

STATE OF IOWA

1916

REPORT OF THE

BUREAU OF LABOR STATISTICS

FOR THE

ERRATA.

Page 115, line 3, figures 70 should read 79.

Page 129, Order of Railway Conductors, Marshalltown local No. 4 and Oskaloosa No. 4 are duplicates, the headquarters of this local is Oskaloosa.

A. L. URICK, Commissioner



DES MOINES
ROBERT HENDERSON, STATE PRINTER
J. M. JAMIESON, STATE BINDER

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FOR THE

Biennial Period Ending June 30, 1916

A. L. URICK, Commissioner



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LETTER OF TRANSMITTAL.

STATE OF IOWA,
OFFICE OF
COMMISSIONER OF LABOR STATISTICS.

HON. GEORGE W. CLARKE, GOVERNOR OF IOWA.

SIR—In compliance with Section 2470, Chapter 8, Title XII, Supplement to the Code 1907, I have the honor herewith to transmit to you the Seventeenth Biennial Report of this department.

Very respectfully,

A. L. URICK,
Commissioner.

Des Moines September 30, 1916.

BUREAU OF LABOR STATISTICS ADMINISTRATION.

A. L. URICK, Commissioner.
ALFRED SHEPHERD, Deputy Commissioner.
H. H. BYE, Factory Inspector.
J. D. SEAMAN, Factory Inspector.
ELLEN M. ROURKE, Factory Inspector.
JOHN E. NORDSKOG, Department Clerk.
SARA MARCUS-KATZ, Department Clerk.
JOHN C. NIETZEL, Free Employment Clerk.
PAULINE MARCUS and MINNIE TRUAX, Temporary Clerks.
for part of the period.

BUREAU OF LABOR STATISTICS

This Seventeenth Biennial Report is compiled in accord with the conception that the central thought of the lawmakers in creating the Bureau of Labor Statistics was "to impart to them, undoubtedly meaning citizens of Iowa, other States and Nations, such information as shall tend to increase productions and consequent employment of producers."

This can mean but one thing, the gathering of facts relating to Iowa resources, the progress made in using them for the benefit of society, the publication of such facts, as a means of inducing increased efforts in profitable productivity and an increased employment of wage-earners under sanitary, wholesome and satisfactory conditions.

To insure these factors in industry, later legislative bodies added to the duties of the Bureau, the safeguarding of machinery and places of work; the safeguarding of morals by the requiring of separate toilets for the sexes and the keeping of toilets free from obscene writings; the provision for better sanitary conditions of factories, stores and other establishments as a means of promoting the health of the workers; the enforcement of a child labor law to conserve the children during their growth; the regulation of fire escapes and means of exit from buildings as a means of safeguarding both the workers and general public who in the ordinary course of business, labor, pleasure or profit, assemble in places where fire hazards exist; later was added the employment of a woman inspector, whose special duty it was made to investigate conditions of employment of women and children, the object of course being to set before society and their legislators, conditions and facts on which to base remedies where deemed necessary. The Thirty-sixth General Assembly added the further duty of getting the unemployed, and consequent non-productive man into the productive job by the creation of the State Free Employment Bureau.

Under this conception of duties, there appear three general functions: First, the publication of statistics and the necessary inquiries and investigations to make them reliable and valuable within the intent of the law; Second, to make inspections of establishments employing labor or in which persons gather in the

course of their several activities, and to make recommendations in accord with the law tending to insure the life, limb, health and to a limited degree, the morals of those assembling therein; Third, to enforce the laws provided for and coming under the supervision of the bureau, as a means of promoting the welfare of society and industry.

STATISTICS OF MANUFACTURE.

In the report of two years ago, a complete departure in the matter of statistics was announced from that in former vogue. The method adopted was in line with those followed by several of the older and more advanced manufacturing states, who make every effort to continually keep before the world, the importance of the great variety of products coming from their manufacturing institutions. Queries kept coming into the bureau from all sections of our country, and a few scattered ones from across the seas, asking information as to what Iowa produced aside from her agricultural products. The plan was therefore conceived to publish statistics of manufactures covering four particular details considered of highest importance. First, what amount of capital is invested in the factories of the state; second, what amount of raw material or partly fabricated material is transformed into useful articles of commerce and for consumption; third, what is the nature of and the aggregate value of the products, and fourth, how many and what kind of wage-earners are employed in factory production and what are the conditions and results of their employment?

It was realized that many difficulties would confront the plan. There would be the fear of exposure of individual business affairs, the anti-social instinct of it being "no one's business;" the man with good intentions but putting everything off until the tomorrow that never comes; and above all, the institution that exists on a chance, not keeping any books or records from which a report can be made.

The receipt of reports from 1325 establishments in a first attempt, caused considerable satisfaction, and encouragement for this, the seventeenth biennial report. It was in the first instance recognized that penalizing firms as provided by law for not reporting would not produce results, but that gradually the importance of the statistics in promoting Iowa manufactures must be brought home to progressive men and thus secure their cooperation. That this judgment was well grounded is indicated

in the tables under Statistics of Manufacture, which show 2904 establishments co-operating for this report. The firm that makes one report and finds that its confidence has not been violated and that its business has helped swell a most remarkably showing of Iowa's manufacturing activity, will again co-operate. The firm unable to report because of either a poor system or no system at all of bookkeeping, if repeatedly urged is likely some time to feel the importance of really getting into the procession of men who do things and help push their State into manufacturing prominence, and themselves into greater business security by keeping books and records from which reports can be made and the leaks determined.

FACTORY INSPECTION.

During the two year period, 1914-1915, factory inspection as a means of conservation of life, limb and health was as diligently attended to as possible with the small force available. The analysis and table under that head will give in a concise way, the nature of recommendations and class of establishments covered.

It is impossible to mention factory inspection without some reference to accidents. The Thirty-fifth General Assembly provided that all accidents exclusive of mine, train service, agricultural and domestic service accidents shall be reported to the Bureau of Labor Statistics. This act became operative at the same time as the Employers' Liability and Workmen's Compensation Law, 1186 accidents were reported during the first six months of the operation of the law. For the year 1914, 8874 accidents were reported by 1630 employers and for 1915, 12,478 accidents were reported by 2565 employers. This does not indicate a greater volume of accidents per capita but that a more complete report of all accidents occurring in industrial occupation, is made as required by the statutes. In fact, it will require several additional years of reports before computation is possible on the per capita increase or decrease of industrial injuries. An analysis of nature, cause and result of accidents is omitted from this report because it was found impossible in the time available to do justice to such highly valuable material with the limited office force, and this analysis will therefore be made and published later in bulletin form.

CHILD LABOR.

The enactment of the child labor law by the Thirty-sixth General Assembly brought into the Bureau, through the system of

work permits, information of the greatest value relating to the physical development and mental capacities of Iowa children. To the student, and to the person interested in child welfare, it furnishes information that could not have been secured in any other way.

The special investigation of children holding work permits was undertaken as a means of determining what conditions take the child out of school and into industry at a time when the moulding of mentality and growth to physical fitness is at the most delicate point. The analysis and tables are fully explanatory of the many phases that enter into child employment.

WAGES OF FARM LABOR.

Through the kindness of A. E. Corey, Secretary of the State Board of Agriculture, access was given this department to advance sheets of the annual year book relating to average wages of farm labor as collected by township assessors. A comparative table extending over six years is given. The gradual upward trend of farm wages for both summer and winter seasons is well established by such comparison.

LABOR ORGANIZATIONS.

The tables on labor organizations are valuable in giving the extent of the organizations of labor of the State and by Counties, and also the union schedule of wages so far as reported. In the case of the tabulation of wage scale of street railway employees, a departure was made from the regular form. This departure was made possible by reason of the international officers of that organization furnishing complete data on which to arrange table.

This form would be far more serviceable and valuable than the general form otherwise used, but cannot be adopted until such time when all local unions fully and promptly co-operate with the Bureau when request is made for the necessary data.

Labor legislation urged by local unions is indicative of their view of the needs of labor and of the necessity to bring conditions in accord with their ideals and standards.

ARBITRATION AND CONCILIATION.

Just at this time when the entire nation is agitated over the question of arbitration, any matter relating thereto is of interest. Since the passage of the Iowa Act but two cases have been arbitrated under its provisions, neither of the decisions being at

any time recognized by the employers in the controversy. The Iowa law is based upon the theory of providing the general public with actual facts relating to the controversy to these facts to be disclosed by a competent and unprejudiced board after a thorough investigation in which such board has authority of demanding records and right of subpoena equal to that of a district court, believing that the public when in possession of the true facts will exert public sentiment sufficiently strong to remedy any wrong and to protect the rights and welfare of the community. It is not a law of compulsory enforcement of the decision rendered except where both parties have agreed to abide by the decision. In such case, any decision rendered is binding for one year. It is a law, however, of compulsory investigation, and this fact has undoubtedly been responsible in averting many labor controversies since the law went into effect, and to this extent has been of benefit to the State. The only case arbitrated during the biennial period is given elsewhere.

THE STATE FREE EMPLOYMENT BUREAU.

The report for this recent addition to the Bureau of Labor is made for the period, July 4, 1915, when the law went into effect to July 1, 1916. Prior to the opening of this bureau, a study was made of the operation of similar departments in other States. Their general plans, systems of advertising and records were carefully gone into by correspondence and also by contact with department heads. As a result of this investigation many helpful details in use elsewhere were adopted, but the advice of the Minnesota Commissioner of Labor was found most valuable, namely: "that the plan or system in conducting an employment bureau of any one State will not produce the best results in any other State. That to begin with a very limited system adding thereto by experience gained, is the soundest method of procedure."

This advice was found practical. No plan, except, that for office records, has thus far been found that is not subject to improvement as the result of experience. The requirements for success in a department of this kind has so far been found to be indefatigable persistency in finding new means of reaching employers and workers and a continued adaptability to new methods.

Considering that the bureau is a complete new departure for Iowa and that therefore its very existence had to be brought to public notice before any applicants for either work or workers

could be secured, the record made during the first year of operation in bringing "the jobless man into the manless job" is highly encouraging.

The newspapers of the State have been exceedingly kind and generous in promoting the work of the bureau and a large part of the success thus far attained can be attributed to them.

A resume of the work done will be found under the title of The State Free Employment Bureau. Following such resume is given a like resume of private employment bureaus.

SPECIAL INVESTIGATION OF WOMEN WAGE-EARNERS.

Following the plan of two years ago, when a special investigation was made of the conditions of employment of women in the department stores and hotels and restaurants, the telephone and laundry industries were selected for this biennial period. A far more complete survey was made of the latter industries than was found possible in the former effort.

The special investigation made by the woman factory inspector and published in the sixteenth biennial report attracted attention and received commendation from all sections of the country. This feature of the present report is therefore submitted with the utmost confidence of its favorable acceptance by all persons and institutions having any interest in the conditions of employment and the welfare of women wage-earners.

RECOMMENDATIONS.

Boiler Inspection—The only part of a boiler subject to inspection by the State is under Section 5026 of the Code of 1897, and relates to steam and water gauges and safety valves.

The only general inspection is made by insurance companies. The owner of a boiler not making application for insurance can use his boiler under the most unsafe conditions without responsibility until after the injury is done. Where application is made for insurance, and after inspection, the risk is rejected, the owner of the rejected boiler can keep right on using it, endangering life and limb until the inevitable happens.

In a number of States providing for boiler inspection, the plan is followed of having insurance companies report all inspections to the labor department of the State such inspections being accepted as sufficient, while the state department looks only after those not inspected by insurance inspectors and those rejected to see that they are made safe. This plan has usually

worked well and has saved to the State, a considerable expense by reason of a smaller force of inspectors being required.

Under our industrial development, greater precautions for safety are constantly demanded, and laws are required to bring the non-progressive element of our people to the standards of safety voluntarily adopted by the progressive element. Numerous communications came into this bureau from boiler manufacturers throughout the country inquiring "what are the Iowa standards for the construction of boilers?", to all of which the reply is made—"we have no standards." Boiler manufacturers being placed in the position of constructing a boiler meeting all the requirements of one state but that would not pass in others, organized "The American Uniform Boiler Law Society," and secured the services of the American Society Mechanical Engineers to draft a uniform code suitable for adoption by all States. This code in the interest of safety and more satisfactory and staple business methods, is brought to the attention of all State legislators for enactment. A number of the States by legislative enactment and others through the powers given industrial commissions, are adopting this uniform code.

Attention is called to this matter because of its extreme importance both as to safety and as to the necessity of preventing our State from becoming a dumping ground for boilers that will not pass muster in other States under their requirement.

Building Code and Inspection. On January 1, 1916, twenty-one States and territories had provided protection to employes on buildings either during erection or repairs. The Senate of the Thirty-sixth General Assembly passed a bill containing features of building codes elsewhere in effect and applicable to Iowa conditions. This bill after being reported for passage by the House Sifting Committee was called up during an evening session when the attendance was small, and failed because of not receiving a constitutional majority. On the following day, a motion for reconsideration was filed. When the friends of the measure, during the last afternoon of the legislative session, called for the motion, the original could not be found and as the mover thereof, had already left the House, it was impossible to call up the bill which consequently killed it. The building trades employes almost universally favored the measure in the interest of greater safety, while all of the responsible employing contractors favored it both because of greater safety and also

that it gave them some degree of protection against the irresponsible contractor who could even avoid responsibility under the Employers' Liability and Workmen's Compensation Law. This protection coming by reason of requiring all contractors to conform to definite rules of safety in building erection or repair. This matter is respectfully urged to the earnest consideration of the members of the General Assembly.

Their attention is also requested to the matter of buildings already erected and which because of age, use, or lack of care, become dangerous to workers engaged therein. It is a curious situation to have the state exercise control and regulation in the safeguarding of machinery and in the maintenance of clear passage ways in buildings and exits from same and not to provide any protection against dilapidated and unsafe buildings even though they may be ready to tumble down upon the employes otherwise protected under the law. Under the provisions of the law now in force, the only protection offered is that right granted to city and town councils to condemn unsafe buildings, a right seldom exercised because of local influences. In a number of cases these authorities have called on the Bureau of Labor, assuming that having authority to compel safety within the building, the right extended to the building as well, and finding no such authority vested in the bureau, dropped the matter entirely and permitted the hazard to continue. Some provision should undoubtedly be made to remedy this condition.

The Bureau of Labor—Under the general head of "Factory Inspection" is given a brief resume of the volume of work coming under the supervision of the inspectors. For a number of years the duties added increased rapidly while the force added for taking care of them has not increased proportionately. There was a time in the history of the bureau when inspection of industrial establishments was resented, today, inspection is invited. Some of the severest criticisms now made by the larger establishments is that their places are not visited more frequently. Every progressive establishment is today seeking to minimize accidents and they look to the inspector for suggestions and recommendations because of his broad general experience. Among employers, however, are to be still found as there always will be, those who must be prodded along to get in line with accepted standards of the state's interest in human conservation. Because of the limited force, the deputy commissioner has been

putting in practically all of his time in inspection work, in fact, has been assigned a district the same as other inspectors. Every possible endeavor has been made to relieve the situation from the office by a system that has almost completely taken the place of the inspector in checking up compliances with instructions by report from employers. Notwithstanding the use of every available means to save the time of the inspectors for the covering of a larger field, much of the work that should be done, and is expected under the law to be done, remains but partially done.

With the present duties assigned, at least two more inspectors should be added to the department. Excluding salaries, by reason of possible shorter routings an additional \$500 added to the amount of expense money now allowed by law, would be sufficient to cover amounts needed for the two additional inspectors recommended.

For years, the salaries of factory inspectors have remained the same. Considering the high type of men required and the greatly increased cost of living, this is an injustice. Provision should be made for inspectors after one year of service to receive at least an additional \$25.00 per month, for regardless of original qualifications, the inspector after one year's service is a more valuable man to the state in the work required, and he should be compensated accordingly. The salary of the deputy commissioner should be proportionately increased regardless of time of service.

From the very beginning, the work of the bureau was intended to be a means of furnishing valuable statistics relating to the industries of the state and to promote their growth and the employment of labor. The Thirty-fifth General Assembly included the gathering of a complete list of personal injuries occurring in industry. At this time the number of such accidents approximate 1,600 per month. The importance of complete accident data when properly analyzed is beyond estimate. To do this, however, and at the same time enhance the value of other statistics of value to Iowa industrial development, some one should be employed in the bureau for statistical work only. It is, therefore, recommended that the Commissioner of Labor be authorized with the consent of the Executive Council, to employ a statistician at \$1,500 per year. This in addition to the two clerks now provided for.

Private Employment Bureaus—Section 2477-K Supplement to the Code, 1913, provides as follows:

Investigations by Labor Commissioner: The commissioner of the bureau of labor statistics, or his deputy, shall have authority to examine at any time the records, books and any papers relating in any way to the conduct of any employment agency or bureau within the state, and must investigate any complaint made against any such employment agency or bureau, and if any violations of law are found, he shall at once file or cause to be filed an information against any person, firm or corporation guilty of such violation of law."

Under this section there is no doubt of the power of the Commissioner of Labor to investigate the records of any private employment bureau, the difficulty is that they are not required to keep any records. This makes investigation a farce as a means of discovering practices that are contrary to law. Two years ago, a recommendation was made to compel by law, a record showing applicants, nature of work or worker sought, fee collected, employment furnished, fee returned with date thereof, and amounts received from per cent of earnings. This recommendation can work no hardship on the law abiding agency, and for others, would furnish a means of protection against illegal and prohibited practices.

EXPENSE OF BUREAU OF LABOR STATISTICS.

The following is the expense complete of the Bureau of Labor statistics for the biennial period July 1, 1914, to July 1, 1916:

Salaries:		
Commissioner, \$1,800 per annum.....	\$ 2,000.00	
Deputy commissioner, \$1,500 per annum.....	2,000.00	
Three factory inspectors, each \$1,200 per annum.....	3,600.00	
Clerkial help.....	2,770.81	
(Extra clerk, provided by Retrenchment and Reform Committee). Chief clerk of the State Free Employment Bureau, at \$1,200 per annum.....	500.00	1,181.33
Total salaries for the biennial period.....		\$9,390.81
Traveling and hotel expenses for biennial period.....	\$ 2,290.28	
Supplies and postage:		
Paper.....	\$ 47.09	
Envelopes.....	15.35	
Pencils, pens, etc.....	9.25	
Baskets, brushes, brooms, etc.....	.92	
Books.....	4.00	
Rubber bands.....	2.50	
Paste, ink, etc.....	2.22	
Sundries.....	102.00	
Postage and stamped envelopes.....	1,797.75	
Total for supplies and postage, for the biennial period.....		\$ 3,912.54
Printing and binding.....	1,860.97	
Furniture and stores.....	279.80	

Express, freight and cartage.....	60.00
Telephone and telegraph.....	75.00
Miscellaneous expenses.....	17.00
Total expense for the biennial period.....	\$ 152.00
Grand total of salaries and expense for biennial period.....	\$28,996.35

The above includes the expense of the State Free Employment Bureau which began business July 4, 1915, requiring additional furniture, filing cases, typewriter and all the necessary blanks, etc., for such a department. The expense for all purposes follows:

Furniture and stores.....	\$ 712.57
Telephone.....	31.87
Printing.....	149.90
Supplies and postage:	
Office supplies.....	\$ 19.00
Postage and stamped envelopes.....	329.20
Total for office supplies and postage.....	348.20
Total expense of the State Free Employment Bureau.....	\$ 742.33

STATISTICS OF MANUFACTURES, 1915.

In the compilation of statistics of manufactures for 1915, the same method was followed as inaugurated for the sixteenth biennial report for 1913. The statistics, however, are far more complete by reason of the change in the law which now requires all manufacturers who employ one or more wage earner to report, when formerly only those employing five or more were required to report, and also that those who reported before had no hesitancy in reporting this time, which with experience and better facilities of the bureau, induced 2,904 reports as against 1,325 two years ago. Another feature was very noticeable in securing data for this compilation. Two years ago, factory inspectors in their regular work were asked daily, "Is this form of report to be continued in the future?" And upon being answered in the affirmative at once followed with "then we must adopt a better method of bookkeeping." Great numbers of firms evidently made good in this as is evidenced by a greater freedom in reports received.

If the gathering of manufacturer's statistics every two years had no further merit than bringing about better bookkeeping and greater business efficiency, such work would be invaluable to Iowa, but a thorough study of the statistics will indicate many benefits to be derived in showing the magnitude and great diversity of Iowa made products. The comparison of the number

of plants reporting for 1915 with those included in the United States Census report for 1914 is in no way indicative of the completeness of the statistics of this report. The United States Census includes all plants having an output of \$500 or more. For instance, a druggist may make a line of headache or other medicines or remedies, employing no extra help because of the manufacture, and yet be included in the census as a manufacturer. This is true of many other lines in which some article is made in quantity valued at \$500. The United States Census also includes laundries as manufacturers, likewise publications not doing their own mechanical work, which, in part, is duplicated under the plant doing this work. All of these are excluded from this report.

The United States Census was taken for the year ending December 31, 1914, one of the years in which manufacturing in many lines was in a decided slump while the data for this compilation was for the year ending December 31, 1915, during the latter part of which industrial conditions materially improved, except that it was an unusual poor year for the earning industry, because of the unseasonable weather throughout the growing year. Also on account of legislation ending brewing of malt liquors on December 31, 1915, there was a considerable decline in this industry long before the end of the year.

In any comparisons with the United States Census, the further explanation is necessary that in "Car and General Shop Construction," the railroad companies claim it impossible to separate capital invested in shops nor output from that other than for manufacturing and construction work. For the item of production of this line, the United States Census gives \$11,434,000. The items of wages, wage earners and materials used for this industry are included in this compilation, the number of wage-earners and wages paid showing a considerable increase over the United States Census figures for the year prior.

COMPARISON OF REPORTS.

For the reason that no complete report of the United States Census for 1914 is as yet available, comparisons can only be made with such parts covered by advance sheets. In this comparison the United States Census figures for 1909 are also included as are the partial figures for 1913 of this bureau. By this method it is hoped to show both the growth of the manufacturing in-

dustry and the increasing importance of this bureau's work in getting information of the utmost importance before the people every two years.

GROWTH OF MANUFACTURING INDUSTRY.

	Establishments Reporting	Value of Products	Average wage-earners	Total wages paid
1909 U. S. census.....	5,598	\$259,527,637	61,625	\$82,541,993
1913 State	1,285	191,918,220	46,695	29,300,996
1914 U. S. census.....	5,614	\$10,759,550	67,113	29,800,000
1915 State	2,904	274,794,443	56,765	36,278,284

Considering 5,614 reports made to the Census for 1914 with only 2,904 to the State in 1915, conclusively shows an immense increase in manufacturing activity during the year when the respective number of wage-earners, wages received and value of products are compared. Especially is the showing extraordinary when the \$11,434,000 not reported to this bureau for car and general construction work of railway shops, and \$1,533,000 decrease in malt liquors because of legislation are taken into account in values of products.

COMPARISON BY SIZE OF PLANTS.

The advance sheets of the United States Census not containing size of plants, comparison of those reporting for 1909 Census will be given, also those reporting to this bureau for 1913 and 1915 as follows:

ESTABLISHMENTS OF EACH CLASSIFIED OUTPUT.

To Whom Reported	Total Reporting					Over \$1,000,000
	Less than \$5,000	\$5,000 and less than \$20,000	\$20,000 and less than \$100,000	\$100,000 and less than \$1,000,000	Over \$1,000,000	
1909 U. S. census.....	5,028	2,281	1,666	1,156	396	
1913 State	1,325	750	373	462	273	
1915 State	2,904		881	844	341	2232

This table indicates that the larger plants are far more responsive in making reports to this bureau for a comparison of the number reporting to the State for both 1913 and 1915, and those of all establishments to the Census for 1909 show a declining per cent according to size of establishment. It should be noted, however, that in the class having an output of less than \$5,000 are all that great number of small establishments not employing any wage-earners and consequently not required to report to this bureau. The table should be valuable in showing the distribution of size of plants and also for the general growth of manufacturing of the State.

The relative importance in total output by number and size of establishments with average output for each size for 1915 reports follows:

SIZE OF ESTABLISHMENTS.

Establishments by Size of Product	Number of establishments	Total product establishments	Average products for each size
Over \$1,000,000	32	\$120,049,972	\$4,218,517
100,000 to \$1,000,000	341	84,508,397	246,799
\$20,000 to \$100,000	844	30,907,121	45,761
\$5,000 to \$20,000	584	9,132,215	15,330
Less than \$5,000	750	3,000,433	4,001

In the report of two years ago, capitalization, materials used, value of products, wages and wage-earners by classified industries were tabulated for the State only. In this report, a like tabulation is made for every county of the State and which it is hoped will be found highly interesting and valuable in both showing relative importance of the diversities of manufacture and also volume of business done in each county.

Table No. 1 gives this information for the State and Table No. 2 for the respective counties. These tables can in no way be used to figure profits because of the omission of all salaries, interest, rents, and other incidentals that enter into production.

It is intended only to show relative value and importance of manufactures to the State from the standpoint of capital invested, materials used in manufacture, goods produced, wage-earners employed and amount of wages earned.

RELATIVE VALUE OF INDUSTRIES.

The twelve leading industries of the State by the amount of capital invested, railway shops not reported, were:

1. Electric light, heat and power.....	\$ 30,400,167
2. Foundry and machine shop products.....	25,045,530
3. Gas, distillating and heating.....	18,343,039
4. Slaughtering and meat packing.....	18,130,070
5. Brick and tile.....	15,449,801
6. Cement.....	11,092,100
7. Printing and publishing.....	10,729,192
8. Food preparations.....	9,774,722
9. Lumber and timber products.....	8,811,178
10. Agricultural implements.....	6,351,901
11. Locomotives, rail.....	4,736,944
12. Canning and preserving.....	4,459,390

In the matter of stocks and materials used, railway shops excluded, the ranking according to reports is as follows:

1. Slaughtering and meat packing.....	\$ 75,046,968
2. Food preparations.....	25,308,954
3. Butter, cheese and condensed milk.....	21,168,702
4. Foundry and machine shop products.....	7,374,688
5. Flour and grist mill products.....	7,779,555
6. Lumber and timber.....	5,642,468
7. Bread and other bakery products.....	3,537,592
8. Printing and publishing.....	2,435,058
9. Confectionery.....	2,605,252
10. Agricultural implements.....	2,550,485
11. Brick and tile.....	2,499,455
12. Cement.....	2,136,359

The twelve leading industries, railroad shops not reported, in the value of products rank as follows:

1. Slaughtering and meat packing.....	\$ 84,297,232
2. Food preparations.....	35,249,093
3. Foundry and machine shop products.....	24,112,273
4. Butter, cheese and condensed milk.....	15,354,478
5. Printing and publishing.....	13,134,507
6. Lumber and timber products.....	9,165,364
7. Flour mill and grist mill.....	8,904,508
8. Brick and tile.....	7,109,400
9. Electric light, heat and power.....	6,736,846
10. Bread and other bakery products.....	5,918,023
11. Agricultural implements.....	5,453,853
12. Cement.....	4,821,423

The twelve leading industries in the amount of wages paid rank as follows:

1. Cars and general shop construction.....	\$ 7,149,096
2. Foundry and machine shop products.....	5,365,172
3. Slaughtering and meat packing.....	5,282,200
4. Printing and publishing.....	5,282,200
5. Brick and tile.....	2,297,888
6. Lumber and timber products.....	1,961,527
7. Food preparations.....	1,844,507
8. Electric light, heat and power.....	1,151,082
9. Buttons, pearl.....	1,074,144
10. Bread and other bakery products.....	879,971
11. Furniture and refrigerators.....	879,889
12. Agricultural implements.....	873,446

The twelve leading industries in average number of wage-earners employed during the year, rank as follows:

1. Cars and general shop construction.....	9,726
2. Slaughtering and meat packing.....	6,365
3. Foundry and machine shop products.....	5,074

4. Printing and publishing.....	3,971
5. Brick and tile.....	3,339
6. Lumber and timber products.....	2,861
7. Buttons, pearl.....	2,528
8. Food preparations.....	2,336
9. Electric light, heat and power.....	1,622
10. Bread and other bakery products.....	1,479
11. Agricultural implements.....	1,311
12. Furniture and refrigerators.....	1,200

Table No. 3 is valuable in showing the variation of employment by month for each classified industry. From it the highly seasonal industries are easily traced. The figures vary a trifle from the greatest and smallest number of employes of each industry as given in Table No. 1, which indicates the extreme greatest and smallest number employed at any one time, while Table No. 3 gives average employment during the month. It shows September to be the month of best employment for all industries, and January the month of least employment.

The following shows the ranking importance of the twelve industries leading in average employments during any one month, also giving the month of greatest employment, also the extreme of greatest and smallest number employed at any one time during the year.

TWELVE LEADING INDUSTRIES

Industry	Month of greatest employment	Average employes in greatest month	Extreme greatest month	Extreme smallest month
1. Cars and shop construction.....	December	10,257	10,000	8,830
2. Slaughtering and meat packing.....	December	5,945	6,443	4,611
3. Foundry and machine products.....	December	5,745	5,900	5,423
4. Printing and publishing.....	December	4,307	4,443	3,659
5. Canning and preserving.....	September	4,178	4,291	318
6. Brick and tile.....	July	3,985	4,023	2,920
7. Lumber and timber.....	October	3,533	3,691	2,818
8. Buttons, Pearl.....	December	2,503	2,803	1,240
9. Food preparations.....	September	2,540	2,603	1,870
10. Electric light, heat and power.....	October	2,811	2,305	1,220
11. Furniture and refrigerators.....	November	1,600	1,810	860
12. Bread and bakery products.....	September	1,596	1,759	1,280

In Table No. 1, the smallest and greatest number of wage-earners employed does not indicate any one period, but for some period of the year. For instance, the printing industry employs the greatest number of wage-earners in December and the smallest number in July, while the brick and tile industry employs the greatest number in July and the smallest number in January. This variation for all industries reported is as follows: Greatest

number of wage-earners reported 75,955; smallest number, 45,622. This means that 29,433 or 39.2 per cent of the total number of wage-earners employed in manufacturing establishments are idle or changing about between jobs and employments a part of the time.

The average number of wage-earners employed in the factories was 58,765, of which 50,104, or 85.3 per cent, were males and 8,661, or 14.7 per cent, were females.

The following are the twelve ranking industries employing the greatest average number of women:

1. Printing and publishing.....	900
2. Clothing, men's.....	808
3. Buttons, pearl.....	800
4. Confectionery.....	797
5. Tobacco, cigars and smoking.....	791
6. Bread and other bakery products.....	513
7. Food preparations.....	472
8. Slaughtering and meat packing.....	380
9. Clothing, women's.....	366
10. Canning and preserving.....	347
11. Furnishing goods, men's.....	333
12. Hosiery and knit goods.....	310

The following shows the industries in which the women wage-earners exceed in number the male wage-earners, also the relative numbers of each sex:

Industry	Men	Women
Clothing, men's.....	94	952
Furnishing goods, men's.....	47	523
Hosiery and knit goods.....	57	210
Clothing women's.....	112	800
Confectionery.....	481	787
Patent medicines and nonpoisons.....	111	178
Signs, advertising and novelties.....	112	137

MANUFACTURES BY COUNTIES.

Table No. 2 is a tabulation by classified industries of the manufacturing of the counties, also showing the totals for each county under the same headings as Table No. 1. Attention is again called to the fact that the capitalization and value of products for "car and general construction" shops are not reported, but that materials used, number of wage-earners and wages paid are included. Were this capitalization and value of products ascertainable there would undoubtedly be some change in rank of importance of counties under these headings. Under the other headings, the information is complete for the entire number of establishments reporting including "car and general construction," and the ranking in importance therefore correct.

The manufacturers of twenty-two counties reported a capitalization in excess of two million dollars. The amount of capitalization, values of stocks and materials used, value of product, average number of wage-earners and wages paid of these twenty-two counties with their relative rank in importance among all of the counties under each heading is as follows:

STATISTICS OF MANUFACTURES

MANUFACTURING INDUSTRY IN TWENTY-TWO COUNTIES OF IOWA.

County	Capitalization		Stocks & Materials		Total Product		Wage Earners		Wages Paid	
	Amount	Rank	Value	Rank	Value	Rank	Number	Rank	Amount	Rank
Linn.....	\$ 25,408,497	1	\$ 30,858,471	1	\$ 40,577,953	1	4,737	1	\$ 2,036,846	4
Waukegan.....	11,886,852	2	12,515,652	2	29,596,049	2	5,145	2	2,790,953	1
Scott.....	11,021,553	3	12,515,652	2	29,596,049	2	4,702	3	2,534,609	3
Woodbury.....	10,775,851	4	45,659,955	1	54,055,562	1	4,702	4	2,031,277	2
Dubuque.....	15,445,053	5	7,303,514	7	11,022,800	7	5,078	2	2,031,277	2
Windsor.....	15,445,053	5	7,303,514	7	11,022,800	7	2,168	6	2,743,559	4
Wasson.....	11,886,852	2	17,711,502	3	12,225,628	6	2,168	6	2,743,559	4
Cerro Gordo.....	11,886,852	2	5,851,015	8	11,286,200	8	2,070	10	1,670,843	8
Clinton.....	7,475,269	9	6,745,113	9	9,850,889	9	2,545	9	1,670,843	8
Montpele.....	7,475,269	9	2,485,929	14	4,751,040	13	2,192	11	1,685,319	10
Des Moines.....	7,475,269	9	2,485,929	14	4,751,040	13	2,192	11	1,685,319	10
Lawrence.....	5,003,417	12	4,013,010	11	5,984,420	11	2,088	8	1,923,514	9
Floyd.....	5,003,417	12	759,183	19	2,071,285	17	3,717	17	372,104	17
Windsor.....	5,003,417	12	4,013,010	11	5,984,420	11	2,088	8	1,923,514	9
Wasson.....	5,003,417	12	4,013,010	11	5,984,420	11	2,088	8	1,923,514	9
Marshall.....	2,795,967	17	2,071,285	19	4,436,708	15	7,090	13	1,208,115	11
Washington.....	2,795,967	17	2,071,285	19	4,436,708	15	7,090	13	1,208,115	11
Jackson.....	2,608,801	18	666,264	23	1,280,260	19	3,715	21	251,412	23
Keosauqua.....	2,608,801	18	666,264	23	1,280,260	19	3,715	21	251,412	23
Keosauqua.....	2,472,459	20	724,145	17	2,380,789	16	3,995	16	322,601	19
Winneshiek.....	2,369,868	21	701,104	22	1,022,671	20	2,955	22	142,884	21
Page.....	2,046,235	22	747,900	20	1,307,953	21	284	25	176,285	25

From this showing, it will readily be seen that the predominant industry of a county has a material effect in the ranking under the respective heads. For instance, Polk county, with a great number and diversity of manufacturing plants, many of them of medium and small size, stands first in number of wage-earners and wages paid, second in capital invested, third in value of product and fifth in value of stocks and materials used, while Woodbury county, whose predominant industry is that of slaughtering and meat packing, an industry in which the value of material is high, the fabrication from material used in product not as great as in many other industries nor is the skill of the wage-earner as high as required from some of the other industries, stands first in total products and materials used, second in wages paid, and fourth in the number of wage-earners and capitalization.

Black Hawk county alone assumes the same rank of importance for all of the headings. If it was possible, however, to include the capital invested and the products of her large railway shops, the rank of the county in these items would be materially advanced.

CLASSIFIED WEEKLY WAGES.

Table No. 5 shows the weekly rate of wages paid by classified industries to 73,285 wage-earners during the week of maximum employment by the 2,904 manufacturing establishments reporting. Of this number 61,754 or 84.3 per cent, were adult males; 11,132 or 15.2 per cent were adult females, and 400 or 0.5 per cent were males and females under 16 years of age.

The wages given are the rates per week for full time work.

For convenience the following synopsis is made from the general table, showing the total number of wage-earners with per cent of each classified wage, and also aggregate number and per cent of total receiving below stipulated rate per week:

MALE WAGE-EARNERS AND CLASSIFIED WAGES.

Rate of Wages	Number	Per Cent	Rate of Wages	Number	Per Cent
Total wage earners	61,754	100.00			
Under \$2.00	165	0.27	Under \$3.00	165	0.27
\$2.00 but under \$3.00	367	0.60	Under \$3.50	532	0.87
\$3.00 but under \$4.00	561	0.91	Under \$4.00	894	1.50
\$4.00 but under \$5.00	1,039	1.68	Under \$5.00	1,973	3.20
\$5.00 but under \$6.00	1,779	2.88	Under \$6.00	3,145	5.10
\$6.00 but under \$7.00	1,413	2.29	Under \$7.00	4,557	7.39
\$7.00 but under \$8.00	2,261	3.66	Under \$8.00	7,418	12.07
\$8.00 but under \$9.00	9,327	15.05	Under \$9.00	10,480	17.00
\$9.00 but under \$10.00	29,273	47.25	Under \$10.00	27,654	44.80
\$10.00 but under \$11.00	16,118	26.09	Under \$11.00	34,112	55.19
\$11.00 but under \$12.00	6,227	10.08	Under \$12.00	39,498	63.90
\$12.00 and over	2,246	3.64	\$12.00 and over	2,246	3.64

FEMALE WAGE-EARNERS AND CLASSIFIED WAGES.

Rate of Wages	Number	Per Cent	Rate of Wages	Number	Per Cent
Total wage earners	11,132	100.00			
Under \$2.00	290	2.62	Under \$3.00	392	3.53
\$2.00 but under \$3.00	1,914	17.21	Under \$3.50	1,367	12.24
\$3.00 but under \$4.00	1,365	12.30	Under \$4.00	2,672	23.99
\$4.00 but under \$5.00	2,079	18.68	Under \$5.00	4,742	42.60
\$5.00 but under \$6.00	1,565	14.06	Under \$6.00	6,307	56.69
\$6.00 but under \$7.00	1,127	10.12	Under \$7.00	7,434	66.78
\$7.00 but under \$8.00	1,217	10.93	Under \$8.00	8,651	77.71
\$8.00 but under \$9.00	1,374	12.34	Under \$9.00	10,025	90.00
\$9.00 but under \$10.00	791	7.11	Under \$10.00	10,816	97.10
\$10.00 but under \$11.00	257	2.31	Under \$11.00	11,073	100.00
\$11.00 but under \$12.00	25	0.23	Under \$12.00	11,128	100.00
over \$12.00	4	0.04	\$12.00 and over	4	0.04

WAGE-EARNERS UNDER 16, BOTH SEXES AND CLASSIFIED WAGES.

Rate of Wages	Number	Per Cent	Rate of Wages	Number	Per Cent
Total wage earners	400	100.00			
Under \$2.00	74	18.50	Under \$3.00	74	18.50
\$2.00 but under \$3.00	127	31.75	Under \$3.50	201	50.25
\$3.00 but under \$4.00	59	14.75	Under \$4.00	280	70.00
\$4.00 but under \$5.00	53	13.25	Under \$5.00	333	83.25
\$5.00 but under \$6.00	37	9.25	Under \$6.00	372	93.00
\$6.00 but under \$7.00	16	4.00	Under \$7.00	388	97.00
\$7.00 but under \$8.00	7	1.75	Under \$8.00	395	98.75
\$8.00 but under \$9.00	0	0.00	Under \$9.00	400	100.00
\$9.00 but under \$10.00	0	0.00	\$10.00 and over	0	0.00

Table No. 4 gives the number of adult employes by sex, and the number of young persons employed on a definite date for all establishments reporting. December 13, 1915, was the date selected, for the reason of it coming just before the holiday season, and sufficiently near the close of the year to make the report easy to get. The month coming closest to the average employment for the entire year was June, but as December shows an average of 60,273 wage-earners, only 1,508 above the average for the year, December 13th, was considered sufficiently typical in showing an actual condition of employment on a definite date.

DAYS IN OPERATION.

Table No. 6 gives the average number of days in operation of each classified list of industries. The average for the 2,904 establishments reporting is shown as 280.4 days, the average of the 1,325 establishments reporting for 1913 was 283.5 days, a loss of 3.1 days for the latter year. Considering that the number of establishments reporting for this report is an increase of 119 per cent over that of two years prior, this small disparity indicates the reliability of the figures. Electric light, heat and power, and illuminating gas plants, because of the nature of use of products,

are required to operate every day of the year, the cement industry coming next with 324.5 days' operation.

The highly seasonable occupation of canning and preserving is lowest in the number of days of operation with 93.5 days, and artificial stone, next lowest, with 171.3 days. An examination of the table will show a considerable number of industries working near the maximum number of days of the year exclusive of Sundays and holidays, which for the year 1915 was 305 days.

The average earning capacity of individual wage-earners in each occupation can be realized quite accurately by the use of Table No. 5, giving classified wage rates, and Table No. 6, giving average days in operation of specified industries.

TABLE NO. 1.—STATISTICS OF MANUFACTURE 1915.
Number of Establishments, Capital, Product and Wage-Earners, According to Industries, for the State.

Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly earnings	Wage-earners Employed			Value of product		
						Males	Females	Both sexes		Smallest Number	Greatest number
Total for the State.....	2,967	\$80,099,120	\$29,227,467	\$8,378,480	657.07	5,604	58,765	46,622	71,063	\$ 27,794,444	
Agricultural implements.....	30	6,327,961	2,559,485	873,146	864.72	1,167	147	1,015	1,068	9,431,881	
Artificial limbs.....	2	5,669	2,777	1,880	708.00	293	22	22	309	69,065	
Artificial stone.....	192	300,980	286,098	131,313	617.36	293	14	14	32	32,825	
Artificial teeth and parts.....	1	10,000	10,000	40,000	40,000	40	40	40	40	20,000	
Awning, tents and sails.....	14	194,017	112,280	43,124	245.87	46	23	70	123	353,148	
Bags, rattan and willow ware.....	8	117,120	49,658	51,588	436.19	64	27	121	196	181,453	
Bags, twine, twine and packing prop- erty.....	10	1,000,000	1,000,000	1,000,000	1,000,000	1,000	1,000	1,000	1,000	1,000,000	
Boots and shoes.....	5	475,225	489,000	166,714	517.32	186	137	130	161	74,984	
Bread and other bakery products.....	4	91,430	29,609	33,974	481.19	55	45	70	63	197,252	
Bricks and tile.....	5	132,374	50,787	22,667	339.65	41	35	50	79	189,864	
Boxes, fancy and paper.....	4	194,006	146,950	60,264	602.54	85	6	61	71	354,078	
Brass and bronze products.....	6	3,184,652	3,577,962	879,471	694.67	900	613	1,479	1,280	5,918,030	
Bread and other bakery products.....	110	12,419,894	2,297,888	614,691	328.83	8	8	2,371	1,000	7,109,469	
Brook and tile.....	16	1,000,000	1,000,000	1,000,000	1,000,000	1,000	1,000	1,000	1,000	1,000,000	
Butter, cheese and cond. milk, co-operative.....	219	3,415,795	9,389,057	531,308	813.00	622	9	621	672	10,591,021	
Butter, cheese and cond. milk, private.....	113	3,071,113	11,042,333	656,235	606.30	779	146	265	583	13,607,021	
Canning and preserving.....	18	4,465,305	1,732,000	1,741,114	579.47	1,158	880	2,328	1,540	3,691,755	
Carpets and rugs.....	9	88,771	22,800	33,656	376.18	46	11	21	45	79,008	
Carrriages, wagons and materials.....	22	5,981,052	303,353	339,791	639.96	534	19	679	865	1,707,261	
Car repairs and construction.....	20	2,362,181	7,149,968	731,28	731.28	9	8	8	8	10,600	
Cement.....	4	11,005,196	2,186,203	847,917	708.64	1,103	1	1,103	1,292	4,621,122	
Chemical.....	16	1,069,385	1,351,453	377,116	393.81	94	668	1,046	879	2,079,259	
Chilling, men's.....	11	469,941	22,499	67,44	62.44	113	209	477	319	1,021,47	
Coffee and spice, roasting and grinding.....	6	1,304,319	1,014,194	105,342	813.89	301	100	203	261	1,494,119	

Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly			Wage-Earnings Employed			Value of product
					Averages		Smallest Number	Average Number		Greatest number	
					Males	Females		Both sexes			
Coffins and undertakers' goods.....	8	967,046	401,576	139,670	679.00	333	43	270	303	230	881,472
Confectiory.....	62	2,596,639	2,800,227	692,065	718.64	684	787	1,371	1,004	1,591	4,134,679
Cooperage and wooden goods.....	3	166,748	216,809	47,238	386.03	35	35	35	35	147	1,281,107
Copper, tin and aluminum products.....	11	1,000,000	1,000,000	1,000,000	1,000.00	190	1	191	191	362	2,899,032
Croquet rock and stones.....	11	296,359	122,548	112,724	500.32	1	1	191	191	362	2,899,032
Cutlery and tools.....	16	788,377	496,946	137,071	667.60	34	225	170	284	284	896,273
Cutlery, razors, and jewelry sup- plies.....	13	1,000,000	1,000,000	1,000,000	1,000.00	190	1	191	191	362	2,899,032
Electric light, heat, and power.....	34	36,400,567	2,000,303	1,311,081	803.54	1,607	1,622	1,478	1,478	1,478	6,796,816
Electroplating.....	3	12,865	1,584	2,585	107.10	6	10	16	10	30	12,000
Flags, banners and regalia.....	3	29,255	7,045	6,429	601.87	6	10	16	10	30	12,000
Flour-mill and grist-mill products.....	12	3,367,053	7,776,552	315,612	789.57	435	3	436	434	434	8,964,586
Food preparations.....	10	9,774,722	25,508,654	1,844,867	658.74	1,623	473	2,105	2,570	2,601	8,256,098
Foundry and machine shop products.....	169	25,096,222	7,974,688	3,333,292	713.03	8,072	102	5,074	5,442	6,900	15,254,439
Fur goods.....	15	1,000,000	1,000,000	1,000,000	1,000.00	190	1	191	191	362	2,899,032
Furniture.....	13	469,949	378,206	108,449	361.58	49	93	329	314	377	605,134
Furniture and refrigerators.....	22	3,006,609	1,159,698	979,881	672.18	1,395	16	1,369	1,419	1,619	2,519,194
Gas and electric lighting.....	31	19,443,079	659,019	415,153	654.31	1,629	12	1,629	1,629	1,629	2,519,194
Gas stoves, ranges and heating.....	31	11,000	23,694	10,182	674.25	13	11	34	31	37	60,311
Hats and caps.....	3	499,777	171,291	100,106	397.62	37	210	297	249	281	419,598
Hosiery and knit goods.....	30	1,769,609	138,680	185,850	740.37	247	6	248	139	158	501,828
Jewelry.....	6	136,268	14,108	20,825	595.28	25	10	35	32	37	62,495
Leather goods.....	89	2,068,628	1,821,135	380,354	680.24	658	165	667	664	718	2,891,791
Liquors, malt.....	14	5,811,178	5,812,452	1,803,727	619.65	1,601	19	1,601	1,601	1,601	2,891,791
Lumber and timber products.....	14	8,811,178	5,812,452	1,803,727	619.65	1,601	19	1,601	1,601	1,601	2,891,791
Meats and stone work.....	94	677,223	528,277	194,934	319.47	247	4	248	254	254	2,891,791
Metal and metal work.....	66	722,123	1,015,812	107,826	690.07	140	9	138	121	121	686,734
Mineral and glass.....	66	722,123	1,015,812	107,826	690.07	140	9	138	121	121	686,734
Miscellaneous.....	4	22,258	11,129	12,852	1,366.34	31	11	31	31	31	26,244
Knives and patterns, not paper.....	4	22,258	11,129	12,852	1,366.34	31	11	31	31	31	26,244

Musical instruments and materials.....	4	12,025	2,031	1,560	660.00	3	3	3	3	3	11,669
Optical goods.....	4	421,242	561,945	25,029	701.14	24	34	23	23	23	700,384
Paint and varnish.....	3	80,665	20,218	6,000	559.15	27	44	44	44	44	139,684
Paper and wood pulp.....	3	94,707	56,331	23,166	635.20	47	3	46	35	71	37,700
Patent medicines, druggists' preparations, perfumery, and toilet articles.....	97	2,214,102	864,045	136,305	471.41	11	389	252	257	257	2,015,860
Press, fountain.....	4	173,649	66,300	19,602	522.74	10	4	10	10	11	274,846
Printing and publishing.....	10	32,104	30,679	9,659	962.90	6	4	10	10	11	274,846
Pumps.....	10	10,726,422	2,027,056	2,283,295	739.68	2,095	969	2,074	2,019	4,413	12,134,597
Railroad stock and poultry.....	22	782,428	210,418	41,179	644.42	63	1	64	47	78	1,048,628
Rubber, gutta-percha, and gutta- serena.....	12	1,000,000	1,000,000	1,000,000	1,000.00	190	1	191	191	362	2,899,032
Shoes and advertising novelties.....	13	1,024,707	622,682	199,112	652.23	112	137	319	394	258	1,009,018
Shoes and parts.....	13	1,024,707	622,682	199,112	652.23	112	137	319	394	258	1,009,018
Slaughtering and meat packing.....	36	18,199,079	75,986,953	3,255,173	616.49	1,022	263	5,815	4,621	6,149	1,297,334
Soap.....	7	1,024,707	811,967	64,129	652.72	32	1	32	32	32	84,297,122
Stoves and furnaces.....	2	1,144,774	827,872	306,473	771.12	32	40	122	112	121	1,221,669
Tobacco, cigars and smoking.....	142	1,000,000	1,000,000	1,000,000	1,000.00	190	1	191	191	362	2,899,032
Walls.....	36	18,199,079	75,986,953	3,255,173	616.49	1,022	263	5,815	4,621	6,149	1,297,334
Wax plaster.....	2	1,462,194	126,180	385,133	721.73	498	1	499	408	381	1,296,829
Wearing machines.....	11	5,504,061	996,030	272,039	630.57	267	8	600	439	669	2,142,980
Wire and wire for wire rope and cable.....	11	5,504,061	996,030	272,039	630.57	267	8	600	439	669	2,142,980
Wool, worsted and felt goods.....	15	1,010,790	603,313	127,366	727.60	143	27	170	132	132	142,179
Woolen, worned and felt goods.....	15	1,010,790	603,313	127,366	727.60	143	27	170	132	132	142,179

¹ Railway companies did not report capital invested nor value of product, only ² shows reported value of materials used. All other items are complete.

³ All other industries includes one establishment of each of the following industries: Clay and plastic pipe specialties, toys, row boats, gun powder and explosives, horse-movers supplies, paste and pads, paper stamping patterns, artificial flowers, rubber stamps, printers' rollers, binding and covered letters, aerophane, Wadding gas, office specialties, fertilizer and tallow, animatographs.

TABLE NO. 2.—STATISTICS OF MANUFACTURE 1915.
Number of Establishments, Capital, Product and Wage-Earners According to Industries for Each County.

Counties and Industries	Number of establishments	Capital invested	Value of stock used	Amount of wages paid during the year	Average yearly earnings	Wage-Earners Employed			Greatest number	Value of product	
						Average Number		Both sexes			
						Males	Females				
Adair county.	7	61,968	272,659	11,832	626.55	59	8	14	13	\$ 215,714	
Butter, cheese and condensed milk.....	7	14,306	199,334	5,470	199.39	1	6	6	13	197,678	
Printing and publishing.....	0	3,339	2,659	3,073	684.09	3	2	0	0	11,700	
Other industries.....	0	28,550	10,751	3,272	312.17	0	0	0	0	11,341	
Adams county.	9	15,309	39,353	5,825	718.59	7	8	7	10	44,699	
Butter, cheese and condensed milk.....	9	3,700	29,273	3,456	691.30	4	1	4	6	46,997	
Other industries.....	0	1,500	1,000	2,408	580.00	2	1	3	4	8,713	
Allamakee county.	10	61,952	353,472	74,579	537.48	168	31	159	158	475	199,778
Butter, cheese and condensed milk.....	10	15,759	298,135	23,011	1,000.50	22	22	22	24	350,361	
Bread and other bakery products.....	0	34,537	58,885	2,862	501.40	5	27	9	6	10,450	
Printing and publishing.....	0	25,300	4,300	4,013	576.68	4	8	8	4	19,160	
Other industries.....	0	55,159	6,662	5,169	371.77	9	9	9	13	30,128	
Appanoose county.	12	998,614	219,991	106,570	617.69	158	9	165	160	512,655	
Bread and other bakery products.....	12	29,550	29,700	8,602	772.91	8	3	11	12	30,000	
Printing and publishing.....	0	16,509	3,809	5,044	590.44	0	3	9	9	21,480	
Tobacco, cigars and smoking.....	0	1,845	2,678	2,184	994.00	1	0	0	0	6,000	
Other industries.....	0	981,250	97,660	81,660	626.00	138	1	139	107	371	265,255
Ashtabula county.	1	119,373	365,614	46,736	637.68	28	4	62	42	89	277,427
Artificial stone, brick and tile.....	1	17,095	17,000	15,115	1,027.04	28	0	27	17	125,777	
Printing and publishing.....	0	17,800	13,500	10,070	697.93	0	2	35	24	27	19,028
Other industries.....	0	84,878	240,614	31,551	654.40	19	2	10	10	59,922	

Benison county.	10	1,827,468	307,626	2,815,539	705.61	2,782	139	3,252	3,861	22,223,638	
Artificial stone, brick and tile.....	10	1,600	16,004	9,470	351.40	115	115	154	154	1,815,507	
Bread and other bakery products.....	0	15,000	15,000	6,470	467.39	10	10	10	10	31,115	
Butter, cheese and condensed milk.....	0	10,000	15,000	14,800	509.10	3	3	3	3	56	
Canning and preserving.....	0	881,968	142,861	41,960	435.00	74	52	98	20	608	
Chemical and allied products.....	0	97,775	21,279	6,260	665.00	10	0	11	11	35,256	
Gas, illuminating and heating.....	0	27,807	32,317	22,288	691.75	0	0	0	0	28,374	
Printing and publishing.....	0	59,210	32,662	113,118	795.55	159	1	160	150	55,741	
Other industries.....	0	1,122,866	7,271,228	2,815,539	705.61	2,767	139	3,252	3,861	22,223,638	
Black Hawk county.	2	1,862,913	697,588	2,584,526	718.87	10	10	10	10	1,815,507	
Artificial stone, brick and tile.....	2	81,292	8,677	6,784	743.26	28	6	34	24	41	337,863
Bread and other bakery products.....	0	230,000	230,000	59,275	509.00	0	0	0	0	30,000	
Butter, cheese and condensed milk.....	0	178,728	31,232	10,200	600.00	0	0	0	0	79,982	
Canning and preserving.....	0	5,667	5,667	2,657	671.75	0	1	39	27	49	
Chemical and allied products.....	0	16,441	169,439	5,600	794.42	7	7	7	7	212,745	
Gas, illuminating and heating.....	0	14,475	19,137	14,385	739.00	14	15	15	15	35,500	
Printing and publishing.....	0	127,225	127,225	58,014	718.57	13	13	13	13	10,117	
Textile mill.....	0	307,520	139,512	15,301	618.04	9	9	9	9	34,417	
Confectionery.....	0	67,700	55,524	6,454	718.57	0	0	0	0	2,097,461	
Furniture and miscellaneous.....	0	19,137	726,600	78,882	708.02	0	5	92	107	397,356	
Leather goods.....	0	139,512	100,000	40,000	728.02	0	0	0	0	252,110	
Machinery and millinery.....	0	144,327	69,331	99,500	854.00	74	4	65	4	30,000	
Mineral.....	0	30,000	12,000	18,000	728.02	0	0	0	0	73,092	
Printing and publishing.....	11	160,943	113,029	104,619	965.19	172	31	320	139	272	
Sawmills and lumber.....	0	172,801	30,840	782.50	782.50	24	2	30	24	94	
Wares and furnaces.....	0	17,640	2,008	771.80	771.80	0	0	0	0	98,259	
Other industries.....	0	5,019,160	728,752	269,411	699.49	721	36	737	626	4,790	
Bloomer county.	23	1,289,469	471,659	831,779	777.51	442	534	449	607	822,786	
Artificial stone, brick and tile.....	23	18,000	21,000	8,840	868.03	0	0	11	11	15	41,000
Bread and other bakery products.....	0	156,460	156,460	62,000	702.13	0	0	0	0	11,500	
Butter, cheese and construction.....	0	42,680	42,680	305,841	728.13	259	259	259	277	317,328	
Chemical and allied products.....	0	115,267	44,382	80,970	702.71	39	39	39	43	115,267	
Printing and publishing.....	0	20,000	19,395	16,265	802.00	12	12	12	15	46,194	
Textile mill.....	0	107,000	36,000	21,000	618.04	0	0	0	0	261,130	
Printing and publishing.....	0	107,000	36,000	21,000	618.04	0	0	0	0	261,130	
Other industries.....	0	861,509	138,220	53,554	598.94	36	36	36	36	279,293	

TABLE NO. 2.

Counties and Industries

Counties and Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly earnings	Wage-Earners Employed			Greatest number	Value of product
						Average Number				
						Males	Females	Both sexes		
Bremser county.	27	1,089,898	4,689,898	149,820	764	427	67	1,277	1,279,812	
Butter, cheese and condensed milk.....	27	107,887	902,722	43,811	718.29	50	0	10	96	
Leather goods.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000	
Printing and publishing.....	4	68,723	26,652	32,145	373.45	49	15	14	191	
Other industries.....	14	877,823	48,226	107,617	629.17	49	52	19	104,117	
Indianan county.	22	462,656	1,741,021	49,466	829.29	4	2	7	228,726	
Butter, cheese and condensed milk.....	22	398,524	1,591,524	46,966	877.73	3	1	4	110	
Leather goods.....	1	5,000	5,000	5,000	5,000	1	0	1	5,000	
Printing and publishing.....	4	11,860	1,230	1,230	1,230	2	2	2	12,500	
Other industries.....	6	5,072	17,353	900.88	59.49	3	2	2	59,490	
Boona Vista.	22	829,226	34,275	17,617	629.17	50	74	79	104,117	
Artificial stone.....	22	208,698	49,867	49,867	539.36	22	22	22	277,521	
Brick and tile.....	2	18,700	11,645	4,066	581.71	7	1	1	21,010	
Carriage and light.....	2	6,950	5,813	7,000	724.86	12	1	1	12,000	
Electric light, heat and power.....	2	14,865	2,961	3,000	600.00	10	10	10	167,250	
Printing and publishing.....	4	47,900	12,749	16,700	607.00	12	13	13	51,254	
Other industries.....	4	33,900	24,569	2,744	384.80	7	8	8	43,275	
Butler county.	22	299,084	98,084	98,084	581.80	24	24	24	514,449	
Artificial stone.....	22	2,800	1,530	1,000	513.00	2	2	2	3,388	
Butter, cheese and condensed milk.....	5	22,014	288,709	12,971	864.22	11	15	15	10,100	
Leather goods.....	2	20,000	20,000	20,000	20,000	2	2	2	20,000	
Printing and publishing.....	2	30,000	10,125	9,596	427.00	4	4	4	17,588	
Other industries.....	3	6,100	9,000	1,200	433.00	3	3	3	6,000	
Chatham county.	22	806,512	232,644	42,283	624.78	45	11	69	851,511	
Artificial stone.....	22	13,128	13,080	7,313	731.80	10	10	10	20	
Butter, cheese and condensed milk.....	4	41,000	76,448	6,452	600.75	4	4	4	25,482	
Leather goods.....	2	10,500	8,970	3,550	700.00	1	1	1	8,500	
Printing and publishing.....	4	20,505	8,609	12,361	494.94	1	1	1	4,800	
Other industries.....	4	20,400	25,286	7,960	494.94	1	1	1	11,599	

Carroll county.	22	729,446	994,249	762.58	427	145	10	145	806,286
Agricultural implements.....	22	729,446	994,249	762.58	427	145	10	145	806,286
Brick and tile.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Butter, cheese and condensed milk.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Leather goods.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Printing and publishing.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Other industries.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Cass county.	22	11,850	121,723	29,380	816.11	15	0	17	30,254
Butter, cheese and condensed milk.....	22	11,850	121,723	29,380	816.11	15	0	17	30,254
Electric light, heat and power.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Other industries.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Cedar county.	22	145,660	202,866	25,389	616.00	37	5	42	271,588
Artificial stone.....	22	145,660	202,866	25,389	616.00	37	5	42	271,588
Butter, cheese and condensed milk.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Leather goods.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Printing and publishing.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Other industries.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Cerro Gordo.	22	11,850,512	6,281,612	4,079,312	762.69	221	22	229	4,923,678
Brick and tile.....	22	2,000,262	514,877	390,342	762.69	221	22	229	4,923,678
Butter, cheese and condensed milk.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Car repairs and construction.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Electric light, heat and power.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Leather goods.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Printing and publishing.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Other industries.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Cherokee county.	11	2,752,671	4,023,240	394,010	616.27	403	27	430	4,923,678
Artificial stone.....	11	2,752,671	4,023,240	394,010	616.27	403	27	430	4,923,678
Butter, cheese and condensed milk.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Leather goods.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Printing and publishing.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Other industries.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Chickasaw county.	22	409,852	622,978	96,411	612.11	18	11	29	603,857
Butter, cheese and condensed milk.....	22	409,852	622,978	96,411	612.11	18	11	29	603,857
Leather goods.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Printing and publishing.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Other industries.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Chickokee county.	22	7,609	7,609	7,609	762.69	1	1	1	7,609
Artificial stone.....	22	7,609	7,609	7,609	762.69	1	1	1	7,609
Butter, cheese and condensed milk.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Leather goods.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Printing and publishing.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000
Other industries.....	1	1,000	1,000	1,000	1,000	1	0	1	1,000

Printing and publishing.....

Other industries.....

Chickasaw county.

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

Chickokee county.

Artificial stone.....

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

Chickasaw county.

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

Chickokee county.

Artificial stone.....

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

Chickasaw county.

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

Chickokee county.

Artificial stone.....

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

Chickasaw county.

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

Chickokee county.

Artificial stone.....

Butter, cheese and condensed milk.....

Leather goods.....

Printing and publishing.....

Other industries.....

TABLE NO. 2

Counties and Industries

Counties and Industries	Number of establishments	Capital invested	Value of stock and material used	Amount of wages paid during the year	Average yearly earnings	Wage-Earners Employed			Greatest number	Value of product
						Average Number		Sexes		
						Males	Females			
Chay county	57	49,759	574,703	71,689	719.69	1,129	607	72	427	1,061,000
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	42,969	543,100	40,812	691.83	71	134	12	12	207,162
Chickasaw county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Clifton county	73	7,674,300	6,748,210	1,020,849	636.14	1,812	1,011	219	2,038	9,664,000
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	55	7,674,300	6,748,210	1,020,849	636.14	1,812	1,011	219	2,038	9,664,000
Clintonsburg county	13	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	13	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Concho county	10	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	10	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
County and machine-shop products	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Electric light and power	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Foundry and machine-shop products	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Lumber and timber products	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Printing and publishing	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Wine, including wine-making	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Wine work, including wine and cask	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Other industries	17	2,200,444	4,250,440	750,302	743.17	568	323	100	1,127	6,469,713

Counties and Industries	Number of establishments	Capital invested	Value of stock and material used	Amount of wages paid during the year	Average yearly earnings	Wage-Earners Employed			Greatest number	Value of product
						Average Number		Sexes		
						Males	Females			
Cherokee county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Chickasaw county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Clifton county	73	7,674,300	6,748,210	1,020,849	636.14	1,812	1,011	219	2,038	9,664,000
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	55	7,674,300	6,748,210	1,020,849	636.14	1,812	1,011	219	2,038	9,664,000
Clintonsburg county	13	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	13	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Concho county	10	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	10	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
County and machine-shop products	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Electric light and power	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Foundry and machine-shop products	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Lumber and timber products	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Printing and publishing	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Wine, including wine-making	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Wine work, including wine and cask	1	1,500,000	1,500,000	1,500,000	1,500.00	115	115	115	115	8,000,000
Other industries	17	2,200,444	4,250,440	750,302	743.17	568	323	100	1,127	6,469,713
Crawford county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Delaware county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Dallas county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Davis county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
DeWitt county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
DeWitt county	47	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Bread and other bakery products		1,571	5,633	2,000	686.65	0	0	0	9	10,255
Butter, cheese and condensed milk		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Printing and publishing		17,814	82,178	7,305	1,259.83	0	1	0	9	13,225
Other industries	40	124,608	115,672	19,650	419.43	251	562	22	449	1,764,889
Dickinson county	47	124,608	115,672	19,6						

TABLE NO. 2

Counties and Industries

Counties and Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average earnings yearly	Wage-Earners Employed			Value of product
						Average Number		Greatest number	
						Males	Females			Both sexes
Jefferson county.....	2,625,859	14	22,142	300.50	389	307	189	1,889,880	
Artificial stone.....	6,800	1,681	600	0.12	2	2	2	4,500	
Brick and tile.....	1,000	1,000	1,000	1,000.00	1	1	1	10,000	
Printing and publishing.....	30,715	11,569	13,824	693.20	132	9	136	22,045	
Other industries.....	2,622,869	371,726	122,748	272.12	169	63	202	1,129,833	
Admission to county.....	1,897,000	27,662	215,662	668.45	773	252	863	617,473	
Foundry and machine-shop products.....	110,000	42,620	6,871	697.10	9	1	11	13,480	
Patent medicines, druggists' preparations.....	29,102	13,000	5,232	302.00	2	2	3	20,270	
Other industries.....	1,658,898	69,391	37,962	600.64	38	19	62	100,670	
Other establishments.....	1,838,102	59,356	29,747	600.64	58	60	124	269,188	
Zones county.....	22,235	6,233	22,235	434.26	13	7	21	71,480	
Brick and tile.....	30,000	15,670	788.50	19	11	22	32	307,630	
Butter, cheese and condensed milk.....	210,522	344,781	25,429	582.25	35	14	49	207,830	
Printing and publishing.....	200,328	81,322	21,205	306.13	48	43	61	135,113	
Other industries.....	641,202	280,727	896,723	628.28	262	10	272	869	
Brick and tile.....	15,282	87,821	4,258	758.00	4	2	6	60,600	
Butter, cheese and condensed milk.....	10,000	10,000	10,000	1,000.00	1	1	1	10,000	
Printing and publishing.....	86,601	90,969	641.91	15	12	12	16	77,688	
Other industries.....	809,264	25,428	779.44	70	7	77	63	673,412	
Butter, cheese and condensed milk.....	71,708	202,401	16,413	667.64	11	11	22	26,206	
Printing and publishing.....	42,000	8,719	8,815	450.00	1	1	2	30,200	
Other establishments.....	10,917	26,216	71.86	128.00	1	1	2	20,000	
Other industries.....	2,622,869	30,662	2,619,457	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....	1,701,119	1,821,470	10,478	229.49	20	12	20	179,783	
Other industries.....	27	27	27	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....	1,701,119	1,821,470	10,478	229.49	20	12	20	179,783	
Other industries.....	27	27	27	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....	1,701,119	1,821,470	10,478	229.49	20	12	20	179,783	
Other industries.....	27	27	27	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....	1,701,119	1,821,470	10,478	229.49	20	12	20	179,783	
Other industries.....	27	27	27	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....	1,701,119	1,821,470	10,478	229.49	20	12	20	179,783	
Other industries.....	27	27	27	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....	1,701,119	1,821,470	10,478	229.49	20	12	20	179,783	
Other industries.....	27	27	27	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....	1,701,119	1,821,470	10,478	229.49	20	12	20	179,783	
Other industries.....	27	27	27	642.75	102	1,006	829	2,885,400	
Artificial stone.....	15,000	6,267	1,902	4,797	3,867	3,867	4,797	40,297,545	
Brick and tile.....	111,800	6,267	715.22	6	23	23	15	21,045	
Butter, cheese and condensed milk.....	48,500	8,620	20,478	737.07	25	18	25	31,019	
Canning and preserving.....	137,181	48,500	20,478	737.07	25	21	28	488,790	
Carriage and wagon manufactures.....	54,600	7,300	6,016	651.65	11	15	23	44,073	
Car repairs and construction.....	271,617	203,617	588,170	721.40	74	74	111	21,200	
Copper, tin and sheet-iron products.....	78,000	26,000	19,000	638.72	7	10	10	28,000	
Food products.....	128,800	50,200	47,005	1,029.80	81	81	81	81	
Food machinery.....	679,027	21,158	6,268	1,029.80	4	4	4	86,000	
Foundry and machine-shop products.....	170,000	88,014	17,267	907.25	12	12	22	101,500	
Food products.....									

TABLE NO. 2

Comices and Industries

Comices and Industries	Number of establishments	Capital invested	Value of stock and inventories used	Amount of wages paid during year	Average yearly earnings	Wage-Earners Employed			Greatest number	Value of product
						Average Number		Both sexes		
						Males	Females			
O'Brien county.	22	52,327	781,000	58,676	725.57	1,587	1,587	151	570,836	
Brick and tile	1	31,847	6,860	6,698	518.28	1	1	12	147,419	
Distilling	1	1,000	1,000	1,000	1,000	1	1	1	35,131	
Electric light, heat and power	1	48,724	7,520	7,520	810.00	1	1	12	13,140	
Food and kindred products	1	1,000	1,000	1,000	1,000	1	1	1	10,407	
Leather goods publishing	1	27,215	4,196	4,200	528.00	1	1	104	729,139	
Other industries	18	611,833	611,833	71,454	732.14	95	95	4	79,526	
Oceola county.	10	62,857	21,868	26,129	712.47	21	21	24	8,400	
Butter, cheese and condensed milk	10	17,005	1,908	2,018	729.00	4	4	4	8,400	
Food and kindred products	10	15,700	1,900	2,000	729.00	17	17	17	43,600	
Other industries	47	43,652	14,860	12,700	651.29	17	17	17	4,000	
Pago county.	17	2,616,835	717,000	269,805	654.49	284	289	588	4,887,683	
Bread and other bakery products	17	3,015	3,207	6,885	402.33	12	12	20	14,140	
Electric light, heat and power	1	978,171	25,892	30,734	608.82	1	1	17	138,142	
Food and kindred products	1	1,119	1,119	1,119	1,119	1	1	1	1,119	
Foundry and machine-shop products	1	2,000	2,000	2,000	2,000	1	1	1	2,000	
Leather goods publishing	1	2,000	2,000	2,000	2,000	1	1	1	2,000	
Printing and publishing	1	10,000	10,000	10,000	10,000	1	1	1	10,000	
Textile mill	1	1,000	1,000	1,000	1,000	1	1	1	1,000	
Other industries	11	191,431	386,017	52,850	464.00	113	113	163	335,663	
Palo Alto county.	17	271,896	611,262	36,000	717.53	49	49	89	660,839	
Butter, cheese and condensed milk	17	48,000	359,266	14,800	1,021.71	14	14	16	284,875	
Food and kindred products	17	307,000	252,000	21,200	614.46	35	35	73	105,000	
Other industries	22	782,890	782,890	78,232	682.82	35	35	85	1,000,000	
Wynoth county.	12	136,000	11,460	6,470	713.25	9	9	12	40,000	
Electric light, heat and power	1	136,000	11,460	6,470	713.25	1	1	1	40,000	
Food and kindred products	1	1,000	1,000	1,000	1,000	1	1	1	1,000	
Leather goods publishing	1	1,000	1,000	1,000	1,000	1	1	1	1,000	
Other industries	9	130,150	69,000	30,533	708.63	26	26	25	130,274	

Nonferrous alloys	21	219,132	59,672	25,169	721.66	59	59	59	27,423
Printing and publishing	0	20,201	5,089	6,410	641.00	0	0	0	20,201
Other industries	4	470,081	12,000	12,000	810.25	10	10	7	58,020
Polk county.	221	2,661,277	2,202,403	2,799,000	731.09	4,232	4,263	6,224	29,525,618
Agriculture	1	82,274	14,689	14,689	500.34	1	1	1	14,689
Awards, seals and galls	1	51,257	51,257	51,257	51,257	1	1	1	51,257
Brick and tile	1	1,000	1,000	1,000	1,000	1	1	1	1,000
Brooms	1	1,000	1,000	1,000	1,000	1	1	1	1,000
Brown shoes and conditioned milk	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Butter, cheese and condensed milk	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Canning and preserving	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Car repairs and construction	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Clothing, men's	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Construction	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Confectionery	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Cooking, men's	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Dairy cows	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Dairy cows, apparatus and producers' supplies	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Four-mill and great-mill products	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Furniture	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Furniture, men's	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Hats and cap manufacturers	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Ice, manufactured	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Leather goods	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Leather goods, apparatus and producers' supplies	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Marble and stone work	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Optical and music waters	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Optical and music waters	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Patent medicines, druggists' preparations	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Patent medicines, druggists' preparations	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Secum, law elevators	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Signs and advertising devices	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Soap and paper	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Stoves and furnaces	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Tobacco, cigars and smoking	2	109,127	64,661	41,310	639.98	41	41	42	139,008
Other industries	27	12,135,321	3,330,971	603,507	640.34	710	710	1,021	4,996,362

TABLE NO. 2

Counties and industries

	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly earnings	Wage-Earners Employed				Value of product
						Males	Females	Both sexes	Smallest number		Greatest number
Pottawatomie county.										
Agricultural implements.....	115,002	26,850	10,687	10,687	200.46	22	72	10	147	4,436,783
Artificial stone and building materials.....	97,270	26,500	11,599	11,599	522.40	11	21	10	21	61,055
Bakeries, confectionery, and confectionery products.....	196,381	206,678	820,000	820,000	407.54	1	1	1	761	46,000
Butter, cheese, and condensed milk.....	326,008	969,023	176,043	176,043	593.87	1	1	1	206	409,117
Chemical and allied products.....	118,006	173,077	76,778	76,778	745.05	1	1	1	11	851,085
Confectionery, cigars, and smokers' supplies.....	466,054	66,327	30,488	30,488	427.25	1	1	1	11	156,218
Cracked grain and mill products.....	1,000,000	60,327	30,488	30,488	427.25	1	1	1	11	156,218
Distilling and malted grain products.....	24,000	30,000	13,000	13,000	38.58	5	23	14	42	65,000
Leather and tanned products.....	3,000	21,000	10,000	10,000	34.58	5	23	14	42	65,000
Lumber and mill products.....	3,322,029	71,862	36,923	36,923	70.75	14	14	14	97	127,149
Printing and publishing.....	3,322,029	71,862	36,923	36,923	70.75	14	14	14	97	127,149
Textile mill products.....	3,322,029	71,862	36,923	36,923	70.75	14	14	14	97	127,149
Woolen goods and millinery.....	3,322,029	71,862	36,923	36,923	70.75	14	14	14	97	127,149
Other industries.....	705,522	278,798	117,267	117,267	312.33	27	27	27	201	336,149
Total	22,472,272	782,442	372,822	372,822	409.58	69	14	83	472	4,499,289
Poweshock county.										
Artificial stone and building materials.....	6,033	9,160	4,000	4,000	202.50	1	1	1	1	12,025
Butter, cheese, and condensed milk.....	1,622,781	273,780	123,440	123,440	800.00	11	11	11	10	109,977
Chemical and allied products.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Printing and publishing.....	3,000	3,000	1,000	1,000	300.00	1	1	1	1	1,000
Other industries.....	864,722	212,545	98,000	98,000	400.50	16	16	16	11	19,345
Total	22,472,272	782,442	372,822	372,822	409.58	69	14	83	472	4,499,289
Ringgold county.										
Artificial stone and building materials.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Other industries.....	7,000	7,000	7,000	7,000	700.00	4	4	4	4	7,000
Total	9,000	10,000	8,000	8,000	600.00	5	5	5	5	8,000
Other industries.										
Artificial stone and building materials.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Printing and publishing.....	7,000	7,000	7,000	7,000	700.00	4	4	4	4	7,000
Total	9,000	10,000	8,000	8,000	600.00	5	5	5	5	8,000

STATISTICS OF MANUFACTURES

Shoe, except	712,450	484,244	2,062,028	2,062,028	679.85	2	2	2	2	276,853
Brick and tile	202,021	104,022	277,794	277,794	260.00	14	14	14	107	181,731
Butter, cheese, and condensed milk	11,300	76,000	3,614.00	3,614.00	319.82	2	2	2	2	90,564
Chemical and allied products	60,387	3,355	8,560	8,560	600.38	12	12	12	15	29,680
Printing and publishing	409,287	139,049	21,400	21,400	311.03	12	12	12	101	171,088
Total	22,472,272	22,472,272	2,062,028	2,062,028	409.58	1,472	1,472	1,472	2,062	28,896,042
Scott county.										
Artificial stone and building materials.....	6,722	8,823	4,000	4,000	202.50	1	1	1	1	1,000
Butter, cheese, and condensed milk.....	629,732	104,139	106,918	106,918	550.98	102	102	102	472	1,276,119
Chemical and allied products.....	200,054	82,297	38,994	38,994	378.45	28	28	28	28	185,706
Confectionery, cigars, and smokers' supplies.....	396,307	81,202	76,179	76,179	516.27	10	10	10	10	100,000
Cracked grain and mill products.....	1,000,000	100,000	37,300	37,300	444.15	22	22	22	118	215,947
Distilling and malted grain products.....	390,044	50,041	61,244	61,244	551.03	102	102	102	225	137,000
Leather and tanned products.....	413,072	2,424,155	47,108	47,108	719.75	69	69	69	66	5,736,077
Lumber and mill products.....	1,000,000	1,000,000	1,000,000	1,000,000	1,000.00	10	10	10	10	1,000,000
Printing and publishing.....	1,000,227	67,214	1,000,000	1,000,000	1,000.00	2	2	2	2	1,000,000
Textile mill products.....	100,000	100,000	100,000	100,000	100.00	10	10	10	10	100,000
Woolen goods and millinery.....	1,000,000	1,000,000	1,000,000	1,000,000	1,000.00	10	10	10	10	1,000,000
Total	22,472,272	22,472,272	2,062,028	2,062,028	409.58	1,472	1,472	1,472	2,062	28,896,042
Shelby county.										
Artificial stone and building materials.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Printing and publishing.....	7,000	7,000	7,000	7,000	700.00	4	4	4	4	7,000
Total	9,000	10,000	8,000	8,000	600.00	5	5	5	5	8,000
Other industries.										
Artificial stone and building materials.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Printing and publishing.....	7,000	7,000	7,000	7,000	700.00	4	4	4	4	7,000
Total	9,000	10,000	8,000	8,000	600.00	5	5	5	5	8,000

Artificial stone and building materials.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Butter, cheese, and condensed milk.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Chemical and allied products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Confectionery, cigars, and smokers' supplies.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Cracked grain and mill products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Distilling and malted grain products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Leather and tanned products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Lumber and mill products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Printing and publishing.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Textile mill products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Woolen goods and millinery.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Total	22,472,272	22,472,272	2,062,028	2,062,028	409.58	1,472	1,472	1,472	2,062	28,896,042
Sioux county.										
Artificial stone and building materials.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Butter, cheese, and condensed milk.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Chemical and allied products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Confectionery, cigars, and smokers' supplies.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Cracked grain and mill products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Distilling and malted grain products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Leather and tanned products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Lumber and mill products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Printing and publishing.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Textile mill products.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Woolen goods and millinery.....	1,000	1,000	1,000	1,000	1,000.00	1	1	1	1	1,000
Total	22,472,272	22,472,272	2,062,028	2,062,028	409.58	1,472	1,472	1,472	2,062	28,896,042
Other industries.										
Artificial stone and building materials.....	2,000	3,000	1,000	1,000	500.00	1	1	1	1	1,000
Printing and publishing.....	7,000	7,000	7,000	7,000	700.00	4	4	4	4	7,000
Total	9,000	10,000	8,000	8,000	600.00	5	5	5	5	8,000

TABLE NO. 2

Counties and Industries

Counties and Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly earnings	Wage Earners Employed				Value of product
						Average Number		Smallest number	Greatest number	
						Males	Females				Both sexes
Stearns county	71	809,437	738,825	51,789	558.74	17	17	72	27,733	
Artificial stone.....	4,009	14,775	14,775	9,753	545.00	0	0	26	29,170	
Butter, cheese and condensed milk.....	37,405	10,498	9,753	7,251	545.00	0	0	30	29,170	
Bread and other bakery products.....	10,498	37,405	10,498	9,753	545.00	0	0	30	29,170	
Brick and tile and condensed milk.....	130,840	16,355	16,355	57,861	647.50	42	42	46	101,521	
Printing and publishing.....	170,058	80,252	80,252	27,182	301.55	11	11	171	101,521	
Other industries.....	170,058	80,252	80,252	27,182	301.55	11	11	171	101,521	
Stearns county	71	809,437	738,825	51,789	558.74	17	17	72	27,733	
Bread and other bakery products.....	29,170	37,405	37,405	7,251	545.00	0	0	26	29,170	
Brick and tile and condensed milk.....	11,475	14,775	14,775	9,753	545.00	0	0	30	29,170	
Butter, cheese and condensed milk.....	10,498	37,405	37,405	9,753	545.00	0	0	30	29,170	
Canning and preserving.....	29,840	11,475	11,475	2,073	353.84	1	1	53	137,051	
Confectionery, machine-shop products, printing and publishing.....	18,125	4,800	4,800	3,350	679.00	2	2	3	11,475	
Printing and publishing.....	18,125	4,800	4,800	3,350	679.00	2	2	3	11,475	
Other industries.....	62,355	10,984	10,984	24,087	729.25	15	15	54	21,000	
Taylor county	57	81,749	368,424	21,816	521.55	1	1	54	371,045	
Artificial stone.....	2,325	1,027	1,027	457	238.50	0	0	8	1,079	
Butter, cheese and condensed milk.....	19,190	2,029	2,029	9,070	441.77	1	1	13	1,853	
Other industries.....	46,314	102,142	102,142	19,123	507.14	3	3	31	207,146	
Union county	29	879,731	594,731	479,146	738.85	12	12	28	769,457	
Artificial stone.....	37,405	11,256	11,256	22,049	771.50	5	5	25	47,783	
Printing and publishing.....	8,109	4,139	4,139	699.74	679.00	1	1	13	7,732	
Textile mill.....	131,869	1,008	1,008	4,139	699.74	9	9	11	507,233	
Tobacco, cigars and smoking.....	131,869	4,008	4,008	244,900	758.88	232	232	247	117,400	
Other industries.....	81,292	7,081	7,081	3,435	441.25	2	2	22	21,000	
Van Buren county	15	2,700	3,150	5,000	405.00	10	10	11	18,000	
Artificial stone.....	2,700	3,150	3,150	5,000	405.00	10	10	11	18,000	
Printing and publishing.....	19,037	3,150	3,150	5,000	405.00	10	10	20	18,000	
Other industries.....	19,037	3,150	3,150	5,000	405.00	10	10	20	18,000	

Wapello county	21	1,082,876	17,175,874	1,087,764	735.87	2,096	2,096	2,459	80,389,790
Artificial stone.....	31,505	40,507	40,507	19,430	718.00	23	23	37	94,811
Brick and tile and condensed milk.....	29,840	31,607	31,607	547.95	547.95	1	1	135	345,816
Car repairs and construction.....	29,840	90,088	107,574	885.54	201	332	321	128	788
Cattle raising.....	29,840	159,158	54,557	84,516	151.65	101	101	123	849,514
Crofting and crops.....	29,840	10,800	845.67	19	9	9	9	9	22,700
Flour, grain, husk and powders.....	6,800,708	102,382	709,077	143	2	345	202	202	212,346
Foundry and machine-shop products.....	131,869	74,405	593,238	1,195	130	149	171	77	137,884
Printing and publishing.....	131,869	74,405	593,238	1,195	130	149	171	77	137,884
Shoemaking and truck-making.....	2,627,059	728,148	253,125	728.78	279	297	213	402	16,558,007
Other industries.....	88,320	7,253	48,382	71	14	14	14	14	21,000
Warren county	11	1,700	4,748	5,971	488.57	7	7	15	11,030
Artificial stone.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Brick and tile and condensed milk.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Printing and publishing.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Other industries.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Webster county	12	66,807	889,073	28,182	292.07	2	2	2	1,000
Artificial stone.....	7,325	3,542	3,542	610.00	610.00	2	2	2	1,000
Brick and tile and condensed milk.....	6,485	4,165	4,165	285	385.00	1	1	1	1,772
Other industries.....	6,485	4,165	4,165	285	385.00	1	1	1	1,772
Webster county	17	6,692,737	4,061,057	1,864,709	661.83	1,911	1,911	2,412	7,497,455
Artificial stone.....	12,114	1,304	1,304	1,316.00	1,316.00	1	1	6	2,865
Brick and tile and condensed milk.....	10,510	413,100	413,100	675.30	675.30	4	4	600	1,266,102
Butter, cheese and condensed milk.....	67,577	170,139	15,813	854.30	15	15	11	11	201,020
Confectionery, machine-shop products, printing and publishing.....	162,894	47,332	17,378	321.32	41	39	29	29	67,413
Printing and publishing.....	162,894	47,332	17,378	321.32	41	39	29	29	67,413
Tobacco, cigars and smoking.....	5,350	47,270	41,555	896.50	41	48	60	60	152,048
Wall plaster.....	1,289,408	118,730	302,114	489	11	9	9	14	16,431
Other industries.....	1,140,000	2,809,432	2,809,432	489	489	353	353	485	1,277,159

Wapello county	21	1,082,876	17,175,874	1,087,764	735.87	2,096	2,096	2,459	80,389,790
Artificial stone.....	31,505	40,507	40,507	19,430	718.00	23	23	37	94,811
Brick and tile and condensed milk.....	29,840	31,607	31,607	547.95	547.95	1	1	135	345,816
Car repairs and construction.....	29,840	90,088	107,574	885.54	201	332	321	128	788
Cattle raising.....	29,840	159,158	54,557	84,516	151.65	101	101	123	849,514
Crofting and crops.....	29,840	10,800	845.67	19	9	9	9	9	22,700
Flour, grain, husk and powders.....	6,800,708	102,382	709,077	143	2	345	202	202	212,346
Foundry and machine-shop products.....	131,869	74,405	593,238	1,195	130	149	171	77	137,884
Printing and publishing.....	131,869	74,405	593,238	1,195	130	149	171	77	137,884
Shoemaking and truck-making.....	2,627,059	728,148	253,125	728.78	279	297	213	402	16,558,007
Other industries.....	88,320	7,253	48,382	71	14	14	14	14	21,000
Warren county	11	1,700	4,748	5,971	488.57	7	7	15	11,030
Artificial stone.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Brick and tile and condensed milk.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Printing and publishing.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Other industries.....	1,000	2,229	2,229	416.82	416.82	6	6	10	2,023
Webster county	12	66,807	889,073	28,182	292.07	2	2	2	1,000
Artificial stone.....	7,325	3,542	3,542	610.00	610.00	2	2	2	1,000
Brick and tile and condensed milk.....	6,485	4,165	4,165	285	385.00	1	1	1	1,772
Other industries.....	6,485	4,165	4,165	285	385.00	1	1	1	1,772
Webster county	17	6,692,737	4,061,057	1,864,709	661.83	1,911	1,911	2,412	7,497,455
Artificial stone.....	12,114	1,304	1,304	1,316.00	1,316.00	1	1	6	2,865
Brick and tile and condensed milk.....	10,510	413,100	413,100	675.30	675.30	4	4	600	1,266,102
Butter, cheese and condensed milk.....	67,577	170,139	15,813	854.30	15	15	11	11	201,020
Confectionery, machine-shop products, printing and publishing.....	162,894	47,332	17,378	321.32	41	39	29	29	67,413
Printing and publishing.....	162,894	47,332	17,378	321.32	41	39	29	29	67,413
Tobacco, cigars and smoking.....	5,350	47,270	41,555	896.50	41	48	60	60	152,048
Wall plaster.....	1,289,408	118,730	302,114	489	11	9	9	14	16,431
Other industries.....	1,140,000	2,809,432	2,809,432	489	489	353	353	485	1,277,159

TABLE NO. 2

Countries and Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly earnings	Wage-Earners Employed				Value of products
						Average Number		Greatest number		
						Males	Females	Both sexes	Both sexes	
Wisconsin county	11	6,389,569	50,341,629	14,868,345	786,672	101,164	609	101,164	184,560	
Butter, cheese and condensed milk	4	30,571	206,609	14,868	786,672	101,164	101,164	184,560	184,560	
Canning and preserving	2	88,277	22,103	4,135	173,229	13,131	13,131	13,131	17,504	
Other industries	5	19,365	16,997	6,350	718,725	85,903	85,903	85,903	158,536	
Wisconsin county	12	2,090,828	707,354	513,513	689,400	207	207	207	1,031,773	
Butter, cheese and condensed milk	1	20,503	503,901	30,581	694,800	69	69	69	550,913	
Other industries	11	2,070,325	206,453	1,382,932	47,619	138	138	138	480,860	
Mineral and soda water	1	7,900	1,750	1,350	47,619	138	138	138	7,900	
Printing and publishing	1	202,584	22,303	44,686	3,988	39	39	39	202,584	
Other industries	10	2,072,447	14,166,652	2,061,696	587,371	208	208	208	1,028,873	
Automobiles, motor cars and parts	1	5,655	4,610	2,506	501,400	10	10	10	11,700	
Awning, tents and sails	1	481,658	37,726	137,500	535,131	5	5	5	481,658	
Brooms	1	35,500	320,088	11,076	2,628,232	15	15	15	35,500	
Carriage, motor and other factory products	1	479,648	3,704,704	4,018,810	19,176	10	10	10	479,648	
Construction	1	200,000	20,000	27,487	207,721	20	20	20	200,000	
Cheating, iron's	1	381,381	77,678	304,183	709,252	32	32	32	381,381	
Copper, tin and sheet-iron products	1	103,570	1,720,347	61,477	1,077,411	1	1	1	103,570	
Food preparations	1	100,000	200,000	200,000	200,000	1	1	1	100,000	
Flour, mill and grain mill products	1	70,000	140,000	140,000	140,000	1	1	1	70,000	
Fur goods	1	30,000	30,000	30,000	30,000	1	1	1	30,000	
Iron, steel and other metal products	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000	
Lithography	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000	
Machinery and other machinery	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000	
Mixed iron and steel works	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000	

Printed goods	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Printing and publishing	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Shoes and parts	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Shawls and shawls	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Shoemaking and shoe packing	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Shoemaking and shoe packing	1	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Other industries	11	2,750,202	424,255	2,000,000	667,749	272	272	272	1,132,067
Wisconsin county	12	72,257	209,782	152,913	781,409	812	812	812	211,491
Butter, cheese and condensed milk	4	48,412	303,800	6,000,000	800,000	100	100	100	100,000
Other industries	8	23,845	165,982	146,913	781,409	712	712	712	111,491
Artificial stone	1	14,623	2,000	2,000	2,000	27	27	27	14,623
Beck and tile	1	20,209	20,209	20,209	20,209	20	20	20	20,209
Beck and tile and condensed milk	1	20,209	20,209	20,209	20,209	20	20	20	20,209
Care repairs and construction	1	21,007	92,448	800,000	800,000	100	100	100	100,000
Printing and publishing	1	48,752	7,102	10,102	10,102	10	10	10	48,752
Other industries	11	27,569	12,220	2,000	330,000	100	100	100	27,569
Wisconsin county	11	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Butter, cheese and condensed milk	4	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Other industries	7	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Wisconsin county	11	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Butter, cheese and condensed milk	4	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000
Other industries	7	1,000,000	1,000,000	1,000,000	1,000,000	1	1	1	1,000,000

TABLE NO. 4—WAGE EARNERS EMPLOYED.

Number Employed in Each Industry, December 13, 1915, by Sex and Age Classes.

Industries.	16 Years of Age and Over			Under 16 Years of Age			Aggregates
	Males	Fe-males	Total	Males	Fe-males	Total	
Total for the state.....	21,627	8,778	28,795	286	225	511	69,425
Agricultural implements.....	1,168	158	1,285				1,285
Artificial limbs.....	2		2				2
Artificial stone.....	149		149				149
Automobiles, bodies and parts.....	49	11	52				52
Awnings, tents and sails.....	33	18	51				51
Baskets, rattan and willow wares.....	72	24	100				100
Blacking, cleaning and polishing prep.....	18	12	30				30
Boots and shoes.....	160	103	263				263
Boxes, cigar.....	25	46	71				71
Boxes, fancy and paper.....	53	90	113				113
Brass and bronze products.....	80	4	84				84
Bread and other bakery products.....	863	509	1,091	6	3	9	1,303
Brick and tile.....	3,079	8	3,087	1		1	3,088
Brooms.....	108	54	222	3		3	225
Butler, cheese and cond. milk, co-op.....	594	8	602				602
Butter, cheese and cond. milk, private.....	913	170	1,112	5		5	1,119
Buttons, pearl.....	1,280	912	2,422	8	33	41	2,473
Canning and preserving.....	150	197	347		1	1	348
Carpets and rugs.....	37	13	50				50
Carriages, wagons and materials.....	358	9	407				407
Car repair and construction.....	9,854	6	9,900	1		1	9,901
Cement.....	959		959				959
Clothing, men's.....	95	965	1,060	1	10	11	1,069
Clothing, women's.....	116	375	491	1	2	3	494
Coffee and spice, roasting and grinding.....	37	29	66				66
Coffins and undertakers' goods.....	222	37	259	1	2	3	262
Confectionery.....	312	871	1,203	4	17	21	1,249
Cooperage and wooden goods.....	54	3	57				57
Copper, tin and sheet-iron products.....	403	22	425				425
Crushed rock and stone.....	82		82				82
Cutlery and tools.....	199	47	246				246
Dairymen's, apiarists' and poultryers' supplies.....	81	3	84				84
Electric light, heat and power.....	1,314	71	1,385				1,385
Electroplating.....	7		7				7
Flags, banners and regalia.....	6	10	16		3	3	19
Flour-mill and grist-mill products.....	116	3	149				149
Food preparation.....	1,873	484	2,357	13	30	33	2,394
Furniture and machine-shop products.....	3,759	111	2,807		4	4	2,815
Fur goods.....	13	72	105				105
Furnishing goods, men's.....	43	287	330	1	9	6	336
Furniture and refrigerators.....	1,667	21	1,688				1,688
Gas and electric fixtures.....	171	11	182		1	1	183
Gas, illuminating and heating.....	501	5	506				506
Hats and caps.....	22	16	32				32
Hosiery and knit goods.....	65	112	179	7	1	8	184

Industries.	16 Years of Age and Over			Under 16 Years of Age			Aggregates
	Males	Fe-males	Total	Males	Fe-males	Total	
Ice, manufactured.....	134	3	167	1		1	168
Jewelry.....	18	15	35				35
Leather goods.....	405	119	518	4	2	6	524
Liquors, malt.....	233	15	308	1		1	309
Lumber and timber products.....	3,067	22	3,139	0		0	3,142
Marble and stone work.....	229	4	233				233
Mattresses and spring beds.....	156	21	180				180
Mineral and soda waters.....	153	8	153	1		1	154
Mirrors and glass.....	35	25	60				60
Mosets and patterns, not paper.....	28		28				28
Musical instruments, pianos, etc.....	2		2				2
Oil.....	40		40				40
Optical goods.....	21	7	41	1		1	42
Paint and varnish.....	11	1	15				15
Paper and wood pulp.....	54	3	63				63
Patent medicines and druggists' prep.....	118	105	213				213
Pens, fountain.....	58	18	40	1		1	47
Photographic apparatus and materials.....	6	4	10				10
Printing and publishing.....	3,813	1,669	4,079	31	6	37	4,166
Pumps.....	82	11	104	2		2	106
Remedies, stock and poultry.....	59	2	61		1	1	62
Scum, hog cholera.....	36	4	40				40
Signs and advertising novelties.....	121	178	302		4	4	306
Sizes and parts.....	59	3	62				62
Slaughtering and meat packing.....	5,727	433	6,182	30		30	6,212
Soup.....	31	40	124		1	1	125
Stoves and furnaces.....	159	2	159				159
Tobacco, cigars and smoking.....	201	501	1,142	18	18	31	1,173
Vulcanizing.....	8		8				8
Wall plaster.....	534		534				534
Washing machines.....	266	5	268	2		2	269
Wire work, including wire rope and cable.....	113	67	170	1		1	172
Woolen, worsted and felt goods.....	44	18	62				62
All other industries.....	118	22	181				181

TABLE NO. 6—DAYS IN OPERATION.

Number of Establishments in the State With Average Days in Operation During Year.

Industries.	Number of establishments	Average number of days in operation
The State	2,261	290.4
Agricultural implements	30	290.6
Artificial limbs	2	305.0
Artificial stone	502	171.1
Automobiles, bodies and parts	7	294.8
Awings, tents and sails	14	280.2
Baskets, rattan and willow ware	2	259.9
Blacking, cleansing and polishing preparations	5	258.0
Boots and shoes	7	296.3
Boxes, cigar	3	285.1
Boxes, fancy and paper	6	285.0
Brass and bronze products	118	203.4
Bread and other bakery products	149	222.3
Brick and tile	23	201.1
Brooms	229	202.8
Butter, cheese and condensed milk, co-operative ownership	119	201.3
Butter, cheese and condensed milk, private ownership	84	229.3
Buttons, pearl	50	181.3
Canning and preserving	7	301.3
Carpets and rugs	22	225.2
Carriages, wagons and motorcars	50	204.1
Car repairs and construction	4	225.3
Cement	14	201.5
Clothing, men's	11	287.0
Clothing, women's	6	304.3
Coffee and spices, roasting and grinding	6	290.9
Coffins, burial cases and undertakers' goods	2	305.7
Confectionery	3	320.7
Cooperage and wooden goods	21	225.7
Copper, tin and sheet-iron products	11	226.1
Crushed rock and stone	19	202.5
Cutlery and tools	6	282.1
Dairymen's, sparists' and postmen's supplies	124	206.0
Electric light, heat and power	3	275.0
Electroplating	1	282.3
Flags, banners and regalia	20	284.2
Flour-mill and grist-mill products	19	275.2
Food preparations	28	205.9
Foundry and machine-shop products	11	225.1
Fur goods	13	280.7
Furnishing goods, men's	22	285.1
Furniture and refrigerators	9	264.0
Gas and electric fixtures	21	265.0
Gas, illuminating and heating	3	235.0
Hats and caps	2	230.0
Hostery and hotel goods	2	244.1
Ice, manufactured	6	301.0
Jewelry	20	300.7
Leather goods	17	281.5
Liquors, malt	54	205.6
Lumber and timber products	20	204.0
Marble and stone work	7	281.1
Mattresses and spring beds	60	281.1
Mineral and soda waters	4	283.0
Mirrors and glass		

Industries.	Number of establishments	Average number of days in operation
Molds and patterns, not including paper patterns	6	205.8
Medical instruments, pianos, etc.	4	301.7
Oil	39	182.5
Optical goods	7	300.0
Paint and varnish	2	353.0
Paper and wood pulp	33	300.0
Patent medicines and druggists' preparations	27	282.2
Pens, fountain	3	305.0
Photographic apparatus and materials	2	250.0
Printing and publishing	653	201.4
Pumps	7	293.1
Remedies, stock and poultry	22	284.9
Serum, hog cholera	3	272.2
Signs and advertising novelties	13	292.8
Sizes and parts	16	261.7
Slaughtering and meat packing	30	204.6
Soap	7	264.8
Stoves and furnaces	15	289.4
Tobacco, cigars and smoking	122	211.4
Vulcanizing	8	272.2
Wall plaster	6	220.2
Washing machines	11	290.5
Wine work, including wire rope and cable	10	226.5
Woolen, worsted and felt goods	2	302.5
All other industries	15	226.4

FACTORY INSPECTION.

This report covers the biennial period, January 1, 1914, to December 31, 1915, and includes the inspection of factories, workshops, stores, telephone exchanges and other places of business where labor is employed, excepting in strictly office buildings, also includes the inspection of public buildings including school houses, colleges, hospitals, opera houses and picture theatres.

The work of inspection of factories and workshops, conducted in the interest of safety, comfort and health of persons employed in these places, and the restriction of employment of children in the industries has been conducted vigorously. There has been only a slight change in the law governing the equipment of factories during the biennial period but there has been a broadening of scope of the work, to include the smaller places of business, new industries that have sprung up and an effort to get closer to the ideal, an ideal advocated and put into practice by some of the more progressive employers of the State in the interest of all concerned.

By an act of the 36th General Assembly, the fire escape law in effect up to that time was repealed and a law whose provisions are more appropriate to the needs of the present day was enacted. The carrying out of the provisions of this law is given to the Commissioner of Labor and his working force. He is required to adopt specifications and rules necessary to the proper installation of fire escapes and means of reaching them; must pass on building plans as relating to fire escapes and exits, and it becomes the duty of the inspectors in the field, in addition to their periodical visits to industrial establishments, to visit all schools, colleges and places of public assembly. There was, however, no additional force provided with which to do this work and it has been necessary to spread the work of each man over a wide territory at higher travel expense than if smaller territory was given. Three men only, including the Deputy Commissioner, are available for this work, but it is very evident after a year's experience in the added duties that double the force will be needed to properly cover the State and do justice to the work which embraces approximately 4,000 factories and workshops, all school buildings of two

or more stories in height, all opera houses and picture theatres, in addition to the many colleges, hospitals and State institutions which are located in the State. The modern garage of which there are also several thousands has still further swelled the list of places calling for inspection and still further emphasizes the need of help with which to properly do the work.

The work of the woman inspector was with the exception of a few months at the beginning of this biennial period, devoted to a special investigation made through personal interviews with women and girls in mercantile establishments, laundries, hotels, restaurants, etc., an interesting study of which is set forth in full in another chapter. The result of the few months devoted to women in factories, telephone exchanges, stores, etc., is included in this chapter and is embodied in the tables following this analysis.

Under chapter on child labor, full explanation regarding changes made in child labor law by the 36th General Assembly is given elsewhere. Proof of age under the old law was in most cases difficult to obtain as public records were seldom available, while under the new law, the proof of age as found in the school record is used in the issuing of permits when a child passes from school into the industries.

The provisions of the child labor law are, generally speaking, working out satisfactorily. Many employers on finding that they cannot employ children without the formality of securing a "permit" and cannot work them longer than 8 hours per day, give up the idea, claiming it will not pay, and finally admit that to employ children at all is poor policy. The strongest objections to the restrictions come from theatrical people who want to put children on the stage. They demand exemption on the ground that the child's appearance on the stage is necessary to its education, and many and persistent efforts are made to get the Commissioner of Labor to make such a ruling even though it is expressly prohibited by law and ruling to that effect is made by state department of justice.

The section of the child labor law pertaining to street trades places this work in the hands of the truant or school attendance officers for enforcement, the relationship of this department to the work being simply as adviser or supervisor.

Table No. 7 gives total number of inspections made during 1914 and 1915, total number of inspections in each of the various industries and lines of business, number and kind of recommendations

Nature of Recommendations.	Total number of recommendations.														
	Gas, repairs and construction	Cement	Clothing, men's	Clothing, women's	Cork and spics, roasting and grinding	Collins, burlap and undertaker's goods	Coventry	Copper, tin and sheet-iron products	Cutlery	Dairymen's, spicers' and bootmakers' supplies	Electric railway shops and barns	Flags, banners and regalia	Four-mill and grist-mill products	Food preparations	Foundry and machine-shop products
Number of inspections.....	142	9	22	31	1	31	30	2	2	2	51	2	11	10	10
Guard gears.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Remove or cover set screws.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guard saws, joiners, etc.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guard rail or screen machinery.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rubber mat for vestibulars.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guard or rail openings.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Remove or cover set screws.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct fire escapes.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair fire escapes.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drop or extension ladders.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
To swing doors outward.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ventilator for tunnel fan.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair water gauges, boilers.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair passageways.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hot shiflers, belts.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Smoke jacks, (new or repair).....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New closets for men.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New closets for women.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair closets for women.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Separate closets for women.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Provide good drinking water.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Provide good drinking water.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Provide seats for female employes.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Remove children after permit.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Miscellaneous.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total number of recommendations.

Nature of Recommendations.	Total number of recommendations.																
	Pur goods and tanning	Furnishing goods, men	Furniture and refrigerator	Gas and electric fixtures	Gas, illuminating and heating	Hats and caps	Flower and knit goods	Hotels and hospitals	Iron, manufactured	Iron and steel forgings	Launderies and cleaning establishments	Leather goods and tanning	Liquors, malt	Lumber and timber products	Marble and stone work	Mattresses and spring beds	Mineral and soda waters
Number of inspections.....	11	1	10	10	11	7	13	20	1	1	20	12	11	20	11	11	11
Smart gears, new or old gears.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guard saws, joiners, etc.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cover extractors.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guard rail or screen machinery.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rubber mat for vestibulars.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guard or rail openings.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Remove or cover set screws.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct fire escapes.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair fire escapes.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drop or extension ladders.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
To swing doors outward.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ventilator for tunnel fan.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair water gauges, boilers.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair passageways.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hot shiflers, belts.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Smoke jacks, (new or repair).....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New closets for men.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New closets for women.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Repair closets for women.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Separate closets for women.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Provide good drinking water.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Provide good drinking water.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Provide seats for female employes.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Remove children after permit.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Miscellaneous.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total number of recommendations.

TABLE NO. 8—EMPLOYES IN INSPECTED PLANTS.

Number of Employees by Sex and Age in each Industry in Plants Inspected from January 1, 1915, to December 31, 1915.

INDUSTRY	Number of estab- lishments	Number of Employees					
		By Sex			Under 16 Years		
		Males	Females	Total	Males	Females	Total
The state	1,997	15,724	13,208	56,862	283	265	548
Agricultural implements	18	1,114	503	1,317			
Artificial stone	33	175	3	188			
Automobiles, bodies and parts	95	436	11	682			
Awnings, tents and sails	4	18	13	30	5	4	9
Baskets, rattan and willow ware	3	139	35	185	15	2	17
Boots and shoes	9	303	166	469	7	2	9
Boxes, cigar	2	18	22	35			
Boxes, fancy and paper	4	282	97	379		1	1
Brass and bronze products	4	37	4	41			
Bread and other bakery products	28	611	267	908	3		3
Brick and tile	28	312	5	317			
Brooms	13	198	74	273	11	2	13
Butter, cheese and condensed milk	94	719	143	869	4		4
Buttons, pearl	30	1,508	819	2,327	4	25	29
Canning and preserving	87	3,245	2,161	6,306	44	28	72
Carpets and rugs	5	37	2	39	1		1
Carriages, wagons and materials	24	617	12	629			
Car repairs and construction	50	10,461	30	10,497			
Clothing, men's	5	34	251	285	2	3	5
Clothing, women's	5	30	167	197			
Coffee and spice, roasting and grinding	6	67	42	109			
Coffins and undertakers' goods	4	100	24	120			
Confectionery	41	668	968	1,599	10	9	19
Copperage and wooden goods	3	68	1	69	1		1
Copper, tin and sheet-iron products	9	25	28	111	1		1
Cutlery and tools	12	196	32	228	2		2
Dairymen's, apirarists', poultryers' supp.	5	117	23	140			
Electric light, heat and power	86	495	24	520			
Electric railway shops and barns	7	34	2	36			
Electroplating	1	8		8			
Flour-mill and grist-mill products	46	353	130	483		2	2
Food preparations	19	1,809	544	2,413	15	24	39
Furniture and machine-shop products	139	2,549	198	2,767	3		3
Fur goods and tanning	4	51	89	119			
Furnishing goods, men's	4	24	187	211		4	4
Furniture and refrigerators	17	681	13	694			
Gas and electric fixtures	4	59	1	60			
Gas, illuminating and heating	17	244	7	251			
Gins	1	27	8	35			
Hats and caps	2	6	13	19	1		1
Hosiery and knit goods	1	5	79	79			
Hotels and hospitals	32	461	417	898			
Ice, manufactured	16	173	20	193			
Jewelry	1	13	4	16			
Laundries and cleaning establishments	159	569	972	1,541	3	5	8
Leather goods and tanning	10	178	119	297	2		2
Liquors, malt	5	84		84			
Lumber and timber products	79	2,738	183	2,921	4		4
Marble and stone work	8	37	3	40			

TABLE NO. 8—EMPLOYES IN INSPECTED PLANT—CONTINUED.

INDUSTRY	Number of estab- lishments	Number of Employees					
		By Sex			Under 16 Years		
		Males	Females	Total	Males	Females	Total
Mattresses and spring beds	10	168	19	187			
Mineral and soda waters	29	191	6	197			
Models, and patterns, not paper	3	8	5	13			
Musical instruments, piano, etc.	2	22		22			
Oils	13	197	16	213			
Optical goods	2	29	5	34	1		1
Paint and varnish	15	6	5	11			
Paper and wood pulp	6	63	25	88			
Patent medicines, druggists' preparations	121	94	215	309			
Pen, fountain	21	41	72	113			
Printing and publishing	250	1,712	368	2,339	12		12
Produce	34	284	36	320			
Pumps	11	263	8	271	2		2
Real companies	168	142	395	537			
Remedies, stock and poultry	7	89	21	110			
Schools and colleges	60	45	112	157			
Serum, hog cholera	3	12		12			
Signs and advertising novelties	167	237	494	731	5	5	10
Sizes and parts	5	28	2	30			
Slaughtering and meat packing	9	4,294	247	4,541	54		54
Soap	5	50	29	79			
State institutions	12	643	442	1,085			
Stores, department and other	24	544	1,255	1,779	59	57	116
Telephone exchanges	8	40	97	137	1		1
Theaters	79	186	70	256	3		3
Tobacco, cigars and smoking	32	667	722	1,389	6	11	16
Vinegar and cider	2	21	23	54			
Vulcanizing	8	10	1	11			
Washing machines	7	126	6	132			
Water pumping stations	47	171	5	176			
Wire work, including wire rope and cable	3	48	80	131			
All other industries	25	330	50	380	2		2
Inspections for fire escapes only	40	20	11	31			

CHILD LABOR.

The first law prohibiting the employment of child labor in Iowa was enacted by the Thirty-first General Assembly, (1906), and amended to make the evidence of age of the child more definite, by the Thirty-third General Assembly, (1909).

When the Thirty-sixth General Assembly, (1915), convened, the National Child Labor committee, supported by a similar committee from the State, had a well defined organization to urge the passage of a measure in practical harmony with the uniform bill of the National committee. This bill was enacted with but slight changes, and prohibits the employment of children under 14 years of age, with or without compensation in the following occupations: "Mine manufacturing establishment, factory, mill, shop, laundry, slaughter house or packing house, or in any store or mercantile establishment where more than eight persons are employed, or in the operation of any freight or passenger elevator, or livery stable or garage, place of amusement, or in the distribution or transmission of merchandise or messages."

Children between the ages of 14 and 16 years may be employed in any of these occupations for eight hours a day, between 7 a. m. and 6 p. m. and not exceeding 48 hours in any one week, by securing a work permit issued by the superintendent of school or person authorized by him, or if there be no such superintendent, then by a person authorized by the local school board, upon the following conditions:

The local superintendent of schools, or persons authorized to issue work permits must have on file: 1. A written agreement from employer promising employment to child, describing the work to be performed and assuring the return of the work permit to the issuing officer within two days after the child leaves his employ; 2. The school record of the child giving date of birth and residence, name of parent, guardian or custodian, and a record from the chief executive of school last attended showing the child has completed an education equivalent to six yearly grades in reading, writing, spelling, English language, geography and arithmetic; 3. A certificate from the school medical inspector or physician appointed by

the school board, showing that the child has reached the normal development of its age and is physically able to perform the work designated in the employer's agreement; 4. Further evidence of age consisting of one of the following: (a) Certified transcript of birth record; (b) Passport or certificate of baptism; (c) School census record; and (d) Where none of these are obtainable, then a certificate from medical inspector or physician appointed by school board that in his opinion, the child is more than 14 years of age.

There is a further provision excluding the employment of children under 16 years of age in work or occupations dangerous to life and limb or in which their health may be injured or their morals depraved, or in the handling of high explosives, or in or about mines during the school term, or in hotel, bowling alley, pool or billiard hall. No person under 18 years of age can deliver goods or messages between 10 p. m. and 5 a. m. Also no female under 21 years of age can be employed in any occupation compelling constant standing.

In addition there is the further provision under which boys over 11 and under 16 years of age who regularly attend school may procure badges to engage in the street trades between the hours of 4 a. m. and 7:30 p. m. during the school term, and 8:30 p. m. during school vacations. All persons are prohibited upon notice from selling to or giving for sale, any article to a child who has no such badge. The street trade provisions apply only in cities having a population in excess of 10,000. Girls are excluded from the street trades until 18 years of age.

From this description of the law, it is at once manifest that the intent of the legislature was to protect the children of the State in their life, limb, health and morals and to insure them an opportunity for at least a sixth grade education.

SCHOOL GRADES.

Copies of 1,522 work permits issued by superintendents of schools, or persons authorized by them, were returned in accord with the law to the Bureau of Labor Statistics, between July 4, 1915, when the law went into effect and July 1, 1916, the end of the first fiscal year. Of this number of permits, 1,464 gave school grade and age complete and from which the following tables were compiled:

TABLE NO. 9.—WORK PERMITS ISSUED TO CHILDREN.

Number of Children with School Grade completed when work permit was issued, by Sex, Age and Locality.

PART I—AGES 14 TO 16½ YEARS.

Locality	Boys										Girls																			
	9th grade		8th grade		7th grade		Grammar B		1st High		2d High		Total		9th grade		8th grade		7th grade		Grammar B		1st High		2d High		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Total.....	46	7	12	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
Burlington.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Clinton.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Davenport.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Des Moines.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fort Dodge.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fort Madison.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Iowa City.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Maquokette.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Oskaloosa.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Ottumwa.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Wasson.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Waterloo.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Windsor.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

*Includes Ames, 1 boy grammar grade; Fairfield, 1 boy fifth grade, 1 grammar; Grimes, 4 boys and 9 girls, fifth grade, 1 boy sixth B grade, 4 girls sixth grade, 4 boys seventh B, 4 girls seventh grade; Grinnell, 1 girl seventh grade; Independence, 1 boy grammar; Knoxville, 1 boy seventh B, 1 boy seventh grade; Marion, 2 boys sixth grade; Osceola, 1 boy seventh grade; Osceola, 1 boy seventh grade; Polk, 1 boy fifth grade; Shenandoah, 1 boy, 1 girl grammar; and Union, 1 grammar.

TABLE NO. 9.—WORK PERMITS ISSUED TO CHILDREN.

PART II—AGES 14½ TO 18 YEARS.

Locality	Boys										Girls																		
	9th grade		8th grade		7th grade		Grammar B		1st High		2d High		Total		9th grade		8th grade		7th grade		Grammar B		1st High		2d High		Total		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Total.....	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
Burlington.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Clinton.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Davenport.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Des Moines.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fort Dodge.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fort Madison.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Iowa City.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Maquokette.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Oskaloosa.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Ottumwa.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Wasson.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Waterloo.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Windsor.....	1	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

*Includes Beacon, 1 boy first year high; Boone, 2 boys grammar; Davenport, 1 boy sixth grade, 1 boy seventh grade; Fairfield, 1 boy grammar; Grinnell, 1 boy seventh grade; Grinnell, 1 boy grammar; Marion, 1 boy sixth B grade; Polk, 1 girl second year high; Root Oak, 1 boy sixth grade; Shenandoah, 1 girl grammar; and Washington, 1 girl grammar.

ISSUE OF ILLEGAL PERMITS.

Children usually enter kindergarten at 5 years of age and under perfect conditions of attendance, and normal ability of pupil, will finish the grammar grade at 13 years. Allowing, however, for sickness, change of residence, and backwardness in study, a normal child of 14 years, or at the most 14½ years, allowing for birthday to be too far distant from school semester, should certainly have completed the eighth grade; at 15 to 15½ years, the first year of high school; and those of 16 years of age, the second year of high.

A perusal of the school grade tables show that permits were issued to 40 boys and 22 girls who had only passed the fifth grade, therefore contrary to law. One superintendent explained that their fifth grade was equal to sixth grade elsewhere, and later permits were issued accordingly. Misunderstanding of the law was responsible for the others. Including these fifth grade permits, and upon the basis as above outlined, the tables show that the following number of boys and girls of the respective ages are deficient in grade of a normal child with proper educational opportunity.

NUMBER OF CHILDREN OF RETARDED SCHOOL GRADE BY AGE AND SEX.

Ages	14-14½	14½-15	15-15½	15½-16
Boys	187	196	237	178
Girls	92	133	128	134

This shows 1,255 children out of 1,464 to whom work permits were issued of retarded school grade. The per cent of retarded grades increased with the ages as given for the reason that many of the children to whom were issued work permits at ages from 15 to 16 years, had been out of school for a considerable period, as shown by the following table based upon 948 boys and 516 girls holding work permits:

PER CENT OF CHILDREN OF RETARDED SCHOOL GRADE BY AGE AND SEX.

Ages	14-14½	14½-15	15-15½	15½-16	Of All
Boys	71.5	84.8	83.1	92.7	84.2
Girls	57.7	65.6	60.8	68.4	68.5

PHYSICAL REQUIREMENT.

The Iowa Statute requiring, "A certificate signed by a medical inspector of schools or if there be no such inspector, then by a physician appointed by the board of education certifying that the applicant for the work permit has reached the normal development of a child of its age and is in sufficiently sound health and physically able to perform the work for which the permit is sought," is practically the same in language as the law of nine other states, while in several other states, provision is made for a similar physical examination in case of doubt on the part of the officer issuing work permit.

It is generally recognized that a uniform age limit is not a scientific test of physical strength either as to work to be done or fitness of children because of difference in development. Thus far no state appears to have adopted any standard of fitness for work, the examination and certification being dependent upon the physician who happens to make the examination, and in Iowa thus far, it appears that many work permits are issued without any examination whatever.

The English law requires the examination of the child in the factory where entering employment, and if the employment is changed, another examination must be made. New York City blanks require an examination of sight, hearing, teeth, lungs, nostrils, heart and physical condition, including height and weight. The more common plan adopted is to form some correlated standard by sex, age, height and weight, the standard dependent both upon the physician and officer issuing permit.

HEIGHT AND WEIGHT.

The height and weight measurements of children so far as this Bureau was able to ascertain, were made without removal of shoes or clothing. Frankel and Dublin compiling the work permit statistics of over 10,000 New York children, accepted the examiner's statement "that the shoes gave an error in net heights of from ¾ to 1 inch for boys, and from 1½ to 2 inches for girls."

Bowditch in the 8th Annual Report of the State Board of Health of Massachusetts, gave the average weight of clothes of boys at 14 years at 8.09 pounds; of boys at 15 years, 8.08 pounds; of girls at 14 years, 7.54 pounds; and of girls at 15 years, 7.85 pounds. These statements are given so that figures in height and weight

tables may in no way mislead as to respective developments of the sexes.

1,440 work permits received during the fiscal year were sufficiently complete to give details of ages, height, and weight. Table No. 10 gives the average height, weight and average weight per inch of height for the total number of children of each sex for the state and for cities, first by half year periods of age, then by yearly periods of age, and again for the entire age period covered by the permit.

TABLE NO. 10—CHILDREN RECEIVING WORK PERMITS.

Heights and Weights of Boys and Girls Granted Work Permits, July 4, 1915, to July 1, 1916, by Locality.

PART I—AGES 14 TO 14½ YEARS.

Locality	Boys				Girls			
	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch
The State.....	232	61.46	102.79	1.67	94	62.28	106.00	1.70
Burlington.....	14	68.97	102.64	1.75	1	61.00	101.00	1.66
Cedar Rapids.....	26	60.38	99.47	1.64	1	68.50	88.50	1.31
Clinton.....	7	61.00	101.71	1.67	2	64.10	107.20	1.66
Davenport.....	33	61.91	100.69	1.62	22	63.50	112.50	1.77
Des Moines.....	41	60.00	98.51	1.62	21	61.87	108.68	1.67
Dubuque.....	5	60.39	95.00	1.57	3	65.00	96.50	1.48
Pt. Dodge.....	3	61.055	112.25	1.82	2	60.00	107.40	1.80
Pt. Madison.....	1	65.00	85.00	1.00	2	62.00	112.25	1.81
Iowa City.....	3	64.00	110.00	1.72	2	62.50	107.50	1.72
Keokuk.....	10	62.80	101.20	1.60	2	62.60	106.50	1.66
Muscatine.....	21	61.60	101.20	1.64	2	62.60	106.50	1.66
Oskaloosa.....	6	60.50	96.25	1.59				
Ottumwa.....	13	61.41	104.08	1.69				
Sioux City.....	37	62.00	106.81	1.69	9	61.77	107.50	1.74
Waterloo.....	8	61.25	108.055	1.69				
*Miscellaneous.....	11	62.50	113.75	1.79	2	64.00	121.00	1.90

(*Boys) Includes two boys from each—Fairfield and Marion and one each from Independence, Knoxville, Le Mars, Osceola, Pella, Shenandoah and Vinton.

(*Girls) Includes one girl, Grinnell and two girls, Pella.

TABLE NO. 10—CHILDREN RECEIVING WORK PERMITS.

Heights and Weights of Boys and Girls Granted Work Permits, July 4, 1915, to July 1, 1916, by Locality.

PART II—AGES 10½ TO 13 YEARS.

Locality	Boys				Girls			
	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch
The State.....	225	62.11	107.76	1.74	123	61.86	107.80	1.74
Burlington.....	17	62.11	105.94	1.67				
Cedar Rapids.....	21	62.93	116.61	1.75	9	62.14	110.77	1.80
Clinton.....	7	61.00	101.71	1.67	10	60.35	106.10	1.75
Davenport.....	35	61.88	105.72	1.70	8	62.875	115.025	1.79
Des Moines.....	41	62.01	105.38	1.69	38	61.18	104.84	1.71
Dubuque.....	11	62.63	105.65	1.68				
Pt. Dodge.....	8	61.125	102.625	1.68	1	64.28	117.28	1.82
Pt. Madison.....					6	62.82	107.00	1.70
Iowa City.....	3	62.33	108.33	1.71	2	61.00	87.30	1.43
Keokuk.....	6	62.33	114.50	1.80	1	64.00	98.00	1.53
Muscatine.....	23	62.13	113.30	1.79	21	62.62	107.68	1.71
Oskaloosa.....	6	62.83	114.00	1.78				
Ottumwa.....	9	62.09	110.00	1.73	1	62.00	105.00	1.70
Sioux City.....	32	60.12	108.00	1.79	14	61.28	108.50	1.77
Waterloo.....	7	62.71	111.85	1.78				
*Miscellaneous.....	9	62.55	108.80	1.74	5	63.20	109.40	1.73

*Includes two boys from each Boone, Dyssart, Grinnell and one from each of Beason, Marion and Pella.

*Includes two girls from Pella and one from each of Grinnell, Shenandoah and Washington.

PART III—AGES 15 TO 15½ YEARS.

Locality	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch
The State.....	264	62.32	109.12	1.75
Burlington.....	14	61.71	105.50	1.71
Cedar Rapids.....	41	62.14	109.07	1.75
Clinton.....	6	62.00	106.00	1.69
Davenport.....	50	62.56	109.29	1.69
Des Moines.....	34	62.11	105.41	1.69
Dubuque.....	4	61.00	104.50	1.71
Pt. Dodge.....	12	62.38	112.15	1.81
Pt. Madison.....	1	60.00	105.00	1.59
Iowa City.....	7	63.71	121.28	1.84
Keokuk.....	13	62.53	104.49	1.67
Muscatine.....	27	63.27	111.27	1.75
Oskaloosa.....				
Ottumwa.....	10	64.60	116.00	1.78
Sioux City.....	38	61.29	102.00	1.67
Waterloo.....	7	62.42	121.42	1.85
*Miscellaneous.....	9	67.33	135.11	2.01

*Includes three boys from Dyssart, one from each of Elgin, Grinnell, Marion, Osceola, Pella and Redburn.

*Includes two girls from Pella and one from each of Dyssart and Washington.

TABLE NO. 10—CHILDREN RECEIVING WORK PERMITS.

Heights and Weights of Boys and Girls Granted Work Permits, July 4, 1915, to July 1, 1916, by Locality.

PART IV—AGES 15½ TO 16 YEARS.

Locality	Boys				Girls			
	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch
The State	210	62.30	122.51	1.98	146	62.39	111.23	1.78
Burlington	14	64.28	118.50	1.84	5	63.40	119.20	1.76
Cedar Rapids	29	62.72	114.65	1.82	12	62.53	114.19	1.82
Clinton	5	65.00	124.00	1.90	11	62.90	116.30	1.84
Davenport	30	62.15	107.00	1.72	10	65.50	115.30	1.81
Des Moines	43	62.79	111.65	1.76	25	62.98	111.77	1.80
Dubuque	12	60.00	108.50	1.72	3	61.00	118.00	1.93
Ft. Dodge	3	61.80	118.20	1.91	5	62.30	120.00	2.00
Ft. Madison	3	63.00	118.33	1.74	2	64.50	111.50	1.72
Iowa City	3	62.00	116.00	1.84	1	64.00	127.00	1.98
Keokuk	1	62.27	106.42	1.70	5	64.00	116.00	1.72
Muscatine	22	60.16	118.52	1.81	22	63.77	114.18	1.79
Oskaaloosa	7	64.14	110.00	1.86	3	64.00	116.00	1.84
Ottumwa	11	65.18	122.27	1.87	7	62.14	119.50	1.86
Sioux City	37	62.48	107.48	1.72	10	61.00	119.80	1.79
Waterloo	3	62.33	107.66	1.69	1	69.00	113.00	1.71
*Miscellaneous	9	62.88	106.88	1.70	13	65.31	112.00	1.77

*Includes five boys from Fairfield and one from each of Boone, Oelwein, and Shenandoah.

*Includes four girls from each of Red Oak and Shenandoah, three from Washington and one from each of Grinnell and Pella.

PART V—AGES 14 TO 15 YEARS.

Locality	Number of children	Boys			Girls			
		Average height (inches)	Average weight (pounds)	No. of pounds per inch	Number of children	Average height (inches)	Average weight (pounds)	
The State	467	61.81	105.21	1.70	297	62.51	107.11	1.73
Burlington	21	61.81	108.25	1.75	1	61.00	109.00	1.80
Cedar Rapids	27	61.81	108.57	1.68	11	60.90	111.62	1.82
Clinton	7	63.00	101.71	1.60	16	61.74	106.50	1.72
Davenport	48	61.89	100.21	1.66	10	63.00	112.60	1.78
Des Moines	39	61.88	105.59	1.66	49	61.49	104.43	1.69
Dubuque	16	61.87	102.31	1.65	2	63.00	96.50	1.53
Ft. Dodge	16	61.33	107.43	1.75	12	62.08	113.10	1.83
Ft. Madison	1	62.00	86.00	1.60	9	62.55	108.90	1.73
Iowa City	6	61.00	109.50	1.72	2	63.00	87.50	1.45
Keokuk	10	63.00	100.31	1.53	3	63.33	104.33	1.64
Muscatine	44	62.42	107.65	1.72	60	62.81	107.13	1.70
Oskaaloosa	12	62.16	106.16	1.69	3	62.00	105.00	1.75
Ottumwa	21	61.88	106.50	1.71	3	62.00	87.50	1.45
Sioux City	65	61.01	107.44	1.74	23	61.47	108.13	1.75
Waterloo	15	63.46	110.18	1.73				
*Miscellaneous	20	63.10	111.55	1.77	8	63.00	113.79	1.79

*Includes boys and girls included in miscellaneous cities of one-half year tables.

TABLE NO. 10—CHILDREN RECEIVING WORK PERMITS.

Heights and Weights of Boys and Girls Granted Work Permits, July 4, 1915, to July 1, 1916, by Locality.

PART VI—AGES 15 TO 16 YEARS.

Locality	Boys				Girls			
	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch
The State	471	62.50	120.82	1.76	272	62.30	112.29	1.76
Burlington	23	63.00	122.60	1.77	12	63.15	112.20	1.74
Cedar Rapids	70	62.28	111.28	1.78	30	62.31	111.03	1.78
Clinton	8	64.25	135.50	1.74	23	62.26	113.17	1.78
Davenport	69	62.40	109.26	1.75	12	63.30	111.75	1.79
Des Moines	77	62.49	108.27	1.72	40	62.28	109.49	1.75
Dubuque	6	61.60	109.83	1.71	7	64.28	113.28	1.79
Ft. Dodge	18	62.22	114.55	1.84	11	61.00	119.00	1.95
Ft. Madison	4	67.00	125.00	1.79	10	62.30	110.70	1.74
Iowa City	10	64.00	119.70	1.84	1	64.00	127.00	1.98
Keokuk	20	62.55	106.20	1.68	7	64.00	114.71	1.79
Muscatine	62	64.04	114.79	1.78	47	62.43	111.08	1.79
Oskaaloosa	7	64.14	105.00	1.85	5	62.80	114.40	1.79
Ottumwa	21	61.90	119.28	1.82	11	61.00	109.00	1.88
Sioux City	65	61.84	104.81	1.69	20	61.40	109.21	1.77
Waterloo	10	64.80	117.30	1.81	2	65.00	112.50	1.73
*Miscellaneous	12	65.11	121.00	1.86	17	63.24	111.47	1.76

*Includes boys and girls included in miscellaneous cities of one-half year tables.

PART VII—AGES 14 TO 15 YEARS.

Locality	Number of children	Boys			Girls			
		Average height (inches)	Average weight (pounds)	No. of pounds per inch	Number of children	Average height (inches)	Average weight (pounds)	
The State	941	62.29	108.65	1.72	499	62.16	109.50	1.76
Burlington	50	63.00	107.47	1.74	14	63.90	109.64	1.74
Cedar Rapids	127	61.92	107.47	1.74	74	61.40	111.79	1.81
Clinton	16	62.20	106.49	1.71	20	62.71	110.42	1.76
Davenport	68	62.13	104.95	1.68	25	63.17	112.12	1.77
Des Moines	39	61.68	105.16	1.69	122	61.87	106.84	1.73
Dubuque	22	61.81	104.23	1.67	9	64.00	109.55	1.71
Ft. Dodge	24	61.89	111.50	1.79	23	61.30	115.50	1.89
Ft. Madison	5	64.00	109.00	1.68	19	62.65	109.78	1.74
Iowa City	10	64.13	113.87	1.79	2	62.00	100.00	1.68
Keokuk	30	63.75	107.58	1.70	10	63.80	111.00	1.74
Muscatine	106	62.37	111.48	1.75	107	60.17	110.18	1.74
Oskaaloosa	19	62.67	109.15	1.74	5	62.80	114.40	1.79
Ottumwa	22	63.64	113.00	1.77	12	63.91	119.58	1.87
Sioux City	190	61.73	103.13	1.71	49	61.46	108.71	1.76
Waterloo	25	64.00	112.00	1.76	2	65.00	112.50	1.73
*Miscellaneous	38	64.05	113.63	1.81	25	62.32	112.90	1.77

*Includes boys and girls included in miscellaneous cities of one-half year tables.

If height and weight according to age are to help in determining a normal standard of physical fitness of children for work, we must arrive at the average Iowa development, comparing same with similar statistics of other states. Such comparison is below made with the statistics compiled by Frankel and Dublin for the Metropolitan

Life Insurance Company from New York City work permits, and also those from up-state cities. The comparison of heights and weights of boys and girls issued work permits in Iowa, New York City and New York up-state cities, arranged by full and 2-year age periods, ages 14 to 16 years.

Age-Period and Locality	Boys				Girls			
	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch	Number of children	Average height (inches)	Average weight (pounds)	No. of pounds per inch
14 to 16 Years:								
Iowa.....	941	65.33	108.05	1.78	859	62.50	109.90	1.76
New York City.....	5,303	61.90	105.71	1.71	4,650	61.35	101.79	1.70
Up-state cities.....	2,973	61.31	100.98	1.66	1,822	61.60	102.30	1.66
14 to 15 Years:								
Iowa.....	697	63.81	105.24	1.70	627	62.01	107.11	1.71
New York City.....	3,493	61.55	103.38	1.68	3,027	61.19	99.54	1.71
Up-state cities.....	1,789	60.80	98.00	1.62	1,809	61.45	102.18	1.66
15 to 16 Years:								
Iowa.....	474	65.95	116.82	1.76	373	63.56	112.33	1.76
New York City.....	1,389	62.74	105.00	1.70	1,023	61.50	107.62	1.75
Up-state cities.....	811	62.17	105.00	1.69	622	61.90	100.90	1.71

To indicate the respective and proportionate development of Iowa boys and girls, the following table is submitted:

AVERAGE HEIGHT AND WEIGHT OF IOWA BOYS AND GIRLS

Age-Period	Boys				Girls			
	Number of children	Average height	Average weight	No. of pounds per inch	Number of children	Average height	Average weight	No. of pounds per inch
14 to 14½.....	100	61.60	107.70	1.75	94	62.50	109.00	1.75
14½ to 15.....	200	62.11	107.10	1.74	150	61.80	107.50	1.74
15 to 15½.....	300	62.53	106.12	1.73	198	62.50	110.00	1.75
15½ to 16.....	210	63.30	112.50	1.78	146	62.94	114.32	1.81

In considering this table of development, the error resulting from the higher shoes of girls and trifling lesser weight of clothes as noted elsewhere would make a slight deviation from relative heights and weights but has no effect upon proportionate development.

The table indicates that at about 14 years of age, the girl has advanced decidedly further in physical development than the boy and that the boy from that period on, develops far more rapidly in both height and weight, exceeding the girl in height at the age period 15½ to 16, but not quite reaching her average weight. The table shows the average height of the boy at the age period 14 to 14½ years to be 61.46 inches, and at the age period 15½ to 16 years, 63.30 inches, an average growth of 2.84 inches, while the average height for the girl at the 14 to 14½ year period is 62.28 inches, and at the 15½ to 16 year period, 62.94 inches, an average growth of only .66 inch.

The boy in the first age period averages 102.70 pounds and in the last period, 112.91 pounds, a gain of 10.21 pounds, while the girl in the first period averages 106 pounds, and in the latter period 114.23 pounds, a gain of 8.23 pounds.

If the heights and weights of children are to become a standard for fitness in the issue of work permits, some correlation between the two must be fixed as a means of determination. This correlation of Iowa boys and girls is shown in Table No. 11, which follows:

TABLE NO. 11—HEIGHTS AND WEIGHTS, IOWA CHILDREN.

Correlation between Heights and Weights of Iowa Boys and Girls, Heights in Inches, Weights in 5-lb. Groups.

PART I—BOYS 14 TO 15 YEARS OF AGE.

Height in Inches	Total cases																			Aver- age Weight			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		20		
46																					1	80.00	
47																						1	78.00
48																						1	100.00
49																						2	80.00
50																						2	86.71
51																						6	77.00
52																						6	89.28
53																						10	81.25
54																						10	81.25
55																						10	81.25
56																						10	81.25
57																						10	81.25
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64																						10	81.25
65																						10	81.25
66																						10	81.25
67																						10	81.25
68																						10	81.25
69																						10	81.25
70																						10	81.25
71																						10	81.25
72																						10	81.25
Total cases	2	4	6	18	50	68	82	68	67	60	33	30	30	13	6	2	1	1	1	1	1	467	108.43

TABLE NO. 11—HEIGHTS AND WEIGHTS, IOWA CHILDREN.

Correlation between Heights and Weights of Iowa Boys and Girls, Heights in Inches, Weights in 5-lb. Groups.

PART II—BOYS 13 TO 16 YEARS OF AGE.

Height in Inches	Total cases																				Aver- age Weight		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
46																						4	98.55
47																						2	85.00
48																						2	85.00
49																						2	74.50
50																						7	86.17
51																						9	87.77
52																						10	96.29
53																						10	96.29
54																						14	90.86
55																						14	90.86
56																						14	90.86
57																						14	90.86
58																						14	90.86
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65																						14	90.86
66																						14	90.86
67																						14	90.86
68																						14	90.86
69																						14	90.86
70																						14	90.86
71																						14	90.86
72																						14	90.86
Total cases	2	5	5	14	17	23	68	54	45	68	96	53	26	21	20	6	12	5	1	1	1	474	110.09

TABLE NO. 11—HEIGHTS AND WEIGHTS, IOWA CHILDREN.

Correlation between Heights and Weights of Iowa Boys and Girls, Heights in Inches, Weights in 5-lb. Groups.

PART III—GIRLS 14 TO 15 YEARS OF AGE.

Height in Inches	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	165	170	175	180	185	190	195	Total Cases	Aver- age Weight		
	to 64	to 69	to 74	to 79	to 84	to 89	to 94	to 99	to 104	to 109	to 114	to 119	to 124	to 129	to 134	to 139	to 144	to 149	to 154	to 159	to 164	to 169	to 174	to 179	to 184	to 189	to 194	to 199				
48							1																						1	93.00		
49																																
50																																
51																																
52																																
53																																
54				1						1																				4	93.25	
55																																
56			1						1																					2	88.50	
57			1	1					1																					5	88.20	
58									1			1		2																6	110.32	
59						2																								6	89.05	
60					3	6	5	4	4	4	3	5		1	1		1													37	101.24	
61						2	7	8	7	7	7	2	1	1	1															31	105.45	
62						2	2	3	1	8	11	5	5	5	1	1		1												41	105.19	
63				1		4	1	4	1	4	7	4	1	1	1		1		1											31	107.64	
64						1		1		2	6	3	5		2		1	1									1			32	114.63	
65							1			1	1		3	2	1	1		1		1										17	121.64	
66										1	1	1	2	5	3	2	1	1		1										17	120.05	
67										1	1	1	1	1		3	1	1		1										5	123.20	
68											1					1			1											1	100.00	
69																																
70												1																			1	117.00
71																																
72																																
73																																
Total cases			1	4	5	18	12	28	34	35	24	20	0	15	4	4	2	4									1		227	107.19		

TABLE NO. 11—HEIGHTS AND WEIGHTS IOWA CHILDREN.

Correlation between Heights and Weights of Iowa Boys and Girls, Heights in Inches, Weights in 5-lb. Groups.

PART IV—GIRLS 15 TO 16 YEARS OF AGE.

Height in Inches	60	65	70	75	80	85	90	95	100	105	110	115	120	125	130	135	140	145	150	155	160	165	170	175	180	185	190	195	Total Cases	Aver- age Weight	
	to 64	to 69	to 74	to 79	to 84	to 89	to 94	to 99	to 104	to 109	to 114	to 119	to 124	to 129	to 134	to 139	to 144	to 149	to 154	to 159	to 164	to 169	to 174	to 179	to 184	to 189	to 194	to 199			
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68																															
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71																															
72																															
73																															
Total cases			1		2	3	14	35	30	37	36	34	27	22	10	4	9	3		4							1		272	112.22	

THE NORMAL CHILD.

In accepting heights and weights of children as a test of fitness for work, the next question naturally arising is how far from the average or mean of weight for a particular height may be accepted with safety as a test of a child's "normal development," "sufficiently sound health," and "physically able to perform the work," as provided by the Iowa Child Labor Law? A physician of standing made this statement: "The absolute height of an individual is therefore, of very secondary interest from a practical point of view, because it is not necessarily a state of ill health, whereas the development of weight, girth of chest, etc., in proportion to height is of supreme interest. The lack of proportion between height and other physical dimensions is itself ill health."

To find a permissible standard deviation, an effort was made to apply the principle of least squares to the above tables. This method is followed by a number of authorities. It was found, however, that the number of cases was too small for this purpose to make the results of any value for the reason that in a small number of cases, the number of sub-normal or abnormal children may be all out of proportion to the total number, thus giving a result of no value.

The suggestion of Frankel and Dublin in their study of New York children holding work permits, placing the safe deviation of correlated weights and heights 15 per cent below the average for the total number of cases of each inch of height is followed. No deviation is given above the average for the reason that in marked cases of overweight, there is usually some defect of one or more vital organs. This method of permissible deviation is in line with practices by Life Insurance Companies. The same authorities make this further explanation:

"It is realized that this 15 per cent limit works out more stringently with the girls than with the boys, excluding as it does a much higher percentage of the former than of the latter. But it seems that social consideration fully warrant such discrimination. In the large majority of cases, the girls enter economic employment only for a temporary period. They give up industrial work when they marry, and enter upon their natural vocation of motherhood. This is their most important function, and it requires pre-eminently an unimpaired physical condition. The longer that their entry into

the stress and strain of employment is postponed, the better are their chances to develop the faculties which are essential to strong motherhood. The health officer should, therefore, scrutinize most carefully the girls on the border line. The apparent discrimination which our suggested minimum weight-limit works against the girls does not affect them unfairly, when considered from the broader viewpoint of social expediency."

The application of this method of arriving at safe standards for Iowa children holding work permits is shown in the following tables, arranged by sex in yearly periods. In these tables, all children up to 57 inches are omitted because the utmost care should be exercised in issuing permits to these cases to see that there are no physical defects and that the weight corresponds closely to that of children 57 inches tall. Cases above 68 inches are also omitted because of the limited number of each height. Where a sufficient number of subnormal or abnormal cases happened under the same height to throw out of proportion the correlated average weight, no "lowest reasonable weight" is given. In such cases it would be safe to fix an arbitrary figure about midway between the lowest reasonable weight just below and above:

SHOWING NUMBER OF BOYS OF EACH HEIGHT, AVERAGE WEIGHT, LOWEST REASONABLE SAFE WEIGHT, AND NUMBER OF CHILDREN BELOW SAFE WEIGHT.

Height in inches	14 to 15 Years				15 to 16 Years			
	Number of children	Average weight (pounds)	Lowest reasonable weight (pounds)	No. of children below weight	Number of children	Average weight (pounds)	Lowest reasonable weight (pounds)	No. of children below weight
57	20	81.75	72	3	7	85.37	72	
58	21	89.58	76		9	87.77	74	1
59	42	90.02	77	1	19	95.89	81	1
60	55	95.37	80	1	36	95.21	84	2
61	61	100.55	86	2	44	99.88	85	2
62	54	100.50	86	3	65	106.79	90	3
63	45	109.88	91	1	42	111.61	95	1
64	49	115.42	95	2	62	115.61	98	3
65	38	120.69	107		38	114.28	98	
66	36	121.47	107	1	48	124.02	100	2
67	27	127.96	108	1	24	126.75	107	1
68	15	121.40	111		23	129.12	109	1

SHOWING NUMBER OF GIRLS OF EACH HEIGHT, AVERAGE WEIGHT, LOWEST REASONABLE SAFE WEIGHT, AND NUMBER OF CHILDREN BELOW SAFE WEIGHT.

Height in inches	14 to 15 Years				15 to 16 Years			
	Number of children	Average weight (pounds)	Lowest reasonable weight (pounds)	No. of children below weight	Number of children	Average weight (pounds)	Lowest reasonable weight (pounds)	No. of children below weight
57	5	88.30	75	1	2	96.50	81	8
58	6	110.33	92	1	8	100.50	85	8
59	6	89.69	76	1	7	92.85	81	7
60	27	101.21	86	4	30	109.15	92	22
61	21	102.45	87	2	21	104.33	88	18
62	41	105.19	89	1	34	107.35	91	28
63	31	107.64	91	2	40	114.47	98	33
64	22	114.62	98	1	19	114.44	98	14
65	17	121.64	108	1	17	116.63	99	12
66	17	120.66	102	1	14	122.26	101	11
67	5	133.39	104	0	9	121.22	103	8
68	1	100.00			2	121.00	102	2

SPECIAL INVESTIGATION OF CHILDREN HOLDING WORK PERMITS.

The data contained in the work permits issued to children is valuable in relation to education and physical development, but was deemed insufficient in determining reasons for leaving school at ages between 14 and 16 years. To arrive at these reasons, the woman factory inspector, who under the law is directed to render "service under the direction of the Labor Commissioner as will tend to promote the health and welfare of the women and children employees of this State," was assigned to make a special or follow-up investigation of children holding work permits. The investigation covered the following eighteen cities in order of size: Des Moines, Sioux City, Davenport, Dubuque, Cedar Rapids, Waterloo, Clinton, Burlington, Ottumwa, Ft. Dodge, Muscatine, Keokuk, Iowa City, Oskaloosa, Ft. Madison, Fairfield and Washington, selected because of the number of work permits issued, and with the idea of arriving at conclusions fairly representative of general conditions surrounding children leaving school to enter industry.

Three hundred and thirty boys and two hundred and seventy girls were included in the survey. This is not the entire number of children holding permits, but only those that could be reached with-

in the brief time available for the work. It is safe to apply conditions herein given to the entire field of children working under the provisions of the Iowa Child Labor Law. A small number of children investigated were issued permits before 16 years of age, but by the time interviewed exceeded that age but are included in these tables because of the same elements as of younger children entering into their cases.

SCHOOL GRADES GIVEN BY CHILDREN.

The following table gives the grades at the time of leaving school as given by the children themselves. It will be noted that a number claim they had not completed the 5th or even lower grades while none of the work permits issued by permit issuing officers show a grade lower than completed 5th. Incompleted grade indicates that the child started in the grade but for some reason quit school before completing. The boy lower than second grade is a Russian who had learned to read and write in night school.

SCHOOL GRADES GIVEN BY CHILDREN. GRADE WHEN PERMIT ISSUED.

	Boys	Girls
High school—first year completed	20	17
High school—first year incompleted	21	14
High school—second year completed	1	2
High school—second year incompleted	2	3
Grammar school—completed	74	78
Grammar school—incompleted	26	14
Seventh grade—completed	69	28
Seventh grade—incompleted	27	13
Sixth grade—completed	49	26
Sixth grade—incompleted	16	5
Fifth grade—completed	12	14
Fifth grade—incompleted	3	2
Fourth grade—completed	7	1
Third grade—completed		
Second grade—completed		1
Lower grades	1	
Total	330	270

REASONS ASSIGNED FOR LEAVING.

This Table No. 12 gives all the reasons assigned by the children for leaving school to enter industry except those who were out during vacation only.

This last number comprised seventy-six boys and thirty-six girls or 18.67 per cent of the total interviewed. In addition to these, six boys and four girls were found who said they might return to school, while eight boys and four girls went to work after passing the eighth grade, expecting later to take a course in business college, that being to their mind a shorter, quicker and less expensive way of arriving at full earning capacity.

Sixty-three boys and fifty-four girls, or 19.5 per cent of the total, claimed necessity their cause for leaving school, this either by reason of lack of work of father, sickness or death of either or both parents, and large families and small incomes.

One hundred and four boys and ninety-two girls, or 32.67 per cent of the total, gave dislike for school their reason for leaving and going to work. To this number might safely be added the thirty-five boys and twenty-five girls who preferred work to school after passing the eighth grade. It will be noted that the large number of drop-outs begin at the sixth grade—fifty-six boys and forty girls; grow larger with the seventh grade—eighty-seven boys and seventy-one girls, and attain the maximum at the eighth grade with one hundred and four boys and one hundred and two girls.

It is while the child is passing through these three grades that economic pressure and dislike for school in some form or other appear keenest. Many parents feel that a child having passed some one of these three grades, is sufficiently equipped and to continue longer in school is a waste of time. One boy who was through the eighth grade at fourteen years and three months said he wanted to continue but his father seriously objected to high school. The same reason was given by a boy of fourteen years and five months whose parents were dead, the objection coming from the uncle with whom he lived. There were many similar reasons given.

The child passing through these grades is just at the age when life takes on a new aspect, the passing from childhood to the stage of maturity. An enlarged view of life is manifesting itself, the trend of which may be influenced by many things. The condition and environments of home undoubtedly have a strong influence. The father may not have steady work, there may be sickness at home, or a large family with small income or the mother be a widow striv-

ing to get along, all of which will influence the adolescent child into quitting school to do the thing that appears big. There is also danger of the child not being able to see any practical application of studies to the things it has in mind to do, and all of which produces school dislike, and the desire to do something appearing more practical.

Forty-seven boys and thirty-six girls, 13.83 per cent of all, gave preference for some form of work as a reason for leaving school. Undoubtedly nearly all of these could be placed under necessity or dislike for school. Under "wanted money for clothes," are included the cases where the family income was insufficient to procure necessary wearing apparel, while in some of the cases, the love for better clothes was the inspiration for work. Nineteen boys and seventeen girls, or 6 per cent of the total, gave as a reason some parental influence. Of these, the separation of parents was responsible for more than one-half of the cases.

Other causes number twenty-one boys and thirty-five girls, or 9.33 per cent of the total. One of the remarkable features of the entire survey is that but two children, one boy and one girl, left school to learn a trade.

MEANS OF GETTING ALONG.

Ten children with both parents dead came from average families of 5.2 children, one of the families having eleven. Of this group, six were the youngest and four next to youngest in family; two were living with grand parents, five with sisters and three with aunts. One completed the fifth grade, one the sixth grade, five the seventh grade and three the eighth grade.

Nine children whose fathers were dead, the family averaging 4.1 children, were living with other relatives than mother. Three lived with sisters, one with half-brother, one lived with friends and worked for board as her step-father was cruel, four lived with grandmothers; two of these were in high school and were going to graduate and were only working during vacation; three completed eighth grade, one quit on account of health being poor, one did not think that she could afford to go to high school; one in sixth grade did not like school, one completed fifth grade but was put back on account of sickness, one in seventh grade quit school because they moved. Seven of these children were the youngest, two were the eldest, both of these having step-fathers and did not live at home.

Three children whose fathers were dead were helping mothers buy a home. One of these had completed the eighth grade, one the sixth grade and did not like school, and the other, a Russian girl being in this country but three years, was in the fifth grade when she went to work.

Nineteen children whose fathers were dead had step-fathers. Of these, five were working during vacation only, two entered high school and found the work hard, one completed the eighth grade and did not want to go to high school, one child of each of the fourth, fifth, eighth and two of the seventh grades preferred work to school. One of the fifth and two of the seventh grades were from families of nine children and were required to help step-fathers who were laborers not making enough to support the families. One girl of the sixth grade had to help support her mother, the step-father not being dependable. Another boy had to help because of the step-father being crippled, and one sixth grade boy quit because they moved. This group of nineteen were from families averaging 5.7 children.

Of thirty-six children whose fathers were dead, the mothers owned homes. Of these, ten were working during vacation only. One child after attending high school one year, thought it necessary to help the mother. Two after completing the eighth grade, five the seventh grade, four the sixth grade and two the fifth grade, found it necessary to help the mother support the family. One of the eighth grade, wanted money for clothes, four of the eighth grade preferred work to school, one of the eighth grade wanted spending money, and one of the same grade wanted to take a business course. One in the high school found work too hard, two of the seventh grade got tired of school, as did also two of the sixth grade. The mothers of two were insistent that they should return to school.

Forty-three children whose fathers were dead were living with mothers in rented homes. The average number of children in family was 4.2. Of these, two completed the eighth grade, one the seventh grade and seven the sixth grade and were working during vacation only. One girl who had attended high school one and one-half years thought she should help mother, and one who had attended for two months said she got the big head and left and is sorry now.

Two children of the fifth, six of the sixth, five of the seventh and seven of the eighth grades, were needed to help support families. One girl in the seventh grade said her mother wanted her to return to school but she did not want to. One child of the fifth grade, two of the sixth and one of the eighth grades, not tired of school. Three of the sixth grade got behind in classes because of moving, three of fifth grade quit school on account of sickness.

Eight children whose mothers were dead had step-mothers. Two of these completed the eighth grade and could not afford high school. One of the same grade preferred work to school, one boy of the sixth grade preferred work to school, one of the seventh grade took care of widowed sister's children while she worked, got behind in studies, then went to work, two in the sixth grade were poor scholars and frequent truants.

Nine children whose mothers were dead lived with relatives other than father. Of these, one child whose father lost his mind, became self-supporting after passing the seventh grade. Of the seventh grade, one lived with grandparents who needed his help, one had to support himself because his father left him. Of the eighth grade, one had to help grandparents, one got tired of school and one quit school on account of weak eyes. One of the seventh and one of the sixth grade found school work hard and one was working during vacation only.

Five children whose mothers were dead lived with fathers. Of these, one of the fifth grade was the tenth child of the family of eleven and the father wanted his help. The same reason for leaving school was given by another boy of the sixth grade who was the only child of the family. One of the seventh grade and two of the eighth grade preferred work to school.

The average number of children to family was 5.2 in this group of 22 working children whose mothers were dead.

The parents of forty-four children at work were separated, the families averaging 3.3 children.

Twelve of this group had step-fathers. One of these lived with neighbors and worked during vacation only. One of the fifth grade lived with aunt and had to work. Of three children of the sixth grade, one had to help in support of family, one on account of sickness in family, and the mother of the other insisted on her going to work. One of the seventh grade was working and going to night

school during vacation to make up grade lost by sickness. One girl of the second year high was compelled to attend sick mother, got behind her class and did not return to school. Two of the seventh and two of the eighth grades preferred work to school, and the step-father of one insisted on her going to work.

Five children of separated parents had step-mothers. Two of this group lived with grandmothers and wanted to help in support. One of the seventh grade lived with mother until she died, then went to father and step-mother. One boy of the sixth grade said his father and step-mother told him he could learn more out of than in school, and the step-mother and father of one boy one and one-half years in high school insisted that he go to work. In this case, the boy had lived with his mother who tried to keep children in school, became discouraged and committed suicide.

Two children of the fifth and one of the sixth grades had to help mother in support after separation from father who drank. One of the sixth and one of the eighth grades would rather work than attend school. Three of the sixth and four of the seventh grades wanted to help mother. One of the seventh grade had to work because of sickness in the home. One of the eighth grade was attending night school and one of the same grade, business college. Two did not want to attend high school. Eight were working during vacation only.

SIZE OF FAMILY.

While the investigation disclosed the economic and home conditions of many families of large size as good and even superior to those of many small sized families, this study of conditions having an influence on children leaving school to go to work would not be complete without showing the size of families from which the children come that hold work permits. The following table, No. 13, contains this information by sex and Table No. 14 gives the number of children by sex and in order of birth of those working from each family.

TABLE NO. 13—FAMILIES AND WORK PERMITS.

Statistics as to Families from which Children Came who secured Work Permits.

PART I			PART II		
Children in Family	Number in Each Size Family		The Number in Order of Birth	Number of Each Order of Birth	
	Girls	Boys		Boys	Girls
One	10	8	Only child	10	8
Two	41	24	Eldest	26	27
Three	26	44	Second eldest	69	80
Four	32	61	Third eldest	44	80
Five	49	36	Fourth eldest	24	17
Six	45	29	Fifth eldest	10	11
Seven	22	30	Sixth eldest	7	5
Eight	11	18	Seventh eldest	7	8
Nine	17	8	Eighth eldest	7	8
Ten	6	9	Ninth eldest	1	1
Eleven	3	4	Tenth eldest	1	1
Twelve	3	2	Youngest	22	44
Total	330	370	Total	330	370

TABLE NO. 14—FAMILIES AND WORK PERMITS.

Size of Family by Number of Children and the Number of Work Permit Children of Each Family Size by Heads of Each Sized Family.

Number of Children in Family	Father	Mother	Step-father	Other relatives	Non-family group	Total
One	12	6	2	2		24
Two	45	12	4		1	66
Three	74	16	5			100
Four	29	30	10			118
Five	48	13				67
Six	51	10			1	72
Seven	50	8	4			62
Eight	23	4		1		30
Nine	39					39
Ten	8					8
Eleven	5			1		6
Twelve	3					3
Total	424	106	23	22	2	600

WAGE AND HOME-OWNING CONDITIONS—FATHERS.

Out of a total number of 600 children included in survey, 172 were able to give wages of fathers and whether the home was owned, being bought or rented. Another 165 coming from families averaging 4.7 children per family, and of whom 48 were working during vacation only, gave the following data: Ninety came from families owning homes; 21 from families buying homes and 54 from families renting and paying an average rental of \$15.15 per month.

There is a possibility that the children were mistaken in a number of cases of home owning, the answers being given without the knowledge as to whether some indebtedness may not stand against it.

The rate of wages given are in each case a per diem, the monthly and yearly earnings depending upon the regularity of employment incident to the nature and class of work done.

The children not included in this analysis were of the non-family group, those living with relatives, those who had no knowledge of earnings of heads of families, those whose family heads were un-employed at the time and in a few cases, the children of fathers engaged in business.

TABLE NO. 15—CHILDREN OF WAGE EARNERS.
Number of Children Given by Each Classified Daily Wage of Father with Average Number of Children in Family for Each Wage and Rents Paid.

Number of Children in Group	PART I				PART II				PART III						
	Renting Homes		Own Homes		Own Homes		Buying Homes		Number of Children in Group		Buying Homes		Number of Children in Group		
	Average wage of father per day	Average num-ber of family	Average rent per month	Average wage of father per day	Average num-ber of children in family	Average wage of father per day	Average num-ber of children in family	Average wage of father per day	Average num-ber of children in family		Average wage of father per day	Average num-ber of children in family		Average wage of father per day	Average num-ber of children in family
1	\$ 20	7	\$ 9.57	\$ 1.55	5	\$ 1.55	5	\$ 1.25	5	1	\$ 1.25	5	1	\$ 1.25	5
1	1.25	4.0	9.55	1.75	2	2.00	2.00	2.00	2.00	2	2.00	2.00	2	2.00	2.00
2	2.00	4.7	10.55	3.00	4	3.00	4.0	4.0	4.0	2	4.0	4.0	2	4.0	4.0
3	2.15	3.8	11.00	3.25	3	3.25	3.5	3.5	3.5	3	3.5	3.5	3	3.5	3.5
4	2.25	4.5	12.00	4.00	4	4.00	4.5	4.5	4.5	4	4.5	4.5	4	4.5	4.5
5	2.50	4.0	11.40	4.50	5	4.50	5.0	5.0	5.0	5	5.0	5.0	5	5.0	5.0
6	2.50	4.5	11.25	5.00	10	5.00	6.0	6.0	6.0	10	6.0	6.0	10	6.0	6.0
7	2.50	4.5	11.25	5.50	10	5.50	6.5	6.5	6.5	10	6.5	6.5	10	6.5	6.5
8	2.50	5.1	15.20	6.00	15	6.00	7.0	7.0	7.0	15	7.0	7.0	15	7.0	7.0
9	2.50	5.1	15.20	6.50	15	6.50	7.5	7.5	7.5	15	7.5	7.5	15	7.5	7.5
10	2.50	5.1	15.20	7.00	15	7.00	8.0	8.0	8.0	15	8.0	8.0	15	8.0	8.0
11	2.50	5.1	15.20	7.50	15	7.50	8.5	8.5	8.5	15	8.5	8.5	15	8.5	8.5
12	2.50	5.1	15.20	8.00	15	8.00	9.0	9.0	9.0	15	9.0	9.0	15	9.0	9.0
13	2.50	5.1	15.20	8.50	15	8.50	9.5	9.5	9.5	15	9.5	9.5	15	9.5	9.5
14	2.50	5.1	15.20	9.00	15	9.00	10.0	10.0	10.0	15	10.0	10.0	15	10.0	10.0
15	2.50	5.1	15.20	9.50	15	9.50	10.5	10.5	10.5	15	10.5	10.5	15	10.5	10.5
16	2.50	5.1	15.20	10.00	15	10.00	11.00	11.00	11.00	15	11.00	11.00	15	11.00	11.00
17	2.50	5.1	15.20	10.50	15	10.50	11.50	11.50	11.50	15	11.50	11.50	15	11.50	11.50
18	2.50	5.1	15.20	11.00	15	11.00	12.00	12.00	12.00	15	12.00	12.00	15	12.00	12.00
19	2.50	5.1	15.20	11.50	15	11.50	12.50	12.50	12.50	15	12.50	12.50	15	12.50	12.50
20	2.50	5.1	15.20	12.00	15	12.00	13.00	13.00	13.00	15	13.00	13.00	15	13.00	13.00
21	2.50	5.1	15.20	12.50	15	12.50	13.50	13.50	13.50	15	13.50	13.50	15	13.50	13.50
22	2.50	5.1	15.20	13.00	15	13.00	14.00	14.00	14.00	15	14.00	14.00	15	14.00	14.00
23	2.50	5.1	15.20	13.50	15	13.50	14.50	14.50	14.50	15	14.50	14.50	15	14.50	14.50
24	2.50	5.1	15.20	14.00	15	14.00	15.00	15.00	15.00	15	15.00	15.00	15	15.00	15.00
25	2.50	5.1	15.20	14.50	15	14.50	15.50	15.50	15.50	15	15.50	15.50	15	15.50	15.50
26	2.50	5.1	15.20	15.00	15	15.00	16.00	16.00	16.00	15	16.00	16.00	15	16.00	16.00
27	2.50	5.1	15.20	15.50	15	15.50	16.50	16.50	16.50	15	16.50	16.50	15	16.50	16.50
28	2.50	5.1	15.20	16.00	15	16.00	17.00	17.00	17.00	15	17.00	17.00	15	17.00	17.00
29	2.50	5.1	15.20	16.50	15	16.50	17.50	17.50	17.50	15	17.50	17.50	15	17.50	17.50
30	2.50	5.1	15.20	17.00	15	17.00	18.00	18.00	18.00	15	18.00	18.00	15	18.00	18.00
31	2.50	5.1	15.20	17.50	15	17.50	18.50	18.50	18.50	15	18.50	18.50	15	18.50	18.50
32	2.50	5.1	15.20	18.00	15	18.00	19.00	19.00	19.00	15	19.00	19.00	15	19.00	19.00
33	2.50	5.1	15.20	18.50	15	18.50	19.50	19.50	19.50	15	19.50	19.50	15	19.50	19.50
34	2.50	5.1	15.20	19.00	15	19.00	20.00	20.00	20.00	15	20.00	20.00	15	20.00	20.00
35	2.50	5.1	15.20	19.50	15	19.50	20.50	20.50	20.50	15	20.50	20.50	15	20.50	20.50
36	2.50	5.1	15.20	20.00	15	20.00	21.00	21.00	21.00	15	21.00	21.00	15	21.00	21.00
37	2.50	5.1	15.20	20.50	15	20.50	21.50	21.50	21.50	15	21.50	21.50	15	21.50	21.50
38	2.50	5.1	15.20	21.00	15	21.00	22.00	22.00	22.00	15	22.00	22.00	15	22.00	22.00
39	2.50	5.1	15.20	21.50	15	21.50	22.50	22.50	22.50	15	22.50	22.50	15	22.50	22.50
40	2.50	5.1	15.20	22.00	15	22.00	23.00	23.00	23.00	15	23.00	23.00	15	23.00	23.00
41	2.50	5.1	15.20	22.50	15	22.50	23.50	23.50	23.50	15	23.50	23.50	15	23.50	23.50
42	2.50	5.1	15.20	23.00	15	23.00	24.00	24.00	24.00	15	24.00	24.00	15	24.00	24.00
43	2.50	5.1	15.20	23.50	15	23.50	24.50	24.50	24.50	15	24.50	24.50	15	24.50	24.50
44	2.50	5.1	15.20	24.00	15	24.00	25.00	25.00	25.00	15	25.00	25.00	15	25.00	25.00
45	2.50	5.1	15.20	24.50	15	24.50	25.50	25.50	25.50	15	25.50	25.50	15	25.50	25.50
46	2.50	5.1	15.20	25.00	15	25.00	26.00	26.00	26.00	15	26.00	26.00	15	26.00	26.00
47	2.50	5.1	15.20	25.50	15	25.50	26.50	26.50	26.50	15	26.50	26.50	15	26.50	26.50
48	2.50	5.1	15.20	26.00	15	26.00	27.00	27.00	27.00	15	27.00	27.00	15	27.00	27.00
49	2.50	5.1	15.20	26.50	15	26.50	27.50	27.50	27.50	15	27.50	27.50	15	27.50	27.50
50	2.50	5.1	15.20	27.00	15	27.00	28.00	28.00	28.00	15	28.00	28.00	15	28.00	28.00
51	2.50	5.1	15.20	27.50	15	27.50	28.50	28.50	28.50	15	28.50	28.50	15	28.50	28.50
52	2.50	5.1	15.20	28.00	15	28.00	29.00	29.00	29.00	15	29.00	29.00	15	29.00	29.00
53	2.50	5.1	15.20	28.50	15	28.50	29.50	29.50	29.50	15	29.50	29.50	15	29.50	29.50
54	2.50	5.1	15.20	29.00	15	29.00	30.00	30.00	30.00	15	30.00	30.00	15	30.00	30.00
55	2.50	5.1	15.20	29.50	15	29.50	30.50	30.50	30.50	15	30.50	30.50	15	30.50	30.50
56	2.50	5.1	15.20	30.00	15	30.00	31.00	31.00	31.00	15	31.00	31.00	15	31.00	31.00
57	2.50	5.1	15.20	30.50	15	30.50	31.50	31.50	31.50	15	31.50	31.50	15	31.50	31.50
58	2.50	5.1	15.20	31.00	15	31.00	32.00	32.00	32.00	15	32.00	32.00	15	32.00	32.00
59	2.50	5.1	15.20	31.50	15	31.50	32.50	32.50	32.50	15	32.50	32.50	15	32.50	32.50
60	2.50	5.1	15.20	32.00	15	32.00	33.00	33.00	33.00	15	33.00	33.00	15	33.00	33.00

TABLE NO. 16—HOW THE CHILDREN FOUND THEIR JOBS.

The Following gives the Source by which the Children Found the Jobs They were in as given by Themselves.

Source—	Boys	Girls
Advertisement in paper.....	25	16
Through assistance of parents.....	48	48
Through assistance of friends.....	50	45
Through assistance of relatives other than parents.....	28	52
Solicited by employers.....	18	6
Found their own jobs.....	149	161
Through help of school.....	2	2
Total.....	330	370

WHEN FIRST JOBS WERE FOUND.

The following is given to show the period during which the child entered industry after leaving school.

	Boys	Girls
Per cent of those going to work immediately.....	67.5	49.8
Per cent of those going to work within a month.....	21.0	21.4
Per cent of those going to work between one and six months.....	8.0	19.9
Per cent of those going to work between six and eighteen months.....	.5	8.9

JOBS NOW HELD.

The kind of jobs in which children work is important only in showing the opportunity found for work after leaving school, and in but a small proportion of cases, indicates the real work the child has the desire or ambition to engage in for a life's work.

The work in which they were found can in a great majority of cases be said to be only a temporary makeshift to answer a call of necessity, an excuse for leaving school, to earn money during vacation, or a parent's desire to have the child work.

The following contains the number of children found in each class of work noted:

TABLE NO. 17—JOBS OF THOSE HOLDING WORK PERMITS.

	Boys	Girls		Boys	Girls
Factories—			Messenger Service—Continued.		
Button.....	12	71	Errand, printing office.....	2	
Shoemk.....	7	24	Special delivery.....	2	
Oat meal mill.....	10	20	Total.....	122	
Woolen mill.....	1	6			
Glove.....	2	6	Stores—		
Cigar.....	6	5	Cash or errand.....	20	28
Hosiery.....	5	7	Clerks.....	7	16
Candy.....	1	1	Bundlers and wrappers.....	8	4
Bakery.....	3	0	Stock.....	3	0
Overall.....	2	2	Cashiers.....	1	0
Pickle.....	2	6	Ten cent.....		1
Calendar.....	2	6	Men's furnishing.....	7	1
Meat packing.....	74		Ready-to-wear.....	2	
Sash and door.....	6	1	Grocery.....	7	
Publishing.....	4	6	Meat.....	2	
Optical supplies.....	2	1	Tea and coffee.....	1	
Fountain pen.....	2	2	Book.....	1	
Shoes.....	5	2	Drug.....	2	
Basket.....	6	3	Total.....	62	63
Box.....	2	2			
Brass.....	2	1	Miscellaneous—		
Cap.....	1	1	Office.....	2	2
Farming implement.....	2		Restaurant.....	2	
Metal wheel works.....	1		Wholesale house.....	1	
Stock yards.....	1	5	Hotel.....	1	
Skirt.....	2	2	Telephone.....		4
Millinery.....	2	3	Laundry.....	1	
Brush.....	2		Dry cleaning.....	1	
Furniture.....	2		Garage.....	2	
Jewelry.....	2		Round house.....	1	
Dental supply.....	4		Railway shops.....	2	
Total.....	125	391	Railway freight office.....	2	
			Shining parlor.....	2	
Messenger service—			Florist.....	2	
Telegraph.....	96		Total.....	20	6
Transportation.....	8				
Packing house.....	6				
Delivery (stores).....	7				

TABLE NO. 18—LENGTH OF TIME IN PRESENT JOB.

The following shows the Length of Time Children had Worked in their present Jobs at the Time of the Investigation.

	Boys	Girls		Boys	Girls
Less than one month.....	90	48	Between 10 and 11 months.....	13	9
Between 1 and 2 months.....	48	20	Between 12 and 13 months.....	8	3
Between 2 and 3 months.....	22	24	Between 1 and 1½ years.....	28	20
Between 3 and 4 months.....	24	13	Between 1½ and 2 years.....	20	21
Between 4 and 5 months.....	17	18	Between 2 and 2½ years.....	9	13
Between 5 and 6 months.....	11	11	Between 2½ and 3 years.....	2	2
Between 6 and 7 months.....	18	10	Between 3 and 3½ years.....	1	2
Between 7 and 8 months.....	4	10	Total.....	230	279
Between 8 and 9 months.....	9	14			
Between 9 and 10 months.....	13	12			

NUMBER OF JOBS HELD.

The following contains the number of job in which the child worked at time of survey, and the number of children by sex of each job.

	Boys	Girls		Boys	Girls
First job	107	160	Sixth job	1	1
Second job	75	45	No statement of number of jobs	23	31
Third job	45	18			
Fourth job	14	7	Total	230	270
Fifth job	5	3			

TIME IN JOB WHEN CHANGING.

A showing of conditions of employment would not be complete without a showing of the length of time worked in jobs before a change is made. In this showing it is necessary to explain what cases are meant and not individual boys and girls. For instance the same boy may have held one job less than a month, another job more than a month and still another of the same or other length of time. He would, therefore, be included in all the periods in which he worked as a separate case.

It should not be taken that the children of the longer periods of employment were at some time employed contrary to child labor laws for many of these had worked in employments not heretofore prohibited.

TABLE NO. 19—LENGTH OF TIME IN JOB BEFORE CHANGING.

	Boys	Girls		Boys	Girls
Less than one month	23	32	Between 8 and 9 months	5	1
Between 1 and 2 months	27	18	Between 9 and 10 months	1	1
Between 2 and 3 months	35	14	Between 10 and 11 months	2	1
Between 3 and 4 months	38	13	Between 11 and 12 months	7	1
Between 4 and 5 months	16	9	Between 12 and 18 months	17	17
Between 5 and 6 months	12	7	Between 18 and 24 months	9	1
Between 6 and 7 months	21	6	Between 24 and 36 months	3	1
Between 7 and 8 months	2	4	36 months and over	1	1

REASONS FOR CHANGING JOBS.

There were found 163 boys and 104 girls who had changed jobs since going to work. Of these 84 boys and 55 girls made the changes from non-personal reasons or motives, while 70 boys and 49 girls made the change from personal motives. The reasons given are as follows:

	Boys	Girls
Total	163	104
PERSONAL REASONS, Total	79	49
More money and better job	27	10
Work was too heavy	6	4
Tired of job	8	2
Did not like job	5	2
Wanted for extra work	4	2
To learn a trade	5	2
Wanted to work where they could live at home	1	0
To help at home	1	1
Could not get along with employer	2	1
Preferred factory to housework	1	0
Preferred housework to factory	1	1
Did not like to work with so many men	1	1
Quit piece prices	1	1
Work on farm too heavy	5	1
Could not get along with other boys	1	0
Not enough to do, tired of leading	1	0
To go back to farm	1	0
Too long hours	1	0
NON-PERSONAL REASONS, Total	84	55
Went back to school	24	6
Was laid off	9	20
Seasonal work	9	9
Could not stand smell of tobacco	7	9
Discharged	6	1
Sickness or accident	6	3
Closed down, burnt out or quit business	6	1
Removed from city	5	1
Work affected health or made nervous	3	5
Eight hour law	3	4
Work hard on eyes	4	4
Firm did not have time to teach the work	1	2
Racial conditions had	1	1
On account of strike	1	1
Firm had to have larger boy	2	1
Not old enough	2	1
Could not stand smell of gasoline and turpentine	1	1

KIND OF JOB OR TRADE PREFERRED.

In an earlier statement was shown the kind of jobs held by the children. In this will be shown the desire or ambition of the child, while it is a certainty that many will never have the opportunity of doing the work preferred, that fact is undoubtedly the cause of so many misfits and incompetents in industry and even of society. To show what may happen to change the entire course of a child's life, a few cases are here given:

Pauline, now clerking in a store at \$3.00 per week, 15 years of age of the eighth grade, wanted to be a stenographer. She was the

eldest of eleven children. She said, "Father does the best he can, but is sick most of the time. During recent illness, I had to go to work and suppose will have to keep on."

Margaret, 15 years of age of the eighth grade, had made up her mind to become a telegraph operator. She was the second eldest of five children. Her father was earning \$2.25 per day. Sickness in the home compelled her to leave school to help in family.

Anna, the only child, 14 years of age, would have completed the eighth grade in three months. Her father was dead ten years, the mother was clerking to make livelihood when her health failed and the girl had to go to work in a department store at \$5.00 per week. She wanted to be a teacher.

S. D., 14 years and 9 months old, liked drawing and school. His parents were in poor health, and there were five children in the family, of whom he is the second eldest. He said, "We moved to ——— last fall. Had a hard time all winter, went without meals sometimes, and did not have much to eat at others. Father does not drink, smoke, chew or swear but could not find a job." The boy found a job at \$6.00 per week through an "ad" in the paper.

Dale, 15 years old, first year high school, wanted to learn the carpenter trade. Father who is getting old got out of work and could not find any. Older brother could not find job. Dale got job grinding buttors, and is of course out of school with very little chance of learning the trade desired.

Almost every case investigated has some turn just a trifle different from every other, but the above cases are deemed sufficient to indicate how easy it is at the ages of 14 to 16, to change the entire course of a child's life in the line of future usefulness to self and society.

The following statement shows the number of children preferring each trade or occupation.

BOYS	330	Cigar maker	2
Cannot make choice.....	94	Plumber	4
TRADES	143	Butcher	2
Machinists	26	Blacksmith	7
Telegraph operator	30	Boilermaker	1
Engineer	10	Bricklayer	1
Electrician	11	Printing pressman	1
Printer	8	Lineman	1
Mechanic	5	Glove cutter	1
Carpenter	5	Button cutter	7
Garage mechanic	5	Butter maker	1
Cabinet maker	4	Mason	1

PROFESSION	48	Mail carrier	1
Architect	7	Butcher trade	1
Bookkeeper	13	Reporter	1
Civil engineer	9	GIRLS	250
Electrical engineer	7	Cannot make choice	133
Doctor	4	TRADES	74
Dentist	4	Cookmaking	9
Lawyer	3	Miller	6
Musician	1	Seamstress	5
Mining engineer	1	Cigar maker	4
Master	1	Printer-machine operator	1
Dental laboratory	1	PROFESSION	30
Cartoonist	1	Teacher	11
Draftsman	1	Nurse	11
Teacher	1	Bookkeeper	2
MISCELLANEOUS	45	Musician	2
Farmer	15	Doctor	3
Railroad	6	Voice culture	2
Office work	6	MISCELLANEOUS	74
Salesman	4	Stenographer	40
Clerkship	3	Clerk	14
Shoe trade	1	Factory work	7
Carpenter contractor	1	Department head	2
Wholesale business	1	Office work	1
Merchant	1		
Movie artist	1		
Clothing	1		
Grocer	1		

WAGES OF CHILDREN BY SCHOOL GRADE.

When a child enters industry, the object is wages in most every case. The exceptions are the few cases where parents shift the responsibility of looking after them to the schools during the school term and find industry the only avenue for shifting during the vacation period, and in the cases of children learning a trade or other occupation as a future means of usefulness and enlarged earning capacity.

In the great majority of cases, the wages are desired either as a means of self-support, or help in family support or the acquirement of means to gratify some ambition or desire. The question then arises what are the wage results of working children? And further what is the effect of school grades upon the wages of children between the ages of 14 and 16 years?

What effect the adaptability and capacity or need of the child for the particular work may have, or the disposition and need of the employer may have in the regulation of wages of children must of course be taken into consideration in any analysis of a wage table.

The following is a showing of facts:

TABLE NO. 20—WAGES OF CHILDREN.
Showing the number of children by sex and school grade of each wage group.

Weekly Wage	Boys										Girls													
	4th grade	5th-B grade	6th grade	7th-B grade	7th grade	Grammar-B	Grammar	1 month to 10	1 year high	13 to 17 years high	Total	4th grade	5th-B grade	6th grade	7th-B grade	7th grade	Grammar-B	Grammar	1 month to 10	1 year high	13 to 17 years high	Total		
\$ 2.50	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
3.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
3.25	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
3.75	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
4.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
4.25	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
4.75	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5.25	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5.50	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
6.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
6.25	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
7.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
7.25	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
8.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
8.75	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
9.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
10.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
10.50	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
11.25	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
12.00	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8

Who, already, both, clear, (including, only, boys, 2, for, the, high, an, exact, and, not, only, 2, among, high, wages, but, not, only, 2, only, including, weekly, wages, \$4, for, per, week, this, will, find, out, the, exact, of, article, wages, in, per, week.

WAGES OF FARM HELP

The farm wage table following is taken from a compilation made by the Secretary of the State Board of Agriculture, based upon data reported each year by township assessors, from which are computed averages for each county of the State.

The average wage by counties and for State as given is for 1910, 1911, 1912, 1913 and 1915, giving actual averages for five years but covering a six-year period. The reason for omitting 1914 is that it being the State Census year, farm statistics were gathered in another form by the Census Department and no compilation of this data was attempted by the State Board of Agriculture.

The table is considered of great value in showing the upward trend of farm wages during the six-year period. As shown, wages increased each year over the previous year, both in summer and winter wages except for the two-year period, 1913-1915, average winter wages decreased four cents per month. The average increase for the entire six-year period is 16.2 per cent for wages during the summer months and 16.5 per cent for the winter months.

Table III is self explanatory. It gives a comparative membership by counties for the ending of the two biennial periods.

Table IV, in this 238 locals reported wage schedules. Of this number, 174 or 72.4 per cent reported an increase in scale during the last biennial period. This number includes 79 miner's locals, who received an increase April 1, 1914, the scale as given in table not becoming effective until April 1, 1916. It will be understood of course that these are schedules of pay for work actually done, and can in no way be used for computation of actual earnings, these being dependent upon whether the work is of a seasonable or regular nature. Even where some reasonable estimate can be made of possible length of seasons, so many other elements enter into employment that no estimate of actual wages earned can be made. For instance, the bricklayer is fortunate to have a season lasting seven months during the year. During that time, however, there is liable to be a lull in work or he loses some time going from job to job, or in waiting for material, or wet weather, and all of which limits his actual earnings from the possibilities as indicated by the schedule of wages and the seven months season. What is true of the bricklayer is true of any of the so-called seasonable trades, the only difference is one of degree and cause varying with the craft. The more regular employments have their dull periods, their shortage of materials, break-downs, and happenings that cut materially into possible earnings. Aside from these occurs sickness and accidents all of which exact a considerable loss in the aggregate. The sum of these deductions can never be recorded until the organizations encourage and insist upon their membership keeping an account of their yearly experiences, which so far as reports indicate, none are doing. The value of carefully gathered data of actual earnings, time lost and cause, also cost of the necessities and comforts entering into ordinary standards of living, would be inestimable, and would furnish the means of a more scientific solution of many of the problems now agitating all of our people. The labor organizations can secure this data through their membership if a persistent and well defined effort is made. The difficulty however, in securing the limited information contained in this report proves that we are yet a long way from the ideal or possible in arriving at either actual earnings or actual conditions of labor and its requirements.

TABLE NO. 22—TRADE UNIONS.

Showing Membership of Local Unions and Number and Cause of Unemployment December 31, 1915.

BAKERY AND CONFECTIONERY WORKERS, INTERNATIONAL UNION OF AMERICA.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1915				
							Lack of work or material	Weather	Strike or lockout	Business slow for old age	Other reasons	Total
10	Davenport	26	1910	26	—	26	5	—	—	1	6
11	Ottumwa	56	1907	56	—	56	—	—	—	—	—
12	Sioux City	417	—	28	—	28	—	—	—	—	—

BARBERS UNION, INTERNATIONAL JOURNEYMEN.

4	Albia	577	1909	18	—	18	—	—	—	—	—
5	Boone	281	1901	23	—	23	—	—	—	—	—
6	Burlington	110	1828	45	—	45	—	—	5	5	
7	Cedar Rapids	97	1857	101	—	101	—	—	—	—	
8	Centerville	369	1903	24	—	24	—	—	—	—	
9	Chariton	718	1913	15	—	15	—	—	—	—	
10	Council Bluffs	321	1901	45	—	45	—	—	2	2	
11	Davenport	450	1903	19	—	19	—	—	—	—	
12	Davenport	116	1898	67	—	67	—	—	—	—	
13	Des Moines	43	1899	99	—	99	12	—	—	12	
14	Dubuque	429	1907	56	—	56	—	—	—	—	
15	Fairfield	268	1903	19	—	19	—	—	—	—	
16	Fert Dodge	594	1903	14	—	14	—	—	—	—	
17	Fort Madison	287	1907	19	—	19	—	—	1	1	
18	Knox	214	1900	36	—	36	—	—	—	—	
19	Marshalltown	646	1910	29	—	29	—	—	—	—	
20	Mason City	618	1911	30	—	30	—	—	—	—	
21	Mountaine	319	1901	23	—	23	—	—	—	—	
22	Oelwein	359	1907	13	—	13	—	—	—	—	
23	Oskaloosa	19	1909	24	—	24	2	—	1	3	
24	Ottumwa	173	1896	49	—	49	—	—	—	—	
25	Sioux City	92	1899	98	—	98	—	—	—	—	
26	Waterloo	114	1902	84	—	84	—	—	—	—	

BLACKSMITHS, INTERNATIONAL BROTHERHOOD OF

27	Boone	145	1913	16	—	16	—	—	—	—
28	Cedar Rapids	182	1905	25	—	25	—	—	—	—
29	Clinton	16	1905	35	—	35	—	—	—	—
30	Dubuque	95	1902	24	—	24	—	—	—	—
31	Dubuque	345	1908	27	—	27	—	—	—	—
32	Marshalltown	86	1902	24	—	24	—	—	2	2
33	Missouri Valley	79	1907	24	—	24	—	—	—	—
34	Ottumwa	162	1900	8	—	8	—	—	—	—
35	Sioux City	36	1902	25	—	25	2	—	2	4
36	Valley Junction	364	1908	26	—	26	8	—	—	8
37	West Chester	229	1914	8	—	8	—	—	—	—

BREADMAKERS AND IRON SHIP BUILDERS OF AMERICA, BROTHERHOOD OF

Marginal No.	Cities	No. of local	Year organized	Out of Work Dec. 31, 1915										
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accidents or old age	Other reasons	Total		
38	Belle Plaine	440		22		22								
39	Boone	161		51		51								
40	Cedar Rapids	144		101		101								
41	Clinton	129	1902	44		44								
42	Davenport	361		115		115								
43	Des Moines	47		32		32	6							
44	Dubuque	15	1900	49		49	12							
45	Marshalltown	149		55		55								
46	Missouri Valley	145	41	41		41								
47	Sioux City	514		49		49								
48	Valley Junction	491	1907	65		65								
49	Waterloo	422		15		15								

BOOKBINDERS, INTERNATIONAL BROTHERHOOD OF

30	Cedar Rapids	84	1859	17	19	36								
51	Davenport	98	1912	12		12								
52	Des Moines	71	1897	39	30	69								
53	Dubuque	110	1902	18	12	30								
54	Sioux City	78	1902	11	9	20								

BRICKLAYERS, MASONS AND PLASTERERS, INTERNATIONAL UNION OF AMERICA

25	Ames	27	1907	53		53	43							11
26	Burlington	10	1902	24		24	7	10						21
27	Cedar Rapids	1	1901	90		90								90
28	Centerville	13	1901	14		14	14							14
29	Charles City	8	1912	22		22								22
30	Clinton	15	1901	15		15								15
31	Council Bluffs	6	1869	15		15		30						45
32	Creston	3	1913	14		14								14
33	Des Moines	5	1902	217		217	109	75		20				181
34	Dubuque	17	1902	45		45	42			1				43
35	Dubuque	21	1903	21		21		21						42
36	Fairfield	16	1902	5		5								5
37	Fort Dodge	20	1903	21		21								21
38	Grinnell	25	1909	19		19								19
39	Iowa City	18	1902	24		24	12	8		1				21
70	Kosciusko	19	1907	19		19	10	10						29
71	Marshalltown	23	1902	39		39								39
72	Mason City	21	1903	43		43	38							43
73	Missaukee	7	1900	19		19			11					30
74	Oakdale	23	1903	18		18								18
75	Ottumwa	9	1800	42		42	35							42
76	Sioux City	5	1900	117		117	115							117
77	Waterloo	28	1915	28		28								28

BRICK, TILE AND TERRAZZO WORKERS ALLIANCE, INTERNATIONAL

75	Sioux City	298	1915	68		68								68
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BRIDGE AND STRUCTURAL IRON WORKERS, INTERNATIONAL ASSOCIATION OF

79	Cedar Rapids	80	1905	7		7	7							7
80	Davenport	111	1907	50		50								50
81	Des Moines	67	1909	12		12								12

BROOM AND WHISK MAKERS UNION, INTERNATIONAL

Marginal No.	Cities	No. of local	Year organized	Out of Work Dec. 31, 1915										
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, accidents or old age	Other reasons	Total		
82	Davenport	41												
83	Des Moines	11	1912											
84	Dubuque	6	1860											
85	Missaukee													
86	Sioux City	47	1860	11		11								11

CARMEN OF AMERICA, BROTHERHOOD RAILWAY

87	Belle Plaine	472	1912	20		20								20
88	Boone	367	1913	20		20								20
89	Cedar Rapids	1	1888	200		200								200
90	Clinton	429	1919	125		125								125
91	Council Bluffs	92	1901	183		183								183
92	Davenport	273	1902	25		25								25
93	Des Moines	119	1901	35		35								35
94	Dubuque	270	1886	280		280								280
95	Eagle Grove	34	1901	25		25								25
96	Edon	164	1905	25		25								25
97	Etherville	220	1903	45		45								45
98	Hawarden	244	1914	45		45								45
99	Maquokette	457	1912	22		22								22
100	Manly	226		22		22								22
101	Marion	311	1905	63		63								63
102	Mason City	282	1903	90		90								90
103	Missouri Valley	425	1911	85		85								85
104	Ottumwa	51	1900	40		40								40
105	Perry	456	1912	40		40								40
106	Sioux City	260	1903	50		50								50
107	Valley Junction	303	1903	160		160								160

CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF

208	Ames	1938	1908	70		70	14							84
209	Boone	215	1898	36		36								36
210	Burlington	534	1880	94		94	60	30						94
211	Cedar Falls	1802	1910	11		11								11
212	Cedar Rapids	268	1897	475		475	75	100		30				605
213	Cedar Rapids	1629	1914	49		49								49
214	Cedar Rapids	1649	1903	23		23								23
215	Centerville	597	1901	49		49	50							99
216	Chariton	772	1900	39		39								39
217	Clinton	955	1912	29		29								29
218	Council Bluffs	904	1890	99		99								99
219	Davenport	4	1888	240		240	25							265
220	Des Moines	196	1898	840		840								840
221	Des Moines	716	1914	12		12								12
222	Dubuque	279	1912	44		44								44
223	Dubuque	678	1890	66		66	25							91
224	Fairfield	1804	1910	11		11	2							13
225	Fort Dodge	611	1899	200		200	60	25						285
226	Fort Madison	273	1911	25		25								25
227	Grinnell	959	1907	49		49	30							79
228	Iowa City	1990	1907	92		92								92
229	Kosciusko	222	1901	28		28								28
230	Marion	1171	1902	23		23								23
231	Marshalltown	1112	1902	130		130								130
232	Mason City	1312	1911	77		77	35	10						122
233	Missaukee	1069	1902	69		69	55							124

CARPENTERS AND JOINERS—Continued.

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1915							
							Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total		
124	Myrtle	1213	1902	14	—	14	—	—	—	—	—	—	—	—
125	Newton	1153	1912	20	—	20	—	—	—	—	—	—	—	—
126	Oskaloosa	1024	1907	64	—	64	48	—	—	—	—	—	—	—
127	Ottumwa	797	1892	106	—	106	—	—	—	—	—	—	—	—
128	—	1894	1912	15	—	15	—	—	—	—	—	—	—	—
129	Sioux City	948	1901	425	—	425	109	10	—	15	—	—	—	134
140	Vinton	1946	1912	14	—	14	—	—	—	—	—	—	—	—
141	Waterloo	1835	1907	217	—	217	109	—	—	6	—	—	—	115
142	Waverro	1859	1910	17	—	17	—	—	—	—	—	—	—	—
143	Wolcott City	1625	1913	30	—	30	—	—	—	—	—	—	—	—

CIGARMAKERS INTERNATIONAL UNION OF AMERICA.

144	Albia	456	1908	11	—	11	—	—	—	—	—	—	—	—
145	Burlington	72	1880	80	—	80	—	—	—	—	—	—	—	—
146	Cedar Rapids	454	1900	21	—	21	—	—	—	—	—	—	—	—
147	Council Bluffs	177	1882	15	—	15	—	—	—	—	—	—	—	—
148	Creston	358	1890	10	—	10	20	—	—	—	—	—	—	—
149	Des Moines	111	1880	68	—	68	60	—	—	—	—	—	—	—
150	Davenport	172	1885	114	61	175	2	—	—	6	—	—	—	30
151	Dubuque	88	1883	25	—	25	—	—	—	—	—	—	—	—
152	Fairfield	69	1907	8	—	8	—	—	—	—	—	—	—	—
153	Fort Dodge	270	1904	14	—	14	—	—	—	—	—	—	—	—
154	Fort Madison	181	1889	17	—	17	—	—	—	—	—	—	—	—
155	Keokuk	69	1880	51	1	52	3	—	—	—	—	—	—	—
156	Lyons	229	1892	21	—	21	—	—	—	—	—	—	—	—
157	Mount Pleasant	125	1880	4	—	4	—	—	—	—	—	—	—	—
158	Muscatine	139	1889	27	—	27	—	—	—	—	—	—	—	—
159	Oskaloosa	277	1880	23	—	23	6	—	—	1	—	—	—	8
160	Ottumwa	228	1878	29	—	29	10	—	—	—	—	—	—	19
161	Sioux City	150	1881	38	—	38	—	—	—	—	—	—	—	—
162	Waterloo	690	1895	14	—	14	4	—	—	—	—	—	—	4

CLERKS, NATIONAL FEDERATION OF POST OFFICE

163	Davenport	91	1914	23	7	30	—	—	—	—	—	—	—	—
164	Des Moines	44	1910	36	—	36	—	—	—	—	—	—	—	—
165	Keokuk	28	1909	5	—	5	—	—	—	—	—	—	—	—

CLERKS, INTERNATIONAL PROTECTIVE ASSOCIATION, RETAIL

166	Burlington	228	1901	—	—	—	—	—	—	—	—	—	—	—
167	Cedar Rapids	206	1902	24	—	24	—	—	—	—	—	—	—	—
168	Centerville	205	1900	—	—	—	—	—	—	—	—	—	—	—
169	Chariton	491	—	—	—	—	—	—	—	—	—	—	—	—
170	Chillico	867	1914	27	—	27	—	—	—	—	—	—	—	—
171	Des Moines	36	1900	10	—	10	—	—	—	—	—	—	—	—
172	Dubuque	391	1901	—	—	—	—	—	—	—	—	—	—	—
173	Keokuk	474	1901	5	—	5	—	—	—	—	—	—	—	—
174	Muscatine	62	1893	12	—	12	—	—	—	—	—	—	—	—
175	Ottumwa	87	1893	25	—	25	—	—	—	—	—	—	—	—
176	Waterloo	781	—	40	—	40	—	—	—	—	—	—	—	—

CONDUCTORS, ORDER OF RAILWAY

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1915							
							Lack of work or material	Weather	Strike or lockout	Sickness, accident or old age	Other reasons	Total		
177	Belle Plaine	430	1891	69	—	69	—	—	—	—	—	—	—	—
178	Boone	24	1892	49	—	49	—	—	—	—	—	—	—	—
179	Burlington	21	1874	42	—	42	—	—	—	—	—	—	—	—
180	Cedar Rapids	58	1878	130	—	130	—	—	—	—	—	—	—	—
181	Clifton	411	1902	32	—	32	—	—	—	—	—	—	—	—
182	Clinton	29	1892	127	—	127	—	—	—	—	—	—	—	—
183	Creston	21	1879	22	—	22	—	—	—	—	—	—	—	—
184	Des Moines	22	1870	98	—	98	—	—	—	—	—	—	—	—
185	Dubuque	247	1890	43	—	43	—	—	—	—	—	—	—	—
186	Fage Grove	121	1885	24	—	24	—	—	—	—	—	—	—	—
187	Idon	177	1893	24	—	24	—	—	—	—	—	—	—	—
188	Idotherville	222	1890	47	—	47	—	—	—	—	—	—	—	—
189	Fort Dodge	20	1894	67	—	67	—	—	—	—	—	—	—	—
190	Harlan	20	1891	27	—	27	—	—	—	—	—	—	—	—
191	Marshalltown	4	1879	27	—	27	—	—	—	—	—	—	—	—
192	Mason City	207	1912	27	—	27	—	—	—	—	—	—	—	—
193	Oskaloosa	4	1877	79	—	79	—	—	—	—	—	—	—	—
194	Ottumwa	210	1892	26	—	26	—	—	—	—	—	—	—	—
195	Ottumwa	160	1890	22	—	22	—	—	—	—	—	—	—	—
196	Perry	84	1883	79	—	79	—	—	—	—	—	—	—	—
197	Sanborn	22	1881	69	—	69	—	—	—	—	—	—	—	—
198	Sioux City	232	1898	171	—	171	—	—	—	—	—	—	—	—
199	Valley Junction	201	1894	73	—	73	—	—	—	—	—	—	—	—
200	Waterloo	67	1893	67	—	67	—	—	—	—	—	—	—	—

COOPERS INTERNATIONAL UNION OF NORTH AMERICA

201	Cedar Rapids	57	1899	15	—	15	—	—	—	—	—	—	—	—
202	Dubuque	29	1892	6	—	6	—	—	—	—	—	—	—	—
203	Ottumwa	120	1903	15	—	15	—	—	—	—	—	—	—	—

ELECTRICAL WORKERS OF AMERICA, INTERNATIONAL BROTHERHOOD OF

204	Boone	372	1901	29	—	29	2	—	—	—	—	—	—	2
205	Cedar Rapids	495	1910	29	—	29	—	—	—	—	—	—	—	—
206	Chariton	678	1906	14	—	14	—	—	—	—	—	—	—	—
207	Davenport	194	1911	25	—	25	—	—	—	—	—	—	—	—
208	Des Moines	56	1891	62	—	62	—	—	—	—	—	—	—	—
209	Des Moines	347	1914	28	—	28	—	—	—	—	—	—	—	—
210	Dubuque	204	1911	17	—	17	7	—	—	—	—	—	—	8
211	Fort Dodge	114	—	20	—	20	—	—	—	—	—	—	—	—
212	Iowa City	539	1907	17	—	17	—	—	—	—	—	—	—	—
213	Keokuk	619	1906	15	—	15	—	—	—	—	—	—	—	—
214	Marshalltown	420	1909	15	—	15	—	—	—	—	—	—	—	—
215	Mason City	421	1911	45	—	45	—	—	—	—	—	—	—	—
216	Muscatine	219	1911	16	—	16	—	—	—	—	—	—	—	—
217	Oskaloosa	199	1913	4	—	4	—	—	—	—	—	—	—	—
218	Ottumwa	478	1901	48	—	48	18	—	—	—	—	—	—	15
219	Sioux City	47	1891	27	—	27	—	—	—	—	—	—	—	—
220	Sioux City	231	—	60	—	60	—	—	—	—	—	—	—	—
221	Waterloo	288	1903	66	—	66	15	—	—	—	—	—	—	15

HOTEL AND RESTAURANT EMPLOYEES, INTERNATIONAL ALLIANCE AND
BARTENDERS INTERNATIONAL LEAGUE OF AMERICA

Marginal No.	Cities	No. of local	Year organized			Out of Work Dec. 31, 1913						
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
302	Burlington	254	1902	40	0	40						
303	Des Moines	223	1912	0	0	0						
304	Dubuque	257	1903	92	0	92						
305	Port Dodge	525	1903	38	0	38						
306	Keokuk	274	1914	56	0	56						
307	Marshalltown	883	1910	11	0	11						

LATHERS, INTERNATIONAL UNION OF WOOD, WIRE AND METAL

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
309	Cedar Rapids	115	1902	15	0	15						
310	Clinton	375		0	0	0						
311	Davenport	146	1902	9	0	9						
312	Des Moines	8	1900	27	0	27						
313	Dubuque	158	8	8	0	8						
314	Port Dodge	158		6	0	6						
315	Sioux City	115	1911	7	0	7						

LAUNDRY WORKERS, INTERNATIONAL UNION

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
316	Clinton	84		1	10	11						
317	Okauchoa	10	1910	2	16	18						

LEATHER WORKERS ON HORSE GOODS, UNITED BROTHERHOOD OF

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
318	Davenport	11	1898	70	0	70						
319	Sioux City	24	1899	24	0	24						

LETTER CARRIERS, NATIONAL ASSOCIATION OF

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
320	Abila	1208	1908	6	0	6						
321	Ames	1961	1906	0	0	0						
322	Atlantic	684	1906	8	0	8						
323	Boone	911	1897	8	0	8						
324	Burlington	222	1891	58	0	58						
325	Carroll	1073	1900	5	0	5						
326	Cedar Falls	719	1900	6	0	6						
327	Cedar Rapids	373	1869	32	0	32						
328	Cedar Rapids	925	1914	8	0	8						
329	Chariton	1284	1900	3	0	3						
330	Clarinda	1918	1900	3	0	3						
331	Clinton	1281	1891	20	0	20						
332	Clinton	514	1892	31	0	31						
333	Council Bluffs	446	1894	6	0	6						
334	Davenport	605	1899	49	0	49						
335	Decorah	445	1892	4	0	4						
336	Des Moines	352	1892	95	0	95						
337	Des Moines	1311	1910	3	0	3						
338	Dubuque	257	1891	37	0	37						
339	Eagle Grove	1059	1913	2	0	2						
340	Etherville	1016	1904	4	0	4						
341	Fairfield	739	1900	4	0	4						

LETTER CARRIERS—Continued.

Marginal No.	Cities	No. of local	Year organized			Out of Work Dec. 31, 1913						
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
322	Fort Dodge	605	1899	16	0	16						
343	Fort Madison	493	1893	8	0	8						
344	Grinnell	695	1899	5	0	5						
345	Hampton	1524	1913	4	0	4						
346	Harian	1794	1915	4	0	4						
347	Independence	741	1900	4	0	4						
348	Indianola	1212	1910	4	0	4						
349	Iowa City	482	1894	18	0	18						
350	Jefferson	1686	1913	2	0	2						
351	Keokuk	371	1893	15	0	15						
352	Keosauqua	1579	1910	2	0	2						
353	Le Mars	1649	1905	4	0	4						
354	Marion	1957	1906	2	0	2						
355	Marshalltown	332	1892	15	0	15						
356	Mason City	471	1894	11	0	11						
357	Mount Pleasant	690		4	0	4						
358	Muscatine	644		17	0	17						
359	Newton	787	1900	2	0	2						
360	Oelwein	949	1902	4	0	4						
361	Orange	967		2	0	2						
362	Okauchoa	173	1903	6	0	6						
363	Ottumwa	447	1893	15	0	15						
364	Perry	1228		2	0	2						
365	Sheldon	610	1838	6	0	6						
366	Sheldon	1075	1896	2	0	2						
367	Sioux City	49	1890	2	0	2						
368	Spencer	1515		9	0	9						
369	Vinton	513	1901	0	0	0						
370	Waterloo	774		2	0	2						
371	Waverly	1373	1910	20	0	20						
372	Webster City	663	1899	4	0	4						

FEDERAL LABOR UNIONS, AMERICAN FEDERATION OF LABOR

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
373	Des Moines (1)	1454	1912	50	0	50						
374	Des Moines (2)	1498	1913	11	11	22						
375	Des Moines (3)	12917		22	0	22						
376	Fl. Dodge (1)	158		15	0	15						
377	Ottumwa	827		15	0	15						
378	Sioux City (1)	1070	1910	40	0	40						

- (1) City Firemen.
(2) Creamery Workers.
(3) Pipe Layers.
(4) Gypsum Miners.

MACHINISTS, INTERNATIONAL ASSOCIATION OF

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'th or old age	Other reasons	Total
379	Belle Plaine	626	1908	27	0	27						
380	Belle Plaine (1)	902	1912	10	0	10						
381	Boone	373	1890	87	0	87						
382	Burlington	521	1897	23	0	23						
383	Cedar Rapids	282	1893	61	0	61						
384	Cedar Rapids	821	1912	28	0	28						
385	Cedar Rapids (1)	943	1917	39	0	39						
386	Cedar Rapids (2)	630	1902	12	0	12						
387	Cedar Rapids (3)	382	1899	100	0	100						
388	Clinton	623	1912	21	0	21						

MINI WORKERS OF AMERICA, UNITED—Continued.

Marginal No.	Cities	No. of local	Year organized	Out of Work Dec. 31, 1915								
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc't of old age	Other reasons	Total
494	Paulina	2644	1911	22	22	44						
495	Piase	2866	1914	35	35	70						
496	Railton	3721	1898	332	332	664						
497	Regal	467	1798	128	128	256						
498	Saylor No. 2	1573	1905	355	355	710						
499	Severs	671	1900	133	133	266						
500	Seymour	2961	1898	300	300	600						
501	Snyder	840	1915	92	92	184						
502	Spring Hill	2035	1907	317	317	634						
503	Stregoville	1873	1904	307	307	614						
504	Tipperary	590	1914	324	324	648						
505	Union Mines	1178	1915	18	18	36						
506	Valley Junction	30	1911	15	15	30						
507	Whitewing	749	1903	303	303	606						
508	Yoder	818	1907	102	102	204						

MOLDERS UNION OF NORTH AMERICA, INTERNATIONAL

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc't of old age	Other reasons	Total
509	Burlington	358	1902	81	81	162						
510	Cedar Rapids	155	1890	33	33	66						
511	Des Moines	316	1900	41	41	82						
512	Dubuque	293	1910	17	17	34						
513	Marshalltown	91	1903	38	38	76						
514	Ottumwa	262	1900	19	19	38						
515	Waterloo	469	1906	150	150	300						

MUSICIANS, AMERICAN FEDERATION OF

Marginal No.	Cities	No. of local	Year organized	Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc't of old age	Other reasons	Total
516	Albia	177	1909	23	23	46						
517	Boons	574	1911	73	73	146						
518	Burlington	666	1918	83	83	166						
519	Buxton	265	1903	25	25	50						
520	Cedar Rapids	137	1901	131	131	262						
521	Centerville	490	1908	49	49	98						
522	Chariton	678	1914	64	64	128						
523	Clinton	79	1900	69	10	79						
524	Davenport	67	1897	197	22	220						
525	Des Moines	75	1897	222	222	444						
526	Dubuque	289	1908	230	27	257						
527	Earle Grove	636	1914	49	49	98						
528	Fairfield	521	1909	23	23	46						
529	Ft. Dodge	504	1908	66	8	74						
530	Ft. Madison	273	1909	23	23	46						
531	Koekuk	284	1913	30	30	60						
532	Marshalltown	170	1907	34	6	40						
533	Mason City	220	1908	46	46	92						
534	Moscatine	561	1910	49	49	98						
535	Ottumwa	64	1896	55	2	57						
536	Oskaloosa	198	1909	50	50	100						
537	Sioux City	254	1902	132	132	264						
538	Waterloo	334	1903	30	30	60						

PAINTERS, DECORATORS AND PAPER HANGERS, BROTHERHOOD OF

Marginal No.	Cities	No. of local	Year organized	Out of Work Dec. 31, 1915								
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc't of old age	Other reasons	Total
539	Boone	765	1913	10	10	20						
540	Burlington	744	1912	32	32	64						
541	Cedar Rapids	447	1907	150	150	300						
542	Centerville	202	1901	21	21	42						
543	Chariton	908	1913	21	21	42						
544	Clinton	182	1900	81	81	162						
545	Council Bluffs	796	1914	13	13	26						
546	Davenport	131	1907	25	25	50						
547	Davenport	281	1904	32	32	64						
548	Des Moines	236	1891	15	15	30						
549	Des Moines	685	1909	16	16	32						
550	Dubuque	890	1902	39	39	78						
551	Dubuque	34	1910	54	34	88						
552	Fort Dodge	254	1912	19	19	38						
553	Fort Madison	512	1912	16	16	32						
554	Grinnell	532	1910	22	22	44						
555	Iowa City	885	1907	9	9	18						
556	Koekuk	1090	1914	8	8	16						
557	Marion	1090	1914	8	8	16						
558	Mason City	354	1908	40	40	80						
559	Marshalltown	254	1906	40	40	80						
560	Osceola	778	1902	11	11	22						
561	Oskaloosa	373	1910	18	18	36						
562	Ottumwa	639	1912	8	8	16						
563	Sioux City	214	1911	76	76	152						
564	Waterloo	439	1906	14	14	28						

PATTERN MAKERS LEAGUE OF NORTH AMERICA

565	Davenport	50	50									
566	Dubuque	1907	4	4								

PLASTERERS, OPERATIVE AND CEMENT FINISHERS INTERNATIONAL ASSOCIATION

567	Burlington	184	1912	8	8	16						
568	Cedar Rapids	369	1900	15	15	30						
569	Cedar Rapids	447	1907	150	150	300						
570	Centerville	202	1901	21	21	42						
571	Davenport	78	1907	197	22	220						
572	Des Moines	236	1891	15	15	30						
573	Dubuque	21	1897	111	111	222						
574	Fort Dodge	145	1905	13	13	26						
575	Fort Dodge	488	1913	13	13	26						
576	Koekuk	471	1911	9	9	18						
577	Marshalltown	579	1913	8	8	16						
578	Marshalltown	277	1918	4	4	8						
579	Muscatine	695	1913	14	14	28						
580	Sioux City	41	1910	25	25	50						
581	Waterloo	225	1908	35	35	70						

TAILORS UNION OF AMERICA, JOURNEYMEN

Marginal No.	Cities	No. of local	Year organized	Male	Female	Total	Out of Work Dec. 31, 1915					
							Lack of work or material	Weather	Strike or lockout	Sickness, acc't or old age	Other reasons	Total
657	Burlington	297	1862	22	...	22	...	...	...	...	...	...
658	Oedar Rapids	160	1859	36	...	36	...	...	...	...	...	...
659	Council Bluffs	221	1866	12	...	12	...	...	...	...	...	...
660	Davenport	360	1900	21	...	21	...	...	...	...	...	...
661	Des Moines	15	1911	11	...	11	...	...	...	...	...	...
662	Dubuque	72	...	21	...	21	...	...	...	...	...	...
663	Port Dodge	118	1903	3	...	3	...	...	...	...	...	...
664	Port Madison	177	1861	22	...	22	...	...	...	...	...	...
665	Keokuk	62	1866	9	...	9	...	...	...	...	...	...
666	Ottumwa	222	1866	62	...	62	...	...	...	...	...	...
667	Sioux City	42	1862	12	...	12	...	...	...	...	...	...
668	Waterloo	...	...	...	...	...	...	...	...	...	...	...

TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, INTERNATIONAL BROTHERHOOD OF

Marginal No.	Cities	No. of local	Year organized	Male	Female	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc't or old age	Other reasons	Total
669	Burlington	218	1903	96	...	96	64	...	...	1	...	66
670	Oedar Rapids	563	1903	97	...	97	...	...	...	...	...	...
671	Davenport	663	1903	100	...	100	15	10	15	...	...	...
672	Des Moines	90	1869	100	...	100	...	...	...	...	...	...
673	Dubuque	567	1903	300	...	300	...	...	...	...	...	...
674	Marshalltown	345	...	41	...	41	...	...	...	...	...	...
675	Muscatine	225	1910	23	...	23	...	...	...	...	...	...
676	Newton	232	1913	8	...	8	...	...	...	...	...	...

TRAINMEN, BROTHERHOOD OF RAILROAD

Marginal No.	Cities	No. of local	Year organized	Male	Female	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc't or old age	Other reasons	Total
677	Bellevue	212	1896	64	...	64	...	...	...	...	...	...
678	Boone	204	1897	185	...	185	...	...	...	...	...	...
679	Burlington	420	1892	85	...	85	...	...	...	...	...	...
680	Carroll	56	1885	224	...	224	...	...	...	...	...	...
681	Oedar Rapids	104	1898	57	...	57	...	...	...	...	...	...
682	Centerville	299	1869	12	...	12	...	...	...	...	...	...
683	Chariton	522	1892	87	...	87	...	...	...	...	...	...
684	Cherokee	107	1905	54	...	54	...	...	...	...	...	...
685	Clarion	182	1896	90	...	90	...	...	...	...	...	...
686	Clinton	209	1892	209	...	209	...	...	...	...	...	...
687	Council Bluffs	28	1893	97	...	97	...	...	...	...	...	...
688	Creston	62	1901	249	...	249	...	...	...	...	...	...
689	Des Moines	60	1896	116	...	116	...	...	...	...	...	...
690	Dubuque	128	1885	158	...	158	...	...	...	...	...	...
691	Eagle Grove	548	1890	90	...	90	...	...	...	...	...	...
692	Eldon	232	1890	80	...	80	...	...	...	...	...	...
693	Etherville	171	1886	105	...	105	...	...	...	...	...	...
694	Port Dodge	245	1882	55	...	55	...	...	...	...	...	...
695	Port Madison	873	1916	50	...	50	...	...	...	...	...	...
696	Manly	319	1889	87	...	87	...	...	...	...	...	...
697	Marion	9	1891	157	...	157	...	...	...	...	...	...
698	Mason City	771	1907	36	...	36	...	...	...	...	...	...
699	Monkton	152	1895	71	...	71	...	...	...	...	...	...
700	Oskaloosa	12	1884	119	...	119	...	...	...	...	...	...
701	Ottumwa	737	1902	87	...	87	...	...	...	...	...	...
702	Ottumwa	82	1895	96	...	96	50	...	...	...	...	...
703	Perry	234	1905	99	...	99	...	...	...	...	...	...
704	Saukboro	727	1887	300	...	300	...	...	...	...	...	...
705	Sioux City	546	1894	115	...	115	...	...	...	...	...	...
706	Valley Junction	241	1890	139	...	139	...	...	...	...	...	...
707	Waterloo	...	...	...	...	...	...	...	...	...	...	...

TYPOGRAPHICAL UNION, INTERNATIONAL

Marginal No.	Cities	No. of local	Year organized	Male	Female	Total	Out of Work Dec. 31, 1915					
							Lack of work or material	Weather	Strike or lockout	Sickness, acc't or old age	Other reasons	Total
708	Boone	361	1900	19	...	19	...	...	...	...	...	...
709	Burlington	73	1862	42	...	42	...	...	...	...	...	...
710	Oedar Rapids	192	1861	2	...	2	...	...	...	...	...	...
711	Clinton	234	1860	23	...	23	...	...	...	...	...	...
712	Council Bluffs	263	1860	24	...	24	...	...	...	...	...	...
713	Davenport	207	1886	171	4	175	...	...	...	...	...	...
714	Des Moines	116	1892	225	12	237	...	...	...	...	...	...
715	DeWanna	22	1865	61	...	61	...	...	...	...	...	...
716	Port Dodge	715	1913	22	...	22	...	...	...	...	...	...
717	Port Madison	241	1893	10	1	11	...	...	...	...	...	...
718	Iowa City	215	1892	9	...	9	...	...	...	...	...	...
719	Keokuk	66	1862	19	...	19	...	...	...	...	...	...
720	Macshilina	411	1902	26	...	26	...	...	...	...	...	...
721	Mason City	699	1909	24	...	24	...	...	...	...	...	...
722	Muscatine	231	1893	25	...	25	...	...	...	...	...	...
723	Oskaloosa	293	1902	15	...	15	...	...	...	...	...	...
724	Ottumwa	72	1884	25	...	25	...	...	...	...	...	...
725	Sioux City	189	1878	120	...	120	...	...	...	...	...	...
726	Waterloo	249	1898	55	...	55	...	...	...	...	...	...

TABLE NO. 23—TRADE UNIONS.

Summary for State by Organizations, Membership by Sex December 31, 1915, and Membership December 31, 1913.

Name of Organization	No. of Locals	Males—1915	Females—1915	Total—1915	Total—1913
Totals for State					
Bakery and Confectionary Workers, I. U. of A.	726	47,295	448	48,300	49,323
Barbers Union, International Jurisdiction	3	120	...	120	120
Blacksmiths, International Brotherhood of	23	954	...	954	914
Boiler-makers and Iron Ship Builders of Am. Bro. of	11	282	...	282	282
Bookbinders, International Brotherhood of	12	530	...	530	530
Boot and Shoe Workers, United	5	79	61	140	150
Brewery Workers, International Union of United	...	...	...	...	...
Bricklayers, Masons and Plasterers, I. U. of A.	22	972	...	972	1,054
Bridge and Structural Iron Workers, I. A. of	1	96	...	96	96
Broom and Whisk Makers Union, International	5	89	...	89	87
Carriers of America, Brotherhood of	20	1,932	1,902	3,834	1,170
Carpenters and Joiners of Am. United Brotherhood of	36	2,942	2,942	4,323	44
Cigar-makers, International Union of America	19	692	73	864	794
Clocks, National Federation of Post Office	3	66	7	73	68
Clerks, International Protective Association, Retail	11	146	3	149	161
Conductors, Order of Railway	24	1,267	...	1,267	1,624
Coopers, International Union of North America	2	90	...	90	88
Electrical Workers of Am. International Bro. of	18	267	...	267	267
Engineers, Brotherhood of Locomotives	23	2,116	...	2,116	2,147
Engineers, International Union of Steam and Operating	5	66	...	66	66

Name of Organization	No. of Locals	Males—members 1913	Females—members 1913	Total members 1913	Total members 1914
Engravers Union of North America, International.....	1	31	—	31	30
Federal Labor Union, American Fed. of Labor.....	6	256	11	267	290
Firmen and Enginemen, Broth. of Locomotives.....	31	2,410	—	2,410	2,530
Firmen, International Brotherhood of Stationary.....	1	11	—	11	9
Garment Workers of America, United.....	3	7	148	155	171
Granite Cutters, International Assn. of America.....	1	25	—	25	30
Hod Carriers, Building and Common Laborers Union of America, International.....	3	237	—	237	261
Horseshoers of U. S. and Canada, International Union of Journeymen ¹	3	18	—	18	30
Hotel and Restaurant Employees, International Alliance and Bartenders' League of America.....	7	304	—	304	353
Lathers, Internat. Union of Wood, Wire and Metal.....	7	79	—	79	98
Laundry Workers, International Assn. of.....	2	3	20	23	29
Leather Workers on Horse Goods, United Broth. of.....	2	94	—	94	94
Letter Carriers, National Association of.....	33	699	—	699	827
Machinists, International Association of.....	23	1,750	—	1,750	1,723
Maintenance of Way Employees, Internat. Broth. of.....	3	42	—	42	—
Meat Cutters and Butcher Workmen of N. America.....	6	656	—	656	80
Metal Workers, Internat. Alliance Amalgamated Sheet.....	30	294	—	294	301
Mine Workers of America, United.....	79	15,296	—	15,296	15,771
Molders' Union of North America, International.....	7	379	—	379	480
Musicians, American Federation of.....	23	1,672	109	1,781	1,820
Painters, Decorators and Paper Hangers, Broth. of.....	26	780	—	780	1,000
Pattern Makers' League of North America.....	2	54	—	54	—
Plasterers, Operative and Cement Finishers' International Association ²	14	230	—	230	161
Plumbers, Gas Fitters, Steam Fitters and Steam Fitters Helpers of U. S. and Canada, United Association Journeymen.....	17	564	—	564	461
Polishers, Buffers, Platers, Brass and Silver Workers' Union of North America.....	1	11	—	11	4
Printing Pressmen and Assistants' Union, Internat. Railway Employes of America, Amalgamated Assn. of Street and Electric.....	9	256	—	256	230
Stage Employes of America, Internat. Alliance Theat. Stereotypers and Electrotypers' Union of North America, International.....	11	1,361	—	1,361	1,163
Stone Cutters' Assn. of North America, Journeymen ³	5	15	—	15	30
Stove Molders' International Union.....	1	7	—	7	31
Switchmen's Union of North America.....	12	410	—	410	365
Tailors' Union of America, Journeymen.....	12	256	—	256	305
Teamsters, Chauffeurs, Stalkmen and Helpers, International Brotherhood of.....	8	620	—	620	1,000
Trainmen, Brotherhood of Railroad.....	31	3,202	—	3,202	3,405
Typographical Union, International.....	19	1,077	—	1,077	1,047

¹Membership of two locals not reported.

²Membership of three locals not reported.

³Membership of one local not reported.

⁴Membership of five locals not reported.

(x)Consolidated with Plasterers.

TABLE NO. 24—COUNTY DISTRIBUTION
Trade Union Statistics by Counties Dec. 31, 1913, and Dec. 31, 1915.

County	Dec. 31, 1913		Dec. 31, 1915	
	No. of locals	Membership	No. of locals	Membership
Total, State.....	723	49,753	720	49,362
Appanoose.....	1	5,834	20	4,755
Benton.....	8	244	10	4,308
Black Hawk.....	30	1,902	33	1,418
Boone.....	1	2,106	—	1,617
Bremer.....	1	4	—	—
Buchanan.....	1	4	1	4
Burns Vicks.....	1	—	—	—
Carroll.....	7	97	—	—
Cass.....	1	5	3	117
Cerro Gordo.....	14	791	15	759
Cerro.....	4	103	8	149
Chickasaw.....	—	—	—	—
Clinton.....	20	1,356	23	1,382
Crawford.....	1	3	—	—
Dallas.....	10	758	13	1,283
David.....	2	137	1	49
Des Moines.....	22	1,631	25	1,149
Des Moines.....	41	2,279	40	2,227
Payette.....	6	274	6	302
Floyd.....	9	150	6	167
Franklin.....	2	29	1	23
Fremont.....	1	101	—	—
Guthrie.....	1	11	1	—
Hamilton.....	2	28	1	40
Harrison.....	4	139	5	207
Henry.....	1	6	2	57
Jasper.....	8	630	7	574
Jefferson.....	6	97	6	67
Johnson.....	7	145	8	131
Jones.....	1	3	—	—
Keokuk.....	2	32	—	—
Lee.....	30	107	28	214
Linn.....	31	2,405	59	2,300
Linn.....	6	605	10	307
Madison.....	24	1,306	20	774
Marion.....	9	707	7	622
Marshall.....	23	737	28	1,076
Mitchell.....	—	—	—	—
Monroe.....	22	3,914	23	3,227
Montgomery.....	1	6	—	—
Monroe.....	14	269	10	307
O'Brien.....	—	—	5	191
Osceola.....	5	221	—	—
Page.....	1	—	—	—
Polk.....	1	2	1	3
Polk.....	25	8,627	29	8,581
Pottawattamie.....	14	693	14	607
Pottawattamie.....	4	90	4	90
Scott.....	30	7,142	31	7,149
Shelby.....	—	—	—	—
Sioux.....	1	—	1	45
Sioux.....	3	97	7	130
Sioux.....	10	225	9	212
Wapello.....	45	1,747	45	3,402
Warren.....	1	5	—	—
Wayne.....	—	—	—	—
Webster.....	21	1,230	21	1,128
Winnebago.....	1	2	1	4
Woodbury.....	39	2,393	41	2,103
Worth.....	2	28	4	111
Wright.....	10	461	12	423

TABLE NO. 25—UNION LABOR WAGES.

Union Scale of Wages and Hours of Labor, by Occupations and Municipalities as Per Report for December 31, 1915.

Occupations and Municipalities	Rates of Wages					Hours of Labor	
	Units	Rate 1915	Rate 1913	Overtime (hour)	Sundays and holidays (hour)	Day	Week
BAKERS—							
Davenport	week	\$ 22.00	\$ 20.00	.65	double	9	54
Forest	week	17.00	16.00	.50	double	9	54
Beach hands	week	18.00	17.00	.55			
Working alone	week	19.00	18.00	.65	double	9	54
		20.00	19.00				
BARBERS—							
Boone	week	12.00	12.00			12	72
Cedar Rapids	week	12.00	12.00			12	72
Cedar Rapids	week	13.00 ⁽¹⁾	12.00 ⁽¹⁾			12	71
Cedar Rapids	week	14.00 ⁽²⁾	12.00 ⁽¹⁾			12	74
Council Bluffs	week	12.00				11	70
Centerville	week	12.00				11	66
Creston	week	15.00	15.00			10	65
Des Moines	week	14.00 ⁽³⁾	12.00 ⁽¹⁾			10	62
Dubuque	week	12.00 ⁽⁴⁾	12.00 ⁽¹⁾			11	70
Ft. Madison	week	12.00 ⁽⁵⁾	14.00 ⁽¹⁾			12	72
Fairfield	week	12.00 ⁽⁶⁾				12	72
Ft. Dodge	week	12.00 ⁽⁷⁾	12.00 ⁽¹⁾			12	72
Marshalltown	week	12.00 ⁽⁸⁾	12.00 ⁽¹⁾			12	72
Oskaloosa	week	12.00 ⁽⁹⁾	12.00 ⁽¹⁾			12	72
Waterloo	week	13.00 ⁽¹⁰⁾	13.00 ⁽¹⁾			11	66
BLACKSMITHS—							
Boone	hour	.41		1½	1½	8-9	48 12
Helps	hour	.24		1½	1½	8-9	48 12
Clinton	hour	.28	.26	.57½	.57½	9	50 12
Blacksmiths	hour	.41	.41	.62½	.62½	9	50 12
Apprentice	hour	.16		.24	.24	9	50 12
Helps	hour	.24		.36	.36	9	50 12
Heater	hour	.28		.42	.42	9	50 12
Dubuque	hour	.23½	.23½	1½	1½	8	48 8
Helps	hour						
Ottumwa	hour	.23		1½	1½	8	48 8
General and forging	day	2.50				9	54
Anger bitting, etc. (hammer)	day	2.00				9	54
Anger twisting	day	2.00				9	54
Bulldozer	day	2.00				9	54
Helps	day	1.75				9	54
Old style picks	doz.	.15				9	54
Scott and Black Diamond picks	dozen	.54				9	54

(1) Guarantee of \$12.00 and 50% of all taken in over \$18.00.

(2) Guarantee of \$13.00 and 50% of all taken in over \$20.00.

(3) Guarantee of \$14.00 and 50% of all taken in over \$21.00.

(4) Guarantee of \$15.00 and 60% of all taken in over \$18.00.

(5) Guarantee of \$12.50 and 60% of all taken in over \$18.00.

(6) Guarantee of \$12.00 and 50% of all taken in over \$16.00.

(7) Double time for all holiday work except Sunday.

(8) Including time taken for meals and lunch.

Occupations and Municipalities	Rates of Wages					Hours of Labor	
	Units	Rate 1915	Rate 1913	Overtime (hour)	Sundays and holidays (hour)	Day	Week
BLACKSMITHS—Con.							
Some City—Blacksmiths	hour	.42		1½	1½	8-9	48 12
Helps	hour	.26½		1½	1½	8-9	48 12
West Chester—1st blacksmith	day	2.80		1½	double	9	54
2nd blacksmith	day	2.75		1½	double	9	54
Helps	day	2.00		1½	double	9	54
Pickmakers	day	2.75		1½	double	9	54
Helps	day	2.00		1½	double	9	54
Machinists, brasses	day	2.55		1½	double	9	54
BOILERMAKERS—							
Clinton—Boilermaker	hour	.41	.41		1½	9	50 12
Helps	hour	.22	.22			9	50 12
Dubuque—Boilermaker	hour	.41½	.41½	1½	1½	9	49 8
Des Moines	hour			.00	.00	9	54 8
Valley Junction—Boilermakers	hour	.41	.41	.61½	.61½	8	48
Helps	hour	.25	.25	.29	.29	8	48
BOOKBINDERS—							
Cedar Rapids—Men	week	19.00	18.00	1½	1½	8	48 4
Women	week	7.50	7.50	1½	1½	8	48 4
Forwarders, finishers and rulers	week	18.50		1½	1½	8	48 1
Formen	week	24.00		1½	1½	8	48 3
Pressday	week	12.00		1½	1½	8	48 3
General binderswork	week	19.00		1½	1½	8	48 3
Dubuque—Forwarders	week	17.00	17.00	1½	double	8	48
Binders	week	17.00	17.00	1½	double	8	48
Finishers	week	17.00	17.00	1½	double	8	48
Formen	week	20.00	20.00	1½	double	8	48
BRICKLAYERS—							
Ames	hour	.70	.70	1½	double	9	54
Burlington	hour	.75	.75	1½	double	8	48
Centerville	hour	.70	.65	1½	double	8	48
Council Bluffs	hour	.70	.70	1½	double	8	44 12
Des Moines	hour	.70	.70	1½	double	8	44 12
Dubuque—Bricklayers	hour	.62½	.60	1½	double	8	48
Stonesmasons	hour	.70	.70	1½	double	8	48
Grinnell	hour	.60	.55	1½	1½	8	64
Iowa City	hour	.70	.50½	1½	1½	8	48
Muscatine	hour	.70	.62½	1½	double	8	48
Marshalltown	hour	.70	.65	1½	double	9	54
Mason City	hour	.70	.70	1½	double	8	48
Oskaloosa	hour	.65	.65	1½	double	8	48
Ottumwa—Bricklayers	hour	.70	.62	1½	double	8	48
Masons	hour	.62½	.50	1½	double	8	48
Plasterers	hour	.62½	.50	1½	double	8	48
Some City	hour	.70	.70	1½	double	8	48
BRIDGE AND STRUCTURAL IRON WORKERS—							
Cedar Rapids	day	4.50	4.00	1½	double	8	48

TABLE NO. 25 Occupations and Municipalities	Rates of Wages				Hours of Labor		
	Units	Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hour)	Day	Week No. of mo. Saturday half holiday in effect
BROOM MAKERS-- Des Moines	day	3.50	3.50			10	56
CARMEN, RAILWAY-- Belle Plaine	hour	.20	.20	1 1/2	1 1/2	8	48
Car repairing	hour	.21	.21	1 1/2	1 1/2	8	48
Car repairing	hour	.21 1/2	.21 1/2	1 1/2	1 1/2	8	48
Car inspecting	hour	.22	.22	1 1/2	1 1/2	11	77
Car inspecting	hour	.22	.22	1 1/2	1 1/2	8	48
Cedar Rapids-- Freight, etc., carpenters	hour	.27 1/2	.26 1/2	1 1/2	1 1/2	8:20	48-60
Freight, etc., carpenters	hour	.25	.25	1 1/2	1 1/2	8:10	48-60
Painters	hour	.18	.17	1 1/2	1 1/2	8	48
Painters	hour	.33	.32	1 1/2	1 1/2	9	48
Planing mill	hour	.25	.24	1 1/2	1 1/2	8:10	48-60
Planing mill	hour	.21	.20	1 1/2	1 1/2	8:10	48-60
Car repairers	hour	.30	.19	1 1/2	1 1/2	8:10	48-60
Car repairers	hour	.22	.22	1 1/2	1 1/2	8:10	48-60
Inspectors	hour	.25	.24			10	79
Estherville-- Car repairers	hour	.22		1 1/2	1 1/2	9	54
Mason City-- Repairs	hour	.20 1/2	.20	1 1/2	1 1/2	10	60
Inspectors	hour	.22	.22			10	60
Valley Junction Coach carpenters	hour	.30 1/2	.29 1/2	1 1/2	1 1/2	8	47 1/2
Engine carpenters	hour	.31	.30 1/2	1 1/2	1 1/2	8	47 1/2
Caboose carpenters	hour	.28 1/2	.27 1/2	1 1/2	1 1/2	8	47 1/2
Car carpenters	hour	.28	.29	1 1/2	1 1/2	8	47 1/2
Truckmen	hour	.30	.19	1 1/2	1 1/2	8	47 1/2
Truckmen helpers	hour	.30	.19	1 1/2	1 1/2	8	47 1/2
CARPENTERS & JOINERS-- Ames	hour	.50	.45	1 1/2	double	9	54
Burlington	hour	.45	.45	1 1/2	double	9	54
Cedar Rapids	hour	.55	.50	1 1/2	double	9	54
Centerville	hour	.40	.40	1 1/2	double	9	54
Chariton	hour	.45	.40	1 1/2	double	9	54
Davenport	hour	.55	.50	double	double	8 1/2	41 1/2
Des Moines	hour	.47 1/2	.50 1/2	1 1/2	double	8	48
Des Moines	hour	.45	.45	1 1/2	double	8	48
Edgewood	hour	.45	.45	1 1/2	double	10	60
Fairfield	hour	.35	.35	1 1/2	double	9	54
Pt. Dodge-- Carpenters	hour	.50	.45	1 1/2	double	8	48
Carpenters	hour	.35	.33	1 1/2	double	9	54
Mill and shop	hour	.50	.33	1 1/2	double	9	54
Millwrights	hour	.45	.40			9	54
Grinnell	hour	.45	.40	1 1/2	double	9	54
Marshalltown-- Carpenters	hour	.50	.50	1 1/2	double	9	54
Carpenters	hour	.35	.35	1 1/2	double	9	54
Millen	hour	.40	.35	1 1/2	double	9	54
Millen	hour	.40	.35	1 1/2	double	9	54
Pattern makers	hour	.30 1/2	.29 1/2	1 1/2	double	9	54
Apprentices	hour	.20	.20	1 1/2	double	9	54
Mason City	hour	.50	.45	1 1/2	double	8	48
Muscatine	hour	.45 1/2	.42 1/2	1 1/2	double	9	54
Muscatine	hour	.40	.40	1 1/2	double	10	60
Myrtle	hour	.50	.45	1 1/2	double	8	48
Oakdale	hour	.40	.40	1 1/2	double	8	48
Sioux City	day	4.00	2.50		double	10	60
Webster City	hour	.45					

*Thirty cents per hour and upwards.

TABLE NO. 25 Occupations and Municipalities	Rates of Wages				Hours of Labor		
	Units	Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hour)	Day	Week No. of mo. Saturday half holiday in effect
CARPENTERS--Con. Waterloo-- Carpenters	day	4.00	4.00	1 1/2	double	8	48
Millen	hour	.31	.31	1 1/2	double	9	54
CIGAR MAKERS-- Alma	a	a	a			8	48
Oreston	a	a	a			8	48
Davenport	a	a	a			8	48
Des Moines	b	b	b			8	48
Pt. Madison	a	a	a			8	48
Keokuk	a	a	a			8	48
Muscatine	a	a	a			8	48
Oakdale	a	a	a			8	48
Ottumwa	a	a	a			8	48
Waterloo	a	a	a			8	48
CLEBS, RETAIL-- Cedar Rapids	c	c	c			d	d
Gulfax	e	e	e			e	e
CONDUCTORS, RAILWAY-- Boone-- Passenger	month	158.85	158.85				
Freight	month	145.00	145.00				
Clinton-- Through freight	day	4.15 ^a	4.18	pro rata ^b	pro rata		
Way freight and work	day	4.55	4.55	pro rata ^b	pro rata		
Oreston-- Through freight	100 mi.	4.15	4.18	pro rata ^b	pro rata	10	70
Eagle Grove-- Way freight	100 mi.	4.55	4.55	pro rata ^b	pro rata	10	60
Through freight	100 mi.	4.18	4.18	pro rata ^b	pro rata	10	70
Edgewood	100 mi.	4.18	4.18	pro rata ^b	pro rata	h	h
Estherville-- Work train	month	112.85	112.85				
Freight	100 mi.	* 4.18	4.18	pro rata ^b	pro rata	10	
Local	100 mi.	4.68	4.68	pro rata ^b	pro rata	10	
Passenger-- Limited 4,000 to 7,000 mi.	month	160.00	160.00				
Runs 4,000 to 6,000 mi.	month	145.00	145.00				
Runs less than 4,000 mi.	month	134.25	134.25				
Branch less than 2,000 mi.	month	118.00	118.00				
Pt. Dodge-- Passenger, main line	month	138.84	138.84				
Local or branch	month	138.84	138.84				
Freight-- Through and regular	100 mi.	4.18		10 mi.			
Local and mixed	month	125.24	125.24	.48			
Work train	month	112.85		.44			

Note.-A. All piece work upon basis of 1,000 cigars. Rate varies according to nature of work and size, shape and quality.

B. New scale made for shaper work. Conditions same as note A.

C. No fixed scale.

D. Week days 7:00 A. M. to 6:30 P. M. Saturdays 7:00 A. M. to 10:00 P. M. Including lunch period.

E. Week days 6:00 A. M. to 6:00 P. M. Saturdays 6:00 A. M. to 10:00 P. M. Including lunch period.

(9) Ten hours or less.

(10) One hundred miles or ten hours, pro rata for over time.

H. Minimum thirty-two hundred miles per month.

TABLE NO. 25 Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1915	Rates 1918	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect
CONDUCTORS, RY.—Con.								
Marshalltown—								
Local freight	100 ml.	4.09	4.09	-----	-----	10	-----	-----
Through freight	100 ml.	4.18	4.18	-----	-----	10	-----	-----
Work train	day	4.29	4.29	-----	-----	-----	-----	-----
Samborn—								
Through freight	100 ml.	4.18	4.18	pro rata	pro rata	10	58	-----
Way freight	100 ml.	4.02	4.02	pro rata	pro rata	10	58	-----
Sioux City—								
Freight	100 ml.	4.18	4.18	-----	-----	10	-----	-----
Passenger	month	159.84	159.84	-----	-----	30	-----	-----
COPIERS—								
Oscar Rapids	hour	.30		.15		10	60	-----
Ottumwa	hour	.30	.30	.30	.30	10 1/2	60	4
ELECTRICIAL WORKERS—								
Boone—								
Linemen	day	3.75	2.50	1 1/2	double	9	54	-----
Inside wiremen	day	4.50	2.50	1 1/2	double	9	54	-----
Oscar Rapids	day	4.25	4.00	1 1/2	double	9	48	1
Clinton—								
Linemen	day	3.50	3.30	1 1/2	double	9	54	-----
Auto switchmen	month	85.00	85.00	-----	-----	9	54	-----
Groundmen	day	2.75	1.80	-----	1 1/2	9	54	-----
Inside wiremen	day	4.00	2.50	1 1/2	double	9	54	-----
Davenport—								
Linemen	day	3.75	2.50	1 1/2	double	9	54	-----
Des Moines—								
Inside wiremen	day	4.50	4.00	1 1/2	double	8	44	6
Shop men	day	4.00	4.00	1 1/2	double	8	44	6
Fixture men	day	4.50	4.00	1 1/2	double	8	44	6
Apprentices	day	1.50	1.50	1 1/2	double	8	44	6
Iowa City—								
Linemen	day	3.50	3.50	-----	-----	9	54	-----
Wiremen	day	3.50	3.50	-----	-----	9	54	-----
Kewaskum—								
Transmission Line P.	month	100.00	100.00	-----	-----	10	60	-----
Transmission Line C.	hour	.28	.28	-----	-----	9	54	-----
Telephone linemen	day	3.50	2.50	1 1/2	double	9	54	-----
Inside wiremen	hour	.39	.39	1 1/2	double	9	54	-----
Inside wiremen	hour	.45	.45	1 1/2	double	9	54	-----
Ottumwa—								
Linemen	hour	.40	.377	1 1/2	double	9	54	-----
Wiremen	hour	.40	.377	1 1/2	double	9	54	-----
Lamp trimmer	hour	.25	.246	1 1/2	double	9	54	-----
Trouble men	hour	.25	.246	1 1/2	double	9	54	-----
Helper	hour	.285	.252	1 1/2	double	9	54	-----
Electrician	hour	.43	.405	1 1/2	double	9	54	-----
Foreman	hour	.43	.405	1 1/2	double	9	54	-----
Waterloo—								
Inside wiremen	Day	4.75	4.25	1 1/2	double	9	54	1
Linemen	Day	3.75	3.75	double	double	9	50	1
Linemen street car	Day	4.00	4.00	1 1/2	1 1/2	10	60	-----
ENGINEERS, LOCOMOTIVE—								
Oscar Rapids—								
Passenger	100 ml.	4.00	4.00	-----	-----	10	-----	-----
Passenger	100 ml.	4.25	4.25	-----	-----	-----	-----	-----
Freight	100 ml.	4.50	4.50	-----	-----	10	-----	-----
Freight	100 ml.	5.25	5.35	-----	-----	-----	-----	-----
Switch	100 ml.	4.00	4.00	-----	-----	10	-----	-----
Switch	100 ml.	4.40	4.40	-----	-----	-----	-----	-----

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1915	Rates 1918	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect
ENGINEERS, LOCO.—Con.								
Clinton								
		4.30	4.30	pro rata	-----	10	-----	-----
		5.45	5.45	-----	-----	-----	-----	-----
Osborne—								
Passenger	100 ml.	4.30	4.30	pro rata	-----	10	-----	-----
Through freight	100 ml.	6.30	6.30	pro rata	-----	10	-----	-----
Way freight	100 ml.	6.30	6.30	pro rata	-----	10	-----	-----
Mixed transfer	100 ml.	4.30	4.30	pro rata	-----	10	-----	-----
Waterloo—								
Freight	100 ml.	5.45	5.45	pro rata	-----	10	-----	-----
Passenger	100 ml.	4.40	4.40	pro rata	-----	10	-----	-----
ENGINEERS, OPERATING—								
Des Moines	Hour	.50	.40	1 1/2	double	9	50	12
FIREMEN, CITY—								
Des Moines	month	82.90	85.83	-----	-----	-----	-----	-----
FIREMEN & ENGINEERS—								
Oscar Rapids	100 ml.	2.60	2.60	pro rata	pro rata	10	-----	-----
Des Moines	100 ml.	2.80	2.80	-----	-----	-----	-----	-----
		2.75	2.75	-----	-----	-----	-----	-----
Estherville—								
Freight	100 ml.	1	1	-----	-----	-----	-----	-----
Switching	100 ml.	1	1	-----	-----	-----	-----	-----
Ft. Dodge	100 ml.	1	1	-----	-----	-----	-----	-----
Oskaloosa—								
Firemen, passenger	100 ml.	2.50	-----	pro rata	-----	10	-----	-----
Firemen, freight	100 ml.	2.85	-----	pro rata	-----	10	-----	-----
Sioux City	100 ml.	3.10	3.10	pro rata	-----	10	-----	-----
FIREMEN, STATIONARY—								
Ottumwa—								
Water tenders	hour	.31	.30	-----	-----	8	56	-----
Firemen	hour	.38	.38	-----	-----	8	56	-----
Boilers maker	hour	.36	.35	-----	-----	8	56	-----
Pipe fitter	hour	.35	.37	-----	1 1/2	10	60	-----
Order smelter	hour	.25	.30	double	-----	10	70	-----
Order	hour	.25	.30	double	-----	60	-----	-----
GARMENT WORKERS—								
Oskaloosa	piece	-----	-----	1 1/2	double	8.42	48	12
GRANITE CUTTERS—								
Des Moines	day	3.60	3.47	-----	-----	8	44	12
BUILDING LABORERS—								
Oscar Rapids—								
Building laborers	hour	.31	.31	1 1/2	double	8	48	-----
Hoist carriers	hour	.37	.34	1 1/2	double	8	48	-----

¹Increase of five cents per one hundred miles, Dec. 1941, 1913.

²Increase of thirty cents per one hundred miles, Dec. 1941, 1913.

³Increase from five per cent to eight per cent over 121.

⁴Minimum.

TABLE NO. 25	Occupations and Municipalities	Rates of Wages				Hours of Labor				
		Units	Rates 1915	Rates 1917	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect	
BUILDING LABORERS—Con.										
Dubuque—										
Bricklayer tenders	hour	.37	.41	1	double	8	48			
Holecarriers, plasterers	hour	.40	.40	1	double	8	48			
Marshalltown—										
Plaster helper	hour	.40	.37	1	1	8	48			
Bricklayer helper	hour	.30	.29	1	1	8	48			
Davenport—										
Cement helper	hour	.25	.20	1	1	8	48			
Common labor	hour	.25	.20	1	1	8	48			
HOENSHOERS										
Cedar Rapids	day	2.00	2.00	.60		9	42	1		
LATHERS										
Davenport	day	4.50	1.00			8	48			
HOTEL & RESTAURANT EMPLOYEES, ETC.—										
Dubuque—										
Bar tenders	week	17.00	15.00	.50	.75	9	54			
Fl. Dodge—										
Bar tenders	week	22.50	22.50			8	48			
Keokuk—										
Bar tenders	week	15.00	15.00			8	48			
Marshalltown—										
Cooks	week	17.00	14.00	.25		10	72			
Walters	week	12.00	9.00	.25		10	72			
Waitresses	week	7.00	4.50	.25		10	72			
MACHINISTS—										
Belle Plaine—										
Machinists	hour	.41	.41	1	1	8	48			
Helpers	hour	.38	.38	1	1	8	48			
Boone	hour	.41	.41	1	1	9	48	1		
Cedar Rapids—										
Railroad	hour	.41	.41	1	1	8	47			
Zachling	hour	.25	.26	1	1	9	54			
Helpers	hour	.20	.20	1	1	8	47			
Davenport	hour	.25	.25	1	1	9	50	4		
Dubuque	hour	.41	.41	1	1	9	50			
Eagle Grove	hour	.41	.39	1	1	9	50			
Elkora	hour	.41	.41	1	1	9	50			
Manly—										
Machinists	hour	.41	.41	1	1	9	50			
Helpers	hour	.34	.28	1	1	9	50			
Marshalltown	hour	.41	.41	1	1	9	49			
Missouri Valley—										
Machinists	hour	.41	.41	1	1	8	48			
Specialists	hour	.29	.29	1	1	8	48			
Drill pressmen	hour	.20	.20	1	1	8	48			
Drill pressmen	hour	.22	.22	1	1	8	48			
Helpers	hour	.18	.18	1	1	8	48			
Helpers	hour	.20	.20	1	1	8	48			
Souix City—										
Machinists	hour	.43	.42	1	1	8	48			
Handymen	hour	.30	.30	1	1	8	48			
Helpers	hour	.28	.25	1	1	8	48			
Valley Junction	hour	.41	.41	1	1	8	48			
METAL POLISHERS, ETC.—										
Lyon—										
Metal polishers	hour	.33	.33	1	1	10	50			
Buffers	hour	.35	.35	1	1	10	50			

Occupations and Municipalities	Units	Rates of Wages				Hours of Labor				
		Rates 1915	Rates 1917	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect		
MINE WORKERS—										
Sub-Dept. No. One—										
Hand picked coal	ton	1.29	1.15							
Severed lump coal	ton	1.30	1.15							
Eight foot entry	yard	1.02	1.07							
Twelve foot entry	yard	1.36	1.49							
Fourteen foot entry	yard	1.51	1.44							
Roofs turning 12° to 14°	foot	2.91	2.49							
Underground labor—										
Head track layers	day	2.96	2.84							
Spungers	day	2.92	2.78							
Drivers & trip riders	day	2.80	2.72							
Motormen	day	3.15	3.00							
Cagers	day	2.80	2.72							
Olbers, trappers	day	1.70	1.68							
Pushers and other labor	day	1.31	1.25							
Top labor—										
Motormen	day	2.63	2.50							
Spungers, couplers	day	1.75	1.68							
Boy slate pickers	day	1.31	1.25							
Long wall chain men										
Runners	ton	.68	.68							
Shovelers	ton	.68	.68							
Helpers	ton	.68	.68							
Loaders	ton	.71	.67							
Leg machines										
Runners & shovelers—										
40 ft. room	foot	.290	.26							
Entry per	foot	.680	.68							
Extra cuts per	foot	.640	.69							
Harrison runner and shoveler, double rib	foot	1.138	.11							
Loader	ton	.42	.36							
Sub-Dept. No. Two—										
Eight foot entry	yard	2.30	2.75							
Twelve foot entry	yard	1.97	1.88							
Underground labor—										
Track layer timber men, cagers	day	2.04	2.84							
Drivers, trip riders, wa-ter haulers	day	2.75	2.62							
Boy couplers	day	2.96	2.84							
Trappers	day	1.51	1.35							
Motormen	day	3.15	3.00							
Olbers	day	1.64	1.66							
Boys team drivers	day	3.15	2.60							
Drillers and shooters	day	2.68	2.84							
Other labor, adult	day	2.75	2.62							
Top labor—										
Motormen	day	2.63	2.50							
Boy slate pickers	day	1.31	1.25							
Other labor	day	2.27	2.17							
Electric Mining Mach.	day	2.41	2.35							
Pumper	day	2.15	2.00							
Helper	day	2.15	2.00							

(1) Includes all mines in following counties: Appanoose, Wayne.

(2) Includes all mines in following counties: Davis, Lucas, Mahaska, Marion, Monroe, Wapello and Warren.

TABLE NO. 25	Occupations and Municipalities	Rates of Wages				Hours of Labor		No. of mo. Saturday half holiday in effect
		Units	Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hour)	Day		Week
MINE WORKERS—Con.								
Sub-Dist. No. Three—								
Mine run coal	ton	.70	.76					
Eight foot entry	yard	2.30	2.19					
Twelve foot entry	yard	2.21	2.12					
All underground and top labor same as in Sub-District No. 2.								
Electric Mining—								
Machine	day	2.41						
Helper	day	2.15						
Sub-Dist. No. Four—								
Screened lump	ton	1.25						
Mine run	ton	1.12						
Entry driving	yard	2.61						
Room turning not to exceed 9 ft. deck		6.25						
Underground labor—								
Head track layer	day	2.98						
Head timbermen	day	2.98						
Drivers, cagers, trip riders	day	2.96						
Boy couplers	day	1.75						
Drillers and shooters	day	2.98						
Others, trappers	day	1.31						
Other labor, adult	day	2.75						
Top labor—								
Motormen	day	2.63						
Boy slate pickers	day	1.81						
Longwall machine—								
Loaders, screened lump	ton	.7291						
Mine run 10% less								
Runners	day	2.41						
Shovelers	day	2.15						
Helpers	day	2.15						
MOULDERS, IRON—								
Burlington—								
Molders	day	2.25	2.25	1 1/2	double	9	54	
Core makers	day	2.00	2.00	1 1/2	double	9	54	
Des Moines	day	2.25	2.25	1 1/2	double	9	54	
Marshalltown—								
Core makers	day	2.50	2.50	1 1/2	double	9	54	
Molders	day	2.50	2.50	1 1/2	double	9	54	
Molders	piece	5.00				9	54	
Waterloo—								
Molders	day	2.50	2.50	1 1/2	double	9	54	
Molders	day	2.50	2.50	1 1/2	double	9	54	
Molders, brass	day	2.50	2.50	1 1/2	double	9	54	
Molders, aluminum	day	2.50	2.50	1 1/2	double	9	54	
Core makers	day	2.50	2.50	1 1/2	double	9	54	
MUSICIANS—								
Muscatine—								
Fl. Dodge	hour	1.00	1.00		double			
Dance								
Vandeville—								
Leader	week	25.00						
Side men	week	19.00						

(1) Includes all mines in following counties: Jasper and Polk.

2 1914 week varied between localities of sub-district.

3 Includes all mines in following counties: Boone, Dallas and Webster.

4 No engagement taken for less than four hours.

Occupations and Municipalities	Rates of Wages				Hours of Labor		No. of mo. Saturday half holiday in effect
	Units	Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hour)	Day		Week
MUSICIANS—Con.							
Dubois—							
Leader	day	4.00	4.50		1.00*	8	
Vandeville—							
Leader	week	27.50					
Others	week	33.00					
Vandeville, evening only—							
Leader	week	21.00					
Others	week	15.00					
Theaters—							
Leader	perfrm	2.50					
Others	perfrm	2.00					
Dance	hour	1.00					
PAINTERS, ETC.—							
Burlington—							
Council Bluffs	hour	.40	.40	1 1/2	1 1/2	8	48
Centerville	hour	.40	.40	1 1/2	1 1/2	8	48
Centerville	hour	.35	.30	1 1/2	1 1/2	8	48
Clear Rapids—							
Painter, house	day	2.75	2.00	1 1/2	1 1/2	8	48
Paper hanger	day	4.00	2.75	1 1/2	1 1/2	8	48
Furniture finishers	day	2.00	1.75	1 1/2	1 1/2	9	54
Fl. Dodge—							
Painters	hour	.40	.35	1 1/2	double	9	54
Paper hangers—							
Butt work	roll	.163	.14			9	54
Lap work	roll	.19	.08			9	54
Grinnell	hour	.40	.35	1 1/2	1 1/2	9	54
Marion	hour	.40		1 1/2	1 1/2	9	54
Davenport—							
Glassmakers—							
Brewers	day	2.00	2.00	1 1/2	1 1/2	9	54
Polishers	day	2.50	2.50	1 1/2	1 1/2	9	54
Roofers	day	2.87	2.87	1 1/2	1 1/2	9	54
Scratch polishers	day	2.87	2.87	1 1/2	1 1/2	9	54
Glassers	day	2.87	2.87	1 1/2	1 1/2	9	54
Outers	day	2.50	2.50	1 1/2	1 1/2	9	54
PATTERN MAKERS—							
Dubois	hour	.25	.25	1 1/2	double	10	50
PLASTERERS—							
Burlington—							
Cedar Rapids	hour	.75	.60	double	double	8	48
Des Moines	day	6.00		double	double	8	48
Kokuk	day	4.00	4.00	1 1/2	double	8	48
Marshalltown—							
Plasterer	hour	.70	.60	double	double	8	48
Cement finisher	hour	.50		1 1/2	1 1/2	8	48
Muscatine	hour	.65	.65	double	double	8	48
Sioux City	hour	.75	.75	double	double	8	48
Waterloo	hour	.70	.70	1 1/2	1 1/2	8	48
PLUMBERS—							
Cedar Rapids—							
Council Bluffs	hour	.98	.68	1 1/2	double	8	48
Des Moines	day	5.50	5.00	1 1/2	double	8	48
Dubuque	day	4.50	4.50	1 1/2	double	8	48
Fl. Dodge	day	4.25	4.00	1 1/2	1 1/2	8	48
Iowa City	day	4.50	4.25	1 1/2	double	8	48

*One and one-half times to midnight, double time after midnight.

TABLE NO. 25	Occupations and Municipalities	Rates of Wages					Hours of Labor		
		Units	Rates 1913	Rates 1917	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect
CLERKS, POSTOFFICE--									
Davenport	year	800.00	800.00						
Davenport	year	1200.00	1200.00						
Keokuk	year	800.00	800.00						
Keokuk	year	1400.00	1300.00						
PRESSMEN, PRINTING--									
Burlington--									
Cylinder	week	18.00	17.00	1 1/2	1 1/2	8	44	8	
Web	week	21.00	20.00	1 1/2	1 1/2	8	44	8	
Assistants	week	14.00	12.00	1 1/2	1 1/2	8	44	8	
Cedar Rapids--									
Pressmen	week	20.00	20.00	1 1/2	double	8	48		
Assistants	week	15.00	13.50	1 1/2	double	8	48		
Sioux City--									
Web, foremen	week	28.00	28.00	1 1/2	double	8	48		
Web, journeymen	week	17.50	17.50	1 1/2	double	8	48		
Job pressmen	week	16.50	16.00	1 1/2	double	8	48		
Job pressmen	week	18.00	18.00	1 1/2	double	8	48		
Cylinder	week	22.00	22.00	1 1/2	double	8	48		
Cylinder feeders, Com.	week	14.00	14.00	1 1/2	double	8	48		
Ready print feeders	week	15.00	15.00	1 1/2	double	8	48		
Automatic	week	17.00	17.00	1 1/2	double	8	48		
Folding machine	week	15.00	15.00	1 1/2	double	8	48		
Waterloo--									
Web pressmen	week	22.00	22.00	1 1/2	1 1/2	8	48		
Web assistants	week	16.00	16.00	1 1/2	1 1/2	8	48		
Web helpers	week	10.00	10.00	1 1/2	1 1/2	8	48		
Magazine, foremen	week	22.00	22.00	1 1/2	1 1/2	8	48		
Magazine, assistants	week	19.00	19.00	1 1/2	1 1/2	8	48		
Magazine filler or Asst.	week	14.00	14.00	1 1/2	1 1/2	8	48		
Platen pressmen	week	14.00	14.00	1 1/2	1 1/2	8	48		
Feeders--									
Automatic	week	14.00	14.00	1 1/2	1 1/2	8	48		
Cylinder	week	14.00	14.00	1 1/2	1 1/2	8	48		
Female, feeders	week	19.00	19.00	1 1/2	1 1/2	8	48		
METAL WORKERS, SHEET--									
Council Bluffs--									
Council Bluffs	day	2.50	2.50	1 1/2	1 1/2	8	44	11	
Keokuk	hour	.25	.25						
Sioux City	hour	.50	.40	1 1/2	double	8	48		
STAGE EMPLOYES--									
Burlington--									
Carpenters	week	10.00	14.00	.25					
Propertyman	week	12.50	12.00	.25					
Electrician	show	1.50	.25						
Flymen	show	1.50	.25						
Asst. propertyman	show	.50	.25						
Grip	show	.75	.25						
Cleaners	show	.50	.25						
Lamp operators	show	1.00	.25						
Extra flymen	show	.50	.25						
Moving picture operators	week	16.00		.25					
Cedar Rapids--									
Carpenters	week	19.00	18.00			7			
Flymen	week	18.00	12.00			7			
Propertyman	week	19.00	12.00			7			
Extra men	hour	.35	.25			7			

TABLE NO. 25	Occupations and Municipalities	Rates of Wages					Hours of Labor		
		Units	Rates 1913	Rates 1917	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect
STAGE EMPLOYES--									
Council Bluffs--									
Council Bluffs	show	1.25	1.00	.25	.25				
Stage employes	hour	.25	.20	.25	.25				
Moving picture	hour	.25	.20	.25	.25				
Des Moines--									
Stage carpenters	week	22.00	22.00	.40	.40				
Propertyman	week	20.00	20.00	.40	.40				
Flymen	hour	.40	.40	.40	.40				
Grips	hour	.40	.40	.40	.40				
Moving picture	week	20.00	17.00	.50	.50				
Dubuque--									
Stage manager	week	20.00							
Stage manager	day	2.50							
Propertyman	week	12.00							
Propertyman	show	1.50							
Propertyman	hour	1.00							
Electrician	show	1.00							
Grips	show	.75							
Vandeville--									
Stage carpenter	week	20.00							
Propertyman	week	12.00							
Electrician	week	12.00							
Operator	week	12.00							
Moving picture operator	week	15.00							
Moscatine--									
Machine operators	week	16.50							
Propertyman	week	11.00							
Carpenters	week	11.00							
Grips	show	1.50							
Flymen	show	1.00							
Electrician	show	1.00							
Sioux City--									
Carpenters	week	21.00	21.00						
Propertyman	week	18.00	17.00						
Electrician	week	17.00	17.00						
Chief operator	week	22.40	22.40						
Assistant operator	week	14.00	12.00						36
Waterloo--									
Stage carpenter	week	20.00	24.00						
Propertyman	week	15.00	14.00						
Grip and flymen	show	1.00	.75	.25	.25				
Moving picture operator	week	21.00	21.00						
RAILWAY EMPLOYES--									
Street and Electric--									
Boone--									
Car barn men	hour	.25	.25					10	70
Car barn men	hour	.25	.25					10	70
Car barn men	hour	.20	.20					10	70
Des Moines--									
Barn men	hour	.22	.21	.11	.11			10	70
Barn men	hour	.22	.22	.11	.11			10	70
Shop repairmen	day	2.18	2.00	.14	.14			9	54
Shop repairmen	day	2.70	2.52	.18	.18			9	54
Olens and wipers	hour	.50	.47	.14	.14			8	56
Olens and wipers	hour	.50	.47	.14	.14			8	56
Women car workers	day	2.00	1.50					8	48
All others	hour	.25	.25						

*After 11 P. M., thirty-five cents per hour.
 †One cent per hour increase.

UNION SCALE OF WAGES, RAILWAY EMPLOYEES, STREET AND ELECTRIC,
DECEMBER 31, 1915.

TABLE NO. 25

Locality	Unit	Motormen and Conductors, Giving Rate in Cents Per Period of Service						
		1st 6 months	2nd 6 months	2nd year	3d year	4th year	5th year	6th year	Thereafter
Albia	hour	\$.17	\$.20	\$.20	\$.20	\$.20	\$.20	\$.20
Booth	hour	.20	.21	.24	.24	.24	.24	.24
Burlington	hour	.17	.18	.20	.21	.22	.23	.24
Cedar Rapids (1)	hour	.21	.22	.24	.25	.27	.27	.28
Qavenport (1)	hour	.22	.23	.24	.27	.29	.29	.30
Des Moines (2) (a)	hour	.23	.24	.28	.28	.28	.28	.28
Dubuque (3) (b)	hour	.17	.18	.24	.25	.25	.25	.25
Marshalltown	day	2.65	2.75	2.75	2.75	2.75	2.75	2.75
Muscatine	hour	.21	.23	.24	.24	.24	.24	.24
Oskaloosa	day	1.50	1.50	1.60	1.70	1.80	1.90	1.90
Ottumwa	hour	.22	.22	.22	.22	.22	.22	.22

(1) Over time seven cents per hour additional.

(2) Over time and snow plough work five cents per hour additional.

(a) Over time five cents per hour additional.

(b) New scales effective March 1, 1916, increase two cents per hour.

(c) New scale of July, 1916, provided for increase of three cents per hour for first six months and one cent per hour for second six months and each year including fifth.

Occupations and Municipalities	Units	Rates of Wages				Hours of Labor	
		Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hour)	Day	Week No. of mo. Saturday half holiday in effect
STEREOTYPERS & ELECTROTYPERS—							
Des Moines—							
Stereotypers	week	22.00	21.00	.70	pro rata	8	48
Stereotypers	day	2.67	2.50	.70	pro rata	8	48
Stereotypers	hour	.45	.44	.70	pro rata	8	48
Electrotypers—							
Moulders	week	24.00	24.00	1½	double	9	50 1½
Finishers	week	24.00	24.00	1½	double	9	50 1½
Helpers	week	18.00	18.00	1½	double	9	50 1½
Foremen	week	30.00	30.00	1½	double	9	50 1½
Sioux City—							
Stereotypers	week	20.00	20.00	1½		8	48
Foremen	week	22.00	22.00	1½		8	48
STOVE MOUNTERS—							
Marshalltown—							
Stove mounting	hour	.25	.25			9	55
Range riveting	hour	.25	.25			9	55
SWITCHMEN, RAILWAY—							
Qavenport—							
Day foremen	hour	.28	.28			10	70
Night foremen	hour	.40	.40			10	70
Day helper	hour	.25	.25			10	70
Night helper	hour	.27	.27			10	70

Occupations and Municipalities	Units	Rates of Wages			Hours of Labor		
		Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hour)	Day	Week No. of mo. Saturday half holiday in effect
SWITCHMEN—CON.							
Fl. Dodge—							
Day foremen	hour	.27	.27			10	70
Day helper	hour	.24	.24			10	70
Night foreman	hour	.29	.29			10	70
Night helper	hour	.26	.26			10	70
Muscatine	hour	.22	.23			10	70
Valley Junction—							
Day foremen	hour	.28	.28			10	70
Day helper	hour	.25	.25			10	70
Night foreman	hour	.40	.40			10	70
Night helper	hour	.27	.27			10	70
TAILORS—							
Fl. Madison—							
Sioux City—	hour	.25	.25	.30	.30	10	60
Tailors	week	18.00	18.00	1½		9	54
Tailors' helpers	week	12.00	12.00	1½		9	54
TEAMSTERS—							
Burlington—							
Coal wagon drivers	week	12.00	12.00		1½	10	50
Teamsters, city	day	4.05	4.05			9	54
Helpers	day	2.00	2.00			9	54
Des Moines—							
Drivers	day	2.50	2.25			9	54
Teamsters	day	4.50	4.50			9	54
		5.00	5.00				
Dubuque—							
Drivers	week	14.00	12.75			10	60
Teamsters	day	6.00	5.00			10	60
Newport—							
Drivers	week	15.00	15.00			10	60
Teamsters	hour	.50	.50			10	60
TRAINMEN, RAILWAY—							
Boone—							
Passenger brakemen	day	2.64	2.64	.55	.50	10	70
Passenger flagmen	day	2.64	2.64	.55	.50	10	70
Freight brakemen	day	2.28	2.28	.27	.27	10	70
Freight brakemen, local	day	2.21	2.21	.20	.20	10	60
Freight conductors	day	4.18	4.18	.41	.41	10	60
Freight conductors, local	day	4.55	4.55	.45	.45	10	60
Oswego—							
Brakemen	100 mi.	2.78					
Conductors	100 mi.	4.80					
Switchmen	hour	.43					
Passenger brakemen	month	74.90					
Cedar Rapids—							
Brakemen	100 mi.	2.78	2.78	pro rata	pro rata	10	
Conductor	100 mi.	4.18	4.18				
Brakemen	100 mi.	2.78	2.78				
		3.10	3.10				
Flagmen	month	73.00	73.00				
Engine foremen	hour	.40	.40				
Engine helpers	hour	.27	.27				
Passenger conductors	month	158.00	158.00				
Ovation—							
Brakemen	100 mi.	2.78	2.78				

*And up.

Occupations and Municipalities	Units	Rates of Wages				Hours of Labor			
		Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hours)	Day	Week	No. of mo. Saturday half holiday in effect	
TRAINMEN—Continued.									
Clinton—									
Night switchman	hour	.40	.40	pro rata	pro rata	10	70		
Day switchman	hour	.38	.38	pro rata	pro rata	10	70		
Night switchman helper	hour	.37	.37	pro rata	pro rata	10	70		
Day switchman helper	hour	.35	.35	pro rata	pro rata	10	70		
Freight conductors	100 mi.	4.18	4.18	pro rata	pro rata	11	70		
Freight brakemen	100 mi.	2.78	2.78	pro rata	pro rata	11	70		
Dubuque—									
Conductor, freight	100 mi.	4.18	4.18						
Conductor, passenger	month	105.00	105.00						
Conductor, way freight	100 mi.	4.52	4.52						
Brakemen, passenger	month	68.75	68.75						
Brakemen, way freight	100 mi.	3.14	3.14						
Estimote	hour	.42	.42				90		
Conductor	hour	.47	.47						
Ft. Madison—									
Brakemen, freight	100 mi.	3.78	3.78						
Brakemen, passenger	month	86.07	81.07						
Yardmen	day	3.85	3.85	.40		10	70		
Manly—									
Brakemen, passenger	month	81.07	81.07						
Brakemen, freight	100 mi.	2.78	2.78						
Brakemen, local	100 mi.	3.21	3.21						
Brakemen, work train	month	75.00	75.00						
Marion—									
Conductor, passenger	month	105.00	105.00						
Conductor, freight	100 mi.	4.18	4.18						
Brakemen, freight	100 mi.	2.78	2.78						
Brakemen, passenger	month	68.75	68.75						
Train baggagemen	month	70.00	70.00				77		
Yardmen	hour	.39	.39						
	hour	.40	.40						
Ottumwa—									
Brakemen	100 mi.	2.78	2.78						
Brakemen, way freight	day	3.14	3.14						
Brakemen, through freight	day	2.78	2.78						
Conductor, through freight	day	4.18	4.18						
Conductor, way freight	day	4.52	4.52						
Switchmen, day	day	3.50	3.50						
Switchmen, night	day	3.70	3.70						
Perry—									
Conductors	hour	.418	.418						
Brakemen	hour	.378	.378						
Sioux City—									
Brakemen	100 mi.	2.78	2.78						
Valley Junction—									
Brakemen	day	2.78	2.78						
	day	3.21	3.21						
Waterloo—									
Conductors	month	125.24	125.24						
	month	128.84	128.84						
Baggagemen	month	70.01	70.01						
	month	88.33	88.33						
Brakemen	month	70.50	70.50						
	month	82.40	82.40						
Yardmen	hour	.50	.50						
	hour	.60	.60						

¹¹Three thousand miles guaranteed per month.

¹²Twenty-six hundred miles guaranteed per month.

¹³Pro-rata over six thousand miles guaranteed per month.

Occupations and Municipalities	Units	Rates of Wages				Hours of Labor			
		Rates 1915	Rates 1913	Overtime (hour)	Sundays and holidays (hours)	Day	Week	No. of mo. Saturday half holiday in effect	
TYPINGRAPHICAL UNION—									
Burlington—									
Newspaper	week	20.00	18.00	.70	double	8	44	12	
Job	week	18.00	16.00			8	44	12	
Order Rapiers—									
Book, job, weekly newspapers									
Compositors	week	19.50	18.00	1½	1½	8	45		
Foremen	week	22.50	21.00	1½	1½	8	45		
Machine operators, day	week	20.50	19.00	1½	1½	8	45		
Machine operators, night	week	22.50	21.00	1½	1½	8	45		
Daily newspapers ¹⁴									
Machine operators, night	week	22.50	21.00	1½		8	45		
Machine operators, day	week	20.50	19.00	1½		8	45		
Ad compositors and floor men									
Morning newspaper	week	22.50	21.00	1½		8	45		
Evening newspaper	week	20.50	19.00	1½		8	45		
Foremen, night	week	24.00	23.00	1½		8	45		
Foremen, day	week	22.50	21.00	1½		8	45		
Davenport—									
Floormen, machine operators and leaders									
Day	week	21.00		1½	double	8	45		
Night	week	22.00		1½	double	8	45		
Book and job	week	21.00		1½	double	8	45		
Des Moines—									
Newspapers									
Day work	week	23.50	22.50	1½		8	45		
Night work	week	20.50	25.50	1½		8	45		
Dutypaper ¹⁵	week	21.00	20.00	1½	1½	8	45		
Newsprinters—									
Night work	day	3.85	3.80	1½	1½	8	45		
Night foremen	day	4.00	4.00	1½	1½	8	45		
Day work	day	3.50	3.50	1½	1½	8	45		
Day foremen	day	3.00	2.60	1½	1½	8	45		
Job men	day	3.35	3.35	1½	1½	8	45		
Job foremen	day	3.00	3.50	1½	1½	8	45		
Ft. Dodge—									
Printers and operators	week	20.00	18.00	1½	1½	8	45		
Foremen, linotype machines	week	20.00	20.00	1½	1½	8	45		
Ft. Madison—									
Floor men	week	16.00	14.00	1½	1½	8	45		
Machine operators	week	20.00	20.00	1½	1½	8	45		
Operators	week	18.00	16.00	1½	1½	8	45		
Marshfield—									
Ad and jobmen	week	17.00	14.00	1½	1½	8	45		
Operators, machine	week	18.00	16.00	1½	1½	8	45		
Mason City—									
Machine operators	week	22.00	18.00	1½	1½	8	45		
Hand compositors									
Muscatine—									
Machine operators	week	18.00	17.00	1½	double	8	45		
Compositors	week	17.00	16.00	1½	double	8	45		

¹⁴Fifty cents per week advance on scale, January 1st, 1916.

¹⁵Labor Day double time.

¹⁶Time and one-half for Sunday and holidays does not apply on seven day papers.

¹⁷Newspapers, advance of one dollar per week every March 1st, up to 1920.

¹⁸Job advance of one dollar per week every March 1st, up to 1919.

TABLE NO. 25

Occupations and Municipalities	Rates of Wages					Hours of Labor	
	Units	Rate 1915	Rate 1917	Overtime (hours)	Sundays and holidays (hours)	Day	Week No. of non-working days per holiday in effect
TYPOGRAPHICAL—Con.							
Ottumwa—							
Ad men	week	25.00	28.00	1½	1½	8	48
Machine operators	week	20.00	22.00	1½	1½	8	48
Waterloo—							
Job, ad, foremen, line-type operators—							
Day	week	20.00	18.00	1½	1½	8	48
Night	week	23.00	21.00	1½	1½	8	48
Formen—							
Day	week	27.00	18.00	1½	1½	8	48
Night	week	25.00	21.00	1½	1½	8	48
Machineist-operator—							
Day	week	23.00	21.00	1½	1½	8	48
Night	week	25.00	21.00	1½	1½	8	48

LABOR LEGISLATION URGED.

Below is given a concise summary from reports of locals of the legislation desired:

BAKERS—One local reporting desires an 8 hour work day and abolition of night work.

BARBERS—Of 13 locals reporting, 5 desire the examination and licensing of barbers; 4 locals a more definite Sunday closing law; 1 local a law prohibiting barber colleges; 1 local a shorter hour law; 1 local free text books; and 1 local state uniformity of text books.

BLACKSMITHS—Seven locals reporting. One local desires the taxing of railway cars upon the same basis as dwellings; 1 local, a law prohibiting judges from declaring laws unconstitutional; 1 local that corporations be taxed to cover personal injury cases; 1 local providing for the state fund plan of workmen's compensation; 1 local for increased rate and shorter waiting period in compensation law; 1 local, government ownership; 1 local, 8 hour day, and 1 local, state wide free text books.

BOILERMAKERS—One local desires law providing for cooling of boilers and locomotives before work is done on them, and 1 local wants free text books.

BRICKLAYERS—One local desires regulation of apprentices; two locals the re-enactment of the mulct law, and one local, a county option law.

BROOM MAKERS—One local desires an 8 hour work day.

CARMEN—Two locals desire law to compel railway companies to provide worksheds; 1 local wants an 8 hour day and 1 local a restriction of immigration.

CARPENTERS—Nine locals want a general 8 hour day law; 7 locals, a state building code and inspection; 3 locals ask for change in workmen's compensation law; 2 locals, better mechanics' lien laws; 2 locals, free text books; 2 locals, minimum wage law, and the following demands from 1 local each: better shop lighting, better blower systems, state fund compensation, weekly pay day, restriction of immigration, old age pension, unemployment pension, better regulation of building associations, and to abolish competition of convict with free labor.

CIGARMAKERS—One local desires re-enactment of mulct law; 1 local, a universal 8 hour law, and 1 local, a state fund compensation law.

CLERKS, POST OFFICE—One local desires that the government bond employees and 1 local a law requiring pay for study of work at home.

CONDUCTORS, RAILWAY—Seven locals desire law limiting the number of cars in train; 5 locals, a full crew law; 1 local to prohibit double headers; 1 local to prohibit pushing trains; 1 local, pilots for light engines; 1 local giving 8 hours continued rest.

ELECTRICAL WORKERS—Two locals want a code of standards; 4 locals, state inspection; 1 local, to amend workmen's compensation law; and 1 local, an 8 hour work day.

ENGINEERS, LOCOMOTIVE—One local desires an hour of service law; 1 local, a change from 16 hours to 14 hours, and 1 local from 16 hours to 12 hours work in any 24 hours; 1 local, an 8 hour work day; 1 local, a good loan shark law; 1 local, a government track and bridge inspection; 2 locals, an increase in freight and passenger rates.

ENGINEERS, HOISTING—One local wants law for examination and licensing of all stationary engineers.

FIREMEN AND ENGINEERS, LOCOMOTIVE—Seven locals want car limit law; 4 locals, an 8 hour work day; 1 local, restriction of immigration; 1 local, restriction in shipping convict made goods; 1 local, better loan shark law; 1 local, a full crew law; 1 local, compelling wash-rooms at terminals; 2 locals, lowering hours of present 16 hour law; 1 local, inspection of tracks and bridges; and 1 local, to compel cleaning of crossings by local authorities after dragging roads.

FIREMEN, STATIONARY—One local, an 8 hour law; 1 local, a Saturday half holiday law; and 1 local, providing better sanitation and ventilation of boiler rooms.

HOB CARRIERS AND BUILDING LABORERS—One local, to make property liable for compensation in personal injury cases; 1 local, providing city building inspection; 1 local, increased rates of compensation for injuries; and 1 local, a Saturday half-holiday.

HORSESHOERS—One local report desires an examination and license for horseshoers.

FEDERAL LABOR UNION, CITY FIREMEN—Desire a law providing for the double platoon system.

HOTEL AND RESTAURANT WORKERS—One local desires a ten hour work day and a six day week; 1 local wants local option; 1 local, the repeal of the prohibitory law.

LEATHER WORKERS—One local wants shorter hour law.

LETTER CARRIERS—Eight locals desire a law providing for pension upon retirement at a certain age and stipulated service, and 1 local desires state inspection of all electrical construction.

MACHINISTS—One local wants law to control price of necessities; 1 local, 8 hour day with six day week; 3 locals desire increased compensation in industrial accidents; 2 locals, old age pension laws; 3 locals, public ownership of public utilities; and 1 local each of the following laws: better sanitary laws for workshops; government manufacture and sale of intoxicating liquors, free text books; to abolish contract system in doing public work; to draw election officers as jurors are now drawn; to prevent double taxation where home is mortgaged.

METAL WORKERS, SHEET—One local desires better shop sanitation laws and 1 local an 8 hour work day.

MINERS, COAL—Eight locals desire changes both in rates, also state fund plan of workmen's compensation; 8 locals want shot firer's law; six locals, an old age pension law; 2 locals, a minimum wage law; 1 local, shorter hour law for women; 2 locals, to prohibit use of militia for strike duty; and 1 local each of the following: restriction of immigration; to weigh coal before screening; free text books, weekly pay, to prohibit importation of strike breakers and to elect state mine inspectors.

MUSICIANS—One local desires law to prohibit enlisted bands playing in competition with other musicians; and 1 local, asks for repeal of present blue laws.

MOLDERS—One local for each of the following: amend workmen's compensation law; to separate core room from casting room; requiring toilets to be in foundry building; and better ventilation for foundries.

PAINTERS AND DECORATORS—Two locals, to require removal of wall paper of houses when tenants are changed, also in cases of contagious disease; 2 locals, an 8 hour law for women; and 1 local for each of the following: arbitration; amend workmen's compensation law; woman suffrage; state building code and inspection of buildings; state loan law and repeal of prohibition.

PATTERN MAKERS—One local desires an eight hour law.

PLASTERERS—One local desires building code and inspection; two locals, to prohibit the importation of armed strike breakers and guards.

PLUMBERS—Five locals desire the examination and licensing of plumbers and steam fitters; all building work of state institutions to be done by contract; and 1 local, to give greater powers to factory inspectors.

POLISHERS, METAL—One local reporting desires a good "blower" law and an 8 hour work day. 1 local wants minimum wage law for women; 1 local, a maximum hour law for women, and 1 local, a law limiting hours of service to 44 per week.

PRESSMEN—One local wants a 44 hour week; 1 local, a minimum wage for women, and 1 local, a maximum hour law for women.

STAGE EMPLOYERS—Three locals desire law to examine and license of moving picture operators; 7 locals, stricter fire laws for theaters; 1 lo-

cal, limiting hours of service, 1 local, Sunday closing of amusement houses.

STEREOTYPERS AND ELECTROTYPERS—Two locals, state fund compensation plan; and 1 local, to fix a standard wage for women.

STONECUTTERS—To amend laws placing rough and sawed stone in one railway tariff classification and finished and carved stone in another, the latter carrying at least 40 per cent increased rates.

SWITCHMEN—Three locals desire an 8 hour day; 1 local, that railroads be compelled to pay for examination of employes and to prohibit an interchange of records of employes between railroad companies.

STREET RAILWAY EMPLOYEES—Four locals desire air brakes on all cars; 5 locals, two men on each car; 3 locals, the heating of vestibule of street cars; and one local, each, of the following: center aisles in all street cars, abolition of side running boards, adequate toilet facilities, 10 hour work day and a 9 hour work day.

TEAMSTERS—One local desires amending of workmen's compensation law; 1 local, a 9 hour day; 1 local, requiring adequate toilet facilities at bars, and one to abolish the contract system on public work.

TRAINMEN, RAILROAD—Twelve locals want a car limit law; 9 locals, an 8 hour day; 6 locals, a full crew law; 2 locals, a speed limit law; and 1 local each of the following: clearance law; penalizing double heading to increase tonnage; to prohibit exchanging of personal records of employes between companies; to enlarge standard of caboose platforms, to prohibit bad order cars behind caboose, to prohibit care takers on stock trains; to prohibit pushing of freight trains by engine behind caboose.

TYPOGRAPHICAL—Two locals desire law limiting hours of labor; 3 locals, better sanitary laws for workshops; and 1 local each of the following: union label on all state printing and on all text books; abolition of printing plants at Anamosa reformatory and Eldora industrial school; amendment of workmen's compensation law, better safety device law and a limitation of employment of women and children.

ARBITRATION AND CONCILIATION

By the terms of the arbitration and conciliation act, enacted by the Thirty-fifth General Assembly, this Bureau is required to include in its biennial report all decisions of duly authorized boards of arbitration. The only case arbitrated during the years 1914 and 1915, was that of the Fort Dodge Telephone Company vs. the Brotherhood of Electrical Workers, Local No. 636.

The facts of the controversy are set forth in the decision of the Board of Arbitration, therefore, only the several actions leading to the appointment of the members of the board, will be briefly reviewed.

After the discharge, and as claimed, unjustly, on January 28th, 1914, of eight men members of the Brotherhood of Electrical Workers, No. 636, by the Fort Dodge Telephone Company, the Trades and Labor Assembly of that city, and with which Local No. 636 of Electrical Workers was affiliated, lent its assistance looking towards bringing about an adjustment. Not succeeding in this, the Trades Assembly on February 6th, requested the Governor to use his auspices as per Chapter 292 of the Acts of the Thirty-fifth General Assembly. Explanations were made that the Trades and Labor Assembly under the law, could not originate petition for arbitration. Prior to this time, several representatives of the men discharged, had called on the Governor to explain the dispute, and the Governor had while on other business, stopped over in Fort Dodge, and while there brought about a conference between officials of the Telephone Company, the Mayor of the City, and the representatives of the workers, and when leaving believed that terms of agreement had been reached. Immediately following, however, there were charges of breach of faith between the contending parties and on or about February 21st, 1914, the Governor received the following petition signed by 126 citizens of Fort Dodge:

To Hon. Geo. W. Clarke, Governor of the State of Iowa.

Pursuant to the provisions of Chapter 292, Board of Arbitration for settlement of disputes between employers and employees, enacted by the Thirty-fifth General Assembly, the undersigned citizens of Fort Dodge, Iowa, all of whom are over twenty-one years of age, herewith petition you to appoint a Board of Arbitration for the settlement of the dispute

now existing between the Fort Dodge Telephone Company and Local Union No. 636 of District Council 6-2 which is a part of the International Brotherhood of Electrical Workers. Said dispute, if not settled, will involve twenty or more employes, and is now hurting the commercial interests of the City of Fort Dodge, as well as the interest of all other citizens and employes of said Company. The parties thereto are unable to come to any satisfactory settlement or agreement and if permitted to continue without adjustment will seriously interfere with the telephone communication of the city, and consequent due and ordinary course of business and will jeopardize the welfare of the community and because of the urgency of the case may seriously effect the public peace. For the welfare of this community in general, we urge you as Governor of the State of Iowa, to act at once under the provisions of Chapter 292, Board of Arbitration.

On February 25th, 1914, the Governor addressed Local Union No. 636 of the International Brotherhood of Electrical Workers and the Fort Dodge Telephone Company to the effect that a petition to appoint a Board of Arbitration had been received, that in his opinion, he was "satisfied from statements made in said petition that the dispute referred to comes within the provisions of the law," and that he therefore requested each of the parties to the controversy to submit a list of five disinterested persons from whom he could select a suitable person to act for each of them.

The Electrical Workers submitted such list from which J. B. Dempster, City Electrician of Des Moines, was selected.

The Telephone Company replied as follows on date of February 26, 1914:

Dear Sir: Replying to your communication of February 25th, 1914, in which you request the Fort Dodge Telephone Company to submit to you the names of five persons from whom you will select one to represent us on the proposed Board of Arbitration and Conciliation, we have to say:

That we respectfully deny the right or authority of the Governor of Iowa to proceed under the provisions of Chapter 292 of the Acts of the 35th General Assembly, and further deny jurisdiction of the said proposed Board of Arbitration to proceed thereunder to make any findings in accordance with the terms thereof.

Section 1 of said Chapter provides that when any dispute arises between any corporation and its employees, or association of employees, which is likely to cause a strike or lockout, involving ten or more wage earners, and which dispute does or is likely to interfere with the due and ordinary course of business, or which menaces the public peace, or which jeopardizes the welfare of the community, etc.

Unless the subject matter falls within the provisions and requirements of said section 1, it is our understanding that no Board of Arbitration has any jurisdiction under the provisions of this law, nor in fact has the Governor of Iowa any authority or right to appoint such Board of Arbitration

until such time as he is satisfied that the jurisdictional elements exist. It is our contention that none of the essential jurisdictional elements exist at this time in Fort Dodge in so far as the Fort Dodge Telephone Company is concerned.

There is no dispute existing between our Company and our employees, nor any association of our employees. None of our employees belong to any association of employees. None of our employees have ever belonged to Local Union 636 of District Council 6-2 of the International Brotherhood of Electrical Workers. There is no strike or lockout existing in our plant. There is no threatened strike or lockout. There is no strike or lockout which may be caused by the local workers, or any other association, which will or can affect any of our employees. There is no dispute between our Company, which will interfere with the due and ordinary course of business, nor which will menace the public peace, nor which will jeopardize the welfare of the community, in which our Company can or should be held in any way responsible.

We must therefore respectfully decline to recognize any authority on the part of the Governor of Iowa to proceed under said Chapter, and deny the jurisdiction of the said proposed Board of Arbitration in the premises, and decline to be bound by any award which may be made thereby. Very respectfully,

THE FORT DODGE TELEPHONE COMPANY.

To His Excellency, Geo. W. Clarke, Governor.

The Governor therefore appointed Hon. B. P. Birdsall of Clarion for the Company.

Observing the provisions of the arbitration act on March 13, 1914, the Governor appointed the Hon. Z. A. Church of Jefferson to act as the third arbitrator.

The result of their finding is contained in appended decision. It should be further noted that so far as known the provisions of the decision of the Board of Arbitration were not recognized by the Fort Dodge Telephone Company.

DECISION OF BOARD OF ARBITRATORS.

Now to-wit, on this 18th day of March, A. D. 1914, at the place of meeting of the Board of Arbitration in the case of the Fort Dodge Telephone Company and Local Union No. 636 of District Council No. 6 of the Second District of the International Brotherhood of Electrical Workers at the place of meeting and trial to-wit, the Knights of Columbus Hall in the City of Fort Dodge, the said case and dispute having been fully submitted, it is found by the undersigned Board of Arbitration and Conciliation acted upon and tried said disputes as follows:

After full consideration of the evidence submitted in said matter, the Board finds as follows:

1. That on the 28th day of January, 1914, the following named men all of whom had been for some time engaged in the employ of the Fort Dodge Telephone Company, and all of whom were competent men in their line of work, were discharged by the superintendent of the company, Mr. Griffith (See list Exhibit 1 hereto attached), that the cause assigned for their dismissal was that they had joined the organization of union labor, and that they had been disloyal to the interests of the Company.

We find that prior to this time, the committee representing local union No. 636, in the interests of the employes above named, had presented a scale of wages to the manager of the Telephone Company, Mr. Plalster, which proposed scale of wages shows an increase over the wages which these men had been receiving of 55 cents per day on line men and 50 cents per day on cable men, and we find that said proposed scale of wages was fair and just and in accordance with the prevailing scale of wages for such labor paid by the Bell Telephone Company and other telephone lines within the state of Iowa. We find that the proposition or proposed agreement was not rejected by reason of the advanced scale of wages, but because it was presented as a union labor agreement.

We are of the opinion and find that there was no just cause or excuse for the discharge of the named employes and that the charge of disloyalty against them was unfounded in fact.

2. We find that after the discharge of said employes, reasonable efforts were made upon their part through a committee of the Trades Assembly of Fort Dodge, Iowa, to secure a harmonious adjustment of the difficulty. We also find that this was appealed to for a quiet, peaceable and amicable settlement on the part of the said employes and the Trades Union with a view to avoid public disturbance and trouble.

Pending this negotiation a proposition of settlement was submitted by the Fort Dodge Telephone Company through its Board of Directors, but as it guaranteed only re-employment of two of the discharged men and ignored the committee acting for the Trades Assembly, so far as union labor was concerned and only guaranteed the re-instatement of such men as might be employed upon the old terms of their employment, the proposition was rejected.

We further find that there was a dispute between the Fort Dodge Telephone Company and Local Union No. 636 of District Council 6 of the Second District of the International Brotherhood of Electrical Workers acting for the employes named above. That said dispute was likely to cause a strike or lockout which would involve ten or more wage earners, and that the said dispute was likely to interfere with the due and ordinary course of business, which might molest the public peace, and which might jeopardize the welfare of the community, and that the proper application has been made to the Governor in accordance with Chapter 292 of the Acts of the 35th General Assembly of Iowa for the selection and appointment of a Board of Arbitration.

It is further found that the scale of wages and the compensation paid by the employers of aforesaid, was less than the average reasonable scale and the compensation of employes in like positions in telephone companies in the state of Iowa.

We recommend in this case that employes be engaged regardless and irrespective of their affiliation or not with trades organizations, and that there should be no discrimination against any employes by reason of such membership or not.

We recommend the re-instatement of the men discharged to the pay roll of the company, and in the event that less number than eight can be consistently employed, taking into consideration the labor necessary to be done, then in that event, the said company to use in such labor such men alternately as the names may be furnished to the company by the men in question.

We further recommend that said company revise the scale and schedule of their pay roll of the employes of the company, making said pay roll to conform approximately to such reasonable scale and pay roll shows to exist in other companies of like character in the state of Iowa.

We further recommend that in the future that pride in personal opinion be done away with, and that in case of disputes between companies and employes out of which trouble may grow, that a committee be appointed by the Board of Directors, not more than three in number, and a committee from the local Union No. 636 be appointed, so that matters of dispute may be amicably adjusted. And in the event that such committees are not appointed, or if appointed, would not or did not meet and adjust said disputes or differences, that they take the other course of reference to the Governor under Chapter 292 of the acts of the 35th General Assembly of the state of Iowa.

Z. A. CHURCH, Chairman.

J. B. DEMPSTER, Sec'y.

B. P. BIRDSALL.

THE STATE FREE EMPLOYMENT BUREAU

The Thirty-sixth General Assembly of Iowa provided for the State Free Employment Bureau to be operated in connection with the Bureau of Labor Statistics. This law became effective July 4, 1915. The Bureau was created to assist in the distribution of labor and to help solve the problem of unemployment.

The tables appended show the work of the Bureau for the year July 4, 1915, to July 1, 1916. The first table shows the number of applications received from employers and number of persons asked for; number of persons applying for work and renewals, number referred to positions, number of positions filled and per cent of applicants for work placed in employment.

The second table shows number of males making application for employment, renewals, and particular kind of employment applied for; number of positions offered by employers, class of labor and number of positions filled in each particular line.

The third table shows number of females making application for employment, renewals, and particular kind of employment applied for; number of positions offered by employers, class of labor and number of positions filled in each particular line.

As is generally the case with all new Free Employment Bureaus in states with large agricultural interests, during the first and second year of service, the greatest number of applications from employers were for farm help and common laborers, and a majority of those who made application for employment were of this type of labor. While 595 persons made application for work on farms and 318 positions in that line of work were offered, only 112 positions were actually filled. This was due to the fact that persons who applied for employment on farms filed applications early in the year and employers did not file applications for help until after the farm season had started. When applicants for work were referred to these positions, it was found that a great number of them had already found employment, some had moved away without leaving change of address, and others had found employment in other lines of work. Had farmers filed applications a little earlier, as urged by the Bureau, they could have secured a greater choice of men and with less trouble.

There were 301 persons who made application for common labor and 379 positions were offered by employers. Of this number, 224 were actually filled. The percentage of placement in common labor was higher than that of farm labor. This is due to the fact that nearly all who made application for that class of labor were callers at the office and it was possible to direct them to positions at once and there was no delay caused by correspondence as was the case with nearly all the positions offered on farms.

Of the 75 applications for female help, 17 were for housekeepers and 32 for women for house work. While 31 persons made application for that class of work, the Bureau was able to fill but ten of the positions offered. A number of those making application for work were widows with one or more children and these were not acceptable to those who made application for help. In a number of cases the wage offered was too small to warrant the traveling of any great distance.

In other lines of labor, applications for employment were generally filed when work in the different lines of labor was slack, and applications from employers were received when work in their line was plentiful and men were scarce, so it was impossible to connect up the two with any degree of success.

As Iowa is a large agricultural state and the shortage of farm hands has always been a problem with the farmer, the Bureau made a special effort to enlist the co-operation of the farmer who might be in need of help. With this idea in mind, the Bureau sent a personal letter to every Senator and Representative in the state asking them to send the addresses of representative farmers of their district, men who would know the needs of their community. Through the courtesy of these legislators, a list of 1600 names and addresses of prominent farmers was obtained. Letters were then sent to each of the 1600 to whom the services of the Bureau were offered to secure help when needed and his co-operation in extending the services of the Bureau was asked. Five blank applications were enclosed in each letter with the request that he hand these to any of his neighbors who might be in need of help during the season. While the response to these letters was not as hearty as hoped for, it helped to make the Bureau better known throughout the state and showed the farmers that its services were at their disposal in case they cared to use them. It is conceded that the Bureau can greatly relieve the problem of farm help if the farmer will but cooperate with the department when in need of help. If the help

desired cannot be secured in Iowa, they can be drawn from surrounding states through the aid of other state employment bureaus. Many a good farm hand has been forced to work at common labor in the city because he had no means of knowing that somewhere in the state there was a good farm position open and in the meantime kept the farmer anxiously looking for some one to fill it.

During the year the Bureau sent out 14,757 pieces of mail and 2,205 pieces of mail were received. As the outgoing mail will indicate, the great part of the work during the year was to try and induce the public to make use of the services of the department. Thirteen bulletins were sent out during the year, a copy of each going to every county auditor and every city clerk in cities of 500 or more population. The law requires that these bulletins be posted in a conspicuous place by these officials. The bulletin was also mailed to a number of general stores of the smaller towns with the request to post, this because of the knowledge that these places are common points of congregation in the trading of the community. Attention being called to the interests of the banks of the smaller cities and towns in having the farms of the community well supplied with labor, a considerable list of such banks was added to the mailing list for bulletins with good results. Co-operation of crop secretaries and of several chambers of commerce was secured to the advantage of the Bureau and it is hoped of some advantage to their locality. The Bureau took advantage of every opportunity to use the columns of the press and a number of press items were sent out at different times. In this connection, the Bureau wishes to thank the press throughout the state for the assistance rendered. A great many letters were sent to manufacturers calling attention to the service the Bureau offers and urging them to file application when in need of help. As a result of this advertising, applications were received from twenty-two different states, Canada, and one from the British West Indies, all of them seeking employment on Iowa farms.

A great many persons of whom no record can be obtained secure work through the aid of this department. For instance, a man is given a card of introduction to an employer who is seeking a number of workers. He will advise other members of his family, his friends and any one he may meet that work is to be had at a certain place and persons so advised will go direct to the job without a card of introduction from the Bureau, knowing that work is to be had and that there is a fair chance of securing employment. In

this way a service is rendered for which no credit is given in the records.

The Bureau is somewhat handicapped at this time by the location of the office, being situated east of the capitol on a street that is but little traveled and quite a distance from the central part of the city. A more central location would, no doubt, be of great assistance in the work as it would be more easily accessible to both employers looking for help and to persons looking for employment.

The success of the Bureau can be measured only by the work that is made of its services by the citizens of the state. An honest effort is always made to fill all applications for help and to place in positions all who make applications for employment. The spirit of cooperation on the part of the public is growing as services are rendered. Many of the employers and employes who have once been served return for either another man or another job as the case may be. These are telling their friends where they can be served by an employment agency operated solely because of the state having an interest in their welfare.

The record of the Bureau as to business done is as follows:

Applications from employers.....	454
Persons asked for by employers.....	931
Persons applying for work, registrations.....	1,535
Persons applying for work, renewals.....	104
Persons referred to positions.....	650
Positions filled.....	402
Per cent of applicants placed.....	24.52

TABLE NO. 22—EMPLOYMENT BUREAU.

Number of Male Applicants for employment, renewals, kind of Job wanted, also number and kind of position offered, and number and kind of jobs filled.

Occupations	Applications for employment	Renewals	Applications for help	Positions filled
Auto repairmen.....	12	1		
Bakers.....	3	1		
Blacksmiths.....	3			
Bookkeepers.....	19	1	1	
Brakemen.....	1		4	
Bricklayers.....	1		1	
Bridge builder.....	1			
Butter makers.....	3			
Butchers.....	3	1		

Occupations	Applications for employment	Renewals	Applications for help	Positions filled
Cabinet makers.....	1		12	
Candy makers.....	1		1	
Car repairmen.....	12			
Carpenters.....	1		3	
Carrage repairers.....	1			
Cartoonist.....	1			
Chemist.....	1			
Chemist workers.....	1			
Chicory.....	19	1		
Civil engineers.....	1		10	1
Clocks, grocery.....	1		1	
Clocks, shipping.....	1	2		
Clerks, miscellaneous.....	4			
Collectors.....	29	2	2	
Cooks.....	1			
Commission men.....	1		1	
Contractors.....	1			
Distillers.....	1			
Drill pressmen.....	6		3	6
Driftmen.....	4		3	
Drug clerk.....	9	1	1	
Electricians.....	5		1	
Electrotyping.....	1			
Elevator men.....	1			
Engineers.....	1			
Factory hands.....	27	2		
Farm managers and foremen.....	10			
Farm hands.....	39		1	
Firmen.....	395	29	218	112
Foundry hands.....	12		10	1
Furnace tenders.....	1			
Gasmen.....	3			
Handymen.....	3		2	2
Harness makers.....	1			
Hotel work.....	11		1	
Iron moulders.....	1			
Janitors.....	1			
King burers.....	11	7	3	
Kitchen work.....	1		2	
Laborers.....	1		1	
Laborers, nursery.....	301	22	279	224
Laundrymen.....	15		21	25
Limeburners.....	1			
Machinists.....	4			
Machinists helpers.....	4	1	3	3
Manager.....	1		1	
Marble workery.....	1			
Mechanical engineers.....	1		1	
Millwrights.....	1			
Mortar mixers.....	1			
Motion picture operators.....	1		2	2
Motormen.....	1			
Musicians.....	1			
Multigrapher.....	1			
Newspaper editors.....	1			
Nurses.....	1			
Office work.....	24	1		
Overall maker.....	1			
Painters.....	1		2	1
Pattern makers.....	14	3	2	1
Printers.....	1			
Printers.....	10	1		
Printing pressmen.....	1		2	
Railroad men.....	5	1	1	
Restaurant work.....	4	1		
Salesmen.....	2			
Saw filer.....	13			
Shoemaker.....	1		1	
Shoe metal worker.....	1		1	
Shoe repairer.....	1			

Occupation	Applications for employment	Renewals	Applications both up	Positions filled
Soliflcers	1		1	
Steel coremakers				
Stenographers	6	1		
Teachers	13		1	1
Teamsters	1			
Telegraphers	1			
Tinsmiths	1			
Toolmakers			4	
Walters	4			
Watchmen	14	3		
Watchmaker	1			
Welding	1			
Wholesale business	11	2		
Window trimmers	2			
Woodworkers	19	2	29	1
Total	1,142	96	846	57

TABLE NO. 23—EMPLOYMENT BUREAU.

Number of female applicants for employment, renewals, kind of positions offered, and number and kind of jobs filled.

Occupations	Applications for employment	Renewals	Applications for help	Positions filled
Bookkeepers	6	1		
Cashiers	11			
Canvassers	4		1	1
Clerks	4		5	1
Cook	1			
Day workers	1			
Dictaphone typists	1		2	2
Governess	11			
Housekeepers	1	1	16	4
Housework	9	1	23	4
Hotel help	4		1	
Janitress	1			
Laundress	1			
Maid	1		1	
Miscellaneous	2			
Nurses	2			
Office work	13	1	1	
Printers	2			
Proof reader	1			
Restaurant work	4			
Seamstress	2			
Stenographers	17	2	2	1
Teachers	7		1	
Telephone operators	4			
Total	123	8	70	15

PRIVATE EMPLOYMENT BUREAUS

FEE OFFICES.

The class of applicants using the employment offices that charge a fee are mostly unskilled workers, only a few skilled mechanics take this means of securing employment. There are, however, several offices that receive applications from and furnish employment to skilled clerical help. In the latter class, a filing fee is usually charged together with from 5 per cent to 24 per cent of first month's salary if position is secured.

In the investigation of all employment offices that charge a fee, a deplorable lack of method in keeping records or a failure to keep any dependable records is evident, which renders the work of investigation difficult and unsatisfactory. The intent of the legislature in seeking to protect persons needing and seeking employment against imposition fails in great measure through the lack of systematic and uniform methods of keeping records in the various employment offices of the state. Inspectors cannot now get at the true condition or methods practiced in these places as they have to depend on the work of the persons in charge in a majority of cases. Two exceptions to the above rule are worthy of mention: Two agencies that receive application from and furnish positions to teachers are to be credited with maintaining complete and systematic records of all business done.

Tables No. 24 and No. 25 give available data covering years 1914 and 1915, including number of applications, positions secured, fees paid, fees returned, when returned, conditions of contract and whether office is licensed by city or not.

NON-FEE OFFICES.

Tables No. 26 and 27 pertain to non-fee employment agencies and give data as to number of applications received during 1914 and 1915, number furnished employment, type of institution and whether licensed or not. These places are visited by inspectors in addition to investigation of fee offices, in an endeavor to ascertain extent of work done toward furnishing employment by the societies and business institutions engaged in "welfare" work.

TABLE NO. 24--PRIVATE EMPLOYMENT BUREAUS.

Number of employment offices charging fee, number securing employment, with rate of fee and conditions, 1914.

Office Number	Number of applications	Number secured employment	Original Fee Charged	Number of fees returned	Contract time for return of fees	Agreement Includes Per Cent of Earnings			Bureau licensed
						Conditions	Period	Rate	
1	1,027	306	\$1.00			Salary	first year	5%	Yes
2	682	300	2.00	20	2 months	Salary	first year	5%	Yes
3	no record	2,050	1.00 to \$5.00	18	3 days	Salary	first month	5%	Yes
4	no record	2,900	1.00	50	1 day	Wages over \$50 per month	first month	5%	Yes
5	619	567	1.00	47	3 days				Yes
6	796	628	.25 for three months						Yes
7	500	100	1.00		30 days	Wages \$50 or more per month	first month	10%	Yes
8	3,000	800	1.00 to 10% first month		30 days				No
9	no record	488	.50		3 days				No
10	500	300	1.00		1-30 days				Yes
11	79	70	1.00	1	1-30 days				No
12	502	450	.50 to 50%	67	1-30 days	Salary	first month	20%	Yes
13	400	350	1.00 and up		1 day				No
14	770	674	2.00 to \$8.00 per year						Yes
15	901	280	1.00	1	30 days	Salary	first month	5%	Yes
16	200	15	1.00 to \$2.00						No
17	855	695	1.00						No
18	no record	59	1.00						No
19	66	30	1.00 ¹						No
20	1,225	1,092	1.00	233	demand				No
21	10,000	5,300	1.00 and \$2.00 and \$5.00	460	demand	Wages, for farm labor only	first month	5%	Yes
22	2,300	300	2.00	30	1 month	Salary	first month	25%	Yes
23	2,867	1,000	1.00 to \$5.00	226	demand				Yes
24	3,000	100	.50 to \$1.00						No
25	225	115	1.00 to \$2.00	3	demand				No
26	500	75	1.00						No
27	50	20	.25 to \$1.00						No
	21,225	13,500		1,101					

¹Fee paid by employer.²Fee paid when position is secured.

TABLE NO. 25--PRIVATE EMPLOYMENT BUREAUS.

Number of employment offices charging fee, number securing employment, with rate of fee and conditions, 1915.

Office Number	Number of applications	Number secured employment	Original Fee Charged	Number of fees returned	Contract time for return of fees	Agreement Includes Per Cent of Earnings			Bureau licensed
						Conditions	Period	Rate	
1	1,678	374	\$1.00	409	30 days	Salary	first year	5%	Yes
2	680	300	2.00	30	30 days	Salary	first year	5%	Yes
3	4,500	2,300	1.00 to \$2.00	96	3 days				Yes
4	no record	1,300	1.00	175	1 day	Wages	first month	5%	Yes
5	780	660	1.00	76	3 days				Yes
6	1,151	684	.25 for three months						Yes
7	no record	20	1.00						Yes
8	no record	125	1.00						Yes
9	462	462	.50			Salary over \$75 per month	first month	10%	Yes
10	600	300	1.00 to \$7.00	30	2 days			25%	No
11	61	61	1.00		2 4 days				No
12	800	520	.50 to \$1.50	1	30 days				No
13	178	22	1.00	0	30 days				Yes
14	67	67	5.00 to \$8.00 per year	2	30 days				Yes
15	no record	no record	1.00			Salary \$50, 5%; \$75, 10%; \$100, 20%; over \$100, 20%	first month		No
16	280	362	1.00						Yes
17	618	627	1.00						No
18	1,609	1,440	1.00 to \$5.00	155	3 days				Yes
19	175	100	2.00	15	demand				Yes
20	224	97	.25 to \$1.00	20	demand	Salary	first month	5%	Yes
21	2,306	2,204	1.00 to \$5.00	35	demand				Yes
22	1,050	320	1.00	20	demand				Yes
23	1,052	327	1.00	100	2 days				Yes
24	300	180	2.00 to \$3.00	3	2 days	Salary	first month	5%	Yes
	19,995	13,829		1,179					Pending

¹Fee paid by employer.

TABLE NO. 26—NON-FEE OFFICES.

Non-fee employment offices investigated, number of applicants and number supplied employment, 1914.

Office Number	Number of Applicants	Number Employment Furnished	Nature of Society	Licensed
A-1	310	200	Y. W. C. A.	No
A-2	358	225	Y. W. C. A.	No
A-3	200	175	Y. W. C. A.	No
A-4	150	15	Y. W. C. A.	No
A-5	88	35	Y. W. C. A.	No
A-6	44	9	Y. W. C. A.	No
A-7	103	27	Y. W. C. A.	No
A-8	300	200	Y. M. C. A.	No
A-9	90	50	Y. M. C. A.	No
A-10	240	120	Y. M. C. A.	No
A-11	75	32	Y. M. C. A.	No
A-12	450	425	Mission	No
A-13	700	211	Business college	No
A-14	225	206	Public welfare	Yes
A-15	00	30	Commercial club	No
A-16	2,547	1,422	Ladies' relief	No
A-17	254	225	Business college	No
A-18	125	55	Typewriter company	No
A-19	25	12	Typewriter company	No
A-20	60	19	Typewriter company	No
A-21	1,407	941	Mission	No
A-22	120	187	Typewriter Company	No
A-23	240	211	Typewriter Company	No
A-24	573	559	Typewriter Company	No
A-25	00	40	Y. W. C. A.	No
A-26	150	100	Y. W. C. A.	No
A-27	240	195	Y. W. C. A.	No
A-28	350	75	Y. M. C. A.	No
A-29	000	560	Y. M. C. A.	No
A-30	no record	no record	Y. M. C. A.	No
A-31	150	25	Y. M. C. A.	No
A-32	700	250	Y. M. C. A.	No
A-33	100	250	City bureau	No
A-34	180	142	Typewriter company	No
A-35	280	251	Typewriter company	No
	12,022	7,714		

TABLE NO. 27—NON-FEE OFFICES.

Non-fee employment offices investigated, number of applicants and number supplied employment, 1915.

Office Number	Number of Applicants	Furnished Number Employment	Nature of Society	Licensed
A-1	401	223	Y. W. C. A.	No
A-2	280	250	Y. W. C. A.	No
A-3	275	200	Y. M. C. A.	No
A-4	130	10	Y. W. C. A.	No
A-5	90	92	Y. W. C. A.	No
A-6	300	200	Y. W. C. A.	No
A-7	50	21	Y. W. C. A.	No
A-8	50	150	Y. M. C. A.	No
A-9	60	13	Y. M. C. A.	No
A-10	107	42	Y. M. C. A.	No
A-11	220	132	Y. M. C. A.	No
A-12	000	022	Mission	No
A-13	300	97	Business college	No
A-14	1,500	1,000	Public welfare	No
A-15	30	10	Commercial club	No
A-16	2,320	2,142	Ladies' relief	No
A-17	250	250	Business college	No
A-18	65	59	Typewriter company	No
A-19	40	10	Typewriter company	No
A-20	00	25	Typewriter company	No
A-21	2,000	1,902	Mission	No
A-22	200	20	Typewriter company	No
A-23	100	75	Typewriter company	No
A-24	1,140	1,080	Typewriter company	No
A-25	000	115	Y. M. C. A.	No
A-26	no record	00	Social service	No
A-27	80	45	Y. M. C. A.	No
A-28	175	82	United charities	No
A-29	40	23	Y. W. C. A.	No
A-30	80	25	Y. M. C. A.	No
A-31	174	174	Y. W. C. A.	No
A-32	100	27	Y. M. C. A.	No
A-33	175	60	Y. M. C. A.	No
A-34	175	115	Y. M. C. A.	No
A-35	300	300	Commercial club	No
A-36	84	04	Interpreter	No
A-37	154	44	Y. W. C. A.	No
A-38	706	337	State university	No
	15,802	9,802		

WOMEN AS WAGE-EARNERS

SPECIAL INVESTIGATION IN LAUNDRIES AND TELEPHONE EXCHANGES

Under the provisions of Section 2477 of the Code as amended by the Thirty-Fifth General Assembly, the woman factory inspector during 1915, made a special investigation of the working conditions of women working in laundries and telephone exchanges of all cities above 6,000 population. In addition the investigation was extended to two selected cities with a population between 5,000 and 6,000; two cities in the 4,000 class; three cities in the 3,000 class; three cities in the 2,000 class and two towns in the 1,000 class. In four of these selected cities no laundries were found. These selections were made with a view of indicating the general working conditions of women in the two selected industries in all of the cities of their class in the state. Laundries and telephone exchanges were selected for the investigation because of their importance in the employment of women and also because of the dissimilarity of the nature of work performed, laundry work requiring physical strength and almost constant standing while telephone operating is a severely nervous strain occupation and the operator who is greatly in the majority of women employed, is required to sit constantly.

The information contained in the general tables was in each case secured from the individual worker and covers occupation, nationality or descent, conjugal condition, age, school experience, length of experience in occupation, whether living at home or adrift, average wages, contributions to family if living at home, average weekly expenditure for food, shelter, etc., if living adrift and average hours worked per day or week. In addition, reasons for working, size of families, physical effects of work, and general matters indicating conditions were inquired into.

NATURE AND CHARACTER OF WORK—LAUNDRIES.

According to inspection returns approximately 70 per cent of the employes working in the laundries of Iowa are women. It is highly important to know the nature of work performed by these as well as the conditions of service.

The first operation of the women in laundry employment is listing of all articles in each bundle brought in. The bundle then goes to the marker who marks each piece with the name of the owner. When large quantities of hotel and hospital flat work is taken, the lot is usually kept together and only one piece of the lot is marked. The bundle then passes to the sorter who sorts the clothes into piles for washing, according to kind, color and quality. These three operations are performed by women while standing. The work is of necessity very exacting as upon the accuracy of the lister, marker and sorter largely depends the extent of loss of articles or destruction of texture and color.

In these operations the workers are required to handle clothes with all degrees and kinds of dirt accumulations making the work disagreeable as well as exacting. Laundries generally, however, are careful in collecting clothes by avoiding places where contagious or infectious diseases are known to exist but where bundles are collected from agencies positive care cannot always be exercised. Comparatively no fear of contagion either by action or expression was manifested on the part of the employes. A report of laundry work made by the Federal Government during 1911 says:

"It is a common belief that the sorting and marking of clothes is a dangerous occupation through possible contraction of diseases. While it is not an impossibility, no person was found doing this work who had ever known of such a case. Some of the women workers had handled clothes in this manner for twenty years."

This statement can be said as fairly representative of Iowa conditions in the matter of disease contraction. Strict quarantine regulations are a safeguard, so is careful supervision of drivers. Markers, listers and sorters should not handle soiled clothing with fingers that have abrasions. Care should be exercised in not rubbing eyes with hands after handling soiled clothing. Hands should always be carefully washed before eating. All dangers could be eliminated by sterilizing bundles with steam heat before handling. In some laundries suspicious bundles are so treated, while in others no sterilizing precautions are taken. In some laundries it was found customary to return exceptionally filthy or suspicious bundles without opening. In others again, no precaution was exercised. All dangers of contagion or infection disappear when the clothing leaves the sorter for the washer. This because of the careful treatment of the wash and rinse waters by

chemicals for the purpose of, 1. Softening water; 2. Loosening dirt; 3. Whitening and bleaching clothes; 4. The removal of all traces of chemicals. The heating of water as used in large quantities also helps in sterilization.

In the laundries of Iowa investigated, practically all washing is done by machine with men as operators. Out of 1,296 women interviewed, only nine were employed exclusively as hand washers. A small number put in a part of their time at this work. Hand washing is done only in cases of fine or fancy clothing, in special orders, and flannels in a few laundries. This work is very hard. Ordinarily the humidity of the room is high and oftentimes the drainage poor, causing damp and wet clothing and feet.

After the clothes leave the washing process, they are placed in the extractor, one of the most dangerous machines in the laundry and which takes the place of the old wringing device. It consists of a perforated copper basket revolving at speeds up to 2,000 revolutions per minute inside of a metal tub on steel stand. The high speed presses the clothes tightly against the sides of the basket and forces the water through perforations by centrifugal force. During the investigation no woman was found operating an extractor. The clothes taken from the extractor are packed in hard and tangled masses which must be untangled and straightened out. This process is called "tumbling" or "shaking" and is done by women. This operation requires constant standing except when shaking out small pieces. The pieces are picked out one at a time, snapped or shaken violently which requires a peculiar swaying motion of the body in a somewhat stooped position and a constant use of the muscles of the arms, back and chest. The work is usually done by the younger girls or older women who have had very little laundry experience. Flat work consisting of bed and table linen, towels, handkerchiefs and small articles go direct from the "shaker" to the mangle, a huge machine with hollow iron rollers heated by steam or electricity, mostly with steam. The rollers through which pass the clothes are wrapped with felt material. The feeding of these machines is done by women who, mostly stand in the performance of their work, except in feeding the larger pieces a high stool can be used. This work does not require any great skill and consists of laying the pieces straight upon the feeding apron and keeping them straight and even in their progress through the mangle. It is generally claimed that the extractor removes 75 per cent of the water from the

clothes while the heat from the mangle removes the balance causing considerable steam which with the necessary heat arising from the heated mangle, causes a high humidity. Modernized laundries carry this steam off by fan and ventilating system but a number of laundries were found inadequately equipped which made the work exceedingly exhausting.

The clothes after passing through the mangle are handled by the "folder" who receives them from the roll and folds them. This work is all done by women and except in handling large pieces this process can be performed in a sitting position.

The feeders when mangle is not properly guarded run great danger of having their fingers caught, crushed and burned in mangle, while the folders with rolls running toward them have no such risk but get an added heat from the ironed and steamed linen received by them amounting as determined by the U. S. Bureau of Labor investigation to a difference of about $2\frac{1}{2}$ degrees between the feeding and receiving end of the machine. The feeders—"flat work machine operators"—who stand and the receivers—"folders"—often change places for relief from constant standing. Clothing requiring starching pass through practically the same process as other articles until after leaving the "tumbling" or "shaking out," when they pass into the starching department. The starching process is done by women either by hand or by machine. Where machines are used, the work is made decidedly easier than under the old hand process. Cuffs and collars are fed over an endless apron between a cylinder and small corrugated rollers after passing through the starch held in small compartments of the machine, the cylinder and corrugated rollers produce the effect of pressing and rubbing the starch into the articles. Neck bands and wrist bands are almost similarly treated while stiff bosom shirts are passed through a machine that forces the starch through the bosom from the wrong to the right side. Linens passing through these machines are picked up by other women who wipe off excessive starch. Some makes of machines require considerable foot pressure on treadle to force starch through articles, thus making the operation much harder than in the use of that class of machines which require feeding only. Both feeders and those picking up can sit while at work. Some laundries of the state still do all starching by hand while others using machines continue the hand process in part. In hand starching the women stand at tables with starch mixture in basin

in front of them. The article is stretched out and the starch rubbed into it, requiring considerable strain on muscles. The process is considered very fatiguing and because of long continued exertion, tends to exhaustion. All starched articles whether by hand or machine process are immediately taken to the drying room. The articles are hung on racks, usually by women, and pushed or automatically drawn into a chamber heated ordinarily from 200 or 300 degrees. Because of the arrangements of these rooms, no great amount of heat escapes. The steam in dry rooms, created by the damp garments, in modern equipped plants is carried out by fan or ventilating systems.

From the dry room the clothes go to the dampener. This process like starching is still done in part by hand although machines are in use in a number of laundries. The feeding into these machines is done by women as is the hand process where still followed. In either process it is seldom that the work is of a nature permitting it to be done while sitting down. After thorough dampening, collars and detached cuffs pass directly to the operators of machines built upon the same principle as the flat work machine already described, although built along different lines and the collar press of far more intricate construction to do the folding, creasing and additional dampening required during process. The operations of these machines require standing.

Starched linen other than collars and detachable cuffs are sent to the press machine operators. Shirts and similar garments are first handled by the cuff, neck band and yoke press operators. These articles are placed over a shaped and padded press bed. The operator by foot treadle pressure brings into contact a steel heated press plate fitting exactly the press bed. The labor of this operation is well set forth by the U. S. Department of Labor in its Milwaukee investigation and seems to correspond with Iowa conditions. It is as follows:

"In each case the hot press is 'clamped' onto the press bed, released, the cuff turned, the press again clamped. When the treadle is once down, the operator is free to put the yoke or other cuff onto the second bed, by which time the first is ready to be taken out. The height of the 'clamping' treadles from the floor ranged from four to twelve inches in the machines studied. The first few inches they were driven down with little difficulty. When they struck the knuckle over which they must be forced, the scale showed a pressure requirement ranging to more than 100 pounds, with averages of from approximately 66 to 82 pounds. The treadles by means of which the presses are released, or raised from the

beds, did not always require so much pressure. The number of operations per minute is determined by the number of garments done per hour, the condition of the machine, and the efficiency of the operator. Each cuff is turned at least once, which involves clamping the press down twice and releasing it twice, making four foot-treadle operations for each cuff, or eight for each shirt."

The extent of foot pressure required varies according to the make of machine and adjustment. The body ironing machines are the heaviest used in shirt ironing and most exhausting to operate. The machine consists of two iron cylinders, one of which is heated on inside by gas. The other covered with a thick pad. The cylinders stand apart until the body of shirt is passed over one of them. The operator then presses a foot lever which brings the cylinder or rolls into contact. Sufficient weight must be used to give the required pressure while the hands direct the shirt until all parts of it are ironed. The operation is everywhere conceded to be the most fatiguing of all laundry work and the excessive foot pressure is claimed by physicians to cause the displacement of the left kidney, the pressure invariably being by right foot. Pneumatic machines are coming into use which relieves the worker from all exhaustive fatigue and evil physical effects, the result of excessive foot pressure devices. Very few of these modern machines were found in use in Iowa laundries.

HAND IRONING.

The tables indicate that notwithstanding the great amount of machinery introduced into the laundry, the hand ironer is still an important factor. Much of the machine work requires some extra finishing while many articles can not be put through machine and are therefore ironed by hand. The work is identical with all that done in the home except difference in skill, continuity of work and degree of employment, the fancy ironer usually being an older and more experienced woman than the ordinary hand ironer or finisher of machine ironed apparel. The work requires constant standing; the continued use of the arm in handling the iron and the necessary pressure required, combined with the heat and steam make it one of the heavy jobs of laundry work. After the ironing process, the clothes are inspected, assorted into particular lots, checked with original lists and wrapped for delivery. This work is in a large part done by the women of the laundry.

The investigation included 1,296 women working in laundries, divided among the several classifications of work. Many of these women do the work of a particular classification only while others perform several classes of work, the changing of positions being dependent to a considerable degree on the size of laundry. The number employed in each class of work follows:

Flat work machine operators.....	197	Hand washers	9
Neckband press operators.....	50	Rough dryers	17
Collar ironer operators.....	66	Dampeners	8
Bosom ironer operators.....	23	Starchers	363
Sleeve ironer operators.....	64	Shapers	11
Body ironer operators.....	98	Markers	67
Cuff press operators.....	45	Shakers and tumblers.....	42
Coat press operators.....	7	Listers and checkers.....	28
Finishers.....	53	Sorters	6
Hand ironers.....	118	Wrappers	4
Fancy ironers.....	51	Members.....	26
Shirt folders.....	12	Foreladies.....	14
Folders.....	22	Miscellaneous.....	26

HOUSINGS OF LAUNDRIES.

During recent years a number of buildings have been erected especially for laundry purposes. As a rule these are of modern construction with good drainage and ventilation. In fact all arrangements are made practical for the work and more convenient, comfortable and sanitary for employes. This can not be said of many laundries still housed in buildings originally constructed for other purposes and in no way fitted either in sewerage, ventilation or many of the other requirements of a laundry. The large volume of water used, the collection of heated ironing machines, the great amount of steam arising from these as well as from the washing processes, requires a system of drainage, ventilation and sanitation that is difficult of attainment in the ordinary constructed store building or dwelling. While a few laundries were found in buildings that should be abandoned for laundry purposes, a greater number in buildings ill adapted for the purpose, the tendency of Iowa laundries is towards material improvement. A considerable number are now housed in model structures.

PHYSICAL EFFECTS.

One hundred ninety-five of the laundry workers complained of extreme exhaustion due to standing all day at their work. This prevailed largely among the shakers and hand starchers. One hundred eighty-two complained of their feet and ankles swelling, and said it was worse in summer time than in winter, undoubtedly as much the result of the heat from the ironing machines and humidity of the atmosphere as of standing. Some said their

feet calloused on the bottom and were very painful at times; this complaint was found more frequently where the ironing room floors were of cement. Others complained of their feet hurting and that they burned and blistered; this of course was caused by excessive heat and humidity; some complained of their feet getting tired. The condition of shoes, whether the ankles were well supported and their heels kept straight, would enter in, to some degree. Others had varicose veins and broken arches, which are common in all occupations that necessitate continuous standing. Forty-seven complained of sideache. This complaint was found largely among the women who constantly use the foot lever machines, such as body ironers, sleeve presses, cuff presses, etc. The body ironer is the heaviest machine, and most of the employes will not allow a young girl or woman who is not strong to operate this machine. Most operators complain of the left side, due to the fact that the machines are operated by the one foot continuously, which results in one-sided muscular activity. Thirty-seven complained of backache. This complaint was found largely among the hand ironers, who also complained of lame shoulders, sore chests and swollen wrists from the constant use of the hand irons. Sixty complained of headache; thirty-seven of their eyes, a few of catarrhal trouble and sore throat. These latter complaints were found throughout the entire laundry. The eyestrain and headache prevailed among the markers, sorters and listers who also complained of nervousness because of the work being so exacting and the hours so long. At the mangle the complaint was of the steam affecting their eyes and of the excessive heat causing headache. The gas and fumes from some of the ironing machines were said to be the cause of headache and of a bad effect on the eyes. Rheumatism was complained of, and was found among the older women with few exceptions. Twenty had some female trouble. Fourteen had operations; fourteen were not strong. All of these complaints were not chargeable to working in the laundry, but were said to be aggravated by laundry work. Because of the heat being so weakening, fourteen girls said they were compelled to give up laundry work during the summer months. The humidity of the atmosphere in summer time is one of the worst features in laundry work.

TELEPHONE OPERATORS, NATURE AND CHARACTER OF WORK

Out of 1,077 women investigated in 41 telephone exchanges in 34 cities and towns, the distribution of class of service rendered is as follows:

Operators	856
Information operators	31
Supervisors	85
Clerical and messenger service	21
Chiefs, Assistant Chiefs and Instructors	84

To indicate the nature of work, it is necessary to begin with a switchboard which consists of a long and continuous frame work in which are mounted the necessary mechanical devices to connect any one phone upon instant demand with any other phone of the system. One of the best descriptions of this operation with just sufficient detail of the switchboard necessary to describe the work, is that contained in the report of the Royal Commission of Canada in their Toronto investigation and which was reprinted in the report of the special telephone investigation by the U. S. Bureau of Labor of 1910. It is accurate for any modern exchange, except that the switchboard used as an illustration is somewhat larger than the largest found in Iowa and is as follows:

"This board, which lies in a horizontal position, is a little over a foot wide. The position of the operator in regard to it is the same as if she were seated at a table. Joined to this board and rising vertically at right angles to it is another board filled with small holes which represents the points at which wires connect with the exchange. This board extends around the room in the same fashion as the horizontal board, and is marked off into divisions or sections, there being one division to every three operators. Each section of the board is subdivided into panels, the upper half of which are made up of small sections containing holes all of which are numbered, each small section resembling somewhat a honey-comb in appearance. These holes indicate the points at which connections are made with the several wires running out of the exchange. Each operator has before her on the upper half of these panels, on what is known as 'the multiple,' the number of every telephone connecting with the exchange, the lines being looped throughout the entire board through the multiple portion, so that any one operator can reach any one line she is asked for. The lower portion of the vertical board is also subdivided into holes, accompanying which are rows of glass covered orifices, set closely together in parallel rows. Within each orifice, and beneath the glass, is a miniature incandescent lamp, which is extinguished except when serving as a signal. These holes indicate the point at which subscribers' phones run into and connect with the exchange. Suppose there were a total of 8,000 telephones running into

the exchange. This number would be distributed over the entire board, so that each operator will have before her a certain number of 'phones for which she is directly responsible. On the horizontal board in front of the operator, and removed a short distance from the base of the vertical board, are two rows of small plugs attached to cords, which extend beneath the board, the points of the plugs alone appearing above the surface. Parallel to these plugs and a little nearer to the operator are two rows of glass-covered orifices similar to those on the lower half of the vertical board, and parallel to these again and still closer to the operator is a row of small levers or keys. The operator wears a band around the head, to which is attached a receiver placed immediately over her left ear, and a transmitter or mouth-piece so adjusted that she may conveniently speak into it while it is not in immediate proximity to her lips. Both the receiver and the transmitter are connected by cords with the main board. In virtue of this device the operator is free to use both hands to make the necessary connections.

"When a subscriber rings up central or lifts the 'phone from the hook, a light immediately glows within the glass-covered orifice on the lower half of the vertical board at the point at which the 'phone is connected by wire with the exchange. This light is an indication to the operator that a subscriber is calling central. She thereupon takes with one hand one of the plugs to which a cord is attached and inserts it in the hole or socket (technically termed the 'jack') corresponding to the light which is glowing, at the same time pressing forward one of the levers or keys. This connects her with the calling subscriber, of whom she requests the number desired. On receiving the number she takes the end of the other cord—there are a pair of cords with a plug at the end of each—and inserts its plug in the hole or socket (the 'jack') on the upper half or 'multiple' portion of the board which bears the number requested. She then throws the lever back which connects for a moment the machine generating current, and takes a little portion of that current to ring the bell of the called subscriber. The plugs inserted in this way effect the desired connection between the 'phones. As soon as the operator connects with the subscriber by inserting the plug in the hole at which his 'phone connects with the main exchange, the light beside this hole, which has been her signal, is extinguished, and one of the small lights on the keyboard begins to glow. Its companion light glows also once the connection is made, and until the other 'phone is taken down for purposes of conversation. Once the conversation begins both of the signal lights go out. When the conversation ends, as each subscriber hangs up his 'phone, the companion lights opposite the companion plugs begin again to glow. It is then the duty of the operator to remove the plugs from the holes into which they have been placed, and thus sever the connection and extinguish the lights. This work of making and severing connections is the main duty of operators. In other words, an operator is continually answering subscribers, covering the board with such connections as are requested and as rapidly clearing the board whenever conversations are ended; putting up and taking down connections."

It will thus be seen that the operator on simplest form of connection on common type of board, has to perform eleven processes.

- (1) When attention is attracted by the pilot lamp, her eyes must follow the line of signals on the terminals on her position.
- (2) This located, she
- (3) Puts the plug into the terminal.
- (4) Opens the listening key.
- (5) Asks for number desired
- (6) Locates that number of the multiple.
- (7) Tests the jack to see that the line is not in use.
- (8) Inserts the plug.
- (9) Rings the called party.
- (10) Must watch the signal lamps to see that the called party answers and that connection is established.
- (11) As soon as lamps relight, she must be alert for this signal and take down cords at once.

UP AND SIDE REACH.

While the effort of all the larger companies of the state is to place the busiest 'phone numbers on the lower and easier reached section of the switchboard, the fact remains that many of the reaches upwards and sideways constitute an element of physical exertion that enters largely into the severity of the work. The horizontal shelf or board at which the operator sits comes just above the waist line. The connecting numbers are arranged in vertical panels from this horizontal board to a height dependent upon the size of the exchange, oftentimes exceeding 3 feet. When a call comes from a number at extreme top and side of board, the length of reach necessary becomes at once apparent and this coupled with the rapidity of work, indicates the test to which operators are subject. Only one peg count (connection) was taken to indicate the rapidity of operation; this showing the number of calls handled by the same operator during five hours of work as follows:

From 7 A. M. to 8 A. M. 268 calls.
 From 8 A. M. to 9 A. M. 247 calls.
 From 9 A. M. to 10 A. M. 231 calls.

(Two hours off duty)

From 12 M. to 1 P. M. 292 calls.
 From 1 P. M. to 2 P. M. 268 calls.

The above example is from our observation, beyond the average in even the average Iowa exchange but in some cases and at special periods, not nearly the maximum of calls handled by an individual operator. Companies very generally consider 225 calls per hour the maximum for efficiency or what they term "the breaking point of efficiency." The adjustments of load are continually arranged so as to keep within this "breaking point." To make long reaches easier the larger exchanges are constructing platforms instead of foot rails in former universal use. This platform saves all danger of slipping and gives a firmer footing and consequently a lesser fatigue in extreme reaches where compelled to arise from stools.

As noted in the Toronto description, switchboards are divided in one division for three operators. This is for the purpose of team work. When the calls on one position accumulate faster than one operator can handle them, should either of the other operators of the team be at leisure, she will reach over and help.

A new operator is always placed between two experienced operators who assist by this team work in handling her calls until she gains experience. In extreme loads the supervisor is also required to reach in and help but notwithstanding all this means of assistance, the cause for the listing of telephone operating among the most nervous of occupations is easily found. When an operator handles from 150 to over 300 calls per hour, 11 processes per call with a supervisor continuously walking back of her, watching every operation, with the knowledge of an unseen monitor watching the rapidity and accuracy of her work, with a further knowledge that any of the calls apparently from subscribers may in fact be from a "service tester" and this coupled with the excitable and nervous subscriber, a dozen of whom during the busiest periods may call for a number at almost the exact moment, all expecting instant service and all equally belligerent toward the operator, who under the necessary rules of the company can not reply in kind to relieve her feelings, furnishes every requirement to nervousness and exhaustion.

INFORMATION OPERATORS.

Information operators are not in regular switchboard service and are put in direct communication by the regular operator with subscribers calling numbers not regularly listed, and they are in addition expected to furnish information upon most any subject, upon demand.

SUPERVISORS.

Supervisors are experienced operators put in charge of a number of regular operators. Their position requires them to be constantly on their feet during service. They are required to walk back and forth just behind the operators in their charge, directing and cautioning and admonishing for the purpose of keeping up the most efficient service, and in periods of great rush render assistance in connecting subscribers.

The chiefs and assistant chiefs have general supervision of the operators and operating room while the instructor as her title indicates, instructs accepted applicants with no experience or as usually termed "learners."

HOUSING OF TELEPHONE EXCHANGES.

The housing of telephone exchanges included in this investigation was uniformly good. A number of the larger exchanges are housed in buildings erected for the express purpose. Naturally these are designed for convenience, light, ventilation and usually with good means of exit and in good localities. In nearly every case where exchanges were housed in other than buildings built for the purpose, considerable care was manifest in the selection of both building and site, the latter being highly important because of the hours at which some operators are required to go to and from their work. Lighting and ventilation are also highly important; for an operator to give the best service, she must at all times be alert, active and keen, and the intensity of application can not be maintained except under the very best conditions which telephone managers recognize fully. Rest rooms were found in practically all of the exchanges. In the larger exchanges, these were found in charge of a regularly employed matron and were well equipped both for rest and to take care of temporary ailments of operators, such as headaches, exhaustions and breakdowns. The rest room is considered a necessary equipment of an exchange. Gas plates and lunching conveniences were also found arranged in a number of exchanges for use of the operators, and several furnish lunches at about cost.

PHYSICAL EFFECTS.

Three hundred forty-five, or 32 per cent of the telephone workers said the work made them very nervous; some of them said they were more nervous at first, while others said the longer they were in the service the more their nervousness increased. At the

time of the investigation, 6 girls were at the verge of a nervous break-down, and were going to be obliged to give up the work. In looking up the peg count, it was found that one of these girls answered 200 calls in half an hour; 250 calls is considered a large number for one hour. Seventy complained of the work affecting their eyes, caused principally from the lights flashing on the switchboard when the calls come in rapidly, and again from watching the board when they come in slowly. Forty-two complained of headache which was quite often attributed to eye strain, but more frequently found among the nervous operators. Twenty-nine complained of backache caused from sitting such long periods. Twenty-nine complained that the receiver made their ear sore, and others complained of the receiver hurting their head. Some complained of the reaching, the side reach in particular, because as it is used more frequently and during the rush period it requires great physical exertion.

Some complained of having irregular meal hours and said it had a bad effect on them physically. This complaint was found principally among the "split trick" workers.

COMPARATIVE ANALYSIS, PREVIOUS OCCUPATION.

Approximately 33.4 per cent of the 1,296 laundry workers interviewed when asked as to previous occupation, said they had never worked in any other industry. Many of them, however, had been in the laundry work a number of years. Fifty per cent said they liked the work and experienced no bad effect, but said the work was very exacting; that it afforded no period for relaxation; that the hours were too long for such heavy work, and that no young girl or woman who is not strong physically should engage in the work.

Of the 1,077 telephone workers interviewed when asked as to previous occupation, 42.7 per cent said they had never worked in any other industry; 34.8 per cent said they liked the work and experienced no bad effect, though they became very nervous during the rush periods or "the peak of the load." They also said because of the nature of the work and owing to the strict surveillance and rigid adherence to rules laid down by the company, together with the impatience and fault-finding of unreasonable subscribers, the work was very hard on their nerves. The girls who worked in other occupations before coming to the laundries and telephone exchanges came from practically every industry

where women and girls are employed. The greater number came to the laundries from domestic service and hotels and restaurants, while the greater number came to the telephone exchanges from stores, offices and domestic service.

CONJUGAL CONDITION.

Of the 1,296 laundry workers interviewed, there were 764 single, 288 married, 138 divorced, 80 widows and 26 who were separated from their husbands. Of the 1,076 telephone workers interviewed, there were 998 single, 38 married, 22 divorced, 12 widows and 6 separated from their husbands. The per cent of laundry workers in married state being 41 per cent to only 7.2 per cent among the telephone workers. The following table gives the data by cities.

Giving number of wage earning women in laundries and telephone exchanges, single, married, divorced, widowed and separated.

CONJUGAL CONDITIONS OF WAGE EARNING WOMEN.

Location	Laundry Workers						Telephone Operators					
	Single	Married	Divorced	Widowed	Separated	Total	Single	Married	Divorced	Widowed	Separated	Total
Des Moines	70	87	46	19	7	229	240	13	3	1	1	361
Sioux City	80	35	15	12		142	113	7				137
Davenport	54	21	8	2		85	72				1	73
Dubuque	47	15	1	2	1	67	47				1	48
Cedar Rapids	42	22	12	3	5	87	122	36	4	2	2	164
Council Bluffs	80	24	16	4		124	80	14	5		1	100
Waterloo	88	24	3	4		119	125	14	5		1	145
Clinton	40	6	3	5	3	57	67	22				89
Burlington	26	11	1	4		42	45	21		1		67
Ottumwa	19	18	15	1		53	52		1			53
Muscatine	16					16	27					27
Fort Dodge	30		1	3		34	33					33
Keokuk	11	4	2	1		18	13					13
Marshalltown	19			3	2	24	27		4			31
Mason City	28	6	6	4	1	46	41		1			42
Iowa City	3	3				6	13					13
Oskaloosa	10	3	2	1		16	35	1				36
Ft. Madison	8					8	14	1				15
Charles City	9	4	1	1		15	11					11
Boone & Oswein	25	4	2	1		32	28		2			30
Centerville, Cres- ton, Albia, Washington and Indianola	97	3	3	2	1	106	97		3		1	101
Ila Grove, Caf- roll, Perry and Tama	16	1				17	29	2		1		32
Toledo, Dubson, Osceola and Mystic							25	2		1		28
Total	764	288	138	80	26	1,296	998	38	22	12	6	1,076

REASONS FOR WORKING.

The reasons for women and girls becoming wage-earners are many, and the investigation disclosed the fact that the per cent of those who do not have to work is very low. Out of a total of 1,296 laundry workers and 1,076 telephone workers interviewed, there were found 356 girls whose fathers were dead; 144 girls whose mothers were dead; 58 girls with both parents dead; 128 girls whose parents were parted; 75 girls whose fathers were incapacitated for work because of sickness, or old age; 2 whose fathers were in the insane asylum and 1 whose mother was in the insane asylum; 49 girls whose mothers were sick or aged (26 of these girls were the sole support of their mother); 9 young girls were found working in the laundries with their mothers; 168 whose fathers were common laborers or not steadily employed.

The Size of Family was also taken into consideration, and information was obtained from 490 telephone girls and 491 laundry girls, a total of 981 girls. Of this number 20 were from families in which they were the only child; 40 from family of two children; 64 from family of three children; 130 from family of four children; 147 from family of five children; 212 from family of six children; 131 from family of seven children; 96 from family of eight children; 77 from family of nine children; 28 from family of ten children; 8 from family of eleven children; 16 from family of twelve children; 7 from family of thirteen children; 2 from family of fourteen children; 1 from family of fifteen children; 1 from family of sixteen children, and 1 from family of twenty-one children, making an average of six children to a family.

The investigation also disclosed the fact that the low wage of the fathers and wage-earners crippled the opportunities of children for educational advantages, as 167 were found who had to quit school between 13 and 15 years of age and go to work because their fathers were laborers receiving only \$12.00, \$13.50 to \$15.00 a week or were seasonal workers, such as paper hangers, painters, carpenters, miners, etc.

The low wage paid to the husband was found to be the greatest factor in causing the married women to go to work. In order to supply the ordinary family needs they were forced to supplement the family income. Of the 324 married women interviewed there were half of this number whose husbands were out of work or not steadily employed—by far the greater number of these men were

out of work—67 whose husbands were incapacitated for work through sickness or physical disability; 6 whose husbands were in the penitentiary; the husband of 1 was in a feeble minded institution; 9 were working in the laundry with their husbands.

Of the 160 divorced women, 98 widows and 32 separated from their husbands, the greater number had children. Some were with their parents or near relatives, and were helped by them, but the greater number who had a family were struggling along with the help of their older children, and with their meager earnings eking out a bare existence with a fortitude that people who are not familiar with their conditions have no conception of, and therefore cannot appreciate the struggle and privation they endure to rear and educate their children.

AGES.

An analysis of Tables 31 and 36 by comparing the ages of those employed in laundries with those employed in telephone exchanges, shows that the ages of the laundry employes are proportionately higher than those of the telephone employes. Thus 65 per cent of the telephone workers were between the ages of 16 and 21, while only 42 per cent of the laundry workers were found in this same age group. In the classification of the telephone and laundry workers between 22 and 30 years of age, the per cent was practically the same, about 30 per cent. In the age group, 31 to 55 years, there were only 4.3 per cent of the telephone workers as compared to 27 per cent of the laundry workers, the latter with an additional 2 per cent who were between 56 and 70 years of age. The oldest woman interviewed was a woman of 70, found working in a laundry, supporting her aged husband who was incapacitated for work. Her wage was \$8.00 a week.

SCHOOL EXPERIENCE.

Of the 1,296 laundry workers interviewed there were 38.8 per cent who completed the grammar grades, and of this same number 58 girls had some high school, normal or business training, of whom 17 had taught school and six of these were working only during their vacations, expecting to go back to teaching when school began; 42 per cent quit school from the second to the grammar grades inclusive, but of these the greater number completed the seventh grade; 16 per cent received their training in the country schools or in foreign countries, and 41 girls, or 3.2 per cent of the

total number of laundry workers, had no education, the greater number of illiterates being of foreign birth.

Of the 1,077 telephone workers interviewed, 78.5 per cent completed the grammar grades, and of this same number 224 girls had high school, normal or business training; 12 of this same group were still in school and 26 of them had taught school; 18 per cent quit school from the fourth to the grammar grades inclusive; 3.5 per cent received their training in country school, with only one educated in foreign country.

Data on which this analysis is based is found in tables 32 and 37.

WAGES.

The wage Tables 29 and 30 and 34 and 35 are deductions from the general Tables 28 and 33 and represent the wage earning possibilities of the women employed on full time. It was found impossible to secure information as to time and wages lost by sickness and by reason of other absence from duty; this latter including lay-offs because of variations of trade.

The regularity of volume of work of telephone operation varies less than most any other industry, which, however, does in no way indicate that the wages actually earned do not materially vary from week to week or month to month due to causes over which the employe may or may not have control. These causes result at times in decreased earnings for some while others earn increased wages by working overtime in filling the gap caused by the absence of others of the force.

Rates of wages of telephone employes were reported partly on hourly, partly on daily and partly on weekly, and others on monthly basis. These were all reduced to flat weekly rate and in the monthly rate as given in Table 33, the computation was basen upon the weekly plus the earnings from Sunday labor which is always incident to telephone operating.

The variation in volume of employment in the laundry is far greater than in the telephone exchange. This is true of seasons and also of periods during the week. The custom or method of payment of wages varies with almost every laundry. Some pay a weekly wage without any deduction for time lost when not the fault of the worker; others make deductions. Some pay upon a daily basis without deduction for time not worked during any one day in service; others pay upon basis of rate per hour actually

worked, while others make no deductions for time not actually at work when not the fault of the operator, thus ordinarily there is very little or no work in the laundry during Monday forenoons or until the drivers bring in clothes for washing, payment for this time depending upon the custom of the management. During Saturday afternoons, the work is that of finishing up for the week which sometimes accounts for very little or no work done during that half day, but may under peculiar circumstances mean overtime without pay except to those working on hourly basis. Often times there also are slack periods during the week which result in a difference between actual earnings and those included in all tables as full earning rates, the degree of variation being dependent upon the adopted system of the employer.

The wage rate for the two employments is very similar. The percentage of laundry employes earning under \$5.00 and between \$5.00 and \$6.00 per week is slightly under that of telephone employes while the per cent earning between \$6.00 and \$8.00 per week is greater for laundry workers, but the per cent of telephone employes earning between \$8.00 and \$15.00 slightly exceeds the per cent of laundry workers earning the same, the figures being 32.8 per cent and 30.6 per cent respectively. But three telephone operators were found receiving \$15.00 per week or better, while eleven laundry employes were found to receive above this figure, two of them receiving \$20.00 or more per week.

The following tables give a further analysis of comparative rates between the two industries:

TOTAL NUMBER OF LAUNDRY WORKERS WITH PER CENT OF EACH CLASSIFIED WAGE, AND ALSO SHOWING AGGREGATE NUMBER WITH PER CENT OF TOTAL RECEIVING BELOW STIPULATED RATE.

Total number	1,256	100.0	Rate	No.	Per Cent
Under \$5.....	28	2.2	Under \$5.....	28	2.2
\$5 but under \$6.....	159	12.2	Under \$6.....	187	14.4
\$6 but under \$7.....	309	30.2	Under \$7.....	377	44.6
\$7 but under \$8.....	312	24.0	Under \$8.....	389	30.6
\$8 but under \$9.....	221	17.1	Under \$9.....	1,110	85.7
\$9 but under \$10.....	80	6.2	Under \$10.....	1,190	91.9
\$10 but under \$12.....	61	4.7	Under \$12.....	1,255	96.6
\$12 but under \$15.....	24	2.6	Under \$15.....	1,285	99.2
\$15 but under \$20.....	9	.6	Under \$20.....	1,294	99.5
\$20 but under \$25.....	2	.2	Over \$25.....	2	.2

TOTAL NUMBER OF TELEPHONE WORKERS WITH PER CENT OF EACH CLASSIFIED WAGE, AND ALSO SHOWING AGGREGATE NUMBER WITH PER CENT OF TOTAL RECEIVING BELOW STIPULATED WAGE.

Total number	1,078	100.0	Rate	No.	Per Cent
Under \$5.....	20	3.3	Under \$5.....	20	3.3
\$5 but under \$6.....	157	14.6	Under \$6.....	193	17.9
\$6 but under \$7.....	235	23.6	Under \$7.....	448	41.6
\$7 but under \$8.....	202	21.4	Under \$8.....	711	66.0
\$8 but under \$9.....	212	20.7	Under \$9.....	923	85.6
\$9 but under \$10.....	86	8.0	Under \$10.....	1,009	93.6
\$10 but under \$12.....	53	4.9	Under \$12.....	1,022	98.5
\$12 but under \$15.....	23	2.2	Under \$15.....	1,075	99.7
\$15 but under \$20.....	2	.3	Over \$20.....	2	.3

The following tables were compiled to show the relative earnings of women living adrift or solely dependent upon themselves, and those living at home and having some home support in case of need:

OUT OF A TOTAL OF 1,154 LAUNDRY WORKERS LIVING AT HOME.

15.6 per cent received \$ 5.00 but under \$ 6.00	16.3 per cent received \$ 8.00 but under \$ 9.00
30.5 per cent received 6.00 but under 7.00	11.2 per cent received 9.00 but under 12.00
21.9 per cent received 7.00 but under 8.00	5.3 per cent received 12.00 but under 15.00

OF A TOTAL OF 142 LAUNDRY WORKERS LIVING ADRIPT.

31.6 per cent received \$ 6.00 but under \$ 7.00	7.5 per cent received 9.00 but under 12.00
35.1 per cent received 7.00 but under 8.00	5.9 per cent received 12.00 but under 16.00
30.8 per cent received 8.00 but under 9.00	

IN THE TELEPHONE EXCHANGES, OF THE 978 WOMEN LIVING AT HOME.

19.9 per cent received \$ 5.00 but under \$ 6.00	18.9 per cent received 8.00 but under 9.00
24.0 per cent received 6.00 but under 7.00	7.7 per cent received 9.00 but under 12.00
25.7 per cent received 7.00 but under 8.00	5.8 per cent received 12.00 but under 16.00

OF THE 99 TELEPHONE EMPLOYEES LIVING ADRIPT.

27.3 per cent received \$ 6.00 but under \$ 7.00	12.1 per cent received 9.00 but under 10.00
22.2 per cent received 7.00 but under 8.00	19.1 per cent received 10.00 but under 16.00
27.3 per cent received 8.00 but under 9.00	

EXPERIENCE.

Comparative length of experience of service between the two occupations is somewhat surprising. An analysis of Tables 28 and 33 shows the average for telephone service to be approximately 3 years, 4 months, and that of laundry workers 3 years, 8 months. The prevalent opinion is that telephone service is unusually short, but it is evident that the telephone companies of the state have materially lengthened the term of service by the hiring of younger women and have improved conditions, making the work more attractive. The greater care used in selection of girls is also apparent. For instance, in many exchanges after an application for work is made, an experienced woman is sent into the home of the applicant to make investigation of cleanliness, to trace infectious or con-

TABLE SHOWING LENGTH OF EXPERIENCE IN SERVICE OF TELEPHONE EMPLOYEES BY LOCALITY.

Locality	Length of experience in service of telephone employees								Total
	Under 6 months	6 months to 1 year	1 year to 1 1/2 years	1 1/2 years to 2 years	2 years to 3 years	3 years to 4 years	4 years to 5 years	5 years to 6 years	
Des Moines	60	27	14	1					102
Sioux City		14	15	18	20	4			71
Davenport		11	6						17
Dubuque		1							1
Hawley		12	7						19
Council Bluffs		1	4	4					9
Waterloo	10								10
Clinton	1								1
Wasson									
Ottumwa									
Mosawhee									
Forbes									
F. Mudge									
Marshalltown									
Mason City									
Iowa City									
Oskaloosa									
Noble									
Newburgh									
Keokuk									
Creighton									
Columbia									
Adair									
Albia									
Perry									
Hastings									
Wasson									
Indianola									
Denison									
Tama									
Windsor									
Ida Grove									
Wiley									
Mystic									
Total	148	185	297	105	105	66	23	11	1,078
Per cent of total	13.7	17.2	27.6	10.2	10.3	6.0	2.1	0.7	100

HOURS OF LABOR.

There being no hour limitation law for women in Iowa, the hours of labor are regulated by the character of the work and the inclination of the employers, running from reasonable to excessive, taking 9 hours as a standard. In laundries the hours are from 55 to 60 hours a week, but are not evenly distributed, that is, three days of the week (generally the first three) some of the laundry workers, the sorters, markers and listers in particular were found working 11, 12 and 13 hours a day. One girl who was a lister might be cited as a typical case of girls working too long hours. At the time of the interview she was at the verge of a nervous break down, her hands and feet were swollen, the latter condition the result of too constant application to her work. It was disclosed that she worked three nights a week until 8 and 9 o'clock, with only a short lunch period. It happened that this same girl and her sister had worked in the cotton mills in England, and they both declared they worked much harder in this country.

In the telephone exchanges of the larger and medium size cities the girls work from 7½ to 8 and 9 hours, and every other Sunday possibly 7 hours, or if they work every Sunday they work from 4 to 5 hours. The night girls usually are on duty 10 hours, and are allowed from 1½ to 2 hours relief during the 10 hours' service, while the girls in the smaller towns work from 10 to 11 hours a day. One of these was found eating her lunch at the switchboard; she said she worked 11 hours straight and had no lunch period, with an additional 6 hours every Sunday, receiving \$7.50 a week for her services. Some of the night girls in the smaller towns are on duty 13 hours, but are allowed rest periods; yet in a few places they were not provided with anything to lie down on and were not expected to sleep. Over-fatigue and nervous exhaustion are the resultant effects from too long hours at exacting work, whether mental or physical.

The arrangement of the working hours of the telephone exchange is of necessity complex and differs materially from that of any other industry. The business must be taken care of at once upon coming into the office. There can be no delay or postponement. The amount of traffic varies during the day and this variation must be met. From about 6 a. m. the traffic begins to increase slowly at first and rapidly about 10 a. m. usually reaching the 'morning peak of load' a little before noon, then falling off until about 2 p. m. from which time the traffic again increases rapidly reaching the 'afternoon peak of load' between 4 p. m. and 5 p. m., then

dropping off again until 10 p. m., unless some special event, such as election, etc., demands extra service. From 10 p. m. to 6 a. m. the traffic is light, consisting mostly of emergency calls. To meet this varying situation, operators are divided into four groups as follows: Day, evening, night and split-trick operators. Nor do all of the operators of any one of these groups come on at the same time, but in relays according to traffic requirements of particular portions of the day. The same is true of lunch periods. The day force will come on in squads in half hour or hour periods from 6 a. m. to 9 a. m., beginning the lunch periods ranging from 30 minutes to 1½ hours from 10:30 a. m. to 1:30 p. m., their time for quitting running from 3 p. m. to 6:30 p. m. The evening operator squads come on duty between 1 p. m. and 5 p. m., their supper period coming between 4:30 and 6:30 p. m., getting off at from 9 p. m. to 10 p. m. At this time the night operator will come on to remain until 6 or 7 a. m., usually being given from 1½ to 2 hours for sleep during the night.

The split-trick operators do duty during the busy hours of the morning and afternoon and relieve day and evening operators during their lunch and rest periods. The name originated from the length of time intervening between their first and last trick of work and the long terminal hours. The first squad comes on about 7:30 a. m. and the last squad about 11 a. m. At the other terminal the first squad quits about 6 p. m. and the last about 10 p. m. The intermission of the several squads varies from 2½ to 5 hours. The objection is often made to this system that the young girls instead of going to their homes, stay on the streets during this long intermission which occurs between the hours of 11 a. m. and 6 p. m. To overcome this objection, the telephone companies in all of the larger cities pay an additional 10 cents per day for car fare to permit the girls going to their home at the end of their first trick and to return for the beginning of their second trick. Where this payment is made, it has been included in the wage tables.

Table No. 38 gives complete details of terminal hours of all exchanges investigated and close perusal will indicate the efforts of the several managers to meet all local conditions and at the same time preserve a reasonable uniformity of the number of hours worked by each employe. It is customary for exchanges to give a rest period of 15 minutes during both forenoon and afternoon tricks. This rest period has not been deducted from the hours of labor given in any of the tables.

Overtime work is common in both laundry and telephone work. In the latter there is very little money payment for overtime, the custom being a repayment in time. For instance an operator works on hour overtime and is then given a hour off at a time suitable to her.

LIVING EXPENSES.

The living expense could not be ascertained with any degree of accuracy, as most of the girls live at home and turn their money into the family exchequer. The greater number living adrift were doing light housekeeping, two and three girls together, thereby making the rent less. These girls usually live within walking distance and many times in very undesirable quarters. Fourteen were found who said they worked for their board and room in addition to their regular day's work. Others worked for their board and rented a cheap room. Some were fortunate enough to have friends and got their board very reasonably.

In regard to the morality and the question of poorly paid girls, it perhaps can be said that a few of these who live away from home, poorly fed and clothed, do sometimes yield to temptation in order that they may obtain the material comforts of life; yet by far the larger part of them do resist temptation because of their innate goodness. But it is not just to have them in a position where their moral resistance might be weakened by low wage.

When this and the previous investigation, which covered retail clerks and hotel and restaurant employes, reveal that 39.7 per cent of the 3,914 women interviewed receive less than \$6.00, \$6.50 and \$7.00 a week and 18.4 per cent receive less than \$8.00 a week in industries wherein they render a better service than men, there should be no question as to what the state owes these wage-earners, for the problem of underpaid and overworked women is of vital importance and grave consequence to the state.

WOMEN AT HOME AND ADRIFT.

The term "living at home" is used in the sense of a woman living in her home or with some relative of such close consanguinity as to make the relations practically that of home life. The term "adrift" or "not living at home" is used to convey the woman who is cut off from the relations of home life and is compelled to provide for meals and lodging away from home or relatives. The following tables contain detailed information on which this analysis is based.

TABLE NO. 28.—WOMEN WAGE EARNERS IN LAUNDRIES.
 Occupation, Age, Experience and Economic Condition of Wage Earning Women Interviewed in Laundries of Iowa.
 DES MOINES, IOWA—LAUNDRIES—WOMEN LIVING AT HOME—193

Occupation	Nationality or Descent	Conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Flat work machine operator.....	Irish-French	Mar.	27	Fourth grade	2 years	66.00	6.00	10	57	7.00
Flat work machine operator.....	English	Mar.	27	Year high	1 week	6.00	6.00	10	55	6.00
Shaker.....	Mar.	Mar.	25	Grammar	3 years	6.00	6.00	10	55	6.00
Shaker.....	American	Mar.	24	Country school	8 days	6.00	6.00	10	55	6.00
Flat work machine operator.....	American	Mar.	24	Sixth grade	3 years	6.00	6.00	10	55	6.00
Flat work machine operator.....	Dutch-Irish	Mar.	20	None	2 years	6.00	6.00	10	55	6.00
Shaker.....	German-Irish-Scottish	D.V.	20	Fifth grade	2 months	6.00	6.00	10	55	6.00
Shaker.....	American	Mar.	19	Fourth grade	8 weeks	6.00	6.00	10	57	6.00
Shaker.....	American	Mar.	19	Fourth grade	8 weeks	6.00	6.00	10	57	6.00
Neck band press operator.....	Norwegian	Mar.	25	Grammar	7 months	6.00	6.00	10	57	6.00
Shaker.....	Swedish	Mar.	22	Grammar	1 month	6.00	6.00	10	57	6.00
Shaker.....	Swedish	Mar.	18	Grammar	1 month	6.00	6.00	10	57	6.00
Flat work machine operator.....	German	Mar.	17	Seventh grade	11 months	6.00	6.00	10	55	6.00
Shaker.....	German	Mar.	17	Seventh grade	11 months	6.00	6.00	10	55	6.00
Wrapper.....	American	Mar.	17	Grammar	3 years	6.00	6.00	10	57	6.00
Starcher.....	American	Mar.	24	Country school	1 month	6.00	6.00	10	57	6.00
Shaker.....	W.I.	Mar.	37	Grammar	1 year	6.00	6.00	10	57	6.00
Shaker.....	American	Mar.	24	Grammar	2 weeks	6.00	6.00	10	57	6.00
Flat work machine operator.....	Russian	Mar.	21	High school	3 years	6.00	6.00	10	57	6.00
Shaker.....	Polish	D.V.	20	None	10 years	6.00	6.00	10	57	6.00
Shaker.....	American	Mar.	58	Grammar	6 months	6.00	6.00	10	57	6.00
Folder.....	German	Mar.	35	Seventh grade	3 years	6.00	6.00	10	57	6.00
Shaker.....	German	D.V.	35	Fifth grade	10 months	6.00	6.00	10	57	6.00
Collar ironer operator.....	German	Mar.	35	Grammar	10 months	6.00	6.00	10	57	6.00
Collar dampener.....	Irish	Mar.	21	Grammar	2 years	6.00	6.00	10	57	6.00

Collar shaper.....	Norwegian	Sin.	17	Two years high	1 year	6.00	6.00	10	57	6.00
Boon room operator.....	Irish-French	Mar.	25	Fourth grade	6 weeks	6.00	6.00	10	55	6.00
Flat work machine operator.....	Irish	Mar.	25	Fifth grade	3 years	6.00	6.00	10	55	6.00
Flat work machine operator.....	Irish	Mar.	24	Grammar	3 years	6.00	6.00	10	55	6.00
Flat work machine operator.....	Dutch-Irish	Sin.	24	None	3 years	6.00	6.00	10	55	6.00
Flat work machine operator.....	Polish	Mar.	21	None	3 months	6.00	6.00	10	57	6.00
Shirt finisher.....	W.I.	Mar.	31	Grammar	10 months	6.00	6.00	10	57	6.00
Liner.....	German	Mar.	30	Grammar	3 months	6.00	6.00	10	57	6.00
Shaker.....	Irish	Mar.	19	Seventh grade	3 years	6.00	6.00	10	57	6.00
Shaker.....	American	Mar.	15	Seventh grade	8 weeks	6.00	6.00	10	57	6.00
Shaker.....	American	Mar.	16	Sixth grade	6 months	6.00	6.00	10	57	6.00
Flat work machine operator.....	English	Sin.	17	Sixth grade	1 month	6.00	6.00	10	57	6.00
Flat work machine operator.....	English	Sin.	17	Grammar	1 month	6.00	6.00	10	57	6.00
Sorter.....	German	D.V.	47	Country school	6 months	6.00	6.00	10	57	6.00
Collar and neck band press operator.....	American	Sin.	37	Grammar	3 months	6.00	6.00	10	55	6.50
Flat work machine operator.....	Dutch-English	Sin.	23	Seventh grade	1 year	6.00	6.00	10	57	6.50
Flat work machine operator.....	Dutch	Sin.	17	Seventh grade	2 years	7.00	7.00	10	55	6.50
Flat work machine operator.....	Irish-German	Sep.	49	Country school	2 years	7.00	7.00	10	55	7.00
Flat work machine operator.....	Irish	D.V.	25	Grammar	3 years	7.00	7.00	10	55	7.00
Sorter and wrapper.....	English	Mar.	22	Sixth grade	4 months	7.00	7.00	10	57	7.00
Underwear.....	American	Mar.	22	Seventh grade	1 month	7.00	7.00	10	57	7.00
Shaker.....	American	Mar.	19	Country school	12 years	7.00	7.00	10	55	7.50
Strecher.....	Polish	Sin.	19	None	6 months	7.00	7.00	10	55	7.50
Shirt finisher.....	Irish-French	Sep.	27	None	6 months	7.00	7.00	10	55	7.50
Marker and sorter.....	French	Mar.	21	Grammar	6 years	7.00	7.00	10	57	7.50
Head flat work machine operator.....	Italian	Mar.	19	Country school	2 years	7.00	7.00	10	57	7.50
Shirt ironer operator.....	Dutch-Irish	Sin.	23	Grammar	2 years	7.00	7.00	10	55	7.50
Flat work machine operator.....	Irish	Mar.	33	Grammar	2 years	7.00	7.00	10	55	7.50
Collar ironer operator.....	German	Mar.	38	Third grade	5 years	7.00	7.00	10	55	7.50
Flat work machine operator.....	English	Sin.	21	Fourth grade	4 years	7.00	7.00	10	55	7.50
Flat work machine operator.....	American	Mar.	17	Two year high	5 days	7.00	7.00	10	57	7.50
Sorter.....	American	Mar.	22	Grammar	3 years	7.00	7.00	10	57	7.50
Flat work machine operator.....	Scottish-German	W.I.	48	Two years high	4 years	7.00	7.00	10	57	7.50
Underwear and handkerchiefs.....	Norwegian	Mar.	41	Seventh grade	4 years	7.00	7.00	10	57	7.50
Dampener.....	Mar.	Mar.	41	Fourth grade	4 weeks	7.00	7.00	10	57	7.50
Collar press operator.....	Spanish	Mar.	26	Fourth grade	4 weeks	7.00	7.00	10	57	7.50
Neckband press operator.....	Danish	Sin.	17	Grammar	9 months	7.00	7.00	10	57	7.50

NOTE.—The Average Weekly Expenditure means in the case of women living at home, the contribution to the family, and in the case of women living afloat it means expenses for shelter, food, etc.

DIES MONES—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

TABLE NO. 28	Occupation	Nationality or descent	Contingent conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
	Hand sleeve ironer operator.....	English	Wid.	44	Country school normal.....	4 years	.....	7.00	10	70	7.50
	Body ironer operator.....	American	Mar.	38	Grammar	11 months	.....	7.00	10	70	7.00
	Body ironer operator.....	German-Scottish	Mar.	38	Grammar	11 months	.....	7.00	10	70	7.00
	Collar ironer operator.....	French	Mar.	37	Sixth grade	11 years	.....	7.00	10	70	7.00
	Hand sleeve ironer operator.....	German-Irish	Wid.	52	Fifth grade	11 years	.....	7.00	10	70	7.00
	Collar ironer operator.....	Scottish-German	Mar.	52	Grammar	8 months	.....	7.00	10	70	7.00
	Shirt finisher.....	Dutch	Mar.	37	Two years high	2 years	.....	7.00	10	70	7.00
	Forefully flat work machines.....	English-Irish	Mar.	46	Country school	1 year	.....	7.00	10	70	7.00
	Flat work machine operator.....	American	Mar.	39	Grammar	4 months	.....	7.00	10	70	7.00
	Flat work machine operator.....	German	Wid.	41	Fifth grade	1 year	.....	7.00	10	70	7.00
	Flat work machine operator.....	Bohemian	Mar.	36	Fourth grade	3 years	.....	7.00	10	70	7.00
	Shaker.....	Swedish	Mar.	59	Sweden	4 years	.....	7.00	10	70	7.00
	Head flat work machine operator.....	Polish	Mar.	22	None	4 years	.....	7.00	10	70	7.00
	Head flat work machine operator.....	Swedish	Mar.	22	None	4 years	.....	7.00	10	70	7.00
	Starcher.....	Swedish	Mar.	55	grammar	4 years	.....	7.00	10	70	7.00
	Starcher.....	German	Mar.	16	grammar	8 months	.....	7.00	10	70	7.00
	Cuff press operator.....	French	Sub.	17	Seventh grade	11 months	.....	7.00	10	70	7.00
	Starcher and folder.....	American	Mar.	40	Fourth grade	12 years	.....	7.00	10	70	7.50
	Starcher and folder.....	German	Sub.	18	Seventh grade	8 months	.....	7.50	10	70	7.50
	Sorter.....	American	Mar.	49	Country school	16 years	.....	7.50	10	70	7.50
	Sorter.....	American	Sub.	49	Country school	16 years	.....	7.50	10	70	7.50
	Shirt finisher.....	German-English	Mar.	40	Country school	12 years	.....	7.50	10	70	7.50
	Body ironer operator.....	German	Wid.	40	None	12 years	.....	7.50	10	70	7.50
	Shirt finisher.....	Russian	Wid.	38	None	5 years	.....	7.50	10	70	7.50
	Shirt finisher.....	French-Irish	Sub.	18	Sixth grade	2 years	.....	7.50	10	70	7.50
	Short band operator.....	American	Sub.	25	Sixth grade	4 months	.....	7.50	10	70	7.50
	Sleeve ironer operator.....	Irish-Polish	Sub.	17	Seventh grade	11 years	.....	7.50	10	70	7.50
	Neckband press operator.....	German-Scottish	Sub.	39	High school	11 years	.....	7.50	10	70	7.50
	Neckband press operator.....	Irish	Wid.	40	High school	11 years	.....	7.50	10	70	7.50

	Laundry ironer.....	German	Mar.	30	Fourth grade	10 years	.....	4.00	04	67	7.50
	Fancy ironer.....	Irish	Div.	66	Wash	2 years	.....	8.00	04	55	.....
	Body ironer operator.....	American	Mar.	66	grammar	13 years	.....	8.00	04	55	.....
	Collar ironer operator.....	American	Mar.	55	grammar	13 years	.....	8.00	04	55	.....
	Wrapper and band ironer.....	Swedish	Sub.	35	grammar	7 years	.....	8.00	04	55	.....
	Wrapper and band ironer.....	Swedish	Mar.	35	grammar	7 years	.....	8.00	04	55	.....
	Collar ironer operator.....	German	Mar.	37	Seventh grade	5 years	.....	8.00	04	57	8.00
	Collar ironer operator.....	English	Mar.	37	Seventh grade	12 years	.....	8.00	04	57	8.00
	Neckband press operator.....	Austrian	Mar.	19	Seventh grade	2 years	.....	8.00	04	55	8.00
	Body ironer operator.....	German	Mar.	38	Seventh grade	4 years	.....	8.00	04	55	8.00
	Marker and sorter.....	Irish-Norwegian	Mar.	38	grammar	4 years	.....	8.00	04	55	8.00
	Marker and sorter.....	Irish	Sub.	38	grammar	4 years	.....	8.00	04	55	8.00
	Marker and sorter.....	American	Mar.	46	Country school	2 years	.....	8.00	04	57	8.00
	Marker cover.....	Swedish	Mar.	39	grammar	2 years	.....	8.00	04	57	8.00
	Collar ironer operator.....	Norwegian	Mar.	37	Country school	4 years	.....	8.00	04	57	8.00
	Body ironer operator.....	Dutch-German	Div.	27	Country school	7 years	.....	8.00	04	57	8.00
	Neckband press operator.....	Polish	Mar.	27	None	13 years	.....	8.00	04	57	8.00
	Underway operator.....	German	Mar.	27	None	13 years	.....	8.00	04	57	8.00
	Underway operator.....	German	Div.	27	None	13 years	.....	8.00	04	57	8.00
	Marker and sorter.....	French-Irish	Mar.	22	grammar	11 years	.....	8.00	04	57	8.00
	Marker and sorter.....	Dutch	Mar.	22	grammar	11 years	.....	8.00	04	57	8.00
	Hand ironer.....	American	Mar.	42	High school	7 weeks	.....	8.00	04	57	8.00
	Hand ironer.....	American	Mar.	42	grammar	1 year	.....	8.00	04	57	8.00
	Body ironer counter.....	German-English	Mar.	21	Grammar	5 months	.....	8.00	04	57	8.00
	Hand ironer.....	German	Mar.	21	Third grade	16 years	.....	8.00	04	57	8.00
	Hand ironer.....	German	Mar.	21	Third grade	16 years	.....	8.00	04	57	8.00
	Marker cover.....	English	Wid.	54	Sixth grade	8 years	.....	8.00	04	57	8.50
	Shirt finisher.....	American	Div.	41	Seventh grade	12 years	.....	9.00	04	57	9.00
	Hand ironer.....	American	Div.	28	Sixth grade	2 years	.....	9.00	04	57	9.00
	Hand ironer.....	English	Div.	28	Sixth grade	2 years	.....	9.00	04	57	9.00
	Marker press operator.....	German	Wid.	31	Third grade	1 year	.....	9.00	04	57	9.00
	Fancy ironer.....	Irish-French	Wid.	17	Grammar	2 years	.....	9.00	04	57	9.00
	Starcher.....	American	Sub.	17	Country school	10 years	.....	9.00	04	57	9.00
	Shirt finisher.....	American	Wid.	21	Country school	10 years	.....	9.00	04	57	9.00
	Hand ironer.....	Dutch	Wid.	21	Country school	10 years	.....	9.00	04	57	9.00

SIoux CITY, IOWA.—LAUNDRIES—WOMEN LIVING AT HOME—129.

TABLE NO. 28

Occupation	Nationality or Decent	Condi-tional conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Flat work machine operator	Dutch-Irish	Mar.	23	Grammar	1 year	\$.20	\$ 5.50	9 1/2	35	\$ 5.50
Shaker	Polish	Sin.	19	None	1 year	-.10	5.50	9 1/2	35	3.50
Flat work machine operator	Dutch-Irish	Mar.	27	None	2 weeks	-.10	6.50	9 1/2	35	5.50
Shaker	Norwegian	Sin.	18	Two years high	1 month	-.10	5.50	9 1/2	35	5.50
Shaker	English-Irish	Mar.	27	Fifth grade	4 months	-.10	5.50	9 1/2	35	5.50
Dampener	American	Div.	19	Sixth grade	2 months	-.10	6.70	10	37	6.70
Neckband press operator	German	Mar.	21	Seventh grade	5 months	-.10	5.70	10	37	5.70
Shaker	English	Div.	21	Grammar	1 week	-.10	5.70	10	37	5.70
Flat work machine operator	Norwegian	Sin.	19	Seventh grade	2 years	-.10	5.70	10	37	5.70
Bosom press operator	German	Sin.	22	Sixth grade	3 years	-.10	5.70	10	37	5.70
Flat work machine operator	Norwegian	Sin.	17	Seventh grade	2 years	-.10	5.70	10	37	5.70
Head ironer	Irish	Wid.	33	Grammar	7 years	-.10	6.05	10	37	5.70
Neckband press operator	German	Sin.	21	Sixth grade	1 week	-.10	5.70	10	37	5.70
Head ironer	Jewish	Sin.	16	Seventh grade	4 months	-.10	5.70	10	37	5.70
Sorter	Jewish	Sin.	18	Third grade	1 1/2 years	-.10	5.70	10	37	3.90
Flat work machine operator	Scott-German	Mar.	27	Grammar	3 years	-.11	6.35	10	37	6.35
Starcher	Dutch	Sin.	20	None	5 weeks	-.11	6.05	9 1/2	35	6.05
Shirt folder	German	Sin.	17	Seventh grade	8 months	-.11	6.05	9 1/2	35	6.05
Flat work machine operator	Irish	Mar.	27	Fifth grade	3 months	-.11	6.35	9 1/2	35	6.35
Flat work machine operator	Jewish	Sin.	17	Fifth grade	6 months	-.11	6.35	9 1/2	35	6.35
Flat work machine operator	Italian-French	Sin.	16	Country school	10 years	-.11	6.25	9 1/2	35	6.35
Head flat work machine operator	American	Sin.	19	Seventh grade	1 year	-.11	6.35	9 1/2	35	6.00
Flat work machine operator	Irish-German	Sin.	19 1/2	Sixth grade	3 years	-.11	6.35	9 1/2	35	6.35
Flat work machine operator	Norwegian	Sin.	23	Seventh grade	6 months	-.11	6.35	9 1/2	35	6.35
Flat work machine operator	Irish	Mar.	31	One year high	3 months	-.11	6.35	9 1/2	35	6.35
Shaker	Jewish	Sin.	19	None	12 months	-.12	6.00	9 1/2	35	6.00
Shaker	Jewish	Sin.	17	None	6 months	-.12	6.00	9 1/2	35	6.00
Starcher	German	Sin.	19	Seventh grade	6 months	-.12	6.00	9 1/2	35	6.00
Flat work machine operator	American	Mar.	21	Seventh grade	4 years	-.12	6.00	9 1/2	35	6.00
Flat work machine operator	Dutch-Irish	Sin.	18	Grammar	4 months	-.12	6.00	10	37	6.00
Flat work machine operator	Norwegian	Sin.	17	Seventh grade	1 year	-.12	6.00	10	37	6.00
Cuff press operator	German	Wid.	30	Grammar	3 years	-.12	6.00	10	37	6.00
Sleeve ironer operator	Dutch-Irish	Sin.	18	Sixth grade	3 weeks	-.12	6.00	10	37	6.00
Collar ironer operator	American	Mar.	24	Third grade	10 years	-.12	6.00	10	37	6.00
Starcher	German	Sin.	16	Seventh grade	1 year	-.12	6.00	9 1/2	35	6.00
Cuff press operator	Scott-Irish	Sin.	17	Sixth grade	1 year	-.12	6.00	9 1/2	35	6.00
Sleeve ironer operator	Danish	Sin.	18	Sixth grade	2 1/2 years	-.12	6.00	9 1/2	35	5.50
Sleeve ironer operator	English	Sin.	17	Seventh grade	2 years	-.12	6.00	9 1/2	35	5.50
Flat work machine operator	German	Sin.	18	Fourth grade	3 years	-.12	6.00	9 1/2	35	6.00
Flat work machine operator	Danish	Sin.	23	Sixth grade	2 years	-.12	6.00	9 1/2	35	6.00
Hand ironer	German	Div.	23	Seventh grade	9 months	-.12	6.00	9 1/2	35	2.90
General work	German-English	Div.	47	Ninth grade	1 year	-.12	6.40	9 1/2	35	6.40
Flat work machine operator	Norwegian	Sin.	19	Seventh grade	1 year	-.12	6.00	9 1/2	35	6.00
Flat work machine operator	German	Sin.	22	Seventh grade	5 years	-.12	6.87	10	37	6.87
Janitress	Dutch-Irish	Sin.	30	Third grade	6 months	-.12	6.87	10	37	6.87
Bosom press operator	Danish	Sin.	19	Country school	2 years	-.12	7.00	10	37	7.00
Sleeve ironer operator	German	Mar.	23	Sixth grade	7 years	-.12	7.00	10	37	7.00
Body ironer operator	English	Mar.	23	Fourth grade	7 years	-.12	7.00	10	37	7.00
Mender	American	Wid.	43	Grammar	6 years	-.12	7.00	10	37	7.00
Collar ironer operator	Scott-German	Mar.	28	Seventh grade	1 year	-.12	7.00	10	37	7.15
Mender	Irish	Sin.	21	Seventh grade	3 months	-.13	7.15	9 1/2	35	7.15
Marke and sorter	Norwegian	Sin.	18	Seventh grade	11 years	-.13	7.15	9 1/2	35	7.15
Sleeve ironer operator	German	Sin.	18	One year high	11 years	-.13	7.00	10	37	7.00
Neckband press operator	Italian	Sin.	18	Italy	2 years	-.15	7.52	9 1/2	35	7.52
Checker	Scott-Irish	Sin.	18	Seventh grade	18 years	-.15	7.52	9 1/2	35	7.52
Body ironer operator	Irish	Sin.	23	Seventh grade	25 years	-.15	8.00	9 1/2	35	8.00
Collar shaper	Jewish	Sin.	18	None	1 year	-.15	8.00	9 1/2	35	8.00
Mender	German-English	Sin.	30	Sixth grade	1 year	-.15	8.00	9 1/2	35	8.00
Collar ironer operator	French	Sin.	20	High school	3 years	-.15	8.00	10	37	8.00
General work	Irish-German	Sin.	22	High school	2 years	-.15	8.00	10	37	8.00
Hand ironer	Danish	Sin.	22	Sixth grade	3 months	-.15	8.00	10	37	8.00
Head flat work machine operator	Irish	Sin.	25	Sixth grade	5 years	-.15	8.00	10	37	8.00
Dampener	Danish	Sin.	20	Sixth grade	2 years	-.15	8.25	9 1/2	35	8.25
Bosom press operator	Scandinavian	Mar.	29	Country school	2 years	-.15	8.25	9 1/2	35	8.25
Shirt folder	German	Mar.	21	Grammar	2 weeks	-.15	8.25	9 1/2	35	8.25
Collar ironer operator	German-Irish	Sin.	21	Country school	1 year	-.15	8.25	9 1/2	35	8.25
Collar ironer operator	French	Wid.	22	Fifth grade	6 years	-.15	8.25	9 1/2	35	8.25
Hand ironer	Irish	Div.	22	Grammar	3 years	-.15	8.25	9 1/2	35	3.50
Cuff press operator	French-German	Mar.	22	Country school	2 years	-.15	8.25	9 1/2	35	8.25
Sleeve ironer operator	French	Sin.	19	Fourth grade	2 years	-.15	8.25	9 1/2	35	8.25
Body ironer operator	Irish	Sin.	19	Fifth grade	1 year	-.15	8.25	9 1/2	35	8.25
Bosom press operator	Irish	Sin.	19	Grammar	12 years	-.15	8.25	10	37	8.25
Flat work machine operator	French-Irish	Sin.	16	Grammar	4 years	-.15	8.25	10	37	3.00
Starcher	German	Sin.	20	Sixth grade	1 year	-.15	8.25	10	37	2.00
Body ironer operator	American	Mar.	43	Sixth grade	3 years	-.15	8.25	10	37	8.25
Starcher	German	Sin.	17	Sixth grade	2 years	-.15	8.25	10	37	8.25
Body ironer operator	German	Mar.	24	Sixth grade	2 years	-.15	8.25	10	37	8.25
Body ironer operator	Norwegian	Wid.	60	Norway	2 years	-.15	8.25	10	37	8.25

SIoux CITY—LAUNDRIES—WOMEN LIVING AT HOME—Continued

TABLE NO. 28

Occupation	Nationality or Descent	Conjugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Hand ironer	Norwegian	Mar.	32	Fifth grade	5 months	.16	8.25	10	55	8.25
Head flat work machine operator	German	Sin.	30	Fifth grade	5 years	.15	8.25	10	55	8.25
Collar ironer operator	French	Div.	30	Grammar	5 years	.15	8.25	10	55	8.25
Body ironer operator	German	Mar.	22	Country school	8 months	.15	8.25	10	55	8.25
Body ironer operator	German-Irish	Div.	39	One year high	4 years	.15	8.25	10	55	8.25
Body ironer operator	German	Mar.	37	Country school	5 years	.15	8.25	10	55	8.25
Neckband press operator	Italian	Sin.	16	Fourth grade	3 years	.15	8.25	10	55	8.25
Cuff press operator	American	Wid.	59	Country school	3 years	.15	8.25	10	55	8.25
Starcher	German	Sin.	22	Country school	4 years	.15	8.25	9 1/2	55	8.25
Collar ironer operator	American	Sin.	39	Grammar	2 years	.15	8.25	9 1/2	55	8.25
Collar shaper	Norwegian	Sin.	34	Sixth grade	2 years	.15	8.25	9 1/2	55	8.25
Body ironer operator	Irish	Mar.	42	Fifth grade	3 years	.15	8.25	9 1/2	55	8.25
Body ironer operator	German	Sin.	30	Fifth grade	5 years	.15	8.25	9 1/2	55	8.25
Body press operator	German	Mar.	22	Fifth grade	2 years	.15	8.25	9 1/2	55	8.25
Collar ironer operator	American	Sin.	35	Grammar	5 years	.15	8.25	9 1/2	55	8.25
Fancy ironer	Scotch-Irish	Mar.	37	Country school	7 years	.15	8.25	9 1/2	55	8.25
Hand ironer	Danish	Mar.	41	Country school	4 years	.15	8.25	9 1/2	55	8.25
Hand ironer	Swedish	Mar.	48	Country school	4 years	.15	8.25	9	55	8.25
Shirt finisher	Div.	31	Fourth grade	1 year	.15	8.25	10	55	8.25	
Hand ironer	Irish	Mar.	30	Ireland	3 years	.15	8.25	9 1/2	55	8.25
Hand ironer	Danish	Mar.	30	Grammar	10 months	.15	8.25	9 1/2	55	8.25
Head flat work machine operator	Swedish	Mar.	27	Seventh grade	4 years	.15	8.25	9 1/2	55	8.25
Fancy ironer	American	Sin.	31	One year high	3 years	.15	8.25	9 1/2	55	8.25
Head flat work machine operator	German-Irish	Sin.	31	One year high	4 years	.15	8.25	9 1/2	55	8.25
Bosom press operator	Norwegian	Mar.	22	Fifth grade	4 years	.15	8.25	9 1/2	55	8.25
Hand ironer	English	Wid.	45	Seventh grade	1 year	.16	8.52	9 1/2	55	8.52
Bosom press operator	German-Irish	Sin.	48	Grammar	28 months	.15	8.25	9 1/2	55	8.25
Hand washer	German	Div.	21	Grammar	2 years	.17	9.35	9 1/2	55	9.35
Shirt finisher	Norwegian	Sin.	32	Seventh grade	5 years	.17	9.35	9 1/2	55	9.35
Shirt finisher	German	Mar.	36	Fifth grade	9 years	.17	9.02	9 1/2	55	9.02
Rough dry	French-Irish	Mar.	38	Fourth grade	6 1/2 years	.17	9.02	9 1/2	55	9.02
Marker	Norwegian	Sin.	30	Norway	10 years	10.00	10	57	10.00	
Hand ironer	German	Sin.	38	Grammar	18 years	10.00	10	57	10.00	
Sorter	English	Sin.	36	One year high	6 years	10.00	10	57	10.00	
Bosom press operator	German	Sin.	30	Grammar	2 years	10.00	9 1/2	57	10.00	
Furledry	German	Sin.	32	Country school	5 years	10.00	10	57	10.00	
Starcher	English	Sin.	34	One year high	3 years	.09	11.00	9 1/2	59	11.00
Hand ironer	German	Sin.	23	Germany	4 years	11.50	9 1/2	56	8.50	
Fancy ironer	Swedish	Wid.	40	Sweden	4 years	11.00	9 1/2	56	11.00	
Marker	English	Mar.	35	Grammar	4 years	.21	12.00	9 1/2	57	12.00
Marker	Norwegian	Sin.	32	Seventh grade	3 years	12.00	10	60	12.00	
Bosom press operator	Norwegian	Sin.	49	Norway	26 years	12.00	10	57	12.00	
Starcher and mender	German	Wid.	43	Country	7 years	.08	12.75	9 1/2	57	12.75
Dry cleaning press	French	Wid.	42	Fifth grade	8 years	14.00	9 1/2	60	14.00	
Marker and sorter	Danish	Mar.	35	Grammar	5 years	15.00	10	60	15.00	
Fancy ironer	Swedish	Sin.	33	Country	16 years	15.00	9 1/2	57	15.00	
Marker and sorter	Irish	Wid.	32	Seventh grade	12 years	20.00	9 1/2	60	20.00	

¹Works on basis of 35% commission.

SIoux CITY, IOWA—LAUNDRIES—WOMEN LIVING ADRIFT—14.

Starcher	Jewish	Sin.	17	Second grade	2 weeks	.10	5.70	10	57	5.50
Flat work machine operator	Irish-German	Sin.	34	Grammar	3 months	.10	5.70	10	57	4.50
Flat work machine operator	German	Div.	32	Sixth grade	8 months	.12	6.84	10	57	6.00
Rough dry	Irish	Sin.	39	Grammar	6 months	7.00	19	57	8.50	
Mender	German	Div.	31	Country	3 years	.15	8.25	9 1/2	55	4.90
Starcher	Norwegian	Sin.	19	Norway	11 years	.18	8.25	9 1/2	55	5.50
Dampener	French	Sin.	23	Two years high	15 years	.15	8.25	9 1/2	55	6.00
Neckband press operator	Dutch-Irish	Sin.	16	Seventh grade	14 years	.15	8.25	9 1/2	55	8.00
Hand ironer	German	Div.	49	Fifth grade	15 years	.15	8.25	9 1/2	55	8.00
Starcher	Irish	Wid.	30	Country	5 years	.16	8.80	9 1/2	55	4.50
Starcher	Irish	Sin.	30	Grammar	23 years	.16	8.80	9 1/2	55	4.50
Hand ironer	French	Sin.	35	Two years high	2 years	3.00	10	60	5.00	
Hand ironer	Swedish	Sin.	37	Sweden	2 years	.18	9.50	9 1/2	55	5.00
Starcher	Swedish	Div.	30	Seventh grade	9 years	10.00	10	57	5.00	

DAVENPORT, IOWA—LAUNDRIES—WOMEN LIVING AT HOME—73.

Sorter	English-German	Sin.	16 1/2	Two years high	3 weeks	\$ 4.50	9	54	4.50	
Flat work machine operator	American	Mar.	31	Country school	6 weeks	.10	5.50	10	56	5.10
Flat work machine operator	German	Mar.	19	Grammar	1 week	.10	5.50	10	55	5.50
Body ironer operator	German-Irish	Mar.	22	Grammar	4 weeks	.10	5.70	10	57	5.70
Starcher	Austrian	Mar.	37	Austria	5 months	6.00	10	57	6.00	
Hand ironer	Austrian	Mar.	36	Austria	8 months	6.00	10	57	6.00	
Starcher	German	Mar.	37	South grade	3 years	6.00	10	57	6.00	
Fancy ironer	German	Div.	22	Seventh grade	8 months	6.00	10	57	6.00	

DAVENPORT—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

TABLE NO. 28

Occupation	Nationality or Descent	Con- vugal conditions	Age	Schooling	Expe- rience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Wrapper	German	Sin.	21	Grammar	2 weeks	6.00	10	57	2.00	
Flat work machine operator	German	Sin.	16	Grammar	3 months	6.00	10	57	6.00	
Flat work machine operator	German	Sin.	16	Seventh grade	3 months	6.00	10	57	6.00	
Starcher and hand ironer	German	Sin.	18	Seventh grade	1 1/2 years	6.25	10	57	6.25	
Sieve and cuff press operator	German	Sin.	21	Seventh grade	3 years	6.50	10	57	6.50	
Neckband press operator	Dutch	Mar.	38	Fifth grade	3 years	6.50	10	57	6.50	
Starcher	American	Mar.	22	Seventh grade	3 months	6.50	10	57	6.50	
Shaker	German	Div.	47	Country school	11 years	6.50	10	57	2.50	
Flat work machine operator	American	Mar.	38	Second grade	0 years	6.50	10	57	6.50	
Flat work machine operator	English	Sin.	23	Grammar	1 year	6.50	10	57	3.50	
Fancy ironer	German	Div.	33	Sixth grade	2 months	6.00	10	55	3.50	
Collar ironer operator	Austrian	Sin.	17	None	8 months	12	6.00	10	55	6.00
Sorter	Irish	Sin.	17	Grammar	1 year	12	6.00	10	55	6.00
Shaker	Irish	Sin.	18	Seventh grade	6 weeks	12	6.50	10	55	6.00
Cuff press operator	Irish	Wid.	27	Seventh grade	4 months	12	6.00	10	55	6.00
Hand ironer	Polish	Mar.	30	None	6 months	12	6.00	10	55	6.00
Neckband press operator	Irish	Sin.	22	Ireland	6 years	12	6.00	10	55	3.50
Cuff and sleeve press operator	German	Sin.	24	Grammar	4 years	12	6.00	10	55	3.35
Flat work machine operator	Austrian	Sin.	16	Grammar	1 year	12	6.00	10	55	6.00
Folder	Jewish	Sin.	19	Seventh grade	2 years	12	6.00	10	55	6.00
Shaker	German	Mar.	30	Seventh grade	2 weeks	12	6.00	10	55	6.00
Sieve ironer operator	Irish	Div.	51	High school	2 years	12	6.00	10	55	6.00
Fancy ironer	German	Mar.	38	Grammar	7 years	7.00	10	57	7.00	
Bosom press operator	German	Mar.	34	Grammar	3 years	7.00	10	57	7.00	
Shirt finisher	Scotch-Irish	Sin.	56	Sixth grade	7 years	7.00	10	57	7.00	
Starcher	Austrian	Mar.	32	None	3 months	7.00	10	57	7.00	
Body ironer operator	Scotch	Sin.	19	Grammar	1 1/2 years	7.00	10	57	7.00	
Folder	American	Sin.	16	Sixth grade	2 years	7.00	10	57	7.00	
Flat work machine operator	Irish	Mar.	45	Country	7 years	7.00	10	57	7.00	
Flat work machine operator	American	Kin.	18	Seventh grade	3 years	7.00	10	57	7.00	
Fancy ironer	American	Sin.	31	Seventh grade	8 years	7.00	10	57	7.00	
Sorter and marker	German	Sin.	22	Seventh grade	3 months	7.00	10	57	7.00	
Body ironer operator	American	Mar.	27	Normal	4 weeks	7.00	10	57	7.00	
Starcher	Irish-German	Sin.	26	Grammar	3 months	7.00	10	57	7.00	

Checker	German	Mar.	22	Grammar	3 weeks	7.00	10	57	7.00	
Flat work machine operator	German-Irish	Sin.	17	Sixth grade	2 years	7.00	10	57	7.00	
Cuff press operator	American	Sin.	19	Fifth grade	2 years	7.00	10	57	7.00	
General work	German-Irish	Mar.	37	Grammar	4 months	7.00	10	57	7.00	
Starcher	American	Div.	28	Fifth grade	3 months	7.00	10	57	7.00	
Cuff press operator	Russian	Mar.	31	None	3 years	7.00	10	57	7.00	
Coat press operator	French	Mar.	40	Grammar	2 years	7.00	10	57	7.00	
Folder	German	Sin.	15	Sixth grade	3 years	7.00	10	57	7.00	
Coat press operator	German-Spanish	Div.	19	Grammar	6 years	7.00	10	57	7.00	
Collar ironer operator	German-Spanish	Div.	51	Grammar	11 years	7.00	10	57	7.00	
Marker and sorter	Dutch	Mar.	22	Grammar	3 years	7.50	10	57	7.50	
Sieve and yoke ironer operator	German	Sin.	17	Grammar	3 years	7.50	10	57	7.50	
Body ironer operator	American	Mar.	30	One year high	3 months	7.50	10	57	7.50	
Bosom press operator	German	Mar.	37	Seventh grade	3 months	7.50	10	57	7.50	
Body ironer operator	Austrian	Sin.	34	None	3 months	7.50	10	57	7.50	
Fancy ironer	Irish	Sin.	23	Seventh grade	20 years	7.50	10	57	7.50	
Sieve ironer operator	German	Sin.	48	Fifth grade	24 years	7.50	10	57	7.50	
Checker	German	Sin.	18	Fifth grade	20 years	7.50	10	57	7.50	
Checker and marker	German	Sin.	27	Grammar	2 years	8.00	10	57	8.00	
Neckband press operator	Irish	Sin.	22	Grammar	5 years	8.00	10	57	3.00	
Shirt finisher	German	Danish	20	Grammar	17 years	8.25	10	55	8.25	
Body ironer operator	Irish	Sin.	49	Seventh grade	17 years	10	8.50	10	57	8.50
Starcher	German	Wid.	28	Seventh grade	6 months	15	8.25	10	55	8.25
Sorter and marker	German	Mar.	37	Grammar	2 years	8.50	10	57	8.50	
Collar shaker	American	Sin.	33	Grammar	3 years	9.00	10	60	9.00	
Bosom press operator	German	Sin.	30	Grammar	8 years	9.00	10	57	9.00	
Shirt finisher	German	Mar.	36	Grammar	15 years	9.00	10	57	9.00	
Checker	Irish	Mar.	25	Grammar	9 years	9.00	10	57	9.00	
Checker	Swedish	Sin.	24	Grammar	28 years	9.00	10	60	2.00	
Checker	German	Sin.	38	Grammar	4 years	9.00	10	60	2.00	
Checker	German	Sin.	20	Seventh grade	3 years	9.00	10	60	2.00	

DAVENPORT, IOWA—LAUNDRIES—WOMEN LIVING ADRIFT—15.

Body ironer operator	Irish-German	Div.	25	Grammar	3 years	6.50	10	55	5.50	
Body ironer operator	German	Sin.	24	Grammar	2 years	6.50	10	55	5.50	
Flat work machine operator	German	Sin.	21	Country school	3 years	12	6.00	10	55	3.50
Shaker	Irish	Sin.	30	Grammar	2 years	12	6.00	10	55	4.00
Neckband press operator	American	Div.	25	Grammar	2 weeks	12	6.00	10	55	5.00
Flat work machine operator	German	Sin.	19	Grammar	3 weeks	12	6.00	10	57	5.10
Bosom press operator	German-Irish	Sin.	20	Sixth grade	4 years	7.00	10	57	5.00	
Starcher	German	Sin.	26	Grammar	3 months	7.00	10	57	5.50	
Hand ironer	German	Sin.	17	Seventh grade	3 months	7.00	10	57	5.50	
Underwear	American	Sin.	35	Grammar	2 years	7.00	10	57	5.50	
Shirt finisher	Irish	Sin.	35	Fifth grade	2 years	7.50	10	57	5.50	

DAVENPORT—LAUNDRIES—WOMEN LIVING ADRIFT—Continued.

TABLE NO. 28	Occupation	Nationality or Descent	Conjugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Collar ironer operator.....	American	.....	.....	21	Fourth grade	3 years	.....	7.50	10	57	6.00
Forelady	Scottish-Irish	.....	.....	27	Grammar	8 years	.....	8.00	10	57	4.50
Sorter	German	.....	.....	28	Third grade	8 years	.....	8.50	10	60	4.50
Sorter	American	.....	.....	22	Third grade	4 years	.....	10.00	10	60	4.50

DUBUQUE, IOWA—LAUNDRIES—WOMEN LIVING AT HOME—44.

Sleeve ironer operator.....	German	.....	.....	17	Grammar	1 year	.07	\$ 3.75	10	50	\$ 3.75
Cuff press operator.....	Irish	.....	.....	40	Country	2 weeks	.....	4.00	10	55	2.00
Cuff press operator.....	German	.....	.....	17	Country	1 day	.....	4.00	10	55	4.00
Cuff press operator.....	German	.....	.....	17	Seventh grade	4 weeks	.....	4.00	10	55	4.00
Flat work machine operator.....	English	.....	.....	16	Fourth grade	4 months	.....	4.00	10	54	4.00
Flat work machine operator.....	Scottish-English	.....	.....	18	Grammar	1 day	.....	4.00	10	54	4.00
Fancy ironer	American	.....	.....	18	Seventh grade	11 years	.....	4.55	10	42½	4.25
Collar ironer operator.....	German	.....	.....	17	Grammar	1½ years	.....	4.50	10	42½	4.50
Fancy ironer	American	.....	.....	39	Country	6 years	.....	4.50	9	54	4.50
Body ironer operator.....	German	.....	.....	18	Sixth grade	4 months	.....	4.50	10	54	4.50
Cuff press operator.....	German	.....	.....	17	Germany	2 weeks	.....	5.00	10	54	5.00
Hand washer	German	.....	.....	44	Seventh grade	18 years	.....	5.00	10	50	.....
Shirt finisher	German	.....	.....	21	Fifth grade	7 years	.11½	5.12	10	48	5.12
Bosom press operator.....	Irish	.....	.....	28	Seventh grade	7 years	.10	5.50	10	55	5.00
Sleeve ironer operator.....	German	.....	.....	19	Fifth grade	2 years	.10	5.50	10	55	5.00
Neckband press operator.....	German	.....	.....	18	Grammar	10 months	.10	5.50	10	55	5.50
Collar ironer operator.....	Scottish-English	.....	.....	19	Grammar	3 months	.10	5.50	10	55	5.50
Body ironer operator.....	German	.....	.....	32	Seventh grade	2 years	.10	5.50	10	55	5.50
Starcher	American	.....	.....	18	Sixth grade	3 years	.11½	5.75	9½	50	5.75
Marker	German	.....	.....	19	Grammar	4 years	.11½	5.75	9½	50	5.75
Neckband press operator.....	German	.....	.....	34	Fourth grade	20 years	.....	6.00	9½	54	6.00
Body ironer operator.....	German	.....	.....	20	Seventh grade	5 months	.....	6.00	8½	48	2.00
Shirt finisher	Swedish	.....	.....	32	Sweden	1 year	.....	6.00	8½	48	3.50
Collar ironer operator.....	German	.....	.....	17	Grammar	2 months	.....	6.00	8½	48	6.00

Sorter	German	.....	.....	17	Two years high	13 years	.....	6.00	8½	48	6.00
Hand ironer	Irish	.....	.....	24	Grammar	3 years	.....	6.00	10	54	.....
Neckband press operator.....	French-German	.....	.....	18	Seventh grade	14 years	.....	6.00	10	54	.....
Hand washer	German-English	.....	.....	20	Seventh grade	14 years	.....	6.00	9	54	.....
Hand washer	Irish	.....	.....	32	Grammar	8 months	.....	6.00	9	54	6.00
Hand ironer	German	.....	.....	20	Seventh grade	1 year	.....	6.00	9	54	6.00
Neckband press operator.....	German	.....	.....	18	Grammar	3 years	.11	6.50	10	55	3.50
Fancy ironer	German	.....	.....	19	Seventh grade	1½ years	.....	6.50	8½	48	2.00
Shirt finisher	Irish	.....	.....	48	Country	9 years	.....	6.50	10	54	6.50
Sorter	German	.....	.....	23	Country	5 years	.....	7.00	10	54	.....
Fancy ironer	English	.....	.....	22	High school	2 years	.....	7.00	10	60	7.00
Hand ironer	Irish	.....	.....	34	Seventh grade	15 years	.....	7.00	10	50	7.00
Hand ironer	Irish	.....	.....	32	Seventh grade	8 years	.....	7.50	10	50	3.50
Bosom press operator.....	English	.....	.....	31	Seventh grade	4 years	.....	7.50	10	50	7.50
Fancy ironer	German	.....	.....	26	Third grade	14 years	.....	8.00	10	50	8.00
Sorter and marker	German	.....	.....	21	Seventh grade	7 years	.....	8.25	10	54	3.00
Marker	German	.....	.....	18	Two years high	2 years	.....	8.50	10	60	8.50
Marker and sorter	German	.....	.....	35	.....	.....	.....	10.00	10	54	8.50
Hand ironer	German	.....	.....	40	Grammar	20 years	.....	10.00	10	54	4.50
Hand ironer	Irish	.....	.....	40	Country	19 years	.....	10.00	10	54	4.50

DUBUQUE, IOWA—LAUNDRIES—WOMEN LIVING ADRIFT—3.

Flat work machine operator.....	Irish	.....	.....	34	Second grade	11 years	.....	\$ 4.50	10	65	\$ 2.00
Shirt finisher	German	.....	.....	40	Country school	20 years	.....	.....	.....	.....	.....
Shirt finisher	French	.....	.....	24	Grammar	3 years	.....	.....	.....	.....	.....

CEDAR RAPIDS—LAUNDRIES—WOMEN LIVING AT HOME—110.

Shaker	Irish-Dutch	.....	.....	15	Seventh grade	3 months	.....	\$ 4.50	8	48	\$ 4.50
Starcher	German	.....	.....	18	Seventh grade	6 weeks	.....	4.50	10	57	4.50
Flat work machine operator.....	Bohemian	.....	.....	18	Fifth grade	2 months	.....	5.00	10	57	5.00
Flat work machine operator.....	Bohemian	.....	.....	17	Sixth grade	2 weeks	.....	5.00	10	57	5.00
Cuff press operator.....	German	.....	.....	16	Seventh grade	2 years	.....	5.00	10	57	2.00
Folder	American	.....	.....	19	Third grade	2 months	.....	5.00	10	57	5.00
Rough dry	Scottish-English	.....	.....	18	Seventh grade	4 years	.....	5.50	10	55	2.50
Flat work machine operator.....	Polish	.....	.....	18	.....	.....	.....	5.50	10	55	.....
Shaker	Irish	.....	.....	17	Grammar	1 year	.....	5.50	10	55	.....
Wrapper	German-Irish	.....	.....	17	Grammar	9 months	.10	5.50	10	55	5.50
Shirt folder	Irish	.....	.....	16	Grammar	1 year	.10	5.50	10	55	5.50
Body ironer operator.....	Irish-French	.....	.....	18	Grammar	3 years	.10	5.50	10	55	5.50
Flat work machine operator.....	American	.....	.....	66	Country school	8 months	.10	5.50	10	55	3.00
						1 year	.11	6.05	10	50	6.05

CEDAR RAPIDS—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

TABLE NO. 28	Occupation	Nationality or Descent	Condi-tional conditions	Age	Schooling	Expe-rience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
	Shaker	Irish	Mar.	45	Grammar	6 months	.....	6.00	10	57	6.00
	Bosom press operator	Bohemian	Sin.	184	Grammar	3 months	.....	6.00	10	57	6.00
	Shirt finisher	Irish	Sin.	30	Seventh grade	12 years	.....	6.00	10	57	6.00
	Flat work machine operator	Irish	Sin.	20	Fifth grade	1 year	.....	6.00	10	57	6.00
	Collar ironer operator	German-Irish	Sin.	23	First grade	11	.....	6.00	10	57	6.00
	Collar ironer operator	Irish	Sin.	18	One year high	3 months	.....	6.00	10	57	6.00
	Flat work machine operator	American	Sin.	34	Country school	3 years	.....	6.00	10	57	6.00
	Sleeve ironer operator	American	Sin.	33	Seventh grade	6 years	.....	6.00	10	57	6.00
	Flat work machine operator	German	Sin.	33	Grammar	2 years	.....	6.00	10	57	6.00
	Flat work machine operator	Bohemian	Sin.	174	Seventh grade	10 months	.....	6.00	10	57	6.00
	Collar ironer operator	Irish	Sin.	174	Eighth grade	11 years	.....	6.00	10	57	6.00
	Sleeve ironer operator	Dutch	Sin.	184	One year high	2 years	.....	6.00	10	57	6.00
	Body ironer operator	German-English	Mar.	22	One year high	2 years	.....	6.00	10	57	6.00
	Flat work machine operator	American	Sin.	16	Fifth grade	2 years	.....	6.00	10	57	6.00
	Flat work machine operator	English	Sin.	18	Fourth grade	1 month	.....	6.00	10	57	6.00
	Flat work machine operator	English	Sin.	42	Fourth grade	1 month	.....	6.00	10	57	6.00
	Flat work machine operator	Irish	Sin.	18	Grammar	113	.....	6.00	10	57	6.00
	Flat work machine operator	Irish	Sin.	184	Grammar	113	.....	6.00	10	57	6.00
	Flat work machine operator	American	Sin.	19	Grammar	6 months	.....	6.50	10	55	6.50
	Sorter	American	Sin.	19	Grammar	2 years	.....	6.50	10	55	6.50
	Sleeve ironer operator	English	Sin.	164	Sixth grade	2 years	.....	6.50	10	55	6.50
	Body ironer operator	Irish	Sin.	18	Grammar	2 weeks	.....	6.50	10	55	6.50
	Body ironer operator	Irish	Sin.	18	Grammar	2 weeks	.....	6.50	10	55	6.50
	Body ironer operator	Irish	Sin.	18	Grammar	2 weeks	.....	6.50	10	55	6.50
	Body ironer operator	Irish	Sin.	164	Grammar	2 months	.....	6.50	10	55	6.50
	Starber	English	Mar.	37	Country school	14 years	.....	6.60	10	55	6.60
	Collar ironer operator	Irish-Scottish	Mar.	174	Seventh grade	13 years	.....	6.60	10	55	6.60
	Collar ironer operator	Irish-Scottish	Mar.	174	Seventh grade	13 years	.....	6.60	10	55	6.60
	Neckband press operator	English-Irish	Sin.	25	Grammar	2 years	.....	6.60	10	55	6.60
	Neckband press operator	Scottish-Irish	Sin.	25	Grammar	2 years	.....	6.60	10	55	6.60
	Neckband press operator	Irish	Mar.	25	Grammar	12	.....	6.60	10	55	6.60
	Neckband press operator	Irish-English	Sin.	27	Grammar	12	.....	6.60	10	55	6.60
	Neckband press operator	Irish-English	Sin.	27	Grammar	12	.....	6.60	10	55	6.60

Rough 577

	Pancy ironer	Irish	Mar.	30	Two years high	1 year	.....	6.00	10	55	6.00
	Flat work machine operator	German-English	Mar.	17	Grammar	4 years	.....	6.00	10	55	6.00
	Flat work machine operator	Irish-German	Sin.	17	Two years high	2 years	.....	7.00	10	57	7.00
	Head starcher	German	Sin.	19	Grammar	2 years	.....	7.00	10	57	7.00
	Shirt finisher	Irish	Sin.	21	grammar	2 years	.....	7.00	10	57	7.00
	Flat work machine operator	Irish	Sin.	21	grammar	2 years	.....	7.00	10	57	7.00
	Starber	German	Sin.	19	Seventh grade	4 years	.....	7.00	10	57	7.00
	Flat work machine operator	Bohemian	Sin.	15	Seventh grade	2 years	.....	7.00	10	57	7.00
	Flat work machine operator	American	Sin.	15	Sixth grade	8 months	.....	7.00	10	57	7.00
	Starber	Irish-English	Mar.	16	Grammar	4 months	.....	7.00	10	57	7.00
	Pancy ironer operator	Irish	Sin.	22	Fifth grade	23 years	.....	7.00	10	57	7.00
	Sleeve ironer operator	French-German	Mar.	174	One year high	2 months	.....	7.00	10	57	7.00
	Collar ironer operator	German-English	Mar.	22	Fourth grade	2 weeks	.....	7.00	10	57	7.00
	Collar ironer operator	German-Scottish	Mar.	22	Sixth grade	4 years	.....	7.00	10	57	7.00
	Pancy ironer	American	Mar.	28	High school	23 years	.....	7.50	10	57	7.50
	Starber	American-German	Mar.	19	Third grade	6 weeks	.....	7.00	10	57	7.00
	Bosom press operator	American	Mar.	25	Three years high	3 years	.....	7.45	10	55	7.45
	Marker	American	Mar.	25	Three years high	3 years	.....	8.00	10	57	8.00
	Marker and sorter	German	Sin.	22	Grammar	1 year	.....	8.00	10	57	8.00
	Marker and sorter	German	Sin.	22	Grammar	4 years	.....	8.00	10	57	8.00
	Collar ironer operator	Scottish-English	Mar.	45	Two years high	2 years	.....	8.00	10	57	8.00
	Marker	Irish	Sin.	24	Country school	4 years	.....	8.00	10	57	8.00
	Marker	Irish	Sin.	24	Country school	4 years	.....	8.00	10	57	8.00
	Marker	Irish	Sin.	24	Fifth grade	7 years	.....	8.00	10	57	8.00
	Body ironer operator	Bohemian	Sin.	19	Seventh grade	6 years	.....	8.25	10	55	8.25
	Shirt finisher operator	German-Bohemian	Div.	21	Seventh grade	15 years	.....	8.25	10	55	8.25
	Head starcher	Irish	Sin.	12	Sixth grade	12 years	.....	8.25	10	55	8.25
	Head flat work machine operator	Bohemian	Sin.	12	Sixth grade	1 year	.....	8.25	10	55	8.25
	Head starcher	Dutch	Sin.	34	Grammar	1 year	.....	8.50	10	57	8.50
	Collar ironer operator	French	Div.	35	Fifth grade	8 years	.....	8.50	10	57	8.50
	Collar ironer operator	Polish	Sin.	40	Sixth grade	7 years	.....	8.50	10	57	8.50
	Forchday flat work machine op...	Irish-Dutch	Sin.	24	Grammar	5 years	.....	9.00	10	57	9.00
	Marker and sorter	English-Scottish	Sin.	24	Grammar	9 years	.....	9.00	10	57	9.00
	Body ironer operator	Bohemian	Sin.	25	Sixth grade	10 years	.....	9.00	10	57	9.00
	Head presser	American	Mar.	32	Sixth grade	4 months	.....	9.00	10	57	9.00

CEDAR RAPIDS—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

TABLE NO. 28

Occupation	Nationality or Descent	Confugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Sleeve ironer operator	French-Irish	Sin.	22	Grammar	5 years		9.00	10	57	9.00
Sorter	Bohemian	Sin.	24	Seventh grade	5 years		9.00	9½	54	9.00
Marker	American	Mar.	21	Seventh grade	4 years		9.00	10	57	9.00
Starcher	German	Mar.	21	Grammar	2 years		9.00	9½	52	9.00
Head flat work machine operator	Irish-German	Sin.	26	Fifth grade	15 years		9.00	9½	57	9.00
Hand ironer	Irish	Sin.	20	Country school	9 years		9.00	9½	57	3.50
Shirt finisher	German	Mar.	40	Country school	2 years		9.35	10	55	9.25
Hand ironer	German	Sin.	23	Seventh grade	17		9.35	10	55	9.25
Fancy ironer	German	Mar.	37	Country school	15 years		9.35	10	55	9.35
Shirt finisher	German	Sin.	41	Grammar	5 years		9.35	10	55	4.00
Sleeve ironer operator	German	Mar.	42	Country school	15 years		10.00	10	59	10.00
Dry cleaning presser	American	Sin.	50	University	10 years		12.00	10	60	6.00
Marker	Bohemian	Sin.	29	Grammar	3 years		12.00	10½	60	12.00
Sorter and marker	Irish	Sin.	44	Grammar	16 years		12.00	10½	60	12.00

CEDAR RAPIDS—LAUNDRIES—WOMEN LIVING ADRIFT—12.

Starcher and bosom press operator	Irish	Sin.	17½	Two years high	2 weeks	\$ 4.50	58.00	10	57	
Sleeve ironer operator	Danish	Sin.	19	Grammar	2 years	6.00	3.00	10	57	
Head flat work machine operator	German-English	Sin.	19	Seventh grade	1 year	.11	6.00	3.00	10	57
Collar ironer operator	Irish	Sin.	19	Fifth grade	3 years		6.00	4.75	9½	55
Flat work machine operator	Swedish	Sin.	23	Country school	10 months	.135	5.87	5.00	10	57
Shaker	German	Sin.	25	Country school	15 months		7.00	3.00	10	57
Later	English	Div.	48	Country school	5 years		7.00	5.00	10	57
Hand ironer	German-Irish	Sep.	24	Country school	3 months	.12	6.95	5.00	10	58
Marker	German	Wid.	48	Two years high	1 year		7.50	5.00	10	57
Fancy ironer	Irish	Sin.	24	Fourth grade	4 years		7.00	4.25	10	58
Marker	German	Sin.	25	Country school	14 years		8.00	5.00	10	57
Marker	Irish	Sin.	37	One year high	13 years		11.00	5.00	10	58

WATERLOO—LAUNDRIES—WOMEN LIVING AT HOME—107.

Hand ironer	German-Irish	Mar.	24	Seventh grade	4 years	80.125	\$5.75	9½	20	
Starcher	German	Sin.	15½	Second year high	6 weeks	.11	4.88	8	40	\$1.88
Hand ironer	Wid.	54	Country school	10 weeks	.10	4.00	9½	20		5.00
Later	Jewish	Sin.	17½	Grammar	8 weeks	.10	8.00	24	50	5.00
Shaker	Irish	Sin.	16½	Grammar	3 weeks	.10	5.00	9½	20	5.00
Shirt folder	American	Mar.	21	Fifth grade	6 years	.10	5.00	10	57	5.00
Flat work machine operator	German	Mar.	22	Seventh grade	2 weeks	.10	5.20	9½	22	5.00
Hand ironer	German	Mar.	23	Seventh grade	2 weeks	.10	5.20	9½	22	5.00
Shaker	German-French	Sin.	16½	One year high	1 month	.10	5.50	9½	22	5.00
Shaker	German	Sin.	16½	Sixth grade	6 months	.11	6.02	9½	22	5.00
Collar ironer operator	German	Sin.	16½	Grammar	1 day	.10	5.75	9½	22	5.75
Shaker	American	Sin.	24	Two years high	2 weeks	.11	6.72	9½	22	6.02
Flat work machine operator	Irish	Sin.	19	Sixth grade	2 years	.11	6.94	9½	24	5.94
Flat work machine operator	German	Mar.	22	Seventh grade	1 year	.11	5.94	9½	24	5.94
Sleeve ironer operator	Irish	Sin.	21	Sixth grade	7 months	.11	5.94	9½	24	5.94
Body ironer operator	German	Mar.	24	Grammar	4 years	.14	6.00	9½	25	6.00
Body press operator	Irish-German	Sin.	24	Grammar	3 months	.10	6.00	10	60	6.00
Shirt folder	Jewish	Sin.	106	Three years high	6 weeks	.10	6.00	10	60	6.00
Shaker	American	Mar.	26	Russian	2 months	.10	6.00	10	60	6.00
Flat work machine operator	American	Mar.	26	Grammar	3 months	.10	6.00	10	60	6.00
Collar ironer operator	English	Mar.	22	Grammar	1 days	.10	6.00	10	60	6.00
Flat work machine operator	Dutch-Irish	Mar.	22	Grammar	2½ years	.12	6.00	10	60	6.00
Flat work machine operator	American	Mar.	26	Grammar	6 months	.12	6.00	10	60	6.00
Shaker	Irish	Mar.	26	One year high	6 months	.12	6.00	10	60	6.00
Starcher	Jewish	Mar.	19	English	4 months	.12	6.00	10	60	6.00
Starcher	German-Irish	Mar.	17	Seventh grade	2 months	.12	6.00	10	60	6.00
Sleeve finisher	German	Sep.	25	Grammar	2 months	.12	6.00	10	60	6.00
Shirt folder	German	Sin.	16½	Two years high	7 months	.12	6.00	10	60	6.00
Hand ironer	German	Mar.	22	Country school	2 weeks	.12	6.00	10	60	6.00
Hand ironer	German	Mar.	22	Country school	1 year	.12	6.00	10	60	6.00
Sleeve ironer operator	English	Sin.	19½	Fifth grade	3 months	.12	6.00	10	60	6.00
Sorter and collar ironer operator	Danish	Sin.	18	Country school	1 year	.12	6.00	9½	57	3.00
Collar ironer operator	Irish	Sin.	18½	Grammar	2 years	.12½	6.75	9½	50	6.25
Cliff press operator	French	Sin.	25	Fifth grade	3 years	.14	6.50	9½	45	6.25
Sorter and marker	German	Mar.	19	Grammar	2 years	.14	6.44	9½	45	4.00
Neckband press operator	German	Mar.	17	Grammar	5 months	.13	6.60	9½	50	6.50
Neckband press operator	German-English	Mar.	19½	Grammar	7 months	.12½	6.50	9½	52	6.50
Body ironer operator	German	Mar.	19	Fifth grade	13 years	.18	6.50	10	50	6.50
Starcher	German	Mar.	19	Sixth grade	1 month	.11	6.00	10	60	2.00
Flat work machine operator	English	Mar.	17½	Fifth grade	2 years		7.00	10	60	7.00

WATERLOO—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

TABLE NO. 28

Occupation	Nationality or Descent	Conjugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Marker and lister	English	Sin.	20 1/2	Sixth grade	3 years	7.00	10	00	7.00	
Collar shaper	Italian	Sin.	19	Seventh grade	10 months	7.00	10	00	7.00	
Cuff press operator	French-German	Sin.	17 1/2	Seventh grade	10 months	7.00	10	00	7.00	
Sleeve ironer operator	German	Sin.	25	Seventh grade	2 years	7.00	10	00	7.00	
Neckband press operator	German	Mar.	35	Grammar	4 years	7.00	10	00	7.00	
Stamper	German	Sin.	17 1/2	Seventh grade	11 years	7.00	10 1/2	00	7.50	
Hand ironer	German	Div.	22	Country school	3 years	7.00	10	00	7.00	
Shaker	English	Sin.	17 1/2	Fourth grade	4 months	7.00	10	00	7.00	
Starcher	German-English	Mar.	30	Three years high	3 years	7.00	10	00	7.00	
Sorter	Bohemian	Sin.	17 1/2	Seventh grade	1 year	7.00	10	00	7.00	
Dampener	English	Sin.	19	Two years high	1 year	7.20	10	50	7.20	
Cuff press operator	German	Sin.	18	Seventh grade	9 months	7.20	10	22	7.20	
Sleeve ironer operator	French-German	Mar.	32	High normal	6 months	7.20	10	22	7.20	
Collar ironer operator	Irish	Sin.	17 1/2	One year high	1 year	7.20	10	55	7.20	
Hand ironer	German	Wid.	42	Country school	3 years	7.41	9 1/2	37	7.41	
Starcher	Danish	Sin.	29 1/2	Denmark	2 years	7.45	9 1/2	37	7.45	
Hand ironer	American	Mar.	32	Two years high	2 years	7.50	10	00	7.50	
Hand ironer	American	Sep.	23	Seventh grade	1 1/2 years	7.50	10 1/2	00	7.50	
Head folder	Danish	Sin.	17 1/2	One year high	7 years	7.50	10	00	7.50	
Flat work machine operator	German	Sin.	20 1/2	Fifth grade	1 1/2 years	7.50	10 1/2	00	7.50	
Forelady machine operator	French-German	Mar.	32	High normal	12 years	7.50	10	00	7.50	
Marker	Irish-English	Sin.	18	Seventh grade	3 months	7.50	10	00	7.50	
Body ironer operator	American	Mar.	22	Grammar	3 months	7.50	10	50	7.50	
Shirt folder	Irish	Sin.	23	Grammar	3 years	7.50	10	50	7.50	
Mender	American	Mar.	42	Grammar	15 years	7.50	10	00	7.50	
Collar ironer operator	German-Irish	Sin.	23	Country school	4 years	7.80	9 1/2	22	7.80	
Hand ironer	Scottish	Mar.	38	Sixth grade	4 weeks	7.80	10	00	7.80	
Hand ironer	American	Mar.	38	Country school	6 months	7.80	10	22	7.80	
Body ironer operator	Scottish-Irish	Mar.	32	Seventh grade	4 years	7.80	10	00	7.80	
Hand ironer	American	Mar.	33	Grammar	5 years	8.00	9 1/2	50	8.00	
Bosom press operator	Irish	Sin.	20 1/2	Sixth grade	4 years	8.00	10	50	8.00	
Starcher	German	Sin.	28	Fifth grade	3 years	8.00	10	00	8.00	
Head flat work machine operator	American	D.	17 1/2	Fourth grade	2 years	8.00	10 1/2	00	8.00	
Checker	Irish	Sin.	28	High school	9 years	8.00	10 1/2	00	8.00	
Body ironer operator	German	Sin.	25 1/2	Grammar	3 years	8.00	10	00	8.00	
Shirt finisher	Irish	Mar.	20 1/2	Grammar	3 months	8.40	10	00	8.40	
Hand ironer	American	Mar.	40	Country school	6 years	8.50	9 1/2	22	8.50	
Cuff press operator	German	Sin.	22	Grammar	2 years	8.50	10	00	8.50	
Marker	German	Sin.	18	Seventh grade	2 years	8.55	9 1/2	37	8.55	
Hand ironer	German	Sin.	30	Grammar	7 years	9.00	10	00	9.00	
Collar ironer operator	Irish	Mar.	22	Country school	16 years	9.00	10	00	9.00	
Hand ironer	German	Div.	50	Country school	6 years	9.00	10	00	9.00	
Hand washer	German	Div.	48	None	3 years	9.00	10	00	9.00	
Hand washer	German-English	Sin.	18 1/2	Third grade	1 year	9.00	10	00	9.00	
Bosom press operator	German	Sin.	21	Grammar	16 months	9.00	10	00	9.00	
Hand ironer	Dutch	Mar.	46	Country school	20 years	9.00	10	50	9.00	
Hand ironer	Irish	Sin.	40	Country school	8 years	9.00	10	50	9.00	
Hand washer	Irish-German	Mar.	41	Country school	1 year	9.00	10	50	9.00	
Marker and checker	Irish-German	Sin.	24	Grammar	2 1/2 years	9.00	10 1/2	00	9.00	
Fancy ironer operator	Dutch-English	Sin.	23	Grammar	4 years	9.00	10 1/2	00	9.00	
Collar ironer operator	Scottish-Irish	Sin.	18 1/2	Grammar	1 year	9.00	10 1/2	00	9.00	
Marker and sorter	English	Sin.	24	Seventh grade	3 years	9.00	10 1/2	00	9.00	
Bosom press operator	German	Sin.	40	Country school	15 years	9.25	10 1/2	00	9.25	
Rough dry sorter	American	Sin.	21	Grammar	4 years	9.50	10	00	9.50	
Rough dry sorter	German	Mar.	39	Country school	4 years	9.50	10	00	9.50	
Forelady	English	Mar.	33	One year high	3 years	10.00	10	00	10.00	
Hand ironer	Polish	Mar.	22	Country school	7 years	10.00	10	00	10.00	
Starcher	Bohemian	Sin.	20 1/2	Grammar	13 years	10.00	10	00	10.00	
Hand ironer	Irish	Wid.	46	Grammar	4 years	10.25	9 1/2	37	10.25	
Marker and sorter	Irish	Sin.	26	Grammar	14 years	10.50	10	00	10.50	
Marker and sorter	Irish	Sin.	27	Grammar	4 years	11.00	10	00	11.00	
Sorter	Irish-French	Mar.	30	One year high	13 years	12.00	10	00	12.00	
Sorter	Irish-French	Mar.	30	One year high	10 years	17.00	9 1/2	37	17.00	

WATERLOO—LAUNDRIES—WOMEN LIVING ADRIFT—18.

Starcher	American	Div.	25	None	3 weeks	.11	5.50	10	55	4.00
Hand ironer	American	Sin.	18 1/2	Third grade	9 months	.14	6.00	9 1/2	54	3.00
Mender	French	Sep.	18	One year high	3 months	.14	6.72	9 1/2	48	4.00
Cuff press operator	English	Sep.	19	Seventh grade	3 months	.14	7.00	10	60	4.00
Sorter	German	Sep.	17 1/2	Seventh grade	1 year	.14	7.00	10	60	3.50
Starcher	Irish	Sin.	23	Sixth grade	2 1/2 years	.14	7.20	10	60	5.00
Sleeve ironer operator	German	Sin.	20	High school	1 year	.14	7.20	9 1/2	52	3.00
Starcher	Irish-English	Sin.	21	Country school	2 years	.15	7.50	9 1/2	50	4.25
Dampener	Irish	Sin.	20	Country school	2 years	.15	7.50	10	50	3.50
Bosom press operator	English	Sin.	24	Fifth grade	4 years	.16	8.00	9	50	4.25
Shirt finisher	American	Sin.	42	Third grade	3 years	.18	8.10	9 1/2	45	5.00
Shirt finisher	English	Mar.	40	Grammar	1 1/2 years	.14	7.00	10	60	4.00
Hand ironer	Irish	Sin.	40	Country school	8 years	.18	9.00	10	50	4.50

TABLE NO. 28

Occupation	Nationality or Descent	Condi- tional condition	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Hand ironer	German	Sin.	21	Seventh grade	3 years	18	9.00	10	60	4.50
Sream press operator	American	Sin.	24	Sixth grade	5 years		9.00	10	60	8.00
Marker	German	Sin.	35	Fourth grade	4 years		12.00	10	60	6.00
Marker	German	Sin.	21	Fifth grade	4 years		13.00	10	60	6.25
Forelady	German	Sin.	42	Three years high	13 years		15.00	10	60	1.50

COUNCIL CLUFFS—LAUNDRIES—WOMEN LIVING AT HOME—85.

Checker	American	Sin.	16	Seventh grade	7 months		5.00	9 1/2	55	5.00
Collar ironer operator	American	Sin.	17	Seventh grade	1 year		5.00	9 1/2	55	5.00
Shaker	American	Mar.	37	Fifth grade	3 days		5.00	9 1/2	55	5.00
Shaker	Austrian	Mar.	16	None	3 months		5.00	9 1/2	55	5.00
Shaker	Dutch-Irish	Sin.	29	Fifth grade	5 weeks		5.00	9 1/2	55	5.00
Flat work machine operator	American	Mar.	29	Grammar	4 months		5.00	9 1/2	55	5.00
Flat work machine operator	American	Mar.	17	Seventh grade	1 year		5.00	9 1/2	55	5.00
Flat work machine operator	German	Wid.	52	Country school	2 years		5.00	9 1/2	55	5.00
Flat work machine operator	German	Div.	21	Fourth grade	1 year		5.00	9 1/2	55	5.00
Flat work machine operator	American	Sin.	19	Grammar	6 months		5.00	9 1/2	55	5.00
Flat work machine operator	German	Sin.	22	Fourth grade	2 years		5.00	9 1/2	55	5.00
Flat work machine operator	Danish	Sin.	16	Fourth grade	2 months		5.00	9 1/2	55	5.00
Flat work machine operator	German	Sin.	17	Country school	4 months		5.00	9 1/2	55	5.00
Sleeve ironer operator	German-Irish	Sin.	17	Sixth grade	1 year		5.00	9 1/2	55	5.00
Flat work machine operator	American	Sin.	22	Fourth grade	2 years		6.00	10	57	6.00
Flat work machine operator	American	Sin.	18	Seventh grade	1 year		5.00	9 1/2	55	5.00
Body ironer operator	American	Sin.	18	Seventh grade	3 years		6.00	10	57	6.00
Shaker	French-German	Mar.	23	Seventh grade	2 years		6.00	10	57	6.00
Shaker	American	Sin.	17	Grammar	9 months		6.00	10	57	6.00
Flat work machine operator	Dutch	Sin.	19	Fourth grade	4 years		6.00	10	57	6.00
Folder	American	Sin.	17	Sixth grade	2 years		6.00	10	57	6.00
Flat work machine operator	Dutch-Irish	Sin.	19	Country school	2 years		6.00	10	57	6.00
Flat work machine operator	German-Irish	Sin.	21	Seventh grade	6 years		6.00	10	57	6.00

Lister and checker	German-Irish	Sin.	15	Seventh grade	2 years		6.00	10	57	6.00
Mender	German	Mar.	20	Grammar	3 months		6.00	10	57	6.00
Folder	German	Mar.	20	Seventh grade	3 years		6.00	10	57	6.00
Collar ironer operator	German	Div.	22	Seventh grade	3 years		6.00	10	57	6.00
Flat work machine operator	Scottish-Irish	Div.	22	Two years high	3 months		6.00	10	57	6.00
Shaker	Irish	Sin.	35	Country school	3 years		6.00	10	57	6.00
Flat work machine operator	English	Sin.	35	Country school	2 years		6.00	10	57	6.00
Flat work machine operator	Irish	Sin.	29	Grammar	1 year		6.00	10	57	6.00
Body ironer operator	Irish	Mar.	23	Grammar	1 month		6.00	10	57	6.00
Shirt finisher	German-Bohemian	Sin.	40	Country school	1 year		6.00	10	57	6.00
Body ironer operator	Irish	Sin.	19	Seventh grade	3 years		6.00	10	57	6.00
Hand ironer operator	Dutch	Mar.	53	Country school	9 months		6.00	10	57	6.00
Hand ironer operator	Irish	Mar.	29	Seventh grade	2 years		6.00	10	57	6.00
Bosom press operator	German	Div.	29	Grammar	2 years		6.00	10	57	6.00
Flat work machine operator	Dutch-Irish	Mar.	20	Seventh grade	4 months		6.00	10	57	6.00
Body ironer operator	American	Div.	24	Seventh grade	6 months		6.00	10	57	6.00
Cuff press operator	Irish	Sin.	24	Sixth grade	6 months		6.00	10	57	6.00
Folder and marker	German-English	Sin.	19	Grammar	5 years		6.20	10	55	6.50
Body ironer operator	Danish	Mar.	26	Grammar	6 months		6.20	10	55	6.50
Starcher	American	Sin.	19	Grammar	9 months		6.20	10	55	6.50
Starcher	Dutch-Irish	Sin.	23	Seventh grade	3 years		6.20	10	55	6.50
Body ironer operator	American	Sin.	24	Country school	6 years		6.50	9 1/2	55	6.50
Body ironer operator	American	Sin.	24	Country school	6 years		6.50	9 1/2	55	6.50
Fancy ironer	Irish	Div.	30	Sixth grade	2 months		6.50	9 1/2	55	6.50
Shaker	American	Div.	37	Normal school	13 years		6.50	9 1/2	55	6.50
Bosom press operator	American	Sin.	19	Seventh grade	13 years		6.50	9 1/2	55	6.50
Hand ironer	German	Mar.	39	One year high	4 years		6.50	9 1/2	55	6.50
Body ironer operator	Irish	Sin.	30	Grammar	10 years		7.00	10	57	7.00
Body ironer operator	English	Div.	33	Grammar	6 months		7.00	10	57	7.00
Starcher	Dutch-Irish	Wid.	47	Country school	3 years		7.00	10	57	7.00
Fancy ironer	Irish	Sep.	38	Country school	14 years		7.00	10	57	7.00
Head flat work machine operator	German	Div.	40	Country school	2 years		7.00	10	57	7.00
Fancy ironer	Irish	Sin.	29	Grammar	2 years		7.00	10	57	7.00
Body ironer operator	German-Irish	Mar.	26	Seventh grade	2 years		7.00	10	57	7.00
Body ironer operator	American	Mar.	26	Two years high	2 years		7.00	10	57	7.00
Starcher and sorter	Austrian	Mar.	26	Country school	1 year		7.00	9 1/2	55	7.00
Starcher	German-Scottish	Wid.	30	None	8 months		7.00	9 1/2	55	7.00
Body ironer operator	Irish	Sin.	30	Fourth grade	16 years		7.00	10	57	7.00
Body ironer operator	American	Sin.	29	Grammar	12 years		7.50	9 1/2	55	7.50
Bosom press operator	American	Sin.	23	None	20 years		7.50	9 1/2	55	7.50
Marker	American	Sin.	33	Third grade	16 years		7.50	10	57	7.50
Sorter	Irish	Sin.	39	Grammar	8 years		8.00	9 1/2	55	7.50
Collar shaper	Irish	Sin.	18	Grammar	12 years		8.00	9 1/2	57	8.00
Sleeve ironer operator	German	Sin.	25	Sixth grade	3 years		8.00	10	57	8.00
Bosom press operator	Irish	Sin.	25	Seventh grade	6 years		8.00	10	57	8.00
Fancy ironer	Irish	Mar.	21	Grammar	9 years		8.00	10	57	8.00
Collar ironer operator	American	Div.	25	Seventh grade	1 year		8.00	10	57	8.00
Bosom press operator	Dutch-Irish	Div.	19	Grammar	1 year		8.00	10	57	8.00
Marker and sorter	American	Div.	21	Grammar	3 years		8.00	10	57	8.00
Marker	American	Mar.	27	Seventh grade	7 years		8.00	10	57	8.00
Marker	German-Irish	Sin.	18	Grammar	8 years		8.00	9 1/2	55	8.00
					1 year		8.50	10	57	8.50

COUNCIL BLUFFS—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

228

TABLE NO. 28

Occupation	Nationality or Descent	Conjugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Mender and general work	Scott-Irish	Mar.	48	Grammar	2 years	8.50	10	57	8.50	
Dry cleaning presser	American	35	35	High school	5 years	9.00	9 1/2	57	9.00	
Collar finisher	American	Div.	45	Grammar	4 years	9.00	9 1/2	57	9.00	
Checker and marker	American	Sin.	23	Grammar	7 years	9.00	10	57	9.00	
Folder	German-English	Sin.	34	One year high	9 years	9.00	10	57	9.00	
Sorter and checker	Irish	Sin.	36	Seventh grade	5 years	10.00	9 1/2	57	10.00	
Sorter	Swedish	Sin.	29	Fifth grade	5 years	10.00	9 1/2	57	10.00	
Forelady	Dutch-English	Mar.	28	Grammar	3 years	10.00	10	57	10.00	
Mender	American	Mar.	24	Seventh grade	11 years	10.00	10	57	10.00	
Dry cleaning presser	Danish	Mar.	30	Seventh grade	5 years	10.00	9	54	10.00	
Body ironer operator	Scott-Irish	Div.	43	Seventh grade	3 years	10.00	10	57	10.00	
Marker and sorter	Scott-Dutch	Mar.	30	Three years high	8 years	10.00	10 1/2	60	10.00	
Dry cleaning presser	German	Div.	34	Fourth grade	3 years	11.00	9	54	11.00	
Hand ironer	Dutch-Scott	Sin.	44	Grammar	11 years	12.00	9	54	12.00	

COUNCIL BLUFFS—LAUNDRIES—WOMEN LIVING ADRIFT—4.

Neckband press operator	Dutch-Irish	Sin.	17 1/2	Seventh grade	1 week	5.50	9 1/2	55	5.50
Neckband press operator	American	Div.	23	Sixth grade	1 year	8.00	10	57	4.00
Hand ironer	German	Sin.	31	Country school	10 years	8.50	10	57	4.50
Marker and lister	Scott-Irish	Wid.	32	Country school	7 years	9.00	10	57	5.00

CLINTON—LAUNDRIES—WOMEN LIVING AT HOME—54.

Flat work machine operator	Polish	Sin.	15	Sixth grade	7 months	.08	4.40	10	53	4.40
Shaker	American	Sin.	17	Grammar	7 months	.09	4.75	10	53	4.75
Flat work machine operator	Irish	Sin.	17 1/2	Fifth grade	2 months		5.00	10	55	5.00
Sleeve ironer and flat work machine operator	American	Sin.	10 1/2	Fifth grade	1 year	.09	5.15	10	57	5.15

Head folder	American	Sin.	17 1/2	Sixth grade	2 years	.09	5.15	10	57	5.15
Collar ironer operator	American	Sin.	17 1/2	Seventh grade	1 year	.10	5.50	10	55	5.50
Sleeve ironer operator	Danish	Sin.	19	Grammar	1 year	.10	5.50	10	55	5.50
Neckband press operator	English	Sin.	18	Grammar	9 months	.10	5.50	10	55	5.50
Bosom press operator	Irish	Sin.	19	Grammar	9 months	.10	5.50	10	55	5.50
Folder	German	Sin.	21	Two years high	7 weeks	.10	5.50	10	55	5.50
Shaker	Danish	Sin.	23	Sixth grade	4 weeks	.10	5.50	10	55	5.50
Sleeve ironer operator	Irish	Sin.	23	Seventh grade	4 weeks	.10	5.50	10	55	5.50
Sleeve ironer operator	German	Sin.	23	Grammar	4 months	.10	5.50	10	55	5.50
Hand ironer	Irish	Sin.	17	Fifth grade	2 years	.10	5.50	10	55	5.50
Neckband press operator	Irish-Dutch	Mar.	28	Grammar	1 year	.10	5.50	10	55	5.50
Flat work machine operator	German	Sin.	18	Seventh grade	2 years	.10	5.50	10	55	5.50
Collar ironer operator	Scott-English	Wid.	19	Fifth grade	2 years	.10	5.50	10	55	5.50
Head flat work machine operator	Irish	Sin.	19	Sixth grade	4 months	.10	5.50	10	55	5.50
Cuff and neckband press operator	Danish	Sin.	20	Fifth grade	3 years	.10	5.50	10	55	5.50
Flat work machine operator	Irish	Wid.	45	Country school	13 years	.10	6.00	10	55	6.00
Shirt folder	American	Sin.	24	Country school	7 months	.10	6.00	10	55	6.00
Head flat work machine operator	English	Wid.	38	Fifth grade	9 years	.10	6.00	9 1/2	57	6.00
Hand ironer	Irish	Sin.	19	Grammar	21 years	.10	6.00	10	55	6.00
Body ironer operator	German	Wid.	62	None	16 years	.10	6.00	10	55	6.00
Bosom press operator	German	Sin.	17 1/2	Two years high	6 weeks	.10	6.00	10	55	6.00
Flat work machine operator	German	Sin.	19	Grammar	1 year	.10	6.00	10	55	6.00
Mender	French-Canadian	Sep.	57	Country school	11 months	.11	6.05	10	55	6.05
Marker	German-Irish	Sin.	17	Seventh grade	9 months	.11	6.32	10	55	6.32
Collar ironer operator	German	Sin.	19	Sixth grade	2 years	.12	6.20	10	57	6.20
Bosom press operator	German-Irish	Div.	40	Country school	4 years	.12	6.00	10	55	6.00
Sorter and mender	Irish	Sin.	37	Fifth grade	13 years	.12	6.00	10	55	6.00
Sleeve ironer operator	German	Mar.	53	Two years high	4 years	.12	6.00	10	57	6.00
Mender	Danish	Sep.	57	None	4 years	.12	6.00	10	57	6.00
Fancy ironer	Rumanian	Mar.	28	One year high	13 years	.12	6.50	10	55	2.30
Starcher	German-Danish	Mar.	35	Fifth grade	14 years	.12	6.00	10	55	6.00
Marker	Irish	Sin.	21	Country school	5 years	.12	6.00	10	55	6.00
Hand ironer	Irish	Sin.	32	One year high	12 years	.12	6.00	10	55	6.00
Fancy ironer	Dutch	Sin.	21	Sixth grade	12 years	.12	6.87	10	55	6.87
Marker	German	Sin.	22	Country school	3 years	.12	6.87	10	55	6.87
Bundle and flat work machine	Irish	Sin.	27	Fifth grade	14 years	.12	7.00	10	55	6.87
Shirt finisher	German	Div.	26	Seventh grade	5 years	.12	7.00	10	57	7.00
Marker	American	Sin.	31	One year high	21 years	.12	7.00	10	55	7.00
Starcher and machines	Irish	Sin.	23	Grammar	6 months	.12	7.00	10	55	7.00
Hand ironer	Irish	Sin.	40	Country school	15 years	.12	7.00	10	55	7.00
Fancy ironer	Danish	Sin.	60	Country school	7 years	.12	7.00	10	55	7.00
Body ironer operator	German	Mar.	29	Denmark	9 months	.12	7.00	10	57	7.00
Sorter	American	Sin.	18	Grammar	23 years	.12	7.25	10	57	7.25
Sorter and marker	German	Sin.	24	One year high	5 years	.12	7.25	10	57	7.25
Mender and sorter	German-French	Sin.	18	Seventh grade	3 years	.12	7.50	10	57	7.50
Hand washer	German-French	Sin.	22	Sixth grade	5 years	.12	7.50	10	57	7.50
Shirt finisher	American	Mar.	32	High school	17 years	.12	7.50	10	57	7.50
Forelady	German-French	Wid.	50	Germany	9 years	.12	7.50	10	55	7.50
					27 years		8.00	10	55	8.00

BUREAU OF LABOR STATISTICS

SPECIAL INVESTIGATION WOMEN WAGE-EARNERS

OTTUMWA—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

TABLE NO. 28

Occupation	Nationality or Descent	Conjugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Hand ironer	German-Scotch	Sin.	30	Fifth grade	2 months	6.00	92	10	6.00	6.00
Flat work machine operator	Scotch-Irish	Div.	19	Seventh grade	2 months	6.00	102	10	6.00	6.00
Neckband press operator	German	Div.	49	Fourth grade	6 months	6.00	102	10	6.00	6.00
Starcher	English	Sin.	22	Seventh grade	3 years	6.00	92	10	6.00	6.00
Flat work machine operator	Scotch	Mar.	45	Seventh grade	7 months	6.00	10	10	6.00	6.00
Flat work machine operator	French-English	Div.	28	Grammar	0 years	11	6.00	10	6.00	6.00
Flat work mach. op. and marker	Scotch-French	Sin.	21	Seventh grade	2 years	7.00	10	10	7.00	7.00
Starcher and machine operator	American	Div.	30	Country school	1 year	7.00	92	10	7.00	7.00
Bosom press operator	German	Sin.	34	Country school	3 years	7.00	92	10	7.00	7.00
Hand ironer	American	Mar.	50	Country school	2 years	7.00	92	10	7.00	7.00
Head flat work machine operator	American	Div.	38	Fourth grade	2 years	7.00	92	10	7.00	7.00
Sorter	German	Sin.	40	Country school	12 years	7.50	10	10	7.50	7.50
Body ironer operator	American	Mar.	45	Normal	13 years	7.50	92	10	7.50	7.50
Wrapper	Norwegian	Sin.	25	Grammar	21 years	7.50	92	10	7.50	7.50
General work	American	Mar.	20	Grammar	12 years	8.00	92	10	8.00	8.00
Collar ironer operator	English	Sin.	20	Seventh grade	6 years	8.00	92	10	8.00	8.00
Collar ironer operator	American	Sin.	28	Grammar and commercial	14 years	8.00	92	10	8.00	8.00
Neckband press operator	Irish	Mar.	44	Country school	2 years	8.00	92	10	8.00	8.00
Starcher	American	Mar.	32	Seventh grade	2 years	8.00	92	10	8.00	8.00
Sleeve ironer operator	German-Welsh	Div.	13	Seventh grade	12 years	8.00	92	10	8.00	8.00
Body ironer operator	American	Mar.	48	Seventh grade	4 years	8.00	92	10	8.00	8.00
Hand ironer	German-English	Mar.	32	Country school	6 years	8.00	92	10	8.00	8.00
Shirt finisher	American	Div.	20	Seventh grade	2 years	8.00	92	10	8.00	8.00
Shirt folder	German	Mar.	25	Grammar	6 years	8.00	92	10	8.00	8.00
Starcher and cuff press operator	American	Div.	23	Country school	14 months	8.00	92	10	8.00	8.00
Tumbler	English	Sin.	25	Seventh grade	5 years	8.00	92	10	8.00	8.00
Hand ironer	Scotch-Irish	Div.	21	Country school	12 years	8.00	92	10	8.00	8.00
Marker	Swedish	Sin.	25	Fourth grade	12 years	8.00	92	10	8.00	8.00
Starcher	German-Irish	Sin.	22	Country school	7 years	8.00	92	10	8.00	8.00
Bosom press operator	Irish	Mar.	22	Country school	3 years	8.00	92	10	8.00	8.00
Marker and marker	German	Mar.	22	Seventh grade	13 years	9.00	92	10	9.00	9.00
Marker	English	Sin.	35	Grammar	5 years	9.00	92	10	9.00	9.00
Hand rough dry	Scotch-Welsh	Sin.	18	Grammar	12 years	9.00	92	10	9.00	9.00
Sorter	American	Sin.	22	Country school	5 years	9.00	92	10	9.00	9.00

Hand ironer	German	Div.	30	Seventh grade	1 year	8.00	92	10	8.00	8.00
Sorter	Swedish	Sin.	21	Country school	3 years	8.00	92	10	8.00	8.00
Mender and dry cleaning	Irish	Sin.	21	Country school	1 year	10.00	92	10	10.00	10.00
Forelady	German	Div.	25	Grammar	4 years	10.00	92	10	10.00	10.00
				Grammar	7 years	10.00	92	10	10.00	10.00

OTTUMWA—LAUNDRIES—WOMEN LIVING ADRIFT—8.

Hand ironer	Irish	Div.	22	Fifth grade	3 years	7.00	92	10	7.00	7.00
Starcher	German	Mar.	20	Fifth grade	1 year	7.00	92	10	7.00	7.00
Fancy ironer	American	Sin.	18	None	1 year	7.00	92	10	7.00	7.00
Marker	Dutch	Div.	18	Grammar school	2 years	7.00	92	10	7.00	7.00
Starcher	German-Irish	Sin.	18	Grammar school	2 years	7.00	92	10	7.00	7.00
Checker	Irish	Div.	19	Seventh grade	2 years	7.50	92	10	7.50	7.50
Mender	American	Div.	30	Seventh grade	13 years	8.00	92	10	8.00	8.00
Starcher	Irish	Mar.	28	Country school	7 years	8.00	92	10	8.00	8.00
	Irish	Wid.	23	Country school	30 years	8.00	92	10	8.00	8.00

MUSCATINE—LAUNDRIES—WOMEN LIVING AT HOME—22.

Body ironer operator	German	Sin.	18	Grammar	2 months	10	83.50	10	10	83.50
Cuff press operator	German-Irish	Sin.	14	Seventh grade	3 months	10	5.50	10	10	5.50
Sleeve ironer operator	German	Wid.	20	Country school	3 months	10	5.50	10	10	5.50
Sleeve ironer operator	Irish	Wid.	20	Fifth grade	6 months	11	6.00	10	10	6.00
Fancy ironer	German	Mar.	19	Seventh grade	5 months	11	6.00	10	10	6.00
Bosom press operator	German	Mar.	24	Grammar	5 months	11	6.00	10	10	6.00
Shirt finisher	German	Wid.	17	Seventh grade	1 year	12	6.00	10	10	6.00
Cuff press operator	German	Wid.	21	High school	2 years	12	6.00	10	10	6.00
Body ironer operator	German	Div.	38	Fifth grade	2 years	12	6.00	10	10	6.00
Shirt finisher	German	Mar.	27	Fifth grade	2 months	12	6.00	10	10	6.00
Neckband press operator	German	Wid.	28	Fifth grade	3 years	7.00	10	10	7.00	7.00
Body ironer operator	German	Sin.	21	Fifth grade	3 years	7.00	10	10	7.00	7.00
Starcher and hand ironer	English	Sin.	19	Seventh grade	4 years	7.00	10	10	7.00	7.00
Body ironer operator	American	Sin.	17	Seventh grade	2 years	7.00	10	10	7.00	7.00
Neckband press operator	German	Wid.	25	One year high	1 year	7.00	10	10	7.00	7.00
Marker and marker	American	Sin.	36	Seventh grade	3 years	7.00	10	10	7.00	7.00
Marker	German	Wid.	25	Grammar	2 years	7.00	10	10	7.00	7.00
Neckband press operator	German	Wid.	25	Seventh grade	2 years	8.00	10	10	8.00	8.00
Forelady	American	Sin.	19	Seventh grade	5 years	8.50	10	10	8.50	8.50
Forelady	German	Sin.	33	Grammar	15 years	8.50	10	10	8.50	8.50
Forelady	German	Sin.	43	Fifth grade	17 years	10.00	10	10	10.00	10.00
Forelady	German	Sin.	41	One year high	18 years	10.00	10	10	10.00	10.00

FT. DODGE—LAUNDRIES—WOMEN LIVING AT HOME—35.

TABLE NO. 28	Occupation	Nationality or Descent	Conjugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
	Flat work machine operator	Irish	Sin.	17	Seventh grade	3 months	.10	\$5.00	10	54	\$5.40
	Shaker	Swedish	Sin.	18	Grammar	2 weeks	.10	5.70	10	57	5.70
	Shaker and flat work mach. opr.	Irish-English	Sin.	17	Sixth grade	13 months	.10	5.70	10	57	5.70
	Flat work machine operator	German-Bohemian	Sin.	17	Seventh grade	6 months	.10	5.70	10	57	5.70
	Body ironer operator	Swedish	Sin.	19	Seventh grade	4 months	.10	5.70	10	57	5.70
	Folder	German-English	Sin.	18	Seventh grade	1 year	.11	6.27	10	57	6.30
	Neckband press operator	Irish	Sin.	18	Grammar	18 years	.14	6.00	10	57	6.00
	Starcher	Irish	Sin.	17	Seventh grade	6 months	.14	6.50	10	57	6.50
	Cuff press operator	German	Wid.	60	Ireland	3 months	.12	6.81	10	57	7.00
	Mender	Irish	Mar.	23	Grammar	2 years	.13	7.02	10	54	7.02
	Fancy ironer	American	Sin.	18	Seventh grade	2 years	.13	7.02	10	54	7.02
	Sleeve ironer operator	American	Sin.	18	Grammar	2 years	.13	7.02	10	54	7.02
	Flat work machine operator	Swedish	Sin.	17	Sixth grade	3 years	.13	7.00	10	57	7.00
	Shirt finisher	German	Sin.	19	Grammar	2 months	.15	7.00	10	57	7.00
	Head counter	German-Norwegian	Sin.	18	Grammar	1 year	.15	7.00	10	57	7.00
	Collar ironer operator	Irish	Sin.	21	Sixth grade	11 years	.14	7.80	10	57	7.80
	Flat work machine operator	German	Mar.	18	Sixth grade	3 years	.14	7.80	10	54	8.10
	Bosom press operator	English	Sin.	18	Sixth grade	6 years	.15	8.55	10	57	8.55
	Shirt finisher	Irish	Sin.	21	Sixth grade	5 years	.15	8.55	10	57	8.55
	Body ironer operator	American	Sin.	18	Grammar	2 years	.15	8.55	10	57	8.55
	Sleeve ironer operator	English-Irish	Sin.	21	Grammar	7 months	.15	8.55	10	57	8.55
	Collar ironer operator	Swedish	Sin.	25	Grammar	3 years	.15	8.55	10	57	8.55
	Fancy ironer	Norwegian	Sin.	18	Seventh grade	23 years	.15	9.00	10	50	9.00
	Sorter	Bohemian	Sin.	18	Seventh grade	2 years	.15	9.00	10	50	9.00
	Marker	German	Sin.	20	Grammar	4 years	.08	10.00	10	57	11.40
	Marker and lister	French	Wid.	49	Country school	15 years	.20	11.40	10	57	11.40
	Sorter and lister	Irish-Irish	Wid.	49	Country school	15 years	.20	11.40	10	57	11.40
	Starcher	Turk	Sin.	28	Grammar	8 years	.20	15.00	10	48	15.00
	Bosom press operator	Dutch	Sin.	35	Seventh grade	17 years	.20	15.00	10	48	15.00
	Marker	Swedish	Sin.	33	Grammar	20 years	.20	15.00	10	48	15.00
	Lister	French-Irish	Sin.	39	Seventh grade	20 years	.25	14.25	10	48	14.25
	Sleeve and body ironer operator	Norwegian	Div.	48	Third grade	5 years	.25	14.25	10	48	14.25
	Sleeve ironer operator	American	Div.	30	Grammar	6 years	.25	14.25	10	48	14.25

BUREAU OF LABOR STATISTICS

KEOKUK—LAUNDRIES—WOMEN LIVING AT HOME—20.

Shaker	Dutch	Sin.	30 1/2	Sixth grade	1 month	\$4.50	10	57	\$4.50
Flat work machine operator	German-French	Sin.	24	Seventh grade	4 months	5.00	10	57	5.00
Flat work machine operator	French	Sin.	16	Seventh grade	5 months	5.00	10	57	5.00
Flat work machine operator	German-French	Div.	20	Country school	8 months	5.00	10	57	5.00
Hand ironer	German	Mar.	18	Country school	8 months	6.00	10	57	6.00
Starcher	German	Sin.	28	Country school	8 months	6.00	10	57	6.00
Shaker and flat work mach. opr.	German	Sin.	18	Fifth grade	8 months	6.00	10	57	6.00
Fancy ironer	American	Div.	32	Country school	11 years	6.00	10	57	6.00
Marker and sorter	American	Sin.	21	Grammar	9 months	7.00	10	57	7.00
Neckband press operator	German-Irish	Sin.	21	Sixth grade	6 years	7.00	10	57	7.00
Hand ironer and flat work machine operator	American	Div.	27	Seventh grade	7 years	7.50	10	57	7.50
Hand ironer	Scottish-Irish	Div.	44	Country school	10 years	7.50	10	57	7.50
Folder and sleeve ironer operator	American	Div.	33	Third grade	9 months	7.50	10	57	7.50
Body ironer operator	German	Div.	39	Country school	3 years	7.50	10	57	7.50
Hand ironer	Dutch-Irish	Div.	31	Country school	14 months	7.50	10	57	7.50
Shirt folder	Irish-German	Mar.	26	Grammar	4 years	7.50	10	57	7.50
shirt finisher	Irish-German	Sin.	29	Sixth grade	6 years	7.50	10	57	7.50
Starcher	American	Mar.	28	First year high	1 year	7.50	10	57	7.50
Hand ironer and folder	Scottish-Irish	Sin.	42	Fourth grade	11 years	8.00	10	57	8.00
Sorter and bundler	Dutch-Canadian	Mar.	35	High and two yrs. college	6 years	8.50	10	57	8.50

KEOKUK—LAUNDRIES—WOMEN LIVING ADRIFT—4.

Hand ironer	Irish	Sin.	35	Seventh grade	17 years	\$7.00	10	55	\$4.00
Neckband press operator	American	Div.	34	Fifth grade	8 years	7.50	10	55	5.00
Cuff press operator	Irish	Div.	31	Fifth grade	5 years	7.50	10	55	5.50
Body ironer	Irish	Wid.	33	Grammar	10 years	8.00	10	57	5.00

MARSHALLTOWN—LAUNDRIES—WOMEN LIVING AT HOME—25.

Cuff press operator	American	Sin.	18	Fifth grade	4 months	\$5.50	10	52	\$5.50
Neckband press operator	American	Sin.	16	Grammar	2 months	5.50	10	52	5.50
Starcher	Dutch-German	Sin.	17	Seventh grade	3 months	5.50	10	55	5.50
Flat work machine operator	Swedish	Sin.	19	Sixth grade	13 years	5.50	10	55	5.50
Flat work machine operator	German	Div.	41	Country school	2 weeks	5.50	10	55	5.50
Flat work machine operator	Irish	Div.	34	Two years high	2 weeks	5.50	10	55	5.50
Flat work machine operator	American	Sin.	16 1/2	Seventh grade	1 year	5.50	10	55	5.50

SPECIAL INVESTIGATION WOMEN WAGE-EARNERS

MARSHALLTOWN—LAUNDRIES—WOMEN LIVING AT HOME—Continued.

Occupation	Nationality or descent	Conjugal conditions	Age	Schooling	Experience	Earnings	Average weekly outlays	Hours per day	Hours per week	Average weekly expenditures
Body ironer operator.....	Dutch German.....	Sim.	29	Sixth grade	4 years	31	6.55	10	75	6.95
Flat work machine operator.....	American.....	W.M.	57	Country	8 months	.....	.....	.....	.....	6.00
Flat work machine operator.....	Polish.....	Sim.	30	Fifth grade	1 month	.....	.....	.....	.....	6.50
Flat work machine operator.....	American.....	Sim.	10	Fifth grade	1 month	.....	.....	.....	.....	6.50
Collar ironer operator.....	American.....	Sim.	11	Seventh grade	3 months	.....	.....	.....	.....	6.50
Collar ironer operator.....	English.....	Sim.	15	Sixth grade	2 years	.....	.....	.....	.....	6.50
Shoe brush operator.....	German.....	Sim.	18	Sixth grade	2 years	.....	.....	.....	.....	6.50
Shoeband press operator.....	American.....	W.M.	27	Grammar	4 years	.....	.....	.....	.....	7.00
Shoeband press operator.....	W.M.	W.M.	27	Grammar	4 years	.....	.....	.....	.....	7.00
Sorter.....	Swedish.....	Sim.	15	Two years high	2 years	.....	.....	.....	.....	7.15
Body ironer operator.....	Bohemian.....	Sim.	15	Sixth grade	1 year	.....	.....	.....	.....	7.15
Body ironer operator.....	American.....	Sim.	15	Sixth grade	1 year	.....	.....	.....	.....	7.15
Chow.....	American.....	Sim.	45	Country school	9 years	.....	.....	.....	.....	7.28
Rough dy.....	Swedish.....	Sim.	52	Country school	9 years	.....	.....	.....	.....	7.28
Hand ironer.....	American.....	Sim.	57	Grammar	11	.....	.....	.....	.....	7.80
Hand ironer.....	American.....	W.M.	47	Country	11 years	.....	.....	.....	.....	8.00
Hand starcher.....	American.....	Sim.	47	Country	11 years	.....	.....	.....	.....	8.00
Shirt finisher.....	Swedish.....	Sim.	27	Grammar	10 years	.....	.....	.....	.....	8.25
Shirt finisher.....	Swedish.....	Sim.	27	Grammar	10 years	.....	.....	.....	.....	8.25
Bosom press operator.....	Bohemian.....	Sim.	52	Fifth grade	6 years	.....	.....	.....	.....	8.50
Bosom press operator.....	English-Irish.....	Sim.	52	Country school	21 years	.....	.....	.....	.....	8.50

MARSHALLTOWN—LAUNDRIES—WOMEN LIVING ADRIFT—2.

Occupation	Nationality or descent	Conjugal conditions	Age	Schooling	Experience	Earnings	Average weekly outlays	Hours per day	Hours per week	Average weekly expenditures
Collar and cuff press operator.....	American.....	Sim.	51	Seventh grade	3 years	.....	.....	.....	.....	85.00
Body ironer.....	Polish-English.....	Sim.	26	Grammar	4 years	.....	.....	.....	.....	7.50

MASON CITY—LAUNDRIES—WOMEN LIVING AT HOME—32.

Occupation	Nationality or descent	Conjugal conditions	Age	Schooling	Experience	Earnings	Average weekly outlays	Hours per day	Hours per week	Average weekly expenditures
Flat work machine operator.....	German-Irish.....	Rep.	20	Fifth grade	5 years	80.00
Flat work machine operator.....	Swedish.....	Sim.	17	Fourth grade	2 months	8.00

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FT. MADISON—LAUNDRIES—WOMEN LIVING AT HOME—S.

TABLE NO. 28	Occupation	Nationality or Descent	Condi- tions	Age	Schooling	Experi- ence	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditures
	Flat work machine operator.....	German	Un.	13	Grammar	1 month	3.50	3.50	9	10	5.50
	Collar ironer operator.....	German	Un.	13	SIXTH grade	7 years	3.50	3.50	9	20	5.50
	Body ironer operator.....	German	Un.	15 1/2	Grammar	7 years	3.00	3.00	10	25	3.50
	Shirt finisher.....	German	Un.	22	SIXTH grade	1 year	3.00	3.00	10	10	3.00
	Hand ironer.....	German	Un.	23	SIXTH grade	4 years	3.00	3.00	10	10	3.00
	Hand ironer.....	German	Un.	15	SIXTH grade	13 years	3.00	3.00	10	10	3.00
	Marker and sorter.....	German	Un.	25	Seventh grade	6 years	3.00	3.00	10	12	3.00

CHARLES CITY—LAUNDRIES—WOMEN LIVING AT HOME—15.

	Hand ironer.....	German	Un.	18	Grammar	1 year	5.00	5.00	10	15	5.00
	Body ironer operator.....	German	Un.	18	Seventh grade	11 years	3.00	3.00	10	15	5.00
	Collar ironer operator.....	Swedish	Un.	15	Country school	7 years	6.00	6.00	10	15	6.00
	Neckband press operator.....	Swedish	Un.	15	Country school	7 years	6.00	6.00	10	15	6.00
	Shoe ironer operator.....	German	Mar.	19	Three years high	3 years	6.00	6.00	10	15	6.00
	Collar ironer.....	American	Mar.	27	Grammar	3 years	6.00	6.00	10	15	6.00
	Cuff press and flat work machine	American	Mar.	27	Grammar	3 years	6.00	6.00	10	15	6.00
	Body ironer operator.....	Irish	Un.	27	Seventh grade	3 weeks	6.00	6.00	10	15	6.00
	Neckband press operator.....	German	Mar.	23	Third grade	7 years	6.00	6.00	10	15	6.00
	Collar ironer.....	German	Un.	21	Third grade	7 years	6.00	6.00	10	15	6.00
	Neckband press operator.....	French	Un.	18	Three years high	11 years	6.00	6.00	10	15	6.00
	Hand ironer.....	German	Un.	28	Seventh grade	4 years	6.20	6.20	10	15	6.20
	Hand ironer.....	Irish	Un.	38	Country school	3 years	5.00	5.00	10	15	5.00
	Body ironer.....	Irish	Un.	45	Country school	10 years	5.00	5.00	10	15	5.00
	Polish	Swedish	Un.	32	Country school	6 years	10.00	10.00	13	15	8.00

ALBIA, CRESTON, WASHINGTON, INDIANOLA & CENTERVILLE—LAUNDRIES—WOMEN LIVING AT HOME—31.

	Flat work machine operator.....	Swedish	Un.	19	Grammar	3 days	4.00	4.00	10	10	4.50
	Hand and flat work machine opy	Irish	Un.	22	Grammar	6 weeks	4.00	4.00	10	10	4.50
	Shoe ironer.....	American	Un.	17	Seventh grade	6 months	3.50	3.50	10	12	4.50
	Body ironer.....	Irish	Un.	21	One year high	1 year	5.00	5.00	10	12	5.00
	Flat work machine op.....	German	Un.	23	Country school	6 years	5.00	5.00	10	12	5.00
	Body ironer.....	German	Un.	20	Country school	6 months	5.00	5.00	10	12	5.00
	Shoe ironer.....	American	Un.	19	SIXTH GRADE	4 weeks	5.00	5.00	10	12	5.00
	Flat work machine.....	Irish	Un.	20	High school	2 years	5.00	5.00	10	12	5.00
	Collar and marker operator.....	Swedish	Un.	25	Seventh grade	2 years	5.25	5.25	10	12	5.50
	Cuff and collar press operator.....	Swedish	Un.	21	Country school	4 years	5.50	5.50	10	12	5.50
	Shardor and collar press.....	American	Un.	25	Grammar	4 years	5.50	5.50	10	12	5.50
	Sorter and marker.....	Swedish	Un.	20	Grammar school	4 years	5.50	5.50	10	12	5.50
	Cuff work machine.....	American	Un.	43	Country school	4 years	5.50	5.50	10	12	5.50
	Shoe ironer.....	Swedish	Un.	31	SIXTH GRADE	2 years	6.00	6.00	10	12	6.00
	Shoe ironer.....	Irish	Un.	21	SIXTH GRADE	1 year	6.00	6.00	10	12	6.00
	Shoe ironer.....	Irish	Un.	22	Country school	1 year	6.00	6.00	10	12	6.00
	Shardor press operator.....	Irish	Un.	21	Country school	2 years	6.00	6.00	10	12	6.00
	Marker.....	Irish	Un.	49	Country school	10 months	6.00	6.00	10	12	6.00
	Marker and fancy flour.....	Irish	Un.	25	Grammar	6 years	6.00	6.00	10	12	6.00
	Marker and sorter.....	American	Un.	24	Grammar	6 years	6.00	6.00	10	12	6.00
	Marker and sorter.....	Swedish	Un.	24	Fifth grade	2 years	7.00	7.00	10	12	7.00
	Marker and sorter.....	Swedish	Un.	24	SIXTH GRADE	11 years	8.00	8.00	10	12	8.00
	Marker and sorter.....	Swedish	Un.	24	Grammar	3 years	8.00	8.00	10	12	8.00
	Marker and sorter.....	French-Dutch	Mar.	46	Country school	15 years	10.00	10.00	12	10.00	10.00

BOONE, ALBIA, WASHINGTON, OELWEIN AND CARROLL—LAUNDRIES—WOMEN LIVING ADRIPT—19.

	Cuff press operator.....	American	Un.	19	Grammar	2 weeks	4.50	4.50	10	10	3.00
	Body ironer operator.....	American	Un.	22	SIXTH grade	1 week	5.00	5.00	10	10	3.00
	Flat work machine operator.....	Irish	Un.	23	Fifth grade	10 months	3.10	3.00	10	40	2.00
	Hand ironer.....	Irish	Un.	23	Three years high	11 months	6.00	6.00	10	25	2.50
	Fancy ironer.....	Irish	Un.	23	Grammar	6 months	6.00	6.00	10	25	2.50
	Shardor and collar ironer operator.....	Swedish	Un.	45	Country school	4 years	6.00	6.00	10	25	2.50
	Hand ironer.....	American	Un.	45	Country school	6 years	6.00	6.00	10	25	2.50
	Hand ironer.....	Irish	Un.	35	Grammar	2 years	6.00	6.00	10	25	2.50
	Shirt finisher.....	German	Un.	25	Country school	5 months	7.50	7.50	10	35	4.50
							15	8.00	10	35	5.00

IDA GROVE, TAMA, CARROLL AND PERRY—LAUNDRIES—WOMEN LIVING AT HOME—16.

Occupation	Nationality or Descent	Conjugal conditions	Age	Schooling	Experience	Earnings per hour	Average weekly earnings	Hours per day	Hours per week	Average weekly expenditure
Neckband and sleeve ironer oper.	Welsh	.....	18	Seventh grade	1 year	.10	5.50	10	55	5.50
Flat work machine operator	German	.....	17	One year high	2 weeks	.10	5.50	10	55	5.50
Body ironer operator	Irish	.....	20	One year high	4 months	.10	5.50	10	55	5.50
Sleeve ironer operator	Irish	.....	21	Seventh grade	8 years	.10	5.50	10	55	5.50
Collar press operator	Bohemian	.....	18	Sixth grade	1 year	.....	6.00	9 1/2	54	6.50
Body ironer operator	Scottish	.....	17	High school	3 months	.....	6.00	9 1/2	54	6.00
Shirt finisher	Irish	.....	49	One year high	2 years	.....	6.00	9 1/2	54	6.00
Shirt finisher	French-German	.....	20	Seventh grade	1 year	.....	6.00	9 1/2	54	6.00
Starcher	Irish	.....	17	Sixth grade	2 years	.....	6.00	9 1/2	54	6.00
Sleeve ironer operator	Irish	.....	18	Grammar	2 years	.125	6.75	10	54	6.75
Hoson press operator	Irish	.....	20	Sixth grade	1 year	.125	6.75	10	54	6.75
Collar and flat work machine op.	Irish	.....	18	Three years high	3 months	.....	7.00	9 1/2	57	7.00
Marker and sorter	German	.....	10	Grammar	1 year	.....	7.50	9 1/2	54	7.50
Flat work machine operator	American	.....	20	Grammar	6 months	.....	7.50	9 1/2	54	7.50
Body ironer operator	German	.....	24	Grammar	2 years	.....	7.50	9 1/2	54	7.50
Hand ironer	German	.....	18	Seventh grade	3 months	.....	7.50	9 1/2	54	7.50
				Grammar						

IOWA CITY, FT. DODGE AND MUSCATINE—LAUNDRIES—WOMEN LIVING ADRIFT—3.

Neckband press operator	German	.....	19	Grammar	2 months	.11	6.05	10	55	4.25
Neckband press operator	Dutch-Irish	.....	18	Seventh grade	3 years	.125	7.80	10	57	8.50
Collar ironer operator	German	.....	24	Fifth grade	14 years	.....	8.50	10	55	8.50

TABLE NO. 29.—WAGE RATE IN LAUNDRIES.

Classified Wage Rate of Women Wage Earners Interviewed in Laundries in Each City of Iowa.

WOMEN LIVING AT HOME.

City	Wage Rate										Total number interviewed
	\$4 but under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$8	\$8 but under \$9	\$9 but under \$10	\$10 but under \$12	\$12 but under \$13	\$13 but under \$20	\$20 but under \$25 and over	
Des Moines			49	61	26	14	18	11	4		189
Sioux City		16	31	11	21	4					103
Des Moines		2	26	36	6	7	6	6		1	128
Davenport	1	3	13	2	4						23
Dubuque		10	37	24	17	4					112
Cedar Rapids	2	10	21	13	12	15	2				117
Council Bluffs		14	27	20	10	16	6	1			104
Waterloo	2	10	21	20	10	16	6	1			107
Clinton		10	19	14	8	3	1		1		64
Burlington		8	17	8	13	1	1	1			42
Ottumwa		8	8	6	2	6	3	1			34
Muscatine		2	8	6	2	2	3	3			24
Fort Dodge		1	4	4	5	2	3	4			24
Kokuk		3	4	6	5	2	3	4			27
Marshalltown		7	7	6	4	4	1				30
Mason City		6	15	10	4	1	1	1			48
Iowa City		5	4	5	2						21
Oskaloosa		1	4	5	2						14
Fort Madison		2	2	2	6						13
Charles City		2	2	10	4	1					19
Boone and Osceola		3	6	7	7	1	1	1			19
Centerville, Creston, Albia, Wash- ington and Indianola		4	14	7	1	3					31
Ida Grove, Carroll, Perry and Tama		4	8	4							16
Total	25	154	233	204	140	72	67	28	8	2	1,163

TABLE NO. 30.—WAGE RATE IN LAUNDRIES.

Classified Wage Rate of Women Wage Earners Interviewed in Laundries in Each City of Iowa.
WOMEN NOT LIVING AT HOME.

City	\$4 but under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$8	\$8 but under \$9	\$9 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	Total num-ber investi-gated
Des Moines			10	13			1	1	4	39
Sioux City		2	1	1			1			14
Davenport			1	1			1			15
Dubuque	1		5	4			1			11
Clear Rapids		1		6				2	1	11
Council Bluffs										1
Waterloo										
Clinton										
Burlington										
Ottumwa										
Muscatine										
Port Dodge										
Koosauk										
Marshalltown						1				1
Mason City			1							
Iowa City										
Oakalona										
Fort Madison										
Charles City	1	1	1			1				4
Boone and Odwein										
Centerville, Creston, Albia, Washington and Indianola			4	1						5
Ida Grove, Carroll, Perry and Tama				1						1
Total	2	5	37	48	31	8	4	6	1	143

TABLE NO. 31.—AGES OF LAUNDRY EMPLOYEES.

Classified Ages of Women Wage Earners Interviewed in Laundries in Each City of Iowa.

City	Age Group																	Total
	14 years	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 to 24 years	25 to 29 years	30 to 34 years	35 to 39 years	40 to 44 years	45 to 49 years	50 years and over		
Des Moines			5	21	10	12	11	9	36	25	20	15	12	11	11	1	225	
Sioux City			1	7	4	4	4	4	29	18	15	12	12	11	1	1	133	
Davenport			1	7	4	4	4	4	20	15	12	12	11	11	1	1	88	
Dubuque				1	10	18	9	5	21	10	10	10	10	10	10	1	147	
Clear Rapids		1	9	10	15	12	12	10	9	8	8	8	8	8	8	1	123	
Council Bluffs																		
Waterloo																		
Clinton																		
Burlington																		
Ottumwa																		
Muscatine																		
Port Dodge		1																
Koosauk																		
Marshalltown																		
Mason City																		
Iowa City																		
Oakalona																		
Fort Madison																		
Charles City																		
Boone and Odwein																		
Centerville, Creston, Albia, Washington and Indianola																		
Ida Grove, Carroll, Perry and Tama																		
Total	1	5	56	123	179	96	70	67	271	149	121	110	100	41	3	1,296		

*One age not given.

TABLE NO. 32.—SCHOOL EXPERIENCE OF LAUNDRY EMPLOYEES.
Classified School Experience of Women Wage Earners Interviewed in Laundries in Each City of Iowa.

City	Second Trade	Third Trade	Fourth Trade	Fifth Trade	Sixth Trade	Seventh Trade	Grammar	Fifth year high	Fourth year high	Third year high	High	Trade school	College	Normal	Country	Foreign country	No school	Missed	Total
Des Moines			12	15	15	15	60								10		12		39
Sioux City			10	15	15	15	15								10				45
Keosauqua			10	10	10	10	10								10				40
Decorah			10	10	10	10	10								10				40
Clear Lake			10	10	10	10	10								10				40
Council Bluffs			10	10	10	10	10								10				40
Waverly			10	10	10	10	10								10				40
Clinton			10	10	10	10	10								10				40
Herrington			10	10	10	10	10								10				40
Ottumwa			10	10	10	10	10								10				40
Fort Dodge			10	10	10	10	10								10				40
Marshalltown			10	10	10	10	10								10				40
Wasson			10	10	10	10	10								10				40
Hamond and Osweeta			10	10	10	10	10								10				40
Iowa City			10	10	10	10	10								10				40
Oakdale			10	10	10	10	10								10				40
Chariton			10	10	10	10	10								10				40
Champion			10	10	10	10	10								10				40
Centerville			10	10	10	10	10								10				40
Algona			10	10	10	10	10								10				40
Wright			10	10	10	10	10								10				40
Harlan			10	10	10	10	10								10				40
Carlisle			10	10	10	10	10								10				40
Carroll, Perry and Tama			10	10	10	10	10								10				40
Total	6	74	41	157	132	218	894	60	20	18	25	1	1	1	109	2	41	6	1,269

BUREAU OF LABOR STATISTICS

TABLE NO. 31.—WOMEN WAGE EARNERS IN TELEPHONE EXCHANGES.
Occupation, Age, Experience and Economic Condition of Wage Earning Women Interviewed in Telephone Exchanges of Iowa.

DES MOINES—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—239.

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Work on Holidays	Hours per day	Hour	Day	Month	Average wages per month
Messenger	Scottish-Irish	Single	16	Grammar	6 months	24	8	1:00	Day	\$18.00	\$18.00
Operator	German	Single	14	Seventh grade	3 months	24	8	1:00	Day	18.00	18.00
Operator	Irish	Single	13	Seventh grade	3 months	24	8	1:00	Day	18.00	18.00
Operator	Irish	Single	13	Grammar	4 weeks	24	8	1:00	Day	26.00	26.00
Operator	Norwegian	Single	19	Three years high	1 week	24	8	1:00	Day	26.00	26.00
Toll receiver	Irish	Single	17	Grammar	1 week	24	8	1:00	Day	26.00	26.00
Toll operator	Irish	Single	17	Grammar	5 months	24	8	1:00	Day	26.00	26.00
Operator	American	Single	18	Grammar	5 months	24	8	1:00	Day	26.00	26.00
Operator	German	Single	18	Sixth grade	2 years	24	8	1:00	Day	26.00	26.00
Toll operator	Irish	Single	18	Grammar	2 months	24	8	1:00	Day	26.00	26.00
Operator	English	Single	17	Grammar	2 months	24	8	1:00	Day	26.00	26.00
Operator	Irish	Single	17	Grammar	2 months	24	8	1:00	Day	26.00	26.00
Operator	Irish	Single	18	One year high	2 months	24	8	1:00	Day	26.00	26.00
Operator	German-Irish	Single	18	Second year high	2 months	24	8	1:00	Day	26.00	26.00
Toll operator	Swedish	Single	20	Seventh grade	5 months	24	8	1:00	Day	26.00	26.00
Operator	Irish	Single	20	Seventh grade	5 months	24	8	1:00	Day	26.00	26.00
Operator	Jewish	Single	17	Seventh grade and one year high	6 months	24	8	1:00	Day	26.00	26.00
Operator	Denish	Single	36	Seventh grade	4 weeks	24	8	1:00	Day	26.00	26.00
Operator	Swedish	Single	20	High school	5 weeks	24	8	1:00	Day	26.00	26.00
Operator	Irish	Single	20	High school	5 weeks	24	8	1:00	Day	26.00	26.00
Operator	Irish	Single	20	Seventh grade	5 weeks	24	8	1:00	Day	26.00	26.00
Toll operator	American	Single	16	Grammar	7 months	24	8	1:15	Day	26.00	26.00
Operator	American	Single	18	Three years high	1 week	24	8	1:00	Day	26.00	26.00
Operator	American	Single	18	Three years high	1 week	24	8	1:00	Day	26.00	26.00
Operator	Irish	Single	17	Grammar	3 weeks	24	8	1:00	Day	26.00	26.00

Note.—The Average Monthly Expenditure means in the case of women living at home the contribution to the family, and in the case of

women living afloat the expenditure for shelter, food, etc. The plain figures 2, 3 and 4 mean that many Saturdays worked during each month. Fractional numbers mean that the employe works every 2d, 3d, 4d or 5th Sunday as the case may be.

SPECIAL INVESTIGATION WOMEN WAGE-EARNERS

DES MOINES—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—Continued.

TABLE NO. 33

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work			Average Wages Per			
						Work on Sundays	Hours	Hours per day	Hour	Day	Month	Average monthly expenditure
Operator	American	Sim.	18	Grammar	2 weeks	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	American	Sim.	17	Grammar	1 month	3	7	8 1/2	1.00	30.35	30.35	30.35
Operator	English	Sim.	18	Seventh grade	2 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	French-Irish	Sim.	17	Grammar	2 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	Swedish	Sim.	19	Grammar	10 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	Swedish	Sim.	17	One year high.	2 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	French-Irish	Sim.	16	Seventh grade	1 month	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	American	Sim.	18	Two years high.	2 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	German	Sim.	18	Grammar	2 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	German	Sim.	17	Grammar	1 month	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	Swedish	Sim.	19	Seventh grade	7 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	Norwegian	Sim.	16	Two years high.	2 weeks	3	7	8 1/2	1.00	30.35	30.35	30.35
Operator	German-Scottish	Sim.	16 1/2	Grammar	3 weeks	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	American	Sim.	17	Seventh grade	3 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	German-English	Sim.	16	Grammar	1 month	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	Polish	Sim.	17	Grammar	3 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	French	Sim.	22	Grammar	6 months	3	7	7 1/2	1.00	30.35	30.35	30.35
Operator	German	Sim.	17	Grammar	1 year	2d	7	7 1/2	1.05	30.75	30.75	30.75
Operator	American	Sim.	17	Grammar	10 months	2d	7	7 1/2	1.05	30.75	30.75	30.75
Operator	German	Sim.	18	Three years high.	5 months	2d	7	7 1/2	1.05	30.75	30.75	30.75
Operator	French	Sim.	22	Grammar	6 months	2d	7	7 1/2	1.05	30.75	30.75	30.75
Operator	Irish-English	Sim.	17	Fifth grade	10 months	2d	7	7 1/2	1.05	30.75	30.75	30.75
Toll operator	English	Sim.	18	Grammar 7 months O. C.	6 months	2d	7	7 1/2	1.05	30.75	30.75	30.75
Supervisor	German	Sim.	18	Seventh grade	1 year	3d	7	7 1/2	1.10	31.85	31.85	31.85
Operator	American	Sim.	19	Grammar	4 months	3d	7	7 1/2	1.10	31.85	31.85	31.85
Operator	American	Sim.	17	Grammar	3 months	3d	7	7 1/2	1.10	31.85	31.85	31.85
Information	English	Sim.	17	One year high.	1 year	3d	7	7 1/2	1.10	31.85	31.85	31.85
Operator	French	Sim.	19	Grammar	10 months	3d	7	7 1/2	1.10	31.85	31.85	31.85
Operator	French	Sim.	18	One year high.	5 months	3d	7	7 1/2	1.10	31.85	31.85	31.85
Operator	Dutch-Irish	Sim.	19	Grammar	3 months	3d	7	7 1/2	1.10	31.85	31.85	31.85
Operator	American	Sim.	18	Two years high.	4 months	3d	7	7 1/2	1.05	31.85	31.85	31.85
Operator	English	Sim.	20	Grammar	1 year	3d	7	7 1/2	1.10	32.15	32.15	32.15
Operator	Irish-Irish	Sim.	19	Seventh grade	1 year	3d	7	7 1/2	1.10	32.15	32.15	32.15
Toll recorder	Irish	Sim.	18	Grammar	1 month	3d	7	7 1/2	1.10	32.15	32.15	32.15
Operator	German	Sim.	16	Seventh grade	1 year	2d	7	7 1/2	1.10	32.15	32.15	32.15
Night operator	German-French	Sim.	18	Two years high.	5 months	4	9	9 1/2	1.00	22.50	22.50	22.50
Night operator	American	Sim.	18	Fifth grade	5 months	4	9	9 1/2	1.00	22.50	22.50	22.50
Night operator	German	Sim.	19	Grammar	5 months	4	9	9 1/2	1.00	22.50	22.50	22.50
Night operator	German	Sim.	19	Grammar	7 months	4	9	9 1/2	1.00	22.50	22.50	22.50
Operator	German	Sim.	16 1/2	Grammar	2 months	3	7	7 1/2	1.10	33.00	33.00	33.00
Operator	Irish	Sim.	19 1/2	Grammar	1 month	3	7	7 1/2	1.10	33.00	33.00	33.00
Operator	English	Sim.	17	Grammar	5 months	3	7	7 1/2	1.10	33.00	33.00	33.00
Operator	Dutch	Sim.	18	One year high.	2 months	3	7	7 1/2	1.10	33.00	33.00	33.00
Operator	Irish	Sim.	17	Seventh grade	10 months	3d	7	7 1/2	1.10	33.00	33.00	33.00
Operator	English	Sim.	17	Seventh grade	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	English	Sim.	18	One year high.	4 months	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	English-Irish	Sim.	17	Seventh grade	10 months	3d	7	7 1/2	1.15	33.45	33.45	33.45
Toll operator	German	Sim.	17	One year high.	9 months	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	Irish	Sim.	20	Three years high.	8 months	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German-Irish	Sim.	17	High school	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German-Irish	Sim.	17	Sixth grade	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German- Welsh	Sim.	20	Grammar	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German	Sim.	17	Grammar	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	Irish	Sim.	17	Grammar	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	American	Sim.	17	Seventh grade	10 years	3d	7	7 1/2	1.15	33.45	33.45	33.45
Toll operator	Scottish-Irish	Sim.	18	Grammar	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	Irish	Sim.	17	Grammar	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	Irish	Sim.	17	Seventh grade	1 year	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German	Sim.	19	Grammar	2 years	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	American	Sim.	20	Grammar	2 years	3d	7	7 1/2	1.15	33.45	33.45	33.45
Toll operator	Dutch-Irish	Sim.	20	Grammar	9 months	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German	Sim.	10 1/2	Seventh grade	13 years	3d	7	7 1/2	1.15	33.45	33.45	33.45
Operator	Welsh-Irish	Sim.	17	Grammar	10 months	3	7	7 1/2	1.15	33.45	33.45	33.45
Operator	Irish	Sim.	21	Seventh grade	9 months	3	7	7 1/2	1.15	33.45	33.45	33.45
Operator	Irish	Sim.	17	Seventh grade	11 years	3	7	7 1/2	1.15	33.45	33.45	33.45
Operator	English	Sim.	17	Grammar	3 months	3	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German-Dutch	Sim.	16	Grammar	6 months	3	7	7 1/2	1.15	33.45	33.45	33.45
Operator	German-Irish	Sim.	16	Grammar	11 months	3d	7	7 1/2	1.20	34.75	34.75	34.75
Toll operator	German	Sim.	33	Two years high.	15 months	3d	7	7 1/2	1.20	34.75	34.75	34.75
Operator	Irish	Sim.	24	Two years high.	4 years	3d	7	7 1/2	1.20	34.75	34.75	34.75
Operator	Irish	Sim.	24	Two years high.	1 year	3d	7	7 1/2	1.20	34.75	34.75	34.75
Operator	Scottish-Irish	Sim.	21	Grammar	13 years	3	7	7 1/2	1.15	30.00	30.00	30.00
Operator	English-Irish	Sim.	17	Grammar	10 months	3	7	7 1/2	1.15	30.00	30.00	30.00
Toll operator	Irish	Sim.	18 1/2	Grammar	3 months	3	7	7 1/2	1.20	35.00	35.00	35.00
Toll recorder	Irish	Sim.	18 1/2	Grammar	2 years	3d	7	7 1/2	1.20	35.00	35.00	35.00
Operator	Scottish-Irish	Sim.	16	Grammar	2 years	3d	7	7 1/2	1.20	35.00	35.00	35.00
Operator	Scottish-Irish	Sim.	16	Grammar	1 year	3d	7	7 1/2	1.20	35.00	35.00	35.00

DES MOINES—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—Continued.

252

TABLE NO. 23

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work			Hours per day	Average Wages Per		
						Work on Sunday	Hours	Hours per day		Hour	Day	Month
Operator	German	Sin.	26	Grammar	3 years	3	7	83	1.35	41.10	41.10	
Operator	English	Sin.	20	Grammar	3 years	3	7	83	1.35	41.10	41.10	
Operator	English	Sin.	23	Grammar	6 years	3	7	83	1.35	41.10	41.10	
Operator	American	Sin.	20	Country school	3 years	3d	7	8	1.45	41.00	41.00	
Supervisor	German-English	Sin.	18	Two years high	14 years	3	7	8	1.40	42.10	42.10	
Operator	American	Sin.	22	Two years high, two years normal	5 years	3	7	73	1.40	42.10	42.10	
Night chief	American	Sin.	20	High school, two years college	4 years	4	7	79	1.30	42.25	42.25	
Supervisor	German	Sin.	23	Seventh grade	3 years	3d	7	7	1.45	42.45	42.45	
Operator	American	Mar.	20	Grammar	5 years	3d	7	8	1.45	42.45	42.45	
Supervisor	German-Irish	Sin.	20	Grammar	5 years	3d	7	83	1.45	42.45	42.45	
Toll operator	Irish	Sin.	20	Grammar	3 years	3d	7	83	1.45	42.45	42.45	
Toll operator	German	Sin.	18	Grammar	2 years	3d	7	83	1.45	42.45	42.45	
Toll operator	German-Welsh	Sin.	21	One year high	5 years	3d	7	83	1.45	42.45	42.45	
Toll operator	German	Sin.	24	Grammar	4 years	3d	7	8	1.45	42.45	42.45	
Desk toll	English	Sin.	20	High school	3 years	3d	7	83	1.45	42.45	42.45	
Night operator	Scottish-Irish	Sin.	21	Two years high	3 years	3d	7	73	1.50	43.00	43.00	
Night operator	Irish	Sep.	19	Seventh grade	2 years	4	9	79	1.35	44.10	44.10	
Night operator	Irish	Sep.	20	Sixth grade	1 months	4	9	79	1.35	44.10	44.10	
Night operator	American	Mar.	20	High school, 1 year com ¹	3 years	3	7	6	1.45	44.10	44.10	
Evening chief	American	Sin.	24	Ninth grade	3 years	3d	7	83	1.56	45.40	45.40	
Base clerk	Norwegian	Sin.	21	One year high	5 years	2d	7	8	1.55	45.40	45.40	
Night operator	American	Mar.	21	Grammar	3 years	3d	7	8	1.60	46.80	46.80	
Supervisor	American	Sin.	18	Grammar	5 years	3d	7	8	1.60	46.80	46.80	
Toll supervisor	American	Sin.	18	Seventh grade	3 years	3d	7	8	1.60	46.80	46.80	
Evening chief	Scottish-Irish	Sin.	20	High school	14 years	3d	7	8d	1.60	46.80	46.80	
Supervisor	American	Sin.	20	High school	4 years	3d	7	8	1.60	46.80	46.80	
Assistant instructor	Irish	Sin.	25	Three years high	6 years	2	7	8	1.65	47.50	47.50	
Supervisor	Irish	Sin.	25	Grammar	8 years	2	7	8	1.65	48.00	48.00	
Desk operator	Scottish	Sin.	23	Three years high	5 years	3d	7	8	1.70	49.70	49.70	

BUREAU OF LABOR STATISTICS

¹Still attending school.
²One and one-half hours relief given in 9 hours of service.

DES MOINES—TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—22.

Operator	Dutch-English	Sin.	22	Three years high	7 months	3d	7	7	1.00	29.25	29.25
Operator	German-Irish	Sin.	19	Grammar	2 months	3d	7	7	1.09	29.25	29.25
Operator	German-Irish	Sin.	20	Grammar	1 month	3	7	7	1.00	30.00	30.00
Operator	American	Sin.	19	Country school	3 months	2	7	7	1.00	30.10	31.25
Operator	American	Sin.	19	Two years high	3 months	2	7	7	1.05	31.93	32.50
Toll operator	Welsh-English	Sin.	20	One year high	14 years	2d	7	73	1.10	32.35	37.45
Operator	Norwegian	Sin.	18	Grammar	9 months	2d	7	8	1.15	33.45	38.00
Operator	English	Mar.	23	Three years high	6 months	2d	7	8	1.13	33.15	32.00
Operator	Swedish	Sin.	30	Two years high	1 year	2d	7	73	1.13	33.5	32.00
Operator	American	Sin.	24	Seventh grade	14 months	2d	7	83	1.10	31.75	38.00
Operator	English-German	Wed.	22	Seventh grade	5 months	2d	7	73	1.20	34.75	39.00
Toll operator	English-German	Sin.	19	Two years high	2 years	2d	7	83	1.20	35.10	39.00
Supervisor	Irish	Sin.	20	Grammar	9 months	2d	7	7	1.25	36.20	38.00
Operator	German	Sin.	22	Grammar	2 years	3d	7	83	1.25	36.20	39.00
Supervisor	Norwegian	Sin.	22	Seventh grade	13 years	2d	7	83	1.25	36.50	39.00
Operator	Danish	Sin.	26	One year high	4 years	3	7	73	1.25	37.00	39.00
Operator	Dutch-Swedish	Sin.	18	Seventh grade	2 years	3	7	83	1.25	37.00	36.00
Operator	English	Sin.	21	High school, 2 yrs col.	2 years	2d	7	83	1.30	38.50	39.00
Operator	Irish	Sin.	24	Seventh grade	2 years	2d	7	83	1.30	38.50	39.00
Information	German	Sin.	22	Two years high	4 years	2d	7	83	1.33	39.10	32.00
Operator	Irish	Sin.	20	Two years high	4 years	2d	7	7	1.35	39.10	32.00
Trouble clerk	American	Sin.	30	One year high	4 years	2d	7	83	1.35	39.10	38.00
Toll operator	Irish	Sin.	21	Grammar	2 years	2d	7	83	1.35	39.10	38.00
Supervisor	American	Sin.	20	Two years high	2 years	2d	7	7	1.40	40.10	24.75
Night chief	American	Sin.	25	Grammar	5 years	4	9	79	1.25	40.50	33.00
Supervisor	German	Sin.	22	Two years high	4 years	3	7	73	1.35	41.10	23.00
Supervisor	Irish	Sin.	22	Seventh grade	5 years	3d	7	7	1.40	41.50	27.00
Evening chief	American	Sin.	18	Grammar	23 years	3d	7	53	1.50	43.00	18.00
Operator	American	Sin.	30	Grammar	10 years	2d	7	8	1.65	48.20	36.00
Toll supervisor	Irish	Sin.	25	Grammar	7 years	2d	7	8	1.65	48.20	24.75
Assistant chief	Irish	Sin.	24	Grammar	7 years	2d	7	8	1.70	49.10	20.00
Evening chief	Irish	Sin.	23	Grammar	2 years	2d	7	53	1.00	49.70	20.75

¹Still attending school.
²One and one-half hours relief given in 9 hours of service.

SPECIAL INVESTIGATION WOMEN WAGE-EARNERS

SIoux CITY—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—49.

TABLE NO. 33

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work		Hours per day	Average Wages Per			Average monthly expenditure
						Work on Sundays	Hours		Hour	Day	Month	
Toll operator	Irish	Sin.	19	Seventh grade	2 weeks			8	.75	19.00	19.50	
Operator	German	Sin.	19	Grammar	3 weeks	3d	6	9	.75	22.00	22.00	
Toll operator	French-Norwegian	Sin.	19	One year high	2 months	3d	8	9	.95	24.70	24.70	
Toll operator	Norwegian	Sin.	22	Seventh grade	3 years	3d	9	9	.95	24.79	24.00	
Information	German	Div.	22	One year high	6 years	3d	7 1/2	9	.90	25.00		
Operator	German	Sin.	18	Grammar	1 month	3d	9	9	.90	26.10	26.10	
Toll operator	German	Sin.	18	One year high	6 months	4th	8	8 1/2	1.07	27.65		
Toll operator	German	Sin.	18	Two years high	7 months	4th	9	8 1/2	1.00	27.65	27.65	
Toll operator	Norwegian	Sin.	18	High school	1 year	4th	9	9	1.05	29.00	10.00	
Toll operator	Danish	Sin.	17	Seventh grade	10 months	4th	9	8	1.05	29.00		
Toll operator	Scottish-German	Sin.	17	Seventh grade	2 years	4th	9	9	1.05	29.00	29.00	
Operator	English-Irish	Sin.	17	Grammar	9 months	3d	9	9	1.00	29.25	29.25	
Trouble clerk	Irish	Sin.	26	Seventh grade	5 years	3d	7 1/2	8 1/2	1.08	30.00	30.00	
Information	Swedish	Sin.	20	Seventh grade	5 1/2 years	3d	8	8	1.05	30.00	11.00	
Information	German	Div.	20	Seventh grade	5 years	3d	8	8 1/2	1.08	30.00	30.00	
Night supervisor	English-Irish	Sin.	22	Three years high	10 months	3d	9	6	1.05	30.75	30.75	
Operator	German-English	Sin.	18	Grammar	1 year	3d	7	8	1.05	30.75		
Operator	German	Mar.	17	Seventh grade	1 1/2 years	3d	9	8	1.05	30.75		
Operator	Swedish	Sin.	21	Seventh grade	1 year	2d	9	9	1.05	30.75	30.75	
Operator	Irish	Sin.	18	Seventh grade	2 years	2d	9	8 1/2	1.10	32.15	32.15	
Operator	Swedish	Sin.	24	Seventh grade	1 1/2 years	3d	8 1/2	8	1.10	32.15	31.15	
Operator	Danish	Sin.	18	Grammar	3 years	3d	9	9	1.10	32.15	19.00	
Toll operator	French-Irish	Sin.	20	Two years high	2 years	3d	9	9	1.15	32.25	32.25	
Trouble clerk	German	Sin.	19	Grammar	15 months	3d	8	8 1/2	1.17	32.50	37.50	
Toll operator	German	Sin.	18	Grammar	3 years	3d	9	9	1.20	33.75	33.75	
Toll operator	Swedish	Sin.	21	Grammar	1 1/2 years	3d	9	9	1.20	33.75	37.75	
Toll operator	French-Irish	Sin.	22	Grammar	6 years	3d	9	9	1.20	33.75	33.75	
Toll operator	Norwegian	Sin.	22	Grammar	4 years	4th	9	9	1.25	34.50	34.25	
Information	Swedish	Sin.	21	Grammar	2 years	3d	8 1/2	8 1/2	1.25	35.00	35.00	
Assistant wire chief	American	Sin.	19	Grammar	3 years	3d	9	8 1/2	1.25	35.00	35.00	
Trouble clerk	Irish	Mar.	21	Grammar	1 1/2 years	3d	7 1/2	8 1/2	1.25	35.00		
Operator	German	Sin.	19	Grammar	4 years	3d	9	9	1.20	35.10	35.10	
Operator	Swedish-Irish	Sin.	21	Grammar	2 years	3d	9	9	1.30	35.10	35.10	
Operator	German	Sin.	20	Fifth grade	4 years	3d	9	9	1.20	35.10	35.10	

¹Still attending school.

²One hour relief given in 9 hours of service.

SIoux CITY—TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—3.

Toll recorder	American	Sin.	23	Two years high	2 years	4th	9	8	1.05	29.00	29.25
Operator	Irish	Sin.	23	One year high	2 years	3d	9	8	1.15	32.41	32.00
Night operator	French	Sin.	20	One year high	4 years	4	9	7 1/2	1.25	40.50	32.00

¹One hour relief given in 9 hours of service.

DAVENPORT—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—68.

Toll operator	American	Sin.	18	Grammar	6 months			6	\$1.10	\$28.00	
Operator	German	Sin.	21	Grammar	8 months	3d	8	8	1.00	29.25	29.25
Operator	American	Sin.	21	Grammar	1 year	3d	8	9	1.00	29.25	29.25
Operator	German	Sin.	18	Grammar	7 months	3d	8	7 1/2	1.00	29.25	29.25
Operator	Irish	Sin.	17	Two years high	7 months	3d	8	9	1.00	29.25	29.25
Operator	English	Sin.	15	Grammar	1 months	2d	8	8	1.00	29.25	29.25
Operator	English	Sin.	15	Grammar	6 months	2d	8	9	1.00	29.25	29.25
Operator	German	Sin.	22	Grammar	1 1/2 years	3d	8	8 1/2	1.00	29.25	29.25
Operator	English	Sin.	20	Grammar	8 months	3d	8	8	1.00	29.25	29.25
Operator	German-English	Sin.	16	One year high	9 months	3d	8	8	1.00	29.25	29.25
Operator	Irish	Sin.	16	Grammar	7 months	3d	8	8	1.00	29.25	29.25
Operator	Irish	Sin.	19	Grammar	8 months	3d	8	7 1/2	1.00	29.25	29.25
Operator	German	Sin.	20	Seventh grade	1 year	3d	8	8	1.00	29.25	29.25

DAVEPORT—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—Continued.

TABLE NO. 33	Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work		Average Wages Per		Average monthly expenditure
							Work on Sundays	Hours	Hours per day	Day		Month
Operator	German	Sin.	18	Two years high	6 months	2d	8	8 1/2	1.00	29.25	29.25
Operator	French	Sin.	20	Three years high	2 1/2 years	2d	8	8	1.05	30.75	30.75
Operator	English	Sin.	16	Grammar	1 year	2d	8	8	1.05	30.75	30.75
Operator	Scottish-Irish	Sin.	20	Grammar	2 years	2d	8	8 1/2	1.05	30.75	30.75
Operator	French	Sin.	19	Grammar	2 years	2d	8	8	1.05	30.75	30.75
Toll operator	American	Sin.	18	One year high	10 months	2d	8	8 1/2	1.05	30.75	30.75
Toll recorder	French-Irish	Sin.	19	High school	6 months	2d	8	9	1.05	30.75	30.75
Operator	Danish	Sin.	18	Grammar	13 months	2d	8	9	1.05	30.75	30.75
Operator	German	Sin.	18	Seventh grade	1 1/2 years	2d	8	8 1/2	1.05	30.75	30.75
Operator	German-Irish	Sin.	18	Grammar	9 months	2d	8	8 1/2	1.05	30.75	30.75
Operator	German	Sin.	18	Two years high	2 years	2d	8	7 1/2	1.05	30.75	30.75
Operator	Irish	Sin.	19	Grammar	1 1/2 years	2d	8	9	1.10	32.15	32.15
Evening toll operator	Swedish	Sin.	20	Seventh grade	2 1/2 years	2d	8	8	1.10	32.15	32.15
Operator	Irish	Sin.	20	Grammar	2 years	2d	8	8 1/2	1.10	32.15	32.00
Operator	German	Sin.	25	Grammar	4 years	2d	8	9	1.10	32.15	18.00
Operator	German	Sin.	22	Seventh grade	4 1/2 years	2d	8	8	1.10	32.15	10.00
Information	German	Sin.	20	Grammar	16 months	2d	8	9	1.15	33.45	33.45
Operator	Irish	Sin.	19	One year high	2 years	2d	8	8 1/2	1.15	33.45	33.45
Operator	Irish	Sin.	19	Two years high	1 1/2 years	2d	8	8 1/2	1.15	33.45	33.45
Operator	French-Irish	Sin.	22	Three years high	3 years	2d	8	8 1/2	1.15	33.45	33.45
Operator	French-German	Sin.	20	Grammar	2 1/2 years	2d	8	9	1.15	33.45	16.00
Operator	German	Sin.	20	Grammar	2 years	2d	8	9	1.15	33.45	33.45
Operator	German	Sin.	17	Grammar	2 years	2d	8	9	1.15	33.45	33.45
Operator	German	Sin.	22	Sixth grade	4 1/2 years	2d	8	9	1.15	33.45	33.45
Operator	German	Sin.	21	Grammar	2 years	2d	8	7 1/2	1.15	33.45	33.45
Night operator	German-Irish	Sin.	18	One year high	1 1/2 years	4	2 1/2	9 1/2	1.10	33.55	33.55
Night operator	American	Sin.	17	One year high	2 years	4	2 1/2	9 1/2	1.10	33.55	33.55
Night operator	Swedish-German	Sin.	21	1 1/2 grade	1 year	4	2 1/2	9 1/2	1.10	33.55	16.00
Evening toll operator	Bohemian	Sin.	29	Grammar	1 1/2 years	2d	6	6	1.25	34.65	34.65
Toll operator	German-Irish	Sin.	17	Two years high	4 years	2d	8	8	1.25	35.10	35.10
Information	German	Sin.	25	Grammar	1 1/2 years	2d	8	8 1/2	1.25	35.10	35.10
Supervisor	Swedish	Sin.	24	Two years high	5 years	2d	8	7 1/2	1.25	35.10	35.10
Evening supervisor	American	Sin.	20	Seventh grade	2 1/2 years	2d	8	6	1.25	35.10	35.10
Order clerk	German	Sin.	17	Grammar	1 year	2d	8	8	1.25	35.50	35.50

Operator	German	Sin.	21	Grammar	3 1/2 years	2d	8	8	1.25	36.50	36.50
Toll operator	German	Sin.	21	Grammar	3 1/2 years	2d	8	9	1.25	36.50	36.50
Supervisor	American	Sin.	25	Grammar	8 years	2d	8	8	1.25	36.50	36.00
Toll operator	German	Sin.	17	Grammar	1 1/2 years	2d	8	8	1.25	37.25	37.00
Night toll operator	German	Sin.	17	Grammar	2 years	4	2 1/2	9 1/2	1.25	38.00	38.00
Toll operator	German	Sin.	18	Seventh grade	4 years	2d	8	9	1.25	38.00	38.00
Supervisor	Swedish	Sin.	20	Grammar	2 1/2 years	2d	8	8 1/2	1.25	39.10	39.10
Inspector	German	Sin.	24	Grammar	8 years	2d	8	8	1.25	39.10	39.10
Evening supervisor	German	Mar.	24	Grammar	3 years	2d	8	9	1.25	39.10	39.10
Supervisor	German	Sin.	21	High school	3 years	2d	8	8	1.25	39.10	39.10
Toll operator	American	Sin.	24	Grammar	7 years	2d	8	9	1.40	40.10	40.10
Toll operator	German	Sin.	20	Grammar	5 years	2d	8	9	1.40	40.10	40.10
Toll operator	Irish	Sin.	20	Grammar	4 years	2d	8	9	1.40	40.10	40.10
Evening toll chief	German	Sin.	24	Grammar	5 years	6	6	6	1.60	41.00	41.00
Night chief	German	Sin.	20	Grammar	1 year	4	2 1/2	9 1/2	1.25	43.85	43.85
Information	French	Sin.	31	Two years high	15 years	2d	8	8	1.50	43.90	43.90
Toll chief	German	Sin.	27	Grammar	10 years	2d	8	8	1.75	45.35	45.35
Matron	German-Irish	Mar.	39	Grammar	1 1/2 years	2d	8	10 1/2	1.75	45.25	45.25
Toll chief	American	Sin.	28	Grammar	10 years	2d	8	8	5.00	55.00	55.00
Chief operator	German	Sin.	23	Grammar	8 1/2 years	2d	8	8	5.00	55.00	55.00

¹One hour relief given in the 9 1/2 hours of time.

²Two nights during the months off, docked for same.

DAVENPORT—TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—7.

Operator	Irish	Sin.	20	High school	1 year	2d	8	8 1/2	\$1.00	\$29.25	\$22.50
Operator	Irish	Sin.	16	Two years high	8 months	2d	8	8 1/2	1.00	29.25	22.60
Operator	Irish	Sin.	19	Grammar	2 years	2d	8	8	1.15	33.45	18.00
Supervisor	German	Sin.	19	Grammar	2 years	2d	8	7 1/2	1.20	35.10	16.00
Supervisor	German	Sin.	23	Two years high	2 years	2d	8	8	1.35	39.10	20.00
Evening chief	German-English	Sin.	25	One year high	2 years	2d	8	6	1.50	43.90	17.00
Toll operator	French	Sin.	30	Grammar	7 years	2d	7	8	1.60	44.20	24.50

DUBUQUE—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—38

Operator	German-Irish	Sin.	19	Grammar	4 months	3	9	8 1/2	\$0.70	\$21.00	\$21.00
Operator	English	Sin.	30	Grammar	3 wks.	3	9	7 1/2	.75	21.00	21.00
Operator	German	Sin.	18	Grammar	4 months	3	9	9	.70	21.00	21.00
Operator	German-Irish	Sin.	20	Grammar	4 months	3	9	9	.70	21.00	21.00
Operator	German-English	Sin.	17	One year high	4 months	3	9	9	.75	21.00	21.00
Operator	German-Irish	Sin.	18	Two years high	5 months	3	9	9	.75	21.00	21.00
Operator	French-English	Sin.	18	Three years high	6 months	3	9	9	.77	22.75	22.75

CEDAR RAPIDS—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—Continued.

260

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work			Average Wages Per			
						Work on Sundays	Hours	Hours per day	Hour	Day	Month	Average monthly expenditure
Supervisor	German	Sin.	20	Sixth grade	1½ years	4	4½	9	1.30	88.00	88.00	
Operator	Scottish-German	Sin.	20	Grammar	2½ years	4	10	10	1.29	35.10	35.10	
Night operator	English-Welsh	Sin.	20	Grammar	3 years	4	10	10	1.00	39.60	39.60	
Supervisor	Irish	Sin.	27	Grammar	4 years	4	4½	9	1.40	40.10	40.10	
Toll operator	German	Sin.	21	Grammar	2 years	4	4½	9	1.40	40.95	40.95	
Night chief	German	Sin.	23	High and commercial	2 years	4	10	10	1.30	41.29	22.00	45.00
Chief operator	German-Irish	Sin.	22	Grammar	6 years	4	10	10	1.30	45.00	45.00	
Toll chief	Irish	Sin.	36	High school	12 years	4	10	10	1.30	47.50	32.00	

CEDAR RAPIDS—TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—7

Operator	Bohemian	Sin.	15½	Seventh grade	4 months	4	4½	9	\$1.00	\$29.25	\$16.00	
Toll operator	American	Sin.	19	Two years high	16 months	4	4½	9	1.15	33.45	21.00	
Operator	American	Sin.	23	Grammar	5 years	4	4½	9	1.20	35.10	12.00	
Operator	English	Sin.	20	Two years high	3 years	4	4½	9	1.25	38.50	16.00	
Information	English	Sin.	28	Three years high	2 years	4	4½	9	1.40	40.95	22.00	
Toll supervisor	German	Sin.	29	High school	2 years	4	4½	9	1.40	40.95	22.00	

COUNCIL BLUFFS—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—47

Operator	French-German	Sin.	17	Grammar	5 months	4	5	8	.77	\$25.00	\$25.00	
Operator	Irish	Sin.	18	Grammar	7 months	4	5	8	.77	26.00	25.00	
Operator	Irish	Sin.	21	One year high	3 weeks	4	5	8	.77	25.00	25.00	
Operator	Irish	Sin.	18	High school	7 months	4	5	8	.77	25.00	25.00	
Operator	German	Sin.	17	One year high	4 months	4	5	8	.86	25.15	25.15	
Operator	German-Irish	Mar.	24	Grammar	7 months	2½	5½	7½	.06	28.10	28.10	
Operator	Irish	Sin.	18	One year high	11 months	2½	5½	7½	.06	28.10	28.10	

Operator	American	Sin.	17	Seventh grade	8 months	4	5	7½	.80	28.15	28.15	
Operator	Irish	Sin.	19	Two years high	0 months	4	5	7½	.80	28.15	28.15	
Operator	German-English	Sin.	17	Seventh grade	1½ years	4	5	8	.80	28.15	28.15	
Operator	Irish	Sin.	17	Grammar	9 months	4	5	7½	.80	28.15	28.15	
Operator	Scottish-Irish	Sin.	17	Seventh grade	8 months	4	5	7½	.80	28.15	28.15	
Operator	Danish	Div.	19	Grammar	4 months	4	5	7½	.80	28.15	28.15	
Operator	Irish	Sin.	17	Grammar	8 months	4	5	7½	.80	28.15	28.15	
Operator	German-Dutch	Wid.	24	Seventh grade	3 months	4	5	7½	.80	28.15	28.15	
Operator	Irish	Sin.	20	Grammar	3 years	2½	7½	8½	1.05	31.00	31.00	
Operator	American	Sin.	19	Two years high	3 years	2½	7½	8½	1.05	31.00	31.00	
Operator	American	Sin.	18	Grammar	2 years	2½	7½	8½	1.05	31.00	31.00	
Operator	Scottish-Irish	Sin.	17	Grammar and commercial	2 years	2½	7½	8½	1.05	31.00	31.00	
Operator	Welsh	Sin.	20	Seventh grade	2 years	2½	7½	8½	1.05	31.00	31.00	
Operator	Irish	Sin.	19	Grammar	3 years	2½	7½	8½	1.05	31.00	31.00	
Operator	American	Sin.	17	Sixth grade	1½ years	2½	7½	8½	1.05	31.00	31.00	
Operator	Danish	Sin.	19	Two years high	3 years	2½	7½	8½	1.05	31.00	31.00	
Operator	German	Sin.	17	Sixth grade	1½ years	2½	7½	8½	1.05	31.00	31.00	
Operator	American	Sin.	19	Grammar	3 years	2½	7½	8½	1.05	31.00	31.00	
Operator	German	Sin.	19	Grammar	3 years	2½	7½	8½	1.05	31.00	31.00	
Operator	American	Sin.	17	Two years high	1½ years	2½	7½	8½	1.05	31.00	31.00	
Operator	German-Irish	Sin.	18	Grammar	3 years	2½	7½	8½	1.05	31.00	31.00	
Operator	American	Sin.	18	Grammar	1 year	4	5	7½	1.05	34.50	34.50	
Operator	Scottish-Irish	Mar.	20	One year high	3 years	4	5	7½	1.05	34.50	34.50	
Operator	American	Sin.	20	Seventh grade	1½ years	4	5	7½	1.05	34.50	34.50	
Toll operator	Danish	Sin.	24	Seventh grade	4 years	3	7½	8½	1.15	35.10	35.10	
Toll operator	Scottish-Irish	Sin.	18	Grammar	4 years	3	7½	8½	1.15	35.10	35.10	
Toll operator	American	Sin.	21	Country school	3 years	3	7½	8½	1.15	35.10	35.10	
Toll operator	Danish-German	Sin.	19	Grammar	2 years	3	7½	7½	1.15	35.10	35.10	
Night operator	Dutch-Irish	Sin.	18	Seventh grade	3 years	3	7½	9	1.15	35.10	35.10	
Night toll operator	Irish	Sin.	17½	Grammar	3 years	3	7½	9	1.15	35.10	35.10	
Information	German	Sin.	21	Grammar	4 years	2½	7½	7	1.25	36.50	36.50	
Evening supervisor	German-Irish	Sin.	18	Grammar	3 years	2½	7½	5½	1.25	36.50	36.50	
Supervisor	Swedish	Sin.	19	Grammar	5 years	2½	7½	7	1.33	39.40	39.40	
Night chief	American	Sin.	21	Grammar	5 years	3	9	9	1.73	41.25	41.00	
Relief chief	American	Wid.	33	Grammar and commercial	4 years	2½	7½	5½	1.80	43.00	43.00	
Supervisor	Jewish	Sin.	24	Seventh grade	9 years	2½	7½	8	1.58	44.15	44.15	
Information	Irish	Mar.	26	Two years high	5½ years	2½	7½	8	1.57	44.15	44.15	
Assistant chief	Irish	Sin.	27	One year high	9 years	2½	7½	8	1.65	47.80	47.80	
Supervisor	American	Sin.	21	Three years high	11 years	2½	7½	8	1.65	47.80	47.80	
Chief	German	Mar.	27	Grammar	10 years	2½	7½	7½	1.65	47.80	47.80	

¹Still attending school.

²One and one-half hours relief given in 9 hours of service.

BUREAU OF LABOR STATISTICS

SPECIAL INVESTIGATION WOMEN WAGE-EARNERS

261

COUNCIL BLUFFS—TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—8

Table with 10 columns: Occupation, Nationality or descent, Single or married, Age, Schooling, Experience, Work on Sundays, Hours per day, Average Wages Per Month, Day, Hour, Average monthly expenditure. Rows include Operator, Toll operator, Toll supervisor, and Toll superintendent.

One and one-half hours relief given in 9 hours of service.

WATERLOO TELEPHONE OPERATORS—WOMEN LIVING AT HOME 18.

Table with 10 columns: Occupation, Nationality or descent, Single or married, Age, Schooling, Experience, Work on Sundays, Hours per day, Average Wages Per Month, Day, Hour, Average monthly expenditure. Rows include Operator, Toll operator, Toll supervisor, and Toll superintendent.

One-half hour relief given in the 9 hours of time.

WATERLOO TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—15.

Table with 10 columns: Occupation, Nationality or descent, Single or married, Age, Schooling, Experience, Work on Sundays, Hours per day, Average Wages Per Month, Day, Hour, Average monthly expenditure. Rows include Operator, Toll operator, Toll supervisor, and Toll superintendent.

1 1/2 hours attending school.
One-half hour relief given in the 9 hours of time.

WATERLOO—TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—Continued.

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work		Hours per day	Average Wages Per			Average monthly expenditure
						Work on Sundays	Hours		Hour	Day	Month	
Operator	German	Single	34	Seventh grade	2 years	4	41	53	1.33	25.50	20.00	23.00
Operator	Norwegian	Single	35	Grammar	6 years	4	41	53	1.35	20.50	21.00	21.00
Ticket clerk	Norwegian	Single	35	High school	3 years	4	43	5	1.15	30.50	30.50	24.00
Evening chief	American	Single	42	High school	3 years	4	43	5	1.15	30.50	30.50	24.00

CLINTON TELEPHONE OPERATORS—WOMEN LIVING AT HOME—34.

Trouble clerk	English-Irish	Single	24	High school	2 years	51	5	9	1.11	25.00	25.00	25.00
Toll operator	Irish	Single	21	Grammar	7 months	51	5	9	.89	25.75	25.75	25.75
Toll operator	Irish	Single	21	One year high	1 month	51	5	9	.11	.00	25.75	25.75
Operator	Irish	Single	19	One year high	1 month	51	5	9	.11	.00	25.75	25.75
Operator	English	Single	18	Grammar	6 months	51	5	9	.90	35.40	36.40	37.00
Information	English	Single	20	Seventh grade	9 months	51	5	9	.90	35.40	36.40	37.00
Operator	Danish	Single	21	Grammar	6 months	51	5	9	.09	27.00	27.00	27.00
Operator	German	Single	17	Seventh grade	4 months	51	5	9	.05	27.00	27.00	27.00
Operator	German	Single	17	Sixth grade	8 months	51	5	9	.05	27.00	27.00	27.00
Toll operator	German	Single	18	Grammar	1 year	51	5	9	1.09	29.25	29.25	29.25
Operator	Danish	Single	17	Seventh grade	14 months	51	5	9	1.00	29.25	29.25	29.25
Operator	Irish	Single	18	Two years high	12 months	51	5	9	1.00	29.25	29.25	29.25
Operator	Swedish	Single	20	Seventh grade	19 months	51	5	9	1.00	29.25	29.25	29.25
Operator	Swedish	Single	20	Fourth grade	4 years	51	5	9	1.00	29.25	29.25	29.25
Operator	German-Irish	Single	20	Grammar	4 years	51	5	9	1.00	29.25	29.25	29.25
Operator	Dutch-English	Single	18	Two years high	2 years	51	5	9	1.10	29.25	29.25	29.25
Toll operator	Dutch-English	Single	22	Two years high	6 years	51	5	9	1.20	30.00	30.00	30.00
Toll operator	Danish	Single	20	Sixth grade	9 years	51	5	9	1.15	32.25	32.25	32.25
Operator	Danish	Single	20	One year high	6 years	51	5	9	1.15	32.25	32.25	32.25
Operator	Irish	Single	20	One year high	10 years	51	5	9	1.15	32.25	32.25	32.25
Toll operator	Irish	Single	20	Grammar	10 years	51	5	9	1.15	32.25	32.25	32.25

Information	Swedish	Single	23	Grammar	3 years	51	5	9	1.15	32.25	32.25	32.25
Information	Irish	Single	21	Grammar	6 years	51	5	9	1.20	32.25	32.25	32.25
Night toll operator	Irish	Single	21	Grammar	4 years	51	5	9	1.20	32.25	32.25	32.25
Supervisor	Scottish-German	Single	20	Grammar	12 years	51	5	9	1.08	30.10	30.10	30.10
Toll operator	Irish	Single	20	Grammar	12 years	51	5	9	1.30	36.00	36.00	36.00
Chief operator	Irish	Single	27	Three years high	5 years	51	5	9	1.40	40.10	40.10	40.10
Chief operator	American	Single	27	Two years high	11 years	51	5	9	1.40	40.10	40.10	40.10
Chief operator	American	Single	27	High school	11 years	51	5	9	1.40	40.10	40.10	40.10

BURLINGTON TELEPHONE OPERATORS—WOMEN LIVING AT HOME—31.

Operator	American	Single	19	One year high	6 weeks	51	5	10	1.75	22.00	22.00	22.00
Toll operator	American	Single	17	Two years high	4 months	51	5	10	1.75	22.00	22.00	22.00
Operator	Canadian	Single	21	Two years high	3 months	51	5	10	1.75	22.00	22.00	22.00
Operator	Irish	Single	18	Grammar	9 months	51	5	10	1.75	22.00	22.00	22.00
Operator	Irish	Single	18	Grammar	9 months	51	5	10	1.75	22.00	22.00	22.00
Operator	German	Single	15	Two years high, com. 7	2 years	51	5	10	1.80	25.40	25.40	25.40
Operator	German	Single	15	Seventh grade	2 years	51	5	10	1.80	25.40	25.40	25.40
Operator	German-Irish	Single	19	Grammar	5 months	51	5	10	1.80	25.40	25.40	25.40
Toll operator	German	Single	17	One year high	2 years	51	5	10	1.85	24.85	24.85	24.85
Operator	German	Single	21	One year high	11 months	51	5	10	1.85	24.85	24.85	24.85
Operator	German	Single	20	Grammar	2 years	51	5	10	1.90	26.35	26.35	26.35
Operator	Swedish	Single	20	Seventh grade	2 years	51	5	10	1.90	26.35	26.35	26.35
Operator	German	Single	20	Seventh grade	16 months	51	5	10	1.90	26.35	26.35	26.35
Operator	German	Single	20	Seventh grade	6 years	51	5	10	1.90	26.35	26.35	26.35
Information	German	Single	27	Sixth grade	4 years	51	5	10	1.85	27.65	27.65	27.65
Information	German	Single	22	Sixth grade	4 years	51	5	10	1.85	27.65	27.65	27.65
Operator	German-English	Single	23	Seventh grade	23 years	51	5	10	1.00	29.25	29.25	29.25
Operator	German	Single	23	Seventh grade	44 years	51	5	10	1.00	29.25	29.25	29.25
Operator	Irish	Single	23	Grammar	61 years	51	5	10	1.00	29.25	29.25	29.25
Night chief	German	Single	22	Grammar	41 years	51	5	10	1.05	30.85	30.86	30.86
Operator	German	Single	22	Grammar	41 years	51	5	10	1.05	30.85	30.86	30.86
Operator	German	Single	22	Grammar	41 years	51	5	10	1.05	30.85	30.86	30.86
Supervisor	German	Single	23	Seventh grade	11 years	51	5	10	1.25	35.75	35.75	35.75
Supervisor	German	Single	23	Seventh grade	7 years	51	5	10	1.25	35.90	35.90	35.90
Supervisor	German	Single	20	Two years high	8 years	51	5	10	1.25	35.90	35.90	35.90
Chief operator	German	Single	48	Grammar	13 years	51	5	10	1.25	35.90	35.90	35.90
Chief operator	German	Single	48	Grammar	19 years	51	5	10	1.25	35.90	35.90	35.90

Two hours relief given in the 10 hours of time.

OTTUMWA TELEPHONE OPERATORS—WOMEN LIVING AT HOME—31.

Occupation	Nationality or Descent	Single or married		Schooling	Experience	Sunday Work			Average Wages Per			
		Single	Age			Work on Sundays	Hours	Hours per day	Hour	Day	Month	Average monthly expenditures
Operator	Irish	.....	23	Grammar	5 months	21	8	8 1/2	.....	\$ .77	\$ 22.15	\$22.15
Operator	German-English	.....	18	Grammar	2 weeks	21	8	8 1/2	.....	.77	22.15	22.15
Operator	German	.....	18	Grammar	6 months	21	8	8 1/2	.....	.80	22.40	22.40
Operator	Irish	.....	18	Grammar	8 months	21	8	9	.....	.80	22.40	22.40
Toll operator	German	.....	16	Seventh grade	4 months	21	8	8	.....	.80	22.40	22.40
Toll operator	Swedish	.....	18	One year high	2 months	21	8	9	.....	.80	22.40	22.40
Operator	American	.....	28	Seventh grade	7 years	21	8	8 1/2	.....	.80	24.20	24.20
Night operator	Swedish	.....	30	Grammar	9 months	4	10	10	.....	.83	25.00	25.00
Night operator	American	.....	18	Seventh grade	4 months	4	10	10	.....	.80	26.00	26.00
Night operator	American	.....	18	One year high	2 years	4	10	10	.....	.80	26.00	26.00
Toll operator	American	.....	20	Grammar	1 1/2 years	21	8	9	.....	.90	30.00	30.00
Operator	American	.....	22	Grammar	1 1/2 years	21	8	8 1/2	.....	1.05	27.15	27.15
Toll operator	German-Irish	.....	Wid.	Seventh grade	7 years	21	8	9	.....	.95	27.80	27.80
Operator	English	.....	21	Grammar	5 years	21	8	8 1/2	.....	1.00	28.15	28.15
Operator	Irish	.....	18	Grammar	2 1/2 years	21	8	8 1/2	.....	1.00	29.15	29.15
Toll operator	American	.....	27	Grammar	7 years	21	8	8 1/2	.....	1.00	29.25	29.25
Night operator	German	.....	19	One year high	1 1/2 years	4	10	10	.....	1.15	30.00	30.00
Toll chief	Scottish-Irish	.....	24	Grammar	5 years	21	8	8 1/2	.....	1.15	30.15	30.15
Operator	German	.....	21	One year high	5 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	Irish	.....	21	Grammar	6 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	Scottish-Irish	.....	23	Two years high	4 1/2 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	Irish	.....	24	Grammar	5 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	Scottish-Irish	.....	21	Grammar	5 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	German	.....	26	Seventh grade	6 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	Scottish-Irish	.....	23	Seventh grade	4 1/2 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	Irish	.....	20	One year high	4 1/2 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	German	.....	20	Grammar	6 years	21	8	8 1/2	.....	1.15	32.15	32.15
Operator	American	.....	27	Grammar	2 years	21	8	8 1/2	.....	1.15	32.15	32.15
Assistant chief	Wid.	.....	24	Sixth grade	2 years	21	8	8 1/2	.....	1.15	32.00	32.00
Chief	German	.....	24	Grammar	4 years	21	8	8 1/2	.....	1.30	35.00	35.00
Chief	German	.....	27	High school	6 years	21	8	8 1/2	.....	1.30	35.00	35.00

*One and one-half hours relief given during the 10 hours of service.

OTTUMWA TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—3.

Operator	German-English	.....	21	Two years high	2 weeks	21	8	8 1/2	.....	\$ .77	\$ 22.15	\$18.00
Toll operator	American	.....	21	Grammar	1 year	21	8	8 1/2	.....	.80	22.40	10.00
Assistant chief	German-English	.....	23	High school	3 years	21	8	8 1/2	.....	1.00	30.75	18.00

MUSCATINE TELEPHONE OPERATORS—WOMEN LIVING AT HOME—24.

Operator	German	.....	20	One year high	2 months	21	8	8	.....	\$ .80	\$ 23.10	\$22.40
Operator	German	.....	21	Three years high	2 months	21	8	9	.....	.85	24.85	24.85
Operator	Dutch	.....	17	Seventh grade	1 1/2 years	21	8	9	.....	.85	24.85	24.85
Operator	German	.....	18	Grammar	2 years	21	8	9	.....	.85	24.85	24.85
Operator	Irish	.....	19	Grammar	1 1/2 years	21	8	9	.....	.85	24.85	24.85
Operator	Irish	.....	21	Two years high	19 months	21	8	8 1/2	.....	.85	24.85	24.85
Operator	Irish	.....	15 1/2	Seventh grade	5 months	21	8	8	.....	.85	24.85	24.85
Operator	English	.....	19	Two years high	2 years	21	8	8 1/2	.....	.90	31.20	26.25
Operator	American	.....	19	Grammar	1 1/2 years	21	8	8 1/2	.....	1.05	27.85	27.85
Operator	Irish	.....	17	Two years high	8 months	21	8	8 1/2	.....	1.05	27.85	27.85
Night operator	American	.....	18	Sixth grade	1 1/2 years	4	10	10	.....	1.00	29.25	29.25
Operator	German	.....	21	Seventh grade	5 years	21	8	9	.....	1.05	30.75	30.75
Operator	German	.....	28	Grammar	4 years	21	8	8 1/2	.....	1.05	30.75	30.75
Toll operator	Italian-Irish	.....	19	Grammar	2 years	21	8	8	.....	1.05	30.75	30.75
Toll supervisor	German	.....	19	Grammar	4 years	21	8	8	.....	1.05	30.75	30.75
Information	American	.....	29	Grammar	9 years	21	8	8	.....	1.05	30.75	30.75
Operator	English	.....	21	Grammar	6 years	21	8	8 1/2	.....	1.05	30.75	18.00
Operator	German	.....	19	Grammar	4 years	21	8	9	.....	1.05	30.75	30.75
Operator	American	.....	21	One year high	4 years	21	8	8 1/2	.....	1.15	32.45	33.45
Operator	Scottish-Irish	.....	22	Grammar	4 1/2 years	21	8	9	.....	1.15	32.45	16.00
Supervisor	German	.....	24	Grammar	10 years	21	8	8 1/2	.....	1.15	32.45	32.45
Assistant chief	Dutch	.....	Div.	Two years high	3 years	21	8	7 1/2	.....	1.25	36.00	36.00
Toll supervisor	Irish	.....	20	Sixth grade	12 years	21	8	9	.....	1.30	38.00	38.00
Chief operator	American	.....	28	High school	2 years	21	8	8	.....	1.30	38.00	38.00

*One hour relief given during the 10 hours of time.

FT. DODGE TELEPHONE OPERATORS—WOMEN LIVING AT HOME—28.

Operator	American	.....	17	One year high	2 months	2	6 1/2	8	.....	\$ .69	\$ 21.35	\$21.35
Operator	American	.....	17	Two years high	6 weeks	2	6 1/2	8	.....	.69	21.35	21.35
Operator	Irish	.....	28	Country school	3 years	2	6 1/2	8 1/2	.....	.69	21.35	14.00
Operator	Norwegian-English	.....	18	Grammar	2 1/2 months	2	6 1/2	8	.....	.69	21.35	21.35

MARSHALLTOWN TELEPHONE OPERATORS—WOMEN LIVING AT HOME—27.

270

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work			Average Wages Per			Average weekly amount paid
						Work on Sundays	Hours	Hours per day	Hour	Day	Month	
Operator	Swedish	Mar.	19	Three years high	1 1/2 years	31	7 1/2	4 1/2	.125	.60	10.00	16.50
Toll operator	Swedish	Mar.	15	Grammar	2 1/2 years	31	8 1/2	4 1/2	.14	.60	18.85	18.85
Operator	Norwegian	Mar.	15	Three years high	3 months	31	8 1/2	4 1/2	.14	.60	18.85	18.85
Operator	German	Div.	18	Seventh grade	1 year	31	7 1/2	7	.86	24.15	24.15	24.15
Operator	Swedish	Mar.	19	One year high	4 weeks	31	7 1/2	8 1/2	.86	24.15	24.15	24.15
Information	American	Mar.	19	Two years high	1 year	31	7 1/2	8 1/2	.90	25.86	25.86	25.86
Toll operator	Danish	Mar.	17	Grammar	1 year	31	7 1/2	7 1/2	.90	26.85	26.85	26.85
Information	Swedish	Mar.	20	Two years high	10 months	31	7 1/2	8 1/2	.90	26.85	26.85	26.85
Operator	Irish	Mar.	17	Two years high	1 year	31	7 1/2	8 1/2	.90	26.85	26.85	26.85
Operator	Irish	Mar.	19	Two years high	10 months	31	7 1/2	8 1/2	.90	26.85	26.85	26.85
Operator	Scottish-Irish	Mar.	17	Seventh grade	1 year	31	8 1/2	8 1/2	1.00	31.00	31.00	31.00
Operator	Swedish	Mar.	22	Sixth grade	1 year	31	9 1/2	8 1/2	1.00	31.00	31.00	31.00
Operator	German	Mar.	19	Sixth grade	2 years	31	9 1/2	9 1/2	1.00	31.00	31.00	31.00
Toll operator	Scottish-Irish	Mar.	18	Two years high	2 years	31	6 1/2	8 1/2	1.15	32.00	32.00	32.00
Toll supervisor	French-Irish	Mar.	19	High school	2 years	31	6 1/2	8 1/2	1.15	32.00	32.00	32.00
Operator	German	Div.	38	Grammar	6 years	31	7 1/2	7 1/2	1.25	37.10	37.10	37.10
Operator	Canadian	Mar.	37	One year high	2 years	31	7 1/2	7 1/2	1.25	37.10	37.10	37.10
Operator	American	Div.	28	Three years high	5 years	31	6 1/2	8 1/2	1.25	37.10	37.10	37.10
Operator	Swedish	Div.	30	High school-ron'l college	3 years	31	7 1/2	8 1/2	1.25	37.10	37.10	37.10
Toll operator	English	Mar.	21	Seventh grade	3 1/2 years	31	7 1/2	8 1/2	1.25	37.10	37.10	37.10
Operator	Irish	Mar.	24	Grammar	6 years	31	7 1/2	8 1/2	1.25	37.10	37.10	37.10
Operator	American	Div.	25	Country school	15 years	31	7 1/2	8 1/2	1.25	37.10	37.10	37.10
Supervisor	American	Mar.	19	Seventh grade	5 years	31	7 1/2	8 1/2	1.25	37.10	37.10	37.10
Supervisor	German-Irish	Mar.	20	Two years high	4 years	31	7 1/2	7 1/2	1.25	37.10	37.10	37.10
Instructor	Irish	Mar.	19	Seventh grade	3 years	31	7 1/2	7 1/2	1.25	37.10	37.10	37.10
Supervisor	Irish	Mar.	21	Seventh grade	3 years	31	7 1/2	8 1/2	1.25	37.10	37.10	37.10
Chief	Swedish	Mar.	27	Grammar	8 years	31	7 1/2	8 1/2	1.25	37.10	37.10	37.10

*Still attending school.

BUREAU OF LABOR STATISTICS

MARSHALLTOWN TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—10.

Operator	Norwegian	Mar.	20	Two years high	5 weeks	31	8 1/2	8 1/2	.77	22.50	12.00	
Operator	Irish	Mar.	19	Two years high	2 years	31	8 1/2	8 1/2	1.00	29.75	12.00	
Toll operator	Norwegian	Mar.	20	Country school	4 years	31	9 1/2	8 1/2	1.06	29.75	10.00	
Operator	Scottish-Irish	Mar.	21	Sixth grade	6 years	31	6 1/2	8 1/2	1.15	35.00	12.00	
Operator	German	Mar.	22	Grammar	1 1/2 years	31	6 1/2	8 1/2	1.15	35.00	12.00	
Operator	American	Mar.	19	Seventh grade	3 years	31	6 1/2	8 1/2	1.20	35.10	12.00	
Supervisor	Norwegian	Mar.	19	Sixth grade	1 1/2 years	31	6 1/2	8 1/2	1.15	32.00	12.00	
Toll operator	American	Mar.	28	Country school	5 years	31	7 1/2	8 1/2	1.25	35.10	12.00	
Operator	Irish	Mar.	21	Two years high	1 year	4	11	10	1.05	35.70	12.00	
Night toll operator	English	Mar.	42	High school	3 years	4	11	10	1.15	38.65	12.00	

MASON CITY TELEPHONE OPERATORS—WOMEN LIVING AT HOME—27.

Operator	American	Mar.	18	Grammar	1 month	3	7	9	.68	.75	21.25	21.25
Operator	American	Mar.	17	Seventh grade	1 year	3	7	9	.69	.81	21.10	21.10
Operator	Irish	Mar.	23	Two years high	2 months	3	7	9	.69	.81	21.10	21.10
Operator	Norwegian	Mar.	17	Grammar	2 months	3	7	9	.69	.81	21.10	21.10
Operator	Norwegian	Mar.	18	One year high	3 months	3	7	9	.69	.81	21.10	21.10
Operator	German-English	Mar.	19	Sixth grade	3 years	3	7	9	.11	.99	29.29	29.29
Operator	English-Irish	Mar.	19	Two years high	3 years	3	7	9	.11	.99	29.29	29.29
Operator	Swedish	Mar.	18	Grammar	9 months	3	7	9	.11	.99	29.29	29.29
Operator	American	Mar.	22	Grammar	15 months	3	7	9	.11	.99	29.29	29.29
Toll operator	German-Irish	Mar.	19	Two years high	2 years	3	7	9	1.13	1.08	30.65	30.65
Operator	Irish	Mar.	19	Grammar	4 years	3	7	9	1.13	1.08	31.65	31.65
Operator	German-Irish	Mar.	20	Two years high	1 1/2 years	3	7	9	1.13	1.08	31.65	31.65
Supervisor	American	Mar.	20	Two years high	2 years	3	7	9	1.13	1.08	31.65	31.65
Toll operator	Irish	Mar.	20	Three years high	2 years	3	7	9	1.13	1.17	32.60	32.60
Toll operator	Irish	Mar.	19	Three years high	1 year	3	7	9	1.13	1.17	32.60	32.60
Operator	Irish	Mar.	21	Grammar	7 years	3	7	9	1.13	1.17	32.60	32.60
Operator	Irish	Mar.	21	One year high	3 years	3	7	9	1.13	1.17	32.60	32.60
Toll operator	Norwegian	Mar.	18	Grammar	1 1/2 years	3	7	9	1.13	1.17	34.25	34.25
Toll operator	German	Mar.	18	Grammar	2 years	3	7	9	1.13	1.17	34.25	34.25
Operator	German-Irish	Mar.	21	Two years high	5 years	3	7	9	1.13	1.17	34.25	34.25
Night operator	Jewish	Mar.	32	Fifth grade	2 1/2 years	4	10 1/2	9 1/2	1.25	35.00	40.10	40.10
Toll supervisor	French	Mar.	29	One year high	3 years	3	4 1/2	9	1.50	40.25	40.25	40.25
Operator	Dutch	Mar.	29	Country and normal	4 years	3	4 1/2	9	1.50	40.25	40.25	40.25
Information	Irish	Mar.	25	Grammar	3 years	3	4 1/2	9	1.60	40.50	40.75	40.75
Toll supervisor	Irish	Mar.	25	Two years high	7 years	3	4 1/2	9	1.60	40.75	40.75	40.75
Assistant chief	American	Mar.	31	Three years high	14 months	3	4 1/2	9	1.60	40.75	40.75	40.75
Assistant chief	American	Mar.	33	Fifth grade	8 years	3	4 1/2	9	1.60	40.75	40.75	40.75

SPECIAL INVESTIGATION WOMEN WAGE-EARNERS

271

MASON CITY TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—2.

Occupation	Nationality or Descent		Age	Schooling		Experience	Sunday Work		Hours per day	Average Wages Per			Average monthly expenditure
	Dutch	Irish		Single or married	Wid. or		Two years high school	Three years high school		Work on Sundays	Hours	Day		Month
Night operator	20	.....	.....	4 years	.....	.....	10	.....	.....	.....	18.00
Chief	21	.....	.....	9 years	.....	.....	10	.....	.....	.....	22.50

BOONE TELEPHONE OPERATORS—WOMEN LIVING AT HOME—19.

Operator	.....	.....	17	.....	.....	8 months	.....	.....	10	.....	.....	.....	30.00
Operator	.....	.....	19	.....	.....	9 months	.....	.....	10	.....	.....	.....	30.00
Operator	.....	.....	20	.....	.....	8 months	.....	.....	10	.....	.....	.....	24.45
Operator	.....	.....	17	.....	.....	8 months	.....	.....	10	.....	.....	.....	24.45
Toll operator	.....	.....	21	.....	.....	8 months	.....	.....	10	.....	.....	.....	24.45
Toll operator	.....	.....	21	.....	.....	2 years	.....	.....	10	.....	.....	.....	30.00
Operator	.....	.....	23	.....	.....	3 years	.....	.....	10	.....	.....	.....	30.00
Operator	.....	.....	23	.....	.....	4 years	.....	.....	10	.....	.....	.....	30.00
Operator	.....	.....	20	.....	.....	4 years	.....	.....	10	.....	.....	.....	30.00
Operator	.....	.....	18	.....	.....	4 years	.....	.....	10	.....	.....	.....	30.00
Supervisor	.....	.....	21	.....	.....	3 years	.....	.....	10	.....	.....	.....	30.00
Toll operator	.....	.....	20	.....	.....	3 years	.....	.....	10	.....	.....	.....	30.00
Night operator	.....	.....	20	.....	.....	2 years	.....	.....	10	.....	.....	.....	30.00
Night operator	.....	.....	20	.....	.....	2 years	.....	.....	10	.....	.....	.....	30.00
Supervisor	.....	.....	21	.....	.....	3 years	.....	.....	10	.....	.....	.....	30.00
Chief	.....	.....	21	.....	.....	11 years	.....	.....	10	.....	.....	.....	45.00

Wages and one-half hourly relief given during the 10 hours of service.

*Three hours relief given during the 9 hours of service.

IOWA CITY TELEPHONE OPERATORS—WOMEN LIVING AT HOME—20.

Operator	.....	.....	16	.....	.....	8 months	.....	.....	10	.....	.....	.....	25.00
Operator	.....	.....	16	.....	.....	3 weeks	.....	.....	10	.....	.....	.....	25.00
Operator	.....	.....	16	.....	.....	3 weeks	.....	.....	10	.....	.....	.....	25.00
Operator	.....	.....	16	.....	.....	6 months	.....	.....	10	.....	.....	.....	25.00
Operator	.....	.....	18	.....	.....	1 week	.....	.....	10	.....	.....	.....	25.00
Operator	.....	.....	18	.....	.....	1 week	.....	.....	10	.....	.....	.....	25.00
Supervisor	.....	.....	19	.....	.....	14 months	.....	.....	10	.....	.....	.....	25.00
Operator	.....	.....	18	.....	.....	10 months	.....	.....	10	.....	.....	.....	25.00
Operator	.....	.....	18	.....	.....	10 months	.....	.....	10	.....	.....	.....	25.00
Toll operator	.....	.....	19	.....	.....	10 months	.....	.....	10	.....	.....	.....	25.00
Toll operator	.....	.....	20	.....	.....	18 months	.....	.....	10	.....	.....	.....	25.00
Night operator	.....	.....	21	.....	.....	6 years	.....	.....	10	.....	.....	.....	25.00
Night operator	.....	.....	22	.....	.....	2 years	.....	.....	10	.....	.....	.....	25.00
Night operator	.....	.....	22	.....	.....	2 years	.....	.....	10	.....	.....	.....	25.00
Chief	.....	.....	22	.....	.....	4 years	.....	.....	10	.....	.....	.....	45.00

*Still attending school.

One hour relief given during the 10 hours of time.

IOWA CITY TELEPHONE OPERATORS—WOMEN LIVING ADRIFT—3.

Operator	.....	.....	18	.....	.....	1 year	.....	.....	10	.....	.....	.....	18.00
Toll operator	.....	.....	27	.....	.....	15 years	.....	.....	10	.....	.....	.....	34.00
Toll operator	.....	.....	25	.....	.....	15 years	.....	.....	10	.....	.....	.....	34.00

OSKALOOSA TELEPHONE OPERATORS—WOMEN LIVING AT HOME—29.

Operator	.....	.....	16	.....	.....	6 months	.....	.....	10	.....	.....	.....	20.35
Operator	.....	.....	21	.....	.....	4 years	.....	.....	10	.....	.....	.....	22.50
Operator	.....	.....	21	.....	.....	4 years	.....	.....	10	.....	.....	.....	22.50
Operator	.....	.....	20	.....	.....	15 years	.....	.....	10	.....	.....	.....	22.50
Operator	.....	.....	20	.....	.....	15 years	.....	.....	10	.....	.....	.....	22.50
Operator	.....	.....	21	.....	.....	4 years	.....	.....	10	.....	.....	.....	22.50
Operator	.....	.....	21	.....	.....	4 years	.....	.....	10	.....	.....	.....	22.50

OSKALOOSA—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—Continued.

TABLE NO. 33 Occupation	Nationality or Prevalent	Single or married	Age	Schooling	Experience	Sunday Work		Average Wage Per			Expenditure per Month	
						Work on Sundays	Hours	Hours per Day	Hour	Day		Month
Operator	Irish	Single	20	One year high	2½ years	51	1	10	.80	22.50	22.50	22.50
Operator	American	Single	21	Two years high	2 years	51	1	10	.80	22.50	22.50	22.50
Operator	Irish	Single	19	Two years high	6 months	51	1	10	.80	22.50	22.50	22.50
Operator	Irish	Single	17	Grammar	3 years	51	1	9	1.00	22.50	22.50	22.50
Operator	English	Single	17	Grammar	3 years	51	1	9	1.00	22.50	22.50	22.50
Toll-local operator	American	Single	30	Three years high	9 months	4	10	210	1.00	21.00	21.00	21.00
Night operator	English	Single	30	Three years high	13 years	4	10	210	1.00	21.00	21.00	21.00
Night operator	Irish	Single	27	Grammar	2 years	51	1	10	.80	21.00	21.00	21.00
Operator	American	Single	25	Two years high	6 years	51	1	10	.80	21.00	21.00	21.00
Toll-local operator	American	Single	22	Two years high	2½ years	51	1	10	.80	21.00	21.00	21.00
Night toll operator	American	Single	20	Two years high	2½ years	51	1	10	.80	21.00	21.00	21.00
Night toll operator	American	Single	20	Grammar	5 years	4	10	210	1.00	20.00	20.00	20.00
Operator	Italian	Single	24	Grammar	5 years	51	1	8	1.24	1.00	28.00	28.00
Operator	Irish	Single	21	High school	4 years	51	1	8	1.23	1.00	28.00	28.00
Operator	Irish	Single	20	Grammar	4 years	51	1	8	1.22	1.00	28.00	28.00
Toll operator	American	Single	20	Grammar	4 years	51	1	8	1.21	1.00	28.00	28.00
Assistant chief	Irish	Single	20	Grammar	5 years	51	1	9	1.14	1.25	29.25	29.25
Assistant chief	American	Single	20	Grammar	8 years	51	1	9	1.14	1.25	29.25	29.25
Toll operator	American	Single	24	High school	8 years	51	1	11	1.35	32.00	32.00	32.00
Toll operator	American	Div.	29	Three years high	1½ years	51	1	9	1.15	31.45	31.45	31.45

¹ Still attending school.

² Two hours relief given during the 10 hours of service and doctored for same.

FT. MADISON TELEPHONE OPERATORS—WOMEN LIVING AT HOME—15.

Occupation	Nationality or Prevalent	Single or married	Age	Schooling	Experience	Sunday Work	Hours	Hours per Day	Average Wage Per	Expenditure per Month	
Operator	German	Single	20	Grammar	11 years	51	1	8	.75	21.00	21.00
Operator	Scottish-Irish	Single	20	High school	11 years	51	1	8	.75	21.00	21.00
Toll-local operator	German	Single	21	Seventh grade	11 years	51	1	8	.70	22.75	22.75
Operator	German	Single	21	Grammar	11 years	51	1	8	.70	22.75	22.75

FORT MADISON—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—Continued.

Occupation	Nationality or Prevalent	Single or married	Age	Schooling	Experience	Sunday Work	Hours	Hours per Day	Average Wage Per	Expenditure per Month	
Toll-local operator	German	Single	23	Grammar	4 years	51	1	8	.80	23.10	23.10
Operator	Irish	Single	21	Grammar	3 years	51	1	8	.80	23.10	23.10
Toll operator	German	Single	23	Grammar	5 years	41b	9	9	.85	23.60	23.60
Night operator	German	Single	30	Grammar	3 years	41b	9	9	.85	23.60	23.60
Night toll	French	Single	24	Grammar	3 years	13	10½	10½	.85	27.00	27.00
Assistant chief	German	Single	23	Grammar	7 years	41b	9	9	.88	27.60	27.60
Operator	Irish	Single	21	Grammar	3 years	51	1	8	1.05	29.00	29.00
Toll operator	Scottish-German	Single	22	High school	3 years	51	1	11	1.12	32.75	32.75
Chief	German	Mar.	27	Grammar	11 years	41b	8	8	1.22	42.50	42.50

¹ Two and one-half hours relief given during night service.

CENTERVILLE TELEPHONE OPERATORS—WOMEN LIVING AT HOME—13.

Occupation	Nationality or Prevalent	Single or married	Age	Schooling	Experience	Sunday Work	Hours	Hours per Day	Average Wage Per	Expenditure per Month	
Night operator	Swedish	Single	17	Three years high	3 months	4	13	13	.67	20.00	20.00
Night operator	Scottish	Single	18	Two years high	2 weeks	4	13	13	.67	20.00	20.00
Operator	Irish	Single	18	Two years high	4 months	5	13	13	.60	20.00	20.00
Operator	Scottish	Single	30	One year high	4 months	5	13	13	.60	20.00	20.00
Operator	English	Single	17	One year high	4 months	5	13	13	.60	20.00	20.00
Operator	German	Single	30	High school	9 months	5	6	9	.60	20.00	20.00
Operator	Irish	Single	30	High school	1½ years	5	6	9	.60	20.00	20.00
Operator	Scottish-Irish	Single	20	Two years high	4½ years	6	10	10	.70	22.50	22.50
Night operator	German-English	Div.	30	Fifth grade	13 years	4	14½	14½	.88	26.90	26.90
Toll-local operator	Dutch-Irish	Div.	21	Two years high	4 years	3	10	10	1.05	27.00	27.00
Toll operator	Irish	Div.	30	Three years high	4 years	3	10	10	1.05	27.00	27.00
Toll operator	Dutch-Irish	Div.	30	Three years high	4 years	3	10	10	1.15	30.00	30.00
Toll operator	German	Single	30	Sixth grade	10 years	3	10	10	1.15	30.00	30.00

CRESTON TELEPHONE OPERATORS—WOMEN LIVING AT HOME—16.

Occupation	Nationality or Prevalent	Single or married	Age	Schooling	Experience	Sunday Work	Hours	Hours per Day	Average Wage Per	Expenditure per Month	
Night operator	Irish	Single	21	Country school	4 months	4	13½	13½	.50	22.00	22.00
Operator	Irish	Single	27	One year high	1 year	5	6	9	.80	23.25	23.25
Operator	Irish	Single	27	One year high	1 year	5	6	9	.80	23.25	23.25
Operator	Irish	Single	18	Grammar	1 year	6	13	13	.80	24.30	24.30
Operator	German	Single	18	Grammar	1 year	6	13	13	.80	24.30	24.30
Operator	Dutch-Irish	Single	19	One year high	1 year	4	6½	6½	.85	24.30	24.30
Operator	Irish	Single	21	Grammar	10 months	4	8	8	.90	24.30	24.30
Toll operator	American	Single	23	Grammar	2½ years	4	5½	5½	.90	27.00	27.00

CRESTON—TELEPHONE OPERATORS—WOMEN LIVING AT HOME—Continued.

TABLE NO. 33	Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work		Average Wages Per			
							Work on Sundays	Hour	Hours per day	Hours	Day	Month	Average monthly expenditure
	Toll-local operator	German	Sin.	17	Grammar	15 months	4	63	83	1.00	28.75	28.75
	Operator	American	Sin.	22	Grammar	23 years	3	63	83	1.00	28.75	28.75
	Operator	German-Irish	Sin.	30	Two years high.	4 years	4	63	83	1.00	30.25	30.25
	Toll-local operator	Irish	Sin.	26	Grammar	33 years	4	63	83	1.10	32.35	32.35
	Toll-local operator	Swedish	Sin.	18	One year high.	12 years	3	63	83	1.10	31.80	31.80
	Toll-local operator	Scottish-Irish	Sin.	29	One year high.	4 years	3	63	83	1.15	34.90	34.90
	Toll-local operator	German	Sin.	24	Grammar	3 years	4	63	83	1.20	36.40	36.40
	Chief	French	Sin.	30	Seventh grade	8 years	4	63	83	1.40	42.45	42.45
	Night chief	Irish	Sin.	45	Grammar	15 years	4	103	103	.....	50.00	.....

*Five hours relief given during night service.

DELWEIN TELEPHONE OPERATORS—WOMEN LIVING AT HOME—11.

Operator	American	Sin.	16	Grammar	9 months	3	8	8	8	\$.09	\$.72	\$21.83	\$21.83
Operator	Scottish-Irish	Sin.	19	Two years high	1 year	3	8	8	8	.09	.72	21.83	21.83
Operator	German-Irish	Sin.	20	Sixth grade	3 years	3	8	8	8	.09	.72	22.00	22.00
Operator	Welsh-Scottish	Sin.	23	One year high.	4 years	3	9	8	10	.80	.80	24.70	24.70
Operator	French-German	Sin.	20	Two years high.	2 years	3	9	8	10	.90	.90	24.70	24.70
Operator	Scottish-German	Sin.	19	Two years high.	21 months	3	9	9	10	.90	.90	24.70	24.70
Operator	German	Sin.	21	Two years high.	1 year	3	9	9	10	.90	.90	24.70	24.70
Night operator	German	Sin.	19	Grammar	1 year	4	10	10	10	.09	.90	29.25	29.25
Supervisor	Scottish-German	Sin.	31	High school	23 years	3	9	9	11	.09	.90	30.00	30.00
Toll chief	German	Sin.	28	High school	8 years	3	9	9	10	.....	.....	40.00	15.00
Chief	English	Sin.	23	Three years high.	16 months	.....	.....	.....	.....	.....	.....	40.00	18.00

CHARLES CITY TELEPHONE OPERATORS—WOMEN LIVING AT HOME—11.

Toll operator	German	Sin.	30	High school	3 months	2d	8	63	8	\$.08	\$.52	\$16.75	\$15.75
Toll-local operator	French	Sin.	16	Grammar	1 year	2d	83	84	84	.09	.74	21.96	21.96
Operator	German	Sin.	28	Country school	4 years	3d	8	7	11	.77	21.95	31.95	.....
Toll-local operator	American	Sin.	25	One year high.	23 years	2d	8	9	11	.99	28.99	28.99	.....
Toll-local operator	German	Sin.	21	Grammar	23 years	2d	8	9	11	.99	28.99	28.99	.....
Toll-local operator	American	Sin.	17	High school and com'l.	1 year	2d	9	10	10	.90	28.90	28.90	.....
Toll operator	American	Sin.	18	Grammar	2 years	1	10	10	10	1.00	30.00	30.00	.....
Toll operator	Welsh-German	Sin.	23	Two years high.	5 years	2d	8	9	12	1.08	31.00	.....	.....
Toll operator	German	Sin.	26	Grammar	6 years	2d	8	9	12	1.22	34.80	34.80	.....
Toll-local operator	German	Sin.	25	Grammar and com'l.	6 years	2d	8	9	12	1.22	34.80	34.80	.....
Chief	Dutch	Sin.	29	High school	11 years	.....	.....	.....	.....	.....	.....	45.00	22.00

¹Still attending school.

ALBIA TELEPHONE OPERATORS—WOMEN LIVING AT HOME—11.

Operator	Dutch	Sin.	19	Two years high	10 months	5th	9	8	8	\$.10	\$.80	\$12.60	.....
Operator	Dutch	Sin.	17	Grammar	9 months	4	7	8	8	.69	.72	24.15	\$24.15
Toll-local operator	Irish	Sin.	30	High school	13 years	5th	9	9	10	.99	24.90	24.90	.....
Toll-local operator	American	Sin.	20	Grammar	3 years	5th	9	8	11	.92	24.50	24.50	.....
Operator	Scottish-Irish	Sin.	18	Grammar	3 years	5th	9	8	12	.96	25.45	25.45	.....
Toll operator	Irish	Sin.	29	High school	2 years	5th	9	8	12	.96	25.45	25.45	.....
Toll-local operator	American	Sin.	19	Two years high.	8 months	4	8	9	.09	.81	29.45	29.45	.....
Operator	German	Sin.	18	Grammar	3 years	4	8	8	11	.92	29.25	29.25	.....
Toll operator	American	Sin.	29	Country school	6 years	5th	9	8	14	1.12	29.50	34.50	.....
Night operator	American	Div.	45	One year high.	11 years	4	10	10	.....	1.15	32.50	22.50	.....
Chief	American	Sin.	26	Two years high	103 years	.....	.....	.....	.....	.....	35.00	35.00	.....

PERRY TELEPHONE OPERATORS—WOMEN LIVING AT HOME—10.

Operator	Scottish-Irish	Sin.	18	Seventh grade	4 months	2d	7	8	.....	\$.77	\$20.00	\$20.00	.....
Toll-local operator	American	Sin.	25	Grammar	7 months	2d	7	9	.....	.77	21.60	21.60	.....
Operator	Scottish-German	Sin.	19	One year high.	3 months	2d	7	8	.....	.77	21.60	21.60	.....
Toll-local operator	American	Sin.	20	One year high.	2 months	2d	7	8	.....	.77	21.60	21.60	.....
Operator	Scottish-Irish	Mar.	27	Fifth grade	9 months	3	7	8	.....	.77	22.10	22.10	.....
Operator	American	Sin.	19	Seventh grade	7 years	3	7	9	.....	.77	22.10	22.10	.....
Operator	American	Sin.	19	Grammar	12 years	3	7	9	.....	.86	24.60	24.60	.....
Toll-local operator	German	Mar.	26	Grammar	4 years	3	7	9	.....	.86	24.60	24.60	.....
Toll operator	American	Sin.	21	Grammar	2 years	4	9	9	.....	.92	27.50	27.50	.....
Chief	American	Sin.	36	One year high.	7 years	2d	7	8	.....	1.65	29.60	29.60	.....

WASHINGTON TELEPHONE OPERATORS—WOMEN LIVING AT HOME—12.

TABLE NO. 33

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work		Hours per day	Average Wages Per			Average monthly expenditure
						Work on Sundays	Hour		Hours	Day	Month	
Operator	German-Irish	Sen.	27	High school	6 months	4	5	8½	\$.10	\$.84	\$ 23.50	\$23.50
Toll-local operator	German-English	Sen.	22	Two years high	2 years	4	5	8	.04	.04	21.00	21.00
Toll-local operator	Scottish-Irish	Sen.	18	High school	2 years	4	5	9	.10	.84	26.50	26.50
Operator	German-English	Sen.	19	Grammar	1 year	4	8	9	.10	.00	28.45	28.45
Toll-local operator	American	Sen.	21	High school	1 year	4	6	8½	1.00	.00	29.25	29.25
Toll-local operator	American	Sen.	28	High school	1½ years	4	6	11	1.07	.00	30.00	18.00
Toll operator	Scottish-Dutch	Sen.	22	High school	3 years	4	4	8½	1.00	.00	30.15	30.15
Toll operator	German-English	Sen.	21	Seventh grade	0 years	4	4	8½	1.15	.00	32.15	14.00
Assistant chief	German-English	Sen.	24	High school	4 years	4	4½	8½	1.15	.32	32.15	32.15
Toll-local operator	American	Sen.	22	Grammar	4 years	4	5	8½	1.15	.32	32.70	32.70
Operator	Swedish	Sen.	24	Three years high	5 years	4	5	8	1.15	.34	34.35	34.35
Chief	German-Irish	Sen.	33	Three years high	11 years	4	5	8½	1.15	.34	35.90	35.90

CARROLL TELEPHONE OPERATORS—WOMEN LIVING AT HOME—10.

Toll-local operator	German	Sen.	19	Grammar	2 years	2½	8½	8	\$.92	\$ 25.85	\$25.85
Toll-local operator	Swedish	Sen.	19	Grammar	18 months	2½	8½	8	.95	25.85	25.85
Operator	American	Sen.	16½	First grade	1 year	2½	8½	8	.95	25.85	25.85
Toll-local operator	American	Sen.	18	Grammar	2 years	2½	8½	8½	.90	26.85	26.85
Toll operator	German	Sen.	21	Two years high	2 years	2½	8½	8	1.00	27.85	27.85
Operator	German	Sen.	21	Two years high	2 years	2½	8½	8	1.00	27.85	27.85
Night operator	American	Sen.	21	Grammar	1½ years	4th	9½	9½	.90	28.85	28.85
Toll operator	German	Sen.	17	High school	1½ years	2½	8½	8	1.08	28.85	28.85
Toll-local operator	Swedish	Sen.	24	Fourth grade	3 years	2½	8	8	1.15	31.00	31.00
Chief	Dutch	Sen.	21	One year high	3 years	2½	8	9	1.15	31.00	31.00

*Two hours relief given during the 9½ hours of time.

INDIANOLA TELEPHONE OPERATORS—WOMEN LIVING AT HOME—9.

Night operator	German	Sen.	20	Three years high	9 months	4	9½	10½	\$.75	\$ 22.50	
Toll-local operator	English	Sen.	39	Two yrs. high 1 yr. coll.	7 years	2½	7	9	.80	24.10	\$12.00
Toll-local operator	American	Sen.	23	Two years high	1 year	2½	7	8	.80	24.10	24.10
Operator	English	Sen.	34	One year high	4 years	2½	7	8	.80	26.00	12.00
Toll operator	Dutch	Sen.	21	Country school	2 years	2½	7	8	.90	26.00	30.00
Toll operator	English	Sen.	18	Grammar and commercial	1½ years	2½	7	8½	.90	26.00	10.90
Operator	German	Sen.	24	Three years high	3 years	2½	7	8	.90	26.00	20.00
Toll operator	American	Sen.	21	High school	2½ years	2½	7	8	.95	26.00	21.00
Chief	Scottish-Irish	Sen.	22	Two years high	4½ years	2½	7	8	1.15	31.00	31.00

*Still attending school.

*Three hours of relief given during the 9½ hours of time.

DENISON TELEPHONE OPERATORS—WOMEN LIVING AT HOME—8.

Operator	Dutch	Sen.	16	Grammar	6 months	3	8½	9	.80	25.00	25.00
Operator	German	Sen.	19	One year high	8 months	3	8½	9	.80	25.00	25.00
Toll-local operator	German-Scottish	Sen.	22	High school	4 years	3	8½	8½	.80	28.00	28.00
Toll-local operator	German	Sen.	21	Country school	2 years	3	8½	9	.80	28.00	28.00
Toll-local operator	Irish	Sen.	25	Two years high	6 years	3	8½	9	.80	28.00	28.00
Toll-local operator	Irish	Sen.	21	High school	3 years	3	8½	9	\$1.02	30.00	\$30.00
Night operator	German-Irish	Sen.	24	Three years high	3 years	3	12	12	1.17	35.00	35.00
Chief	Irish	Sen.	22	High school	3 years	4	1	9	1.15	35.00	35.00

*Five and one-half hours of relief during the 12 hours of service.

OSCEOLA TELEPHONE OPERATORS—WOMEN LIVING AT HOME—11.

Operator	Dutch-English	Sen.	21	Grammar	1 month	3	7	7	\$.66	\$ 18.00	\$18.00
Toll-local operator	English	Sen.	18	Grammar	3 months	3	5	8	.69	19.50	19.50
Toll-local operator	Irish-English	Sen.	18	One year high	6 months	3	5	8	.77	21.50	21.50
Assistant chief	German	Sen.	18	Grammar	2 years	3	5	8	.89	24.00	24.00
Night operator	Wid.	Sen.	33	High school	4 years	4	12	12	.87	26.00	26.00
Operator	English-Irish	Sen.	39	One year high	2 years	5½	7	7	1.00	28.25	28.25
Operator	American	Sen.	23	High school	1 year	2½	7	7	1.00	28.25	28.25
Chief	Scottish-Irish	Sen.	25	One year high	4 years	3	5	8	1.00	28.75	28.75
Night operator	Irish-Irish	Mar.	28	High school	6 months	4	10	10	1.00	29.00	29.00
Toll-local operator	English	Sen.	25	High school	6 years	3	5	9	1.15	31.45	31.45
Chief	Scottish	Sen.	28	High school	5 years	3	7	7	1.25	36.80	36.80

*Can sleep some, night bed.

TAMA TELEPHONE OPERATORS—WOMEN LIVING AT HOME—6.

Occupation	Nationality or Descent	Single or married	Age	Schooling	Experience	Sunday Work		Hours per day			Average Wages Per		
						Work on Sundays	Hour	Hours	Day	Month	Average monthly expenditure		
Toll-local operator	Irish	Sin.	19	Grammar	2 months	3	25	8	\$.30	\$.80	\$ 21.00	\$ 21.00	
Toll-local operator	Bohemian	Sin.	18	Grammar	13 years	21	8		.90	25.00	25.00	25.00	
Operator	Irish	Wid.	31	High school	2 months	21	63		.90	30.00	35.00	35.00	
Operator	Bohemian	Sin.	20	One year high.	5 years	24	54	83	.90	30.00	20.00	20.00	
Night toll operator	Irish-Bohemian	Sin.	17	One year high.	8 months	4	123	214	.63	30.00	30.00	30.00	
Toll operator	Bohemian	Sin.	22	High school	3 years	51	51	8	1.15	31.00	31.00	31.00	

*Two hours relief given during hours of service.

IDA GROVE TELEPHONE OPERATORS—WOMEN LIVING AT HOME—6.

Operator	American	Sin.	21	High school	3 months			8	\$1.00	\$ 20.00		
Toll-local operator	German	Sin.	19	Seventh grade	6 months	3	6	63	1.06	30.00	30.00	\$22.50
Toll-local operator	German	Sin.	22	Grammar	3 years	3	6	63	1.12	32.00		
Toll-local operator	American	Sin.	23	High school	15 months	3	6	8	1.20	35.00	15.00	
Toll-local operator	Scotch-Irish	Sin.	23	Grammar	13 years	3	6	8				
Chief operator	German	Sin.	24	Grammar	10 years	3	6	8	1.75	30.00	18.00	

TOLEDO TELEPHONE OPERATORS—WOMEN LIVING AT HOME—5.

Toll-local operator	English	Sin.	20	High school	6 months	23	53	6	\$.50	\$ 25.00	\$ 25.00	
Toll-local operator	Scotch-English	Sin.	22	High school	2 years	21	53	7	1.12	30.00	30.00	
Operator	German-English	Sin.	30	Grammar	3 years	21	53	8	1.08	30.00	29.00	
Toll-local operator	Scotch	Mar.	36	High school	2 years	31	53	9	1.08	30.00	30.00	
Night operator	American	Sin.	35	Grammar	8 years	4	12	213	1.00	30.00	18.00	

*Can sleep some of the time during the 12 hours of service.

MYSTIC TELEPHONE OPERATORS—WOMEN LIVING AT HOME—1.

Operator	Dutch-Irish	Sin.	24	Seventh grade	21 years	4	0	10	\$.85	\$ 21.50	\$ 24.50	
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TABLE NO. 34.—WAGE RATES IN TELEPHONE EXCHANGES.

Classified Wage Rate of Women Wage Earners Interviewed in Telephone Exchanges in Each City of Iowa. Women Living at Home.

City	\$4		\$5		\$6		\$7		\$8		\$9		\$10		\$12		\$15		Total Number Investigated
	But Under \$0	Under \$0	But Under \$0	Under \$0	But Under \$0	Under \$0	But Under \$0	Under \$0	But Under \$0	Under \$0	But Under \$0	Under \$0	But Under \$0	Under \$0	But Under \$0	Under \$0			
Des Moines	2				21		69		70		40		15		4		2		236
Sioux City	1	4			11		11		14		6		2						49
Davenport					19		27		12		6		4						69
Dubuque	5	14			7		6		5						1				38
Oedar Rapids					6		26		12		1		2						47
Council Bluffs					6		10		13		11		4		1				47
Waterloo					4		15		12		10		2		1				44
Clinton					2		13		10		6		1		2				24
Burlington					11		11		8		4		1		1				31
Osawa					8		9		11		2								31
Muscatine					4		7		10		2								23
Fort Dodge					6		3		15		3		1		1				28
Keeok					3		4		8		4		2		1				22
Marshalltown					2		6		8		9		11				1		22
Mason City					1		2		6		9		3		2		2		27
Iowa City					1		11		7		1						1		26
Oskaloosa					1		18		6		1		2		1				19
Fort Madison					8		6		1		2				1				11
Charles City					4		4		1		2				1				12
Boone					1		5		8		3		1		1				19
Oeshus							2		7				2						12
Centerville					7		4		3										12
Cerrito					1		4		3		2		1		1				16
Albia and Mystic					1		4		3		1								17
Washington							2		5		1		4						27
Indianola							1		2										18
Ida Grove							1		2						1				6
Carroll							3		2		1		1						10
Perry					4		4		1										6
Tama					1		1		2		1								6
Twale							1		4										6
Denison							1		2										3
Oswego							2		1		1								11
Total	26	157			222		240		199		72		43		12		2		979

TABLE NO. 35.—WAGE RATE IN TELEPHONE EXCHANGES.

Classified Wage Rate of Women Wage Earners Interviewed in Telephone Exchanges in Each City of Iowa.
Women Living Adrift.

City	\$4 But Under \$6	\$5 But Under \$6	\$6 But Under \$7	\$7 But Under \$8	\$8 But Under \$9	\$9 But Under \$10	\$10 But Under \$12	\$12 But Under \$15	\$15 But Under \$20	Total Number Investi- gated
Des Moines			4	5	10	7	6			32
Sioux City			1	1	1	1				5
Davenport			2	1	1	1				5
Oedar Rapids			2	1	2	1				6
Council Bluffs		1		2	4		1			8
Waterloo			4	6	5	5				20
Ottumwa		1	1	1						4
Fort Dodge		1	5							6
Kokook		1	1	1						4
Marshalltown		1	2	5	2					10
Mason City								1	1	2
Iowa City			1	1	1					3
Total		5	23	23	24	13	10	1		99

TABLE NO. 36.—AGES OF TELEPHONE OPERATORS.

Classified Ages of Women Wage Earners Interviewed in Telephone Exchanges in Each City of Iowa.

City	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years	21 Years	22 to 25 Years	25 to 30 Years	30 to 35 Years	35 to 40 Years	40 to 45 Years	45 to 55 Years	Total
Des Moines	1		20	45	46	22	27	17	44	10	2	1	1		92
Sioux City			4	10	5	1	1	8	14	8	1	1			32
Davenport			9	6	12	8	15	8	15	4	1	1			56
Dubuque			2	2	20	3	5	3	9	4					38
Oedar Rapids		2	2	9	14	7	9	2	6	6			1		35
Council Bluffs				12	10	8	4	6	9	4	2				63
Waterloo			1	2	2	3	4	4	22	7	1				34
Clinton				2	4	2	7	2	6	3	1				21
Burlington			1	1	7	1	4	4	7	9	1				34
Ottumwa				3	7	5	8	5	4	4	1				34
Muscatine		1		3	1	2	1	2	1	1					24
Fort Dodge			1	4	3	3	1	2	9	3	2				29
Kokook				3	2	11	3	2	4	6		1	1	1	29
Marshalltown		1		2	5	6	2	1	4	3					23
Mason City				2	2	7	9	2	1	4		2			23
Iowa City				1	1	1	8	3	6	5	1				15
Oklaheesa			2	1	2	1	1	1	6	3					13
Fort Madison				1	1	1	1	1	6	3					11
Charles City				2	3	2	2	1	3	3	2				15
Boon						2	2	2	2	3					11
Osceola			1			3	2	2	3	1					12
Centerville				2	1	4	1	4	2	1					13
Creston				2	1	4	1	4	2	1					16
Albia and Mystic				1	1	1	1	1	1	1			1		9
Washington				4	1	7	1	1	3	1	2				12
Indianola				1		1		1	1	1	2				7
Ida Grove			1	1	2	2	1	3	1						10
Carroll				1	2	2	1	1							6
Perry				1	2	1	1	1			1				5
Tama				1	1	1	1	1	1	2					11
Osceola				1		2		2		1					6
Des Moines							1	1	2	1					5
Toledo															0
Total	1	3	42	123	108	122	124	92	312	116	24	12	9	2	1,059

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked*
DES MOINES—EVENING OPERATORS—Continued.			
1	2:00 pm—10:00 pm	6:30 pm—7:00 pm	7 1/2
1	2:30 pm—10:30 pm	6:30 pm—7:00 pm	7 1/2
3	3:00 pm—10:30 pm	5:30 pm—6:00 pm	7
3	3:00 pm—10:30 pm	6:00 pm—6:30 pm	7
1	3:00 pm—10:30 pm	6:30 pm—7:00 pm	7
1	3:30 pm—11:00 pm	6:30 pm—7:00 pm	7
1	4:00 pm—9:30 pm	6:00 pm—6:30 pm	5 3/4
2	4:00 pm—10:00 pm	5:30 pm—6:00 pm	6 1/2
2	4:00 pm—10:00 pm	6:00 pm—6:30 pm	6 1/2

DES MOINES—SPLIT-TRICK OPERATORS.

1	7:30 am—8:30 pm	11:00 am—4:00 pm	7 1/2
1	8:00 am—6:30 pm	12:30 pm—5:00 pm	7
1	8:00 am—7:30 pm	12:30 pm—4:00 pm	7
1	8:00 am—7:30 pm	12:30 pm—4:00 pm	7
1	8:00 am—7:30 pm	12:30 pm—4:30 pm	7
9	8:00 am—8:30 pm	12:30 pm—4:30 pm	7 1/2
1	8:00 am—8:30 pm	11:30 am—4:30 pm	7
1	8:00 am—8:30 pm	12:30 pm—5:30 pm	7 1/2
1	8:00 am—9:00 pm	12:00 m—5:00 pm	7 1/2
1	8:30 am—8:30 pm	1:00 pm—5:30 pm	7 1/2
1	8:30 am—9:00 pm	12:00 m—5:00 pm	7 1/2
1	9:00 am—8:00 pm	1:00 pm—5:00 pm	7
1	9:00 am—8:00 pm	1:00 pm—4:30 pm	7 1/2
4	9:00 am—8:30 pm	1:00 pm—5:00 pm	7 1/2
1	9:00 am—8:30 pm	12:30 pm—5:00 pm	7 1/2
1	9:00 am—9:30 pm	12:00 m—5:00 pm	7 1/2
1	9:00 am—9:30 pm	1:00 pm—6:00 pm	7 1/2
1	9:00 am—9:30 pm	12:30 pm—5:00 pm	7 1/2
1	9:00 am—10:00 pm	12:00 m—5:30 pm	7 1/2
1	9:00 am—10:00 pm	12:30 pm—6:00 pm	7 1/2
1	9:30 am—9:00 pm	12:30 pm—5:00 pm	7
1	9:30 am—9:00 pm	1:00 pm—5:00 pm	7 1/2
1	9:30 am—10:00 pm	12:00 m—6:00 pm	7 1/2
1	9:30 am—10:30 pm	12:00 m—6:30 pm	7
1	10:30 am—9:00 pm	1:30 pm—4:30 pm	7 1/2
1	10:30 am—10:00 pm	2:00 pm—5:00 pm	8 1/2
9	10:30 am—10:00 pm	2:00 pm—6:00 pm	7 1/2
9	11:00 am—10:00 pm	1:30 pm—5:00 pm	7 1/2
6	11:00 am—10:00 pm	2:00 pm—6:30 pm	7 1/2
1	11:00 am—10:00 pm	2:00 pm—5:00 pm	7
1	11:00 am—10:00 pm	2:00 pm—6:00 pm	7
3	11:30 am—10:00 pm	2:00 pm—5:00 pm	7
4	11:30 am—10:30 pm	2:00 pm—6:00 pm	7 1/2

DES MOINES—NIGHT OPERATORS.

8	10:00 pm—7:00 am	2 hours for sleep	9
4	10:00 pm—7:00 am	1 1/2 hours for sleep	9

SIOUX CITY—DAY OPERATORS.

1	6:30 am—4:00 pm	11:00 am—12:30 pm	8
1	6:30 am—4:00 pm	11:00 am—12:00 pm	8 1/2
5	7:00 am—4:30 pm	12:30 m—1:00 pm	8 1/2

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked*
SIOUX CITY—EVENING OPERATORS.			
3	7:00 am—5:00 pm	12:00 m—1:00 pm	9
1	7:00 am—5:00 pm	11:00 am—12:00 m	9
1	7:30 am—5:00 pm	11:00 am—12:30 pm	8 1/2
1	7:30 am—5:00 pm	12:00 m—1:30 pm	8 1/2
2	7:30 am—5:30 pm	11:30 am—1:00 pm	8 1/2
2	7:30 am—5:30 pm	12:00 m—1:30 pm	9
1	7:30 am—5:30 pm	1:00 pm—2:00 pm	9
1	8:00 am—5:00 pm	12:00 m—1:00 pm	8
1	8:00 am—5:00 pm	12:30 m—1:30 pm	8 1/2
2	8:00 am—6:00 pm	12:00 m—1:00 pm	9
2	8:00 am—6:00 pm	1:00 pm—2:00 pm	9
1	9:00 am—5:00 pm	12:00 m—2:00 pm	8

SIOUX CITY—EVENING OPERATORS.

2	4:00 pm—10:00 pm		6
1	11:00 am—10:00 pm	3:00 pm—3:00 am	9
2	12:00 m—9:00 pm	4:00 pm—5:00 pm	8
1	1:00 pm—10:00 pm	4:00 pm—5:00 pm	8

SIOUX CITY—SPLIT-TRICK OPERATORS.

1	7:30 am—5:00 pm	11:30 am—4:30 pm	8 1/2
1	8:00 am—5:00 pm	12:00 m—6:00 pm	9
1	8:00 am—5:00 pm	1:00 pm—4:00 pm	9
2	8:00 am—9:00 pm	1:00 pm—5:00 pm	9
2	9:00 am—9:00 pm	1:00 pm—5:00 pm	9
1	9:00 am—9:30 pm	1:00 pm—5:00 pm	8 1/2
1	11:00 am—10:00 pm	2:00 pm—5:00 pm	8
1	11:00 am—10:00 pm	2:00 pm—6:00 pm	8
1	11:30 am—10:30 pm	1:00 pm—2:00 pm	7

SIOUX CITY—NIGHT OPERATORS.

2	10:00 pm—7:00 am	1 hour for sleep	9
1	9:00 pm—7:30 am	1 hour for sleep	10 1/2

DAVENPORT—DAY OPERATORS.

1	6:30 am—5:00 pm	11:00 am—12:30 pm	9
1	7:00 am—7:00 pm	11:30 am—2:30 pm	9
2	7:00 am—4:30 pm	12:00 m—12:30 pm	9
2	7:00 am—5:00 pm	11:30 am—12:30 pm	9
1	7:00 am—4:00 pm	10:30 am—11:00 pm	8 1/2
1	7:00 am—4:00 pm	11:30 am—12:30 pm	8
3	7:00 am—5:00 pm	12:00 m—1:00 pm	8
1	7:00 am—5:00 pm	12:30 pm—2:00 pm	9
1	7:30 am—5:00 pm	12:00 m—12:30 pm	8
1	8:00 am—4:00 pm	12:00 m—1:00 pm	8
1	8:00 am—4:15 pm	12:00 m—12:30 pm	7 1/2
3	8:00 am—5:30 pm	12:00 m—12:30 pm	8
7	8:00 am—5:00 pm	12:00 m—1:00 pm	8
4	8:00 am—6:00 pm	12:00 m—1:00 pm	8
1	8:00 am—6:00 pm	1:00 pm—2:00 pm	9

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked ¹
DAVENPORT—EVENING OPERATORS.			
3	4:00 pm—10:00 pm.	5:30 pm—5:50 pm.	6 ⁵ / ₁₀
1	4:00 pm—10:00 pm.	4:00 pm—4:10 pm.	6 ⁶ / ₁₀
2	4:00 pm—10:00 pm.	5:30 pm—6:00 pm.	6 ⁵ / ₁₀
1	4:15 pm—10:15 pm.	6:00 pm—6:20 pm.	6 ⁵ / ₁₀
1	11:00 am—8:30 pm.	4:00 pm—5:00 pm.	7 ¹ / ₁₀
1	11:30 am—8:00 pm.	3:30 pm—4:30 pm.	7 ¹ / ₁₀
2	12:00 m—9:00 pm.	3:30 pm—4:30 pm.	8
1	12:00 m—9:00 pm.	4:00 pm—5:00 pm.	8
1	12:00 m—9:00 pm.	5:30 pm—6:30 pm.	8
1	12:30 pm—9:00 pm.	4:30 pm—5:00 pm.	8
3	12:30 pm—10:00 pm.	5:30 pm—6:00 pm.	9

DAVENPORT—SPLIT-TRUCK OPERATORS.

3	6:45 am—8:00 pm.	11:30 am—4:00 pm.	8 ¹ / ₁₀
1	7:00 am—8:30 pm.	12:00 m—4:00 pm.	9
1	8:00 am—8:00 pm.	12:00 m—4:30 pm.	9 ¹ / ₁₀
3	8:00 am—8:30 pm.	12:30 pm—3:30 pm.	9 ¹ / ₁₀
2	8:00 am—8:30 pm.	12:30 pm—4:30 pm.	9 ¹ / ₁₀
3	8:00 am—8:30 pm.	1:00 pm—5:00 pm.	9 ¹ / ₁₀
1	8:30 am—8:30 pm.	12:30 pm—4:00 pm.	9
1	11:00 am—7:30 pm.	2:30 pm—3:30 pm.	7 ¹ / ₁₀
1	11:00 am—10:00 pm.	2:00 pm—5:30 pm.	7 ¹ / ₁₀
1	11:00 am—10:00 pm.	2:00 pm—5:30 pm.	7 ¹ / ₁₀
1	11:30 am—9:30 pm.	2:30 pm—5:00 pm.	7 ¹ / ₁₀
2	11:30 am—10:00 pm.	3:30 pm—6:00 pm.	8
1	12:30 pm—10:00 pm.	6:00 pm—6:30 pm.	9

DAVENPORT—NIGHT OPERATORS.

5	10:00 pm—7:30 am.	½ hour for sleep.	9 ⁵ / ₁₀
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DUBUQUE—DAY OPERATORS.

1	6:00 am—4:00 pm.	10:30 am—11:30 am.	9
1	6:30 am—4:30 pm.	10:30 am—11:30 am.	9
2	6:30 am—4:30 pm.	11:00 am—12:00 pm.	9
1	6:30 am—4:30 pm.	11:30 am—12:30 pm.	9
1	7:00 am—5:00 pm.	11:00 am—12:00 pm.	9
4	7:00 am—5:00 pm.	11:30 am—12:30 pm.	9
3	7:00 am—5:00 pm.	11:00 am—12:00 pm.	8
1	8:00 am—5:00 pm.	12:00 m—1:00 pm.	8
1	8:00 am—6:00 pm.	12:00 m—1:15 pm.	8 ¹ / ₁₀

DUBUQUE—EVENING OPERATORS.

1	11:00 am—9:30 pm.	3:30 pm—5:00 pm.	9
1	12:00 m—10:00 pm.	4:00 pm—5:00 pm.	9
1	1:00 pm—10:30 pm.	5:00 pm—6:00 pm.	9 ⁵ / ₁₀

DUBUQUE—SPLIT-TRUCK OPERATORS.

2	7:00 am—8:00 pm.	12:00 m—4:00 pm.	9
3	7:30 am—8:30 pm.	12:30 pm—4:00 pm.	9
2	7:30 am—8:30 pm.	12:00 m—4:00 pm.	9

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked ¹
DUBUQUE—SPLIT-TRUCK OPERATORS—Continued.			
1	8:00 am—8:30 pm.	12:30 pm—4:00 pm.	9
2	8:00 am—9:00 pm.	12:30 pm—4:30 pm.	9
1	8:00 am—9:00 pm.	1:00 pm—5:00 pm.	9
1	8:00 am—9:30 pm.	12:00 m—5:00 pm.	9 ⁵ / ₁₀
1	8:30 am—9:30 pm.	12:30 pm—5:00 pm.	9
1	9:00 am—10:00 pm.	1:00 pm—5:00 pm.	9
1	9:30 am—9:00 pm.	1:00 pm—4:00 pm.	8 ⁵ / ₁₀
DUBUQUE—NIGHT OPERATORS.			
2	9:50 pm—7:00 am.	15 minutes for sleep.	10

CEDAR RAPIDS—DAY OPERATORS.

1	6:30 am—4:00 pm.	11:00 am—12:00 m.	9
1	6:00 am—6:30 pm.	10:30 am—1:30 pm.	9
1	6:30 am—4:30 pm.	11:00 am—12:00 m.	9
1	6:30 am—6:00 pm.	10:30 am—1:00 pm.	9
2	7:00 am—5:00 pm.	11:00 am—12:00 m.	9
5	7:00 am—5:00 pm.	11:30 am—12:30 pm.	9
5	7:00 am—5:00 pm.	12:00 m—1:00 pm.	9
2	7:30 am—5:30 pm.	12:00 m—1:00 pm.	9
2	8:00 am—5:00 pm.	12:00 m—1:00 pm.	8
1	8:00 am—6:00 pm.	12:30 pm—1:30 pm.	9
2	8:00 am—6:00 pm.	12:00 m—1:00 pm.	9

CEDAR RAPIDS—EVENING OPERATORS.

1	11:00 am—9:00 pm.	4:00 pm—5:00 pm.	9
1	11:30 am—10:00 pm.	4:00 pm—5:30 pm.	9
1	12:30 pm—10:30 pm.	5:00 pm—6:00 pm.	9
2	12:00 m—10:30 pm.	4:00 pm—5:30 pm.	9

CEDAR RAPIDS—SPLIT-TRUCK OPERATORS.

2	7:30 am—8:00 pm.	12:00 m—3:30 pm.	9
1	7:30 am—8:30 pm.	12:00 m—4:00 pm.	9
2	8:00 am—8:00 pm.	1:00 pm—4:00 pm.	9
2	8:00 am—8:30 pm.	1:00 pm—4:30 pm.	9
6	8:00 am—9:00 pm.	1:00 pm—5:00 pm.	9
1	8:00 am—10:00 pm.	12:00 m—5:00 pm.	9
1	8:30 am—9:00 pm.	1:30 pm—5:00 pm.	9
1	9:00 am—9:00 pm.	1:00 pm—4:00 pm.	9
1	9:00 am—9:00 pm.	2:00 pm—5:00 pm.	9
1	10:30 am—9:30 pm.	3:00 pm—5:00 pm.	9
1	11:30 am—10:30 pm.	4:00 pm—5:30 pm.	9

CEDAR RAPIDS—NIGHT OPERATORS.

4	9:00 pm—7:00 am.	1 hour for sleep.	10
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COUNCIL BLUFFS—DAY OPERATORS.

1	6:00 am—4:00 pm.	10:30 am—12:00 m.	9 ⁵ / ₁₀
11	7:00 am—4:30 pm.	11:00 am—12:00 m.	9 ⁵ / ₁₀

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
COUNCIL BLUFFS—DAY OPERATORS—Continued.			
2	7:00 am—4:30 pm.....	12:00 m—1:00 pm.....	8 1/2
2	7:30 am—4:30 pm.....	12:00 m—1:00 pm.....	8
2	7:30 am—5:00 pm.....	12:00 m—1:00 pm.....	8 1/2
1	8:00 am—5:00 pm.....	11:30 am—1:00 pm.....	7 1/2
2	8:00 am—5:30 pm.....	12:00 m—1:00 pm.....	8
1	8:00 am—5:30 pm.....	12:00 m—1:00 pm.....	8 1/2

COUNCIL BLUFFS—EVENING OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
2	4:30 pm—10:00 pm.....		5 1/2
2	1:30 pm—10:00 pm.....	5:00 pm—6:00 pm.....	7 1/2
1	2:00 pm—10:00 pm.....	5:00 pm—5:30 pm.....	7 1/2

COUNCIL BLUFFS—SPLIT-TRICK OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
1	7:00 am—9:00 pm.....	11:00 am—5:00 pm.....	8
1	7:30 am—9:00 pm.....	11:00 am—5:00 pm.....	8
2	8:00 am—9:00 pm.....	11:00 am—4:30 pm.....	7 1/2
1	8:30 am—10:00 pm.....	12:00 m—6:00 pm.....	7
1	9:00 am—8:30 pm.....	12:00 m—4:30 pm.....	7
3	9:00 am—9:00 pm.....	12:00 m—4:30 pm.....	7 1/2
1	10:00 am—9:00 pm.....	1:00 pm—5:00 pm.....	7
6	11:00 am—10:00 pm.....	1:00 pm—4:30 pm.....	7 1/2
1	11:00 am—10:00 pm.....	1:00 pm—5:00 pm.....	7
2	11:00 am—10:00 pm.....	1:30 pm—5:00 pm.....	7 1/2

COUNCIL BLUFFS—NIGHT OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
4	10:00 pm—7:00 am.....	1 1/2 hours for sleep.....	9

WATERLOO—DAY OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
4	6:30 am—4:00 pm.....	11:30 am—1:30 pm.....	8
1	6:30 am—5:00 pm.....	11:00 am—1:00 pm.....	8 1/2
8	7:00 am—5:00 pm.....	11:00 am—1:00 pm.....	8
7	7:00 am—5:00 pm.....	12:00 m—1:00 pm.....	8
2	7:00 am—5:30 pm.....	11:30 am—1:00 pm.....	8
2	7:00 am—6:00 pm.....	11:30 am—1:00 pm.....	8
1	8:00 am—5:00 pm.....	11:30 am—1:00 pm.....	7 1/2
1	8:00 am—5:00 pm.....	12:00 m—1:00 pm.....	8

WATERLOO—EVENING OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
4	11:00 am—10:00 pm.....	3:00 pm—5:00 pm.....	9
3	11:00 am—10:00 pm.....	4:00 pm—6:00 pm.....	9
1	11:00 am—10:00 pm.....	5:00 pm—6:30 pm.....	8 1/2
3	12:00 m—10:00 pm.....	4:00 pm—6:00 pm.....	8
1	12:00 m—10:00 pm.....	4:00 pm—5:00 pm.....	9

WATERLOO—SPLIT-TRICK OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
1	8:00 am—8:00 pm.....	12:00 m—4:00 pm.....	8
1	8:00 am—8:00 pm.....	1:00 pm—4:00 pm.....	8

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
WATERLOO—SPLIT-TRICK OPERATORS—Continued.			
8	8:00 am—9:00 pm.....	1:00 pm—3:00 pm.....	9
4	9:00 am—9:00 pm.....	1:00 pm—4:00 pm.....	8
4	9:00 am—9:00 pm.....	1:00 pm—5:00 pm.....	9
2	11:00 am—10:00 pm.....	1:00 pm—3:00 pm.....	7

WATERLOO—NIGHT OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
4	10:00 pm—7:00 am.....	1/2 hour for sleep.....	9

CLINTON—DAY OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
2	6:30 am—5:00 pm.....	11:00 am—1:00 pm.....	8 1/2
2	6:30 am—5:00 pm.....	11:00 am—12:30 pm.....	9
1	7:00 am—5:00 pm.....	11:00 am—12:30 pm.....	8 1/2
1	7:00 am—5:00 pm.....	12:00 m—1:30 pm.....	8 1/2
1	7:30 am—6:00 pm.....	11:00 am—1:30 pm.....	8 1/2
1	7:00 am—6:00 pm.....	11:00 am—1:00 pm.....	9
2	7:00 am—6:00 pm.....	11:00 am—1:00 pm.....	9
1	7:30 am—6:30 pm.....	11:30 am—1:00 pm.....	9
2	7:30 am—6:30 pm.....	12:00 m—1:00 pm.....	9
1	7:30 am—6:00 pm.....	12:00 m—1:30 pm.....	9
1	8:00 am—6:30 pm.....	1:00 pm—2:00 pm.....	9

CLINTON—EVENING OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
2	11:00 am—9:00 pm.....	3:00 pm—4:00 pm.....	9
4	11:00 am—10:00 pm.....	3:00 pm—5:00 pm.....	9

CLINTON—SPLIT-TRICK OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
1	7:00 am—7:00 pm.....	12:00 m—8:00 pm.....	8 1/2
2	7:00 am—7:00 pm.....	11:00 am—2:00 pm.....	9
2	7:30 am—7:00 pm.....	12:30 pm—2:00 pm.....	9
1	8:00 am—8:00 pm.....	11:00 am—4:00 pm.....	9
2	8:00 am—9:00 pm.....	1:00 pm—5:00 pm.....	9
1	11:30 am—10:00 pm.....	3:00 pm—6:00 pm.....	9
1	11:30 am—10:00 pm.....	3:00 pm—5:00 pm.....	8

CLINTON—NIGHT OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
2	10:00 pm—7:00 am.....	1 hour for sleep.....	9

BURLINGTON—DAY OPERATORS.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
1	6:00 am—4:00 pm.....	10:30 am—11:30 am.....	9
1	6:30 am—4:30 pm.....	10:30 am—12:00 pm.....	8 1/2
1	6:30 am—5:00 pm.....	11:00 am—12:30 pm.....	9
1	6:45 am—5:15 pm.....	11:15 am—12:45 pm.....	9
1	7:00 am—4:30 pm.....	10:30 am—12:00 pm.....	8
1	7:00 am—6:00 pm.....	11:00 am—1:00 pm.....	9
2	7:00 am—6:00 pm.....	11:30 am—1:00 pm.....	8 1/2

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
BURLINGTON—DAY OPERATORS—Continued.			
1	7:00 am—5:00 pm.....	11:00 am—12:00 m.....	9
1	7:00 am—5:00 pm.....	11:30 am—1:30 pm.....	9
1	8:00 am—5:00 pm.....	12:00 m—1:00 pm.....	9
1	8:00 am—5:30 pm.....	12:00 m—1:00 pm.....	9

BURLINGTON—EVENING OPERATORS.

1	10:00 am—8:00 pm.....	2:00 pm—4:00 pm.....	8
1	11:30 am—9:00 pm.....	4:00 pm—6:00 pm.....	8
1	11:30 am—9:30 pm.....	5:30 pm—5:00 pm.....	8
1	12:00 m—9:30 pm.....	4:00 pm—5:30 pm.....	8
1	12:00 m—10:00 pm.....	4:00 pm—6:00 pm.....	8

BURLINGTON—SPLIT-TRUCK OPERATOR.

1	7:00 am—8:00 pm.....	11:00 am—2:00 pm.....	9
1	7:30 am—8:30 pm.....	11:30 am—4:30 pm.....	9
2	7:30 am—8:30 pm.....	12:00 m—4:30 pm.....	9
1	8:00 am—8:00 pm.....	12:30 pm—4:30 pm.....	9
1	8:00 am—8:30 pm.....	1:00 pm—5:00 pm.....	9
1	8:00 am—9:00 pm.....	12:45 pm—5:00 pm.....	9
1	8:30 am—9:00 pm.....	1:00 pm—5:00 pm.....	9
1	9:00 am—9:00 pm.....	1:00 pm—5:00 pm.....	9
1	9:00 am—9:30 pm.....	1:00 pm—5:30 pm.....	9
1	10:30 am—9:00 pm.....	2:30 pm—5:00 pm.....	9
1	11:00 am—10:00 pm.....	3:00 pm—6:00 pm.....	9

BURLINGTON—NIGHT OPERATORS.

2	9:00 pm—7:00 am.....	2 hours for sleep.....	10
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OTTUMWA—DAY OPERATORS.

2	6:30 am—5:00 pm.....	10:30 am—12:30 pm.....	9
1	6:30 am—5:30 pm.....	10:30 am—1:00 pm.....	9
1	6:45 am—6:45 pm.....	11:00 am—12:00 m.....	9
3	7:00 am—5:00 pm.....	11:00 am—12:30 pm.....	9
1	7:00 am—5:00 pm.....	10:30 am—11:30 am.....	9
1	7:30 am—5:30 pm.....	11:30 am—1:00 pm.....	9

OTTUMWA—EVENING OPERATORS.

1	11:00 am—9:00 pm.....	2:30 pm—5:30 pm.....	8
1	11:00 am—9:00 pm.....	2:30 pm—4:00 pm.....	8
2	11:00 am—9:30 pm.....	2:30 pm—5:30 pm.....	8
1	12:00 m—9:00 pm.....	5:00 pm—6:00 pm.....	8

OTTUMWA—SPLIT-TRUCK OPERATORS.

1	7:00 am—9:00 pm.....	11:00 am—5:00 pm.....	9
2	7:30 am—8:00 pm.....	12:00 m—2:30 pm.....	9
1	8:00 am—7:00 pm.....	12:30 pm—3:00 pm.....	9

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
OTTUMWA—SPLIT-TRUCK OPERATORS—Continued.			
2	8:00 am—7:30 pm.....	12:30 pm—2:30 pm.....	9
2	8:00 am—8:00 pm.....	12:30 pm—4:00 pm.....	9
2	8:00 am—9:00 pm.....	12:30 pm—3:00 pm.....	9
1	8:30 am—9:00 pm.....	1:00 pm—5:00 pm.....	9
1	8:30 am—9:00 pm.....	1:00 pm—5:30 pm.....	9
1	10:30 am—9:00 pm.....	3:00 pm—5:00 pm.....	9

OTTUMWA—NIGHT OPERATORS.

4	9:00 pm—7:00 am.....	1 1/2 hours for sleep.....	10
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MUSCATINE—DAY OPERATORS.

1	6:30 am—4:30 pm.....	11:00 am—12:00 m.....	9
2	7:00 am—4:30 pm.....	11:30 am—12:00 m.....	9
4	7:00 am—5:00 pm.....	12:00 m—1:00 pm.....	9
1	7:30 am—6:00 pm.....	12:30 pm—1:30 pm.....	9
1	8:00 am—6:00 pm.....	12:00 m—1:00 pm.....	9

MUSCATINE—EVENING OPERATORS.

1	11:00 am—9:00 pm.....	4:00 pm—5:30 pm.....	8
1	12:00 m—9:00 pm.....	4:00 pm—6:00 pm.....	8
2	12:00 m—10:00 pm.....	4:00 pm—6:00 pm.....	8
2	12:30 pm—9:30 pm.....	5:00 pm—6:00 pm.....	8

MUSCATINE—SPLIT-TRUCK OPERATORS.

2	7:00 am—8:00 pm.....	12:00 m—4:00 pm.....	9
2	8:00 am—8:30 pm.....	12:00 m—4:00 pm.....	9
2	8:00 am—8:30 pm.....	1:00 pm—4:30 pm.....	9
1	9:00 am—9:00 pm.....	1:00 pm—5:00 pm.....	9
1	11:00 am—10:00 pm.....	1:30 pm—4:30 pm.....	1 1/2

MUSCATINE—NIGHT OPERATORS.

2	9:00 pm—7:00 am.....	1 hour for sleep.....	10
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FT. DODGE—DAY OPERATORS.

8	7:00 am—5:00 pm.....	12:00 m—1:00 pm.....	9
1	8:00 am—6:00 pm.....	11:30 am—1:00 pm.....	9
3	8:00 am—6:00 pm.....	12:00 m—1:00 pm.....	9
1	8:30 am—5:30 pm.....	12:00 m—1:00 pm.....	9

FT. DODGE—EVENING OPERATORS.

1	11:30 am—9:00 pm.....	5:00 pm—6:00 pm.....	8
3	12:00 m—9:00 pm.....	4:00 pm—5:00 pm.....	8
1	12:00 m—10:00 pm.....	4:00 pm—6:00 pm.....	8

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked*
FT. DODGE—SPLIT-TRUCK OPERATORS.			
1	6:30 am—5:00 pm	10:00 am—1:00 pm	9
1	7:00 am—9:00 pm	12:00 m—5:00 pm	9
4	8:00 am—8:00 pm	1:00 pm—4:00 pm	9
1	8:00 am—9:00 pm	1:00 pm—6:30 pm	9½
1	8:00 am—9:00 pm	1:00 pm—6:00 pm	9
2	8:00 am—9:00 pm	1:00 pm—5:00 pm	9

FT. DODGE—NIGHT OPERATORS.

3	9:00 pm—7:00 am	2½ hours to sleep	10
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KEOKUK—DAY OPERATORS.

1	6:30 am—4:00 pm	10:30 am—11:00 am	9
1	7:00 am—4:30 pm	11:30 am—12:30 pm	9
1	7:00 am—5:00 pm	11:00 am—12:00 m	9
1	7:00 am—5:00 pm	10:30 am—11:30 am	9
1	7:00 am—5:00 pm	12:00 m—1:00 pm	9
1	7:00 am—6:30 pm	11:30 am—1:00 pm	9
2	7:00 am—5:30 pm	11:00 am—12:30 pm	9
1	8:00 am—5:00 pm	12:00 m—1:00 pm	9

KEOKUK—EVENING OPERATORS.

2	11:00 am—9:00 pm	2:30 pm—5:00 pm	8
1	11:30 am—9:00 pm	5:00 pm—6:00 pm	8½
2	12:00 m—10:00 pm	5:30 pm—5:30 pm	8

KEOKUK—SPLIT-TRUCK OPERATORS.

1	7:00 am—7:30 pm	12:00 m—3:30 pm	9
1	7:30 am—8:00 pm	12:00 m—4:00 pm	9½
1	7:30 am—9:00 pm	12:00 m—5:00 pm	9½
1	8:00 am—8:00 pm	12:00 m—5:30 pm	9
1	8:00 am—9:00 pm	12:30 pm—5:00 pm	9½
1	8:30 am—9:00 pm	12:30 pm—6:00 pm	9
1	9:00 am—9:30 pm	1:00 pm—5:30 pm	9

KEOKUK—NIGHT OPERATORS.

3	9:00 pm—7:00 am	2½ hours to sleep	10
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MARSHALLTOWN—DAY OPERATORS.

2	6:30 am—5:00 pm	10:00 am—12:30 pm	8
1	7:00 am—5:00 pm	11:45 am—1:00 pm	8½
1	7:00 am—5:00 pm	11:15 am—12:00 m	8½
1	7:00 am—5:00 pm	11:15 am—12:30 pm	8½
1	7:00 am—5:00 pm	12:00 m—1:15 pm	8½
1	7:30 am—5:00 pm	12:00 m—1:15 pm	8½
1	7:30 am—5:30 pm	11:15 am—12:30 pm	8½

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked*
MARSHALLTOWN—DAY OPERATORS—Continued.			
2	7:45 am—5:00 pm	11:15 am—12:30 pm	8
1	8:00 am—5:00 pm	12:00 m—1:00 pm	8
1	8:00 am—5:00 pm	12:00 m—1:30 pm	7½
2	8:00 am—6:00 pm	12:00 pm—1:45 pm	8½
1	11:30 pm—5:00 pm		4½

MARSHALLTOWN—EVENING OPERATORS.

2	5:00 pm—2:30 pm		4½
2	12:00 m—9:00 pm	2:30 pm—5:00 pm	7½

MARSHALLTOWN—SPLIT-TRUCK OPERATORS.

1	6:00 pm—8:00 am	11:00 pm—4:00 am	9
1	6:00 am—5:00 pm	9:00 am—12:30 pm	7½
2	7:45 am—5:00 pm	12:30 pm—5:00 pm	7½
1	8:00 am—8:00 pm	12:30 pm—4:00 pm	8½
1	8:00 am—8:00 pm	12:30 pm—5:00 pm	7½
2	8:00 am—9:00 pm	12:30 pm—5:00 pm	8½
1	8:15 am—9:00 pm	12:30 pm—5:00 pm	8½
3	8:30 am—9:00 pm	1:00 pm—5:00 pm	8½
1	9:00 am—8:00 pm	1:00 pm—4:00 pm	8

MARSHALLTOWN—NIGHT OPERATORS.

2	9:00 pm—7:00 am		10
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MASON CITY—DAY OPERATORS.

1	6:30 am—4:30 pm	11:30 am—12:00 m	9
1	6:30 am—5:00 pm	11:00 am—12:30 pm	9
2	7:00 am—5:00 pm	11:00 am—12:00 pm	9
1	7:00 am—5:30 pm	11:30 am—1:00 pm	9
1	7:00 am—5:30 pm	11:00 am—12:30 pm	9
1	8:00 am—5:00 pm	12:00 m—1:00 pm	8
1	8:00 am—5:00 pm	11:30 am—12:30 pm	8
2	8:00 am—6:00 pm	12:00 m—1:45 pm	9
1	8:30 am—6:30 pm	12:00 m—1:00 pm	9

MASON CITY—EVENING OPERATORS.

1	11:00 am—9:30 pm	3:30 pm—5:00 pm	9
1	11:00 am—9:30 pm	4:00 pm—5:30 pm	9
1	11:00 am—9:30 pm	4:00 pm—5:00 pm	9
1	11:00 am—10:00 pm	4:00 pm—6:00 pm	9
1	11:00 am—9:00 pm	4:00 pm—5:30 pm	9
1	11:00 am—10:00 pm	5:00 pm—6:30 pm	9

MASON CITY—SPLIT-TRUCK OPERATORS.

1	6:30 am—6:00 pm	12:00 m—2:30 pm	9
1	7:00 am—5:00 pm	12:00 m—4:00 pm	9
1	7:00 am—9:00 pm	12:00 m—5:00 pm	9

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
MASON CITY—SPLIT-TRICK OPERATORS—Continued.			
1	7:30 am—8:00 pm	12:00 m—3:30 pm	9
1	7:30 am—9:00 pm	12:30 pm—5:00 pm	9
1	8:00 am—8:30 pm	12:30 pm—4:00 pm	9
1	8:00 am—9:00 pm	12:00 m—6:00 pm	9
2	8:00 am—9:30 pm	12:30 pm—5:00 pm	9
1	9:00 am—9:00 pm	1:00 pm—4:00 pm	9
MASON CITY—NIGHT OPERATORS.			
2	9:30 pm—7:00 am		15
BOONE—DAY OPERATORS.			
2	7:00 am—4:00 pm	11:00 am—12:00 m	8
1	7:00 am—5:00 pm	10:00 am—12:00 m	8
2	8:00 am—5:00 pm	12:00 m—1:00 pm	8
2	8:00 am—6:00 pm	12:00 m—2:00 pm	8
BOONE—EVENING OPERATORS.			
1	11:00 am—7:30 pm	3:00 pm—4:00 pm	7½
1	11:00 am—8:00 pm	3:00 pm—4:30 pm	7½
1	12:00 m—9:00 pm	4:30 pm—6:00 pm	7½
1	12:30 pm—9:00 pm	4:30 pm—6:00 pm	7
1	1:00 pm—10:00 pm	4:00 pm—4:30 pm	8½
1	2:00 pm—10:00 pm	6:00 pm—7:00 pm	7
BOONE—SPLIT-TRICK OPERATORS.			
1	6:00 am—5:00 pm	9:00 am—12:00 m	8
1	7:00 am—9:00 pm	11:00 am—6:00 pm	7
1	8:00 am—8:00 pm	11:30 am—4:00 pm	7½
1	9:00 am—9:00 pm	12:30 pm—5:00 pm	7½
1	12:00 m—9:00 pm	3:00 pm—5:00 pm	8½
BOONE—NIGHT OPERATORS.			
1	9:00 pm—7:00 am	2½ hours for sleep	10
1	10:00 pm—7:00 am	3 hours for sleep	9
IOWA CITY—DAY OPERATORS.			
1	6:00 am—4:00 pm	11:00 am—12:00 m	9
1	6:30 am—4:30 pm	11:00 am—12:00 m	9
2	7:00 am—5:00 pm	11:00 am—12:00 m	9
2	7:00 am—5:00 pm	12:00 m—1:00 pm	9
1	7:00 am—5:00 pm	11:30 am—12:30 pm	9
1	7:30 am—5:30 pm	11:30 am—12:30 pm	9
1	8:00 am—5:00 pm	11:00 am—12:00 m	8
1	8:00 am—5:00 pm	12:00 m—1:00 pm	8

WORKING HOURS OF OPERATORS, BY SHIFTS—Continued.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
IOWA CITY—EVENING OPERATORS.			
4	11:00 am—9:00 pm	4:00 pm—5:00 pm	9
IOWA CITY—SPLIT-TRICK OPERATORS.			
1	7:00 am—9:00 pm	12:00 m—5:00 pm	9
1	8:00 am—8:00 pm	1:00 pm—4:00 pm	9
1	8:00 am—9:00 pm	12:00 m—4:00 pm	9
1	8:00 am—9:30 pm	12:30 pm—3:00 pm	9
2	9:00 am—9:00 pm	1:00 pm—4:00 pm	9
IOWA CITY—NIGHT OPERATORS.			
2	9:00 pm—7:00 am	1 hour for sleep	10
1	9:00 pm—6:30 am	1 hour for sleep	9½
OSKALOOSA—DAY OPERATORS.			
2	7:00 am—5:00 pm	12:00 m—1:00 pm	9
2	8:00 am—5:00 pm	12:00 m—1:00 pm	8
1	8:00 am—6:00 pm	12:00 m—1:00 pm	9
1	8:00 am—6:00 pm	12:00 m—2:30 pm	8
2	8:00 am—6:00 pm	1:00 pm—3:00 pm	8
2	8:30 am—5:00 pm	1:00 pm—2:00 pm	8
OSKALOOSA—EVENING OPERATORS.			
2	11:00 am—9:00 pm	3:00 pm—5:00 pm	8
2	12:00 m—9:00 pm	5:00 pm—6:00 pm	8
OSKALOOSA—SPLIT-TRICK OPERATORS.			
2	6:00 am—9:00 pm	8:30 am—11:00 am; 1 pm—5 pm	8
1	7:00 am—9:00 pm	11:00 am—5:00 pm	8
2	7:00 am—6:00 pm	12:00 m—3:00 pm	8
1	7:00 am—9:00 pm	1:00 pm—6:00 pm	9
1	8:00 am—8:00 pm	1:00 pm—3:00 pm	8
1	8:00 am—9:00 pm	1:00 pm—6:00 pm	8
1	11:00 am—10:00 pm	3:00 pm—6:00 pm	8
OSKALOOSA—NIGHT OPERATORS.			
2	9:00 pm—7:00 am	2 hours for sleep	10
FORT MADISON—DAY OPERATORS.			
2	7:00 am—5:00 pm	11:30 am—12:30 pm	9
2	7:00 am—5:30 pm	11:00 am—12:30 pm	9
1	7:30 am—6:00 pm	11:30 am—1:00 pm	9

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked*
FORT MADISON—EVENING OPERATORS.			
1	11:30 am—8:30 pm	4:00 pm—5:00 pm	8
1	11:30 am—9:00 pm	4:30 pm—6:00 pm	9
FORT MADISON—SPLIT-TRUCK OPERATORS.			
1	7:00 am—8:30 pm	12:30 pm—5:00 pm	8½
1	7:00 am—9:00 pm	12:00 m—5:00 pm	9
1	7:30 am—8:00 pm	1:00 pm—4:00 pm	8½
1	7:30 am—9:00 pm	12:30 pm—5:00 pm	8½
1	7:30 am—8:30 pm	12:30 pm—5:30 pm	9
1	7:30 am—9:00 pm	12:30 pm—4:00 pm	8½
1	8:30 am—8:30 pm	12:30 pm—4:00 pm	8½
FORT MADISON—NIGHT OPERATORS.			
2	8:30 pm—7:00 am	2½ hours for sleep	8
CENTERVILLE—DAY OPERATORS.			
7	7:00 am—6:00 pm	11:00 am—12:00 m	10
5	7:00 am—6:00 pm	12:00 m—1:00 pm	10
CENTERVILLE—EVENING OPERATORS.			
1	11:00 am—9:00 pm	5:00 pm—6:00 pm	9
CENTERVILLE—SPLIT-TRUCK OPERATORS.			
1	7:00 am—9:00 pm	1:00 pm—6:00 pm	9
1	11:00 am—10:00 pm	6:00 pm—8:00 pm	9
CENTERVILLE—NIGHT OPERATORS.			
1	7:00 pm—7:30 am	(Bell)	10½
2	6:00 pm—7:00 am		12
CRESTON—DAY OPERATORS.			
1	7:00 am—5:30 pm	12:00 m—1:00 pm	8½
2	7:00 am—5:30 pm	10:30 am—12:30 pm	8½
1	8:00 am—6:00 pm	12:30 pm—2:00 pm	8½
CRESTON—EVENING OPERATORS.			
1	10:00 am—8:30 pm	2:00 pm—4:00 pm	8½
1	10:30 am—8:30 pm	1:00 pm—5:00 pm	8½
1	11:30 am—9:50 pm	4:00 pm—5:30 pm	8½

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked*
CRESTON—SPLIT-TRUCK OPERATORS.			
1	7:00 am—8:30 pm	1:00 pm—5:00 pm	8½
2	7:00 am—9:00 pm	12:30 m—5:30 pm	8½
1	8:00 am—7:30 pm	12:30 pm—5:30 pm	8½
1	8:00 am—8:00 pm	12:30 pm—4:00 pm	8½
1	8:30 am—8:00 pm	12:00 m—4:00 pm	7½
1	10:00 am—9:00 pm	2:30 pm—6:00 pm	8½
CRESTON—NIGHT OPERATORS.			
1	8:30 pm—7:00 am	Night bell	10½
1	6:00 pm—7:30 am	6 hours for sleep	12½
OELWEIN—DAY OPERATORS.			
1	7:00 am—4:00 pm	11:00 am—12:30 m	8
1	7:00 am—6:00 pm	11:00 am—1:00 pm	9
2	8:00 am—6:00 pm	12:00 m—1:00 pm	9
OELWEIN—EVENING OPERATORS.			
1	11:00 am—8:00 pm	2:00 pm—5:00 pm	8
1	11:00 am—8:30 pm	5:00 pm—4:00 pm	8
OELWEIN—SPLIT-TRUCK OPERATORS.			
1	6:00 am—8:00 pm	11:00 am—4:00 pm	9
1	7:00 am—9:00 pm	1:00 pm—6:00 pm	9
2	11:00 am—9:00 pm	4:00 pm—6:00 pm	8
OELWEIN—NIGHT OPERATORS.			
1	9:00 pm—7:00 am		10
CHARLES CITY—DAY OPERATORS.			
1	6:00 am—4:20 pm	11:00 am—12:30 pm	9
1	6:45 am—5:15 pm	11:00 am—1:30 pm	9
1	7:00 am—6:00 pm	11:30 am—1:30 pm	9
1	7:00 am—6:00 pm	1:00 m—2:00 pm	9
1	7:30 am—5:00 pm	12:00 m—1:30 pm	9
CHARLES CITY—EVENING OPERATORS.			
1	12:00 m—9:00 pm	4:00 pm—6:00 pm	7
CHARLES CITY—SPLIT-TRUCK OPERATORS.			
1	7:00 am—8:00 pm	12:30 pm—4:30 pm	9
1	7:00 am—10:00 pm	12:30 pm—5:30 pm	10

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Period Each Working Number	Terminal Working Hours	Intermission	Net Hours Worked
CHARLES CITY—SPLIT-TRICK OPERATORS—Continued.			
1	10:15 am—8:00 pm.....	2:00 pm—5:00 pm.....	8 1/2
1	11:30 am—8:30 pm.....	1:30 pm—4:00 pm.....	8 1/2
CHARLES CITY—NIGHT OPERATORS.			
1	8:00 pm—7:00 am.....		10
ALBIA—DAY OPERATORS.			
1	7:00 am—5:00 pm.....	10:00 am—12:00 m.....	8
1	7:00 am—5:00 pm.....	12:00 m—2:00 pm.....	8
1	8:00 am—5:30 pm.....	11:00 am—12:00 m.....	8
1	8:30 am—5:30 pm.....	12:00 m—1:30 pm.....	8
ALBIA—EVENING OPERATORS.			
1	12:00 m—9:00 pm.....	4:00 pm—5:00 pm.....	8
1	12:00 m—10:00 pm.....	5:00 pm—6:00 pm.....	9
ALBIA—SPLIT-TRICK OPERATORS.			
1	7:00 am—6:00 pm.....	11:00 am—2:00 pm.....	8
1	7:00 am—8:00 pm.....	12:00 m—5:00 pm.....	8
1	7:00 am—9:00 pm.....	12:00 m—5:00 pm.....	9
1	11:00 am—10:00 pm.....	2:00 pm—5:00 pm.....	8
ALBIA—NIGHT OPERATORS.			
1	9:30 pm—7:00 am.....		10
PERRY—DAY OPERATORS.			
1	6:30 am—4:30 pm.....	10:30 am—11:30 am.....	9
1	6:00 am—4:30 pm.....	10:30 am—12:00 m.....	9
1	7:30 am—5:30 pm.....	12:00 m—1:00 pm.....	9
1	7:30 am—6:00 pm.....	12:00 pm—1:30 pm.....	9
1	8:30 am—5:30 pm.....	12:00 m—1:00 pm.....	8
PERRY—EVENING OPERATORS.			
1	12:00 m—10:00 pm.....	4:00 pm—6:00 pm.....	8
1	3:00 pm—10:00 pm.....		7
PERRY—SPLIT-TRICK OPERATORS.			
1	8:00 am—8:00 pm.....	12:00 m—1:00 pm.....	8
1	11:00 am—10:00 pm.....	3:00 pm—6:00 pm.....	8

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
PERRY—NIGHT OPERATORS.			
1	10:00 pm—7:00 am.....		9
CARROLL—DAY OPERATORS.			
1	6:30 am—5:00 pm.....	11:00 am—1:30 pm.....	8
1	7:00 am—6:00 pm.....	11:30 am—1:00 pm.....	9
1	7:00 am—6:00 pm.....	12:00 m—2:00 pm.....	9
1	7:30 am—5:30 pm.....	12:00 pm—1:00 pm.....	9
CARROLL—EVENING OPERATORS.			
1	11:30 am—9:30 pm.....	3:30 pm—5:00 pm.....	8 1/2
CARROLL—SPLIT-TRICK OPERATORS.			
1	8:30 am—9:00 pm.....	1:00 pm—5:30 pm.....	8
1	9:00 am—9:30 pm.....	1:00 pm—5:30 pm.....	8
1	9:30 am—10:00 pm.....	1:30 pm—6:30 pm.....	8
1	11:00 am—10:00 pm.....	2:00 pm—5:00 pm.....	8
CARROLL—NIGHT OPERATORS.			
1	9:30 pm—7:00 am.....	4 hours for sleep.....	9 1/2
INDIANOLA—DAY OPERATORS.			
1	6:30 am—4:30 pm.....	11:00 am—12:00 m.....	9
1	6:30 am—5:00 pm.....	10:00 am—12:00 m.....	8 1/2
2	7:30 am—4:30 pm.....	12:00 m—1:00 pm.....	7 1/2
INDIANOLA—EVENING OPERATORS.			
1	1:00 pm—9:30 pm.....	4:00 pm—4:30 pm.....	8
INDIANOLA—SPLIT-TRICK OPERATORS.			
1	7:00 am—8:00 pm.....	12:00 m—5:00 pm.....	8
1	8:00 am—8:30 pm.....	12:00 m—4:30 pm.....	8
1	10:00 am—9:30 pm.....	1:00 pm—4:30 pm.....	8
INDIANOLA—NIGHT OPERATORS.			
1	9:30 pm—7:00 am.....	3 hours for sleep.....	9 1/2

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Number Working Each Period	Terminal Working Hours	Intermission	Net Hours Worked
DENISON—DAY OPERATORS.			
1	7:00 am—5:30 pm.....	11:00 am—12:30 pm.....	9
1	7:00 am—6:00 pm.....	12:00 m — 7:00 pm.....	9
1	8:00 am—6:00 pm.....	12:00 m — 1:00 pm.....	9
DENISON—EVENING OPERATORS.			
1	11:00 am—9:30 pm.....	2:00 pm—5:00 pm.....	14
DENISON—SPLIT-TRICK OPERATORS.			
1	7:00 am—8:00 pm.....	10:30 am—12:00 m; 3 pm—5:30 pm.....	9
1	7:30 am—7:00 pm.....	12:30 pm—3:00 pm.....	9
1	9:00 am—9:00 pm.....	1:00 pm—3:00 pm; 5 pm—6 pm.....	9
DENISON—NIGHT OPERATORS.			
1	7:00 pm—7:00 am.....	5½ hours for sleep.....	12
IDA GROVE—DAY OPERATORS.			
1	7:00 am—4:00 pm.....	11:30 am—12:30 pm.....	8
1	7:00 am—6:00 pm.....	11:30 am—2:30 pm.....	8
1	8:00 am—6:00 pm.....	12:00 m — 2:00 pm.....	8
1	8:00 am—6:00 pm.....	12:00 m — 1:00 pm.....	8
IDA GROVE—EVENING OPERATORS.			
IDA GROVE—SPLIT-TRICK OPERATORS.			
1	11:00 am—9:00 pm.....	2:30 pm—6:00 pm.....	14
1	11:30 am—9:30 pm.....	2:30 pm—6:00 pm.....	14
IDA GROVE—NIGHT OPERATORS.			
TAMA—DAY OPERATORS.			
1	7:30 am—5:00 pm.....	12:00 m — 1:00 pm.....	8
1	7:30 am—5:30 pm.....	11:00 am—12:30 pm.....	8
TAMA—EVENING OPERATORS.			
1	11:30 am—8:30 pm.....	5:00 pm—6:00 pm.....	8

WORKING HOURS OF OPERATORS, BY SHIFTS—CONTINUED.

Each Period Working Number	Terminal Working Hours	Intermission	Net Hours Worked
TAMA—SPLIT-TRICK OPERATORS.			
1	7:00 am—8:00 pm.....	12:00 m — 5:00 pm.....	8
1	7:30 am—8:00 pm.....	12:30 pm—5:00 pm.....	8
TAMA—NIGHT OPERATORS.			
1	8:00 pm—7:30 am.....	2 hours for sleep.....	11½
TOLEDO—DAY OPERATORS.			
1	7:00 am—6:00 pm.....	11:00 am—1:00 pm.....	9
1	8:00 am—5:00 pm.....	12:00 m — 1:00 pm.....	8
1	12:00 m — 6:00 pm.....		8
TOLEDO—EVENING OPERATORS.			
TOLEDO—SPLIT-TRICK OPERATORS.			
1	7:00 am—8:00 pm.....	1:00 pm—6:00 pm.....	7
TOLEDO—NIGHT OPERATORS.			
1	6:00 pm—7:00 am.....	Night bell.....	12
OSCEOLA—DAY OPERATORS.			
1	7:00 am—4:00 pm.....	11:00 am—12:00 m.....	8
1	7:00 am—6:00 pm.....	12:00 m — 3:00 pm.....	9
1	8:00 am—6:00 pm.....	12:00 m — 1:00 pm.....	9
1	12:00 m — 6:00 pm.....		6
OSCEOLA—EVENING OPERATORS.			
1	1:00 pm—9:00 pm.....	5:00 pm—6:00 pm.....	7
OSCEOLA—SPLIT-TRICK OPERATORS.			
2	7:00 am—9:00 pm.....	12:00 m — 6:00 pm.....	8
1	9:00 am—9:00 pm.....	1:00 pm—5:00 pm.....	8
1	11:00 am—9:00 pm.....	3:00 pm—6:00 pm.....	8
OSCEOLA—NIGHT OPERATORS.			
1	9:00 pm—7:00 am.....	Night bell.....	10
1	9:00 pm—7:00 am.....	Night bell.....	10

INDEX

ARBITRATION AND CONCILIATION—	PAGE
Ft. Dodge Telephone Company versus the International Brotherhood of Electrical Workers	164
BUREAU OF LABOR STATISTICS—	
Administration	4
Duties	5
Expense of	14
Recommendations for Legislation:	
Boiler inspection	10
Building Code and inspection	11
Bureau of Labor	12
Private Employment Bureaus	12
CHILD LABOR—	
General provisions of the Child Labor Law	30
Work permits filed at office:	
Table 9, School grades, sex, age and locality of children receiving permits	52
Illegal permits, issue of	56
Retarded school grade children, by age and sex	56
Physical requirements of law	57
Height and weight of children	57
Table 10, Giving height and weight of children	58
Comparative development of Iowa boys and girls	92
Table 11, Correlated height and weight of Iowa boys and girls	94
Normal child, The	98
Working Children, Special Investigation of:	
Analysis	100
Education,	
School grades when leaving school to work, by sex	101
Table 12, Reasons for leaving school	102
Family, condition of—	
Size and head of family	108
Table 13, Children, by size of family	109
Table 14, Children, by heads of family	109
Wages and home owning conditions—father	110
Table 15, Children, by classified daily wage of father, rent- ing, owning or buying home	111
Work children were engaged in—	
Table 16, How children found their jobs	112
Table 17, Nature of work	112
Table 18, Length of time in present job	112
Number of jobs held	114
Table 19, Length of time in job before changing	114
Reasons for changing jobs	115
Kind of job or trade preferred	115
Wages of children by sex and school grade	117

FACTORY INSPECTION—	PAGE
Analysis	70
Prosecutions	72
Table 7, Recommendations by State Factory Inspectors, by kind and industry	72
Table 8, Number of employes in plants inspected in each industry, by sex and age	73
FARM LABOR—	
Analysis	119
Table 21, Comparative wages by counties for farm labor during 1910, 1911, 1912, 1913, and 1915	120
LABOR ORGANIZATIONS—	
Analysis	122
Labor Legislation urged	149
Table 22, Number of local, year organized, membership, cause of non-employment	122
Table 23, Membership for trades and state, by sex	141
Table 24, Number of locals and membership for counties and state, compared for 1912 and 1913	143
Table 25, Scale of wages and hours of labor, by occupations and municipalities	144
MANUFACTURES STATISTICS—	
Analysis	15
Table 1, Number of establishments, capital, value of product, value of materials used, wages, wage-earners, by industries, for the state	27
Table 2, Number of establishments, capital, value of product, value of materials used, wages, wage-earners, by industries for counties	30
Table 3, Wage-earners employed, by months	32
Table 4, Wage-earners employed on December 13, 1915	38
Table 5, Wage-earners, weekly wage classification, by sex, age and industries	60
Table 6, Number of plants and days in operation, by industries	63
PRIVATE EMPLOYMENT BUREAUS—	
Fee offices	175
Table 24, Number of employment offices charging fee, number securing employment, rate of fee, conditions, for the year 1914	174
Table 25, Number of employment offices charging fee, number securing employment, rate of fee, conditions, for the year 1915	177
Non-fee offices	178
Table 26, Number of applicants, number furnished employment, nature of society, licensed, for year 1914	178
Table 27, Number of applicants, number furnished employment, nature of society, licensed, for year 1915	178
THE STATE FREE EMPLOYMENT BUREAU—	
Analysis	163
Table 22, Male applicants for work, applications for men, by occupations	172
Table 23, Female applicants for employment, applications for female help, by occupations	174
WOMEN WAGE-EARNERS, SPECIAL INVESTIGATION OF—	
Laundries—	
Nature and character of work	155
Housing of laundries	154
Physical effects	155

WOMEN WAGE-EARNERS—Continued	PAGE
Telephone Exchanges—	
Nature and character of work	183
Housing of exchanges	192
Physical effects	192
Comparative Analysis of Laundry Workers and Telephone Operators—	
Ages, analysis	196
Table 31, Ages of laundry employes	245
Table 32, Ages of telephone operators	253
Conjugal condition, analysis	194
Experience, analysis	199
General tables—	
Table 28, Women wage-earners in laundries, giving occupation, age, experience and economic condition by cities	206
Table 33, Women wage-earners in telephone exchanges, giving occupation, age, experience, and economic condition, by cities	217
Hours of labor, analysis	203
Table 34, Working hours in telephone exchanges	232
Living expenses, analysis	205
Previous occupation, analysis	193
Reasons for working, analysis	195
School experience, analysis	196
Table 22, School experience of laundry employes	245
Table 37, School experience of telephone operators	254
Wages, analysis	
Table 29, Wage rate in laundries, women living at home	243
Table 30, Wage rate in laundries, women living adrift	244
Table 34, Wage rate in telephone exchanges, women living at home	251
Table 35, Wage rates in telephone exchanges, women living adrift	251
Women living "at home" and "adrift," meaning of terms	255