$ 7.20 Inc.	1	104
Yes.	10	11.00	Week.	15.50		2.90 Inc.	2	105
Yes.	10	2.50	Day.	3.50		1.50 Inc.	None.	106
Yes.	9	2.00	Day.	2.50		.50 Inc.	None.	107

## INTERNATIONAL UNION.

Yes.	8	\$ 9.00	Week.	\$ 15.00		\$ 6.00 Inc.	None.	108
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## TRADES UNIONS IN IOWA

## CARMEN, BROTHER

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
109	Belle Plaine	260	1903	22	\$ .25		
110	Boone	195	1902	12	.40		
111	Cedar Rapids	1	1888	130	.50		\$ 130.00
112	Centerville	283	1903	13	.50		
113	Council Bluffs	93	1901	63	.50		
114	Cherokee	387	1903	8	.50		
115	Davenport	273	1903	91	.25		
116	Des Moines	119	1901	30	.50		
117	Dubuque	275	1903	268	.25		
118	Eagle Grove	24	1901	18	.25		
119	Estherville	320	1903	13	.50		
120	Fort Dodge	107	1901	10	.25		
121	Fort Madison	210	1903	10	.25		25.00
122	Lake City	355	1903	10	.50		
123	Marion	311	1903	10	.50		
124	Marshalltown	110	1901	65	.25		
125	Mason City	282	1903	20	.25		
126	Missouri Valley	97	1901	5	.25		
127	Oelwein	3	1900	105	.50		
128	Ottumwa	51	1901	18	.35		
129	Sioux City	266	1903	20	.50		
130	Valley Junction	301	1903	73	.35		
131	Waterloo	355	1903	30	.50		

## CAR WORKERS, INTERNATIONAL

132	Clinton	12	1902	41	\$ .35	\$ 55.00	\$ 20.00
133	Clinton	86	1903	15	.25		
134	Waterloo	102	1902	20	.25		

## CARPENTERS AND JOINERS OF

135	Boone	315	1898	14	\$ .50	\$ 50.00	
136	Burlington	534	1889	95	.50	100.00	
137	Cedar Rapids	308	1899	180	.50		\$ 800.00
138	Centerville	597	1901	65	.50		
139	Chariton	1,523	1903	11	.50		
140	Clinton	772	1901	112	.50		200.00
141	Council Bluffs	364	1898	68	.50		
142	Colfax	1,142	1902	16	.50		
143	Creston	634	1902	10	.50		
144	Davenport	534	1890	155	.50	150.00	800.00
145	Davenport	1,272	1902	112	.40		
146	Des Moines	106	1898	449	.50	400.00	100.00
147	Des Moines	1,699	1904	100	.50		
148	Des Moines	425	1899	83	.50	75.00	
149	Dubuque	678	1890	150	.50		
150	Dubuque	1,289	1904	92	.50		
151	Eldora	1,579	1903	14	.50		
152	Fort Dodge	284	1899	16	.50		
153	Fort Madison	1,648	1903	50	.50		
154	Iowa City	1,260	1902	17	.50		
155	Keokuk	523	1900	28	.50		
156	Lehigh	1,621	1903	5	.50		
157	Marion	1,171	1902	14	.50		
158	Marshalltown	1,112	1902	35	.50	80.00	
159	Muscatine	1,069	1902	82	.50	12.00	
160	Myatie	1,213	1902	25	.50		
161	Oelwein	1,508	1903	14	.50		200.00
162	Oskaloosa	1,034	1902	60	.50	30.00	
163	Ottumwa	747	1900	72	.50	35.00	50.00
164	Sioux City	948	1900	75	.50		
165	Waterloo	c 158	1904	10	.50		100.00
166	Webster City	915	1904	10	.50		

\$ Mill mens union. c Reorganized in September, 1904. a Working hours reduced one

TABLE No. 1—CONTINUED.

## HOOD OF RAILWAY.

Demand the employment of union men only.	Working hours per day.	Wages.				Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.		
					Minimum wage.	Maximum wage.	
Yes.	10	\$ 1.60	Day.	\$ 1.60			None.
Yes.	10	1.59	Day.	2.40			None.
No.	10	1.65	Day.	2.75			1
n	n	n	n	n			n
n	n	n	n	n			n
n	n	n	n	n			n
n	n	n	n	n			n
No.	10	1.70	Day.	2.75	.30 Inc.	.50 Inc.	None.
Yes.	10	1.60	Day.	2.90			None.
Yes.	10	1.53	Day.	2.50	.25 Inc.	.30 Inc.	None.
Yes.	9	1.35	Day.	1.55			None.
n	n	n	n	n			n
No.	10	1.50	Day.	2.50			None.
Yes.	10	1.60	Day.	2.75			None.
n	n	n	n	n			n
Yes.	8	1.50	Day.	2.60		.05 Dec.	None.
No.	10	1.65	Day.	1.65	.15 Inc.	.15 Inc.	None.
n	n	n	n	n			n
n	n	n	n	n			n
No.	10	1.75	Day.	1.75	.25 Inc.	.25 Inc.	None.
n	n	n	n	n			n
No.	10	1.75	Day.	2.75			None.
n	n	n	n	n			n

## ASSOCIATION OF

No.	9	\$ 1.45	Day.	\$ 2.40	\$ .10 Inc.	\$ .40 Inc.	None.	132
No.	9	1.75	Day.	2.10	.45 Inc.	.10 Inc.	None.	133
No.	9	2.00	Day.	2.50	.30 Inc.		1	134

## AMERICA, UNITED BROTHERHOOD OF

Yes.	9	\$ 2.00	Day.	\$ 3.15	.50 Dec.		None.	135
Yes.	a 8	1.80	Day.	3.20	.70 Dec.	\$ .05 Inc.	1	136
Yes.	9	2.50	Day.	3.25	.25 Dec.	.25 Inc.	None.	137
Yes.	9	2.00	Day.	3.15	.25 Dec.	.65 Inc.	None.	138
No.	a 9	2.00	Day.	2.50		.50 Inc.	None.	139
Yes.	9	2.25	Day.	3.15		.65 Dec.	None.	140
No.	8	2.00	Day.	3.00	.60 Dec.	.20 Inc.	1	141
Yes.	9	2.00	Day.	3.00	.50 Dec.	.25 Inc.	None.	142
n	n	n	n	n			n	143
Yes.	8	2.00	Day.	3.20	.40 Dec.	.20 Inc.	1	144
Yes.	8	2.60	Day.	3.20	.20 Inc.	.20 Inc.	None.	145
Yes.	8	2.60	Day.	3.60		.24 Inc.	1	146
Yes.	8	2.60	Day.	3.20	.60 Inc.	.60 Inc.	None.	147
Yes.	9	1.80	Day.	3.70	.45 Dec.	.45 Dec.	1	148
Yes.	8	2.00	Day.	3.20	.50 Dec.		1	149
No.	10	10.00	Week.	18.00	1.00 Inc.	3. Inc.	None.	150
n	n	n	n	n			n	151
No.	b 10	2.50	Day.	3.00	.25 Inc.		None.	152
No.	10	2.50	Day.	2.75			None.	153
n	n	n	n	n			n	154
No.	10	2.25	Day.	2.75	.25 Dec.		None.	155
Yes.	9	2.00	Day.	2.50			None.	156
No.	9	2.25	Day.	3.00			None.	157
Yes.	9	2.25	Day.	3.00	.25 Dec.	.25 Dec.	None.	158
Yes.	a 9	2.00	Day.	3.00	.25 Inc.	.25 Inc.	None.	159
Yes.	a 9	2.25	Day.	3.50	.25 Inc.		None.	160
Yes.	10	2.00	Day.	3.00			None.	161
Yes.	n	2.25	Day.	3.00	.50 Inc.		None.	162
Yes.	a 8	2.00	Day.	3.00	.70 Dec.		1	163
Yes.	9	2.00	Day.	3.60	.50 Dec.	.40 Dec.	1	164
No.	10	2.25	Day.	2.75	.25 Dec.	.25 Dec.	None.	165
No.	10		Day.	3.00			None.	166

hour per day. b Working hours increased one hour per day. n Not reported.



## TRADES UNIONS IN IOWA

## CIGAR MAKERS INTERNATIONAL

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
167	Burlington	72	1890	136	\$ 1.20	\$ 500.00	
168	Cedar Rapids	454	1900	29	1.20	150.00	
169	Clinton	239	1892	37	1.20	50.00	\$ 630.00
170	Council Bluffs	177	1882	23	1.20	40.00	
171	Creston	328	1891	10	1.20	95.00	
172	Davenport	172	1876	148	1.20	146.00	
173	Des Moines	111	1880	124	1.20	391.45	
174	Dubuque	88	1884	32	1.20	50.00	200.00
175	Fairfield	490	1901	12	1.20	10.00	
176	Fort Madison	181	1887	30	1.20		
177	Keokuk	40	1880	57	1.20	100.00	1,000.00
178	Marshalltown	495	1902	11	1.20	10.00	
179	Mason City	270	1903	26	1.20	35.00	50.00
180	Mount Pleasant	155	1870	3	1.20		
181	Muscatine	120	1883	44	1.20	70.00	
182	*Oelwein	456	1903	12	1.20		
183	Oskaloosa	277	1886	59	1.20	79.31	350.00
184	Ottumwa	233	1896	19	1.20	125.00	40.00
185	Sioux City	150	1881	73	1.20	200.00	
186	Waterloo	496	1902	23	1.20	20.00	50.0

\*West Union charter transferred to Oelwein in 1903. Cigarmakers in general are employed on a piece work basis, the variation in daily and weekly earnings is due to a difference in skill and the price paid per thousand cigars made.

## CLERKS, POSTOFFICE UNITED

187	Atlantic	289	1901	3	\$ .25		
188	Burlington		1903	12	.25		
189	Cedar Rapids	845	1902	15	.25		
190	Chariton	752	"	3	.25		
191	Clinton	363	1903	7	.25		
192	Council Bluffs	869	1902	14	.15		
193	Des Moines	875	1902	54	.25		
194	Dubuque	191	1900	17	.35		
195	Fort Dodge	422	1900	8	.10		
196	Fort Madison	423	1904	3	.10		
197	Grinnell	926	1902	3	.15		
198	Iowa City	955	1902	9	.25		
199	Keokuk	92	1900	8	.30		
200	Marshalltown	891	1901	9	.15		
201	Mason City	880	1902	4	.10		
202	Mount Pleasant	950	1902	4	.10		
203	Ottumwa	447	1900	8	.10		
204	Sioux City	812	1881	23	.10		
205	Waterloo	161	1900	12	.25		
206	Webster City	754	"	4	.10		

TABLE No. 1.—CONTINUED.

## UNION OF AMERICA.

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	8	\$ 2.00	Day.	\$ 3.00	.....	\$ .33 Dec.	None.	167
Yes.	8	10.00	Week.	25.00	\$ 1.00 Inc.	4.00 Inc.	None.	168
Yes.	8	10.00	Week.	20.00	.....	.....	None.	169
Yes.	8	3.00	Day.	4.00	.....	.50 Inc.	None.	170
Yes.	8	2.00	Day.	2.50	.33 Dec.	.83 Dec.	None.	171
Yes.	8	2.00	Day.	2.50	.....	.50 Dec.	None.	172
Yes.	8	10.00	Week.	22.00	.....	4.00 Inc.	None.	173
Yes.	8	10.00	Week.	15.00	.....	.....	None.	174
Yes.	8	12.00	Week.	18.00	.....	2.00 Dec.	None.	175
Yes.	8	10.50	Week.	15.00	1.50 Dec.	3.00 Dec.	None.	176
Yes.	8	12.00	Week.	19.20	.....	1.20 Inc.	None.	177
Yes.	8	12.00	Week.	15.00	.....	.....	None.	178
Yes.	8	2.40	Day.	2.70	.....	.10 Dec.	None.	179
Yes.	8	10.00	Week.	15.00	.....	.....	None.	180
Yes.	8	10.00	Week.	18.00	.....	2.00 Inc.	None.	181
Yes.	8	12.00	Week.	20.00	.....	.....	None.	182
Yes.	8	12.00	Week.	18.00	1.20 Dec.	.....	None.	183
Yes.	8	14.40	Week.	21.00	2.40 Inc.	3.00 Inc.	None.	184
Yes.	8	15.00	Week.	25.00	1.50 Inc.	.....	None.	185
Yes.	8	12.00	Week.	18.00	.....	.....	None.	186

## NATIONAL ASSOCIATION OF.

No.	n	n		n			None.	187
No.	9	\$ 50.00	Month.	\$ 92.00			None.	188
No.	n	n		n			None.	189
No.	n	n		n			None.	190
No.	10	50.00	Month.	66.66			None.	191
No.	8½	50.00	Month.	91.66			None.	192
No.	n	n		n			None.	193
No.	8½	50.00	Month.	91.66			None.	194
No.	8½	50.00	Month.	75.00			None.	195
No.	10	50.00	Month.	75.00			None.	196
No.	10	50.00	Month.	75.00			None.	197
No.	n	n		n			None.	198
No.	8	n		n			None.	199
No.	8½	50.00	Month.	75.00			None.	200
No.	10	50.00	Month.	75.00			None.	201
No.	8	50.00	Month.	75.00			None.	202
No.	9½	50.00	Month.	83.33			None.	203
No.	n	n		n			None.	204
No.	8	50.00	Month.	91.66			None.	205
No.	n	n		n			None.	206

n Not reported.



## TRADES UNIONS IN IOWA

## CLERKS' RETAIL INTERNATIONAL

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month	Sick benefit paid past year.	Funeral benefit paid past year.
207	Albia.....	379	1900	19	n		
208	Burlington.....	228	1901	19	.50	\$ 48.00	\$ 100.00
209	Bussey and Hamilton.....	855	1903	7	n		
210	Cedar Rapids.....	296	1899	39	.50		
211	Centerville.....	395	1900	41	.50		
212	Chariton.....	401	n	12	.50		
213	Clinton.....	183	1899	36	.50		
214	Davenport.....	405	1900	51	.25		
215	Des Moines.....	80	1900	75	.50	60.00	100.00
216	Dubuque.....	301	1901	21	.50		
217	Eddyville.....	23	1902	17	.25		
218	Eldora.....	1,031	n	20	.50		
219	Fort Madison.....	772	1902	75	.50		
220	Keokuk.....	474	1901	50	.25		100.00
221	Lucas.....	396	1899	11	.25		
222	Lyons.....	517	1902	11	.50		
223	Mason City.....	606	1902	35	.40		
224	Marshalltown.....	563	1902	11	.50		
225	Muscatine.....	93	1893	60	.50		
226	Newton.....	726	1902	34	.50		
227	Oelwein.....	749	1903	40	.35		
228	Oskaloosa.....	277	1899	60	.33½		
229	Ottumwa.....	87	1880	60	.50		13.00
230	Sioux City.....	46	1897	49	.33½		
231	Vinton.....	750	1903	23	.50		

n Not reported.

## CONDUCTORS, ORDER

232	Belle Plaine.....	410	1900	32	.33½		
233	Boone.....	84	1882	65	.50		
234	Burlington.....	31	1864	44	.50		
235	Cedar Rapids.....	58	1878	79	.50		
236	Clinton.....	33	1883	95	.50		
237	Creston.....	21	1879	45	.50		
238	Des Moines.....	38	1876	98	.50		
239	Dubuque.....	347	1893	76	.50		
240	Eagle Grove.....	164	1885	50	.50		\$ 250.00
241	Eldon.....	437	1903	23	.50		
242	Estherville.....	353	1893	31	.50		
243	Fort Dodge.....	93	1894	49	.50		
244	Marion.....	268	1891	46	.50		
245	Mason City.....	22	1881	62	.50		
246	Oskaloosa.....	4	1887	63	.50		
247	Ottumwa.....	216	1890	50	.50		
248	Perry.....	84	1884	38	.50		
249	Sioux City.....	232	1889	160	.50		
250	Valley Junction.....	361	1894	47	.50		
251	Waterloo.....	67	1883	35	.50		

TABLE No. 1—CONTINUED.

## PROTECTIVE ASSOCIATION.

Demand the employment of union men only.	Working hours per day.	Wages.				Number of strikes since December 31, 1900.	Marginal number.	
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.			Maximum wage.
Yes.	a 11½	\$ 12.00	Week	\$ 18.00			n	207
n	n	n		n			None.	208
Yes.	10½	n		n			n	209
n	n	n		n			None.	210
n	n	n		n			n	211
n	n	n		n			n	212
Yes.	10	n		n			n	213
n	10	8.00	Week	35.00			None.	214
n	b 10½	10.00	Week	20.00			None.	215
Yes.	13	n	Week	12.50			None.	216
n	n	n		n			None.	217
Yes.	c 10	8.00	Week	12.50			n	218
No.	10	10.00	Week	15.00			None.	219
No.	11	n	Week	n			None.	220
n	n	n		n			None.	221
No.	d 10	11.00	Week	15.00			None.	222
n	n	n		n			None.	223
No.	n	5.00	Week	25.00			n	224
n	n	n		n			None.	225
No.	b 11½	n		n			n	226
No.	e 12	n		n			None.	227
n	b 10	n	Week	22.50			None.	228
Yes.	b 10	12.00	Week	27.50			None.	229
n	n	n		n			None.	230
							n	231

a Work day increased one-half hour.

b Work day decreased one-half hour.

c Work day decreased two hours per day.

d Work day decreased one hour per day.

e Work day increased two hours per day.

## OF RAILWAY.

No.	10	\$ 90.00	Month.	\$140.00			None.	232
No.	10	90.00	Month.	140.00			None.	233
No.	10	90.00	Month.	140.00			None.	234
No.	10	90.00	Month.	140.00			None.	235
No.	10	90.00	Month.	140.00			None.	236
No.	10	90.00	Month.	140.00			None.	237
No.	10	90.00	Month.	140.00			None.	238
No.	10	90.00	Month.	140.00			None.	239
No.	10	90.00	Month.	140.00			None.	240
No.	10	90.00	Month.	140.00			None.	241
No.	10	90.00	Month.	140.00			None.	242
No.	10	90.00	Month.	140.00			None.	243
No.	10	90.00	Month.	140.00			None.	244
No.	10	90.00	Month.	140.00			None.	245
No.	10	90.00	Month.	140.00			None.	246
No.	10	90.00	Month.	140.00			None.	247
No.	10	90.00	Month.	140.00			None.	248
No.	10	90.00	Month.	140.00			None.	249
No.	10	90.00	Month.	140.00			None.	250
No.	10	90.00	Month.	140.00			None.	251

\* Where conductors make extra time they frequently earn \$150 in a calendar month.



## TRADES UNIONS IN IOWA

## COOPERS INTERNATIONAL

Mar- ginal num- ber.	Location of Union.	Num- ber of union.	Year organ- ized.	Num- ber of mem- bers.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
252	Cedar Rapids	57	1899	42	\$ .40		
253	Des Moines	82	1900	7	.50		
254	Dubuque	29	1898	10	.50		
255	Ottumwa	126	1901	24	.50	\$ 30.00	
256	Sioux City	43	1899	8	.50		

## ELECTRICAL WORKERS, INTERNATIONAL

257	Boone	372	1903	20	\$ .30		
258	Cedar Rapids	253	1902	n	n		
259	Davenport	109	1901	35	.35		
260	Des Moines	55	1891	135	1.00	\$ 150.00	
261	Muscatine	208	1902	29	.75	135.00	
262	Mason City	170	1902	16	.60	30.00	
263	Oskaloosa	336	1902	7	.60		
264	Ottumwa	173	1901	33	.70	60.00	
265	Sioux City	47	1899	50	.75		\$ 100.00
266	Waterloo	288	1902	19	.75	42.00	100.00

n Not reported.

## ENGINEERS, BROTHERHOOD

267	Belle Plaine	526	1890	47	\$ .70		
268	Boone	6	1867	109	.60		
269	Burlington	151	1871	30	.50		
270	Cedar Rapids	159	1872	101	.75	\$ 700.00	\$ 150.00
271	Centerville	56	n	38	.50		
272	Clarion	654	n	29	.50		
273	Clinton	125	1870	116	.50		
274	Council Bluffs	655	1904	13	.50		
275	Creston	642	n	48	n		
276	Des Moines	113	1871	97	.55		
277	Dubuque	119	1882	40	.70		
278	Eagle Grove	211	1888	60	n		
279	Eldon	181	1874	42	.50		
280	Estherville	605	1904	30	n		
281	Fort Dodge	223	1883	72	.50	405.00	
282	Fort Madison	391	1889	82	.50		100.00
283	Marshalltown	600	1903	45	.50		
284	Mason City	117	1879	60	.50		
285	Mason City	229	1884	23	.50		
286	Oskaloosa	146	1898	41	.50		
287	Ottumwa	643	1904	50	.50		
288	Ottumwa	538	1898	52	.50		
289	Perry	203	1892	70	.50		
290	Sanborn	131	1885	22	.50		
291	Sioux City	490	1892	42	1.00		
292	Sioux City	82	1881	74	1.00		
293	Sioux City	555	1899	48	.70		
294	Stuart	184	1874	15	n		
295	Valley Junction	525	1904	86	.50		
296	Waterloo	114	1870	85	.50		

TABLE No. 1—CONTINUED.

## UNION OF AMERICA.

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
No.	10	\$ 2.00	Day.	\$ 2.50			None.	252
Yes.	9	3.00	Day.	3.33	\$ .50 Inc.	\$ .33 Inc.	1	253
Yes.	10	2.25	Day.	2.50	.25 Dec.		1	254
No.	10	2.62	Day.	2.75	.12 Inc.		None.	255
Yes.	10	2.75	Day.	3.00	.25 Dec.		1	256

## BROTHERHOOD OF

Yes.	9	\$ 2.50	Day.	\$ 2.50			None.	257
n	n	n	n	n			n	258
No.	9	2.50	Day.	3.00			None.	259
No.	9	2.65	Day.	2.75	\$ .15 Inc.	\$ 1.75 Dec.	1	260
Yes.	9	2.00	Day.	2.65			None.	261
Yes.	9	2.25	Day.	3.00	.25 Inc.	1.00 Inc.	None.	262
Yes.	9	55.00	Month.	60.00			None.	263
No.	9	2.25	Day.	3.00		.40 Inc.	2	264
Yes.	9	2.25	Day.	2.75			None.	265
Yes.	9	2.25	Day.	2.90			1	266

## OF LOCOMOTIVE.

No.	10	\$ 3.70	Mile.	\$ 4.80			None.	267
No.	10	3.70	Mile.	4.80			None.	268
No.	10	3.70	Mile.	4.80			None.	269
No.	10	3.70	Mile.	4.80			None.	270
No.	10	3.70	Mile.	4.80			None.	271
No.	10	3.70	Mile.	4.80			None.	272
No.	10	3.70	Mile.	4.80			None.	273
No.	10	3.70	Mile.	4.80			None.	274
No.	10	3.70	Mile.	4.80			None.	275
No.	10	3.70	Mile.	4.80			None.	276
No.	10	3.70	Mile.	4.80			None.	277
No.	10	3.70	Mile.	4.80			None.	278
No.	10	3.70	Mile.	4.80			None.	279
No.	10	3.70	Mile.	4.80			None.	280
No.	10	3.70	Mile.	4.80			None.	281
No.	10	3.70	Mile.	4.80			None.	282
No.	10	3.70	Mile.	4.80			None.	283
No.	10	3.70	Mile.	4.80			None.	284
No.	10	3.70	Mile.	4.80			None.	285
No.	10	3.70	Mile.	4.80			None.	286
No.	10	3.70	Mile.	4.80			None.	287
No.	10	3.70	Mile.	4.80			None.	288
No.	10	3.70	Mile.	4.80			None.	289
No.	10	3.70	Mile.	4.80			None.	290
No.	10	3.70	Mile.	4.80			None.	291
No.	10	3.70	Mile.	4.80			None.	292
No.	10	3.70	Mile.	4.80			None.	293
No.	10	3.70	Mile.	4.80			None.	294
No.	10	3.70	Mile.	4.80			None.	295
No.	10	3.70	Mile.	4.80			None.	296

\* According to class of engine and division of service, and includes extra compensation allowed on local or way freight trains.

† Ten hours or one hundred miles constitute a day for engineers.



TRADES UNION IN IOWA  
ENGINEERS STEAM, INTER

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
297	Dubuque	204	1903	21	\$ .50		
298	Keokuk	242	1904	16	.50		
299	Ottumwa	134	1902	8	.50		

## FEDERAL LABOR UNIONS DIRECTLY

300	Burlington	9145	1901	12	\$ .50		
301	Cedar Rapids	10176	1902	26	.50		
302	Cherokee	9876	1902	n	n		
303	Clarinda	11634	n	n	n		
304	Des Moines	9670	1902	n	n		
305	Des Moines	9744	1902	40	.35		
306	Des Moines	9887	1902	53	.50		
307	Des Moines	8894	1901	n	n		
308	Dubuque	9713	1902	126	.50	\$ 10.00	\$ 36.00
309	Fort Madison	11415	1903	n	n		
310	Hamburg	11443	n	n	n		
311	Fort Dodge	9819	1900	11	.50		
312	Iowa City	10320	1903	150	.25		50.00
313	Keokuk	11101	n	n	n		
314	Missouri Valley	10739	1903	n	n		
315	Oelwein	11400	1903	70	.50		
316	Ottumwa	8227	1900	20	.25		
317	Perry	10739	n	n	n		
318	Vilisca	11692	n	n	n		
319	Waterloo	9626	1902	70	.25		

\* Working hours reduced from fourteen to ten hours per day, and 25 cents per hour  
 d Telephone operators. e Soap makers. f Railway shop employees. g Gypsum employees. n Not reported.

## FIREMEN, BROTHERHOOD

320	Belle Plaine	311	1886	49	n		
321	Boone	25	1880	103	\$ 1.00		
322	Burlington	161	1883	31	1.00		
323	Cedar Rapids	27	1879	120	1.00		
324	Centerville	531	1898	49	1.00		
325	Cherokee	79	1898	34	1.00		
326	Clarion	658	n	38	1.00		
327	Clinton	34	1879	80	1.00		
328	Creston	640	1903	40	1.00		
329	Des Moines	102	1882	67	1.00		
330	Dubuque	106	1882	39	1.00		
331	Dubuque	322	1899	38	1.00		
332	Eagle Grove	132	1880	75	1.00		
333	Eldon	137	1882	51	1.00		
334	Estherville	288	1886	51	1.00		
335	Fort Dodge	222	1884	70	1.00	\$ 250.00	
336	Fort Madison	391	1888	104	1.00		\$ 25.00
337	Marion	293	1873	30	1.00		
338	Marshalltown	125	1882	59	1.00		
339	Mason City	29	1880	46	1.00		
340	Oelwein	547	1899	31	1.00		
341	Oskaloosa	560	1900	34	1.00		
342	Ottumwa	41	n	39	1.00		
343	Perry	124	1882	86	1.00		
344	Sanborn	190	1883	20	1.00		
345	Sionx City	64	1881	140	1.00		\$ 250.00
346	Valley Junction	249	1895	100	1.00		
347	Waterloo	80	1880	125	1.00		

n Not reported.

TABLE No.—CONTINUED.  
NATIONAL UNION.

Demand the employment of union men only.	Working hours per day.	Wages.				Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.		
					Minimum wage.	Maximum wage.	
Yes.	12	\$ 10.00	Week.	\$ 18.00			None.
No.	12	10.50	Week.	15.00			None.
Yes.	12	55.00	Month.	70.00			None.

## AFFILIATED WITH A. F. OF L.

No.	10	\$ 1.75	Day.	\$ 2.25			None.	300
Yes.	*10	1.50	Day.	2.50	\$ 1.00 Dec.		None.	301
n	n	n					n	302
n	n	n					n	303
n	n	n					n	304
Yes.	8	2.25	Day.	2.50			None.	305
Yes.	9	25.00	Month.	45.00			1	306
n	n	n					n	307
Yes.	10	1.90	Day.	2.00	.40 Inc.		None.	308
n	n	n					None.	309
n	n	n					n	310
No.	9	2.00	Day.	2.25			2	311
Yes.	9	2.00	Day.	2.50			n	312
n	n	n					n	313
n	n	n					n	314
No.	10	1.75	Day.	2.25			2	315
Yes.	9	1.75	Day.	1.80	.25 Inc.		n	316
n	n	n					n	317
n	n	n					n	318
Yes.	10	1.50	Day.	2.25			1	319

for all overtime. a Ice mens' union. b Railway shop employees. c Pipe layers.  
 mine and mill workers. h Building laborers. i Machinists helpers. j Railway shop

## OF LOCOMOTIVE.

No.	\$ 10	\$ 2.25	Mile.	*\$ 2.95			None.	320
No.	10	2.25	Mile.	2.95			None.	321
No.	10	2.25	Mile.	2.95			None.	322
No.	10	2.25	Mile.	2.95			None.	323
No.	10	2.25	Mile.	2.95			None.	324
No.	10	2.25	Mile.	2.95			None.	325
No.	10	2.25	Mile.	2.95			None.	326
No.	10	2.25	Mile.	2.95			None.	327
No.	10	2.25	Mile.	2.95			None.	328
No.	10	2.25	Mile.	2.95			None.	329
No.	10	2.25	Mile.	2.95			None.	330
No.	10	2.25	Mile.	2.95			None.	331
No.	10	2.25	Mile.	2.95			None.	332
No.	10	2.25	Mile.	2.95			None.	333
No.	10	2.25	Mile.	2.95			None.	334
No.	10	2.25	Mile.	2.95			None.	335
No.	10	2.25	Mile.	2.95			None.	336
No.	10	2.25	Mile.	2.95			None.	337
No.	10	2.25	Mile.	2.95			None.	338
No.	10	2.25	Mile.	2.95			None.	339
No.	10	2.25	Mile.	2.95			None.	340
No.	10	2.25	Mile.	2.95			None.	341
No.	10	2.25	Mile.	2.95			None.	342
No.	10	2.25	Mile.	2.95			None.	343
No.	10	2.25	Mile.	2.95			None.	344
No.	10	2.25	Mile.	2.95			None.	345
No.	10	2.25	Mile.	2.95			None.	346
No.	10	2.25	Mile.	2.95			None.	347

\* Includes extra compensation for way freight service.  
 \$ Ten hours or one hundred miles constitute a day for firemen.



## TRADES UNIONS IN IOWA

## FOUNDRYMENS INTER

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
348	Burlington .....	18	1903	50	\$ .50	\$ 50.00	.....

## \*GARMENT WORKERS

349	Ottumwa .....	148	1901	23	\$ .50	.....	.....
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\*This organization is composed of females.

## GLASS WORKERS, INTERNATIONAL

350	Davenport .....	27	1903	17	\$ .60	.....	.....
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## GLOVE WORKERS' UNION OF

351	Des Moines* .....	29	1902	35	\$ .35	.....	.....
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\*This organization is composed of females.

## GRANITE CUTTERS

352	Burlington .....	.....	.....	24	\$ .70	\$ 87.00	\$ 125.00
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## HOD CARRIES

353	Cedar Rapids .....	204	1901	15	\$ .50	\$ 15.00	\$ 15.00
354	Clinton .....	25	1903	25	.25	.....	.....
355	Keokuk .....	130	1903	12	.37½	.....	.....

## HORSESHOERS INTER

356	Des Moines .....	48	1899	10	\$ .75	.....	.....
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## LATHERS INTERNATIONAL UNION

357	Cedar Rapids .....	115	1902	10	\$ 1.00	.....	.....
358	Davenport .....	146	1902	18	.50	.....	.....
359	Des Moines .....	8	1900	40	.40	.....	.....
360	Dubuque .....	158	1902	10	.50	.....	.....
361	Sioux City .....	113	1902	7	.50	.....	.....

TABLE No. 1—CONTINUED.

## NATIONAL UNION.

Demand the employment of union men only.	Working hours per day.	Wages.				Variation Since 1902.		Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.		Minimum wage.	Maximum wage.		
Yes.	10	\$ 1.75	Day.	\$ 1.75		\$.85 Inc.	\$.35 Inc.	None.	348

## OF AMERICA, UNITED

Yes.	9	\$ 1.25	Day.	\$ 1.35		\$.15 Inc.	\$.15 Inc.	None.	349
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## ASSOCIATION OF

Yes.	10	\$ 1.50	Day.	\$ 3.00	.....	.....	.....	1	350
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## AMERICA, INTERNATIONAL.

Yes.	a 9	\$ 2.50	Week.	\$ 12.00	.....	.....	.....	2	351
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a Working hours reduced one hour per day.

## INTERNATIONAL UNION.

Yes.	8	\$ 3.00	Day.	\$ 3.20	.....	.....	.....	None.	352
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## INTERNATIONAL UNION.

Yes.	8	\$ 2.00	Day.	\$ 2.40	.....	.....	.....	1	353
Yes.	9	1.75	Day.	2.50	.....	.....	.....	1	354
Yes.	10	1.50	Day.	2.00	.....	.....	.....	1	355

## NATIONAL UNION.

Yes.	9	\$ 2.50	Day.	\$ 3.00	.....	.....	.....	None.	356
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## OF WOOD, WIRE AND METAL.

Yes.	8	\$ 3.00	Day.	\$ 3.60	.....	.....	.....	None.	357
Yes.	8	2.50	Day.	2.80	\$.05 Inc.	\$.05 Inc.	.....	None.	358
Yes.	8	2.80	Day.	3.60	.20 Dec.	.60 Inc.	.....	None.	359
Yes.	8	3.60	Day.	4.00	.60 Inc.	1.00 Inc.	.....	None.	360
Yes.	9	3.00	Day.	3.00	.....	.....	.....	None.	361

## TRADES UNIONS IN IOWA

## \*LAUNDRY WORKERS, INTERNATIONAL

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
362	Oelwein.....	165	1903	15	\$ .25	.....	.....
363	Sioux City.....	206	1903	23	.25	.....	.....

\*These organizations are composed mostly of females.

## LEATHER WORKERS, INTERNATIONAL

364	Boone.....	53	1900	8	\$ 1.00	\$ 30.00	.....
365	Burlington.....	86	1901	18	1.00	60.00	.....
366	Clinton.....	126	1903	12	1.00	25.00	.....
367	Davenport.....	11	1898	275	1.00	795.00	\$ 60.00
368	Des Moines.....	62	1900	35	1.00	70.00	.....
369	Oskaloosa.....	103	1902	12	1.00	45.00	.....
370	Ottumwa.....	117	1903	10	1.00	20.00	.....
371	Sioux City.....	24	1899	11	1.00	70.00	.....

## LETTER CARRIERS.

372	Atlantic.....	604	1897	4	\$ .25	.....	.....
373	Boone.....	611	1897	6	.25	.....	.....
374	Burlington.....	222	1892	2	.25	.....	.....
375	Centerville.....	975	1902	6	.25	.....	.....
376	Cedar Rapids.....	373	1902	12	.25	.....	.....
377	Clinton.....	124	1891	12	.25	.....	.....
378	Charles City.....	805	1900	4	.25	.....	.....
379	Creston.....	446	1894	3	.25	.....	.....
380	Council Bluffs.....	314	1892	15	.25	.....	.....
381	Davenport.....	506	1894	23	.25	.....	.....
382	Des Moines.....	352	1895	68	.25	40.00	.....
383	Dubuque.....	257	1892	16	.25	.....	.....
384	Estherville.....	1010	1903	7	.25	.....	.....
385	Fort Dodge.....	645	1898	8	.25	.....	.....
386	Fort Madison.....	403	1893	7	.25	.....	.....
387	Grinnell.....	605	7	.25	.....	.....	.....
388	Iowa City.....	783	1894	7	.25	.....	.....
389	Keokuk.....	371	1893	12	.25	.....	.....
390	Marshalltown.....	353	1900	5	.25	.....	.....
391	Mason City.....	471	1894	6	.25	.....	.....
392	Muscatine.....	644	1898	5	.25	.....	.....
393	Mount Pleasant.....	600	1898	7	.25	.....	.....
394	Osage.....	987	1903	7	.25	.....	.....
395	Sioux City.....	89	1891	7	.25	.....	.....
396	Washington.....	981	1904	4	.25	.....	.....
397	Waterloo.....	512	1902	10	.25	.....	.....
398	Webster City.....	655	1899	4	.25	.....	.....

n Not reported. Letter carriers are paid \$600 for the first year; after that period

TABLE No. 1—CONTINUED.

## UNION OF, SHIRT WAIST AND

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	9	\$ 5.00	Week.	\$ 15.00	.....	\$ 3.00 Inc.	None.	362
Yes.	10	5.00	Week.	12.00	.....	.....	None.	363

## BROTHERHOOD OF

Yes.	10	\$ 12.00	Week.	\$ 16.00	.....	.....	None.	364
No.	10	12.00	Week.	16.00	.....	.....	None.	355
Yes.	9	9.00	Week.	16.80	.....	\$ 1.20 Dec.	None.	366
No.	10	15.00	Week.	19.50	.....	1.50 Dec.	None.	367
No.	10	10.50	Week.	15.00	\$ 4.50 Dec.	3.00 Dec.	None.	368
No.	10	10.00	Week.	15.00	2.00 Dec.	3.00 Dec.	1	369
Yes.	10	8.00	Week.	15.00	2.80 Dec.	.90 Inc.	None.	370
Yes.	10	10.00	Week.	16.00	2.00 Dec.	1.90 Inc.	None.	371

a Reduced working hours one hour per day.

## NATIONAL ASSOCIATION OF

No.	8	\$ 600.00	Year.	\$ 850.00	.....	.....	None.	372
No.	8	600.00	Year.	850.00	.....	.....	None.	373
No.	8	600.00	Year.	850.00	.....	.....	None.	374
No.	8	600.00	Year.	850.00	.....	.....	None.	375
No.	8	600.00	Year.	850.00	.....	.....	None.	376
No.	8	600.00	Year.	850.00	.....	.....	None.	377
No.	8	600.00	Year.	850.00	.....	.....	None.	378
No.	8	\$ 600.00	Year.	\$ 850.00	.....	.....	None.	379
No.	8	600.00	Year.	850.00	.....	.....	None.	380
No.	8	600.00	Year.	850.00	.....	.....	None.	381
No.	8	600.00	Year.	850.00	.....	.....	None.	382
No.	8	600.00	Year.	850.00	.....	.....	None.	383
No.	8	600.00	Year.	850.00	.....	.....	None.	384
No.	8	600.00	Year.	850.00	.....	.....	None.	385
No.	8	600.00	Year.	850.00	.....	.....	None.	386
No.	8	600.00	Year.	850.00	.....	.....	None.	387
No.	8	600.00	Year.	850.00	.....	.....	None.	388
No.	8	600.00	Year.	850.00	.....	.....	None.	389
No.	8	600.00	Year.	850.00	.....	.....	None.	390
No.	8	600.00	Year.	850.00	.....	.....	None.	391
No.	8	600.00	Year.	850.00	.....	.....	None.	392
No.	8	600.00	Year.	850.00	.....	.....	None.	393
No.	8	600.00	Year.	850.00	.....	.....	None.	394
No.	8	600.00	Year.	850.00	.....	.....	None.	395
No.	8	600.00	Year.	850.00	.....	.....	None.	396
No.	8	600.00	Year.	850.00	.....	.....	None.	397
No.	8	600.00	Year.	850.00	.....	.....	None.	398

\$850.00 per year.



## TRADES UNIONS IN IOWA

## MACHINISTS, INTERNATIONAL

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
399	Belle Plaine.....	666	1904	10	\$ 1.00		
400	Boone.....	273	1890	44	.85	\$ 25.00	
401	Burlington.....	531	1902	35	.75	82.50	\$ 75.00
402	Cedar Rapids.....	282	1892	105	1.00	60.75	
403	Clinton.....	283	1899	75	1.00		75.00
404	Oreston.....	533	1903	8	.75		
405	Davenport.....	388	1893	80	.75	30.00	50.00
406	Dubuque.....	81	1903	258	.75	100.00	200.00
407	Des Moines.....	254	1892	50	.75		
408	Dubuque.....	379	1901	145	.75		
409	Fort Madison.....	219	1901	28	1.00		
410	Keokuk.....	681	1904	16	.75		
411	Marshalltown.....	299	1900	70	1.00		
412	Marshalltown.....	708	1904	14	.60		
413	Missouri Valley.....	171	1899	42	.75	5.00	
414	Muscataine.....	116	1902	23	.75		
415	Oelwein.....	290	1899	133	1.00	200.00	75.00
416	Ottumwa.....	269	1901	44	1.00		
417	Sioux City.....	178	1891	60	.75		115.00
418	Valley Junction.....	620	1903	60	.75		
419	Waterloo.....	314	1892	100	1.00	300.00	100.00

<sup>c</sup> Machinists helpers local.

## MEAT CUTTERS AND BUTCHER WORK

420	Cedar Rapids.....	69	1903	70	\$ .50	\$ 50.00	\$ 20.00
421	Clinton.....	170	1902	9	.50		
422	Des Moines.....	187	1905 <sup>b</sup>	14	.75		
423	Davenport.....	279	1903	47	.50		25.00
424	Oelwein.....	270	1904	5	.50		
425	Ottumwa.....	144	1901	9	.50		

<sup>b</sup> Reorganized in May, 1905.

## METAL WORKERS INTERNATIONAL

426	Cedar Rapids.....	263	1902	27	\$ .75		
427	Clinton.....	255	1902	14	1.00		
428	Council Bluffs.....	90	1900	15	.35		
429	Des Moines.....	123	1902	50	.50		
430	Muscataine.....	330	<i>n</i>	12	.50		
431	Ottumwa.....	147	1902	17	.50		
432	Sioux City.....	51	1899	17	.50		

TABLE No. 1.—CONTINUED.

## ASSOCIATION OF

Demand the employment of union men only.	Working hours per day.	Wages.				Variation Since 1902.		Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.		Minimum wage.	Maximum wage.		
Yes.	10	\$ .32	Hour	.34				None.	399
Yes.	10	.34	Hour	.34				None.	400
No.	10		Hour	.30				None.	401
Yes.	10	.29	Hour	.33	.03 Inc.			1	402
No.	10	<i>a</i> .30	Hour	.31				None.	403
No.	10	.27½	Hour	.30		\$ .02½ Inc.		None.	404
No.	10	<i>a</i> .27½	Hour	.32½				1	405
Yes.	8	.31½	Hour	.56½				None.	406
Yes.	9	<i>a</i> .27	Hour	.34½				1	407
Yes.	10	<i>a</i> .22½	Hour	.34½		.02½ Inc.		None.	408
No.	10	<i>a</i> .25	Hour	.35				1	409
Yes.	10	<i>a</i> .26	Hour	.30	.03½ Inc.	.05 Inc.		1	410
Yes.	10	.32½	Hour	.32½				1	411
No.	10	.15	Hour	.22½	.01 Inc.	.06 Inc.		1	412
No.	10	.34	Hour	.34				None.	413
Yes.	10	<i>a</i> .25	Hour	.32½				1	414
Yes.	10	.34½	Hour	.34½				1	415
No.	10	<i>a</i> .25	Hour	.34		.04 Inc.		None.	416
No.	10	.34½	Hour	.36		½ Inc.		None.	417
Yes.	10	.33	Hour	.33				None.	418
No.	10	.34	Hour	.35½				1	419

<sup>a</sup> Contract shops. <sup>b</sup> Gang bosses.

## MEN OF NORTH AMERICA—AMALGAMATED.

Yes.	10	\$ 1.50	Day.	\$ 5.15	\$ .15 Inc.	\$ .15 Inc.	1	420
No.	11	2.00	Day.	2.00			None.	421
Yes.	<i>n</i>	<i>n</i>	<i>n</i>	<i>n</i>			None.	422
Yes.	11½	2.00	Day.	3.00			None.	423
No.	11½	2.00	Day.	2.00			None.	424
Yes.	12	2.00	Day.	2.50			None.	425

## ASSOCIATION, AMALGAMATED SHEET.

Yes.	9	\$ 2.00	Day.	\$ 3.50		\$ .50 Inc.	None.	426
Yes.	9	2.00	Day.	3.00			None.	427
Yes.	9	2.25	Day.	3.60		.45 Inc.	None.	428
Yes.	8	2.60	Day.	3.20	\$ .20 Inc.	.20 Inc.	None.	429
Yes.	9	2.25	Day.	2.70			None.	430
Yes.	9	2.00	Day.	3.00			None.	431
No.	9	2.70	Day.	3.50	.20 Inc.	.60 Inc.	None.	432



## TRADES UNIONS IN IOWA

## MINE WORKERS OF

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
433	Albia	793	1900	50	.40		
434	Altoona	407	1897	119	.35		
435	Angus	991	1901	41	n		
436	Avery	242	1896	18	n		
437	Beacon	178	1894	86	n		
438	Bear Creek	1965		12	n		
439	Berwick	845	1899	180	n		
440	Bluff Creek	1655	1900	59	n		
441	Boonesboro	869	1899	500	.40	\$ 365.00	
442	Brazil	201	1898	311	n		
443	Busey	69	1898	335	n		
444	Buxton	2482	n	111	n		
445	Carbondale	1799	1901	1172	n		
446	Centerville	949	1899	259	n		
447	Centerville	553	1898	750	\$ 500.00	700.00	
448	Centerville	2841	1903	100	.50	200.00	
449	Chariton	1933	1901	27	n		
450	Cincinnati	775	1899	438	.50	90.00	
451	Clarinda	2074	1902	65	.45	80.00	75.00
452	Cleveland	1120	1899	240	n		
453	Clarkdale	239	1899	74	n		
454	Coalfield	1313	1898	44	.35	200.00	
455	Coalville	392	1897	134	n		
456	Colfax	56	1898	145	.25		
457	Colon	1470	1898	37	n		
458	Darbyville	2652	n	29	n		
459	Dawson	1110	1903	19	n		
460	Dean	1616	1899	12	n		
461	Des Moines	55	1897	250	.50		
462	Des Moines	384	1899	246	.50		
463	Des Moines	1042	1903	150	.40	217.00	42.00
464	Des Moines	1047	1899	89	.50		
465	Des Moines	1140	1900	125	.50		
466	Diamond	1603	1900	35	.50	93.00	10.00
467	Diamond	1119	1900	25	n		
468	Douds	1976	1900	12	n		
469	Dunreath	1948	1900	56	n		
470	Enterprise	2511	1903	173	.50		
471	Enterprise	2750	n	41	n		
472	Evans	831	1899	14	n		
473	Evans	1932	1900	165	.50		
474	Exline	812	1899	100	.50		
475	Fansler	2549	n	30	n		
476	Flagler	534	1899	90	.40	75.00	
477	Forbush	708	1897	80	.50	140.00	
478	Foster	172	1900	150	n		
479	Fraser	1039	1899	300	.60	200.00	
480	Given	2547	1903	50	.50		
481	Hamilton	536	1899	50	n		
482	Harkes	159	1899	98	n		
483	Hickory	692	1897	135	.35	100.00	85.00
484	Hilton	1727	1901	218	.40	55.00	
485	Hiteaman	916	1898	500	.25		
486	Hocking	1121	1899	40	n		
487	Hoovers	426	1902	104	n		
488	Hynes	2741	1904	460	.40	900.00	
489	Jamestown	1951	1901	24	.50		
490	Jerome	387	1893	78	n		
491	Keb	154	1901	86	n		
492	Knoxville	1963	1901	25	.40		
493	Laddsedale	903	1898	90	.50		
494	Lehigh	855	1899	150	.50		
495	Lost Creek	325	1898	109	n		

TABLE No. I—CONTINUED.

## AMERICA, UNITED

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	8	\$ 2.23	Day.	\$ 2.56	*5.55% Dec.	*5.55% Dec.	None.	433
Yes.	8	n	.....	n	..	..	n	434
Yes.	8	n	.....	n	..	..	n	435
Yes.	8	n	.....	n	..	..	n	436
Yes.	8	n	.....	n	..	..	n	437
Yes.	8	n	Day.	2.42	..	..	None.	438
Yes.	8	n	.....	n	..	..	n	439
Yes.	8	n	.....	n	..	..	n	440
Yes.	8	2.04	Day.	2.65	..	..	None.	441
Yes.	8	n	.....	n	..	..	n	442
Yes.	8	n	.....	n	..	..	n	443
Yes.	8	n	.....	n	..	..	n	444
Yes.	8	n	.....	n	..	..	n	445
Yes.	8	n	.....	n	..	..	n	446
Yes.	8	2.23	Day.	2.65	..	..	None.	447
Yes.	8	1.75	Day.	2.50	..	..	None.	448
Yes.	8	n	.....	n	..	..	n	449
Yes.	8	1.50	Day.	2.42	..	..	None.	450
Yes.	8	1.80	Day.	2.65	..	..	None.	451
Yes.	8	n	.....	n	..	..	None.	452
Yes.	8	n	.....	n	..	..	n	453
Yes.	8	n	.....	n	..	..	None.	454
Yes.	8	1.60	Day.	2.50	..	..	n	455
Yes.	8	n	.....	n	..	..	None.	456
Yes.	8	2.10	Day.	2.56	..	..	n	457
Yes.	8	n	.....	n	..	..	n	458
Yes.	8	n	.....	n	..	..	n	459
Yes.	8	n	.....	n	..	..	n	460
Yes.	8	2.23	Day.	2.52	..	..	None.	461
Yes.	8	1.75	Day.	2.42	..	..	None.	462
Yes.	8	1.75	Day.	2.65	..	..	None.	463
Yes.	8	2.00	Day.	2.56	..	..	None.	464
Yes.	8	1.80	Day.	2.42	..	..	None.	465
Yes.	8	1.80	Day.	2.65	..	..	None.	466
Yes.	8	n	.....	n	..	..	n	467
Yes.	8	n	.....	n	..	..	n	468
Yes.	8	n	.....	n	..	..	n	469
Yes.	8	2.00	Day.	2.70	..	..	None.	470
Yes.	8	n	.....	n	..	..	n	471
Yes.	8	n	.....	n	..	..	n	472
Yes.	8	1.80	Day.	2.56	..	..	None.	473
Yes.	8	n	.....	n	..	..	n	474
Yes.	8	n	.....	n	..	..	n	475
Yes.	8	1.60	Day.	2.55	..	..	None.	476
Yes.	8	1.80	Day.	2.00	..	..	None.	477
Yes.	8	n	.....	n	..	..	n	478
Yes.	8	2.23	Day.	2.56	..	..	None.	479
Yes.	8	2.42	Day.	2.55	..	..	None.	480
Yes.	8	n	.....	n	..	..	n	481
Yes.	8	n	.....	n	..	..	n	482
Yes.	8	2.00	Day.	2.23	..	..	2	483
Yes.	8	1.60	Day.	2.50	..	..	2	484
Yes.	8	2.23	Day.	2.42	..	..	None.	485
Yes.	8	n	.....	n	..	..	n	486
Yes.	8	n	.....	n	..	..	n	487
Yes.	8	2.42	Day.	2.42	..	..	4	488
Yes.	8	1.80	Day.	2.55	..	..	1	489
Yes.	8	n	.....	n	..	..	n	490
Yes.	8	n	.....	n	..	..	n	491
Yes.	8	2.15	.....	2.42	..	..	None.	492
Yes.	8	2.20	Day.	2.55	..	..	None.	493
Yes.	8	1.80	Day.	2.42	..	..	1	494
Yes.	8	n	.....	n	..	..	n	495



## TRADES UNIONS IN IOWA

## MINE WORKERS OF

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
496	Lucas.....	799	1897	225	\$ .50		
497	Madrid.....	1761	1901	25	.50		
498	Mapleton.....	594	n	37	n		
499	Marquessville.....	851	1898	285	.40		\$ 75.00
500	Marysville.....	1808	1899	88	n		
501	Mendota.....	783	1898	205	n		
502	Molingona.....	2768	n	40	n		
503	Morgan Valley.....	2559	1896	63	.50	\$ 75.00	
504	Mystic.....	634	1898	550	.40		
505	New Market.....	1904	1901	50	.25		
506	Numa.....	875	1894	330	.35		75.00
507	Oskaloosa.....	97	1899	120	n		
508	Oskaloosa.....	2509	1903	84	n		
509	Otley.....	1265	1900	9	n		
510	Ottumwa.....	152	1891	200	.50	600.00	150.00
511	Ottumwa.....	613	1893	52	n		
512	Pekay.....	790	1893	141	n		
513	Pella.....	1993	1902	21	n		
514	Piano.....	2988	1904	8	.35		
515	Rathbun.....	372	1898	109	n		
516	Rutledge.....	2645	n	140	n		
517	Runnels.....	1692	1900	72	.45		
518	Saylorville.....	1604	1900	200	n		
519	Seever's.....	671	1900	410	n		
520	Seymour.....	206	1899	261	.20		
521	Unionville.....	958	n	87	n		
522	What Cheer.....	841	1897	27	n		
523	White City.....	2140	1900	235	n		
524	Willard.....	817	1899	50	.75	60.00	

n Not reported.

## MOLDERS UNION OF

525	Burlington.....	358	1902	50	\$ 1.00		
526	Cedar Rapids.....	193	1891	23	1.00		\$ 100.00
527	Davenport.....	118	1898	47	1.00	\$ 152.25	
528	Des Moines.....	316	1900	56	1.00	100.00	
529	Dubuque.....	263	1900	34	1.00	115.50	200.00
530	Keokuk.....	79	1899	12	1.00	80.00	
531	Marshalltown.....	91	1903	21	1.00	10.50	
532	Ottumwa.....	40	1900	40	1.00		

## MILL EMPLOYEES, INTERNATIONAL

533	Cedar Rapids.....	69	1894	12	\$ .50		
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TABLE No. 1—CONTINUED.

## AMERICA, UNITED—CONTINUED.

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	8	\$ 2.15	Day.	\$ 2.56	* 5.55% Dec.	* 5.55% Dec.	1	496
Yes.	8	2.23	Day.	2.42	"	"	None.	497
Yes.	8	n	.....	n	"	"	n	498
Yes.	8	2.42	Day.	2.42	"	"	None.	499
Yes.	8	n	.....	n	"	"	n	500
Yes.	8	n	.....	n	"	"	n	501
Yes.	8	n	.....	n	"	"	n	502
Yes.	8	n	.....	n	"	"	1	503
Yes.	8	2.15	Day.	2.55	"	"	None.	504
Yes.	8	1.80	Day.	2.56	"	"	None.	505
Yes.	8	2.00	Day.	2.42	"	"	None.	506
Yes.	8	2.23	Day.	2.55	"	"	None.	507
Yes.	8	n	.....	n	"	"	n	508
Yes.	8	2.42	Day.	2.56	"	"	None.	509
Yes.	8	n	.....	n	"	"	n	510
Yes.	8	2.20	Day.	2.56	"	"	None.	511
Yes.	8	n	.....	n	"	"	n	512
Yes.	8	n	.....	n	"	"	n	513
Yes.	8	n	.....	n	"	"	n	514
Yes.	8	1.80	Day.	2.42	"	"	None.	515
Yes.	8	n	.....	n	"	"	n	516
Yes.	8	n	.....	n	"	"	n	517
Yes.	8	2.10	Day.	2.42	"	"	1	518
Yes.	8	n	.....	n	"	"	n	519
Yes.	8	n	.....	n	"	"	n	520
Yes.	8	1.60	Day.	2.56	"	"	None.	521
Yes.	8	n	.....	n	"	"	n	522
Yes.	8	n	.....	n	"	"	n	523
Yes.	8	n	.....	n	"	"	n	524
Yes.	8	2.00	Day.	2.55	"	"	1	525

\* The 5.55 per cent reduction in wages was made in accordance with the joint agreement of miners and operators in March, 1904, and affected all mine employees except top laborers whose wages were \$1.60 per day or less.

## NORTH AMERICA, IRON

Yes.	10	\$ 2.75	Day.	\$ 2.75	\$ .25 Inc.	\$ .25 Inc.	None.	525
Yes.	9	.....	Day.	3.00	.....	.....	None.	526
No.	10	2.50	Day.	3.00	.....	.....	1	527
Yes.	9	2.75	Day.	2.75	.25 Inc.	.25 Dec.	None.	528
No.	10	2.25	Day.	3.00	.....	.....	1	529
Yes.	10	2.75	Day.	3.00	.....	.25 Inc.	None.	530
No.	10	2.25	Day.	2.50	.....	.....	None.	531
n	10	2.75	Day.	3.25	.25 Inc.	.25 Inc.	None.	532

## UNION OF FLOUR AND CEREAL

Yes.	10	\$ 1.50	Day.	\$ 3.00	.....	.....	None.	533
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## TRADES UNIONS IN IOWA

## MUSICIANS, AMERICAN

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
534	Cedar Rapids .....	137	1901	110	\$ .25		
535	Clinton .....	79	1900	50	.10		
536	Council Bluffs .....	212	1902	30	.23 $\frac{1}{2}$		
537	Davenport .....	67	1897	185	.25		
538	Des Moines .....	80	1898	80	.25		
539	Dubuque .....	289	1903	69	.15		
540	Marshalltown .....	176	1902	50	.15		\$ .75
541	Ottumwa .....	64	1898	57	.15		
542	Sioux City .....	254	1902	62	.25		
543	Waterloo .....	334	1903	8	.85		

## PAINTERS, DECORATORS AND PAPER

544	Burlington .....	521	1900	23	\$ .50	\$ 36.50	
545	Cedar Rapids .....	601	1902	57	.75	26.45	
546	Clinton .....	183	1900	68	.50	165.00	\$ 50.00
547	Council Bluffs .....	107	1899	34	.50		
548	Creston .....	683	1902	13	n		
549	Davenport .....	199	1900	80	.50	200.00	
550	Des Moines .....	246	1897	100	.50	234.00	50.00
551	Dubuque .....	693	1902	100	.50	30.00	150.00
552	Fairfield .....	548	1902	9	n		
553	Fort Dodge .....	754	1902	11	.50		
554	Fort Madison .....	1019	1903	12	\$ .50		
555	Iowa City .....	796	1902	22	n		
556	Marshalltown .....	573	1902	17	.50		
557	Muscatine .....	615	1902	25	.50		
558	Oelwein .....	778	1902	21	.50		
559	Oskaloosa .....	925	1903	22	.50		
560	Ottumwa .....	186	1900	39	.65		
561	Sioux City .....	214	1899	48	.50	\$ 40.00	

n Not reported.

## PLASTERERS, INTERNATIONAL

562	Davenport .....	28	1902	18	\$ .83 $\frac{1}{2}$		
563	Des Moines .....	21	1897	50	.50		
564	Dubuque .....	145	1902	10	.50		\$ 50.00
565	Mason City .....	253	1903	9	.50		
566	Sioux City .....	41	1902	9	.50		

## PLUMBERS, GAS FITTERS, STEAM FITTERS AND HELPERS

567	Burlington .....	212	1900	7	\$ 1.20		
568	Cedar Rapids .....	125	1892	15	1.20	20.00	
569	Clinton .....	226	1900	11	1.20	80.00	
570	Council Bluffs .....	474	1904	15	1.20	60.00	
571	Davenport .....	387	1902	26	1.20	30.00	
572	Des Moines .....	33	1890	61	1.20	60.00	
573	Dubuque .....	66	1892	28	1.20	65.00	
574	Sioux City .....	18	1883	7	1.20	100.00	100.00

TABLE No. 1—CONTINUED.

## FEDERATION OF

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	n	n		n			None.	534
Yes.	n	n		n			None.	535
Yes.	n	n		n			None.	536
Yes.	n	n		n			None.	537
Yes.	n	n		n			None.	538
Yes.	n	n		n			None.	539
Yes.	n	n		n			None.	540
Yes.	n	n		n			None.	541
Yes.	n	n		n			None.	542
Yes.	n	n		n			None.	543

## HANGERS OF AMERICA, BROTHERHOOD OF

Yes.	9	\$ 2.50	Day.	\$ 3.00		\$ .50 Inc.	2	544
Yes.	9	2.50	Day.	3.00			None.	545
Yes.	9	2.25	Day.	3.15		.15 Inc.	1	546
Yes.	8	2.40	Day.	3.20		.20 Inc.	None.	547
n	n	n		n			n	548
Yes.	8	2.50	Day.	3.00			2	549
Yes.	8	3.00	Day.	4.25		.25 Inc.	1	550
Yes.	8	n	Day.	3.60			None.	551
n	n	n		n			n	552
No.	9	2.25	Day.	2.70			None.	553
Yes.	10	\$ 2.50	Day.	2.50			1	554
n	n	n		n			n	555
Yes.	10	2.50	Day.	3.50		.50 Inc.	1	556
Yes.	9	1.80	Day.	3.15		.90 Inc.	None.	557
Yes.	a	2.00	Day.	2.40		.50 Dec.	None.	558
Yes.	a	2.25	Day.	3.00		.25 Dec.	None.	559
No.	9	2.70	Day.	3.15		.63 Inc.	None.	560
Yes.	8	3.00	Day.	3.60		.10 Inc.	1	561

a Reduced working hours one hour per day.

## ASSOCIATION OF OPERATIVE

Yes.	8	\$ 4.00	Day.	4.00	\$ .40 Inc.	\$ .50 Dec.	None.	562
Yes.	8	3.00	Day.	4.00			None.	563
Yes.	8	3.50	Day.	4.00			None.	564
Yes.	9	4.05	Day.	4.05			None.	565
Yes.	8	3.60	Day.	4.00			None.	566

## OF THE UNITED STATES AND CANADA, UNITED ASSOCIATION OF

Yes.	9	\$ 3.15	Day.	3.60			1	567
Yes.	8	3.00	Day.	3.50		.50 Inc.	1	568
Yes.	9	3.00	Day.	3.50			None.	569
Yes.	8	4.00	Day.	4.00			3	570
Yes.	8	3.50	Day.	3.50		.25 Dec.	1	571
Yes.	8	3.00	Day.	3.50			1	572
Yes.	8		Day.	3.50			None.	573
Yes.	8	4.00	Day.	4.25		.25 Inc.	1	574



## TRADE UNIONS IN IOWA

## PRINTING PRESSMENS

Marginal number.	Location of Union.	Num. ber of union.	Year organized.	Num- ber of mem- bers.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
575	Cedar Rapids.....	104	1899	35	\$ .50	\$ 20.00	.....
576	Des Moines.....	a 11	1902	7	.75	.....	.....
577	Des Moines.....	b 46	1898	36	1.00	\$ 75.00	.....
578	Des Moines.....	86	1898	38	.75	.....	.....
579	Ottumwa.....	96	1899	7	.50	.....	.....
580	Sioux City.....	a 21	1898	14	.50	.....	.....
581	Sioux City.....	63	1899	18	.75	.....	.....

a Press feeders union. b Webb pressmens union.

## STAGE EMPLOYES

582	Des Moines.....	67	1905	26	\$ .60	.....	.....
583	Sioux City.....	40	n	21	.50	.....	.....

## RAILWAY EMPLOYES OF AMERICA.

584	Boone.....	334	1903	10	\$ .50	.....	.....
585	Burlington.....	212	1901	54	.50	\$ 200.00	\$ 100.00
586	Davenport.....	312	1902	130	.50	250.00	.....
587	Dubuque.....	329	1903	45	.50	75.00	100.00
588	Ottumwa.....	199	1901	46	.50	63.00	.....

## STEREOTYPERS AND ELECTROTYPERS.

589	Des Moines.....	40	1898	17	\$ .75	\$ 12.00	.....
590	Sioux City.....	41	1899	9	.75	.....	.....

## STONE CUTTERS

591	Burlington.....	n	n	13	\$ .50	.....	.....
592	Cedar Rapids.....	n	1898	25	.50	.....	.....
593	Des Moines.....	n	1898	61	.50	.....	.....
594	Dubuque.....	n	1902	5	.50	.....	.....
595	Iowa City.....	n	1902	12	.50	.....	.....

n Not reported.

## SWITCHMENS UNION OF

596	Cedar Rapids.....	92	1902	32	\$ .60	.....	\$ 600.00
597	Council Bluffs.....	6	1894	20	.60	.....	.....
598	Des Moines.....	174	1903	32	.60	.....	.....
599	Marion.....	111	n	8	.25	.....	.....
600	Marshalltown.....	126	1899	14	.25	.....	.....
601	Oelwein.....	84	1898	25	.25	.....	.....
602	Oskaloosa.....	34	n	8	.60	.....	.....
603	Ottumwa.....	13	n	13	.60	.....	.....
604	Waterloo.....	34	1896	12	.60	.....	.....

n Not reported.

TABLE No. 1—CONTINUED.

## UNION, INTERNATIONAL

Demand the employment of union men only.	Working hours per day.	Wages.				Variation Since 1902.	Number of strikes since December 31, 1900.	Marginal number.
		Minimum wage.	Unit per—	Maximum wage.	Minimum wage.	Maximum wage.		
Yes.	9	\$ 2.00	Day.	\$ 3.00	\$ .50 Inc.	.....	None.	575
Yes.	8	14.00	Week.	28.00	.....	.....	None.	576
Yes.	9	9.00	Week.	11.00	.....	.....	None.	577
Yes.	9	15.00	Week.	20.00	3.00 Inc.	.....	None.	578
Yes.	9	15.00	Week.	20.00	.....	\$ 4.00 Dec.	None.	579
Yes.	9	9.00	Week.	12.00	.....	1.50 Inc.	None.	580
Yes.	9	14.00	Week.	35.00	.....	.....	None.	581

## INTERNATIONAL UNION.

Yes.	n	\$ .15	Hour.	\$ .15.	.....	.....	None.	582
Yes.	10	12.00	Week.	15.00	.....	.....	None.	583

## AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC

Yes.	11	\$ .15	Hour.	.....	.....	.....	None.	584
Yes.	12	.15	Hour.	\$ .20	.....	.....	None.	585
No.	a 10	.18	Hour.	.20	.....	.....	None.	586
No.	12	.18	Hour.	.18	.....	.....	1	587
Yes.	12	.13	Hour.	17½	\$ .02 Inc.	\$ .01½ Inc.	1	588

a Reduced working hours one hour per day.

## INTERNATIONAL UNION OF

Yes.	9	\$ 2.50	Day.	\$ 3.25	\$ .25 Inc.	\$ .25 Inc.	None.	589
Yes.	9	2.00	Day.	3.33	.....	.33 Inc.	None.	590

## ASSOCIATION, JOURNEYMEN

Yes.	8	\$ .40	Hour.	\$ .43½	.....	.....	None.	591
n	n	n	n	n	.....	.....	n	592
n	n	n	n	n	.....	.....	n	593
Yes.	8	.45	Hour.	.50	.....	.....	None.	594
n	n	n	n	n	.....	.....	n	595

## NORTH AMERICA

No.	10	\$ .23	Hour.	\$ .33	.....	.....	None.	596
Yes.	10	.23	Hour.	.33	.....	.....	None.	597
No.	10	.28	Hour.	.33	.....	.....	None.	598
No.	11	.28	Hour.	.....	.....	.....	None.	599
No.	12	.27	Hour.	.....	.....	.....	1	600
Yes.	12	.28	Hour.	.33	.....	.....	None.	601
n	n	n	n	n	.....	.....	n	602
n	n	n	n	n	.....	.....	n	603
Yes.	10	.25	Hour.	.33	.....	.....	None.	604

## TRADES UNIONS IN IOWA

## TAILORS UNION OF

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
605	Boone.....	134	1905	11	\$ .60		
606	Burlington.....	207	1893	37	.60		
607	Cedar Rapids.....	160	1898	40	.60		
608	Clinton.....	280	1890	11	.60		
609	Council Bluffs.....	281	1896	17	.60		
610	Davenport.....	300	1900	42	.60		
611	Des Moines.....	15	1888	43	.60		\$ 50.00
612	Dubuque.....	72	1881	43	.60		
613	Fairfield.....	346	1902	9	.60		
614	Fort Dodge.....	109	1903	25	.65		
615	Fort Madison.....	158	1903	6	.60		
616	Keokuk.....	177	1891	39	.60		
617	Marshalltown.....	116	1902	15	.60		
618	Oskaloosa.....	104	1903	8	.60		
619	Ottumwa.....	69	1888	30	.60		
620	Sioux City.....	234	1887	52	.60		
621	Waterloo.....	42	1893	32	.60		

## TEAM DRIVERS

622	Burlington.....	218	1902	61	\$ .50		
623	Cedar Rapids.....	429	1902	35	.50		
624	Clinton.....	185	1902	10	.50		
625	Davenport.....	563	1902	70	.50		

## TEAM DRIVERS INTERNATIONAL

626	* Des Moines.....	45	1902	22	\$ .50		
627	Des Moines.....	90	1899	250	.50		\$ 105.00
628	Dubuque.....	507	1903	227	.50		
629	Keokuk.....	192	1902	20	.50		
630	Ottumwa.....	215	1902	50	.50	\$ 15.00	
631	Sioux City.....	389	1902	17	.50		
632	Valley Junction.....	288	1904	24	.50		100.00

\* Beer wagon drivers.

## TELEGRAPHERS, ORDER

633	Oskaloosa.....	71	1889	90	\$ .50		
634	a Perry.....	23	1904	1,700	.60		
635	b Pocahontas.....	126	1903	1,200	.65		

a Includes all organized operators on the C., M. &amp; St. P. Railway.

b Includes all organized operators on the C., R. I. &amp; P. Railway.

## TRACKMEN, INTERNATIONAL

636	Mason City.....	n	1903	60	\$c .25		
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c Quarterly.  
n Not reported.

TABLE No. 1—CONTINUED.

## AMERICA, JOURNEYMEN

Demand the employ- ment of union men only.	Working hours per day.	Wages.					Number of strikes since Decem- ber 31, 1900.	Mar- ginal num- ber.
		Mini- mum wage.	Unit per—	Maxi- mum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
Yes.	10	\$ 11.00	Week.	\$ 18.00			None.	605
Yes.	n	a		a			None.	606
Yes.	10	12.00	Week.	15.00			None.	607
Yes.	n	a		a			None.	608
Yes.	10	12.00	Week.	22.00			None.	609
Yes.	10	12.00	Week.	12.00			None.	610
Yes.	12	n		n			1	611
Yes.	12	13.50	Week.	13.50			None.	612
n	n	n		n			n	613
Yes.	n	n		n			2	614
Yes.	10	12.00	Week.	15.00			None.	615
Yes.	n	a		a			None.	616
n	n	n		n			n	617
n	n	n		n			n	618
Yes.	10	12.00	Week.	15.00			None.	619
Yes.	10	15.00	Week.	30.00		\$ 1.00 Inc.	None.	620
Yes.	10	15.00	Week.	15.00			None.	621

a Work by the piece.

n Not reported.

## INTERNATIONAL UNION

Yes.	9	\$ 1.50	Day.	\$ 2.00			None.	622
Yes.	10	1.50	Day.	1.75			None.	623
Yes.	10	1.50	Day.	2.00			None.	624
Yes.	10	1.50	Day.	2.00			None.	625

## UNION—CONTINUED.

Yes.	12	\$ 13.50	Week.	\$ 13.50			None.	626
Yes.	9	15.00	Week.	a 21.00			None.	627
Yes.	10	10.00	Week.	a 18.00			None.	628
No.	10	a 3.50	Day.	a 3.50			None.	629
Yes.	10	10.00	Week.	15.00			1	630
Yes.	8	10.00	Week.	14.00			None.	631
Yes.	8	a 3.50	Day.	a 3.50			None.	632

a Includes team and wagon.

## OF RAILROAD

No.	12	\$ 40.00	Month.	\$ 65.00			None.	633
No.	11	n		n			None.	634
No.	12	40.00	Month.	90.00			None.	635

## UNION OF RAILWAY.

No.	10	\$ 1.25	Day.	\$ 1.25			None.	636
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## TRADES UNIONS IN IOWA

## TRAINMEN, BROTHERHOOD

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
637	Belle Plaine.....	212	1886	100	\$ .50	\$ 60.00	
638	Boone.....	204	1887	149	.50		
639	Burlington.....	26	1887	89	.50		
640	Carroll.....	485	1889	64	.50	50.00	
641	Cedar Rapids.....	56	1885	152	.50	200.00	
642	Centerville.....	268	1898	25	.50		
643	Charokoe.....	522	1893	34	.50		
644	Clarion.....	707	72	45	.50		
645	Clinton.....	183	1886	176	.50		
646	Council Bluffs.....	520	1893	60	.50		
647	Creston.....	28	1884	115	.50		
648	Des Moines.....	602	1900	105	.50	300.00	\$ 125.00
649	Dubuque.....	581	1897	70	.50	300.00	89.50
650	Dubuque.....	60	1885	61	.50		
651	Eagle Grove.....	198	1885	117	.50	150.00	
652	Eldon.....	348	1890	55	.50		
653	Estherville.....	352	1890	62	.50		
654	Fort Dodge.....	171	1886	76	.50		
655	Fort Madison.....	515	1893	32	.50		
656	Keokuk.....	567	1898	20	.50		
657	Marion.....	319	1889	60	.50		
658	Mason City.....	9	1884	125	.50		202.00
659	Oskaloosa.....	152	1899	89	.50		
660	Ottumwa.....	12	1884	91	.50		150.00
661	Perry.....	86	1885	80	.50		
662	Sioux City.....	247	1887	147	.50		
663	Valley Junction.....	546	1894	80	.50		
664	Waterloo.....	341	1890	145	.50		300.00

## TYPOGRAPHICAL UNION,

665	Boone.....	381	1900	22	\$ .50		
666	Burlington.....	75	1885	38	.75	\$ 60.00	\$ 70.00
667	Cedar Rapids.....	192	1881	80	.75		
668	Clinton.....	334	1899	21	.60		
669	Council Bluffs.....	203	1882	32	.40		40.00
670	Creston.....	537	1902	12	n		
671	Davenport.....	107	1885	130	.50		
672	Des Moines.....	118	1882	183	.75	965.00	70.00
673	Dubuque.....	22	1855	48	.40		95.00
674	Fort Dodge.....	608	1903	22	.60		
675	Fort Madison.....	581	1903	13	.70		
676	Iowa City.....	515	n	26	n		
677	Keokuk.....	68	1882	21	.65		
678	Marshalltown.....	414	1902	13	.40		70.00
679	Mason City.....	406	1900	20	.50	20.00	
680	Muscatine.....	251	1898	26	.60		
681	Oelwein.....	527	1904	9	.75		
682	Oskaloosa.....	526	1902	16	.60		
683	Ottumwa.....	73	1884	20	.75	30.00	
684	Sioux City.....	180	1879	81	.60		140.00
685	Waterloo.....	349	1899	28	.60		

\*n Not reported.

TABLE No. 1—CONTINUED.

## OF RAILWAY

Demand the employment of union men only.	Working hours per day.	Wages.				Number of strikes since Decem-ber 31, 1900.	Marginal number.
		Mini-mum wage.	Unit per—	Maxi-mum wage.	Variation Since 1902.		
					Minimum wage.	Maximum wage.	
No.	\$ 10.00	\$ 2.24	Mile.	\$* 2.64			637
No.	10.00	2.24	Mile.	2.64			638
No.	10.00	2.24	Mile.	2.64			639
No.	10.00	2.24	Mile.	2.64			640
No.	10.00	2.24	Mile.	2.64			641
No.	10.00	2.24	Mile.	2.64			642
No.	10.00	2.24	Mile.	2.64			643
No.	10.00	2.24	Mile.	2.64			644
No.	10.00	2.24	Mile.	2.64			645
No.	10.00	2.24	Mile.	2.64			646
No.	10.00	2.24	Mile.	2.64			647
No.	10.00	2.24	Mile.	2.64			648
No.	10.00	2.24	Mile.	2.64			649
No.	10.00	2.24	Mile.	2.64			650
No.	10.00	2.24	Mile.	2.64			651
No.	10.00	2.24	Mile.	2.64			652
No.	10.00	2.24	Mile.	2.64			653
No.	10.00	2.24	Mile.	2.64			654
No.	10.00	2.24	Mile.	2.64			655
No.	10.00	2.24	Mile.	2.64			656
No.	10.00	2.24	Mile.	2.64			657
No.	10.00	2.24	Mile.	2.64			658
No.	10.00	2.24	Mile.	2.64			659
No.	10.00	2.24	Mile.	2.64			660
No.	10.00	2.24	Mile.	2.64			661
No.	10.00	2.24	Mile.	2.64			662
No.	10.00	2.24	Mile.	2.64			663
No.	10.00	2.24	Mile.	2.64			664

\*Includes extra compensation for way freight service.

## INTERNATIONAL

Yes.	9	\$ 10.50	Week.	\$ 16.00			None.	665
n	9	14.00	Week.	19.00			1	666
Yes.	9	14.00	Week.	17.00			None.	667
Yes.	9	12.00	Week.	25.00	\$ .50 Inc.	\$ .50 Inc.	None.	668
Yes.	9	15.00	Week.	25.00			None.	669
n	n	n	n	n			n	670
Yes.	8 & 9	13.50	Week.	20.00			None.	671
Yes.	9	14.00	Week.	16.00			None.	672
Yes.	a 8 1/2	15.00	Week.	24.00			1	673
Yes.	9	12.00	Week.	15.00			None.	674
Yes.	9	10.00	Week.	13.50			None.	675
n	n	n	n	n	.50 Dec.	1.50 Dec.	None.	676
Yes.	9	12.00	Week.	20.00	1.00 Dec.		None.	677
Yes.	9	13.00	Week.	13.00	1.00 Inc.		1	678
Yes.	9	12.00	Week.	16.00	3.00 Inc.		None.	679
Yes.	c 8	12.00	Week.		1.00 Dec.	1.00 Inc.	None.	680
Yes.	9	12.00	Week.	12.00			None.	681
Yes.	9	12.00	Week.	25.00	1.50 Inc.	7.00 Inc.	None.	682
Yes.	8 & 9	15.00	Week.	18.00			None.	683
Yes.	8	16.00	Week.	22.00			None.	684
Yes.	8 & 9	12.00	Week.	19.00		4.00 Inc.	1	685

a Working hours reduced one half hour per day.

c Working hours reduced one hour per day.

## TRADES UNIONS IN IOWA

## WOODWORKERS' INTERNATIONAL

Marginal number.	Location of Union.	Number of union.	Year organized.	Number of members.	Per capita dues per month.	Sick benefit paid past year.	Funeral benefit paid past year.
686	Burlington .....	200	1902	50	\$ .50		
687	Clinton .....	92	1889	150	.50	\$ 175.00	\$ 200.00
688	Oelwein .....	52	1903	18	.50		

TABLE No. 1—CONTINUED.

## UNION OF NORTH AMERICA, AMALGAMATED

Demand the employment of union men only.	Working hours per day.	Wages.					Number of strikes since Decem-ber 31, 1900.	Marginal number
		Minimum wage	Unit per—	Maximum wage.	Variation Since 1902.			
					Minimum wage.	Maximum wage.		
No.	10	.13	Hour.	.25	\$ .0½ Inc.	.....	2	630
No.	10	.24	Hour.	.24	.....	.....	None.	637
Yes.	9	1.50	Day.	\$ 2.95	.....	.....	None.	638

In the above table reports of 107 strikes are shown that have occurred since December 31, 1900.



# TRADE UNIONS IN IOWA—TABLE No. 2.

Summary of the different craft organizations showing total number in state, total number reporting, total membership, wage rates, length of work day, and average per cent increase or decrease in wages for each craft since 1902.

Local Unions of	Total number in state.	Total number reported.	Total membership reported.	Average minimum wage.	Unit per—	Average maximum wage.	Average length of work day.	Average per cent increase or decrease in minimum wage since 1902.	Average per cent increase or decrease in maximum wage since 1902.
Bakers and Confectioners, International Journeymen.....	6	6	121	\$ 11.60	Week	\$ 17.20	10	+ 18.73	+ 7.50
Barbers International Union, Journeymen.....	a 21	21	638	10.75	Week	15.30	11½	.....	.....
Bartenders International League of America.....	15	15	620	11.57	Week	18.47	9½	+ 3.89	+ 5.93
Blacksmiths, International Brotherhood of.....	b 12	12	279	.2417	Hour	.3386	9½	+ 5.07	+ 5.52
Boiler Makers and Iron Ship Builders of America, Brotherhood of.....	c 13	13	304	.3043	Hour	.3478	9½	.....	.....
Book Binders, International Brotherhood of.....	d 6	6	149	13.25	Week	16.42	9	+ 18.55	+ 4.28
Boot and Shoe Workers Union.....	1	1	226	.....	Week	25.00	10	.....	.....
Brewery Workmen, International Union.....	6	5	117	11.00	Week	16.25	10	+ 14.56	.....
Bricklayers and Stonemasons International Union.....	22	22	716	3.97	Day	4.85	8½	+ .67	+ 5.87
Broom Makers International Union.....	5	5	44	12.48	Week	16.30	9½	.....	+ 87.12
Bill Posters and Billers International Union.....	1	1	10	9.00	Week	15.00	8	.....	+ 66.64
Carmen, Brotherhood of Railway.....	23	23	1,039	1.58	Day	2.34	10	+ 4.84	+ 6.85
Car Workers, International Association of.....	3	3	76	1.73	Day	2.33	9	+ 19.60	+ 7.60
Carpenters and Joiners of America, United Brotherhood of.....	32	32	2,239	2.15	Day	3.05	9	+ 6.06	+ 2.18
Cigar Makers International Union of America.....	20	20	913	12.57	Week	18.62	8	.....	.....
Clerks, Postoffice United National Association of.....	20	20	222	50.00	Month	80.58	9	.....	.....
Clerks, International Association of retail.....	25	25	881	9.50	Week	20.30	10½	.....	.....
Conductors, Order of Railway.....	20	20	1,188	90.00	Month	140.00	10	.....	.....
Coopers International Union of America.....	5	5	91	2.52	Day	2.82	10	+ .96	+ 2.40
Electrical Workers, International Brotherhood of.....	10	9	344	2.31	Day	2.76	9	+ 1.97	+ 1.39
Engineers, Brotherhood of Locomotive.....	30	30	1,667	.087	Mile	.048	10	.....	.....
Engineers, International Union of Steam.....	3	3	45	11.42	Week	16.83	12	.....	.....
Federal Labor Unions (mixed occupations).....	20	10	578	1.74	Day	2.20	9½	+ 1.98	+ 1.15
Fireman, Brotherhood of Locomotive.....	28	28	1,809	2.25	Day	2.95	10	.....	.....
Foundrymen International Union.....	1	1	50	1.75	Day	1.75	10	+ 25.00	+ 25.00
Garment Workers of America, United.....	1	1	23	1.25	Day	1.35	9	+ 13.64	+ 12.50
Glass Workers, International Association of.....	1	1	17	1.50	Day	3.00	10	.....	.....
Glove Workers Union of America, International.....	1	1	35	2.50	Week	12.00	9	.....	.....
Granite Cutters International Union.....	1	1	24	3.20	Day	3.20	8	.....	.....
Hod Carriers International Union.....	3	3	52	1.75	Day	2.30	9	.....	.....
Horse Shoers International Union.....	1	1	10	2.50	Day	3.00	9	.....	.....

Lathers International Union of Wood, Wire and Metal.....	5	5	85	\$ 3.04	Day	\$ 3.40	8	+ 3.05	+ 10.75
Laundry Workers International Union.....	2	2	38	5.00	Week	13.50	9½	.....	+ 12.50
Leather Workers, International Brotherhood of.....	8	8	381	10.81	Week	16.16	10	+ 11.56	+ 4.36
Letter Carriers, National Association of.....	27	22	249	600.00	Year	850.00	8	.....	.....
Machinists, International Association of.....	21	21	1,400	.297	Hour	.345	10	+ 1.35	+ 2.15
Meat Cutters and Butcher Workmen of North America, Amalgamated.....	6	6	154	1.90	Day	2.53	11	+ 1.60	+ 1.20
Metal Workers, International Association of Amalgamated sheet.....	7	7	152	2.26	Day	3.21	9	+ 2.59	+ 7.92
Mine Workers of America, United.....	92	92	13,874	2.00	Day	2.50	8	+ 5.55	+ 5.55
Moulders Union of North America, United.....	8	8	283	2.57	Day	2.91	9½	+ 4.35	+ 2.19
Mill Employes, International Union of Flour and Cereal.....	1	1	12	1.50	Day	3.50	10	.....	.....
Musicians, American Federation of.....	10	10	701	.....	.....	.....	.....	.....	.....
Painters, Decorators and Paperhangers of America, Brotherhood of.....	18	18	696	2.44	Day	3.15	8½	+ 1.64	+ 7.09
Plasterers, International Association of Operative.....	5	5	96	3.63	Day	4.60	8	+ 2.25	+ 2.44
Plumbers, Gas Fitters, Steam Fitters and Helpers United Association of.....	8	8	170	3.38	Day	3.67	8½	.....	+ 1.73
Printing Pressmen Union, International.....	7	7	155	12.57	Week	20.57	9	+ 7.32	+ 1.71
Stage Employes, International Union.....	2	2	47	10.50	Week	12.00	10	.....	.....
Railway Employes of America, Amalgamated Association of Street and Electric.....	5	5	285	.15	Hour	.19	11½	+ 2.74	+ 2.00
Stereotypers and Electrotypers, International Union of.....	2	2	26	2.25	Day	3.19	9	+ 5.88	+ 10.00
Stonecutters Association, Journeymen.....	5	5	116	.425	Hour	.4675	8	.....	.....
Switchmen's Union of North America.....	9	9	164	.26	Hour	.33	10½	.....	.....
Tailors Union of America, Journeymen.....	17	17	457	12.72	Week	17.28	10½	.....	+ .65
Team Drivers International Union.....	11	11	736	10.50	Week	12.71	9½	.....	.....
Team Drivers International Union.....	3	3	2,990	40.00	Month	72.50	10	.....	.....
Telegraphers, Order of Railroad.....	1	1	60	1.25	Day	1.25	10	.....	.....
Trackmen's International Union of, Railway.....	28	23	2,424	2.24	Day	2.64	10	.....	.....
Trainmen, Brotherhood of Railway.....	21	21	861	12.95	Week	18.92	8½	+ 1.44	+ 3.34
Typographical Union, International.....	3	3	218	.18	Hour	.29	9½	.....	.....
Wood Workers International Union of America.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Total for state.....

a Da'a for this craft not complete. b Wages of Blacksmiths Helpers not included in summary; one local reports helpers at \$1.75 for a ten hour day. c Wages of Boilermakers Helpers not included in summary; two locals report an average of ten hours per day, 16¼¢ per hour minimum, 20¼¢ per hour maximum wages, and an increase of 8 per cent in maximum wages. d Wages of bindery girls not included in summary; one local at Des Moines reports minimum wages \$3 per week, maximum \$9 per week, ten hours per day, and an increase of 20 per cent in the maximum wages. e Wages of Machinists Helpers not included in summary; one local at Marshalltown reports ten hours per day, 15¢ per hour minimum, 22½¢ per hour maximum wages, and an increase of 7.14 per cent in minimum and 28.56 per cent in maximum wages.



## TRADE UNIONS IN IOWA—TABLE No. 3.

Summary of Organizations and Membership in Localities.

Locality.	Number of unions.	Number of members.	Locality.	Number of unions.	Number of members.
Albia.....	2	69	Hilton.....	1	218
Altoona.....	1	119	Hiteman.....	1	500
Angus.....	1	41	Hocking.....	1	40
Atlantic.....	2	7	Hoovers.....	1	104
Avery.....	1	18	Hynes.....	1	460
Beacon.....	1	86	Iowa City.....	8	275
Bear Creek.....	1	12	Jamestown.....	1	24
Belle Plaine.....	7	270	Jerome.....	1	78
Berwick.....	1	180	Keb.....	1	85
Bluff Creek.....	1	59	Keokuk.....	19	648
Boone.....	16	690	Knoxville.....	1	25
Boonsboro.....	1	500	Laddsdale.....	1	90
Brazil.....	1	311	Lake City.....	1	10
Burlington.....	29	1,091	Lehigh.....	2	155
Bussey.....	3	453	Lost Creek.....	1	109
Buxton.....	1	1,172	Lucas.....	2	286
Carbondale.....	1	259	Lyons.....	1	11
Carroll.....	1	64	Madrid.....	1	25
Cedar Rapids.....	38	1,898	Mapleton.....	1	37
Centerville.....	11	1,141	Marion.....	6	168
Chariton.....	4	53	Marquessville.....	1	285
Charles City.....	1	4	Marshalltown.....	21	559
Cherokee.....	4	76	Marysville.....	1	88
Cincinnati.....	1	436	Mason City.....	15	542
Clarion.....	8	112	Mendota.....	1	205
Clarkdale.....	1	74	Missouri Valley.....	4	68
Clarinda.....	2	65	Mount Pleasant.....	3	7
Cleveland.....	1	240	Moingona.....	1	40
Clinton.....	29	1,313	Morgan Valley.....	1	63
Coalfield.....	1	44	Muscatine.....	11	396
Coalville.....	1	134	Mystic.....	2	575
Colfax.....	2	161	New Market.....	1	59
Colon.....	1	37	Newton.....	1	34
Council Bluffs.....	17	534	Numa.....	1	330
Creston.....	11	318	Oelwein.....	18	632
Darbyville.....	1	29	Osage.....	1	*
Davenport.....	26	2,240	Oskaloosa.....	19	845
Dawson.....	1	19	Otley.....	1	9
Dean.....	1	12	Ottumwa.....	36	1,341
Des Moines.....	57	4,815	Pekay.....	1	141
Diamond.....	2	60	Pella.....	1	21
Douds.....	1	12	Perry.....	6	1,974
Dubuque.....	38	2,078	Plano.....	1	8
Dunreath.....	1	56	Pocahontas.....	1	1,200
Eagle Grove.....	5	320	Rathbun.....	1	109
Eddyville.....	1	17	Runnells.....	1	72
Eldon.....	4	171	Rutledge.....	1	140
Eldora.....	2	34	Sanborn.....	2	42
Enterprise.....	2	214	Saylorville.....	1	200
Estherville.....	6	187	Seever's.....	1	410
Evans.....	2	179	Seymour.....	1	261
Exline.....	1	100	Sioux City.....	39	1,587
Fairfield.....	5	49	Stuart.....	1	15
Fansler.....	1	30	Unionville.....	1	87
Flagler.....	1	90	Valley Junction.....	7	470
Forbush.....	1	80	Villisca.....	1	*
Fort Dodge.....	15	449	Vinton.....	1	28
Fort Madison.....	17	513	Washington.....	1	4
Foster.....	1	150	Waterloo.....	22	879
Fraser.....	1	300	Webster City.....	3	18
Grinnell.....	2	3	What Cheer.....	2	51
Given.....	1	50	White City.....	1	235
Hamilton.....	1	50	Willard.....	1	150
Hamburg.....	1	*			
Harkes.....	1	98	Total.....	688	41,397
Hickory.....	1	135	Total number localities 129		

\* Membership of one local not reported.

a Membership of two locals not reported.

† Includes 1,700 telegraphers on C., R. I. &amp; P. R'y system.

‡ Includes telegraphers on C., M. &amp; St. P. R'y system.

## TRADE UNIONS IN IOWA—TABLE No. 4.

Summary showing number of Trade Unions and membership by Counties.

Counties.	Number of unions.	Number of members.	Counties.	Number of unions.	Number of members.
Adair.....			Jones.....		
Adams.....			Keokuk.....	2	51
Allamakee.....			Kossuth.....	36	a 1,161
Appanoose.....	29	8,733	Lee.....	44	* 2,066
Auburn.....	8	298	Linn.....	7	529
Benton.....	22	879	Louisia.....		
Black Hawk.....	21	1,596	Lucas.....		
Boone.....			Lyon.....		
Bremer.....			Madison.....		
Buchanan.....			Mahaska.....	25	1,786
Buena Vista.....			Marion.....	11	855
Butler.....			Marshall.....	21	559
Calhoun.....	1	10	Mills.....		
Carroll.....	1	64	Mitchell.....	1	*
Cass.....	2	7	Monona.....	1	37
Cedar.....	15	542	Monroe.....	12	2,865
Cerro Gordo.....	4	76	Montgomery.....	1	*
Cherokee.....			Muscatine.....	11	336
Chickasaw.....			O'Brien.....	2	42
Clarke.....			Osceola.....	2	* 65
Clay.....			Palo Alto.....		
Clayton.....	30	1,324	Plymouth.....		
Clinton.....	7	† 1,993	Pocahontas.....	1	1,200
Crawford.....	1	90	Polk.....	72	a 6,114
Dallas.....	1		Pottawattamie.....	17	584
Davis.....			Poweshiek.....	2	*
Decatur.....			Ringgold.....		
Delaware.....	29	1,091	Sac.....		
Des Moines.....			Scott.....	27	2,264
Dickinson.....	38	* 2,078	Shelby.....		
Dubuque.....	6	187	Sioux.....		
Emmett.....	18	632	Story.....		
Fayette.....	1	4	Tama.....		
Floyd.....			Taylor.....	1	56
Franklin.....	1	*	Union.....	11	318
Fremont.....			Van Buren.....	1	12
Greene.....	2	45	Wapello.....	45	1,817
Grundy.....	3	18	Warren.....		
Guthrie.....	2	34	Washington.....	1	4
Hamilton.....	4	68	Wayne.....	1	261
Hancock.....	3	7	Webster.....	18	738
Hardin.....			Winnebago.....		
Harrison.....			Winneshek.....	39	* 1,587
Henry.....			Worth.....		
Howard.....			Wright.....	8	432
Humboldt.....					
Ida.....			Total.....	688	41,397
Iowa.....			Total number of counties, 51.		
Jackson.....	4	605			
Jasper.....	5	49			
Jefferson.....	8	275			
Johnson.....					

\* Membership of one local not reported.

a Membership of two locals not reported.

† Includes 1,700 telegraphers on C., R. I. &amp; P. R'y system.

‡ Includes telegraphers on C., M. &amp; St. P. R'y system.



## TRADE UNIONS IN IOWA—PART II.

For the purpose of giving an opportunity to men employed in the various crafts, to state in their own way, the advantages which have accrued to them both in a specific and in a general way, the following question was placed on the blanks sent out: "What benefits have been secured for your craft through organization without resorting to strikes," to which many interesting replies were given. The general public does not often learn the facts concerning matters of this character, or that better conditions can be brought about by peaceable means, and by mutual consent of employer and employe, but much can be accomplished through this means as the following replies will give abundant proof.

BAKERS' UNION No. 134, Burlington.—Gained recognition of the union and legal holidays off.

BAKERS' UNION No. 302, Dubuque.—Increased wages and shorter hours.

BAKERS' UNION No. 226, Keokuk.—Working hours shortened five hours per day and increase in wages.

BAKERS' UNION No. 240, Sioux City.—Increase in wages, shorter hours and better conditions.

BARBERS' UNION No. 281, Boone.—Minimum wage of ten dollars per week guaranteed.

BARBERS' UNION No. 110, Burlington.—Sunday closing—working hours reduced one hour each day.

BARBERS' UNION No. 97, Cedar Rapids.—Shorter hours, better wages and better prices for our employers.

BARBERS' UNION No. 236, Clinton.—Shorter hours and increase in wages.

BARBERS' UNION No. 321, Council Bluffs.—Shorter hours, uniform wage scale, better wages and better prices for the boss barbers.

BARBERS' UNION No. 116, Davenport.—Gain in wages of \$4.00 per week, also percentage on receipts which amounts in some cases to \$6.00 additional per week, or \$18.00 in all, but is governed by amount of business done.

BARBERS' UNION No. 43, Des Moines.—Shorter hours and better prices for work.

BARBERS' UNION No. 429, Dubuque.—Increase of wages from \$7.00 and \$8.00 per week to \$11.00 and over.

BARBERS' UNION No. 368, Fairfield.—\$4.00 increase per month in wages, working hours shortened twenty hours per week, and a general good feeling prevails among barbers that had not existed in this city for twenty years.

BARBERS' UNION No. 505, Fort Dodge.—One hour work less on Saturday.

BARBERS' UNION No. 214, Keokuk.—Decrease in number of working hours per day.

BARBERS' UNION No. 19, Oskaloosa.—Increase in wages and reduction of working hours.

BARBERS' UNION No. 133, Ottumwa.—Shorter working hours, a guarantee of \$12.00 per week and 60 per cent of all money taken in over \$20.00 per week.

BARBERS' UNION No. 52, Sioux City.—Shorter hours, half day off each week and allowed six holidays in the year.

BARBERS' UNION No. 414, Waterloo.—When Fourth of July and Christmas comes on any day but Saturday shops must be closed all day, but when they come on Saturday, shops must be closed at 11 A. M. but may be kept open until 11 P. M. the night before.

BARTENDERS' UNION No. 382, Boone.—Better wages and shorter working hours.

BARTENDERS' UNION No. 557, Council Bluffs.—Have secured mutual agreements with employers.

BARTENDERS' UNION No. 580, Fort Dodge.—Increase in wages and less working hours per day.

BARTENDERS' UNION No. 624, Fort Madison.—Reduced working hours with an increase of pay and better conditions.

BARTENDERS' UNION No. 326, Marshalltown.—Increase of \$2.00 per week in wages.

BARTENDERS' UNION No. 516, Oelwein.—More wages and less work.

BARTENDERS' UNION No. 214, Oskaloosa.—Have secured mutual agreements with our employers.

BARTENDERS' UNION No. 184, Ottumwa.—Shorter hours.

BLACKSMITHS' UNION No. 182, Cedar Rapids.—Have secured working agreement with employers which brings better wages and better working conditions, and also provides for conference with employers in case grievances should arise.



BLACKSMITHS' UNION No. 16, Clinton.—An increase of forty-five cents per day in wages. Have also secured an apprentice system which is very satisfactory.

BLACKSMITHS' UNION No. 184, Des Moines.—Have secured a raise of five cents to seven and one-half cents per hour in wages, and a reduction of one hour per day for part of members. Have prevented cuts in wages through united effort.

BLACKSMITHS' UNION No. 53, Fort Madison.—Have secured three advances in wages amounting altogether to fifty cents per day.

BLACKSMITHS' UNION No. 86, Marshalltown.—Good shop rules, right to appeal from decision of foreman, reasonable amount of heat in cold weather, clean waterclosets, proper promotion of helpers to blacksmith's jobs and reference of disputes to shop committee.

BLACKSMITHS' UNION No. 162, Ottumwa.—Have secured a nine hour working day, increase in wages and better sanitary conditions.

BLACKSMITHS' UNION No. 36, Sioux City.—Better wages, shorter work day, better sanitary conditions, and less Sunday and overtime work.

BLACKSMITHS' UNION No. 65, Waterloo.—Helpers wages raised from fourteen cents per hour to eighteen and one-fourth and nineteen and one-fourth cents per hour. Blacksmiths' from twenty-two and twenty-seven cents per hour to thirty and thirty-four cents per hour.

BLACKSMITHS' UNION No. 259, What Cheer.—Have secured a nine hour work day with increase in pay, varying from 3 per cent to  $12\frac{1}{2}$  per cent.

BOILERMAKERS' UNION No. 161, Boone.—Raise in wages; good shop rules and regulations, and reorganization of the union.

BOILERMAKERS' UNION No. 129, Clinton.—Have secured two cents per hour advance in wages; have prevented helpers from being advanced to boilermakers' work, and secured a satisfactory apprenticeship system.

BOILERMAKERS' UNION No. 145, Missouri Valley.—Have secured good working agreement which embraces a raise in wages from twenty-seven and one-half to thirty-four cents per hour, and other desirable shop conditions.

BOILERMAKERS' UNION No. 212, Oelwein.—Have secured a yearly working agreement and an increase in wages of sixty cents per day.

BOILERMAKERS' UNION No. 244, Sioux City.—Raise in wages of fifty-five cents per day, and a yearly agreement which embraces desirable working conditions.

BOILERMAKERS' UNION No. 133, Waterloo.—Have secured increase in wages of eleven and one-half cents per hour, time and one-half for all over time, and regulation of apprentices.

BOOKBINDERS' UNION No. 184, Cedar Rapids.—Have secured a raise in wages for first-class workmen from \$13.50 to \$17.50 per week, and for second-class workmen from \$10.00 to \$15.00 per week, also shortening of work day from ten to nine hours.

BOOKBINDERS' UNION No. 93, Davenport.—Have secured an increase in pay of \$1.00 per week and a reduction in hours from ten to nine.

BOOKBINDERS' UNION No. 88, Des Moines.—Increase in day wages and on certain classes of piece work.

BOOT AND SHOE WORKERS' UNION No. 363, Keokuk.—Have maintained present scale of wages by mutual agreement.

BREWERY WORKMEN'S UNION No. 243, Burlington.—Have secured substantial increase in wages and shorter hours, also have yearly agreement.

BREWERY WORKMEN'S UNION No. 314, Clinton.—Have secured increase in wages.

BREWERY WORKMEN'S UNION No. 365, Davenport.—Have secured advance in wages of \$1.00 per week, and reduced working hours from ten to nine.

BRICKLAYERS' UNION No. 110, Burlington.—Have secured better wages and shorter hours.

BRICKLAYERS' UNION No. 14, Cedar Rapids.—Secured an increase in wages from twenty-five to fifty cents per hour, reduced working hours from ten to nine.

BRICKLAYERS' UNION No. 15, Clinton.—Have secured higher wages and shorter hours. There is a more fraternal feeling among workmen toward one another, and mutual confidence between employer and employee.

BRICKLAYERS' UNION No. 6, Council Bluffs.—Before organization we worked ten hours per day for thirty cents per hour; now we work eight hours per day at fifty-five cents per hour.

BRICKLAYERS' UNION No. 7, Davenport.—Working hours have decreased from ten to eight, with substantial increase in wages.

BRICKLAYERS' UNION No. 2, Des Moines.—Increase in wages and decrease in working hours.

BRICKLAYERS' UNION No. 16, Fairfield.—Shorter work day and better wages.

BRICKLAYERS' UNION No. 21, Mason City.—Better wage scale and a reduction of working hours from ten to nine.

BRICKLAYERS' UNION No. 23, Oskaloosa.—Increase in wages with shorter work day and an annual agreement with employers.

BRICKLAYERS' UNION No. 9, Ottumwa.—Hours reduced from ten per day to eight with but slight change in rate of wages for days work.

BRICKLAYERS' UNION No. 5, Sioux city.—Increase in pay of twenty-five cents per hour.

BROOMMAKERS' UNION No. 41, Burlington.—Advance of five cents per day in wages.

BROOMMAKERS' UNION No. 11, Des Moines.—Firms employing union men recognize the men as a body, hence treat each individual more squarely.



BROOMMAKERS' UNION No. 42, Sioux City.—Have secured better wages and conditions.

BILL POSTERS' UNION No. 26, Sioux City.—Hours have been reduced from ten to eight hours per day and wages have been increased from \$9.00 to \$15.00 per week.

CARMEN'S UNION No. 193, Boone.—We have secured a substantial increase in wages, working hours have been reduced from fourteen to ten per day. We also receive time and one-half for overtime.

CARMEN'S UNION No. 1, Cedar Rapids.—We have received five cents per hour increase in wages, have better working conditions which have been secured by holding annual conferences with our employers.

CARMEN'S UNION No. 272, Davenport.—Have gained from three to ten cents per hour in pay, according to class of work.

CARMEN'S UNION No. 119, Des Moines.—We have received increase in wages as well as a better understanding in regard to hours of labor, and we now receive time and one half for Sundays and holidays.

CARMEN'S UNION No. 275, Dubuque.—Have secured 10 per cent increase in wages, with better shop conditions and better treatment from our employers.

CARMEN'S UNION No. 24, Eagle Grove.—Have secured slight increase in wages and better working conditions.

CARMEN'S UNION No. 210, Fort Madison.—We have received an advance of about 40 per cent in wages.

CARMEN'S UNION No. 110, Marshalltown.—An advance in wages, better shop rules and treatment and improved sanitary conditions.

CARMEN'S UNION No. 282, Mason City.—Ten per cent increase in wages.

CARMEN'S UNION No. 51, Ottumwa.—An increase in wages of twenty-five cents per day.

CARMEN'S UNION, No. 301, Valley Junction.—Secured an advance in wages of seven cents per hour.

CAR WORKERS' UNION No. 12, Clinton.—Fifteen per cent increase in wages. Receive better treatment and as far as possible oldest man has a preference.

CAR WORKERS' UNION No. 8, Clinton.—Ten to fifteen per cent increase in wages, also have written agreement with employer which brings better conditions.

CARPENTERS' UNION No. 315, Boone.—Increase in wages of seven and one-half cents per hour, and agreements with contractors, also reduction of hours from ten to nine.

CARPENTERS' UNION No. 534, Burlington.—Increase in wages of seven and one-half cents per hour and reduction of working hours from ten to eight.

CARPENTERS' UNION No. 308, Cedar Rapids.—An increase in wages of \$1.00 per day and a reduction of working hours from ten to nine.

CARPENTERS' UNION No. 597, Centerville.—Reduction of working hours from ten to nine and an increase in wages of seven and one-half cents per hour.

CARPENTERS' UNION No. 1523, Chariton.—Increase in wages of ten per cent, and a reduction of working hours from ten to nine.

CARPENTERS' UNION No. 772, Clinton.—A nine-hour day and forty per cent increase in wages.

CARPENTERS' UNION No. 1142, Colfax.—A nine-hour day, better wages and a better feeling among carpenters in general.

CARPENTERS' UNION No. 554, Davenport.—Have gained from ten to seventeen and one-half cents per hour in wages and secured a nine-hour work day.

CARPENTERS' UNION No. 1272, Davenport.—Have secured an advance in wages of fifteen cents per hour and a reduction of working hours from ten to eight. Have secured closed shop by means of conferences with Master Builders' Association and representatives from locals.

CARPENTERS' UNION No. 1699, Des Moines.—Have secured an advance of seven and one-half cents per hour in wages.

CARPENTERS' UNION No. 106, Des Moines.—Have secured an eight-hour working day and an advance in wages of ten to fifteen cents per hour.

CARPENTERS' UNION No. 425 (Millmen) Des Moines.—Have secured a nine-hour work day and an increase of fifty cents per day in wages. Some few of the men have secured seventy-five cents per day increase in wages.

CARPENTERS' UNION No. 678, Dubuque.—Have secured an increase in wages of ten cents per hour and reduced our working hours to eight hours per day.

CARPENTERS' UNION No. 1289, Dubuque.—An advance in wages of fifty cents per day.

CARPENTERS' UNION No. 284, Fort Dodge.—Increase in wages of five cents per hour.

CARPENTERS' UNION No. 1643, Fort Madison.—Increase in wages of two and one-half cents per hour.

CARPENTERS' UNION No. 1621, Lehigh.—Working hours reduced from ten to nine, wages increased twenty-five cents per day.

CARPENTERS' UNION No. 1171, Marion.—Hours reduced from ten to nine and wages increased from twenty-five cents to thirty-three and one-third cents per hour.

CARPENTERS' UNION No. 1112, Marshalltown.—Better wages, better treatment, shorter hours, observance of all national holidays and Sundays and recognition as an organization.



CARPENTERS' UNION No. 1069, Muscatine.—Reduction of working hours from ten to nine and an increase in wages from \$2.00 to \$3.00 per day.

CARPENTERS' UNION No. 1213, Mystic.—Reduction of working hours from twelve to nine and an increase in wages from \$2.25 per day to \$3.50 per day.

CARPENTERS' UNION No. 1034, Oskaloosa.—Working hours reduced from ten to nine and wages increased twenty-five cents per day.

CARPENTERS' UNION, No. 767, Ottumwa.—We have had no strikes and have secured the eight-hour day, with thirty-seven and one-half cents per hour. Formerly we worked ten hours per day at seventeen and one-half cents to twenty cents per hour.

CARPENTERS' UNION No. 948, Sioux City.—Wages have been increased ten cents per hour and hours reduced from ten to nine.

CIGAR MAKERS' UNION No. 72, Burlington.—Reduction of working hours and better price per thousand.

CIGAR MAKERS' UNION No. 454, Cedar Rapids.—Working hours reduced to eight hours per day, better conditions in every respect, members are more industrious and have more time to spend with their families.

CIGAR MAKERS' UNION No. 239, Clinton.—Less hours work per day and increase in price per thousand.

CIGAR MAKERS' UNION No. 177, Council Bluffs.—Reduction of hours and better prices paid per thousand.

CIGAR MAKERS' UNION No. 328, Creston.—Better conditions and shorter hours.

CIGAR MAKERS' UNION No. 172, Davenport.—Better wages, shorter hours and better sanitary conditions.

CIGAR MAKERS' UNION No. 111, Des Moines.—Hours reduced from twelve to eight per day and better prices for our work.

CIGAR MAKERS' UNION No. 88, Dubuque.—The eight-hour work day, better prices and better conditions.

CIGAR MAKERS' UNION No. 490, Fairfield.—A uniform scale of prices and an apprentice system.

CIGAR MAKERS' UNION No. 60, Keokuk.—Hours reduced from eleven to eight and better prices for our work.

CIGAR MAKERS' UNION No. 270, Mason City.—The eight-hour work day, raise in price of \$1.00 per thousand and a better system of regulating work.

CIGAR MAKERS' UNION No. 120, Muscatine.—We used to work ten to twelve hours per day, we now work eight, have better prices and better sanitary conditions.

CIGAR MAKERS' UNION No. 277, Oskaloosa.—Have secured the eight-hour work day, better prices and through our organization have succeeded in settling many difficulties, and have maintained our present scale of prices.

CIGAR MAKERS' UNION No. 223, Ottumwa.—Working hours reduced from ten to eight, substantial increase in wages and through organization have been able to provide for men who were sick or out of work.

CIGAR MAKERS' UNION No. 150, Sioux City.—Shorter hours, better prices and improved working conditions.

CIGAR MAKERS' UNION No. 496, Waterloo.—Shorter hours and better wages.

RETAIL CLERKS' UNION No. 228, Burlington.—Working hours reduced from thirteen to eleven and one-half, better wages and early closing.

RETAIL CLERKS' UNION No. 296, Cedar Rapids.—Shorter hours.

RETAIL CLERKS' UNION No. 405, Davenport.—Early closing, no Sunday work and six holidays during the year.

RETAIL CLERKS' UNION No. 30, Des Moines.—Working hours have been shortened several hours per day formerly we had no holidays, now we have six holidays each year, no Sunday work, lady clerks have seats furnished for their use.

RETAIL CLERKS' UNION No. 301, Dubuque.—Have secured shorter hours of labor and Sunday closing.

RETAIL CLERKS' UNION No. 23, Eddyville.—We have secured a regular closing hour, have half day off on all holidays and no Sunday work whatever.

RETAIL CLERKS' UNION No. 772, Fort Madison.—Have uniform closing hour—all stores closing at 6:30 P. M., and have six half holidays each year.

RETAIL CLERKS' UNION No. 474, Keokuk.—Have shortened the hours of labor and increased wages, have secured social advantages as well.

RETAIL CLERKS' UNION No. 396, Lucas.—Shorter hours work per day.

RETAIL CLERKS' UNION No. 606, Mason City.—Have succeeded in closing all stores at 6:30 P. M. except Saturdays.

RETAIL CLERKS' UNION No. 93, Muscatine.—Shorter hours.

RETAIL CLERKS' UNION No. 749, Oelwein.—Have reduced number of working hours from thirteen to eleven and one half per day.

RETAIL CLERKS' UNION No. 277, Oskaloosa.—Shorter hours of labor and observance of all holidays.

RETAIL CLERKS' UNION No. 87, Ottumwa.—Early closing of all stores.

RETAIL CLERKS' UNION No. 46, Sioux City.—Early closing of all stores, observance of holidays and opportunity of a general exchange of ideas resulting in a higher degree of efficiency of members.

CONDUCTORS' UNION No. 410, Belle Plaine.—We have been treated fairly by our employers.

CONDUCTORS' UNION No. 21, Creston.—Conditions very much better than before organization.



CONDUCTORS' UNION No. 38, Des Moines.—About twenty per cent increase in pay obtained by meeting the general manager and revising schedules.

CONDUCTORS' UNION No. 347, Dubuque.—Have secured a reduction in working hours per day and increase of pay. All we have secured has been done by fair dealing and by living up to our contracts.

CONDUCTORS' UNION No. 164, Eagle Grove.—Days work is limited to ten hours and have secured an increase of fifteen per cent in wages.

CONDUCTORS' UNION No. 353, Estherville.—Have secured an increase in wages.

CONDUCTORS' UNION No. 22, Mason City.—Days work now limited to ten hours. Pay of passenger conductors raised from \$100.00 per month to \$140.00 per month, and freight conductors from \$65.00 per month to \$89.70 per month for twenty-six work days.

CONDUCTORS' UNION No. 4, Oskaloosa.—Recognition of our organization, increase in wages and improved working conditions.

CONDUCTORS' UNION No. 84, Perry.—Shorter hours with a twenty per cent increase in wages.

CONDUCTORS' UNION No. 232, Sioux City.—Improved conditions in all branches of the service and an increase of nearly fifty per cent in wages.

CONDUCTORS' UNION No. 361, Valley Junction.—Wages increased about fifty per cent.

CONDUCTORS' UNION No. 67, Waterloo.—For freight men an increase of thirty-three and one-third per cent in wages has resulted. Overtime is now paid for after ten hours on duty on through service and on local service after twelve hours. Passenger men receive overtime pay for all service beyond schedule run which is paid on mileage basis. All classes of trainmen are now paid for double heading.

COOPERS' UNION No. 57, Cedar Rapids.—A ten per cent increase in wages on all machine work.

COOPERS' UNION No. 82, Des Moines.—Working hours reduced from twelve to nine per day with a slight increase in pay, and have been able to prevent reductions in wages by maintaining our organization.

COOPERS' UNION No. 29, Dubuque.—Have secured an increase of twenty-five per cent in our wages, and a days work is limited to ten hours.

COOPERS' UNION No. 126, Ottumwa.—Increase in wages of twelve and one-half cents per day.

ELECTRICAL WORKERS' UNION No. 372, Boone.—Slight increase in wages and a reduction of working hours from ten to nine per day.

ELECTRICAL WORKERS' UNION No. 109, Davenport.—A nine hour day and better wages.

ELECTRICAL WORKERS' UNION No. 55, Des Moines.—Have secured a nine hour work day, increase of pay and better working conditions by conferring with our employers.

ELECTRICAL WORKERS' UNION No. 208, Muscatine.—Shorter work day, slight increase in pay and better feeling among workmen.

ELECTRICAL WORKERS' UNION No. 170, Mason City.—Pay raised from \$1.75 per day to \$2.25 per day.

ELECTRICAL WORKERS' UNION No. 173, Ottumwa.—Working hours reduced from fourteen to nine per day, also better wages.

ELECTRICAL WORKERS' UNION No. 47, Sioux City.—Advance in wages, shorter hours, better conditions and better treatment from employers.

ELECTRICAL WORKERS' UNION No. 288, Waterloo.—Pay has been increased twenty-five cents per day, working hours reduced one hour per day.

ENGINEERS, LOCOMOTIVE No. 526, Belle Plaine.—Have secured substantial increase in pay with better working conditions. All concessions made by company have been made in a friendly spirit.

ENGINEERS, LOCOMOTIVE No. 151, Burlington.—Better pay and less hours required for a day's work.

ENGINEERS, LOCOMOTIVE No. 125, Clinton.—Number of hours worked is at the discretion of the employes. An increase of ten cents per hundred miles has been secured.

ENGINEERS, LOCOMOTIVE No. 119, Dubuque.—Number of working hours reduced to ten hours per day, five per cent increase in pay, better arrangements have been made regarding Sunday lay-overs.

ENGINEERS, LOCOMOTIVE No. 226, Fort Dodge.—An increase of ninety cents to one dollar and five cents per day in wages, and a reduction from twenty-four to sixteen hours as a maximum day's work.

ENGINEERS, LOCOMOTIVE No. 391, Fort Madison.—Reduction of working hours from twenty-four to ten hours per day. We have from time to time received a small increase in pay in accordance with increase in size of engines and trains.

ENGINEERS, LOCOMOTIVE No. 600, Marshalltown.—Increase in wages and improved conditions all around.

ENGINEERS, LOCOMOTIVE No. 117, Mason City.—Better wages, shorter hours and better understanding between employer and employe.

ENGINEERS, LOCOMOTIVE No. 229, Mason City.—Have secured raise in pay for all classes of engineers and lessened our working hours per day.

ENGINEERS, LOCOMOTIVE No. 643, Ottumwa.—Shorter hours per day, higher wages and paid on mileage basis. We receive better treatment with the exception of the firemen; their work has become heavier with the heavy power used, and with more exposure to heat while performing their duties.

ENGINEERS, LOCOMOTIVE No. 283, Perry.—In the last three years we have secured a raise from \$3.85 per day to \$4.40 per day.

ENGINEERS, LOCOMOTIVE No. 131, Sanborn.—Raise in wages December, 1902, from \$3.70 to \$3.80 per hundred miles on eight-wheeled engines; on ten-wheeled engines from \$4.00 to \$4.20 per hundred miles and an additional raise of fifteen cents per hundred miles on way freights on both classes of engines.



ENGINEERS, LOCOMOTIVE No. 929, Valley Junction.—Reduction of hours worked per day and an increase in pay.

ENGINEERS, LOCOMOTIVE No. 114, Waterloo.—An increase in wages of fifteen cents per day, but mileage has been increased so that actual income is much larger than it was formerly.

FEDERAL LABOR No. 10176 (Ice Men), Cedar Rapids.—An increase of twenty-five per cent in wages during the summer months, besides receiving twenty-five cents per hour for all overtime. Before organization no pay was received for overtime.

FEDERAL LABOR No. 9744 (Pipe Layers), Des Moines.—Reduction of hours worked per day from nine to eight and an increase in pay.

FEDERAL LABOR No. 8227, Ottumwa.—Increase in wages and a nine-hour work-day, and good shop rules and regulations.

FEDERAL LABOR No. 9626, Waterloo.—Received small increase in wages, better shop conditions and better treatment from our employers.

FIREMEN, LOCOMOTIVE No. 25, Boone.—Our working hours were formerly unlimited, now ten hours constitute a day's work; wages have been increased, a portion of cleaning of engines by firemen has been done away with and better working conditions prevail.

FIREMEN, LOCOMOTIVE No. 34, Clinton.—Our working hours are now limited to twelve hours per day; we have gained a slight increase in pay and labor has been lightened in regard to care and cleaning of engines.

FIREMEN, LOCOMOTIVE No. 132, Eagle Grove.—A raise of ten cents per hundred miles on freight engines and nearly all cleaning is now done by the company.

FIREMEN, LOCOMOTIVE No. 222, Fort Dodge.—Received an increase in pay in 1902 and 1903.

FIREMEN, LOCOMOTIVE No. 391, Fort Madison.—Increase in pay and decrease in working hours per day; work of cleaning engines has been decreased eighty per cent.

FIREMEN, LOCOMOTIVE No. 64, Sioux City.—Fifteen per cent increase in wages, working hours reduced and work has been lessened in care and cleaning of engines.

FIREMEN, LOCOMOTIVE No. 249, Valley Junction.—Better wages, more rest and fewer working hours per day.

FIREMEN, LOCOMOTIVE No. 30, Waterloo.—An increase of fifteen cents per day in wages but mileage has been increased so that actual income is much larger than it was formerly.

FOUNDRYMEN'S UNION No. 18, Burlington.—Received an increase in wages of three and one-half cents per hour.

GARMENT WORKERS' No. 148, Ottumwa.—Increased wages, shorter hours and better sanitary conditions.

GLOVE WORKERS' No. 129, Des Moines.—Free belts, needles at cost, better sanitary conditions, Saturday afternoons off during the months of July, August and September and a regular price without the fear of a cut if we make over a certain amount per week.

GRANITE CUTTERS' UNION, Burlington.—Increase in wages, reduction of hours and a healthier work shop.

HOD CARRIERS' UNION No. 204, Cedar Rapids.—We are now receiving \$2.50 per day for eight hours work where we formerly worked ten hours for \$1.75. We now work in harmony with our employers and they treat us like gentlemen.

HOD CARRIERS' UNION No. 25, Clinton.—Good fellowship, harmony, better wages and shorter hours.

HORSESHOERS' UNION No. 48, Des Moines.—An increase of \$1.00 per day in wages and working hours reduced from ten to nine.

LATHERS' UNION No. 115, Cedar Rapids.—We receive from fifty cents to sixty cents per day more for eight hours work than we received formerly for ten hours work. We receive this amount the year around while formerly we had to work for less money during the winter months.

LATHERS' UNION No. 146, Davenport.—An increase of ten cents per hour in wages and a reduction of one hour in a day's work.

LATHERS' UNION No. 8, Des Moines.—An advance in the daily wage scale of \$1.10 per day.

LATHERS' UNION No. 158, Dubuque.—Reduction of working hours from ten to eight, wages increased from \$2.00 to \$3.60 per day.

LATHERS' UNION No. 113, Sioux City.—Shorter hours and better wages.

LAUNDRY WORKERS' No. 165, Oelwein.—Increased wages and better conditions.

LEATHER WORKERS' No. 53, Boone.—An increase in wages of \$2.00 per week.

LEATHER WORKERS' No. 126, Clinton.—Reduction of working hours from ten and twelve to nine per day, wages increased from \$1.50 to \$2.00 per day.

LEATHER WORKERS' No. 111, Davenport.—Have secured ten per cent increase in wages and have prevented cuts in wages through united action.

LEATHER WORKERS' No. 62, Des Moines.—An increase in wages of about eighteen per cent.

LEATHER WORKERS' No. 103, Oskaloosa.—We now work fifty-nine hours per week and have gained ten per cent in wages.

MACHINISTS' UNION No. 272, Boone.—We have made a gain in wages from twenty-six cents to thirty-four cents per hour, and better conditions now prevail in shop and in round house.

MACHINISTS' UNION No. 531, Burlington.—Have secured slight advance in wages.



MACHINISTS' UNION No. 262, Cedar Rapids.—We have received an increase in wages from twenty-six to thirty-two cents per hour and time and one-half rate for overtime, also have working agreement with our employers.

MACHINISTS' UNION No. 283, Clinton.—Wages increased from twenty-five to thirty-four cents per hour in railroad shops and from twenty-seven to thirty cents in contract shops. We have a working agreement with our employers which results in better working conditions.

MACHINISTS' UNION No. 533, Creston.—Slight advance in wages and overtime rate of time and one-half has been secured.

MACHINISTS' UNION No. 388, Davenport.—Increase in wages from \$2.50 and \$2.75 per day to \$3.00 and \$3.25 per day.

MACHINISTS' UNION No. 81, Davenport.—Substantial increase in wages, also recognition of our organization by our employers.

MACHINISTS' UNION No. 254, Des Moines.—Working hours reduced from ten to nine per day and wages increased from twenty-five cents per hour to thirty and thirty-four and one-half cents per hour.

MACHINISTS' UNION No. 379, Dubuque.—Substantial increase in wages and recognition of the union through which we can meet and confer with our employers should grievances arise.

MACHINISTS' UNION No. 219, Fort Madison.—An increase in wages of eight cents to twelve cents per hour.

MACHINISTS' UNION No. 681, Keokuk.—A gain of five cents per hour in wages.

MACHINISTS' UNION No. 229, Marshalltown.—Working hours reduced from ten to nine, wages increased four and one-half cents per hour.

MACHINISTS' UNION No. 171, Missouri Valley.—Higher wages, fewer apprentices, fewer handymen and better conditions in the shop.

MACHINISTS' UNION No. 116, Muscatine.—Before we were organized machinists were working for as low a wage as \$1.75 per day, the minimum is now \$2.50 per day, the maximum \$3.25 per day.

MACHINISTS' UNION No. 290, Oelwein.—Wages increased from twenty-seven cents to thirty-four and one-half cents per hour, hours reduced to nine per day with written agreement which provides for better conditions in the shops and periodical conferences with our employers.

MACHINISTS' UNION No. 269, Ottumwa.—Wages increased from twenty-five cents to thirty-four cents per hour.

MACHINISTS' UNION No. 178, Sioux City.—Wages have been increased from twenty-eight and one-half cents to thirty-four and one-half cents per hour minimum rate with maximum of thirty-six cents per hour. We have annual working agreements with our employers which provide for greatly improved conditions and has resulted in better treatment of employees. The above only applies to railroad shops.

MACHINISTS' UNION No. 620, Valley Junction.—Wages have increased from thirty cents to thirty-three cents per hour.

MACHINISTS' UNION No. 314, Waterloo.—Wages increased from twenty-seven cents to thirty-four cents per hour. We have working agreement with employers which has resulted in better shop conditions.

MEAT CUTTERS' No. 66, Cedar Rapids.—We have secured an increase in wages of one and a half cent per hour.

MEAT CUTTERS' No. 170, Clinton.—Have reduced working hours from thirteen and fifteen to eleven hours per day except Saturdays.

MEAT CUTTERS' No. 279, Davenport.—Better wages and earlier closing.

MEAT CUTTERS' No. 270, Oelwein.—Sunday closing and earlier closing in the evenings.

MEAT CUTTERS' No. 144, Ottumwa.—Decreased working hours two per day.

METAL WORKERS' No. 263, Cedar Rapids.—Reduction of one hour in day's work without reduction of pay.

METAL WORKERS' No. 255, Clinton.—Have gained nine-hour day with former ten hours pay.

METAL WORKERS' No. 90, Council Bluffs.—Hours reduced one per day and pay increased on the average five cents per hour.

METAL WORKERS' No. 123, Des Moines.—Wages have been raised eighty-five cents per day, day's work has been decreased to eight hours.

METAL WORKERS' No. 330, Muscatine.—Shorter hours and better pay,

METAL WORKERS' No. 157, Ottumwa.—(Allied Metal Mechanics) Decrease of one hour in day's work, increase in pay of 12 per cent.

METAL WORKERS' No. 51, Sioux City.—Working hours reduced to nine; wages increased \$1.00 per day.

#### MINERS' LOCALS.

The following is a summary of advantages gained by the miners of the state through organization without resorting to strikes:

We have secured the eight hour day, and are constantly improving mine conditions in every locality by satisfactory co-operation with our employers. We now enjoy better ventilation and as a result of our combined effort, working conditions of the mines are safer, and it is confidently expected that fatal and serious non-fatal accidents will be less frequent.

Our yearly agreement provides rules governing both parties thereto, which has for its object the prevention of strikes, as, during the investigation of any difficulty, work must be continued.

Through the medium of our organization an opportunity is afforded to express our views without fear of discharge. Mine supplies are now furnished at less cost than formerly, and we can now make individual purchases when and where we choose without discrimination.

Organization has proven a benefit to our membership in a general way along educational lines, as many of our miners since the eight hour day devote some time to study and research, where formerly this was impossible. In short we are still forging ahead along the same lines as indicated in our report of conditions to the bureau two years ago, and although in some localities differences have arisen, they have all been satisfactorily adjusted.

MOLDERS' UNION No. 358, Burlington.—Harmony among the workmen and friendly feeling between employer and employee.

MOLDERS' UNION No. 93, Cedar Rapids.—Gain of fifty cents per day in wages, working hours reduced to nine per day.

MOLDERS' UNION No. 118, Davenport.—Increase in pay of seven and one-half cents per hour, have also secured a desirable apprenticeship system.

MOLDERS' UNION No. 368, Des Moines.—A nine-hour day and an increase in wages of twenty-five cents per day.

MOLDERS' UNION No. 91, Marshalltown.—A gain of twenty-five cents per day in wages.

MUSICIANS' No. 137, Cedar Rapids.—Where we formerly received \$2.00 per man for a seven-hour job we now receive from \$3.00 to \$4.50.

MUSICIANS' No. 212, Council Bluffs.—Farmer organizations have been gradually put out of business.

MUSICIANS' No. 67, Davenport.—Prices have advanced on an average of fifty per cent; have succeeded in disbanding minor organizations who were not affiliated and who performed for low prices.

MUSICIANS' No. 75, Des Moines.—Twenty-five per cent gain in compensation through organization.

MUSICIANS' No. 289, Dubuque.—Material increase in compensation through means of organization.

MUSICIANS' No. 176, Marshalltown.—Principal benefits have come through the early closing of dances which now close promptly at midnight; this is better for us, also better for the people. Our schedule of prices is also a good thing as everyone knows before engaging us what he will have to pay and no discrimination is allowed.

MUSICIANS' No. 254, Sioux City.—Our hours have been shortened and compensation increased and better conditions in general prevail.

MUSICIANS' No. 334, Waterloo.—Better wages, better drilling and better music furnished to our patrons.

PAINTERS' UNION No. 521, Burlington.—Increase in wages, shorter hours and better feeling among the workmen.

PAINTERS' UNION No. 601, Cedar Rapids.—Shorter work day and about twenty per cent increase in wages for the nine-hour day than we formerly had for the ten-hour day. There is now a fraternal feeling among us, we have also improved morally, mentally and physically as well as financially.

PAINTERS' UNION No. 183, Clinton.—Shorter hours and an advance in wages while the public are paying about the same, we are getting a larger proportion of the amount we actually earn. There is also a better feeling between employer and employee.

PAINTERS' UNION No. 107, Council Bluffs.—Hours have been reduced from ten to eight, and wages have been increased at least ten cents per hour.

PAINTERS' UNION No. 199, Davenport.—Two hours less work per day and an average of fifty cents per day more pay, better living, more time for education and recreation.

PAINTERS' UNION No. 246, Des Moines.—We received a raise of twenty cents per day and two hours less work per day with a general betterment of conditions.

PAINTERS' UNION No. 693, Dubuque.—A minimum scale of thirty-one and one-quarter cents per hour with a maximum of forty-five cents per hour, and an eight-hour day.

PAINTERS' UNION No. 754, Fort Dodge.—Less hours work per day and an increase in wages.

PAINTERS' UNION No. 925, Oskaloosa.—Hours reduced from ten to nine, material increase in wages, and an annual working agreement with our employers preventing cutting of wages during dull times.

PAINTERS' UNION No. 136, Ottumwa.—Nine-hour day and an increase in pay from twenty cents to thirty-five cents per hour.

PAINTERS' UNION No. 214, Sioux City.—An increase in wages, shorter hours and a better relationship with all conscientious employers.

PLASTERERS' UNION No. 253, Mason City.—A friendly feeling among workmen that did not exist before organization and a more thorough discussion of how to do good work.

PLASTERERS' UNIONS No. 28, No. 21, No. 145, No. 41 at Davenport, Des Moines, Dubuque and Sioux City.—All report increase in pay, less working hours per day and better working conditions.

PLUMBERS' UNION No. 125, Cedar Rapids.—Hours work per day decreased from ten to eight, wages raised fifty cents per day.

PLUMBERS' UNION No. 226, Clinton.—Hours work per day reduced from ten to nine, wages increased fifty cents per day.

PLUMBERS' UNION No. 474, Council Bluffs.—We have better working conditions, are treated with more consideration and respect as employees. We have steadier employment, shorter hours, increased wages and maintain a higher standard of workmanship.

PLUMBERS' UNIONS No. 387, No. 33, No. 65, No. 18 at Davenport, Des Moines, Dubuque and Sioux City.—All report reduction in hours worked per day and increase in wages.

PRESSMEN'S UNION No. 104, Cedar Rapids.—Have secured a nine-hour day and good increase in wages.



PRINTERS' UNION No 192, Cedar Rapids.—Reduction of hours, increase in wages, a better understanding with employers and the establishment by international organization of \$250,000.00 home for old and indigent printers.

PRINTERS' UNION No. 22, Dubuque.—Benefit of a better understanding between employer and employe, better sanitary conditions and prompt attention is paid to complaints of whatever nature.

PRINTERS' UNIONS No. 381, No. 75, No. 324, No. 203, No. 107, No. 118, No. 683, No. 581, No. 68, No. 414, No. 406, No. 251, No. 527, No. 526, No. 73, No. 180 and No. 349 at Boone, Burlington, Clinton, Council Bluffs, Davenport, Des Moines, Fort Dodge, Fort Madison, Keokuk, Marshalltown, Mason City, Muscatine, Oelwein, Oskaloosa, Ottumwa, Sioux City and Waterloo all report increase in wages, shorter hours and better working conditions.

PRESSMEN'S UNION No. 11 (Web Pressmen).—We have secured the eight-hour day and pay has been increased \$3.00 per week for each man. We have a five-year contract with our employers.

PRESS FEEDERS No. 46, Des Moines.—Have secured an increase in wages and reduced the number of hours required for a day's work.

PRESSMEN'S UNION No. 96, Ottumwa.—We have received great benefits through our organization; were it not for this we would all be working at low rates and ten hours per day.

PRESS FEEDERS' UNION No. 21, Sioux City.—A gain of \$3.00 per week and a nine-hour day.

PRESSMEN'S UNION No. 63, Sioux City.—Better conditions all around.

STAGE EMPLOYEES No. 67, Des Moines.—Managers prefer organized labor; they probably realize that we give them better service.

STAGE EMPLOYEES No. 40, Sioux City.—Hours reduced from sixteen to ten per day, increased working force, better conditions and general education.

STREET RAILWAY EMPLOYEES' No. 212, Burlington.—We have got the accommodations we asked for in the way of fenders and leaving the vestibules on until the first of May.

STREET RAILWAY EMPLOYEES' UNIONS No. 334, No. 312, No. 329, No. 199, at Boone, Davenport, Dubuque and Ottumwa. All report increase in wages, shorter hours and better conditions.

STEREOTYPERS' AND ELECTROTYPERS' No. 40, Des Moines.—Hours reduced from ten to eight and nine, wages have been raised from \$15.00 and \$16.00 per week to \$18.00 and \$20.00 per week.

STEREOTYPERS' AND ELECTROTYPERS' No. 41, Sioux City.—A nine-hour work day, pay raised from \$5.00 and \$9.00 per week to \$12.25, \$18.00 and \$20.00 per week.

STONE CUTTERS, Dubuque.—Have secured an eight-hour day, wages raised from thirty to forty-five cents per hour.

SWITCHMEN'S UNION No. 92, Cedar Rapids.—Raise in wages, also time to eat and a working schedule.

SWITCHMEN'S UNION No. 6, Council Bluffs.—Better arrangement of working hours, higher wages, establishment of rights of seniority, also have privilege of audience with higher officials for settlement of disputes.

SWITCHMEN'S UNION No. 126, Marshalltown.—It has been granted to us that an employe can not be dismissed from service without an investigation, and have secured a raise in wages of seventy-five per cent, which has resulted in a better class of men being employed who are steadier and more efficient at our business.

SWITCHMEN'S UNIONS No. 84 and No. 34 at Oelwein and Waterloo report a raise in wages, reduction of hours and better conditions.

TAILORS' UNION No. 231, Council Bluffs.—Ten per cent increase in pay, mostly piece work.

TAILORS' UNION No. 72, Dubuque.—Regulation of hours and days work. Heretofore we had to work Sundays and all hours of the night in the busy seasons.

TAILORS' UNION No. 42, Waterloo.—Fifteen per cent increase in wages on piece work rates.

TEAMSTERS' No. 218, Burlington.—Wages increased and hours reduced from ten and twelve to nine per day. Drivers are not now required to shovel when there are two men to a wagon.

TEAMSTERS' No. 563, Davenport.—An increase of \$2.50 per week in wages, a reduction in working hours from twelve and fourteen to ten hours per day and twenty-five cents per hour for all time worked over fifty-nine hours per week and double time for all work done on Sundays and holidays.

TEAMSTERS' UNIONS No. 429, No. 195, No. 45, No. 90, No. 567, No. 192, No. 215, No. 389 and No. 238 at Cedar Rapids, Clinton, Des Moines, Des Moines, Dubuque, Keokuk, Ottumwa, Sioux City and Valley Junction all report increase in wages, shorter hours and better conditions.

TELEGRAPHERS' UNION No. 23, C., M. & St. Paul System.—A working schedule, shorter hours, recognition of the organization, overtime paid for, meal hours allowed, rights of seniority and a hearing before dismissal from service.

TELEGRAPHERS' UNION No. 126, Rock Island System.—Twenty per cent increase in wages.

TELEGRAPHERS' UNION No 71, Iowa Central System.—Shorter hours on duty.

TRAINMEN'S UNION No. 212, Belle Plaine.—We have better working conditions all around, recognition of men by the company and better pay.

TRAINMEN'S UNION No. 485, Carroll.—Our working conditions are bettered, and oldest men are given preference of employment according to age in the service.

TRAINMEN'S UNION No. 56, Cedar Rapids.—A flat increase in wages of about fifteen per cent, rules governing conditions of employment relative to dismissal, suspension, etc. Rest terminal, overtime and representation by committee, limiting of doubleheaders, etc.

TRAINMEN'S UNION No. 183, Clinton.—Have secured fifteen per cent increase in wages with betterment of general working conditions.

TRAINMEN'S UNION No. 247, Sioux City.—Thirty per cent increase in wages. We have also secured a ready adjustment of all grievances and may tie up on road when needing rest.

TRAINMEN'S UNION No. 341, Waterloo.—An increase in wages and recognition of our organization, and through conservative action we have gained the respect and confidence of our employers.

TRAINMEN'S UNIONS No. 602, No. 581, No. 60, No. 138, No. 515, No. 567, No. 319, No. 9, No. 12, No. 86, No. 546 at Des Moines, Dubuque, Eagle Grove, Fort Dodge, Fort Madison, Keokuk, Marion, Mason City, Ottumwa, Perry and Valley Junction all report increase in wages and better working conditions.

WOODWORKERS' UNION No. 92, Clinton.—Ten per cent increase in wages and weekly payment of same.

WOODWORKERS' UNION No. 52, Oelwein.—An increase in wages of twelve cents to fifteen cents per hour.

## IMMIGRATION.

Statistics of immigration to the United States is of more than ordinary interest to all, to the laboring man it is coming to be a question of vital importance.

The purpose of this chapter is to furnish specific and up-to-date information as to the number and nationality of immigrants coming to the United States. The following tables are monthly reports of the Commissioner of Immigration, showing the number of immigrants that arrived in the United States by countries during the fiscal years ending June 30, 1904-05, and following that is shown monthly statements by ports for the same period of all aliens landed, debarred and returned by immigration authorities after landing.



## IMMIGRATION TO UNITED STATES DURING JULY 1902 AND 1903.

Comparative statement showing the immigration into the United States, by countries, during the month of July, 1902 and 1903, respectively, showing increase and decrease for each country.

Country.	1902.	1903.	Increase.	Decrease.
Austria-Hungary	9,993	18,876	8,883	
Belgium	209	283	74	
Denmark	517	509		8
France	227	580	353	
German Empire	2,710	3,948	1,238	
Greece	492	379		113
Italy	11,394	10,764		630
Netherlands	108	253	145	
Norway	1,476	1,913	437	
Portugal, etc.	619	1,054	435	
Romania	926	1,076	150	
Russia	12,077	13,679	1,602	
Servia, Bulgaria, etc.	77	181	104	
Spain	48	221	173	
Sweden	2,761	3,203	442	
Switzerland	115	231	116	
Turkey, in Europe	59	246	187	
United Kingdom:				
England	1,379	3,283	1,904	
Ireland	1,429	1,906	477	
Scotland	249	819	570	
Wales	70	139	69	
Total Europe	46,935	63,543	17,359	751
Chinese Empire	164	150		14
Japan	2,274	1,325		949
India	1	6	5	
Turkey, in Asia	874	688		186
Other Asia		5	5	
Total Asia	3,813	2,174	10	1,149
Africa	1	5	4	
Australia, Tasmania, etc.	30	122	92	
Philippine Islands	17	3		14
Pacific Islands, not specified	20	11		9
British North America	68	226	158	
Central America	33	85	52	
Mexico	47	70	23	
West Indies	301	1,204	903	
Other Countries	2	8	6	
South America	15	87	72	
Total immigration	50,782	67,538	18,679	1,923

## IMMIGRATION TO UNITED STATES DURING AUGUST, 1902 AND 1903.

Comparative statement showing the number of immigrants that arrived in the United States, by countries, during the month of August, 1902 and 1903, respectively, showing increase and decrease for each country.

Country.	1902.	1903.	Increase.	Decrease.
Austria-Hungary	8,387	15,399	7,012	
Belgium	237	426	189	
Denmark	259	632	373	
France, including Corsica	303	912	609	
German Empire	2,531	4,066	1,535	
Greece	466	543	77	
Italy, including Sicily and Sardinia	9,342	12,342	3,000	
Netherlands	181	365	184	
Norway	1,470	1,791	321	
Portugal, including Cape Verde and Azore Islands	1,297	450		847
Romania	1,090	892		398
Russian Empire and Finland	8,787	11,335	2,548	
Servia, Bulgaria and Montenegro	55	80	25	
Spain, including Canary and Balearic Islands	100	201	101	
Sweden	3,028	3,019		9
Switzerland	183	367	184	
Turkey, in Europe	72	244	172	
England	1,813	4,133	2,320	
Ireland	2,160	2,622	462	
Scotland	228	1,055	827	
Wales	120	298	178	
Total Europe	42,109	60,912	18,803	
China	229	592	363	
Japan	1,706	1,094		612
India	1	12	11	
Turkey, in Asia	764	574		190
Other Asia	7	8	1	
Total Asia	2,707	2,220		487
Africa	2	54	52	
Australia, Tasmania and New Zealand	96	126	30	
Philippine Islands	39	10		29
Pacific Islands, not specified	2	1		1
British North America	38	257	219	
British Honduras	1	7	6	
Other Central America	45	42		3
Mexico	26	96	70	
South America	71	266	195	
West Indies	434	985	551	
All other countries	9	1		8
Total immigrants	45,549	64,977	19,428	



# IMMIGRATION TO UNITED STATES DURING SEPTEMBER, 1902 AND 1903.

Comparative statement showing the immigration into the United States, by countries, during the months of September, 1902 and 1903, respectively, showing increase and decrease for each country.

Country.	1902.	1903.	Increase.	Decrease.
Austria-Hungary.....	12,098	18,801	6,703	
Belgium.....	282	611	329	
Denmark.....	619	735	116	
France, including Corsica.....	334	1,272	938	
German Empire.....	3,498	5,092	1,594	
Greece.....	912	536		376
Italy, including Sicily and Sardinia.....	11,719	11,875	156	
Netherlands.....	190	424	234	
Norway.....	2,141	2,473	332	
Portugal, including Cape Verde and Azore Islands.....	568	690	122	
Roumania.....	1,218	1,027		191
Russian Empire and Finland.....	10,282	13,425	3,143	
Servia, Bulgaria and Montenegro.....	72	57		15
Spain, including Canary and Balearic Islands.....	124	309	185	
Sweden.....	5,089	4,469		620
Switzerland.....	201	593	392	
Turkey, in Europe.....	18	275	257	
England.....	2,178	4,664	2,486	
Ireland.....	4,275	5,272	997	
Scotland.....	325	1,351	1,026	
Wales.....	120	233	113	
Total Europe.....	56,063	74,084	18,022	
China.....	174	432	258	
Japan.....	725	806	81	
India.....	11	4		7
Turkey, in Asia.....	645	465		180
Other Asia.....	2	11	9	
Total Asia.....	1,557	1,718	161	
Africa.....	4	26	22	
Australia, Tasmania and New Zealand.....	84	149	65	
Philippine Islands.....	6	59	53	
Pacific Islands, not specified.....	5	17	12	
British North America.....	142	740	598	
British Honduras.....		1	1	
Other Central America.....	9	74	65	
Mexico.....	32	124	92	
South America.....	17	181	164	
West Indies.....	302	1,394	1,092	
All other countries.....	7			7
Total immigration.....	58,228	78,557	20,329	

# IMMIGRATION TO UNITED STATES DURING OCTOBER, 1902 AND 1903.

Comparative statement showing the immigration into the United States, by countries, during the months of October, 1902 and 1903, respectively, showing increase and decrease for each country.

Country.	1902.	1903.	Increase.	Decrease.
Austria-Hungary.....	13,210	19,145	5,935	
Belgium.....	275	363	88	
Denmark.....	450	630	180	
France, including Corsica.....	481	9-4	523	
German Empire.....	3,737	5,925	2,188	
Greece.....	1,267	1,257		10
Italy, including Sicily and Sardinia.....	18,528	22,486	3,958	
Netherlands.....	132	388	256	
Norway.....	1,552	1,948	396	
Portugal, including Cape Verde and Azore Islands.....	911	298		613
Roumania.....	633	202		431
Russian Empire and Finland.....	7,549	8,287	738	
Servia, Bulgaria and Montenegro.....	117	195	78	
Spain, including Canary and Balearic Islands.....	131	334	203	
Sweden.....	4,616	3,648		968
Switzerland.....	357	692	335	
Turkey, in Europe.....	53	234	181	
England.....	2,655	4,701	2,046	
Ireland.....	4,335	4,959	624	
Scotland.....	321	1,239	918	
Wales.....	98	306	208	
Total Europe.....	60,837	78,198	17,361	
China.....	314	408	94	
Japan.....	1,164	914		250
India.....	2	2		
Turkey, in Asia.....	633	375		258
Other Asia.....	10	65	55	
Total Asia.....	2,173	1,764		409
Africa.....	17	15		2
Australia, Tasmania and New Zealand.....	73	54		19
Philippine Islands.....	17	4		13
Pacific Islands, not specified.....	19	5		14
British North America.....	65	862	797	
British Honduras.....	3	2		1
Other Central America.....	27	31	4	
Mexico.....	21	62	41	
South America.....	26	110	84	
West Indies.....	336	919	583	
All other countries.....		3		3
Total immigration.....	63,614	82,029	18,415	



# IMMIGRATION TO UNITED STATES DURING NOVEMBER, 1902 AND 1903.

Comparative statement showing the immigration into the United States, by countries, during the months of November, 1902 and 1903, respectively, showing increase and decrease for each country.

Country.	1902	1903	Increase.	Increase.
Austria-Hungary	14,128	18,885	4,757	
Belgium	173	327	154	
Denmark	318	534	216	
France, including Corsica	294	1,355	1,061	
German Empire	2,139	4,152	2,013	
Greece	1,276	1,300	24	
Italy, including Sicily and Sardinia	15,571	14,181		1,690
Netherlands	159	232	73	
Norway	854	1,093	239	
Portugal, including Cape Verde and Azore Islands	384	303		81
Roumania	707	910	203	
Russian Empire and Finland	8,310	11,540	3,230	
Servia Bulgaria and Montenegro	26	314	288	
Spain, including Canary and Balearic Islands	174	373	199	
Sweden	2,842	2,019		823
Switzerland	218	596	378	
Turkey, in Europe	85	516	431	
England	1,488	2,983	1,495	
Ireland	1,408	1,959	551	
Scotland	230	926	696	
Wales	100	142	42	
Europe, not specified		1	1	
Total Europe	51,179	64,647	13,468	
China	211	423	212	
Japan	1,649	1,085		564
India		1	1	
Turkey, in Asia	1,118	714		404
Other Asia		196	196	
Total Asia	2,978	2,419		559
Africa	1	18	17	
Australia, Tasmania and New Zealand	58	60	2	
Philippine Islands	3	99	96	
Pacific Islands, not specified	3	48	45	
British North America	106	517	411	
British Honduras	5	2		3
Other Central America	78	33		40
Mexico	14	48	34	
South America	16	112	96	
West Indies	741	634		107
All other countries		5	5	
Total immigration	55,177	68,642	13,465	

# IMMIGRATION TO UNITED STATES DURING DECEMBER, 1902 AND 1903.

Comparative statement showing the immigration into the United States, by countries, during the months of December, 1902 and 1903, respectively, showing increase and decrease for each country.

Country.	1902.	1903.	Increase	Decrease.
Austria-Hungary	15,459	10,794		4,665
Belgium	148	266	118	
Denmark	422	495	73	
France, including Corsica	342	609	267	
German Empire	1,775	2,554	779	
Greece	449	480	31	
Italy, including Sicily and Sardinia	10,992	8,992		2,000
Netherlands	91	201	110	
Norway	533	537	4	
Portugal, including Cape Verde and Azore Islands	324	74		250
Roumania	1,007	760		247
Russian Empire and Finland	10,184	10,463	279	
Servia, Bulgaria and Montenegro	85	140	55	
Spain, including Canary and Balearic Islands	168	173	5	
Sweden	1,542	979		563
Switzerland	161	212	51	
Turkey, in Europe	161	553	392	
England	1,105	1,943	838	
Ireland	691	703	12	
Scotland	187	464	277	
Wales	88	74		14
Total Europe	45,868	41,446		4,522
China	145	245	100	
Japan	2,523	1,108		1,415
India	6	1		5
Turkey, in Asia	894	506		388
Other Asia		174	174	
Total Asia	3,568	2,034		1,534
Africa	18	7		11
Australia, Tasmania and New Zealand	63	82	19	
Philippine Islands	3	8	5	
Pacific Islands, not specified	2	53	51	
British North America	96	338	242	
British Honduras				
Other Central America	41	21		20
Mexico	34	24		10
South America	82	70		12
West Indies	471	598	127	
All other countries		1	1	
Total immigration	50,291	44,682		5,609



# IMMIGRATION TO UNITED STATES DURING JANUARY 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries during the months of January, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1903.	1904.	Increase	Decrease.
Austria-Hungary	9,402	5,669	87	3,733
Belgium	79	166		85
Denmark	128	93		
France, including Corsica	230	432	202	
German Empire	1,053	1,611	558	
Greece	174	261	87	
Italy, including Sicily and Sardinia	8,140	6,340	127	1,800
Netherlands	88	165		81
Norway	222	191		317
Portugal, including Cape Verde and Azore Islands	516	199		213
Romania	738	525		
Russia Empire and Finland	6,171	7,176	1,005	
Servia, Bulgaria and Montenegro	37	36		1
Spain, including Canary and Balearic Islands	90	139	49	
Sweden	390	249		141
Switzerland	174	191	17	
Turkey, in Europe	84	215	131	
England	627	1,236	609	
Ireland	371	423	55	
Scotland	104	371	267	
Wales	29	53	24	
Total Europe	28,797	25,744		3,053
China	119	179	60	
Japan	1,957	829		1,128
India	10	8		2
Turkey, in Asia	166	309	143	
Other Asia	5	223	220	
Total Asia	2,255	1,548		707
Africa	1	7	6	
Australia, Tasmania and New Zealand	55	53		2
Philippine Islands	6	15	9	
Pacific Islands, not specified	5	20	15	
British North America	72	310	238	
Other Central America	24	18		6
Mexico	15	26	11	
South America	33	46	13	
West Indies	581	835	254	
All other countries	2	2		
Total immigration	31,851	28,624		3,227

# IMMIGRATION TO UNITED STATES DURING FEBRUARY, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of February, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1903.	1904.	Increase	Decrease.
Austria-Hungary	16,063	6,820		9,183
Belgium	210	185		25
Denmark	257	507	250	
France, including Corsica	410	496	76	
German Empire	2,110	1,596		524
Greece	371	191		180
Italy, including Sicily and Sardinia	13,050	9,435		3,615
Netherlands	396	184		212
Norway	344	577	233	
Portugal, including Cape Verde and Azore Islands	458	236		222
Romania	516	418		98
Russian Empire and Finland	6,070	7,069	999	
Servia, Bulgaria and Montenegro	56	41		15
Spain, including Canary and Balearic Islands	115	126	11	
Sweden	848	677		171
Switzerland	204	268	64	
Turkey, in Europe	52	77	25	
England	1,271	1,733	462	
Ireland	532	645	113	
Scotland	311	466	155	
Wales	47	94	47	
Europe, not specified	4	1		3
Total Europe	44,265	31,762		12,503
China	77	160	83	
Japan	1,855	605		1,250
India	2	2		
Turkey in Asia	267	208		59
Other Asia	111	265	154	
Total Asia	2,310	1,240		1,070
Africa	4	14	10	
Australia, Tasmania and New Zealand	63	106	43	
Philippine Islands	2	6	4	
Pacific Islands, not specified	1	2	1	
British North America	71	136	65	
British Honduras	1	7	6	
Other Central America	53	53		
Mexico	20	75	55	
South America	45	51	6	
West Indies	432	462	30	
All other countries		5	5	
Total immigration	47,267	33,917		13,350



## IMMIGRATION TO UNITED STATES DURING MARCH, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of March, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1903.	1904.	Increase.	Decrease.
Austria-Hungary.....	24,554	16,090	.....	8,464
Belgium.....	335	816	.....	19
Denmark.....	998	777	.....	191
France, including Corsica.....	621	671	50	.....
German Empire.....	3,879	3,223	.....	656
Greece.....	1,226	1,800	574	.....
Italy, including Sicily and Sardinia.....	30,785	27,071	.....	3,694
Netherlands.....	715	847	132	.....
Norway.....	2,724	1,923	.....	801
Portugal, including Cape Verde and Azore Islands.....	289	760	471	.....
Roumania.....	523	391	.....	132
Russian Empire and Finland.....	11,701	13,836	2,135	.....
Servia, Bulgaria and Montenegro.....	234	106	.....	128
Spain, including Canary and Balearic Islands.....	281	316	35	.....
Sweden.....	3,964	1,394	.....	2,570
Switzerland.....	700	560	.....	140
Turkey, in Europe.....	100	359	259	.....
England.....	2,705	2,154	.....	551
Ireland.....	1,709	1,672	.....	37
Scotland.....	717	740	23	.....
Wales.....	117	83	.....	34
Europe, not specified.....	.....	.....	.....	.....
Total Europe.....	88,827	75,089	.....	13,738
China.....	95	95	60	.....
Japan.....	1,332	932	.....	350
India.....	2	9	7	.....
Turkey, in Asia.....	265	189	.....	76
Other Asia.....	4	228	224	.....
Total Asia.....	1,638	1,503	.....	135
Africa.....	18	7	.....	11
Australia, Tasmania and New Zealand.....	120	121	1	.....
Philippine Islands.....	.....	15	15	.....
Pacific Islands, not specified.....	5	19	14	.....
British North America.....	117	387	270	.....
British Honduras.....	6	16	10	.....
Other Central America.....	136	91	.....	45
Mexico.....	23	65	42	.....
South America.....	13	99	86	.....
West Indies.....	762	718	.....	44
All other countries.....	1	8	7	.....
Total immigration.....	91,666	78,198	.....	13,528

## IMMIGRATION TO UNITED STATES DURING APRIL, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of April, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1903.	1904.	Increase.	Decrease.
Austria-Hungary.....	24,897	13,689	.....	11,208
Belgium.....	694	447	.....	247
Denmark.....	1,343	1,511	168	.....
France, including Corsica.....	796	677	.....	119
German Empire.....	6,024	5,107	.....	917
Greece.....	5,089	2,047	.....	2,992
Italy, including Sicily and Sardinia.....	41,204	34,249	.....	6,955
Netherlands.....	862	733	.....	129
Norway.....	4,777	3,970	.....	807
Portugal, including Cape Verde and Azore Islands.....	1,484	1,028	.....	456
Roumania.....	570	246	.....	324
Russian Empire and Finland.....	16,071	7,897	.....	8,174
Servia, Bulgaria and Montenegro.....	403	144	.....	319
Spain, including Canary and Balearic Islands.....	323	213	.....	110
Sweden.....	5,988	2,446	.....	3,542
Switzerland.....	631	508	.....	123
Turkey, in Europe.....	320	547	227	.....
England.....	3,633	3,313	.....	320
Ireland.....	6,356	6,402	46	.....
Scotland.....	1,351	1,237	.....	114
Wales.....	168	148	.....	20
Europe, not specified.....	.....	1	1	.....
Total Europe.....	122,994	86,560	.....	36,434
China.....	229	243	19	.....
Japan.....	1,235	1,635	400	.....
India.....	43	128	85	.....
Turkey, in Asia.....	277	454	177	.....
Other Asia.....	139	267	128	.....
Total Asia.....	1,923	2,732	809	.....
Africa.....	38	417	379	.....
Australia, Tasmania and New Zealand.....	120	250	110	.....
Philippine Islands.....	4	7	3	.....
Pacific Islands, not specified.....	.....	9	9	.....
British North America.....	75	231	156	.....
British Honduras.....	8	12	4	.....
Other Central America.....	44	57	13	.....
Mexico.....	73	84	11	.....
South America.....	70	555	485	.....
West Indies.....	937	472	.....	465
All other countries.....	.....	2	2	.....
Total immigration.....	126,286	91,393	.....	34,918



## IMMIGRATION TO UNITED STATES DURING MAY, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of May, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1903.	1904.	Increase.	Decrease.
Austria-Hungary.....	32,709	18,580	.....	14,129
Belgium.....	375	385	10	.....
Denmark.....	1,008	1,525	317	.....
France, including Corsica.....	945	553	.....	92
German Empire.....	6,440	5,310	.....	1,130
Greece.....	1,300	1,732	432	.....
Italy, including Sicily and Sardinia.....	37,738	25,419	.....	12,319
Netherlands.....	559	682	123	.....
Norway.....	4,743	4,165	.....	578
Portugal, including Cape Verde and Azore Islands.....	1,898	1,072	.....	826
Roumania.....	607	474	.....	137
Russian Empire and Finland.....	17,897	19,203	1,306	.....
Servia, Bulgaria, and Montenegro.....	312	106	.....	206
Spain, including Canary and Balearic Islands.....	294	492	198	.....
Sweden.....	9,608	3,024	.....	6,584
Switzerland.....	675	587	.....	88
Turkey, in Europe.....	208	503	295	.....
England.....	4,520	3,865	.....	655
Ireland.....	8,834	6,805	.....	2,029
Scotland.....	1,167	1,099	.....	68
Wales.....	168	142	.....	26
Europe, not specified.....	.....	1	1	.....
Total Europe.....	132,005	95,824	.....	36,181
China.....	190	509	319	.....
Japan.....	2,190	1,437	.....	753
India.....	10	55	45	.....
Turkey, in Asia.....	444	579	135	.....
Other Asia.....	290	298	8	.....
Total Asia.....	3,124	2,878	.....	246
Africa.....	32	96	64	.....
Australia, Tasmania and New Zealand.....	247	148	.....	99
Philippine Islands.....	11	1	.....	10
Pacific Islands, not specified.....	1	2	1	.....
British North America.....	121	84	.....	37
British Honduras.....	25	6	.....	19
Other Central America.....	70	108	38	.....
Mexico.....	111	255	124	.....
South America.....	76	247	171	.....
West Indies.....	1,691	1,812	121	.....
All other countries.....	.....	3	3	.....
Total immigration.....	137,514	101,444	.....	36,070

## IMMIGRATION TO UNITED STATES DURING JUNE, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of June, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1903.	1904.	Increase.	Decrease.
Austria-Hungary.....	25,171	15,568	.....	9,603
Belgium.....	433	302	.....	131
Denmark.....	869	949	80	.....
France, including Corsica.....	615	491	.....	124
German Empire.....	4,140	3,946	.....	194
Greece.....	1,118	944	.....	174
Italy, including Sicily, and Sardinia.....	21,880	11,001	.....	10,879
Netherlands.....	507	401	.....	106
Norway.....	3,625	3,147	.....	478
Portugal, including Cape Verde and Azore Islands.....	769	550	.....	219
Roumania.....	775	589	.....	186
Russian Empire and Finland.....	20,394	20,238	.....	156
Servia, Bulgaria and Montenegro.....	237	68	.....	161
Spain, including Canary and Balearic Islands.....	232	341	109	.....
Sweden.....	5,352	2,697	.....	2,655
Switzerland.....	315	341	26	.....
Turkey, in Europe.....	317	879	562	.....
England.....	3,445	3,857	412	.....
Ireland.....	3,180	3,300	120	.....
Scotland.....	953	1,209	256	.....
Wales.....	150	177	27	.....
Europe, not specified.....	1	.....	.....	1
Total Europe.....	94,528	70,651	.....	23,877
China.....	322	318	.....	4
Japan.....	1,358	1,286	.....	72
India.....	8	27	19	.....
Turkey, in Asia.....	721	598	.....	123
Other Asia.....	11	281	270	.....
Total Asia.....	2,420	2,510	90	.....
Africa.....	45	27	.....	18
Australia, Tasmania and New Zealand.....	171	292	121	.....
Philippine Islands.....	24	41	17	.....
Pacific Islands, not specified.....	4	12	8	.....
British North America.....	87	216	129	.....
British Honduras.....	21	16	.....	5
Other Central America.....	53	71	18	.....
Mexico.....	112	89	.....	23
South America.....	170	231	61	.....
West Indies.....	1,182	1,267	85	.....
All other countries.....	4	22	18	.....
Total immigration.....	99,821	75,445	.....	24,376



# IMMIGRATION TO UNITED STATES DURING FISCAL YEAR ENDING JUNE 30, 1904.

Comparative statement showing the immigration into the United States, by countries, during the fiscal years ended June 30, 1903, and 1904, respectively, showing increase and decrease for each country.

Country.	1903.	1904.	Increase.	Decrease.
Austria-Hungary.....	206,011	177,156	.....	28,855
Belgium.....	3,450	3,978	528	.....
Denmark.....	7,168	8,525	1,367	.....
France, including Corsica.....	5,578	9,406	3,828	.....
German Empire.....	40,086	46,380	6,294	.....
Greece.....	14,090	11,343	.....	2,747
Italy, including Sicily and Sardinia.....	230,622	193,296	.....	37,326
Netherlands.....	3,998	4,916	918	.....
Norway.....	24,461	23,808	.....	653
Portugal, including Cape Verde and Azore Islands.....	9,317	6,715	.....	2,602
Roumania.....	9,310	7,087	.....	2,223
Russian Empire and Finland.....	136,093	145,141	9,048	.....
Servia, Bulgaria, and Montenegro.....	1,781	1,325	.....	456
Spain, including Canary and Balearic Islands.....	2,080	3,996	1,916	.....
Sweden.....	46,028	27,763	.....	18,265
Switzerland.....	3,988	5,023	1,040	.....
Turkey, in Europe.....	1,529	4,344	2,815	.....
England.....	26,219	38,626	12,407	.....
Ireland.....	35,310	36,142	832	.....
Scotland.....	6,143	11,092	4,949	.....
Wales.....	1,275	1,730	455	.....
Europe, not specified.....	5	143	138	.....
<b>Total Europe.....</b>	<b>814,507</b>	<b>767,933</b>	<b>.....</b>	<b>46,574</b>
China.....	2,209	4,309	2,100	.....
Japan.....	19,963	14,264	.....	5,704
India.....	94	261	167	.....
Turkey, in Asia.....	7,118	5,235	.....	1,883
Other Asia.....	577	2,117	1,540	.....
<b>Total Asia.....</b>	<b>29,966</b>	<b>28,186</b>	<b>.....</b>	<b>3,780</b>
Africa.....	176	686	510	.....
Australia, Tasmania, and New Zealand.....	1,150	1,461	311	.....
Philippine Islands.....	132	52	.....	80
Pacific Islands, not specified.....	67	42	.....	25
British North America.....	1,058	2,837	1,779	.....
British Honduras.....	81	109	28	.....
Other Central America.....	597	605	8	.....
Mexico.....	528	1,009	481	.....
South America.....	589	1,667	1,078	.....
West Indies.....	8,170	10,195	2,023	.....
All other countries.....	25	90	65	.....
<b>Total immigration.....</b>	<b>857,046</b>	<b>812,870</b>	<b>.....</b>	<b>44,176</b>

# IMMIGRATION TO UNITED STATES DURING JULY, 1903 AND 1904.

Comparative statement showing the immigration into the United States by countries during the month of July, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1904.	1903.	Increase.	Decrease.
Austria.....	5,001	18,468	.....	8,906
Hungary.....	4,591	.....	.....	.....
Belgium.....	316	288	28	.....
Denmark.....	533	479	54	.....
France, including Corsica.....	699	592	107	.....
German Empire.....	3,224	3,815	.....	591
Greece.....	545	345	200	.....
Italy, including Sicily and Sardinia.....	6,055	10,572	.....	4,517
Netherlands.....	243	294	.....	21
Norway.....	1,731	1,889	.....	158
Portugal, including Cape Verde and Azore Islands.....	628	1,047	.....	419
Roumania.....	393	858	.....	490
Russian Empire, except Finland.....	13,750	14,296	356	.....
Finland.....	902	.....	.....	.....
Servia, Bulgaria and Montenegro.....	105	68	37	.....
Spain, including Canary and Balearic Islands.....	130	236	.....	106
Sweden.....	1,686	3,090	.....	1,404
Switzerland.....	247	250	.....	3
Turkey, in Europe.....	254	290	.....	36
England.....	7,107	3,485	3,622	.....
Ireland.....	2,485	1,832	653	.....
Scotland.....	1,391	819	572	.....
Wales.....	161	125	36	.....
Europe, not specified.....	1	65	.....	64
<b>Total Europe.....</b>	<b>52,123</b>	<b>63,173</b>	<b>.....</b>	<b>11,050</b>
China.....	493	424	9	.....
Japan.....	1,471	1,498	.....	27
India.....	17	2	15	.....
Turkey, in Asia.....	539	672	.....	133
Other Asia.....	258	40	218	.....
<b>Total Asia.....</b>	<b>2,718</b>	<b>2,636</b>	<b>82</b>	<b>.....</b>
Africa.....	94	14	80	.....
Australia, Tasmania, and New Zealand.....	105	130	.....	25
Philippine Islands.....	.....	1	.....	1
Pacific Islands, not specified.....	.....	.....	.....	.....
British North America.....	262	240	22	.....
British Honduras.....	10	9	1	.....
Other Central America.....	110	54	56	.....
Mexico.....	251	88	213	.....
South America.....	248	145	93	.....
West Indies.....	2,022	983	1,089	.....
All other countries.....	11	2	9	.....
<b>Total immigration.....</b>	<b>57,429</b>	<b>67,375</b>	<b>.....</b>	<b>9,420</b>



# IMMIGRATION TO UNITED STATES DURING AUGUST, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of August, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1904.	1903.	Increase.	Decrease.
Austria.....	4,675	15,208		5,964
Hungary.....	4,564			
Belgium.....	534	424	110	
Denmark.....	553	563		10
France, including Corsica.....	980	913	17	
German Empire.....	4,050	4,115		65
Greece.....	281	552		271
Italy, including Sicily and Sardinia.....	5,169	12,047		6,878
Netherlands.....	401	363	38	
Norway.....	1,680	1,841		211
Portugal, including Cape Verde and Azore Islands.....	95	486		391
Roumania.....	377	673		301
Russian Empire, except Finland.....	13,899			
Finland.....	615	11,500	3,014	
Servia, Bulgaria and Montenegro.....	52	89		37
Spain, including Canary and Balearic Islands.....	123	297		174
Sweden.....	1,843	2,983		1,140
Switzerland.....	273	333		110
Turkey, in Europe.....	145	251		106
England.....	8,419	4,274	4,145	
Ireland.....	3,837	2,454	1,383	
Scotland.....	1,557	1,074	483	
Wales.....	281	197	84	
Europe, not specified.....		16		16
Total Europe.....	54,303	60,703		6,400
China.....	670	476	194	
Japan.....	994	982	12	
India.....	10	15		5
Turkey, in Asia.....	534	539		5
Other Asia.....	396	14	382	
Total Asia.....	2,604	2,026	578	
Africa.....	71	33	38	
Australia, Tasmania and New Zealand.....	242	90	152	
Philippine Islands.....	1	1		
Pacific Islands, not specified.....	4	2	2	
British North America.....	405	312	93	
British Honduras.....	13	9	4	
Other Central America.....	84	25	59	
Mexico.....	180	61	119	
South America.....	321	218	103	
West Indies.....	1,688	829	859	
All other countries.....	11	8	3	
Total immigration.....	59,927	64,322		4,395

# IMMIGRATION TO UNITED STATES DURING SEPTEMBER 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of September, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1904.	1903.	Increase.	Decrease.
Austria.....	4,919	18,642		7,376
Hungary.....	6,347			
Belgium.....	450	477		27
Denmark.....	889	689	200	
France, including Corsica.....	1,385	1,312	73	
German Empire.....	4,814	5,107		293
Greece.....	368	545		177
Italy, including Sicily and Sardinia.....	6,129	11,782		5,653
Netherlands.....	350	426		76
Norway.....	2,969	2,490	479	
Portugal, including Cape Verde and Azore Islands.....	463	664		201
Roumania.....	434	1,041		607
Russian Empire, except Finland.....	11,211			
Finland.....	1,041	13,538		1,286
Servia, Bulgaria and Montenegro.....	48	70		22
Spain, including Canary and Balearic Islands.....	261	404		143
Sweden.....	3,850	4,471		621
Switzerland.....	383	611		228
Turkey, in Europe.....	119	274		155
England.....	9,195	4,900	4,295	
Ireland.....	10,207	5,143	5,064	
Scotland.....	2,129	1,314	815	
Wales.....	403	213	190	
Europe, not specified.....	1	10		9
Total Europe.....	68,365	74,108		5,738
China.....	168	667		499
Japan.....	419	1,167		748
India.....	21	7	14	
Turkey, in Asia.....	536	447	89	
Other Asia.....	330	19	311	
Total Asia.....	1,474	2,307		833
Africa.....	50	31	19	
Australia, Tasmania and New Zealand.....	163	140	23	
Philippine Islands.....	31	1	30	
Pacific Islands, not specified.....	4		4	
British North America.....	263	398		130
British Honduras.....	27	15	12	
Other Central America.....	111	43	68	
Mexico.....	272	40	232	
South America.....	255	166	89	
West Indies.....	1,740	1,068	672	
All other countries.....	26	18	8	
Total immigration.....	72,786	78,350		5,564



# IMMIGRATION TO UNITED STATES DURING OCTOBER, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of October, 1903 and 1904, respectively, showing increase and decrease of each country.

Country.	1904.	1903.	Increase.	Decrease.
Austria .....	5,946	19,069		8,397
Hungary .....	9,786			
Belgium .....	538	394	144	
Denmark .....	879	635	244	
France, including Corsica .....	1,757	1,069	723	
German Empire .....	4,666	5,885		1,219
Greece .....	540	1,189		649
Italy, including Sicily and Sardinia .....	9,762	22,405		12,643
Netherlands .....	298	399		101
Norway .....	2,272	1,988	304	
Portugal, including Cape Verde and Azore Islands .....	231	304		73
Roumania .....	257	199	58	
Russian Empire, except Finland .....	9,806	8,232	2,482	
Finland .....	908			81
Servia, Bulgaria and Montenegro .....	102	183		189
Spain, including Canary and Balearic Islands .....	818	457		421
Sweden .....	3,255	3,656		22
Switzerland .....	630	608		263
Turkey, in Europe .....	111	374		
England .....	7,963	4,767	3,196	
Ireland .....	9,471	4,853	4,618	
Scotland .....	1,757	1,292	465	
Wales .....	401	294	107	
Europe not specified .....	4	29		25
<b>Total Europe .....</b>	<b>71,618</b>	<b>78,203</b>		<b>6,585</b>
China .....	358	516		158
Japan .....	681	1,057		376
India .....	6	2	4	
Turkey in Asia .....	452	247	205	
Other Asia .....	420	74	346	
<b>Total Asia .....</b>	<b>1,917</b>	<b>1,896</b>	<b>21</b>	
Africa .....	78	17	61	
Australia, Tasmania and New Zealand .....	168	68	100	
Philippine Islands .....	1	2		1
Pacific Islands, not specified .....	2	4		2
British North America .....	242	390		148
British Honduras .....	9	4	5	
Other Central America .....	60	34	26	
Mexico .....	140	86	104	
South America .....	169	120	40	
West Indies .....	1,075	728	347	
All other countries .....	10	5	5	
<b>Total immigration .....</b>	<b>75,489</b>	<b>81,516</b>		<b>6,027</b>

# IMMIGRATION TO UNITED STATES DURING NOVEMBER, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of November, 1903 and 1904, respectively, showing increase and decrease for each country.

Country.	1904.	1903.	Increase.	Decrease.
Austria .....	7,853	18,598	1,547	
Hungary .....	12,292			
Belgium .....	367	326	41	
Denmark .....	740	500	240	
France, including Corsica .....	972	1,334		362
German Empire .....	3,521	4,109		588
Greece .....	522	1,270		748
Italy, including Sicily and Sardinia .....	8,923	14,051		5,128
Netherlands .....	305	238	72	
Norway .....	1,025	1,097		72
Portugal, including Cape Verde and Azore Islands .....	206	288		82
Roumania .....	659	915		256
Russian Empire, except Finland .....	17,244	11,686	6,381	
Finland .....	823			61
Servia, Bulgaria and Montenegro .....	242	308		226
Spain, including Canary and Balearic Islands .....	194	420		304
Sweden .....	1,737	2,041		245
Switzerland .....	325	670		315
Turkey, in Europe .....	179	494		
England .....	4,902	3,020	1,882	
Ireland .....	2,903	1,903	1,000	
Scotland .....	1,465	859	606	
Wales .....	227	182	95	
Europe, not specified .....		6		6
<b>Total Europe .....</b>	<b>67,626</b>	<b>64,155</b>	<b>3,471</b>	
China .....	358	465		107
Japan .....	587	1,301		714
India .....	10	1	9	
Turkey, in Asia .....	778	519	259	
Other Asia .....	163	210		47
<b>Total Asia .....</b>	<b>1,896</b>	<b>2,496</b>		<b>600</b>
Africa .....	74	13	61	
Australia, Tasmania and New Zealand .....	85	85		
Philippine Islands .....	2	5		3
Pacific Islands, not specified .....	6	3		19
British North America .....	331	312	2	3
British Honduras .....	5	2	3	
Other Central America .....	49	34	15	
Mexico .....	22	119		9
South America .....	151	113	38	
West Indies .....	784	676	108	
All other countries .....	19	14	5	
<b>Total immigration .....</b>	<b>71,150</b>	<b>68,027</b>	<b>3,123</b>	



## IMMIGRATION TO UNITED STATES DURING DECEMBER, 1903 AND 1904.

Comparative statement showing the immigration into the United States, by countries, during the months of December, 1903 and 1904, respectively, showing increase or decrease for each country

Country.	1904.	1903.	Increase	Decrease.
Austria.....	8,109	10,738	12,695	
Hungary.....	15,324			
Belgium.....	280	260	20	
Denmark.....	423	483		60
France, including Corsica.....	638	608	30	
German Empire.....	1,771	2,546		774
Greece.....	388	489		81
Italy, including Sicily and Sardinia.....	7,211	8,914		1,703
Netherlands.....	141	203		62
Norway.....	532	537	15	
Portugal, including Cape Verde and Azore Islands.....	65	77		12
Roumania.....	417	754		337
Russian Empire, except Finland.....	14,659	10,431	5,561	
Finland.....	1,333			
Servia, Bulgaria and Montenegro.....	206	115	91	
Spain, including Canary and Balearic Islands.....	230	264		25
Sweden.....	942	1,009		67
Switzerland.....	212	210	2	
Turkey, in Europe.....	184	552		368
England.....	3,566	1,949	1,617	
Ireland.....	1,206	614	592	
Scotland.....	940	506	434	
Wales.....	120	68	52	
Europe, not specified.....		12		12
Total Europe.....	58,926	41,348	17,578	
China.....	211	230		23
Japan.....	1,003	1,188		185
India.....	10	4	6	
Turkey, in Asia.....	500	479	81	
Other Asia.....	433	195	238	
Total Asia.....	2,217	2,105	112	
Africa.....	61	3	58	
Australia, Tasmania and New Zealand.....	96	56	40	
Philippine Islands.....	1	1		
Pacific Islands, not specified.....	3	2	1	
British North America.....	198	307		109
British Honduras.....	6	8		2
Other Central America.....	56	17	39	
Mexico.....	270	22	248	
South America.....	124	59	65	
West Indies.....	793	467	326	
All other countries.....	11	1	10	
Total immigration.....	62,762	44,396	18,366	

## IMMIGRATION TO UNITED STATES DURING JANUARY, 1904 AND 1905.

Comparative statement showing the immigration into the United States, by countries, during the months of January, 1904 and 1905, respectively, showing increase or decrease for each country.

Country.	1905.	1904.	Increase.	Decrease.
Austria.....	6,985	5,069	13,854	
Hungary.....	12,538			
Belgium.....	261	165	96	
Denmark.....	234	96	138	
France, including Corsica.....	508	433	70	
German Empire.....	1,424	1,618		194
Greece.....	166	254		88
Italy, including Sicily and Sardinia.....	7,964	6,345	1,619	
Netherlands.....	272	168	104	
Norway.....	278	198	85	
Portugal, including Cape Verde and Azore Islands.....	241	199	42	
Roumania.....	413	534		121
Russian Empire, except Finland.....	13,587			
Finland.....	2,156	7,202	8,541	
Servia, Bulgaria, and Montenegro.....	76	36	40	
Spain, including Canary and Balearic Islands.....	212	265		53
Sweden.....	488	257	231	
Switzerland.....	200	194	6	
Turkey, in Europe.....	147	215		68
England.....	3,474	1,258	2,221	
Ireland.....	781	427	354	
Scotland.....	721	371	350	
Wales.....	61	55	6	
Europe, not specified.....				
Total Europe.....	53,212	25,939	27,273	
China.....	90	212		113
Japan.....	506	896		390
India.....	11	1	10	
Turkey, in Asia.....	351	312	39	
Other Asia.....	297	227	70	
Total Asia.....	1,264	1,648		384
Africa.....	47	7	40	
Australia, Tasmania, and New Zealand.....	129	36	93	
Philippine Islands.....	1	1		
Pacific Islands, not specified.....	4	1	3	
British North America.....	120	98	22	
British Honduras.....	7		7	
Other Central America.....	27	19	8	
Mexico.....	135	51	84	
South America.....	133	61	72	
West Indies.....	1,184	665	519	
All other countries.....	2	2		
Total immigration.....	56,265	28,528	27,737	



# IMMIGRATION TO UNITED STATES DURING FEBRUARY, 1904 AND 1905.

Comparative statement, showing the immigration into the United States, by countries, during the months of February, 1904 and 1905, respectively, showing increase or decrease for each country.

Country.	1905.	1904.	Increase.	Decrease.
Austria .....	10,445	6,834	23,254	
Hungary .....	19,643			
Belgium .....	272	186	86	
Denmark .....	573	509	64	
France, including Corsica .....	427	495		68
German Empire .....	1,456	1,593		137
Greece .....	128	194		66
Italy, including Sicily and Sardinia .....	11,557	9,445	2,112	
Netherlands .....	187	186	1	
Norway .....	1,046	581	465	
Portugal, including Cape Verde and Azore Islands .....	209	236		27
Roumania .....	286	418		132
Russian Empire, except Finland .....	10,165	7,078	4,920	
Finland .....	1,833			
Servia, Bulgaria and Montenegro .....	38	41		3
Spain, including Canary and Balearic Islands .....	142	173		31
Sweden .....	1,060	680	380	
Switzerland .....	161	201		40
Turkey, in Europe .....	185	78	107	
England .....	2,716	1,742	974	
Ireland .....	964	61	813	
Scotland .....	639	467	172	
Wales .....	94			
Europe, not specified .....	1	1		
Total Europe .....	64,227	31,888	32,344	
China .....	121	156		35
Japan .....	695	689	27	
India .....	2	2		
Turkey, in Asia .....	208	205	3	
Other Asia .....	592	265	327	
Total Asia .....	1,618	1,296	322	
Africa .....	40	15	25	
Australia, Tasmania and New Zealand .....	121	106	15	
Philippine Islands .....		6		6
Pacific Islands, not specified .....		2		2
British North America .....	87	75	12	
British Honduras .....		7		7
Other Central America .....	51	51		
Mexico .....	279	102	177	
South America .....	158	51	107	
West Indies .....	515	370	145	
All other countries .....	21	3	18	
Total immigration .....	67,117	33,967	33,150	

# IMMIGRATION TO UNITED STATES DURING MARCH, 1904 AND 1905.

Comparative statement, showing the immigration into the United States, by countries, during the months of March, 1904 and 1905, respectively, showing increase or decrease for each country.

Country.	1905.	1904.	Increase.	Decrease.
Austria .....	16,772			
Hungary .....	26,704	16,095	27,381	
Belgium .....	597	320	277	
Denmark .....	1,851	781	570	
France, including Corsica .....	557	679		122
German Empire .....	3,395	3,228	65	
Greece .....	349	1,802		1,453
Italy, including Sicily and Sardinia .....	39,425	27,077	12,348	
Netherlands .....	909	850	59	
Norway .....	3,353	1,927	1,426	
Portugal, including Cape Verde and Azore Islands .....	1,170	760	410	
Roumania .....	215	391		176
Russian Empire, except Finland .....	14,885	13,881	2,487	
Finland .....	1,433			
Servia, Bulgaria and Montenegro .....	295	106	189	
Spain, including Canary and Balearic Islands .....	270	341		71
Sweden .....	2,690	1,400	1,290	
Switzerland .....	372	556		184
Turkey, in Europe .....	416	358	58	
England .....	3,723	2,175	1,548	
Ireland .....	3,047	1,664	1,383	
Scotland .....	1,169	744	425	
Wales .....	116	83	33	
Europe, not specified .....		2		2
Total Europe .....	123,051	75,170	47,881	
China .....	53	105		49
Japan .....	1,358	1,130	228	
India .....	8	15		7
Turkey, in Asia .....	117	180		63
Other Asia .....	538	229	309	
Total Asia .....	2,077	1,659	418	
Africa .....	84	8	26	
Australia, Tasmania and New Zealand .....	204	103	101	
Philippine Islands .....		15		15
Pacific Islands, not specified .....	5	5		
British North America .....	142	279		137
British Honduras .....	13	18		5
Other Central America .....	129	91	38	
Mexico .....	146	126	20	
South America .....	239	94	145	
West Indies .....	879	648	231	
All other countries .....	13	9	4	
Total immigration .....	126,932	78,225	48,707	



# IMMIGRATION TO UNITED STATES DURING APRIL, 1904 AND 1905.

Comparative statement showing the immigration into the United States by countries during the months of April, 1904 and 1905, respectively, showing increase or decrease for each country.

Country.	1905.	1904.	Increase.	Decrease.
Austria	14,089	13,682	23,657	
Hungary	23,290			
Belgium	575	449	126	
Denmark	825	1,516		680
France, including Corsica	845	693	155	
German Empire	3,983	5,117		1,184
Greece	2,989	2,050	939	
Italy, including Sicily and Sardinia	41,428	34,261	7,167	
Netherlands	706	733		27
Norway	3,828	3,974		146
Portugal, including Cape Verde and Azore Islands	182	1,031		849
Roumania	271	246	25	
Russian Empire, except Finland	17,687	7,905	11,600	
Finland	1,818			
Servia, Bulgaria, and Montenegro	310	142	168	
Spain, including Canary and Balearic Islands	311	310	1	
Sweden	3,174	2,455	719	
Switzerland	641	513	128	
Turkey, in Europe	1,140	547	593	
England	4,753	3,342	1,411	
Ireland	7,942	6,404	1,538	
Scotland	1,842	1,248	594	
Wales	195	150	45	
Europe, not specified		1		1
Total Europe	132,738	86,779	45,979	
China	116	233		117
Japan	1,161	1,655		494
India	33	130		97
Turkey, in Asia	306	458		152
Other Asia	426	265	161	
Total Asia	2,042	2,741		699
Africa	84	417		333
Australia, Tasmania and New Zealand	124	206		82
Philippine Islands		7		7
Pacific Islands, not specified	1	8		7
British North America	50	115		65
British Honduras	5	15		10
Other Central America	104	56	48	
Mexico	268	91	177	
South America	261	158	105	
West Indies	1,397	730	667	
All other countries		2		2
Total immigration	137,094	91,823	45,771	

# IMMIGRATION TO UNITED STATES DURING MAY, 1904 AND 1905.

Comparative statement showing the number of aliens (exclusive of aliens in transit) admitted to the United States, by countries, during the months of May, 1904 and 1905, respectively, showing increase or decrease for each country.

Country.	1905.	1904.	Increase.	Decrease.
Austria	13,689			
Hungary	15,972	18,580	11,081	
Belgium	657	385	272	
Denmark	1,359	1,325	34	
France, including Corsica	907	848	59	
German Empire	4,796	5,397		511
Greece	2,546	1,729	817	
Italy, including Sicily and Sardinia	42,785	25,417	17,368	
Netherlands	773	682	91	
Norway	3,890	4,164		274
Portugal, including Cape Verde and Azore Islands	1,298	1,071	227	
Roumania	289	474		185
Russian Empire, except Finland	11,491	10,204		5,539
Finland	2,174			
Servia, Bulgaria and Montenegro	294	106	188	
Spain, including Canary and Balearic Islands	181	491		310
Sweden	3,520	3,024	496	
Switzerland	515	587		72
Turkey, in Europe	824	503	321	
England	4,943	3,864	1,079	
Ireland	6,871	6,805	66	
Scotland	1,998	1,099	899	
Wales	238	142	96	
Europe, not specified	4	1	3	
Total Europe	122,014	95,808	26,206	
China	259	509		250
Japan	620	1,437		817
India	46	55		9
Turkey, in Asia	718	579	139	
Other Asia	203	298		95
Total Asia	1,846	2,878		1,032
Africa	59	96		37
Australia, Tasmania and New Zealand	507	148	359	
Philippine Islands		1		1
Pacific Islands, not specified	5	2	3	
British North America	38	84		46
British Honduras	24	6	18	
Other Central America	197	110	87	
Mexico	306	234	72	
South America	336	245	91	
West Indies	2,291	1,812	479	
All other countries	12	4	8	
Grand total	127,635	101,428	26,207	



# IMMIGRATION TO UNITED STATES DURING JUNE, 1904 AND 1905.

Comparative statement showing the number of aliens (exclusive of aliens in transit) admitted to the United States, by countries, during the months of June, 1904 and 1905, respectively, showing increase or decrease for each country.

Country.	1905.	1904.	Increase.	Decrease.
Austria	13,507	15,568	10,651	
Hungary	12,712			
Belgium	455	302	153	
Denmark	600	949		349
France, including Corsica	565	490	75	
German Empire	3,628	3,941		313
Greece	1,893	944	749	
Italy, including Sicily and Sardinia	35,071	11,000	24,071	
Netherlands	369	409		40
Norway	2,490	3,147		657
Portugal, including Cape Verde and Azore Islands	240	553		313
Roumania	451	589		138
Russian Empire, except Finland	19,544	20,238	1,239	
Finland	1,933			
Servia, Bulgaria, and Montenegro	275	66	209	
Spain, including Canary and Balearic Islands	219	337		118
Sweden	2,426	2,697		271
Switzerland	310	340		30
Turkey, in Europe	838	408	430	
England	3,971	3,855	116	
Ireland	3,231	3,360		129
Scotland	1,989	1,299	70	
Wales	176	177		1
Europe, not specified	2		2	
<b>Total Europe</b>	<b>106,075</b>	<b>70,669</b>	<b>35,406</b>	
China	208	307		99
Japan	897	1,285		448
India	16	27		11
Turkey, in Asia	1,058	598	460	
Other Asia	1,025	281	744	
<b>Total Asia</b>	<b>3,144</b>	<b>2,498</b>	<b>646</b>	
Africa	65	27	36	
Australia, Tasmania, and New Zealand	147	293		146
Philippine Islands	2	12		10
Pacific Islands, not specified	2	12		10
British North America	25	227		202
British Honduras	4	16		12
Other Central America	95	71	24	
Mexico	272	89	183	
South America	186	230		44
West Indies	2,273	1,267	1,006	
All other countries	25	22	3	
<b>Grand total</b>	<b>112,815</b>	<b>75,433</b>	<b>36,882</b>	

# IMMIGRATION TO UNITED STATES DURING FISCAL YEARS ENDING JUNE 30, 1904 AND 1905.

Comparative statement showing the number of aliens (exclusive of aliens in transit) admitted to the United States, by countries, during the fiscal years ended June 30, 1904 and 1905, respectively, showing increase or decrease for each country.

Country.	1905.	1904.	Increase.	Decrease.
Austria	111,990	177,156	98,537	
Hungary	163,708			
Belgium	5,302	3,976	1,326	
Denmark	8,970	8,525	445	
France, including Corsica	10,168	9,408	762	
German Empire	40,574	46,880		5,806
Greece	10,515	11,343		828
Italy, including Sicily and Sardinia	221,479	193,398	28,183	
Netherlands	4,954	4,916	38	
Norway	25,064	23,808	1,256	
Portugal, including Cape Verde and Azore Islands	5,028	6,715		1,687
Roumania	4,437	7,087		2,650
Russian Empire, except Finland	167,928	145,141	39,756	
Finland	16,969			
Servia, Bulgaria, and Montenegro	2,048	1,825	718	
Spain, including Canary and Balearic Islands	2,600	3,966		1,396
Sweden	26,591	27,763		1,172
Switzerland	4,269	5,023		754
Turkey, in Europe	4,542	4,344	198	
England	64,709	38,626	26,083	
Ireland	52,945	36,142	16,803	
Scotland	16,977	17,092	5,885	
Wales	2,503	1,730	773	
Europe, not specified	13	143		130
<b>Total Europe</b>	<b>974,273</b>	<b>767,938</b>	<b>206,340</b>	
China	2,166	4,309		2,143
Japan	10,331	14,264		3,933
India	190	261		71
Turkey, in Asia	6,157	5,235	922	
Other Asia	5,081	2,117	2,964	
<b>Total Asia</b>	<b>23,925</b>	<b>29,186</b>		<b>2,261</b>
Africa	757	686	71	
Australia, Tasmania, and New Zealand	2,091	1,461	630	
Philippine Islands	39	52		13
Pacific Islands, not specified	36	42		6
British North America	2,168	2,837		669
British Honduras	123	109	14	
Other Central America	1,072	605	467	
Mexico	2,637	1,009	1,628	
South America	2,576	1,667	909	
West Indies	16,641	10,193	6,448	
All other countries	161	90	71	
<b>Grand total</b>	<b>1,026,499</b>	<b>812,870</b>	<b>213,629</b>	



## IMMIGRATION TO UNITED STATES DURING JULY, 1903.

Statement showing the number of aliens landed, debarred, and returned in one year after landing, by ports, during the month ending July 31, 1903.

Port.	Land- ed.	Debarred.									Re- turn- ed in one year after land- ing.	
		Idi- ots.	In- sane per- sons.	Paup- ers, or like- ly to be- come pub- lic chag- es.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Polyg- amists.	Assist- ed im- mi- grants.	Women for im- moral pur- poses.	Con- tract la- bor- ers.		Total de- bar- red.
New York, N. Y.	48,044	1	477	198	2	18				167	893	39
Boston, Mass.	4,447	1	21	3							25	2
Philadelphia, Pa.	2,254	1	1	2							3	2
Baltimore, Md.	5,898		16	1							17	1
San Francisco, Cal.	817		2	1						23	26	
Quebec and St. John, Can.	3,241	1	19	57							77	
Vancouver, Can.	258		1	2						3	6	
San Juan, P. R.	110		1								1	1
Key West, Fla.	358		1									
New Orleans, La.	58		1								3	1
Galveston, Tex.	225		1									
Port Townsend, Wash.	213		1							3	4	
Portland, Me.			1									
Honolulu, H. I.	747		1	3					1		5	1
Portland, Ore.	33											
New Bedford, Mass.	834		5	1						1	7	
Newport News, Va.	1		1									
Mobile, Ala.	5											
Total	67,538	3	548	268	2	18			1	197	1,037	47

## IMMIGRATION TO UNITED STATES DURING AUGUST, 1903.

Statement showing the number of aliens landed, debarred, and returned in one year after landing, by ports, during the month ending August 31, 1903.

Port.	Land- ed.	Debarred.									Re- turn- ed in one year after land- ing.	
		Idi- ots.	In- sane per- sons.	Paup- ers, or like- ly to be- come pub- lic chag- es.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Polyg- amists.	Assist- ed im- mi- grants.	Women for im- moral pur- poses.	Con- tract la- bor- ers.		Total De- bar- red.
New York, N. Y. ....	48,406	1	.....	325	80	6	7	.....	.....	80	490	55
Boston, Mass. ....	4,888	.....	.....	49	5	.....	.....	.....	.....	4	58	3
Philadelphia, Pa. ....	1,781	.....	.....	1	.....	.....	.....	.....	.....	.....	1	2
Baltimore, Md. ....	4,082	.....	.....	18	3	.....	.....	.....	.....	.....	21	5
San Francisco, Cal. ....	822	.....	.....	107	7	.....	.....	.....	.....	.....	114	1
Quebec and St. John, Can. ....	2,842	.....	.....	36	50	.....	.....	.....	.....	.....	86	.....
Vancouver, Can. ....	448	.....	.....	8	2	.....	.....	.....	.....	8	18	.....
San Juan, P. R. ....	141	.....	.....	.....	.....	.....	.....	.....	.....	2	2	.....
Key West, Fla. ....	279	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Orleans, La. ....	46	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Galveston, Tex. ....	130	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Port Townsend, Wash.	196	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland, Me. ....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Honolulu, H. I. ....	616	.....	.....	.....	9	.....	.....	.....	.....	1	10	.....
Portland, Ore. ....	46	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
New Bedford, Mass. ....	202	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....
Mobile, Ala. ....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Newport News, Va. ....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Brunswick, Ga. ....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Shieldsboro, Miss. ....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total. ....	64,977	1	.....	545	156	6	7	.....	.....	95	810	63



## IMMIGRATION TO UNITED STATES DURING SEPTEMBER, 1903.

Statement showing the number of aliens landed, debarred, and returned in one year after landing, by ports, during the month ending September 30, 1903.

Port.	Land- ed.	Debarred.										Re- turn- ed in one year after land- ing.
		Idi- ots.	In- sane per- sons.	Paup- ers, or like- ly to be- come pub- lic charges.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Polyg- amists.	Assist- ed im- mi- grants.	Women for im- moral pur- poses.	Con- tract la- bor- ers.	Total de- bar- red.	
New York, N. Y.	50,321		2	228	38					86	354	22
Boston, Mass.	7,990			30	3						33	1
Philadelphia, Pa.	3,373			14	4						18	3
Baltimore, Md.	4,996		1	16	61						23	2
San Francisco, Cal.	913		1	54	11					1	67	
Quebec and Saint John, Can.	2,537			5	24					1	30	
Vancouver, Can.	716	1		3	11					10	25	
San Juan, P. R.	159									4	4	
Key West, Fla.	297											1
New Orleans, La.	139			5							5	
Galveston, Tex.	9			3							3	
Port Townsend, Wash.	200											1
Portland, Me.												
Honolulu, H. I.	413			1	7				1		9	
Portland, Ore.												
New Bedford, Mass.	467			3							3	
Miami, Fla.	17											
Bangor, Me.	2											
Wilmington, Del.	3											
Mobile, Ala.	5											
Total	78,557	1	4	362	104				1	102	674	30

## IMMIGRATION TO UNITED STATES DURING OCTOBER, 1903.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending October 31, 1903.

Port.	Land- ed.	Debarred.								Return- ed by immig- ration authori- ties after landing.	
		In- sane per- sons and epi- lep- tics.	Paupers, or likely to become public charges and beggars.	Loath- some or dang- erous con- tagious diseases.	Con- victs	Prosti- tutes and procu- rers.	Assist- ed im- mi- grants.	Con- tract la- bor- ers.	Under- provis- ion of Chinese exclu- sion act.		Total de- bar- red.
New York, N. Y.	58,888	1	190	65	2			124		382	84
Boston, Mass.	5,777		36	8				7		51	3
Baltimore, Md.	7,828		6	2						8	
Philadelphia, Pa.	1,397		7					37		44	6
Montreal, Quebec & St. John, Canada.	2,602		9	26						35	
San Francisco, Cal.	864		48	12				1		61	
Vancouver, Canada	383		6	4			1	7		18	
San Juan, P. R.	219										
Honolulu, H. I.	443			2						2	
Key West, Fla.	388		3			3		1		7	
New Orleans, La.	2,267		20					7		27	
Galveston, Tex.	468		6							6	
*Seattle, Wash.	313		6	18		1		4		29	
New Bedford, Mass.	138										
Portland, Ore.	89		2						4	6	
Providence, R. I.											
Miami, Fla.	23		1							1	
Newport News, Va.	2										
Total	82,029	1	340	137	2	4	1	188	4	677	43

\*Includes Puget Sound district.

## IMMIGRATION TO UNITED STATES DURING NOVEMBER, 1903.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending November 30, 1903.

Port.	Landed.	Debarred.						Re- turn- ed by immi- gration authori- ties after land- ing.
		In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges and beggars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Pro- sti- tutes and pro- cur- ers.	Con- tract la- bor- ers.	Total de- bar- red.
New York, N. Y.	51,833	1	172	43	3		56	275
Boston, Mass.	3,115		20				20	11
Baltimore, Md.	5,649		25	3			13	41
Philadelphia, Pa.	1,795		6					6
Montreal, Quebec, St. John, Canada.	2,358		17	23				45
San Francisco, Cal.	883		59	7			8	69
Vancouver, Canada.	596		26	2				28
San Juan, P. R.	183						2	2
Honolulu, H. I.	842		4	5			1	11
Key West, Fla.	385		2			1		3
New Orleans, La.	200		5					5
Galveston, Tex.	56		1					1
*Seattle, Wash.	213		5	1			1	7
New Bedford, Mass.	218							
Portland, Oregon								1
Providence, R. I.								
Miami, Fla.	7							
Newport News, Va.								
El Paso, Texas.	298		1					1
Portland, Me.	65		4					4
Banzor, Me.	1							
Mobile, Ala.	15							
Ketchikan, Alaska.	10							
Total	68,642	1	347	90	3	1	75	518

\*Includes Puget Sound district.

## IMMIGRATION TO UNITED STATES DURING DECEMBER, 1903.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending December 31, 1903.

Port.	Land- ed.	Debarred.						Return- ed by immi- gration authori- ties after landing.
		In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges, and beg- gars.	Loath- some or dang- erous con- tagious diseases.	Con- tract la- bor- ers.	Under provisi- ons of Chinese exclu- sion act.	Total de- bar- red.	
New York, N. Y.	33,214	2	104	38	44		188	44
Boston, Mass.	1,646		24	1	3		28	4
Baltimore, Md.	4,074		7	6	13		26	1
Philadelphia, Pa.	924		5				5	3
Montreal, Quebec, and St. John, Canada.	1,633		4	17			21	3
San Francisco, Cal.	674		34	6			40	
Vancouver, Canada.	457		11	5	5		21	
San Juan, P. R.	114		2		2		4	4
Honolulu.	707		1	1	1		3	4
Key West, Fla.	408		2				2	
New Orleans, La.	90							
Galveston, Tex.	216		5				5	
*Seattle, Wash.	331		6	6	1		13	30
New Bedford, Mass.								
Portland, Ore.	75		27	2			31	
Providence, R. I.								
Miami, Fla.	12							
Newport News, Va.								
Portland, Me.	51		8				8	
El Paso, Tex.	56							
Total	44,682	2	240	82	69	2	395	93

\*Includes Puget Sound district.



## IMMIGRATION TO UNITED STATES DURING JANUARY, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending January 31, 1904.

Port.	Land- ed.	Debarred.							Re- turned by immi- gration authori- ties after landing.
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paupers, or likely to become public charges, and beggars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Con- tract la- bor- ers.	Under provis- ions of Chinese exclu- sion act.	
New York, N. Y.	22,155		1	82	55	2	8	148	36
Boston, Mass.	1,149			17	1			18	9
Baltimore, Md.	881		1	6				7	4
Philadelphia, Pa.	770			3				3	18
Montreal, Quebec, and St. John, Canada	847			16	7		2	25	2
San Francisco, Cal.	685			12	7			19	
Vancouver, Canada	841			7	10		5	22	
San Juan, P. R.	180								1
Honolulu, H. I.	621								
Key West, Fla.	648	2		1			1	2	
New Orleans, La.	78							3	
Galveston, Tex.	98			2				2	
*Seattle, Wash.	160			2	2			4	3
New Bedford, Mass.									
Portland, Oregon.	4								
Providence, R. I.									
Miami, Fla.	29								1
Newport News, Va.									
El Paso, Texas.	86								
Portland, Me.	51		1	1			5	5	
Jacksonville, Fla.	1							2	
Total	28,624	2	3	149	82	2	21	1	74

\*Includes Puget Sound District.

## IMMIGRATION TO UNITED STATES DURING FEBRUARY, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending February 29, 1904.

Port.	Land- ed.	Debarred.							Re- turned by immi- gration authori- ties after landing.
		In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges, and beggars.	Loath- some or dang- erous con- tagious diseases.	Prosti- tutes and pro- curers.	Con- tract labor- ers.	Under provis- ions of Chinese exclu- sion act.	Total de- barred.	
New York, N. Y.	26,379	1	80	86		15		182	28
Boston, Mass.	2,232		81	4				85	
Baltimore, Md.	1,113								3
Philadelphia, Pa.	609		5	2				7	7
Montreal, Quebec, and St. John, Canada	950		30	6		16		52	
San Francisco, Cal.	444			5			54	59	
Vancouver, Canada	206			2		9		12	
San Juan, P. R.	100								
Honolulu, H. I.	598								
Key West, Fla.	257								
New Orleans, La.	591			1				1	
Galveston, Tex.	107								
*Seattle, Wash.	145		12	1	2			15	
New Bedford, Mass.									
Portland, Ore.									
Providence, R. I.									
Miami, Fla.	33								
Newport News, Va.	3								2
Jacksonville, Fla.	2			4				4	
Portland, Me.	38			3				3	
El Paso, Tex.	36								
Mobile, Ala.	26								
Eagle Pass, Tex.	52		8	1		3		12	
Norfolk, Va.	1								
Total	33,917	1	174	58	2	43	54	332	40

\*Includes Puget Sound district.

## IMMIGRATION TO UNITED STATES DURING MARCH, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending March 31, 1904.

Port.	Land- ed.	Debarred.								Re- turned by im- migra- tion au- thor- ities after land- ing.	
		Idi- ots	In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges, and beggars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Prosti- tutes and pro- curers.	Con- tract la- bor- ers.	Under provis- ions of Chinese exclu- sion act.		Total de- bar- red.
New York, N. Y.	61,583	a 7	3	183	63	11		39		306	56
Boston, Mass.	6,067			36	4					40	12
Baltimore, Md.	4,818		1		2			9		12	3
Philadelphia, Pa.	1,319			5	2					7	
Montreal, Quebec, and St. John, Canada	1,333			11	18			2		31	6
San Francisco, Cal.	405							3	b	26	
Vancouver, Canada	402			1	15		1	3		20	
San Juan, P. R.	131									1	
Honolulu, H. I.	736			1						3	
Key West, Fla.	386			3						1	
New Orleans, La.	177			1						1	
Galveston, Tex.	62			1						1	
*Seattle, Wash.	98			6	1	2			1	10	2
New Bedford, Mass.	174			2						2	
Portland, Ore.	72			3						3	
Providence, R. I.											
Miami, Fla.	121							1		1	
Newport News, Va.	3										
Norfolk, Va.	3										
Portland, Me.	115			5						5	
El Paso, Tex.	59										
Tampa, Fla.	13										
Mobile, Ala.	35										
All other ports.	51			1			1			2	
Total.	73,138	7	4	259	105	13	2	54	1	471	79

a Includes three persons accompanying idiots. b Causes not returned in detail. \* Includes Puget Sound district.

## IMMIGRATION TO UNITED STATES DURING APRIL, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending April 30, 1904.

Port.	Land- ed.	Debarred.								Re- turned by im- migra- tion au- thor- ities after land- ing.	
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges, and beg- gars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Assist- ed im- mi- grants.	Con- tract la- bor- ers.	Under pro- visions of Chi- nese exclu- sion act.		Total de- bar- red.
New York, N. Y	69,376	2	5	323	a 114	4		257		705	45
Boston, Mass	9,811			38	3			26		67	5
Baltimore, Md	4,477			2	12			27		41	7
Philadelphia, Pa	1,528			4	2					6	13
Montreal, Quebec, and St. John, Canada	1,311			40	25			13		78	3
San Francisco, Cal.	855			6						6	
Vancouver, Canada	524				20			5		25	
San Juan, P. R											
Honolulu, H. I.	1,322									b 4	
Key West, Fla.	397			1		1			1	3	
New Orleans, La.	167			2	2					2	
Galveston, Tex.	260			13	1					14	
*Seattle, Wash.											
New Bedford, Mass.	574			2						2	
Portland, Ore	38										
Providence, R. I.											
Miami, Fla.	44										
Newport News, Va.	405										
Jacksonville, Fla.	7										
Mobile, Ala.	34										
Portland, Me.	190			5						5	
San Diego, Cal.	23										
Eagle Pass, Tex.	20			4	15					19	
All other ports.	4										
Total	91,368	2	5	440	192	4	1	328	1	977	73

a Includes three persons accompanying diseased. b Causes not returned in detail. \* Includes Puget Sound district.



## IMMIGRATION TO UNITED STATES DURING MAY, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending May 31, 1904.

Port.	Landed.	Debarred.								Re- turned by im- migra- tion authori- ties after land- ing.
		In- sane per- sons and epi- leptics.	Paupers, or likely to be- come public charges, and beggars.	Loath- some or dan- gerous conta- gious diseases.	Con- victs.	An- arch- ists.	Con- tract la- bor- ers.	Under provi- sions of Chi- nese exclu- sion act.	Total de- bar- ed.	
New York, N. Y.	76,312	3	302	64			56		425	56
Boston, Mass.	7,613	2	86				15		103	6
Baltimore, M. D.	6,316		6	1			19		26	8
Philadelphia, Pa.	2,426		4	4	1		9		18	
Montreal, Quebec, and St. John, Canada	2,254		48	16			7		71	1
San Francisco, Cal.	1,121		1	4		1			6	
Vancouver, Canada	476		6	24			13		43	
San Juan, P. R.	250		5				2		7	
Honolulu, H. I.	1,208			12					12	
Key West, Fla.	1,090			2			1		3	
New Orleans, La.	979		1	1					2	
Galveston, Tex.	187		1						1	
*Seattle, Wash.	195		3	1				5	9	2
New Bedford, Mass.	858				1		2		3	
Portland, Ore.										
Providence, R. I.										
Miami, Fla.	4									
Newport News, Va.	3		2						2	
Pensacola, Fla.	4		1						1	
El Paso, Tex.	110									
Eagle Pass, Tex.	21		7						7	
Mobile, Ala.	37									
San Diego, Cal.	8									
All other ports.	22									
Total	101,444	5	473	129	2	1	124	5	739	73

\*Includes Puget Sound district.

a Includes one accompanying diseased.

## IMMIGRATION TO UNITED STATES DURING JUNE, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending June 30, 1904.

Port.	Landed	Debarred.									Re- turned by im- migra- tion au- thorities after land- ing.
		Idi- ots	In- sane per- sons and epi- leptics	Paupers, or likely to become public charges, and beggars.	Loathsome or danger- ous conta- gious diseases.	Con- victs	As- sisted im- migra- nts	Con- tract labor- ers.	Under provi- sions of Chi- nese ex- clu- sion act.	Total de- bar- ed	
New York, N. Y.	56,411	2	3	566	b	46	1		42	660	62
Boston, Mass.	5,405	1		72		1		36	12	122	6
Baltimore, Md.	5,996			8		8			32	48	5
Philadelphia, Pa.	1,333			a						8	
Montreal, Quebec, and St. John Canada	2,396			87	b	69		51		187	
San Francisco, Cal.	770								1		
Vancouver, Canada	914			15		14		2		31	
San Juan, P. R.	116										
Honolulu, H. I.	827			3		8		6		17	
Key West, Fla.	380										
New Orleans, La.	171							9	1	10	
Galveston, Tex.	14							2		2	
*Seattle, Wash.	294			4					1	5	1
New Bedford, Mass.	385			6						6	
Portland, Ore.	1										
Providence, R. I.	57										
Miami, Fla.											
Newport News Va	12										
Mobile, Ala.	15										
El Paso, Tex.	36					2		8		10	
Norfolk, Va.	4			1						1	
Eagle Pass, Tex.	26			2						2	
Bangor, Me.											1
All other ports.	22										
Total	75,445	3	3	752		148	1	36	164	1,110	75

a Includes one caretaker.

b Includes one accompany diseased.

\* Includes Puget Sound district.



## IMMIGRATION TO UNITED STATES DURING JULY, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending July 31, 1904.

Port.	Land- ed.	Debarred.										Re- turned by im- migra- tion au- thorities after land- ing
		Idi- ots.	In- sane per- sons and epi- leptics.	Paup- ers, or likely to be- come public charges and beg- gars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Prosti- tutes and procu- rers.	As- sist- ed im- mi- gra's.	Con- tract la- borers.	Under provi- sions of Chi- nese ex- clu- sion act.	Total debar- red.	
New York, N. Y.	43,095	2	1	471	a	59			64		597	48
Boston, Mass.	3,118			24		5		2			31	7
Baltimore, Md.	1,853		1	7		3			15		26	1
Philadelphia, Pa.	1,919			9		5			11		25	7
Montreal, Quebec, and St. John, Canada	3,116			36		54			18		c 109	
San Francisco, Cal.	820		1	5		1			3		10	
Vancouver, Canada	465			17		13			1		31	
San Juan, P. R.	149											
Honolulu, H. I.	1,314			1		5			2		9	
Key West, Fla.	754			3		1	2		2		9	
New Orleans, La.	177			1							1	
Galveston, Texas	226											1
*Seattle, Wash.	74		2			1				2	5	9
New Bedford, Mass.	615			3							3	
Portland, Ore.	22			3						3	6	
Providence, R. I.												
Miami, Fla.												
Newport News, Va.	14											
Mobile, Ala.	10											
Eagle Pass, Texas	15			2							2	
El Paso, Texas	78			4							4	
Pensacola, Fla.	5											
Bangor, Me.	4											
All other ports	108			2		1					b 10	
Total	57,949	2	5	592		147	1	2	9	116	7	73

\* Includes Puget Sound district. a Includes three accompanying diseased. b Includes seven for Naco, Ariz, for which no causes of debarment were given. c Includes one with no certificate.

## IMMIGRATION TO UNITED STATES DURING AUGUST, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending August 31, 1904.

Port.	Land- ed.	Debarred.							Re- turned by im- migra- tion au- thorities after landing.	
		In- sane per- sons and epi- leptics.	Paupers, or likely to be- come public charges, and beg- gars.	Loath- some or dang- erous con- tagious diseases.	Prosti- tutes and procu- rers.	Con- tract la- borers.	Under provi- sions of Chinese exclu- sion act.	Total debarred.		
New York, N. Y.	44,295	3	281	a	48		37		369	42
Boston, Mass.	4,217		34		5		6		45	3
Baltimore, Md.	2,639		6				3		9	6
Philadelphia, Pa.	1,530		7		13			1	21	3
Montreal, Quebec, and St. John, Canada	3,200		52		71		12		135	
San Francisco, Cal.	1,159		2		1		4		7	
Vancouver, Canada	498		14		3		1		18	
San Juan, P. R.	92						2		2	
Honolulu, H. I.	1,008		1					1	2	
Key West, Fla.	564						11		11	
New Orleans, La.	130		1						1	
Galveston, Texas	116									
*Seattle, Wash.	164		4		1			6	11	
New Bedford, Mass.	72									
Portland, Ore.										
Miami, Fla.	13									
Newport News, Va.	12									
Eagle Pass, Tex.	49					1			1	
Los Angeles, Cal.	36									
El Paso, Tex.	30						2		2	
Mobile, Ala.	23									
Naco, Ariz.	21								b	8
Bangor, Me.	18									
Pensacola, Fla.	15		3							3
Malone	8									
All others	18	1							1	
Total	59,927	4	405		142	1	78	8	646	54

\* Includes Puget Sound district. a Includes two accompanying diseased. b Causes not returned in detail.



## IMMIGRATION TO THE UNITED STATES DURING SEPTEMBER, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending September 30, 1904.

Port.	Land- ed.	Debarred.										Re- turned by im- mi- gra- tion author- ities after land- ing.	
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paup- ers, or likely to be- come public char- ges and beg- gars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Prosti- tutes and pro- cur- ers.	As- sist- ed im- mi- grants.	Con- tract la- borers.	Under provis- ions of Chinese exclu- sion act.	Frau- du- lent pa- pers.		Total de- bar- red.
New York, N. Y.	52,428	a 6	b 4	331	c 38	.....	.....	.....	21	.....	.....	400	49
Boston, Mass. ....	8,918	.....	.....	63	12	.....	.....	.....	9	.....	.....	84	6
Baltimore, Md. ....	2,653	.....	.....	4	1	.....	.....	.....	3	.....	.....	8	7
Philadelphia, Pa. ....	2,725	1	1	14	17	1	.....	.....	.....	.....	.....	34	4
Montreal, Quebec, & St. John, Can. ....	2,974	1	1	29	64	.....	.....	4	12	.....	.....	111	.....
San Francisco, Cal. ....	412	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver, Can. ....	451	.....	.....	19	9	.....	.....	.....	2	.....	1	31	.....
San Juan, P. R. ....	139	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	.....
Honolulu, H. I. ....	532	.....	.....	1	12	.....	.....	.....	.....	.....	.....	.....	.....
Key West, Fla. ....	532	.....	.....	1	.....	.....	2	.....	3	.....	.....	16	.....
New Orleans, La. ....	240	.....	.....	2	.....	.....	.....	.....	2	.....	.....	6	.....
Galveston, Tex. ....	188	.....	.....	8	1	.....	.....	.....	.....	.....	.....	4	.....
Seattle, Wash. ....	40	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	2
New Bedford, Mass. ....	238	.....	.....	1	2	.....	.....	.....	.....	.....	.....	3	.....
Portland, Ore. ....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Laredo	158	.....	.....	1	7	.....	.....	.....	.....	.....	.....	8	.....
Eagle Pass, Tex. ....	37	.....	.....	4	4	.....	.....	.....	.....	.....	.....	9	.....
Mobile, Ala. ....	36	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
El Paso, Tex. ....	27	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....
Norfolk, Va. ....	21	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....
Miami, Fla. ....	17	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Pensacola, Fla. ....	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Naco, Ariz. ....	6	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....
Nogales, Ariz. ....	6	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	4	.....
Bangor, Me. ....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland, Me. ....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	3
All others. ....	5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....
Total	72,786	8	6	488	167	2	2	4	54	4	1	736	71

\* Includes Puget Sound district. a Includes one accompanying idiot. b Includes one accompanying insane. c Includes two accompanying diseased.

## IMMIGRATION TO UNITED STATES DURING OCTOBER, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending October, 1904.

Port.	Land- ed.	Debarred.							Total de- bar- red.	Re- turned by immi- gration authori- ties after landing.
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges, and beggars.	Loath- some or dang- erous con- tagious diseases.	Con- tract lab- or- ers.	Under pro- visions of Chinese exclu- sion act.	No cer- tifi- cate.		
New York, N. Y.	55,405	3	7	241	52	29			332	55
Boston, Mas.	7,231			31	8	9			48	6
Baltimore, Md.	1,837			5		4			9	7
Philadelphia, Pa.	3,146			15	13				28	
Montreal, Quebec, and St. John, Canada.	3,252		1	49	83	19			152	
San Francisco, Cal.	758			4	6	2			12	
Vancouver, Canada.	357			12	4				16	
San Juan, P. R.	174					1			1	
Honolulu, H. I.	753				21	2			23	
Key West, Fla.	525			4		4			8	2
New Orleans, La.	1,524			65	3	14			82	1
Galveston, Texas.	170			4					4	
*Seattle, Wash.	188			2	1		1		4	
New Bedford, Mass.	7			3					3	
Portland, Ore.										
El Paso, Tex.	45									
Mobile, Ala.	35									
Norfolk, Va.	27			1					1	
Naco, Ariz.	18			3	1			4	8	
Miami, Fla.	15					1			1	
Nogales, Ariz.	10			7					7	
Pensacola, Fla.	6			2					2	
Tampa, Fla.	3									
Douglas	1			1	1				2	
Portland, Me.				1					1	
Eagle Pass, Tex.			1	3	1				5	
All others.	2									
Total.	75,489	3	9	453	189	85	1	4	744	71

\* Includes Puget Sound district.



## IMMIGRATION TO UNITED STATES DURING NOVEMBER, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending November 30, 1904.

Ports.	Land- ed.	Debarred.							Re- turned by immi- gration authori- ties after landing.
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges, and beg- gers.	Loath- some or dang- erous con- tagious diseases.	Con- tract la- bor- ers.	Under pro- visions of Chinese exclu- sion act.	Total de- bar- red.	
New York, N. Y.	53,706	a 4	3	203	69	106		385	39
Boston, Mass.	5,191			38	2	1		41	2
Baltimore, Md.	2,374			6	4	2		12	1
Philadelphia, Pa.	1,798			10	4			14	3
Montreal, Quebec, and St. John, Canada	5,307		1	23	b 72	16		112	
San Francisco, Cal.	665			1	22	1		24	
Vancouver, Canada	445			6	1			7	
San Juan, P. R.	185								
Honolulu, H. I.	501			1	3		1	5	
Key West, Fla.	385			1	1	3		5	
New Orleans, La.	151			22		2		24	
Galveston, Tex.	94			5				5	
*Seattle, Wash.	184		1	9	10		13	33	3
New Bedford, Mass.									
Portland, Ore.									
El Paso, Tex.	30			2				2	
Miami, Fla.	24								
Norfolk, Va.	23			3				3	
Gulfport, Miss.	18								
Eagle Pass, Tex.	16			8	2			10	
Tampa, Fla.	16								
Waco, Tex.	13			2			4	6	
Mobile, Ala.	12								
Pensacola, Fla.	6								
Jacksonville, Fla.	3								
Bangor, Me.	1								
All other	2								
Total	71,150	4	5	340	190	131	18	688	48

a Includes one accompanying idiots. b Includes one, accompanying diseased. \*Includes Puget Sound district.

## IMMIGRATION TO UNITED STATES DURING DECEMBER, 1904.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending December 31, 1904.

Port.	Land- ed.	Debarred.									Re- turned by im- mi- gration authori- ties after land- ing.		
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges and beggars.	Loath- some or dang- erous con- tagious diseases	Con- victs.	Pro- sti- tutes and pro- cu- rers.	Con- tract la- bor- ers.	Under provi- sions of Chinese exclu- sion act.	Total de- bar- red.			
New York, N. Y.	47,365	a 2	b 3	c	430	d	75			96		606	39
Boston, Mass.	2,438				44		11			9		64	7
Baltimore, Md.	4,007				13		8			1		22	
Philadelphia, Pa.	1,761				7		12					19	7
Montreal, Quebec, and St. John, Canada	3,565	2			20		55		1	5		83	
San Francisco, Cal.	330						9			1		10	
Vancouver, Canada	288				5		2					7	
San Juan, P. R.	120									3		4	
Honolulu, H. I.	1,235				1		12				1	15	
Key West, Fla.	632				4				1	6		11	2
New Orleans, La.	175				6		2			1		9	
Galveston, Tex.	156				4		1			1		6	
*Seattle, Wash.	177				2		2	1	1		1	7	7
New Bedford, Mass.													
Portland, Ore.													
Laredo, Tex.	177						37					37	
Portland, Me.	76				4							4	
El Paso, Tex.	46				25							25	
Mobile, Ala.	25												
Miami, Fla.	18									1		1	
Eagle Pass, Tex.	18				7		1		1			9	
Savannah, Ga.	12				3							3	
Gulfport	9												
Tampa, Fla.	8									1		1	
Norfolk, Va.	8				1							1	
Pensacola, Fla.	7				2							2	
All other	9				3							3	6
Total	62,762	4	3		532		227	1	4	126	2	949	69

\*Includes Puget Sound district. a Includes one accompanying idiots. b Includes one accompanying insane. c Includes one accompanying paupers. d Includes two accompanying diseased.



## IMMIGRATION TO UNITED STATES DURING JANUARY, 1905.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending January 31, 1905.

Port.	Land- ed.	Debarred.										Re- turned by im- migra- tion au- thor- ities after land- ing.		
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paup- ers, or like- ly to be- come public charg- es, and beg- gars.	Loath- some or dan- gerous con- tagi- ous diseas- es.	An- arch- ists.	Prosti- tutes and pro- cur- ers.	As- sist- ed im- mi- grants.	Con- tract La- borers.	Under provi- sions of Chi- nese exclu- sion act.	Total de- bar- red.			
New York, N. Y.	48,725	a 3	b 8	c 1,214	d 54	.....	.....	.....	41	.....	1,320	33		
Boston, Mass. ....	2,936	.....	.....	26	21	.....	.....	.....	2	.....	49	5		
Baltimore, Md. ....	3,106	.....	.....	7	4	.....	.....	.....	7	.....	18	2		
Philadelphia, Pa. ....	1,441	.....	.....	2	2	.....	.....	.....	.....	.....	4	3		
Montreal, Quebec & St. John, Can.	2,031	.....	.....	56	61	.....	.....	2	11	6	2	1	139	.....
San Francisco. ....	371	.....	1	.....	21	.....	.....	.....	1	.....	.....	.....	23	.....
Vancouver, Can. ....	169	.....	.....	3	2	.....	1	.....	2	.....	.....	.....	8	.....
San Juan, P. R. ....	159	.....	.....	.....	1	.....	.....	.....	1	.....	.....	.....	2	1
Honolulu, H. I. ....	825	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2	.....
Key West, Fla. ....	1,045	.....	.....	11	1	.....	.....	.....	6	.....	.....	.....	18	.....
New Orleans, La. ....	113	.....	.....	4	1	.....	.....	.....	3	.....	.....	.....	8	.....
Galveston, Tex. ....	92	.....	.....	5	1	.....	.....	.....	1	.....	.....	.....	6	1
*Seattle, Wash. ....	129	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	2
N. Bedford, Mass. ....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland, Ore. ....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
El Paso, Tex. ....	119	.....	.....	15	1	.....	.....	.....	.....	.....	.....	.....	16	.....
Miami, Fla. ....	44	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	.....
Gulfport. ....	38	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Naco, Ariz. ....	37	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mobile, Ala. ....	27	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Norfolk, Va. ....	18	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Pensacola, Fla. ....	16	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Eagle Pass, Tex. ....	13	.....	.....	4	.....	.....	1	.....	.....	.....	.....	.....	5	.....
Savannah, Ga. ....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Portland, Me. ....	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	4	.....
Laredo, Tex. ....	.....	.....	.....	.....	3	.....	.....	.....	3	.....	.....	.....	3	.....
All other. ....	5	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	.....
Total. ....	56,265	3	9	1,356	173	1	1	2	76	6	2	1	1,630	48

a Includes one accompanying idiots. b Includes two accompanying insane. c Includes one accom-  
panying paupers. d Includes two accompanying diseased. \* Includes Puget Sound district

## IMMIGRATION TO UNITED STATES DURING FEBRUARY, 1905.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending February 28, 1905.

Port.	Land- ed.	Debarred.							Re- turned by im- migra- tion au- thor- ities after land- ing.	
		In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges and beggars.	Loath- some or dan- gerous con- tagi- ous diseases.	Prosti- tutes and pro- cur- ers.	Assist- ed im- mi- grants.	Con- tract lab- orers.	Under- provi- sions of Chi- nese ex- clu- sion act.		Total de- bar- red.
New York, N. Y.	51,867	5	536	a 52			48		641	34
Boston, Mass.	2,789		30	6			6		42	5
Baltimore, Md.	7,018		32	15			17		64	7
Philadelphia, Pa.	990		5	3					8	
*Montreal Canada.	1,641	1	42	30		5	9	2	89	
San Francisco, Cal.	284		1	36					37	
Vancouver, Canada.	159		4	4	1		1		10	
San Juan, P. R.	109		4				1		5	
Honolulu, H. I.	1,097			4					3	
Key West, Fla.	311						2		2	2
New Orleans, La.	124		3						3	
Galveston, Tex.	37						3		3	
†Seattle, Wash.	163		1	2				5	8	3
New Bedford, Mass.										
Portland, Ore.	14									
Eagle Pass, Tex.	62		10						10	
El Paso, Tex.	63		5	1	2				8	
Miami, Fla.	51									
Mobile, Ala.	23									
Naco, Ariz.	27		5						5	
Nogales, Ariz.	5		10					1	11	
Norfolk, Va.	13									
Pensacola, Fla.	15		1						1	
Portland, Me.	60		3						3	
Laredo, Tex.	93		1	13			2		16	
Gulfport.	17									
Tampa, Fla.	10									
Douglas.	6		1						1	
Brunswick	2									
Jacksonville, Fla.	2									
Total.	67,117	6	894	106	3	5	89	2	971	51

\* Includes Quebec, Point Lévis, St. John, Halifax, and all border stations. † Includes Puget Sound  
district. a Includes one accompanying diseased.



## IMMIGRATION TO UNITED STATES DURING MARCH, 1905.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending March 31, 1905.

Port.	Landed.	Debarred.									Returned by immigration authorities after landing.
		Idiots.	In-sane persons and epileptics.	Paupers, or likely to become public charges and beggars.	Loathsome or dangerous contagious diseases.	Convicts.	Prostitutes and procurers.	Assisted immigrants.	Contract laborers.	Under provisions of Chinese exclusion act.	
New York, N. Y.	101,972	α 2	4	292	49	2	1		73		66
Boston, Mass.	6,581			48	3				6		4
Baltimore, Md.	10,914			72	44				17		3
Philadelphia, Pa.	1,323			8	3						
* Montreal, Canada.	2,440		1	50	27		1		22		1
San Francisco, Cal.	392		1	4	30						2
Vancouver, Canada, b	112										
San Juan, P. R.	12								5		
Honolulu, H. I.	1,703			2	14						
Key West, Fla.	510		1		1				2		
New Orleans, La.	192			7	2		1		8		
Galveston, Tex.	224										
+ Seattle, Wash.	187			2							
New Bedford, Mass.	472			1	4				1		1
Portland, Ore.	14										
Eagle Pass, Tex.	14										
El Paso, Tex.	61			5	2				2		
Miami, Fla.	106										
Mobile, Ala.	31										
Naco, Ariz.	17										
Nogales, Ariz.	9			17							
Norfolk, Va.	10										
Pensacola, Fla.	18										
Portland, Me.	230			4	3						
Douglas	2										
Gulfport	35										
Jacksonville, Fla.	3										
Ketchikan, Alaska	2										
Tampa, Fla.	2										
Laredo, Tex.	18				1						
Total	126,932	2	7	514	184	2	3	2	128	1	77

\* Includes Quebec, Point Levis, St. John, Halifax, and all border stations. † Includes Puget Sound district. α Includes one accompanying idiots. b No report for Vancouver; immigration for March to be included in statement for April.

## IMMIGRATION TO THE UNITED STATES DURING APRIL, 1905.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending April 30, 1905.

Port.	Landed.	Debarred.									Returned by immigration authorities after landing.
		Idiots.	In-sane persons and epileptics.	Paupers, or likely to become public charges, and beggars.	Loathsome or dangerous contagious diseases.	Convicts.	Prostitutes and procurers.	Assisted immigrants.	Contract laborers.	Total debarred.	
New York, N. Y.	108,438	1	12	315	α 47	2	6		51	434	63
Boston, Mass.	6,833			83	4				15	55	10
Baltimore, Md.	11,829			81	12				13	106	2
Philadelphia, Pa.	3,244			14	9					23	2
* Montreal, Canada.	3,342	b 3	1	53	51		1	2	18	129	
San Francisco, Cal.	445		1	3	49		3			56	4
Vancouver, Canada.	c										
San Juan, P. R.	136										
Honolulu, H. I.	1,423				10					10	
Key West, Fla.	599			6					5	11	1
New Orleans, La.	114			2					1	3	
Galveston, Tex.	3			1						1	1
+ Seattle, Wash.	108			3	2		1		1	7	1
New Bedford, Mass.											
Portland, Ore.											
Eagle Pass, Tex.											
El Paso, Tex.	122			6						6	
Miami, Fla.	59			6						6	
Mobile, Ala.	26										
Naco, Ariz.	15										
Nogales, Ariz.	12			3						3	
Norfolk, Va.	8										
Pensacola, Fla.	14										
Portland, Me.	202			6	6					12	
Brunswick	2										
Douglas	1										
Fernandina	1										
Gulfport	3										
Jacksonville, Fla.	1										
Laredo, Tex.	109				3					3	
Total	137,094	4	14	535	193	2	11	2	104	865	84

\* Includes Quebec, Point Levis, St. John, Halifax, and all border stations. † Includes Puget Sound district. α Includes one accompanying diseased. b Includes one accompanying idiots. c No report for Vancouver.



## IMMIGRATION TO UNITED STATES DURING MAY, 1905.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending May 31, 1905.

Port.	Land- ed.	Debarred.										Re- turned by immi- gration authori- ties af- ter land- ing.
		In- sane per- sons and epi- lep- tics.	Paupers, or likely to be- come public charges, and beg- gars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Prosti- tutes and procu- rers.	As- sist- ed im- mi- grants.	Con- tract lab- orers.	Under pro- visions of Chinese exclu- sion act.	Total de- bar- red.		
New York, N. Y.	100,001	a 12	b 403	c 59	16	1	....	35	....	721	48	
Boston, Mass.	8,443	....	39	1	....	....	....	3	....	43	5	
Baltimore, Md.	5,729	....	31	21	....	....	....	9	....	61	3	
Philadelphia, Pa.	2,271	....	6	....	....	....	....	....	....	6	5	
* Montreal, Canada.	5,270	....	1	102	d	....	....	2	44	1	215	
San Francisco, Cal.	777	....	8	10	....	....	....	....	....	18	....	
Vancouver, Canada.	802	1	5	14	....	....	....	2	....	22	....	
San Juan, P. R.	104	....	....	....	....	....	....	....	....	9	....	
Honolulu, H. I.	367	....	1	8	....	....	....	....	....	9	....	
Key West, Fla.	1,181	....	20	1	....	....	....	5	....	20	....	
New Orleans, La.	923	....	13	5	....	....	....	8	....	26	....	
Galveston, Texas.	322	....	3	2	....	....	....	....	....	5	....	
Seattle, Wash.	194	....	1	6	....	....	....	....	7	14	1	
New Bedford, Mass.	751	....	....	....	....	....	....	....	....	....	....	
Portland, Oregon.	5	....	....	....	....	....	....	....	....	....	10	
Eagle Pass, Texas.	26	....	....	....	....	....	....	....	....	....	....	
El Paso, Texas.	95	....	1	1	....	....	....	....	....	2	....	
Miami, Florida.	2	....	....	....	....	....	....	....	....	....	....	
Mobile, Alabama.	30	....	....	....	....	....	....	....	....	....	....	
Naco, Arizona.	15	....	4	....	....	....	....	....	....	4	....	
Nogales, Arizona.	18	....	2	....	....	....	....	3	....	5	....	
Norfolk, Virginia.	6	....	....	....	....	....	....	....	....	....	....	
Pensacola, Florida.	10	....	1	....	....	....	....	....	....	1	....	
Portland, Maine.	....	....	....	....	....	....	....	....	....	....	....	
Brunswick	8	....	....	....	....	....	....	....	....	....	....	
Douglas	12	....	....	....	....	....	....	....	....	....	....	
Fernandina	1	....	....	....	....	....	....	....	....	....	....	
Gulfport	1	....	1	....	....	....	....	....	....	1	....	
Jacksonville, Fla.	8	....	....	....	....	....	....	....	....	....	....	
Laredo, Tex.	99	....	....	....	....	....	....	....	....	6	....	
Savannah, Ga.	1	....	....	....	....	....	....	....	....	....	....	
Tampa, Fla.	2	....	....	....	....	....	....	....	....	....	....	
Total.	127,636	14	836	160	16	1	2	110	8	1,188	72	

\* Includes Quebec, Point Lewis, St. John, Halifax, and all border stations. † Includes Puget Sound district. a Includes one accompanying diseased. b Includes two accompanying paupers. c Includes one accompanying diseased. d Includes five accompanying diseased. e No cause of debarment given.

## IMMIGRATION TO UNITED STATES DURING JUNE, 1905.

Statement, by ports, showing the number of aliens landed and debarred, together with those returned by immigration authorities after landing, during the month ending June 30, 1905.

Port.	Land- ed.	Debarred.										Re- turned by immi- gration authori- ties af- ter land- ing.
		Idi- ots.	In- sane per- sons and epi- lep- tics.	Paupers or likely to be- come public charges and beg- gars.	Loath- some or dang- erous con- tagious diseases.	Con- victs.	Prosti- tutes and procu- rers.	Con- tract lab- orers.	Under pro- visions of Chi- nese exclu- sion act.	Viol ation of law.	Total de- bar- red.	
New York, N. Y.	85,942	a 6	8	b 829	c 83	14	....	2	97	3	972	52
Boston, Mass.	8,386	....	1	59	....	....	....	....	....	....	68	7
Baltimore, Md.	8,355	....	2	1	....	....	....	....	....	....	68	3
Philadelphia, Pa.	1,674	....	....	....	....	....	....	....	....	....	9	....
* Montreal, Canada.	4,350	....	1	10	d 65	1	....	....	30	....	108	....
San Francisco, Cal.	599	....	....	3	15	....	....	....	....	....	18	....
Vancouver, Canada.	279	....	....	2	15	....	....	....	1	....	18	....
San Juan, P. R.	181	....	....	....	....	....	....	....	....	....	....	....
Honolulu, H. I.	1,587	....	....	10	21	....	....	....	....	....	31	....
Key West, Fla.	1,050	....	....	7	2	....	....	....	5	....	14	....
New Orleans, La.	92	....	....	2	1	....	....	....	1	....	4	....
Galveston, Texas.	861	....	....	5	3	....	....	....	....	....	8	....
Seattle, Wash.	178	....	....	7	2	....	....	....	3	....	12	....
New Bedford, Mass.	48	....	....	1	....	....	....	....	....	....	....	....
Portland, Oregon.	....	....	....	....	....	....	....	....	....	....	....	....
Eagle Pass, Texas.	7	....	....	....	1	....	....	....	....	....	1	....
El Paso, Texas.	117	....	....	2	....	....	....	....	....	....	2	....
Miami, Fla.	11	....	....	....	....	....	....	....	....	....	....	....
Mobile, Ala.	30	....	....	2	....	....	....	....	....	....	2	....
Naco, Ariz.	23	....	....	2	....	....	....	....	....	....	2	....
Nogales, Ariz.	5	....	....	....	....	....	....	....	....	....	....	....
Norfolk, Va.	5	....	....	....	....	....	....	....	....	....	....	....
Pensacola, Fla.	7	....	....	....	....	....	....	....	....	....	....	....
Portland, Me.	....	....	....	....	....	....	....	....	....	....	....	....
Brunswick.	2	....	....	....	....	....	....	....	....	....	....	....
Douglas.	2	....	....	....	....	....	....	....	....	....	....	....
Gulfport.	6	....	....	....	....	....	....	....	....	....	....	....
Jacksonville, Fla.	3	....	....	....	....	....	....	....	....	....	....	....
Laredo.	91	....	....	4	7	....	....	....	6	....	19	....
Tucson, Ariz.	....	....	....	....	....	....	....	....	....	....	....	....
Total.	112,315	8	11	1,075	295	15	2	2	71	9	1,419	89

\* Includes Quebec, Point Lewis, St. John, Halifax, and all border stations. † Includes Puget Sound district. a Includes three accompanying idiots. b Includes one accompanying pauper. c Includes one accompanying diseased. d Includes six accompanying diseased.

## WAGE EARNERS OF IOWA.

In this chapter is given information furnished by 333 individual wage earners employed at sixty-nine different occupations, showing the conditions under which skilled labor was employed, and wages received during the year 1904. Opportunity has also been given wage earners to voice their opinions as to any desired betterment of their conditions, and suggestions wherein improvement could be made were freely given.

An effort has been made to secure reports from workers in all the different branches of industry, and the information thus given will undoubtedly prove of great value to prospective employers, to workers themselves, also to the student on economic subjects, as members of debating societies are frequently applying to this department for such information as this chapter contains.

### WAGES.

The total amount of wages earned during the year 1904, reported by 236 individuals, or 71 per cent of the whole number reporting, was \$184,634, or an annual average for each person of \$781.21.

### SAVINGS.

The amount of savings reported cover a period of two years, viz: 1903 and 1904, and represent the total savings of 216 persons or 65 per cent of the total number reporting, showing a total of \$41,930, or \$20,965 for each year, or an annual average for each person of \$97.06.

### LIFE INSURANCE.

The total amount of life insurance carried by the 214, or 64 per cent of the number of persons reporting, is \$481,600, or an average of \$2,250 each.

### FIRE INSURANCE.

The total amount of fire insurance carried on their homes and furniture, as reported by 141 persons, or 42 per cent of the total number reporting, is \$135,250, or an average of \$959 each.

### THE HOME.

Of the 333 persons reporting seventy-two, or 22 per cent, own their own homes free from incumbrance, the total value of which is \$147,050, or \$2,042 each.

Fifty-two others report an equity amounting to \$48,275 in property valued at \$95,900. An average indebtedness of \$916 on a total of \$47,625.



## WAGE EARNERS

Showing occupation, hours worked, wage rates, annual earnings, savings, in hours and

## BAKERS.

Marginal number.	Locality Where Employed	Working hours per day.	Wages.		Total earnings for year.	Total savings for past two years.	Number supported by your earnings.	Sanitation where employed.
			Rate.	Per				
1	Burlington	12	\$ 15.00	Week.	\$780.00	.....	1	Good.
2	Burlington	10	10.50	Week.	540.00	None.	1	Good.
3	Burlington	12	12.00	Week.	624.00	.....	4	Fair.
4	Dubuque	10	15.00	Week.	750.00	\$300.00	3	Good.

## BARBERS.

5	Burlington	12	\$ 13.00	Week.	\$672.00	\$100.00	3	Good.
6	Centerville	12	11.00	Week.	480.00	None.	6	Good.
7	Creston	11	16.00	Week.	882.00	None.	7	Good.
8	Des Moines	10	12.00	Week.	760.00	None.	4	Good.
9	Fairfield	12	10.00	Week.	620.00	None.	4	Good.
10	Fort Dodge	13	12.00	Week.	624.00	None.	4	Good.
11	Fort Dodge	13	12.00	Week.	600.00	None.	3	Good.
12	Washington	14	10.00	Week.	480.00	None.	4	Good.

## BARTENDERS.

13	Clinton	9	\$ 16.00	Week.	\$820.00	.....	.....	.....
14	Keokuk	10	15.00	Week.	720.00	.....	.....	.....
15	Keokuk	10	12.50	Week.	600.00	\$ 50.00	1	Good.
16	Keokuk	9	10.00	Week.	520.00	.....	1	Good.

## BLACKSMITHS.

17	Oedar Rapids	8	\$ 20.40	Week.	\$790.00	.....	6	Good.
18	Des Moines	10	18.00	Week.	900.00	None.	6	Good.
19	Des Moines	9	17.40	Week.	897.00	\$750.00	2	Good.
20	Delwein	9	18.00	Week.	850.00	100.00	3	Good.
21	* Delwein	9	13.50	Week.	550.00	.....	4	Good.
22	Sioux City	9	18.00	Week.	720.00	200.00	2	Good.
23	Sioux City	9	18.00	Week.	700.00	None.	3	Good.
24	* Sioux City	9	10.50	Week.	480.00	None.	4	Good.

\* Helper.

## OF IOWA.

number in family, sanitary conditions, insurance, the home, and variation wages since 1902.

## BAKERS.

Amount of Insurance carried.		The Home.			Variation in Hours and Wages Since 1902.	
Life.	Fire.	Owned.	Value of.	Equity in.		
1	1.00	None.	No.	.....	Increase, amount not stated	1
2	2.00	.....	.....	.....	No increase in wages	2
3	.....	.....	.....	.....	No change in wages	3
4	.....	Yes.	\$ 1,400	.....	No change in wages	4

## BARBERS.

5	2,000	.....	Yes.	\$ 1,500	Clear.	No increase in wages	5
6	2,000	.....	Yes.	1,800	Clear.	No increase in wages	6
7	1,000	\$ 400	No.	.....	.....	No increase in wages	7
8	2,500	300	No.	.....	.....	No increase in wages	8
9	600	200	No.	.....	.....	10% increase, reduced hours 1 hour per day	9
10	5,000	1,000	Yes.	1,900	\$500.00	Decrease amount dull trade	10
11	2,000	600	No.	.....	.....	No increase in wages	11
12	.....	.....	.....	.....	.....	No increase in wages	12

## BARTENDERS.

13	.....	.....	.....	.....	.....	.....	13
14	\$ 1,200	.....	.....	.....	.....	No increase in wages	14
15	.....	\$500.00	No.	.....	.....	No increase in wages	15
16	None.	None.	No.	.....	.....	No increase in wages	16

## BLACKSMITHS.

17	\$ 4,000	\$500.00	Yes.	\$ 800	\$500.00	No increase in wages	17
18	2,000	None.	No.	.....	.....	No increase in wages	18
19	1,000	\$50.00	Yes.	1,000	450.00	No increase in wages	19
20	3,000	\$50.00	No.	.....	.....	10% increase in wages	20
21	1,000	.....	.....	.....	.....	No increase in wages	21
22	1,000	.....	Yes.	1,000	165.00	10% in wages	22
23	1,000	300.00	No.	.....	.....	No increase in wages	23
24	2,000	.....	.....	.....	.....	No increase in wages	24

## WAGE EARNERS

## BRICKLAYERS AND

Marginal number.	Locality Where Employed.	Working hours per day.	Wages.		Total earnings for year.	Total savings for past two years.	Number supported by your earnings.	Sanitation where employed.
			Rate.	Per				
25	* Belle Plaine.....	9	\$ 27.00	Week.	.....	None.	3	Good.
26	§ Cedar Rapids.....	9	27.00	Week.	\$500.00	\$350.00	3	Good.
27	§ Cedar Rapids.....	9	27.00	Week.	475.00	None.	4	Good.
28	§ Cedar Rapids.....	9	27.00	Week.	600.00	100.00	3	Good.
29	* Des Moines.....	8	30.00	Week.	1,100.00	800.00	4	Good.
30	* Fairfield.....	9	30.00	Week.	570.00	.....	2	Good.
31	* Lyons.....	9	27.00	Week.	.....	.....	4	Good.
32	* Lyons.....	9	27.00	Week.	500.00	None.	3	Good.
33	* Muscatine.....	8	24.00	Week.	.....	None.	4	Good.
34	§ Sioux City.....	9	29.70	Week.	750.00	200.00	4	Good.

\* Bricklayer. § Stonemason. a Employed five months.

## BROOMMAKERS.

35	Des Moines.....	10	\$ 15.00	Week.	\$780.00	\$200.00	2	Good.
36	Sioux City.....	9	13.50	Week.	.....	.....	1	Good.
37	Sioux City.....	10	15.00	Week.	400.00	.....	1	Good.

## BUTCHERS.

38	Cedar Rapids.....	10	\$ 14.00	Week.	\$415.00	None.	1	Good.
39	Clinton.....	12	.....	.....	\$200.00	.....	5	Good.
40	Clinton.....	11	12.00	Week.	612.00	150.00	1	Good.

## CARPENTERS.

41	Boone.....	9	\$ 15.00	Week.	\$800.00	\$405.00	5	Good.
42	Burlington.....	8	16.80	Week.	.....	None.	2	Good.
43	Cedar Rapids.....	9	18.00	Week.	700.00	.....	5	Good.
44	Chariton.....	10	18.00	Week.	775.00	.....	7	Good.
45	Colfax.....	9	16.20	Week.	600.00	.....	4	Good.
46	Clarion.....	10	15.00	Week.	763.00	.....	3	Good.
47	Clinton.....	9	16.20	Week.	576.00	.....	2	Good.
48	Des Moines.....	8	19.20	Week.	500.00	100.00	4	Good.
49	Des Moines.....	8	18.00	Week.	.....	.....	3	Good.
50	Dubuque.....	10	16.50	Week.	.....	300.00	4	Good.
51	Dubuque.....	8	15.00	Week.	.....	None.	3	Good.
52	Fort Dodge.....	10	15.00	Week.	521.00	100.00	5	Good.
53	Fort Dodge.....	10	18.00	Week.	800.00	None.	3	Good.
54	Fort Madison.....	10	13.50	Week.	850.00	.....	3	Good.
55	Marion.....	9	18.00	Week.	.....	300.00	2	Good.
56	Marshalltown.....	9	18.00	Week.	900.00	800.00	5	Good.
57	Ottumwa.....	8	16.20	Week.	.....	None.	5	Good.
58	Waterloo.....	10	16.50	Week.	.....	None.	5	Good.

## OF IOWA—CONTINUED.

## STONEMASONS.

Amount of Insurance carried.		The Home.			Variation in Hours and Wages Since 1902.	Marginal number.
Life.	Fire.	Owned.	Value of.	Equity in.		
.....	.....	No.	.....	.....	10% increase in wages.....	25
\$ 1,000	\$ 500	Yes.	\$ 2,000	Clear.	No change in wages.....	26
2,500	None.	Yes.	2,500	\$ 1,600	No change in wages.....	27
1,500	1,200	Yes.	2,500	1,800	No change in wages.....	29
3,000	1,000	Yes.	1,800	800	No change in wages.....	30
1,000	300	No.	.....	.....	No change in wages.....	31
1,000	None.	Yes.	1,000	Clear.	No change in wages.....	32
1,000	500	Yes.	800	400	No change in wages.....	33
1,000	1,400	Yes.	2,000	800	No change in wages.....	34
2,500	800	Yes.	500	Clear.	No change in wages.....	34

b Slack of building operation.

## BROOMMAKERS.

.....	\$ 500	Yes.	\$ 2,000	Clear.	No change in wages.....	35
.....	.....	No.	.....	.....	No change in wages.....	36
.....	.....	.....	.....	.....	No change in wages.....	37

## BUTCHERS.

.....	.....	.....	.....	.....	15c. increase per day.....	38
\$ 1,000	.....	.....	.....	.....	No change in wages.....	39
3,000	None.	Yes.	\$ 1,200	Clear.	No change in wages.....	40

## CARPENTERS.

None.	\$ 600	Yes.	\$ 800	\$ 300	No change in wages.....	41
\$ 1,000	1,400	Yes.	1,000	Clear.	No change in wages.....	42
2,500	None.	Yes.	2,000	1,000	No change in wages.....	43
1,000	None.	No.	.....	.....	No change in wages.....	44
.....	.....	.....	.....	.....	45 cents increase per day.....	45
.....	.....	.....	.....	.....	No change in wages.....	46
1,000	1,000	Yes.	2,000	1,600	No change in wages.....	47
2,100	1,200	Yes.	2,000	Clear.	No change in wages.....	48
.....	.....	Yes.	2,000	1,000	No change in wages.....	49
1,200	None.	Yes.	1,800	Clear.	25 cents increase per day.....	50
2,000	None.	Yes.	600	400	25 cents increase per day.....	51
3,000	700	Yes.	1,600	Clear.	No change in wages.....	52
3,000	250	No.	1,500	1,000	No change in wages.....	53
3,000	.....	Yes.	1,500	Clear.	No change in wages.....	54
.....	.....	No.	.....	.....	Reduced work day one hour.....	55
.....	.....	.....	.....	.....	No change in wages.....	56
.....	.....	.....	.....	.....	No change in wages.....	57
.....	.....	.....	.....	.....	No change in wages.....	58



## WAGE EARNERS

## CIGAR MAKERS.

Marginal number.	Locality Where Employed.	Working hours per day.	Wages.		Total earnings for year.	Total savings for past two years.	Number supported by your earnings.	Sanitation where employed.
			Rate.	Per				
59	Burlington.....	8	\$ 18.00	Week.	.....	.....	5	Good.
60	Cedar Rapids.....	8	17.00	Week.	.....	\$200.00	6	Good.
61	Cedar Rapids.....	8	14.40	Week.	.....	.....	2	Good.
62	Davenport.....	8	15.80	Week.	\$700.00	200.00	1	Good.
63	Davenport.....	8	12.00	Week.	.....	None.	3	Good.
64	Des Moines.....	8	12.00	Week.	642.00	25.00	3	Good.
65	Dubuque.....	8	10.00	Week.	.....	None.	4	Good.
66	Dubuque.....	8	14.00	Week.	.....	None.	4	Good.
67	Fairfield.....	8	9.60	Week.	.....	.....	1	Good.
68	Fairfield.....	8	9.50	Week.	.....	None.	1	Good.
69	Fairfield.....	8	9.00	Week.	400.00	50.00	1	Good.
70	Fairfield.....	8	12.00	Week.	625.00	None.	2	Good.
71	Fairfield.....	8	14.00	Week.	750.00	100.00	3	Good.
72	Lyons.....	8	9.00	Week.	400.00	.....	1	Good.
73	Mason City.....	8	15.00	Week.	.....	.....	2	Good.
74	Mason City.....	8	13.50	Week.	548.00	200.00	1	Good.
75	Mason City.....	8	16.20	Week.	650.00	None.	4	Good.
76	Muscantine.....	8	13.50	Week.	700.00	None.	1	Good.
77	Oskaloosa.....	8	13.50	Week.	655.00	.....	4	Fair.
78	Oskaloosa.....	8	12.00	Week.	600.00	None.	6	Fair.
79	Waterloo.....	8	16.20	Week.	.....	.....	3	Good.

## CLERKS OFFICE.

80	Boone.....	8	.....	.....	.....	.....	3	Good.
81	Council Bluffs.....	9	\$ 75.00	Month.	\$ 900.00	\$ 300.00	4	Good.
82	Des Moines.....	9½	10.00	Week.	520.00	None.	1	Good.
83	Des Moines.....	8	83.33	Month.	1,000.00	600.00	6	Good.
84	Marshalltown.....	10	10.20	Week.	473.00	None.	1	Good.
85	Mason City.....	9	60.00	Month.	720.00	.....	4	Good.
86	* Mason City.....	9	35.00	Month.	420.00	300.00	1	Good.
87	* Mason City.....	9	40.00	Month.	480.00	.....	1	Good.
88	Mason City.....	9	70.00	Month.	730.00	None.	3	Good.
89	Mason City.....	9	47.50	Month.	540.00	None.	1	Good.
90	Newton.....	10	125.00	Month.	1,500.00	1,500.00	5	Good.
91	Newton.....	10	83.33	Month.	900.00	800.00	2	Good.
92	Ottumwa.....	10	60.00	Month.	720.00	None.	1	Good.

\* Female.

## CLERKS, POSTAL.

93	Council Bluffs.....	8½	\$ 83.33	Month.	\$ 1,000	\$500.00	2	Good.
94	Dubuque.....	8½	91.66	Month.	1,100	200.00	4	Good.
95	Fort Dodge.....	8½	60.00	Mon h.	700	None.	6	Good.
96	Fort Dodge.....	8½	75.00	Month.	900	400.00	2	Good.
97	Fort Dodge.....	8½	60.00	Month.	700	100.00	2	Good.
98	Grinnell.....	10	59.50	Month.	700	500.00	1	Good.
99	Mason City.....	10	50.00	Month.	600	None.	1	Good.
100	Ottumwa.....	9½	75.00	Month.	900	275.00	1	Good.
101	Washington.....	12½	66.66	Month.	800	300.00	3	Good.
102	Waterloo.....	8	75.00	Month.	900	750.00	2	Good.

## CLERKS, RETAIL.

103	* Clarion.....	12	\$ 25.00	Month.	\$ 270	None.	1	Good.
104	* Clarion.....	12	30.00	Month.	300	\$100.00	1	Good.
105	* Clarion.....	12	40.00	Month.	420	None.	1	Good.
106	Lisbon.....	14	41.66	Month.	500	None.	5	Good.
107	Lisbon.....	12	77.10	Month.	204	None.	1	Good.
108	Lisbon.....	13	40.00	Month.	480	60.00	4	Good.
109	Ottumwa.....	10	12.00	Week.	625	None.	5	Good.

\* Female.

## OF IOWA—CONTINUED.

## CIGARMAKERS.

Amount of Insurance carried.		The Home.			Variation in Hours and Wages Since 1902.	Marginal number.
Life.	Fire.	Owned.	Value of.	Equity in.		
.....	\$ 1,300	Yes.	\$ 1,000	Clear.	No change in wages.....	59
\$ 2,000	2,100	Yes.	2,500	Clear.	No change in wages.....	61
.....	None.	Yes.	.....	.....	No change in wages.....	62
2,000	None.	No.	.....	.....	No change in wages.....	63
1,000	300	No.	.....	.....	No change in wages.....	64
1,800	500	Yes.	530	480	No change in wages.....	65
1,500	250	No.	.....	.....	No change in wages.....	66
.....	.....	Yes.	.....	.....	No change in wages.....	67
.....	.....	No.	.....	.....	No change in wages.....	68
2,000	.....	No.	.....	.....	No change in wages.....	69
.....	.....	No.	.....	.....	No change in wages.....	70
.....	.....	No.	.....	.....	No change in wages.....	71
350	500	No.	.....	.....	No change in wages.....	72
550	.....	No.	.....	.....	No change in wages.....	73
.....	.....	No.	.....	.....	No change in wages.....	74
500	.....	No.	.....	.....	No change in wages.....	75
2,000	.....	No.	.....	.....	No change in wages.....	76
1,000	.....	No.	.....	.....	No change in wages.....	77
2,000	600	No.	.....	.....	No change in wages.....	78
4,500	1,400	Yes.	2,000	Clear.	No change in wages.....	79
1,000	.....	No.	.....	.....	No change in wages.....	80

## CLERKS OFFICE

\$ 2,000	.....	Yes.	\$ 3,500	.....	No change in wages.....	80
1,000	\$ 600	No.	.....	.....	10% increase in wages.....	81
.....	.....	No.	.....	.....	1% increase in wages.....	82
2,000	2,500	Yes.	3,500	Clear.	No change in wages.....	83
1,000	.....	No.	.....	.....	No change in wages.....	84
1,000	525	No.	.....	.....	No change in wages.....	85
1,000	.....	No.	.....	.....	No change in wages.....	86
.....	.....	No.	.....	.....	Increase in wages not stated.....	87
2,000	300	No.	.....	.....	10% increase in wages.....	88
1,000	.....	No.	.....	.....	5% increase in wages.....	89
2,000	800	Yes.	3,200	\$ 2,200	No change in wages.....	90
5,000	500	No.	.....	.....	11% increase in wages.....	91
3,000	.....	No.	.....	.....	No change in wages.....	92

## CLERKS, POSTAL.

\$ 2,000	\$ 500	Yes.	\$ 3,000	\$ 1,200	No change in wages.....	93
4,000	1,000	No.	.....	.....	No change in wages.....	94
3,000	1,100	Yes.	1,200	Clear.	10% increase in wages.....	95
2,000	2,000	Yes.	3,500	\$ 1,150	11% increase in wages.....	96
1,000	.....	No.	.....	.....	14% increase in wages.....	97
1,200	.....	.....	.....	.....	No change in wages.....	98
3,000	.....	No.	.....	.....	No change in wages.....	99
1,000	.....	No.	.....	.....	No change in wages.....	100
2,000	1,700	Yes.	2,500	Clear.	No change in wages.....	101
5,000	1,500	Yes.	3,500	2,000	No change in wages.....	102

## CLERKS, RETAIL.

.....	.....	No.	.....	.....	No change in wages.....	103
.....	.....	No.	.....	.....	30% increase in wages.....	104
.....	.....	No.	.....	.....	10% increase in wages.....	105
\$ 2,000	\$ 900	Yes.	\$ 1,500	.....	No change in wages.....	106
.....	.....	.....	.....	.....	No change in wages.....	107
1,000	1,100	Yes.	1,000	.....	No change in wages.....	108
1,000	400	No.	.....	.....	No change in wages.....	109



## WAGE EARNERS

## CONDUCTORS, RAILWAY.

Mar- ginal num- ber.	Locality Where Employed.	Work- ing hours per day.	Wages.		Total earn- ings for year.	Total sav- ings for past two years.	Number support- ed by your earnings.	Sanita- tion where em- ployed.
			Rate.	Per				
110	Belle Plaine.....	10	\$ 90.00	Month.	\$ 800	\$ 26.00	4	Good.
111	Burlington.....	10	140.00	Month.	1,000	None.	5	Good.
112	Des Moines.....	10	110.00	Month.	1,310	None.	3	Good.
113	Des Moines.....	10	110.00	Month.	1,300	None.	5	Good.
114	Des Moines.....	9	134.00	Month.	1,474	800.00	4	Good.
115	Des Moines.....	10	100.00	Month.	1,200	400.00	4	Good.
116	Des Moines.....	10	90.00	Month.	900	None.	3	Good.
117	Des Moines.....	10	115.00	Month.	.....	None.	2	Good.
118	Des Moines.....	10	105.00	Month.	1,235	700.00	3	Good.
119	Eldon.....	10	105.00	Month.	1,150	900.00	1	Good.
120	Marion.....	10	100.00	Month.	1,150	None.	3	Good.
121	Oskaloosa.....	10	80.00	Month.	960	800.00	1	Good.
122	Ottumwa.....	10	90.00	Month.	1,000	.....	6	Good.
123	Shenandoah.....	10	100.00	Month.	1,200	500.00	7	Good.
124	Valley Junction.....	10	110.00	Month.	1,445	None.	6	Good.

## COOPERS.

125	Burlington.....	10	\$ 8.00	Week.	\$ 552	None.	2	Good.
126	Dubuque.....	10	2.50	Day.	.....	.....	5	Good.
127	Ottumwa.....	10	16.50	Week.	.....	.....	3	Good.

## ELECTRICAL WORKERS.

128	Boone.....	9	\$ 65.00	Month.	\$780.00	\$ 22.00	2	Good.
129	Cedar Rapids.....	9	15.00	Week.	780.00	None.	6	Good.
130	Clarion.....	10	* 15.00	Week.	720.00	None.	5	Fair.
131	Des Moines.....	9	16.50	Week.	880.00	.....	4	Good.
132	Mason City.....	9	52.50	Month.	630.00	None.	3	Good.
133	Muscatine.....	9	60.00	Month.	720.00	175.00	7	Good.
134	Muscatine.....	9	60.00	Month.	400.00	75.00	1	Good.

\* Includes team furnished.

## LOCOMOTIVE ENGINEERS.

135	Boone.....	8	\$120.00	Month.	\$ 1,300	.....	4	Good.
136	Council Bluffs.....	7	130.00	Month.	1,900	\$ 750	4	Good.
137	Clarion.....	10	115.00	Month.	1,200	1,800	1	Good.
138	Des Moines.....	10	155.00	Month.	1,800	570	3	Good.
139	Estherville.....	10	125.00	Month.	1,500	500	5	Good.
140	Fort Madison.....	10	100.00	Month.	1,200	400	2	Good.
141	Fort Madison.....	10	150.00	Month.	1,800	.....	3	Good.
142	Oelwein.....	10	100.00	Month.	1,100	1,200	3	Good.
143	Oelwein.....	10	120.00	Month.	900	.....	5	Good.
144	Oskaloosa.....	10	120.00	Month.	1,440	.....	2	Good.
145	Perry.....	10	180.00	Month.	1,550	1,100	4	Good.
146	Sanborn.....	10	125.00	Month.	1,500	77	4	Good.
147	Valley Junction.....	10	125.00	Month.	1,400	650	1	Good.
148	Sioux City.....	10	90.00	Month.	970	300	4	Good.
149	Sioux City.....	10	130.00	Month.	.....	None.	2	Good.
150	Sioux City.....	10	135.00	Month.	1,000	200	4	Good.

## ENGINEERS, STATIONARY.

151	Harkes.....	9	\$ 70.00	Month.	\$640.00	\$200.00	5	Good.
152	Monticello.....	10	9.00	Week.	.....	None.	4	Good.
153	Ottumwa.....	9	54.25	Month.	656.00	.....	3	Good.
154	Ottumwa.....	12	65.00	Month.	780.00	None.	4	Good.

## OF IOWA--CONTINUED.

## CONDUCTORS, RAILWAY

Amount of In- surance car- ried.		The Home.			Variation in Hours and Wages Since 1902.	Mar- ginal num- ber.
Life.	Fire.	Owued.	Value of.	Equity in.		
\$ 5,500	\$ 1,600	Yes.	\$ 1,600	Clear.	No change in wages.....	110
.....	.....	No.	.....	.....	No change in wages.....	111
3,000	575	Yes.	1,300	\$ 600	No change in wages.....	112
.....	.....	No.	.....	.....	No change in wages.....	113
2,000	1,500	Yes.	2,500	Clear.	No change in wages.....	114
5,000	500	No.	.....	.....	No change in wages.....	115
2,000	800	No.	.....	.....	No change in wages.....	116
5,000	500	Yes.	1,500	1,000	No change in wages.....	117
4,000	2,000	Yes.	4,000	1,800	No change in wages.....	118
1,000	.....	No.	.....	.....	No change in wages.....	119
3,000	800	Yes.	1,000	Clear.	No change in wages.....	120
3,500	.....	No.	.....	.....	Increase, amount not reported.....	121
3,000	500	No.	.....	.....	No change in wages.....	122
3,000	1,000	Yes.	1,000	Clear.	No change in wages.....	123
4,000	1,000	Yes.	3,000	Clear.	No change in wages.....	124

## COOPERS

\$ 1,000	.....	No.	.....	.....	No change in wages.....	125
2,000	.....	.....	.....	.....	No change in wages.....	126
2,000	.....	Yes.	\$ 1,000	Clear.	No change in wages.....	127

## ELECTRICAL WORKERS.

\$ 1,100	.....	No.	.....	.....	No change in wages.....	128
.....	.....	No.	.....	.....	No change in wages.....	129
2,000	.....	Yes.	\$ 3,500	Clear.	No change in wages.....	130
4,000	.....	Yes.	.....	.....	No change in wages.....	131
.....	.....	No.	.....	.....	No change in wages.....	132
.....	.....	No.	.....	.....	No change in wages.....	133
1,000	.....	No.	.....	.....	10% increase in wages.....	134

## LOCOMOTIVE ENGINEERS.

\$ 4,500	\$ 1,400	Yes.	\$ 1,800	Clear.	No change in wages.....	135
3,000	1,500	Yes.	2,500	\$ 2,000	No change in wages.....	136
750	.....	No.	.....	.....	No change in wages.....	137
1,500	1,500	Yes.	3,000	Clear.	No change in wages.....	138
2,500	2,000	Yes.	2,000	Clear.	No change in wages.....	139
4,500	500	No.	.....	.....	No change in wages.....	140
3,500	750	No.	.....	.....	No change in wages.....	141
5,000	.....	Yes.	6,000	Clear.	No change in wages.....	142
3,000	.....	No.	.....	.....	No change in wages.....	143
.....	.....	No.	.....	.....	10% increase in wages.....	144
5,000	1,500	Yes.	1,200	Clear.	No change in wages.....	145
3,500	2,500	Yes.	4,000	Clear.	No change in wages.....	146
3,500	1,500	Yes.	1,500	1,100	8% increase in wages.....	147
3,000	1,700	Yes.	1,500	Clear.	5% increase in wages.....	148
3,500	.....	Yes.	3,000	Clear.	No change in wages.....	149
1,500	.....	No.	.....	.....	No change in wages.....	150

## ENGINEERS, STATIONARY

.....	.....	No.	.....	.....	5% decrease in wages.....	151
\$ 500	.....	No.	.....	.....	No change in wages.....	152
1,000	.....	.....	.....	.....	No change in wages.....	153
1,600	\$ 300	No.	.....	.....	No change in wages.....	154



## WAGE EARNER

## FACTORY HANDS.

Marginal number.	Locality Where Employed.	Working hours per day.	Wages.		Total earnings for year.	Total savings for past two years.	Number supported by your earnings.	Sanitation where employed.
			Rate.	Per				
155	Monticello*	10	\$ 4.50	Week.	\$225.00	.....	1	Good.
156	Monticello	10	8.40	Week.	435.00	.....	5	Good.
157	Monticello*	10	6.00	Week.	285.00	.....	1	Poor.
158	Monticello	10	8.00	Week.	415.00	None.	7	Good.
159	Monticello*	10	4.20	Week.	220.00	.....	1	Poor.
160	Monticello	10	7.50	Week.	375.00	None.	1	Good.
161	Monticello*	10	3.00	Week.	150.00	.....	1	Poor.

\* Female.

## FARM LABORERS.

162	Blencoe.....	10	\$ 25.00*	Month.	\$300.00	None.	1	Good.
163	Eldridge.....	14	26.00*	Month.	250.00	\$200.00	1	Good.
164	Monticello.....	16	25.00*	Month.	300.00	200.00	1	Good.

\* This includes board and washing.

## FIREMEN, LOCOMOTIVE.

165	Cedar Rapids.....	10	\$ 50.00	Month.	\$600.00	\$180.00	2	Good.
166	Creston.....	10	65.00	Month.	750.00	300.00	2	Good.
167	Ottumwa.....	10	70.00	Month.	700.00	None.	3	Good.
168	Valley Junction.....	10	75.00	Month.	900.00	None.	2	Good.

## ICE DELIVERY MEN.

169	Cedar Rapids.....	12	\$ 12.00	Week.	.....	.....	1	Good.
170	Cedar Rapids.....	12	15.00	Week.	\$497.00	\$305.00	1	Good.
171	Cedar Rapids.....	12	15.00	Week.	.....	.....	7	Good.

## LETTER CARRIERS.

172	Centerville.....	8	\$ 70.83	Month.	\$850.00	.....	1	Good.
173	Dubuque.....	8	70.83	Month.	850.00	.....	5	Good.
174	Iowa City.....	8	70.83	Month.	850.00	\$150.00	8	Good.
175	Osage.....	8	60.83	Month.	850.00	450.00	2	Good.
176	Sioux City.....	8	70.83	Month.	850.00	None.	3	Good.
177	Waterloo.....	8	70.83	Month.	850.00	None.	2	Good.
178	Waterloo.....	8	70.83	Month.	850.00	400.00	1	Good.
179	Webster City.....	8	70.83	Month.	850.00	.....	2	Good.
180	Webster City.....	8	70.83	Month.	850.00	.....	5	Good.
181	Webster City.....	8	70.83	Month.	850.00	.....	2	Good.

## LINOTYPE OPERATORS.

182	Burlington.....	8	19.00	Week.	\$ 820	.....	4	Good.
183	Council Bluffs.....	8	23.75	Week.	1,240	.....	3	Good.
184	Muscatine.....	8	21.00	Week.	.....	.....	5	Good.
185	Ottumwa.....	8	15.00	Week.	765	.....	2	Good.

## OF IOWA—CONTINUED.

## FACTORY HANDS

Amount of insurance carried.		The Home.			Variation in Hours and Wages Since 1902.	Marginal number.
Life.	Fire.	Owned.	Value of.	Equity in.		
.....	.....	No.	.....	.....	No change in wages.....	155
\$ 750	.....	No.	.....	.....	No change in wages.....	156
.....	.....	No.	.....	.....	No change in wages.....	157
2,000	.....	Yes.	\$ 1,000	Clear.	15 cents per day increase in wages.....	158
.....	.....	No.	.....	.....	No change in wages.....	159
1,000	.....	No.	.....	.....	No change in wages.....	160
.....	.....	No.	.....	.....	2% increase in wages.....	161

## FARM LABORERS.

.....	\$ 300	Yes.	\$ 1,000	\$ 600	No change in wages.....	162
\$ 1,000	.....	No.	.....	.....	No change in wages.....	163
.....	.....	No.	.....	.....	No change in wages.....	164

## FIREMEN, LOCOMOTIVE.

\$ 3,500	\$ 1,500	Yes.	\$ 3,000	Clear.	No change in wages.....	165
4,200	.....	No.	.....	.....	No change in wages.....	166
2,000	.....	No.	.....	.....	No change in wages.....	167
2,500	.....	No.	.....	.....	Increase in wages, amount not stated.....	168

## ICE DELIVERY MEN.

None.	.....	No.	.....	.....	No change in wages.....	169
.....	.....	No.	.....	.....	No change in wages.....	170
.....	.....	No.	.....	.....	No change in wages.....	171

## LETTER CARRIERS.

\$ 2,000	.....	No.	.....	.....	No change in wages.....	172
3,000	\$ 1,000	No.	.....	.....	No change in wages.....	173
2,000	1,700	Yes.	\$ 2,200	\$ 1,140	No change in wages.....	174
.....	.....	No.	.....	.....	No change in wages.....	175
3,350	.....	Yes.	2,500	2,150	No change in wages.....	176
7,000	2,000	Yes.	3,000	Clear.	No change in wages.....	177
8,000	1,000	Yes.	2,500	700	No change in wages.....	178
3,000	1,200	Yes.	2,000	Clear.	No change in wages.....	179
4,000	500	No.	.....	.....	No change in wages.....	180
2,000	400	No.	.....	.....	No change in wages.....	181

## LINOTYPE OPERATORS.

\$ 2,500	\$ 700	Yes.	\$ 1,200	.....	No change in wages.....	182
2,000	.....	Yes.	2,000	\$ 500	No change in wages.....	183
4,000	.....	Yes.	1,000	.....	No change in wages.....	184
.....	1,100	Yes.	1,200	800	No change in wages.....	185

## WAGE EARNERS

## MACHINISTS AND HELPERS.

Mar- ginal num- ber.	Locality Where Employed.	Work- ing hours per day.	Wages.		Total earn- ings for past two years.	Total sav- ings for past two years.	Number sup- port- ed by your earnings.	Sanita- tion where em- ployed.
			Rate.	Per				
186	* Boone	8 & 9	\$ 9.00	Week.	\$250.00	None.	2	Good.
187	* Boone	10	13.36	Week.	900.00	None.	5	Fair.
188	* Burlington	10	14.00	Week.	900.00	None.	1	Good.
189	* Burlington	10	9.00	Week.	720.00	None.	1	Fair.
190	Des Moines	10	16.00	Week.	1,200.00	None.	3	Good.
191	Des Moines	10	18.00	Week.	850.00	None.	3	Good.
192	Des Moines	9	18.00	Week.	900.00	None.	4	Poor.
193	Eagle Grove	10	20.40	Week.	920.00	None.	1	Poor.
194	Fort Madison	10	20.40	Week.	920.00	None.	2	Poor.
195	Fort Madison	10	20.40	Week.	920.00	None.	1	Poor.
196	Muscatine	10	18.00	Week.	900.00	None.	2	Good.
197	Muscatine	10	18.00	Week.	900.00	None.	2	Good.
198	Muscatine	10	18.00	Week.	900.00	None.	2	Good.
199	Missouri Valley	9	18.00	Week.	864.00	None.	4	Poor.
200	Newton	10	80.00	Month.	1,000.00	None.	4	Good.
201	Newton	10	18.00	Week.	720.00	None.	2	Good.
202	Sioux City	9	18.00	Week.	720.00	None.	4	Good.

\* Apprentice. † Out on strike eight months of the year.

## METAL WORKERS, SHEET.

201	Boone	10	\$ 12.00	Week.	\$624.00	None.	5	Good.
202	Cedar Rapids	9	15.00	Week.	630.00	None.	4	Good.
203	Cedar Rapids	9	15.00	Week.	750.00	None.	4	Good.
204	Clinton	9	15.00	Week.	\$108.00	None.	3	Good.
205	Monticello	10	13.50	Week.	702.00	None.	10	Good.

## MILL MACHINE HANDS.

206	Burlington	10	\$ 9.00	Week.	\$288.00	None.	3	Poor.
207	Burlington	10	13.50	Week.	\$288.00	None.	3	Fair.
208	Clinton	10	12.00	Week.	\$180.00	None.	6	Good.
209	Des Moines	9	16.20	Week.	900.00	None.	3	Good.
210	Des Moines	9	16.20	Week.	900.00	None.	3	Good.
211	Muscatine	10	10.00	Week.	\$400.00	None.	6	Good.
212	Muscatine	10	10.00	Week.	\$320.00	None.	1	Poor.
213	Ottumwa	9	13.50	Week.	\$643.00	None.	4	Good.

\* Only worked eight months of the year.

## MINE WORKERS.

214	Boone	8	\$ 15.00	Week.	\$600.00	None.	8	Good.
215	Brazil	8	24.00	Week.	1,000.00	\$1,000.00	3	Good.
216	Centerville	8	12.00	Week.	\$480.00	None.	5	Good.
217	Cincinnati	8	14.40	Week.	576.00	None.	1	Good.
218	Cincinnati	8	10.50	Week.	\$420.00	None.	4	Good.
219	Drummond	8	13.50	Week.	\$540.00	None.	4	Good.
220	Evans	8	18.00	Week.	720.00	None.	6	Good.
221	Exline	8	15.00	Week.	\$600.00	None.	1	Good.
222	Exline	8	15.00	Week.	\$600.00	None.	4	Good.
223	Flager	8	15.00	Week.	\$600.00	None.	4	Good.
224	Harkes	8	14.40	Week.	\$576.00	None.	2	Good.
225	Harkes	8	16.50	Week.	\$660.00	None.	2	Good.
226	Herman	8	15.00	Week.	\$600.00	None.	1	Good.
227	Jerome	8	15.00	Week.	\$600.00	None.	2	Good.
228	Jerome	8	13.50	Week.	\$540.00	None.	4	Fair.
229	Jerome	8	24.00	Week.	\$960.00	None.	6	Good.
230	Lehigh	8	15.00	Week.	\$600.00	None.	2	Good.
231	Lehigh	8	15.00	Week.	\$600.00	None.	4	Good.
232	Lehigh	8	15.00	Week.	\$600.00	None.	7	Good.
233	Lehigh	8	15.00	Week.	\$600.00	None.	9	Good.
234	Lehigh	8	12.00	Week.	\$480.00	None.	1	Good.
235	Ottumwa	8	12.00	Week.	\$480.00	None.	5	Fair.
236	Ottumwa	8	12.00	Week.	\$480.00	None.	1	Good.
237	Piano	8	8.00	Day.	\$320.00	None.	1	Good.
238	Seymour	8	13.50	Week.	\$540.00	None.	8	Good.
239	Valley Junction	8	10.22	Week.	\$408.00	None.	4	Good.

\* Mine foreman. † Checkweighman. (a) Worked six months.

## OF IOWA—CONTINUED.

## MACHINISTS AND HELPERS.

Amount of in- surance car- ried.	The Home.			Variation in Hours and Wages Since 1902.	Mar- ginal num- ber.
	Life.	Fire.	Owned.		
\$ 2,300	No.	Yes.	\$ 1,800	25% increase in wages	186
1,000	No.	Yes.	1,800	No change in wages	187
500	No.	Yes.	1,800	No change in wages	188
1,000	No.	Yes.	1,800	No change in wages	189
1,000	No.	Yes.	1,800	No change in wages	190
1,000	No.	Yes.	1,800	No change in wages	191
1,000	No.	Yes.	1,800	No change in wages	192
2,000	No.	Yes.	1,800	No change in wages	193
2,000	No.	Yes.	1,800	No change in wages	194
2,000	No.	Yes.	1,800	No change in wages	195
2,000	No.	Yes.	1,800	No change in wages	196
2,000	No.	Yes.	1,800	No change in wages	197
2,000	No.	Yes.	1,800	No change in wages	198
2,000	No.	Yes.	1,800	No change in wages	199
2,000	No.	Yes.	1,800	No change in wages	200

† Regular yearly increase for apprentice. ‡ More responsibility.

## METAL WORKERS, SHEET.

\$ 1,000	Yes.	\$ 1,800	250	Decreased 25 cents per day	201
1,000	No.	1,800	600	Increased 15 cents per day	202
2,000	Yes.	1,800	600	Increased 15 cents per day	203
3,000	Yes.	2,500	2,500	No change in wages	204

## MILL MACHINE HANDS.

\$ 2,000	Yes.	\$ 1,200	Clear.	Decreased 25 cents per day	206
1,000	No.	1,200	Clear.	Increased 15 cents per day	207
2,000	Yes.	4,000	Clear.	No change in wages	208
500	No.	500	Clear.	No change in wages	209
1,000	Yes.	1,200	\$ 550	No change in wages	210
1,000	No.	1,200	\$ 550	No change in wages	211
1,000	No.	1,200	\$ 550	No change in wages	212

## MINE WORKERS.

\$ 500	No.	Clear.	No change in wages	214
1,000	No.	Clear.	No change in wages	215
1,000	No.	Clear.	10% increase in wages	216
1,000	No.	Clear.	No change in wages	217
1,000	No.	Clear.	Increased 15 cents per day	218
1,000	No.	Clear.	5% increase in wages	219
1,000	No.	Clear.	Increased 5 cents per ton	220
1,000	No.	Clear.	Decreased 20 cents per ton	221
1,000	No.	Clear.	Decreased 3 cents per ton	222
1,000	No.	Clear.	Decreased 5 cents per ton	223
1,000	No.	Clear.	Decreased 15 cents per day	224
1,000	No.	Clear.	No change in wages	225
1,000	No.	Clear.	No change in wages	226
1,000	No.	Clear.	No change in wages	227
1,000	No.	Clear.	Decreased 5 cents per ton	228
1,000	No.	Clear.	Decreased 5 cents per ton	229
1,000	No.	Clear.	Decreased 10 cents per day	230
1,000	No.	Clear.	Decreased 5 cents per ton	231
1,000	No.	Clear.	Decreased 5 cents per ton	232
1,000	No.	Clear.	Decreased 5 cents per ton	233
1,000	No.	Clear.	Decreased 5 cents per ton	234
1,000	No.	Clear.	Decreased 5 cents per day	235
1,000	No.	Clear.	Decreased 5 cents per day	236
1,000	No.	Clear.	No change in wages	237

† Mine idle 100 days.



## WAGE EARNERS

## MOULDERS, IRON.

Marginal number.	Locality Where Employed.	Working hours per day.	Wages.		Total earnings for year.	Total savings for past two years.	Number supported by your earnings.	Sanitation where employed.
			Rate.	Per.				
239	Des Moines.....	9	\$ 12.00	Week.	.....	.....	2	Good.
240	Ottumwa.....	10	18.60	Week.	\$750.00	\$350.00	3	Good.
241	Ottumwa.....	10	18.50	Week.	.....	500.00	4	Fair.

## PAINTERS AND PAPER HANGERS.

242	Burlington.....	9	\$ 17.55	Week.	\$520.00	.....	6	Good.
243	Clinton.....	9	13.50	Week.	.....	None.	4	Good.
244	Clinton.....	9	16.50	Week.	.....	None.	1	Good.
245	Cedar Rapids.....	9	16.50	Week.	548.00	None.	8	Good.
246	Council Bluffs.....	8	18.00	Week.	400.00	\$ 75.00	1	Good.
247	Des Moines.....	8	18.00	Week.	850.00	.....	1	Good.
248	Des Moines.....	8	18.00	Week.	549.00	None.	6	Good.
249	Grinnell.....	10	18.00	Week.	.....	250.00	3	Good.
250	Keokuk.....	8	13.50	Week.	337.50	None.	2	Good.
251	Keokuk.....	9	16.00	Week.	.....	.....	4	Good.
252	Lisbon.....	9½	18.75	Month.	225.00	None.	3	Good.
253	Monticello.....	9	9.00	Week.	.....	None.	3	Good.
254	Oelwein.....	9	12.60	Week.	570.00	.....	5	Good.
255	Oelwein.....	9	16.20	Week.	780.00	.....	2	Poor.
256	Oskaloosa.....	9	15.00	Week.	600.00	.....	1	Good.
257	Oskaloosa.....	9	13.50	Week.	540.00	110.00	1	Good.

## PLASTERERS.

258	Mason City.....	9	\$ 4.00	Day.	\$800.00	\$400.00	6	Good.
259	Sioux City.....	8	4.50	Day.	700.00	500.00	3	Good.

## PLUMBERS.

260	*Clinton.....	9	\$ 10.80	Week.	\$ 575	\$ 150	8	Fair.
261	Council Bluffs.....	8	24.00	Week.	1,200	1,000	4	Fair.
262	Des Moines.....	8	21.00	Week.	900	None.	2	Good.
263	Dubuque.....	8	21.00	Week.	1,015	300	3	Fair.

\* Pipe fitter.

## PRESSMEN.

264	Des Moines.....	9	\$ 15.75	Week.	.....	.....	3	Good.
265	Dubuque.....	8½	15.00	Week.	.....	.....	4	Good.

## PRINTERS.

266	Cedar Rapids.....	9	\$ 18.00	Week.	\$ 962	.....	3	Good.
267	Ottumwa.....	9	18.00	Week.	936	\$ 500	3	Good.
268	Ottumwa.....	9	15.00	Week.	800	.....	8	Good.
269	Sioux City.....	8	4.80	Day.	.....	None.	4	Good.
270	Waterloo.....	8	16.50	Week.	.....	None.	4	Good.

## OF IOWA—CONTINUED.

## MOLDERS, IRON.

Amount of insurance carried.		The Home.			Variation in Hours and Wages Since 1902.	Marginal number.
Life.	Fire.	Owned.	Value of.	Equity in.		
.....	\$ 1,000	Yes.	\$ 1,300	\$ 700	No change in wages.....	239
\$ 1,000	.....	No.	.....	.....	Increased 10 cents per day.....	240
1,000	1,500	Yes.	2,000	Clear.	No change in wages.....	241

## PAINTERS AND PAPER HANGERS.

.....	.....	Yes.	\$ 900	\$ 500	Increased 22½ cents per day.....	242
\$ 1,000	.....	No.	.....	.....	No change in wages.....	243
.....	.....	.....	.....	.....	No change in wages.....	244
3,000	\$ 300	Yes.	900	465	No change in wages.....	245
.....	.....	No.	.....	.....	No change in wages.....	246
600	.....	No.	.....	.....	No change in wages.....	247
4,000	500	No.	.....	.....	No change in wages.....	248
2,000	1,500	Yes.	3,000	.....	No change in wages.....	249
1,500	.....	No.	.....	.....	No change in wages.....	250
3,000	1,000	Yes.	1,000	.....	16½ cents increase in wages.....	251
.....	.....	No.	.....	.....	No change in wages.....	252
.....	.....	No.	.....	.....	No change in wages.....	253
\$ 3,000	\$450	No.	.....	.....	No change in wages.....	254
.....	.....	Yes.	\$ 1,600	.....	No change in wages.....	255
.....	.....	.....	.....	.....	Increased 25 cents per day.....	256
1,000	400	No.	.....	.....	No change in wages.....	257

## PLASTERERS.

\$ 1,300	\$ 800	Yes.	\$ 1,500	.....	No change in wages.....	258
7,400	1,000	Yes.	1,200	\$ 500	No change in wages.....	259

## PLUMBERS.

\$ 1,000	\$ 200	No.	.....	.....	Increased 25 cents per day.....	260
1,000	2,500	Yes.	\$ 3,000	Clear.	No change in wages.....	261
2,000	500	No.	.....	.....	No change in wages.....	262
1,000	.....	No.	.....	.....	No change in wages.....	263

## PRESSMEN.

.....	\$ 700	No.	.....	.....	No change in wages.....	264
\$ 1,000	.....	Yes.	\$ 1,200	.....	No change in wages.....	265

## PRINTERS.

\$ 1,000	.....	Yes.	\$ 3,000	.....	12 1-2 % increase in wages.....	266
1,000	\$ 1,500	Yes.	1,500	\$ 1,200	No change in wages.....	267
2,000	700	Yes.	2,000	1,500	No change in wages.....	268
4,000	2,000	Yes.	2,900	.....	No change in wages.....	269
1,500	.....	No.	.....	.....	No change in wages.....	270



## WAGE EARNERS

## STENOGRAPHERS.

Marginal number.	Locality Where Employed.	Working hours per day.	Wages.		Total earnings for year.	Total savings for past two years.	Number supported by year earnings.	Sanitation where employed.
			Rate.	Per				
271	*Boone .....	8½	\$ 7.00	Week.	\$ 364	.....	2	Good.
272	Mason City .....	9	55.00	Month.	660	None.	3	Good.
273	Mason City .....	9	50.00	Month.	600	.....	1	Good.
274	*Newton .....	9	40.00	Month.	480	.....	1	Good.
275	Osage .....	9	66.66	Month.	800	\$ 100	4	Good.

\* Female.

## STEROTYPERS.

276	Des Moines .....	9	\$ 21.00	Week.	\$ 1,040	.....	4	Good.
277	Des Moines .....	9½	20.00	Week.	.....	.....	1	Good.
278	Sioux City .....	9	18.00	Week.	.....	None.	3	Good.
279	Sioux City .....	9	18.00	Week.	936	None.	5	Good.
280	Sioux City .....	9	13.50	Week.	702	.....	2	Good.

## STONECUTTERS.

281	Cedar Rapids .....	8	\$ 24.00	Week.	\$708.00	.....	5	Good.
282	Dubuque .....	8	3 60	Day.	800.00	.....	4	Poor.
283	Lisbon .....	8	18.00	Week.	300.00	None.	7	Good.

## SWITCHMEN AND BRAKEMEN.

284	Burlington .....	12	\$ 63.00	Month.	\$756.00	\$150.00	4	Good.
285	Clarion .....	10	65.00	Month.	700.00	.....	7	Good.
286	Clarion .....	10	1.86	Day.	675.00	None.	3	Good.
287	Des Moines .....	12	2.61	Day.	975.00	.....	3	Good.
288	Des Moines .....	10	2.75	Day.	830.00	None.	3	Good.
289	Des Moines .....	12	3.08	Day.	900.00	None.	4	Good.
290	Marion .....	10	2.80	Day.	900.00	.....	3	Good.
291	Ottumwa .....	10	2.50	Day.	.....	.....	1	Good.
292	Waterloo .....	11	2.39	Day.	823.00	.....	2	Good.

## TAILORS.

293	Clinton .....	10	\$ 21.00	Week.	\$900.00	None.	5	Good.
294	Des Moines .....	12	.....	.....	700.00	None.	2	Good.
295	Ottumwa .....	10	12.00	Week.	500.00	None.	7	Good.
296	Sioux City .....	10	15.00	Week.	780.00	None.	2	Good.

## TELEPHONE OPERATORS.

297	*Clarion .....	10	\$ 25.00	Month.	\$295.00	.....	1	Good.
298	*Mason City .....	9	25.00	Month.	275.00	\$ 80.00	1	Good.
299	*Mason City .....	10	35.00	Month.	385.00	None.	3	Good.
300	*Mason City .....	9¾	20.00	Month.	220.00	None.	2	Good.
301	*Mason City .....	10	22.50	Month.	232.00	None.	1	Good.
302	*Mason City .....	8	16.00	Month.	.....	.....	1	Good.

\* Female.

## OF IOWA—CONTINUED.

## STENOGRAPHERS.

Amount of Insurance carried.		The Home.			Variation in Hours and Wages Since 1902.	
Life.	Fire.	Owned.	Value of.	Equity in.		
.....	.....	No	.....	.....	No change in wages .....	271
.....	.....	No	.....	.....	No change in wages .....	272
\$ 1,000	\$ 800	No	.....	.....	No change in wages .....	273
.....	.....	No	.....	.....	No change in wages .....	274
.....	400	No	.....	.....	No change in wages .....	275

## STEREOTYPERS.

\$ 2,000	.....	Yes	\$ 1,500	\$ 900	Increased, amount not stated .....	276
.....	.....	No	.....	.....	33 cents increase per day .....	277
4,000	1,000	No	.....	.....	No change in wages .....	278
3,000	500	No	.....	.....	No change in wages .....	279
2,500	300	No	.....	.....	No change in wages .....	280

## STONECUTTERS.

\$ 3,000	\$ 1,800	No.	.....	.....	Increased 5 cents per hour .....	281
1,000	.....	Yes.	\$ 3,300	\$ 2,400	No change in wages .....	282
.....	.....	Yes.	5,000	.....	No change in wages .....	283

## SWITCHMEN AND BRAKEMEN.

\$ 3,500	\$ 500	No.	.....	.....	No change in wages .....	284
2,000	.....	No.	.....	.....	Decreased, amount not stated .....	285
1,350	.....	No.	.....	.....	No change in wages .....	286
3,000	.....	.....	.....	.....	No change in wages .....	287
1,350	200	No.	.....	.....	No change in wages .....	288
5,000	800	No.	.....	.....	No change in wages .....	289
2,350	.....	No.	.....	.....	No change in wages .....	290
1,850	.....	.....	.....	.....	No change in wages .....	291
2,900	3,400	Yes.	\$ 5,500	.....	No change in wages .....	292

## TAILORS.

\$ 3,500	\$ 500	No.	.....	.....	No change in wages .....	293
.....	.....	No.	.....	.....	No change in wages .....	294
3,000	500	No.	.....	.....	No change in wages .....	295
2,000	300	No.	.....	.....	No change in wages .....	296

## TELEPHONE OPERATORS.

.....	.....	No.	.....	.....	No change in wages .....	297
.....	.....	.....	.....	.....	11% increase, by promotion .....	298
.....	.....	No.	.....	.....	No change in wages .....	299
.....	.....	No.	.....	.....	increase, amount not stated .....	300
.....	.....	No.	.....	.....	No change in wages .....	301
.....	.....	No.	.....	.....	No change in wages .....	302



## WAGE EARNERS

## MISCELLANEOUS.

Marginal number.	Locality Where Employed.	Working hours per day.	Wages.		Total earnings for year.	Total savings for past two years.	Number supported by your earnings.	Sanitation where employed.
			Rate.	Per				
303	Boone.....	9	\$ 12.00	Week	.....	.....	2	Fair
304	Boone.....	9	90.00	Month	\$90.00	.....	3	Good
305	Burlington.....	9	\$6.66	Month	750.00	\$700.00	1	Good
306	Carroll.....	10	75.00	Month	900.00	.....	3	Good
307	Clarion.....	14	50.00	Month	600.00	350.00	1	Good
308	Clinton.....	9	15.00	Week	.....	.....	2	Good
309	Centerville.....	8	"	"	.....	.....	3	Good
310	Davenport.....	9	15.00	Week	735.00	.....	9	Good
311	Des Moines.....	12	60.00	Month	700.00	250.00	3	Good
312	Des Moines.....	8	15.00	Week	.....	.....	1	Good
313	Dubuque.....	11	1.98	Day	.....	.....	2	Good
314	Eagle Grove.....	10	10.50	Week	548.00	None	11	Good
315	Eagle Grove.....	10	10.50	Week	550.00	None	6	Good
316	Fort Dodge.....	8	125.00	Month	1,500.00	300.00	1	Good
317	Fort Dodge.....	8	75.00	Month	900.00	150.00	3	Good
318	Grinnell.....	10	2,000.00	Year	2,000.00	1000.00	4	Good
319	Iowa City.....	10	47.50	Month	.....	None	3	Good
320	Lisbon.....	12	40.00	Month	420.00	.....	1	Good
321	Mason City.....	12	40.00	Month	480.00	None	1	Good
322	Monticello.....	10	9.00	Week	250.00	.....	14	Good
323	Monticello.....	10	20.00	Month	240.00	30.00	4	Good
324	Myatie.....	10	\$ 5.00	Week	245.00	.....	1	Good
325	Osage.....	10	100.00	Month	1,200.00	1500.00	2	Good
326	Ottumwa.....	10	6.00	Week	.....	.....	1	Good
327	Ottumwa.....	9	12.00	Week	.....	None	6	Good
328	Ottumwa.....	10	10.00	Week	.....	None	7	Good
329	Ottumwa.....	12	2.00	Day	700.00	None	4	Good
330	Sioux City.....	12	12.00	Week	624.00	.....	1	Good
331	Sioux City.....	12	14.00	Week	700.00	500.00	7	Good
332	Sioux City.....	9	2.70	Day	.....	.....	4	Good
333	Waterloo.....	10	2.63	Day	827.00	1000.00	1	Good

\*Works on commission. †Includes board and washing.

Key to miscellaneous occupations: 303 Harness Maker; 304 Manager Telephone Co.; 305 Mailing Clerk; 306 Boiler Maker; 307 Pharmacist; 308 Building Labor; 309 Life Insurance Agent; 310 Bookbinder; 311 Street Car Conductor; 312 Upholsterer; 313 Street Car Conductor; 314 Car Inspector; 315 Car Repairer; 316 Manager Grain Elevator; 317 Street Commissioner; 318 Superintendent Manufacturing Plant; 319 Section Foreman; 320 Jeweler; 321 Store Keeper; 322 Laborer; 323 Laborer; 324 Cook; 325 Manager of Lumber Yard; 326 Errand Boy; 327 Finisher; 328 Porter; 329 Street Car Motorman; 330 Marker in Laundry; 331 Teamster; 332 Furnace Man; 333 Telegraph Operator.

## OF IOWA—CONTINUED.

## MISCELLANEOUS.

Amount of Insurance carried.		The Home.			Variation in Hours and Wages Since 1902.	
Life.	Fire.	Owned.	Value of.	Equity in.		
					No change in wages.....	303
\$ 9,000	\$ 900	Yes.	\$ 2,500	\$ 2,000	Increase, amount not stated.....	304
4,000	800	Yes.	1,800	900	Increase, amount not stated.....	305
		No.			No change in wages.....	306
		No.			No change in wages.....	307
					Increased 25 cents per day.....	308
1,000	450	Yes.	1,500	175		309
2,000	700	Yes.	2,000	1,250	No change in wages.....	310
1,000		No.			No change in wages.....	311
					No change in wages.....	312
3,350	1,000	Yes.	1,200		No change in wages.....	313
1,000	900	Yes.	1,200	Clear.	No change in wages.....	314
1,000	None.	Yes.	600	250	No change in wages.....	315
4,000		No.			Increased, amount not stated.....	316
		No.			No change in wages.....	317
3,000	4,000	Yes.	6,000		No change in wages.....	318
2,000		No.			No change in wages.....	319
1,000		No.			Increased \$5.00 per month.....	320
		No.			No change in wages.....	321
		No.			No change in wages.....	322
		No.			Increased, amount not stated.....	323
					No change in wages.....	324
6,000	600	No.			No change in wages.....	325
					No change in wages.....	326
3,000	1,100	Yes.	1,100	500	No change in wages.....	327
2,000	500	No.			Increased 1%.....	328
	1,400	Yes.	1,500	400	No change in wages.....	329
					No change in wages.....	330
3,000	2,000	Yes.	7,000	500	No change in wages.....	331
1,000		Yes.	2,000		No change in wages.....	332
2,500		No.			Increased, allowed a commission.....	333



## WAGE EARNERS OF IOWA.

REPLIES FROM INDIVIDUAL WAGE EARNERS TO QUESTION:  
WHAT SPECIFIC LEGISLATION WOULD BENEFIT WAGE  
EARNERS IN YOUR OCCUPATION?

BAKER—Burlington. Enactment of a law for shorter work day.

BAKER—Dubuque. The "Employers' Association" here are seeking the destruction of the union and are working for "open shop."

BARBER—Burlington. Enact a child labor and a barbers' license law, and prohibit the establishment of barber colleges, that by misrepresentation secure a fee from students whom they graduate as barbers in eight weeks.

BARBER—Centerville. Enact a State law to regulate wages which will give a good man more wages than a poor one.

BARBER—Des Moines. Enact a barbers' license law and make provisions to reach the "grafters" in the so-called "barber colleges."

BARBER—Fairfield. Enact a law to license a barber after serving a three-year apprenticeship and passing a satisfactory examination.

BARBER—Fort Dodge. Enact a barbers' license law, provide for arbitration of all industrial disputes and prohibit strikes.

BARBER—Washington. Enact a barbers' license law and provide a severe penalty for violation of same. Enact laws wherever necessary to restrain illegal combinations of capital or labor. I believe in placing a ring in the nose of a hog so he can not root under the fence.

BARTENDER—Keokuk. Enact a good liquor license law to govern manufacturing and sale of all liquors.

BLACKSMITH—Des Moines. An eight hour law.

BLACKSMITH—Des Moines. A law is needed to compel a fair division of the product of capital and labor, and a good child labor law.

BLACKSMITH—Oelwein. Enact a law providing for an eight-hour work day.

BLACKSMITH—Oelwein. An eight hour law, and a law to restrict the illegal operations of trusts and combines.

BLACKSMITH—Sioux City. Enact a law for an eight hour day.

BRICKLAYER—Des Moines. Enact a law requiring the report of accidents to employes to the Bureau of Labor Statistics, also a good child labor law.

BRICKLAYER—Lyons. A state wage scale, a first lien for wages in which the employer may not plead exemption, a child labor law, better enforcement of the compulsory education laws, and a stringent law to prevent buying and selling votes or hiring workers on election day.

BRICKLAYER—Muscatine. An eight hour law; a strict child labor law. I advocate a law to indenture and govern apprentices, to provide a better class of mechanics.

BROOMMAKER—Des Moines. Prohibit the sale of prison-made goods in competition with honest labor, use prison products in state institutions only.

BROOMMAKER—Sioux City. Enact a law to prohibit prison-made goods from other states being shipped into Iowa and sold, and to provide that only such goods and such amounts as are used by the state institutions may be made in Iowa prisons.

A certain establishment in Nebraska employs convicts to make brooms, and are sending them into Iowa, where they are sold in competition with free labor; they are not only seriously interfering with labor interests, but will surely drive our employers out of business.

BUTCHER—Cedar Rapids. By barring child labor under sixteen years of age, as they are displacing men and receive about one-half to one-third of a man's wages.

BUTCHER—Clinton. By enacting a law to enforce closing butcher shops on Sunday.

BUTCHER—Clinton. Compel meat markets to close on Sunday.

CARPENTER—Boone. Establish an eight hour working day.

CARPENTER—Burlington. Abolish child labor; also enact a law that eight hours shall constitute a day's work.

CARPENTER—Cedar Rapids. Establish the eight hour work day.

CARPENTER—Clarion. Shorter work day.

CARPENTER—Clinton. Enact a law prohibiting child labor.

CARPENTER—Dubuque. Establish the eight hour working day.

CARPENTER—Dubuque. Hold the owners of machinery responsible for all injuries to operators, and pay a pension to old mechanics whose trade has been hurt by the introduction of machinery.

CARPENTER—Fort Madison. Establish a weekly pay day.

CARPENTER—Marion. Establish a board of arbitration to handle all differences.

CARPENTER—Marshalltown. Establish an eight hour day, and weekly pay day for all wage earners.

CARPENTER—Ottumwa. Enact an eight hour law, anti-junction law, and prohibit child labor.

CIGAR MAKER—Burlington. Enact stricter law for the protection of union labels.

CIGAR MAKER—Cedar Rapids. Abolish child labor.

CIGAR MAKER—Davenport. Enact law prohibiting child labor, and establish an eight hour day.

CIGAR MAKER—Davenport. Prohibit child labor.

CIGAR MAKER—Des Moines. Give Labor Commissioner more power to enforce the laws.

CIGAR MAKER—Dubuque. Enact law reducing the number of hours for a days work.

CIGAR MAKER—Dubuque. Abolish child labor.

CIGAR MAKER—Fairfield. Enact a child labor law, and recognize organized labor.

CIGAR MAKER—Fairfield. Referendum in state legislation.



CIGAR MAKER—Fairfield. Enact a strict eight hour law, also prohibit women, and children under sixteen years of age, from working in factories.

CIGAR MAKER—Fairfield. A law forbidding the placing of a commercial value upon tags, bands and other trade marks and labels.

CIGAR MAKER—Mason City. Enact a stringent child labor law.

CIGAR MAKER—Mason City. Passage of a law prohibiting child labor.

CIGAR MAKER—Mason City. Passage of a law prohibiting child labor.

CIGAR MAKER—Muscatine. Enact a law prohibiting child labor.

CIGAR MAKER—Oskaloosa. We need the eight hour day established by a state law.

CIGAR MAKER—Oskaloosa. Legislation that will prevent any firm, corporation or trust from giving presents or coupons, or the using of coercion in any way to compel jobbers or others to purchase their goods.

Raising the prohibitive limit of child labor to sixteen years.

CIGAR MAKER—Waterloo. Enact a child labor law.

CLERK, OFFICE—Marshalltown. Elimination of child labor, and providing for shorter work day, and the enactment of laws to control trusts and monopolies.

CLERK, OFFICE—Mason City. Enact a law providing a shorter work day.

CLERK, RETAIL—Ottumwa. Enact a law to regulate hours of work.

CONDUCTOR, RAILWAY—Burlington. Limit the number of cars in a train; lighten the tonnage so as to make ten miles per hour with freight trains.

CONDUCTOR, RAILWAY—Des Moines. Prohibit operating double headers provide against light engines running over road without a conductor. Prohibit the meeting of trains at any station where there is no operator. Enact a law providing that all meeting points for passenger trains, by train orders either day or night, shall be where operators are stationed with train order signal displayed to guard against mistakes.

CONDUCTOR, RAILWAY—Eldon. Prohibit railroad companies from working train and engine men more than fourteen hours without rest.

CONDUCTOR, RAILWAY—Marion. Enforcement of the safety appliance law.

CONDUCTOR, RAILWAY—Oskaloosa. Restrict the number of cars to be handled by one locomotive and one train crew, also that trainmen must not be on duty after a period of eighteen hours.

CONDUCTOR, RAILWAY—Ottumwa. Limit the length of trains, thus shortening the hours of work. Get the men in off the road as they are not fit for duty when on such long trips. Legislature can do it; we have tried, but have been handicapped by sharp practice.

CONDUCTOR, RAILWAY—Shenandoah. Reduction of work day to ten hours, and the enforcement of the safety appliance law relating to rolling stock equipment.

COOPER—Ottumwa. Abolish convict labor.

ELECTRICAL WORKER—Boone. Establish an eight hour work day.

ELECTRICAL WORKER—Cedar Rapids. Keep green men from being hired to do this dangerous work at small wages.

ELECTRICAL WORKER—Clarion. Enact a law that will put an end to trusts and commercial combines.

ELECTRICAL WORKER—Mason City. Establish an eight hour work day and require strict observance of Sundays and legal holidays.

ELECTRICAL WORKER—Muscatine. Require the enforcement of the rules of the board of fire underwriters both inside and outside in all towns where power or light is used.

ELECTRICAL WORKER—Muscatine. Enact a law requiring proper installation and insulation of wires carrying high potential currents and the enforcement of the rules of the board of underwriters.

ENGINEER, LOCOMOTIVE—Council Bluffs. Enact a law inflicting a penalty on railroads for keeping freightmen on duty over fifteen hours, except in case of wrecks or washouts.

ENGINEER—Clarion. Put a twelve-hour limit on our working day.

ENGINEER, LOCOMOTIVE. A law requiring railway companies to furnish switchlights after sunset, also, a stringent law governing the use of union terminals so that engineers can not be held responsible, where they are powerless to prevent accidents.

ENGINEER, LOCOMOTIVE—Estherville. A law requiring better boiler inspection, and shorter hours on duty.

ENGINEER, LOCOMOTIVE—Fort Madison. A law shortening number of hours on duty, less number of cars in train, limiting to capacity of locomotive.

ENGINEER, LOCOMOTIVE—Fort Madison. Reduction of hours on duty and an increase of pay for overtime.

ENGINEER, LOCOMOTIVE—Oelwein. Cut down freight trains to thirtyfive car limit, and shorten work day for engineers and firemen not to exceed sixteen hours.

ENGINEER, LOCOMOTIVE—Oelwein. Shortening hours on duty, better protection from inclemency of the weather; abolition of backing engines over roads in winter months, and in summer without pilots and head lights on rear of tanks.

ENGINEER, LOCOMOTIVE—Oskaloosa. Require frost glasses in winter, and power bell-ringers for the benefit of the public, and shrill whistles in freight service.

ENGINEER, LOCOMOTIVE—Perry. Lessen the hours of continuous service, and equip engines so vision will not be impaired.

ENGINEER, LOCOMOTIVE—Valley Junction. Enact law requiring a more thorough inspection of locomotive boilers; provide that inexperienced help shall not be allowed to fire up engines in round house.

ENGINEER, LOCOMOTIVE—Sioux City. Place a limit to the number of hours that a train crew can be kept on the road.

ENGINEER LOCOMOTIVE—Sioux City. By limiting the hours of labor of railway employes, and by requiring certain qualifications as to age and competency of telegraph operators and signal men, and the placing of uniformly colored lights on all main track switches.

ENGINEER, LOCOMOTIVE—Sioux City. Compel railroads to pay a higher rate of wages after men have been twelve hours on duty.

ENGINEER, STATIONARY—Ottumwa. Establish eight hour work day.

ENGINEER, STATIONARY—Ottumwa. Establish an eight hour work day.

ENGINEER, STATIONARY—Harkes. Provide state department of boiler inspection whose duty it shall be to inspect all boilers in the state regularly



and who shall have the power to put them out of commission if found unsafe until repairs have been made.

FACTORY HAND—Monticello. Establish an eight hour work day.

FACTORY HAND—Monticello. Legislate against trusts and combines.

FIREMAN, LOCOMOTIVE—Creston. Enact a law reducing our working hours.

FIREMAN, LOCOMOTIVE—Ottumwa. Prohibit double-heading, and limit number of cars to be hauled in trains, and provide for ten hours rest out of every twenty-four.

FIREMAN—Valley Junction. Limit the tonnage so that trains can make the time, and require the railroad companies to keep the road beds in first class shape.

LINOTYPE OPERATORS—Ottumwa. The abolition of printing offices in state industrial schools thus preventing a lot of incompetent labor being thrown on the market.

MACHINIST APPRENTICE—Boone. Advocate government ownership of machine shops.

MACHINIST—Boone. Government ownership of public utilities

MACHINIST—Burlington. Enact a law requiring all men running steam engines to have a license.

MACHINIST—Des Moines. Establish an eight hour work day, also enact a law prohibiting child labor.

MACHINIST—Dubuque. Establish an eight hour work day.

MACHINIST—Fort Madison. Prohibit child labor, and enact a law establishing an eight hour day.

MACHINIST—Fort Madison. Enact a law prohibiting railroad companies from employing persons in shops under eighteen years of age.

MACHINIST—Muscatine. Enact a law establishing an eight hour work day.

MACHINIST—Muscatine. Establish an eight hour work day.

MACHINIST—Missouri Valley. Advocate government ownership of railroads.

MACHINIST—Newton. Establish an eight-hour work day.

METAL WORKER, SHEET—Cedar Rapids. Prohibition of the liquor business.

METAL WORKER, SHEET—Monticello. Enact a law requiring catalogue houses to pay license while doing retail business.

MILL MACHINE HAND—Burlington. Enforce compulsory education law and abolish sale of prison-made goods unless goods bear prison label.

MILL MACHINE HAND—Clinton. Enactment of an eight hour law and a reasonable child-labor law.

MILL MACHINE HAND—Clinton. Abolish child labor; provide for a uniform eight hour work day, and take convict labor out of competition with free labor.

MILL MACHINE HAND—Des Moines. Make it illegal to blacklist any workman.

MILL MACHINE HAND—Des Moines. Establish an eight hour work day.

MILL MACHINE HAND—Muscatine. Enact a law prohibiting child labor in factories.

MINE WORKER—Boone. Eight hours to constitute a day's work on all work.

MINE WORKER—Centerville. Require an impartial regulation of railroad rates, which I think is impossible under the present system.

MINE WORKER—Cincinnati. Require coal to be weighed before screening.

MINE WORKER—Drummond. Pass a law compelling all coal companies to weigh coal before screening; also a law to prohibit boys under eighteen years of age working in mines.

MINE WORKER—Evans. Require that coal shall be weighed before being screened.

MINE WORKER—Exline. Establish an eight hour working day.

MINE WORKER—Flagler. Compel railroads to haul all loaded cars without delay, and to furnish empty cars to coal mines as promptly as to corporations.

MINE WORKER—Hiteman. A law compelling coal companies to erect a building at each mine, heated by steam, for the accommodation of the workers.

MINE WORKER—Jerome. Provide for weekly payment, and abolish the screens so that coal will be weighed before being dumped. Enforce the State mining laws. The mine inspector does not do his duty. The mine inspector should be elected by the miners.

MINE WORKER—Jerome. Favor six hour work day and more regular employment.

MINE WORKER—Lehigh. Establish an eight hour work day in and around the mines.

MINE WORKER—Lehigh. Establish a State department of Insurance for miners, thus providing for men who are past sixty years of age.

MINE WORKER—Mystic. I am working in the slope in the east part of Mystic shaft. There is no escape shaft. Slope is dangerous. There are forty-five miners employed here. When frost leaves the ground it is almost sure to close in. The mine inspectors are too easy with the operators.

MINE WORKER—Numa. Enact a law prohibiting child labor under sixteen.

MINE WORKER—Oskaloosa. Require the employment of shot firers. Require payment for gross weight of coal instead of present methods.

MINE WORKER—Ottumwa. Enact a law requiring a weekly pay day for miners.

MINE WORKER—Seymour. Drastic laws on ventilation of mines, and measures to protect employees from discrimination, also heavy penalty for dishonest weighing.

MINE WORKER—Valley Junction. More specific laws relative to shot firers and shot examiners, thus enabling mine inspectors to enforce the agreements between miners and operators.

MOLDER, IRON—Ottumwa. Enact law requiring weekly payment of wages.

MOLDER, IRON—Ottumwa. Advocate a socialistic commonwealth.

PAINTER AND PAPERHANGER—Clinton. A reasonable and uniform minimum scale of wages and legislation against contractors grading men below it.



PAINTER AND PAPERHANGER—Clinton. Abolish child and female labor, and establish the eight hour work day.

PAINTER AND PAPERHANGER—Cedar Rapids. Establish a shorter work day, and abolish child labor.

PAINTER AND PAPERHANGER—Des Moines. Enact law requiring the renovating of houses and other buildings where contagious diseases have been.

PAINTER AND PAPERHANGER—Des Moines. Establish the eight hour work day, also have all state work done on state buildings by citizens of the state, also the law requiring the reporting of all accidents to the Bureau of Labor Statistics.

PAINTER AND PAPERHANGER—Keokuk. Establish a general eight-hour working day which would result in providing work for more mechanics.

PAINTER—Keokuk. Establish an eight-hour work day, and restrict child labor.

PAINTER—Oelwein. Establish a shorter working day.

PAINTER—Oskaloosa. Enact a law making eight hours a days work.

PAINTER—Oskaloosa. Establish an eight hour work day.

PLASTERER—Mason City. Establish an eight hour work day thus affording employment to a greater number of workmen.

PLASTERER—Sioux City. Enact a law making eight hours a days work.

PLUMBER—Council Bluffs. Enact a law requiring all plumbers to pass an examination as to ability and competency, also require them to be registered.

PLUMBER—Dubuque. Enact a state law governing the plumbing business, and requiring an examination of all persons engaged in it.

PRESSMEN—Des Moines. Establish an eight hour law.

PRINTER—Cedar Rapids. Abolish the print shop in reform school at Eldora, established through wisdom of State Board of Control.

PRINTER—Ottumwa. Enact a state law requiring text-books to be printed in the state and bear the union label; a law compelling children to attend school instead of working in factories. The abolition of printing offices in state industrial schools.

PRINTER—Ottumwa. Establish a universal eight-hour day, and abolish printing offices in state industrial schools.

PRINTER—Sioux City. Establish the eight hour day.

PRINTER—Waterloo. Place the typographical union label on all public printing such as school supplies, etc.

STONECUTTER—Dubuque. Enact a law requiring architects to take out a license, also mechanics; prohibit convicts from learning the trade.

SWITCHMEN—Clarion. Enact a law giving better protection from injury for people in our occupation.

SWITCHMEN—Des Moines. Require complete equipment of cars with air brakes; limit work day to sixteen hours without rest, and provide for at least ten hours rest between trips. Require all railways to keep lights on all switches at night.

SWITCHMEN—Des Moines. Eight hours for a days work where possible; shorten divisions if necessary; eliminate technicalities in trials for damages.

TAILOR—Clinton. Advocate socialistic commonwealth.

TAILOR—Sioux City. Do away with sweat shops and establish closed shop.

TELEPHONE OPERATOR—Mason City. Law to close on Sundays.

TELEPHONE OPERATOR—Mason City. Shorter hours, especially on Sunday, or higher wages for the time we work.

MAILING CLERK—Burlington. Eight hour law for clerks in post offices.

BOILER MAKER—Carroll. A law to compel railroad companies to do all their repair work in the state as their equipment wears out in the state.

PHARMACIST—Clarion. Shorter hours.

BUILDING LABORER—Clinton. Eight hours for a day's work.

BOOKBINDER—Davenport. Legislation regulating prices of food products, so that the retail price will be in proportion to cost of production.

STREET RAILWAY CONDUCTOR—Dubuque. Establish an eight hour work day, thus providing employment for a greater number of men.

SECTION FOREMAN, RAILWAY—Iowa City. Enact a law establishing an eight hour work day, also compel all railroad companies to pay all employes who have been discharged all the wages due to them within twenty-four hours after dismissal.

METAL WORKER—Ottumwa. Enact a law restricting child labor, and also the restriction of the sale of penitentiary made goods.

STREET CAR MOTORMAN—Ottumwa. Shorter work day.

TEAMSTER—Sioux City. Reduce number of hours required for a day's work. I am now working thirteen hours per day.

FURNACE MAN—Sioux City. Establish an eight hour work day for all workers.

TELEGRAPH OPERATOR—Waterloo. Place telegraph systems under government ownership.



## WAGE EARNERS IN IOWA.

## REMARKS FROM WAGE EARNERS ON GENERAL SUBJECTS AND SUGGESTIONS AS TO HOW THE BUREAU OF LABOR STATISTICS CAN BEST PROMOTE THE INTERESTS OF THE WAGE EARNERS AND THE PEOPLE OF THE STATE.

BAKER—Burlington. A shorter work day is desirable and living wages, and better sanitary conditions.

BARBER—Burlington. By supporting organized labor.

BLACKSMITH—Des Moines. By keeping up the fight that has been started to restrict child labor. More rigorous factory inspection. Better sanitary conditions, etc.

BLACKSMITH—Oelwein. To show the people that government ownership of railroads, mines, banks, etc., would be a benefit to them.

BLACKSMITH HELPER—Oelwein. By opposing trusts, especially merchants combines.

BLACKSMITH—Sioux City. To insist on laws that will better the condition of the wage earner.

STONEMASON—Cedar Rapids. Uphold the union label and distribute your reports more freely.

BRICKLAYER—Lyons. Recommend more rigid enforcement of both factory inspection and prohibitory liquor laws.

BROOMMAKER—Des Moines. The State Labor Commissioner should be given more assistants, at least two deputies besides office help. All factories should be inspected at least once a year.

BUTCHER—Cedar Rapids. By trying to secure the passage of the child labor law.

BUTCHER—Clinton. By securing legislation to restrict child labor, and favoring compulsory education.

CARPENTER—Boone. By securing an eight hour work day in Iowa, and upholding unionism.

CARPENTER—Burlington. By working for a child labor law.

CARPENTER—Dubuque. By encouraging the universal adoption of the eight hour day in all factories, and discouraging the use of machinery in prisons. Work should be done by hand.

CARPENTER—Fort Dodge. Distribute copies of the report of your bureau more freely among the working people of the state.

CARPENTER—Marion. Get as near the facts about the wage earners as possible, and get these matters before the public, so as many as possible will see the condition of affairs.

CARPENTER—Marshalltown. By securing more factories and interesting eastern capital in a system of interurban railways, which will bring about the dividing up of the large farms over the state into many smaller ones, giving us a better home market for manufactured goods, as well as farm products.

CARPENTER—Ottumwa. Use your influence to do away with child labor and sweat shops. Use every means to enable people to obtain pure food and beverages. Let the state manufacture all liquors and tobaccos and furnish them to the people at cost, with a guarantee of purity. Men would use no more, and, probably, not as much, and would have more money left for their families.

CIGAR MAKER—Burlington. By a larger distribution of statistics from your office for educational purposes.

CIGAR MAKER—Cedar Rapids. By using the facilities of your bureau for more extensive education.

CIGAR MAKER—Davenport. By employing more factory inspectors, thus bringing about better conditions in factories and shops.

CIGAR MAKER—Dubuque. Use every means at your command toward educating the people of the state as to conditions in factories and shops.

CIGAR MAKER—Fairfield. Use your influence to bring about a restrictive child labor law.

CIGAR MAKER—Mason City. By upholding unionism and discouraging unfair labor.

CIGAR MAKER—Muscatine. Use your influence toward legislation against the use of convict labor.

CIGAR MAKER—Oskaloosa. We need a law compelling children to stay in school until sixteen years of age. No child should enter any trade as an apprentice before that age.

CIGAR MAKER—Oskaloosa. By recommending legislation compelling cities of 5,000 population or over to build, equip and maintain public market houses; and by recommending to the legislature the enactment of new, or amending of present laws, to prevent the courts from thwarting the will of the people, in trying to maintain public utilities, such as light, water and gas plants. Also recommend legislation for the prohibition of the sale of any product made by a trust.

CLERK, OFFICE—Des Moines. By keeping in close touch with labor.

CLERK, OFFICE—Marshalltown. By working for the restriction of child labor, shorter work days and the enactment of laws to control trusts and monopolies.

CLERK, OFFICE—Newton. By carefully following the requirements of our laws.

CONDUCTOR, RAILWAY—Des Moines. Use your influence towards restricting child labor under sixteen years of age, and enforce the law requiring good sanitary conditions.

CONDUCTOR, RAILWAY—Shenandoah. By forcing all concerned to live up to the laws now in effect.

COOPER—Ottumwa. By advocating an eight hour work day.

ENGINEER, RAILWAY—Fort Madison. By strict enforcement of the laws pertaining to labor.



ENGINEER, RAILWAY—Oelwein. By giving the commissioner absolute power to enforce all labor laws and punish offenders of the same. I regard all labor legislation as absolutely useless unless it is made the imperative duty of the commissioner to see that such laws are enforced, as no employe's position is secure who takes an active part, or makes complaint of violation of the law.

ENGINEER, RAILWAY—Sioux City. By using every possible means to induce factories to locate in this state.

ENGINEER, RAILWAY—Sioux City. By keeping out child labor and not allowing excessive working hours.

ENGINEER, STATIONARY—Harkes. By compiling and publishing the average yearly wage and living expenses of wage earners.

MACHINIST—Des Moines. You have a factory inspector and when he comes and sees children in a factory and orders them to be dismissed he is no sooner out of town than they are back in the factory again. You ought to make some of these manufacturers pay a fine once in a while, as laws that are not strictly enforced are useless.

MACHINIST—Dubuque. By letting up on the big trusts for a while and begin at home, by trying to bust the small grocery trust in towns the size of Dubuque.

MACHINIST—Fort Madison. If in their power to fight for the eight-hour work day.

MACHINIST—Muscatine. By trying to make the eight-hour bill a law.

MACHINIST—Newton. Promote education by sending out your reports broadcast. I believe that automatic machinery should reduce the number of hours of labor instead of the number of men employed.

MILL MACHINE HAND—Burlington. By compelling the boys to go to school, and using your influence against prison labor, unless goods bear prison label.

MILL WORKER—Clinton. Urge the enactment of an eight-hour law. Child labor is increasing at an alarming rate and remedial legislation is badly needed.

MILL WORKER—Des Moines. By exposing illegal blacklisting by employers association.

MILL WORKER—Des Moines. By working towards breaking up private ownership of railroads, gas works, electric light plants and street railways.

MILL WORKER—Muscatine. By showing in your report the true condition of things.

METAL WORKER—Ottumwa. Use your influence toward requiring the state to furnish all school books.

MINE WORKER—Boone. By supporting organized labor.

MINE WORKER—Centerville. By giving wide publicity to the report of the bureau and urge the necessity of reading it.

MINE WORKER—Cincinnati. By more thorough investigation and exposure of existing conditions.

MINE WORKER—Exline. By seeing that the law is carried out in all occupations.

MINE WORKER—Flagler. By publishing all facts concerning our wages and conditions.

MINE WORKER—Jerome. By insisting on all working men keeping an account of income and expenditures for the purpose of giving to your bureau the necessary information, as it is necessary for our welfare to show actual conditions.

MINE WORKER—Lehigh. By making your report plainer and more easily understood.

MINE WORKER—Lehigh. I believe this gathering of statistics is the proper way to find out the truth so the law makers will see it.

MINE WORKER—Oskaloosa. By giving a true and detailed report on the condition of labor and recommending the enactment of laws for the betterment of our conditions.

MINE WORKER—Ottumwa. The commissioner and his assistants are doing all they can with the facilities afforded, but on account of the indifference on the part of some of the wage earners, it would seem necessary to employ some one working at each occupation, to make thorough investigation into prevailing conditions in order to get complete and accurate reports.

MINE WORKER—Seymour. By careful study of conditions and recommendations along the lines of equity. Also, by more free distribution of copies of your report.

MINE WORKER—Valley Junction. By continuing to enforce the factory inspections laws.

PAINTER AND PAPERHANGER—Clinton. By rigidly enforcing the factory inspection law, and keeping the children out of factories.

PAINTER AND PAPERHANGER—Council Bluffs. By trying to prevent advertisement in other states for help to keep our own market overrun.

PAINTER AND PAPERHANGER—Keokuk. By making a more free distribution of your report for educational purposes.

PLASTERER—Mason City. By advocating honesty in all departments of public service.

PLASTERER—Sioux City. By stating the facts about organized labor.

PLUMBER—Council Bluffs. By making public all the facts relative to our true condition.

PLUMBER—Des Moines. By enforcing existing laws on sanitation in schools, public buildings and factories.

PRESSMAN—Des Moines. Strict enforcement of fire escape law.

PRINTER—Ottumwa. The bureau could be of still more benefit to the people of the state, if a greater number would respond to requests made for information as to existing conditions, and thus show appreciation of the efforts put forth.



SWITCHMAN—Ottumwa. By supporting in every honorable way the anti-injunction and eight hour bills.

MAILING CLERK—Burlington. By trying to influence legislature to make strike instigators and labor leaders for "revenue only," criminals and punishable by law.

BOOKBINDER—Davenport. By making a separate report on foremen, as there is a great difference between their conditions and those of the average working man.

TEAMSTER—Sioux City. I believe the publication of a monthly bulletin by your department would be a benefit to the public as many working men do not realize their condition, and a publication of this kind would be an educational feature that is much needed.

## RAILROAD EMPLOYEES OF IOWA.

The following chapter devoted to the interests of the men employed in railway train service in Iowa, consists of three tables and a summary of replies to questions touching methods of discipline, also a short chapter of remarks and suggestions on conditions of service.

The chapter consists of two parts, the first containing two tables and a summary of replies that covers the conditions of employment, the second part contains the most complete record of accidents to the railroad men of Iowa that could be obtained under the present provisions of law, and cover a period of fifteen months, or since september 1, 1903, except four that were not taken into account in the tenth report.

There is also included in part two, the remarks and suggestions on conditions of service, accidents, etc., and some practical suggestions for the prevention and correction of the same.

In the collection of the data for this chapter the same blank inquiry was used as in the preceding report. Table No. 1 consists of a tabulation of the following questions: "Employed by, average miles run per month, length of division in miles, average hours on duty per trip on time freight, and on way freight, longest time on duty per trip in past two years, minimum hours allowed for rest in busy season, maximum age limit to begin employment, largest number of cars hauled in one train, cab windows equipped with frost glass, operate double headers on freight and passenger trains.

Table No. 2 is a tabulation of the following questions that may be answered by yes, or no. Do you have any difficulty in obtaining time for rest between trips? Are engines run over the road backwards without head lights and pilots on tenders?



Are engines without trains allowed to run over the road without conductor in charge? Are water gauge glasses properly guarded on engines?

Table No. 3 is a tabulation of accidents that have occurred to railroad men in the state during the period from September 1, 1903, to January 1, 1905, with the addition of four accidents omitted from the previous report. It will be noticed that the report does not cover all of the year 1903, for the reason that thirty-five of the accidents that happened in 1903 were included in the preceding report of this bureau.

The fifty-four accidents recorded in table No. 3 are by no means a complete record of all accidents to railroad men of the state in train service for the period mentioned. On the contrary the showing is only those who are members of the respective organization of their craft, and this record is obtained from that source. There is no law requiring the railroad companies to file a report of accidents since the year, 1897, and it is therefore impossible to secure a complete record.

#### CONDUCTORS.

Table No. 1 shows for the conductors reporting that their average mileage per month during the past year was 3,322 miles; the average length of divisions was 145 miles; the average length of time consumed per trip on time freights was ten hours and thirteen minutes, and for way freights the average was thirteen hours and fifty minutes. The longest continuous time on duty without rest reported by conductors was forty hours, and the shortest record for continuous duty was sixteen hours as the longest time without rest, while the average of all reporting was twenty-eight hours and thirty-four minutes.

The average minimum number of hours allowed for rest between trips was eight hours and forty minutes.

The highest age limit reported at which a conductor could secure employment on a railroad was forty years, the lowest reported as a maximum was twenty-five years, and the average thirty-three years.

The greatest number of cars handled in any one train was reported as ninety cars, and the lowest number reported as largest train was twenty cars, and the average number of cars

in the largest trains handled by conductors was sixty-one. In reply to question, "Are double-headers operated on passenger trains," ten men answered yes and eight answered no. In relation to freight trains thirteen answered yes and five no.

#### ENGINEERS.

For the number of engineers reporting the average mileage per month was 3,283; the average length of division was 139 miles; the average number of hours consumed per trip on time freight, nine hours and six minutes; and on way freights, thirteen hours and forty minutes.

The longest continuous time on duty without rest, reported by engineers, was fifty hours, and the lowest record for maximum continuous duty without rest was eight hours, while the average of all reporting was twenty-eight hours.

The average minimum number of hours allowed for rest was reported as eight hours and fourteen minutes.

The highest age limit reported at which an engineer could secure employment was forty-five years, and the lowest reported as a maximum was twenty-five years, and the average of all reporting, thirty-five and one-half years, as the maximum age limit at which to begin employment.

The greatest number of cars handled in any one train was reported as 125; the lowest number reported as largest train was thirty cars, and the average number handled in largest trains by engineers was seventy-five cars.

Of the twenty-five engineers reporting seventeen have frost glasses provided in front windows of cabs, and eight report that their engines are not so equipped.

In reply to question, "Are double-headers operated on passenger trains?" seventeen answer yes, while eight answer no. In relation to freight trains, twenty-three answer yes, and two answer no.



## FIREMEN.

The average number of miles run per month reported by firemen was 2,755; the average length of division 131 miles; the average number of hours consumed per trip on time freights was nine hours and seven minutes, and on way freights twelve hours and thirty-six minutes.

The longest continuous time on duty without rest reported by firemen was thirty-six hours, and the shortest reported as a maximum was eighteen hours, while the average of all reporting was twenty-six hours and twenty-four minutes.

The average minimum number of hours allowed for rest was eight hours and forty-five minutes.

The highest age limit reported at which a fireman could secure employment was twenty-eight years, and the lowest reported as a maximum was twenty-four years, while the average is twenty-six and one-half years.

The largest number of cars hauled in any one train was 103, and the lowest number reported as largest train was sixty, and the average number of cars in the largest trains was seventy-five.

Of the ten men reporting five say they have frost glasses in front windows of cabs while five say their engines are not thus equipped.

In reply to question "are double-headers operated on passenger trains," five firemen answer yes and five answer no. In relation to freight trains, nine firemen answer yes and one no.

## TRAINMEN.

The average number of miles run per month by trainmen reporting is 2,992; the average length of division is 138 miles; the average time consumed per trip on time freights is nine hours and forty-two minutes, and on way freights twelve hours and eleven minutes.

The longest continuous time on duty without rest reported by trainmen is fifty hours, and the shortest time reported as a maximum number of hours without rest was twelve hours, while the average of all reporting is twenty-six hours.

The average minimum number of hours allowed for rest between trips is eight hours and thirty minutes.

The maximum age limit reported at which a trainman could secure employment is forty-five years, and the lowest reported as a maximum was twenty-seven years, and the average is thirty-four years.

The largest number of cars handled in any one train was 87, the lowest number reported as largest train was 38 cars, and the average number of cars reported in largest trains was 62.

In reply to question, "Are double-headers operated on passenger trains," eight trainmen answered yes, while six answered no; in relation to freight trains, ten answered yes and three answered no.

TABLE NO. 2.

In this table is shown that seventeen railway employes have difficulty in securing sufficient time for rest between trips, and fifty do not have any difficulty.

Forty railway employes report that engines are run over road backward without headlights or pilots on tenders, and twenty-seven report that this condition does not exist.

Thirty-nine railway employes report that engines are run light over road without conductors in charge, and twenty-eight report "no."

Thirty-four railway employes report that water gauge glasses on engines are properly guarded, and twenty-nine report "no."

## AVERAGE ANNUAL EARNINGS.

*Conductors.*—The average maximum annual earnings of conductors on the mileage basis of those reporting at the maximum rate paid of \$3.45 per one hundred miles would amount to \$1,375, the average minimum annual earnings on the same mileage basis at the minimum rate of \$3.00 per hundred miles would amount to \$1,196.



*Engineers.*—The average maximum annual earnings of engineers on the mileage basis of those reporting at the maximum rate of \$4.80 per one hundred miles would amount to \$1,894, the average minimum annual earnings on the same mileage basis at the minimum rate of \$3.70 per one hundred miles would amount to \$1,458.

*Firemen.*—The average maximum annual earnings of firemen on the mileage basis of those reporting at the maximum rate of \$2.95 per one hundred miles would amount to \$975, and the average minimum annual earnings on the same mileage basis at the minimum rate of \$2.25 per one hundred miles would amount to \$744.

*Trainmen.*—The average maximum annual earnings of trainmen at the maximum rate of \$2.64 per one hundred miles would amount to \$942, and the average minimum annual earnings on the same mileage basis at the minimum rate of \$2.24 per one hundred miles would amount to \$799.

## RAILROAD EMPLOYES OF

## CONDUCTORS.

Employed by—	Average number of miles run per month.	Number miles in division.	Average Hours on Duty Per Trip.	
			Time freight.	Way freight.
Chicago, Burlington & Quincy	2,600	96	6	11
Chicago, Burlington & Quincy	5,800	290	10	
Chicago Great Western	5,700	225	9	
Chicago Great Western	3,000	133	10	
Chicago, Milwaukee & St. Paul	2,600	97	10	15
Chicago, Milwaukee & St. Paul	3,000	137	12	13
Chicago, Milwaukee & St. Paul	2,800	103	8	10
Chicago, Milwaukee & St. Paul	2,700	126	9	12
Chicago, Milwaukee & St. Paul	2,875	158	14	14
Chicago & North-Western	4,622	89	4	
Chicago & North-Western	3,000	146	12	12
Chicago & North-Western	3,000	133	10	16
Chicago & North-Western	3,300	243	9	
Chicago & North-Western	3,100	128	10	14
Chicago, Rock Island & Pacific	3,000	116	9	12
Chicago, St. Paul, Minneapolis & Omaha	3,200	146	6	10
Iowa Central	2,500	145	15	16
Wabash	3,000	96	12	12

\* Passenger conductor.

## ENGINEERS.

Atchison, Topeka & Santa Fe	2,600	105	7	12
Atchison, Topeka & Santa Fe	3,500	113	8	10
Chicago, Burlington & Quincy	5,700	190	12	28
Chicago, Burlington & Quincy	3,000	114	10	16
Chicago, Burlington & Quincy	3,000	110	7	12
Chicago Great Western	3,458	133	7	10
Chicago Great Western	3,000	138	4:15	
Chicago Great Western	3,000	129	12	17
Chicago Great Western	3,900	171	12	15
Chicago Great Western	2,600	100	6	11
Chicago, Milwaukee & St. Paul	4,000	179	11	16
Chicago, Milwaukee & St. Paul	3,400	126	4	
Chicago, Milwaukee & St. Paul	3,200	90	5	10
Chicago, Milwaukee & St. Paul	3,400	126	7	10
Chicago & North-Western	3,000	100	7	10
Chicago & North-Western	3,000	339	12	16
Chicago & North-Western	2,600	86	5	9
Chicago, St. Paul, Minneapolis & Omaha	1,800	148	12	14
Chicago, St. Paul, Minneapolis & Omaha	3,848	148	4:45	
Chicago, Rock Island & Pacific	3,200	110	7	12
Illinois Central	3,500	136	4:35	12
Illinois Central	3,000	137	10	11
Illinois Central	3,562	137	11	14
Illinois Central	3,510	155	4:30	
Iowa Central	3,900	190	14	22

\* Passenger engineer.

## IOWA—TABLE No. 1—PART 1.

## CONDUCTORS.

Longest time on duty past two years without rest.	Minimum number of hours allowed for rest.	Maximum age limit to begin employment.	Largest number of cars ever hauled.	Cab windows equipped with frost glasses.	Operate Double Headers.	
					On passenger.	On freight.
27	8		55	No.	Yes.	Yes.
20	8	35	71	Yes.	Yes.	No.
37	8	35	48	No.	No.	No.
31	10	40	40	No.	No.	No.
25	8		80	No.	Yes.	Yes.
40		25	60	No.	Yes.	Yes.
29	8		82	Yes.	No.	Yes.
30	8	35	60	No.	No.	No.
30			60	No.	Yes.	Yes.
16	10	35	75	No.	Yes.	Yes.
20	12	27	58	No.	Yes.	Yes.
35	8		70	No.	No.	Yes.
24	8		52	No.	Yes.	Yes.
22	10	27	80	No.	No.	Yes.
36			90	No.	No.	Yes.
18	8	35	33	No.	Yes.	Yes.
39	8	35	20	No.	No.	No.
	8					

## ENGINEERS.

24	9	45	72	No.	No.	Yes.
26	8		65	No.	Yes.	Yes.
28	8	26	125	No.	Yes.	Yes.
30	8	25	120	No.	Yes.	Yes.
40	8	25	85	No.	Yes.	Yes.
30	8	35	76	No.	Yes.	Yes.
36	8	38	67	Yes.	No.	Yes.
61	10			No.	Yes.	Yes.
24	8	40	78	No.	No.	Yes.
20	8		70	No.	Yes.	Yes.
16	8	40	30	Yes.	No.	No.
16	8			Yes.	No.	Yes.
50	6		69	No.	Yes.	Yes.
20		25	52	Yes.	No.	Yes.
20	8	27	75	Yes.	Yes.	Yes.
34		27	75	Yes.	Yes.	Yes.
20		35	100	No.	Yes.	Yes.
25	10		73	Yes.	Yes.	Yes.
	8			Yes.	Yes.	Yes.
40	8	45	65	No.	Yes.	Yes.
8	8	45	60	Yes.	Yes.	Yes.
18	8		65	Yes.	No.	Yes.
15	8	45	81	Yes.	Yes.	Yes.
		45		Yes.	Yes.	Yes.
40	10		74	Yes.	No.	Yes.

a Snow bound.



## RAILROAD EMPLOYES OF IOWA

## FIREMEN.

Employed by—	Average number of miles run per month.	Number miles in division.	Average Hours on Duty Per Trip.	
			Time freight.	Way freight.
Chicago, Burlington & Quincy.....	2,500	115	7	12
Chicago, Milwaukee & St. Paul.....	2,600	137	7	12
Chicago, Milwaukee & St. Paul.....	2,600	124	7	12
Chicago, Milwaukee & St. Paul.....	2,600	124	9	12
Chicago, Milwaukee & St. Paul.....	3,200	137	10	16
Chicago, Milwaukee & St. Paul.....	3,300	96	4:30	7
Chicago & North-Western.....	2,600	128	10	15
Chicago & North-Western.....	2,250	145	11	14
Chicago & North-Western.....	2,900	150	12	16
Chicago, Rock Island & Pacific.....	3,000	154	9	16

## TRAINMEN AND SWITCHMEN.

Chicago, Burlington & Quincy.....	1,872	72	4:30	9
Chicago, Milwaukee & St. Paul.....	3,000	90	5	10
Chicago, Milwaukee & St. Paul.....	2,184	42	* 4	.....
Chicago, Milwaukee & St. Paul.....	2,600	137	10	12
Chicago & North-Western.....	5,400	150	10	12
Chicago & North-Western.....	3,000	108	10	11
Chicago & North-Western.....	4,900	149	* 4:30	.....
Chicago & North-Western.....	3,300	128	10	12
Chicago & North-Western.....	2,700	355	.....	.....
Chicago, Rock Island & Pacific.....	.....	155	10	12
Chicago, Rock Island & Pacific.....	2,700	133	9	12
Chicago, Rock Island & Pacific.....	2,875	172	17	13
Illinois Central.....	3,000	99	9	11
Illinois Central.....	3,800	137	12	15

\* Passenger trainmen.

TABLE No. 1—PART 1—CONTINUED.

## FIREMEN.

Longest time on duty past two years without rest.	Minimum number of hours allowed for rest.	Maximum age limit to begin employment.	Largest number of cars ever hauled.	Cab windows equipped with frost glasses.	Operate Double Headers.	
					On passenger.	On freight.
31	8	24	103	No.	Yes.	Yes.
20	8	.....	60	No.	No.	Yes.
34	8	23	74	No.	No.	Yes.
36	8	23	101	No.	Yes.	Yes.
18	.....	25	62	Yes.	No.	No.
26	8	25	75	Yes.	No.	Yes.
24	10	30	60	Yes.	Yes.	Yes.
19	10	25	70	Yes.	No.	Yes.
23	10	27	60	No.	Yes.	Yes.
33	.....	.....	82	Yes.	Yes.	Yes.

## TRAINMEN AND SWITCHMEN.

23	8	45	87	No.	Yes.	Yes.
20	8	45	60	Yes.	Yes.	No.
19	.....	.....	38	No.	Yes.	Yes.
40	8	27	84	No.	Yes.	Yes.
12	8	27	80	Yes.	Yes.	Yes.
13	8	27	50	No.	No.	Yes.
.....	10	35	.....	No.	.....	.....
22	10	27	54	Yes.	Yes.	Yes.
15	8	.....	47	No.	Yes.	Yes.
50#	6	.....	76	No.	No.	Yes.
36	.....	.....	55	No.	No.	Yes.
41	.....	30	48	Yes.	No.	No.
30	10	35	68	Yes.	Yes.	Yes.
15	10	.....	59	No.	No.	No.

RAILROAD EMPLOYES OF IOWA—TABLE No. 2.

	Number Conductors Reporting.		Number Engineers Reporting.		Number Firemen Reporting.		Number Trainmen Reporting.		Total.	
	Yes.	No.	Yes.	No.	Yes.	No.	Yes.	No.	Yes.	No.
Do you have any difficulty in obtaining time for rest between trips?.....	4	15	8	16	4	6	1	13	17	50
Are engines run over road back wards without headlights or pilots on the tenders?.....	11	8	16	9	5	5	8	5	40	27
Are engines without trains allowed to run over the road without conductor in charge?	11	8	18	7	5	5	5	8	39	28
Are water gauge glasses properly guarded on engines?.....	10	6	14	10	4	6	6	7	34	29

## SUMMARY OF REPLIES BY RAILROAD MEN IN TRAIN SERVICE TO THE FOLLOWING QUESTIONS:

What system of discipline are you working under? What system do you prefer? Reason why? If working under the Brown or demerit system are you taken out of service for errors or violation of rules pending investigation?

*Conductors.*—Eleven replied; seven of whom work under the Brown or demerit system, and four under the suspension or time serving system. Eight prefer the Brown system, because they are not taken out of the service, and have a chance by good service to make a clean record.

The Brown system does not interfere with our earning capacity so long as we are retained in the service, it is therefore the most humane. Two express no preference, while one objects to the Brown system because officials do not live up to it strictly.

*Engineers.*—Twenty-one replied; sixteen of whom are working under the Brown system; two are working under the suspension system and three under an adaptation of both systems. Sixteen prefer the Brown system, because no time is lost; two prefer the suspension system and three express no preference.

*Firemen.*—Nine replied; six of whom are working under the Brown system, and three are working under an adaptation of Brown and suspension systems. Eight prefer the Brown system as under this system no time is lost, one prefers the suspension system.

*Trainmen.*—Twelve replied; four are working under Brown system, two under the suspension system and six under an adaptation of both systems.

Eight prefer the Brown system because a loss of wages is avoided. Three express a preference for the suspension system, while one expresses no preference.



RAILROAD EMPLOYES OF IOWA—TABLE No. 1—PART 2.

## ACCIDENT STATISTICS.

## CONDUCTORS.

Name.	Locality.	Date of Accident.	Cause of Accident.	Result.
Edward J. Stack..	Burlington.....	.....	Struck by engine....	Killed.
James J. Slattery..	West Liberty....	April 25, 1904	Fell from car; run over.....	Killed.

## ENGINEERS.

Name.	Locality.	Date of Accident.	Cause of Accident.	Result.
Chas. Merkert.....	Oelwein.....	July 26, 1903	Wreck.....	Killed.
E. L. Moffitt.....	Perry.....	Sept. 3, 1903	Wreck.....	Killed.
S. M. Byers.....	Cedar Rapids....	Nov. 7, 1903	Wreck.....	Killed.
F. J. Knox.....	Creston.....	Dec. 15, 1903	Engine left track....	Killed.
Frank Finnicum....	Des Moines.....	Dec. 13, 1903	Collision.....	Killed.
Robt. Blackledge..	Alexandria.....	Mar. 15, 1904	Head-on collision....	Four ribs broken.
Geo. H. Carter.....	Boone.....	July 19, 1904	Derailment.....	Killed.
E. R. Kelley.....	Creston.....	Aug. 7, 1904	Foot caught in frog..	Killed.
A. D. Stoner.....	Belle Plaine....	Sept. 7, 1904	Run over.....	Killed.
Byers.....	Davenport.....	Nov. 4, 1904	Wreck.....	Broken leg.
Cox.....	Malvern.....	Dec. 15, 1904	Wreck.....	Killed.

## FIREMEN.

Name.	Locality.	Date of Accident.	Cause of Accident.	Result.
Irwin D. Mills.....	Waterloo.....	June 19, 1903	Collision.....	Killed.
Fred D. Stoneman..	Waterloo.....	June 19, 1903	Collision.....	Killed.
Gustav Vogt.....	Fort Madison....	July 25, 1903	Derailment.....	Killed.
Wm. Ingham.....	Burlington.....	April 7, 1904	Run over.....	Killed.
Chas. R. Coger.....	Oelwein.....	July 26, 1904	Collision.....	Killed.
Elmer J. Leach.....	Mason City.....	July 27, 1904	Run over.....	Killed.
Fred Funk.....	Donley.....	Jan. 19, 1904	Wreck.....	Broken leg.
A. R. Travis.....	Stanwood.....	June 21, 1904	Caught between car and tender.....	Injured internally
Wm. R. Kelley.....	Waterloo.....	April 13, 1904	Collision.....	Killed.
Wm. W. Harvey.....	Fort Madison....	Nov. 26, 1904	Boiler explosion....	Killed.
Edwin Broad.....	Des Moines.....	Dec. 8, 1903	Fell from engine....	Killed.
Andrew G. Nelson..	Boone.....	Dec. 16, 1903	Run over by car....	Killed.
W. T. McGonigal..	Cedar Rapids....	Aug. 6, 1904	Collision.....	Killed.
Oscar W. Johnson..	Burlington.....	Dec. 30, 1904	Derailment.....	Killed.
Otto Gruenberg....	Dubuque.....	Dec. 30, 1904	Collision.....	Killed.
Haves.....	Malvern.....	Dec. 15, 1904	Wreck.....	Slight injury

TABLE No. 1—PART 2—CONTINUED.

## TRAINMEN.

Name.	Locality.	Date of Accident.	Cause of Accident.	Result.
J. K. Williams.....	Waterloo.....	Feb. 10, 1903	Compound fracture leg.....	General shortening. Amputated. Killed.
W. J. Green.....	Clinton.....	Sept. 13, 1903	Left hand crushed..	Fatally injured.
C. McCarty.....	Oskaloosa.....	Sept. 1, 1903	Wreck.....	Killed.
Chas. F. Murphy....	Ottumwa.....	Oct. 30, 1903	Crushed between car and engine.....	Fatally injured.
Will Giese.....	Cedar Rapids....	Nov. 30, 1903	Run over while making coupling..	Killed.
O. H. Ely.....	Ottumwa.....	Jan. 30, 1904	Fell from freight train.....	Compound fracture ankle. Hand crushed. Killed.
E. E. Tamm.....	Des Moines.....	Jan. 15, 1904	Making coupling....	Amputated. Killed.
Ray Scandrett.....	Perry.....	Mar. 11, 1904	Run over.....	Killed.
B. S. Vermeulin....	Valley Junction..	April 18, 1904	Foot crushed between cars.....	Amputated. Killed.
G. A. Ikerd.....	Des Moines.....	April 18, 1904	Run over.....	Killed.
John Edwards.....	Sioux City.....	June 26, 1904	Crushed between cars.....	Killed.
W. F. Ellis.....	Creston.....	July 14, 1904	Struck by train.....	Killed.
H. S. Swift.....	Valley Junction..	Sept. 8, 1904	Run over.....	Killed.
T. J. Murphy.....	Clinton.....	Sept. 10, 1904	Run over.....	Killed.
J. W. Nestlebrush..	Cedar Rapids....	Oct. 15, 1904	Leg run over by engine.....	Amputated. Fatally injured.
W. J. Price.....	Chariton.....	Oct. 30, 1904	Struck by bridge....	Killed.
Freywillie.....	Davenport.....	Nov. 4, 1904	Wreck.....	Amputated. Killed.
J. D. Donovan.....	Burlington.....	Nov. 13, 1904	Foot crushed between cars.....	Amputated. Killed.
B. G. Lauer.....	Burlington.....	Nov. 21, 1904	Struck by bridge....	Killed.
O. S. Brawdy.....	Creston.....	Dec. 3, 1904	Run over.....	Killed.
L. C. Allen.....	Clinton.....	Dec. 20, 1904	Left foot crushed..	Amputated.
Frank Krshek.....	Chillicothe.....	.....	Fell from tender....	Badly bruised.

## MISCELLANEOUS.

Name.	Locality.	Date of Accident.	Cause of Accident.	Result.
T. C. Seaton, Station Agent.....	Clinton.....	April 21, 1904	Fell under train....	Killed.
Wm. Whitefield, engineer on pile driver.....	Laddsdale.....	Nov. 1, 1904	Collision.....	Slight injury.
John Wood, fireman on pile driver.....	Laddsdale.....	Nov. 1, 1904	Collision.....	Ankle broken.
J. P. Smith, foreman track gang..	Numa.....	Nov. 3, 1904	Struck by train.....	Killed.



## REMARKS BY RAILROAD MEN ON CONDITIONS.

124. CONDUCTOR—Valley Junction. One death caused by man being jerked from train by belt dragging from machine loaded on car.

121. CONDUCTOR—Oskaloosa. A recent rear-end collision was caused by engineer not being able to see flagman on account of escaping steam obstructing view. This accident caused two deaths. It seems as though there should be some way to prevent railway companies from sending engines out on the road in such condition; this is not an isolated case, the practice is general and during cold weather it is very dangerous.

122. CONDUCTOR.—Ottumwa. The trains we are now hauling on this road are not safe for us or the public. Long heavy trains means long hours on duty and we are compelled to work until completely exhausted to get over a division, and accidents usually occur when we are least able physically to prevent them. We are usually from eighteen to twenty-four hours on the road.

147. ENGINEER.—Valley Junction. There should be a law requiring a more thorough inspection of locomotive boilers, and to prohibit the common practice of allowing inexperienced men to fire up engines in round houses, as they very frequently do so without sufficient supply of water and after they are burnt they are sent out on the road in charge of an engineer who knows nothing of what has happened, and if an explosion follows, the loss of life is great and no one can explain how it happened.

142. ENGINEER—Oelwein. There should be a law limiting the hours of labor of men in train service, also that will restrict the number of cars and tonnage to be hauled in one train. This can easily be accomplished by limiting the length of divisions to the distance that can be covered within the hours specified in the law; thus providing against the practice of working men until they are physically incapable of meeting their responsibility.

141. ENGINEER—Fort Madison. Locomotive boiler exploded October 19, 1904, killing fireman and brakeman and seriously injuring engineer. This occurrence clearly indicates the need for more careful inspection and care of boilers, especially in the matter of firing up in round houses where oftentimes the damage to boilers is done, which later causes them to give way. We are frequently as long as seventeen hours going over our division of 105 miles in freight service, on account of heavy tonnage. There seems to be no way to regulate this matter except by some limitation of law.

139. ENGINEER—Estherville. Two locomotive boiler explosions have occurred on this division, one in November, 1904, and one in January, 1905. The frequency of locomotive boiler explosions clearly indicates the need of more careful inspection, to prevent the loss of life that occurs in such cases.

137. ENGINEER—Clarion. I favor a law limiting our work day to twelve hours in train service, also a limiting of tonnage that will enable us to cover freight divisions within that time.

## WAGE SCALES AND TRADE AGREEMENTS BETWEEN EMPLOYERS AND EMPLOYEES IN IOWA.

This chapter contains copies of forty agreements between employers and employes in twenty-one different crafts in Iowa, which have gone into effect since March 1, 1903, and have been selected for the purpose of showing the amicable understanding evidently prevailing among wage workers, and between themselves and employers.

The following crafts are represented in the agreements which follow: Bakers, barbers, boilermakers, brewery workmen, broommakers, carpenters, cigar makers, clerks (retail), coopers, machinists, metal workers (sheet), mine workers, musicians, painters, printers, tailors, brakemen, carmen, engineers (locomotive), telegraphers, trainmen and yardmen.

## BAKERY AND CONFECTIONERY WORKERS—BURLINGTON.

## AGREEMENT.

This agreement, made in Burlington, Iowa, this first day of May, 1905, by the Bakery and Confectionery Workers' Union No. 134, of Burlington, Iowa, party of the first part; with the Master Bakers, of Burlington, Iowa, party of the second part, Witnesseth:

Article 1. Only members of the Bakery and Confectionery Workers' Union No. 134, shall be employed by the master bakers, of Burlington, Iowa, provided they are competent.

Article 2. All work shall be done by day. A day's work shall start no sooner than 5 A. M. and not later than 8 A. M.

Article 3. Ten hours per day, of six days, shall constitute a week's work.

Article 4. In case of necessity steady men shall be allowed to work overtime, such overtime not to exceed two hours per day.

Article 5. Foremen shall receive not less than \$15.00 per week; second hand \$12.00 per week, and third hand \$10.00 per week.

Article 6. Jobbers as foremen shall receive not less \$3.00 a day, and \$2.50 a day as second hand, provided they work less than one week.

Article 7. Overtime to be paid at the rate of thirty cents an hour for foremen, and twenty-five cents per hour for bench hands.

Article 8. No union man shall be required to load wagons or unload, or carry flour, except that is required in their work.



Article 9. One apprentice shall be allowed to the cake department and one apprentice to the bread department, provided that each department is separate.

Article 10. Fourth of July, Labor Day, Thanksgiving Day, Christmas and New Years shall be considered legal holidays.

Article 11. The union label shall be furnished to the master baker as long as the firm upholds the union.

Article 12. In case of a grievance a committee of the union shall be appointed to adjust the trouble.

Article 13. This contract to go into effect on the first day of May, 1905, and to be in force until the first of May, 1906.

Signed by the Bakery and Confectionery Workers' Union No. 134, of Burlington, Iowa.

Signature .....

### BARBERS—MUSCATINE.

#### AGREEMENT BY AND BETWEEN THE BOSS BARBERS AND LOCAL No. 349, J. B. I. U. OF A., MUSCATINE, IOWA.

WHEREAS, The fact has been demonstrated that, through the organization of the journeymen barbers, the conditions of the craft in general and the bosses in particular, have been benefited, we the journeymen hereby present the following agreement to be entered into by and between the boss barbers and local No. 349, J. B. I. U. of A., for a term of one year ending May 30, 1905.

1. That all employees of shops displaying union shop cards must be members of Local No. 349, J. B. I. U. of A.

2. That eleven hours shall constitute the day's work except Saturday, which shall be fourteen hours.

3. The minimum wages paid any member of this union shall be: for the first \$15.00 taken in by the journeymen he to receive \$10.00 thereof and for all over \$15.00 the journeyman to receive 50 per cent thereof.

4. Any boss wishing to discharge an employee shall give at least 7 days' notice and any employee wishing to resign his position shall give at least 7 days' notice.

5. This agreement shall go into effect June 1, 1904, for a period of one year ending May 30, 1905.

6. The penalties attached for violation of this agreement shall be the same in the case of a boss, as prescribed in the constitution and by-laws for violation of shop card rules. In the case of the journeyman he shall be dealt with according to the by-laws of the local for violation of price list.

7. Resolved: That it is the purpose of this union to deal fairly with the bosses and to assist them in any way in our power to better the conditions of the trade, we hereby request that said agreement be signed by 8 o'clock A. M. May 16, 1904.

8. This agreement having been duly signed by the committee and the seal of the union affixed, it needs but the signature of the boss of a shop to become binding on both journeyman and bosses as prescribed.

#### SCHEDULE OF RULES AND WAGES OF BOILERMAKERS ON C. & N.-W. RAILWAY—CHICAGO, MAY 23, 1905.

1. On and after June 1st, 1905, boilermakers in Chicago shall receive 36 cents per hour, and boilermakers at outside points shall receive 34 cents per hour. Flanges, layers-out and others who have been receiving more than the above stated amounts shall receive the same rate as last year.

2. Ten hours shall constitute a day's work.

3. Time and one-half will be paid for all work performed after the usual working hours of ten hours per day. Overtime for work performed on legal holidays and Sundays shall be governed by the foreman, which shall not be less than time and one-half. Boilermakers called to work overtime, and such work shall be three hours and twenty minutes, or less, shall receive five hours pay. If more than three hours and twenty minutes, then time and one-half will be paid.

Legal holidays shall consist of New Year's, Washington's birthday, Decoration day, Fourth of July, Labor day, Thanksgiving day and Christmas day.

Any of the holidays mentioned in this schedule falling on Sunday, the day observed by the state or nation or by proclamation shall be considered a holiday and paid for as such.

4. When boilermakers or apprentices are sent out on the road to do work, they shall receive straight time from the time they are called until they return home, and overtime when working the usual overtime hours. We will, however, when these men are sent away on Sunday, pay them time and one-half from the time they are called until they return during Sunday and overtime hours. They shall also receive \$1.00 per day for expenses.

5. Laying out, marking off, flanging, putting together or setting up work pertaining to steam, air, water and oil tight tank work, locomotive and stationary boiler work, cutting out and applying patches, riveting, caulking and setting flues on same, capping out solid stay-bolts, drilling out spindle bolts, also the removal of tubes and replacing of same in Babcock-Wilcox boilers. All work heretofore performed by handymen shall not be effected by this rule.

(The boilermakers had the following request):

6. "When it becomes necessary for one man to hold, handle tools or bars of any description, to perform work and another man to strike same, said tool shall be held by Boilermaker or apprentice."

After discussing this matter pretty thoroughly, it was understood by myself and the committee that this is being done in that way generally on this railroad, and I refused to put it in the request as they had it, but will advise you that it is only right that we should continue to let the boilermakers do their own particular work in way of handling the handle tools or bars on boilermaker's work.

7. There shall be one apprentice to every shop and one to every five boilermakers employed therein. Said apprentice to be advanced every six months so as to teach him all parts of his trade, and said apprentice shall receive 10 cents per hour for the first year, 12½ cents per hour for the second year, 15 cents per hour for the third year and 17½ cents per hour for the fourth year, and at the expiration of his apprenticeship, he shall receive, in Chicago, 32 cents per hour and at all outside points 30 cents per hour, and the following year he shall receive the rate of pay given to journeyman boilermakers at his home station, and if not competent to receive it, he shall be dismissed.

Applicant for apprenticeship shall not be less than sixteen, and not more than twenty-one years of age. They must have a common school education.

8. That no boilermaker shall be discharged without sufficient cause, and if after investigation it is proved that he was discharged without sufficient cause, he shall receive full pay until reinstated.

9. That when it becomes necessary to reduce the expense in the shops, the hours of labor shall first be reduced to eight hours per day and six days a week before reduction shall be made in the working force, and then, all other things being equal, the youngest man in the service shall be laid off first.

10. That when requested the company will grant leave of absence and furnish free transportation over their lines to boilermakers who may desire to go before the management for the adjustment of their differences.

11. That no boilermaker shall be discriminated against on account of serving on a committee or being representative thereof.

.....Supt. M. P. and Mchv.  
Committee:



## BREWERY WORKMEN'S—DAVENPORT.

AGREEMENT BETWEEN THE PROPRIETORS OF THE BREWERIES AND MALT-HOUSES OF DAVENPORT, IOWA, AND THE LOCAL UNION No. 385 OF THE INTERNATIONAL BREWERY WORKMEN'S UNION OF AMERICA.

To whom it may concern—Know all men by these presents: That on this day the following agreement was entered into and has been made by the local Union No. 385 of Davenport of the International Brewery Workmen's Union of America, party of the first part, and the ..... of Davenport, Iowa, party of the second part, to wit:

Section 1. All men above the age of eighteen (18) years now employed in the bottling department, and as general elevator men and as general laborers, shall be eligible and become members of local Union 385.

Section 2. Party of the second part shall employ such persons as bottling department employees who are either members of the union, or become such at the union's next meeting, under the rules and by laws of the union. One boy may be employed to every man member of the union working in the bottle shop.

Section 3. During the busy season, extra help outside of the regular employed members of the union may be employed, but temporarily only, during the dull season, the men may be laid off, but, in an impartial manner. No regularly employed member of the union shall be discharged or laid off while extra help is still employed, except for good and sufficient reasons.

Section 4. Nine hours shall constitute a days work, and six days a week, the work to commence at 7 A. M. and cease at 5 P. M., with intermission of 15 minutes for lunch in the morning, and 1 hour for dinner at noon. All extra work, or work performed on Sundays, or the following holidays shall be paid for at the rate of time and one-half: Decoration Day, Fourth of July, Labor Day, Christmas Day, and New Year's Day. There shall be no Sunday or holiday or extra work except when absolutely necessary.

Section 5. Wages shall be paid weekly, and as following: First men not less than \$14.00 per week. All-round men not less than \$11.00 per week. Yardmen and elevator-men not less than \$12.00 per week. All others not less than \$10.00 per week. Present higher wages shall not be reduced.

Section 6. Malt and cooperage in breweries must be made by union malsters and coopers. If any firm violates this condition, it shall be considered a non-union firm.

Section 7. In case of difference of opinion between employer and employees as to the different articles of this agreement, a board of arbitrators, of which the employers shall name two members and the executive board of the local Union No. 385 the other two. If these four can not agree, they shall elect a fifth party and an impartial member and the decision of this man shall be binding upon both parties.

Section 8. The officers of local Union No. 385 may without trouble serve on any committee in the interest of the union.

Section 9. Workingmen shall receive their beer free as heretofore.

Section 10. This agreement, of which each of the contracting parties shall receive a copy, shall be hung up in each establishment of the under-signed proprietors in a conspicuous place, where each employe can get easily familiar with its contents.

Section 11. This agreement shall be binding upon both parties and in force from May 1, A. D. 1904, up to May 1, A. D. 1906, and it can only be altered with the consent of both parties to these presents.

Section 12. In witness whereof both parties to this agreement have signed and sealed the same this first day of May, in the year of our Lord, one thousand nine hundred and four.

For the brewery proprietors: .....

For local union No. 385: .....

Endorsed by the National Executive.

..... International Secretary.

## BROOMMAKERS—DES MOINES.

International Broommakers local union No. 11—Wage schedule—Prices, conditions, regulations, etc., for tying and sewing brooms and whisks—in effect December 1, 1904, till December 1, 1905.

TYING—No. 10, 40, 50 and 15 velvet lock, 34 cents; No. 20, 30 and 80, brace rundown 39 cents; No. 60 and 65, plain lock, 28 cents; No. 2 and 3, plain rundown, 26 cents; No. 4, with siding, 18 to 22 pounds, 24 cents; No. 70, barn, plain, 41 cents; No. 70, with fibre or rattan, 45 cents; No. 80, plain, 34 cents; No. 80, with fibre, 39 cents; braided brooms, 55 cents; 3 cents per dozen for overtime; weights shall be from machine.

TYING WHISKS.—No. 1, 2, 3, 4, 5, hurl handle, 4 rings, 22½ cents; No. 125 and 130, hurl handle, corkscrew, 22½ cents; No. 160, plain black ball handle, 15 cents; toys, plain, 15 cents; toys, velvet, 20 cents; barbers, stock handle, 5 rings, 25 cents; barbers, with rod stock handle, 20 cents; barbers, with rod stock braid, 25 cents; barbers, with rod hurl handle, 20 cents; where whisks are not regular tied, 3 cents extra per dozen.

SEWING WHISKS.—1-string, 8 cents; 2-string, 10 cents; 3-string, 15 cents; 4-string, barbers, 20 cents.

HAND SEWING—5 strings, 26 to 30 pounds, 35 cents; 5 strings, 24 to 26 pounds, 30 cents; 4 strings, 20 to 24 pounds, 25 cents; 4 strings, 28 to 30 pounds, 30 cents; 3 strings, 20 to 24 pounds, 20 cents; 3 strings, 23 to 30 pounds, 23 cents; 2 strings, 20 to 24 pounds, 17 cents; warehouse, 28 pounds, 30 cents.

MACHINE SEWING.—2 strings, 6 cents; 3 strings, 6½ cents; 4 strings, 8½ cents; 5 strings, 10 cents; No. 80, 4 strings, 10 cents; warehouse, 36 to 42 pounds, 15 cents; warehouse, 30 to 32 pounds, 10 cents; slaughterhouse, two (2) strings, three (3) wraps, 10 cents. Above prices for McCombs, and Lipe & Walrath machines. On Pelton's machine ½ cent more per dozen. All brooms to be scraped and brought to machine. Twine to be reeled and cut. One (1) cent extra for overtime.

For all extra work, other than regular employment, by tyers and sewers, shall be paid for at 25 cents per hour.

Any manufacturer or foreman not eligible to membership in this union, working at either tying or sewing, shall pay for the use of the label fifteen (15) cents per week.

All grades not mentioned in this schedule shall be paid accordingly.

This scale shall be the minimum scale for all manufacturers in the city of Des Moines, Iowa.

Manufacturers conducting union factories and using the label shall not handle non-union brooms, toys, or whisks, not bearing the union label.

All corn shall be cut right length and brought to machine in good working order.

All union sorters shall not be paid less than \$9.00 per week.

Working days shall consist of 10 hours, between 7 A. M. and 6 P. M., except on Saturdays, 8½ hours, from 7 A. M. to 4:30 P. M.

Anything not mentioned in this schedule shall be charged at proportioned prices.

All union labels furnished by union.

Signed .....

## CARPENTERS AND JOINERS—CLINTON.

## ARTICLES OF AGREEMENT.

This agreement made and entered into this ..... day of ..... 1904, by and between ..... contractors and builders of the city of Clinton, Iowa, party of the first part, and the United Brotherhood of Carpenters and Joiners of America, Local Branch No. 772, of Clinton, Iowa, by its president and recording secretary, of the same place, party of the second part.

Witnesseth: That for and in consideration of the covenants and agreements hereinafter to be made by said second party, the first party covenants and agrees to and with the said second party that he or they will employ union journeymen carpenters and joiners, members in good standing of the Brotherhood of Carpenters and Joiners of America; that nine hours shall be a day's work for all persons employed by him or them, and that time and one-half shall be allowed for all overtime and double time for legal holidays; and that he or they shall pay not less than 30 cents per hour to journeymen



carpenters and joiners. One apprentice shall be allowed to every six (6) journeymen employed, but they shall be members in good standing of this brotherhood, and shall not be less than eighteen (18) years of age; and be it further agreed, that, for and in consideration of the covenants and agreements heretofore made by said first party, the said second party agrees to use so far as lies in its power, all possible diligence to obtain for said first party competent union journeymen workmen. All complaints from said first party or his employes shall be immediately investigated by a committee of said second party appointed for that purpose and shall, if possible, be quickly and peremptorily settled. It is mutually agreed that said second party shall be the sole judge of the moral character of all applicants for membership; that all disagreements or disputes which can not be settled otherwise shall be submitted to an arbitration committee of five (5), two (2) of which shall be builders and contracting carpenters, two (2) members of the Brotherhood of Carpenters and Joiners, and these four to select some disinterested party for the fifth (5th) member. They shall meet within twenty-four (24) hours. From the decision of this committee there shall be no appeal, and the costs of the investigation shall be paid by the party against whom the decision is rendered. This agreement goes into effect from this date and shall continue in full force up to April 15th, 1905....

.....Contractor and Builder.

.....President.

Local No. 772, U. B. C. & J. of A.

[SEAL.]

.....Rec. Secretary.

Local No. 772, U. B. C. & J. of A.

TRADE RULES OF LOCAL UNION NO. 678, UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, OF DUBUQUE, IOWA.—ADOPTED JANUARY 18, 1905.

Section 1. Eight hours shall constitute a day's work, between the hours of 8:00 A.M. and 5:00 P.M. Time and one-half for overtime. Double time for Sundays.

Section 2. Double time for all legal holidays. Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas shall be considered legal holidays, and no work to be done on above named days unless absolutely necessary.

Section 3. The minimum wages shall be thirty-five cents per hour.

Section 4. Should a member by his physical ability be unable to earn the minimum rate of wages, it shall be left to a committee who has worked with him, and upon their decision he shall be granted a special working card.

Section 5. Working cards shall be issued quarterly and no member shall be entitled to one who has not paid for the previous quarter.

Section 6. Laborers will not be permitted to set or level up joists or to perform any work requiring the use of carpenter tools.

Section 7. Employers working five men or less will be entitled to one apprentice and one for each additional five or fraction thereof. They shall join the Union and receive an apprentice card (subject to section 66 of the constitution).

Section 8. All foremen shall be members of the union.

Section 9. It shall be the duty of the union to see that a steward is appointed on any work; said steward to be other than the foreman. He shall examine all cards issued by this union of every man who starts to work on the job.

Section 10. None but union carpenters to be employed by the contractor when they can be procured, but non-union men may be employed and given one week's trial, and if satisfactory to foreman, they shall then make application to become members of the union or quit work.

Section 11. Any member working for an owner or agent shall charge the same price per hour as is customary among contractors.

Section 12. Any member violating section 11 shall be subject to a fine of five dollars for first offense, ten dollars for second, and for the third, expelled from this union.

These rules to take effect on the 15th day of May, 1905, and continue in force until others are made.

CARPENTERS AND JOINERS—DES MOINES.

TRADE RULES OF DISTRICT COUNCIL FOR UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA FOR DES MOINES AND VICINITY.

To Builders, Contractors and Mill Owners of Des Moines and vicinity.

Gentlemen—At a regular meeting of the District Council the following trade rules were adopted by which the union carpenters of Des Moines and vicinity will be governed on and after April 1, 1905:

Article 1. Eight hours for carpenters shall constitute a day's work, between the hours of 8 A.M. and 5 P.M. Time and one-half for overtime and night work, except where two or three shifts are employed, in which case it shall be straight time. No man shall be allowed to work more than one shift of eight hours out of each twenty-four hours. When deemed necessary by contractor to work shifts he shall notify the steward in writing.

Article 2. Double time for Sundays and legal holidays; Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas shall be considered legal holidays. No work whatever shall be done on Labor Day except to save life or property.

Article 3. None but union carpenters are to be employed by contractors. Non-union men will be given three days' trial and if satisfactory shall sign an application and become a member of the U. B. of C. and J.

Article 4. On and after April 1, 1905, the minimum wages shall be thirty-five (35) cents per hour.

Article 5. A steward and business agent shall be recognized on all jobs, and they shall attend to the business of the U. B., so as not to interfere with the employer's time or make him any extra expense.

Article 6. All foremen must be members of the U. B.

Article 7. Any member of the U. B. going on a job to work under the influence of liquor shall be dealt with according to Section 163-a of the general constitution.

Article 8. All apprentices must carry a working card, with the word apprentice stamped or written in ink plainly across the face of card.

Article 9. No member of the U. B. shall be allowed to work with a non-union carpenter within our jurisdiction.

RULES FOR THE MILL OPERATORS—LOCAL NO. 425.

Article 1. Nine hours shall constitute a day's work, between the hours of 7 A.M. and 5 P.M., time and one-half for overtime and night work, except where two or three shifts are employed, in which case it shall be straight time, and no man shall be allowed to work more than one shift of eight hours out of twenty-four hours.

Article 2. Double time for Sundays and legal holidays; Decoration Day, Thanksgiving, Fourth of July, Labor Day and Christmas shall be considered legal holidays. No work whatever shall be done on Labor Day except to save life or property.

Article 3. The minimum wage shall be twenty-seven and one-half (27½) cents per hour.

Article 4. None but union men are to be employed by mill owners. Non-union men will be given one week's trial and if satisfactory shall sign an application and become members of the U. B. of C. and J.

Article 5. Mill men going out side to put up work, such as stairs, bank and office fixtures, and shelving, shall work only eight hours and receive thirty-five (35) cents per hour.

Article 6. The second week in January, April, July and October the business agent shall visit each mill and shop, for the purpose of examining working cards. Any workman who can not show said card for the following three months, shall procure one from the business agent.

Article 7. One apprentice shall be allowed for every five journeymen. All apprentices must carry a working card with the word apprentice stamped or written in ink plainly across the face of said card.

Article 8. All foremen must be members of the U. B. of C. and J.

Article 9. A steward, and a business agent shall be recognized in all mills and shops, and they shall attend to the business of the U. B., so as to not interfere with the employer's time or make him extra expense.



Article 10. Any member of the U. B. going on a job, or in a mill to work under the influence of liquor shall be dealt with according to section 163-a of the general constitution.

Article 11. In case of any trouble or misunderstanding between the bosses and men, the difference shall be arbitrated, and work shall proceed (pending arbitration), under these rules.

Article 12. In case of sympathetic strike, by other trades, or called on by central bodies when it is necessary for the parties of these rules to take part therein to protect union principles; such action, shall in no way be considered a violation of these rules.

Signed,

....., President.

....., Secretary.

District Council U. B. of C. and J. of Des Moines and vicinity.

## CARPENTERS AND JOINERS—MARSHALLTOWN.

### AGREEMENT.

Marshalltown, Iowa, ..... 1904

We, the representatives of local union No. 1112 United Brotherhood of Carpenters and Joiners of America, respectively request your approval of the following:

1. We recognize local Union No. 1112 United Brotherhood of Carpenters and Joiners of Marshalltown, Iowa.

2. Commencing January 1, 1904, nine hours to constitute a day's work, commencing at 7 o'clock A.M. and continuing to 12 o'clock M. (one hour for noon) commencing at 1 o'clock P.M. continuing to 5 o'clock P.M.

3. The scale of wages shall be thirty-three and one-third cents per hour for all journeymen who can do all kinds of ordinary work and perform such work to the satisfaction of the contractor or his foreman. If a journeyman can not perform such work the contractor or his foreman shall give notice and name such rate as is he willing to pay such journeymen.

4. For all overtime, time and one-half to be allowed, and for Sundays and the following legal holidays: Labor Day, Thanksgiving, Christmas, New Years, Decoration Day and the Fourth of July, double time.

5. One apprentice be allowed to four journeymen.

6. All controversy or trouble to be settled by three (3) arbitrators, one to be selected by the contractor, one by the employe, these two to select a third party.

7. That none but union carpenters be employed (except by special agreement with the local union or in event a sufficient number of union carpenters can not be obtained.)

The union members agree to protect all contractors, who sign this agreement, to the fullest extent of their ability.

To influence all work he can for his employer.

To protect the property of the contractor on all work where employed.

This agreement to be in full force after January 1, 1904, and be binding for one year.

.....  
Contractor.

.....  
President local Union No. 1112.

.....  
Secretary local Union No. 1112.

## CARPENTERS AND JOINERS—OTTUMWA.

TRADE RULES OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, OTTUMWA, IOWA, TO BE IN EFFECT ON AND AFTER APRIL 1, 1904.

Section 1. The regular meetings of local union No. 767, shall be on each Monday evening from April 1, to October 1, at 8 P.M., and from October 1, to April 1, at 7:30 P.M., and no meeting can be legally called later than 8:00 P.M.

Section 2. The initiation fee for beneficial members shall be \$10.00, and for semi-beneficial members \$5.00, payable at time of application for membership.

Section 3. The recording and financial secretaries shall each receive \$1.50 per month as their salary, and the treasurer shall receive \$2.00 per year as his salary.

Section 4. The relief committee shall consist of the president, vice-president and treasurer, whose duty shall be to visit any brother who may be reported to them, sick or disabled, within twenty-four hours from time report is received, and they shall have power to supply his needs to the best of their judgment, and shall report to the local union at the next regular meeting the amount of money expended, and the condition of said brother. After which it shall be the duty of said committee to visit said brother at least once a week during his sickness or disability.

Section 5. Eight hours shall constitute a day's work for six days in the week between 8 A.M. and 5 o'clock P.M., time and a half shall be allowed and paid for on all over time and doubletime shall be charged for all work on Sundays or legal holidays. No work shall be allowed on Labor Day. Any member violating any part of this section shall be fined \$5.00, which will not be remitted under any circumstances.

Section 6. The standard wages shall be 37½ cents per hour, and minimum wages shall be 33¼ cents per hour, for journeymen carpenters.

Section 7. Working cards shall be issued quarterly and each member shall show his working card when paying dues.

Section 8. Employers working five men or less shall be allowed an apprentice and one for each additional five or fraction thereof.

Section 9. It shall be the duty of all members under the jurisdiction of the local union, to see that a steward is appointed upon any work where they may be employed. Said steward to be other than the foreman and the senior man on the job until at least three men are employed, when they shall elect one of their number competent to fill the position. In case no steward is elected by the men on the job the president shall have power to appoint a steward, and in case of his refusal to serve he shall be fined \$1.00.

Section 10. The steward shall demand and examine working cards issued by the local union of every man who comes on the job and allow no one to start to work who is no holder of such card. He shall also keep a record on blank forms (furnished by the local union, and distributed to all stewards by the president) of the full names of foreman, apprentices and journeymen working on job and names of all new men coming on the job and whether or not they are union men, and if not see that they fill out their application at once.

Section 11. When a non-union man comes on a job to work, by giving a cash guarantee to the steward of \$2.50 he shall be allowed to go to work, if unable to give a cash guarantee he shall give the steward an order on the contractor for \$2.50 to be collected on his first pay day. The applicant shall then continue to pay \$2.50 each pay day until he has his full initiation fee paid. He shall then apply for membership in the local union and no union men shall be allowed to work with any non-union men unless they have complied with the provisions of this section. Contractor employing non-union carpenters shall be deprived of all union carpenters until such men have become members of the union.

Section 12. It shall be the duty of the steward to pay over all money received from men to the local union at their next meeting. It shall also be the duty of the steward to see that every man employed under his jurisdiction is receiving not less than the minimum rate of wages established by the local union.

It shall be lawful for the steward, president or any other brother to demand to see the envelope and its contents of any carpenter on the work so as to know every man on the work is receiving the scale of wages.



Section 13. All foremen must become members of the union. Any foreman using abusive language to the men under his supervision shall be fined, or ruled off the work, or both.

Section 14. Any member refusing to show his cards when called on by the president, steward or foreman shall be fined \$1.00 for each offense, and members not having their cards with them while at work shall be fined fifty cents for each offense.

Section 15. Any member who refuses to give to the steward his correct address shall be fined \$1.00 for the first offense, \$2.00 for the second, and \$5.00 for the third.

Section 16. Should any member be taken sick, or meet with an accident while at work, the steward shall see that he is properly cared for and take charge of his tools during his absence. Any expense or loss of time by steward to be defrayed by the local union.

Section 17. The steward shall be empowered by the consent of the majority of the men to order all men to quit work when any of the above rules are not complied with, subject to an appeal to the local union.

Section 18. It shall be the duty of all members on a job to co-operate with the steward in performing his duties, making same light as possible. Also see that he performs his duty faithfully and report any neglect of same to the local union.

Section 19. Any member who wishes to engage himself to a chartered corporate body other than a building company, whose position will be permanent must apply to the local union for a special permit; this permit to be granted at the discretion of the local union.

Section 20. No member shall lamp, sub-contract, or work at piece work for any builder or contractor. For a violation of any part of this section he shall be fined not less than \$10.00, and not more than \$50.00, or be expelled from the local union.

Section 21. Any employer discharging a man because he belongs to a trades union or for upholding trade rules, said brother shall notify president of local 767, which it will be his duty to call a special meeting to hear said case, and if the employer is found guilty he shall be deprived of union carpenters until said matter is satisfactorily settled.

No member under jurisdiction of the local union shall accept work from any firm where men are on a strike or where any trouble involving these rules exist until such strike or trouble shall have been settled.

Section 22. It shall be the duty of any member knowing of any violation of these rules to prefer charges to be tried by local union. Any member neglecting to do so shall be fined \$1.00.

Section 23. Any member found guilty of violating any of the rules herein prescribed, shall, if not otherwise provided for, be fined not less than \$1.00 nor more than \$25.00.

#### CIGAR MAKERS—CEDAR RAPIDS.

##### BILL OF PRICES CIGAR MAKERS' UNION NO. 454, CEDAR RAPIDS, IOWA.

SEED HAND WORK— $4\frac{1}{4}$ -inch or less, \$9.00;  $4\frac{1}{2}$ -inch or less, \$9.50;  $4\frac{3}{4}$ -inch or less, \$10.00; 5-inch or less, \$11.00.

SEED AND HAVANA HAND WORK— $4\frac{1}{4}$ -inch or less, \$12.00;  $4\frac{1}{2}$ -inch or less, \$13.00;  $4\frac{3}{4}$ -inch or less, \$14.00; 5-inch or less, \$15.00.

CLEAR HAVANA HAND WORK—4-inch or less, \$14.00; \$1.00 for each fraction of one-quarter of an inch above four inches. All mould work \$1.00 less than hand work unless otherwise mentioned.

##### RULES OF UNION 454

- Article 1. Fancy or Perfecto shapes \$1.00 additional to the above prices.
- Article 2. All unprepared scraps \$1.00 extra.
- Article 3. Havana sprigged \$1.00 extra.
- Article 4. Where there is more than two kinds of stripped filler on the table, \$1.00 extra.
- Article 5. Where cuttings and scraps are mixed with long filler, \$1.00 extra.
- Article 6. All mould work less than 5-20 moulds, same as hand work.
- Article 7. All Spanish work \$5.00 above all other grades.
- Article 8. All cigars hand or mould work made with extraordinary small tucks, such as needle, Mararite, Bouquet, etc., \$2.00 in advance of above bill.
- Article 9. Using single binder on any work, \$1.00 extra.

Article 10. All cigars with Havana wrappers shall be same price as clear Havana.

Article 11. All wages to be paid in cash, weekly.

Article 12. All jobs mentioned and not mentioned in this bill to be decided by executive board when questions arise for such decisions.

Article 13. When the journeymen are laid off, the apprentices and foremen shall also be laid off.

Article 14. When the journeymen are limited, the apprentices and foremen shall also be limited.

Article 15. All cigars cut other than size 0 mould, \$1.00 extra.

Article 16. All cigars made other than shape of mould, \$1.00 extra.

Apprentice Law. All shops employing ten or less hands are entitled to one apprentice, but in no case must there be more than three apprentices in any one shop.

#### CIGAR MAKERS—MASON CITY.

##### BILL OF PRICES OF LOCAL UNION NO. 270, MASON CITY, IOWA, TO TAKE EFFECT MARCH 23, 1904.

CLEAR HAVANA HAND WORK—4 inches or less, \$13.00;  $4\frac{1}{4}$  inches or less, \$14.00;  $4\frac{1}{2}$  inches or less, \$15.00;  $4\frac{3}{4}$  inches or less, \$16.00; 5 inches or less, \$17.00.

CLEAR HAVANA MOULD WORK—4 inches or less, \$12.00;  $4\frac{1}{4}$  inches or less, \$13.00;  $4\frac{1}{2}$  inches or less, \$14.00;  $4\frac{3}{4}$  inches or less, \$15.00; 5 inches or less, \$16.00.

CLEAR SEED HAND WORK— $4\frac{1}{4}$  inches or less, \$9.00;  $4\frac{1}{2}$  inches or less, \$10.00;  $4\frac{3}{4}$  inches or less, \$11.00; 5 inches or less, \$12.00.

CLEAR SEED MOULD WORK—4 to  $4\frac{1}{2}$  inches, \$8.00;  $4\frac{3}{4}$  inches, \$9.00; 5 inches, \$10.00. All mixed cigars one-fourth or less Havana filled \$1.00 advance of seed cigars. More than one-fourth Havana filled same as clear Havana. All mould work less than five blocks to be the same as hand work. All stock must be stripped. All peculiar shapes to be decided by executive board.

APPRENTICE RULE—One apprentice to each shop. Two apprentices to five journeymen. Three apprentices to twenty-five journeymen which shall constitute the limit.

All wages in cash, weekly.

Committee.

#### RETAIL CLERKS—DES MOINES.

##### ARTICLES OF AGREEMENT BETWEEN RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION AND

This agreement, mutually entered into this ..... day of ..... A. D. 1905 by and between the Retail Clerks International Protective Association, through their authorized agents....., as president of local No. 30, and ..... as Secretary of Local No. 30 of the city of Des Moines, and state of Iowa as parties of the first part, and..... of the city of Des Moines and state of Iowa as party of the second part.

Witnesseth, That said parties of the first part in consideration of the covenants and agreements hereinafter mentioned and mutually agreed upon by all parties, to be kept, done and performed, do hereby lease for the period of one year to the said party of the second part, one union store card....., the property of and issued by the Retail Clerks International Protective Association.



Party of the second part agrees to retain in his employ only members, or those, if eligible, who will become members within thirty days from the date of their employment, of Local No. 30 Retail Clerks International Protective Association.

Party of the second part agrees that his store, located at No. .... in the city of Des Moines, state of Iowa, shall close at the following time:

All day on Sunday; all day on the following legal holidays: New Years, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas and at 12 o'clock, noon, on the following legal holidays: ..... at six o'clock on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays; at ..... o'clock on Saturdays. Parties of the first part agree to advise all local organizations of the city of Des Moines and state of Iowa, of the action of the second party signing this agreement, and it is further agreed by all parties that the interest of each shall be mutually taken care of and advanced and that any violation of the foregoing stipulations shall be sufficient cause for surrender of union store card.

Retail Clerks International Protective Association,  
Parties of the first part.

Party of the second part.

Witness:

By

..... Pres. Local No. 30.

..... Secy. Local No. 30.

## RETAIL CLERKS—EDDYVILLE.

### ARTICLE OF AGREEMENT WITH RETAIL MERCHANTS OF EDDYVILLE, IOWA.

This agreement, made this .... of ....., A. D. 190., by and between ....., president, and ....., secretary of Local No. 23 Retail Clerks International Protective Association, party of the first part, and ....., party of the second part,

Witnesseth, That said party of the first part, in consideration of the covenants and agreements hereinafter mentioned, on the part of the party of the second part, to be kept, done and performed, does hereby lease for the period of one year, unto the said party of the second part, a certain union store card No. ...., the property of and issued by authority of the Retail Clerks International Protective Association.

In consideration of which, the parties of the second part agree to employ as salesmen in their store only members of local No. 23, Retail Clerks International Protective Association.

And party of the second part further agrees to close their store every day at 8:00 P. M.; and party of the second part further agrees to close said store all day on Sundays, and at noon on the following holidays: New Years, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas.

It is agreed that party of the second part will surrender said store card on the expiration of this agreement, or, on demand, for any violation of this agreement.

In testimony whereof, the said parties have hereunto set their hands and seals the day and year first above written.

R. C. I. P. A. Local No. 23, ....., President. [seal]

....., Secretary. [seal]

..... [seal]

Signed, sealed and delivered in presence of .....

## COOPERS—DUBUQUE.

### AGREEMENT.

An Agreement, entered into this first day of May A. D. 1904, between the employers, party of the first part, and employes of ....., associated together as Local Union No. 29, of the Coopers' International Union of North America (A. F. of L.), party of the second part.

It is hereby agreed by parties of the first part that they will pay to the parties of the second part, the following schedule of prices for the period of time beginning, ..... 190., and ending, ..... 190....

Whole barrels, \$1.40; half barrels, 90 cents; quarter barrels, 70 cents; sixth barrels, four hoops, 70 cents; sixth barrels, six hoops, 70 cents; eighth barrels, 50 cents; bushing, per bush, 3 cents. Bucked or rough staves, same price on any work. Cull stock on any work 5 cents extra. Day labor per hour 25 cents. Time and one-half for overtime work. Barrel stave, 17½ cents; head 25 cents; hoop, new, 5 cents. Half barrel stave, 17½ cents; head 25 cents; hoop, new, 5 cents. Quarter barrel stave, 12½ cents; head 17½ cents; hoop, new, 5 cents. Eighth barrel stave, 12½ cents; head 11½ cents; hoop, new, 5 cents. Change of hoops 2 cents apiece, this comes under the head of repairing old barrels.

The hours of labor shall be from 7:00 A. M. to 12 o'clock noon, and from 1:00 P. M. to 5:00 P. M. Should a cooper be taken from the shop to do any work, he shall receive 25 cents per hour.

The parties of the first part agree to employ no cooper who is not a member in good standing of the Coopers' International Union of North America. The parties of the first part agree to purchase no cooperage which does not bear the official stamp of the Coopers' International Union of North America.

The parties of the second part agree to work for above prices, and perform their work in a satisfactory manner for the period of time stated, and in no case will they uphold a member for not doing so.

....., Secretary.

## MACHINISTS.

### SCHEDULE, REGULATIONS AND RATES, MACHINISTS, CHICAGO GREAT WESTERN RAILROAD COMPANY.

Article 1. It is understood that the question of the number of hours to constitute a day's work remains open, but all overtime over ten hours, Sundays and legal holidays will be paid for at the rate of one and one-half hours time for each hour's work. Legal holidays are as follows: New Years, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas; Lincoln's Birthday in Illinois and Minnesota only. If any of the holidays fall on Sunday then the day observed as a holiday will be considered as such.

Article 2. The ten hours constituting a day's work shall be performed between 7:00 A. M. and 5:00 P. M., with an hour's interval for lunch. The ten hours of a night's work shall be performed between 6:00 P. M. and 7:00 A. M., with an hour's interval for lunch. Work performed during the regular lunch hour shall be paid for at the overtime rate.

Article 3. When called after working hours machinists and apprentices will be paid five hour's time if services is less than three hours and twenty minutes; if services is more than three hours and twenty minutes, time and one-half will be paid.

Article 4. Machinists and apprentices sent out on the road to do work will be paid as per Article 1, besides reasonable expenses. Straight time will be allowed while traveling.

Article 5. The minimum rate of wages paid to machinists on the Chicago Great Western shall be 34½ cents per hour.

Article 6. Helpers will not be advanced to the detriment of machinists and apprentices, but will continue on such rough work as repairs on steam pipes, truck work, etc.



Article 7. There may be one apprentice to each shop on the system regardless of the number of machinists employed, and not to exceed one additional for each five journeymen thereafter.

Article 8. No machinist or apprentice shall be discharged without just cause. If, after investigation, he is found to have been unjustly discharged, he shall be reinstated and paid for all lost time. The investigation shall take place within six days and the discharged machinist or apprentice may be present, accompanied, if he so desires, by another employe in the same service.

Article 9. Machinists and apprentices will be granted the same privileges with regards to free transportation as employes.

Article 10. Machinists, after being in the employ of the company for sixty days, shall be considered competent.

Reapproved July 18, 1904.

Signed

For the Company,

.....  
 .....  
 .....  
 .....

For the Machinists.

Assistant General Manager.

## MACHINISTS.

### SCHEDULE OF RULES AND RATES OF MACHINISTS, EMPLOYED BY THE C. & N. W. R. CO.—DISTRICT NO. 7, SECTION 1, I. A. OF M., IN EFFECT JUNE 1, 1904.

1. Any man who has served an apprenticeship or had four years of varied experience at the machinist trade, and by his skill and experience be qualified and capable of fitting together the metal parts of a locomotive, or any machine, and is competent to do shaping, or boring, or turning, or skilled drilling, or finishing, or adjusting the metal parts of any machine whatsoever, shall constitute a machinist.

2. Machinist work shall be performed by machinists or apprentices to the machinist trade.

3. The fitting, adjusting, shaping, boring, skilled drilling, turning, planing, finishing, or the dissembling of the parts of a locomotive or machine, shall be considered machinist work.

4. Applicants for employment as machinists for this company shall only be expected to file application information, relative to character and ability, and the address of relatives.

5. No machinist shall be laid off any hours of the regular time to equalize time, on account of having worked over time.

6. Helpers when used in any way in connection with machinist work shall, in all cases, work under the orders of the machinist; both under direction of the foreman.

7. Helpers shall not be advanced to the work of apprentices or machinists, unless they are in every way qualified, sign the apprentice schedule, and at the rate of apprentices.

8. Machinists sent out on the road shall receive straight time from the time called until returned; time and one-half for overtime worked on overtime hours, based on the hours of overtime at the home station. He shall receive also not to exceed (except in cases of emergency) \$1.00 per day for necessary expenses.

9. Overtime, other than running repairs, shall be avoided as much as possible, and especially more than three nights per week and two consecutive Sundays.

10. When practicable roundhouse machinists may so arrange the work with their foreman so that each man may have every other Sunday off.

11. When it becomes necessary by the company to reduce expenses, the full force of machinists shall be retained and the hours reduced until not more than eight hours will be worked; any further reduction, if men are to be then laid off, then the last employed in the order of their employment will be first laid off.

12. Men in direct charge of machinists or machinist work (when practicable) shall themselves be machinists.

13. All time over the regular working time, Sundays, New Year's Day, Washington's Birthday, July Fourth, Decoration Day, Labor Day, Thanksgiving Day and Christmas, shall be paid for at one and one-half time.

14. Any of the holidays mentioned in this schedule falling on Sunday, the day observed by the state or nation or by proclamation shall be considered a holiday, and paid for as such.

15. Nine hours shall constitute a day's work. (NOTE: This rule is held temporarily open.)

16. Machinists called to work overtime, and such work shall be three hours and twenty minutes or less, shall receive five hours' pay. If more than three hours and twenty minutes, then time and one-half will be paid.

17. There may be one apprentice to each shop regardless of the number of journeymen employed, and not to exceed one additional for each five journeymen thereafter.

18. All apprentices must be indentured, and shall be furnished with duplicate copy of indenture by the company.

19. Applicants for apprenticeship shall not be less than 16 and not more than 21 years of age. They must have a grammar school education.

20. Graduates of technical schools, who have entered such schools prior to the age of 21 years, may enter the service of the company as apprentices with the same indiscriminating consideration as other apprentices in the second year of service.

21. Apprentices shall serve four years and shall not in any case leave the service of the company without good and just cause, except, however, that should he prove unqualified during the first year, he may quit or the company may transfer or dismiss him.

22. The company will furnish all opportunity possible for apprentices to secure a complete knowledge of the machinist trade during his apprenticeship.

23. No apprentice shall be permitted to work overtime or on night shifts during his apprenticeship. (NOTE: This does not mean that if on a job at quitting time and working with a machinist, and that particular job in a hurry, he may not be allowed to finish same.)

24. No apprentice shall be sent on the road during his apprenticeship except on the dynamometer car, or to secure information on the trade.

NOTE: Apprentices shall not be transferred to another shop, where the number of apprentices already equals the schedule ratio.

25. Rates of pay for apprentices shall be for first year 8 cents per hour, second year 10 cents, third year 12 cents, fourth year 16 cents.

26. The rates of pay for machinists in the shops of the Chicago North-Western Railroad Company shall be 34 and 35 cents per hour in Chicago; at all other points on the system 34 cents per hour.

NOTE: 34 and 35 cents per hour at Chicago and 34 cents per hour at all other points shall be the established starting rate for machinists on this system.

27. After commencing work machinists will not be allowed to leave the premises until the regular hour of closing work without permission of the foreman and notice to the timekeeper. Machinists wishing to be absent two or more days must obtain leave of absence from the foreman.

28. Grievances must be presented within fifteen days after occurring, and if not adjusted on or before three days after may be appealed to the master mechanic, superintendent of motive power, etc.

29. This wage schedule takes effect June 1, 1904.

30. These rules and schedule shall be in force for one year from June 1st and there after, provided, however, that after the first year changes may be agreed upon by either party giving thirty days' notice to the other of changes desired for conference.

..... S. M. P. and McHy.  
 ..... Chairman.  
 ..... Secretary.  
 ..... Attorney for machinists.

## MACHINISTS.

## AGREEMENT ENTERED INTO BETWEEN THE CHICAGO, ROCK ISLAND AND PACIFIC RAILWAY COMPANY, AND ITS MACHINISTS.

Rule 1.—Any man who has served an apprenticeship, or had four years' varied experience at the machinists' trade, and by his skill and experience is qualified and capable of fitting together the metal parts of any machine, and is competent to do shaping, boring, turning, finishing and adjusting the metal parts of any machine whatsoever, shall constitute a machinist.

Machinists or machinist apprentices shall perform the work that is generally known as machinists' work.

Rule 2.—Helpers or laborers will not be permitted to do machinists' work or be advanced to the detriment of machinists or apprentices.

Rule 3.—Machinist will be considered as in line for promotion. When temporarily assigned to position as foreman, they shall receive the established rate of pay for such position, unless such rate be less than their hourly rate, in which event the hourly rate shall be paid while filling such temporary vacancies.

Machinists making application for employment will be required to fill out and sign the standard application.

Rule 4.—The company will not discriminate against any machinist who from time to time represents other machinists as a committeeman, and will grant him leave of absence and free transportation (over its own lines) should he be delegated to go before the management to adjust a grievance.

Grievances must be submitted to shop foremen. In the event their decision is unsatisfactory, an appeal will be made to the succeeding higher officials.

Rule 5.—Should a machinist or apprentice believe that he has been unjustly suspended or dismissed, he shall, within five days, present his case to his shop foreman. Should the result be unsatisfactory, the shop committee shall have power to act, and if it is found he has been unjustly dealt with, he shall be reinstated with full pay for all the time lost.

Rule 6.—The standard working time shall be ten hours per day, excepting Saturday, when the men will be allowed one minute off for every hour actually worked during the week, with full pay.

Rule 7.—All time over the regular ten-hour day, including Sundays and legal holidays, viz: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas, shall be paid at the rate of time and one-half per hour. Any of the foregoing holidays falling on Sunday, the day designated instead by the nation or state shall be considered a legal holiday.

Rule 8.—Machinists will not be required to work overtime more than is absolutely necessary. When called to work overtime, and such work shall be three hours and twenty minutes or less, he shall receive five hours' pay. If more than three hours and twenty minutes, then time and one-half will be paid.

If requested to return to work after supper, it shall be considered a call.

No machinist shall be laid off any hours of the regular time to equalize time on account of having worked overtime.

Rule 9.—When a machinist is sent out on the road for any cause, he will be allowed pay from the time he is called out until he returns to home station, and overtime as per Rule No. 7, and receive one dollar (\$1.00) per day for expenses up to and including ten days.

If a man is relieved from his work after the regular working hours and permitted to go to a hotel or boarding house to rest, he will not be paid for such time. While riding or waiting, either for work or for train to return home, he shall be considered on duty.

Rule 10.—There may be one apprentice to each shop and one additional to each five journeymen employed in each shop.

Any apprentice engaging himself to learn the trade, shall be between the ages of sixteen and twenty-one years, and serve four years of not less than three thousand (3,000) hours per year.

He will be instructed in all branches of the trade and not kept on any one machine or special job longer than four months. His fourth year shall be served on the floor at erecting or in the roundhouse.

If after six months he shows no aptitude to learn the trade, he shall be removed from the service.

No one shall be engaged to learn the machinists' trade until the ratio has been reduced as per above.

No apprentice shall be required to work overtime, except in case of emergency, or on night shifts during the first three years of his apprenticeship.

He shall in no case leave the service of the company without a just and sufficient cause. Having finished their apprenticeship, they shall receive the standard journeymen's rate paid at point employed, if retained in the service of the company.

The rates of pay will be as follows: First year, 10 cents per hour; second year, 12 cents per hour; third year, 15 cents per hour; fourth year, 18.5 cents per hour.

Rule 11.—The minimum rate of wages for machinists at the different points on the system shall be as follows: Chicago and Burr Oak, all other than roundhousemen, 34 cents per hour; roundhousemen, 35 cents per hour.

East Moline, Natik, Rock Island, Cedar Rapids and all points on the old B. & C. R. & N. Valley Junction, Council Bluffs, Fairbury, Belleville, Phillipsburg, and all intermediate points, Edon, Iowa, Trenton, Mo., Eldon, Mo., and all points on the St. Louis division, 34 cents per hour.

Kansas City, Topeka, McFarland, Horton, St. Joe and intermediate points, 34 cents per hour.

Herrington, Caldwell, Bucklin and intermediate points, 35 cents per hour.

Chickasaw, Fort Worth, Shawnee, Little Rock, including all points on the Oklahoma and Southern divisions, and Choctaw district, 36 cents per hour. Goodland, Kansas, and West, 36 cents per hour. Dalhart and West, 41 cents per hour.

Rule 12.—When reducing forces, all things being equal, the machinists last employed will be reduced first. Men with families dependent upon them will be given preference.

Rule 13.—Machinists and apprentices shall enjoy the same privileges in regard to free transportation as other employees of the company.

Rule 14.—Special effort will be made to furnish good ice water for drinking purposes. All pits in shops and roundhouses and water closets will be kept in good sanitary condition.

Heat will be provided in water closets in cold weather seasons where convenient. Suitable washrooms will be provided for machinists at all points and in all departments where employed.

Rule 15.—These rules and regulations to supersede all former rules and agreements, copy of same to be framed and posted in all machine shops and roundhouses, to take effect September 1, 1905, and to remain in force one year from date, and thereafter until such time as either party desires a change, in which case thirty days' written notice shall be given to the other party.

The Machinists' Committee:

Chairman of District 86.

The Chicago, Rock Island & Pacific Railway Company:

Gen. Supt. Motive Power.

## CHICAGO, ST. PAUL, MINNEAPOLIS &amp; OMAHA RAILWAY COMPANY.

## WAGE SCHEDULE OF MACHINISTS, 1904.

ST. PAUL, Minn., June 13, 1904.

1. Any man who has served an apprenticeship or had four years' varied experience at the machinists' trade, and by his skill and experience is qualified and capable of fitting together the metal parts of a locomotive or any machine, and is competent to do shaping, or boring, or turning, or skilled drill, or finishing, or adjusting the metal parts of any machine whatsoever, shall constitute a machinist.

2. Machinist work shall be performed by a machinist or an apprentice to the machinist trade.



3. The fitting, adjusting, boring, shaping, skilled drilling, turning, planing, finishing, or dissembling the parts of a locomotive or machine, shall be considered machinist's work.

4. Applicants for employment as machinists for this company shall only be expected to file application, information relative to character and ability and addresses of relatives.

5. No machinist shall be laid off any hours of regular time to equalize time on account of having worked overtime.

6. Helpers shall not be advanced to the work of apprentices or machinists and when used in any way in connection with machinist work shall in all cases work under the orders of a machinist, both under the direction of the foreman.

7. Machinists sent out on the road and away from home station shall receive full time and overtime, according to regular hours at home station and all expenses in addition.

8. All overtime other than running repairs shall be avoided as much as possible and especially more than two nights a week and two consecutive Sundays.

9. When practicable, roundhouse machinists may so arrange their work with their foreman that each man may have every other Sunday off.

10. All time over the regular working day, Sundays and holidays as follows: New Year's, Lincoln's and Washington's Birthdays, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, shall be paid for at the rate of time and one-half. All time after 12 o'clock midnight shall be paid for at the rate of double time except night machinists, who will be allowed eleven hours straight time for hours on duty, from seven P. M. to six A. M., with time and one-half for Sundays and legal holidays.

11. If any of the holidays mentioned in this schedule fall on a Sunday, then the day to be observed by the state or nation, or by proclamation shall be considered as a holiday and be paid for as such.

12. Working hours shall be reduced to eight hours before reducing the force. In reducing force, oldest men in service shall have preference of employment if competent.

13. Men in direct charge of machinists or machinist work (when practicable) shall themselves be machinists.

14. Nine hours shall constitute a day's work. (NOTE—This rule to be held in abeyance.)

15. If machinists are called to work overtime, and such work is three hours and twenty minutes or less, they shall receive five hours' pay; if more than three hours and twenty minutes, then time and one-half will be paid.

16. There may be one apprentice to each shop, regardless of the number of journeymen employed and not to exceed one additional for each five journeymen thereafter.

17. All apprentices must be indentured and shall be furnished a duplicate copy of indenture by the company.

18. An apprentice to the machinist trade must know the first rules of arithmetic and must be able to read and write, and enter as an apprentice at not less than sixteen nor more than twenty-one years of age.

19. Graduates of technical schools who have entered such schools prior to the age of twenty-one years, may enter the service as apprentices with the same discriminating consideration as other apprentices in the second year of service.

20. An apprentice shall serve four years and shall not in any case leave the service of the company without just and good cause, except, however, that should he prove unqualified within the first six months, he may quit, or the company may transfer or dismiss him.

21. The company will furnish all opportunity possible for an apprentice to secure a complete knowledge of the machinist trade during his apprenticeship. He may serve three years on the different machines and special jobs and shall not serve more than six months on any one machine or special job, and one year on the floor.

22. No apprentice shall be permitted to work overtime or on night shifts during his apprenticeship. (NOTE—This does not mean that if on a job at quitting time, and that particular job in a hurry, he may not be allowed to finish same.)

23. Apprentices will be kept in their home shop during apprenticeship.

24. The rate of pay for the apprentices shall be for the first year, 8 cents, second year 10 cents, third year 12 cents, fourth year 16 cents per hour.

25. Apprentices ninety days after completion of their time shall receive journeyman's pay if retained in the employ of the company.

26. Rate of pay for machinists on the C., St. P., M. & O. Ry. will be 34½ cents per hour.

27. After commencing work, machinists and apprentices will not be allowed to leave the premises until the regular hour of closing work, without the permission of the foreman and notice to the timekeeper. Machinists and apprentices wishing to be absent two or more days, must obtain leave of absence from the foreman.

28. Grievances must be presented within fifteen days after occurring and if not adjusted within 3 days may be appealed to the master mechanic, superintendent of motor power, general superintendent, general manager, etc.

29. This schedule becomes effective July 1, 1904.

30. These rules and schedule will be in force for one year from July 1, 1904 and thereafter, provided, however, that after the first year, changes may be agreed upon by either party giving thirty days notice to the other of a desire for conference.

Signed:

Supt. M. P. and M.

Signed:

Committee.

Approved:

General Superintendent.

Approved:

Gen. Manager.

Approved:

Bus. Agt. Dist. 7, I. A. of M.

## SHEET METAL WORKERS.

### MEMORANDUM OF AGREEMENT.

Made and entered into this ..... day of ....., 1904, between the employers of Cedar Rapids, and the Amalgamated International Alliance of Sheet Metal Workers, Local 263 of Cedar Rapids.

Section 1. That the party of the first part will treat with its employees through the A. I. A. of S. M. W. Local 263, and its proper officers.

Section 2. All sheet metal workers employed by the party of the first part shall be members in good standing of said A. I. A.

All employees now in the employ of party of the first part and not members of said A. I. A. shall make application for membership at the time of signing agreement.

New men shall make application at the time they are employed.

The A. I. A. shall accept as members all persons who are eligible to membership therein.

Section 3. The time of an apprenticeship shall be four (4) years. After an apprentice has served three (3) years he may be admitted as a junior member and shall then be entitled to the same hours as a journeyman with no reduction in pay. No apprentice who is not entitled a junior membership in the union shall be permitted on outside work except under the oversight of a journeyman. Shops employing from one to five journeymen will be allowed one apprentice and shops employing an average of five or more journeymen the year around shall be allowed two apprentices, but no more than two apprentices shall be allowed in any one shop.

Section 4. Nine (9) hours shall constitute a day's work with no reduction in pay.

Section 5. The minimum wages of the sheet and metal workers shall be two (2) dollars per day.



Section 6. It is further agreed that any sheet metal worker being called on to work longer hours than their day, such sheet metal workers shall be considered as working overtime and for such overtime shall receive time and one-half and for all overtime and Sundays, and double time for holidays; Christmas, New Years, Fourth of July, Labor Day, Thanksgiving Day to constitute holidays.

Section 7. It is further agreed that this agreement shall be binding and in force from the 1st day of..... 190.... to the 1st day of..... 190....

President A. I. A. S. M. W. Local 283.

Ex. Com. A. I. S. M. W. Local 283.

## MINERS OF IOWA.

### SCALE AGREEMENT MADE BY THE OPERATORS OF IOWA AND THE UNITED MINE WORKERS OF DISTRICT THIRTEEN, EFFECTIVE APRIL 1, 1904, UNTIL APRIL 1, 1906.

At a joint conference of the United Mine Workers of America and the Iowa Coal Operators' Association held at Des Moines, Iowa, March 22, 1904, the following scales, rules, regulations and agreements were entered into and adopted for District Thirteen for two years, beginning April 1, 1904, and ending March 31, 1906:

The price to be paid for pick mined coal in the various sub-districts named below, of said District Thirteen, during the years commencing April 1, 1904, and ending March 31, 1906, shall be as follows: Per ton of two thousand pounds, at the option of the operators, as to mine run or lump coal, provided that only such coal as is sold as mine run shall be paid for on that basis, unless otherwise agreed upon between the state board of the U. M. W. of A. and the operator of the mine.

All of the screens in the different fields shall have not to exceed seventy-two square feet of superficial area, free from obstructions, and the bars of each screen shall rest upon a sufficient number of bearings to hold the bars in proper position. No screen provided for in this agreement shall be more than twelve feet in length, except those now in use, nor have anything on or near it, which will impede the progress of the coal over the screen, provided further that the screens in the several sub-districts shall be as follows:

#### SUB-DISTRICT NUMBER ONE.

The screens shall be of flat bars of not less than five-eighths of an inch surface and not to exceed one and one-fourth inches between the bars, except in Putnam county, Mo., which shall be on an absolute mine run basis. Hand picked coal shall be considered as screened lump coal.

Mine run coal, Putnam county, Mo., per ton, 86 $\frac{3}{4}$  cents; mine run coal, K. C. track in Iowa, per ton, 89 $\frac{3}{8}$  cents; screened lump coal, per ton, \$1.00; 8-foot entry, per yard, \$1.63; 12-foot entry, per yard, \$1.27; 14-foot entry, per yard, \$1.23; room turning, 12 to 14-foot doorway, \$2.12; double shifting entries, twenty-five cents per yard extra.

#### LEE MACHINE.

Machine runners, per ton, 6 $\frac{1}{2}$  cents; machine shovelers, per ton, 6 $\frac{1}{2}$  cents; loaders, per ton, 52 $\frac{1}{2}$  cents.

#### CENTERVILLE MINES.

Legg machine runners, 40-foot room, per foot, \$.2100; entry, per foot, \$.06835; extra cuts, per foot, \$.07297.

Legg machine shovelers, 40-foot room, per foot, \$.17067; entry, per foot, \$.1650; extra cuts, per foot, \$.06658. Harrison runner, double rib, per foot, \$.06057; Harrison shovelers, double rib, per foot, \$.06781; Harrison runners, per day, \$2.65; loaders, per ton, \$.46 $\frac{3}{4}$ .

That any company man not a regular track layer, working at laying iron track or switches, shall receive \$2.42 per day for the times so employed.

Head track layers, per day, \$2.42; pipe men, per day, \$1.36; drivers and trip riders, per day, \$2.30; cagers, per day, \$2.30; boy couplers, per day, \$1.44; oilers and trappers, per day, \$1.04 $\frac{1}{2}$ ; pushers and all other inside adult labor, per day, \$2.23.

Boy drivers may be used between partings, but when used at regular switching they shall be considered as men and receive men's wages.

#### BLACKSMITHING.

Price of smithing shall be one per cent of the gross earnings, provided that miners' tools be given preference over all other work done by the blacksmith, and the tools shall be sharpened in a workmanlike manner.

#### TOP LABOR.

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters and all other common top labor, shall be reduced 5.55 hundredths per cent from present wages, provided that the minimum wage shall be \$1.80 per day.

Sinkers, per day of eight hours, \$2.55.

#### RULES GOVERNING UNDERGROUND LABOR.

That in accordance with the state law the company shall furnish all the necessary timbers and the miner shall keep his room securely propped. If the miner working in the room fails to securely prop the same, or neglects to prop as directed by the pit foreman or to build his road wall within three feet, or his gob within four feet, of the working face, providing he has material to gob with, he may be discharged. If the miner is discharged, and he is not satisfied with the decision of the mine foreman, an appeal may be taken as provided for in resolution No. 8 of this agreement.

In any mine where the company does the brushing the miner shall deliver his coal and receive his empty car at his switch. It is also further agreed that two men may work on one road under this agreement. It is also agreed that the miner shall be responsible for his working face up to the cap rock, except falls caused by slips or on account of mines being idle, and falls caused by first break in circle work, and in front of the roadway outward to the inside corner of his last roadwall, and when a fall occurs on the roadway outward from the end of the roadwall, exceeding one car of dirt, the pit boss shall upon being notified, see that such fall is removed.

The company may run the machine double shift when necessary, on account of delays from breakage or unavoidable causes, or it may run one shift each twenty-four hours, whether it is during the time the mine is running coal or during the intervening time, provided that one machine crew work not to exceed forty-eight hours in one week, when the mine runs every day and when the mine is not working full time, they may run the machine as many hours as the pit runs each week.

The machine shovelers shall remove the dirt cut by the machine from under the coal and clean up the place for the loaders. The mining shall be done in the clay and as thin as practicable to clear the dutchman. In case of falls or slips on the face, and the loader and the pit boss can not agree on the price for cleaning it, the company may load the place out with company men. Company or machine men may load deficient coal when loader and pit foreman can not agree on a price for same. Loading of lump coal to remain the same as heretofore. The same responsibility of care of places shall apply to loaders as to miners except when the place is loaded out and cleaned up and accepted by the company, then the loader's responsibility ceases until he takes the place again. Where machine and pick miners work together in the same mine, the turn shall be made equal in dollars and cents.

#### CORNER CUTTING.

Corner cutting on long wall shall be 59 $\frac{1}{2}$  cents per yard; and corner cutting in semi-long wall shall be 59 $\frac{1}{2}$  cents per yard for all permanent corners. What is considered a permanent corner is a corner next to the main entry, and the corner next to head of cross entry. Should a room at any time be more than 7 feet ahead of the inside room the miner shall be given a place to work until the inside room is caught up.



## IRON TRACKS.

There shall be iron track in all places where one man can not push out and in all back entries; not more than two rods shall be permitted on air course for each cross cut; miners shall not be required to turn loaded cars on wooden platforms. In room and pillar work the miner is to deliver his loaded car and receive his empty car as heretofore.

The depth of rooms in room and pillar work shall be not more than 150 feet; in long wall work not more than 125 feet, except by mutual consent.

## BRUSHING.

The minimum price for brushing 8-foot entries shall be 50 cents per yard.

## CRIB BUILDING.

The price for building cribs from clay to slate shall be 50½ cents each, the company to have the option of doing same, but where built by the company the miners shall not be delayed in their work.

## BLACK BAT.

Black bats over 3 inches thick shall be considered as deficient work and paid for according to resolution No. 10.

## SUB-DISTRICT NUMBER TWO—SCREENS.

The screens shall be of flat or akron-shaped bars of not less than ½ of an inch surface, with 1½ inches between the bars, provided that where diamond bars are now in use, with not more than 1¼ inches between the bars, and in proper condition said screens shall be retained.

Screened lump coal per ton, 90 cents.

## REGARDING MINE RUN.

It is hereby agreed that any mine may make mine run coal when sale for same is found and the price shall be 3 cents less than last year, provided, the minimum price shall be 63 cents per ton, and the maximum price shall be 68 cents per ton; provided further, that the mines which are now on a mine run basis shall be continued on that basis during the life of this agreement; except that any mine on a mine run basis shall be permitted to return to a lump coal basis whenever said mines shall by actual test show over 65 per cent of lump coal, and whenever any mine on a lump coal basis shows 35 per cent or more of screening it shall be placed on a mine run basis; provided that the per cent is shown by one week's test. Provided, further, that any mine not having an established mine run price or any new mine commencing operation during the scale year shall have the privilege of producing mine run coal and making a test, basing the price of said mine run coal on the present price of screened lump coal. Provided, further, that the minimum price shall be 63 cents per ton, and the maximum price shall be 68 cents per ton.

## ENTRY PRICES.

Eight-foot entry, per yard, \$2.34; twelve-foot entry, per yard, \$1.60.

## ROOM TURNING.

Room turning, each, not to exceed nine-foot neck, \$4.76.

Where neck is required to be cut more than three feet on one side, \$2.12 additional shall be paid.

## DOUBLE SHIFTING.

Double shifting in entries, 25 cents per yard extra.

## BREAK THROUGHES.

Break throughes between entries or rooms when required to be cut, shall be paid for same as entries of similar width.

## BRUSHING.

Brushing by taking up bottom or taking down top shall be 5½ cents an inch, measured from the top or bottom of the vein, as the case may be, and of sufficient width for roadway. This to apply to top and bottom of ordinary slate or clay material, but if of an unusually hard material then the price to be agreed upon locally, and failing to agree, the

company to do the brushing, in which case the said brushing shall be kept up to within fifteen feet of the face. The minimum width of any room shall be twenty feet. Loading or unloading slate done by the miner, sixteen (16) cents per car.

## BLACKSMITHING.

Where the company does the sharpening the price of blacksmithing shall be 1½ per cent of the gross earnings, provided that the miners' tools be given preference over all other work done by the blacksmith, and the tools shall be sharpened in a workmanlike manner.

## DAY WAGE SCALE.

Track layers, timbermen, cagers, per day, \$2.42; drivers, trip riders and water haulers, per day, \$2.42; track layers and timbermen helpers, per day, \$2.23; boy couplers, per day, \$1.44; oilers, per day, \$1.32; trappers, per day, \$1.06½; electric and air motormen, per day, \$2.55; spike team drivers, when engaged in regular switching, per day, \$2.55; all other inside adult labor, per day, \$2.23.

Stable men to receive 5.55 hundredths per cent reduction from wages of last year.

Boy drivers may be used between partings, but when used at regular switching they shall be considered as men and receive men's wages.

## TOP LABOR.

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters and all other common top labor shall be reduced 5.55 hundredths per cent from present wages, provided that the minimum wage shall be \$1.80 per day.

Sinkers, per day of 8 hours, \$2.55.

## SUB-DISTRICT NUMBER THREE—SCREENS.

The screens shall be of flat or akron-shaped bars of not less than ½ inch surface, with 1½ inches between the bars; provided, that where diamond bars are now in use, with not more than 1¼ inches between bars, and in proper condition, said screen may be retained at the option of the operator.

Jasper county thick vein screen lump, per ton, 95 cents; Jasper county thick vein mine run, per ton, 66 cents; Polk county screen lump, per ton, 95 cents; Polk county mine run, per ton, 66 cents; 8-foot entry, per yard, \$1.86; 12-foot entry, per yard, \$1.80.

## ROOM TURNING.

Room turning 9-foot neck, 8 feet wide, each, \$4.76; each additional yard or fraction thereof to be paid at the rate of \$1.59 per yard. Where the neck is required to be cut more than three feet on one side, \$2.12 additional shall be paid.

## DOUBLE SHIFTING.

Double shifting in entries, 25 cents per yard extra.

## BREAK THROUGHES.

Break throughes between entries or rooms when required to be cut shall be paid for same as entries of similar width.

## BRUSHING.

Brushing by taking up bottom or taking down top shall be 5½ cents an inch, measured from the top or bottom of the vein, as the case may be, and of sufficient width for roadway. This to apply to top and bottom of ordinary slate or clay material, but if of an unusually hard material then the price to be agreed upon locally, and failing to agree the company to do the brushing, in which case the said brushing shall be kept up to within fifteen feet of the face.

The minimum width of any room shall be twenty feet.

Loading and unloading slate, when done by the miner, 16 cents per car.

## BLACKSMITHING.

Where the company does the sharpening the price of blacksmithing shall be 1½ per cent of the gross earnings, provided that the miners' tools be given preference over all other work done by the blacksmith, and the tools shall be sharpened in a workmanlike manner.



## DAY WAGE SCALE.

Track layers, timberman, cagers, per day, \$2.42; drivers, trip riders and water haulers, per day, \$2.42; track layers and timbermen helpers, per day, \$2.23; boy couplers, per day, \$1.44; oilers, per day, \$1.32; trappers, per day, \$1.66½; electric and air motor-men, per day, \$2.55; spike team drivers, when engaged in regular switching, per day, \$2.55; all other inside adult labor, per day, \$2.23.

Stablemen to receive 5.55 hundredths per cent reduction from wages of last year.

Boy drivers may be used between partings, but when used at regular switching they shall be considered as men and receive men's wages.

## TOP LABOR.

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters and all other common top labor shall be reduced 5.55 hundredths per cent from present wages, provided that the minimum wage shall be \$1.80 per day.

Sinkers, per day of eight hours, \$2.55.

## MACHINE WORK AT SAYLOR MINE.

Loading, one-half of the mining price.

Machine runner, per day, \$2.65; machine shoveler, per day, \$2.23; drillers and shooters, per day, \$2.42.

## SUB-DISTRICT NUMBER FOUR—SCREENS.

In Boone county the screens shall be of diamond bars with ¾ of an inch between the bars.

Screen lump, per ton, \$1.05; entry driving, per yard, \$2.12½; room turning, not to exceed nine-foot neck, each, \$5.32; Frazer screened lump coal, per ton, upper vein, 90 cents; Frazer screened lump coal, per ton, lower vein, \$1.05.

Mode of separating bone coal same as last year.

## FRAZER COMMISSION.

It is hereby agreed that a commission shall be appointed, consisting of one operator and one miner, and they two so selected may appoint a third person who shall be a disinterested party.

Said commission shall investigate the Frazer upper vein bone coal; and they shall also investigate the screens in the lower vein mines, and if a screen with less than 60 feet superficial area and 1¼ inch flat bar will properly clean the lower vein coal, then said commission shall determine the size of the screen and the space between the bars that will properly clean the coal; but in no case shall the screen as herein provided be enlarged in area or space between the bars.

It is also agreed that, in consideration of the mining price paid, the coal must be produced under the present system of mining.

The screens above provided for only apply to room and pillar system of mining.

## MACHINE MINING.

Machine loading, Harrison and J-frey machines, one half of pick mining price. Shovelers and loaders to leave places in proper condition.

## WEBSTER COUNTY.

In Webster county the screens shall be as follows: At Lehigh the screens shall be of flat bars of not less than ¾ of an inch surface, and not more than 1¼ inches between the bars.

Tyson screened lump, per ton, \$1.04; mine run, Tyson vein, per ton, 93 cents; pretty vein, screened lump, per ton, \$1.10; pretty vein, mine run, per ton, 98 cents.

Entry driving, per yard, \$2.34.

## ROOM TURNING.

Room turning, not to exceed 9-foot neck, each, \$5.32.

## COALVILLE AND KALO.

At Coalville and Kalo coal classed as soft coal shall be on an absolute mine run basis. Hard coal veins shall have either a diamond bar screen with ¾ of an inch between bars, or flat bars of not less than ¾ of an inch surface with 1¼ inches between the bars.

Coalville hard coal, screened lump, per ton, \$1.00; coalville hard coal, mine run, per ton, 68 cents; coalville soft coal, mine run, per ton, 55½ cents; coalville entry driving in hard coal per yard, \$1.75.

Coalville entry driving in soft coal, per yard, \$1.19.

## ROOM TURNING.

Room turning, hard coal, each, \$2.68; room turning, soft coal, each, \$2.65.

## DOUBLE SHIFTING.

Double shifting entries, 25 cents per yard extra.

At Coalville and Kalo coal four and one-half feet thick and under and over three feet three inches shall be 7½ cents over the scale price; three feet three inches and under shall be 15 cents over the scale price. Soft coal three feet three inches and under to be 7½ cents per ton over the scale price. Collin's lump to be reduced 5 cents from last year's price. Collins No. 4 over regulation screens shall be \$1.20 per ton. Cannel coal shall be 93 cents per ton until higher coal is developed, at which time the local union and operators shall make the price for the higher coal. All conditions to be same as last year.

## BLACKSMITHING.

Where the company does the sharpening the price of blacksmithing shall be 1½ per cent of the gross earnings provided that the miners' tools be given preference over all other work done by the blacksmith. The tools shall be sharpened in a workmanlike manner.

## DEAD AND DEFICIENT WORK.

Coal at Boone less than twenty-seven inches thick shall be considered deficient work. Pushing not to exceed one hundred and fifty feet and no miner shall be required to push beyond second switch from face of entry; if required to push more than one hundred and fifty feet, ten cents per ton extra for first thirty feet, beyond that distance the price to be agreed upon locally. All track on entry and room roads to be iron and laid at the expense of the company. Brushing not to be more than nine feet back from face of coal. Company to build road-side buildings in entries and roadways; the miner shall leave the usual space on either side of track for said buildings, but in cases where gob is entirely filled the miners shall not be required to load out any dirt unless suitably compensated for so doing.

Tyson vein, all coal under thirty-three inches shall be considered deficient and the price shall be agreed upon between the miner affected and the mine foreman, and if they fail to agree on a price per ton, it shall be worked out by the day.

Pretty vein, twenty-four inches or under, shall be worked single, or if double the price to be agreed upon locally.

## DAY WAGE SCALE.

That any company man not a regular track layer working at laying iron tracks or switches, shall receive \$2.42 per day for the time so employed.

Head track layer, per day, \$2.42; head timberman, per day, \$2.42; drivers, cagers, trip drivers, per day, \$2.30; boy couplers, per day, \$1.44; oilers and trappers, per day, \$1.06½; machine runners, per day, \$2.65; drillers and shooters, per day, \$2.42; machine helpers, per day, \$2.23; all other inside adult labor, per day, \$2.23.

## KALO AND COALVILLE.

Drivers, cagers and trip riders, per day, \$2.42; timbermen and tracklayers, per day, \$2.42; all other inside adult labor, per day, \$2.23.

Boy drivers may be used between partings, but when used at regular switching they shall be considered as men and receive men's wages.



## TOP LABOR.

The wages of dumpers, chunkers, screening car men, box car men, outside drivers for outside work only, mine teamsters and all other common top labor shall be reduced 5.55 per cent from present wages, provided that the minimum wages shall be \$1.80 per day.

## SINKERS.

Sinkers, per day of 8 hours, \$2.55.

## MISCELLANEOUS.

## SCOTT COUNTY.

The price of mining at Jamestown and all parts of Scott county shall be  $4\frac{1}{2}$  cents per bushel in rooms and all other conditions to remain the same, except that when any work is done by the day the day wage scale of sub-district number two shall be paid. And it is agreed that the operators shall be the sole judges as to when the selling price shall be advanced or reduced. When coal is sold for more than 7 cents per bushel, one-half of said increase shall be paid to the miner.

## MADRID.

Mining price with the same system as now in force, \$1.10 per ton; rooms not to exceed 40 feet in width and 150 feet in length, all other conditions to remain the same as last year. Brushing and day wage scale to be paid same as sub-district number four.

The agreement made last August by Reese & Perry for the machine mine at Madrid shall be continued during the life of this agreement, except that the loading price shall be  $71\frac{1}{2}$  cents per ton; this to apply to the 100-foot room system.

## ANGUS.

The screens at Angus shall be of diamond bars and not more than  $1\frac{1}{4}$  inches between the bars, free from obstructions and not to exceed 36 square feet of superficial area. Screened lump coal sold locally shall be \$1.10 per ton for mining; all coal shipped to points other than Perry shall be \$1.05 per ton; mine run at McElhaney's mine shall be  $70\frac{1}{2}$  cents per ton; entry driving per yard, \$1.60; brushing, per inch,  $5\frac{1}{2}$  cents; pushing to be the same as at present; cross bars put up by miners in rooms, 27 cents each; cross bars put in entries by miners, 41 cents each; straps shall not be considered as cross bars, but all straps shall be trimmed ready for use by the company. Coal under 3 feet to be worked single; if worked double, 10 cents per ton extra. Break throughs between rooms, per yard, \$1.00. Room turning, 6-foot neck, \$2.65 each; 9-foot neck, \$3.71; 12-foot neck, \$4.78 each. Laying of iron track by the miner,  $1\frac{1}{2}$  cents per foot.

## DAWSON.

The mining price at Dawson to be the same as adopted for Angus. Laying iron track to be paid same as at Angus, and men to work double, at option of operator, when coal is three feet or over.

## NEW MARKET.

Mining price, mine run, per ton, \$1.28, with same system as last year; brushing cross entries, 80 cents per yard. All other conditions shall remain same as last year, except that wheelers shall be reduced 5.55 hundredths per cent from present prices, and provided, further, that the operators affected and the miners' local union at New Market shall have the right to adjust this question on any basis that is satisfactory to them; but should they fail to adjust within sixty days the above price shall prevail during the scale years commencing April 1, 1904. If a readjustment is made the effect of it shall be applied from April 1, 1904.

## CLARINDA.

Mining price shall be \$1.47 per ton of 2,000 pounds. Rooms shall not exceed sixty feet in width. Turning rooms shall be \$5.00. Any room less than forty-five feet wide shall be paid 80 cents per yard. Any room running at an angle of thirty-five degrees or more with the face shall be paid 80 cents per yard, but this not applying to rooms now open. Price for wheeling shall be 25 cents per ton; all other conditions the same as last year. Day wage same as Sub-District Number One. House coal for employees shall be \$2.50 per ton at the mine.

## GENERAL RESOLUTIONS APPLYING TO DISTRICT THIRTEEN

## RESOLUTION NO. 1—DEFINITION OF EIGHT-HOUR WORK DAY.

(a) The above is based upon an eight-hour work day, and it is definitely understood and agreed that an eight-hour day means eight hours' work in the mine at the usual working places, six days a week when required by the operator, Sundays and legal holidays excepted, and except where by present local custom a half holiday is given on pay days, which may be changed locally by mutual agreement. This shall be exclusive of the time required in reaching such working places in the morning and departing from same at night.

## RULES GOVERNING DRIVERS.

(b) Regarding drivers, they shall take their mules to and from the stables and the time required in so doing shall not include any part of the day's labor. Their work beginning at the place where they receive empty cars; but in no case shall a driver's time be docked while he is waiting for cars at the point named. Where it is the practice to haul men in the trip, the latter shall leave the bottom at such time as the company may determine to be necessary for employees to reach their working places in time to begin work at the hour fixed.

## RESOLUTION NO. 2—STARTING TIME.

That the eight-hour work day shall commence at 7 A.M., from April 1st to October 1st, and at 8 A.M. from October 1st to April 1st, except when otherwise agreed locally, with one half hour for noon where firing but once a day occurs, and one hour for noon where it is necessary to fire twice a day. In neither case shall such nooning be counted a part of the eight-hour day.

## RESOLUTION NO. 3—PENALTY FOR LOADING IMPURITIES.

That if any miner be docked for sending out dirty coal, he shall be notified by the pit foreman. If he be docked a second time he may be laid off for two days; if he be docked a third time within fifteen days from the time of the first offense, or if he at any time sends out large quantities of impurities in any one car, he shall be subject to discharge; but before discharge the pit committee and superintendent shall investigate such case and if found guilty the penalty may be enforced.

## RESOLUTION NO. 4—RESPONSIBILITY, TIMBERING AND CARE OF PLACES.

(Applies to Sub-Districts 2, 3 and 4.)

(a) That in accordance with the state law the company shall furnish all necessary timbers and the miner shall keep his room securely propped. If a miner working in a room fails to securely prop the same or neglects to prop as directed by the pit foreman, or carelessly shoots down the props or timbers, and a fall of slate occurs through such failure, neglect or carelessness he shall immediately clear his roadway of such falls of slate and do all necessary retimbering, and in case of his neglect to do so, the company may do such work and charge the expense thereof to such miner.

## WIDTH OF ROOMS AND PENALTIES.

(b) If a miner deliberately works his room more than  $2\frac{1}{2}$  feet wider than the maximum width allowed by the mine foreman, and a fall occurs as a result of such extra width, then the miner so offending shall clean such fall. A failure to do so empowers the company with the right to clean such fall and charge the expense thereof to the offending party. The penalty, if enforced, will not deprive the aggrieved party of the right to appeal as provided in resolution No. 5 of this agreement.

## DOUBLE TIMBERING.

(c) In case the room has been properly timbered as above set forth and the roof from any cause becomes so heavy as to require double timbering the company shall, when notified by the miner, do the necessary work to protect the roadway.

## FALLS, ETC.

(d) When a fall of slate occurs between the inside props and the face of his room of an average thickness not to exceed three inches he shall immediately remove such fall, and in case of his neglect to do so the company may do such work and charge the expense



thereof to such miner. If of a greater thickness he shall notify the pit foreman who shall within twenty-four consecutive hours furnish the necessary labor to make such removal. If the fall is not removed and the place properly secured within said twenty-four hours the miners affected thereby shall be given employment until the same is removed.

#### MINER'S RIGHT OF APPEAL.

(c) If the miner is dissatisfied with any decision of the pit foreman an appeal may be taken to the superintendent and the president of the local union, who shall decide the question, and their decision shall be final, but the miner shall continue at work pending such decision.

#### RESOLUTION NO. 5—RIGHTS TO DISCHARGE—COMPENSATION.

The right to hire and discharge, the management of the mine and the direction of the working force are vested exclusively in the operator, and the U. M. W. of A. shall not abridge this right. It is not the intention of this provision to encourage the discharge of employees or the refusal of employment to applicants because of personal prejudice or activity in matters affecting the U. M. W. of A. If any employee shall be suspended or discharged by the company and it is claimed that an injustice has been done him, an investigation to be conducted by the parties and in the manner set forth in resolution No. 8 of this agreement shall be taken up promptly and if it is proven an injustice has been done, the operator shall reinstate said employee and pay him full compensation for the time he has been suspended and out of employment; provided, that if no decision shall be rendered within five days, the case shall be considered closed in so far as compensation is concerned; provided that the case must be settled within one week.

#### RESOLUTION NO. 6—FATAL ACCIDENTS AND FUNERALS.

In the event of an instantaneous death by accident in the mine the miners and underground employees shall have the privilege of discontinuing work for the remainder of that day, but work at the option of the operator shall be resumed on the day following and continued thereafter. In case the operator elects to operate the mine on the day of the funeral of the deceased as above, or whether the death has resulted from an accident in the mine, or from any other cause, individual employees may at their option absent themselves from work for the purpose of attending such funeral, but not otherwise. In the event that the operator shall elect to operate the mine on the day of such funeral caused by instantaneous death in that mine, then from the proceeds of such day's operation each member of the U. M. W. of A. employed at the mine at which the deceased member was employed shall contribute 50 cents and the operator \$45 for the benefit of the family of the deceased or his legal representative, to be collected through the office of the company. Except in fatal accidents as above, the mine shall in no case be thrown idle because of any death or funeral; but in case of the death of any employee of the company, or member of his family, any individual employee may at his option absent himself from work for the sake of attending such funeral, but not otherwise.

#### RESOLUTION NO. 7—PAY DAY AND STATEMENTS OF ACCOUNTS.

The operators shall pay all wages earned during the first fifteen days of each month, not later than the first Saturday after the twentieth of said month; and for wages earned after the fifteenth of said month, not later than the first Saturday after the fifth of the following month, and statements issued to employees on or before day payment is made.

#### RESOLUTION NO. 8—DUTIES AND LIMITATIONS OF PIT COMMITTEE.

(a) The duties of the pit committee shall be confined to the adjustment of disputes between the pit boss and the miners or laborers arising out of this agreement, or any local agreement made in connection herewith, where the pit boss and said miners or mine laborers have failed to agree. In case of any local trouble arising at any mine through such failure to agree between the pit boss and any miner or mine laborer, the pit committee and the pit boss are empowered to adjust, and in case of their disagreement it shall be referred to the superintendent of the company and the miner's president of the local union, or local executive board of not more than five members, the meeting of said board not to be held while the mine is in operation; and should they fail to adjust it, it shall be referred to the operator of the mine, and the miner's state president or their representatives, and should they also fail to agree they may submit the matter to arbitration, which shall be final (all cases of discharge must be settled as above), or the matter shall be referred in

writing to the executive committee of the Iowa Coal Operators' Association and the state executive board of the U. M. W. of A. for adjustment; and in all cases the miners or mine laborers and parties involved must continue at work until a final decision is reached in the manner above set forth, except in case of discharge.

#### DUTIES OF THE PIT COMMITTEE IN THE ADJUSTMENT OF DISPUTES.

(b) If any employee doing day work shall cease work because of a grievance which has not been taken up for adjustment in the manner provided herein, and such action shall seem likely to impede the operation of the mine, the pit committee shall assist the company in obtaining a man or men to take such vacant place or places at the scale rate in order that the mine may continue at work. In case the mine is shut down in violation of these agreements, or any of them, the organization will at all times furnish all the men required by the operator at the scale rate to properly care for the mine.

#### RESOLUTION NO. 9—FALSE TOP OR BOTTOM AND HOW PAID.

All false top or bottom, in shooting coal mines of an average thickness of over three inches, shall be paid 5½ cents an inch per running yard, provided that when the top can be left up or the bottom left down, then the company shall not be required to pay for same.

#### RESOLUTION NO. 10—ADJUSTMENT OF DEFICIENT WORK.

That all deficient work not covered by this agreement shall be paid for at a price to be mutually agreed upon between the mine boss and the party concerned, if they can not agree in any other manner they may agree on a price per day, and failing to agree, the matter shall be referred to the superintendent of the mine and president of the local union for adjustment; and in case they fail to agree it shall be referred for final settlement to the operator of the mine (or his representative), and the miners' state president (or some one designated to represent him); the miner shall continue at work pending an investigation and whatever settlement is made shall date from the time the question of deficiency was raised. If the company decides to stop the place no investigation shall be made, but the miner shall be given another place.

#### RESOLUTION NO. 11—PRICE OF HOUSE COAL.

The price of coal furnished employees for their own use in the several districts shall be as follows, per ton of 2,000 pounds at the mine:

*First District*—Lump coal, \$1.90 per ton.

*Second District*—Lump coal, \$1.65 per ton; put coal, 90 cents per ton.

*Third District*—Lump coal, \$1.90 at shipping mines and \$2.15 at all local mines.

*Fourth District*—Lump coal, \$2.15 per ton; Frazer bone coal, \$1.15 per ton. Steam coal, Sub-District No. 4, \$1.00 per ton over regulation screen.

#### RESOLUTION NO. 12—PRICE FOR DEAD WORK.

All labor and dead work not covered in this agreement shall receive 5.55 hundredths per cent reduction from last year's prices.

#### RESOLUTION NO. 13—ENGINEERS' DUTY AND WAGES.

(a) Engineers, first class, 300 tons and over, \$74.50 per month; second class, 200 to 300 tons, \$69 per month; third class, 200 tons or less, \$53.50 per month; tail rope engineers to receive 5.55 per cent reduction from last year's wages, but the minimum rate shall be \$2.12½ per day, or \$63.50 per month, provided, further, that the maximum rate shall be \$2.55 per day or \$76.10 per month. Nine hours to constitute a day's work. Sunday work without extra pay shall be confined to customary care, but not use of machinery and boilers.

#### TONNAGE

(b) The tonnage shall be determined by the average of the mine for the month of November, 1903 and 1904, based on screened coal or its equivalent. This scale of wages applies only to mines in operation at least one year, and in all new mines the wages of the engineer shall be advanced with the increased tonnage until the maximum rate is reached. In no case shall the engineers, firemen or pumpers be interfered with or asked to cease work by any local committee or local union official during the life of this agreement.



## RESOLUTION NO. 14—FIREMEN, PUMPERS, NIGHT WATCHMEN—RULES AND WAGES.

Firemen and pumper's wages shall be reduced 5.55 per cent from present prices, provided that the minimum rate be not less than 22½ cents per hour for firemen, and the minimum wage for inside pumpers shall be 26½ cents per hour, the wages and hours of the night watchman shall be referred to the night watchmen themselves and the operators of the mines for settlement. Firemen and pumpers shall be permitted to work such hours as may be mutually agreed upon between them and the operator; all other company men shall be permitted to work 56 hours per week when necessary; but no company men, except those necessary to get men in and out of the mine, shall be compelled to work regularly more than eight hours per day. In cases of emergency mechanics, blacksmiths and other necessary men to make repairs may work longer.

## RESOLUTION NO. 15—CHECK OFF.

The operators agree to check off all dues, initiation fees and assessments from the miners and mine laborers when desired. The U. M. W. of A., District No. 13, agree to protect operators where such checking is done, and it is further agreed that an individual or collective order be prepared by attorneys representing both operators and miners, but no compensation shall be charged for such deductions; provided that not more than three dollars be deducted in any one pay from any one person.

## RESOLUTION NO. 16—PAYMENT AND DEDUCTIONS.

That this agreement is based upon cash payments after deducting organization dues, mine expenses, accepted orders, house rent and fuel. No discrimination shall be made against any employee refusing to deal in the company store or live in a company house.

## RESOLUTION NO. 17—WAGES OF MINERS TAKEN FROM FACE.

Miners taken from the face shall be paid \$2.42 per day, and any one refusing to do day work may have his turn stopped provided he is qualified by experience to do such work; and provided further, that no one shall be required to do such day work for two consecutive days, and such qualified men shall be called upon in their turn.

## RESOLUTION NO. 18—FRACTIONAL TIME.

When a mine works part of the morning the miners may continue at work until noon; when a mine works part of the afternoon the miners may continue work for the balance of the day. This provision shall not be abused by the operator.

## RESOLUTION NO. 19—PENALTIES FOR VIOLATIONS OF AGREEMENT.

(a) Any local union causing any mine to shut down in violation of this agreement, where the state law is not being violated, the members thereof shall be assessed 25 cents each, the same to be collected by the company on its pay roll and paid over to the secretary-treasurer of District No. 13. Any officer or any member of any committee of any local union, unless acting under instructions of his local union, who shall advise or encourage any employee to refuse or cease to work, where he has a right to work under this agreement, may be discharged; provided, that if such officer or member of committee is acting under instructions of local union, then the assessment as above shall be made. This is not to apply to officers or committeemen who advise a man to leave the employ of the company.

## FINES.

(b) Whenever at any mine one or more men regularly employed at day work refuse or fail to work, on account of any grievance, and such action causes the mine to shut down, each person so offending shall be fined two dollars for each day or part of a day the mine is thus thrown idle.

## PENALTIES FOR VIOLATIONS OF AGREEMENT BY THE COMPANY OR ITS REPRESENTATIVES.

(c) It is agreed whenever any mine foreman or other representative of the company persists in violating the agreement, or in using abusive language to employees, without sufficient provocation, the local union shall have the right to prefer charges against said foreman or representative of the company to the Joint State Board of Miners and Operators, and if the charges are sustained, the operator agrees to remove such foreman or other representative of the company, or the joint board may mete out such other merited punishment as the exigencies of the case demand.

## RESOLUTION NO. 20—DOUBLE SHIFTING OF ROOMS.

There shall be no double shifting of rooms without the consent of the miner or miners affected.

## RESOLUTION NO. 21—SHOT EXAMINERS' DUTIES AND QUALIFICATIONS.

(a) In all mines where coal is blasted from the solid, competent persons shall be employed by the company to examine all shots before they are charged. Said examiners shall have the power to prohibit the charging or firing of any shot which in their judgment is unsafe. Before entering upon the discharge of their duties, said examiners shall receive certificates of competency from the state mine inspector in the district in which the mine where they are employed is located. No boss or foreman employed by the company shall be permitted to act as shot examiner. The state mine inspector shall have power to refuse to give a certificate to any person to act as shot examiner who in his judgment is not sufficiently competent, or he may revoke the certificate granted should it appear that a shot examiner is negligent or careless in the performance of his work.

## WHEN SHOT EXAMINERS MAY ACT AS SHOT FIRERS.

(b) Whenever a majority of the miners in any mine so decide they may employ shot firers for said mine, and whenever satisfactory arrangements can be made between the miners and the shot examiners for the same persons to act as shot examiners and shot firers, the same may be done.

## RULES GOVERNING SHOT FIRING.

(c) The operators shall decide as to the necessity of firing twice a day in mines that have been in operation less than one year, and a majority of the miners employed in any mine shall decide as to the necessity of firing twice a day in all mines that have been in operation more than a year; provided, that in all mines where the majority of the miners decide to fire but once a day, they shall give the operator sufficient time to develop his mine so that the same working force, and output per miner per day, shall not be reduced; and, provided, further, that if after changing from twice to once a day firing, the majority of the miners in any mine shall decide to return to twice a day firing; or, if after trying once a day firing for a period of thirty days that the mine is in operation, it shall be proven that the output per miner per day is less than when shooting twice a day, on account of the miner not being able to produce the coal, the operator shall have the right to return to twice a day firing.

## SAFETY OF EMPLOYEES AND DUTIES OF MINE FOREMEN.

(d) The miner shall keep his working place and the operator the entries as free from dust as practicable, and the entries shall be sprinkled as often as necessary to keep them in damp condition.

## TAMPING MATERIAL—RULES AND LIMITATIONS.

(e) Only sand, soil or clay shall be used for tamping, which shall be furnished at convenient places by the company, and the shot holes shall be tamped solidly from the powder to the mouth of the hole whether squibs or fuse are used to ignite the powder. Any shot having blown the tamping shall not be recharged and fired the second time.

(f) Any one who interferes with the shot examiner or shot firer in the discharge of his duty shall be discharged.

## RESOLUTION NO. 22—CONDITION OF WORKING.

The company shall keep the mine in as dry condition as practicable by keeping the water off the road and out of the working places. When a miner has to leave his working place on account of water, through the neglect of the company, they shall employ said miner at company work; provided that said miner is competent to do such work, or he will be given another working place until such water is taken out of his place.

## RESOLUTION NO. 23—SIGNALS.

In all mines when men are going to and from their work at the regular starting and quitting time, the company shall employ men at the top and bottom of the shaft whose duty it shall be to attend to the signal bells.



## RESOLUTION NO. 24—PRICE AND QUALITY OF POWDER.

The price of powder to be \$2.00 per keg, and shall be delivered at the miner's working place, and to be of standard grade and quality.

## RESOLUTION NO. 25—LOCAL DEMANDS.

There shall be no demands made locally which are in conflict with this agreement, by either side.

Signed on behalf of the operators,

Signed on behalf of the miners,

## MUSICIANS—DES MOINES.

## DES MOINES MUSICAL UNION, LOCAL NO. 75, AMERICAN FEDERATION OF MUSICIANS—REVISED NOVEMBER 6, 1904—SCALE OF PRICES.

1. ORATORIOS, GRAND CONCERTS—(a) Single performances, \$3.00; (b) two (2) performances same day, \$5.00; (c) leader double above prices.

2. SUNDAY CONCERTS IN HALLS OR THEATERS—(a) Single performance, \$2.00; (b) two (2) performances same day, \$3.50; (c) three (3) performances same day, \$5.00; (d) leader extra to above, \$1.00.

3. MERCANTILE CONCERTS, MILITARY PROMENADES AND OPENINGS—Two hour limit for each performance. (a) Single performance, \$2.00; (b) two (2) performances same day, \$3.50; (c) three (3) performances same day, \$5.00; (d) leader extra to above prices, \$1.00; (e) each additional hour, 50 cents.

4. POLITICAL WORK AND MASS MEETINGS—(a) Meeting not to exceed two (2) hours, \$2.00; (b) parade followed by meeting not to exceed two (2) hours, \$2.50; (c) each additional hour or fraction thereof, 50 cents; (d) leader extra to above prices, 50 per cent.

5. LAYING CORNER STONES, UNVEILING MONUMENTS—(a) Without marching and not to exceed two (2) hours, \$2.00; (b) with marching and not to exceed three (3) hours, \$1.00; (c) each additional hour or fraction thereof, \$1.00; (d) leader extra to above prices, 50 per cent.

6. FAIRS AND EXPOSITIONS, AGRICULTURAL AND MECHANICAL CARNIVALS, REUNIONS AND ENCAMPMENTS—(a) Single performance morning, afternoon or evening, \$2.00; (b) two (2) performances same day at above stated times, \$3.50; (c) three (3) performances same day, morning, afternoon and evening, \$5.00; (d) by the week, six days, one performance daily, \$12.00; (e) by the week, six days, two performances daily, \$8.00; (f) by the week, six days, three performances daily, \$24.00; (g) leader extra to above prices, 50 per cent.

7. CONVENTIONS—(a) Single session, morning, afternoon or evening with or without escort, \$2.50; (b) two sessions same day at above stated times with or without escort, \$4.00; (c) three sessions same day, morning, afternoon and evening, \$5.00; (d) extra escorts with above, each, 50 cents; (e) leader extra to above prices, 50 per cent.

8. STEAMBOAT EXCURSIONS—(a) Subject to picnic rates.

9. EXCURSIONS OUT OF CITY FOR CONVENTIONS, ENCAMPMENTS OF SOCIETIES, ORGANIZATIONS, CLUBS, MILITARY, ORIGINATING IN THE CITY—(a) One day, \$4.00; (b) two (2) or more days, per day, \$1.50; (c) five (5) or more days, per day, \$3.00; (d) leader extra to above prices, 50 per cent; (e) railroad fare and hotel expenses must be paid in addition to the prices above by the parties hiring the music.

10. THEATERS AND HOME TALENT PERFORMANCES—(a) Per night, \$2.00; (b) matinee, \$1.00; (c) musicians for stage bands alone, \$1.00; (d) musicians who play inside for above, 50 cents; (e) playing in front of theater not to exceed 45 minutes, \$1.00; (f) men who play inside shall receive for section "e" work, 50 cents; (g) home talent musical performances, including one rehearsal, \$2.00; (h) extra rehearsals of section "g" work, \$1.00; (i) matinees of home talent shows, \$1.50; (j) by the week on a season contract not less than twenty-four weeks, not to exceed nine performances each week, \$15.00; (k) each additional performance of section "j" \$1.00; (l) leader extra, 50 per cent.

11. LECTURES—(a) Morning and afternoon of the same day, \$3.00; (b) morning, afternoon or evening of same day, \$2.00; (c) morning, afternoon and evening of same day, day, \$4.00; (d) by the week, six single engagements, \$12.00, (e) leader extra to above prices, 50 per cent.

12. FUNERALS AND MEMORIAL SERVICES—(a) To march to Woodland cemetery and return, \$3.00; (b) to march to Woodland cemetery, \$2.50; (c) to march to the new cemetery and return, \$4.00; (d) to march to the new cemetery, \$3.00; (e) leader extra to above prices, 50 per cent. These prices are for a march within a limit of 32 blocks. Each additional 16 blocks or portion thereof, 50 cents.

13. SERENADES—(a) Not to exceed one hour, \$1.50; (b) each additional hour or fraction thereof, 50 cents; (c) leader extra to above prices, 50 per cent.

14. PARADES—(a) In the daytime or evening lasting not to exceed one (1) hour, \$2.00; (b) each additional hour or fraction thereof, \$1.00; (c) not to exceed one hour and conveyance furnished, \$1.50; (d) each additional hour or fraction thereof, 50 cents; (e) escorts in addition to above, each, 50 cents; (f) escorts in immediate connection with parade, extra, 50 cents; (h) time to commence when men are ordered to report at the place designated by the committee; (i) leader extra to above prices, 50 per cent.

15. RACES AND SPORTING EVENTS—(a) Afternoon or evening, \$2.00; (b) afternoon and evening of same day, \$3.50; (c) morning, afternoon and evening of same day, \$5.00; (d) by the week, six days, one performance daily, \$12.00; (e) by the week, six days, two performances daily, \$18.00; (f) wagon parades in connection with above, extra, 50 cents; (h) leader extra to above prices, 50 per cent.

16. DANCES—(a) from 8 P. M. to 11 P. M., or 9 P. M. to 12 M., \$3.00; (b) each additional hour or fraction thereof, \$1.00; (c) prompter who plays extra to above, \$1.00; (d) leader extra, \$1.00.

17. DANCING SCHOOLS—(a) Dancing school and public assemblies, \$2.50; (b) leader extra to above, \$1.00; (c) these prices apply to dancing teachers only; (d) All private assemblies and clubs to be charged for at regular dance rates; (e) dancing school matinees not to exceed two hours, \$1.50.

18. PARTIES, BANQUETS, RECEPTIONS—(a) One performer, not to exceed four hours, \$4.00; (b) more than one performer above time, each, \$3.00; (c) one performer, not to exceed three hours, \$3.50; (d) more than one performer, not to exceed three hours, each, \$2.50; (e) one performer, not to exceed two hours, \$3.00; (f) more than one performer, not to exceed two hours, each, \$2.00; (g) in no case shall the price for one performer be less than \$3.00; (h) leader extra, \$1.00; (i) with dancing in connection to above, same as dance prices.

19. WEDDINGS—Same as dance prices.

20. COMMENCEMENTS—(a) Single engagements lasting not to exceed three hours, \$2.00; (b) two engagements lasting not to exceed three hours same day, \$3.50; (c) leader extra to above prices, \$1.00.

21. MEALS AT HOTELS AND RESTAURANTS—(a) Meals at first-class hotels, with rate of \$2.00 per day and upwards, time not to exceed one and one-half hours and meals included, per man, \$1.00; (b) leader extra to above, fifty per cent; (c) all other hotels, make your own arrangements.

22. PICNICS—(a) All day and terminating not later than 7 P. M., \$4.00; (b) each additional hour or fraction thereof, 50 cents; (c) afternoon not later than 7 P. M., \$3.00; (d) afternoon and evening not later than 11 P. M., \$4.00; (e) evening not later than 12 M., \$3.00; (f) each additional hour or fraction thereof, 50 cents; (h) leader extra to above prices, \$1.00; (i) all expenses must be paid in addition to above prices by parties hiring the music.

23. HOLIDAYS AND EVENINGS—(a) Holiday engagements shall be considered all national holidays, except May 30th, and shall include the evenings before Christmas, New Year's and Thanksgiving, commonly known as Christmas, New Year's and Thanksgiving eves; (b) on all holiday engagements (except the 4th day of July) there shall be charged in addition to the prices for ordinary occasions as designated in the entire price list of



this union, \$1.00; (c) on all Fourth of July engagements there shall be charged in addition to the prices for ordinary occasion as designated in the entire price list of this union, \$1.50.

24. **PUBLIC PARKS**—(a) Single performance, 18 or more men, each, \$2.50; (b) two performances same day, 18 or more men, each, \$4.00; (c) single performance, 17 men or less, \$3.00; (d) two performances same day, 17 men or less, \$4.50; (e) leader extra to above prices, double.

25. **ROOF GARDENS, PARK ENTERTAINMENTS AND SUMMER GARDENS**—(a) One performance, \$2.00; (b) by the week, six days, one performance daily, \$12.00; (c) by the week, six days, two performances daily, \$20.00; (d) playing in front (except those who play inside) one hour, \$1.00; (e) men who play inside shall receive for section "d" work, 50 cents; (f) each additional thirty minutes to sections "d" and "e", 50 cents; (g) piano players alone by the week of six days, one performance daily, \$18.00; (h) piano players alone by the week of six days, two performances daily, \$30.00; (i) leader extra to above, 50 per cent; (j) after regular performance each man shall receive extra for each hour 50 cents.

26. **TEN CENT THEATERS AND DIME MUSEUMS**—(a) Single performances, \$2.00; (b) two performances same day, \$3.00; (c) by the week, short shows, \$9.00; (d) by the week, two short shows, \$15.00; (e) by the week, two long shows, \$20.00; (f) leader extra to above, 50 per cent; (g) piano player alone, same as leader; (h) short shows mean dinner and supper performances.

27. **TRAVELING ENGAGEMENTS**—See A. F. of M. national by-laws and prices.

28. **CIRCUSES AND MENAGERIES**—Make your own arrangements.

29. **REHEARSALS**—(a) In all engagements designated in this entire price list necessary rehearsals may be included free except home talent performances. (b) Where men black up and play on stage, extra \$1.50; (c) where men don't black up but play on stage, extra 50 cents.

30. **MISCELLANEOUS—HORSE SHOWS, FIREWORKS, ADVERTISING**—(a) Churches, make your own arrangements; (b) horse show, three hour performance, \$2.50; (c) fireworks, three hour performance, \$3.00; (d) advertising, to play on one side of river not to exceed 45 minutes, \$1.50; (e) advertising, to play on both sides of river not to exceed 45 minutes in all, \$1.50; (above is for corners and no parading is included); (f) should the party engaging men wish to furnish conveyance then both sides of the river may be covered for \$1.50 per man, time not to exceed 45 minutes in all; (g) the above applies to theaters also, but shall not conflict with No. 10 of this price list; (h) leader extra to above, 50 per cent.

## MUSICIANS—DUBUQUE.

### SCHEDULE OF PRICES.

These prices refer to one man unless otherwise ordered.

FOR ORCHESTRA—Serenade, not more than one hour, \$1.00; each additional hour or part thereof, 50 cents; serenade, preceding dance, 50 cents; salon concerts, per hour, 50 cents; amateur theatricals, \$5.00; each rehearsal, 50 cents; regular theater, \$2.00; afternoon concerts, beer gardens, picnics, etc., not later than 6 o'clock, \$2.50; receptions and banquets, evenings, not later than 12 o'clock, \$2.50; afternoon, not exceeding two hours, \$2.00; each additional hour, 50 cents; lawn parties, evenings or afternoons, not to exceed four hours, \$2.50; entertainments, not to exceed three hours or later than 12 o'clock, \$2.50; fairs, when concert music is required, without dancing, evenings, not later than 12 o'clock, \$2.00; with concert and dancing, \$2.50, with Bowers dance, 8 to 12 o'clock, \$3.00; masses, including one rehearsal, \$2.00; each additional rehearsal, 50 cents; annual society and charity balls, not later than 1 o'clock, \$3.00; each additional hour or part thereof, 50 cents; all dances and balls not later than 12 o'clock, \$1.50; not later than 1 o'clock, \$3.00; each additional hour or fraction thereof, \$1.00 (see clause regarding number of men to be engaged); millinery and mercantile openings, not to exceed four hours, \$2.50; each additional hour or part thereof, 50 cents; festivals and oratorios, including

one rehearsal, \$4.00; extra rehearsal, \$1.00; weddings, with or without dancing, even, 12.00, not later than 12 o'clock, \$2.50; not later than 1 o'clock \$3.00; each additional hour or part thereof, 50 cents; afternoons, not exceeding two hours, \$2.00; hotel dinners, not to exceed two hours, \$1.50; trolley parties, not exceeding four hours, \$2.50; each additional hour or part thereof 50 cents; steamboat excursions, all day, not later than 6 P. M., \$4.00; afternoons, not later than 6 P. M., \$2.50; evenings, not to exceed four hours, \$2.50; each additional hour or part thereof, 50 cents.

**BOWERY DANCES**—Afternoon, not to exceed four hours, \$3.00; evenings, not to exceed four hours, \$3.00; each additional hour, \$1.00.

**HOLIDAY AFTERNOON DANCES**—Holiday afternoon dances per hour, per man, \$1.00; holiday afternoon bowery dances, per hour, per man, \$1.50; holiday evening bowery dances, per hour, per man, \$1.50.

**HOLIDAY NIGHTS, NOT LATER THAN TWO O'CLOCK, DANCES AND BALLS**—New Year's eve, \$5.00; New Year's night, \$5.00; Washington's birthday, \$5.00; Monday before Lent, \$5.00; Tuesday before Lent, \$5.00; St. Patrick's, or the 17th of March, \$4.00; Easter Monday, \$5.00; Easter Tuesday, \$4.00; Decoration day night, \$4.00; Fourth of July, —; August 15th, —; Labor day, —; Thanksgiving eve, \$3.00; Thanksgiving night, \$5.00; Christ, mas eve, \$4.00; Christmas night, \$5.00.

**BRASS BANDS**—Serenades, not more than one hour, \$1.00; each additional hour or part thereof, 50 cents; skating rinks, not to exceed two hours, \$2.00; Sunday afternoon concerts and picnics, \$2.00; with parade, \$3.00. These engagements to terminate at 6:00 P. M. or an extra charge of 50 cents per hour is to be added. Sunday, all day, \$5.00; week day, all day, \$4.00; open air concerts, not to exceed two hours, \$2.00; fairs, evenings, not later than twelve o'clock, \$2.00; escorts, political rallies, etc., not more than two hours, \$2.00. Each additional hour, 50 cents; one-half day, parade, \$2.50; funerals, \$2.50; band wagon parades or advertising in band wagon from 9:00 A. M. to 6:00 P. M., \$5.00; from 1:00 P. M. to 6:00 P. M., \$2.50; races, for two or more days, from 9:00 A. M. to 6:00 P. M., per day, \$3.50; one-half day, \$2.50; evening excursions, \$2.50.

**BRASS AND STRING CONCERTS AND BALLS**—Brass concerts not longer than two hours, \$2.00.

Orchestra for ball (see orchestra prices).

**FAIRS WITH PARADES**—Parade, \$1.50.

Orchestra (see orchestra prices).

Brass concerts followed by string.

Those members to be taken from brass to play string are to receive \$1.00 for first hour and 50 cents per hour after.

**RULES OF ENGAGEMENTS**—Cancellation of an engagement in the city on account of rain, storm or other reasons shall be reported to leader or manager at least one hour before time ordered. Failure to do so, \$1.00 per man shall be charged.

When an engagement of any character terminates into a bowery dance, an extra charge of 50 cents per man shall be added. \$1.00 per man per hour for overtime.

Engagements out of the city are to terminate at 5 A. M.

Intermission of 15 minutes at all dances and balls lasting not later than 12 o'clock. Those lasting until 1 o'clock or later one-half (½) hour.

Transportation on street cars to and from parks must be furnished by parties hiring music.

No orchestra will be allowed to play on wagon on parade.

Woodman Hall, annual and society balls, not less than seven men.

Germania Hall, annual and society balls, not less than seven men.

Armory Hall, all engagements not less than seven men.

Dubuque Club, all engagements not less than five men.

Julien House or Wales Hotel, all engagements (except regular dinner and employee private) not less than seven men.

Julien House, small hall on third floor, not less than four men.

Shooting Park Pavilion, all engagements not less than six men.

Club Dances at Woodman Hall and Germania Hall, not less than six men.

Club Dances at Macedonia's Hall, not less than five men.

Club Dances at Temple Hall, not less than four men.

Annual and society balls at Foresters Hall, Temple Hall, and Macedonia Hall, not less than six men.



## MUSICIANS—SIOUX CITY.

## SIOUX CITY MUSICIANS' UNION, LOCAL 254, A. F. OF M.—ADOPTED SEPTEMBER 7, 1904.

NOTE—On all prices, not otherwise specified, leader shall receive fifty per cent extra. Extra time, or overtime, per man, where not specified, per hour, 50 cents. When a member is late at place of engagement he may be fined at discretion of leader or manager, subject to appeal to board of directors. Any special engagements not in pricelist, apply to board of directors.

1. ORATORIOS, GRAND CONCERTS—(a) single performance, \$3.00; (b) two performances same day, \$5.00.
2. SUNDAY CONCERTS IN HALLS OR THEATERS—(a) single performance, \$2.00; (b) two performances same day, \$3.50; (c) three performances same day, \$5.00.
3. MERCANTILE CONCERTS, MILITARY PROMENADES AND OPENINGS—Two hour limit for each performance. (a) single performance, \$2.00; (b) two performances same day, \$3.50; (c) three performances same day, \$5.00.
4. POLITICAL WORK AND MASS MEETINGS—(a) meetings not to exceed two hours, \$2.00; (b) parade followed by meeting not to exceed two hours, \$2.50; (c) each additional hour or fraction thereof, 50 cents.
5. LAYING CORNERSTONES, UNVEILING MONUMENTS—(a) without marching and not to exceed two hours, \$2.00; (b) with marching and not to exceed two hours, \$2.50; (c) each additional hour or fraction thereof, \$1.00.
6. FAIR- AND EXPOSITIONS, AGRICULTURAL AND MECHANICAL—(a) single performance, morning, afternoon, or evening, not to exceed two hours, \$2.00; (b) two performances same day at above stated times, \$3.00; (c) three performances same day, morning, afternoon and evening, \$4.00; (d) by the week (six days), five-hour limit until 6:30 p. m., \$18.00.
7. MEETINGS, POLITICAL AND GENERAL—(a) opening meeting only, \$1.50; (b) opening meeting with parade, \$2.00; (c) opening and closing meeting with parade, \$3.00; (d) parade only, not to exceed one hour, \$2.00.
8. STEAMBOAT EXCURSIONS—Single trip same as picnic rates; by the week (seven days), \$21.00; with parade, extra per day, \$1.00.
9. EXCURSIONS OUT OF CITY FOR CONVENTIONS, ENCAMPMENTS, SOCIETY ORGANIZATIONS, CLUBS, MILITARY—(a) one day, \$4.00; (d) two (2) or more days, per day, \$3.00; (c) railroad fare and hotel expenses must be paid in addition to the prices above by the parties hiring the music.
10. THEATERS AND HOME TALENT PERFORMANCES—(a) Per night, \$2.00; (b) matinee, \$2.00, (c) musicians for stage bands, alone, \$1.00; (d) playing in front of opera house not to exceed 45 minutes, \$1.00; (e) men who play inside shall receive for section "d" work, 50 cents; (f) day rehearsals, extra, \$1.00; (g) where men black up and play on stage, extra, \$1.50; (h) where men don't black up and play on stage, extra, \$1.00.
11. LECTURES—Same as theater work, No. 10.
12. FUNERALS AND MEMORIAL SERVICES—(a) To march to Floyd Cemetery, \$2.50; (b) to march to Logan Park with conveyance at Center Street, \$2.50; (c) to march to Center Street or viaduct, \$2.00; (d) escort back, extra, 50 cents.
13. SERENADES—(a) not to exceed one hour, \$1.50; (b) each additional hour or fraction thereof, 50 cents.
14. PARADES—(a) In the day time or evening lasting not to exceed one (1) hour, \$2.00; (b) each additional hour or fraction thereof, 50 cents; (c) not to exceed one hour and conveyance furnished, \$1.50; (d) each additional hour or fraction thereof, 50 cents; (e) escorts in addition to above, each, 50 cents; (f) escort in immediate connection with parade, extra, 50 cents; (g) holidays, extra hour per man, \$1.00.
15. RACING AND SPORTING EVENTS—(a) Afternoon, not later than six, \$3.00; (b) morning and afternoon, \$5.00; (c) parade in connection, extra, 50 cents.
16. DANCES—(a) From 8 P. M. to 12 M., three men or less, each, \$3.50; (b) more than three men, each, \$3.00; (c) each additional hour or fraction thereof, until 2 A. M., 75 cents; (d) after 2 A. M., per hour, \$1.00; (e) Germans or contillions, extra per man, \$1.00; (f) leader extra to above prices, \$1.00, (g) prompter who plays, extra, \$1.00; (h) not to exceed two (2) hours, \$2.00. (i) thirty minutes intermission to be allowed if dance later than 1 A. M.

17. DANCING SCHOOLS—(a) two or more times the same week, one man 8 to 11 P. M., \$3.00, (b) each additional man to above, \$2.50; (c) these prices apply to dancing teachers only; (d) all private assemblies and clubs to be charged for regular dance rates.
18. PARTIES BANQUETS, RECEPTIONS—(a) One performer, not to exceed four hours, \$4.00; (b) more than one performer above time, each, \$3.00; (c) one performer not to exceed three hours, \$3.50; (d) more than one performer, not to exceed three hours, each, \$2.50; (e) One performer, not to exceed two hours, \$3.00; (f) more than one performer, not to exceed two hours, each, 2.00; (g) In no case shall the price for one performer be less than \$3.00; (h) leader extra, \$1.00.
19. WEDDINGS—(a) One performer, two hours, \$3.00; (b) each additional hour extra, \$1.00; (c) More than one performer, two hours each, \$2.00; (d) each additional hour extra each man 75 cents; (e) leader extra to above prices, \$1.00.
20. COMMENCEMENTS—(a) Single engagements lasting not to exceed three hours, \$2.00; (b) two engagements lasting not to exceed three hours same day, \$3.50; (c) leader, extra to above prices, \$1.00.
21. MEALS AT HOTELS AND RESTAURANTS—(a) Less than ten men not to exceed two hours, with meals included, per man, \$2.00; (b) Ten men or more, per man, \$1.50.
22. PICNICS—(a) All day and terminating not later than 6 p. m., \$4.00; (b) each additional hour or fraction thereof, 50 cents; (c) Afternoon not later than 6 p. m., \$3.00; (d) afternoon and evening not later than 11 p. m., \$4.00; (e) evening and not later than 12 m., \$3.00; (f) each additional hour or fraction thereof, 50 cents; (g) Leader, extra to above prices, \$1.00; half hour parade without extra charge.
23. HOLIDAYS AND EVENINGS—(a) Holiday engagements shall be considered all national holidays, except May 30, and shall include the evenings before Christmas, New Year's and Thanksgiving, commonly known as Christmas, New Year's and Thanksgiving Eves. (b) On all holiday engagements (except the Fourth of July) there shall be charged in addition to the prices for ordinary occasions as designated in the entire price list of this union, \$1.00. (c) On all Fourth of July engagements there shall be charged in addition to the prices for ordinary occasions as designated in the entire price list of this union, double. The above does not apply to permanent engagements.
24. PUBLIC PARKS—(a) Single performance, 20 or more men, each \$2.50. (b) two performances same day, 20 or more men, each \$4.00; (c) single performance, 14 to 19 men, each \$3.00; (d) two performances same day, 14 to 19 men, each \$5.00; (e) single performance, 12 or less men, each \$3.50; (f) two performances same day, 12 or less men, each \$6.00.
25. DIME MUSEUMS, ROOF GARDENS, PARK ENTERTAINMENTS AND SUMMER GARDENS—(a) One performance, \$2.50; (b) two performances same day, \$3.50; (c) by the week (six days), one performance daily, \$15.00; (d) by the week, two performances daily, \$21.00; (e) playing in front (except those who play inside), one hour, \$1.00; (f) men who play inside shall receive for section "e" work, 50 cents; (g) each additional thirty minutes to sections "e" and "f", 50 cents; (h) piano players by the week of six days, one performance daily, \$18.00; (i) piano players by the week of six days, two performances daily, \$25.00; (j) leaders by the week of six days, one performance daily, \$18.00; (k) leaders by the week of six days, two performances daily, \$25.00; (l) after regular performances each man shall receive extra for each hour, 50 cents.
26. SUMMER THEATERS—(a) In the city shall be subject to theater rates.
27. FAIRS AND FESTIVALS—(a) One performance not to exceed three hours, \$3.00; (b) three or more performances same week, not to exceed three hours, each performance, \$2.50; (c) by the week, six days, one performance daily, \$14.00; (d) by the week, six days, two performances daily, \$20.00.
28. CIRCUSES AND MENAGERIES—(a) Make your own arrangements.
29. BASEBALL AND FOOTBALL—(a) Not to exceed two and one-half hours, \$2.00; (b), with parade, extra, \$1.00.
30. CARNIVALS AND STREET FAIRS—(a) One day not to exceed seven hours, \$5.00; (b) more than three (3) days same time, \$1.00; (c) extra time per hour, 50 cents.
31. HORSE AND STOCK SALES, ETC.—(a) One hour or less, \$2.00; (b) more than one hour and not to exceed three (3) hours, \$3.00; (c) all day not later than 3 P. M., \$3.50; (d) extra time per hour, 50 cents.
32. FIREMAN'S TOURNAMENTS—(a) Afternoon to 5:30 P. M., \$3.00.



## PAINTERS—CLINTON.

PRICE LIST, BROTHERHOOD PAINTERS, DECORATORS AND PAPER HANGERS,  
LOCAL UNION NO. 183, OF CLINTON, IOWA.

For paper hanging and decorating. Adopted January 15th, 1905, and to remain in force until a new price list is issued.

## NET PRICE LIST.

All goods based on 18 inches or less in width, and 8 yards in length, both edges trimmed. All additional lengths and widths to be charged for proportionately, unless otherwise specified.

1. Blanks, one edge, 12½ cents per roll.
2. Blanks, one edge on board, 15 cents per roll.
3. Bronzes, Glimmers & Flats, 20 cents per roll.
4. Sanitary and varnished tiles, 25 cents per roll.
5. All goods 22 inches wide, extra per roll, 5 cents.
6. Felts, granites, pulp tints, ingrains and plain cartridge, 25 cents per roll.
7. Pressed goods, leatherettes, 40 cents per roll.

Crown friezes or friezes and borders where the pattern must match the corresponding patterns in the paper, whether at top or bottom, and the paper used with such frieze or border, 50 per cent above regular rates.

Borders shall be same price per roll of 8 yards in length as the paper to which it belongs.

## BURLAPS AND MUSLINS.

Unfinished burlap, buckram, canvass and muslin, per yard, 10 cents; stained, painted or finished burlap or buckram, per yard, 15 cents; muslin tacked or pasted for paper, sewing and tacks to be furnished by employer, per yard, 7 cents.

## MISCELLANEOUS AND EXTRAS.

Combinations hung alternate, extra per roll, 5 cents; all papers cut loose where there are no frieze or border used, extra per roll, 5 cents; all friezes of wall paper hung perpendicular, extra per roll, 10 cents; all dados of wall paper or other material not otherwise specified, 50 per cent extra. All papers on muslin same price as two edge work. All papers on hallways with stairs, extra per roll, 5 cents; closets and shelving, extra per roll, 10 cents; all papers hung on bath rooms, toilet rooms, pantries and vestibules, extra 50 per cent; covers of felt, 21 inches wide or less in width, per yard, 14 cents; covers of felt over 21 inches wide, per yard, 20 cents; labor for stripping off old paper, washing walls, sand papering, painting walls and repairing of wall paper or other material, per hour, 35 cents; sizing ceilings, each, 50 cents; sizing rooms, each, \$1.00; sizing stores and large rooms, 2½ cents per yard, including material.

## REGULATIONS.

Nine hours shall constitute a day's work for paper hangers, from 7 A. M. to 5 P. M., with one hour at noon.

All work done after 5 P. M. and before 7 A. M., and on Sundays and legal holidays, shall be charged double time. (Except Labor Day, when no work shall be done.)

The time of payment of wages shall be once every week.

All stock and material used, ladders, scaffolding, etc., shall be delivered to and from all jobs by employers.

Paper hangers will not be held responsible for work if walls are prepared by others than paper hangers.

Time shall be paid for when paper hanger is sent out on a job that is not ready.

## TRI-CITY PAINTERS DISTRICT COUNCIL, OF DAVENPORT, IOWA.

## ARTICLES OF AGREEMENT.

We, the undersigned, master painters of Davenport, Rock Island and Moline, do agree to the wage scale and trade rules as adopted by the Tri-City District Council of Painters, Decorators and Paper-Hangers of America.

FIRST—That we agree to employ none but union men or those willing to become such.

SECOND—We agree to withhold from the wages of all non-union men, and pay upon their order to the shop steward authorized by the union the sum of ten (\$10.00) dollars, at the rate of one (\$1.00) dollar per day for initiation fee.

THIRD—That the minimum scale shall be thirty-one and one-fourth (31¼) cents per hour; eight (8) hours to constitute a day's work, between the hours of eight A. M. and five P. M.; and all over time at time and one-half; except Sundays and following holidays: Christmas, New Year, Memorial Day, July 4th, Thanksgiving, to be double time; no work to be performed on Labor Day. And when working outside the city we pay all traveling expenses and board.

FOURTH—Shops shall be allowed at least one apprentice for eight men and an additional one for every eight journeymen in shop's employ. All apprentices to be under twenty-one years of age at start of apprenticeship.

FIFTH—The union agrees to maintain the master painters' scale of prices, and upon information, discipline any journeyman found guilty of violating said agreement.

SIXTH—The union will strive to promote the common interest of all concerned in the foregoing agreement.

This agreement to go into effect January 1, 1905, and hold good until January 1, 1906.

Adopted at regular meeting of Tri-City District Council of Painters, Decorators and Paper Hangers of Davenport, Rock Island and Moline, December 19, 1904.

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.....  
Committee.

## PAINTERS AND PAPERHANGERS—DES MOINES.

## ARTICLES OF AGREEMENT.

This agreement made and entered into this.....day of....., 1904, by and between....., contracting painter and paperhanger of the city of Des Moines, Polk county, State of Iowa, party of the first part, and union No. 246 of the Brotherhood of Painters, Decorators and Paperhangers of America, by its president and recording secretary, of the same place, party of the second part:

Witnesseth, that for and in consideration of the covenants and agreements hereinafter to be made by said second party, the said first party covenants and agrees to and with the said second party that he will employ union journeymen painters and paperhangers, members of the union of the party of the second part, as far as possible; that eight (8) hours shall be a day's work for all persons employed by him or them on time work; time and one-half shall be allowed for overtime and double time for Sundays and legal holidays, that he shall pay not less than thirty-seven and one-half (37½) cents per hour for painters and paperhangers working by the day, three dollars and twenty-five cents (\$3.25) per day of eight hours.

And be it further agreed, that for and in consideration of the covenants and agreements heretofore made by said first party, the said second party agrees to use so far as lies in its power, all possible diligence to obtain for said first party competent union journeymen workmen; that said first party shall have the right to employ at least one apprentice; and an additional one for every five journeymen in his employ, subject to the rules governing apprentices laid down in the constitution of said second party.



## PAPERHANGERS SCALE.

Lapp work,  $8\frac{1}{2}$  cents per roll; wire work,  $11\frac{1}{2}$  cents per roll; butt work, 14 cents per roll; wall work,  $37\frac{1}{2}$  cents per hour.

All other paperhanging not specified above, three dollars and twenty-five cents (\$3.25) per day.

## PAINTERS.

Price per day of eight hours, \$3.00; swing stage work, \$3.25.

## REGULATIONS.

Eight hours shall constitute a day's work—from 8 A. M. until 5 P. M., with one hour at noon. Time and one-half for overtime; and for Sundays and legal holidays, double time. No man allowed to work on Labor Day under a penalty of a fine.

The time of payment of wages shall be once a week.

All stock and material used, ladders, scaffolding, tools, etc., shall be delivered to and from all jobs by employers.

Paperhangers will not be held responsible for work if walls are prepared by others than paperhangers.

Time shall be paid for when any man is sent out on a job that is not ready.

It is further agreed by the parties hereto that this agreement shall be in full force and effect on and after the first day of March, 1904, and remain so until the first day of March, 1905, at which date this agreement shall be considered void and of no effect.

.....  
President.

.....  
Recording Secretary.

## TYPOGRAPHICAL UNION—DAVENPORT.

1905

## SCALE OF PRICES.

## JOB AND BOOK SCALE.

Section 1. Fifty-four hours shall constitute a week's work. (Six days of nine hours each).

Section 2. All time worked over nine hours in any one day shall be paid for at the rate of price and one-half.

Section 3. All work done on Sunday, Fourth of July, Labor Day, Thanksgiving or Christmas shall be paid for at the rate of double price.

Section 4. None but members in good standing of Tri-City Typographical Union, No. 107, shall be employed to do the work in the composing rooms of offices under the jurisdiction of this union. In case where union men cannot be obtained, offices may go upon the open market for help: Provided. That union men be hired as soon as they can be procured.

Section 5. The scale of wages which shall be paid to journeymen of this union shall be not less than \$15.00 per week, (or \$2.50 per day).

Section 6. One apprentice shall be allowed for every seven journeymen or fraction thereof. In all offices under the jurisdiction of this union piece work shall be paid for at the rate of 35 cents per thousand ems. At least thirty minutes shall be allowed for lunch.

The McKellar system of type measurement to govern.

## NEWSPAPER SCALE.

Section 1. Forty-eight hours shall constitute a week's work (six days of eight hours each.) All regular employes shall work full time except when it may become necessary to run a phalanx, in which case the phalanx shall go around to all employes except the foreman, who shall be exempt from the phalanx.

Section 2. No one shall be employed in the composing rooms of any office under the jurisdiction of Tri-City Typographical Union, No. 107 in the capacity of foreman, assistant foreman, make-up, floormen, or compositors who are not members in good standing of this union.

Section 3. All time worked in excess of eight hours in any one day shall be paid for at the rate of price and one-half. Offices under the jurisdiction of this Union cannot work over eight hours in any one day to make up for shorter hours on any other day.

Section 4. The scale of wages from the date of this scale—March 1, 1904, to March 1, 1905, shall not be less than \$16.50 per week for night work and \$15 per week for day work. From March 1, 1905, to March 1, 1907, the scale shall not be less than \$17.50 for night work and \$16 for day work. All the work done between the hours of 6 P. M. and 7 A. M. shall be considered as night work, and all work between 7 A. M. and 6 P. M., shall be considered as day work. Overtime shall be paid for at the rate of price and one-half; if a majority of hours worked is in the day time the day scale governs as to regular and overtime, and if a majority of the hours worked are at night, the night scale governs as to regular and overtime.

Section 5. No matter to be exchanged except city council proceedings set in a union office possessing the label. Local advertising plates are permitted to be run, without charge, when produced by a union office, and furnished by the advertiser.

Section 6. One apprentice shall be allowed for every six journeymen or fraction thereof. Six months before the conclusion of any apprenticeship another apprentice may be put in the office to be prepared to take the place of the graduating apprentice.

Section 7. When any member of this union is put to work in any office under the jurisdiction of Tri-City Typographical Union No. 107, he shall be entitled to compensation for at least one-half day's employment: Provided, That when a member is put to work after the regular hour for calling time in the morning (or evening) he may by agreement with the foreman, accept pro rata pay for the balance of that day.

Section 8. Each office shall be allowed one galley boy, in addition to the legal number of apprentices, whose duty it shall be to take proofs, correct galleys and do any other work required except to set or distribute type.

Section 9. Daily newspapers shall be exempt from the rule requiring extra compensation for work done on holidays. Sunday work is to be paid for at double time. This is not to apply to seven day newspapers.

## MACHINE SCALE.

Section 1. Six and one-half consecutive hours shall constitute a day's work. The price for operators shall not be less than 36 cents per hour for day work and 41 cents per hour for night work. All time over eight hours shall be price and one-half; provided, that on daily newspapers price and a half shall not be charged until paper goes to press. At least 30 minutes intermission shall be allowed for lunch (the time for lunch not to be counted in the time worked).

All work done between the hours of 6 P. M. and 7 A. M. shall be considered as night work, and all work done between the hours of 7 A. M. and 6 P. M. shall be considered day work. Overtime shall be paid for at the rate of price and one-half. If a majority of hours worked is in daytime the day scale governs as to regular and overtime and if a majority of hours worked are at night the night scale governs as to regular and overtime.

Section 2. All machine operators shall be members of Tri-City Typographical Union No. 107.

Section 3. All exclusive machine tenders shall be members of Tri-City Typographical Union No. 107 and shall have no control over the operator but shall work under the jurisdiction of the foreman. They shall receive not less than \$20.00 per week (or \$3.33 1-3 per night) for night work, and \$18.00 per week (or \$3.00 per day) for day work. In offices where an exclusive machine tender is employed operators shall not be required to wash or stack matrices or do any other work with machines except that of composition, i. e., running in and out matrices, taking care of and arranging fractions, dumping sticks, etc.

Section 4. The culling of phat matter is strictly prohibited.

Section 5. Members in good standing in Tri-City Typographical Union may be allowed to learn to operate on machines at the following scales of wages known as the apprentice scale: For the first 192 hours,  $12\frac{1}{2}$  cents an hour; for the second 192 hours, 17 cents an hour; for the third 192 hours, 21 cents an hour, and for the fourth 192 hours, 25 cents an hour.



After working on machines for 864 hours they shall receive the regular scale of wages of this union for machine operators if kept on machine. Offices shall allow machine apprentices full time to learn.

Section 6. Apprentice members may learn on machines the last three months of their apprenticeship at the above scale.

Section 7. In case of overtime being necessary and no subs obtainable, each regular employe shall receive a proportionate amount of such extra time; chairman of chapel to apportion out work in rotation equally among all the employes.

Section 8. In offices where machines are under the care of a machinist-operator, \$2.00 per week for each machine shall be allowed in addition to scale.

#### LANSTON MONOTYPE MACHINE.

Section 1. Operators on the Lanston Monotype keyboard shall be paid at the rate of \$17.28 per week, six days of eight consecutive hours to constitute a week's work.

Section 2. Lanston Monotype casting machine tenders shall be paid at the rate of not less than \$17.28 per week for day work and for night work not less than \$19.68 per week.

Section 3. Apprentices and journeymen on the above machines shall be members in good standing of Tri-City Typographical Union No. 107.

Section 4. The terms of apprenticeship shall be as follows: Each apprentice on the Lanston keyboard and casting machine shall serve an apprenticeship of ninety days. For the first sixty days the pay shall be at the rate of not less than \$2.00 per day, and for the last thirty days the pay shall be at the rate of not less than \$15.00 per week, six days of eight continuous hours to constitute a week's work.

Section 5. In no case can a member working on a machine receive less than a day's pay.

Section 6. All rules and regulations of Typographical Union No. 107 and of the International Typographical Union now in force, not herein provided, shall apply to offices known as machine offices.

Section 7. The rules and regulations governing the Mergenthaler machines shall apply to Lanston Monotype keyboard in so far as it can be done without conflicting with the following scale.

#### TYPOGRAPHICAL UNION, MUSCATINE.

SCALE OF PRICES OF MUSCATINE TYPOGRAPHICAL UNION NO. 251. OCTOBER 15, 1903-OCTOBER 15, 1906.

##### MACHINE SCALE.

Section 1. All employes of composing and operating rooms must be members in good standing of the International Typographical Union.

Section 2. All work done on machines and by floormen must be time work.

Section 3. Operators of machines shall be selected from among the journeymen employes of the office in which the machines are to be used; provided, such employes prove competent to operate machines.

Section 4. From date until October 15, 1904, and competent to set not less than 4,000 ems (leaded twelve to pica brevier) per hour shall receive not less than \$16 per week for night, and \$14 per week for day work, eight hours to constitute a day's or night's work; pro rata compensation for one hour per day overtime; for overtime exceeding one hour per day, price and one-half shall be charged. From October 15, 1904, to October 15, 1905, the scale shall remain as in the preceding year, with the exception that price and one-half shall be charged for all time worked over eight hours in any one day. From October 15, 1905, to October 15, 1906, the scale for machine operators shall be \$15 per week for day, and \$17 per week for night work, a week to consist of six days of eight hours each. Work between 8 P. M. and 6 A. M. to be considered as night work, and work between the hours of 6 A. M. and 6 P. M. day work. All time lost by reason of stoppage of machine to be added pro rata with the day's or night's average. When one operator corrects the proof of another, the excess of errors shall be credited to the operator correcting same, measuring double. Corrections and changes for which the operator is not responsible shall also be measured double.

Section 5. Where operators are required to clean up or otherwise care for machines, such work shall be included in, and paid for as part of the regular day's work.

Section 6. Beginners on machines shall serve a machine apprenticeship equivalent to nine weeks' time, whether employment is continuous or not, for which the following scale shall be paid:

From date to October 15, 1905: First, second and third weeks, night, \$1.67; day, \$1.42; fourth and fifth weeks, night, \$1.92; day, \$1.67; sixth and seventh weeks, night, \$2.17; day, \$1.92; eighth and ninth weeks, night, \$2.42; day, \$2.17; thereafter, night, \$2.66½; day, \$2.33¼.

After October 15, 1905: First, second and third weeks, night, \$1.74; day, \$1.59; fourth and fifth weeks, night, \$2.09; day, \$1.74; sixth and seventh weeks, night, \$2.34; day, \$2.09; eighth and ninth weeks, night, \$2.59; day, \$2.34; thereafter, night, \$2.83; day, \$2.50.

If at the end of the time necessary to serve a machine apprenticeship an operator is competent to set 4,000 ems (brevier leaded with twelve to pica leads) per hour, he shall thereafter be paid the scale provided for in section 4. If, at the end of nine weeks' service, or its equivalent, he has not attained an average hourly speed of 4,000 ems, he may, at the option of the office, be allowed to continue to work at the scale of \$14 for day work and \$16 for night work until he has become competent to set 4,000 ems per hour, provided such additional time shall not exceed twelve weeks.

Section 7. The office shall have the privilege of putting operators on cases to finish the day's or night's work, but in no case shall an operator receive less than the regular day's or night's pay.

Section 8. From date until October 15, 1904, floormen shall receive not less than \$13 per week for night work, week to consist of six days of eight hours each, and \$13 per week for day work, week to consist of six days of nine hours each. From October 15, 1904, to October 15, 1905, the scale shall be not less than \$13 per week for day work and \$14 for night work, a week to consist of six days of eight hours each. From October 15, 1905, to October 15, 1906, the scale shall not be less than \$14 per week for day work and \$15 for night work, a week to consist of six days of eight hours each.

Section 9. In no case shall an operator take an apprentice on his machine without the knowledge and consent of the company.

Section 10. In offices where machines are used, hand composition may be done under provisions of scale regulating hand composition; provided, there is no conflict with provisions of section 7 of this scale.

Section 11. A continuous run of proper names, statistical matter or market reports to the amount of 100 ems or over shall be charged price and one-half; tables consisting of stub and one or more columns of figures, any matter in two or more columns, programs and other leader work, double price, for purposes of measurement in machine composition.

Section 12. All employes in the composing and operating rooms shall be under the direct supervision of and responsible to the foreman of the composing and operating rooms, who shall have the right to regulate the hours in accordance with the provisions of this scale.

Section 13. Employes holding the position of machinist shall receive a minimum of \$5 per week in addition to regular scale.

Section 14. Nothing in the foregoing shall be construed to prohibit the employment of one expert operator as instructor in accordance with provisions of section 1.

##### HAND SCALE.

Section 1. None but members in good standing of the International Typographical Union to be employed.

Section 2. Composition on morning papers printed in the English language, shall be charged for at the rate of 35 cents per thousand ems; and on the evening and weekly papers at the rate of thirty cents per thousand ems; provided, there is no conflict with section 7 of machine scale.

Section 3. Composition of morning papers printed in the German language shall be charged for at the rate of 35 cents per thousand ems; and on evening and weekly papers at the rate of 30 cents per thousand ems; provided there is no conflict with Section 7 of the machine scale.

Section 4. Composition on daily papers to be by piece or time, at the option of the employer; provided there is no conflict with section 7 of machine scale.

Section 5. Time work on newspapers to be charged for at the rate of one thousand ems per hour where piece composition is used. Standing time (waiting for copy) at the



same rate. Not less than seven hours' composition (exclusive of lunch time) to constitute a day's or night's work.

Section 6. Single column cuts to be measured when justified by the compositors.

Section 7. Each office or department thereof shall be entitled to one apprentice until four journeymen are regularly employed; then one apprentice for each additional four journeymen.

Section 8. For book and job printers from date to October 15, 1904, a week's work shall consist of six days of nine hours each, except night work, which shall be eight hours per day. After October 15, 1904, and during the life of this scale a week's work shall consist of six days of eight hours each in all departments of the composing room. The scale of prices shall be: From date to October 15, 1904, not less than \$13.00 per week. From October 15, 1904, to October 15, 1905, \$13.00 per week for day work and \$14.00 for night work; from October 15, 1905, to October 15, 1906, not less than \$14.00 per week for day work and \$15.00 for night work. From date to October 15, 1905, the piece scale shall be 30c per thousand ems for day work and 35c per thousand ems for night work; after October 15, 1905, if employed by the piece, 32½c per thousand ems (agate to pica inclusive; larger type than pica to count pica); when a regular night shift is employed by the piece, the price shall be 37½c per thousand ems.

Section 9. Compositors employed by the week shall receive, from date to October 15, 1904, not less than \$13.00 per week, a week to consist of six days of nine hours each; from October 15, 1904, to October 15, 1905, the scale shall be not less than \$13.00 per week, a week to consist of six days of eight hours each; from October 15, 1905, to October 15, 1906, the scale shall be not less than \$14.00 per week, a week to consist of six days of eight hours each.

Section 10. In all offices all work required to be done after the regular day's work shall be paid one and one-half price.

Section 11. In book and job offices, Sunday, Thanksgiving Day, Christmas, New Year's Day, Decoration Day, Fourth of July and Labor Day work, one and one-half price.

Section 12. From date to October 15, 1905, foremen on morning papers shall receive not less than \$17.00 per week; on evening papers not less than \$15.00 per week; job foremen not less than \$16.00 per week. From October 15, 1905, to October 15, 1906, the scale for foremen shall be \$1.00 per week in addition to the above amount. All persons who are employers doing the work of foremen at any branch of the printing trade, under the jurisdiction of Muscatine Typographical Union No. 251, must be active members of said union and entitled to all privileges and benefits of membership, save of holding office.

Section 13. Assistant foremen on morning papers shall receive, from date to October 15, 1905, \$15.50 per week; on evening papers and in job offices not less than \$13.50 per week. From October 15, 1905, to October 15, 1906, the scale shall be not less than \$16.50 for assistant foremen on morning papers, and on evening papers and in job offices, \$14.50.

Section 14. Matter containing three columns of figures or words, or three columns of words and figures, without rules, shall be charged one and one-half price; also two columns divided by a slug or rule.

Section 15. Matter containing three or more columns, with rules, to be charged double price.

Section 16. Matter containing four or more columns, with or without rules, to be charged double price.

Section 17. Introductions, title headings and foot notes to tables in newspapers shall be considered part of the table, when not making one hundred ems.

Section 18. All employees in the several departments shall be under the direct supervision of, and be responsible to the foreman of the department in which employed, who shall have the right to regulate the hours in accordance with the provisions of this scale.

#### TYPOGRAPHICAL UNION—OTTUMWA.

SCALE OF PRICES OF OTTUMWA TYPOGRAPHICAL UNION NO. 73. ADOPTED JULY 1, 1905, AND TO CONTINUE FOR ONE YEAR FROM AND AFTER SEPTEMBER 1, 1905.

Eight (8) hours shall constitute a day or night's work. Piece work (day) 30 cents per 1,000 ems; piece work (night) 33 cents per 1,000 ems; book work 33 cents per 1,000 ems; job printers (per week) \$15.00; job foreman (per week) \$17.50; foreman morning paper (per week) \$19.00; foreman evening paper (per week) \$17.50; foreman weekly paper (per week)

\$16.50; floor or ad man (day, per week) \$15.00; floor or ad man (night, per week) \$16.50; machine operator (day, per week) \$16.00; machine operator (night, per week) \$17.50; machinist operators (day, per week) \$17.50; machinist operators (night, per week) \$19.00; machine tenders (day, per week) \$16.00; machine tenders (night, per week) \$17.50; time work, 1,000 ems per hour for less than full day; overtime, machine 1¼ price; hand, 1½ price; when called off case for full day or week, \$2.50 per day; matter set with two justifications without rule, 1¼ price; matter set with two justifications with rule, 2 prices; matter set with more than two justifications with or without rule, 2 prices; Sunday work, 1½ price.

All employees on morning papers working part day and part night shall receive the night scale.

#### NUMBER OF APPRENTICES.

One apprentice shall be allowed for every four journeymen printers or fraction thereof.

#### HOLIDAYS.

Labor Day shall be classed as a holiday and time and one-third shall be charged for work on the above day.

#### MACHINE APPRENTICES.

The term for which operators shall be bound to serve as apprentices shall be eight weeks, and the scale for the first two weeks of that period shall be \$1.50 per day of eight hours, and \$1.75 per night of eight hours; second two weeks, \$1.75 per day of eight hours, and \$2.00 per night of eight hours; the last four weeks \$2.00 per day of eight hours, and \$2.25 per night of eight hours. If then the apprentice, at the end of eight weeks, is competent as an operator, he or she shall receive the full scale.

No person shall be allowed to learn the manipulation of the machine who is not a member in good standing of Typographical Union No. 73.

An operator working in a department where machines are in operation, but working on hand work, shall receive the existing scale for hand work.

#### ARBITRATION.

When a dispute arises between the proprietors and the union over the interpretation of the above scale, an appeal by either party shall be made within three days. Existing conditions shall continue until a decision is made by conference, and the matter in dispute shall be settled within thirty days from date of appeal. The point or points in dispute shall be rendered in full. No other question shall be introduced by the arbiters or considered by the arbitration committee, which shall be constituted as follows: Two members to be selected by the publishers, or proprietors, two members to be designated by the union, and these four to select a fifth person who shall be mutually acceptable.

The decision of the arbitration committee shall be final and binding on both parties.

The proprietors signing this scale shall employ none but union men in the departments under the jurisdiction of the union, and shall give preference to the members of No. 73.

The above scale shall be signed on or before July 1, 1905, and shall continue in force for one (1) year from effect on and after September 1, 1905, and shall continue in force for one (1) year from September 1, 1905. Provided that either party to this agreement shall have the right to open the scale by giving thirty (30) days' notice to the second party.

No person shall be allowed the use of the label unless a member of this local or employing a union printer.

#### PRINTERS—SIOUX CITY.

TYPOGRAPHICAL UNION NO. 180—SCALE OF PRICES FOR LINOTYPE OPERATORS, NEWSPAPER PRINTERS, ETC., IN EFFECT JUNE 1, 1903, EXPIRES JUNE 1, 1906.

#### ARTICLE I.

Section 1. None but members of Sioux City Typographical Union, No. 180, in good standing, shall be employed in offices under the jurisdiction of said union. This shall apply to foremen, operators, floormen, printers, proof-readers and machine-tenders.



Section 2. All machine composition and other work on machine offices shall be time work, except as herein otherwise provided.

## ARTICLE NO. II.

DAILY NEWSPAPERS. Section 1. Eight hours continuous work, exclusive of reasonable time for lunch, shall constitute a day's work and six days shall constitute a week for both morning and evening papers.

Section 2. All operators and other time employes in morning newspapers, members of this union, shall receive not less than \$22.90 per week, hours to be between 6 P. M. and 7 A. M.

Section 3. All operators and other time employes on evening papers, members of this union, shall receive not less than \$20.50 per week, the hours to be between 7 A. M. and 6 P. M.

Section 4. Overtime, (that is, after the completion of eight hours' work,) shall be for the first two hours fifty (\$0.50) cents per hour on evening papers and fifty-five (\$0.55) cents per hour on morning papers, and thereafter sixty (\$0.60) and sixty-five (\$0.65) cents per hour respectively.

## ARTICLE III.

APPRENTICES. Section 1. Apprentices in machine offices shall be limited to one for every ten journeymen regularly employed, but in no case shall the number of apprentices in any office exceed four. Apprentices shall not be used as machine operators prior to the last three months of their apprenticeship.

Section 2. Learners on machines shall receive the following scale for the first six weeks, after which time they shall receive the regular scale of wages:

	Per Night.	Per Day.
First week.....	\$2.25	\$2.00
Second week.....	2.50	2.25
Third week.....	2.75	2.50
Fourth week.....	3.00	2.75
Fifth week.....	3.25	3.00
Sixth week.....	3.50	3.25

Thereafter regular day and night scale.

## ARTICLE IV.

FOREMEN. Section 1. Foremen on morning newspapers shall receive not less than \$26.00 per week.

Section 2. Foremen on evening papers shall receive not less than \$23.00 per week.

Section 3. When any newspaper force regularly works over time, the foremen shall receive not less than fifty (\$0.50) cents per day or night above the wages earned by journeymen regularly working overtime on said newspaper.

## ARTICLE V.

MISCELLANEOUS. Section 1. Time employes, referred to in Article I and II of this scale, shall include journeymen in the capacity of assistant foreman, make-up, foreman, ad man, compositor, proof reader and machine-tender.

Section 2. The same wages, hours and conditions prescribed herein for newspaper operators shall apply to operators and machinists working on so-called job machines.

Section 3. In no case shall a journeyman be required to work for less than a full day's or night's pay.

Section 4. An office using machines will not be permitted to transfer matter to another office, but this shall not apply to matrixes or the use of plate matter.

Section 5. When operators employed in machine offices are "phalanxed" it must be done in rotation.

Section 6. All printing establishments wherein three or more typesetting machines are used shall employ a machine-tender.

Section 7. Members employed in the capacity of machine-tenders are prohibited from filling at the same time two situations; that is, machine-tender and operator, machine-tender and floor-man, machine-tender and proof-reader, machine tender and make-up, machine-tender and foreman, etc.

Section 8. Machine-tenders shall be subject to orders from the foreman, and shall have no authority over operators.

Section 9. Machine-tenders shall not be restricted in hours if employed in necessary repairs of machine, but in the event that they are required by the office to work overtime they shall receive the overtime rate. When three or more machines are working overtime machine-tender shall receive overtime same as operators.

## ADDENDA—PIECE SCALE FOR LINOTYPE OPERATORS.

1. Offices using linotype machines shall have the privilege of choosing between time and piece basis of wage scale for operators. Provided, that said work shall be done either all on time or all by the piece; any change from time to piece, or vice versa, to continue during a period of time not less than thirty days.

2. For night work (between the hours of 6 p. m. and 5 a. m.) the rate for machine composition shall be: Nonpareil or less, solid type, 11 cents per thousand ems; each additional size one cent higher.

3. For day work (between the hours of 7 a. m. and 5 p. m.) the rate for machine composition shall be: Nonpareil or less, solid type, 10 cents per thousand ems; each additional size one cent higher.

4. Not less than eight hours continuous work, exclusive of reasonable time for lunch, shall be given operators.

5. Time lost by operators due to non-supply of copy, breaking of machine, etc., or from any cause not the fault of the operators, shall be paid for at the average of operator's wage for day or night on which time is lost.

6. All "dups" of matter set shall be cut by the office and pasted by employees. Lost "dups" to be found by the office.

7. The operator shall be supplied with a full complement of matrices and space bands.

8. "Bing" corrections and "hand-out" lines shall be charged for at the rate of two lines for each corrected or set.

9. All display headings, whether set by hand or machine, shall be set by time employes, and the office shall "slug off" such heads, so that they will not appear in the strings for measurement.

10. Operators shall not be required to saw or cut lines, or put corrected lines in galleys.

11. All "pick-ups" belong to the operators.

12. Fifteen cents per hour extra for all time over eight hours; the same price to be charged for work done on Sunday in evening newspaper offices.

## RULES FOR MEASUREMENT.

Section 1. That the measurement of matter set by the piece may be as exact and just as possible, the following principles shall govern in measuring all composition by linotype machines:

(a) To ascertain the point size of any particular face or type cast by linotype machines, the statement of the Mergenthaler Linotype Company as to the number of points the face represents shall be accepted as final and conclusive.

(b) The number of lines set shall be multiplied by the number of "ems" in one line. The number of "ems" to be allowed for one line shall be as follows, for agate, nonpareil, minion and brevier:

Column Width.	Agate.	Nonpareil.	Minion.	Brevier.
13½ picas.....	30 ems	27 ems	23 ems	20 ems
13 picas.....	28 ems	26 ems	22 ems	19 ems
12 picas.....	26 ems	24 ems	21 ems	18 ems

Section 2. Leader work shall be "price and one-half; all tabulated matter of three or more columns of figures or figures and words shall be double price. Matter set wider than the slug cast (that is, two or more columns set on two or more slugs) shall be price and one half. All lines set less than full width of a regular column—i. e., half measure, third measure, etc.—shall be measured as full lines. Tabular matter less than a column in width which is to be made up into full measure shall be measured single price, full width of column, irrespective of the number of justification or columns in same.

Section 3. Intricate work not covered by this scale shall be paid for as agreed between the foreman and the chairman of the office.



Section 4. When matter is set in a foreign language, except quotations, not exceeding three (3) lines in length, the operator shall be allowed two (2) lines additional for each line.

Section 5. When papers use individual matrices for black letter, small-cap lines, side-heads, title words or lines, or accented letters, the operator shall be allowed two lines additional for each line in which same appears; provided, such matrices are not in the keyboard or at the side of machine.

Section 6. All matter set by machines which is indented for insertion of type of a different font, shall be paid for at the rate of price and one-half. No extra compensation shall be allowed for news matter indented on one end or both sides.

Section 7. The following shall be deemed a definition of what constitutes an alteration from copy, and all such alterations shall be "ringed": A change from the copy not provided for by any style of the paper kept publicly posted in the office, nor by instruction is given to the compositor by the copy-writer when the copy is given out. A change in the spelling of proper names, proper names not legible, names of corporations where initials are given and required to be spelled in full, words from foreign languages, etc., not provided for as above. A change in the spelling or division of words not in accordance with the dictionary given as a guide and not provided for as above. A change in punctuation or capitalization where a "take" commences or ends within two lines of commencement or end of a sentence, unless it is evident from copy that it should be so punctuated or capitalized. Long lines, short lines, wrong fonts and imperfect slugs, when not the fault of the operator; also non-dropping of matrices after the machine has been notified, shall be "ringed." Errors in copy, which an ordinarily intelligent printer should note and correct, shall not be "ringed," however.

#### JOB SCALE

Section 1. Composition in job offices shall be done by the week.

Section 2. Six (6) days shall constitute a week's work; eight and one-half (8½) consecutive hours shall constitute a day's work, exclusive of a reasonable time for lunch, from June 1, 1913, till December 1, 1913; eight and one-fourth (8¼) consecutive hours, exclusive of a reasonable time for lunch, shall constitute a day's work from December 1, 1913, till June 1, 1914; thereafter eight (8) consecutive hours shall constitute a day's work, exclusive of a reasonable time for lunch; the hours to be between 7:00 A. M. and 6:00 P. M. Over-time work between the hours of 7:00 A. M. and 6:00 P. M. shall be at the rate of thirty-seven and one-half (37½) cents per hour; overtime work after 6:00 P. M. shall be at the rate of forty-five (45) cents for the first two hours; thereafter fifty (50) cents per hour.

Section 3. Compensation shall be \$3.75 per week. If a regular night force is employed the rate shall be \$2.90 per week.

Section 4. Foremen of job rooms shall receive not less than \$21.00 per week.

Section 5. In no case shall a journeyman be required to work for less than a full day's or night's pay.

Section 6. All work done on Sundays and legal holidays shall be charged for at the rate of fifty-five (55) cents per hour. The holidays to be as follows: Labor Day, Fourth of July and Christmas.

#### TAILORS—DAVENPORT.

#### BILL OF PRICES OF JOURNEMEN TAILORS' UNION OF AMERICA, LOCAL NO. 300, DAVENPORT, IOWA.

COATS.	CLASS A	CLASS B
Full dress.....	\$ 10.50	
Dress sack, (silk included).....	8.00	
Double-breasted frock.....	9.50	\$ 9.00
Knight Templar.....	9.00	8.50
Single-breasted frock, (or cutaway).....	7.75	7.25
Double-breasted sack.....	7.00	6.50
Single-breasted sack.....	6.50	6.00
Skeleton coat of wool goods.....	5.00	5.00
Skeleton coat of linen.....		3.50

WINTER COATS.	CLASS A	CLASS B
Newmarket.....	\$ 10.50	\$ 9.50
Double-breasted overcoat.....	9.00	8.50
Single-breasted, fly front.....	9.00	8.50
Double-breasted ulster.....	9.50	9.00
Spring over coat.....	8.00	7.00

Five pockets allowed in all coats.  
Cloth—Tricots, Diagonals, Worsteds, Baskets and all fine goods, class A; Cheviots, Castners and Scotch goods, class B.

#### EXTRAS ON COATS.

Try on, all coats.....	\$ .50	Vent in sleeve.....	\$ .25
Edges piped.....	1.00	Vent, with button and buttonhole.....	.50
Edges corded.....	.75	Skeleton back.....	.50
Edges bound, half and half.....	.50	Interlining all through.....	.50
Edges bound, flat.....	1.00	Interlining half through.....	.30
Edges stitched single, by hand.....	.75	Neck pad.....	.10
Seams stitched double, by machine.....	.75	Flaps on cutaway coat.....	.25
Seams stitched single, by machine.....	.50	Cuffs on sleeves.....	.50
Seams with straps.....	1.00	Tabs, each.....	.10
Silk to edge on all coats.....	1.50	Double buttonholes, each.....	.10
Silk to buttonholes.....	.50	Eyellet holes.....	.25
Silt, or opening in side seams.....	.50	Pockets, over five, each.....	.25
Silt, or opening under coat, each seam.....	.15		

#### PANTS.

Full dress.....	\$2.50	Bicycle pants, with cuffs.....	\$2.50
All others.....	2.25	Linen pants.....	1.75
Bicycle pants.....	2.25		
Five pockets allowed in all pants.			

#### EXTRAS ON PANTS.

Try on, full baste.....	\$ .50	Lining, all through.....	\$ .25
Side seams, welted.....	.15	Seat facing of same goods.....	.25
Side seams, double stitched.....	.25	Loops, for belts.....	.15
Side seams, with military cord.....	.50	Flaps, with button and buttonhole.....	.15
Side seams, with military flat braid.....	.50	Flaps, with button and buttonhole, per pair.....	.25
Side seams, flat braided.....	.50	Pockets, over five, each.....	.25
Side seams, flat braided by machine.....	.25		
Broadfalls.....	.50		

#### VESTS.

Silk, full dress or double-breasted vests.....	\$2.00	Single-breasted vests.....	\$1.75
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#### EXTRAS ON VESTS.

Try on.....	\$ .25	Edges stitched by hand.....	\$ .25
Narrow binding, cord or flat braid.....	.25	Eyellet holes.....	.15
Tracing braid.....	.25	Pockets, over five, each.....	.15

All extras not mentioned in this bill to be paid at the rate of twenty-five cents per hour. Free shop to be furnished.

Weekly man to be paid not less than \$12.00 per week for ten hours per day.  
Lad's helpers to be paid \$3.00 per week for ten hour day, and fifteen cents per hour for overtime.

This bill to be in force from April 1, 1904 until April 1, 1905. No changes to be made by either party before a thirty day notice has been given, preceding the first of April, 1904. None other than members of local No. 300, of Davenport to be employed.



## JOURNEYMEN TAILORS—SIOUX CITY.

BILL OF PRICES ADOPTED BY UNION No. 332, OCTOBER 15, 1904.

## COATS.

	A	B	C		A	B	C
S. B. sack .....	\$ 7.70	\$ 7.15	\$ 6.60	Newmarket .....	\$11.55	\$11.00	\$10.45
D. B. sack .....	8.25	7.70	7.15	Suitout coats .....	11.55	11.00	10.45
S. B. frock .....	8.80	8.25	7.70	D. B. overcoats .....	11.00	10.45	9.90
S. B. frock (square cut) .....	9.35	8.80	8.25	Tuxedos .....	7.70		
D. B. cutaway .....	9.90	9.35	8.80	Inverness .....	10.45	9.90	9.35
D. B. Prince Albert .....	11.00	10.45	9.90	Pants .....	2.70	2.50	2.30
Full dress .....	11.55			Vests .....	2.45	2.20	1.95
S. B. overcoat .....	10.45	9.90	9.35				

## EXTRAS ON COATS.

Try-on sack with one sleeve .....	\$ .50	Silk facing to edges .....	\$ 1.00
Try-on cutaway, back and shoulder		Strapped seams .....	2.00
basted .....	.50	Raw stitched seams on overcoat .....	.75
Skeleton try-on cutaway, all seams		Single-stitched seams .....	.50
basted .....	.75	Double stitched seams .....	.75
Try-on Prince Albert .....	.75	Flaps on business frocks .....	.25
Try-on full dress .....	.75	Cut-off cuffs .....	.50
Try-on overcoats .....	.75	Loose cuffs .....	.75
Second try-on .....	.25	Blind vent .....	.15
Binding half and half .....	.50	Blind vent with blind holes .....	.25
Flat braid by hand .....	1.40	Open vent .....	.35
Flat braid by machine .....	.75	Buttonholes in sleeve, each .....	.05
Corded edges .....	1.00	Side vent in sack coat, each .....	.10
Velvet edges .....	1.50	Double buttonholes, each .....	.05
Stitched by hand .....	1.00	Skeleton back on frock .....	.75
Bluff edge .....	1.00	Skeleton back on sack .....	.50
Striped facing on overcoat .....	1.00	Capes on overcoats .....	2.50
Silk lining to buttonholes .....	.50	Sweat pads .....	.25
Silk lining to edges .....	1.00	Eyelet holes, two for .....	.05
Silk facing to buttonholes .....	.50		

## EXTRAS ON TROUSERS.

Broad fall .....	\$ .50	Serged seams .....	\$ .10
Half lining .....	.25	Protectors on bottom, each .....	.05
Lining through .....	.50	Belt straps .....	.20
Binding on seams, each row .....	.20	Spring bottom .....	.25
Flaps with buttonholes, each .....	.10	Leather on pockets .....	.10
Corded seams .....	.10	Bottom faced .....	.20
Double-stitched seams .....	.15		

## EXTRAS ON VESTS.

Try-on .....	\$ .10	Zigzag core on dress vests .....	.25
Binding half and half .....	.15	Double-breasted .....	.25
Flat braid by hand .....	.25	Eyelet holes, two for .....	.05
Flat braid by machine .....	.15	All pockets in coats over five, each .....	.25
Cord on dress vest .....	.25	All pockets in vests over five, each .....	.15
Hand-stitched .....	.25	All pockets in pants over five, each .....	.15

## CLASSIFICATION OF GOODS.

Class A—Cloths—Beavers, dookins, piques, Venetians, crepes, tricots, velvets and silks.

Class B—Soft beavers, meltons, diagonals, all worsted-face goods, tricollings, silk raised, fine cassimeres and chinchillas.

Class C—Cheviots, tweeds, flannels, Scotch and common cassimeres.

All work not mentioned in this bill shall be 25 cents per hour.

All work by the week, \$13.00 and upwards. One man allowed to work by the week.

All others to work by the piece. Ten hours shall be a days work.

All work to be done in free back shop furnished by the employer.

We, the undersigned, agree to pay the above prices.

## CHICAGO, ROCK ISLAND &amp; PACIFIC RAILWAY.

## RULES RELATING TO FREIGHT AND PASSENGER BRAKEMEN.

The following articles are hereby assented to by both parties:

## ARTICLE ONE.

Priority in service as brakeman shall hereafter govern in all choice of runs, merit being equal. The question of merit shall be determined by the trainmaster or ass'tt superintendent, with the understanding that the general rule to be followed does not permit of transfer from one trainmaster's division to another to the detriment of division employees.

## ARTICLE TWO.

No brakeman shall be dismissed or suspended from the service of the company without just cause.

Any brakeman who deems that an injustice has been done him, shall, within ten days, make written statement of the facts in the premises to the trainmaster or ass'tt superintendent. He may at the same time designate as his representative any other brakeman in the employ of the company on the same division, and the division superintendent, together with the trainmaster or assistant superintendent, and the party aggrieved with his designated representative, shall investigate the case. If their decision is not satisfactory, the brakeman shall have the right of further appeal to the next higher officer in rank, and from him in proper order to the general manager. When practicable, such investigation shall be made within five days of the date of receipt of the brakeman's statement of grievance, and if the charges are not sustained, he shall be reinstated and paid one-half time for all time lost. No attention shall be paid to any grievance unless presented within sixty days of the date of its alleged occurrence.

It is understood that nothing in this Article will apply to cases of brakemen dismissed for intemperance or violation of Rule 141 of Rules and Regulations, Operating Department.

Article 3 A. No action shall be taken detrimental to a brakeman's interest, unless based on written reports.

Article 3 B. Brakemen transferred from freight to passenger service, or vice versa (except temporarily), forfeit all rights in the service left, and will be classed as new employees in the service entered, except in case of disability.

A brakeman's age in service shall be determined by the date of his examination certificate, Form A 329.

Article 3 C. When a brakeman leaves the service of the Company he shall be given a letter signed and stamped by the Division Superintendent, which shall show time of service, in what capacity employed, and cause of leaving service, this letter to be given within a reasonable time after the brakeman has signed the original letter.

Article 3 D. Brakemen who transfer from train to yard service, or switchmen who transfer from yard to train service, forfeit all rights in the service left and will be classed as new employees in the service entered.

Article 3 E. It is understood that nothing in the foregoing provision shall prevent the use of Brakemen in yard service or switchmen in road service, temporarily, by the Company.



## ARTICLE THREE.

A Caller shall be provided at the end of each main division whose duty it shall be to call for duty all freight brakemen living within one mile of caboose track, and they shall be called as nearly as practicable, not less than one and one-half hours before starting time. He shall be supplied with a register book, have written therein the designation of the train ordered or due, the time men are called for, the time of calling them and their names, which shall be signed by each brakeman when called.

The time of brakemen shall begin from the time for which the train is ordered, as shown on call book, and shall continue to the time they are relieved at the end of the run.

Freight brakemen called to make a trip when the train is afterwards annulled, and they are relieved, shall be paid for three hours' time on the basis of the regular rates which they are receiving, and shall occupy the same position as before they were ordered out.

When freight brakemen are required to switch at terminals for thirty-five (35) minutes or more, time shall be allowed except on branch runs.

In road service, overtime shall not be allowed for terminal switching, delays at terminal stations, or delays between terminals (see Articles 3, 4, 5 and 10), except such as may be in excess either of one day of 10 hours or one hundred miles.

*Article 3 A.* Whoever a brakeman is used as a pilot, assuming the duties and responsibility of a conductor, he shall receive conductor's pay.

*Article 3 B.* The laying over of any crew on account of absence of one or more members of it, must be avoided as far as possible.

## ARTICLE FOUR.

Delays at terminal stations before leaving shall be paid for in full, if of one full hour. For delays of thirty minutes at a terminal station after arriving, one hour shall be allowed.

It is understood that one full hour of delay before leaving must be consumed before any time is allowed for delays on one hour and thirty minutes, two hours shall be allowed, and so on. After arriving at terminal stations one hour shall be allowed after thirty minutes' delay, and so on.

All construction service performed by a brakeman not regularly assigned to construction work, at terminal points, shall be paid for at regular construction rates. If more than five hours are consumed in this service, the brakeman shall not be considered first out in any class of service, except construction. Brakeman, either freight or passenger, required to do construction work between terminals shall be paid actual mileage for miles run, and additional construction pay for construction service, at the established rate for fractions of a day on construction.

## ARTICLE FIVE.

The time of freight brakemen shall be computed on the basis of 100 miles or less for a day's work, and all time made by them on the road between terminal points in excess of ten miles per hour shall be overtime.

Brakemen shall be notified through their conductors when time, as per slips, is not allowed, with the reason why not allowed.

No brakeman shall be required to continue on duty when he reasonably needs rest, but in extreme cases the brakemen on their part will do all in their power to assist the company.

## ARTICLE SIX.

A brakeman sent over the division to take the place of a regular man in service, or deadheading on company's business, shall be paid one-half mileage.

When required by the company to attend court they shall be paid at the rate of \$1.00 per day of twenty-four hours, and their necessary expenses during attendance; also for all

time lost while awaiting the company's orders, and for such time as they may lose while waiting to take their runs.

*Article 6 A.* When extra brakemen are called to attend court, they shall be placed, after release from such service, where they would have been if not absent on court business.

## ARTICLE SEVEN.

Freight brakemen in crews, making a single run over their freight division with passenger train or passenger equipment, shall be paid regular freight rates therefor.

## ARTICLE EIGHT.

When good cause can be shown for doubling bills, the pay shall be on the basis of actual time consumed.

## ARTICLE NINE.

When practicable, there shall be no greater number of through freight brakemen employed on any division than can reasonably be expected to make 8,000 miles per month.

Any brakeman suspended from the service under this article will be given preference for re-employment as brakeman, provided that his previous service has been satisfactory, and that he is re-employed within ninety days of such suspension.

*Article 9 A.* When it becomes necessary for the company to increase the force of brakemen on any of its various divisions, experienced brakemen, as far as practicable, will be employed. Nothing in this article shall be construed to prevent the transfer of brakemen from a division which has a surplus to a division on which a shortage exists. It is to be further understood that nothing in this article shall prevent an officer of the company from employing inexperienced men, when, in his judgment, the good of the service demands it.

*Article 9 B.* When brakemen are laid off on account of dullness of business it shall be done in the order of their employment as brakemen, beginning with the brakeman last employed.

## ARTICLE TEN.

When brakemen are held in for snow plow service, they shall be allowed regular pay for each day of twenty-four hours thus held subject to orders, on the basis of ten hours and ten miles per hour.

When brakemen are required to coal up engines by shoveling, they shall be allowed regular pay for actual time consumed thereby, except on branch runs.

Extra mileage beyond the maximum herein established for passenger brakemen shall be paid for at proportionate rates.

Freight brakemen on all branches, where the mileage is seventy-five miles or less per day, shall be paid \$47.50 per month. When mileage is more than seventy-five miles and less than one hundred miles, one hundred miles per day at two cents per mile shall be paid, and when such branch freight runs to exceed one hundred miles per day, actual mileage shall be allowed at two cents per mile.

Promotions and preferences will be based upon merit and the general record of the men, and not entirely upon their age or length of service. Evidence of the willingness of brakemen to serve the best interests of the company at all times, in whatever capacity assigned, and care for the company's property, will always be considered as meriting reward.

The articles enumerated above constitute, in their entirety, the agreement between this company and its freight and passenger brakemen, and all rules previously in effect are by this agreement abolished. No departure from them shall be made by any party thereto, except after thirty days' notice of such desire in writing has been served upon the other party thereto.



## THE FOLLOWING CONSTRUCTIONS ARE AGREED TO:

*Fifth page, Article 3, and sixth page, Article 4, Combined.* In all delays at terminals, such as "terminal switching and terminal delays," where neither of these, singly, would entitle the men to time under the schedule, they shall be combined; and if such combined time equals thirty-five minutes or more, and less than one hour and thirty minutes, they shall be allowed one hour terminal switching; if one hour and thirty minutes or more, time shall be allowed as per schedule, and charged to the proper service.

*Article 6.* It is understood that in dead-heading, the first crew out shall be dead-headed and the second crew run the train. On arrival at the terminal the dead-headed crew shall stand ahead of the crew with whom it dead-headed.

*Article 7.* It is understood that this applies to a single run or a single round trip over the division or any portion thereof.

*Article 8.* It is understood that time allowed shall be time consumed from the pulling of the pin to double, until the train is coupled again, ready to go.

*Article 11.* It is understood that on branch runs where the mileage made is less than 100 miles per day, ten hours shall constitute a day's work, and any time made on such runs in excess of ten hours shall be overtime and paid for at proportionate rates.

## SUPPLEMENT TO SCHEDULE OF WAGES FOR PASSENGER AND FREIGHT BRAKEMEN, REISSUED MARCH 1, 1900.

1. The following rates of pay and rules will be effective August 1, 1903:

## FREIGHT BRAKEMEN.

	Per Mile.	Overtime per Hour.
Local.....	.02.59 cents.	.25.9 cents.
Through.....	.02.3 cents.	.23 cents.

2. PASSENGER BRAKEMEN.

	Per Month.	Basis of Miles per Month.
Through express, main line.....	\$67.20	4,000 to 6,510
Local and dummy runs.....	61.60	2,600 to 4,000
Short and branch runs, passenger and mixed.....	54.62	2,600 or less.

3. Brakemen on unsigned passenger runs, .01.17 cents per mile.

4. WORK TRAIN BRAKEMEN.

Including working days only, \$66.12 per month. Overtime at proportionate rates.

5. Freight brakemen on all branches where the mileage is seventy-five miles or less per day shall be paid \$54.62 per month. When the mileage is more than seventy-five miles and less than one hundred miles, one hundred miles per day at 2.3 cents per mile shall be paid, and when such branch freight runs exceed one hundred miles per day, actual mileage shall be allowed at 2.3 cents per mile.

6. When required by this company to attend court, brakemen will be paid at the rate of \$2.30 per day of twenty-four hours, their necessary expenses during attendance, for all time lost while waiting the company's orders, and for such time as they may lose while waiting to take their runs.

7. The practice of double-heading freight trains of over thirty cars, exclusive of cabooses, will be discontinued, excepting as follows:

(a) Two engines with 18x24 cylinders or less, may be double-headed with a tonnage not exceeding 1,400 tons.

(b) Where helper or pusher engines are or may be established to take over a grade the tonnage which any single engine may bring to the foot of that grade. By "the foot of that grade" is meant a convenient station near the foot of the grade at which the helper or pusher engine may be cared for.

(c) Helper engines will also be run on any division when necessary because of storms, engine failures, to avoid running engines light, or in moving engines to and from the shops or from one division to another; the tonnage of the largest engine handling train not to be exceeded.

(d) In case of an accident to an engine, consolidation may be effected with another train and the consolidated train brought into a terminal as a double-header.

Nothing in the above rules, in regard to limiting tonnage or length of train to be handled by double-headers or otherwise, shall be construed so as, in any way, to limit or establish a precedent as to the proper or safe length of train to be handled by one engine.

General Manager.

## CHICAGO, ROCK ISLAND &amp; PACIFIC RAILWAY.

## AGREEMENT BETWEEN CHICAGO, ROCK ISLAND RAILWAY COMPANY AND EMPLOYEES OF THEIR CAR DEPARTMENT, SECURED BY J. P. B., B. R. C. OF A, NOVEMBER 15, 1904.

Until further notice the following rules and regulations will govern the employees and rates of pay of the car department, and shall be complied with by foremen and others whose duty it is to direct the execution of shop work.

Rule 1. Any man required to furnish and use carpenter tools is to be considered a freight car carpenter. Truck men and car repair men who desire to advance themselves, and provide themselves with a proper outfit of carpenter tools are to be paid an intermediate rate for one year, and, if proficient at the end of that time, will receive regular carpenter's rates; otherwise they are to be returned to the rate and work as car repairers.

Rule 2. Men making application for employment in the car department will be required to fill out and sign the standard application blanks.

Rule 3. The standard working time shall be ten hours per day, except Saturday, when the men will be allowed one minute off for every hour actually worked during the week, with full pay.

Rule 4. All time over the regular ten hour day, including Sundays and legal holidays, namely: New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day, shall be paid for at the rate of time and one-half per hour.

All regular car inspectors, oilers and coach cleaners are to be paid straight time for Sundays and legal holidays, and time and one-half for all hours worked in excess of their regular working hours in each calendar day.

A car man being called on duty, after having completed his day's work, and such work shall be three hours and twenty minutes or less, shall receive five hours' pay. If more than three hours and twenty minutes, then time and one-half will be paid.

Rule 5. When a car man is sent out on the road, away from his home station, he will be allowed pay from the time he is called until he returns, and overtime as per rule 4, and will receive one dollar per day for expenses up to and including ten days.

When a car man is sent to relieve other car men, he will be paid for time consumed in going to and from his home station and overtime as per rule 4, with expenses of one dollar per day up to and including ten days.

Regular wrecking crews, or car men making up the wrecking crew, will be allowed straight time from the time called until they return to their home station. If meals are not otherwise provided for, they will be allowed their expense money.

Rule 6. When reducing forces, all things being equal, the car men last employed will be reduced first. Men with families dependent upon them will be given the preference.

Rule 7. Any man advanced to fill the position of another who is paid a higher rate of wages is to receive the same compensation if the transfer is for fifteen days or more.

Rule 8. Any man whose principal duties are to inspect cars will be classed as a car inspector.

Rule 9. Car men will be considered as in line of promotion, seniority to govern, merit and efficiency being equal.



Rule 10. Car men leaving the service of the company will be given a service letter when desired, the same to state the time and capacity in which he was employed and reasons for leaving the service.

Rule 11. The company will not discriminate against a car man who from time to time represents other car men as a committeeman, and will grant him leave of absence, and free transportation over its own lines should he be delegated to go before the management to adjust a grievance.

Rule 12. A special effort will be made to furnish good ice water for drinking purposes.

All pits, shops and water closets will be kept in a good sanitary condition.

Rule 13. Should an employe of the car department believe that he has been unjustly suspended or dismissed, he shall, within five days, in the proper order, present his case to the company, and if it is then found that he has been unjustly dealt with, he shall be reinstated and allowed full pay for the time lost.

The rate of pay of all classes of employes formerly shown in the Choctaw, Oklahoma & Gulf railroad schedule, not referred to herein, will remain as at present.

Approved:

General Manager.

Gen. Supt. M. P.

Chicago, Illinois, November 15, 1904.

#### RATES OF PAY FOR EMPLOYES OF THE CAR DEPARTMENT.

FOR FORMER C., R. I. & P. POINTS IN OKLAHOMA, COLORADO, NEW MEXICO AND INDIAN TERRITORY.

Inspectors, 20 cents; inspectors, Dalhart & Santa Rosa, 22½ cents; inspectors' helpers and oilers, 18 cents; inspectors' helpers and oilers, Dalhart & Santa Rosa, 20 cents; freight car carpenters, 25 cents; freight car carpenters, intermediate rate, 23½ cents; car repairers, Dalhart & Santa Rosa, 22½ cents; car repairer helpers, Dalhart & Santa Rosa, 20 cents; car repairers, other points, 20 cents; car repairer helpers, other points, 18 cents; tank truck men, other points, 20 cents; tank truck helpers, other points, 18 cents; coach, locomotive and bench carpenters, 25 to 27½ cents.

KANSAS AND NEBRASKA POINTS, AND ST. LOUIS DIVISION.

Coach, locomotive and bench carpenters, 25 to 27½ cents; freight car carpenters, 22½ cents; freight car carpenters, intermediate rate, 21½ cents; car repairers, 20 cents; car repairer helpers, 18 cents; tank truck men, 20 cents; tank truck helpers, 18 cents; car inspectors, 20 cents; car inspectors' helpers and oilers, 18 cents; car inspectors, Kansas City, 10 hours per day, \$2.25; car inspectors, Kansas City, night force, 12 hours, \$2.40.

POINTS BETWEEN MISSOURI RIVER AND CHICAGO.

Coach, locomotive and bench carpenters, 25 to 27½ cents; freight car carpenters, 22½ cents; freight car carpenters, intermediate rate, 21½ cents; car repairers, 19 cents; car inspectors, 20 cents; car repairer helpers, 17 cents; car inspector helpers and oilers, 18 cents; tank truck men, 19 cents; tank truck helpers, 17 cents.

FOR POINTS ON FORMER CHOCTAW, OKLAHOMA & GULF R. R.

Coach, locomotive and bench carpenters, 25 to 27½ cents; freight car carpenters, 22½ to 25 cents; freight car carpenters, intermediate rate, 21½ cents; car repairers, 18½ cents; car repairer helpers, 18 cents; tank truck men, 20 cents; tank truck helpers, 18 cents; car inspectors, 20 cents; car inspectors' helpers and oilers, 18 cents.

Car inspectors and helpers employed at small points where there is no chief inspector or foreman will be rated by the month at about the same proportion as men working by the hour.

#### ATCHISON, TOPEKA & SANTA FE RAILWAY COMPANY, GULF, COLORADO & SANTA FE RAILWAY COMPANY.

REGULATIONS FOR THE GOVERNMENT OF OFFICERS, FOREMEN AND EMPLOYEES OF THE CAR DEPARTMENT, AS AGREED UPON BY THE A., T. & S. F. RAILWAY AND THE CAR DEPARTMENT EMPLOYEES—AUGUST 1, 1903.

1. The regular hours to be worked in the shops of the company shall be from 7 a. m. to 12 noon and from 1 p. m. to 6 p. m. on week days, except where possible the working period will end at 5 o'clock on Saturday afternoons.

2. If business demands shortening of the hours, nine hours shall constitute a working day.

3. Overtime shall be computed after the regular ten hours working period, if necessary to extend the working hours, except where regular night shifts are employed.

4. Overtime shall be paid at the rate of time and one-half and shall apply to Sunday, New Year's Day, Washington's Birthday, Fourth of July, Labor Day, Thanksgiving Day and Christmas, as well as the period worked over the regular ten hour shop working day. Overtime will commence from 5 o'clock Saturday except as hereinafter mentioned.

5. In departments where overtime is habitually made the work shall be uniformly distributed among the different employes of that class provided they are equally competent.

6. Should an employe of the car department be called after 10 o'clock at night to work on car repairs he shall be guaranteed two hours' work.

7. Car men going to do relief or other similar work: If this work is completed and the man returns to his home station before the next regular working day, shall receive the regular home pay and overtime for the hours which he is away from his home station. If, however, he leaves at night after making a full day at his home station and does the work the following day, then time shall not be paid for night traveling to the outside point. Relief work shall be distributed among the men who are equally competent.

8. Wrecking crews shall be allowed straight time going to and returning from wrecks and waiting at wreck or in transit commencing from the time for which they are called, and for work at wrecks, in accordance with the regular schedule, except if wreck train ties up for rest at night they will not be paid for this time.

9. Men shall not be required to lay off during regular working hours to allow for overtime made.

10. All inspectors, oilers, and every-day men shall receive straight time only for Sundays, nights and holidays. Work done by regular assigned men on empty cars on repair track on the above named time shall be paid time and one-half, and work performed after hours of regular shifts shall be paid time and one-half. Present overtime allowances not to be reduced where already in existence.

11. Men appointed to take the place of inspectors or other men having higher rate shall receive the rate due such advancement; this does not apply to men whose positions are changed for less than five days.

12. Men shall be promoted according to their merit, ability and seniority—that is, the longest in continuous service shall have preference providing the ability be equal; on inspection work, where compatible with the company's interests, the oldest night man shall have the preference for day work.

13. Men employed as laborers but required to do car repair work shall receive an intermediate rate half way between laborer's and car repairers' rates for one year.

14. Men shall ordinarily be required to work as wrench or truckmen not less than two years before being placed as car carpenter's students. When placed as car carpenter's students they shall receive an intermediate rate which shall be half way between the highest wrench and truckmen and freight car carpenters. When men have served one year as car carpenter's students and are competent to do freight car carpenter's work they shall receive freight car carpenter's rate of pay if their services are required; otherwise they shall be returned to car repair work and wages.

15. When men are sent on the road to repair cars, to do relief wrecking or other similar work they shall receive pay for each meal and lodging that they are away from their home station in accordance with their expenses up to one dollar per day.



15. Men required to furnish and use carpenter's tools shall be considered freight car carpenters. Those who are regularly employed to inspect cars shall be classed as car inspectors.

17. No man shall be permanently employed in the position of car inspector who has not had at least one year's experience as a car repairer or oiler.

18. Men leaving the service shall not be required to furnish advance notice of their resignations and shall be given service letters stating time and capacity of service in which employed. When men resign or are discharged and are located at master mechanic's headquarters there are to receive their discharge check and service letter within 24 hours when not located at headquarters within three days. (Sundays not to count in this period.)

19. No employee will be discharged or suspended from the service of the company without just or sufficient cause, and if after proper investigation it is found that such employee has been unjustly discharged or suspended he shall be reinstated with a minimum amount of delay.

20. This company will not discriminate against any of its employees who acts as a representative of his fellow men.

21. When an employee of the company leaves the service in good standing and receives a service letter he shall be provided with transportation on the line if entitled to the same by the length of service.

22. The railroad company recognizes the right of its employees in this and all other departments, to bring to the attention of their foremen any case in which they feel that they have been or are being unjustly treated, and the right of appeal to higher officers and finally to the superintendent of motive power, is recognized and guaranteed. The company will furnish transportation for their proper representatives when an appointment has been made.

23. When reductions in force are necessary to be made, those who have others dependent upon them shall be given preference, proficiency and seniority to be taken into consideration.

24. Head airbrake men shall be required to pass an examination in order to test their efficiency and knowledge of the workings of the airbrake under all circumstances. After passing this examination the men are to receive the same rate of pay as car carpenters. Failing to pass the required examination they shall retain their old rating. Students employed to fit themselves for positions as head airbrake men shall work for one year at rate of pay of car repairers and shall then be given opportunity to pass preliminary examinations at the first subsequent trip of the instruction car. If this preliminary examination be satisfactorily passed they shall receive an intermediate rate half way between car repairers and freight car carpenters for another year, at the end of which time they will be eligible for examination for promotion to head airbrake men on return of car. If they fail to pass the preliminary examination after one year's probation they shall be examined again, failing in which they shall be dropped from airbrake work.

25. Men in the employment of the company shall be allowed time necessary to vote at regular national, state and municipal elections according to the laws provided by the several states and territories.

26. No officer or foreman of this company will be allowed to solicit, receive or accept any gift or donation of any kind from the employees of the company while in the employment of the company or while leaving the company's service.

27. The schedule to become effective August 1, 1903, and to continue in force for one year and thereafter until thirty days' notice shall be given by either party.

#### RATES OF PAY.

HEAD INSPECTORS—Kansas City and Argentine, 35 cents per hour; east of Colorado, except Argentine and Kansas City, 25 cents per hour; California, 25 cents per hour; Colorado and New Mexico, 25 cents per hour; Texas, 25 cents per hour.

CAR INSPECTORS—Chicago, Corwith, Topeka, \$1.25 per day; Kansas City and Argentine, \$1.25 per day; Kansas City and Argentine, \$2.40 per night; east of Colorado, except above points, 30 cents per hour; Colorado and New Mexico, 25 cents per hour; Gallup, 25 cents per hour; Arizona and California desert, 27½ cents per hour; California, except desert, 20½ cents per hour; Texas, 32 cents per hour.

CAR OILERS—Kansas City and Argentine, \$1.91 per day; Kansas City and Argentine, \$2.02 per night; east of Colorado except above points, \$1.91 per day; Colorado and New Mexico, \$2.00 per day; Gallup, \$2.30 per day; Arizona and California desert, \$2.30 per day; California, except desert, \$2.25 per day; Texas, 21 cents per hour.

CAR CARPENTERS AND HEAD AIRBRAKE MEN—Chicago, Corwith, Kansas City, Argentine and Topeka, 25 cents per hour; east of Colorado, except above points, 25½ cents per hour; Colorado and New Mexico, 20½ cents per hour; Gallup, 25 cents per hour; Arizona and California desert, 27½ cents per hour; California, except desert, 20½ cents per hour; Texas, except Beaumont and Silsbee, 25 cents per hour; Beaumont and Silsbee, 20½ cents per hour.

CAR REPAIRERS (WRENCH OR CAR AND TENDER TRUCK AND PILOT MEN) AIRBRAKE HELPERS—Chicago and Corwith, 18½ cents per hour; Kansas City and Argentine, 19½ cents per hour; east of Colorado, except above points, 18 cents per hour; Colorado and New Mexico, 19 cents and 21 cents per hour; Gallup, 25 cents per hour; Arizona and California desert, 25 cents per hour; California, except desert, 22½ cents per hour; Texas, except Beaumont and Silsbee, 19 cents and 21 cents per hour; Beaumont and Silsbee, 18½ cents and 21½ cents per hour.

BENCH, COACH AND LOCOMOTIVE CARPENTERS—East of Colorado, 25½ cents to 27½ cents per hour; Colorado and New Mexico, 25 cents to 30 cents per hour; Arizona and California, 30 cents per hour; Texas, 28½ cents to 30 cents per hour.

For the Carmen.

Superintendent Motive Power.

### CHICAGO & NORTH WESTERN RAILWAY CO.

#### MOTIVE POWER AND MACHINERY DEPARTMENT.

January 1, 1903.

#### SCHEDULE OF WAGES OF LOCOMOTIVE ENGINEERS.

##### ARTICLE I.

##### RATES OF PAY—ENGINEERS.

1.

##### ROAD SERVICE.

Class of Engine.	Engineers.			Firemen.		
	Passenger.	Freight.	Way freight.	Passenger.	Freight.	Way freight.
Eight-wheel, eighteen-inch cylinder and under	\$3.50	\$3.80	\$4.10	\$2.25	\$2.30	\$2.50
Eight-wheel, nineteen to twenty-one-inch cylinder	3.80	3.90	4.10	2.35	2.35	2.50
Eight-wheel, with trailer	3.90	3.90	4.20	2.40	2.40	2.50
Six-wheel Connected, eighteen to nineteen-inch	4.10	4.15	4.45	2.50	2.60	2.80
Six-wheel, Class B	4.10	4.25	4.45	2.60	2.75	2.80
Six-wheel, Class C	4.10	4.40	4.70	2.85	2.75	2.80

NOTE—Engineers running eight-wheel engines with eighteen-inch cylinder or under will receive \$3.35 on Minnesota and Dakota Division west of Tracy when in freight service only.



## 2. SWITCHING SERVICE.

Yard.	Engineers.	Firemen.
Chicago, Milwaukee, Council Bluffs, Clinton, Des Moines and Sioux City	\$ 2.10	\$ 2.00
Other points	2.05	1.95

NOTE—A day's work to consist of ten (10) hours or less.

3. **ENGINE DISPATCHERS**—Engine dispatchers will be paid two and one-half dollars (\$2.50) per day of twelve (12) hours.

The position of engine dispatcher will be filled from the ranks of engineers or firemen, who are eligible for promotion.

This rule does not contemplate making any changes in engine dispatchers who were employed previous to September 29, 1893.

4. Engineers promoted from firemen will be paid for the first year 80 per cent of engineers first class pay, according to rate and classification. This rule will not apply to yard service.

5. In gravel, work, wrecking and helper service engineers and firemen will be paid on basis of freight rates according to classification.

6. In work or wrecking service, engineers and firemen will be paid for the actual mileage going to and coming from the working points, as well as pay for the actual work performed at the wreck or working point.

7. One year in yard service will entitle an engineer to full pay if he be called into road service, provided he be found competent, as per the conditions contained in Article VII.

## ARTICLE II.

In the event of there being a surplus of engineers or firemen for the service of the road, the older engineers or firemen will have the preference in employment.

## ARTICLE III.

The time of engineers and firemen shall be computed on the basis of one hundred (100) miles or less for each day's work and all mileage in excess of one hundred (100) miles run each day shall be paid for as provided by Article I. This shall not apply to passenger service.

## ARTICLE IV.

1. All regularly assigned engineers and firemen will be guaranteed not less than 2,600 miles per month. Any mileage they may lose on their own account will be deducted from the guaranteed mileage at the rate of one hundred (100) miles per day for each day lost. Such engineers or firemen will report for duty each day until assigned to an engine or run, and the master mechanic or foreman may assign an engineer or fireman to the engine or run held by the youngest assigned man running out of his home terminal if necessary to give the older man 2,600 miles.

This article contemplates the allowance of duty days enough in each month to give all regularly assigned engineers and firemen who have personally reported each day, every working day in the month not covered by mileage, on the established basis of one hundred miles for a day's work. If the total mileage of the month equals or exceeds as many hundreds of miles as there are working days in the month, no duty time will be allowed.

2. If an extra engineer or fireman is kept in the service as such awaiting his time for service or assignment, no "duty time" shall be returned and the time of such engineer or fireman will be computed as provided by Article III.

## ARTICLE V.

Engineers and firemen shall in all cases be paid full time for services performed in trying engines after coming out of the shops, except where regular men are employed for that service.

## ARTICLE VI.

No engineer or fireman shall be suspended or dismissed from the service of the company upon any charge without having a fair and impartial investigation before the superintendent or master mechanic, as the case may be, with right of appeal to the superintendent.

dent of motive power and machinery, general superintendent or general manager. The investigation shall ordinarily be held within three (3) days. If charges are not sustained, compensation shall be allowed for time lost at the rate of one hundred (100) miles per day. No discipline is to be administered without a thorough investigation.

## ARTICLE VII.

1. All engineers and firemen shall rank from the date they are regularly assigned as such by their master mechanic and will receive first class pay one year from the date of first running irrespective of assignment. In promoting engineers or firemen to higher grades the question of merit and competency for the service required must be considered paramount to that of age or rank.

2. If a fireman, when promoted to engineer, is assigned to switching service, and desires to retain his rights to road service, he must apply for his rights at once, and must take his place in road service at the first opening, or forfeit all rights in that service.

3. Engineers in road service who desire to enter switching service of their own choice, can only do so by forfeiting their rank and rights in road service, when approved by the master mechanic.

4. The superintendent of motive power and machinery may assign engineers to switching service temporarily without loss of rank in road service, where the service requires it, or where it is necessary to reduce forces on account of slack business, or where there may be a case of sickness on the part of an engineer, or his family, but such engineer must return to road service when called on, or must forfeit his rights in road service.

## ARTICLE VIII.

1. Overtime shall be paid for at the rate of ten (10) miles per hour on basis of rate and classification.

2. On all runs where the time on duty in hours exceeds the number of miles divided by ten (10), all such excess will be considered overtime, except on short runs where the total mileage in any one day does not exceed one hundred (100) miles, overtime will not be allowed until total hours exceed ten (10).

3. Time on duty shall be considered as being from the time the train is ordered at initial terminal to arrival at destination.

4. In computing overtime, any fraction of an hour less than thirty (30) minutes will not be allowed. Thirty (30) minutes or over will be called an hour. This applies to first hour, after first hour, one mile allowed for every six minutes worked.

5. When an engine crew is on the road between terminals for a time not exceeding in hours the mileage of the run divided by ten, they shall be allowed delayed time for all time that they are delayed at initial terminal, provided that time is one hour or more. If the crew shall be on the road for a time exceeding in hours the mileage of the run divided by ten, then their time shall be figured from the time that the crew leaves initial terminal to their arrival at destination. In the latter case, a delay in arrival at destination terminal of twenty-nine minutes or less shall not be counted. Thirty minutes or over shall count as an hour.

6. After an engineer or fireman has been called and reports for duty, he shall be paid for all time lost, such amount to be not less than one-quarter (¼) of a day.

7. Engineers and firemen delayed over one hour after arrival at destination in giving up engine in such manner as the rules of the terminal require, shall be paid for all time lost, but no claim is to be made unless there is a delay of a full hour.

8. Engineers and firemen delayed on the road by accidents, washouts or snow shall be paid for all time lost, provided it exceeds one hour. This shall apply to passenger service only.

9. (a) If engineers and firemen are required to do switching at terminal stations, either before leaving or after arrival at such terminal, they will be paid extra for all such switching at the rate of ten miles per hour, provided they are not, at the time they are engaged in such switching service, in receipt of compensation under any other rule. No extra compensation shall be paid for switching service until the mileage exceeds seventy (70) miles; on runs of seventy (70) miles or less no extra compensation will be paid for switching service until the time on duty exceeds ten (10) hours. Less than thirty (30) minutes will not be counted. Thirty (30) minutes and less than one hour will be counted as one hour. Freight crews will, however, not be called on to do switching where switch engines are employed, except in cases of absolute necessity.



(b) Crews called upon to run extra trains shall receive extra compensation for switching service at initial point and at destination under the same rule and at the same rates that apply to crews of regular trains. A turn-around point is to be considered under this section as an intermediate point for all runs turning at that point on the same day.

(c) On turn-arounds, extra compensation for switching will be allowed at turn-around point provided there is a delay of thirty (30) minutes or more. No extra compensation, however, shall be allowed for switching at turn-around point until the mileage of turn-around trip shall exceed one hundred (100) miles or until the hours on duty shall exceed ten (10).

10. Where crews are required to double hills, such crews will be allowed the extra mileage made.

#### ARTICLE IX.

No fault will be found with an engineer or fireman who refuses to go out account of needed rest. Ten (10) hours being considered sufficient rest under ordinary circumstances, time to be figured from the time the engineer registers at the round-house until time called.

#### ARTICLE X.

All engineers and firemen will run first in first out, with the exception of those assigned to regular runs.

#### ARTICLE XI.

All runs of less than one hundred (100) miles, where a day has been allowed, shall not be affected by this agreement.

#### ARTICLE XII.

Engineers and firemen attending court under instructions from the company will be paid at the rate of one hundred (100) miles per day and living expenses while away from home.

#### ARTICLE XIII.

When change of a division or train run requires men to change their place of residence, they will be furnished free transportation for their families and household goods.

#### ARTICLE XIV.

Turn-arounds shall be considered as all runs turning at intermediate points on the same date.

#### ARTICLE XV.

All trains loading or unloading way freight, or doing station switching, shall be classed as way freights, and crews shall receive compensation accordingly. This shall not be construed to apply to through trains setting out or picking up car loads, or handling small lots of local freight in case of emergency.

#### ARTICLE XVI.

A terminal station for freight trains is the end of a freight division, as such divisions are determined by time schedule. A terminal station is the initial point, or the end of the run of a scheduled train, but for such schedule train only.

#### ARTICLE XVII.

The company will clean all pooled engines in freight service and will also clean all other freight engines ahead of the cab when running out of division terminals.

#### ARTICLE XVIII.

1. Engineers deadheading over the road on company business will be paid one-half the actual mileage made at four (4) cents per mile.

2. Firemen deadheading over the road on company business will be paid one-half the actual mileage made at two and one-half (2½) cents per mile.

#### ARTICLE XIX.

1. Engineers and firemen in yard service will be given an opportunity to go to meals between the hours of eleven thirty and one o'clock, day or night, a full hour of sixty minutes to be allowed in all cases. If from any cause they are not allowed time for meals between said hours they will be allowed thirty (30) minutes for lunch and no time deducted.

2. Switch engine men held at outlying points or terminals where no extra men are employed will receive pay at the rate of ten (10) hours per day for all time so held.

#### RULES IN REFERENCE TO EMPLOYMENT OF ENGINEERS AND FIREMEN.

The following rules in reference to employment of engineers and firemen are announced, effective from this date:

1. Before employing new men for road service the foreman will consult with the master mechanic, and the master mechanic with the superintendent of motive power and machinery to the end that temporary transfers can be made, if possible, to give work to old employees.

2. When employees transfer for their own benefit no dead-head time will be allowed them in passing from one division to another.

3. When an engineer or a fireman is transferred by his own request to another division permanently, he shall take rank from the time of transfer. The superintendent of motive power and machinery, with the approval of the general superintendent or general manager, will retain the right to transfer employees with rank when the interest of the company requires it.

4. Any agreement affecting the rights of an engineer or fireman must be submitted to and approved by the superintendent of motive power and machinery before being consummated, and a record of the same made.

5. The oldest men in rank will have preference for new runs or vacancies, if competent. The division officers are to be the judges as to competency. If an applicant is rejected for incompetency, a full report in writing will be made to the superintendent of motive power and machinery, and such applicant may have a hearing before him, if desired.

6. Master mechanics or foremen may grant leave of absence for a period not exceeding sixty (60) days. If a longer leave of absence is asked for, the master mechanic must arrange it with the superintendent of motive power and machinery so that the proper record may be made. If employees enter into other business while on leave of absence, they will lose all of their former rights. No leave of absence will be granted to exceed six months, except in case of sickness.

7. Dispatchers will be taken from the ranks of engineers or firemen, according to the requirements of the division.

8. Men must not claim another man's run without good and sufficient cause. In assignment of runs, if an agreement can not be made with the master mechanic or foreman, the case may be referred to the superintendent of motive power and machinery to be settled with the chairman of the general committee of adjustment, and the local committee. A change of time from day to night, from regular passenger service to freight service, points of lay-over, or curtailment of the mileage to the extent of four hundred (400) miles per month may be considered as sufficient cause for an engineer to claim another or more desirable run to which he may be entitled by age and rank—provided, such claim is filed within ten (10) days after the change is made.

It will not be considered sufficient cause for change if a man still makes thirty-five hundred (3,500) miles a month, nor if a small amount of extra mileage is made and the man not overworked. All new or vacant runs will be bulletined for ten (10) days and open to all that are eligible. If a run is taken off and the engineer thrown out of employment, he will be entitled to a younger man's run and a vacancy will be made for him, provided, application is made for same within ten (10) days.



9. If men are taken sick, notice must be sent to roundhouse foreman at once, if it is possible to do so, as men will be expected to go out when called, unless such notice is received.

10. Engineers reduced to firemen will have preferred positions firing or dispatching, according to their rank and age.

11. An engineer reinstated retains his original rank and rights. An engineer re-employed loses his former rank and is employed as a new man. Master mechanics will explain to division superintendents on the settlement of every case so that no misunderstanding may arise, and will also report it in monthly report for record and bulletin.

12. In selection of runs, engineers will confine themselves to what are known as regular runs on time schedules,—that is, trains 1 and 2, 3 and 4, 5 and 6, etc., and can not select a portion of two or three different runs. Where special engines are running the rounds, or where special engines are placed on runs for the good of the service, men can make claim to runs, but can not make claim to engines. The oldest engineer will have preference of lay-overs where engines are running the rounds on preferred runs, when practicable.

The officers of the motive power department will place the engines where they give the best service.

13. Engineers of three (3) years' experience are eligible to any class of service. It will be further understood that mixed trains are scheduled as freight trains.

14. Master mechanics and foremen will endeavor so far as possible to enable the men on the extra list to make an average mileage of not less than five hundred (500) miles per week.

15. Firemen entitled to promotion will be promoted if they are considered competent after examination by the operating and mechanical departments.

Firemen applicants for promotion to the position of locomotive engineer will be given an opportunity to be examined as per their age or rank, and men passing such examination will be promoted according to their rank as locomotive firemen. Should, however, some applicants fail to pass such examination, and they being examined at the same time and in the same class with others that have passed, they will rank behind the men who have passed such examination, and they may be examined at the expiration of three (3) months, and if the company is in need of men they shall be re-examined within six (6) months. If the applicant should fail to pass the final examination he will be dropped from the service.

16. Surplus firemen will be dismissed from the service, and only enough men retained to perform the service properly and promptly. If dismissed firemen are re-employed they will rank as new men.

17. Firemen employed must be able-bodied, of good habits, fair education, and over twenty-one (21) years of age and under twenty-five (25) years.

Men previously employed in the motive power department of railroad service will be eligible if between the ages of twenty-one (21) years and thirty (30) years.

Approved:

.....  
Supt. M. P. & M.

.....  
Assistant General Manager.

.....  
General Manager.

## IOWA CENTRAL RAILWAY COMPANY AND OPERATED LINES.

### SCHEDULE OF RATES OF WAGES AND RULES AND REGULATIONS FOR THE EMPLOYMENT OF TELEGRAPHERS.

MINNEAPOLIS, MINN., June 18, 1903.

The following schedule of rates of wages and rules and regulations for the employment of telegraphers take effect July 1, 1903, and remain in force until June 1, 1904, and thereafter subject to sixty day's written notice from either party to the other of their desire for revision and until negotiations for such revision are concluded. All previous schedules of wages and rules and regulations for the employment of telegraphers are hereby made void.

Article 1. Any employe required to perform the duties of telegrapher, whether termed "telegrapher," "agent and telegrapher," "clerk and telegrapher," or otherwise, will be considered a telegrapher within the meaning of this schedule.

Article 3. Telegraphers will not be discharged or otherwise disciplined without just cause. If a telegrapher considers he has been unjustly discharged or otherwise disciplined he will have the right within five days to refer his case in writing to the superintendent for investigation and if dissatisfied with the decision of the superintendent, he may appeal to the general superintendent and general manager on the evidence presented at the investigation. Appeals must be filed within five days, otherwise telegraphers will lose their right to them. Hearing on investigations and on appeal will be given within fifteen days when practicable. In case telegraphers are found to be not guilty of the offense charged, they will be reinstated and paid for time lost.

Article 3. Telegraphers discharged or leaving the service of the company of their own accord will upon request be given a service letter stating cause of leaving.

Article 4. Telegraphers securing employment with the company will be required to submit for investigation service records, letters of recommendation and such other papers bearing on the subject as they may have, together with copies of same, and within sixty days after date of their employment the company will return to them the original documents upon application, retaining the copies.

Article 5. Telegraphers will be permitted to receive commissions from express company as heretofore.

Article 6. Telegraphers will be considered in line for promotion, advancement depending upon faithful discharge of duty and capacity for increased responsibility. Merit and competency being sufficient, seniority will govern, the superintendent to be the judge as to merit and competency.

Article 7. Telegraphers will be considered in line for promotion to agencies at Hampton, Ackley, Eldora, Pickering, Grinnell, New Sharon, Given, Albia, Centerville, Hedrik and Newton.

Article 8. A seniority list of telegraphers will be kept in the superintendent's office, which will be available for examination during proper business hours by employees interested.

Article 9. Telegraphers found to be incompetent for positions to which promoted will be placed on extra list, but will not forfeit seniority rights.

Article 10. When necessary to reduce force, conspicuously incompetent men having been discharged, the men most recently employed will be laid off or dismissed, as the case may be.

Article 11. When force is increased preference will be given to telegraphers laid off on account of decrease in business if immediately available, and when so re-employed within three months they will retain their former seniority rights.

Article 12. When a vacancy occurs or a new position is created, telegraph notice of same will be given, together with location and rate of pay. Telegraphers failing to make application for such positions within ten days will lose their rights to them.

Article 13. A seniority list will be furnished the chairman of the telegraphers' committee in January of each year.

Article 14. Seniority will be effective only when vacancies occur or when new positions are created. Existing rights will not be disturbed.

Article 15. Telegraphers not desiring to accept promotion when offered will not lose right to vacancies occurring thereafter.

Article 16. At offices where only one telegrapher or combined telegrapher and agent is employed, twelve consecutive hours, including meal hour, will constitute a day. The



twelve hours to be between 5 A. M. and 10 P. M. for day men, and between 5 P. M. and 10 A. M. for night men, and will be regulated by the superintendent so as to best meet the demands of the service.

Article 17. At stations where a day and a night telegrapher are employed, twelve consecutive hours will constitute a day's work, and they will relieve each other, making the hours to suit their own convenience, subject to the approval of the superintendent.

Article 18. At Okaloosa the office hours of one of the day telegraphers will be from 7 A. M. to 6 P. M., the other from 8 A. M. to 7 P. M., and the night telegrapher and ticket clerk from 7 P. M. to 7 A. M., including meal hour.

Article 19. Telegraphers required to remain on duty after their regular hours by order of the chief dispatcher or other proper officer, will be paid over time at rate of five cents for each fifteen minutes. No fraction of fifteen minutes to be counted.

Article 20. Telegraphers called to meet trains between 5 A. M. and time set for their day's work to commence, or until 10 P. M., after their day's work is done, will be paid twenty cents for such service, remaining on duty one hour if necessary, and if detained over one hour will receive five cents for each fifteen minutes. No fraction of fifteen minutes to be counted.

Article 21. Telegraphers called to come on duty between 10 P. M. and 5 A. M. will be paid forty cents for the call, including the first hour, and overtime for all succeeding hours, at rate of five cents for each fifteen minutes. No fraction of fifteen minutes to be counted.

Article 22. On branch lines twelve hours will constitute a day, which may be divided into two tricks of not more than four hours apart. Telegraphers on the branch lines will be relieved from Sunday work, except to attend such trains as it may be necessary to run or in case of accidents, washouts, slides and snow blockades.

Article 23. Overtime will not be allowed unless same is reported to the chief dispatcher within forty-eight hours after the service has been performed on blanks to be furnished by the company for that purpose. Telegraphers will be notified promptly when overtime claimed is not allowed and reason for disallowance given.

Article 24. Telegraphers will be excused from duty on Sundays as far as practicable without reduction of pay.

Article 25. At stations where warehousemen or helpers are employed they will be required to care for switch lights. At stations where telegraphers are required to care for switch lights they will be paid \$2.00 per month for four lights or less and fifty cents for each additional lamp. This does not apply to train order signals, platform lamps or signal lamps connected with interlocking plants.

Article 26. Telegraphers at stations will be under the immediate control of the agents and perform such duties pertaining to the station to which they are assigned as may be required of them by the agent.

Article 27. After sixteen hours continuous service telegraphers will, upon request, be allowed eight hours off duty except in cases of emergency.

Article 28. When telegraphers are transferred by direction of proper official of the company they will receive free transportation for themselves, dependent members of their families and household goods, and suffer no loss of pay. When transferred on their own request, or by reason of promotion on account of seniority rights they will not be paid for time loss in transferring.

Article 29. Telegraphers ordered to attend court or other business of the company will be paid their regular wages. If away from home station they will be allowed necessary expenses; the company being entitled to their mileage and witness fees.

Article 30. Telegraphers performing duties at wrecks, washouts, or other emergency offices will be paid \$2.50 per day.

Article 31. When practicable telegraphers will be allowed one hour for meals between the fourth and seventh hours on duty. When forty-five minutes can not be allowed between these hours for a meal, twenty minutes will be allowed for lunch and one hour's overtime paid for.

Article 32. Relief telegraphers will be paid the wages of the telegraphers they relieve.

Article 33. If for any reason a station named in this schedule becomes a non-telegraph station, the provisions will no longer apply at that point.

Article 34. When additional telegraph positions are created the compensation will be fixed in conformity with positions of similar class provided for in this schedule.

Article 35. All questions arising under this schedule will be submitted to the general superintendent for ruling. If ruling is not satisfactory appeal may be made to the general manager.

## Article 36.

## RATES OF PAY.

Station.	Occupation.	Salary.
Macon City	Day telegrapher and clerk	\$0 00
Macon City	Night telegrapher and clerk	40 00
Rockwell	Agent and telegrapher	50 00
Shelbield	Agent and telegrapher	45 00
Chapin	Agent and telegrapher	40 00
Hampton	Day telegrapher and clerk	50 00
Hampton	Night telegrapher and clerk	40 00
Geneva	Agent and telegrapher	45 00
Faulkner	Agent and telegrapher	45 00
Achley	Day telegrapher and clerk	50 00
Achley	Night telegrapher and clerk	40 00
Abbott Crossing	Agent and telegrapher	45 00
Abbott	Agent and telegrapher	40 00
Steamboat Rock	Agent and telegrapher	45 00
Eldora	Day telegrapher and clerk	45 00
Eldora	Night telegrapher and clerk	40 00
Union	Agent and telegrapher	45 00
Liscomb	Agent and telegrapher	40 00
Albion	Agent and telegrapher	40 00
Marshalltown	Day telegrapher and clerk	50 00
Marshalltown	Night telegrapher and clerk	40 00
Dillon	Agent and telegrapher	40 00
Pickering	Agent and telegrapher	45 00
Pickering	Night telegrapher and clerk	40 00
Gilman	Agent and telegrapher	50 00
Newburg	Agent and telegrapher	45 00
Grinnell	Day telegrapher and clerk	50 00
Grinnell	Night telegrapher and clerk	40 00
Sharon	Agent and telegrapher	45 00
New Sharon	Day telegrapher and clerk	45 00
New Sharon	Night telegrapher and clerk	40 00
Lacey	Agent and telegrapher	45 00
Okaloosa	Day telegrapher and clerk	40 00
Okaloosa	Night telegrapher and clerk	35 00
Okaloosa	Day telegrapher and clerk	40 00
Givin	Agent and telegrapher	45 00
Eddyville	Agent and telegrapher	30 00
Albia	Day telegrapher and clerk	50 00
Albia	Night telegrapher and clerk	40 00
Wright	Agent and telegrapher	40 00
Fremont	Agent and telegrapher	40 00
Hodrick	Day telegrapher and clerk	45 00
Hodrick	Night telegrapher and clerk	40 00
Martinsburg	Agent and telegrapher	40 00
Ollie	Agent and telegrapher	45 00
Richland	Agent and telegrapher	45 00
Brighton	Agent and telegrapher	50 00
Brighton	Night telegrapher and clerk	40 00
Wayland	Agent and telegrapher	45 00
Olds	Agent and telegrapher	45 00
Winfield	Agent and telegrapher	40 00
Marsh	Agent and telegrapher	40 00
Morristown	Agent and telegrapher	50 00
Newport	Agent and telegrapher	45 00
Elrick	Agent and telegrapher	45 00
Elrick	Night telegrapher and clerk	40 00
Oakville	Agent and telegrapher	45 00
K-ithsburg	Agent and telegrapher	40 00
Seaton	Agent and telegrapher	45 00
Little York	Agent and telegrapher	50 00
Eleanor	Agent and telegrapher	40 00
Monmouth	Day telegrapher and clerk	45 00
Monmouth	Night telegrapher and clerk	40 00
Monmouth Yard	Day telegrapher and clerk	50 00
Monmouth Yard	Night telegrapher and clerk	40 00
Phelps	Agent and telegrapher	45 00
Berwick	Agent and telegrapher	45 00
Abundant	Agent and telegrapher	40 00
Hermant	Agent and telegrapher	40 00
London Mills	Agent and telegrapher	40 00
Hastate	Agent and telegrapher	45 00
Madison Grove	Agent and telegrapher	45 00
Farmington	Agent and telegrapher	40 00
Cramers	Agent and telegrapher	40 00
Trivoli	Agent and telegrapher	40 00



## RATES OF PAY—CONTINUED.

Station.	Occupation.	Salary.
Eden	Agent and telegrapher	42
Edmund	Agent and telegrapher	50
Edwards	Agent and telegrapher	40
Enola	ay telegrapher and clerk	40
Maravia	Agent and telegrapher	35
Centerville	Telegrapher and clerk	35
St. Bonedict	Agent and telegrapher	55
Corwith	Agent and telegrapher	55
Edwards	Agent and telegrapher	50
Belmond	Agent and telegrapher	40
Alvira-der	Agent and telegrapher	40
Ladino	Agent and telegrapher	35
Bromley	Agent and telegrapher	35
Clemens Grove	Agent and telegrapher	40
Alvira	Agent and telegrapher	40
Zaring	Agent and telegrapher	40
McCallsburg	Agent and telegrapher	35
London	Agent and telegrapher	40
Story City	Agent and telegrapher	40
Laurel	Agent and telegrapher	35
Yale	Agent and telegrapher	40
Base Center	Agent and telegrapher	40
M. steams	Agent and telegrapher	35
Painter	Agent and telegrapher	45
Lynnville	Agent and telegrapher	35
Bully	Agent and telegrapher	35
Kilbuck	Agent and telegrapher	35
Newton	Telegrapher and clerk	45

## CHICAGO, BURLINGTON &amp; QUINCY RAILROAD.

RULES AND RATES OF PAY FOR TRAINMEN AND YARDMEN AS REVISED AND  
MADE EFFECTIVE JULY 1, 1908.

GENERAL RULES.

1. The rules and practices set out in this schedule shall apply to all roads now owned, operated or leased by the Chicago, Burlington & Quincy Railway Company; and the rules, rates and practice set out in the schedule of 1892, with subsequent interpretations and amendments, are cancelled and superseded by this schedule.

No rate, rule or part of a rule in this schedule, will be eliminated, annulled or changed without the approval of the general manager.

When differences as to the schedule and the practice under it arise, it is deemed best for the men and the local officers to confer individually, and in a fair spirit dispose of the matters; if, however, employees desire to present their views to any officer of the company by means of a committee, selected from men in the employment of the company, service on such committee will not prejudice the standing of any employee.

2. Promotions will be governed by seniority, character, ability, and merit. Other things being equal, the tradesmen or yardmen longest in his branch of the service on the division where employed shall have preference to the rank next above, provided, however, that the superintendent shall be the judge as to qualifications for advancement.

When a trainman or yardman is changed from train or yard service by direction of the company he shall retain his rights in the branch of the service from which transferred, provided the period of transfer is not in excess of one year. Should he elect to remain permanently in the branch of the service to which changed, he shall take rank in such service from the date of transfer.

In cases where crews run over two or more divisions, the assignment of trainmen will be made by the superintendents on the several divisions with the approval of the general superintendent.

3. In case of suspension or discharge of any employee, he may, if he desires have a thorough investigation by the proper officers. Such desire shall be signified in writing within ten days of the date of suspension or discharge, and the investigation shall be begun as soon as possible, but within ten days of date of such notice, and proceed with as little interruption as may be until completed. The employee shall have full opportunity to present his case and offer testimony, and may be accompanied by a fellow employee. If the suspension or dismissal shall be found to have been without just cause, the employee shall be reinstated and paid for the time lost.

4. When trainmen or yardmen who have been in the service three months or more leave the service, they shall, if they so desire, be furnished a letter stating time and kind of service and whether leaving on account of resignation or dismissal.

5. Trainmen living within reasonable limits (to be fixed by the superintendent) will be called within a reasonable time of the departure of their trains, except in case of emergency.

The above does not apply to men assigned to regular trains which leave during the daytime or to unimportant division or terminal points where trains are due to leave between the hours of 6 A. M. and 10 P. M.

Callers will be provided with a book in which shall be entered the leaving time of the trains. Men who are so called shall register their names with the time they are called.

6. In case a trainman has been called and afterwards is notified he is not wanted, a minimum of 2½ hours' time will be allowed, and he will not lose his turn out.

7. If a (rip) report is incorrect, the employee making it out will be notified and time slip returned for correction.

8. Trainmen or yardmen attending court or inquests under instructions from the company will be paid full time for time lost, and living expenses if away from home; if no time is lost, actual time at their overtime rates will be allowed while so engaged; the company to receive the witness fees.

9. Trialmen or yardmen attending company investigations will be paid full rates for time lost when not found at fault.

10. Employees will not be required to pay fines on account of breakage.

11. Trainmen and yardmen having been over sixteen hours on continuous duty will, after arrival at terminals, be entitled to eight hours' rest without prejudice, except when necessary to avoid delay to live stock or perishable freight.

13. Unless otherwise specified, where compensation is by the hour the rate will be 34.5 cent- and 23 cents for conductors and brakemen, respectively.

14. Hourly payments will cover delay at terminals, overtime between terminals, construction work by other than regular work trains, work at wrecks, work with snow plow, switching at terminals, when allowed; coaling engines by hand, and such other work as may be arranged. Allowances made under this rule will be deducted from overtime to avoid duplicate payments.

Hourly payments will be computed to the nearest quarter hour as follows:

5 minutes pays nothing.			
10 minutes pays	} 15 minutes.	40 minutes pays	} 45 minutes.
15 minutes pays		45 minutes pays	
20 minutes pays		50 minutes pays	
25 minutes pays		55 minutes pays	
30 minutes pays	} 30 minutes.	1 hour pays	} 1 hour.
35 minutes pays		1 hour and 5 minutes pays	

15. Terminals are the points where runs begin or end. The turning point on a turn-around run shall be considered as an intermediate point on a continuous run.

16. Conductors for the first ninety days after the date of their promotion, and brakemen during the first ninety days of their employment as such, or until they have made at least 6,000 miles, will be paid 10 per cent less than the established rates.

17. When it becomes necessary to employ additional men, superintendents will at their discretion, and so far as practicable, employ men from other divisions of the system who are satisfactory and have a good record.

When a trainman or yardman leaves one division of his own accord to work on another division he shall be considered as a new employe, except as to the period of apprenticeship. If temporarily transferred by order of the company the same rights possessed on the first division shall be maintained on his return to the same.

18. A day is the twenty-four hours from midnight to midnight, and all trips will be credited to the day on which they begin.



## PASSENGER SERVICE.

19. A passenger trainman making an extra trip will be paid on the basis of the rate fixed for the service performed.

20. Freight crews making extra trips in passenger service will be paid on the basis of through freight rates. This will not apply in the case of a freight trainman relieving a regular passenger trainman.

21. Crews running pay trains, officers' specials or inspection trains will be paid at the rate of 5.5 cents per mile for conductors and 1.95 cents per mile for brakemen, with a minimum of \$3.90 and \$2.34 per day for conductors and brakemen, respectively. If crews are held in or laid off for a day, they shall be paid at the minimum rate given above; living expenses will be borne by the company when away from home.

22. A passenger crew delayed over two hours at any point during a trip will be paid full time, except when the delay is occasioned by obstruction or impairment of the track, then half time will be paid at overtime rates.

23. When required for duty more than one hour before schedule leaving time or more than thirty minutes after arrival at a terminal, a passenger trainman will be paid overtime rates for full time held, less thirty minutes.

24. A conductor assigned to a regular passenger run will not be used in freight or work train service unless in case of necessity.

## THROUGH FREIGHT SERVICE

25. Conductors will be paid \$3.45 cents per mile and brakemen 2.5 cents per mile.

26. Single or turn-around trips of fifty miles or less will be counted fifty miles, except when crew is ordered for and immediately makes another trip in the same day, both aggregating one hundred miles or more; then actual miles will be allowed; if only fifty is made the crew shall stand first out.

27. Single or turn-around trips of over fifty miles and less than one hundred miles will be counted one hundred miles, except when the crew is ordered for and immediately makes another trip in the same day in their turn, both aggregating one hundred miles or more, then actual mileage will be allowed.

28. Overtime will be paid for all time used to complete a trip in excess of a rate of speed of 10 miles per hour, when the excess is over 30 minutes, time to be computed from the time crew was ordered to leave initial terminal until relieved at destination.

29. Crews delayed one hour or more in starting from or after arriving at a terminal will be paid for the full delay.

30. When ordered to do construction work in course of a trip, full time will be paid by the hour for such work.

31. A crew making a trip to do construction work will be paid actual mileage to and from the place of work and by the hour while at work.

32. A crew ordered for construction work will be paid by the hour during the continuance of the work, with a minimum of five hours, except when a crew is ordered for and immediately makes another trip in the same day, both aggregating a day's pay, in which case actual time and mileage will be allowed, and the crew will take its turn. If less than a day's pay is made, the crew shall stand first out.

33. In wrecking service, crews will be paid the actual mileage going to and from the wreck, and by the hour while engaged at wreck.

34. A crew running a snow plow will be paid actual mileage, with a minimum for a day's work of \$5.45 and \$2.30 for conductor and brakemen, respectively.

Full time will be paid for time spent in shoveling, trucking and clearing away snow in instances where the work may be properly called stationary and such as to prevent mileage from being made.

35. Pool crews will be run first in and first out when practicable.

36. When traffic becomes so light that reasonable monthly wages can not be made, the number of crews will be reduced. Other things being equal, the men youngest in point of service will be laid off, the superintendent to be the judge as to qualifications.

It is the intention to so apportion pool crews that they may make not less than approximately 3,000 miles per month.

37. A crew required to do switching or other work at terminals will be paid full time, providing the time exceeds 30 minutes, except when pay is arranged to include such service.

38a. Crews running to Union Stock Yards at Chicago will be paid \$7½ cents for conductor and 6½ cents for brakemen per trip, and full time over 2½ hours, provided the trip consumes 3 hours. Time to be computed from the time train leaves Rockwell street to the time way car is put on way car track.

## REGULAR WORK TRAINS.

39. Conductors and brakemen will be paid \$105.50 and \$80.00 per month respectively, twelve hours or less to constitute a day's work; calendar working days to be considered a month. Where conductor acts as foreman or operator, or both, or brakemen acts as operator, \$15.00 per month extra will be allowed. All time over twelve hours to be paid at work train rates. A crew assigned to construction work for more than one day shall be considered a regular work train crew.

40. When a work train crew makes a run before beginning a day's work, or after a day's work is over, they will be paid actual overtime for such a run at work train rates.

If used to pick up or haul other than company freight or work train cars, they will be paid for the actual mileage at through freight rates.

41. When held over at home division points no pay will be allowed; when held away from such division points they will be paid regular work train rates.

42. Crews in work train service will be paid for the following holidays: viz.: Fourth of July, Thanksgiving, Christmas and New Year's.

It is not the intention ordinarily to have crews work on the above days or Sundays, but when called on to do so they will be paid extra at work train rates.

## WAY FREIGHT RUNS.

43. Way freight crews will be paid full overtime, including terminal delays, when schedule time is exceeded one hour. When the schedule time of a way freight train is changed the pay will be readjusted on a fair basis.

44. When ordered to do construction work in course of trip, full time will be paid by the hour for such work.

45. When way freights are annulled and through freights are required to do way freight work, such as unloading freight at stations and doing station switching either than picking up and setting out cars, they will be paid way freight rates for the whole or that portion of the trip for which the way freight train has been annulled.

## DOUBLING HILLS.

46. The crew of a train doubling a hill will be paid one hour's time for each double. One hour will be paid where trains are ordered to back up to get a start for a hill.

47. A crew uncoupling engine and pushing another train over a hill will be paid for a double. The crew pushed will not be paid for a double.

48. In computing overtime, one hour must be deducted for each double allowed, to prevent duplicate payments.

## DEAD-HEADING.

49. Actual mileage for dead-heading will be paid as follows:

One-half through freight rate on passenger trains.

Full freight rate on freight trains, except that a trainman or yardman dead-heading either to make or return from making a passenger trip will be paid one-half through freight rate, and that a trainman or yardman dead-heading either to make or return from making a freight trip will be paid full through freight rate.

49a. A trainman or yardman dead-heading to or from a trip in piloting, work train service, or yard work, will be paid one-half through freight rate when dead-heading on a passenger train, and through freight rate when dead-heading on a freight train.

50. When necessary to dead-head one or more crews in freight service, the last crew will run the train. The first crew dead-heading will stand first for further duty.



## PILOTING.

51. When a train of another company is detoured over the tracks of this company, a conductor, brakeman or other competent person will, when practicable, act as pilot and be paid a rate of 3.45 cents per mile, with a minimum of 50 miles. When delayed one hour or more before starting or after arrival, full overtime, less 3 minutes, will be paid. The same rates will apply in piloting trains of this company.

## DOUBLE-HEADING.

52. The practice of double-heading freight trains of over thirty (30) cars, exclusive of way cars, will be discontinued, except as follows:

(a) Two engines of Class "A" type may be used on trains on all divisions, with a maximum tonnage of 1,200 tons in one train.

(b) Helping engines may be used to assist trains between the following points:

Wyanet to Neponset.	Burlington to West Burlington.
Aurora to Scraper Works.	Ottumwa to Agency.
Savanna Yard to Daggetts.	Burlington to Latty.
Browning to Baders.	Lacona to Chariton.
Walnut Hill, both ways on Zearing Line.)	Fontanelle to Greenfield.
Daytons Bluff to Minneapolis.	Troy to Whitebreast.
LaSalle to Ticona.	Fort Madison to Sawyer.
Garden Plain Hill, both ways.	Amazonia to Savanna.
Quincy to Kewbank.	Rosedale to Savanna.
East Alton to Brighton.	Conway to Creston.

and all other places where helper engines may now or hereafter be established to take over any single grade the tonnage which any single engine handling the train may bring to the foot of that grade (by the foot of the grade is meant a convenient station near the foot of the grade at which the helper engine may be taken care of).

(c) No double-header will be run except as hereinbefore specified, and under the following conditions: In cases of storms; accidents; to avoid running engines light; moving engines to and from shops, or from one division to another; to expedite stock or perishable freight; but in all cases under this rule the tonnage will not exceed the rating of the largest engine attached.

(d) No way freight trains will be double-headed except where there is but one freight train each way daily, and then only under restrictions hereinbefore stated.

NOTE.—Nothing in the above rules in regard to limiting tonnage or length of train to be handled by double-headers or otherwise shall be construed so as in any way to limit or establish a precedent as to the proper or safe length of train to be handled by one engine.

## ILLINOIS LINES—CHICAGO DIVISION.

## RATES OF PAY FOR PASSENGER RUNS.

Runs.		Con- duc- tors.	Bag- gage- men.	Col- lec- tors.	Brake- men.	Flag- men.	Re- marks.	Joint express and brake- men.
From—	To—	Rate per month.	Rate per month.	Rate per month.	Rate per month.	Rate per month.		
Chicago.	Burlington.....	\$140.00	\$ 73.00	.....	\$ 55.00	\$ 61.50	.....	.....
Chicago.	Burlington (fast mail).....	140.00	.....	.....	67.00	67.00	.....	.....
Chicago.	Quincy.....	140.00	73.00	.....	55.00	61.50	.....	.....
Chicago.	Savanna, 47 and 48.....	135.00	73.00	.....	50.00	61.50	.....	.....
Chicago.	Savanna, 49 and 50.....	135.00	73.00	.....	50.00	61.50	.....	.....
Chicago.	Riverton.....	88.00	.....	\$ 66.00	55.00	.....	a	\$ 63.50
(4 round trips per day, calendar working days per month.)								
Chicago.	Downer's Grove.....	88.00	.....	66.00	55.00	.....	b	63.50
(2 round trips per day, calendar working days per month.)								
Chicago.	Downer's Grove.....	110.00	.....	77.00	60.50	.....	c	71.50
(3 round trips per day, calendar working days per month.)								
Chicago.	Aurora.....	88.00	63.50	66.00	55.00	.....	2 crews	63.50
(2 round trips per month.)								
Chicago.	Aurora.....	110.00	63.50	77.00	60.50	.....	1 crew	71.50
(2 round trips per month.)								
Chicago.	Galeburg (local).....	125.00	67.00	.....	56.00	61.50	.....	.....
Chicago.	Ma dona (local).....	125.00	67.00	.....	56.00	61.50	.....	.....
Chicago.	Shabbona and return.....	125.00	.....	.....	61.50	d \$56.00	.....	.....
(Calendar working days per month.)								
Streator.	Heenanville and return.....	99.50	.....	.....	58.50	.....	.....	.....
(4 round trips per day.)								
Streator.	Zearing and return.....	89.50	.....	.....	58.50	.....	.....	.....
Aurora.	Streator and return.....	101.00	61.50	.....	60.50	.....	.....	.....
Fulton.	Menomona and return.....	101.00	67.00	.....	60.50	.....	.....	.....
Rockford.	Aurora and return.....	130.00	67.00	.....	60.50	.....	.....	.....
Rockford.	Rockford and return.....	90.00	67.00	.....	60.50	.....	.....	.....
(2 round trips per day.)								
Sterling.	Shabbona and return.....	101.00	67.00	.....	60.50	.....	.....	.....

\* NOTE.—Includes amount paid by express company.

† This man also runs on Aurora, Streator, Zearing and return.

a Express pays a proportion of two crews.

b Express pays a proportion of three crews.

c Express pays a proportion of four crews.

d Helper from Aurora.

PROMOTIONS TO SUBURBAN TRAINS.—As vacancies occur in conductorships on suburban trains the said vacancies are to be filled by appointment of men as follows: Three freight conductors, one collector; continuing in that way, all such suburban to be eligible to promotion to through runs. Any vacancy for less than twenty (20) days may be filled at the discretion of the assistant superintendent. If for twenty (20) days or more the vacancy will be filled by the trainman next for promotion.



## ILLINOIS LINES—GALESBURG AND ST. LOUIS DIVISIONS

## RATES OF PAY FOR PASSENGER RUNS.

From—	To—	Conduc-tors.	Bag-gage-men.	Col-lec-tors.	Brake-men.	Flag-men.
		Rate per month.	Rate per month.	Rate per month.	Rate per month.	Rate per month.
Galesburg	Quincy	\$140.00	\$73.00			\$61.50
Galesburg	Quincy		\$73.00			
Galesburg	Peoria and Burlington	123.00	\$73.00		\$61.50	
Galesburg	Peoria and return		\$73.00		60.00	
Galesburg	Burlington via Galva	123.00	\$73.00		60.00	
Peoria	Round trips and return		\$73.00		60.00	
Buda	Rushville and return	123.00	\$73.00		60.00	
St. Louis	Rock Island	134.00	70.00		56.00	61.50
Board-town	Boardtown and return	101.00	\$41.50		56.00	
Rock Island	Savanna and return (night run)	124.00	\$67.00		56.00	
Rock Island	Dubuque and return	123.00	\$67.00		56.00	
Stevins	Barstow and return	103.50	\$7.00			46.00
(2 round trips per day.)						

\* Note—Includes amount paid by express company.

† Express pays \$40.00.

## IOWA LINES.

## RATES OF PAY FOR PASSENGER RUNS.

From—	To—	Conduc-tors.	Bag-gage-men.	Brake-men.	Flag-men.
		Rate per Month.	Rate per Month.	Rate per Month.	Rate per Month.
Burlington	Ottumwa (local)	\$120.00			\$58.00
"	Ottumwa	140.00	\$73.00		61.50
"	Ottumwa (local pool)	129.00	\$73.00	\$50.50	56.00
"	Pacific Junction (through)	140.00	74.00	56.00	61.50
"	Omaha (pool)	140.00	74.00	56.00	61.50
"	U. P. Transfer (fast mail)	140.00			61.50
"	Quincy and return	106.00	\$67.00		
St. Madison	Ottumwa and return	101.00	\$67.00		
Albia	Des Moines and return (daily)	110.00	\$67.00	53.00	
"	Des Moines and return (daily except Sunday)	97.00	\$6.00	56.50	
Chariton	St. Joseph via Bethany (daily)	117.50	\$67.00	56.00	
"	St. Joseph via Grant City	117.50	\$67.00	56.00	
"	Indianola and return (daily except Sunday)		\$67.00		
Oreston	U. P. Transfer	129.00		\$50.00	61.50
"	St. Joseph	112.00	\$67.00	56.00	
Red Oak	Cumberland and return	106.00	\$67.00	\$50.50	
Midway	Carson and return		\$50.00		
Burlington	Oskaloosa, 21 and 22	112.00	\$64.50	69.00	
"	Oskaloosa, 23 and 24	\$110.50		56.00	
Des Moines	Cainville	112.00	\$67.00	53.00	
Van Wert	Des Moines	100.00	56.00	60.50	
Washington	Winfield	\$112.50		69.00	

\* Note—Includes amount paid by express company.

† Conductors' and brakemen's pay is shown on way freight schedule.

‡ When brakeman on No. 3 and No. 12 makes round-trip daily, Oreston to U. P. Transfer, he will receive flagman's pay.

## ILLINOIS LINES.

## RATES OF PAY FOR WAY FREIGHT RUNS.

From—	To—	Conduc-tors.	Brake-men.	Remarks.
		Rate per Month.	Rate per Month.	
Chicago	Aurora and return (through freight one way)	109.00	72.00	
Aurora	Mendota and return	103.50	69.00	
Aurora	Streator	103.50	69.00	
Aurora	Rockford	95.00	69.00	
Aurora	Savanna	103.50	69.00	
Aurora	West Chicago, Batavia and Geneva (three round trips per day)	92.00	57.50	Baggage-man is also brakeman.
Aurora	West Chicago, Batavia and Geneva (four round trips per day)	103.50	69.00	Baggage-man is also brakeman.
Shabbona	Sterling and return	97.50	63.00	Thirty minutes extra allowed making up train.
Rockford	Shabbona and return	92.00	63.00	Thirty minutes extra allowed making up train.
Paw Paw	Streator and return	97.50	63.00	Thirty minutes extra allowed making up train.
Sterling	Barstow and return	103.50	69.00	
Fulton	Mendota via Clinton	97.50	63.00	
Fulton	Streator	103.50	69.00	
Fulton	Mendota via Clinton	97.50	63.00	Pool three crews to run four trains.
Clinton	Rock Island	4 cents per mile	2.8 cents per mile	Via D. R. I. & N. W.
Galesburg	Mendota	103.50	69.00	
Galesburg	Burlington and return	103.50	69.00	
Galesburg	Quincy	103.50	69.00	
Galesburg	Peoria and return	103.50	69.00	Two crews. Pool freight one way.
Buda	Rushville	89.00	57.50	One and one-half hours extra for switching at Rushville.
Galva	Burlington	92.00	63.00	\$45.00 additional allowed for handling baggage.
Quincy	Louisiana and return	97.50	63.00	
Fulton	Savanna	4 cents per mile	2.8 cents per mile	
Boardtown	East St. Louis	109.00	74.50	
Boardtown	Monmouth	97.50	63.00	
Monmouth	Sterling	109.00	74.50	

\* Note—Includes amount paid by express company.



## IOWA LINES.

## RATES OF PAY FOR WAY FREIGHT RUNS.

Runs		Conductors	Brakemen.	Remarks.
From—	To—	Rate per month.	Rate per month.	
Burlington.....	Ottumwa.....	\$ 103.50	\$ 69.00	
Burlington.....	Quincy.....	92.00	63.00	
Fort Madison.....	Ottumwa and return.....	100.50	69.00	
Ottumwa.....	Oreston.....	125.50	84.00	
Albia.....	Des Moines.....	92.00	61.00	Way freight one way including Albia work, three crews.
Albia.....	Des Moines.....	95.00	67.50	Two crew, one train only each way, including Albia work.
Chariton.....	St. Joseph via Grant City.....	3.9 cents per mile on way freight	2.64 cents per mile on way freight	
Chariton.....	St. Joseph via Bethany.....	3.9 cents per mile on way freight	2.64 cents per mile on way freight	
Chariton.....	Indianola and return.....	104.50	69.00	Two round trips rear brakemen. Includes Indianola work.
Chariton.....	Indianola and return.....		51.50	One round trip, head brakeman. Includes Indianola work.
Oreston.....	Pacific Junction.....	105.00	70.00	
Oreston.....	Cumberland and return.....	92.00	60.00	Includes Cumberland work.
Oreston.....	St. Joseph.....	101.00	65.00	
Villisca yard.....	Includes yard and outside work.....	92.00	61.00	Includes trip to Clarinda Sunday.
Red Oak.....	Nebraska City and return.....	103.50	69.00	Two round trips. Includes Griswold work.
Red Oak.....	Griswold.....	80.50	51.50	Includes Sidney, Hastings and Carson work.
Sidney.....	Carson and return.....	92.00	57.50	Two round trips. Pay switching rates per hour for extra service.
Pacific Junction.....	Council Bluffs.....	90.00	57.50	Eligible to promotion if qualified.
Regular Pushing Engines.....		80.50		Flagman, \$68.00.
Burlington.....	Oskaloosa.....	95.00	64.00	
Calmarville.....	Des Moines.....	96.00	62.00	

## NORTHERN DIVISION.

## RATES OF PAY FOR PASSENGER SERVICE.

Runs		Conductors	Baggage-men.	Brakemen.	Flagmen.	Remarks.
From—	To—	Rate per month.	Rate per month.	Rate per month.	Rate per month.	
Minneapolis.....	Savanna.....	\$ 135.00	\$ 73.00	\$ 61.50	\$ 61.50	
St. Paul.....	Pullman Avenue.....	101.00		56.00		Half day allowed extra each Saturday account additional trip.
Winona.....	East Winona.....	85.00		57.50		*Day Crew.
Winona.....	East Winona.....	70.00		57.50		*Night Crew.
Dubuque.....	East Dubuque.....	82.00		57.50		*Day Crew.
Dubuque.....	East Dubuque.....	70.00		57.50		*Night Crew.
Galena.....	Galena Junction.....	85.00		57.50		*Day Crew.
Galena.....	Galena Junction.....	70.00		57.50		*Night Crew.
Rock Island.....	Savanna and return.....	106.00		56.00		
Rock Island.....	Dubuque.....	119.00		59.00		
Dubuque.....	a Crosses.....	129.00		61.50		
Chicago.....	Minneapolis.....					

\*Twelve hours constitute a day's work, time for lunch allowed.

Note—The night brakeman on Galena branch run shall also act as night operator at Galena.

## RATES OF PAY FOR FREIGHT SERVICE.

## Way Freight Runs.

Between.	Conductors	Brakemen.	Remarks.
Dayton's Bluff and Savanna yard.....	6½ cents per mile.	2.6 cents per mile.	Four crews (three brakemen each).
Transfer between Dayton's Bluff and Minneapolis.....	35 cents per hour.	24 cents per hour.	Ten hours one day.
Transfer between Dayton's Bluff and Minneapolis and overtime.....	35 cents per hour.	24 cents per hour.	

Crews delayed one hour in starting from a terminal will be paid for the full delay.

When crews are called at Dayton's Bluff to go to Minneapolis or Minnesota Transfer, such crews shall receive the same pay as the crews actually employed on that part of the road.



## RULES AND RATES OF PAY APPLYING ONLY TO YARDMEN.

1. Yard service will be divided into three groups with rates of pay as shown below.

	Group 1.	Group 2.	Group 3.
	Per Hour.	Per Hour.	Per Hour.
Night foreman.....	\$ .35	\$ .35	\$ .31
Day foreman.....	.31	.30	.29
Night helpers.....	.30	.29	.28
Day helpers.....	.28	.27	.26
Chicago. East St. Louis. Dayton's Bluff (St. Paul).	Aurora. Burlington. Clinton. Creston. Des Moines. Galesburg. Grand Crossing. Moline. Ottumwa. Peoria. Pacific Jet. Quincy. Rock Island. Savanna. Streator.	Boardstown. Chariton. Colchester and Macomb. Pulmon. Kewanee. La Salle and Peru. Ladd. Mendota. Monmouth. Ottawa. Red Oak. Rock Falls. Rockford. Sterling.	

2. Ten hours to constitute a day's work, usually from 7 A. M. to 6 P. M., and from 7 P. M. to 6 A. M., with an hour about noon and midnight for dinner. Overtime to be paid for working the dinner hour or beyond the hour specified and will be computed to the nearest quarter hour as per general rule No. 14.

3. The practice of the company and the rule which will govern ordinarily, unless there is a reason for a special exception, is to employ one foreman and two helpers with a switch engine. Where, for any reason, only one man works with an engine, other than a yardmaster, acting as a foreman, he shall be paid foreman's pay.

4. If a regular yardman, who would otherwise be assigned to a regular crew, temporarily relieves a switch tender, he shall receive yardman's pay.

5. A bulletin or blackboard will be kept in the "Yard Office," upon which assigned crews and extra men will be registered.

6. Where less than 2½ hours is worked before 7 A. M. or after 7 P. M., crews will be paid night rates for night hours and day rates for day hours. Crews working part day and part night where more than 2½ hours of the duty is before 7 A. M. or after 7 P. M., will be paid night rates.

7. Regular yardmen called and afterward notified they are not wanted will be paid for two (2) hours' time. If set to work and worked less than half a day, will be paid half day's time; if set to work and worked more than five (5) hours and less than ten (10) hours, will be paid one day's time.

NOTE.—The above rates of pay are made with the understanding that if, for any reason, applicable to any given place, the rate of pay is changed at that place, such change will not require the company to make a similar change at any other place.

## ILLINOIS CENTRAL RAILROAD COMPANY.

The following schedule of wages and rules of employment for trainmen in passenger and freight service on the Illinois Central R. R.:

Adopted.....	October 1st, 1890
Revised and amended.....	November, 1891
Revised and amended.....	November, 1892
Revised and amended.....	January, 1898
Revised and amended.....	January, 1900
Revised and amended.....	September, 1901
Revised and amended.....	October 1st, 1901
Will be in effect from.....	July 1st, 1903

## 1. RATE OF PAY PASSENGER SERVICE NORTH OF OHIO RIVER.

Class of Train.	Rank.	4,000 miles or Less on Regular Runs per Calendar Month.	Over 4,000 Miles per Calendar Month.
Through.....	Conductors.....	\$ 117.60	\$ 134.40
	Baggagemen.....	61.60	67.20
	Brakemen and flagmen.....	56.00	64.40
	Train porters.....	33.60	39.20
		4,000 Miles or Less on Regular Runs per Calendar Month.	Over 4,000 to 6,000 Miles per Calendar Month.
Local or branch.....	Conductors.....	\$ 106.40	\$ 128.20
	Baggagemen.....	56.00	61.60
	Brakemen and flagmen.....	51.20	56.00
	Train porters.....	33.60	39.20

Baggagemen on through runs exceeding 6,000 miles will be paid \$72.80 per month. Chair and parlor car porters on assigned runs will be paid \$36.20 per month; this allowance to cover all mileage made.

8. For mileage made by passenger crews in excess of 6,000 miles per calendar month, extra compensation will be allowed at the following rates per mile on lines north of the Ohio river:

Through passenger conductors, 2.24 cents; local passenger conductors, 2.13 cents; through baggagemen, 1.45 cents; local baggagemen, 1.12 cents; through brakemen and flagmen, 1.12 cents; local brakemen and flagmen, 1.01 cents; train porters, .67 cents.

On lines south of the Ohio river:

Through passenger conductors, 2.18 cents; local passenger conductors, 2.07 cents; through baggagemen, 1.42 cents; local baggagemen, 1.09 cents; through brakemen and flagmen, 1.09 cents; local brakemen and flagmen, .98 cents; train porters, .65 cents.

4. Passenger crews assigned to regular runs, failing to make full month, will be paid pro rata for service performed.

5. Passenger crews on regular runs doubling to make up time lost by other men, will be allowed the extra mileage so made at the regular rates for such runs, in addition to their regular compensation.

6. When regularly assigned passenger men are called upon to run extra or special passenger trains, they will be paid at the same mileage rate as they would receive on their regular runs for all mileage so made.

7. Freight crews temporarily on regular passenger runs will be paid at the regular rates for such runs.



Freight crews assigned to special passenger trains will be paid at local passenger rates, except where the mileage is 20 miles or less, in which event freight rates will be allowed for mileage so made.

Pay car and special runs will be paid for mileage made at local rate as per Article 8, with a minimum of 20 miles in each 24 hours from commencement of trip. This compensation to cover all service incident to the trip.

8. When through and local passenger runs are pooled, and passenger crews run around in turn, the classification of the pooled runs will be determined by the class of train which contributes the greater portion of the mileage, and all crews will receive alike the rates of pay for that service.

9. Through passenger trains will comprise those runs which have a continuous schedule over more than one division, and change crews at division points. Trains scheduled on one division and run through by the same crew, are local passenger trains.

10. When trainmen desire to lay off, they shall do so at the point designated for the purpose by their train master; otherwise they will pay the mileage of the men sent to take their places where they request to be relieved from duty.

11. It is the intention that no unreasonable service in making extra mileage shall be exacted under this schedule from passenger crews on regular, assigned runs.

### 12. RATE OF PAY FREIGHT SERVICE NORTH OF OHIO RIVER.

Class.	Rank.	Rate.	
		Per Mile.	Overtime.
Irregular freight service .....	Conductors ..	3.45 cents .....	40 miles per hour.
	Brakemen ..	2.30 cents .....	0 miles per hour.
Local freight and mixed trains.	Conductors ..	Per month, \$ 103.50	38 cents per hour.
	Brakemen ..	Per month, 69.40	35 cents per hour.
Work trains .....	Conductors ..	Per month, \$ 103.50	34 cents per hour.
	Brakemen ..	Per month, 69.40	28 cents per hour.

14. There shall be two grades of freight conductors and brakemen. For first six months service, ten per cent less than the established rates will be paid. After six months service, full rates as provided in this schedule will be paid; 18,000 miles service to be considered the first six months service.

To freight conductors promoted after January 1, 1886, a refund will, upon application, be made of the ten per cent reduction from full rates on the first six months of service as above, provided they render faithful and efficient service, have clear record, and prove themselves reliable, competent men.

Experienced conductors and brakemen employed from other roads will receive full rates of pay.

15. When a crew is called for a trip of 50 miles or less, 50 miles will be allowed; and when over six hours are consumed in a run, 100 miles will be allowed.

When called for a freight trip of over 50 miles and less than 100 miles, 100 miles will be allowed; and when more than 100 miles, actual mileage will govern.

Overtime on such trips will be allowed when the time consumed on the road, and in switching at terminal and turn-around points, is in excess of ten hours on a run where 100 miles is allowed.

Districts 90 miles or over, and less than 100 miles, will be allowed 100 miles for each single trip over the district. Districts less than 90 miles will be allowed 100 miles unless doubled on the same date, in which case actual mileage will be allowed.

### DURQUE DIVISION.

Waverly Grade.....5 miles.

### OHAMA DIVISION.

Cedar Falls Grade.....10 miles.

Time for the extra mileage will be included when computing overtime for all freight trains except local freight.

18. The actual number of days in any calendar month of eleven hours per day, exclusive of Sundays, will constitute a month's work for that month in local freight or mixed train service. On local freight runs having three regular crews, four single trips per week over the district will constitute full time, eleven hours being allowed for each trip.

Crews assigned to regular freight runs will be paid additional, at established rates, for extra trips made outside of their regular work.

In local freight service the assignment of crews will be as follows:

On main line districts between Chicago and Canton, Miss., three crews with three brakemen each, except on the Jackson District, where, during months of light business, the number of crews may be reduced to two.

Five crews with three brakemen each between Canton, Miss., and Hammond, La. Four brakemen may be assigned to these crews during seasons of heavy business.

Three crews with three brakemen each between Waterloo and Ft. Dodge.

Two crews with three brakemen each—between Freeport and Dubuque, between Dubuque and Waterloo, between Ft. Dodge and Cherokee, between Cherokee and Sioux City, between Cherokee and Sioux Falls, between Memphis and Grenada, between Jackson, Miss., and Gwin.

Nine crews with three brakemen each—between Louisville and Memphis.

Six crews with three brakemen each—between Peoria and Evansville.

On local freight runs not specified, the superintendent will arrange the assignment of men and crews as is consistent with the requirements of the service and the business.

Local freight crews will not have their pay reduced on account of national holidays in case their trains do not run, but will be subject to assignment to other runs, in which case they will be paid their regular rates, unless the mileage rate is in excess thereof, when the mileage rate will apply.

19. The practice of double-heading freight trains of over thirty (30) cars, exclusive of caboose, will be discontinued as follows:

In cases of storms, wrecks, engine failures, or to avoid running light engines to or from shops, or from one portion of the road to another, or in snow service, or to expedite the movement of stock or perishable freight, and in all cases under this rule the tonnage will not exceed the tonnage of the largest engine attached.

20. Pusher or helper engines will only be used in conformity with present practice, viz: to assist trains over ruling grades. Their use will not be allowed in any way to nullify above ruling in regard to use of double-heads.

21. The actual number of days in any calendar month of twelve hours per day, exclusive of Sundays, will constitute a month's work for that month in work train service.

When a crew is called for work train service, one-half day will be allowed when on duty six hours or less; if over six hours, a full day will be allowed.

If the miles run in any one trip, computed at regular freight allowance, exceed the allowance by hours, mileage rates will be paid.

Combination work and revenue freight train service will be paid through freight rates and overtime, as per Article 22.

Conductors' wheel report, form 507, defines what constitutes revenue freight train service.

No deduction will be made from the pay of work train crews by reason of their not working when ready for duty, and not assigned to other duties or relieved at terminals.

22. Overtime will be allowed as follows:

Crews in irregular freight service, on runs not otherwise specified, for time on duty in excess of one hour for each ten miles run.

On local freight or mixed runs,—after eleven hours continuous service.

On local freight turn-around trips, where the time consumed on the road and in switching at turn-around points, exceeds eleven hours.

In work train service,—after twelve hours on duty.

In computing overtime, any fraction of an hour, thirty minutes or less, will not be counted; over thirty minutes will be called an hour.

23. For light runs (engine and caboose) full mileage will be allowed.



24. Crews dead-heading under orders will be paid full rates for the service on account of which they are dead-headed.

25. Crews required to do union stock yard work at Chicago will be allowed ten miles per hour for time so consumed, in their regular trip mileage.

26. Trainmen temporarily assigned to yard service will be allowed their schedule rates of pay while so employed, unless the yard rates should be higher, in which case they will be paid yard rates.

27. It is the intention to run crews not assigned to regular runs first in first out, but the right is reserved to depart from this rule when the interests of the company require it.

28. On main line divisions trainmen not regularly assigned runs, and living within one mile of the yard office, will be called as nearly as practicable one hour before the leaving time of their train. Men on regularly assigned runs will be called between the hours of 7:00 P. M. and 7:30 A. M.

The working time of trainmen will begin at the time set for the departure of their train, except when crews assigned to regular runs are notified at least one hour before leaving time of their train, of the time at which they are required to report for duty. The time of freight crews will continue until relieved from duty at the end of their run.

29. When time is not allowed as per trainmen's time slip, it shall be returned to them at once with reasons for not allowing same.

30. Pilots on main line districts will be paid conductor's rates. On branch lines when conductors are not available, pilots will be paid according to the class of service from which they are selected.

31. When freight crews are called and report for duty, and the train is annulled, they shall be paid at overtime rates from the time called for each hour so held on duty, will stand first out, and in no case will less than two hours be allowed.

32. Trainmen attending court at request of company, if on assigned runs, shall be allowed full time, and when in irregular service, 100 miles per day until ordered to resume work in the department in which they are employed, with the necessary expenses while away from home, same not to exceed \$7.00 per day.

33. Trainmen will be allowed ten hours rest at terminals after sixteen hours continuous service, unless they go out voluntarily.

34. The right to regular runs and to promotion will be governed by merit, ability and seniority. Everything being equal, the men longest in continuous service will have preference, the superintendent to be the judge as to qualifications. Nothing in this article shall be construed as preventing the company from employing experienced men from other roads, when the good of the service requires it.

35. In the event of there being a surplus of crews, and it becomes necessary to reduce their number, the oldest men shall have preference in employment, except where in the judgment of the superintendent, for good reasons, which will be made known upon application, younger men in the service are considered more reliable and efficient, it being the intention to retain the most capable men in the service.

Conductors retired by reason of a reduction of crews shall have preference in employment as brakemen.

36. So far as consistent with the interests of the company, the number of crews will be kept down to correspond with the business, so that crews in regular freight service may make 3,000 miles per month.

37. Trainmen will not be dismissed or suspended from the company's service without just cause. In case of suspension or dismissal, if the employee thinks his sentence unjust, he shall have the right within ten days to refer his case, by written statement, to the superintendent.

Within ten days from receipt of this notice, his case shall have thorough investigation by the superintendent, at which he shall be present. In case he shall not be satisfied with the result of said investigation, he shall have the right to appeal to the assistant general superintendent and from him to the general superintendent of transportation and to the general manager. In case the suspension or dismissal is found to be unjust, he shall be reinstated and paid for time lost. The result of the investigation shall be made known within ten days.

38. It is hereby understood to be the duty of conductors to promptly file charges, in writing, to their superior officer, against any unreliable or unsafe brakeman who may have been assigned to them; and in the interest of retaining in the service the best men,

it shall be the duty of such superior officer to promptly investigate, and if the charges preferred are found correct, such brakemen are not to be transferred to another crew, but promptly dismissed.

39. Any grievance which may exist and is not rectified, shall be presented in writing to the superintendent within thirty (30) days of its occurrence, to the end that proper action towards its abatement may be taken without unnecessary delay.

40. When changes of districts are made, or a change of runs is required, or where a trainman is ordered to move, free transportation will be granted for himself, family and household goods.

41. All schedules, rules and regulations in conflict with these now adopted are void. This agreement shall remain in effect until revised or abrogated, of which intention thirty days' written notice shall be given.

Approved:

General Superintendent of Transportation.

General Manager.

Second Vice-President.

Accepted for conductors:

Chairman General Com.

Chairman General Com.

Secretary General Com.

Secretary General Com.

Accepted for trainmen:



## IOWA MANUFACTURES.

The following statistics of Iowa manufactures are from advance sheets furnished by the Census Bureau of the Department of Commerce and Labor, and embrace summaries by specified industries and summaries of wages and wage earners by specified industries in 1905.

Comparative summaries for 1905 and 1900 for eight of the larger cities of Iowa are shown. Following that is a comparative summary for 1905 and 1900 showing nine of the important manufacturing cities of the State, ranging in population from 8,000 to 20,000, concluding with a comparative summary for 1905 and 1900 of ten selected industries which may be properly considered as representative of the diversified manufacturing of the State.

These statistics include all establishments engaged in manufacturing where the value of products for the year amounted to \$500. Reports were not secured from small establishments in which the manufacturing was incidental to a mercantile or other industry nor in which the employers were not engaged exclusively in manufacturing as distinct from other business.

\* The census of 1900 shows 14,819 establishments in Iowa, which includes all establishments engaged in manufacturing in any manner whatever, while the inquiry of 1905 showing 4,788 establishments was restricted by an act of Congress to exclusively manufacturing establishments having an annual output as stated above. The inquiry of 1900 shows the total capital invested in the 14,819 establishments to be

\* NOTE—The reason as stated by the Director of the Census for excluding from the canvass small establishments, known as neighborhood industries and hand trades, such as building trades, cobbling, blacksmithing and custom grist and saw mills, is that the statistics for these mechanical trades have been a confusing element in the census of manufactures and their omission confines the data to a presentation of the magnitude and growth of the manufacturing industry of the country.

Chief of Division of Manufactures, of Census Bureau, says: "These figures taken from advance sheets are subject to some slight corrections due to the receipt of delayed schedules, but are substantially correct."



\$102,733,103, while the total capital invested in the 4,788 establishments reporting in 1905 was \$111,444,929, or an increase of \$8,711,826 for the 4,788 establishments canvassed in 1905 over the 14,819 reported in 1900.

The inquiry of 1900 shows the total average number of wage earners in the 14,819 establishments to be 58,553, and the inquiry of 1905 shows the total average number of wage earners in the 4,788 establishments to be 49,481.

The total wages reported in 1900 for the 14,819 establishments was \$23,931,680 and in 1905 the total wages for the 4,788 establishments was \$22,997,053.

The average number of men over sixteen years employed in 14,819 establishments in 1900 was 48,417, and in 1905 there were employed in 4,788 establishments 41,082 men over sixteen years.

The average number of women over sixteen years employed in 14,819 establishments in 1900 was 8,248, and in 1905 7,314 women over sixteen years were employed in 4,788 establishments.

The average number of children under sixteen years employed in 14,819 establishments in 1900 was 1,888, and in 1905, 1,085 children were reported as the number employed in 4,788 establishments.

In addition to and following the data enumerated above will be found an analysis by this bureau of the total figures on the manufactures of the State as furnished by the Census Bureau. The purpose of such analysis is to show the growth, stability and profitable possibilities of each locality and industry, and to encourage the expansion of manufacturing.

Exhibit 1. Is an analysis of the total figures of eight of the leading cities in Iowa in the manufacturing industry taken in 1905, as follows: Burlington, Cedar Rapids, Clinton, Council Bluffs, Davenport, Des Moines, Dubuque and Sioux City.

Exhibit 2. Is an analysis of the total figures taken in 1905 of nine of the important manufacturing cities of the State having a population of from 8,000 to 20,000, as follows: Boone, Fort Dodge, Fort Madison, Keokuk, Marshalltown, Muscatine, Oskaloosa, Ottumwa and Waterloo.

Exhibit 3. Is an analysis of the total figures for ten selected manufacturing industries as follows: Brick and tile, butter, cheese

and condensed milk, buttons, canning and preserving fruits and vegetables, flour and grist mill products, food preparations, foundry and machine shop products, lumber, printing and publishing, and slaughtering and meat packing.

In order to readily comprehend the terms used in the exhibits of this part of the chapter it may be well to state that the total value of lands, buildings, machinery, tools, implements, cash and sundries are included in the term *capital*. Adult males, adult females and children under sixteen are included in the term *wage earners*. The total expenses incurred by rent of works, rent of offices, interest, taxes, and contract work are included in the term *miscellaneous expenses*. The total expense incurred by purchase of raw materials for manufacture, mill supplies, freight, fuel and rent of power and heat are included in the term *cost of material*. Value of product, is understood as the selling price f. o. b., and not the retail value or price to consumers. *Total cost of production* is made plain by the simple form provided by the tables as is the balance or *net profit*.

The percentages of the product are displayed for the purpose of exhibiting the several peculiar features accompanying different industries and have been computed in order to supply a demand frequently made, especially as they apply to the main items of expense, and reward to those who invest or manage and those who co-operate by their labor.



## CENSUS OF MAN

## MANUFACTURES IN IOWA

Industry.	Number of establishments.	Capital.
ALL INDUSTRIES.....	4,788	\$ 111,444,929
Agricultural implements.....	30	\$ 3,319,102
Artificial stone.....	27	176,123
Awnings, tents and sails.....	9	95,774
Bookbinding and blank book making.....	13	48,005
Boots and shoes.....	5	419,280
Boxes, cigar.....	10	85,236
Boxes, fancy and paper.....	7	65,725
Boxes, wooden packing.....	11	263,830
Bread and other bakery products.....	365	1,581,911
Brick and tile.....	362	4,800,594
Brooms and brushes.....	58	193,710
Butter.....	608	2,809,725
Butter, reworking.....	9	416,284
Buttons.....	51	1,178,866
Canning and preserving fruits and vegetables.....	40	1,985,493
Carpets, rag.....	29	89,926
Carriage and wagon materials.....	16	284,297
Carriages and wagons.....	97	3,107,725
Cars and general shop construction and repairs by steam railroad companies.....	40	3,627,832
Cars and general shop construction and repairs by street railroad companies.....	3	192,892
Cheese.....	48	112,367
Cleansing and polishing preparations.....	3	15,196
Clothing, men's.....	18	1,324,852
Clothing, women's.....	9	512,757
Coffee and spice, roasting and grinding.....	8	611,463
Coffins, burial cases, and undertakers' goods.....	6	698,936
Confectionery.....	24	752,374
Cooperage.....	35	519,972
Coppersmithing and sheet iron working.....	30	401,940
Dairymen's, poulterers' and apiarists' supplies.....	9	137,951
Flavoring extracts.....	9	21,014
Flour and grist mill products.....	276	5,216,059
Food preparations.....	21	5,169,086
Foundry and machine shop products.....	182	5,148,600
Fur goods.....	8	114,037
Furnishing goods, men's.....	7	89,009
Furniture.....	35	1,343,095
Gas, illuminating and heating.....	61	8,329,112
Gas machines and meters.....	5	32,505
Gloves and mittens, leather.....	8	479,320
Grease and tallow.....	7	49,019
Gypsum wall plaster.....	7	1,401,100
Hardware.....	8	334,214
Ice, manufactured.....	4	186,824
Jewelry.....	7	70,585
Lime.....	10	169,165
Liquors, malt.....	19	3,085,163
Lumber and timber products.....	49	7,784,079
Lumber, planing mill products, including sash, doors and blinds.....	79	5,474,782

## UFACTURES-1905.

## BY SPECIFIED INDUSTRIES.

Salaried Officials, Clerks, etc.		Wage Earners.		Miscel- laneous ex- penses.	Cost of materials used.	Value of products, including custom work and repairing.
Number.	Salaries.	Average number.	Wages.			
7,124	\$ 5,948,857	49,482	\$ 23,063,373	\$ 11,811,042	\$ 102,871,844	\$ 160,604,161
231	\$ 204,277	1,027	\$ 469,690	\$ 337,149	\$ 1,356,712	\$ 2,692,212
16	10,013	70	34,389	11,368	45,339	130,390
10	6,873	36	13,581	7,232	55,296	103,291
22	27,604	52	23,828	21,020	86,895	140,021
20	18,459	478	185,603	50,135	521,590	853,990
3	2,300	114	34,296	8,881	63,860	145,887
11	9,300	96	20,476	7,575	27,659	75,048
14	18,744	293	110,362	45,932	584,866	842,012
195	134,518	1,060	500,419	345,001	2,063,412	3,610,967
155	145,594	2,632	1,241,596	297,636	838,139	3,361,776
20	16,377	272	89,205	37,908	216,037	400,495
778	135,001	1,122	668,289	354,874	12,688,793	14,708,067
14	15,932	78	45,422	45,965	1,278,892	1,435,326
116	74,685	1,936	653,520	92,530	533,917	1,500,945
82	68,515	1,163	292,512	154,744	1,594,396	2,779,804
19	7,880	158	53,196	24,476	31,431	152,660
22	17,200	196	73,990	19,618	205,040	396,734
175	176,950	1,103	523,016	424,778	1,479,085	2,974,043
409	371,099	6,372	3,859,893	73,245	3,302,944	7,618,721
5	5,340	120	64,073	6,062	74,932	150,407
25	2,073	40	19,606	6,213	233,059	291,199
6	6,590	7	3,630	9,070	3,345	16,500
188	117,925	1,176	335,494	174,122	1,141,714	1,919,557
41	31,094	427	130,514	90,216	432,093	762,230
64	93,096	92	42,155	107,135	1,136,747	1,458,957
30	36,667	221	105,119	74,822	301,992	607,082
106	83,996	688	186,942	141,997	793,637	1,435,406
24	19,431	428	167,987	58,339	690,290	1,014,248
37	28,245	219	127,263	48,070	448,113	761,077
28	22,020	130	66,342	36,179	103,681	281,944
10	6,698	13	3,442	9,541	25,119	61,606
173	135,007	770	399,108	322,960	10,817,008	12,099,493
76	93,985	977	357,242	251,659	5,399,765	6,934,724
410	375,138	2,612	1,368,413	524,849	2,069,736	5,103,676
14	10,992	59	24,793	16,880	97,944	184,175
15	9,766	103	29,724	17,430	156,390	229,018
153	132,411	858	370,217	154,151	802,870	1,077,045
165	139,066	498	253,952	415,846	625,754	1,335,205
8	5,216	17	9,116	9,576	12,893	41,868
47	41,209	263	101,339	133,874	358,244	698,400
6	2,590	17	8,786	6,306	52,834	77,450
25	20,342	318	162,666	61,314	121,405	626,847
24	21,308	228	96,740	25,914	131,437	317,065
6	5,416	20	11,968	12,205	16,214	51,215
1	900	79	54,058	6,630	49,118	141,347
10	6,524	94	47,127	9,534	59,305	143,107
96	151,380	427	239,580	826,801	690,726	2,386,266
105	132,838	1,935	946,865	721,199	2,781,420	5,610,779
279	305,625	2,532	1,240,216	468,712	3,372,909	5,700,206

## MANUFACTURES IN IOWA BY SPECIFIED

Industry.	Number of establishments.	Capital.
Marble and stone work	7	168,179
Mattresses and spring seats	12	90,940
Mineral and soda waters	17	533,092
Models and patterns, not including paper patterns	5	5,055
Monuments and tombstones	29	300,675
Paints	5	50,799
Paper and wood pulp	4	367,915
Patent medicines and compounds	55	1,473,970
Perfumery and cosmetics	4	117,550
Picture, preserves and saddles	14	364,790
Pottery, terra cotta and fire clay products	7	130,510
Printing and publishing, book and job	135	1,287,861
Printing and publishing, newspapers and periodicals	961	8,942,818
Pumps, not including steam pumps	5	670,620
Saddlery and harness	20	807,068
Sausage	8	28,530
Scales and balances	8	49,550
Shipbuilding, wooden, including boat building	9	169,667
Slaughtering and meat packing, wholesale	7	1,108,190
Slaughtering, whole-sale, not including meat packing	6	89,140
Soap	7	477,718
Starch	8	950,002
Steam fitting and heating apparatus	1	58,550
Steam pumps and pumping machinery	8	171,909
Stoves and furnaces, not including gas and oil stoves	11	276,492
Structural iron work	10	749,111
Sugar and molasses, refining	12	42,180
Tinware	3	5,299,448
Tobacco, chewing, smoking and snuff	4	108,841
Tobacco, cigars and cigarettes	440	1,469,923
Tools not elsewhere specified	13	218,996
Trunks and valises	1	88,070
Upholstering materials	9	118,697
Vinegar and cider	4	55,750
Washing machines and clothes wringers	4	372,150
Windmills	5	200,183
Wirework, including wire rope and cable	20	383,215
Wool, tanned and dressed	12	199,840
Woolen goods	10	718,225
All other industries*	88	8,867,716

\* Embraes ammunition, 1; artificial limbs, 2; axle grease, 1; bags, paper, 1; baking materials, 1; boot and shoe findings, 1; brass castings and brass finishing, 1; bronze cast, 1; condensed milk, 1; drugs and preparations, 1; drying and finishing textiles, 1; ing, 1; explosives, 1; fancy articles, not elsewhere specified, 1; fire extinguishers, chemical staining and ornamenting, 1; glucose, 1; hairwork, 1; hand knit goods, 1; hand specified, 1; instruments, professional and scientific, 1; ivory and bone work, 1; lamps and lithographing and engraving, 2; locomotives, 1; looking-glass and picture frames, 2; materials, not specified, 2; musical instruments, organs, 1; oil, linseed, 2; oil, not elsewhere specified, 1; photographic materials, 1; pipes, tobacco, 1; plumbers' supplies, 1; printing and emblems, 1; roofing and roofing materials, 2; shirts, 1; shoe cases, 1; smelting and refining and electrolyzing, 1; surgical appliances, 1; toys and games, 1; typewriters and supplies,

## INDUSTRIES—CONTINUED.

Number.	Salaries.	Wage Earners.		Miscellaneous expenses.	Cost of materials used.	Value of products, including custom work and repairing.
		Average number.	Wages.			
3	2,190	108	68,217	10,154	16,479	130,827
19	11,427	90	34,150	18,818	113,887	251,494
54	42,528	181	90,069	39,067	138,159	877,870
5	5,055	1	1,000	2,000	1,000	2,000
29	300,675	130	88,551	67,739	206,069	883,913
5	50,799	15	12,478	7,949	9,015	90,449
4	367,915	13	11,005	68,114	11,884	130,647
55	1,473,970	135	190,043	89,228	209,740	1,808,972
4	117,550	30	19,193	8,554	51,638	101,070
14	364,790	51	17,257	444	135,171	638,066
7	130,510	7	7,990	78	14,814	38,500
135	1,287,861	757	137,494	848	410,814	550,563
961	8,942,818	883	755,117	3,528	1,667,893	880,629
5	670,620	130	63,173	54,147	164,898	347,598
20	807,068	98	148,237	123,403	729,114	1,284,702
8	28,530	16	4,228	4,601	55,130	78,190
8	49,550	46	21,528	5,840	38,869	100,005
9	169,667	19	12,836	109	37,530	70,428
7	1,108,190	278	290,046	8,455	1,002,151	647,742
6	89,140	32	2,410	32	11,277	11,960
7	477,718	35	42,916	130	130,760	600,970
8	950,002	80	58,250	216	225,884	698,900
1	58,550	15	910	8,433	1,402	9,296
8	171,909	8	20,233	13,181	18,708	37,000
11	276,492	34	25,607	194	71,623	37,118
10	749,111	44	58,300	294	138,946	47,153
12	42,180	4	8,900	8	9,572	58,569
3	5,299,448	11	64,860	416	188,189	60,371
4	108,841	19	8,528	33	8,449	43,786
440	1,469,923	137	117,883	2,040	808,609	556,129
13	218,996	28	19,884	125	67,740	30,740
1	88,070	1	8,000	15	3,100	2,700
9	118,697	10	8,410	32	17,918	30,740
4	55,750	9	10,755	9	6,638	4,616
4	372,150	30	14,152	30	117,142	37,438
5	200,183	24	35,488	67	30,743	100,840
20	383,215	32	39,175	110	55,520	72,009
12	199,840	8	8,014	7	8,014	184,225
10	718,225	17	10,946	948	80,251	30,094
88	8,867,716	245	256,770	1,969	922,515	598,177

and yeast powders, 2; baskets, and rattan and willow ware, 2; bells, 1; billiard tables and ing, 1; cars, steam, railroad, not including operations of railroad companies, 1; charcoal, 1; electrical machinery, apparatus and supplies, 2; electrotyping, 1; engraving and distilling, 2; fax and hemp, dressed, 2; fax, dressed, 2; gas and lamp fixtures, 1; glass, out-stamps, 1; hats, felt, 1; hooley and knit goods, 1; housefurnishing goods, not elsewhere specified, 1; leather goods, 1; leather, tanned, carried and finished, 2; liquors, wines, 1; malt, 1; metal working machinery, 1; molasses and paste, 1; musical instruments and where specified, 1; optical goods, 1; paper goods, not elsewhere specified, 2; paper publishing minus, 2; pulp goods, 1; refrigerators, 2; repairs and society banners and ing, lead, 1; stamped ware, 2; stationary goods, not elsewhere specified, 1; stereotyping; umbrellas and canes, 1; woodenware not elsewhere specified, 1.



## SUMMARY OF WAGE EARNERS AND

	Total.	
	Average number.	Wages.
All industries.....	49,481	\$ 22,997,053
Agricultural implements.....	1,027	469,690
Artificial stone.....	70	34,389
Awnings, tents and sails.....	36	13,581
Book binding and blank book making.....	52	23,823
Boots and shoes.....	475	185,668
Boxes, cigar.....	114	34,296
Boxes, fancy and paper.....	96	20,476
Boxes, wooden packing.....	299	110,362
Bread and other bakery products.....	1,061	500,419
Brick and tile.....	2,633	1,241,596
Brooms and brushes.....	272	89,205
Butter.....	1,121	607,569
Butter, re-working.....	78	45,422
Buttons.....	1,996	653,520
Canning and preserving fruits and vegetables.....	1,163	292,512
Carpets, rag.....	153	58,196
Carriage and wagon materials.....	195	73,990
Carriages and wagons.....	1,103	528,016
Cars and general shop construction and repairs by steam railroad companies.....	6,372	3,859,893
Cars and general shop construction and repairs by street railroad companies.....	120	64,073
Cheese.....	39	19,606
Cleansing and polishing preparations.....	7	3,630
Clothing, men's.....	1,176	335,494
Clothing, women's.....	427	130,544
Coffee and spice, roasting and grinding.....	92	42,155
Coffins, burial cases and undertakers' goods.....	221	105,119
Confectionery.....	688	186,942
Cooperage.....	428	167,987
Coppersmithing and sheet iron working.....	219	127,263
Dairymen's poulterers' and apiarists' supplies.....	130	66,342
Flavoring extracts.....	12	8,442
Flour and grist mill products.....	770	399,108
Food preparations.....	977	337,242
Foundry and machine shop products.....	2,611	1,368,413
Fur goods.....	559	22,793
Furnishing goods, men's.....	103	29,724
Furniture.....	853	370,217
Gas, illuminating and heating.....	498	253,952
Gas machines and meters.....	17	9,116
Gloves and mittens, leather.....	263	101,339
Grease and tallow.....	17	8,786
Gypsum wall plaster.....	313	162,666
Hardware.....	223	96,740
Ice, manufactured.....	20	11,968
Jewelry.....	79	54,053
Lime.....	94	47,127
Liquors, malt.....	427	269,580
Lumber and timber products.....	1,935	946,865
Lumber, planing mill products, including sash, doors and blinds.....	2,582	1,240,216
Marble and stone work.....	106	63,217
Mattresses and spring beds.....	96	34,050
Mineral and soda waters.....	184	95,589

## WAGES BY SPECIFIED INDUSTRIES, 1905.

Men, 16 Years and Over.		Women, 16 Years and Over.		Children, Under 16 Years.	
Average number.	Wages.	Average number.	Wages.	Average number.	Wages.
41,082	\$ 20,963,395	7,314	\$ 1,854,474	1,085	\$ 179,134
1,023	469,204			4	486
70	34,389				
24	10,039	12	3,542		
27	16,247	22	6,892	3	689
250	112,767	200	68,492	28	4,404
37	15,526	71	17,684	6	1,086
16	6,804	79	13,549	1	123
271	105,588			22	4,774
806	445,003	226	50,205	29	5,211
2,591	1,234,940	1	146	41	6,510
182	72,732	70	13,640	20	2,813
1,093	658,983	23	8,011	5	620
75	43,418	3	2,004		
1,277	499,616	629	148,008	30	5,896
667	204,929	388	74,920	108	12,663
113	49,625	42	7,897	3	674
191	72,652	3	913	1	425
1,088	521,965	14	5,213	1	888
6,366	3,857,765	5	2,036	1	92
120	64,073				
38	19,446	1	160		
5	2,880	2	750		
158	76,173	9 9	257,098	19	2,218
71	36,576	356	93,968		
60	33,636	30	6,035	2	484
177	82,040	43	12,806	1	270
252	100,910	427	84,066	9	1,966
422	196,572	2	400	4	1,015
218	127,013			1	250
421	63,647	9	2,895		
5	1,693	7	1,749		
762	395,803	7	3,005	1	300
548	283,513	365	92,470	64	6,256
2,577	1,357,271	19	6,687	15	4,455
26	13,833	33	8,960		
	5,193	90	24,402	1	129
815	358,299	23	6,687	20	5,231
467	251,610	1	342		
17	9,116				
129	69,454	134	41,885		
17	8,786				
318	162,666				
180	84,310	37	10,480	11	1,920
20	11,968				
63	48,238	16	5,820		
94	47,127				
411	265,291	16	4,289		
1,873	938,573	11	2,580	51	10,712
2,463	1,223,432	1	850	118	16,434
	63,217				
73	27,348	16	5,428	7	1,274
176	93,567			8	2,222

## SUMMARY OF WAGE EARNERS AND

	Total.	
	Average number.	Wages.
Models and patterns, not including paper patterns.....	7	8,851
Monuments and tombstones.....	135	88,371
Paints.....	12	7,949
Paper and wood pulp.....	132	66,114
Patent medicines and compounds.....	231	89,228
Perfumery and cosmetics.....	29	9,555
Pickles, preserves and sauces.....	444	125,171
Pottery, terra cotta, and fire clay products.....	78	41,617
Printing and publishing, book and job.....	848	410,514
Printing and publishing newspapers and periodicals.....	3,358	1,567,265
Pumps, not including steam pumps.....	130	60,175
Saddlery and harness.....	358	188,297
Sausage.....	16	8,228
Scales and balancers.....	40	21,288
Ship building, wooden, including boat building.....	169	87,529
Slaughtering and meat packing, wholesale.....	3,045	1,902,191
Slaughtering, wholesale, not including meat packing.....	53	31,277
Soap.....	187	61,789
Starch.....	314	180,294
Steam fittings and heating apparatus.....	14	9,433
Steam pumps and pumping machinery.....	43	20,225
Stoves and furnaces, not including gas and oil stoves.....	124	71,625
Structural iron work.....	294	157,840
Sugar and molasses, refining.....	18	6,975
Tinware.....	416	138,749
Tobacco, chewing, smoking and snuff.....	32	8,449
Tobacco, cigars and cigarettes.....	2,040	838,669
Tools, not elsewhere specified.....	155	67,780
Trunks and valises.....	15	7,516
Upholstering materials.....	32	17,916
Vinegar and cider.....	9	6,635
Washing machines and clothes wringers.....	207	123,688
Windmills.....	57	30,743
Wire work, including wire rope and cable.....	110	55,320
Wood turned and carved.....	89	39,063
Woolen goods.....	246	89,231
All other industries.....	1,969	922,215

## WAGES BY SPECIFIED INDUSTRIES, 1905—CONTINUED.

Men 16 Years and Over.		Women 16 Years and Over.		Children Under 16 Years.	
Average number.	Wages.	Average number.	Wages.	Average number.	Wages.
7	8,851				
135	88,371				
12	7,949				
132	66,114	39	4,228	1	288
231	89,228	128	31,982	1	340
29	9,555	51	8,289	2	880
444	125,171	164	32,969	2	17,798
78	41,617	3	984	2	235
848	410,514	291	244,478	123	138
3,358	1,567,265	893	1,477	1	
130	60,175	6	1,000		
358	188,297	8	29,820		
16	8,228	130	6,900		
40	21,288	30	19,443		
169	87,529	33	25,178		
3,045	1,902,191	23	4,482		
53	31,277	95	188,335		
187	61,789	21	5,000		
314	180,294	9	62,240		
14	9,433	23	7,516		
43	20,225	1	17,916		
124	71,625	9	8,635		
294	157,840	353	120,435		
18	6,975	67	30,743		
416	138,749	109	55,320		
32	8,449	78	39,063		
2,040	838,669	109	89,231		
155	67,780	1,681	841,938		
15	7,516				
32	17,916				
9	6,635				
207	123,688				
57	30,743				
110	55,320				
89	39,063				
246	89,231				
1,969	922,215				



# STATISTICS OF COMPARATIVE

City.	Year.	Number of establishments.	Capital.
The state.....	1905	4,798	\$111,444,929
	1900	4,859	\$7,432,794
Per cent of increase.....		*1.5	27.5
Burlington.....	1905	109	5,030,596
	1900	125	4,992,641
Per cent of increase.....		*12.8	0.8
Cedar Rapids.....	1905	134	8,067,349
	1900	90	6,735,880
Per cent of increase.....		50.0	31.0
Clinton.....	1905	83	4,381,054
	1900	81	4,273,177
Per cent of increase.....		2.5	2.5
Council Bluffs.....	1905	71	1,472,648
	1900	74	960,458
Per cent of increase.....		*4.0	53.5
Davenport.....	1905	174	13,068,504
	1900	163	10,365,475
Per cent of increase.....		6.7	26.8
Des Moines.....	1905	291	9,586,926
	1900	218	7,417,215
Per cent of increase.....		33.5	29.8
Dubuque.....	1905	156	9,487,177
	1900	161	7,734,944
Per cent of increase.....		*3.1	22.2
Sioux City.....	1905	106	5,888,592
	1900	123	5,207,963
Per cent of increase.....		*13.8	12.0

\*Decrease.

## MANUFACTURES—IOWA.

## SUMMARY 1905 AND 1900.

Number.	Salaries.	Wage Earners.		Miscellaneous expenses.	Cost of materials used.	Value of products, including custom work and repairing.
		Average number.	Wages.			
7,134	\$ 5,948,827	40,483	\$ 22,907,778	\$ 11,811,042	\$102,871,844	\$ 180,604,161
5,189	4,232,544	44,106	17,935,974	6,275,100	86,270,842	132,911,007
88.1	60.6	12.2	28.5	88.2	19.2	20.8
328	212,461	2,914	1,417,828	664,069	2,709,011	5,779,337
293	193,482	2,034	784,901	344,854	2,441,716	4,450,380
12.9	61.5	41.9	80.7	92.0	10.8	23.9
431	400,499	3,200	1,464,822	732,516	12,270,506	16,270,706
295	267,913	2,374	956,079	441,421	8,163,535	11,138,438
46.1	52.8	37.3	48.6	63.7	50.4	46.2
238	254,507	2,153	1,043,909	415,871	2,646,045	4,906,555
185	221,072	2,569	908,114	397,511	3,969,984	6,303,816
27.6	16.0	*13.9	9.0	33.5	*32.8	*20.9
108	97,046	1,000	529,994	167,587	690,328	1,924,109
107	90,203	788	385,540	105,947	833,844	1,692,335
*9.7	*9.2	26.9	37.1	56.2	12.9	15.7
533	547,419	3,839	1,755,823	1,180,904	8,888,777	13,606,978
424	430,129	3,403	1,457,162	738,065	6,066,109	9,872,337
25.7	27.3	12.8	20.4	58.6	45.0	38.7
982	985,216	4,155	2,080,309	1,712,854	8,644,967	15,094,028
695	507,696	3,479	1,474,071	713,914	4,138,523	8,406,406
42.1	76.7	19.4	41.0	139.9	108.9	78.2
646	538,080	4,274	1,913,435	1,313,148	4,705,737	9,379,414
561	444,641	4,058	1,675,415	922,362	5,558,194	9,611,247
13.2	21.0	*8.2	14.2	42.4	*12.2	*9.8
373	333,490	2,269	1,263,076	660,961	11,395,969	14,790,731
276	271,436	2,463	1,169,079	569,187	10,129,658	14,237,098
35.1	22.9	*6.7	8.0	16.1	12.6	8.8

## COMPARATIVE SUMMARY FOR CITIES HAVING A

Cities.	Year.	Number of establishments.	Capital.
Boone.....	1905	84	629,131
	1900	52	305,134
Per cent of increase.....		*2.0	115.0
Ft. Dodge.....	1905	42	8,700,631
	1900	30	709,211
Per cent of increase.....		40.0	881.1
Ft. Madison.....	1905	34	1,818,753
	1900	33	1,454,502
Per cent of increase.....		3.0	25.0
Keokuk.....	1905	80	3,148,245
	1900	38	1,955,700
Per cent of increase.....		*2.1	61.0
Marshalltown.....	1905	44	1,440,950
	1900	44	5,639,157
Per cent of increase.....			*74.4
Muscatine.....	1905	107	4,550,502
	1900	105	3,967,438
Per cent of increase.....		1.9	36.2
Oakaloosa.....	1905	47	615,600
	1900	39	404,638
Per cent of increase.....		20.5	52.1
Ottumwa.....	1905	62	4,993,199
	1900	61	3,233,421
Per cent of increase.....		1.6	54.4
Waterloo.....	1905	90	3,852,491
	1900	55	1,181,811
Per cent of increase.....		63.6	1.91

\*Decrease.

## POPULATION OF 8,000 TO 20,000, 1905 AND 1900.

Salaried Officials, Clerks, Etc.		Wage-earners and Wages.		Miscellaneous expenses.	Cost of material used.	Value of pro- ducts includ- ing custom work and repairing.
Number.	Salaries.	Average Number.	Wages.			
63	\$ 98,798	367	\$ 235,491	\$ 70,461	\$ 298,580	\$ 714,288
21	17,410	435	210,530	19,413	318,951	629,598
182.5	122.8	*24.3	8.7	262.9	*4.9	13.5
119	130,699	961	476,398	354,562	1,702,809	3,095,659
79	58,861	390	170,614	26,908	678,974	1,005,834
50.6	108.8	148.4	178.8	887.4	150.7	200.8
100	94,104	1,138	537,601	187,932	1,400,747	2,378,892
73	90,588	856	375,339	86,550	814,806	1,577,852
38.8	8.9	32.9	49.4	82.5	71.9	90.8
168	132,410	1,533	678,649	563,884	2,238,250	4,225,915
328	437,556	1,962	479,671	140,215	1,691,195	3,048,490
*48.8	*64.8	12.6	40.4	302.1	40.4	35.8
154	134,726	888	446,903	185,040	2,140,454	3,090,512
90	69,106	1,112	519,722	168,084	2,796,169	3,956,732
71.1	35.9	*20.1	*14.1	10.0	*29.4	*21.9
167	164,943	2,763	1,114,338	347,828	3,014,773	5,039,540
196	129,875	2,680	900,147	157,158	3,514,994	5,219,787
32.8	37.5	6.7	17.3	121.3	*14.2	*3.4
68	49,165	421	188,118	73,411	321,398	779,894
29	21,996	317	130,945	35,923	222,844	505,914
194.0	123.6	32.8	37.0	104.8	44.1	54.7
223	228,279	2,304	896,332	445,404	8,532,846	10,674,138
127	167,652	1,820	698,725	177,035	6,900,315	8,683,000
22.6	36.1	26.6	28.2	168.1	23.6	19.4
283	243,648	1,674	884,624	347,249	2,740,305	4,693,888
105	76,982	804	379,405	63,373	1,042,790	2,088,222
160.6	216.5	108.2	138.2	448.8	104.7	124.8



## COMPARATIVE SUMMARY OF TEN

Industry.	Year.	Number of establishments.	Capital.
Brick and tile .....	1905	302	\$ 4,800,594
	1900	339	3,076,353
Butter, cheese, and condensed milk.....	1905	667	3,028,629
	1900	907	3,459,017
Buttons .....	1905	81	1,173,896
	1900	53	824,515
Canning and preserving, fruits and vegetables.....	1905	40	1,958,493
	1900	25	1,027,321
Flour and gristmill products.....	1905	276	5,216,069
	1900	309	4,946,914
Food preparations.....	1905	21	5,189,086
	1900	18	2,840,021
Foundry and machine shop products.....	1905	198	5,846,773
	1900	190	3,732,774
Lumber.....	1905	128	13,358,861
	1900	214	12,147,546
Printing and publishing.....	1905	1,696	7,210,316
	1900	1,025	5,679,390
Slaughtering and meat packing, wholesale.....	1905	19	7,397,359
	1900	27	6,351,353

## SELECTED INDUSTRIES, 1905 and 1900.

Salaried Officials, Clerks, Etc.		Wage Earners.		Miscellaneous expenses.	Cost of materials used.	Value of pro- ducts, includ- ing custom work and repairing.
Number.	Salaries.	Average number.	Wages.			
155 94	145,564 65,098	2,632 1,999	\$ 1,241,590 788,890	\$ 397,030 118,897	\$ 838,189 400,813	\$ 8,361,770 1,976,829
896 419	142,779 81,435	1,180 1,133	695,367 359,653	993,407 153,990	12,976,774 18,361,583	13,138,027 15,846,077
116 42	74,665 28,306	1,306 1,402	653,330 456,096	92,530 37,252	535,917 196,843	1,300,645 866,438
82 46	68,585 27,308	1,163 699	322,312 184,710	154,744 62,185	1,304,350 767,231	2,779,804 1,339,938
173 172	135,007 133,995	779 942	366,108 424,097	322,950 244,306	10,517,008 8,978,532	12,099,493 11,012,008
76 83	98,985 69,970	977 734	337,242 356,051	331,639 225,147	5,399,795 3,246,583	6,934,724 4,597,546
470 221	435,145 204,969	2,900 2,872	1,330,082 1,068,912	611,490 300,918	2,018,922 2,189,950	5,714,308 4,490,914
384 332	438,493 354,203	4,517 5,015	2,187,061 1,985,790	1,192,911 593,545	6,154,829 9,466,796	11,310,981 13,825,089
1,048 664	872,984 808,739	4,209 4,248	1,978,109 1,626,844	1,082,007 538,937	1,974,885 1,494,350	8,390,910 6,148,568
284 169	296,856 197,976	3,087 2,897	1,323,498 1,208,167	709,738 441,089	27,188,649 21,566,644	30,074,070 25,694,044

# STATISTICS OF MANUFACTURES, IOWA.

## EXHIBIT No. 1.

BURLINGTON MANUFACTURES, 1905.		Per cent of product.
TOTAL CAPITAL, \$5,080,596. PER CENT PROFIT ON INVESTMENT, 13.50.		
Value of manufactured product.....	\$ 5,779,337	
Cost of material.....	\$ 2,706,011	46.82
Miscellaneous expense.....	684,093	11.50
Salaries to 323 officials and clerks.....	312,461	5.40
Wages to 2,914 wage earners.....	1,417,628	24.53
Total cost of production.....	\$ 5,100,193	
Net profit.....	\$ 679,144	11.75

CEDAR RAPIDS MANUFACTURES, 1905.		
TOTAL CAPITAL, \$8,697,849. PER CENT PROFIT ON INVESTMENT, 16.13.		
Value of manufactured product.....	\$16,279,706	
Cost of material.....	\$12,279,506	75.42
Miscellaneous expense.....	722,516	4.44
Salaries to 431 officials and clerks.....	409,499	2.52
Wages to 3,290 wage earners.....	1,464,822	9.00
Total cost of production.....	\$14,876,343	
Net profit.....	\$ 1,403,363	8.62

CLINTON MANUFACTURES, 1905.		
TOTAL CAPITAL, \$4,381,054. PER CENT PROFIT ON INVESTMENT, 12.39.		
Value of manufactured product.....	\$ 4,906,355	
Cost of material.....	\$ 2,646,045	53.93
Miscellaneous expense.....	410,871	8.49
Salaries to 236 officials and clerks.....	256,507	5.23
Wages to 2,153 wage earners.....	1,043,909	21.23
Total cost of production.....	\$ 4,363,332	
Net profit.....	\$ 543,023	11.07

COUNCIL BLUFFS MANUFACTURES, 1905.		
TOTAL CAPITAL, \$1,472,048. PER CENT PROFIT ON INVESTMENT, 13.53.		
Value of manufactured product.....	\$ 1,924,109	
Cost of material.....	\$ 930,323	48.35
Miscellaneous.....	167,587	8.71
Salaries to 103 officials and clerks.....	97,043	5.04
Wages to 1,000 wage earners.....	529,994	27.55
Total cost of production.....	\$ 1,724,955	
Net profit.....	\$ 199,154	10.35

## STATISTICS OF MANUFACTURES—CONTINUED.

DAVENPORT MANUFACTURES, 1905.		Per cent of product.
TOTAL CAPITAL \$15,063,504. PER CENT PROFIT ON INVESTMENT, 10.74.		
Value of manufactured product.....	\$13,695,978	
Cost of material.....	\$ 8,888,777	64.54
Miscellaneous expense.....	1,150,904	8.41
Salaries to 533 officials and clerks.....	547,419	4.00
Wages to 3,839 wage earners.....	1,755,823	12.82
Total cost of production.....	\$12,292,923	
Net profit.....	\$ 1,403,055	10.23

DES MOINES MANUFACTURES, 1905.		
TOTAL CAPITAL, \$9,593,926. PER CENT PROFIT ON INVESTMENT, 17.29.		
Value of manufactured product.....	\$15,084,958	
Cost of material.....	\$ 8,644,367	57.31
Miscellaneous expense.....	1,712,654	11.35
Salaries to 932 officials and clerks.....	985,216	6.53
Wages to 4,155 wage earners.....	2,083,209	13.81
Total cost of production.....	\$13,425,446	
Net profit.....	\$ 1,659,512	11.00

DUBUQUE MANUFACTURES, 1905.		
TOTAL CAPITAL, \$9,437,177. PER CENT PROFIT ON INVESTMENT, 8.57.		
Value of manufactured product.....	\$ 9,279,414	
Cost of material.....	\$ 4,705,737	50.71
Miscellaneous expense.....	1,313,143	14.15
Salaries to 646 officials and clerks.....	533,030	5.80
Wages to 4,274 wage earners.....	1,913,455	20.62
Total cost of production.....	\$ 8,470,370	
Net profit.....	\$ 809,044	8.72

SIOUX CITY MANUFACTURES, 1905.		
TOTAL CAPITAL, \$5,868,592. PER CENT PROFIT ON INVESTMENT, 13.80.		
Value of manufactured product.....	\$14,790,751	
Cost of material.....	\$11,395,806	77.20
Miscellaneous expense.....	660,951	4.43
Salaries to 373 officials and clerks.....	333,490	2.26
Wages to 2,299 wage earners.....	1,263,076	8.56
Total cost of production.....	\$13,653,323	
Net profit.....	\$ 1,107,428	7.50



ELEVENTH BIENNIAL REPORT OF THE  
STATISTICS OF MANUFACTURES—CONTINUED.

## EXHIBIT No. 2.

BOONE MANUFACTURES, 1905.		Per cent of product.
TOTAL CAPITAL, \$59,131. PER CENT PROFIT ON INVESTMENT, 10.76.		
Value of manufactured product.....	\$ 714,288	
Cost of material.....	\$ 298,580	41.80
Miscellaneous expense.....	70,461	9.87
Salaries to 65 officials and clerks.....	38,796	5.43
Wages to 387 wage earners.....	235,491	33.37
Total cost of production.....	\$ 643,328	
Net profit.....	\$ 70,960	9.93

## FORT DODGE MANUFACTURES, 1905.

TOTAL CAPITAL, \$3,700,651. PER CENT PROFIT ON INVESTMENT, 12.74.

Value of manufactured product.....	\$ 3,025,659		
Cost of material.....	1,709,309	56.36	
Miscellaneous expense.....	254,562	8.42	
Salaries to 119 officials and clerks.....	120,699	3.99	
Wages to 961 wage earners.....	470,589	15.75	
Total cost of production.....	\$ 2,554,168		
Net profit.....	\$ 471,491	15.58	

## FORT MADISON MANUFACTURES, 1905.

TOTAL CAPITAL, \$1,818,753. PER CENT PROFIT ON INVESTMENT, 9.26.

Value of manufactured product.....	\$ 2,978,892		
Cost of material.....	1,400,747	50.31	
Miscellaneous expense.....	187,962	6.34	
Salaries to 130 officials and clerks.....	94,104	3.15	
Wages to 1,134 wage earners.....	587,661	23.44	
Total cost of production.....	\$ 2,210,444		
Net profit.....	\$ 188,448	7.06	

## KEOKUK MANUFACTURES, 1905.

TOTAL CAPITAL, \$3,143,245. PER CENT PROFIT ON INVESTMENT, 19.13.

Value of manufactured product.....	\$ 4,225,915		
Cost of material.....	2,233,630	52.86	
Miscellaneous expense.....	568,864	13.34	
Salaries to 138 officials and clerks.....	152,410	3.61	
Wages to 1,533 wage earners.....	678,649	15.94	
Total cost of production.....	\$ 3,623,553		
Net profit.....	\$ 602,362	14.25	

## STATISTICS OF MANUFACTURES—CONTINUED.

MARSHALLTOWN MANUFACTURES, 1905.		Per cent of product.
TOTAL CAPITAL \$1,440,880. PER CENT PROFIT ON INVESTMENT, 12.73.		
Value of manufactured product.....		\$ 3,000,812
Cost of material.....	\$ 2,140,454	69.28
Miscellaneous expense.....	185,040	5.90
Salaries to 154 officials and clerks.....	134,720	4.30
Wages to 388 wage earners.....	445,698	14.48
Total cost of production.....		\$ 2,905,912
Net profit.....	\$ 184,900	5.94

## MUSCATINE MANUFACTURES, 1905.

TOTAL CAPITAL, \$4,830,502. PER CENT PROFIT ON INVESTMENT, 8.18.

Value of manufactured product.....	\$ 5,030,640		
Cost of material.....	3,014,778	60.32	
Miscellaneous expense.....	347,825	6.91	
Salaries to 197 officials and clerks.....	464,943	9.24	
Wages to 2,763 wage earners.....	1,114,838	22.12	
Total cost of production.....	\$ 4,941,879		
Net profit.....	\$ 398,761	7.93	

## OSKALOOSA MANUFACTURES, 1905.

TOTAL CAPITAL, \$518,663. PER CENT PROFIT ON INVESTMENT, 24.03.

Value of manufactured product.....	\$ 779,694		
Cost of material.....	391,238	50.19	
Miscellaneous expense.....	73,411	9.41	
Salaries to 33 officials and clerks.....	49,105	6.31	
Wages to 421 wage earners.....	188,116	24.12	
Total cost of production.....	\$ 691,929		
Net profit.....	\$ 187,765	24.07	

## OTTUMWA MANUFACTURES, 1905.

TOTAL CAPITAL, \$4,968,169. PER CENT PROFIT ON INVESTMENT, 8.41.

Value of manufactured product.....	\$10,974,183		
Cost of material.....	\$ 5,532,046	50.36	
Miscellaneous expense.....	446,404	4.07	
Salaries to 229 officials and clerks.....	228,279	2.08	
Wages to 2,304 wage earners.....	696,322	6.35	
Total cost of production.....	\$10,103,061		
Net profit.....	\$ 871,122	7.94	

ELEVENTH BIENNIAL REPORT OF THE  
STATICS OF MANUFACTURES—CONTINUED.

WATERLOO MANUFACTURES, 1905.		Per cent of prod- uct.
TOTAL CAPITAL, \$3,332,491. PER CENT PROFIT ON INVESTMENT, 13.99.		
Value of manufactured product.....	\$ 4,693,898	58.57
Cost of material.....	\$ 2,749,365	7.49
Miscellaneous expense.....	347,249	5.19
Salaries to 239 officials and clerks.....	243,545	18.85
Wages to 1,674 wage earners.....	884,624	
Total cost of production.....	\$ 4,234,789	
Net profit.....	\$ 459,102	9.99

## STATISTICS OF MANUFACTURES—CONTINUED.

## EXHIBIT No. 3.

BRICK AND TILE.		Per cent of prod- uct.
TOTAL CAPITAL, \$4,800,594. PER CENT PROFIT ON INVESTMENT, 17.47.		
Value of manufactured product.....	\$ 3,361,770	24.93
Cost of material.....	\$ 898,139	8.86
Miscellaneous expense.....	597,638	4.33
Salaries to 135 officials and clerks.....	145,594	30.92
Wages to 2,632 wage earners.....	1,341,596	
Total cost of production.....	\$ 2,532,935	
Net profit.....	\$ 828,841	24.96

## BUTTER, CHEESE AND CONDENSED MILK.

TOTAL CAPITAL, \$3,608,829. PER CENT PROFIT ON INVESTMENT, 31.38.

Value of manufactured product.....	\$15,185,027	85.79
Cost of material.....	\$12,976,774	6.44
Miscellaneous expense.....	399,487	.95
Salaries to 806 officials and clerks.....	145,779	4.59
Wages to 1,180 wage earners.....	695,297	
Total cost of production.....	\$14,184,317	
Net profit.....	\$ 998,710	8.30

## BUTTONS.

TOTAL CAPITAL, \$1,173,869. PER CENT PROFIT ON INVESTMENT, 21.46.

Value of manufactured product.....	\$ 1,500,945	35.67
Cost of material.....	\$ 539,917	6.16
Miscellaneous expense.....	92,530	4.98
Salaries to 116 officials and clerks.....	74,685	43.54
Wages to 1,366 wage earners.....	636,580	
Total cost of production.....	\$ 1,354,692	
Net profit.....	\$ 146,253	9.75

## CANNING AND PRESERVING—FRUITS AND VEGETABLES.

TOTAL CAPITAL, \$1,985,468. PER CENT PROFIT ON INVESTMENT, 33.73.

Value of manufactured product.....	\$ 2,779,804	67.95
Cost of material.....	\$ 1,694,396	5.07
Miscellaneous expense.....	184,744	2.47
Salaries to 33 officials and clerks.....	65,565	10.52
Wages to 1,161 wage earners.....	292,612	
Total cost of production.....	\$ 2,110,297	
Net profit.....	\$ 669,507	24.09



## STATISTICS OF MANUFACTURES—CONTINUED.

FLOUR AND GRISTMILL PRODUCTS.		Per cent of product.
TOTAL CAPITAL \$5,215,050. PER CENT PROFIT ON INVESTMENT, 17.74.		
Value of manufactured product .....	\$12,069,493	
Cost of material .....	\$10,317,008	85.27
Miscellaneous expense .....	322,960	2.67
Salaries to 178 officials and clerks .....	185,007	1.52
Wages to 770 wage earners .....	399,108	3.29
Total cost of production .....	\$11,174,083	
Net profit .....	\$ 895,410	7.65

## FOOD PREPARATIONS.

TOTAL CAPITAL, \$5,160,086. PER CENT PROFIT ON INVESTMENT, 16.61.

Value of manufactured product .....	\$ 6,984,724	
Cost of material .....	\$ 5,359,765	77.90
Miscellaneous expense .....	251,659	3.63
Salaries to 76 officials and clerks .....	99,955	1.43
Wages to 977 wage earners .....	377,345	5.44
Total cost of production .....	\$ 6,127,651	
Net profit .....	\$ 857,073	11.64

## FOUNDRY AND MACHINE SHOP PRODUCTS.

TOTAL CAPITAL, \$5,846,772. PER CENT PROFIT ON INVESTMENT, 14.17.

Value of manufactured product .....	\$ 5,714,308	
Cost of material .....	\$ 3,318,922	40.58
Miscellaneous expense .....	611,495	10.70
Salaries to 470 officials and clerks .....	425,145	7.44
Wages to 2,909 wage earners .....	1,530,983	26.78
Total cost of production .....	\$ 4,885,545	
Net profit .....	\$ 828,763	14.50

## LUMBER.

TOTAL CAPITAL, \$13,258,861. PER CENT PROFIT ON INVESTMENT, 10.12.

Value of manufactured product .....	\$11,910,081	
Cost of material .....	\$ 6,154,329	51.41
Miscellaneous expense .....	1,139,911	10.52
Salaries to 284 officials and clerks .....	438,463	3.68
Wages to 4,517 wage earners .....	2,187,081	19.33
Total cost of production .....	\$ 9,969,784	
Net profit .....	\$ 1,940,297	11.86

## STATISTICS OF MANUFACTURES—CONTINUED.

PRINTING AND PUBLISHING.		Per cent of product.
TOTAL CAPITAL, \$7,310,316. PER CENT PROFIT ON INVESTMENT, 33.05.		
Value of manufactured product .....	\$ 8,200,910	
Cost of material .....	\$ 1,974,885	23.82
Miscellaneous expense .....	1,082,937	13.08
Salaries to 1,048 officials and clerks .....	872,081	10.53
Wages to 4,206 wage earners .....	1,978,109	23.89
Total cost of production .....	\$ 5,907,982	
Net profit .....	\$ 2,292,928	28.74

## SLAUGHTERING AND MEAT PACKING—WHOLESALE.

TOTAL CAPITAL, \$7,297,569. PER CENT PROFIT ON INVESTMENT, 7.58.

Value of manufactured product .....	\$30,074,070	
Cost of material .....	\$27,138,469	90.41
Miscellaneous expense .....	709,738	2.36
Salaries to 284 officials and clerks .....	295,856	.99
Wages to 3,087 wage earners .....	1,228,468	4.40
Total cost of production .....	\$29,520,721	
Net profit .....	\$ 553,349	1.84

## LABOR LAWS OF IOWA.

The following is a compilation of the laws for the protection of the laboring people of Iowa. There is in addition such laws as are of interest that may not properly be called labor laws.

### *Protection of employes on street railways—Inclosed platforms.*

SEC. 768. Street car vestibules. On and after November 1, 1898, every person, partnership, company or corporation owning or operating a street railway in this state shall, from November first of each year to April first following, provide all cars, except trailers, used for the transportation of passengers, with vestibules inclosing the front platform on at least three sides, for the protection of employes operating such cars. Any violation of this section shall be punished by a fine of not less than fifty dollars nor more than one hundred dollars for each day said cars are operated in violation hereof.

### *Time to vote to be allowed.*

SEC. 1123. Employes. Any person entitled to vote at a general election shall, on the day of such election, be entitled to absent himself from any services in which he is then employed for a period of two hours, between the time of opening and closing the polls, which period may be designated by the employer, and such voter shall not be liable to any penalty, nor shall any deduction be made from his usual salary or wages, on account of such absence, but application for such absence shall be made prior to the day of election. Any employer who shall refuse to an employe the privilege, conferred by this section, or shall subject such employe to a penalty or reduction of wages because of the exercise of such privilege, or shall in any manner attempt to influence or control such employe as to how he shall vote, by offering any reward, or threatening discharge from employment, or otherwise intimidating or attempting to intimidate such employe from exercising his right to vote, shall be punished by a fine of not less than five nor more than one hundred dollars. [24 G. A., ch. 33, § 24.]

### *Peddlers' license—Exemptions.*

SEC. 1847-a. Peddlers plying their vocation outside a city or town, shall pay an annual county tax of not less than one dollar nor more than fifty dollar, as the board of supervisors of any county may provide for that county. Upon application the county auditor shall issue a license for three



months upon the payment to him of one-fourth of said annual tax. But the board of supervisors of any county may remit the taxes where it is deemed that the articles to be sold are of an educational nature. Nothing in this section shall be held to apply to parties selling their own work or production either by themselves or employees, nor to persons selling at wholesale to merchants, nor to transient vendors of drugs. [27 G. A., ch. 32, § 1.]

*Hours of labor on public roads.*

SEC. 1535. *Day's work.* Eight hours' service for a man, or man and team, shall be required for a day's work; but except on extraordinary occasions no person shall be required to go more than three miles from his place of residence to work, and for the purposes of the one road district plan, the residence of a man with a family shall be construed to be where his family resides and for a single man, it shall be at the place where he is at work. [Same, § 14.]

*Incorporation of labor organizations, etc.*

SEC. 1642. *Organization—purposes—name.* Any three or more persons of full age, a majority of whom shall be citizens of the state, may incorporate themselves for the establishment of churches, colleges, seminaries, lyceums, libraries, fraternal lodges or societies, temperance societies, trades' unions or other labor organizations, agricultural societies, farmers' granges, or organizations of a benevolent, charitable, scientific, political, athletic, military or religious character, by signing, acknowledging, and filing for record with the county recorder of the county where the principal place of business is to be located, articles of incorporation, stating the name by which the corporation or association shall be known, which shall not be the same as that of any such organization previously existing, its business or objects, the number of trustees, directors, managers or other officers to conduct the same, and the names thereof for the first year. [22 G. A., ch. 87; 21 G. A., ch. 71; C. '73, §§ 1091-2, 1095, 1100; R., §§ 1187-8, 1190-1, 1193, 1197; C. '51, §§ 708-9.]

SEC. 1643. *Powers—duration.* Upon filing such articles, the persons signing and acknowledging the same, and their associates and successors, shall become a body corporate, with the name therein stated, and may sue and be sued. It may have a corporate seal, alterable at its pleasure, and may take by gift, purchase, devise or bequest real and personal property for purposes appropriate to its creation, and may make by-laws. Corporations so organized shall endure for fifty years unless a shorter period is fixed in the articles, or they are sooner dissolved by three-fourths vote of all the members thereof, or by act of the general assembly, or by operation of law. [22 G. A., ch. 87; 21 G. A., ch. 71; C. '73, §§ 1070, 1091, 1096, 1101; R., §§ 1185, 1187, 1190-1, 1194, 1198; C. '51, § 708.]

*Liability of railroad companies for injuries to employees.*

SEC. 2071. *Liability for negligence or wrongs of employees.* Every corporation operating a railway shall be liable for all damages sustained by any person, including employees of such corporation, in consequence of the

neglect of the agents, or by any mismanagement of the engineers or other employees thereof, and in consequence of the wilful wrongs, whether of commission or omission, of such agents, engineers or other employees, when such wrongs are in any manner connected with the use and operation of any railway on or about which they shall be employed, and no contract which restricts such liability shall be legal or binding. Nor shall any contract of insurance, relief, benefit, or indemnity in case of injury or death, entered into prior to the injury, between the person so injured and such corporation, or any other person or association acting for such corporation, nor shall the acceptance of any such insurance, relief, benefit, or indemnity by the person injured, his widow, heirs, or legal representatives after the injury, from such corporation, person, or association, constitute any bar or defense to any cause of action brought under the provisions of this section, but nothing contained herein shall be construed to prevent or invalidate any settlement for damages between the parties subsequent to injuries received. [C. '73, § 1307.] [27 G. A., ch. 49, § 1.]

*Safety appliances on railroads—Automatic couplers and brakes.*

SEC. 2079. *On new or repaired cars.* No corporation, company or person operating any line of railroad within this state, or any car manufacturer or transportation company using or leasing cars therein, shall put in use any new car or any old one that has been to the shop for general repairs to one or both of its drawbars, that is not equipped with automatic couplers so constructed as to enable any person to couple or uncouple them without going between them. [24 G. A., ch. 23, § 1; 23 G. A., ch. 18, § 1.]

SEC. 2080. *Automatic couplers.* No corporation, company or person, operating a railroad, or any transportation company using or leasing cars, shall have upon any railroad in this state any car that is not equipped with such safety automatic coupler: Provided that the board of railroad commissioners shall have power upon a showing which it shall deem reasonable, to extend the time within which any such corporations shall be required to comply with the provisions of this section; but no such extension shall be made beyond January 1st, 1900. [23 G. A., ch. 18, § 2.] [27 G. A., ch. 50, § 1.]

SEC. 2081. *Driver brake on engines.* No corporation, company or person operating any line of railroad in the state shall use any locomotive engine upon any railroad or in any railroad yard in the state that is not equipped with a proper and efficient power brake, commonly called a "driver brake." [Same, § 3.]

SEC. 2082. *Power brake on cars.* No corporation, company or person operating a line of railroad in the state shall run any train of cars that shall not have therein a sufficient number of cars with some kind of efficient automatic or power brake to enable the engineer to control the train without requiring brakemen to go between the ends or on the top of the cars to use the hand brake. [Same, § 4.]

SEC. 2083. *Penalty.* Any corporation, company or person operating a railroad in this state and using a locomotive engine, or running a train of cars, or using any freight, way or other car contrary to the provisions of

the four preceding sections, shall be guilty of a misdemeanor, and shall be subject to a fine of not less than five hundred nor more than one thousand dollars for each and every offense; but such penalties shall not apply to companies hauling cars belonging to railroads other than those of this state which are engaged in interstate traffic. Any railway employe who may be injured by the running of such engine, train or car contrary to the provisions of said sections shall not be considered as waiving his right to recover damage by continuing in the employ of the corporation, company or person operating such engine, train or cars. [23 G. A., ch. 18, § 6.]

SEC. 2083-a. *Exempt from liability.* That no corporation, company, or person shall be liable to any prosecution in any court of this state for any fines or penalties incurred under the provisions of section two thousand and eighty-three (2083) of the code in so far as the same relates, to the operation of cars not equipped with safety automatic couplers only, as provided by section twenty hundred and eighty (2080) of the code, from the first day of January, 1898, up to and including the time of taking effect of this act; and every such corporation, company, or person shall be, and is hereby, released from all criminal prosecution, penalties, fines, and forfeitures for failure to have cars equipped with such safety automatic couplers during such period. [27 G. A., ch. 51, § 1.]

SEC. 2083-b. *Pending litigation.* This act shall in no manner affect pending litigation. [27 G. A., ch. 51, § 2.]

*Employment of females in barrooms—Sale of liquor to employes.*

SEC. 2448.

SEN-SEC. 8. *Females.* No female shall be employed in the place [where intoxicating liquors are sold].

SEN-SEC. 11. *Written notice not to sell.* No sale of intoxicating liquors shall be made to any person whose wife, husband, parent, child, brother, sister, guardian, ward over fourteen years of age, or employer shall by written notice forbid such sales.

*Bureau of labor statistics.*

SEC. 2460. *Commissioner.* The bureau of labor statistics shall be under the control of a commissioner, biennially appointed by the governor by and with the advice and consent of the executive council, whose term of office shall commence on the first day of April in each even-numbered year and continue for two years, and until his successor is appointed and qualified. He may be removed for cause by the governor, with the advice of the executive council, record thereof being made in his office; any vacancy shall be filled in the same manner as the original appointment. He shall give bonds in the sum of two thousand dollars with sureties to be approved by the governor, conditioned for the faithful discharge of the duties of his office, and take the oath prescribed by law. He shall have an office in the capitol, safely keep all records, papers, documents, correspondence, and other property pertaining to or coming into his hands by virtue of his office, and deliver the same to his successor, except as hereinafter provided.—[20 G. A. ch. 132, §§ 1-4.]

SEC. 2470. *Duties—Report.* The duties of said commissioner shall be to collect, assort, systematize and present in biennial reports to the governor statistical details relating to all departments of labor in the state, especially in its relations to the commercial, social, educational and sanitary conditions of the laboring classes, the means of escape from, and the protection of life and health in factories, the employment of children, the number of hours of labor exacted from them and from women, and to the permanent prosperity of the mechanical, manufacturing and productive industries of the state; and he shall, as fully as practicable, collect such information and reliable reports from each county in the state, the amount and condition of the mechanical and manufacturing interests, the value and location of the various manufacturing and coal productions of the state, also sites offering natural or acquired advantages for the profitable location and operation of different branches of industry; he shall, by correspondence with interested parties in other parts of the United States, impart to them such information as may tend to induce the location of mechanical and producing plants within the state, together with such other information as shall tend to increase the productions, and consequent employment of producers; and in said biennial report he shall give a statement of the business of the bureau since the last regular report, and shall compile and publish therein such information as may be considered of value to the industrial interests of the state, the number of laborers and mechanics employed, the number of apprentices in each trade, with the nativity of such laborers, mechanics' and apprentices', wages earned, the savings from the same, with the age and sex of laborers employed, the number and character of accidents, the sanitary conditions of institutions where labor is employed, the restrictions, if any, which are put upon apprentices when indentured, the proportion of married laborers and mechanics who live in rented houses, with the average annual rental, and the value of property owned by laborers and mechanics; and he shall include in such report what progress has been made with the schools now in operation for the instruction of students in the mechanic arts, and what systems have been found most practical, with details thereof. Such reports shall not contain more than six hundred printed pages, and shall be of the number, and distributed in the manner, provided by law. [Same, § 5.]

SEC. 2471. *Power to secure evidence.* The commissioner of the bureau of labor statistics shall have the power to issue subpoenas, administer oaths and take testimony in all matters relating to the duties herein required by said bureau, said testimony to be taken in some suitable place in the vicinity to which testimony is applicable. Witnesses subpoenaed and testifying before the commissioner of the bureau shall be paid the same fees as witnesses before a justice court, such payment to be paid out of the general funds of the state on voucher by the commissioner, but such expense for witnesses shall not exceed \$100 annually. Any person duly subpoenaed under the provisions of this section, who shall wilfully neglect or refuse to attend or testify at the time and place named in the subpoena, shall be deemed guilty of a misdemeanor, and, upon conviction thereof before any court of competent jurisdiction, shall be punished by a fine not exceeding \$50.00 and cost of prosecution, or by imprisonment in the county jail not ex-



ceeding thirty days; provided, however, that no witnesses shall be compelled to go outside the county in which he resides to testify.—[29 G. A., § 8; 26 G. A., ch. 86, § 2; 20 G. A., ch. 132, § 6.]

**Sec. 2472. Right to enter premises.** The commissioner of the bureau of labor statistics shall have the power, upon the complaint of two or more persons, or upon his failure to otherwise obtain information in accordance with the provisions of this chapter, to enter any factory or mill, workshop, mine, store, business house, public or private work, when the same is open or in operation, upon a request being made in writing, for the purpose of gathering facts and statistics such as are contemplated by this chapter, and to examine into the methods of protection from danger to employees, and the sanitary conditions in and around such building and places, and make a record thereof. If the commissioner shall learn of any violation of, or neglect to comply with the law in respect to the employment of children or in respect to fire escapes, or the safety of employees, or for the preservation of health, he shall give written notice to the owner or person in charge of such factory or building, of such offense or neglect, and if the same is not remedied within sixty days after service of such notice, such officer shall give the county attorney of the county in which such factory or building is situated, written notice of the facts, whereupon that officer shall immediately institute the proper proceedings against the person guilty of such offense or neglect; and any owner or occupant of such factory or mill, workshop, mine, store, business house, public or private work, or any agent or employee of such owner or occupant, who shall refuse to allow any officer or employee of said bureau to so enter, or who shall hinder him, or in any way deter him from collecting information, shall be deemed guilty of a misdemeanor and, upon conviction thereof before any court of competent jurisdiction, shall be punished by a fine of not exceeding \$100 and costs of prosecution, or by imprisonment in the county jail not exceeding thirty days.—[29 G. A., ch. 8; 26 G. A., ch. 86, § 3.]

**Sec. 2473. Meaning of terms.** The expression "factory," "mill," "workshop," "mine," "store," "business house," and "public or private work," as used in this chapter, shall be construed to mean any factory, mill, workshop, mine, store, business house, public or private work, where five or more wage-earners are employed for a certain stipulated compensation.—[26 G. A., ch. 86, § 4.]

**Sec. 2474. Reports to bureau.** It shall be the duty of every owner, operator or manager of every factory, mill, workshop, mine, store, business house, public or private work, or any other establishment where labor is employed, as herein provided, to make to the bureau, upon blanks furnished by said bureau, such reports and returns as said bureau may require for the purpose of compiling such labor statistics as are contemplated in this chapter; and the owner, operator or business manager shall make such reports or returns within sixty days from the receipt of blanks furnished by the commissioner, and shall certify under oath to the correctness of the same. Any owner, operator, or manager of such factory, mill, workshop, mine, store, business house, public or private work, as herein stated, who shall neglect or refuse to furnish to the commissioner of labor such reports or returns as may be required by the following blank, shall be deemed guilty

of a misdemeanor, and upon conviction thereof shall be punished by a fine not exceeding \$100 and cost of prosecution, or imprisonment in the county jail not exceeding thirty days.

#### Blank.

Name of firm of corporation ..... Number of hands employed during year ending December 31, ..... Males, ..... Females, ..... Apprentices, ..... Total amount of wages paid during year ending December 31, \$..... Total amount of wages paid previous year, \$..... Any general increase or reduction of wages during the past year?..... If so what per cent of increase or reduction?..... Cause of increase or reduction?..... Any increase or decrease in business during past year?..... What means are provided for the escape of employees in case of fire?..... What measures are taken to prevent accident to employees from machinery?..... How are buildings ventilated?..... Are separate water-closets and washrooms provided for the different sexes?..... Number of weeks during past year business was run on full time with full force?..... Number of weeks during past year business was run short time or with reduced force?..... Number of weeks during past year business was suspended?..... Number of strikes during year ending December 31?..... Number involved?..... Alleged cause? Result?..... How many days did strike continue, and what was loss of wages in consequence thereof?..... Was any property destroyed, and, if so, its value?..... [Same, § 5.]

**Sec. 2475. Use of information.** In the reports of the commissioner no use shall be made of names of individuals, firms or corporations supplying the information called for by section twenty-four hundred and seventy and twenty-four hundred and seventy-one of this chapter, such information being deemed confidential and not for the purpose of disclosing personal affairs; and, any officer or employee of the bureau of labor statistics violating this provision shall be deemed guilty of a misdemeanor, and, upon conviction thereof, shall be fined in a sum not exceeding five hundred dollars and costs of prosecution, or by imprisonment in the county jail not exceeding one year. [Same, § 6.]

**Sec. 2476. Report and records preserved.** No report or return made to said bureau in accordance with the provisions of this chapter, and no schedule, record or document gathered or returned by its officers or employees, shall be destroyed within two years of the collection or receipt thereof. At the expiration of two years all records, schedules or papers accumulating in said bureau during said period that may be considered of no value by the commissioner may be destroyed, provided the authority of the executive council be first obtained for such destruction. [Same, § 7.]

**Sec. 2477. Compensation and expenses.** "The commissioner of the bureau of labor statistics shall receive a salary of fifteen hundred dollars per annum and shall be allowed a deputy at a salary of twelve hundred dollars per annum payable monthly; he shall also be allowed one factory inspector at a salary of one hundred dollars per month, one office clerk

at a salary of sixty-five dollars per month. The appointment by the commissioner of such factory inspector shall be subject to the approval of the executive council. Said commissioner shall be allowed necessary postage, stationery and office expenses; the said salaries and expenses shall be paid as the salaries and expenses of other state officers are provided for. The commissioner or any officer or employee of the bureau of labor statistics shall be allowed, in addition to his salary, his actual and necessary traveling expenses while in the performance of his duties, said expenses to be audited by the executive council and paid out of the general fund of the state upon a voucher verified by the commissioner or his deputy; but the total of the expenses for the officers and employees of said bureau, other than the salaries of the commissioner, his deputy, the factory inspector and clerk, shall not exceed fifteen hundred dollars per annum." [30 G. A., ch. 85, § 1.] [Same, § 1; 20 G. A., ch. 133, §§ 1-4.]

*Mine regulations and inspections.*

**Sec. 2476. Inspectors.** The governor shall appoint three mine inspectors from those receiving certificates of competency from the board of examiners hereinafter provided for, who shall hold their office for two years and until their successor shall be appointed and qualified, subject to removal by him for cause, their term to commence on the first Monday of April of each even-numbered year. Any vacancies occurring shall be filled in the same manner, the appointee to hold for the unexpired term only. Each inspector shall be in no way connected with or interested in mines or mining in the state, and shall before entering upon the discharge of his duties, take an oath, to be endorsed upon his bond, faithfully and impartially to perform the same, and also give a bond in the sum of two thousand dollars with sureties, to be approved by the secretary of state, conditioned in accordance with the tenor of the oath, which shall be filed, and, with the oath and commission, recorded in the office of the secretary of state. [21 G. A., ch. 140, §§ 1, 3, 5; 20 G. A., ch. 21, §§ 1, 3, 5.]

**Sec. 2479. Board of examiners.** The executive council shall appoint a board of five examiners, consisting of two practical miners and two mine operators, all holding certificates of competency as mine foremen, and one mining engineer, each of whom shall have had at least five years' actual experience in his profession immediately preceding his appointment, who shall hold office for a term of two years. The members of said board shall qualify by taking oath to perform the duties devolving upon them fairly, faithfully and impartially, without fear or favor, uninfluenced by persons or political considerations. No member of said board shall be interested in or connected with any school, scheme, plan or device having for its object the preparation, education or instruction of persons in the knowledge required of applicants for certificates of competency. Any member of said board shall be summarily removed from office by the executive council, upon due notice and hearing, for violation of the law, misfeasance or malfeasance in the performance of his duties, or for other sufficient cause, and his successor shall thereupon be appointed by the said executive council for the unexpired term. [29 G. A., ch. 98, § 1.] [30 G. A., ch. 86, § 1.]

**Sec. 2480. Meetings—compensation.** Said board shall meet in the office of the state mine inspectors in the capitol on the first Monday in March of each even-numbered year for the examination of applicants; notice of which examination shall be published in at least one newspaper in each mining district not less than fifteen days preceding the date of such examination; and shall be furnished with the necessary stationery and other material for the examination in the same manner as other state officers are provided with supplies. The members shall receive as compensation for their services the sum of five dollars per day for the time actually employed, with necessary traveling expenses, which shall be audited and paid in the manner provided for the salaries of other state officers, but in no case shall the per diem exceed fifty dollars a session to each member. [Same, § 23.]

**Sec. 2481. Examination—qualification of candidates.** The examination shall consist of oral and written questions in theoretical and practical mining and mine engineering, on the nature and properties of noxious and poisonous gases found in mines, and on the different systems of working and ventilating coal mines. During the progress of the examination, books memoranda or notes shall not be allowed or used, and the board shall issue to those examined and found to possess the requisite qualifications certificates of competency for the position of mine inspector; but certificates shall be granted only to persons of twenty-five years of age or over, of good moral character, citizens of the state, and with at least five years' experience in the practical working of mines, and who have not been acting as agent or superintendent of any mines for at least six months next preceding such examination. [Same, §§ 24, 25; 21 G. A., ch. 140, § 1; 20 G. A., ch. 21, § 1.]

**Sec. 2482. Inspection districts—powers and duties of inspector.** The governor shall divide the state into three inspection districts, and assign one inspector to each district, who shall devote his entire time to his work, and, before entering thereon, procure, to be paid for by and belong to the state, all instruments necessary for the discharge of his duties, including a complete set of standards, balances and other means of adjustment in testing any and all apparatus used in weighing, and shall examine, test and adjust, as often as occasion demands, all scales, beams and other apparatus used in weighing coal at the mines. He shall examine all the mines in his district as often as the time will permit, which examination shall be made at least once in every six (6) months of all mines having an average output of fifty tons or more of coal per day, keep a record of all the inspections made, showing date, the condition in which the mine is found, the extent and manner in which the laws relating to the government of mines and their operation are observed and obeyed, the progress made in improvements for the better security to health and life, number of accidents happening and their character, the number employed, and such other and further matters as may be of public interest and connected with the mining industries of the state. He shall have the right at all reasonable times, by night or by day, to enter any mine in his district, or any district to which he may be sent by the governor, for the purpose of ascertaining its condition and the manner of its operation, by making personal examination and inquiry in relation thereto, but not so as to unnecessarily obstruct or impede the working of the mines; and to this end the mine owner or person in charge shall furnish such



mine inspector all assistance in his power, and forthwith, upon the happening of any accident to any miner in or about the mine by reason of the working thereof which causes loss of life, shall report the same by mail or otherwise, to the mine inspector and the coroner of the county. Each inspector shall have and maintain, at some suitable place in his district, to be approved by the governor, an office, and shall reside in the district and remain therein, unless otherwise engaged in the conduct of his official duties. [22 G. A., ch. 54, § 2; 21 G. A., ch. 140, §§ 1, 2, 6; 20 G. A., ch. 21, §§ 1, 2, 6; 29 G. A., ch. 99, § 1.]

**SEC. 2483. General office—report to governor—compensation.** The three inspectors shall maintain a general office in the capitol, and keep therein all records, correspondence, documents, apparatus or other property pertaining to their office; they shall meet in said office biennially on or before August fifteenth preceding the regular session of the general assembly, and make report to the governor of their official doings, including therein all matters which by this chapter are especially committed to their charge, adding such suggestions as to needed future legislation as in their opinion may be important. Each inspector shall receive for his services the sum of fifteen hundred dollars per annum and actual traveling expenses, not exceeding seven hundred and fifty dollars yearly, the traveling expenses to be paid quarterly upon an itemized statement duly verified and audited by the state auditor. [22 G. A., ch. 52, § 1; 21 G. A., ch. 140, §§ 3, 4; 20 G. A., ch. 21, §§ 3, 4; 29 G. A., ch. 79, § 1.]

**SEC. 2484. Removal of inspector.** Charges of gross neglect of duty or malfeasance in office against any inspector may be made in writing, sworn to and filed with the governor, and must be made by five miners, or one or more mine operators; they shall be accompanied with a bond in the sum of five hundred dollars, running to the state, executed by two or more freeholders, approved and accepted by the clerk of the district court of the county of their residence, conditioned for the payment of all costs and expenses arising from the investigation of the charges, and thereupon the governor shall convene the board of examiners at such time and place as he may designate, giving the inspector and the person who so name first appears in the charges ten days' notice thereof. The board, at the time and place fixed, shall proceed to hear, try and determine the matter, and for this purpose shall summon any material witness desired by either party, and may administer the proper oath to all witnesses. Evidence may also be taken by deposition as in other cases, and continuance of the hearing may be granted in the furtherance of justice and upon the application of either party. After the evidence has been fully heard, the board shall report to the governor the results of its investigation, and if the charges are sustained the inspector shall be forthwith removed by the governor, and in any event the costs and expenses of the hearing shall be awarded against the inspector or the bondsmen as the case may be. [21 G. A., ch. 43; 20 G. A., ch. 21, § 16.]

**SEC. 2485. Maps of mines—surveys—double damages.** The owner or person in charge of any mine shall make or cause to be made an accurate map or plan of the same, on a scale of not less than one hundred feet to the inch, showing all the area mined or excavated, and on or before the first day of September of each year cause to be made a statement and plan

of the progress of the working of the mine up to date, which progress shall be clearly indicated upon the map hereinbefore required; a failure to comply with this provision for sixty days shall authorize the inspector of the district to cause the same to be done at the expense of the owner, which may be recovered in an action against him by the person doing the work, and the map so made shall include and cover the entire mine. All maps shall be kept exposed in the office of the mine, and said maps shall be subject to public inspection. The owner of any mine which is worked out or abandoned, or his agent, shall deliver a correct map thereof to the inspector, to be filed in his office. Upon affidavit of any adjoining landowner in the vicinity of said mine, or his agent, that it is necessary for the protection of his property to know how near his land the excavations in the mine extend, the inspector shall make an examination, employing a surveyor thereof if necessary, to determine the length and direction of entries leading toward the land of the applicant and the extent of excavation of same on all of his land, if any, and make report of the same to him. The necessary expenses, including compensation of five dollars per day each to the inspector and surveyor, shall be paid by the applicant, except when it shall be shown that said applicant's property has been undermined, in which case the expense shall be paid by the mine owner or operator. Any owner or person operating a mine, who, without permission, takes coal from adjoining lands, shall be liable in double damages therefor and for all expenses caused thereby. [20 G. A., ch. 21, § 7.]

**SEC. 2486. Escape and air shafts.** The owner or person in charge of any mine operated by shaft, or one having a slope or drift opening in which five or more men are employed, shall construct and maintain at least two distinct openings for each seam of coal worked, which in shaft mines shall be separated by natural strata of not less than one hundred feet in breadth, and in slope or drift mines not less than fifty feet in breadth, through which ingress and egress at all times shall be unobstructed to the employees, and in slope or drift mines shall be provided with safe and available traveling-ways; all traveling-ways and escapes to be kept free from water and falls of roof. All escape shafts not provided with hoisting appliances as hereinafter provided shall have stairs at an angle of not more than sixty degrees in descent, kept in safe condition, with proper landings at easy and convenient distances apart. He shall provide all air-shafts where fans are used with working fans for ventilation, and those used for escapes with suitable appliances for hoisting underground workmen, at all times ready for use while the men are at labor, and no combustible material shall be allowed to be or remain between any escape-shaft and hoisting-shaft, save as it may be absolutely necessary in the operation of the mine. A furnace-shaft, if large enough, may be divided into an escape and a furnace-shaft, the partition to be of incombustible material for a distance of not less than fifteen feet from the bottom thereof, and so constructed throughout as to exclude the heated air and smoke from the side used as an escape-shaft. Where two or more mines are connected underground, the several owners, by joint agreement, may use the hoisting-shaft or slope of the one as an escape for the other. In all cases where escape-shafts are constructed less than one hundred feet from the hoisting-shaft, there shall be built and maintained an

underground traveling-way from the top of the escape-shaft, so as to furnish the proper protection from fire for a distance of one hundred feet from such hoisting-shaft. No escape-shaft shall be located or constructed without first giving notice to the district inspector, who shall determine the distance it shall be from the main shaft, and without his consent it shall not be less than three hundred feet, nor shall any building except the fan-house be placed nearer than one hundred feet of the escape; but the provisions of this chapter relating to escape-ways shall not apply to mines where the same are lost or destroyed by reason of the drawing of the pillars preparatory to the abandonment of the mine, and in such mine not more than twenty persons shall be employed at one time. [22 G. A., ch. 56, §§ 1, 2; 20 G. A., ch. 21, §§ 8, 9.]

These provisions appear to have been enacted for the protection of miners in case of accident, and to require open and unobstructed means of escape. They do not require that all entries in the mines shall be propped or roofed with timber or other materials: *Fosberg v. Phillips Fuel Co.*, 61 N. W., 400.

**Sec. 2487. Time for constructing outlets.** In all mines there shall be allowed one year to make outlets as provided for in section twenty-four hundred and eighty-six, but not more than twenty men shall be employed in such mine at any one time until the provisions of section twenty-four hundred and eighty-six are complied with; and after the expiration of the period above mentioned, should said mine not have the outlets aforesaid, it shall not be operated until made to conform to the provisions of section twenty-four hundred and eighty-six.

**Sec. 2488. Ventilation.** The owner or person in charge of any mine shall provide and maintain, whether the mine be operated by shaft, slope or drift, an amount of ventilation of not less than one hundred cubic feet of air per minute for each person, nor less than five hundred cubic feet of air per minute for each mule or horse employed therein, which shall be so circulated throughout the mines as to dilute, render harmless and expel all noxious and poisonous gases in all working parts of the same. [But in no case shall the air current be a greater distance than sixty feet from the working face, except when making cross cuts in entries for air-course; then in that case, the distance shall not be greater than seventy feet, provided, however, that the district mine inspector may, in writing, grant permission to go beyond the limit herein mentioned, when the conditions are such in a special case as to require it. When the air current is carried to the working face of the rooms, in double room mining, such air currents shall be treated as that contemplated in this act,] to do this, artificial means by exhaust steam, forcing fans, furnaces, or other contrivances of sufficient capacity and power, shall be kept in operation. If a furnace is used it shall be so constructed, by lining the up-cast for a sufficient distance with incombustible material that fire cannot be communicated to any part of the works. When the mine inspector shall find the air insufficient, or the men working under unsafe conditions, he shall at once give notice to the mine owner or his agent or person in charge, and, upon a failure to make the necessary changes within a reasonable time, to be fixed by him, he may order the men out, to remain out until the mine is put in proper condition. [22 G. A., ch. 56, § 3; 20 G. A., ch. 21, § 10.]

**Sec. 2489. Safety appliances—competent engineers—boys not employed.** The owner or person in charge of any mine shall in all mines operated by shaft or slope, where the voice cannot be distinctly heard, provide and maintain a metal speaking tube, or other means of communication, kept in complete order from the bottom or interior to the top or exterior, also a sufficient safety catch and proper cover overhead on all cages, and an adequate brake to all drums or other devices used for lowering or hoisting persons, an approved safety gate at the top of each shaft, springs at the top of each slope, and a trail attached to each train used therein. He shall not knowingly place in charge of any engine used in or about the operation of the mines any but experienced, competent and sober engineers, who shall not allow anyone but those designated for that purpose to handle or in any way interfere with it or any part of the machinery, nor shall more than ten persons be allowed to descend or ascend in any cage at one time, or such less number as may be fixed by the district mine inspector, nor anyone but the conductor on a loaded cage or car. He shall not allow a boy under twelve years of age to work in the mines, and, when in doubt regarding the age of one seeking employment, shall, before engaging him, obtain the affidavit of the applicant's parent or guardian in regard thereto. He shall at all times keep a sufficient supply of timber to be used as props, convenient and ready for use, and shall send such props down when required and deliver them to the places where needed. [20 G. A., ch. 21, §§ 11, 13, 18.]

As to an employe not chargeable with the duty of looking after the safety of the entries in which he is employed, the mine owner does not discharge his duty by simply providing props for use, but is responsible for the general safety of the entry: *Corson v. Coal Hill Co.*, 50 N. W., 185.

*Relating to examination of mine foremen, pit bosses and hoisting engineers.*

**Sec. 2489-a. Certificates of competency.** That from and after January 1, 1901, it shall be unlawful for any person to discharge, or attempt to discharge, any of the duties of mine foreman, pit boss or hoisting engineer at any coal mine, whose daily output is in excess of twenty-five tons, unless he shall hold a certificate of competency for such position as provided in this act. But in case of the discharge, resignation or disability of any person lawfully performing such duties, the owner, agent, operator or managing officer of said mine shall have a reasonable time within which to secure the services of a certified person to take the place of the one so discharged, resigned or disabled; and during such time, a competent and capable person whether certified as provided in this act or not, may be temporarily employed to perform such services.

**Sec. 2489-b. How procured.** Any person may secure the certificate of competency herein provided for by appearing before the board created by section twenty-four hundred and seventy-nine (2479) of the code for the examination of state mine inspectors and submitting to such examination as to his qualifications or producing such evidence of service, as required by this act.

**Sec. 2489-c. Board of examiners to adopt rules—compensation.** The board of examiners referred to in the last preceding section shall meet at such times and places, shall adopt such rules, conditions and regulations,



and shall prescribe and conduct such examinations as shall be most efficient to give effect to the spirit and intent of this act. The members of said board shall each receive the sum of five dollars per day for each day actually employed in the discharge of the duties imposed herein, together with their actual expenses incurred in the performance of such duties, which expenses shall be itemized and verified as provided by section twenty-four hundred and eighty (2480) of the code, but they shall not be allowed compensation for more than seventy days in any one year.

**SEC. 2489-d. Certificates of competency—how issued.** The certificate of competency herein provided shall be issued (1) to any person who shall satisfactorily pass such examination, written or oral, as may be prescribed by said board; (2), to any person who shall produce satisfactory evidence that he has, for a period of four years immediately preceding the examination, continuously and capably performed the duties of mine foreman, pit boss or hoisting engineer, as the case may be.

**SEC. 2489-e. Fees—certificates recorded.** Every person applying for a certificate under this act shall pay to said examining board a fee of two dollars, and every successful applicant shall pay to said board an additional fee of two dollars; all of said fees to be accounted for and covered into the state treasury. Each certificate issued under this act shall be recorded in the office of the examining board, and shall show the name, age, residence and years of experience of the person to whom it was issued.

**SEC. 2489-f. Penalty.** No owner, agent, operator or managing officer of any coal mine to which this act applies shall employ any mine foreman, pit boss or hoisting engineer who does not hold the certificate herein contemplated. And any person violating any of the provisions of this act shall be punished by fine not exceeding five hundred dollars, or by imprisonment in the county jail not exceeding six months, or by both fine and imprisonment, in the discretion of the court. [28 G. A., ch. 82, § 6.]

**SEC. 2490. Scales and weighers—records—payment in money.** The owner or operator shall, if the miners are paid by weight, provide the mine with suitable scales of standard make, and require the person selected to weigh the coal delivered from the mine to be sworn before some person authorized to administer oaths to the effect that he will keep the scales correctly and truly balanced, and accurately weigh and a true record keep of each car delivered, which oath, with that of the check-weighman hereinafter provided for, shall be conspicuously displayed with record of weight at the place of weighing, which record shall carry the account of each miner by itself, be open to the inspection of all at proper times of miners and all others having a pecuniary interest in the mine, and all damages sustained on account of a failure to weigh and credit to the proper person any coal mined shall be recoverable in an action brought within two years from the time the right thereto accrued, and a knowledge of the violation of this provision by the miner shall not be a defense thereto. The miners employed and working in any mine may furnish a competent check-weighman, who, before entering upon his duties, shall make and subscribe to an oath to the effect that he is duly qualified and will faithfully discharge his duties as check-weighman, and he shall at all proper times have access to and the right to examine

the scales, machinery or apparatus used in weighing and seeing all measures and weights of coal mined and the accounts kept thereof; but not more than one person on the part of the miners collectively shall have this right, and such examination and inspection shall be so made as to create no unnecessary interference with the use of such scales, machinery or apparatus. The owner or agent shall, where the miner is by contract to be paid by the ton or other quantity, unless otherwise agreed upon in writing, weigh the coal before screening, and the miner shall be credited at the rate of eighty pounds to the bushel and two thousand pounds to the ton, but no payment shall be demanded for sulphur, rock, slate, black-jack, dirt or other impurities which may be loaded or found with the coal. Where ten or more miners are employed, such owner or agent shall not sell, give, deliver or issue, directly or indirectly, to any person employed, in payment for labor due or as advances for labor to be performed, any script, check, draft, order or other evidence of indebtedness payable or redeemable otherwise than in money at the face value, and he shall not compel or in any manner endeavor to coerce any employee to purchase goods or supplies from any particular person, firm, company or corporation; but all wages shall be paid in money upon demand semimonthly, by paying for those earned during the first fifteen days of each month not later than the first Saturday after the twentieth of said month, and for those earned after the fifth of the succeeding month not later than the first Saturday after the fifth of the succeeding month. A failure or refusal to make payment within five days after demand shall entitle the laborer to recover the amount due him, and one dollar per day additional for each day such payment is neglected or refused, not exceeding the sum due, and in any action therefor the court shall tax as a part of the costs a reasonable attorney fees to plaintiff attorney. [25 G. A., ch. 98; 22 G. A., ch. 53, §§ 1, 3; 22 G. A., ch. 54, §§ 1, 3; 22 G. A., ch. 55, § 1; 29 G. A., ch. 80, § 1; 29 G. A., ch. 81, 1.]

**SEC. 2491. Penalties.** The owner or person in charge of any mine who shall have or use any scales or other appliances for weighing the output of coal so arranged, that false or short weighing may be done thereby or shall knowingly resort or employ any means whatever by which the coal is not correctly weighed, reported and recorded in this chapter provided, or any weighman or check-weighman who shall falsely weigh, report or record the weights of coal, or connive at or consent to such false weighing, reporting or recording, or any such owner or agent who shall fail to comply with the provisions of this chapter, or either of them, or shall obstruct or hinder the carrying out of its requirements, or anyone who shall or shall attempt to compel or coerce any employee of any owner or person operating a mine to purchase goods from any particular person, shall be punished by imprisonment in the county jail not exceeding sixty days, and by a fine not exceeding five hundred dollars; if any miner, workman or other person shall knowingly injure or interfere with any air course or brattice, or obstruct or throw open doors, or disturb any part of the machinery, or disobey any orders given in carrying out the provisions of this chapter, or ride, upon a loaded car or wagon in the shaft or slope, except as herein provided, or do any act whereby the lives and health of the persons or the security of the mines and machinery is endangered, or shall

neglect or refuse to securely prop or support the roof and entries under his control, or neglect or refuse to obey any order given by the superintendent in relation to the safety of the mine in that part under his charge and control, he shall be punished by fine not exceeding one hundred dollars, or imprisonment in the county jail not exceeding thirty days. [22 G. A., ch. 53, §§ 4, 5; 22 G. A., ch. 55, § 2; 20 G. A., ch. 21, §§ 15, 19.]

Under a prior statute making it criminal without exception for anyone to ride on a loaded car, *held*, that a conductor thus riding in the discharge of his duty was not to be held guilty of wrong in so doing: *Crabell v. Wapello Coal Co.*, 68-721.

SEC. 2492. Failure to provide for safety of employees. In addition to any and all other remedies, if any owner or person in charge of any mine shall fail to provide any of the appliances herein required for the safety of the employees, or the appliances provided do not conform to the requirements herein specified, or such owner or agent shall neglect, for twenty days after notice given in writing by the district mine inspector of such failure, to remedy the same, such inspector may apply to the district court, or any judge thereof, in an action brought in the name of the state, for a writ of injunction to restrain the working of the mine with more persons at the same time than are necessary to make the improvements needed, save as may be required to prevent waste, until such appliances have been supplied, and in case an injury happens to those engaged in the work because of such failure, the same shall be held culpable negligence. [22 G. A., ch. 56, § 4; 20 G. A., ch. 21, § 14.]

#### *Provisions as to illumination.*

SEC. 2493. Purity of oil. Only pure animal or vegetable oil, paraffine or electric light shall be used for illuminating purposes in any mine in this state, and for the purpose of determining the purity of oils the state board of health shall fix a standard of purity and establish regulations for testing said oil, and said standard and regulations, when so determined, shall be recognized by all the courts of the state. [26 G. A., ch. 92, § 1; 26 G. A., ch. 93.]

SEC. 2494. Penalty. Any person, firm or corporation, either by themselves, agents or employees, selling or offering to sell for illuminating purposes in any mine in this state any adulterated or impure oil, or oil not recognized by the state board of health as suitable for illuminating purposes as contemplated in this chapter, shall be deemed guilty of a misdemeanor, and, upon conviction thereof, shall be fined not less than twenty-five dollars, nor more than one hundred dollars for each offense; and any mine owner or operator or employee of such owner or operator who shall knowingly use, or any mine operator who shall knowingly permit to be used, for illuminating purposes in any mine in this state any impure or adulterated oil, or any oil the use of which is forbidden by this chapter, shall, upon conviction thereof, be fined not less than five dollars nor more than twenty-five dollars. [26 G. A., ch. 92, § 2.]

SEC. 2495-a. Repeal—testing oil. That section twenty-four hundred and ninety-five (2495) be stricken out and the following substituted therefor: It shall be the duty of an inspector of petroleum products to inspect and test all oil offered for sale, sold, or used for illuminating purposes in coal

mines in this state, and for such purpose he may enter upon the premises of any person. If upon test and examination the oil shall meet the requirements made and provided by the state board of health, he shall brand, over his own official signature and date, the barrel or vessel holding the same with the words "Approved for illuminating coal mines." Should it fail to meet such requirements, he shall brand it over his official signature and date, "Rejected for illuminating coal mines." All inspection shall be made within this state, and paid for by the person for whom the inspection is made at the rate of ten cents per barrel or vessel, which charge shall be a lien on the oil inspected, and be collected by the inspector. Each inspector shall be governed in all things respecting his record, compensation, expenses, and returns to the treasurer of state and secretary of state as provided in sections twenty-five hundred and six and twenty-five hundred and seven of the code. It shall be the duty of the inspector whenever he has good reason to believe that oil is being sold or used in violation of the provisions of this chapter to make complaint to the county attorney of the county in which the offense was committed, who shall forthwith commence proceedings against the offender in any court of competent jurisdiction. All reasonable expenses for analyzing suspected oil shall be paid by the owner of the oil whenever it is found that he is selling or offering to sell impure oil in violation of the provisions of this chapter. Such expenses may be recovered in a civil action, and in criminal proceeding such expenses shall be taxed as part of the costs. [27 G. A., ch. 60, § 2.]

SEC. 2495-b. Shot examiners—proof of competency. In all mines, where coal is blasted from the solid, competent persons shall be employed to examine all shots, before they are charged. Said examiners to have the power to prohibit the charging and firing of any shot which, in their judgment, is unsafe. Before entering upon the discharge of their duties, said examiners shall give proof of their competency to the state mine inspector of the district in which the mine, where they are employed, is located, and said inspector shall certify to the operator of each mine the persons who have given proof of their competency to act in the capacity of shot examiners. The state mine inspector to have the power to refuse to give permission to any person to act as shot examiner who, in his judgment, is not sufficiently competent; or he may revoke the permission granted, should it appear that a shot examiner is negligent, or careless in the performance of his work. [29 G. A., ch. 100, § 1.]

SEC. 2496. Provisions applicable. The provisions of this chapter shall apply only to coal mines. [Same, § 5.]

#### *Earnings of married women.*

SEC. 3162. Wages of wife—actions by. A wife may receive the wages for her personal labor, and maintain an action therefor in her own name, and hold the same in her own right, and may prosecute and defend all actions for the preservation and protection of her rights and property, as if unmarried. [C. '73, § 2211.]



*Earnings of minors.*

SEC. 3191. **Payments.** Where a contract for the personal services of a minor has been made with him alone, and the services are afterwards performed, payment therefor made to him, in accordance with the terms of the contract, is a full satisfaction therefor, and the parent or guardian cannot recover a second time. [C. '73, § 2240; R., § 2542; C. '51, § 1490.]

*Right of action for personal injuries—Limitations.*

SEC. 3447. **Period of.** Actions may be brought within the times herein limited, respectively, after their causes accrue, and not afterwards, except when otherwise specially declared:

1. *In actions for injuries from defects in roads or streets—notice.* Those founded on injury to the person on account of defective roads, bridges, streets or sidewalks, within three months, unless written notice specifying the time, place and circumstances of the injury shall have been served upon the county or municipal corporation to be charged within sixty days from the happening of the injury;

2. *Penalties or forfeitures under ordinance.* Those to enforce the payment of a penalty or forfeiture under an ordinance, within one year;

3. *Injuries to person or reputation—relative rights—statute penalty—setting aside will.* Those founded on injuries to the person or reputation, including injuries to relative rights, whether based on contract or tort, or for a statute penalty, within two years; and those brought to set aside a will, within five years from the time the same is filed in the clerk's office for probate and notice thereof is given;

4. *Mechanic's lien.* Those to enforce a mechanic's lien, within two years from the expiration of the thirty or ninety days, as the case may be, for filing the claim as provided in the law relative to mechanic's liens;

5. *Against sheriff or other public officer.* Those against a sheriff or other public officer, growing out of a liability incurred by the doing of an act in an official capacity or by the omission of an official duty, including the non-payment of money collected on execution, within three years;

6. *Unwritten contracts—injuries to property—fraud—other actions.* Those founded on unwritten contracts, those brought for injuries to property, or for relief on the ground of fraud in cases heretofore solely cognizable in a court of chancery, and all other actions not otherwise provided for in this respect, within five years;

7. *Written contracts—judgments of courts not of record—recovery of real property.* Those founded on written contracts, or on judgments of any courts except those provided for in the next subdivision, and those brought for the recovery of real property, within ten years;

8. *Judgments of courts of record.* Those founded on a judgment of a court of record, whether of this or any other of the United States, or of the federal courts of the United States, within twenty years. [26 G. A., ch. 63; 22 G. A., ch. 25; C. '73, §§ 486, 2529; R., §§ 1075, 1865, 2740; C. 51, §§ 948, 1659.]

*Execution of judgment for wages not to be stayed.*

SEC. 3996. **Stay of execution—how effected.** On all judgments for the recovery of money, except those rendered on any appeal or writ of error, or in favor of a laborer or mechanic for his wages, or against one who is surety in the stay of execution, or against any officer, person or corporation, or the sureties of any of them, for money received in a fiduciary capacity, or for the breach of any official duty, there may be a stay of execution, if the defendant therein shall, within ten days from the entry of judgment, procure one or more sufficient freehold sureties to enter into a bond, acknowledging themselves security for the defendant for the payment of the judgment, interests and costs from the time of rendering judgment until paid, as follows:

1. If the sum for which judgment was rendered, inclusive of costs, does not exceed one hundred dollars, three months;

2. If such sum and costs exceed one hundred dollars, six months. [C. '73, § 3061; R., § 3293.]

*Exemption of wages from execution, etc.*

SEC. 4011. **Personal earnings.** The earnings of a debtor who is a resident of the state and the head of a family for his personal services, or those of his family, at any time within ninety days next preceding the levy, are exempt from liability for debt. [C. '73, § 3074; C. '51, § 1901.]

SUB SECTION 1. **Exemption from garnishment.** Wages earned outside of this state by a non-resident of this state, and payable outside of this state, shall in all cases where the garnishing creditor is a non-resident of this state, be exempt from attachment or garnishment where the cause of action arises outside of this state; and it shall be the duty of the garnishee in such cases to plead such exemption, unless the defendant shall be personally served with original notice in this state. [30 G. A., ch. 124, § 19.]

Approved March 7, A. D. 1904.

*Exemption of wages—Unlawful assignment of claims.*

SEC. 4018. **Sending claims out of state to defeat exemption.** Whoever, whether as principal, agent or attorney, with intent to deprive a resident in good faith of the state of the benefit of the exemption laws thereof, sends a claim against such resident and belonging to a resident, to another state for action, or causes action to be brought on such claim in another state, or assigns or transfers such claim to a nonresident of the state, with intent that action thereon be brought in the courts of another state, the action in either case being one which might have been brought in this state, and the property or debt sought to be reached by such action being such as might, but for the exemption laws of this state, have been reached by action in the courts of this state, shall be guilty of a misdemeanor, and punished by a fine of not less than ten nor more than fifty dollars. [25 G. A., ch. 102, §§ 1, 2.]

This statute is not applicable in a case where the employer has been garnished in this state for wages due to the employee in another state where they are exempt from

execution, such proceeding having been commenced before the passage of this statute: *Willard v. Sturm*, 65 N. W., 817.



*Wages preferred—In receiverships.*

SEC. 4019. Debts owing for labor preferred. When the property of any company, corporation, firm or person shall be seized upon by any process of any court, or placed in the hands of a receiver, trustee or assignee for the purpose of paying or securing the payment of the debts of such company, corporation, firm or person, the debts owing to employes for labor performed within the ninety days next preceding the seizure or transfer of such property, to an amount not exceeding one hundred dollars to each person, shall be a preferred debt and paid in full, or if there is not sufficient realized from such property to pay the same in full, then, after the payment of costs, ratably out of the fund remaining, but such preference shall be junior and inferior to mechanics' liens for labor in opening and developing coal mines. [23 G. A., chs. 47, 48.]

The purpose of this statute is to better protect the wage working class of creditors, and to this end it is to be construed as giving a lien to the laborer which shall have prefer-

ence over other liens existing at the time the laborer makes his claim as contemplated by this statute: *Reynolds v. Black*, 91-1.

SEC. 4020. Statement of claim—allowance. Any employe desiring to enforce his claim for wages, at any time after seizure of the property under execution or writ of attachment and before sale thereof is ordered, shall present to the officer levying on such property or to such receiver, trustee or assignee, or to the court having custody of such property or from which such process issued, a statement under oath, showing the amount due after allowing all just credits and set-offs, and the kind of work for which such wages are due, and when performed; and unless objection be made thereto as provided in the following section, such claim shall be allowed and paid to the person entitled thereto, after first paying all costs occasioned by the proceeding out of the proceeds of the sale of the property so seized or placed in the hands of a receiver, trustee, or assignee or court, subject, however, to the provisions of the preceding section. [Same.]

SEC. 4022. Priority. Claims of employes for labor, if not contested, or if allowed after contest, shall have priority over all claims against or liens upon such property, except prior mechanics' liens for labor in opening or developing coal mines as allowed by law. [Same.]

*Seats for female employes.*

SEC. 4999. Seats for female employes. All employers of females in any mercantile or manufacturing business or occupation shall provide and maintain suitable seats, when practicable, for the use of such female employes, at or beside the counter or work-bench where employed, and permit the use thereof by such employes to such an extent as the work engaged in may reasonably admit of. Any neglect or refusal to comply with the provisions of this section by any employer shall be punished by fine not exceeding ten dollars. [24 G. A., ch. 47.]

*Factories and workshops—Inspection, etc.*

SEC. 4999-a. Water closets or privies. Every manufacturing establishment, work shop or hotel in which five or more persons are employed,

shall be provided with a sufficient number of water closets, earth closets or privies for the reasonable use of the persons employed therein, which shall be properly screened and ventilated and kept at all times in a clean condition; and if women or girls are employed in such establishment, the water closets, earth closets or privies used by them shall have separate approaches and be separate and apart from those used by the men. [29 G. A., ch. 149, § 1.]

SEC. 4999-b. Duties of parties in charge. It shall be the duty of the owner, agent, superintendent or other person having charge of any manufacturing or other establishment where machinery is used, to furnish and supply or cause to be furnished and supplied therein, belt shifters or other safe mechanical contrivances for the purpose of throwing belts on and off pulleys, and, wherever possible, machinery therein shall be provided with loose pulleys; all saws, planers, cogs, gearing, belting, shafting, set-screws and machinery of every description therein shall be properly guarded. No person under sixteen years of age, and no female under eighteen years of age shall be permitted or directed to clean machinery while in motion. Children under sixteen years of age shall not be permitted to operate or assist in operating dangerous machinery of any kind. [29 G. A., ch. 149, § 2.]

SEC. 4999-c. Blowers and pipes. All persons, companies or corporations operating any factory or workshop where emery wheels or emery belts of any description, or tumbling barrels used for rumbling or polishing castings, are used, shall provide the same with blowers and pipes of sufficient capacity, placed in such manner as to protect the person or persons using same from the particles of dust produced or caused thereby, and to carry away said particles or dust arising from or thrown off such wheels, belts or tumbling barrels while in operation, directly to the outside of the building, or to some receptable place[d] so as to receive or confine such particles or dust; provided, however, that grinding machines upon which water is used at the point of grinding contact, and small emery wheels which are used temporarily for tool grinding, are not included within the provisions of this section, and the shops employing not more than one man at such work may, in the discretion of the commissioner of the bureau of labor of the state, be exempt from the provisions hereof. [29 G. A., ch. 149, § 3.]

SEC. 4999-d. Enforcement—penalty. It shall be the duty of the commissioner of the bureau of labor of the state, and the mayor and chief of police of every city or town, to enforce the provisions of the foregoing sections. Any person, whether acting for himself or for another or for a copartnership, joint stock company or corporation, having charge or management of any manufacturing establishment, workshop or hotel, who shall fail to comply with the provisions of said sections, within ninety days after being notified in writing to do so, by any one of said officers whose duty it may be to enforce the provisions of said sections, shall be punished by a fine not exceeding one hundred dollars or by imprisonment in the county jail not exceeding thirty days. [29 G. A., ch. 149, § 4.]

SEC. 1. Protection against fire—means of escape. The owners, proprietors or lessees of all buildings, structures or enclosures of three or more



stories in height, now constructed or hereafter to be erected, shall provide for and equip said buildings and structures with such protection against fire and means of escape from such buildings as shall hereafter be set forth in this bill. [30 G. A., ch. 136.]

**SEC. 2. Buildings and enclosures—how classified.** The buildings, structures and enclosures contemplated in this act shall be classified as follows:

*First.* Hotels, office buildings or lodging rooms of three or more stories in height.

*Second.* Tenements or boarding houses, of three or more stories in height, occupied by one or more families or aggregating twenty (20) persons or more; provided that a mansard roof or attic, when used for sleeping rooms, shall be counted as one story.

*Third.* Buildings used as opera houses, theaters or public halls, of a seating capacity exceeding three hundred (300).

*Fourth.* Seminaries and colleges, public school buildings, hospitals and asylums of three or more stories in height.

*Fifth.* Manufactories, warehouses and buildings of all character of three or more stories in height, not specified in the foregoing section.

*Sixth.* Hotels and other buildings which are of strictly fireproof construction.

**SEC. 3. Fire escapes and stairways.** Each twenty-five hundred (2500) superficial feet of area, or fractional part thereof, covered by buildings or structures specified under classification 1, of section 2, of this act, shall be provided with one ladder fire escape of steel or wrought iron construction, attached to the outer wall thereof, and provided with platforms of steel or wrought iron construction of such size and dimensions and such proximity to one or more windows of each story above the first with all doors leading thereto of half glass locked in such a manner as to render access to such ladder from each story easy and safe, and with red lights to designate location of escapes, said ladder to start about five feet from the ground and extend above the roof, or a drop ladder may be hung at the second story in such a manner that it can be easily lowered in case of necessity, provided, however, that where such buildings shall be occupied by more than twenty (20) persons, the said building shall as a substitute for one ladder be provided with one stairway of steel or wrought iron construction with above described platforms, accessible from each story with a drop or counterbalance stairway from the second story balcony to the ground. Buildings under classification 2, section 2, of this act shall be provided for in the same manner as those under the head of classification 1. Buildings under classification 3, section 2, of this act shall be provided with at least one of above described outside stairways, or such a number of exits or such a number of above described stairways as may be determined by the chief of fire department, or the mayor of each city or town where no such chief of fire department exists. Each twenty-five hundred (2500) superficial feet of area or fractional part thereof covered by buildings, structures or enclosures

under classification 4, of section 2, of this act, shall be provided for in the same manner as those under the head of classification 3. Each twenty-five hundred (2500) superficial feet of area or fractional part thereof covered by buildings, structures or enclosures under classification 5, section 2, of this act shall be provided with at least one above described outside stairway, provided, however, that if there be living or sleeping quarters for more than twenty-five (25) persons in such building, then there shall be at least two of the above described outside stairways. Each five thousand (5000) superficial feet of area, or fractional part thereof covered by buildings under classification 6, section 2, of this act shall be provided with at least one above described ladder, and platforms at each story, if not more than twenty (20) persons be employed in the same. If more than twenty (20) persons be employed, then there shall be at least two of the above described ladders, and platforms attached, or one stairway and platforms of sufficient size at each story, and if more than forty (40) persons be employed in said building, then there shall be at least two, or such a number of the above described outside stairways as the chief of fire department, or the mayor of any city or town where no such chief of fire department exists, may from time to time determine.

Each six thousand (6,000) superficial feet of area or fractional part thereof covered by buildings specified in classification seventh (sixth) of this act, shall be provided with one steel or wrought iron ladder fire escape with platform constructed, located and attached to such building in the manner herein provided.

**SEC. 4. Signs.** In buildings under all above classification[s] signs indicating location of fire escapes shall be posted at all entrances to elevators, stairway landings and in all rooms.

**SEC. 5. Enforcement—penalty.** It is hereby made the duty of the commissioner of the bureau of labor statistics, the chief of fire department, or the mayor of each city or town where no such chief of fire department exists, or the chairman of the board of supervisors, in case such building is not within the corporate limits of any city or town, to adopt uniform specifications for fire escapes hereinbefore provided, and keep such specifications on file in their respective offices, and to serve or cause to be served a written notice in behalf of the state of Iowa upon the owner or owners, or their agents or lessees, of buildings within this state not provided with fire escapes in accordance with the provisions of this act, commanding such owner, owners, or agents or either of them, to place or cause to be placed upon said buildings, such fire escape or fire escapes as are provided in this act within sixty days after service of such notice, pursuant to the specifications established. Any such owner, owners, agents, trustees and lessees or either or any of them so served with notice as aforesaid, who shall not within sixty days after the service of said notice upon him or them, place or cause to be placed such fire escape or fire escapes upon such buildings as required by this act and the terms of said notice, shall be subject to a fine not less than fifty (\$50) dollars, and not more than one hundred (\$100) dollars, and shall be subject to a further fine of twenty-five (\$25) dollars for each additional week of neglect to comply with such notice.

**Sec. 6. Inspection.** All fire escapes erected under the provisions of this act shall be subject to the inspection and approval or rejection in writing, by the person named in section 4 of this act who has caused such written notice to be served.

**Sec. 7. Pending litigation—repealed.** Nothing in this act shall in any manner affect pending litigation. That sections four thousand nine hundred and thirty-nine-e (4099-e), four thousand nine hundred and ninety-nine-f (4099-f), four thousand nine hundred and ninety-nine-g (4099-g), four thousand nine hundred and ninety-nine-h (4099-h), four thousand nine hundred and ninety-nine-i (4099-i), four thousand nine hundred and ninety-nine-j (4099-j) of the supplement of the code are hereby repealed. [30 G. A., ch. 136, § 1; 29 G. A., ch. 150, § 1.]

**Sec. 4999-k. Use of dangerous fluids forbidden.** That it shall be unlawful for any person to establish or operate any dye works, pantorium, or cleaning works, in which gasoline, benzine, naphtha, or other explosive or dangerous fluids are used for the purpose of cleaning or renovating wearing apparel or other fabrics, in any building any part of which is used as a residence or lodging-house. [28 G. A., ch. 130, § 1.]

**Sec. 4999-l. Penalty.** Any person convicted of violating the provisions of the foregoing section shall be fined in a sum not exceeding fifty (50) nor less than (10) dollars. [28 G. A., ch. 130, § 2.]

#### *Guards on threshing machines.*

**Sec. 5025. Boxing tumbling rods of threshing machines.** If any person run any threshing machine in this state without having two lengths of tumbling rods next the machine, together with the knuckles or joints and jacks of the tumbling rods safely boxed and secured while the machine is running, he shall be fined not less than ten nor more than fifty dollars for every day or part of a day he shall violate this section. [15 G. A., ch. 38; C. '73, § 4061.]

#### *Inspection, etc., of steam boilers.*

**Sec. 5026. Steam boilers.** Any person owning or operating steam boilers in this state shall provide the same with steam-gauge, safety-valve and water-gauge, and keep the same in good order. Any person neglecting so to do shall be fined not less than fifty nor more than five hundred dollars. [15 G. A., ch. 14.]

#### *Blacklisting.*

**Sec. 5027. Blacklisting employees.** If any person, agent, company or corporation, after having discharged any employee from his or its service, shall prevent or attempt to prevent, by word or writing of any kind, such discharged employee from obtaining employment with any other person, company or corporation, except by furnishing in writing on request a truthful statement as to the cause of his discharge, such person, agent, company or corporation shall be punished by a fine not exceeding five hundred nor less than one hundred dollars, and shall be liable for all damages sustained by any such person. [22 G. A., ch. 57, § 1.]

**Sec. 5028. Same by agents.** If any railway company or other company, partnership or corporation shall authorize or allow any of its or their agents to blacklist any discharged employee, or attempt by word or writing or any other means whatever to prevent such discharged employee, or any employee who may have voluntarily left said company's service, from obtaining employment with any other person or company, except as provided for in the preceding section, such company or copartnership shall be liable in treble damages to such employee so prevented from obtaining employment. [Same, § 2.]

#### *Sunday labor.*

**Sec. 5040. Breach of Sabbath.** If any person be found on the first day of the week, commonly called Sunday engaged in carrying firearms, dancing, hunting, shooting, horse racing, or in any manner disturbing a worshiping assembly or private family, or in buying or selling property of any kind, or in any labor except that of necessity or charity, he shall be fined not more than five nor less than one dollar, and be imprisoned in the county jail until the fine, with costs of prosecution, shall be paid; but nothing herein contained shall be construed to extend to those who conscientiously observe the seventh day of the week as the Sabbath, or to prevent persons traveling or families emigrating from pursuing their journey, or keepers of toll bridges, toll gates and ferrymen from attending the same. [C. '73, § 4072; R., §§ 4392-3.]

#### *Trade-marks of trade unions.*

**Sec. 5049. Falsely using label of labor union.** Every person, or association or union of working men or others, that has adopted or shall adopt for their protection any label, trade-mark or form of advertisement, may file the same for record in the office of the secretary of state by leaving two copies, counterparts or facsimiles thereof with the secretary of state. Said secretary shall thereupon deliver to such person, association or union so filing the same a duly attested certificate of the record of the same, for which he shall receive a fee of one dollar. Such certificate of record shall in all actions and prosecutions under the following six sections be sufficient proof of the adoption of such label, trade-mark or form of advertisement, and the right of said person, association or union to adopt the same. [24 G. A., ch. 36, §§ 1, 3.]

**Sec. 5050. Injunction.** Every person, association or union adopting a label, trade-mark or form of advertisement, as specified in the preceding section, may proceed by action to enjoin the manufacture, use, display or sale of any counterfeits or imitations thereof; and all courts having jurisdictions of such actions shall grant injunctions to restrain such manufacture, use, display or sale, and shall award the complainant therein such damage resulting from such wrongful manufacture, use, display or sale, and a reasonable attorney's fee to be fixed by the court, and shall require the defendant to pay to such person, association or union the profits derived from such wrongful manufacture, use, display or sale, and a reasonable attorney's fee to be fixed by the court, and said court shall also order that all such counterfeits or imitations in the possession or under the control of any



defendant in such case be delivered to an officer of the court to be destroyed. Such actions may be prosecuted for the benefit of any association or union by any officer or member thereof. [Same, §§ 4, 6.]

Sec. 5051. Imitation of such label. It shall be unlawful for any person or corporation to imitate any label, trade-mark or form of advertisement adopted as provided in the second preceding section, or to knowingly use any counterfeit or imitation thereof, or to use or display such genuine label, trade mark or form of advertisement, or the name or seal of such person, union or association, or of any officer thereof, unless authorized so to do, or in any manner not authorized by him or it. Any person violating any provision of this section shall be imprisoned in the county jail not more than thirty days, or be fined not less than twenty-five nor more than one hundred dollars. [Same, §§ 1, 2, 5, 7.]

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