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State of Iowa
1918

REPORT OF THE

BUREAU OF LABOR STATISTICS

FOR THE

Biennial Period Ending June 30, 1918

A. L. URICK, Commissioner

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LETTER OF TRANSMITTAL

HON. W. L. HARDING, *Governor.*

SIR—In compliance with Section 2470, Chapter 8, Title XII, Supplemental Supplement to the Code 1915, I have the honor herewith to transmit to you the Eighteenth Biennial Report of this department.

Very respectfully,

A. L. URICK,
Commissioner.

Des Moines, September 30, 1918.

BUREAU OF LABOR STATISTICS

The Eighteenth Biennial Report of the Bureau of Labor Statistics is submitted with the purpose, as contemplated by law, of informing the citizens of the state and United States, and foreign countries as well, of prevailing industrial conditions and the progress the state has made in the last two years. The law governing this department, and Section 2470 of the Code in particular, which summarizes its duties and the subjects to be reported on, are so vastly comprehensive that no single report can hope to meet all demands, but as heretofore, the aim is to give as fully as possible such information as shall tend to increase production, and consequent employment of producers; to report the business of the bureau during this biennial period, and give such information as may be considered of value to the industrial interests of the state, also the number of laborers and mechanics employed and their economic status.

The unusual conditions resulting from the war compelled the abandonment of several special investigations contemplated and which had been partially arranged, so that in the present report there is no special investigation on employment conditions of women and children, such as the investigation of department and other retail stores and hotels and restaurants included in the Sixteenth Biennial Report; and of the telephone exchanges, also of laundries, as included in the Seventeenth Biennial Report. A special investigation was made, however, similar to that of two years ago, by the woman factory inspector, of children having work permits, and the statistics on child labor includes detailed information on the findings of such investigation.

STATISTICS OF MANUFACTURES.

The manufactures statistics are more complete and comprehensive than in previous reports. The present form of these statistics was adopted for the Sixteenth Biennial, the returns for the first year being from 1,325 factories; the confidence of the manufacturers in this form of statistics has grown in the meantime, and the second returns as given in the Seventeenth Biennial were from 2,904 factories, and we now offer returns from 3,280 establishments, which shows a wholesome increase; in fact, when taken

into consideration that under the statutes governing this bureau firms not employing one or more persons are excluded, the completeness of report becomes evident.

At each compilation we find that a large number of firms have gone out of business; there are of course new firms which enter into the work; both of these reasons account for material changes in various classifications, aside from the fact that returns are more complete. In addition to the former tabulations and analyses, we have given a comparison of the manufacturing production of each industry for the last two biennial periods, also a similar comparison of the value of manufacturing production for each county, which will be useful to show where there has been a marked increase in returns from the manufacturers and the effect in data compiled.

The manufactures statistics show a gratifying increase in capital invested, value of stocks and materials used, value of products, number of wage earners both male and female, and for the last three biennial periods show a steady increase in average yearly earnings: The average for 1913 was \$577.00, and for 1915, \$651.37, in increase of \$74.37; in 1917 the average yearly earnings were \$785.22, which makes an increase of \$133.85 over the 1915 average.

Another interesting fact to be mentioned is concerning child labor in factories. In 1913, with returns from only 1,325 establishments, there were 664 children employed; in 1915, for 2,904 establishments (more than double the former returns), there were only 400 children; in 1917, for the 3,280 establishments, there were 569 children employed. The marked change from 1913 to 1915 is no doubt caused by the new child labor law which went into effect July 1, 1915; the increase for the last period is undoubtedly caused by labor conditions due to the war. The policy of maintaining normal conditions regarding child labor, in spite of the effort to suspend the child labor law during the period of the war, has resulted in checking a great increase in child labor. The above figures apply to factories only.

FACTORY INSPECTION.

One of the most important duties of the Bureau of Labor Statistics is the factory inspection work. The tabulations given on this work show the number of inspections made and recommendations made for each industry, this work being done by a small force consisting of the deputy commissioner, two men inspectors

and one woman inspector. It is impossible to meet the requirements of the state in that line of work with only four inspectors, but earnest work has had a telling effect, as shown by the following:

For the biennial period ending December 31, 1913, there were 3,361 inspections and 5,540 separate recommendations;

For the biennial period ending December 31, 1915, there were 4,434 inspections, with 5,814 recommendations;

And for the two and one-half years up to July 1, 1918, for 5,175 inspections there were only 3,193 recommendations, showing that the conditions of factories are becoming more safe and fewer corrections necessary. The managers of establishments in general are also co-operating heartily with the department in making their work shops more safe and sanitary.

The effect of factory inspection is also reflected in the number of accidents which are reported to this department. The aim is to minimize accidents. The number of injuries is apparently decreasing, although the appended figures should not be taken as definite proof because of change in law relating to reports. The following shows condition: Calendar year January 1, 1916, to December 31, 1916, 19,768 accidents were reported; calendar year January 1, 1917, to December 31, 1917, 18,277 accidents were reported; for the six months of January 1, 1918, to June 30, 1918, 5,325 accidents were reported. For fiscal year July 1, 1916, to June 30, 1917, 21,676 accidents were reported, and for fiscal year July 1, 1917, to June 30, 1918, 13,743 accidents were reported. This difference is in large part due to the fact that since July 1, 1917, accidents need not be reported unless injury causes more than one day's loss of time.

CHILD LABOR.

The tabulations on child labor are similar to those of the previous report (Seventeenth Biennial) so that a fair comparison can be made with the facts brought out at that time. The present child labor law went into effect July 4, 1915, and 1,522 work permits were received by this office up to July 1, 1916, which formed the material for our child labor statistics given in the Seventeenth Biennial Report. The statistics offered herewith are based on 4,893 permits received during the two-year period ending July 1, 1918, and with so much more material to work with, the information given is more comprehensive and valuable in a study of

Iowa child life. Besides several minor changes in tabulation, a small additional table is given showing the number of children engaged in the street trades. There are only eighteen cities in Iowa with a population exceeding 10,000 and therefore governed by the street trade law; only thirteen of these cities reported the number so engaged, as follows: In 1916, there were 2,250 boys working in the street trades, and in 1917, 3,204 boys. (Girls under 18 years of age are not permitted in street trades, and boys between 11 and 16 years must have proper badges.) The figures for 1916 are not as complete as for 1917, as the table plainly shows, and therefore no evidence of any material increase during the period.

Following the statistics on work permits, is the special investigation report covering twenty-two cities of various sizes, in which our woman factory inspector had personal interviews with 375 boys and 275 girls between the ages of 14 and 16. All information is tabulated along the same line adopted two years ago.

WAGES OF FARM LABOR.

As in our Sixteenth and Seventeenth Biennial Reports, a table showing the comparative wages paid farm hands, for summer and winter months, for a period covering the eight years, 1910 to 1918, is included herewith. The monthly average for 1910 was \$28.15 for summer months and \$21.13 for winter months. Reference to the table will show that each year has brought an increase, but the greatest increase is from the year 1916 (summer months \$33.30 and winter months \$25.26) to the total averages given for 1917 (summer months \$38.95 and winter months \$31.55).

LABOR ORGANIZATIONS.

The labor organizations of the state show a steady increase for the biennial period in both locals and membership, and a marked increase in wage scales. Each table is more complete than previous ones because the organizations themselves have co-operated more heartily with the department. The tables are self-explanatory and we refer to them for information as to number of local unions, membership, wages, etc. In addition to such tabulations, there is a concise summary of labor legislation urged by the local bodies, which indicates what labor legislation is needed, in the opinion of organized labor, to bring about the conditions necessary to meet the ideals and standards of the various trades.

ARBITRATION AND CONCILIATION.

The arbitration and conciliation act of this state went into effect July 1, 1915, and up to the time of former report only two cases had been arbitrated. In the present report we include three additional cases, relating the findings of the arbitration boards in disagreements of street railway employes of Dubuque, another of the molders' union of Waterloo, and the third of the building trades of Des Moines.

The law provides mainly for compulsory investigation, which undoubtedly has been responsible in averting many labor controversies since it first went into effect. Enforcement of the decision rendered by the board is not compulsory except where both parties have agreed to abide by the decision, in which case the decision is binding for one year.

STATE FREE EMPLOYMENT BUREAU.

The law creating The State Free Employment Bureau went into effect July 4, 1915. There had been for many years past a great need for such a department, and when finally created its services were availed of by a rapidly increasing number. It is natural that applications from farmers and farm help would predominate, with the largest percentage of Iowa's population engaged in agriculture. With the co-operation of a number of the county agents, the department was able to relieve some very trying situations for both the farmers and farm hands.

The plan originally adopted was to issue a bulletin once each month or oftener if needed, listing applications from employers and from those wanting work. These bulletins were mailed to postoffices, to banks and stores in farming communities, city clerks and county auditors, and also to some of our principal manufacturers. For a time these bulletins served the purpose of advertising the bureau, keeping its literature before the public in conspicuous places so that the confidence of the public was won. During 1917 the bulletin plan was dropped and more effective methods introduced.

When in September, 1917, it was arranged with the United States government that a federal agent should co-operate with the state office, the work of the department grew by leaps and bounds. The one "State-Federal Employment Bureau" at Des Moines found it impossible to meet the urgent demands of the state, and to make the distribution of labor more effective during these grave

war times, other State-Federal Employment Bureaus have been added as needed until Iowa at the present time has twelve bureaus located in eleven cities reaching all parts of the state.

ADMINISTRATION AND NEEDS—RECOMMENDATIONS.

The Bureau of Labor Statistics was created in 1884. Its functions were purely statistical. The range for the gathering of these statistics was made quite comprehensive, and the power was granted the commissioner for issuing of subpoenas, to administer oaths and take testimony in all matters relating to the duties assigned, but if the commissioner was denied admission to any place where labor was employed he had no authority to enter the establishment, and if admitted could not enforce the remedying of any condition of labor whether of safety, sanitation, environment or any other. He could publish his findings in a biennial report and there his powers ended. It was not until twelve years later (1896) that the commissioner was definitely granted the right of entry into any establishment coming within the scope of the law for investigation of labor conditions. In 1894, ten years after the creation of the bureau, a deputy was added to the working force, and twenty years later (1904) a clerk was added and also a factory inspector, this session adding the enforcement of a fire escape law to the duties of the bureau, while the previous general assembly (1902) had enacted a factory inspection law providing for what were in those days considered quite progressive features in the interest of safety, health and protection of employes. In 1909 an additional inspector was added, and in 1913 a woman factory inspector was provided for, and also an additional clerk for the department.

The bureau is one of the oldest departments of the state over which presides an appointive officer, and considering the vast scope of usefulness to which it should be put in the interest of both industry and the thousands of producing wage-earners, it should be one of the most important. Its range of possibilities for good is unlimited. Unfortunately, provisions have not been adequate heretofore for the bureau to keep in step with the natural progress demanded by expanding industry and commonly accepted standards necessary to the promotion of the safety, health and welfare of the employes, now more than one-half million in number, so generously included under the protective anticipations of Section 2470 of the Code.

"Protective anticipations" is rather a peculiar term for a report of this kind, but no one can read the above section without dreaming of the millenium on earth subject to rude awakening when the laws both as to provisions of and means of practical enforcement are studied.

The child labor law and that relating to fire escapes alone stand out as modern and efficient from a heap of inadequacy, if the commonwealth really meant what it indicated way back in 1884 and has since permitted to stand on the statute books, i. e., investigation of all conditions of industry and of labor, with a view of the fullest protection to both as a means toward the greatest possible progress for our commonwealth.

FACTORY INSPECTION LAWS.

The laws relating to factory inspection are antiquated and should be entirely rewritten to make them more definite, and if this is done provision should be made for more practical inclusion of elevator inspection, which under the law as it now stands includes guards and ordinary safety devices, and these only because a court somewhere and sometime held an elevator to be a dangerous machine. If a court should be found with a different view, the inspection department would be helpless, and the hazard to life and limb would go on without restraint except perhaps for the fear of coming in contact with the workmen's compensation law.

Boiler Inspection. Two years ago attention was called to the wholly inadequate safety provisions relating to boilers except those of locomotives and which come under federal statutes. The only inspection is that made by casualty insurance companies, and a boiler not inspected by them or rejected by them as a too hazardous risk may be used indefinitely at the option of the owner and at the jeopardy of employes and citizens adjacent.

The factory inspectors under Section 5026 of the Code of 1897 can demand good and sufficient steam and water gauges and safety valves and there ends authority. Practically all other states are making some provision to guard against the great hazards incident to defective boilers. Some states assume full charge of inspection, while some require insurance companies to file a duplicate report of all inspections with the state inspection department, such department having authority to enforce conditions of safety in cases of boilers rejected, and to make inspections

of all such for which no insurance is asked. Which ever plan is followed makes necessary some minimum fixed standard and this should be provided by the state as the institution most interested in the life, limb and welfare of its people.

The matter of standards of safety leads to another important subject in boiler hazard, that of construction. State after state is fixing standards conforming to code as drafted by the American Society of Mechanical Engineers for the American Uniform Boiler Law Society, the latter composed of the leading boiler manufacturers, who were confronted with the need of some uniform construction code. So long as standards vary between states there is never any assurance of a boiler meeting the requirements of one state not being rejected in another.

As progress is being made in the matter of standardizing boiler construction by other states, Iowa stands in a peculiar condition. Not having any standard of safety whatsoever, Iowa is almost certain to become the dumping ground for all manufacturers of boilers rejected in other states. Both a fixed standard and certain provisions for inspection of boilers, and also a code for installation are highly essential if our state is to do its duty to all concerned.

Lighting. Modern shop engineering places great stress on proper shop lighting. No other agency is more conducive to accident than poor light in factory, work shop or other place of employment. Many of the establishments of Iowa are housed in other than buildings constructed upon modern plans, with the result of miserable lighting facilities, endangering life and limb and ruinous to eyesight, the latter in turn productive of greater accident hazard. Provision should be made to provide an abundance of light, based upon approved modern lighting principles.

Ventilation and Sanitation. The factory laws of Iowa are wholly silent upon ventilation and sanitation except with relation to toilets and providing for dust-carrying devices where emery wheels or tumbling barrels are in use, and also for pipes to carry off deleterious gasses and fumes from molten metal or other materials giving off such substances. Not even a study of the law is necessary to determine its inadequacy in the light of accepted principles of ventilation and sanitation. Unquestioned investigation and conclusions by sanitary experts and physicians has made definite the need of pure and sufficient air and good sanitary conditions and environments not only for the protection of the

health of employes and as a means of minimizing accident hazard, but as a safeguard to the public in its health and economic welfare. Efficiency engineers and economists, as well as progressive managers, are convinced that good and sufficient ventilation and sanitation are an enormous economy in production because they mean fitter, more alert and careful workers, less subject to accident, more productive and more contented. The state spends thousands of dollars annually in educating men and women to cure disease and to care for the sufferers, much of it occupational in its origin and much of which could be prevented by good and sufficient law regulating ventilation and sanitation in places of employment.

Building Code and Inspection. A bill providing for a code of safety in building construction and repair was passed by the Senate of both the Thirty-sixth and Thirty-seventh General Assemblies and in each case defeated in the House during the closing days of the sessions. Twenty or more of our sister commonwealths have had laws for a term of years similar to those defeated, and these are working highly satisfactory. The building laborer and mechanic wants the protection of safety, while the responsible builder and contractor is financially benefited by such a law in that he must now furnish adequate protection to his workmen to protect himself in case of carrying his own casualty insurance or else as a means of a lesser hazard rate of insurance, while being compelled in too many instances to come in competition with the irresponsible contractor who neither carries casualty insurance nor stands to suffer material loss because of injury to employes, but who stands for greater profit when getting by without injury to workmen. Under the compensation law as it now stands, as also under the common law, the injured workman of the uninsured and irresponsible contractor has no recourse whatever, and he should at least be protected by the state in compelling a reasonable place of work.

With relation to buildings already constructed, calls are frequent from both public officials and individuals interested for the inspection of buildings considered a hazard to life, limb or property. While the factory inspector is given power to order guards and safety devices for certain dangerous machines; provide for fire escapes and signs indicating same as a means of exit; order dust and gas-carrying pipes to prevent injury to the health of the worker; in some employments demand clothes lockers, washing

facilities and dressing rooms—yet the building in which the work is done may be ready to tumble down and there is no state authority to compel any one to make it safe, except that the statutes provide under general powers granted cities and towns for condemnation, an authority which is seldom if ever exercised because of local political influences, and in some of the smaller places from lack of experts to make the proper investigation. In this day and age human life is too valuable, and crippled men and women too great an economic and social loss to permit an unsafe building any more than an unsafe machine as a hazard to life and limb. The law assumes a safe place of work, and provides for inspection of machinery as an extra precaution against hazard of the unsafe machine; then why not apply the same precaution in the case of the unsafe building which stands as a catastrophe hazard.

Section 4999-a1 should be made consistent. As the section now stands its provisions relating to washing facilities, clothes lockers, and dressing rooms apply to factories, mercantile establishments, mills and work shops, thus covering practically all industrial establishments, and these facilities must be furnished separate for the sexes. But when it comes to water closets and privies, the matter of sex privacy is entirely ignored for all mercantile establishments, the section applying to "manufacturing establishments, work shops and hotels," a language which can in no possible manner be construed to include the mercantile establishment. Laws of this nature can have only one object—that of protection to sex proprieties and of morals. It is therefore beyond conception why this protection is necessary in the factory and not in the store where equally great numbers of opposite sex are employed.

Direct attention is called to the several phases of our laws relating to safety to show the need of amendment in some cases and wholly new legislation in others. The need of a change in many particulars is evident, and this may be effected as above indicated, or by the plan as now generally held to be the more satisfactory to all interests concerned; more scientific in its relation to ever and rapid changes in machinery and conditions of work; in fact, productive of better results in factory inspection with less criticism than any law seeking to specify all possible details has ever effected.

Modern Method. Under this plan authority is given to the department having supervision of industrial conditions in addition

to the right to investigate, the power to ascertain, declare and prescribe what safety devices, safeguards, or other means or methods of protection are best adapted to render the employes of every employment and place of employment and frequenters of every place of employment safe, and to adopt reasonable and proper rules and regulations relative to the exercise of its powers and authority and the mode and manner of conducting investigations and hearings. The plan is, with the co-operation of employers and employes to work out codes of safety in all lines of industry, and which will become effective after due hearings and publication. By this means the experience of the worker, the knowledge of the employer and the critical ability of the expert can all be molded into constructive methods for safety, health and welfare, and upon the most concise and economic plan. These by their knowledge, experience and expert skill can give attention to close detail impossible upon the part of a legislature with its multiplicity of problems, and which at best in questions of standards can only be general in their treatment.

In several states where this method of adopting codes by a commission, department or bureau was attacked in court upon the ground of right of a legislature to delegate law-making authority, the statutes were affirmed as being constitutional.

OTHER CHANGES.

Child Labor. Attention is called to the provision of Section 2477-d which provides that the child to be permitted to work when between the age of 14 and 16 years must have an education equal to six yearly grades. This is a magnificent provision for the period when school is in session, and materially strengthens the compulsory school attendance law, but it fixes, during the school vacation period, a discrimination between children who may be equally developed in every other particular for work. The clause was undoubtedly intended to induce school attendance until the attainment of a given school grade, but if the child above 14 years is held capable under the law to perform labor during the school term when he has a sixth grade education, then there can be reason to question the sufficient development of the child by standard of school grade alone for work during the vacation period when there is no opportunity of acquiring the standard school grade. If this change is made, work permits issued to the under-grade child should be plainly designated "Vacation Period Only" and should not be honored during the school term.

There is also the sub-normal child with the type of mind that can never attain the sixth grade set by law. Fortunately we have very few of these, but they exist, and provision should be made for them for some class of work, for after they have reached their limit in education, to leave them idle will work to their harm and to keep them in school can do neither them nor the school as now constituted any good. When otherwise fitted they should be issued work permits, although the utmost precaution should be exercised to guard against abuse. Superintendents of schools should in these cases be authorized to use their judgment in matter of issue of work permit, subject to review by the commissioner of labor who is primarily the officer to enforce the child labor law. This review would stand as a protection against a too wide latitude in discretion, especially in cases of unruly or otherwise objectionable pupils, who might in some cases be issued permits as subnormals as a means of riddance.

Private Employment Bureaus. In both the Sixteenth and Seventeenth Biennial Reports attention was called to Section 2477-K, Supplement to the Code, in relation to regulative features, of the private or fee employment bureau. This section makes it the duty of the commissioner of labor to investigate all complaints made against any office, and is given 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. The theory of this section is splendid, but unfortunately no such agency or bureau is required to keep any record or books, or even to preserve any papers or correspondence. Considering the nature of the business, the often times almost helpless class of people coming in contact, the difficulty of these in making formal complaint and the inadequacy of the law must become apparent.

Then again under the provisions of Section 700, Supplement to the Code, 1913, cities and towns are given the power to license and regulate these offices. Some of the cities take advantage of this provision by adopting ordinances to license and regulate, in which the greater activity is usually manifest in the collection of license, while other cities fail to take advantage of their right, thus giving an advantage to the agency or bureau of one part of the state against those of another. If the system of license and regulation is to be continued, then the state should assume full power and supervision and the keeping of uniform records should be made compulsory.

In the light of experience, however, the better plan would be to prohibit all fee employment bureaus or agencies. The many abuses charged against these offices have brought all of them under heavy suspicion and into disrepute, but not to consider the truth or falsity of any of these charges, there is one general charge against even the best regulated that should lead to their prohibition—that charge is that “they are against public policy.” The greatest evil of industry, whether applied to employer or worker is the “labor turnover.” To the employer it means wasted power, energy, expense of breaking in new men, in fact, general economic loss; to the worker it means wage loss, discouragement, and too often aimless drifting and general shiftlessness. The evils from an endless chain of this need not be here enumerated. They are too apparent. And the private employment office stands as the one beneficiary of the evil. They profit by every “labor turnover” and profiting financially, it is only human nature to encourage. The charge made against them of having “three men for one job; one upon the job, one going to the job; and one coming from the job, and receiving compensation from all,” is too true.

Public policy is deeply concerned in steadying employment, fitting men for work, to prevent labor turnover, and every effort in this line is thwarted so long as the private employment office is permitted to continue. It is not even true anymore that it serves any useful purpose. Both the state and federal government are doing the work effectively, efficiently and honestly because of the discovery of public interest and public policy in the employment problem.

Housing of Workers. There is no phase of the problem of employment in its relation to efficiency of the workers more important than that of proper housing; this not only in its effect upon the present worker, but in a far greater degree upon the child that will become the future worker. Successful employers are spending great sums of money in providing sanitary and safe places of work, providing good ventilation, good light, good drinking water, modern washing facilities including hot and cold water and even shower baths and dressing rooms, equipping rest rooms, reading rooms, providing lectures and even music rooms. The motive of this is not wholly philanthropic, but philanthropy mixed with a well thought out plan that pays in the making of more efficient and contented workers. If it pays to do this during the time of actual work which occupies about one-third of the time

of the worker, then is not society, as represented in the commonwealth, gravely concerned in the home under the environments of which so much more of the time of the worker is or should be spent. But there is a still greater concern—the mothers who are to bring into the world future workers. Surely their health, strength, content and happiness must be considered, if not for themselves, then in its relation to the children who must do the work of the future. Dark, foetid-smelling, ill-ventilated and generally unsanitary homes and environment do not as a rule prove accessory to vigorous, happy and contented motherhood, nor do they tend to the fullest opportunity for development of the child.

The commonwealth of Iowa, with a per capita wealth greater than any of her sisters, with unusual natural resources, with no great congested population centers, in fact a comparatively small but well-distributed population to area, should not be content until every human habitation in her borders is made fit for a healthy home of self-respecting human beings, and the state should go farther—encouragement, help and protection should be extended to every worthy and willing head of a family to acquire a home worthy the name. When this is done, and no improvement found, the carping critic of listless, weak, irresponsible, shiftless, inefficient working men and women will receive more support, and be in better standing, for it will then be definitely proven that "the home is not the backbone of the nation;" that light, sun, air, cleanliness and decency have no part in the development of mankind for greater efficiency.

Personnel and Salary. The census of 1895 shows 29,532 employes in the manufacturing plants of the state. These figures are for the same year in which the general assembly added a deputy commissioner to the Bureau of Labor. Definite rights of factory inspection had just been accorded and provisions for means of escape from buildings in case of fire. For 1905 the census shows 49,482 factory workers and there was added to the bureau a clerk and a factory inspector. For 1909 the United States census shows 61,635 as the average number of factory employes, and another inspector was added. The session of 1913 designated that a woman should be added to the force, assigning in addition to regular inspection duties special attention to conditions under which women and children work. Another clerk was also added to the force. The wage earners reported by manufacturers for 1917 are 97,607.

This remarkable growth in factory employment is in no way indicative of the increase of demands on the personnel of the bureau. The factory has not only grown in importance but machinery has been developed during the past ten years as never before, requiring closer attention and greater inspection knowledge. Compensation laws have brought in their train an urgent and emphatic demand for safety in employment. The slogan now is accidents must be prevented instead of paid for. While but a few years ago the coming of the factory inspector was resented, the criticism is more frequent now that he does not come often enough. His coming in daily contact with all classes of machinery under all possible conditions makes him valuable in solving accident hazards. The manager, superintendent or foreman becomes in part automatic about machinery and place of work and often overlooks imminent accident hazard. One instance in point: A manufacturer of the state who is given credit as a safety crank with especial hobby on set screws, upon arrival of the factory inspector said he would be willing to pay ten dollars for each exposed set screw found. Within five minutes two were found in places of considerable danger, and upon his attention being called to them, he threw up his hands and with emphasis declared that he had passed by them many times each day and had never noticed them. They had been put there by some foreman for temporary use and then forgotten, left standing as a menace to life and limb and also possible loss to the firm.

The growth of factories is equalled in development by other classes of establishments included among the activities of the bureau. The fire escape law applies to all buildings three or more stories in height, and all school houses of two or more stories; it includes exits and means of exit from all theaters, picture shows and places of amusement; the enforcement of child labor laws, supervision of private employment agencies, in fact, the activities of the state relating to safety and welfare of approximately one-half million wage earners in their places of employment are placed under the Bureau of Labor.

This work can not be done with two men and one woman as an inspection force, even though because of the inadequate force, the deputy commissioner has been doing such work more than two-thirds of the time. What is true of the inspection force is true of the office force. There are now over 80,000 accident reports in the office which have never been analyzed as to time, case, effect

or any of the numerous details so valuable in accident prevention and compensation. These are carefully filed, indexed and approximately 60,000 ready for tabulation, but this can not be done by two clerks who at the same time must compile the material for biennial report and take care of an outgoing mail approximating 30,000 first-class pieces per year.

Increase of Force. The inspection force should be increased to four men and two women. These should be given salaries based upon present day standards. Qualifications for service and increased cost of living should be taken as a basis. For efficient service and as an incentive for promotion the salaries should be graded. For a beginner the present salary of \$1,200 per annum is good providing that after six months' test of fitness the amount is raised to \$1,500 and after one year's service to \$1,800. No man of qualifications for factory inspector, who has served a year's apprenticeship and has made good should be asked by the wealthy state of Iowa to work for less than \$1,800 per annum. The deputy commissioner should be increased to at least \$2,400 per annum.

The office force should, if the bureau is to be made of real value to the industrial enterprise, and to the wage earners of Iowa, consist of a statistician with a salary of not less than \$1,500 per year, a clerk at \$1,200 and a stenographer in addition.

EXPENSE OF BUREAU OF LABOR STATISTICS.

The following is the expense complete of the Bureau of Labor Statistics for the biennial period, July 1, 1916, to July 1, 1918:

Salaries:		
Commissioner, \$1,800 per annum	.....	\$ 3,600.00
Deputy commissioner, \$1,500 per annum	.....	3,000.00
Three factory inspectors, \$1,200 per annum	.....	7,200.00
Clerical help	.....	4,075.91
Extra help (provided by rearmament and reform committee)	.....	200.00
Chief clerk of the State Free Employment Bureau, at \$1,200 per annum	.....	2,400.00
Total salaries for the biennial period		\$20,544.21
Traveling and hotel expenses for biennial period	.....	\$ 5,744.84
Supplies and postage:		
Paper	.....	\$ 49.15
Envelopes	.....	14.69
Pencils, pens, etc.	.....	4.77
Baskets, brushes, brooms, etc.	.....	.62
Books	.....	5.98
Rubber bands	.....	2.28
Paste, ink, etc.	.....	6.41
Sundries	.....	98.47
Postage and stamped envelopes	.....	1,926.63
Total for supplies and postage for biennial period		2,997.09
Printing and binding	.....	1,814.32
Furniture and stores	.....	917.89
Express, freight and cartage	.....	51.27
Telephone and telegraph	.....	137.21
Miscellaneous expenses	.....	113.29
Total expense for biennial period		10,875.91
Grand total of salaries and expense for biennial period		\$31,420.12

The above includes the expense of the State Free Employment Bureau, itemized as follows:

Furniture and stores	.....	\$21.20
Telephone and telegraph	.....	\$1.51
Printing	.....	250.74
Miscellaneous expenses	.....	30.34
Supplies and postage:		
Office supplies	.....	\$ 26.17
Postage and stamped envelopes	.....	289.58
Total for office supplies and postage		315.75
Total expense of the State Free Employment Bureau		\$729.54

STATISTICS OF MANUFACTURES, 1917.

Iowa ranks twenty-fourth in area among the states of the Union and in 1910 ranked fifteenth in population with 2,224,771. According to the state census, on January 1, 1915, this population had increased to 2,358, 056 of whom 1,277,950, or 58.44 per cent, were resident in cities and towns, the urban population for the first time showing an excess over the rural population. Of those engaged in gainful occupations, 41.5 per cent of all males above 14 years of age, and 36.3 per cent of all persons above the age of 14, were found in agriculture pursuits, indicating that the predominating industry of the state remained agricultural. This because of the extraordinary per cent of tillable land, its wonderful fertility and ideal climatic conditions for agricultural pursuits combined with transportation facilities exceeded by no other state. The great production of food and raw material from the land, of hogs and cattle, large coal and clay deposits, and its railway mileage is gradually increasing the importance of the state in another activity—that of manufactures.

In the gathering of these statistics the same plan was followed as for the Sixteenth and Seventeenth Biennial Reports of this bureau. The general tables are along identical lines except that the statistics are more complete and therefore more representative of true conditions. It should be kept in mind that this bureau cannot compel any establishment to report unless they employ one or more persons as a wage earner for either part or all of the year, while the United States census includes all establishments with an output of \$500 or more, which many times includes some side line of manufacture run in connection with some other industry.

This will explain in part the disparity in number of establishments between those herein enumerated and the United States statistics of manufactures.

Further, there is still some reticence on the part of some manufacturers to make report to this bureau, fearing that these might be used in a way to disclose the private business affairs of their concern. With each recurring report, this fear is becoming less in the light of experience. There also appears a growing realization of the importance of setting forth to the world what our commonwealth is doing in the line of converting our wonderful production of raw materials into manufactured products for the benefit of mankind, and that it is the duty of every one to co-operate in supplying data requested.

The gathering of the statistics for the Fifteenth Biennial Report (1913) showed a great number of small and medium-sized plants doing business without any system of bookkeeping from which reports could be made with any degree of accuracy, while the larger concerns had no difficulty in this line. A great change in this particular is noticeable, both in number of reports, in promptness and in accuracy.

COMPARISON OF REPORTS.

For the purpose of comparison, the number of establishments, value of products, average wage earners and total wages paid as reported by the United States census for 1914, the report of this bureau for 1915, and of this report are taken and which show an unprecedented growth in the manufacturing industries of the state as follows:

	Establishments reporting	Value of Products	Average wage-earners	Total wages paid
1914 U. S. Census.....	5,614	\$310,740,974	60,113	\$9,278,320
1915 State Bureau of Labor.....	2,904	274,784,443	38,765	39,800,000
1917 State Bureau of Labor.....	3,280	462,819,440	71,896	56,411,340

In all analytic and general tables, capital invested, value of stock and materials used, and value of products of car repairs and construction by railroad shops are excluded because of claimed inability of these concerns to make separate reports for the state.

SIZE OF ESTABLISHMENTS.

The relative importance in total output by number and size of establishments with average output for each size for 1917 report follows:

Establishments by Size of Product	Number of establishments	Total product of establishments	Average produce for each size
Over \$1,000,000.....	52	\$277,012,381	\$5,327,161
\$100,000 to \$1,000,000.....	452	129,963,098	287,063
\$20,000 to \$100,000.....	948	43,295,397	45,670
\$5,000 to \$20,000.....	994	10,352,402	10,415
Less than \$5,000.....	801	2,196,168	2,742

COMPARISON BY SIZE OF PLANTS.

This comparison is made for the purpose of indicating the increase of the number of larger sized establishments in productivity. That for the United States census of 1909 showing all plants of all sizes while the state figures are based upon only those reporting to this bureau. For the reason, however, that failures to report are almost wholly among the smaller and medium-sized plants, the figures given for the larger-sized plants should be accepted as correct for all practical purposes, as follows:

ESTABLISHMENTS OF EACH CLASSIFIED OUTPUT.

	Total reporting	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.....	5,528	2,281	1,696	1,156	360	29
1915 State Bureau of Labor.....	2,904	750	884	844	341	31
1917 State Bureau of Labor.....	3,280	801	994	948	482	34

Not only did the number of establishments with a product of over \$1,000,000 increase from 29 in 1909 to 52 in 1917, but the average output of these plants increased from \$3,296,045 in 1909 to \$4,213,517 in 1915 to \$5,327,161 in 1917.

Those with an output of \$100,000 and less than \$1,000,000 increasing in number from 366 in 1909 to 485 in 1917, the average

value of output per plant increasing from \$248,876 in 1909 to \$267,963 in 1917, the plants of smaller size showing a relatively smaller per cent of average output and increase.

GENERAL TABLES.

Table No. 1. Statistics of manufactures gives for the state, the total number of establishments reporting and the number of each classified industry, capital invested, value of stock and material used, amount of wages paid, average yearly earnings, average number of wage earners by sex, with the smallest number of wage earners employed and largest number employed during the week of smallest and greatest number employed by each establishment reporting.

In this table it is intended to show the importance of manufactures from viewpoint of four outstanding essentials: (1) That of investment; (2) that of change of raw or partially manufactured material into a more serviceable or valuable commodity; (3) the value of the finished or partially finished material after the process of fabrication, and (4) the highly important factor—to what extent do the manufactures of the state give employment to the men and women of the state, and the amount of wages paid in the aggregate and average as a means of determining their value in social significance.

RELATIVE VALUE OF INDUSTRIES.

In the analysis of the four great essentials, it is of interest to note those industries ranking highest in each essential and for this purpose twelve leaders of each group are given with their actual and relative importance as shown by the Seventeenth Biennial (1915) Report of this bureau when compared with this (1917) report.

The twelve leading industries of the state for 1917 by the amount of capital invested, railways shops not reported, with relative rank for 1915 and 1917:

Industry	1915		1917	
	Rank	Amount	Rank	Amount
Electric light, heat and power	1	\$ 39,409,167	1	\$ 55,945,835
Foundry and machine shop products	2	25,946,320	2	41,107,994
Cas, illuminating and heating	4	18,150,070	3	26,592,184
Food preparations	3	19,945,679	4	19,470,001
Brick and tile	6	9,774,722	5	18,141,537
Printing and publishing	5	12,446,804	6	14,240,232
Lumber and timber products	7	10,758,902	7	13,116,741
Cement	8	8,811,178	8	11,208,022
Canning and preserving	12	4,468,360	10	9,325,219
Butter, cheese and condensed milk	13	4,481,908	11	5,944,196
Flour mill and grist mill products	14	3,587,031	12	5,029,849

This table shows a considerable increase in capital invested in all twelve of the leading industries. The same is true of all classes of industry with twelve exceptions. The industrial classification showing the greatest loss in capital invested is that of cutlery and tools, the decrease being from \$783,577 for 1915 to \$362,792 for 1917. Soap also suffered a decrease in investment, the figures being \$1,042,041 for 1915 while in 1917 they are only \$710,225. It is noticeable that washing machines increased in importance during the period. The capital invested in 1915 was \$2,554,601 and for 1917 it was \$4,174,910.

The industry having the largest per cent of increase of any classification was that of musical instruments, the manufacture and inclusion in this classification of phonographs being responsible. The investment for 1915 was \$12,205 and for 1917 it was \$1,605,247. The value of products of this industry for 1915 was but \$14,050 which increased for 1917 to \$1,719,594.

In the matter of stocks and materials used in twelve leading industries for 1917, railway shops excluded, and the relative rank for 1915 and 1917 is as follows:

Industry	1915		1917	
	Rank	Amount	Rank	Amount
Slaughtering and meat packing	1	\$75,046,053	1	\$123,438,129
Food preparations	2	25,356,024	2	50,004,339
Butter, cheese and condensed milk	3	21,108,792	3	28,820,392
Foundry and machine shop products	4	17,074,088	4	21,046,209
Flour mill and grist mill products	5	7,776,555	5	15,328,460
Lumber and timber products	6	5,542,428	6	8,908,883
Bread and other bakery products	7	3,337,992	7	5,502,999
Canning and preserving	17	1,787,039	8	5,161,245
Printing and publishing	8	3,492,038	9	4,796,416
Confectionery (including ice cream)	9	2,660,227	10	4,282,307
Electric light, heat and power	15	2,009,304	11	3,457,392
Cement	12	2,180,209	12	3,254,934

This table shows a great increase in value of stocks and materials used in 1917 over those used in 1915 and while part of this increase must be attributed to increased cost resulting from general advance in price because of war conditions, when a comparison is made in the number of wage earners employed it at once becomes evident that there was considerable increase in quantity of stock and materials used as well as increase in value.

The twelve leading industries for 1917, railroad shops not reported, in value of products, the relative rank for 1915 and 1917 is as follows:

Industry	1915		1917	
	Rank	Amount	Rank	Amount
Slaughtering and meat packing	1	\$ 84,297,332	1	\$135,815,480
Food preparations	2	32,546,926	2	72,728,148
Foundry and machine shop products	3	24,112,373	3	37,621,472
Butter, cheese and condensed milk	4	15,354,428	4	32,103,747
Flour mill and grist mill products	7	8,964,208	5	17,218,563
Printing and publishing	5	12,134,597	6	14,443,207
Lumber and timber products	6	9,163,844	7	13,980,214
Electric light, heat and power	9	6,736,846	8	11,641,851
Bread and other bakery products	10	3,918,530	9	9,207,680
Canning and preserving	15	2,508,398	10	8,438,128
Cement	12	4,521,422	11	7,548,631
Confectionery (including ice cream)	14	4,104,676	12	7,369,828

The importance of Iowa as a food producing state is evidenced in this table at a glance. Her high rank in agricultural production is known to all, but too little attention is given her importance in food preparation. The two leading industries in value of products are slaughtering and meat packing and food preparations, while butter, cheese and condensed milk, and flour mill and grist mill products rank fourth and fifth, with bread and bakery products, and canning and preserving ranking nine and tenth, and confectionery twelfth, placing seven of the twelve ranking industries in food production. These seven food producing industries had a combined product of \$282,941,464 for 1917; this amount being 61.1 per cent of the entire value of manufactured products of the state.

The twelve leading industries in average number of wage earners employed in 1917, by relative rank, for 1915 and 1917:

Industry	1915		1917	
	Rank	Number	Rank	Number
Car repairs and construction	1	9,770	1	11,962
Foundry and machine shop products	3	5,074	2	9,233
Slaughtering and meat packing	2	5,315	3	5,987
Printing and publishing	4	3,974	4	4,145
Lumber and timber products	6	3,963	5	3,229
Brick and tile	5	3,261	6	3,085
Food preparations	8	3,105	7	3,059
Buttons, pearl	7	2,538	8	2,916
Electric light, heat and power	9	1,622	9	2,350
Confectionery (including ice cream)	14	1,371	10	1,736
Bread and other bakery products	10	1,479	11	1,602
Tobacco, cigars and smoking	15	1,182	12	1,424

The twelve leading industries in amount of wages paid for 1917 and comparative rank for 1915 and 1917:

Industry	1915		1917	
	Rank	Amount	Rank	Amount
Car repairs and construction	1	\$ 7,149,068	1	\$ 10,878,566
Foundry and machine-shop products	2	3,815,292	2	8,670,036
Slaughtering and meat packing	3	3,295,173	3	3,939,144
Printing and publishing	4	2,983,205	4	3,428,874
Brick and tile	5	2,587,888	5	2,671,266
Food preparations	7	1,344,567	6	2,443,606
Lumber and timber products	6	1,951,757	7	2,304,556
Electric light, heat and power	9	1,121,681	8	1,838,779
Buttons, pearl	10	1,074,144	9	1,634,461
Cement	13	847,817	10	1,315,212
Butter, cheese and condensed milk	8	1,230,598	11	1,210,025
Bread and other bakery products	11	879,081	12	1,025,707

Twelve leading industries in average yearly wages paid during 1917 and comparative rank for 1915 and 1917:

Industry	1915		1917	
	Rank	Amount	Rank	Amount
Cement	8	\$ 768.64	1	1,146.65
Malt	6	807.12	2	1,074.38
Car repairs and construction	13	731.28	3	990.26
Wall plaster	14	731.73	4	982.39
Marble and stone work	4	816.47	5	937.04
Butter, cheese and condensed milk (co-op.)	5	815.00	6	943.95
Foundry and machine-shop products	10	751.93	7	959.12
Stoves and furnaces	7	771.15	8	923.52
Oils and grease	20	701.14	v	886.09
Blacking, cleansing and polishing prep.	49	580.82	v	877.63
Copper, tin and sheet iron products	66	483.16	v	874.52
Brick and tile	29	674.69	19	865.93

These tables show but little variation in the relative rank of twelve leading industries in the number of wage earners nor in yearly wages paid. The table of average yearly wages paid is, however, a revelation, and shows the beginning of unrest and upheaval in wage and economic conditions resulting from the war. The high average wage in the cement industry is partly due to the fact that this is a continuous 24-hour-a-day industry, a large number of the employes working on eleven and twelve-hour shifts. The second ranking industry, that of malt manufacture, shows an average increase of \$267.26 per year in excess of two years ago when brewing of malt liquors was included in the classification. The trend of nominal wages was rapidly upwards during the two-year period from 1915 to 1917, and in which the wage earner in transportation, the metal working industries and the occupations incident to the manufacture of war material were the greatest beneficiaries. It should not be assumed, however, that this condition resulted from the production of any great quantity

of war materials in Iowa prior to December 31, 1917, the date of collection of data for this report, but it came rather as a result of the great activities of the Atlantic and Pacific coasts in these lines competing for labor and bidding up the wage rate, also as a result of the rapidly advancing cost of living which made some advance in the wage rate obligatory.

VALUE OF PRODUCTS.

The United States census for 1914 reports 5,614 manufacturing establishments with a product of \$310,749,974, while this report for 1917 is based on 3,280 establishments with a product of \$462,819,446 or an increase of 48.94% during a period of three years. It is safe to say that if all plants with an output in excess of \$500, the basis of the United States census, were included, the value of the products of the factories of Iowa would have exceeded the half-billion mark. The following comparative table is of interest to indicate the growth or decline in classified industries.

COMPARISON OF MANUFACTURED PRODUCTION FOR YEARS 1915 AND 1917.

Name of Industry	Year 1915		Year 1917	
	No. Estab- lishments	Value of Products	No. Estab- lishments	Value of Products
Agricultural implements	30	\$ 6,451,851	25	\$ 5,680,968
Artificial stone	102	494,652	123	1,777,312
Artificial limbs	2	9,078		
Automobiles, bodies and parts	7	302,059	10	647,461
Auto tires			3	1,057,964
Awnings, tents and sails	14	135,442	14	257,177
Baskets, rattan and willow ware	2	181,843	3	239,132
Blasting, cleaning prep., etc.	5	114,907	6	93,716
Boats			3	214,137
Boots and shoes		741,934	5	1,130,813
Boxes, cigar	7	192,325	7	148,508
Boxes, fancy and paper	5	130,844	6	228,498
Brass and bronze products	6	254,078	6	856,585
Bread and other bakery products	116	5,918,520	105	9,267,380
Brick and tile	140	7,199,490	110	7,260,987
Brooms	21	898,047	22	828,974
Butter, etc., private ownership	115	13,097,661	135	19,890,314
Butter, etc., co-operative	319	10,504,612	189	12,218,433
Buttons, pearl	34	2,404,206	45	8,490,570
Canning and preserving	60	2,598,398	59	8,438,138
Carpets and rugs	7	72,698	6	84,121
Carriages, wagons, materials	32	1,767,264	31	2,285,931
Car repairs and construction	50		59	
Cement	4	4,521,422	5	7,848,051
Clothing, men's	16	2,050,910	20	3,856,353
Clothing, women's	11	1,021,417	9	1,632,471
Coffee and spice, etc.	6	1,924,210	8	2,245,709
Coffins and undertakers' goods	8	851,472	5	827,975
Confectionery	62	4,104,870	80	7,260,899
Copperage and wooden goods	8	287,707	11	340,966
Copper, tin and sheet-iron prod.	36	1,935,357	30	2,499,827
Crushed rock and stone	20	299,022	19	221,627
Cutlery and tools	11	1,890,273	11	373,989
Dairymen's, etc., supplies	16	388,894	5	981,009
Electric light, heat and power	124	6,756,846	159	11,641,851
Electroplating	3	12,609		
Flags, banners and regalia	3	18,152		

Name of Industry	Year 1915		Year 1917	
	No. Estab- lishments	Value of Products	No. Estab- lishments	Value of Products
Flour-mill and grist-mill products	92	8,964,208	106	17,218,563
Food preparations	10	22,540,926	12	72,728,148
Foundry and machine shop prod.	169	15,554,428	188	37,621,475
Fur goods	11	299,661	16	579,329
Furnishing goods, men's	13	605,210	7	350,141
Furniture and refrigerators	32	2,519,194	31	2,603,820
Gas and electric fixtures	9	851,719	7	289,921
Gas, illuminating and heating	31	2,335,935	43	3,577,042
Gloves			10	1,928,288
Hats and caps		69,511	5	168,506
Hosiery and knit goods	2	419,538	2	623,206
Ice, manufactured	26	501,836	30	644,829
Jewelry	6	62,405	6	81,971
Leather goods	89	2,891,791	87	3,241,591
Liquors, malt	17	2,659,956		
Malt			2	1,218,660
Lumber and timber products	54	9,163,844	67	13,980,214
Marble and stone work	20	1,078,326	73	1,456,950
Mattresses and spring beds	7	687,266	9	1,181,482
Mineral and soda waters	60	665,742	91	1,264,750
Mirrors and glass	4	51,204	4	42,841
Musical instruments	4	18,050	6	1,719,594
Models and patterns, not paper	6	26,540		
Oils and greases	2	756,384	6	1,018,713
Optical goods	7	191,561	7	279,036
Paint and varnish	2	37,760	3	108,158
Paper and wood pulp	2	145,665	4	722,818
Patent medicines, etc.	27	2,915,393	20	4,300,061
Pens, fountain	3	274,848	2	555,883
Photographic apparatus, etc.	2	54,280		
Printing and publishing	563	12,134,567	680	14,445,207
Pumps		919,681	8	1,450,630
Remedies, stock and poultry	22	1,108,655	24	1,876,579
Serum, hog cholera	8	437,451	6	1,331,713
Signs and advertising novelties	13	1,060,018	13	1,087,241
Silos and parts	16	1,287,334	14	1,709,841
Slaughtering and meat packing	30	84,297,232	32	135,815,480
Soap	7	1,321,649	4	1,212,013
Stoves and furnaces	12	881,292	13	1,737,044
Tobacco, cigars and smoking	142	5,034,955	139	2,678,978
Vinegar (and pickles)	6	2,662	7	32,771
Vulcanizing	5	6,262	7	28,108
Wall plaster	5	1,380,320	5	2,128,254
Washing machines	11	2,182,866	13	4,400,000
Wire products	10	413,176	13	886,764
Woolen, worsted and felt goods	2	146,006	4	30,403
All other industries	15	1,068,844	21	3,710,148
Total for the state	2,094	\$ 274,794,443	3,280	\$462,819,446

It will be noted in the above table that establishments in the manufacture of auto tires, boats, gloves, and vinegar and pickles increased in number sufficient to include in separate classifications, and that the manufacture of malt liquors ceased upon repeal of the mulct law, but that the manufacture of malt for shipment continued, therefore calling for separate classification.

The number of plants making artificial limbs, electroplating, flags and banners, models and patterns, and photographic apparatus decreased, making necessary their being included in "all other industries" to avoid disclosing statistics on individual establishments.

MANUFACTURES BY COUNTIES.

Table No. 2 is a tabulation by classified industries of the manufactures of the counties similar to statistics contained in table No. 1 for the state. Capitalization, stocks and materials used and value of products of "Car and general construction" shops are omitted for the same reason as in table No. 1. The importance and relative standing of counties that have large industries of this class would be materially advanced were it possible to include these valuations. In the following comparative table it will be seen that with the exception of the counties of Clark, Dickinson, Fremont, Taylor, Union and Wayne, every county in the state made a substantial gain in the value of products from 1915 to 1917.

COMPARING MANUFACTURES STATISTICS BY COUNTIES, ACCORDING TO NUMBER OF ESTABLISHMENTS AND VALUE OF PRODUCT FOR 1915 AND 1917.

Name of Industry	Year 1915		Year 1917	
	No. Establishments	Value of Products	No. Establishments	Value of Products
Adair	7	\$ 215,714	9	\$ 216,224
Adams	3	44,000	6	74,273
Allamakee	19	490,776	17	677,153
Appanoose	12	332,855	30	623,303
Audubon	14	277,567	16	329,278
Benton	20	520,304	34	1,511,928
Black Hawk	102	12,223,638	122	24,812,925
Bonnet	25	855,104	28	903,739
Bremner	43	1,370,842	41	1,865,255
Buchanan	22	594,766	24	847,939
Buena Vista	22	337,521	22	370,228
Butler	22	341,549	14	417,955
Calhoun	21	254,214	44	467,965
Carroll	28	956,280	44	1,319,203
Cass	18	481,701	18	895,078
Cedar	18	371,308	25	545,842
Cerro Gordo	45	11,268,309	32	19,122,906
Cherokee	12	191,929	14	149,994
Chickasaw	19	609,803	22	781,359
Clarke	4	31,761	4	26,116
Clay	18	608,621	17	620,807
Clayton	39	1,304,689	39	1,530,549
Clinton	73	9,853,689	39	13,621,223
Crawford	22	466,029	22	623,516
Dallas	37	710,776	31	1,332,965
Davis	5	48,497	5	79,966
Decatur	12	339,002	13	450,338
Delaware	26	619,097	25	773,935
Des Moines	72	3,284,476	74	3,190,652
Dickinson	7	436,247	13	344,869
Dubuque	129	11,922,866	139	16,882,304
Emmett	12	324,186	17	454,967
Fayette	42	1,042,939	37	1,590,219
Flood	19	2,021,285	32	4,590,329
Franklin	14	449,291	13	662,083
Fremont	12	33,474	11	47,299
Greene	14	342,922	18	354,229
Grundy	13	332,055	12	161,848
Guthrie	22	278,459	29	327,374
Hamilton	21	615,712	21	771,632
Hancock	18	312,900	16	411,384
Hardin	18	337,791	18	399,059
Harrison	15	188,710	15	288,182
Henry	21	367,055	23	528,709

Name of Industry	Year 1915		Year 1917	
	No. Establishments	Value of Products	No. Establishments	Value of Products
Howard	20	623,226	21	679,047
Humboldt	16	175,789	17	382,824
Ia	15	132,997	15	342,959
Iowa	16	264,057	13	195,733
Jackson	21	405,941	24	791,644
Jasper	22	2,180,769	24	3,270,410
Jefferson	17	1,890,860	21	2,468,786
Johnson	23	617,278	24	1,120,126
Jones	22	979,489	25	1,391,855
Keokuk	29	439,916	23	564,002
Kossuth	33	613,415	35	842,948
Lee	77	6,980,822	84	16,018,084
Linn	117	40,297,953	162	75,997,725
Louis	10	158,280	12	332,987
Lucas	4	72,585	12	251,580
Lyon	20	366,036	16	417,076
Madison	7	29,827	5	67,058
Mahaska	22	788,241	27	1,294,494
Marion	27	698,245	29	1,013,232
Marshall	37	4,169,703	45	4,670,807
Mills	7	77,266	12	265,777
Mitchell	13	353,848	22	631,252
Monona	8	127,310	15	245,145
Monroe	13	249,438	12	414,603
Montgomery	25	1,282,573	27	2,422,067
Muscatine	68	4,731,040	80	8,362,329
O'Brien	23	970,938	28	1,389,008
Oceola	9	70,556	6	117,452
Page	17	1,367,463	24	1,772,462
Palo Alto	37	565,358	34	697,856
Plymouth	11	953,799	20	1,728,389
Pocahontas	11	137,923	12	219,371
Polk	221	20,026,049	221	30,539,475
Pottawattamie	60	3,430,706	74	5,225,423
Poweshiek	23	1,400,398	24	1,786,773
Ringgold	5	24,853	3	58,320
Sac	26	576,825	25	891,052
Scott	132	18,690,643	150	36,399,912
Shelby	7	126,505	10	201,783
Sioux	36	722,326	37	1,137,059
Story	24	286,789	41	828,556
Tama	22	316,838	27	1,001,634
Taylor	13	221,308	12	122,046
Union	10	763,456	10	416,069
Van Buren	10	34,806	13	81,325
Wapello	62	20,380,100	65	30,225,004
Warren	5	35,399	6	67,983
Washington	21	429,104	27	645,486
Wayne	13	1,001,620	14	524,824
Webster	47	7,147,855	50	13,639,008
Winnebago	13	291,426	15	646,601
Winneshek	28	1,032,671	27	1,337,810
Woodbury	107	54,525,649	104	88,810,109
Worth	11	343,403	15	440,948
Wright	22	325,460	26	507,570
The State	2,904	274,794,443	3,280	462,519,446

Thirty counties reported capital invested in manufactures in excess of \$1,500,000 each. These are given in the following table with relative rank among all counties of the state in capital invested, raw materials used, value of product, number of wage earners and their earnings. A study of this table will indicate the effect of the predominating industries of the county in relative standing under the respective heads. For instance, Linn county, whose predominating industry, except in capital invested, is food production, ranks first of all counties in total amount of capital

invested; second in both raw materials used and products, but drops to fourth rank in number of wage earners and wages paid. The last being incident to the great number of women employed in food production, while the centralizing of the electric industry is largely responsible for first rank in capital invested and a drop to fourth rank in number of wage earners because of the small number required in power production.

Polk county, which stands second in capital invested, drops to sixth rank in raw materials used, her predominating industry being printing, except in capital invested, with foundry and machine shop products ranking second. In both of these industries labor is a relative important factor, both in quantity and skill of the finished product, with consequent result in placing the county in first rank in both number of wage earners and also in total wages paid.

In Scott county 50% of capital invested is in foundries and machine shops, and approximately that per cent of wage earners are employed in this industry, which accounts for the decidedly even ranking of third in investment, raw materials and product, and second in wage earners and earnings, the higher ranking in the latter two being incident as before noted to the importance of the labor factor in this class of products.

Woodbury county ranks first in raw materials used and in products, this because 86% of raw materials used is in live stock and 82% of products in meats. The amount in value of labor added to the raw material is relatively lower than in a number of industries requiring greater application of skill, which lowers the county's rank to fifth in number of wage earners and sixth in total wages paid.

In each case where an apparent disproportion in rank appears in the table it can be traced to some predominating industry in the different requirements of the essentials.

Table follows:

MANUFACTURING INDUSTRY IN THIRTY COUNTIES OF IOWA

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County	Capitalization		Stocks & Materials		Total Product		Wage Earners		Wages Paid	
	Amount	Rank	Value	Rank	Value	Rank	Number	Rank	Amount	Rank
Linn	\$56,022,037	1	\$53,220,701	1	\$73,697,735	1	5,724	1	\$4,231,977	1
Polk	28,885,341	2	24,954,992	2	39,339,473	2	7,183	2	5,809,708	2
Black Hawk	20,655,185	3	15,673,948	3	24,812,423	3	4,711	3	5,110,204	3
Wapello	19,292,533	4	17,855,135	4	25,810,100	4	4,814	4	4,001,128	4
Cerro Gordo	16,257,511	5	24,985,189	5	30,232,904	5	2,997	11	1,839,565	12
Dubuque	15,831,653	6	10,546,014	6	18,882,204	6	2,654	12	2,297,208	10
Linn	10,662,232	9	13,611,769	9	18,031,523	9	2,061	9	2,304,533	9
W. Chester	10,467,261	10	9,429,791	10	16,019,084	10	2,020	8	2,004,735	10
Des Moines	10,027,281	11	8,229,009	11	13,039,009	11	2,248	11	1,952,185	11
Wassonville	8,303,433	12	4,726,748	12	6,360,329	12	2,742	10	1,401,975	15
Jasper	4,746,315	15	1,226,983	14	3,673,310	13	1,265	15	1,071,919	16
Albion	3,784,970	17	3,215,810	13	5,253,423	14	1,798	14	674,222	18
Portsmouth	3,659,293	18	2,614,150	15	4,670,607	15	1,136	16	141,072	40
Carroll	3,609,983	19	3,814,074	16	3,210,207	16	229	37	210,061	29
Montgomery	3,607,686	21	272,301	46	662,995	15	240	32	161,004	26
Appanoose	3,539,022	22	548,575	41	1,170,126	15	229	35	142,885	25
Winneshiek	3,520,964	23	932,334	28	1,337,310	16	203	41	173,833	23
Jefferson	3,520,964	25	1,011,983	33	1,794,729	17	267	21	397,396	21
Pocahontas	3,471,856	26	733,312	32	1,264,484	17	430	24	323,397	22
Humboldt	1,282,178	27	1,171,622	34	1,171,622	33	203	42	139,405	34
Page	1,271,664	29	1,410,410	23	1,501,219	25	1,040	17	322,137	27
Hendon	1,213,287	30	1,181,993	25	1,501,219	25	1,040	17	322,137	27
Fayette									822,000	

Table No. 3 gives the average employment of wage earners by sex and industry for each month of the year, and should be instructive as a means of determining the seasonal or irregularity of employment in the several occupations. Referring to table 1 there will be found a column giving the smallest number and another giving the greatest number of wage earners employed by the industries. These figures are derived from reports in which each firm gives the smallest number of persons employed during any one week of operation during the year and also the number in the most active week of operation. It does not mean the same week of all or any of the industries, but indicates the drift of employment or non-employment. The report shows a drift from the minimum employment of 57,271 to the maximum of 92,607. It is thus seen that in excess of 38% of the factory workers are out of employment during some time of the year, some perhaps for considerable periods, while others are drifting from some line of work or job to another. Table 3 shows the average employment for the year to have been 71,694, of whom 61,119, or 85.3%, were males and 10,575, or 14.7% were females, the per cent for each sex being identical with those for year 1915 as reported in the Seventeenth Biennial Report, although at that time the average employment was almost 13,000 less than for the year 1917. It is, of course, natural in a state having as great a range of industries that some should be decidedly seasonal in character while others are decidedly uniform in operation during the year.

The twelve leading classifications of manufactures are placed in comparison to show the month of greatest employment, the average number of employes during the year with greatest and smallest employed during the same period. These classifications are representative of extreme seasonal employment as well as of those reasonably uniform.

TWELVE LEADING INDUSTRIES IN NUMBER OF EMPLOYES.

Industry	Month of greatest average employment	Average employes throughout month	Extreme greatest employment	Extreme smallest employment
1. Car repairs and construction.....	December	12,574	13,377	10,768
2. Foundry and machine shop products.....	March	9,678	11,490	7,147
3. Slaughtering and meat packing.....	January	6,494	6,867	4,229
4. Canning and preserving.....	September	6,014	6,191	3,65
5. Printing and publishing.....	December	4,243	4,678	3,750
6. Food preparations.....	December	3,932	4,003	2,507
7. Brick and tile.....	August	3,850	4,907	1,792
8. Buttons, pearl.....	February	2,427	3,836	2,272
9. Lumber and timber products.....	July	3,317	3,662	2,767
10. Electric light, heat and power.....	July	2,600	2,896	1,954
11. Confectionery (incl. ice cream).....	October	1,981	2,181	1,365
12. Bread and other bakery products.....	April	1,642	1,752	1,440

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

1. Clothing, men's.....	1,222
2. Buttons, pearl.....	1,157
3. Confectionery.....	1,027
4. Printing and publishing.....	974
5. Tobacco, cigars and smoking.....	785
6. Food preparations.....	590
7. Bread and other bakery products.....	528
8. Canning and preserving.....	459
9. Clothing, women's.....	428
10. Slaughtering and meat packing.....	381
11. Gloves.....	368
12. Patent medicines, druggists' preparations.....	278

Of the above twelve industries, the following shows those 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.....	108	1,222
Clothing, women's.....	174	428
Confectionery.....	704	1,027
Gloves.....	115	368
Patent medicines, druggists' preparations.....	187	278
Tobacco.....	694	786

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 15, 1917, was selected because of it coming just before the holiday season and sufficiently close to date of report to make it easy for all establishments reporting. The month of August came closest to the average em-

ployment, but as the month of December averages only 126 above that of August, it was taken as sufficiently typical. December 13, 1915, there were employed in the manufactures of the state 51,017 males, 8,778 females, a total of 59,795 wage earners. For December 15, 1917, the numbers were 61,268 males and 10,963 females, a total of 72,233, thus again showing a decided growth of industry.

CLASSIFIED WEEKLY WAGES.

Table No. 5 shows the weekly rate of wages paid by classified industries to 88,655 wage earners, this being the number reported for the maximum week of employment for which accurate wage rates were given. Of this number, 74,051 were males, 14,035 were females, with additional number of 569 persons under 16 years of age, the latter being about equally divided between the sexes. This table, as all others, shows that there was very little relative change in employment of sexes for the year 1915 and 1917, the percentage in the former year being males 84.3%, females 15.2% and 0.5% of persons under 16, while for the latter period being males 83.54%, females 15.94% and persons under 16 years, 0.52%. The wages given are the rates per week for full time work.

A synopsis of the general table follows, showing separately the aggregate number and per cent of males, females, and those under sixteen earning a specified wage and also the number and per cent of each earning less than a specified wage.

A comparison of this synopsis with a similar one for the report of 1915 shows a marked increase in weekly wage rate, this for both men, women and youths. In 1915 but 39.98% of the males received \$15 per week or more, while in 1917 the number had increased to 70.81%. For the same period the women earning \$10 per week or more increased from 23.29% to 36.5%; while the number of those under 16 years of age receiving \$7 per week increased from 16.25% to 34.27%. The only exception to this general advance was in the number of females receiving less than \$3 per week, this number for the two-year period increasing from 2.63% to 3.38% of the total female employees.

MALE WAGE EARNERS AND CLASSIFIED WAGES.

Rate of Wages	Number	Per Cent	Rate of Wages	Number	Per Cent
Total Male wage earners	74,051	100.00			
Under \$3.00	190	0.26	Under \$3.00	190	0.26
\$3.00 but under \$5.00	316	0.43	Under \$5.00	506	0.69
\$5.00 but under \$6.00	277	0.37	Under \$6.00	783	1.06
\$6.00 but under \$7.00	447	0.61	Under \$7.00	1,230	1.67
\$7.00 but under \$8.00	704	0.95	Under \$8.00	1,934	2.62
\$8.00 but under \$9.00	705	0.95	Under \$9.00	2,639	3.57
\$9.00 but under \$10.00	1,347	1.82	Under \$10.00	4,184	5.66
\$10.00 but under \$12.00	3,754	5.06	Under \$12.00	7,940	10.72
\$12.00 but under \$15.00	13,677	18.47	Under \$15.00	21,617	29.19
\$15.00 but under \$20.00	30,938	41.78	Under \$20.00	52,555	70.97
\$20.00 but under \$25.00	14,233	19.22	Under \$25.00	66,788	90.19
\$25.00 and over	7,263	9.81	\$25.00 and over	7,263	9.81

FEMALE WAGE EARNERS AND CLASSIFIED WAGES.

Rate of Wages	Number	Per Cent	Rate of Wages	Number	Per Cent
Total Female wage earners	14,035	100.00			
Under \$3.00	475	3.38	Under \$3.00	475	3.38
\$3.00 but under \$5.00	829	5.91	Under \$5.00	1,304	9.29
\$5.00 but under \$6.00	877	6.25	Under \$6.00	2,181	15.54
\$6.00 but under \$7.00	1,057	7.54	Under \$7.00	4,138	29.48
\$7.00 but under \$8.00	1,807	12.88	Under \$8.00	5,945	42.36
\$8.00 but under \$9.00	1,409	10.04	Under \$9.00	7,354	52.40
\$9.00 but under \$10.00	1,558	11.10	Under \$10.00	8,912	63.50
\$10.00 but under \$12.00	2,146	15.29	Under \$12.00	11,058	78.79
\$12.00 but under \$15.00	1,623	11.56	Under \$15.00	12,681	90.35
\$15.00 but under \$20.00	1,106	7.88	Under \$20.00	13,787	98.23
\$20.00 but under \$25.00	174	1.24	Under \$25.00	13,963	99.50
\$25.00 and over	70	.50	\$25.00 and over	70	.50

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

Rate of Wages	Number	Per Cent	Rate of Wages	Number	Per Cent
Total Minor wage earners	569	100.00			
Under \$3.00	84	14.76	Under \$3.00	84	14.76
\$3.00 but under \$5.00	153	26.89	Under \$5.00	237	41.65
\$5.00 but under \$6.00	59	10.37	Under \$6.00	296	52.02
\$6.00 but under \$7.00	78	13.71	Under \$7.00	374	65.73
\$7.00 but under \$8.00	88	15.46	Under \$8.00	455	81.19
\$8.00 but under \$9.00	20	3.52	Under \$9.00	482	84.71
\$9.00 but under \$10.00	39	6.85	Under \$10.00	521	91.56
\$10.00 but under \$12.00	20	3.52	Under \$12.00	541	95.08
\$12.00 but under \$15.00	27	4.74	Under \$15.00	568	99.82
\$15.00 and over	1	.18	\$15.00 and over	1	.18

Table No. 6 gives the average number of days in operation by each classified list of industries. A comparison with former reports shows this average operation for 1913 to have been 283.5 days; for 1915, the average had decreased to 280.4 days, and the present report, 1917, shows 284 days.

A glance at the table indicates a number of industries to have been operating very near the maximum working days of the year, which exclusive of Sundays and holidays were 305. Electric light and gas plants, because of the nature of industry, operate the full 365 days, while the canning industry operated the least time, the average being 81.5 days.

The actual earnings of wage earners in manufactures can be somewhat definitely arrived at by a comparison of rates per week in table No. 5, the average days of operation in table No. 6, with a reasonable allowance for variations in employment as shown in table No. 3.

TABLE NO. 1—STATISTICS OF MANUFACTURES 1917.

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	Total			
Total for the State	2,260	\$ 812,714,429	\$ 629,837,665	\$ 66,467,111,849	732,787	61,711	10,770	71,841	37,171	80,697	80,697	\$ 470,319,416
Agricultural implements.....	25	5,031,004	3,072,730	684,720	765.00	1,254	35	1,289	890	1,532	1,532	5,890,975
Artificial stone.....	123	1,891,296	912,736	467,278	765.43	431	57	488	271	378	378	1,330,813
Auto bodies, bodies and parts.....	10	435,260	415,281	70,556	825.07	77	9	86	55	55	55	617,441
Auto tires.....	10	1,000,000	1,000,000	128,217	679.10	204	1	205	137	288	288	1,037,964
Auto trucks.....	14	355,397	339,258	49,219	615.97	48	32	80	41	143	143	257,377
Awnings, tents and sails.....	6	179,266	92,753	99,068	445.81	158	43	201	145	237	237	219,123
Baskets, trunks and wicker ware.....	6	329,525	282,029	3,564	577.63	10	30	40	11	8	8	14,301,716
Blankets, quilts and polishing prep.....	6	329,525	282,029	278	457.61	10	30	40	11	8	8	14,301,716
Books and stationery.....	1	30,333	61,604	40,437	523.41	21	1	22	13	13	13	1,130,813
Boxes, cigar.....	1	153,358	169,702	55,556	400.20	27	111	138	120	150	150	228,468
Boxes, fancy and paper.....	6	783,933	363,706	118,555	603.22	143	147	290	147	179	179	856,685
Brass and bronze products.....	195	4,554,622	5,892,900	1,052,707	640.26	528	1,075	1,603	1,792	1,812	1,812	7,260,897
Bread and other bakery products.....	110	14,219,253	2,718,119	2,671,296	865.93	3,084	75	3,159	2,277	1,855	2,275	833,974
Bread, cake and confectionery.....	22	1,919,202	485,037	139,487	550.37	162	75	237	217	179	179	1,211,433
Brick and tile.....	159	1,266,466	11,266,101	409,242	942.30	428	6	434	390	483	483	12,313,433
Butter, cheese and cond. milk, co-operative.....	135	4,381,611	17,292,291	800,784	800.00	860	129	989	880	723	723	10,990,314
Butter, cheese and condensed milk, private.....	45	2,309,707	1,430,445	1,634,401	560.40	1,756	1,160	2,916	2,372	3,896	3,896	5,499,279
Canning and preserving.....	46	7,000,000	5,000,000	1,000,000	400.00	1,000	1,000	2,000	1,000	1,000	1,000	5,499,279
Carpets and rugs.....	6	62,824	21,565	34,000	833	466	1,319	365	6,191	8,438	8,438	8,438,138
Carpentry.....	6	62,824	21,565	34,000	833	466	1,319	365	6,191	8,438	8,438	8,438,138
Carpets, wagons and materials.....	31	3,282,887	1,489,333	915,685	724.88	670	21	691	621	850	850	34,121
Care repairs and construction*.....	50	9,325,219	10,575,596	10,575,596	990.26	11,917	45	12,062	10,768	13,277	13,277	2,348,031
Cement.....	3	2,355,931	2,355,931	523,550	1,369.21	107	1,223	1,330	1,411	1,499	1,499	1,499,000
Clothing, men's.....	20	2,444,835	2,383,264	1,309,215	655.10	1,309	174	1,483	1,411	1,607	1,607	1,607,471
Clothing, women's.....	6	1,171,964	947,335	302,815	500.52	431	603	1,034	501	697	697	1,607,471
Coffee and apples, roasting and grinding.....	8	1,342,896	1,266,502	88,738	620.28	65	70	135	128	141	141	2,345,709

TABLE NO. 1.

Industries	Number of establishments	Capital invested	Value of stock and materials used	Amount of wages paid during the year	Average yearly earnings	Wages-Earnings Employed			Greatest Number	Value of Products	
						Average Number					
						Males	Females	Both sexes			
Coffins and undertakers' goods	3	914,275	139,746	62,565	623,000	791,323	153	136	139	657,679	
Confectionery (including ice cream)	6	3,775,884	4,283,307	180,442	492,119	1,040,322	700	1,236	2,165	2,290,520	
Cooking and wooden goods	11	1,699,031	69,735	532,261	281,290	1,019,401	319	128	145	1,660,566	
Cupboards and wooden products	10	1,419,451	1,419,450	316,045	623,561	1,161,570	166	147	219	2,097,327	
Curbed rock and stone	10	211,733	149,870	316,045	623,561	1,161,570	166	147	219	2,097,327	
Cutlery and tools	11	302,709	133,133	135,079	529,150	529,150	95	9	9	371,969	
Dairymen's aids and joiners' sup.	109	682,040	682,040	148,270	600,321	600,321	219	207	174	1,121,000	
Electric light, heat and power	109	3,457,933	1,339,779	782,451	2,220,201	2,220,201	1,664	1,664	2,096	11,641,801	
Electrometallurgical products	10	10,331,259	1,339,779	782,451	2,220,201	2,220,201	1,664	1,664	2,096	11,641,801	
Food preparations	12	18,141,817	2,419,600	779,521	2,169,000	2,169,000	2,509	2,509	2,509	17,728,148	
Fiberglass and machine shop products	108	41,307,664	8,670,000	339,112	9,065	178	9,233	7	11,000	37,821,475	
Fur goods	67	3,307,504	2,549,200	1,000,000	1,000,000	1,000,000	1,000	1,000	1,000	3,307,504	
Furniture and goods, nong.	7	338,000	217,568	38,543	315,831	315,831	57	102	179	1,140,224	
Furniture and refrigerators	7	332,049	1,189,879	686,200	728,658	899	91	12	101	1,022	2,665,320
Gas and electric fixtures and appliances	7	2,329,819	128,081	78,987	768,891	91	12	101	89	289,101	
Gas, illuminating and heating	45	19,470,001	1,484,022	529,740	810,956	638	114	632	561	789	3,577,012
Hardware and metal products	8	1,122,543	1,927,288	1,912,351	694,741	1,181	981	357	605	1,658,288	
Hats and caps	2	1,299,149	378,011	188,813	270,433	78	253	331	350	423,206	
Hosiery and knit goods	39	2,027,102	197,084	252,287	790,386	312	314	161	872	644,920	
Jewelry	6	24,144	11,429	18,800	783,779	24	24	19	36	131,971	
Leather goods	67	7,782,093	2,428,127	469,818	845,091	507	49	298	824	3,241,501	
Leather, harness and leather products	67	7,782,093	2,428,127	469,818	845,091	507	49	298	824	3,241,501	
Mail	2	919,252	3,021,078	30,229	1,074,238	34	7	24	27	13,000,714	
Marble and stone work	73	1,009,672	791,439	294,843	687,010	269	67	278	219	230	1,450,960
Mattresses and spring beds	9	1,007,218	710,235	174,666	750,266	107	27	294	169	333	1,450,960
Metal and soda waters	81	1,390,789	478,783	152,263	701,608	209	8	217	132	340	1,284,760
Miscellaneous manufactures	6	1,390,789	478,783	152,263	701,608	209	8	217	132	340	1,284,760
Miscellaneous (metal, pharmaceutical)	6	1,390,789	478,783	152,263	701,608	209	8	217	132	340	1,284,760
Oils and grease	6	294,096	779,412	35,824	386,000	63	31	82	63	1,215,719	

Optical goods
 Paint and varnish
 Paper and wood pulp
 Patent medicines
 Pans, fountain
 Perfumery and publishing
 Pumps
 Ranges
 Removes, stock and poultry
 Serran, hog cholera
 Ship-building and boat-building
 Signs and advertising novelties
 Siles and parts
 Soap
 Soap-making and tins packing
 Stores and furnaces
 Tobacco, cigars and smoking
 Vinegar (and pickles)
 Volcanizing
 Wall plaster
 Washing machines
 Wire work, insul. wire rope and cable
 Woollen, worsted and felt goods
 All other industries.

8	221,200	129,746	62,565	623,000	791,323	153	23	99	69	110	270,000
3	151,274	32,545	11,992	799,47	1,102	15	15	15	13	16	100,138
2	3,545,507	1,174,137	302,171	400,311	135	12	9	12	11	12	1,200,000
20	523,773	349,419	35,771	279,14	83	45	128	99	158	158	585,883
609	13,114,731	4,790,416	2,083,571	877,25	3,458	102	141	329	473	1,144,307	
8	2,241,356	418,109	288,263	821,46	11	469	65	65	65	1,079,579	
24	1,264,356	813,867	79,347	818,000	69	6	66	65	106	1,450,200	
6	860,266	961,069	79,429	832,49	81	11	52	45	139	1,351,712	
9	1,101,422	110,968	57,429	841,35	68	11	65	11	111	214,137	
13	1,443,972	466,390	227,822	639,95	105	161	358	203	441	1,687,341	
14	1,252,648	83,227	121,666	701,38	171	2	173	72	353	1,370,341	
14	2,200,000	127,119,814	51,564	168,52	4	4	4	4	4	1,212,002	
4	710,225	666,878	332,787	925,22	274	8	382	321	489	1,727,044	
139	1,990,326	1,299,032	799,130	551,36	623	80	143	397	539	2,673,025	
3	401,287	282,032	36,231	624,67	28	20	18	20	20	324,771	
7	69,600	10,626	6,833	683,30	10	10	10	6	14	28,108	
5	2,017,378	611,818	615,000	982,30	617	647	467	743	1,129,204		
13	4,174,310	2,746,121	693,611	531,62	530	6	626	697	904	4,496,445	
12	685,145	431,229	119,968	600,99	159	59	188	154	228	899,768	
21	30,279	13,678	2,378	378,27	5	17	22	10	20	30,003	
21	5,841,328	1,349,328	271,461	740,24	406	102	306	279	603	2,730,143	

*Railway companies did not report capital invested, value of materials used, nor value of product. All other items are complete. Industries include one establishment of each of the following industries: Art supplies (miscellaneous), artificial fibers, printers' rollers, penknives, etc.; post cards, clay pipes, gunpowder and explosives; dry felt (roofing materials); ferro-silicon, iron ore, hard lead, photographic paper, game boards, sand, etc.; binding twine, plating and polishing, dyeing, dental supplies, covered buttons and pieating, commercial moving pictures, artificial limbs. Special attention is called to the fact that all industries whose reports were compared, seven reports were received too late to be entered in their proper classification. The combined total value of products of the seven reports is \$1,938,781.

TABLE NO. 2.

Counities 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		Smallest number	(Largest number	
						Males	Females			
Foundry and machine-shop products.	1	188,605	111,513	49,480	831.14	59	7	16	71	182,294
Printing and publishing	10	187,450	35,700	4,445	1,111.50	4	4	4	6	49,744
Other industries	10	681,479	189,591	83,221	684.00	50	113	150	156	121,284
Brewery county.										
Artificial stone	11	602,406	1,177,427	111,188	639.00	129	48	184	491	1,061,815
Butter, cheese and condensed milk	10	18,500	8,266	3,474	500.00	10	10	10	10	1,409,293
Canning and food products	10	227,039	1,212,614	45,205	744.18	34	10	33	59	1,172,349
Leather goods	10	8,245	11,965	15,545	375.10	10	10	10	10	1,137,137
Leaving and publishing	10	75,696	29,518	27,686	715.26	37	12	35	45	182,081
Other industries	10	78,252	78,210	20,775	498.64	19	43	79	75	182,081
Buchanan county.										
Leather goods and condensed milk	44	731,869	639,777	69,163	648.59	47	42	129	71	661
Leather goods	10	5,000	60,000	25,458	735.67	79	74	111	76	511,274
Printing and publishing	10	35,689	7,560	6,454	756.70	11	11	11	11	8,400
Other industries	10	628,296	199,883	35,249	411.05	46	60	56	35	203,555
Bureau Vista county.										
Artificial stone	48	568,111	890,640	61,668	397.48	70	6	13	20	170
Butter, cheese and condensed milk	10	50,110	38,623	11,368	707.30	13	13	13	13	270,228
Canning and food products	4	32,275	135,537	12,628	175.35	10	10	10	10	33,073
Leather goods	4	87,805	1,588,571	158,575	1,584.55	14	14	13	12	138,690
Printing and publishing	4	81,217	11,147	9,950	626.42	15	1	10	10	112,027
Other industries	4	102,859	357,697	80,242	861.72	23	6	8	10	62,000
Butler county.										
Leather goods and condensed milk	4	37,435	328,871	18,319	1,034.54	13	13	12	13	107,655
Leather goods	4	18,518	1,010,000	1,010,000	400.00	4	4	4	4	371,611
Other industries	4	14,275	23,010	1,219	694.10	4	4	4	4	29,430
Cabhan county.										
Artificial stone	42	598,163	211,141	17,268	648.60	64	19	78	40	407,863
Butter and other bakery products	4	90,800	10,112	2,718	485.00	1	1	1	1	29,559
Leather goods	4	90,800	98,481	9,950	602.42	1	1	1	1	112,027
Printing and publishing	4	72,525	18,913	16,321	609.31	1	1	1	1	3,070
Other industries	4	211,260	78,673	10,121	481.05	14	16	21	21	157,465
Carroll county.										
Artificial stone	44	3,179,242	881,071	410,061	917.28	218	11	160	274	1,219,863
Butter and other bakery products	4	79,000	51,275	15,000	782.50	20	20	7	22	82,700
Butter, cheese and condensed milk	4	59,500	241,266	12,021	825.71	3	4	5	5	46,900
Canneries, wagons and materials	4	160,003	194,198	22,943	794.77	28	2	20	29	102,293
Flour-mill and grain-mill power	11	2,322,082	175,791	109,800	1,016.75	108	96	128	128	420,177
Leather goods	4	20,000	20,000	20,000	200.00	4	4	4	4	20,000
Mineral and soda waters	7	71,200	6,078	4,229	543.33	9	7	7	7	278,290
Printing and publishing	4	38,600	5,238	8,419	785.36	6	5	11	12	29,145
Other industries	4	1,864	1,823	2,997,505	841.72	23	6	8	10	4,685
Cherokee county.										
Black and tile and condensed milk	12	478,178	500,078	180,007	801.85	111	19	160	63	892,078
Black and tile	4	14,117	31,000	10,000	628.75	14	2	16	15	49,514
Printing and publishing	11	1,825,851	462,131	116,575	841.94	122	17	129	68	13,096
Other industries	11	329,851	66,131	116,575	841.94	122	17	129	68	813,428
Clackson county.										
Artificial stone	25	18,264	439,489	37,238	727.84	48	6	62	60	214,818
Butter, cheese and condensed milk	4	14,800	311,779	10,000	800.00	1	1	1	1	3,805
Printing and publishing	8	35,970	6,704	7,883	607.15	19	3	13	10	37,205
Other industries	11	96,881	110,773	17,916	716.64	35	3	25	4	105,279
Cerro Gordo county.										
Bread and other bakery products	22	16,857,512	11,832,461	2,397,505	659.61	41	4,251	2,662	2,425	22,128,208
Black and tile and condensed milk	7	38,757	105,460	26,327	1,144.65	15	8	23	25	2,116,272
Black and tile	7	3,834,412	690,438	710,567	1,081.13	676	676	885	770	2,116,272
Car repairs and construction	7	259,100	1,109,839	44,413	888.26	47	8	50	35	1,257,864
Cement	6	6,055,335	1,288,037	698,578	1,107.54	837	109	721	105	5,449,111
Confectionery	10	50,376	90,652	19,222	498.83	30	21	34	31	89,500
Electric light, heat and power	10	2,664	11,205	987.00	1,111.11	11	11	11	11	69,606
Foundry and machine-shop products	10	30,900	65,145	20,680	902.58	13	1	11	89	409,548
Leather goods	4	48,119	8,086	7,846	833.08	6	6	12	7	84,200
Mar goods	10	29,500	9,201	845.82	10	11	11	8	16	84,200
Printing and publishing	10	67,331	28,000	10,000	823.50	4	2	6	6	201,414
Tobacco, cigars and smoking	9	4,876,875	5,269	1,657	600.55	23	23	367	329	9,108,632
Other industries	9	4,186,507	8,066,887	383,657	930.55	23	23	367	329	9,108,632
Cherokee county.										
Printing and publishing	14	497,118	41,661	65,777	717.40	90	71	101	89	748,094
Other industries	10	45,300	29,233	78,642	873.80	81	9	90	74	63
Chickasaw county.										
Butter, cheese and condensed milk	42	621,009	621,009	62,109	621.09	18	10	18	18	781,260
Printing and publishing	6	46,560	57,143	12,151	570.80	14	14	14	14	39,565
Other industries	9	128,003	69,504	17,501	603.60	27	2	29	20	147,710

Counities 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		Smallest number	(Largest number	
						Males	Females			
Carroll county.										
Artificial stone	44	3,179,242	881,071	410,061	917.28	218	11	160	274	1,219,863
Butter and other bakery products	4	79,000	51,275	15,000	782.50	20	20	7	22	82,700
Butter, cheese and condensed milk	4	59,500	241,266	12,021	825.71	3	4	5	5	46,900
Canneries, wagons and materials	4	160,003	194,198	22,943	794.77	28	2	20	29	102,293
Flour-mill and grain-mill power	11	2,322,082	175,791	109,800	1,016.75	108	96	128	128	420,177
Leather goods	4	20,000	20,000	20,000	200.00	4	4	4	4	20,000
Mineral and soda waters	7	71,200	6,078	4,229	543.33	9	7	7	7	278,290
Printing and publishing	4	38,600	5,238	8,419	785.36	6	5	11	12	29,145
Other industries	4	1,864	1,823	2,997,505	841.72	23	6	8	10	4,685
Cherokee county.										
Black and tile and condensed milk	12	478,178	500,078	180,007	801.85	111	19	160	63	892,078
Black and tile	4	14,117	31,000	10,000	628.75	14	2	16	15	49,514
Printing and publishing	11	1,825,851	462,131	116,575	841.94	122	17	129	68	13,096
Other industries	11	329,851	66,131	116,575	841.94	122	17	129	68	813,428
Clackson county.										
Artificial stone	25	18,264	439,489	37,238	727.84	48	6	62	60	214,818
Butter, cheese and condensed milk	4	14,800	311,779	10,000	800.00	1	1	1	1	3,805
Printing and publishing	8	35,970	6,704	7,883	607.15	19	3	13	10	37,205
Other industries	11	96,881	110,773	17,916	716.64	35	3	25	4	105,279
Cerro Gordo county.										
Bread and other bakery products	22	16,857,512	11,832,461	2,397,505	659.61	41	4,251	2,662	2,425	22,128,208
Black and tile and condensed milk	7	38,757	105,460	26,327	1,144.65	15	8	23	25	2,116,272
Black and tile	7	3,834,412	690,438	710,567	1,081.13	676	676	885	770	2,116,272
Car repairs and construction	7	259,100	1,109,839	44,413	888.26	47	8	50	35	1,257,864
Cement	6	6,055,335	1,288,037	698,578	1,107.54	837	109	721	105	5,449,111
Confectionery	10	50,376	90,652	19,222	498.83	30	21	34	31	89,500
Electric light, heat and power	10	2,664	11,205	987.00	1,111.11	11	11	11	11	69,606
Foundry and machine-shop products	10	30,900	65,145	20,680	902.58	13	1	11	89	409,548
Leather goods	4	48,119	8,086	7,846	833.08	6	6	12	7	84,200
Mar goods	10	29,500	9,201	845.82	10	11	11	8	16	84,200
Printing and publishing	10	67,331	28,000	10,000	823.50	4	2	6	6	201,414
Tobacco, cigars and smoking	9	4,876,875								

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 products		
						Males		Females			Both sexes	Inmate number
						Average number	Peak number	Average number	Peak number			
Clark county	1	2,350	5,416	7,417	747.70	6	4	4	10	86,716		
Printing and publishing	1	2,350	5,416	7,417	747.70	6	4	4	10	24,716		
Other industries	1	2,350	5,416	7,417	747.70	6	4	4	10	1,400		
Clay county	7	216,184	449,422	86,772	841.40	89	12	12	72	689,097		
Artificial stone	1	216,184	449,422	86,772	841.40	89	12	12	72	24,000		
Bread and other bakery products	1	34,200	54,200	1,176	565.00	9	1	1	9	24,000		
Butter, cheese and condensed milk	1	22,721	31,256	7,129	1,017.00	4	1	1	4	140,367		
Canned goods	1	1,017.00	1,017.00	1,017.00	1,017.00	1	1	1	1	185,000		
Other industries	5	129,210	127,114	13,946	696.43	15	9	9	21	185,000		
Clinton county	10	262,612	522,222	262,222	822.54	219	63	63	207	1,450,440		
Butter, cheese and condensed milk	10	74,797	97,096	24,271	300.23	63	18	18	494	1,450,440		
Bread and other bakery products	1	41,280	62,417	45,885	600.23	83	64	64	196	185,000		
Butter, cheese and condensed milk	1	3,500	5,000	1,500	425.00	3	3	3	10	185,000		
Straw, wagon and materials	1	1,000	1,000	1,000	1,000.00	1	1	1	1	185,000		
Printing and publishing	1	12,277	12,277	780	300.00	2	2	2	5	185,000		
Leather goods	1	1,000	1,000	1,000	1,000.00	1	1	1	1	185,000		
Other industries	7	28,000	32,000	9,000	485.00	11	8	8	18	37,914		
Clinton county	10	328,515	172,276	109,074	553.07	123	74	74	167	306,979		
Clinton county	10	328,515	172,276	109,074	553.07	123	74	74	167	306,979		
Bread and other bakery products	4	661,126	1,011,555	2,066,222	272.00	119	119	119	209	1,011,555		
Brick and tile	1	26,000	3,609	6,145	662.55	9	9	9	22	11,200		
Iron and steel	1	27,542	30,067	6,030	692.00	10	10	10	8	38,000		
Bread and other bakery products	1	29,518	17,113	28,564	640.15	42	44	44	34	35,412		
Butter, cheese and condensed milk	1	174,200	122,000	58,044	448.76	112	126	79	160	209,432		
Clothing, women's	1	65,000	105,000	9,260	536.70	49	43	53	57	311,581		
Food preparations	1	3,103,508	8,178,642	208,892	1,144.21	347	2	2	349	10,445,513		
Printing and publishing	1	1,514,502	952,210	789,371	1,744.44	361	32	32	394	1,291,210		
Leather goods	1	1,289,201	692,288	310,789	873.00	256	256	256	332	1,291,210		
Lumber and timber products	1	81,253	22,512	7,267	652.28	11	1	1	12	182,482		
Mineral and soda water	1	81,253	22,512	7,267	652.28	11	1	1	12	39,482		

STATISTICS OF MANUFACTURES

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 products		
						Males		Females			Both sexes	Inmate number
						Average number	Peak number	Average number	Peak number			
Clark county	1	2,350	5,416	7,417	747.70	6	4	4	10	86,716		
Printing and publishing	1	2,350	5,416	7,417	747.70	6	4	4	10	24,716		
Other industries	1	2,350	5,416	7,417	747.70	6	4	4	10	1,400		
Clay county	7	216,184	449,422	86,772	841.40	89	12	12	72	689,097		
Artificial stone	1	216,184	449,422	86,772	841.40	89	12	12	72	24,000		
Bread and other bakery products	1	34,200	54,200	1,176	565.00	9	1	1	9	24,000		
Butter, cheese and condensed milk	1	22,721	31,256	7,129	1,017.00	4	1	1	4	140,367		
Canned goods	1	1,017.00	1,017.00	1,017.00	1,017.00	1	1	1	1	185,000		
Other industries	5	129,210	127,114	13,946	696.43	15	9	9	21	185,000		
Clinton county	10	262,612	522,222	262,222	822.54	219	63	63	207	1,450,440		
Butter, cheese and condensed milk	10	74,797	97,096	24,271	300.23	63	18	18	494	1,450,440		
Bread and other bakery products	1	41,280	62,417	45,885	600.23	83	64	64	196	185,000		
Butter, cheese and condensed milk	1	3,500	5,000	1,500	425.00	3	3	3	10	185,000		
Straw, wagon and materials	1	1,000	1,000	1,000	1,000.00	1	1	1	1	185,000		
Printing and publishing	1	12,277	12,277	780	300.00	2	2	2	5	185,000		
Leather goods	1	1,000	1,000	1,000	1,000.00	1	1	1	1	185,000		
Other industries	7	28,000	32,000	9,000	485.00	11	8	8	18	37,914		
Clinton county	10	328,515	172,276	109,074	553.07	123	74	74	167	306,979		
Clinton county	10	328,515	172,276	109,074	553.07	123	74	74	167	306,979		
Bread and other bakery products	4	661,126	1,011,555	2,066,222	272.00	119	119	119	209	1,011,555		
Brick and tile	1	26,000	3,609	6,145	662.55	9	9	9	22	11,200		
Iron and steel	1	27,542	30,067	6,030	692.00	10	10	10	8	38,000		
Bread and other bakery products	1	29,518	17,113	28,564	640.15	42	44	44	34	35,412		
Butter, cheese and condensed milk	1	174,200	122,000	58,044	448.76	112	126	79	160	209,432		
Clothing, women's	1	65,000	105,000	9,260	536.70	49	43	53	57	311,581		
Food preparations	1	3,103,508	8,178,642	208,892	1,144.21	347	2	2	349	10,445,513		
Printing and publishing	1	1,514,502	952,210	789,371	1,744.44	361	32	32	394	1,291,210		
Leather goods	1	1,289,201	692,288	310,789	873.00	256	256	256	332	1,291,210		
Lumber and timber products	1	81,253	22,512	7,267	652.28	11	1	1	12	182,482		
Mineral and soda water	1	81,253	22,512	7,267	652.28	11	1	1	12	39,482		
Delaware county	12	89,255	121,606	29,222	777.12	148	246	450	450	1,312,862		
Artificial stone	1	78,400	112,417	112,417	1,124.17	133	10	10	10	200,000		
Brick and tile	4	430,645	145,054	824.41	824.41	133	10	10	10	200,000		
Butter, cheese and condensed milk	1	251,102	319,427	22,658	906.52	11	6	6	22	454,742		
Canned goods	1	1,000	1,000	1,000	1,000.00	1	1	1	1	185,000		
Printing and publishing	1	1,201	1,201	1,201	1,201.00	1	1	1	1	185,000		
Washing machines	1	174,532	41,819	19,121	416.43	36	31	31	43	31,519		
Other industries	12	314,498	79,345	197,827	994.35	199	150	222	222	166,365		
Delaware county	12	89,255	121,606	29,222	777.12	148	246	450	450	1,312,862		
Artificial stone	1	78,400	112,417	112,417	1,124.17	133	10	10	10	200,000		
Brick and tile	4	430,645	145,054	824.41	824.41	133	10	10	10	200,000		
Butter, cheese and condensed milk	1	251,102	319,427	22,658	906.52	11	6	6	22	454,742		
Canned goods	1	1,000	1,000	1,000	1,000.00	1	1	1	1	185,000		
Printing and publishing	1	1,201	1,201	1,201	1,201.00	1	1	1	1	185,000		
Washing machines	1	174,532	41,819	19,121	416.43	36	31	31	43	31,519		
Other industries	12	314,498	79,345	197,827	994.35	199	150	222	222	166,365		
Davis county	7	69,255	42,554	10,646	480.75	16	5	5	12	29,200		
Printing and publishing	1	21,100	4,200	5,437	381.20	11	2	2	5	29,200		
Other industries	6	48,155	19,658	5,209	480.75	5	3	3	7	46,700		
Dearing county	12	512,271	329,627	12,823	650.00	5	1	1	5	300,000		
Bread and other bakery products	1	15,500	14,000	2,600	650.00	1	1	1	1	300,000		
Printing and publishing	2	209,723	19,612	18,747	699.33	23	28	28	30	78,714		
Other industries	9	129,251	297,024	31,809	783.43	27	1	1	40	341,624		
Delaware county	12	512,271	329,627	12,823	650.00	5	1	1	5	300,000		
Butter, cheese and condensed milk	6	62,683	814,949	26,357	880.25	29	1	1	30	655,112		
Artificial stone	1	16,410	1,831	5,509	330.00	1	1	1	1	5,265		
Printing and publishing	1	1,201	1,201	1,201	1,201.00	1	1	1	1	185,000		
Tobacco, cigars and smoking	2	2,850	4,976	2,535	871.00	1	1	1	1	31,297		
Other industries	10	34,110	41,800	10,943	646.82	15	2	2	17	66,257		
Delaware county	12	512,271	329,627	12,823	650.00	5	1	1	5	300,000		
Butter, cheese and condensed milk	6	62,683	814,949	26,357	880.25	29	1	1	30	655,112		
Artificial stone	1	16,410	1,831	5,509	330.00	1	1	1	1	5,265		
Printing and publishing	1	1,201	1,201	1,201	1,201.00	1	1	1	1	185,000		
Tobacco, cigars and smoking	2	2,850	4,976	2,535	871.00	1	1	1	1	31,297		
Other industries	10	34,110	41,800	10,943	646.82	15	2	2	17	66,257		
Delaware county	12	512,271	329,627	12,823	650.00	5	1	1	5	300,000		
Butter, cheese and condensed milk	6	62,683	814,949	26,357	880.25	29	1	1	30	655,112		
Artificial stone	1	16,410	1,831	5,509	330.00	1	1	1	1	5,265		
Printing and publishing	1	1,201	1,201	1,201	1,201.00	1	1	1	1	185,000		
Tobacco, cigars and smoking	2	2,850	4,976	2,535	871.00	1	1	1	1	31,297		
Other industries	10	34,110	41,800	10,94								

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		
Greene county	18	118,851	112,852	84,670	178.12	69	11	80	27	282,548
Leather goods.....	1	3,525	3,525	750	750.00	1	1	1	7	6,300
Printing and publishing.....	6	40,120	8,532	7,716	128.53	20	10	10	24	6,300
Other industries.....	6	105,741	101,800	17,204	786.50	19	1	19	24	122,948
Guilford county	80	158,680	181,307	89,102	718.20	89	71	89	97	187,574
Butter, cheese and condensed milk.....	1	3,600	3,600	3,600	3,600.00	1	1	1	1	3,600
Leather goods.....	1	5,800	7,450	1,754	871.00	4	2	2	4	9,300
Printing and publishing.....	1	21,400	39,540	8,700	712.34	11	9	11	14	81,500
Other industries.....	77	128,480	129,717	70,648	712.00	66	61	66	77	142,772
Hamilton county	21	1,229,278	177,423	199,212	312.00	208	161	167	117	214,522
Butter, cheese and condensed milk.....	1	206,150	15,122	7,660	857.50	1	1	1	1	21,752
Leather goods.....	1	17,600	2,160	1,154	651.00	2	1	1	2	2,440
Printing and publishing.....	1	18,000	18,000	18,000	18,000.00	1	1	1	1	18,000
Other industries.....	18	890,428	202,341	71,584	129.40	79	58	53	172	440,134
Hancock county	10	81,678	107,559	39,210	633.70	10	8	8	10	151,551
Butter, cheese and condensed milk.....	1	6,200	4,800	4,800	4,800.00	1	1	1	1	6,200
Printing and publishing.....	1	38,742	6,265	8,229	717.81	9	2	2	11	20,000
Other industries.....	8	9,730	13,156	3,237	675.40	9	5	5	6	25,000
Hardin county	35	1,117,733	1,011,537	805,281	669.00	433	11	139	137	1,217,069
Bread and other bakery products.....	1	17,000	24,422	8,642	617.28	8	6	14	13	31,700
Butter, cheese and condensed milk.....	1	8,200	21,130	1,000	1,000.00	1	1	1	3	25,000
Flour-mill and grain-mill products.....	4	435,000	48,761	12,300	800.60	13	11	13	21	75,000
Leather goods.....	1	237,182	182,000	40,101	424.34	37	35	37	42	205,400
Printing and publishing.....	1	20,300	2,900	1,108	108.00	1	1	1	1	6,200
Other industries.....	10	90,721	31,745	109,408	849.25	110	116	116	115	432,200
Harbison county	11	514,025	621,562	102,861	712.12	62	63	62	62	679,617
Electric light, heat and power.....	1	609,150	68,506	8,960	643.95	5	5	5	5	288,118
Flour-mill and grain-mill products.....	1	70,766	82,316	8,135	813.20	1	1	1	1	14,712
Leather goods.....	1	119,210	5,388	8,302	638.61	4	4	4	4	14,712
Other industries.....	7	217,259	28,388	42,417	845.77	50	47	50	52	46,557
Henry county	35	189,681	109,180	79,218	179.34	16	16	16	16	209,700
Electric light, heat and power.....	1	10,070	11,110	694.37	694.37	1	1	1	1	24,200
Flour-mill and grain-mill products.....	1	85,800	20,820	3,801	424.45	3	3	3	3	34,200
Leather goods.....	1	15,700	6,300	1,650	350.00	1	1	1	1	42,774
Minor and soda waters.....	1	41,141	6,446	6,881	639.48	7	4	4	4	36,037
Printing and publishing.....	1	318,501	137,200	47,746	872.00	4	1	1	4	9,700
Other industries.....	30	110,569	60,900	40,746	209.47	42	40	42	42	272,000
Howard county	21	261,746	277,808	47,774	654.37	62	63	62	62	487,231
Butter, cheese and condensed milk.....	1	20,335	18,750	5,999	642.80	1	1	1	1	48,200
Electric light, heat and power.....	1	102,665	5,688	3,300	840.00	4	4	4	4	42,800
Flour-mill and grain-mill products.....	1	24,700	19,300	3,103	630.00	5	5	5	5	18,804
Leather goods.....	1	13,600	4,206	2,282	716.40	4	4	4	4	16,670
Printing and publishing.....	1	21,000	81,105	15,202	800.20	27	21	20	28	20,000
Other industries.....	17	1,282,146	159,961	27,464	712.12	71	71	71	83	532,844
Humboldt county	2	20,300	32,306	12,056	861.13	14	14	14	14	60,500
Butter, cheese and condensed milk.....	1	10,000	10,000	10,000	10,000.00	1	1	1	1	10,000
Electric light, heat and power.....	1	45,484	13,724	2,200	1,007.65	3	3	3	3	47,200
Leather goods.....	1	19,710	5,115	6,165	560.18	5	4	4	6	28,500
Printing and publishing.....	1	1,687,055	273,259	14,470	699.65	20	1	1	13	32,850
Other industries.....	1	209,680	17,211	32,571	821.00	10	10	10	10	50,000
Ide county	2	102,500	91,375	12,200	1,100.00	11	9	9	11	22,500
Butter, cheese and condensed milk.....	1	10,000	10,000	10,000	10,000.00	1	1	1	1	10,000
Electric light, heat and power.....	1	61,100	3,970	5,775	919.44	9	9	9	9	22,500
Other industries.....	1	31,300	76,405	6,680	608.00	1	1	1	1	50,000
Iowa county	13	187,350	187,350	32,300	633.80	32	6	10	10	104,718
Butter, cheese and condensed milk.....	1	2,000	1,500	845	422.50	1	1	1	1	2,000
Leather goods.....	1	9,035	9,200	4,728	730.00	1	1	1	1	9,035
Printing and publishing.....	1	32,000	6,474	6,484	611.25	18	5	6	5	28,500
Other industries.....	10	87,000	67,673	12,870	613.25	18	3	21	10	108,643
Jackson county	21	310,200	633,450	79,201	707.63	108	10	110	65	791,414
Bread and other bakery products.....	1	2,942	9,301	1,820	610.00	1	1	1	1	500,000
Butter, cheese and condensed milk.....	1	16,812	132,306	21,802	850.07	27	25	27	27	41

TABLE NO. 2.

Cottons and Industries

Cottons and Industries	Number of establishments	Capital invested	Value of stock and materials used	Amounts of wages paid during the year	Average yearly earnings	Wage-Earners Employed			Value of product
						Average Number			
						Males	Females	Both sexes	
Bulkhead steel	44	84,596	19,711	25,984	109	53	33	59	48,140
Printing and publishing	4	135,271	85,259	16,221	737,35	1	1	41	115,563
Other industries	17	1,898,586	772,858	674,588	659,55	224	168	1,058	2,873,163
Artificial stone	3	3,146	1,012	555,50	1,144	1	1	169	1,490,000
Brick and tile	64	64,674	3,396	7,398	249,15	13	13	29	14,540
Brick and tile, pressed	25	63,798	3,325	6,979	245,29	1	1	26	14,300
Flour-mill and grist-mill products	68	7,825	45,798	105,49	879,29	6	125	91	345,747
Foundry and machine-shop products	67	63,835	109,706	169,549	679,29	121	6	172	50,789
Iron and steel	6	8,459	8,031	8,811	881,10	10	10	7	50,384
Iron and steel, cast	6	8,459	8,031	8,811	881,10	10	10	7	50,384
Printing and publishing	65	65,575	16,348	19,131	726,57	6	5	24	65,271
Signs and advertising novelties	2	65,020	72,303	18,410	547,35	9	25	34	148,601
Other industries	10	207,380	137,717	134,564	671,35	40	4	102	2,659,674
Jefferson county	2	2,022,812	1,282,548	297,298	709,47	178	89	267	2,494,796
Artificial stone	1	18,459	6,527	2,970	562,50	1	1	1	1,410,000
Brick and tile	15	15,250	13,889	17,209	696,26	27	27	39	50,607
Brick and tile, pressed	15	15,250	13,889	17,209	696,26	27	27	39	50,607
Flour-mill and grist-mill products	58	58,103	7,503	11,729	609,00	6	4	10	34,613
Printing and publishing	4	7,255	5,408	5,465	609,00	6	4	10	34,613
Tobacco, cigars and smoking	501	501,680	545,820	115,450	827,45	110	84	209	111,729
Other industries	54	2,859,682	1,618,872	171,685	765,62	79	50	129	849,172
Johnson county	14	38,700	54,490	8,518	831,80	9	1	10	71,688
Bread and other bakery products	14	38,700	54,490	8,518	831,80	9	1	10	71,688
Brick and tile	13	13,000	3,500	5,500	603,55	9	9	17	12,500
Flour-mill and grist-mill products	214	214,000	106,294	21,211	812,80	6	18	26	202,207
Printing and publishing	20	20,072	29,301	29,118	716,40	3	6	10	101,483
Tobacco, cigars and smoking	1	1,940,829	1,687,897	102,932	737,35	112	118	182	708,173

Johnson county	14	38,700	54,490	8,518	831,80	9	1	10	71,688
Bread and other bakery products	14	38,700	54,490	8,518	831,80	9	1	10	71,688
Brick and tile	13	13,000	3,500	5,500	603,55	9	9	17	12,500
Flour-mill and grist-mill products	214	214,000	106,294	21,211	812,80	6	18	26	202,207
Printing and publishing	20	20,072	29,301	29,118	716,40	3	6	10	101,483
Tobacco, cigars and smoking	1	1,940,829	1,687,897	102,932	737,35	112	118	182	708,173
Lee county	84	19,287,261	9,268,797	2,894,736	739,08	2,672	618	3,046	16,618,064
Agricultural implements	2	188,225	296,247	12,083	651,37	169	167	145	2,022,310
Brick and tile	13	13,000	3,500	5,500	603,55	9	9	17	12,500
Bread and other bakery products	179	179,088	29,834	78,548	795,48	50	50	50	341,281
Brick and tile	67	67,269	7,446	4,205	413,00	7	11	11	14,340
Butter, cheese and condensed milk	202	202,965	175,942	62,022	711,30	17	9	169	100,100
Flour-mill and grist-mill products	6	102,473	33,772	50,314	696,08	11	42	22	227
Canning and preserving	70	70,996	30,565	15,640	558,57	28	12	36	47,058
Cheerups, wafers and materials	34	34,000	12,019	19,700	210,35	23	23	23	87,500
Copper, tin and sheet-iron products	5	5,000	1,000	1,000	900,75	3	3	3	47,000
Foundry and machine-shop products	4	4,000,000	4,000,000	4,000,000	4,000,000	4	4	4	4,000,000
Foundry and machine-shop products	113	113,883	46,707	781,600	781,600	203	113	320	847,545
Gas, illuminating and heating	1	1,000	1,000	1,000	1,000	1	1	1	1,000
Lumber products	38	38,561	3,851	3,851	3,851	17	15	23	64,198
Lumber and timber products	38	38,561	3,851	3,851	3,851	17	15	23	64,198
Marble and stone work	48	48,346	3,506	3,506	3,506	97	92	109	274,761
Mineral and soda waters	1	1,000	1,000	1,000	1,000	1	1	1	71,000
Printing and publishing	20	20,000	20,000	20,000	20,000	13	13	13	275,400
Patent medicines, druggists' preparations	668	668,564	277,334	16,630	666,80	11	14	25	1,298,778
Printing and publishing	84	84,289	28,576	21,665	893,28	24	8	32	107,123
Tobacco, cigars and smoking	13	13,103	21,940	21,940	21,940	3	3	3	71,996
Other industries	11	2,667,384	1,270,141	777,25	1,280	1,038	1,236	1,068	8,286,000

TABLE NO. 2.

Counties and Industries

County and Industry	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		Greatest number		
						Males	Females			Both sexes
Lincoln county										
Artificial stone	10	56,862,057	61,067,701	4,157,157	738.80	4,606	619	4,918	7,093	71,897,725
Brick and tile	13	13,054	15,700	2,905	1,700	4	4	2	9	16,377
Bread and other bakery products	11	145,988	340,042	18,533	632.04	510	14	517	71	329,147
Butter, cheese and condensed milk	12	32,357	695,413	31,384	923.06	29	31	23	43	699,839
Canning and preserving	13	131,300	74,302	684,514	193.31	15	15	27	208	1,085,887
Cheese and dairy products	14	33,509	142,562	23,271	463.48	5	67	72	101	179,410
Confectionery	15	33,309	340,331	50,298	437.40	31	31	116	97	495,401
Cooking, eating and drinking	16	1,780	9,452	4,851	895.50	6	9	7	10	12,185
Cutlery and tools	17	4,780	1,052	4,851	895.50	6	9	7	10	12,185
Electric light, heat and power	18	14,131,795	620,221	287,816	525.34	684	684	641	761	2,413,260
Four-mill and grist-mill products	19	10,620,331	37,450	1,660,170	737.70	1,540	333	1,873	2,217	40,205,711
Foundry and machine-shop products	20	788,853	360,867	138,000	788.81	171	4	175	134	671,250
Fur goods	21	42,321	12,321	14,000	988.88	9	9	8	33	39,660
Hardware	22	19,875	10,875	108,750	788.81	171	4	175	134	671,250
Lumber and timber products	23	830,428	167,245	108,750	788.81	171	4	175	134	671,250
Marble and stone work	24	19,875	10,875	108,750	788.81	171	4	175	134	671,250
Paints, medicines, druggists' preparations	25	629,162	20,162	317,644	817.37	26	26	20	30	382,204
Printing and publishing	26	707,457	40,231	62,894	645.30	96	1	97	84	171,251
Textile mill products	27	11,043	15,158	9,117	300.03	12	14	36	13	171,251
Tobacco, cigars and smoking	28	6,122,890	11,094,419	569,215	1,088	164	1,252	1,003	1,714	19,202,379
Other industries										
London county										
Brooms, brushes and brushes	10	161,408	166,416	74,746	748.80	69	16	109	27	233,837
Buttons, beads and buttons	11	31,909	34,202	35,839	387.21	61	61	41	81	60,088
Canning and preserving	12	33,225	3,225	4,466	646.60	5	5	10	10	20,482
Printing and publishing	13	22,225	3,225	4,466	646.60	5	5	10	10	20,482
Other industries										
Lucas county										
Ceramics, ware and materials	10	292,289	111,219	88,800	797.02	47	0	52	27	231,680
Cheese and dairy products	11	13,943	1,943	9,178	807.69	19	19	16	21	22,600
Other industries	12	185,707	131,659	24,013	619.95	4	4	11	42	802,977
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
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Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
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Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
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Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14	2	16	13	104,978
Butter, cheese and condensed milk	13	17,105	7,105	11,957	617.96	7	4	12	12	67,638
Canning and preserving	14	64,250	8,250	7,241	1,106.35	7	7	7	9	31,349
Other industries										
Madison county										
Artificial stone	10	511,652	295,239	18,238	1,036.17	22	0	28	61	417,678
Brick and tile	11	18,240	29,534	9,130	1,707.90	18	18	17	19	38,552
Bread and other bakery products	12	181,245	6,306	15,310	894.37	14				

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 products
						Males	Females	Total		
Michigan county										
Bread and other bakery products	4	54,730	615,818	44,837	83,869	49	19	67	77	613,161
Flour-mill and grist-mill products	1	8,150	2,798	21,483	1,113	14	13	26	13	5,790
Printing and publishing	4	44,000	1,400,000	403	231,55	15	15	30	15	81,775
Tobacco, cigars and smoking	4	41,300	21,400	403	231,55	15	15	30	15	27,145
Other industries	4	24,250	13,650	14,215	239,50	12	12	24	12	46,700
Monona county										
Printing and publishing	1	217,173	172,819	47,897	713,79	47	6	53	49	813,145
Other industries	6	174,000	165,888	20,223	324,52	22	23	45	28	215,379
Monroe county										
Bread and other bakery products	12	200,617	60,831	49,831	655,96	54	8	62	73	414,006
Flour-mill and grist-mill products	4	15,528	11,914	18,249	523,49	15	6	21	11	45,472
Tobacco, cigars and smoking	4	153,219	293,475	22,069	627,15	31	1	32	26	41,343,530
Other industries	4	4,609,263	2,612,652	661,851	909,15	207	607	814	606	2,683,097
Montcalm county										
Artificial stone	1	47,678	59,865	29,465	502,95	39	18	57	40	125,800
Bricks and other bakery products	1	26,075	8,328	1,006	333,00	1	1	2	1	11,775
Brown	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Butter, cheese and condensed milk	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Flour-mill and grist-mill products	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Muscatine county										
Artificial stone	69	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Northampton county										
Artificial stone	69	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Oneida county										
Artificial stone	1	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Orleans county										
Artificial stone	1	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Oswego county										
Artificial stone	1	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Polk county										
Artificial stone	1	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Polk Alto county										
Artificial stone	1	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Plymouth county										
Artificial stone	1	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771,00	6	6	12	6	25,461
Butter, cheese and condensed milk	1	17,801	10,504	1,006	333,00	1	1	2	1	11,775
Flour-mill and grist-mill products	1	27,614	15,821	13,404	1,079,54	48	6	54	37	530,112
Printing and publishing	1	64,709	32,892	12,997	722,05	14	4	18	17	53,085
Textiles	1	2,000	2,000	1,761	587,00	3	1	4	3	3,008
Tobacco, cigars and smoking	1	2,331,264	69,543	15,983	608,30	97	239	336	272	1,138,977
Other industries	1	1,679,214	1,681,244	1,681,244	608,30	1,681	679	2,360	272	2,281,289
Polk Alto county										
Artificial stone	1	26,075	8,328	1,006	333,00	10	10	20	14	29,524
Bricks and other bakery products	1	17,587	7,209	1,006	333,00	1	1	2	1	11,775
Brown	1	24,077	11,912	4,620	771					

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		
						Males		Females			Smallest number	Greatest number
						Average number	Peak season	Average number	Peak season			
Peachblow county	12	1,071,587	149,475	63,878	1,071,17	77	8	69	5	611,751		
Bacon, cheese and condensed milk	2	21,700	41,865	3,720	919,00	10	2	12	11	15,537		
Bread and confectionery	4	46,300	5,413	9,478	789,83	10	4	12	11	33,387		
Other industries	6	1,088,587	77,247	41,128	1,162,31	44	4	64	5	134,387		
Polk county	81	52,281,442	18,038,495	8,809,769	868,831	5,299	7,182	5,411	9,189	50,459,173		
Baking, bread and confectionery	1	1,104,128	36,147	752,33	752,33	30	14	34	29	61,412		
Blacking, cleaning and polishing preparations	1	1,104,128	36,147	752,33	752,33	30	14	34	29	61,412		
Bread and other bakery products	17	528,464	966,542	135,656	675,15	154	76	229	212	245,710		
Butter and lard	1	1,104,128	36,147	752,33	752,33	30	14	34	29	61,412		
Canning and preserving	4	59,656	705,753	35,198	753,29	31	17	46	55	129,148		
Cheese and condensed milk	4	59,656	705,753	35,198	753,29	31	17	46	55	129,148		
Clothing, men's	5	292,372	101,973	1,115,354	855,98	115	4	119	95	141,000		
Clothing, women's	5	292,372	101,973	1,115,354	855,98	115	4	119	95	141,000		
Copper, tin and sheet-iron products	0	36,105	113,350	41,704	514,86	11	70	81	68	101,281		
Dairymen's, milk and poultry supplies	0	298,694	155,674	177,517	739,38	71	102	176	115	229		
Foundry and machine-shop products	2	33,800	64,603	32,348	345,77	19	14	14	13	475,131		
Furniture and household goods	2	1,011,658	1,270,297	839,143	809,09	377	40	417	303	252		
Furnishing goods, men's	4	101,844	44,911	57,616	879,61	10	10	10	10	120,499		
Furniture and refrigerators	4	199,699	100,553	75,006	846,66	60	10	10	10	120,499		
Gloves, hosiery and knit goods	4	199,699	100,553	75,006	846,66	60	10	10	10	120,499		
Hats and caps	7	84,847	85,074	46,223	829,34	31	51	85	74	102		
Ice, manufactured	0	42,000	1,701	1,704	862,66	9	9	9	8	174,800		
Leather goods	0	569,747	144,467	179,235	1,147,77	62	4	212	223	169,439		
Lumber and timber products	0	298,296	10,796	10,796	1,147,77	62	4	212	223	169,439		
Machinery and electrical apparatus	0	177,587	37,183	77,000	777,00	20	1	21	19	271,244		
Mixed and soda waters	1	177,587	37,183	77,000	777,00	20	1	21	19	271,244		
Patent medicines, druggists' preparations	1	1,469,310	69,977	131,907	572,50	41	10	207	225	1,180,789		
Printing and publishing	4	201,195	261,343	80,085	774,47	101	14	113	113	464,927		

STATISTICAL OF MANUFACTURES

Printing and publishing	49	3,072,720	1,429,750	796,485	868,27	674	182	554	743	1,007	4,139,728
Bread and other bakery products	79	2,741,970	2,812,850	1,997,797	719,69	1,163	259	1,788	1,437	2,169	8,281,448
Bacon, cheese and condensed milk	5	31,119	16,561	2,760	455,00	17	12	15	15	16	28,811
Bread and other bakery products	4	140,829	152,717	37,518	879,49	26	7	45	40	42	241,045
Carrriages, wagons and materials	4	130,645	123,094	30,881	908,26	34	14	31	42	46	191,485
Confabrics and construction	2	765,882	685,188	182,530	472,13	147	264	307	337	442	1,027,730
Electric light, heat and power	7	131,533	69,891	81,533	359,20	24	12	45	45	45	156,758
Four-mill and grist-mill products	2	137,888	218,653	11,275	127,60	10	10	7	12	12	691,159
Foundry and machine-shop products	12	118,572	141,308	14,000	770,47	30	24	24	24	24	109,171
Leather goods	34	34,000	58,300	11,623	339,55	14	14	14	14	14	51,000
Mixed and soda waters	37	494,297	29,784	4,658	379,75	7	8	8	8	8	48,839
Patent medicines, druggists' preparations	17	118,572	141,308	14,000	642,97	27	29	21	29	21	217,559
Remedies, stock and poultry	13	280,025	42,901	12,184	401,33	9	11	12	12	12	235,201
Tobacco, cigars and smoking	17	18,192	15,405	12,899	716,61	14	4	23	18	19	79,888
Other industries	17	849,739	1,251,813	146,278	661,92	137	30	123	148	340	1,473,011
Townshend county	81	3,009,261	1,011,833	108,688	611,07	208	49	876	876	1,165	7,746,773
Bread and other bakery products	10	10,973	18,540	4,172	694,33	4	2	6	6	6	29,000
Bacon, cheese and condensed milk	9	89,853	3,931	12,233	843,31	19	3	19	3	30	28,171
Bread and confectionery	7	102,659	36,795	21,728	724,60	21	0	20	27	23	72,341
Printing and publishing	11	1,781,899	859,496	119,415	374,11	154	34	209	169	366	1,817,951
Other industries	0	14,200	51,017	1,561	577,55	1	1	1	1	1	61,030
Bread and other bakery products	1	1,200	1,714	245,00	1,200,00	1	1	1	1	1	3,480
Printing and publishing	1	10,000	30,000	1,350,000	1,350,000	1	1	1	1	1	65,000
Other industries	45	623,519	661,217	197,567	395,67	159	81	159	159	159	661,691
Butter, cheese and condensed milk	3	8,855	53,600	3,255	705,25	4	4	4	4	4	56,996
Confectionery	9	9,315	19,000	4,469	745,69	5	1	6	4	7	21,966
Foundry and machine-shop products	2	21,011	34,005	3,123	770,75	3	0	3	3	3	41,323
Printing and publishing	10	67,000	114,833	17,303	785,50	13	9	22	15	24	44,038
Other industries	4	201,195	261,343	80,085	774,47	101	14	113	113	400	648,927

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 products		
						Average Number		Smallest number	Greatest number			
						Males	Females				Both sexes	
Wright county.....	26	859,456	519,271	691,482	619.11	9	774	1,011	5	11	1,011	26,435
Acetylene.....	1	66,692	15,685	31,727	632.15	14	14	14	14	14	14	66,479
Butter, cheese and condensed milk.....	10	24,300	191,074	137,968	996.00	8	74	88	6	6	88	203,585
Car repairs and construction.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Electric lights, heat and power.....	1	.....	36,852	1,262,392	729.26	10	103	171	115	115	171	1,133
Food products.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Printing and publishing.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other industries.....	15	24,300	30,286	1,603	891.60	7	9	9	4	4	9	44,616
	26	859,456	70,878	1,603	619.11	9	774	1,011	5	11	1,011	51,155
	26	859,456	70,878	1,603	619.11	9	774	1,011	5	11	1,011	51,155

TABLE NO. 3.—WAGE EARNERS BY MONTHS.
Number Employed in Each Industry, by Months, During 1917, According to Sex.

Industries and Sex	Average number employed	Month													
		January	February	March	April	May	June	July	August	September	October	November	December		
Total for the State.....	71,691	70,454	70,177	69,674	69,267	69,267	70,248	71,469	70,591	71,261	71,691	71,261	71,691	71,261	71,691
Males.....	50,253	49,451	49,045	48,540	48,134	48,134	49,126	50,318	49,510	50,002	50,494	50,494	50,494	50,494	50,494
Females.....	19,281	19,223	19,029	19,029	19,029	19,029	19,029	19,029	19,029	19,029	19,029	19,029	19,029	19,029	19,029
Agricultural implements.....	1,281	1,223	1,203	1,274	1,186	1,186	1,213	1,274	1,274	1,274	1,274	1,274	1,274	1,274	1,274
Males.....	1,248	1,197	1,177	1,244	1,154	1,154	1,181	1,244	1,244	1,244	1,244	1,244	1,244	1,244	1,244
Females.....	33	26	26	30	32	32	32	30	30	30	30	30	30	30	30
Artificial stone.....	119	147	115	180	167	167	167	167	167	167	167	167	167	167	167
Males.....	117	145	114	178	165	165	165	165	165	165	165	165	165	165	165
Females.....	2	2	1	2	2	2	2	2	2	2	2	2	2	2	2
Automobiles, bodies and parts.....	2	2	1	2	2	2	2	2	2	2	2	2	2	2	2
Males.....	2	2	1	2	2	2	2	2	2	2	2	2	2	2	2
Females.....	19	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Auto tires.....	205	187	182	173	181	180	180	180	180	180	180	180	180	180	180
Males.....	204	186	181	171	180	179	179	179	179	179	179	179	179	179	179
Females.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Awings, tents and sails.....	79	52	55	63	64	63	64	63	64	63	64	63	64	63	64
Males.....	47	37	37	38	38	37	38	38	38	38	38	38	38	38	38
Females.....	32	15	18	25	26	26	26	25	26	26	26	25	26	26	26
Baskets, rattan and willow wares.....	113	120	110	119	117	117	118	113	113	113	113	113	113	113	113
Males.....	43	38	38	38	37	37	37	37	37	37	37	37	37	37	37
Females.....	70	82	72	81	80	80	81	76	76	76	76	76	76	76	76
Blastic, cleaning and polishing prep.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Males.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Females.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Boots and shoes.....	613	629	619	634	654	677	660	613	606	612	612	612	612	612	612
Males.....	222	239	242	259	269	285	275	255	253	259	254	253	253	253	253
Females.....	391	390	377	375	385	392	385	357	353	353	359	359	359	359	359
Boxes, cigar.....	75	72	76	75	77	74	76	79	77	77	76	78	75	74	73
Males.....	75	72	76	75	77	74	76	79	77	77	76	78	75	74	73
Females.....	29	29	28	28	29	27	29	27	27	27	26	26	25	24	24
Boxes, tin and paper.....	139	147	145	147	148	147	148	148	148	148	148	148	148	148	148
Males.....	139	147	145	147	148	147	148	148	148	148	148	148	148	148	148
Females.....	29	28	28	27	27	27	27	27	27	27	27	27	27	27	27
Braz and bronzo products.....	112	115	113	113	112	109	101	112	110	110	110	110	110	110	110
Males.....	107	104	105	104	104	104	104	104	104	104	104	104	104	104	104
Females.....	5	11	8	9	8	5	7	8	6	6	6	6	6	6	6

TABLE NO. 3.

Industries and Sex	Average number employed	January	February	March	April	May	June	July	August	September	October	November	December
Bread and other bakery products													
Males	1,599	1,566	1,587	1,611	1,642	1,623	1,620	1,599	1,619	1,624	1,565	1,569	1,559
Females	1,071	1,102	1,059	1,076	1,091	1,076	1,074	1,069	1,085	1,094	1,043	1,027	1,059
Brick and tile	528	464	528	535	551	547	546	530	534	530	522	542	500
Males	3,083	2,456	2,569	2,955	3,452	3,429	3,317	3,447	3,480	3,354	3,185	2,847	2,499
Females	3,081	2,455	2,568	2,954	3,451	3,428	3,315	3,445	3,478	3,352	3,183	2,846	2,498
Brooms	2	1	1	1	1	1	2	2	2	2	2	1	1
Males	238	247	257	257	253	245	248	214	225	224	225	222	237
Females	163	172	179	179	175	170	163	144	147	155	154	155	160
Butter, cheese and condensed milk, co-operative	75	75	78	78	75	75	85	70	78	69	71	67	77
Males	422	408	398	408	417	440	453	456	451	427	408	400	395
Females	417	404	394	404	413	435	447	449	445	421	402	394	389
Butter, cheese and condensed milk, private	5	4	4	4	4	5	6	7	6	6	6	6	6
Males	993	824	814	831	933	1,045	1,122	1,122	1,087	1,038	1,021	1,056	1,018
Females	858	726	717	732	793	861	942	973	936	887	896	934	897
Buttons, pearl	135	98	97	99	140	184	180	149	151	151	125	122	121
Males	2,902	3,305	3,427	3,163	2,907	2,756	2,598	2,603	2,607	2,743	2,812	2,883	3,016
Females	1,740	2,036	2,199	1,961	1,720	1,643	1,506	1,551	1,607	1,694	1,694	1,694	1,838
Canning and preserving	1,157	1,269	1,228	1,202	1,181	1,113	1,092	1,052	1,118	1,136	1,118	1,189	1,178
Males	1,317	484	471	516	327	570	566	659	1,784	6,014	2,538	964	716
Females	858	333	316	342	364	401	417	501	1,171	3,778	1,550	644	480
Carpets and rugs	459	151	155	174	163	169	149	158	613	2,236	988	320	235
Males	54	51	49	51	57	60	59	59	54	54	51	51	50
Females	40	38	36	38	44	46	45	44	39	39	37	37	36
Carriages, wagons and materials	14	13	13	13	13	14	14	15	15	15	14	14	14
Males	687	699	693	718	696	711	707	673	721	695	697	599	641
Females	672	684	681	706	683	697	695	660	703	676	677	582	623
Car repairs and construction	15	15	12	12	13	14	12	13	18	19	20	17	18
Males	11,896	11,854	12,090	11,745	11,412	11,348	11,553	11,576	11,888	12,097	12,215	12,396	12,574
Females	11,890	11,850	12,086	11,741	11,407	11,343	11,548	11,571	11,882	12,090	12,208	12,388	12,565
Cement	6	4	4	4	5	5	5	5	6	7	7	8	9
Males	1,147	1,019	1,078	1,159	1,158	1,186	1,214	1,195	1,234	1,184	1,179	1,088	1,071
Females	1,146	1,019	1,078	1,159	1,158	1,186	1,214	1,195	1,234	1,183	1,178	1,086	1,068
Clothing, men's	1												
Males	1,330	1,290	1,310	1,336	1,312	1,306	1,383	1,257	1,366	1,381	1,384	1,370	1,296
Females	108	105	103	101	104	105	109	108	105	114	115	113	111
Clothing, women's	1,222	1,155	1,207	1,235	1,208	1,201	1,274	1,149	1,261	1,267	1,269	1,255	1,185
Males	662	680	661	648	656	577	584	638	626	609	537	544	542
Females	174	188	184	189	163	164	161	187	187	184	159	162	157
Females	428	492	477	459	423	413	423	451	439	425	378	379	385
Coffee and spice, roasting and grinding	135	135	134	137	137	138	133	135	134	137	132	134	135
Males	65	67	67	67	66	66	65	66	65	65	62	62	62
Females	70	68	67	70	71	72	68	69	69	72	70	72	73
Coffins and undertakers' goods	186	183	186	189	183	182	188	188	186	185	186	186	188
Males	153	152	155	156	151	149	156	154	152	151	153	154	155
Females	33	31	31	33	32	33	32	34	34	34	33	32	33
Confectionery (including ice cream)	1,731	1,589	1,662	1,663	1,614	1,629	1,631	1,694	1,708	1,940	1,981	1,905	1,810
Males	704	612	620	639	666	675	735	758	755	795	757	719	683
Females	1,027	977	982	964	948	954	896	936	953	1,151	1,224	1,186	1,127
Cooperage and wooden goods	117	78	165	116	110	112	123	130	131	130	129	119	118
Males	109	78	165	107	101	103	114	121	122	121	120	110	109
Females	8			9	9	9	9	9	9	9	9	9	9
Copper, tin and sheet-iron products	474	522	564	499	468	449	459	454	442	440	463	474	510
Males	448	494	476	473	442	425	435	430	418	416	435	446	486
Females	26	28	28	26	26	24	24	24	24	24	28	28	24
Crushed rock and stone	189	121	121	214	256	262	200	221	198	207	184	168	120
Males	188	120	120	213	255	261	199	220	197	206	183	167	119
Females	1	1	1	1	1	1	1	1	1	1	1	1	1
Cutlery and tools	102	96	97	104	104	100	100	101	100	101	111	102	102
Males	92	88	91	98	99	95	91	90	90	89	94	88	91
Females	10	8	6	6	5	5	9	11	10	12	17	14	11
Dairymen's, apiarists' and poulterers' supplies	241	278	318	432	297	227	217	184	172	173	184	189	226
Males	234	271	311	425	290	220	210	176	166	167	178	182	218
Females	7	7	7	7	7	7	7	8	6	6	6	7	8
Electric light, heat and power	2,388	2,249	2,164	2,359	2,321	2,354	2,472	2,600	2,561	2,438	2,440	2,401	2,298
Males	2,363	2,226	2,141	2,336	2,297	2,330	2,448	2,576	2,536	2,412	2,413	2,374	2,267
Females	25	23	23	23	24	24	24	24	25	26	27	27	31
Flour-mill and grist-mill products	475	475	474	468	470	474	467	457	459	463	487	496	505
Males	465	465	464	460	462	466	459	448	449	449	474	484	493
Females	10	10	10	8	8	8	8	9	10	14	13	12	12
Food preparations	3,043	3,018	2,728	2,634	2,642	2,807	2,855	2,903	3,043	3,052	3,443	3,465	3,932
Males	2,444	2,442	2,182	2,103	2,159	2,324	2,315	2,305	2,383	2,382	2,753	2,753	3,228
Females	599	576	546	531	483	483	540	598	660	670	690	712	704
Foundry and machine-shop products	9,292	8,911	9,277	9,678	9,313	9,271	9,106	9,067	9,124	9,351	9,662	9,432	9,310
Males	9,119	8,743	9,112	9,495	9,144	9,096	8,941	8,899	8,959	9,184	9,487	9,240	9,128
Females	173	168	165	183	169	175	165	168	165	167	175	192	182
Fur goods	213	253	245	233	196	178	166	153	160	203	228	254	282
Males	104	136	133	129	103	94	90	73	71	82	96	108	135
Females	109	117	112	104	93	84	76	80	89	121	132	146	147
Furnishing goods, men's	180	155	158	158	185	183	185	183	194	197	191	193	180
Males	27	24	24	26	28	29	28	27	27	27	26	29	29
Females	153	131	134	132	157	154	157	156	167	170	165	164	151
Furniture and refrigerators	912	912	928	955	938	875	903	882	920	870	902	915	951
Males	894	897	916	943	926	863	890	869	909	855	877	878	909
Females	18	15	12	12	12	12	13	13	11	15	25	37	42
Gas, illuminating and heating	657	593	601	610	646	677	720	704	712	681	658	653	624
Males	643	581	589	604	634	664	703	691	699	667	642	636	606
Females	14	12	12	12	12	13	17	13	13	14	10	17	18

Industry and Sex	December	November	October	September	August	July	June	May	April	March	February	January	Average number employed
Stoves and furnaces.....	282	348	355	355	377	374	353	289	353	377	355	348	352
Males.....	277	343	350	350	372	369	348	284	348	372	350	348	347
Females.....	5	5	5	5	5	5	5	5	5	5	5	5	5
Tobacco, cigars and smoking.....	1,410	1,410	1,410	1,410	1,410	1,433	1,416	1,406	1,410	1,448	1,413	1,410	1,410
Males.....	700	700	700	700	700	700	700	700	700	700	700	700	700
Females.....	710	710	710	710	710	733	716	706	710	748	713	710	710
Vinegar (including pickles).....	20	20	20	20	20	20	20	20	20	20	20	20	20
Males.....	20	20	20	20	20	20	20	20	20	20	20	20	20
Females.....	0	0	0	0	0	0	0	0	0	0	0	0	0
Vulcanizing.....	15	15	15	15	15	15	15	15	15	15	15	15	15
Males.....	15	15	15	15	15	15	15	15	15	15	15	15	15
Females.....	0	0	0	0	0	0	0	0	0	0	0	0	0
Wall plaster.....	653	509	572	593	684	679	719	696	684	686	672	653	653
Males.....	653	509	572	593	684	679	719	696	684	686	672	653	653
Females.....	0	0	0	0	0	0	0	0	0	0	0	0	0
Washing machines.....	825	849	843	891	900	900	851	851	890	887	896	849	825
Males.....	820	845	839	887	896	896	846	846	887	885	895	845	820
Females.....	5	4	4	4	4	4	5	5	3	2	1	4	5
Wine (including wine rags and corks).....	129	129	129	129	129	129	129	129	129	129	129	129	129
Males.....	129	129	129	129	129	129	129	129	129	129	129	129	129
Females.....	0	0	0	0	0	0	0	0	0	0	0	0	0
Woolen and felt goods.....	4	4	4	4	4	4	4	4	4	4	4	4	4
Males.....	4	4	4	4	4	4	4	4	4	4	4	4	4
Females.....	0	0	0	0	0	0	0	0	0	0	0	0	0
All other industries.....	480	480	480	480	480	480	480	480	480	480	480	480	480
Males.....	480	480	480	480	480	480	480	480	480	480	480	480	480
Females.....	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE NO. 2.

Industries and Sex

TABLE NO. 4.—WAGE EARNERS EMPLOYED.

Number Employed in Each Industry, December 15, 1917, by Sex and Age Classes.

Industries	16 Years of Age and Over			Under 16 Years of Age			Aggregate
	Males	Females	Total	Males	Females	Total	
Total for the state.....	67,868	10,365	77,833	245	248	493	77,796
Agricultural implements.....	1,387	24	1,411	1	1	2	1,412
Artificial stone.....	443	2	445	1	1	2	446
Automobiles, bodies and parts.....	67	9	76	1	1	2	77
Auto tires.....	272	1	273	1	1	2	274
Awning, tents and sails.....	37	21	58	1	1	2	59
Baskets, rattan and willow ware.....	198	37	235	10	12	22	257
Blacking, cleansing and polishing prep.....	8	1	9	0	0	0	9
Boots and shoes.....	241	177	418	7	2	9	427
Boxes, cigar.....	26	49	75	0	0	0	75
Boxes, fancy and paper.....	35	107	132	6	6	12	144
Brass and bronze products.....	135	3	138	2	2	4	140
Bread and other bakery products.....	1,028	487	1,515	9	11	20	1,535
Brick and tile.....	2,310	2	2,312	2	2	4	2,316
Brooms.....	153	66	222	4	11	15	237
Butter, cheese and condensed milk, co-op.....	386	5	391	1	1	2	392
Butter, cheese and cond. milk, private.....	919	125	1,044	2	2	4	1,046
Canning and preserving.....	2,361	1,403	3,764	7	76	83	3,849
Carpets and rugs.....	462	213	675	1	12	13	688
Carrriages, wagons and materials.....	34	12	46	0	0	0	46
Cas repairs and construction.....	11,371	73	11,444	5	5	10	11,450
Males.....	11,366	7	11,373	5	5	10	11,383
Females.....	5	66	71	0	0	0	71
Clothing, men's.....	101	1,230	1,331	6	30	36	1,367
Clothing, women's.....	161	385	546	0	0	0	546
Coffee and spice, roasting and grinding.....	62	74	136	0	0	0	136
Coffins and undertakers' goods.....	151	33	184	2	2	4	187
Confectionery.....	660	1,089	1,749	4	10	14	1,763
Cooperage and wooden goods.....	126	11	137	0	0	0	137
Copper, tin and sheet-iron products.....	513	31	544	2	2	4	548
Crushed rock and stone.....	117	1	118	1	1	2	119
Cutlery and tools.....	83	13	95	1	1	2	96
Dairymen's, apiarists and poultryers' sup.....	220	5	225	0	0	0	225
Electric light, heat and power.....	2,218	34	2,252	2	9	11	2,263
Flour and feed.....	598	12	610	1	1	2	612
Food preparations.....	3,108	594	3,702	4	27	31	3,733
Foundry and machine-shop products.....	9,986	186	10,172	10	10	20	10,192
Fur goods.....	135	159	294	1	1	2	295
Furnishing goods, men's.....	27	150	177	4	9	13	190
Furniture and refrigerators.....	897	31	928	2	2	4	932
Gas, illuminating and heating.....	601	18	619	0	0	0	619
Gas and electric fixtures and appliances.....	94	11	105	0	0	0	105
Gloves.....	128	289	415	1	4	5	420
Hats and caps.....	27	40	67	0	0	0	67
Hosiery and knit goods.....	235	332	567	2	1	3	570
Ice, manufactured.....	192	7	199	0	0	0	199

Industries	16 Years of Age and Over			Under 16 Years of Age			Aggregates
	Males	Females	Total	Males	Females	Total	
Jewelry.....	32	75	107	1	1	2	36
Leather goods.....	609	6	615	10	10	20	605
Lumber and timber products.....	3,078	6	3,084	11	11	22	2,062
Malt.....	31	21	52	.....	.....	.....	31
Marble and stone work.....	244	7	251	1	1	2	252
Mattresses and spring beds.....	185	27	212	.....	.....	.....	212
Mineral and soda waters.....	185	15	200	.....	.....	.....	196
Mirrors and glass.....	57	27	84	.....	.....	.....	212
Musical instruments.....	468	81	549	.....	.....	.....	570
Oils and greases.....	66	89	155	.....	.....	.....	71
Optical goods.....	73	31	104	3	3	6	112
Paints and varnish.....	11	13	24	.....	.....	.....	12
Paper and wood pulp.....	125	11	136	.....	.....	.....	126
Patent medicines, druggists' preparations.....	163	283	446	.....	.....	.....	449
Pens, fountain.....	88	70	158	.....	.....	.....	158
Printing and publishing.....	3,120	1,072	4,192	88	5	93	4,285
Pumps.....	458	12	470	.....	.....	.....	470
Remedies, stock.....	86	.....	86	.....	.....	.....	86
Serum, hog cholera.....	91	11	102	.....	.....	.....	102
Ship-building, incl. boat-building.....	11	.....	11	.....	.....	.....	11
Signs and advertising novelties.....	179	394	573	.....	.....	.....	582
Silos and parts.....	101	2	103	.....	.....	.....	102
Slaughtering and meat packing.....	5,694	436	6,130	14	1	15	6,177
Soup.....	53	16	69	.....	.....	.....	69
Stoves and furnaces.....	387	10	397	.....	.....	.....	397
Tobacco, cigars and smoking.....	628	792	1,420	17	19	36	1,455
Vinegar (and pickles).....	26	.....	26	.....	.....	.....	26
Vulcanizing.....	7	29	36	.....	.....	.....	36
Wall plaster.....	519	.....	519	1	1	2	520
Washing machines.....	788	6	794	.....	.....	.....	790
Wire work, incl. wire rope and cable.....	131	54	185	.....	.....	.....	185
Woolen, worsted and felt goods.....	5	.....	5	.....	.....	.....	11
All other industries.....	470	134	604	.....	.....	.....	604

TABLE NO. 5—EMPLOYEES BY WAGE CLASSES.
Wage Earners, Classified by the Weekly Wage, by Sex and Age, Divided as to Industries.

Industries and Sex	Total wage-earners of		Classified Weekly Wages (For Week of Employment of Greatest Number of Wage Earners).												
	Under \$3	\$3 but under \$4	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 \$11	\$11 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 and over		
Total for the whole.....	85,822	71,9	1,299	1,213	2,459	2,699	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	
Males.....	49,011	40,316	719	647	1,090	1,099	1,044	1,544	1,544	2,754	13,677	30,358	11,211	7,503	
Females, adult.....	34,021	27,715	1,580	1,806	1,369	1,600	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,569	51	152	172	276	272	403	403	403	403	403	403	403	403	403
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
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Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
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Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
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Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
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Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
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Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Aggregates.....	1,299	1,213	2,459	2,699	2,171	2,171	3,144	2,830	3,455	12,827	32,012	11,111	7,522	7,522	
Males.....	719	647	1,090	1,099	1,044	1,044	1,544	1,544	2,146	1,681	1,001	1,109	14,178	70	
Females, adult.....	550	566	1,369	1,600	1,127	1,557	1,558	1,600	2,146	1,681	1,001	1,109	14,178	70	
Persons under 16 years.....	1,299	1,213	2												

Industries	Number of establishments	Average number of days in operation
Musical instruments.....	1	275.0
Oils and grease.....	1	275.0
Optical goods.....	1	304.8
Paint and varnish.....	1	303.3
Paper and wood pulp.....	4	288.2
Patent medicines and druggists' preparations.....	33	262.1
Pens, fountain.....	1	265.0
Printing and publishing.....	68	261.6
Pumps.....	1	301.6
Remedies, stock and poultry.....	26	258.9
Serum, hog cholera.....	1	262.7
Ship-building and boat-building.....	1	245.0
Signs and advertising novelties.....	11	245.3
Silos and parts.....	14	269.5
Slaughtering and meat packing.....	21	296.8
Soap.....	1	274.0
Stoves and furnaces.....	11	258.7
Tobacco, cigars and smoking.....	13	297.1
Vinegar (and pickles).....	1	305.0
Valianting.....	1	208.3
Wall plaster.....	1	209.8
Washing machines.....	11	305.9
Wire work, including wire rope and cable.....	4	264.3
Woolen, worsted and felt goods.....	4	305.0
All other industries.....	21	284.4

FACTORY INSPECTION.

No changes have been made in the inspection law during the biennial period, but the following statistics giving the number of inspections for each industry, nature of recommendations covering all requirements for safety and sanitation, child labor inspection, etc., shows a marked improvement in factory conditions. To outline the effect of continuous inspection, we give below the totals for the last three biennial periods:

	No. of inspections	No. of recommendations
Years Jan. 1, 1912 to Dec. 31, 1913.....	3,361	5,540
Years Jan. 1, 1914 to Dec. 31, 1915.....	4,434	5,814
7½ years Jan. 1, 1916 to July 1, 1918.....	8,175	3,193

For the first two periods above, the number of recommendations far exceeds number of inspections, the final period showing a great decrease in recommendations. This is due to improvement in the factories themselves, and for interest we list a few of the leading recommendation totals for the three periods:

Nature of Order	1913	1915	1918
Guard gears.....	1,026	694	182
Remove or cover set screws.....	856	854	246
Guard saws, jointers, etc.....	560	548	146
Guard rail or screen machinery.....	642	944	420
Repair or build new stairways.....	180	161	161
Signs to fire escapes.....	153	192	195
Erect fire escapes.....	121	240	279
Repair elevators and gates.....	177	206	113
Repair closets for men.....	396	233	94
Repair closets for women.....	154	129	56
Post list of children under 16.....	149	93	257
Remove children under 14.....	32	15	38

The decrease in orders to guard gears, to cover or remove projecting set screws, also to guard saws, jointers and other dangerous machinery is almost surprising. These hazards comprise a large part of the accident hazard of the factory and the accidents resulting are generally of the most serious.

It will be noted that the number of orders to safeguard for these three hazards for the first year average .771 for each inspection made, while for the last two and one-half years the orders

for the same hazards had decreased to .111 per inspection. This in the face that the same force of inspectors served during both periods making their inspections for the latter period if anything more perfect because of greater experience and familiarity with their work.

The passage of the workmen's compensation law undoubtedly aided in establishing safer conditions and bringing about a better co-operation of owners, managers and superintendents with the inspection department. The establishing of safety committees among employes also resulted in good, both in noting danger and in the safety education of workmen which followed.

The increase in orders to erect fire escapes is due to the new fire escape law which went into effect July 1, 1915. The new law is more stringent, more workable, and in order to meet its requirements a large number of buildings needed more suitable fire escapes. School buildings in particular have been made more safe in this respect, though factories, stores and buildings in general have been so inspected.

Child labor inspection has needed special attention during this biennial period. The amended child labor law which went into effect July 4, 1915, has worked out very satisfactorily and the department has endeavored to acquaint all employers with its requirements. During the last year the most common excuse for using child labor has been the scarcity of help due to war conditions, some employers believing that the child labor law should have no effect during the period of the war. The state legislature decided that the child labor law and all other laws should be enforced and not suspended. When the employer has found it impractical to continue employing child labor according to the requirements of the child labor law, he has found it possible to make other arrangements. Most of the prosecutions filed during the period have been for violation of the child labor law after the employer had been fully advised of its requirements and then wilfully disobeyed its provisions.

The factory inspection work forms one of the chief duties of this department. Though there are approximately 4,000 factories to inspect, besides all stores, schools, colleges, opera houses and picture theaters, public buildings, state institutions, garages, etc., we have a force of only four (consisting of the deputy commissioner, two men inspectors and one woman inspector) to cover the entire field. The inspectors are frequently requested to come and

make inspections oftener, because the benefit of their work is realized; but time is limited so that in most instances the plants receive only one inspection each year. The inspection force should be doubled, so that each inspector could cover a smaller section of the state more thoroughly and at less expense. Fewer accidents, the greatest waste in industry, would be the result. During the fiscal year July 1, 1917 to June 30, 1918, 2,046 establishments employing a total of 59,628 persons, were inspected. One can hardly conceive of the chances for accidents among such a large number of employes.

Table No. 7 gives total number of inspections made during the period January 1, 1916 to July 1, 1918, or during two and one-half years. This is the first time in the history of the bureau that inspection reports have been brought to conform with the fiscal year ending June 30. The table also includes number of inspections for each of the various industries and lines of business, number and kind of recommendations for each industry, with total recommendations for the period.

Table No. 8 gives the total number of establishments visited by the inspectors during the fiscal year ending June 30, 1918 (reinspections of the same establishment are not included in this table) and showing the number of adult men and women, also of children, by sex, under 16 years of age, working in such establishments, by classified industries.

PROSECUTIONS.

July 8, 1916. Council Bluffs, box and paper factory, violation of child labor law, fined \$10 and costs.

July 10, 1916. Council Bluffs, candy factory, violation of child labor law, fined \$10 and costs.

Sept. 11, 1917. Montrose, canning factory, violation of child labor law, fined \$3 and costs.

Oct. 2, 1917. Des Moines, shoe shining parlor, child labor, fined \$5 and costs.

Oct. 5, 1917. Des Moines, printing office, child labor, fined \$10 and costs.

Oct. 13, 1917. Des Moines, shoe shining parlor, child labor, fined \$10 and costs.

Oct. 13, 1917. Des Moines, shoe repair shop, child labor, fined \$1 and costs.

Nature of Recommendations	Total number of recommendations												
	1	2	3	4	5	6	7	8	9	10	11	12	13
Number of inspections.....	4	1	1	1	1	1	1	1	1	1	1	1	1
Guard gears.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Gun on or cover set screws.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Guard gears, set screws, etc.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Cover extractors.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Guard rail or screen machinery.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Guard or rail openings.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair or build up rail ends.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair fire escapes.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Drop or extension ladders.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Signs to fire escapes.....	1	1	1	1	1	1	1	1	1	1	1	1	1
To swing doors outward.....	1	1	1	1	1	1	1	1	1	1	1	1	1
To ventilate for fans.....	1	1	1	1	1	1	1	1	1	1	1	1	1
To connect with suction fan.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Ventilator for fumes.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair water gauges.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Better passageways.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Hang up life belts.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Smoke locks (new or repair).....	1	1	1	1	1	1	1	1	1	1	1	1	1
New closets for men.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair closets for men.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair closets for women.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Remove obscene writings.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide washing facilities.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide drinking water.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide seats for female employees.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide seats for male employees.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Remove children under 14.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Total number of recommendations.....													

Total number of recommendations.....

Nature of Recommendations	Total number of recommendations												
	1	2	3	4	5	6	7	8	9	10	11	12	13
Number of inspections.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Guard gears.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Gun on or cover set screws.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Guard gears, set screws, etc.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Cover extractors.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Guard rail or screen machinery.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Guard or rail openings.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair or build up rail ends.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair fire escapes.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Drop or extension ladders.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Signs to fire escapes.....	1	1	1	1	1	1	1	1	1	1	1	1	1
To swing doors outward.....	1	1	1	1	1	1	1	1	1	1	1	1	1
To ventilate for fans.....	1	1	1	1	1	1	1	1	1	1	1	1	1
To connect with suction fan.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Ventilator for fumes.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair water gauges.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Better passageways.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Hang up life belts.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Smoke locks (new or repair).....	1	1	1	1	1	1	1	1	1	1	1	1	1
New closets for men.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair closets for men.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Repair closets for women.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Remove obscene writings.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide washing facilities.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide good drinking water.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide seats for female employees.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Provide seats for male employees.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Post list or secure work permit.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Remove children under 14.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Total number of recommendations.....													

Total number of recommendations.....

TABLE NO. VIII—EMPLOYEES IN INSPECTED PLANTS.

Number of Employees by Sex and Age in each Industry in Plants Inspected from July 1, 1917 to July 30, 1918.

INDUSTRY	Number of establishments	Number of Employees					
		By Sex			Under 16 Years		
		Males	Females	Total	Males	Females	Total
The State	2,046	48,608	17,080	65,688	490	522	1,012
Agricultural implements	10	1,915	48	1,963			
Artificial stone	23	341	3	344			
Automobiles, bodies and parts	11	226	11	237			
Automobile tires and tubes	6	528	23	551	2		2
Awnings, tents and sails	8	86	130	216			
Barber shops and shoe shining parlors	19	90	2	92	11		11
Baskets, rattan and willow ware	3	219	70	289	58	17	75
Boots and shoes	2	244	188	442	14	7	21
Boxes, fancy and paper	4	23	102	135			
Brass and bronze products	6	113	14	127	1		1
Bread and other bakery products	42	518	275	793	1	2	3
Brick and tile	17	561	9	570	1	2	3
Brooms	2	14	1	15	8	2	11
Butter, cheese and condensed milk	43	544	132	676	3		3
Buttons, pearl	21	1,091	1,097	2,098	4	28	32
Canning and preserving	64	3,329	2,384	5,713	30	13	43
Carpets and rugs	3	18	4	22			
Car repairs and construction	40	6,706	139	6,845	26		26
Carrriages, wagons and materials	21	373	21	394	3		3
Clothing, men	19	126	54	180	8	2	11
Clothing, women	12	166	315	481	5	3	8
Coffee and spice, roasting and grinding	7	75	99	174			
Coffins and undertakers' goods	1	43	4	47			
Confectionery	34	355	572	927	8	9	17
Cooperage and wooden goods	5	91	2	93			
Copper, tin and sheet-iron products	14	348	9	357	2		2
Cutlery and tools	12	304	84	388	1		1
Dalymen's, appliers', potters' sup.	4	59	5	64	1		1
Electric light, heat and power	55	1,096	266	1,362			
Electric railway shops and barns	3	99	7	106			
Film exchanges	9	94	79	142			
Flour-mill and grist-mill products	20	84	4	88			
Food preparations	12	2,702	256	2,958	7	18	25
Foundry and machine shop products	41	1,230	49	1,279	1	1	2
Fur goods and tanning	4	42	44	87			
Furniture and refrigerators	14	532	89	621	2		2
Garages, auto repairs, etc.	94	433	477	910			
Gas, illuminating and heating	15	439	21	460			
Gloves and mittens	8	81	239	340	3	8	11
Glass	2	80	30	110			
Grain elevators	10	25		25			
Hats and caps	3	33	32	65			
Hosiery and knit goods	3	11	203	214	1	4	5
Hotels and hospitals	32	228	365	593	4		4
Ice, manufactured	7	72	5	78			
Laundries, cleaning establishments	96	532	1,039	1,571	5	5	11
Leather goods and tanning	11	226	79	305			
Lumber and timber products	56	2,845	93	2,938	12		12
Marble and stone work	6	19	2	21			

INDUSTRY	Number of establishments	Number of Employees							
		By Sex			Under 16 Years				
		Males	Females	Total	Males	Females	Total		
Mattresses and spring beds	1		2			4			
Mineral and soda waters	25	133	3	136					
Models and patterns, not paper	2	35	3	38					
Musical instruments	4	488	80	568					
Oil and grease	14	159	14	173					
Optical goods	4	43	21	64	2	3	5		
Paint and varnish	4	54	5	59					
Paper and wood pulp	10	266	60	326				1	1
Patent medicines, druggists' preparations	17	300	312	612				1	1
Pens, fountain	3	60	40	100					
Printing and publishing	137	1,198	631	1,829				1	1
Pumps	2	256	38	294				1	1
Remedies, stock and poultry	5	87	4	91					
Schools and colleges	9	23	23	46					
Seed companies	16	319	348	667	10	7	17		
Signs and advertising novelties	4	18	53	71					
Silks and parts	4	108	9	117					
Slaughtering and meat packing	15	2,044	302	2,346	18		18		
Soap	2	26	16	42					
State institutions	7	684	406	1,070					
Stores, department and other	482	2,771	2,609	5,380	163	8	171		
Stoves and furnaces	13	292	29	321				7	29
Telephone exchanges	63	304	811	1,115	22		22		
Theaters and movies	284	254	122	406	21	8	29		
Tobacco, cigars and smoking	22	510	617	1,127	4	7	11		
Vinegar and cider	5	189	108	297	2	5	7		
Vulcanizing	9	23	1	26					
Wall plaster	5	534	1	535	2		2		
Washing machines	3	132	3	135					
Water pumping stations	30	76		76					
Wire work, wire rope and cable, etc.	4	47	6	53					
Woolen mills	1	108	19	114					
Written materials	74	1,271	169	1,440	6	4	10		
Inspections for fire escapes only	11	46	5	51	9		9		

CHILD LABOR.

The child labor law, in the form as amended by the Thirty-sixth General Assembly in 1915, has been actively enforced during the biennial period. No changes were made in the law by the Thirty-seventh General Assembly. Briefly, the law provided that no person under 14 years of age can be employed, with or without compensation, in any "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 14 and 16 years of age may be employed in the above listed occupations for eight hours a day between 7 a. m. and 6 p. m. and not exceeding 48 hours per week, provided a work permit is secured by the employer. This is issued by the local superintendent of schools or by a person authorized in writing by him or by the school board. Upon receipt of the employer's agreement (which states that the child will be employed at certain work and that the work permit will be returned to the issuing officer within two days after the child leaves the employment), the superintendent or issuing officer must make sure that the child has an education equivalent to six yearly grades in reading, writing, spelling, English language, geography and arithmetic, and that the child has reached the normal development for his age and is physically able to perform the work designated in the employer's agreement. Evidence of age may be secured from four sources, taking precedence in the following order: (a) Certified transcript of birth record; (b) passport or certificate of baptism; (c) school census record; (d) where none of these are obtainable, then a certificate from a medical inspector or physician appointed by the school board, that in his opinion the child is more than 14 years of age.

The law also prohibits 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 room. No female under 21 years of age can be employed in any occupation compelling constant standing. And no person under 18 years of age can deliver goods or messages between 10 p. m. and 5 a. m.

The street trade provision of the law applies only to cities having a population in excess of 10,000. Boys under 11 years of age and girls under 18 years of age cannot engage in the street trades; boys between the ages of 11 and 16 years who regularly attend school may procure badges to engage in such work between the hours of 4 a. m. and 7:30 p. m. during the school term and until 8:30 p. m. during school vacations.

Copies of 4,913 work permits issued by superintendents of schools, or persons authorized by them, were filed with the Bureau of Labor Statistics between July 1, 1916 and July 1, 1918, the end of the biennial period. For the first year of the operation of the law, 1,522 permits were issued, which shows a considerable increase in child labor for the last biennial period—especially is this notable for the last year during which 3,077 permits were issued. The greater part of this increase was undoubtedly due to the war, with consequent scarcity of labor, larger nominal wages and greatly increased cost of living. From these permits the following tables were compiled showing number of boys and girls by age and school grades:

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 V—AGES 14 TO 15 YEARS.

Locality	Boys										Girls									
	Ungraded	6th-A grade	7th-A grade	8th-A grade	1st high	2nd high	3rd high	4th high	Totals	Ungraded	6th-B grade	7th-B grade	8th-B grade	8th-A grade	1st high	2nd high	3rd high	4th high	Totals	
Totals.....	57	128	174	161	189	186	143	87	718	16	89	68	168	66	171	119	61	10	3	770
Boone.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Burlington.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Clinton.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Council Bluffs.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Davenport.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Des Moines.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Dubuque.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fairfield.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fort Madison.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Iowa City.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Mason City.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Newton.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Oskaloosa.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Okmaha.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sioux City.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Washington.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Waterloo.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

*The items of the Miscellaneous column can be found in Table 9, Parts I, II, III and IV.

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 VI—AGES 15 TO 16 YEARS.

Locality	Boys										Girls											
	Ungraded	6th-A grade	7th-A grade	8th-A grade	1st high	2nd high	3rd high	4th high	Totals	Ungraded	6th-B grade	7th-B grade	8th-B grade	8th-A grade	1st high	2nd high	3rd high	4th high	Totals			
Totals.....	49	869	78	184	161	809	167	71	10	2	1,618	7	61	179	56	109	139	108	31	9	673	
Boone.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Burlington.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Clinton.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Council Bluffs.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Davenport.....	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Dubuque.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fairfield.....	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Iowa City.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Mason City.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Muscatine.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Oskaloosa.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Okmaha.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sioux City.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Washington.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Waterloo.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

*The items of the Miscellaneous column can be found in Table 9, Parts I, II, III and IV.

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 VII—AGES 14 TO 16 YEARS.

Locality	Boys							Girls															
	Ungraded	6th-A Grade	7th-B Grade	7th-A Grade	8th-B Grade	8th-A Grade	1st high	2nd high	3rd high	4th high	Totals	Ungraded	6th-A Grade	7th-B Grade	7th-A Grade	8th-B Grade	8th-A Grade	1st high	2nd high	3rd high	4th high	Totals	
Totals.....	66	240	361	628	871	541	541	4	22	2	232	23	141	141	142	170	170	170	170	170	170	170	170
Boone.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Durington.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Harlingen.....	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Connel Bluffs.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Deer Creek.....	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Dubuque.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
East Des Moines.....	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	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Grinnell.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Keokuk.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Mason City.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Muscatine.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
North Liberty.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Oakwell.....	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sheldahl.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Stamper.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Washington.....	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Wasson.....	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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

The items of the Miscellaneous column can be found in Table 9, Parts I, II, III and IV.

RETARDED SCHOOL GRADE.

School grade table (No. 9) shows that permits were issued to 66 boys and 23 girls who had only passed the fifth grade, permits which are therefore contrary to the strict letter of the law. A few of these permits were issued to children plainly subnormal, and whose staying in school could have served no good purpose, and a number of others were issued to children under the sixth grade during vacation period. Quite a number of these 89 pupils have in reality completed the sixth grade but come from schools that are classed as ungraded.

It is generally accepted that a normal child should have completed the eighth grade when at 14 years of age, or at the most 14½ years (making allowance for the birthday being too far distant from the school semester); when 15 to 15½ years old, the first year of high should have been completed, and when 16 years the second year high. Including all permits, even the eighty-nine mentioned which are technically illegal insofar as the school grade is concerned, the following table shows the number of boys and girls who received work permits during the biennium and who are deficient in school grade when compared to the normal standard mentioned above:

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

Agos	14-14½	14½-15	15-15½	15½-16	Total
Boys.....	584	575	834	591	2,494
Girls.....	212	259	477	288	1,236

Out of a total of 4,893 work permits issued, 3,730 were to children of retarded school grade.

The following table based upon 3,251 boys and 1,642 girls, holding work permits, shows that the per cent of retarded grades increased with the ages as reported, due to the fact that many of the children from 15 to 16 years of age to whom work permits were issued, had been out of school for a considerable period.

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

Agos	14-14½	14½-15	15-15½	15½-16	All
Boys.....	61.08	75.45	84.24	92.26	76.71
Girls.....	51.45	72.34	84.27	94.11	73.27

PHYSICAL REQUIREMENTS.

Table No. 10, which follows, gives the heights and weights of boys and girls granted work permits during the biennium, by age classifications for both state and localities. The height and weight measurements of children were made without removal of shoes or clothing. So that figures in height and weight may not mislead as to respective developments of the sexes, we explain that measurement with shoes gives error in net heights of from $\frac{3}{4}$ to 1 inch for boys and from $1\frac{1}{2}$ to 2 inches for girls. The average weight of clothes of boys at 14 years is 8.09 pounds; boys at 15 years, 8.08 pounds; girls at 14 years, 7.54 pounds, and girls at 15 years, 7.85 pounds.

Physical requirements of the Iowa child labor statute are given in section 2477-d, paragraph (3)—"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."

No standard of fitness for work has been adopted by Iowa nor any other state. In fact, it is generally recognized that a uniform age limit does not serve as a scientific test of physical strength or fitness of children to perform work, because of difference in development. The physical examination and certification of fitness therefore depends upon the opinion of the physician who happens to make the examination. In this connection it should be mentioned that few of the Iowa school districts have examining physicians as contemplated by law, and in several districts where physicians are appointed, very little or no attention is paid to examination of children for whom permits are sought, so that generally the judgment of the issuing officer is used instead of that of a physician.

Four thousand, eight hundred and ninety-three work permits received during the fiscal year were sufficiently complete to give details of age, 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, and again for the entire age period covered by the permit.

CHILD LABOR

TABLE NO. 10—CHILDREN RECEIVING WORK PERMITS. Heights and Weights of Boys and Girls Granted Work Permits July 1, 1916, to July 1, 1918, 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.....	643	61.86	100.37	1.63	414	62.87	104.31	1.67
Boone.....	8	60.00	99.00	1.65	.....	.....	.....	.....
Burlington.....	72	62.26	103.29	1.65	14	61.48	103.27	1.71
Cedar Rapids.....	66	61.63	105.52	1.70	29	60.48	103.14	1.73
Clinton.....	12	62.75	109.83	1.73	12	60.75	96.00	1.58
Council Bluffs.....	30	61.17	102.05	1.66	7	59.78	104.28	1.74
Davenport.....	113	60.23	98.80	1.60	46	62.18	104.19	1.65
Des Moines.....	191	60.82	99.03	1.61	60	61.52	103.08	1.70
Dubuque.....	25	62.36	101.28	1.60	35	63.10	104.18	1.65
Fairfield.....	10	61.03	101.95	1.50	.....	.....	.....	.....
Fort Dodge.....	7	60.71	101.00	1.66	4	62.00	103.50	1.66
Fort Madison.....	7	61.28	97.71	1.59	10	64.30	112.90	1.74
Grinnell.....	1	61.23	106.50	1.71	1	66.00	90.00	1.50
Iowa City.....	12	61.57	85.53	1.54	4	62.50	97.50	1.53
Keokuk.....	64	60.98	96.16	1.57	18	62.41	101.65	1.62
Mason City.....	5	62.12	114.75	1.84	.....	.....	.....	.....
Muscatine.....	83	62.44	105.43	1.58	97	62.35	102.54	1.64
Newton.....	1	61.00	107.00	1.75	.....	.....	.....	.....
Oelwein.....	11	61.00	98.27	1.61	.....	.....	.....	.....
Ottumwa.....	3	62.53	112.00	1.79	.....	.....	.....	.....
Oskaloosa.....	30	60.92	97.02	1.59	2	63.50	116.00	1.82
Sioux City.....	122	60.51	97.37	1.60	45	62.41	106.38	1.70
Washington.....	5	61.99	113.40	1.83	6	63.80	113.40	1.77
Waterloo.....	45	61.17	104.41	1.67	10	62.90	113.70	1.80
*Miscellaneous.....	28	62.47	105.10	1.58	15	61.92	102.88	1.64

*Includes 6 boys from Shenandoah, 4 boys each from Garrison and Vinton, 3 boys each from Storm Lake and Vinton, 3 boys from Buffalo and one each from Centerville, Dexter, Pella, Storm Lake, Waverly and What Cheer.

*Includes 4 girls from Buffalo, 3 from Shenandoah, 2 each from Pella and Red Oak, and 1 each from Garrison, Sharpburg, Vinton and Harlan.

PART II—AGES 14½ TO 15 YEARS.

Locality	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.....	751	63.97	107.87	1.64	374	62.58	106.11	1.69
Boone.....	3	62.32	107.00	1.71	2	64.50	104.50	1.62
Burlington.....	61	62.39	99.40	1.59	23	62.91	105.28	1.67
Cedar Rapids.....	53	62.46	102.89	1.64	23	62.17	104.86	1.78
Clinton.....	15	59.66	100.63	1.68	11	63.81	104.36	1.63
Council Bluffs.....	12	63.66	113.08	1.66	6	63.16	103.50	1.63
Davenport.....	108	60.78	98.94	1.62	40	63.39	112.22	1.77
Des Moines.....	184	60.78	99.07	1.63	62	61.29	101.12	1.66
Dubuque.....	22	61.84	100.53	1.62	25	62.60	102.80	1.64
Fairfield.....	7	62.42	104.00	1.66	.....	.....	.....	.....
Fort Dodge.....	2	62.60	84.50	1.42	2	62.60	108.00	1.72
Fort Madison.....	3	64.65	113.23	1.77	11	63.27	106.72	1.68
Grinnell.....	7	64.28	114.71	1.78	1	62.50	221.00	3.53
Iowa City.....	13	62.46	103.07	1.65	5	58.39	92.00	1.58
Keokuk.....	38	62.08	100.78	1.62	10	62.50	107.93	1.72
Mason City.....	8	63.83	101.00	1.58	.....	.....	.....	.....
Muscatine.....	75	61.19	100.26	1.58	61	64.00	104.52	1.64
Newton.....	4	62.75	99.75	1.59	.....	.....	.....	.....
Oelwein.....	5	62.99	112.25	1.80	.....	.....	.....	.....
Oskaloosa.....	5	61.30	105.90	1.67	6	63.78	110.33	1.72
Ottumwa.....	17	61.81	99.00	1.60	9	61.60	106.40	1.78
Sioux City.....	74	60.79	103.88	1.69	37	63.31	110.33	1.74
Washington.....	4	62.12	104.75	1.68	5	61.80	112.40	1.81
Waterloo.....	26	62.51	106.61	1.70	10	63.66	106.33	1.71
*Miscellaneous.....	19	64.19	117.78	1.80	15	62.80	103.30	1.64

*Includes 9 boys from Shenandoah, 3 boys from Red Oak, 2 from Vinton, and one each from Dexter, Forest City, Harlan, Storm Lake and What Cheer.

*Includes 7 girls from Shenandoah, 4 from Pella, 3 from Centerville and one each from Ames and Buffalo.

TABLE NO. 10—CHILDREN RECEIVING WORK PERMITS.
Heights and Weights of Boys and Girls Granted Work Permits July 1,
1916, to July 1, 1915, by Locality.
PART III—AGES 15 TO 194 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)	No. of pounds per inch
The State.....	953	62.29	105.85	1.68	550	62.37	105.78	1.71
Boone.....	7	62.14	108.87	1.74	7	61.28	113.00	1.54
Burlington.....	39	63.92	109.22	1.73	38	62.92	106.91	1.59
Cedar Rapids.....	80	62.41	104.62	1.66	32	62.54	106.03	1.69
Clinton.....	27	62.11	100.00	1.61	10	60.30	93.33	1.38
Council Bluffs.....	37	61.87	105.64	1.69	5	62.69	106.00	1.69
Davenport.....	125	62.27	105.64	1.66	61	60.99	111.38	1.82
Des Moines.....	105	62.12	103.63	1.66	104	61.78	104.24	1.68
Dubuque.....	31	62.75	106.74	1.70	47	63.08	103.81	1.58
Fairfield.....	3	65.00	122.50	1.88				
Fort Dodge.....	10	63.49	103.20	1.62	8	62.72	104.30	1.66
Fort Madison.....	5	63.49	105.40	1.66	13	63.84	117.54	1.84
Grinnell.....	8	68.25	128.75	1.88	33	63.73	128.25	1.94
Iowa City.....	12	63.41	104.90	1.64	2	62.09	88.00	1.42
Koskuk.....	41	62.96	104.58	1.66	10	63.22	112.72	1.78
Mason City.....	12	62.96	107.50	1.70				
Muscatine.....	78	62.53	110.73	1.76	113	62.89	105.61	1.66
Newton.....	3	62.66	102.66	1.61	1	67.50	121.50	1.80
Oelwein.....	6	59.53	101.16	1.70				
Oskaaloosa.....	4	64.16	118.33	1.87	3	63.23	110.45	1.74
St. Charles.....	30	62.96	105.49	1.67	3	62.50	103.50	1.64
Slous City.....	88	62.28	104.24	1.64	47	62.80	110.84	1.82
Washington.....	2	70.50	98.50	1.62	8	62.99	116.37	1.87
Waterloo.....	66	63.38	113.32	1.78	23	63.51	113.17	1.78
*Miscellaneous.....	28	64.31	115.85	1.80	30	62.29	110.63	1.77

*Includes 5 boys from Shenandoah, 4 boys each from Garrison and What Cheer, 2 boys each from Centerville, Forest City, Pella and Vinton, 1 boy each from Altoona, Buffalo, Clarinda, Harlan, Montrose, Spencer and Waverly.

*Includes 10 girls from Shenandoah, 3 from Pella, 2 from Buffalo and 1 each from Garrison, Marengo, Red Oak, Spencer and Vinton.

PART IV—AGES 154 TO 16 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)	No. of pounds per inch
The State.....	899	62.87	108.80	1.71	567	62.81	110.71	1.78
Boone.....	3	63.96	107.00	1.73	12	61.83	118.00	1.91
Burlington.....	35	64.20	111.20	1.73	20	62.38	106.78	1.71
Cedar Rapids.....	50	62.85	107.33	1.70	31	62.07	120.93	1.96
Clinton.....	19	62.91	108.90	1.71	3	62.99	103.00	1.62
Council Bluffs.....	19	62.50	104.40	1.67	8	63.25	117.75	1.89
Davenport.....	73	62.22	103.83	1.67	45	64.54	117.34	1.81
Des Moines.....	118	62.32	102.47	1.64	83	62.14	107.25	1.72
Dubuque.....	17	63.23	108.32	1.72	18	63.31	116.50	1.79
Fairfield.....	3	64.10	120.20	1.87				
Fort Dodge.....	3	63.90	111.90	1.73	10	62.79	109.50	1.79
Fort Madison.....	2	62.44	104.38	1.67	2	61.39	106.00	1.71
Grinnell.....	3	63.50	108.00	1.63	1	63.00	143.00	2.22
Iowa City.....	4	66.75	128.25	1.89	3	64.00	98.33	1.52
Koskuk.....	12	63.80	107.94	1.64	8	62.75	103.75	1.62
Mason City.....	2	62.50	102.50	1.64	2	62.50	101.50	1.62
Muscatine.....	49	64.01	114.48	1.78	61	63.16	107.15	1.69
Newton.....	1	62.00	101.00	1.65				
Oelwein.....	3	63.16	104.68	1.64	6	61.83	116.29	1.88
Oskaaloosa.....	4	63.69	112.20	1.78				
St. Charles.....	19	63.89	113.20	1.75	2	63.00	112.50	1.79
Slous City.....	44	63.72	111.47	1.75	27	62.99	107.51	1.75
Washington.....	32	64.42	115.21	1.78	11	63.81	117.84	1.80
Waterloo.....	19	65.21	113.28	1.92	16	62.15	107.20	1.72

*Includes 3 boys from Buffalo, 4 boys from Shenandoah, 2 boys each from Forest City and Red Oak, and one boy each from Atlantic, Dexter, Harlan, Spencer, Storm Lake and What Cheer.

*Includes 10 girls from Shenandoah, 2 girls from Pella, and one each from Buffalo, Marengo, Red Oak and What Cheer.

TABLE NO. 10—CHILDREN RECEIVING WORK PERMITS.
Heights and Weights of Boys and Girls Granted Work Permits July 1,
1916, to July 1, 1915, by Locality.

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)	No. of pounds per inch
The State.....	1687	61.81	100.28	1.63	768	62.52	105.16	1.68
Boone.....	11	60.93	101.18	1.66	2	64.50	104.50	1.62
Burlington.....	133	62.27	101.50	1.63	37	62.33	103.27	1.68
Cedar Rapids.....	118	62.27	104.20	1.67	32	61.23	105.15	1.71
Clinton.....	37	61.33	104.71	1.71	23	62.21	99.99	1.60
Council Bluffs.....	42	61.88	103.20	1.70	13	61.34	103.92	1.69
Davenport.....	221	60.33	97.63	1.61	162	62.14	105.25	1.71
Des Moines.....	325	60.85	98.46	1.61	122	61.41	103.06	1.64
Dubuque.....	47	62.11	100.97	1.62	69	62.89	103.66	1.64
Fairfield.....	17	61.81	102.79	1.66				
Fort Dodge.....	8	63.65	98.41	1.62	5	63.23	106.00	1.70
Fort Madison.....	10	62.09	102.39	1.64	21	63.76	108.23	1.71
Grinnell.....	9	63.82	112.88	1.76	2	61.23	155.50	2.33
Iowa City.....	30	62.01	98.78	1.59	6	61.60	86.20	1.56
Koskuk.....	16	62.97	107.58	1.59	28	63.44	103.78	1.66
Mason City.....	102	61.39	97.85	1.62	117	63.09	108.78	1.64
Muscatine.....	158	62.79	103.98	1.84				
Newton.....	16	61.31	102.63	1.67				
Oelwein.....	8	62.95	108.18	1.71	2	63.73	110.25	1.72
Oskaaloosa.....	47	61.15	97.76	1.59	11	61.94	109.69	1.76
Ottumwa.....	196	61.71	99.82	1.61	82	63.06	108.16	1.71
Slous City.....	9	61.49	106.53	1.78	10	62.80	112.50	1.79
Washington.....	81	62.62	108.81	1.69	16	63.18	112.85	1.78
Waterloo.....	47	63.11	117.43	1.86	30	65.00	100.77	1.54
*Miscellaneous.....								

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

PART VI—AGES 16 TO 16 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)	No. of pounds per inch
The State.....	1228	63.80	108.70	1.70	617	63.63	107.90	1.72
Boone.....	10	61.69	108.69	1.75	19	61.62	117.20	1.90
Burlington.....	114	63.38	109.34	1.73	98	63.72	107.33	1.63
Cedar Rapids.....	126	63.18	105.76	1.67	62	62.21	113.21	1.81
Clinton.....	33	62.37	101.45	1.62	13	60.69	95.96	1.57
Council Bluffs.....	47	62.95	104.50	1.69	23	62.38	114.48	1.82
Davenport.....	129	61.67	101.79	1.65	106	62.49	113.91	1.82
Des Moines.....	211	62.19	103.23	1.66	187	61.40	105.67	1.71
Dubuque.....	48	62.92	107.47	1.70	63	61.90	106.57	1.71
Fairfield.....	14	64.57	121.67	1.88				
Fort Dodge.....	15	61.33	107.35	1.73	12	62.75	107.50	1.71
Fort Madison.....	14	62.78	104.74	1.67	15	61.52	115.56	1.83
Grinnell.....	16	66.28	113.62	1.71	1	61.50	128.83	2.02
Iowa City.....	19	64.24	109.56	1.70	5	63.33	94.20	1.48
Koskuk.....	54	63.10	105.37	1.67	36	63.04	109.96	1.74
Mason City.....	16	63.16	112.17	1.77	2	62.59	101.50	1.62
Muscatine.....	12	63.25	107.25	1.69	174	62.85	106.14	1.68
Newton.....	4	63.25	107.25	1.69	7	62.64	117.32	1.87
Oelwein.....	3	60.94	102.52	1.68				
Oskaaloosa.....	8	61.11	114.49	1.79				
Ottumwa.....	49	63.32	108.07	1.70	5	61.15	111.27	1.82
Slous City.....	132	62.82	106.65	1.69	74	62.86	109.62	1.74
Washington.....	2	60.50	99.50	1.62	8	62.00	116.37	1.87
Waterloo.....	68	63.72	113.93	1.78	36	63.44	114.50	1.80
*Miscellaneous.....	47	61.06	114.81	1.86	36	62.17	109.14	1.75

*Includes boys and girls 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 1, 1916, to July 1, 1918, by Locality.

PART VII—AGES 14 TO 14 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	3810	62.16	103.69	1.66	1703	62.62	106.79	1.71
Boone	21	61.14	104.47	1.70	21	61.90	115.96	1.87
Burlington	247	62.78	108.35	1.68	55	62.58	102.48	1.65
Cedar Rapids	357	62.73	105.04	1.67	115	61.82	109.51	1.77
Clinton	60	61.71	102.92	1.66	36	61.96	98.59	1.61
Council Bluffs	89	61.94	105.04	1.69	26	62.11	109.19	1.73
Davenport	428	61.08	99.64	1.63	192	62.60	110.50	1.77
Des Moines	636	61.48	100.79	1.63	300	61.72	104.28	1.69
Dubuque	95	62.52	104.27	1.66	123	62.22	104.67	1.68
Fairfield	21	62.90	111.35	1.76				
Fort Dodge	30	61.06	103.90	1.70	21	62.54	106.88	1.76
Fort Madison	24	62.49	103.70	1.66	36	63.66	112.42	1.76
Grinnell	16	64.93	111.46	1.71	5	62.60	119.50	1.90
Iowa City	48	62.78	102.54	1.63	10	62.46	95.20	1.62
Keokuk	156	61.98	100.54	1.62	44	62.66	106.10	1.69
Mason City	30	62.94	107.37	1.70	2	62.50	101.50	1.62
Muscatine	285	62.95	107.08	1.70	361	62.97	104.95	1.66
Newton	9	62.77	103.88	1.65	7	62.64	117.32	1.86
Oelwein	25	61.18	102.12	1.66				
Okawook	16	63.37	111.34	1.75	2	61.75	110.25	1.79
Ottumwa	66	62.26	103.93	1.65	16	62.32	110.12	1.75
Sioux City	328	62.18	102.56	1.62	156	62.71	108.85	1.73
Washington	11	61.31	107.00	1.74	18	62.44	114.44	1.82
Waterloo	178	62.08	110.67	1.74	82	63.38	113.75	1.79
*Miscellaneous	95	62.50	116.12	1.85	64	63.43	105.46	1.66

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

The following table shows the average development of Iowa children, which may be used in determining a normal standard in relation to weight and height. The same is given in comparison with statistics compiled from New York City work permits three years ago by Frankel and Dublin for the Metropolitan Life Insurance Company, also from New York up-state cities, and those from a recent United States government report.

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 15 Years:								
Iowa	1,587	61.61	100.86	1.63	788	62.55	105.16	1.68
New York City	3,405	61.55	103.35	1.68	2,827	61.19	104.54	1.71
Up-state cities	1,756	60.90	98.50	1.62	1,306	61.46	102.18	1.66
U. S. Labor statistics		59.90	94.90	1.58		59.90	98.40	1.60
15 to 16 Years								
Iowa	1,523	62.80	106.70	1.70	917	63.55	107.96	1.72
New York City	1,988	62.74	106.69	1.73	1,822	61.59	107.57	1.75
Up-state cities	841	62.17	105.09	1.69	822	61.96	106.90	1.71
U. S. Labor statistics		62.30	107.10	1.71		61.10	106.10	1.73
14 to 16 Years								
Iowa	3,210	62.16	103.69	1.66	1,705	62.92	106.79	1.70
New York City	5,246	61.90	106.71	1.71	4,550	61.38	103.79	1.72
Up-state cities	2,627	61.31	100.68	1.64	1,822	61.60	103.30	1.68

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 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 14½	953	61.26	100.37	1.63	414	62.27	104.31	1.67
14½ to 15	734	62.07	101.87	1.64	374	62.88	106.11	1.68
15 to 15½	683	62.29	103.88	1.66	350	62.37	106.78	1.71
15½ to 16	530	62.97	106.28	1.71	307	62.34	110.71	1.76

SHOWING NUMBER OF BOYS OF EACH HEIGHT, AVERAGE WEIGHT, LOWEST REASON-
ABLE SAFE WEIGHT, AND NUMBER OF CHILDREN BELOW SAFE WEIGHT.

Height in inches	14 to 15 Years				15 to 16 Years			
	No. of children	Average weight (pounds)	Lowest safe weight (pounds)	No. below safe weight	No. of children	Average weight (pounds)	Lowest safe weight (pounds)	No. below safe weight
57	71	88.37	73	2	46	91.96	77	2
58	68	89.53	76	2	42	88.50	75	2
59	122	90.23	77	3	88	91.33	75	3
60	219	83.32	79	1	156	96.64	82	4
61	179	79.83	85	8	132	102.61	87	8
62	221	103.27	88	6	159	105.97	90	3
63	169	107.19	91	3	187	107.79	92	2
64	167	111.96	94	13	146	108.64	92	2
65	84	116.26	96	12	105	116.03	99	2
66	95	117.74	100	7	124	120.44	102	2
67	35	121.79	104	2	76	123.75	107	2
68	35	125.26	108	2	63	128.74	109	2

SHOWING NUMBER OF GIRLS OF EACH HEIGHT, AVERAGE WEIGHT, LOWEST REASON-
ABLE SAFE WEIGHT, AND NUMBER OF CHILDREN BELOW SAFE WEIGHT.

57	19	92.94	79	1	13	95.00	81	1
58	20	93.29	79	2	11	89.74	75	2
59	37	93.23	79	3	38	96.88	82	3
60	94	96.94	82	1	100	92.44	79	1
61	111	99.51	85	4	88	103.77	88	1
62	134	106.61	91	10	120	108.09	91	10
63	111	108.96	92	6	130	110.61	94	7
64	99	108.80	92	3	150	119.59	94	4
65	70	111.68	94	4	75	116.73	96	8
66	48	117.76	100	5	77	117.03	100	3
67	29	117.00	100	.....	39	121.00	103	3
68	6	117.16	108	.....	13	124.24	106	1

STREET TRADES—BADGES ISSUED.

Sec. 2477-a1. "No boy under 11 years of age nor girl under 18 years of age shall be employed, permitted or suffered to work at any time in any city of 10,000 or more inhabitants within this state in or in connection with the street occupations of peddling, boot blacking, the distribution or sale of newspapers, magazines, periodicals or circulars, nor in any other occupations in any street or public place."

Boys between 11 and 16 years of age may, however, engage in street trades after they have complied with the usual requirements for a work permit, except the filing of an employers' agreement. Upon compliance with such requirements, such a boy shall be entitled to receive from proper authorized officer, a badge which shall authorize him to engage in the above named occupa-

tions between the hours of 4 a. m. and 7:30 p. m. during school year and 8:30 p. m. during school vacation.

In enforcing the street trade law (Sec. 2477-a1), badges have been issued in Iowa during the years 1916 and 1917 as per following table: Clinton, Council Bluffs, Fort Dodge, Mason City and Oskaloosa, not reporting:

City	1916	1917
Boone	84	55
Burlington	76	71
Cedar Rapids	391	173
Davenport	305	319
Des Moines	1	572
Dubuque	43*	69
Iowa City	32	25
Keokuk	54	60
Marshalltown	38	69
Muscatine	187	81
Ottumwa	718	1,100
Sioux City	182	244
Waterloo	1	174

*Truant officer could furnish no record for 1916.
*From May 1, 1916, to December 1, 1916.

The decrease at Iowa City is attributed to the fact that the daily paper has been discontinued. Davenport states that not more than 300 boys are engaged in street trades at any one time, as some work only a few days, some for a week or so and some for a month.

SPECIAL INVESTIGATION OF CHILDREN HOLDING WORK PERMITS.

For the purpose of obtaining a more definite and comprehensive knowledge, other than the data contained in the work permits issued to the children, as to reasons why children leave school at ages between 14 and 16 years, a follow-up investigation was made by Factory Inspector Ellen M. Rourke, to ascertain as nearly as possible from the children themselves their reasons for leaving school, and with the further purpose of arriving at conclusions fairly representative of general conditions surrounding children in industry. The investigation covered the following cities: Des Moines, Sioux City, Davenport, Dubuque, Cedar Rapids, Council Bluffs, Waterloo, Clinton, Burlington, Ottumwa, Muscatine, Fort Dodge, Keokuk, Marshalltown, Mason City, Boone, Iowa City, Fort Madison, Oskaloosa, Grinnell, Fairfield and Washington, which were selected because of the greater proportionate number of work permits issued.

Three hundred and seventy-five boys and two hundred and seventy-five girls were interviewed. This does not include the entire number of children holding work permits at the time of the survey, but only those who could be reached within the brief length of time available for the work, but it is a fair representation and conditions herein can safely be applied to the entire field of children working under the provisions of the Iowa child labor law. A small number of children interviewed were issued permits a few months before they were 16 years, but by the time of interview were past this age. They are included in these tables, because the working conditions as given when barely past 16 years would be applicable to the children between 14 and 16 years.

SCHOOL GRADES GIVEN BY CHILDREN.

The school grades given by the children as the grades they were attending or had completed at the time of leaving school are found in the following table. The table shows that 26 boys and three girls quit school in the incomplete sixth grade and also that 23 boys and seven girls quit school while attending or just after completing grades lower than sixth.

Some of these last named children were found working without work permits claiming to be past sixteen years. One case might be cited here of a boy in this group. When his school record was looked up it was found he was not quite fifteen years and had only completed the fifth grade. The record given by the school principal showed irregular attendance on the part of the boy indicating he was of the truant type. It appeared the family had moved into another district and the boy had seized upon this opportunity to quit school and go to work. The principal of the second school had enrolled two little girls of the family but knew nothing about the boy. Both the schools and the employer were to blame in this case. The school should have some definite way of keeping check on change of residence pupils and the employer should have demanded proof of age.

Some children were habitual truants, many of whom could show but three or four months' work during the entire time since leaving school, though past fifteen years of age. Again as in the previous investigation, one interesting fact disclosed was that truants with few exceptions are very generally considered poor workers.

These children went from one job to another in about the same way they had attended school. It seems true that if they had not been able to apply themselves in school they invariably showed little aptitude for work in the industrial field.

SCHOOL GRADES GIVEN BY CHILDREN. GRADE WHEN PERMIT ISSUED.

	Boys	Girls
High school—first year completed	28	8
High school—first year incomplete	33	12
High school—second year completed	14	3
High school—second year incomplete	5	6
High school—three years completed	1	—
High school—three years incomplete	—	2
High school—four years incomplete	—	—
Grammar school—completed	78	92
Grammar school—incomplete	33	41
Seventh grade—completed	49	36
Seventh grade—incomplete	50	46
Sixth grade—completed	23	19
Sixth grade—incomplete	26	3
Fifth grade—completed	15	5
Fifth grade—incomplete	3	—
Fourth grade—completed	4	2
Third grade—completed	1	—
Total	375	275

REASONS ASSIGNED FOR LEAVING SCHOOL.

Table No. 12 gives all the reasons assigned by the children for leaving school, except those that were out during vacation only.

One hundred twenty-one boys and 39 girls, or 24.62 per cent, were working vacation time only. Fifteen boys and eight girls are included in this group who said they might return to school, also six boys and three girls who wanted to take a business course. It is interesting to note the number who might not return to school. It seems many times the vacation jobs prove too attractive. The retarded child is apt to find the work easier and the remuneration so attractive that it fails to return to school although intending to do so when first leaving. There is a possibility that a large number of these found working vacation time only will never return to school, as many would say, "I have a good job and may keep on working." Many times spending money outweighs school and vacation jobs become permanent unless the child is under strict supervision.

Seventy-six boys and 86 girls, or 24.91 per cent, claimed necessity as the reason for leaving school. Sudden changes in the home, such as death of father or mother, parents parting, accidents or sickness which incapacitate a wage earner often cause the chil-

dren to start to work. Two boys told of their fathers, in each case leaving home, thus causing the boys to start to work. When in the meantime the fathers returned home, the boys feeling they would be behind in their class and being out of touch with school continued at work.

Eighty-three boys and 58 girls, or 21.7 per cent, gave dislike of school as their reason for going to work. Many of them were found to be behind in their grades—retarded pupils, who through irregular attendance or poor learning ability became discouraged and dropped out. Only 19 boys and 24 girls had completed the grades but did not care enough for school to start to high school. This leaves by far the larger number who were in the incomplete grades.

Thirty-five boys and 29 girls, or 9.85 per cent, make up a group which gave preference for work as the reason for leaving school. These are very often the ones who desire spending money, money to buy better clothes, to have their own money to get what they want like the boy and girl next door. Many times association of the different social groups in the schools causes the poorer children to become dissatisfied. It was found too in this number that many a boy and girl went to work because the boy and girl they associated with were working and they could get them a job in the same place.

Forty-nine boys and 46 girls, or 14.61 per cent, are at work largely because of parental influence; 19 boys and 17 girls whose parents were separated were found in this group, 27 boys and 20 girls gave moving as the cause of not returning to school. The greater part of this group were found among the children whose parents were separated.

Eleven boys and 17 girls, or 4.31 per cent, compose a group which gave poor health, weak eyes, too nervous to study, etc., as a reason for leaving school, claiming that they could not stand the school work in their impaired condition. One boy is included in this group who after staying three years in the seventh grade quit school and decided to learn a trade.

TABLE NO. 12—REASONS FOR LEAVING SCHOOL.
Reasons Assigned by Children for Leaving School and Grade at Time of Leaving.

Reasons for Working	High School						Grammar School		6th Grade		Lower Grade		Totals			
	1st Year		2nd Year		3rd Year		4th Year		Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
Vacation only																
Father out of work																
Mother sick																
Mother widow, needed help																
Low family income																
Wanted to earn money																
Mother dead, living with grandmother																
Dislike of school																
Disappointed with school																
School work too hard																
School work too expensive																
Got behind in studies																
Too nervous for study																
Weak eyes																
Wanted to be a teacher																
Might return to school																
Preferred work to school																
Wanted to earn money																
Wanted to make own way																
Parents urged work (Parents' influence)																
Father urged work																
Help-maintained to work																
Help-maintained to high school— Other causes—																
On account of moving																
Change of home																
Poor health																
Wanted to make own way																
Not liked in this country																
Could not afford high school																
Did not want to go to high school																
Wanted to go to high school																
Parents separated																
Totals	61	20	19	6	1	1	3	1	2	131	133	90	82	30	22	281

SIZE OF FAMILY.

As shown in the following table, No. 13, large families do quite frequently cause the older children to be put to work earlier than if they belonged to a smaller group, and the early starting to work of the eldest child seems to have a decided tendency to start the other children in the family. Oftentimes during the investigation some would say they did not have to start to work but wanted to do so because the older brother or sister was working. Quite a few of them were found working in the same place with the older brother or sister. The relatively small number of large families as compared with the number of average and small sized families makes the per cent of children from large families found working greater than it would at first appear to be from casual reading of the table. However, it was found during the investigation that many of the parents of large families were doing better for their children educationally than some of the parents of smaller families. Very few separations or divorces were found among parents of large families. It is quite apparent that a deeper and greater responsibility keeps the family undivided.

TABLE NO. 13—FAMILIES AND WORK PERMITS.

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

Children in Family	Part I		Part II			
	Number in Each Size Family		The Number in Order of Birth	Number of Each Order of Birth		
	Boys	Girls		Boys	Girls	
One.....	22	6	Only child.....	22	6	
Two.....	56	28	Eldst.....	124	53	
Three.....	72	39	Second eldest.....	82	63	
Four.....	50	43	Third eldest.....	47	37	
Five.....	49	48	Fourth eldest.....	29	28	
Six.....	46	43	Fifth eldest.....	11	17	
Seven.....	49	28	Sixth eldest.....	8	9	
Eight.....	16	22	Seventh eldest.....	5	3	
Nine.....	9	19	Eighth eldest.....	4	2	
Ten.....	5	9	Ninth eldest.....	2	2	
Eleven.....	1	6	Youngest.....	54	50	
Twelve.....	2	2				
Thirteen.....		1				
Total.....	375	275	Total.....	375	275	

TABLE NO. 14—FAMILIES AND WORK PERMITS.

Size of Family by Number of Children and the Number of Work Permits—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.....	19	6	1	1	1	28
Two.....	58	17	5	5	2	85
Three.....	68	17	3	3	2	101
Four.....	69	19	2	1	2	95
Five.....	68	17	6	6	1	97
Six.....	70	12	5	1	1	89
Seven.....	61	10	5	1	1	77
Eight.....	34			3	1	38
Nine.....	18					18
Ten.....	12			1		13
Eleven.....	6	1				7
Twelve.....	2					2
Thirteen.....	1					1
Total.....	486	100	35	22	7	650

LOSS OF PARENT OR SEPARATION OF PARENTS AND EFFECT.

This group comprises 112 boys and 85 girls, or 30 per cent of the entire number of children interviewed. A brief synopsis is given as follows:

Forty-seven boys whose fathers were dead, lived with their mothers, 17 in this group had step-fathers, 14 of these step-fathers were the head of the home, but the other three step-fathers left home because of drink and other women. In this group of 47 boys, 33 mothers were the head of the family, 13 owned their homes and three mothers with the help of their children, were paying for homes. Seventeen mothers were in rented homes with an average rental of \$10.50 per month. Only three mothers in this group of 33 were working outside of their own homes. One boy in this group, just past 16 years, was found working in the telegraph office making enough money after school to support himself and three other children, who were in school also, while their mother was in the hospital. The average size of this group of families was 4.5.

Of 27 boys whose mothers were dead, 22 lived with their fathers. Eight had step-mothers, two of the eight boys with step-mothers lived with other relatives. Three fathers were away and the boys were living with other relatives. Only in one of these cases did the father help financially, in the other two cases the whereabouts of the father was unknown. The average size of this family group was 4.5.

Of 32 boys whose parents were parted 28 lived with their moth-

ers. Five of these boys had step-fathers, one of these step-fathers left home because of drink. Twenty of these boys were living with their mothers in rented homes, with an average rental of \$10.25 a month. The average wage of the mothers was \$1.95 per day; three mothers owned their own homes. Three boys in this group lived with their fathers, their mothers having left home and married again. One boy was living with his grandmother because his father and mother married again. Average size of this family group 3.5.

Six boys were found whose parents were both dead; two lived with grand-mothers; two lived with their married sisters; one had adopted parents and one boy could not get along with his relatives and went to live with friends.

Of 35 girls whose fathers were dead, 34 lived with their mothers. Seven of these girls had step-fathers. One girl in this group had to leave home because her step-father drank and abused the family; nine mothers owned their own homes, and only three mothers in this group worked outside of their homes; five mothers kept roomers or boarders; two mothers with the help of their children were buying their own homes. Twelve mothers were living in rented homes, paying an average rental of \$9.80 per month. The average wage of these mothers was \$1.55 per day. The average size of this family group was 4.7.

Of 18 girls whose mothers were dead, 11 lived with their fathers, seven of these girls had step-mothers, two girls who had step-mothers were living with other relatives, one girl of this number said she and her younger brothers and sisters lived with their grand-parents. Their father married again and abandoned his children. Twice he was taken into court but each time evaded the responsibility of helping to support his children, though he is a stationary engineer making \$175.00 per month. The second girl left home because she could not get along with her step-mother and went to live with an aunt. Four girls lived with other relatives, two of these did not know where the father was. One girl was found who had no home at all, but was living with another girl who worked in the same place with her. They were paying \$2.00 a week for a room with the privilege of doing light housekeeping. Average size of this family group 4.3.

Of 28 girls whose parents were parted, 26 lived with their mothers. Nine in this group had step-fathers, two of this number could not get along with their step-fathers, the first girl leav-

ing home and the second girl being compelled to go to work to make her own way. Ten of the mothers in this group lived in rented homes with an average rental of \$9.05 per month. The average wage of these mothers was \$1.90 per day. Only one girl of the 28 lived with her father. Her mother went away from home and obtained a divorce and in the meantime married again. The mother was a woman of very bad morals according to the information given by the daughter. Average size of this family group 3.2.

Four girls whose parents were both dead lived with other relatives. Two of these girls lived with grand-parents and the other two girls lived with their married sisters. Average size of this family group 5.

It is interesting to note the number of children living with fathers when the mother was dead, 33 out of 45 children living with their fathers. Contrast this with 81 out of 82 children living with their mother where the father was dead.

In divorce cases, out of 62 children whose parents were parted, only four children were living with their fathers in contrast with 54 living with their mothers. Why this is so is a question that arises. Is it because the court recognizes a greater claim on the part of the mother or is it the father finds it easy to cast off the responsibility and is willing to leave it to the mother? In but a few of the divorce cases in the survey did the father help.

In many instances children who had lost a parent were better equipped educationally for industrial life than those with parents, though in many cases the struggle was almost at the breaking point. It was apparent in some cases that when there was a step-parent there was often a feeling on the part of the child that it should make all or part of its own way, and many times the mothers were anxious that the child should help. One boy said that when he worked his step-father was good to him, but when he was not working he would abuse him and make it hard for his mother, so the child chose between the two evils and quit school and went to work.

WAGE OF FATHERS AND ECONOMIC CONDITIONS OF HOME.

Out of a total of 650 children included in this survey, 285 of these were able to give wage of their fathers, and whether the home was owned, bought or being rented. It was quite evident while interviewing the child that the greater the economic pres-

JOBS, WHEN AND HOW FOUND.

It was found children close to certain industries where the nature of the work did not require much skill were found working there. Many times children seem to make no choice as to what field of industry to enter, but apparently choose that most convenient. A mill or factory which can employ unskilled labor being in a certain locality generally proves a drawing factor for the children and many children would remain in school but for the wage lure of the mill or factory close by.

From the table No. 17, "Where the First Job Was Found," it is shown that by far the larger per cent of the children had or knew they could get a job before leaving school, as 78.2 per cent of the boys went to work immediately, while this is true of 50 per cent of the girls.

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.....	14	2
Through assistance of parents.....	67	32
Through assistance of friends.....	45	45
Through assistance of relatives other than parents.....	23	55
Found their own jobs.....	213	134
Notified by employers.....	12	4
Through help of school.....	1	.....
Through family physician.....	.....	1
Employment Bureau.....	.....	1
Total.....	376	273

TABLE NO. 17—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.....	78.2	50
Per cent of those going to work within a month.....	18.2	18
Per cent of those going to work between one and six months.....	5.6	24
Per cent of those going to work between six and eighteen months.....	1.0	8

JOBS NOW HELD.

By far the larger number of children gave their preference for jobs which would entail the most careful preparation either in school or apprenticeship. The few children found working in industries where they might learn a trade were kept busy running errands or doing odd jobs. When table No. 19 showing their

preference is compared with table No. 18 showing their actual employment, it must be plain to all that only in few instances are children employed where the chances for advancement are at all favorable and the training of use to them later when their earning capacity is at the maximum. In most cases where they were employed the work was of the kind that after it was once learned it required no thought but became merely a mechanical performance.

There can be no doubt that there are many misfits in industry, and as such they are bad for the industry, bad for the individual and bad for society. The majority of the unemployed or those who change employment is composed of individuals who cannot demand work in any particular line. The aim of the state then should be to train boys and girls in some given employment. Children should be equipped with better educational and industrial qualifications.

TABLE NO. 18—JOBS OF THOSE HOLDING WORK PERMITS.

	Boys	Girls		Boys	Girls
Factories—			Messenger Service—		
Button.....	10	70	Telegraph.....	92	2
Biscuit.....	11	19	Packing house.....	11	.....
Oat Meal mill.....	12	20	Special delivery.....	3	.....
Wooden mill.....	1	10	Errand, printing office.....	2	.....
Glove.....	9	10	Total.....	108	22
Gigs.....	6	11	Stores—		
Bowery.....	4	7	Messenger and errand.....	6	15
Candy.....	7	3	Clerk.....	1	2
Overall and Garment.....	9	1	Stock.....	2	7
Knife.....	18	1	Office.....	2	.....
Packing house.....	2	2	Bundle and wrappers.....	5	1
Shoe and shoe.....	7	2	Cashiers.....	9	1
Publising.....	2	2	Ten cent.....	9	.....
Fountain Pen.....	2	5	Grocery.....	9	.....
Shoe.....	15	14	Drug.....	5	.....
Box.....	2	7	Total.....	22	27
Farming implements.....	1	2	Miscellaneous—		
Stock yards.....	2	2	Office.....	2	.....
Brush.....	2	2	Restaurant.....	2	1
Furniture.....	7	2	Shoe shining.....	7	3
Musical instruments.....	2	3	Dry cleaners.....	2	20
Dental supply.....	2	1	Railway shops.....	2	.....
Lightning rod.....	1	2	Theatre.....	1	.....
Automobile — body and parts.....	10	1	Hotel.....	2	.....
Brum.....	3	4	Billiard hall.....	2	.....
Foundry and Machine.....	3	2	Total.....	51	5
Starch.....	3	2			
Twine.....	3	2			
Chemical.....	2	1			
Medicine.....	2	4			
Hat.....	2	1			
Coffee, tea and spice.....	4	.....		
Clay products.....	2	.....		
Total.....	164	228			

TABLE NO. 19—PREFERENCE OF CHILD FOR JOB.

The following Statement Shows the Number of Children Preferring Each Trade or Occupation.

BOYS	275	MISCELLANEOUS	48
Cannot make choice	213	Farmer	1
TRADES	92	Stock raiser	22
Machinist	26	Merchant	1
Telegraph operators	15	Business manager	3
Engineer	6	Commercial	11
Electrician	6	Office work	4
Mechanic	14	Druggist	2
Garage mechanic	2	Contractor	1
Foundry and Machine	3	Salesman	1
Printer	9	GIRLS	275
Carpenter	2	Cannot make choice	199
Cabinet maker	1	TRADES	12
Plumber	1	Dressmaker	3
Tinner	1	Seamstress	3
Iron molder	1	Machine operator	1
Butter maker	1	Cigar maker	3
Shoe maker	1	Machine operator	1
Glove cutter	2	PROFESSION	14
Garment cutter	1	Teacher	5
Butcher	2	Nurse	7
PROFESSION	22	Bookkeeper	2
Electrical engineer	4	Musician	3
Civil engineer	4	Doctor	1
Cartoonist	3	MISCELLANEOUS	45
Doctor	2	Stenographer	36
Lawyer	4	Office work	5
Dentist	4	Clerk	2
Veterinary surgeon	1	Cashier	1
Mechanical drawing	1	Factory	1
Aviation	2	Farm	1

TABLE NO. 20—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	102	49	Between 9 and 10 months	8	12
Between 1 and 2 months	89	57	Between 10 and 11 months	5	7
Between 2 and 3 months	49	21	Between 11 and 12 months	5	9
Between 3 and 4 months	27	20	Between 1 and 1½ years	24	23
Between 4 and 5 months	20	12	Between 1½ and 2 years	2	5
Between 5 and 6 months	15	6	Between 2 and 2½ years	2	2
Between 6 and 7 months	22	20	Between 2½ and 3 years	1	2
Between 7 and 8 months	10	0	Total	375	275
Between 8 and 9 months	8	15			

JOBS HELD AND TIME IN JOB WHEN CHANGING.

A showing of conditions would not be complete without an indication of the length of time worked in each job before a change was made. In this showing it is necessary to explain that cases are meant and not individual boys and girls. For instance, the same boy or girl may have held one job less 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.

In making the survey the means of getting the information was obtained by following up the work permits issued for the children. The changes were so frequent by some of them, that when the firm was called upon to interview the child for which they had a work permit, the child would not be there. When the question was asked of some of the employers where the child was they would invariably say they did not know, that many times when they thought they had a good boy or girl they would fail to show up and would quit without giving any notice.

Two noticeable facts observed during the survey might be given here. First, that the boy changed jobs more frequently than the girl, and second, while the boy returned to school more frequently than the girl he is not as careful to complete a grade before leaving school, but leaves at any time.

TABLE NO. 21—NUMBER OF JOBS HELD.

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

	Boys	Girls		Boys	Girls
First job	163	163	Fifth job	4	4
Second job	120	74	Sixth job	0	0
Third job	55	23	Total	375	275
Fourth job	18	11			

TABLE NO. 22—LENGTH OF TIME IN JOB BEFORE CHANGING.

	Boys	Girls		Boys	Girls
Less than one month	58	41	Between 7 and 8 months	1	2
Between 1 and 2 months	52	29	Between 8 and 9 months	1	1
Between 2 and 3 months	12	10	Between 9 and 10 months	1	1
Between 3 and 4 months	23	12	Between 10 and 11 months	2	3
Between 4 and 5 months	7	10	Between 11 and 12 months	1	4
Between 5 and 6 months	11	7			
Between 6 and 7 months	0	10			

TABLE NO. 22.—REASONS FOR CHANGING JOBS.

There were found 183 boys and 100 girls who had changed jobs since going to work. Of these 84 boys and 34 girls made the changes from non-personal reasons or motives, while 99 boys and 65 girls made the change from personal motives. The reasons given are as follows:

	Boys	Girls
Total	183	100
PERSONAL REASONS, Total	99	65
More money and better job	48	23
Work was too heavy	15	12
Tired of job	5	2
Did not like job	17	6
Hired for extra work	2	1
To learn a trade	1	1
Too constant standing	1	2
Work too dirty	2	2
Close to home	1	1
Wanted to work where they could live at home	1	1
Did not want to work for foreigners	1	1
Preferred factory to home work	1	1
Afraid to operate machine assigned	2	7
Could not make enough money at piece work	1	2
Work on farm too heavy	1	1
Could not get along with other boy	1	1
Employer did not live up to agreement	1	1
NON-PERSONAL REASONS, Total	84	34
Was laid off	8	4
Back to school	45	12
Could not stand smell of tobacco	1	1
Seasonal work	6	2
Discharged	4	1
Sickness	3	1
Firm went out of business	1	1
Removed from city	13	3
Work affected health	2	2
Eight hour law	1	4
Work hard on eyes	1	2
Not old enough	1	1

WAGE OF CHILDREN BY SCHOOL GRADES.

The increase in wage, rather than necessity, in many cases, in the past two years for children workers, has caused many children to leave school to become wage earners. Too many parents think too much of the immediate earnings and too little of the future outlook of the children and permit their children to work before they are equipped for industrial pursuits. Unskilled and untrained they must go through life handicapped. Quite a few boys were found working in the same place with their fathers. One boy who was working with his father was getting the same wage as the father.

The following table is a showing of wages of the children by school grades.

No cases were found where the children were not treated with reasonable consideration, but in many cases it was found, especially where they were working at piece work or acting as helpers to adults, and also where the nature of the work required heavy lifting, that the children could easily overwork and lift beyond their strength without any coercion on the part of the employer.

TRADE UNIONS.

The total number of organizations of labor as reported on December 31, 1917, was 792 as against 726 December 31, 1915, and 722 December 31, 1913. Of these no report of membership was received from the following number of locals: Broom makers, electrical workers, plasterers and stone cutters, 1 each; stationary firemen, 2; horseshoers, 3; retail clerks, 4; letter carriers, 5, and federal labor unions, 12; a total of 30 locals. It should also be noted that no report of either number of locals or membership is recorded from the meat cutters and butcher workmen, when it is known that this organization was quite active during the year. The reported membership for the three last biennial periods is as follows:

December 31, 1913.....	49,353
December 31, 1915.....	48,363
December 31, 1917.....	53,944

Had all locals reported for 1917, the membership would show in excess of 55,000. During the two-year period, six internationals not represented in prior report chartered locals in the state, these being the Brotherhood of Railway Clerks, National Federation of Federal Employees, United Cloth Hat and Cap Makers, Lithographers, Mine, Mill and Smelter Workers, and the Ceramic, Mosaic and Encaustic Tile Layers and Helpers, while the lone Stove Mounters local in the state surrendered its charter, leaving at the end of the year 61 national and international labor organizations with chartered representation at the end of the biennium. Of these, 37 had a gain in membership, 15 a loss, one neither gain nor loss, and the meat cutters not reporting. Enlistments are directly responsible for the losses suffered by some of these organizations, while the drain in some of the higher skilled crafts for workers in eastern munition plants was already manifest by the close of 1917.

The data on female membership is incomplete for the reason that only 60 per cent of the locals reported directly, the rest of the membership data having been secured from the parent or-

organizations, which keep no record of membership by sex. Forty-four locals of 15 internationals reported a female membership of 664. Two years ago 28 locals of 10 internationals reported 448 female members. The musicians lead with 188 female members, followed by the garment workers with 153, the book-binders 95 and the cigar makers 76. The female membership of the garment workers stood alone as exceeding the male. There were 152 locals in the craft organizations reporting female members, which indicates that if all had reported directly, the female membership would make a decidedly better showing in members.

Table No. 26 gives the location of local organization by craft, the membership of the respective locals, also number idle on last day of year by cause. It will again be noticed that a comparatively small number reported on this latter phase, but nevertheless a fairly good estimate can be made from these reports on per cent of non-employment and cause by considering the nature of craft.

Table No. 27 gives a summary of membership by craft, sex and comparative totals for last biennial periods.

Table No. 28 gives a comparison of the number of locals and membership by craft for each county. Sixty-five counties are represented for this report as against 64 two years ago. The ranking counties with membership, are Polk, 8,383; Appanoose, 5,025; Woodbury, 3,923; Linn, 3,719; Monroe, 3,112; Scott, 2,581; Dubuque, 2,763; Boone, 2,568, and Wapello, 2,134. Each of these counties has a city of considerable size within its borders with the exception of Appanoose, Monroe and Boone, the membership in these being due to large mining industry.

Table No. 29 gives a comparative table of wages for the period ending December 31, 1915, and December 31, 1917. Wage reports were received from 463 organizations for the latter period. Of these, 297 reported an increase during the biennial period. The first nine months after the entry of our nation into the world war are covered in this report, and none of the 1918 period during which the great labor needs of the country in the prosecution of the war and also the greatly increased cost of living forced wages upwards to an extraordinary degree.

In considering any wage scale it is always necessary to bear in mind that it represents earning ability under conditions of steady work, plentiful materials, perfect weather and perfect,

BOOKBINDERS, INTERNATIONAL BROTHERHOOD OF

Marginal No.	City	No. of Local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc. dt. or old age	Other reasons	
55	Cedar Rapids	84	1899	16	20	36						
56	Davenport	93	1912	24	5	29						
57	Des Moines	71	1897	23	43	66						
58	Dubuque	116	1902	11	8	19	2					
59	Pt. Dodge	225	1917	7	2	9						
60	Sioux City	78	1917	10	14	24						
61	Waterloo	228	1917	6	4	10						

BRICKLAYERS, MASONS AND PLASTERERS, INTERNATIONAL UNION OF AMERICA

Marginal No.	City	No. of Local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc. dt. or old age	Other reasons	
62	Ames	27	1906	38		38						
63	Burlington	10	1892	21		21			19			
64	Cedar Rapids	20	1907	17		17	15	40				
65	Centerville	13	1901	17		17			5		19	69
66	Charles City	8	1912	14		14	14					
67	Clinton	15	1901	40		40		38		2		44
68	Council Bluffs	8	1889	31		31			1			30
69	Creston	3	1913	10		10						10
70	Des Moines	2	1882	199		199			10			209
71	Dubuque	17	1902	39		39	26					65
72	Dubuque	24	1903	39		39						78
73	Fairfield	18	1902	7		7		4		1		25
74	Pt. Dodge	20	1900	73		73		60				133
75	Pt. Madison	4	1917	9		9						36
76	Grinnell	25	1909	39		39	18	18				76
77	Iowa City	18	1902	29		29	24					53
78	Keokuk	19	1907	18		18			2			20
79	Mason City	21	1902	39		39	9	29				67
80	Marshalltown	19	1901	66		66	7	30				103
81	Muscatine	12	1902	39		39		29	2			70
82	Oskaloosa	7	1900	15		15	8	3				26
83	Ottumwa	23	1907	33		33	15	17				65
84	Sioux City	9	1891	32		32			2			34
85	Sioux City	5	1860	149		149	75	70		1		295
85	Waterloo	28	1905	66		66		56		10		146

BRICK AND CLAY WORKERS OF AMERICA, THE UNITED

Marginal No.	City	No. of Local	Year organized	Males	Females	Total
86	Pt. Dodge	100	1917	18		18
87	Ottumwa	10	1917	30		30

BRIDGE AND STRUCTURAL IRON WORKERS, INTERNATIONAL ASSOCIATION OF

Marginal No.	City	No. of Local	Year organized	Males	Females	Total
88	Cedar Rapids	80	1903	24		24
89	Davenport	111	1907	32		32
90	Des Moines	67	1909	31		31
91	Sioux City	194	1916	9		9

BROOM AND WHISK MAKERS UNION, INTERNATIONAL

Marginal No.	City	No. of Local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc. dt. or old age	Other reasons	
92	Davenport	41	1915	3		3						
93	Des Moines	11	1917									
94	Dubuque	6	1899									
95	Muscatine	43	1915	5		5						
96	Sioux City	42	1913	6		6						

CARMEN OF AMERICA, BROTHERHOOD RAILWAY

Marginal No.	City	No. of Local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc. dt. or old age	Other reasons	
97	Belle Plaine	472	1912	84		84					2	2
98	Boone	369	1912	103		103						
99	Carroll	638	1917	24		24					1	1
100	Cedar Rapids	1866	205	24		24						
101	Clinton	429	1910	296		296						
102	Council Bluffs	93	1899	193		193						
103	Davenport	273	1922	14		14						
104	Des Moines	71	1915	33		33						
105	Des Moines	683	1917	12		12						
106	Dubuque	273	1902	619		619				416	30	435*
107	Eagle Grove	24	1901	22		22						
108	Eldon	164	1905	33		33						
109	Estherville	330	1903	48		48						
110	Pt. Dodge	290	1917	23		23						
111	Hawarden	544	1914	32		32						
112	Manly	205	1913	42		42						
113	Manilla	457	1912	16		16						
114	Marion	311	1905	72		72						
115	Mason City	282	1909	80		80						
116	Missouri Valley	435	1915	69		69						
117	Ottumwa	51	1901	31		31					1	1
118	Owensville	60	1917	29		29						
119	Perry	456	1912	29		29						
120	Sioux City	299	1893	141		141					1	1
121	Valley Junction	301	1893	205		205						

(*) At times.
* 415 at times.

CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF

Marginal No.	City	No. of Local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc. dt. or old age	Other reasons	
122	Ames	1948	1907	50		50	25				1	26
123	Boone	215	1898	48		48						
124	Burlington	534	1896	106		106	30	70			4	104
125	Burlington	652	1917	10		10						
126	Cedar Falls	1662	1916	16		16						
127	Cedar Rapids	304	1900	400		400		50		10		60
128	Cedar Rapids	1039	1881	78		78						
129	Cedar Rapids	1649	1908	44		44						
130	Centerville	567	1901	61		61						
131	Chariton	1624	1912	25		25					2	17
132	Clinton	772	1901	53		53					18	
133	Coraline	1448	26	36		36						
134	Council Bluffs	364	1899	167		167					5	53
135	Davenport	4	1888	357		357						
136	Des Moines	106	1898	1172		1172						
137	Des Moines	215	1914	28		28						
138	Dubuque	579	1912	27		27					1	1
139	Dubuque	678	1900	140		140	140					140
140	Fairfield	1804	1910	18		18	8	2		1		11
141	Fort Dodge	641	1909	155		155	25	25		5		55
142	Pt. Madison	273	1911	70		70						
143	Grinnell	929	1907	40		40					8	8

CARPENTERS AND JOINERS—Continued.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	
144	Iowa City	1260	1902	83		83		40				40
145	Iowa Falls	1729	1916	11		11						
146	Keokuk	523	1901	40		40		13		1		13
147	Marion	1171	1902	29		29					1	2
148	Marshalltown	1112	1902	91		91	45			1		46
149	Mason City	1313	1911	89		89	45	20		2		67
150	Muscatine	1069	1902	50		50	10	10		4		24
151	Newton	1133	1912	36		36						
152	Oskaloosa	1034	1902	46		46						
153	Ottumwa	767	1892	100		100						
154	Sioux City	948	1902	500		500	20	10		10		40
155	Tipton	1358		17		17						
156	Washington	1398	1916	38		38		15				15
157	Waterloo	1859	1910	12		12					3	3
158	Waterloo	1835	1907	245		245				2		2
159	Webster City	1625	1913	30		30	20					20

CIGARMAKERS INTERNATIONAL UNION OF AMERICA.

160	Albia	456	1908	9		9						
161	Burlington	72	1880	69		69						
162	Cedar Rapids	454	1902	32		32						
163	Council Bluffs	177	1882	12		12						
164	Creston	328	1891	8		8						
165	Davenport	172	1885	98	74	172				3		3
166	Des Moines	111	1880	96		96		10		1		11
167	Dubuque	88	1883	25	1	26				1		1
168	Fairfield	490	1891	9		9				1		1
169	Ft. Dodge	270	1904	12		12						
170	Ft. Madison	181	1888	11		11						
171	Keokuk	60	1880	35		35						
172	Lyons	239	1892	20		20						
173	Mt. Pleasant	155	1883	5		5						
174	Muscatine	120	1883	23		23						
175	Oskaloosa	277	1883	23		23				1		1
176	Ottumwa	223	1897	20		20						
177	Sioux City	150	1881	40	1	41				1		1
178	Waterloo	496	1902	10		10	1					1

CLERKS, INTERNATIONAL PROTECTIVE ASSOCIATION, RETAIL

179	Cedar Rapids	296	1909	11		11				1		1
180	Centerville	395	1902	10	1	11						
181	Chariton	401										
182	Colfax	897	1913	13	3	16						
183	Des Moines	30	1909									
184	Dubuque	301	1901									
185	Keokuk	474	1901									
186	Muscatine	93	1893	10	1	11						
187	Waterloo	781	1914	35		35						

CLERKS, BROTHERHOOD OF RAILWAY

188	Sioux City	389	1916	92	16	108				1		1
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CONDUCTORS OF AMERICA, ORDER OF RAILWAY

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	
189	Boone	52	1882	52		52						4
190	Burlington	31	1874	41		41						1
191	Cedar Rapids	58	1878	140		140						
192	Clarion	411	1911	33		33						
193	Clinton	33	1883	125		125						
194	Creston	21		34		34						
195	Des Moines	38	1876	87		87						
196	Dubuque	347		45		48						1
197	Eagle Grove	164	1885	41		41						
198	Ft. Dodge	93	1883	63		63						
199	Marion	268	1891	34		34						
200	Mason City	557	1912	37		37						
201	Marshalltown	4	1879	80		80						
202	Ottumwa	216	1887	37		37						
203	Ottumwa	496	1906	21		21						
204	Sanborn	22	1883	58		58						
205	Sioux City	232	1888	129		129						
206	Waterloo	67	1883	70		70						

COOPERS INTERNATIONAL UNION OF NORTH AMERICA

207	Cedar Rapids	57	1899	38		38						
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ELECTRICAL WORKERS OF AMERICA, BROTHERHOOD OF

208	Boone	372	1903	41		41						
209	Cedar Rapids	405	1914	30		30						
210	Cedar Rapids	615		20		20						
211	Clinton	273	1905									
212	Davenport	154	1911	22		22						
213	Davenport	635	1917	52		52						2
214	Des Moines	55	1891	99	3	99				3	1	7
215	Des Moines	347	1914	65		65				1		1
216	Dubuque	704	1911	22		22						
217	Ft. Dodge	114	1912	40		40						
218	Grinnell	679	1917	16		16						
219	Iowa City	599	1907	21	1	22				1		1
220	Keokuk	420	1915	22		22						
221	Marshalltown	610	1904	12		12				6		6
222	Marshalltown	612		12		12						
223	Mason City	431	1911	35		35						
224	Muscatine	240	1914	18		18	1					2
225	Oskaloosa	199	1913	9		9						
226	Ottumwa	173	1901	25		25				1		1
227	Sioux City	47	1891	45		45						
228	Sioux City	231	1916	35		35				1		1
229	Waterloo	228	1902	60		60						

ENGINEERS, BROTHERHOOD OF LOCOMOTIVE

Marginal No.	City	No. of local	Year organized	Males	Females	Out of Work Dec. 31, 1917						
						Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	Total
230	Belle Plaine	526	1894	34		24						
231	Boone	6	1867	75		75						
232	Boone	860	1915	67		67						
233	Burlington	151	1904	47		47						
274	Cedar Rapids	159	1873	101		101						
235	Centerville	56	1865	35		35						
236	Cherokee	689	1906	29		29						
237	Clarion	665	1904	46		46						
238	Clinton	125	1870	105		105						
239	Creston	542	1901	45		45						
240	Des Moines	115	1870	57		57						
241	Des Moines	778	1909	95		95						
242	Dubuque	119	1882	61		61						
243	Eagle Grove	211	1883	51		51						
244	Idiot	181	1874	44		44						
245	Estherville	695	1903	53		53						
246	Pt. Dodge	276	1883	97		97						
247	Pt. Madison	391	1838	118		118						
248	Manly	813	1915	61		61						
249	Marshalltown	900	1903	62		62						
250	Mason City	117	1882	69		69						
251	Mason City (1)	229	1883	30		30						
252	Oelwein	670	1911	45		45						
253	Oskaloosa (2)	166	1872	43		43						
254	Ottumwa	558	1898	67		67						
255	Ottumwa	643	1904	52		52						
256	Perry	233	1883	136		136						
257	Shenandoah	131	1856	40		40						
258	Sioux City	489	1892	72		72						
259	Sioux City	82	1882	108		108						
260	Sioux City	555	1899	57		57						
261	Sioux City	687	1905	27		27						
262	Valley Junction	52	1885	115		115						
263	Waterloo	114	1870	141		141						

(1) Organized at McGregor.

(2) Organized at Marshalltown.

ENGINEERS, INTERNATIONAL UNION OF STEAM AND OPERATING

264	Cedar Rapids	301	1905	11		11	3	30				3
265	Des Moines	270	1905	47		47	5	30		1		3
266	Dubuque	294	1903	7		7						
267	Pt. Dodge	628	1917	40		40						
268	Sioux City	503	1916	40		40	3	3				6

ENGRAVERS UNION OF NORTH AMERICA, INTERNATIONAL PHOTO

269	Des Moines	25	1907	32		32						
270	Waterloo	8	1907	7		7						

FEDERAL EMPLOYEES, NATIONAL FEDERATION OF

271	Des Moines	53	1917	16	1	17						
272	Sioux City	13	1916	50		50						

FEDERAL LABOR UNIONS, A. F. of L.

Marginal No.	City	No. of local	Year organized	Males	Females	Out of Work Dec. 31, 1917						
						Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	Total
273	Council Bluffs (1)	15274	1916	23		23						
274	Davenport (1)	15073										
275	Davenport (2)	15391	1916	20		20						
276	Des Moines (1)	12917		12		12						
277	Des Moines (2)	14546										
278	Des Moines (3)	14568										
279	Cedar Rapids (1)	15403										
280	Cedar Rapids (2)	15114	1916	35		35						
281	Fort Dodge (1)	15197										
282	Fort Dodge (2)	15247										
283	Fort Dodge (3)	15241										
284	Fort Dodge (4)	14319										
285	Marshalltown (1)	15288	1916	10		10						
286	Ottumwa (1)	15391										
287	Ottumwa (2)	8227		13		13						
288	Sioux City (1)	15722										
289	Sioux City (2)	14970										
290	Sioux City (3)											

(1) Boston workers.

(2) City firemen.

(3) Pipe layers.

(4) Cement mill workers.

(5) Dyeers and pressers.

(6) Creamery workers.

(7) Railway freight handlers.

(8) Gymnastics.

(9) Federal labor.

(10) Dyeers and pressers.

(11) Creamery workers.

FIREMEN AND ENGINEERS, BROTHERHOOD OF LOCOMOTIVE

291	Belle Plaine	511	1896	64		64						
292	Boone	25	1880	211		211						
293	Burlington	161	1876	97		97						
294	Cedar Rapids	27	1879	100		100						
295	Centerville	531	1898	29		29						
296	Cherokee	79	1886	32		32						
297	Clarion	658	1904	50		50						
298	Clinton	34	1879	191		191						
299	Creston	640	1914	66		66						
300	Des Moines	102	1882	83		83						
301	Des Moines	547	1894	70		70						
302	Dubuque	195	1882	82		82						
303	Eagle Grove	132	1909	78		78						
304	Idiot	117	1882	62		62						
305	Estherville	288	1889	64		64						
306	Pt. Dodge	222	1884	90		90						
307	Pt. Madison	391	1888	94		94						
308	Manly	638	1914	51		51						
309	Marshalltown	125	1873	21		21						
310	Mason City	29	1883	104		104						
311	Oelwein	773	1869	67		67						
312	Oskaloosa	560	1900	36		36						
313	Ottumwa	41	1907	77		77						
314	Ottumwa	262	1889	52		52						
315	Perry	124	1882	81		81						
316	Shenandoah	190	1883	40		40						
317	Sioux City	64	1883	152		152						
318	Sioux City	112	1888	58		58						
319	Sioux City	678	1910	88		88						
320	Valley Junction	299	1885	106		106						
321	Waterloo	30	1888	103		103						

LETTER CARRIERS—Continued.

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	
398	Osage	967	1915	2		2						
399	Oskaloosa	170	1901	10		10						
400	Ottumwa	447	1897	19		19						
401	Red Oak	610	1898	5		5						
402	Sac City	1741	1916	2		2						
403	Sheldon	1075	1905	3		3						
404	Shenandoah	851		5		5						
405	Sioux City	69	1890	57		57						
406	Spencer	1315	1909	4		4						
407	Storm Lake	1626	1914									
408	Vinton	1724	1915	2		2						
409	Waterloo	512	1890	25		25						
410	Waverly	1373	1910	3		3						
411	Webster City	655	1899	5		5						
412	Washington	981	1904									

LITHOGRAPHERS, INTERNATIONAL PROTECTIVE AND BENEFICIAL ASSOCIATION OF UNITED STATES AND CANADA.

413	Des Moines	37	1918	14		14						
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MACHINISTS, INTERNATIONAL ASSOCIATION OF

414	Belle Plaine	862	1912	15		15						
415	Belle Plaine	666	1893	22		22						
416	Boone	273	1899	88		88						
417	Burlington	531	1902	30		30						
418	Cedar Rapids	262	1892	170		170						
419	Cedar Rapids	821	1913	96		96		8			1	8
420	Centerville	530	1902	6		6						
421	Clinton	283	1899	224		224						
422	Creston	533	1902	22		22						
423	Davenport	388	1893	155		155						
424	Des Moines	254	1895	117		117						
425	Des Moines	479	1909	29		29						
426	Dubuque	379	1901	216		216			6			6
427	Dubuque	940	1913	162		162						
428	Eagle Grove	562	1905	17		17						
429	Eldon	245	1905	27		27						
430	Ft. Madison	219	1901	15		15				1		1
431	Manly	844	1913	55		55						
432	Marshalltown	299	1900	110		110						
433	Marshalltown	920	1912	60		60				1		1
434	Missouri Valley	171	1899	153		153				1		1
435	Muscatine	116	1902	4		4				3		3
436	Newton	38	1917	21		21						
437	Oelwein	247	1917	217		217						
438	Ottumwa	269	1901	82		82						
439	Perry	190	1910	41		41						
440	Perry	909	1916	35		35						
441	Sioux City	178	1891	165		165						
442	Valley Junction	620	1903	100		100						
443	Waterloo	314	1892	50		50					1	1
444	Waterloo	1081	1918	55		55						

MAINTENANCE OF WAY EMPLOYEES, INTERNATIONAL BROTHERHOOD OF

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	
445	Dubuque	57	1917	60		60						
446	McGregor	412	1916	50		50						
447	Manilla	338	1916	40		40						
448	Marion	7	1916	75		75						
449	Marshalltown	262	1918	14		14						
450	Oskaloosa	263	1918	15		15						
451	Rockwell City	69	1917	25		25						
452	Sanborn	158	1918	25		25						

METAL WORKERS, INTERNATIONAL ALLIANCE AMALGAMATED SHEET

453	Burlington	78	1917	17		17						
454	Cedar Rapids	263	1902	58		58						
455	Cedar Rapids	392	1915	34		34						
456	Centerville	459	1917	14		14						
457	Clinton	460	1917	18		18						
458	Davenport	299	1906	29		29						
459	Des Moines	246	1917	55		55						
460	Des Moines	123	1900	55		55						
461	Dubuque	281	1917	29		29						
462	Ft. Dodge	397	1915	22		22						
463	Keokuk	215	1908	7		7						
464	Marshalltown	295	1910	32		32						
465	Oelwein	298	1917	16		16						
466	Ottumwa	147	1902	16		16						
467	Sioux City	184	1900	56		56						
468	Valley Junction	492	1917	21		21						
469	Waterloo	487	1917	43		43						

MINE, MILL AND SMELTER WORKERS, INTERNATIONAL UNION OF

470	Fort Dodge	111	1916	408		408	132			4		136
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MINE WORKERS OF AMERICA, UNITED

471	Albia	793	1900	275		275	20			6		26
472	Andersonville	1655		165		165						
473	Avery	242	1914	200		200				2		2
474	Beacon	178	1893	16		16				11		11
475	Bolton	426	1903	17		17						
476	Boone	869	1899	538		538						
477	Brazil	201	1896	170		170				6		6
478	Bear Creek	1169	1910	175		175				6		6
479	Bondurant	1603		97		97						
480	Bidwell	3039	1914	235		235				3		3
481	Bloomfield	1907		266		266						
482	Buxton	1799	1901	947		947						
483	Colfax	56	1899	320		320	30			22		22
484	Clarkdale	239	1899	66		66						
485	Cedar Mines	2830	1898	190		190				7		14
486	Centerville	553	1898	800		800				49		49
487	Centerville	1063	1914	338		338				19		19
488	Cincinnati	779	1897	300		300				10		10
489	Chariton	1933	1902	425		425	10			6		16
490	Coalville	392	1895	30		30				4	3	7
491	Crickett	662	1905	72		72				2		2
492	Dallas	1504	1911	500		500				10		10
493	Darbyville	2652		60		60				2	4	6
494	Dawson	1110	1903	12		12						

PATTERN MAKERS LEAGUE OF NORTH AMERICA

Marshall No.	City	No. of local	Year organized	Out of Work Dec. 31, 1917																
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or ill ago	Other reasons	Total								
604	Davenport	1911	30																	
605	Dubuque	1907	2			30		3												
606	Waterloo	1916	6			6														

PLASTERERS INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA, OPERATIVE

607	Burlington	484	1911	7		7														
608	Cedar Rapids	160	1898	56		56														
609	Cedar Rapids	361		21		21														
610	Centerville	445	1916	7		7														
611	Davenport	28	1902	49		49	13	5			4									24
612	Davenport	28		80		80														
613	Des Moines	21	1890	193		119			40		3									43
614	Dubuque	143	1898	8		8														
615	Pl. Dodge	685	1912	11		11														
616	Keokuk	471	1911	16		16														
617	Marshalltown	227	1913	13		13														
618	Marshalltown	579	1915	5		5														
619	Muscatine	495	1915	5		5		1												2
620	Sioux City	41	1910	41		41														
621	Waterloo	355	1904	34		34														

PLUMBERS AND STEAM FITTERS OF UNITED STATES AND CANADA, UNITED ASSOCIATION OF

622	Boone	340	1912	22		22														
623	Boone	610	1913	22		22														
624	Burlington	212	1900	17		17														
625	Cedar Rapids	125	1898	42		42														
626	Clinton	345	1912	6		6														
627	Clinton	459	1910	10		10														
628	Council Bluffs	125	1898	42		42														
629	Davenport	387	1910	22		22			3											4
630	Des Moines	23	1899	150		150					2									2
631	Dubuque	467	1899	8		8														
632	Dubuque	719	1917	23		23														
633	Fort Dodge	584	1912	26		26														1
634	Fort Madison	781	1912	26		26														1
635	Grinnell	498	1917	12		12														
636	Iowa City	483	1909	9		9														
637	Mason City	451	1910	14		14														
638	Marshalltown	515	1907	19		19														
639	Missouri Valley	372	1915	8		8														8
640	Ottumwa	47	1899	8		8														8
641	Sioux City	18	1890	45		45														
642	Washington	528	1917	11		11														
643	Waterloo	384	1907	20		20														

POLISHERS, BUFFERS, PLATERS, BRASS AND SILVER WORKERS UNION OF NORTH AMERICA—METAL

644	Lynn	144	1903	17		17														
645	Lynn	145	1917	14		14														

POSTAL EMPLOYEES, NATIONAL FEDERATION OF

Marshall No.	City	No. of local	Year organized	Out of Work Dec. 31, 1917																
				Males	Females	Total	Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or ill ago	Other reasons	Total								
646	Cedar Rapids	166		35		35														
647	Davenport	91	1914	5		5														
648	Des Moines	44	1910	70		70														
649	Fort Dodge	317		11		11														
650	Iowa Falls	213		6		6														
651	Keokuk	238	1090																	
652	Marshalltown	133	1916																	
653	Washington	314	1917	4		4														
654	Sioux City	188		4		4														

PRINTING PRESSMEN AND ASSISTANTS UNION OF NORTH AMERICA, INTERNATIONAL

655	Burlington	129	1912	15		15														
656	Cedar Rapids	104	1899	44		44			3											3
657	Des Moines	11	1902	35		35														
658	Des Moines	86	1898	108		108														
659	Dubuque	225	1914	19		19				4										4
660	Keokuk	113	1908	8		8														
661	Ottumwa	107	1912	4		4														
662	Sioux City	21	1899	21		21														
663	Sioux City	63	1893	26		26														
664	Waterloo	153	1913	39		39														

RAILWAY EMPLOYEES OF AMERICA, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC

665	Boone	354	1903	14		14														
666	Burlington	212	1901	48		48														
667	Cedar Rapids	638	1911	60		60														
668	Davenport	312	1900	245		245														
669	Des Moines	441	1898	657		657					6									20
670	Dubuque	160	1915	115		115														4
671	Fort Dodge	274	1917	8		8														
672	Marshalltown	667	1914	20		20														
673	Muscatine	329	1912	43		43														
674	Oskaloosa	324	1899	10		10														
675	Ottumwa	199	1903	73		73														1
676	Sioux City	778	1917	38		38														

STAGE EMPLOYEES OF AMERICA, INTERNATIONAL ALLIANCE OF THEATRICAL

677	Burlington	385	1915	29		29			2											29
678	Cedar Rapids	191	1910	30		30														
679	Clinton	322	1912	31		31														
680	Council Bluffs	256	1912	18		18				1										1
681	Davenport	423	1916	23		23														
682	Davenport	85	1901	24		24														1
683	Des Moines	264		25		25														
684	Dubuque	103	1893	50		50														
685	Des Moines	67	1899	50		50														
686	Fort Dodge	359		24		24														
687	Muscatine	238	1912	30																

STEREOTYPERS AND ELECTROTYPERS UNION OF NORTH AMERICA, INTERNATIONAL

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917							
							Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	Total		
694	Davenport	39	1906	19		19								
695	Des Moines	84	1906	23		23					1			1
696	Des Moines	40	1922	20		20								
697	Sioux City	41	1899	12		12								
STONE CUTTERS ASSOCIATION OF NORTH AMERICA, JOURNEYMEN														
698	Cedar Rapids	1	1901	8		8	3							1
699	Des Moines		1908	6		6	6							
700	Dubuque		1902	6		6	6							6
701	Iowa City		1902											
702	Sioux City			4		4	3							

SWITCHMEN'S UNION OF NORTH AMERICA

703	Cedar Rapids	52	1902	61		61				2				2
704	Council Bluffs	170	1894	67		67								
705	Pt. Dodge	203	1911	11		11								
706	Marshalltown	126	1924	19		19					1			1
707	Mason City	170	1917	20		20								
708	Muscatine	187	1912	9		9								
709	Oelwein	84	1892	84		84								
710	Osaka Iowa	93	1899	13		13								
711	Ottumwa	89	1901	23		23				1				1
712	Valley Junction	174	1900	101		101								
713	Sioux City	192		33		33								
714	Waterloo	34	1896	14		14								

TAILORS UNION OF AMERICA, JOURNEYMEN

715	Burlington	207	1896	18	2	20				1				1
716	Cedar Rapids	150	1890	24		24								
717	Council Bluffs	231	1890	15		15								
718	Des Moines	15	1911	9		9								
719	Dubuque	72		22		22								
720	Pt. Dodge	109	1903	20		20								
721	Fort Madison	158	1903	3		3								1
722	Knoxville	177	1901	16	2	18								1
723	Ottumwa	63	1888	8	2	10				1				1
724	Sioux City	191	1916	67	29	87	14		14					29
725	Sioux City	352	1896	58	1	59								
726	Waterloo	42	1894	9		9								

TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS OF AMERICA, INTERNATIONAL BROTHERHOOD OF

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917							
							Lack of work or material	Weather	Strike or lockout	Sickness, acc'dt or old age	Other reasons	Total		
727	Burlington	218	1902	55		55	25							25
728	Cedar Rapids	465	1907	169		169								
729	Des Moines	60	1903	50		50								
730	Dubuque	367	1903	190		190	10							10
731	Pt. Dodge	248	1916	110		110								
732	Ft. Madison	650	1917	26		26								
733	Hitegan	441	1916	9		9								
734	Mason City	249	1917	47		47								
735	Muscatine	235	1908	9		9								
736	Newton	252	1913	23		23								
737	Sioux City	213	1916	300		300								
738	Waterloo	353	1917	190		190	50							40

TELEGRAPHERS, ORDER OF RAILROAD

739	Cedar Rapids		1913	75		75								
740	Grimes													
741	Waukegan	71	1890	228	5	234								

TILE LAYERS AND HELPERS INTERNATIONAL UNION (CERAMIC, MOSAIC AND ENCAUSTIC)

742	Des Moines	94	1914	11		11								
743	Sioux City	100	1910	16		16					1	1		2

TRAINMEN, BROTHERHOOD OF RAILROAD

744	Belle Plaine	212	1886	67		67								
745	Boone	204	1837	218		218								
746	Burlington	28	1887	96		96								
747	Cedar Rapids	48	1865	104		104								
748	Centerville	104	1838	50		50								
749	Cherokee	327	1923	47		47								
750	Clarion	797	1885	107		107								
751	Clinton	183	1885	385		385								
752	Council Bluffs	320	1893	263		263					50	30		80
753	Creston	28	1858	32		32								
754	Des Moines	600	1901	255		255								
755	Dubuque	60	1886	108		108								
756	Eagle Grove	138	1883	32		32					1			1
757	Eldon	248	1890	34		34								
758	Estherville	352	1899	65		65								
759	Ft. Dodge	171	1886	108		108				8				8
760	Ft. Madison	515	1893	100		100					5			5
761	Manly	873	1916	83		83					2	2		4
762	Marion	319	1889	112		112					4			4
763	Mason City	9	1891	194		194								
764	Mosholon	773		88		88								
765	Oskaloosa	185	1863	15		15					2			2
766	Ottumwa	12	1891	132		132								
767	Perry	80	1885	115		115					2			2
768	Ottumwa	737	1863	83		83					2			2
769	Saukboro	724	1900	40		40					3	10		12
770	Sioux City	247	1887	391		391								
771	Sioux City	488	1882	47		47								
772	Valley Junction	646	1882	147		147								
773	Waterloo	341	1890	167		167					1			1

TYPOGRAPHICAL UNION, INTERNATIONAL

Marginal No.	City	No. of local	Year organized	Males	Females	Total	Out of Work Dec. 31, 1917					Total
							Lack of work or material	Weather	Strike or lockout	Sickness, acc- ^{dt} or old age	Other reasons	
774	Boone	381	1900	19		19						
775	Burlington	75	1885	40		40						
776	Cedar Rapids	192	1881	83	3	86						
777	Clinton	334	1896	27		27						
778	Council Bluffs	203	1882	29		31			1			
779	Des Moines	118	1892	275	21	296						
780	Dubuque	22	1855	65		65	3					
781	Fl. Dodge	713	1913	31	1	32						
782	Ft. Madison	581	1903	9	1	10						
783	Iowa City	515	1902	8		8						
784	Keokuk	68	1882	15	1	16						
785	Marshalltown	414	1902	24		24						
786	Mason City	405	1900	23	2	25						
787	Muscatine	251	1892	22	1	23						
788	Oskaloosa	525	1902	17		17						
789	Sioux City	180	1879	145		145						
790	Tri City (Davenport)	107	1885	76	4	80			1			
791	Waterloo	349	1899	62	1	63						

TABLE NO. 27—TRADE UNIONS.

Summary for State by Organizations, Membership by Sex December 31, 1917, and Membership December 31, 1915.

Name of Organization	No. of Locals	Males—members 1917	Females—members 1917	Total—members 1917	Total—members 1915
Totals for State	792	53,280	694	53,944	48,361
Bakery and Confectionery Workers, I. U. of A.	3	131		131	123
Barbers Union, International Journeymen	23	871		871	904
Blacksmiths, International Brotherhood of	14	383		383	321
Boilermakers and Iron Ship Builders of Am., Bro. of	14	835		835	521
Bookbinders, International Brotherhood of	7	97	95	192	161
Boot and Shoe Workers, United					
Brewery Workers, International Union of United					
Bricklayers, Masons and Plasterers, I. U. of A.	24	1,110		1,110	971
Brick and Clay Workers of America, The United					
Bridge and Structural Iron Workers, International Association	2	48		48	58
Broom and Whisk Makers Union, International (1)	4	96		96	93
Carmen of America, Brotherhood Railway	5	25		25	39
Carpenters and Joiners of Am., United Brotherhood of	25	3,494		3,494	1,831
Cement Workers, American Brotherhood of (X)	38	4,711		4,711	2,942
Cigarmakers, International Union of America	19	557	76	633	601
Clocks, National Federation of Post Office					71
Clocks, International Protective Association, Retail (4)	9	70	5	84	119
Clerks, Brotherhood of Railway	1	92	16	108	1,367
Conductors of America, Order of Railway	18	1,130		1,130	28
Coopers, International Union of North America	1	38		38	28
Electrical Workers of Am., International Bro. of (1)	22	701	1	702	287
Engineers, Brotherhood of Locomotive	34	2,249		2,249	2,117

Name of Organization	No. of Locals	Males—members 1917	Females—members 1917	Total—members 1917	Total—members 1915
Engineers, International Union of Steam and Operating	5	145		145	96
Engravers Union of North America, International Photo-	2	39		39	31
Federal Employes, National Federation of	2	66	1	67	367
Federal Labor Unions American Fed. of Labor (3)	18	105		105	2,410
Firemen and Enginemen, Broth. of Locomotive	31	2,660		2,660	11
Firemen, International Brotherhood of Stationary (2)	3	16		16	155
Garment Workers of America, United	1	10	153	163	25
Granite Cutters, International Association of America	1	25		25	18
Hat and Cap Makers of North America, United Cloth-	1	16		16	237
Hod Carriers, Building and Common Laborers' Union of America, International	8	739		739	18
Horsehoers of U. S. and Canada, International Union of Journeymen (5)	5	17		17	304
Hotel and Restaurant Employes, International Alliance and Bartenders' International League of America	3	83	43	126	75
Lathers, International Union of Wood, Wire and Metal	6	102		102	29
Laundry Workers, International Union	1	22		22	94
Leather Workers on Horse Goods, United Broth. of	3	478		478	600
Leather Workers, United International Union	57	811		811	14
Letter Carriers, National Association of (6)	1	14		14	2,559
Lithographers, International Protective and Beneficial Association of the United States and Canada	31	2,559		2,559	1,750
Machinists, International Association of	8	304		304	42
Maintenance of Way Employes, International Brotherhood of					656
Meat Cutters and Butcher Workmen of North America					522
Metal Workers International Alliance, Amalgamated Sheet	17	522		522	294
Mine, Mill and Smelter Workers, International Union of Mine Workers of America, United	1	498		498	15,160
Molders' Union of North America, International	79	15,160		15,160	15,296
Musicians, American Federation of	9	505		505	879
Painters, Decorators and Paper Hangers, Brotherhood of Pattern Makers' League of North America	21	1,590	188	1,778	1,772
Plasterers' International Association of the U. S. and Canada, Operative (1)	24	994		994	38
Plumbers and Steam Fitters of the U. S. and Canada, United Association of	3	38		38	54
Polishers, Buffers, Platers, Brass and Silver Workers Union of North America	15	412		412	220
Postal Employes, National Federation of	22	524		524	564
Printing Pressmen and Assistants' Union, International	2	31		31	11
Railway Employes of America, Amalgamated Association of Street and Electric	9	150	5	155	256
Stage Employes of America, International Alliance Theatrical	10	306	3	309	420
Stereotypers and Electrotypers' Union of North America, International	12	1,396	6	1,402	1,301
Stone Cutters' Ass'n of North America, Journeymen (1)	17	420		420	476
Stove Molders' International Union	4	74		74	79
Switchmen's Union of North America	5	22		22	15
Tailors' Union of America, Journeymen	7				7
Teamsters, Chauffeurs, Stablemen and Helpers of America, International Brotherhood of	12	465		465	410
Telegraphers, Order of Railroad	12	260	27	287	250
Tile Layers' and Helpers' International Union, Ceramic, Mosaic and Encaustic	3	1,180		1,180	630
Trainmen, Brotherhood of Railroad	2	304	5	309	
Typographical Union, International	39	3,814		3,814	3,392
	19	1,062	40	1,042	1,100

- (1) Membership of one local not reported.
 (2) Membership of two locals not reported.
 (3) Membership of twelve locals not reported.
 (4) Membership of four locals not reported.
 (5) Membership of three locals not reported.
 (6) Membership of five locals not reported.
 (X) Consolidated with Plasterers.

Counties	Dec. 31, 1915		Dec. 31, 1917	
	No. of locals	Membership	No. of locals	Membership
Totals, State.....	726	48,263	792	53,944
Adams.....	29	4,355	2	529
Appanoose.....	10	1,418	3	296
Benton.....	25	1,617	35	2,366
Black Hawk.....	22	3	1	1
Boone.....	1	4	1	1
Bremer.....	1	3	1	1
Buchanan.....	1	4	1	1
Butena Vista.....	1	4	1	1
Calhoun.....	1	112	1	31
Carroll.....	3	1	3	215
Cass.....	1	5	1	1
Cedar.....	1	752	1	17
Cerro Gordo.....	15	3	17	935
Cherokee.....	3	149	4	112
Clay.....	1	3	1	4
Clayton.....	1	1	1	40
Clinton.....	23	1,182	21	1,778
Crawford.....	12	25	3	49 ¹
Dallas.....	1	1,583	2	1,168
Davis.....	1	19	2	319
Des Moines.....	23	1,148	23	1,020
Dubuque.....	40	2,227	42	2,763
Emmet.....	6	302	6	234
Fayette.....	6	167	11	111
Floyd.....	1	23	2	17
Franklin.....	1	4	1	3
Fremont.....	1	2	1	160
Greene.....	1	40	2	35
Hamilton.....	1	40	2	35
Hardin.....	5	297	5	293
Harrison.....	5	8	1	5
Henry.....	7	376	10	412
Jasper.....	6	67	6	84
Jefferson.....	6	134	6	84
Johnson.....	1	8	1	12
Jones.....	1	8	1	12
Keokuk.....	1	8	1	12
Kossuth.....	1	8	1	12
Lee.....	28	718	32	1,073
Linn.....	30	3,569	31	3,719
Lucas.....	10	863	10	1,903
Mahaska.....	20	724	22	831
Marion.....	7	652	6	320
Marshall.....	28	1,068	28	949
Mitchell.....	1	2	1	2
Monroe.....	23	3,237	16	3,112
Montgomery.....	1	6	1	5
Muscatine.....	16	367	16	310
O'Brien.....	5	191	6	228
Pace.....	1	4	1	1
Plymouth.....	1	4	1	1
Polk.....	1	4	1	1
Pottawattamie.....	70	8,531	83	8,383
Poweshiek.....	14	867	22	1,956
Sac.....	4	86	6	130
Scott.....	1	6	1	2
Shelby.....	34	2,140	31	2,381
Sioux.....	1	2	1	1
Story.....	1	45	1	32
Tama.....	3	130	4	107
Union.....	1	20	1	20
Wapello.....	9	312	3	169
Warren.....	45	2,462	43	2,114
Washington.....	2	25	2	139
Wayne.....	1	290	1	210
Webster.....	24	1,225	24	1,774
Winnebuck.....	1	4	1	4
Woodbury.....	1	4	1	4
Worth.....	44	3,493	63	3,523
Wright.....	12	525	13	564

TABLE NO. 29—UNION LABOR WAGES.

Union Scale of Wages and Hours of Labor, by Occupations and Municipalities as Per Report for December 31, 1917.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Sunday, half holiday in effect
BAKERS—								
Sioux City.....	week	27.00	22.00	1½	double	9	54	.....
Foremen, Bread No. 1.....	week	24.00	20.00	1½	double	9	54	.....
Foremen, Bread, No. 2.....	week	21.00	17.00	1½	double	9	54	.....
Foremen, Cakes.....	week	22.00	18.00	1½	double	9	54	.....
Oven Men and Mixers.....	week	18.00	14.00	1½	double	9	54	.....
Branch Hands.....	week	14.00	8.00	1½	double	9	54	.....
Helpers.....	week	10.00						.....
BARBERS—								
Boone.....	week	15.00 ¹	13.00 ²			12	75	.....
Burlington.....	week	12.00 ³	12.00			12½	76½	.....
Cedar Rapids.....	week	14.00	14.00				84	.....
Chariton.....	week	7.00 ⁴	7.00 ⁵			12	75	.....
Council Bluffs.....	week	12.00 ⁴	12.00 ⁵			12	74	.....
Creston.....	week	15.00 ⁶	15.00			12	75	.....
Davenport.....	week	16.00	14.00			12	74	.....
Des Moines.....	week	14.00 ⁷	14.00 ⁸			10	63½	.....
Dubuque.....	week	13.00 ⁹	12.00 ¹⁰			12½	77½	.....
Fairfield.....	week	14.00 ¹¹	12.00 ¹²			12	74	.....
Fort Dodge.....	week	15.00 ¹³	15.00			12	75	.....
Fort Madison.....	week	14.00	12.00			10½	66	.....
Marshalltown.....	week	15.00 ¹⁴	12.00 ¹⁵			12	74	.....
Mason City.....	week	6.00 ¹⁶	6.00 ¹⁷			12	74	.....
Muscatine.....	week	14.00 ¹⁸	12.00 ¹⁹			12	77	.....
Ottumwa.....	week	12.00	12.00			10	62½	.....
Oelwein.....	week	14.00 ²⁰	14.00 ²¹			12	74	.....
Oskaloosa.....	week	12.00 ²²	12.00			10½	66	.....
Sioux City.....	week	6.00 ²³	6.00 ²⁴			12	75	.....
Waterloo.....	week	16.00 ²⁵	14.00 ²⁶			12½	75	.....
BLACKSMITHS—								
Blacksmith.....	hour	.52	.39 ¹	1½		9	54	.....
Helpers.....	hour	.32 ²		1½		9	54	.....

- ¹ Guarantee of \$15 and 60% of all taken in over \$22.
- ² Guarantee of 13 and 60% of all taken in over 20.
- ³ Guarantee of 12 and 60% of all taken in over 18.
- ⁴ Guarantee of 12 and 60% of all taken in over 18.
- ⁵ Guarantee of 12 and 60% of all taken in over 18.
- ⁶ Guarantee of 12 and 50% of all taken in over 18.
- ⁷ Guarantee of 15 and 60% of all taken in over 23.
- ⁸ Guarantee of 14 and 60% of all taken in over 20.
- ⁹ Guarantee of 14 and 50% of all taken in over 20.
- ¹⁰ Guarantee of 13 and 60% of all taken in over 19.
- ¹¹ Guarantee of 12 and 60% of all taken in over 18.
- ¹² Guarantee of 14 and 65% of all taken in over 21.
- ¹³ Guarantee of 12 and 65% of all taken in over 21.
- ¹⁴ Guarantee of 15 and 60% of all taken in over 22.
- ¹⁵ Guarantee of 15 and 60% of all taken in over 21.
- ¹⁶ Guarantee of 12 and 50% of all taken in over 21.
- ¹⁷ Guarantee of 14 and 70% of all taken in over 20.
- ¹⁸ Guarantee of 12 and 50% of all taken in over 18.
- ¹⁹ Guarantee of 14 and 50% of all taken in over 20.
- ²⁰ Guarantee of 14 and 60% of all taken in over 22.
- ²¹ Guarantee of 12 and 60% of all taken in over 18.
- ²² Guarantee of 16 and 50% of all taken in over 22.
- ²³ Guarantee of 14 and 50% of all taken in over 22.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sunday and holidays (hour)	Day	Week	No. of mos. Saturday half holiday (to effect)
BLACKSMITHS—Con.								
Cedar Rapids—								
Blacksmith.....	hour	52	41	1 1/2	1 1/2	8	47	.....
Helpers.....	hour	36	11	1 1/2	1 1/2	8	47	.....
Clinton—								
Blacksmith.....	hour	52	41	1 1/2	1 1/2	9	54	.....
Helpers.....	hour	32 1/2	26	1 1/2	1 1/2	9	54	.....
Tire Welders.....	hour	42	36	1 1/2	1 1/2	9	54	.....
Dubuque—								
Blacksmith.....	hour	31	24	1 1/2	1 1/2	8	47	5-4
Helpers.....	hour	29	23	1 1/2	1 1/2	8	47	5-4
Marshalltown—								
Blacksmith.....	hour	42	30	1 1/2	1 1/2	8	47	5-4
Furnace and 1st fire.....	hour	57	46 1/2	.....	.....	8	48	.....
Furnace and 2nd fire.....	hour	52	44	.....	.....	8	48	.....
Tool fire.....	hour	57 1/2	44	.....	.....	8	48	.....
Engine fire.....	hour	32	42 1/2	.....	.....	8	48	.....
Light engine fire.....	hour	49	40	.....	.....	8	48	.....
Freight fire.....	hour	44	37	.....	.....	8	48	.....
Freight and bolt fire.....	hour	43 1/2	36	.....	.....	8	48	.....
Car blacksmith fire.....	hour	39 1/2	32 1/2	.....	.....	8	48	.....
Steam hammer fire.....	hour	28	21	.....	.....	8	48	.....
Helpers.....	hour	32 1/2	23	.....	.....	8	48	.....
Furnace and 1st fire.....	hour	36	29	.....	.....	8	48	.....
Furnace and 2nd fire.....	hour	32 1/2	27 1/2	.....	.....	8	48	.....
Tool fire.....	hour	33 1/2	27 1/2	.....	.....	8	48	.....
Engine fire.....	hour	34	27	.....	.....	8	48	.....
Engine fire light.....	hour	32	26	.....	.....	8	48	.....
Freight fire.....	hour	32	23	.....	.....	8	48	.....
Freight and bolt fire.....	hour	32	23	.....	.....	8	48	.....
Car blacksmith.....	hour	29	23	.....	.....	8	48	.....
Olweiss—								
Blacksmith.....	hour	52	41	1 1/2	1 1/2	9	53	.....
Helpers.....	hour	31	23	1 1/2	1 1/2	9	53	.....
Talbotmen.....	hour	39	32	1 1/2	1 1/2	9	53	.....
Sioux City—								
Blacksmith.....	hour	53	45	1 1/2	1 1/2	8	48	.....
Helpers.....	hour	32	26 1/2	1 1/2	1 1/2	8	48	.....
Car blacksmith.....	hour	58	.....	.....	.....	9	54	.....
Car blacksmith helper.....	hour	48	.....	.....	.....	9	54	.....
Bolt makers, mech. dept.....	hour	32	.....	.....	.....	9	54	.....
Valley Junction—								
Blacksmith.....	hour	52	41	1 1/2	1 1/2	8	53	.....
Helper.....	hour	36	11	1 1/2	1 1/2	8	53	.....
What Cheer—								
Blacksmith.....	hour	37	32	1 1/2	1 1/2	9	54	.....
Helper.....	hour	25	23	1 1/2	1 1/2	9	54	.....
Machine No. 1.....	hour	29	26	1 1/2	1 1/2	9	54	.....
Machine No. 2.....	hour	29	24	1 1/2	1 1/2	9	54	.....
Hardy men.....	hour	35	24	1 1/2	1 1/2	9	54	.....
Ware room men.....	hour	25	24	1 1/2	1 1/2	9	54	.....
BOILER MAKERS—								
Belle Plaine—								
Boiler makers.....	hour	52	42 1/2	1 1/2	1 1/2	8	48	.....
Helpers.....	hour	29 1/2	22	1 1/2	1 1/2	8	48	.....

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sunday and holidays (hour)	Day	Week	No. of mos. Saturday half holiday in effect
BOILERMAKERS—Con.								
Boone—								
Boiler makers.....	hour	53	43 1/2	1 1/2	1 1/2	9	54	.....
Helpers.....	hour	31 1/2	28	1 1/2	1 1/2	9	54	.....
Cedar Rapids—								
Boiler makers.....	hour	52	41	1 1/2	1 1/2	8	47	.....
Helpers.....	hour	35	23 1/2	1 1/2	1 1/2	8	47	.....
Clinton—								
Boiler makers.....	hour	52	43 1/2	1 1/2	1 1/2	9	54	.....
Helpers.....	hour	29 1/2	22	1 1/2	1 1/2	9	54	.....
Dubuque—								
Boiler makers.....	hour	53 1/2	44	1 1/2	1 1/2	8	48	9
Helpers.....	hour	34	32	1 1/2	1 1/2	8	48	9
Earle Grove—								
Boiler makers.....	hour	52	.....	.....	.....	11	9	54
Helpers.....	hour	30	.....	.....	.....	11	9	54
Marshalltown—								
Boiler makers.....	hour	52	43	1 1/2	1 1/2	8	48	.....
Helpers.....	hour	31 1/2	27 1/2	1 1/2	1 1/2	8	48	.....
Olweiss—								
Boiler makers.....	hour	52	42	1 1/2	1 1/2	11	9	53 1/2
Helpers.....	hour	29	24	1 1/2	1 1/2	11	9	53 1/2
Valley Junction—								
Boiler makers.....	hour	41 1/2	32	40	1 1/2	1 1/2	8	47
BOOKBINDERS—								
Cedar Rapids—								
Men.....	week	20.00	20.00	1 1/2	1 1/2	8	48	4
Women.....	week	8.00	8.00	1 1/2	1 1/2	8	48	4
Des Moines—								
Bookbinders.....	week	18.50	18.50	1 1/2	double	8	48	3
Book folders.....	week	10.00	10.00	1 1/2	double	8	48	3
Dubuque—								
Foremen.....	week	20.00	20.00	1 1/2	double	8	48	.....
Forwarders.....	week	17.00	17.00	1 1/2	double	8	48	.....
Stock cutters.....	week	17.00	17.00	1 1/2	double	8	48	.....
Sioux City—								
Bookbinders, men.....	week	21.00	18.00	1 1/2	double	8	48	4
Bindery women.....	week	9.00	5.00	1 1/2	double	8	48	4
BRICKLAYERS—								
Ames—								
Bricklayers.....	hour	75	65	1 1/2	double	9	54	.....
Plasterers.....	hour	75	70	1 1/2	double	9	54	.....
Burlington—								
Bricklayers.....	hour	75	75	1 1/2	double	8	48	.....
Cedar Rapids—								
Bricklayers.....	hour	75	70	double	double	8	48	.....
Masons.....	hour	65	57 1/2	double	double	8	48	.....
Charles City—								
Bricklayers.....	hour	65	.....	.....	.....	11	9	54
Masons.....	hour	55	.....	.....	.....	11	9	54
Plasterers.....	hour	55 1/2	.....	.....	.....	11	9	54
Clinton—								
Bricklayers.....	hour	75	62 1/2	double	double	8	48	.....
Council Bluffs—								
Bricklayers.....	hour	75	70	1 1/2	double	8	44	12
Creston—								
Bricklayers.....	hour	80	70	1 1/2	double	9	54	.....
Plasterers.....	hour	70	60	1 1/2	double	9	54	.....
Des Moines—								
Bricklayers.....	hour	81 1/2	70	double	double	8	44	12
Marble setters.....	day	5 75	5.00	.....	.....	.....	.....	.....
Stone setters.....	hour	81 1/2	70	.....	.....	.....	.....	.....

Occupations and Municipalities	Rates of Wages					Hours of Labor	
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week (No. of mo. Saturdays, half holiday in other)
CARPENTERS—Con.							
Clinton—	hour	.45	.45	1½	double	8	48
Carpenters—	hour	.57	.50	1½	double	8	48
Council Bluffs—	hour	.70	.70	1½	double	8	48
Carpenters—	hour	.65	.60	1½	double	8	48
Millwrights—	hour	.65	.60	1½	double	8	48
Des Moines—	hour	.55	.45	1½	double	8	48
Carpenters—	hour	.40	.35	1½	double	9	54
Dubuque—	hour	.55	.50	1½	double	8	48
Carpenters—	hour	.55	.50	1½	double	9	54
Fort Dodge—	hour	.55	.50	1½	double	8	48
Carpenters—	hour	.55	.50	1½	double	9	54
Shoemen—	hour	.50	.45	1½	double	9	54
Grinnell—	hour	.50	.40	1½	double	8	48
Carpenters—	hour	.50	.40	1½	double	9	54
Iowa City—	hour	.50	.40	1½	double	8	48
Carpenters—	hour	.45	.40	1	1	9	54
Iowa Falls—	hour	.50	.45	1½	double	8	48
Carpenters—	hour	.50	.45	1½	double	8	48
Marshalltown—	hour	.57	.50	1½	double	8	48
Carpenters—	hour	.50	.40	1½	double	8	48
Marion—	hour	.50	.40	1½	double	8	48
Carpenters—	hour	.50	.50	1½	double	9	54
Mason City—	hour	.50	.40	1½	double	9	54
Carpenters—	hour	.50	.40	1½	double	8	48
Muscatine—	hour	.50	.45	1½	double	8	48
Carpenters—	hour	.45	.35	1½	double	9	54
Newton—	hour	.45	.35	1½	double	9	54
Carpenters—	hour	4.80	4.40	1½	double	8	48
Sioux City—	day	3.15	3.00	1½	double	9	54
Carpenters—	day	3.15	3.00	1½	double	9	54
Cabinet workers—	day	3.50	2.75	1½	double	10	60
Washington—	day	3.50	2.75	1½	double	10	60
Carpenters—	hour	.60	.50	1½	double	8	48
Waterloo—	hour	.51	.41	1½	double	9	54
Carpenters—	hour	.40	.35	1½	1½	9	54
Millmen—	hour	.50	.40	1½	double	10	60
Webster City—	hour	.50	.40	1½	double	10	60
Carpenters—	hour	.50	.40	1½	double	10	60
CIGAR MAKERS							
Albia—	a	a	a			8	48
Cedar Rapids—	a	a	a			8	48
Council Bluffs—	a	a	a			8	48
Davenport—	a	a	a			8	48
Des Moines—	a	a	a			8	48
Dubuque No. 88—	M	9.00	8.00			8	48
Fairfield—	M	10.00	9.00			8	48
		25.00	22.00			8	48
Fort Dodge—	a	a	a			8	48
Fort Madison—	M	12.00	11.00			8	48
St. Pleasant—	a	a	a			8	48
Muscatine—	a	a	a			8	48
Oskaloosa—	a	a	a			8	48
Ottumwa—	a	a	a			8	48
Sioux City—	a	a	a			8	48
Waterloo—	M	9.00	9.00			8	48

(a) All piece work upon a basis of 1,000 cigars. Rate varies according to nature of work, size, shape and quality.

Occupations and Municipalities	Rates of Wages					Hours of Labor	
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week (No. of mo. Saturdays, half holiday in other)
CLERKS, RAILWAY—							
Sioux City—	month	75.00	60.00			10	60
Checking clerk—	hour	.27	.21			10	60
Callers—	hour	.25	.18			10	60
Truckers—	hour	.25	.18			10	60
CLERKS, RETAIL—							
Cedar Rapids—	c	c	c			8½	55½
Centerville—	week	14.00	12.00			10	60
Colfax—	c	c	c			10	60
Muscatine—	week	15.00	15.00			10	60
Waterloo—	c	c	c			10	60
CONDUCTORS, RAILWAY—							
Boies—	month	156.85	145.00			8	48
Passenger—	month	156.85	145.00			8	48
Freight—	month	156.85	145.00			8	48
Hurlington—	month	134.20	124.00			8	48
Passenger—	month	134.20	124.00			8	48
Freight—	month	134.20	124.00			8	48
Through freight—	100 mi.	4.18	4.18	Pro rata	Pro rata	8	48
Way freight—	100 mi.	4.75	4.75	Pro rata	Pro rata	8	48
Clarion—	100 mi.	4.18	4.18	Pro rata	Pro rata	8	48
Conductors—	100 mi.	2.78	2.78	Pro rata	Pro rata	8	48
Brakemen—	100 mi.	2.78	2.78	Pro rata	Pro rata	8	48
Creston—	100 mi.	4.18	4.18	Pro rata	Pro rata	8	48
Passenger—	100 mi.	4.75	4.75	Pro rata	Pro rata	8	48
Freight—	100 mi.	4.75	4.75	Pro rata	Pro rata	8	48
Dubuque—	100 mi.	4.18	4.18	Pro rata	Pro rata	8	48
Passenger—	100 mi.	4.75	4.75	Pro rata	Pro rata	8	48
Way freight—	100 mi.	4.75	4.75	Pro rata	Pro rata	8	48
Marshalltown—	month	148.50	138.00			8	48
Passenger—	month	148.50	138.00			8	48
Freight—	month	148.50	138.00			8	48
Through freight—	100 mi.	4.18	4.18	Pro rata	Pro rata	8	48
Way freight—	100 mi.	4.69	4.69	Pro rata	Pro rata	8	48
Ottumwa—	month	165.00	165.00			8	48
Passenger—	month	165.00	165.00			8	48
Freight—	100 mi.	4.18	4.18	Pro rata	Pro rata	8	48
Sanborn—	100 mi.	4.18	4.18	Pro rata	Pro rata	8	48
Conductor—	100 mi.	4.75	4.75	Pro rata	Pro rata	8	48
COOPERS—							
Cedar Rapids—	hour	.35	.29	1½		10	60
ELECTRICAL WORKERS—							
Cedar Rapids—	day	4.50	4.50	1½	double	8	44
Davenport—	day	4.05	3.60	1½	double	8	44
Linemen—	day	.62½	.45	1½	double	8	44
Des Moines—	hour	.60	.50	1½	double	8	44
Inside—	hour	.60	.50	1½	double	9	54
D. M. Electric—	day	4.32	3.50	1½	double	9	54
Street Railway—	day	4.32	3.50	1½	double	9	54
Dubuque—	hour	.50	.50	1½	double	8	48
Wiring—	hour	.50	.50	1½	double	8	48
Fort Dodge—	day	4.10	3.80	1½	double	10	55
Linemen—	day	4.10	3.80	1½	double	10	55
Iowa City—	day	3.75	3.50	1½	double	9	54
Linemen—	day	3.75	3.50	1½	double	9	54
Keokuk—	hour	.47	.38	1½	1½	10	60
Linemen—	hour	.40	.30	1½	1½	10	60
Wiring—	hour	.50	.40	1½	1½	10	60

(c) No fixed schedule.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in year
ELECTRICAL WORKERS—Con.								
Marshalltown—								
Muscataine—								
Lincoln—	day	3.75	3.25	1 1/2	1 1/2	9	54	
Sioux City—								
Telephone—	day	4.00	3.25	1 1/2	double	8	48	
Wiresmen—	hour	.50	.50	1 1/2	double	8	48	
Ottumwa—								
Wiremen—	hour	.47 1/2	.37 1/2	1 1/2	double	8	48	
Linemen—	hour	.46	.40	1 1/2	double	9	54	
Lineman helper—	hour	.30	.25	1 1/2	double	9	54	
Electrician—	hour	.49	.43	1 1/2	double	9	54	
Foreman—	hour	.49	.43	1 1/2	double	9	54	
Waterloo—								
Linemen—	day	4.95	4.00	double	double	9	54	3
Apprentice—	day	4.25	3.75	double	double	9	54	3
Foreman—	day	5.50	5.00	double	double	9	54	3
Ass't Foreman—	day	4.50	4.25	double	double	9	54	3
Meter men—	month	100.00		double	double	9	54	3
Sub station—	day	5.00		double	double	9	54	3
ENGINEERS, LOCOMOTIVE—								
Burlington—								
Through freight—	day	4.40		1 1/2		8	56	
Way freight—	day	4.70		1 1/2		8	56	
Passenger—	day	4.40		1 1/2		8	56	
Cedar Rapids—								
Passenger—	100 mi.	4.09				10		
Freight—	100 mi.	4.25				10		
Switch—	100 mi.	4.50				10		
Cherokee—								
Engineers—	day	4.25						
Clinton—								
Engineers—	day	5.25		1	1			
Dubuque—								
Engineers—	day	5.45		Pro rata	Pro rata	8	48	
Eagle Grove—								
Engineers—	day	b				8	48	
Edin—								
Engineers—	day	b				8	48	
Estherville—								
Engineers—	day	b						
Fort Madison—								
Engineers—	day	b						
Marshalltown—								
Passenger—	100 mi.	4.30						
Freight—	100 mi.	4.50		Pro rata	Pro rata	8	48	
Way freight—	100 mi.	4.35		Pro rata	Pro rata	8	48	
Oskaloosa—								
Passenger—	100 mi.	5.30		Pro rata	Pro rata	8	48	
Freight—	100 mi.	4.80		Pro rata	Pro rata	8	48	
Way freight—	100 mi.	4.55		Pro rata	Pro rata	8	48	
Ottumwa—								
Passenger—	100 mi.	4.30	5.30	Pro rata	Pro rata	8	48	

(b) Prices vary.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect
ENGINEERS, OPERATING—								
Cedar Rapids—	hour	.55	.50	1 1/2	double	8	48	
Des Moines—	hour	.70	.60	1 1/2	double	9	54	
Fort Dodge—								
Stationary Engineer—	hour	.35		1 1/2	1 1/2	12	84	
Boiler operators—	hour	.60		1 1/2	1 1/2	12	84	
Holding engineers—	hour	.60		1 1/2	1 1/2	12	84	
Sioux City—								
Holding—	hour	.60		1 1/2	double	8	48	
FIREMEN, CITY—								
Cedar Rapids—								
Captains—	month	83.33	83.33			24		
Privates—	month	80.00	75.00			24		
Council Bluffs—								
Firemen—	month	85.00	80.00			24	144	
Davenport—								
Chief—	day	5.00	5.00		double	24	142	
Chief, Ass't—	day	3.91	3.66		double	24	142	
Captains—	day	3.25	3.00		double	24	142	
Firemen, 1st grade—	day	3.00	2.75		double	24	142	
Firemen, 2nd grade—	day	2.82	2.57		double	24	142	
Firemen, 3rd grade—	day	2.65	2.40		double	24	142	
Marshalltown—	month	75.00	70.00			24	144	
FIREMEN, STATIONARY—								
Ottumwa—								
Piping—	hour	.33	.28					
Pipe fitter—	hour	.36	.31	4 1/2	4 1/2	8	56	
Boiler washer—	hour	.31	.28	4 1/2	4 1/2	10	60	
Coal passers—	hour	.26	.23	4 1/2	4 1/2	10	60	
Cinder wheelers—	hour	.22 1/2	.22 1/2			10	70	
Others—	hour	.27 1/2	.22 1/2			10	60	
FIREMEN AND ENGINEMEN—								
Cedar Rapids—	100 mi.	2.65	2.60					
Passenger—	100 mi.	3.55	3.55	Pro rata	Pro rata	8	48	
Charion—								
Passenger—	100 mi.	2.80	2.80	Pro rata	Pro rata	8	48	
Through freight—	100 mi.	3.25	3.25	Pro rata	Pro rata			
Way freight—	100 mi.	3.50	3.50	Pro rata	Pro rata			
Switch—	100 mi.	2.70	2.40	Pro rata	Pro rata			
Des Moines—								
Passenger—	100 mi.	2.80	2.80	1	1	7		
Through freight—	100 mi.	3.25	3.25	1	1	13		
Way freight—	100 mi.	3.75	3.75	1	1	13		
Switch—	100 mi.	2.75	2.75	1	1	10		
Dubuque—								
Engineer—	100 mi.	5.20						
Firemen—	100 mi.	3.25						
Hostler—	day	2.50						
Estherville—								
Passenger—	day	2.65	2.65					
Through freight—	day	4.00	3.55	Pro rata	Pro rata	10	60	
Way freight—	day	2.85	2.85	Pro rata	Pro rata	10	60	
Switch—	day	4.25	4.00	Pro rata	Pro rata	10	60	
Way freight—	day	3.15	3.10	Pro rata	Pro rata	10	60	
Switch—	day	4.55	4.00	Pro rata	Pro rata	10	60	
Way freight—	day	2.70	2.40	Pro rata	Pro rata	10	60	
Switch—	day	4.00	2.60	Pro rata	Pro rata	10	60	
Fort Dodge—								
Engineer—	day	2.50						
Firemen—	day	3.85		Pro rata	Pro rata	8	68	

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	No. of mo., Saturday half holiday in effect	
							Week	Year
FIREMEN, ENGINEERS—Con.								
Fort Madison	b	b	b					
Oskaloosa—								
Engineer, passenger	100 mi.	4 25						
Firemen, passenger	100 mi.	4 50		Pro rata	Pro rata	10		
Engineer, freight	100 mi.	2 50	2 50					
Firemen, freight	100 mi.	3 00	3 00		Pro rata	Pro rata	10	
Way freight	100 mi.	4 55						
Osborne—								
Passenger	100 mi.	5 30			Pro rata	Pro rata	10	
Through freight	100 mi.	2 45	2 45					
Way freight	100 mi.	3 60	3 60		Pro rata	Pro rata	10	
Saukboro—								
Passenger	100 mi.	e	e					
Through freight	100 mi.	3 25	3 25	1	1	5	48	
Way freight	100 mi.	4 30						
Switch	100 mi.	5 15		75		8		
Transfer	100 mi.	4 75						
Way freight	100 mi.	5 55		10 mi. hr.		8		
Switch	100 mi.	6 05		10 mi. hr.		8		
Transfer	100 mi.	4 85						
Way freight	100 mi.	4 75						
Switch	100 mi.	4 85						
Transfer	100 mi.	4 85						
Sioux City—								
Passenger	100 mi.	4 30						
Freight	100 mi.	4 90		Pro rata	Pro rata	8		
Way freight	100 mi.	4 40		Pro rata	Pro rata	8		
Switching	100 mi.	5 65						
Waterloo	100 mi.	5 95		Pro rata	Pro rata	8		
Way freight	100 mi.	4 25						
Switch	100 mi.	4 60						
Transfer	100 mi.	2 70	1 70					
Way freight	100 mi.	3 75	2 75	Pro rata	Pro rata	8		
GARMENT WORKERS—								
Oskaloosa—								
Cutters	week	22 00	20 00	1	double	8 48	12	
Machine Operators	week	a	a			8 48	12	
Ottumwa—								
Cutters	week	22 00				8 48	12	
Inspectors	week	9 00				8 48	12	
Machine Operators	a	a	a			8 48	12	
GRANITE CUTTERS—								
Des Moines—								
Granite cutting	day	4 00	3 50	1	double	8 48	12	
Granite polishers	day	4 65	3 50	1	double	8 48	12	
Tool sharpeners	day	4 00	3 50	1	double	8 48	12	
HOD CARRIERS AND BUILDING LABORERS—								
Cedar Rapids—								
Laborers	hour	35	31	1	double	8 48		
Hod carriers	hour	42	37	1	double	8 48		
Mortarmen	hour	42	37	1	double	8 48		
Machine operators	hour	43	37	1	double	8 48		
Des Moines—								
Laborers	hour	37	30	1	double	8 48	12	
Hod carriers	hour	40	35	1	double	8 48	12	
Mortarmen	hour	40	35	1	double	8 48	12	
Dubuque—								
Plaster helpers	hour	45	40	1	double	8 48		
Bricklayers	hour	45	37	1	double	8 48		

(a) Paid by piece.

(b) Mileage basis.

(c) 25 cents per 100 miles extra over regular freight rates.

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	No. of mo., Saturday half holiday in effect	
							Week	Year
HORSE SHOERS—								
Sioux City	day	2 50	3 00	50	50	9	54	
Waterloo	day	3 50	3 00	1	1	9	53	
HOTEL AND RESTAURANT EMPLOYEES—								
Des Moines—								
1st cook	month	120 00		1			10	60
2nd cook	month	80 00		1			10	60
3rd cook	month	45 00		1			10	60
Pastry	month	65 00		1			10	60
Waiters	month	75 00		1			10	60
Waitresses	month	45 00		1			10	60
Ottumwa—								
Waiters	month	30 00		1			10	60
Week		13 00	12 00					
Waiters	week	14 00	13 00	25	double	10	73	
LATHERS—								
Cedar Rapids	day	5 30	4 00	double	double	8	48	
Davenport	day	5 00	4 00	1	1	8	44	12
Dubuque	day	4 00	2 50				8	48
Sioux City	day	6 00	5 00	1	double	8	48	
LETTER WORKERS—								
Des Moines—								
Harnessmakers	hour	50	40	1	1	10	54	
Cutters	hour	50	40	1	1	10	58	
Machine operators	hour	50	40	1	1	10	58	
Sioux City—								
Harness	week	23 00	18 50				10	55
LETTER CARRIERS—								
Ames	year	880 00					8	48
Burlington—								
Regular	year	1200 00	1200 00				8	48
Substitute	year	400 00					8	48
Carroll	year	800 00					8	48
Clarinda	year	1050 00					8	48
Clinton—								
Regular	year	800 00	800 00	1			8	48
Substitute	year	1100 00					8	48
Council Bluffs	year	800 00					8	48
Davenport—								
Regular	year	800 00	800 00	1			8	48
Substitute	year	1200 00					8	48
Des Moines—								
Regular	year	800 00	800 00	1			8	48
Substitute	year	1200 00					8	48
Eagle Grove	year	40					Comp. time off	
Fairfield—								
Regular	year	800 00					8	48
Substitute	year	1200 00					8	48
Sioux City	hour	35					8	48

Occupations and Municipalities	Rates of Wages					Hours of Labor		No. of mos. Saturday half holiday in week
	Units	Rate 1917	Rate 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week	
LETTER CARRIERS—Con.								
Hampton	year	1100.00	900.00	1		8	45	
Harian	year	1150.00	1000.00	1		8	45	
Indianola	year	1150.00	1150.00	1		8	45	
Kookuk	year	800.00				8	45	
		1250.00				8	45	
Marion	year	1150.00	1100.00	1		8	45	
Marshalltown	year	800.00				8	45	
		1250.00				8	45	
Muscataine	year	1250.00		1		8	45	
Osage	year	1100.00	850.00			8	45	
		1250.00	900.00	1		8	48	
Red Oak	year	800.00				8	45	
Sac City	year	900.00	900.00	1		8	40	
Shimadaosh	year	1250.00	1100.00	1		8	45	
Vinton	year	1100.00				8	45	
Waverly	year	1100.00		1		8	40	
LITHOGRAPHERS—								
Des Moines—								
Engravers	hour	.35	.22	1½	double	8	44	12
Tracers	hour	.35	.22	1½	double	8	44	12
Pressmen	hour	.35	.22	1½	double	8	44	12
LOCK FITTERS—								
Lyons (Clinton)—								
Assemblers	hour	.35	.30			10	55	8
MACHINISTS—								
Belle Plaine, No. 602—								
Machinist	hour	.52	.41	1½	1½	8	45	
Helper	hour	.27	.184	1½	1½	8	45	
Belle Plaine, No. 606—								
Machinist	hour	.52	.39	1½	1½	8	45	
Helper	hour	.27	.154	1½	1½	8	45	
Boone, No. 273—								
Machinist	hour	.52	.431	1½	1½	9	54	
Cedar Rapids, No. 202—								
Machinist	hour	.52	.41	1½	1½	8	47	
Helper	hour	.31	.22	1½	1½	8	47	
Apprentice	hour	.18						
		.29		1½	1½	8	47	
Cedar Rapids, No. 821—								
Machinist, garage	hour	.55	.45	1½	1½	9	54	
Machinist, contract	hour	.55	.45	1½	1½	9	54	
Clinton, No. 283—								
Machinist	hour	.52	.421	1½	1½	9	54	
Helpers	hour	.27	.22	1½	1½	9	34	
Creston, No. 333—								
Machinist	hour	.52	.411	1½	1½	8	45	
Davenport, No. 358—								
Machinist	hour	.52	.40	1½	1½	9	54	
Des Moines, No. 234—								
Machinist	hour	.56	.43	1½	double	9	52	
Des Moines, No. 479—								
Machinist	hour	.52	.431	1½	1½	9	52	
Dubuque, No. 379—								
Machinist	hour	.52	.411	1½	1½	8	47	
Earle Grove, No. 662—								
Machinist	hour	.52	.451	1½	1½	8	45	
Eldon, No. 245—								
Machinist	hour	.52	.41	1½	1½	8	54	
Helpers	hour	.24	.21	1½	1½	8	54	
Marshalltown, No. 299—								
Machinist	hour	.52	.41	1½	1½	8	45	
Marshalltown, No. 920—								
Helpers	hour	.281	.231	1½	1½	8	45	

Occupations and Municipalities	Rates of Wages					Hours of Labor		No. of mos. Saturday half holiday in week
	Units	Rate 1917	Rate 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week	
MACHINISTS—Con.								
Missouri Valley, No. 171—								
Machinist	hour	.52	.451	1½	1½	8	45	
Helpers	hour	.27	.22	1½	1½	8	45	
Stout City, No. 378—								
Machinist	hour	.53	.451	1½	1½	9	53	
Helpers	hour	.271	.25	1½	1½	9	53	
Valley Junction, No. 620—								
Machinist	hour	.52	.41	1½	1½	8	47	
Helpers	hour	.331	.26	1½	1½	8	47	
Waterloo, No. 314—								
Tool makers								
Machinist men	hour	.45	Same			10	60	
	hour	.271	Same			10	60	
Machinists, auto.	hour	.30	Same			10	60	
	hour	.271	Same			10	60	
Assembly men	hour	.35	Same			10	60	
Specialists	hour	.27	Same			10	60	
Drill pressmen	hour	.221	Same			10	60	
	hour	.18	Same			10	60	
MAINTENANCE OF WAY—								
Dubuque—								
Foreman, bridge and carpenters	day	3.50	3.00	1½	1½	10	60	
Pump repairers	month	60.00	80.00			10	60	
Carpenters	day	2.60	2.40	1½	1½	10	60	
	day	2.95	2.65	1½	1½	10	60	
Pile driver eng.	day	2.40	2.25	1½	1½	10	60	
Carpenter helpers	day	2.35		1½	1½	10	60	
Marion—								
Bridge foreman	day	3.50		1½	1½	10	60	
Bridge carpenter	day	2.75		1½	1½	10	60	
House carpenter	day	2.95		1½	1½	10	60	
Mason City—								
Railway carpenters	hour	.261	.24	1½	1½	10	60	
Perry—								
R. R. track foreman	month	67.50	60.00	.26	.26	10	63	
METAL POLISHERS—								
Lyons (Clinton)—								
Polishers	day	3.00	2.75	1½	double	10	59	2
Platers	day	1.65	1.40	1½	double	10	59	2
MINE WORKERS UNITED, on page 184								
MINE, MILL AND SMELTER WORKERS—								
Fort Dodge—								
Repair men	hour	.45	.40	1½	1½	10	60	
Common labor	hour	.35	.30	1½	1½	10	60	
Piece work	hour	.18	.16	1½	1½	10	60	
MOLDERS—								
Burlington—								
Molders	day	3.75	3.00	1½	double	9	54	
	day	4.50	3.50	1½	double	9	54	
Core molders	day	3.75	2.75	1½	double	9	54	
	day	4.50	3.50	1½	double	9	54	
Cedar Rapids—								
Molders	day	4.25	3.75	1½	double	9	54	
Core Molders	day	4.25	3.75	1½	double	9	54	

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect
MINE, MILL AND SMELTER WORKERS—								
Marshalltown—Molders	day	4.25	3.50	double	double	42	42	
Core molders	day	3.00	1.85	double	double	42	42	
Newton—Molders	hour	.57	.30			9	54	
Ottumwa—Molders	hour	.41	.38	1 1/2	1 1/2	9 1/2	55	
Waterloo—Flat rate	hour	4.00	3.40	1 1/2	double	9	54	
Piece work	day	4.95	4.40	1 1/2	double	9	54	
MUSICIANS—								
Band, all day	day	5.00						
Band, two or more days and holidays	day	4.00						
Burlington—Balls, parties, etc.	man	2.50	2.50					
Grand openings	man	5.50	5.50					
Band, July 4th	man	4.00						
Picnics, all day	man	4.00	3.50			8		
Buxton	man	.85						
Cedar Rapids	hour	1.00						
Centerville—Orchestra	hour	1.00						
Chariton—Band concerts, two hours	man	2.00						
Holidays, per day	man	4.50						
Dubuque—Theatres	hour	.60	.60	.60	.60			
Cafes	hour	1.00	1.00	1.00	1.00			
Skating rinks	hour	1.00	1.00	1.00	1.00			
Dances	hour	.60	1.00	1.00	1.50			
Fort Madison	hour	.60	1.00	1.00				
Waterloo	hour	1.00	1.00	1.00				
PAINTERS—								
Cedar Rapids—Paper hanging	hour	.53	.50	1 1/2	1 1/2	8	48	
Painting	hour	.50	.45	1 1/2	1 1/2	8	48	
Centerville—Paper hanging	hour	.45	.45			8	48	
Painting	hour	.45	.35			8	48	
Clinton—Paper hanging	hour	.40	.35	1 1/2	double	8	48	
Painting	hour	.40	.35	1 1/2	double	8	48	
Des Moines—Paper hanging	hour	.50	.50	1 1/2	double	8	34 1/2	
Painting	hour	.50	.50	1 1/2	double	8	44 1/2	
Dubuque—Coach letters	hour	42	.30	1 1/2	1 1/2	9	50 1/2	
Varnishers	hour	.38	.24	1 1/2	1 1/2	9	50 1/2	
Inside work	hour	.37	.24	1 1/2	1 1/2	9	50 1/2	
Fort Dodge—Painters	hour	45	.25	1 1/2	1 1/2	8	43	
Paper hangers	hour	12 1/2	.20	1 1/2	double	8	48	
Fort Madison—Painter	hour	.40	.40	1 1/2	double	9	54	
Grinnell—Painters	hour	.50	.45	1 1/2		9	54	
Oskaloosa—Painters	hour	.28	.25	1 1/2	1 1/2	9	53	
Painters	hour	.40	.31	1 1/2	1 1/2	9	54	
Oakdale—Painters	hour	.45	.35	1 1/2	1 1/2	9	54	
Sioux City—Painters	hour	.80	.50	1 1/2	double	8	48	

Occupations and Municipalities	Rates of Wages					Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week	No. of mo. Saturday half holiday in effect
PAINTERS—Coc.								
Waterloo—Painting	day	3.60	3.60	.45	.45	8	48	
Decorating	day	3.60	3.60	.45	.45	8	48	
Paper hanging	day	3.60	3.60	.45	.45	8	48	
PATTERN MAKERS—								
Davenport—Waterloo	hour	.55	.35	1 1/2	double	10	50	4
	hour	.55	.47 1/2	1 1/2	double	10	50	4
PHOTO-ENGRAVERS—								
Des Moines—Finishers	week	25.00	24.00	1 1/2	double	8	44	12
Photographers	week	26.00	24.00	1 1/2	double	8	44	12
Renters	week	26.00	24.00	1 1/2	double	8	44	12
Half tone etchers	week	26.00	22.00	1 1/2	double	8	44	12
Zinc etchers	week	26.00	24.00	1 1/2	double	8	44	12
Proofers	week	26.00	22.00	1 1/2	double	8	44	12
Waterloo chapel	week	27.00	25.00	1 1/2	double	8	45	12
PIPE LAYERS—								
Des Moines—	day	3.60		1 1/2	double	8	44	12
PLASTERERS—								
Burlington—	day	5.00	5.00			8	48	
Cedar Rapids—	day	6.00	5.00	double	double	8	44	12
Centerville—	day	6.00	6.00	1 1/2	double	8	44	12
Davenport—	day	.75	.70	double	double	8	44	12
Des Moines—	day	6.00	5.00		1 1/2	8	44	12
Dubuque—	hour	.70	.62 1/2	double	double	8	44	12
Muscatine—	hour	.80	.78	double	double	8	45	
Sioux City—	hour	.70	.78	double	double	8	45	
PLUMBERS AND STEAM FITTERS—								
Burlington—Plumbers	hour	.60	.50	1 1/2	double	8	48	
Fitters	hour	.60	.50	1 1/2	double	8	48	
Cedar Rapids—Plumbers	day	5.10	4.80	1 1/2	double	8	48	
Steam fitters	day	5.10	4.80	1 1/2	double	8	48	
Clinton—Journeyman	hour	.30	.38	1 1/2	1 1/2	9	54	
Helpers	hour	.27	.35	1 1/2	1 1/2	9	54	
Council Bluffs—	hour	.75	.68	1 1/2	double	8	44	12
Davenport—	hour	.62 1/2	.62 1/2	1 1/2	double	8	44	12
Des Moines—	hour	.62 1/2	.62 1/2	1 1/2	double	8	44	12
Fort Dodge—	day	4.75	4.00	1 1/2	double	8	48	
Fort Madison—	hour	.80	.70	1 1/2	double	8	48	
Grinnell—	hour	43	.30	1 1/2	double	9	54	
Iowa City—	day	4.50	4.50	1 1/2	double	8	44	12
Mason City—	day	5.00	4.80	1 1/2	double	8	48	
Marshalltown—	day	4.50	4.00	1 1/2	double	8	48	9
Missouri Valley—	hour	.60	.54	1 1/2	double	8	48	
Sioux City—	day	5.45	4.90	1 1/2	double	8	44	12
Waterloo—	day	5.00	4.75	1 1/2	double	8	48	
PRESSMEN, PRINTING—								
Burlington—Cylinder pressmen	week	20.00	18.00	1 1/2	double	8 1/2	48	12
Cylinder assistant	week	14.00	13.00	1 1/2	double	8 1/2	48	12
Web pressmen	week	21.00	21.00	1 1/2	double	8 1/2	48	12
Web assistant	week	14.00	13.00	1 1/2	double	8 1/2	48	12
Platen pressmen	week	14.00	13.00	1 1/2	double	8 1/2	48	12

Occupations and Municipalities	Rates of Wages					Hours of Labor	
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week (Days, Saturday half holiday in urban)
PRESSMEN, PRINTING—Con							
Cedar Rapids—							
Pressmen, cylinder	week	24.25	23.00	1½	double	8	48
Web pressmen	week	28.50	25.00	1½	double	8	48
Platen pressmen	week	17.50	16.00	1½	double	8	48
Feeders, cylinder	week	16.50	15.00	1½	double	8	48
Platen pressmen	week	13.00	12.00	1½	double	8	48
Des Moines—							
Web pressmen	day	3.50		1½	1½	8	48
Printing pressmen	week	21.00	21.00	1½	double	8	48
Assistants	week	15.00	15.50	1½	double	8	48
Dubuque—							
Pressmen, web	week	20.00	18.00				
Cylinder	week	22.00	20.00	1½	1½	8	48
Platen	week	16.00	14.00	1½	1½	8	48
Feeders	week	14.00	12.00	1½	1½	8	48
Kookis—							
Pressmen	week	16.00	15.00	1½	double	8	48
Sioux City—							
Commercial printing	week	18.00	14.00	1½	double	8	48
Mach. operators	week	18.50	17.50	1½	double	8	48
Feeders	week	16.50	15.00	1½	double	8	48
Pressmen, web	week	15.50	17.50				
Ready print feeders	week	28.00	28.00	1½	double	8	48
Book, job	week	24.50	15.00	1½	double	8	48
Platen	week	18.50	16.00	1½	double	8	48
Book, job	week	24.50	18.00	1½	double	8	48
Waterloo—							
Web pressmen	week	m	22.00	1½	1½	8	48
Assistants	week	m	16.00	1½	1½	8	48
Helpers	m	10.00	14	1½	8	48	
Magazine foreman	week	m	22.00	1½	1½	8	48
Assistants	week	m	19.00	1½	1½	8	48
Other pressmen	m	14.00	14	1½	8	48	
Platen pressmen	week	m	14.00				
Feeders	week	m	18.00	1½	1½	8	48
Waterloo	hour		14.00	1½	1½	8	48
SHEET METAL WORKERS—							
Burlington	hour	.40		1½	1½	9	54
Cedar Rapids, No. 292	hour	.50		1½	double	8	48
Cedar Rapids, No. 392	hour	.62	.35	1½	1½	8	48
Clinton—							
Tinners	hour	.35	.28				
Davenport	hour	.42	.35	1½	1½	9	54
Kookis	hour	.35	.40	1½	double	8	48
Dubuque	hour	.40	.35				
S. M. workers	hour	.42	.33	1½	1½	8	47
Coppersmiths	hour	.43	.28	1½	1½	8	47
Helpers	hour	.25	.19	1½	1½	8	47
Sioux City	hour	.51	.45	1½	double	8	47
STAGE EMPLOYEES—							
Burlington—							
Moving picture operators	week	24.00	18.00	.50		8	50
Carpenter	week	21.00	15.00				
Property man	week	18.00	13.00				
Electricians	week	18.00	15.00				
Clinton	week	20.50	16.00	.50			
Council Bluffs—							
Moving picture operators	day	2.50	3.15	.40	.40	8	64
Davenport—							
Carpenter	week	25.00					
Day	day	5.00					

(m) No rates furnished this year.

Occupations and Municipalities	Rates of Wages					Hours of Labor	
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week (No. of mo. Saturday half holiday in effect)
STAGE EMPLOYEES—Con							
Electrician	week	15.00					
Property man	week	20.00					
Operator front	day	4.00					
Operator, stage	day	1.25*					
Grips	day	1.25*					
Flyman ass'ts.	day	1.25*					
Extra time	hour						.35
Moving picture							
Operators	week	21.00	18.00	.50		7	49
Des Moines—							
Moving picture operators	week	16.00	14.00				
Carpenter	week	25.00	18.00	.55		8	56
Propertyman	week	25.00	19.00			8	56
Electrician	week	22.50	18.00			8	56
Flyman	week	21.00	17.50			8	56
Grips	week	18.00	16.50			8	56
Operators	week	18.00	16.50			8	56
Dubuque—							
Carpenter	week	21.00	20.00	.30		8	50
Propertyman	week	16.00	12.00	.30		8	50
Electrician	week	16.00	13.00	.30		8	50
Flyman	week	14.00	12.00	.30		8	50
Flyman ass't.	week	1.00*		.75			
Operator	week	15.00	15.00	.40		8	50
Marshalltown	week	17.00					
Mason City—							
Operator	week	23.00					9 61
Employes	week	21.00		.40		9	63
Muscatine	week	18.00		.25		9	63
Operator	week	18.00	15.00				
Foreign employes	week	1.00*	1.00*				
Sioux City—							
Stage employes	hour	.30	21			9	63
Chief operators	week	25.00	22.00	1½		8	56
Relief operators	week	15.75	14.00	.50		8	56
Waterloo—							
Movie operators	hour	.45	.40			8	56
Operators	week	30.00	20.00	.50	.50	8	56
Stage hands	show	1.25	.75	.25	.25	8	56
STEREOTYPERS AND ELECTROTYPERS—							
Davenport—							
Stereotypers	week	19.00	15.50	1½	double	8	48
Des Moines—							
Molders	week	24.00	21.00	1½	double	8	48 12
Finishers	week	15.00	14.00	1½	double	8	48 12
Branchmen	week	21.00	18.00	1½	double	8	48 12
Sioux City—							
Stereotypers	day	3.50	3.50	1½	1½	8	48
STONE CUTTERS—							
Cedar Rapids	hour	.65		1½	double	8	44 12
Dubuque	hour	.50	.50	double	double	8	44 12
Sioux City	hour	.65	.50	1½	double	8	44 12

*Performance.

STREET AND ELECTRIC RAILWAY EMPLOYEES

Locality	Unit	Motormen and Conductors, Giving Rate in Cents Per Period of Services								
		1st 6 mo.		2nd 6 mo.		3rd year		4th year		Thereafter
		1st	2d	1st	2d	1st	2d	1st	2d	
Boone.....	hour	22	23	23	23	20	20	25	25	30
Burlington.....	hour	17	18	20	20	21	21	21	21	21
Cedar Rapids(1).....	hour	22	23	23	23	27	27	27	27	27
Davenport(1).....	hour	28	28	29	29	33	33	33	33	33
Des Moines(2).....	hour	20	22	25	25	26	28	28	28	28
Dubuque(2).....	hour	20	20	20	20	20	20	20	20	20
Marshalltown.....	hour	22	23	23	23	25	25	25	25	25
Moscatine(3).....	day	1.50	1.50	1.60	1.70	1.70	1.80	1.80	1.80	1.80
Oakloom.....	hour	25	26	28	28	31	31	31	31	31
Ottumwa.....	hour	17	20	20	20	20	20	20	20	20
Albia(2).....	hour	32	32	32	32	32	32	32	32	32
Fort Dodge.....	hour	32	32	32	32	32	32	32	32	32

Occupations and Municipalities	Unit	Rates of Wages				Hours of Labor	
		Rates 1917	Rates 1915	Overtime (hours)	Sundays and holidays (hour)	Day	Week
SWITCHMEN, RAILWAY—							
Cedar Rapids—	hour	47½	47½	1	1	8	48
Day foremen.....	hour	50	50	1	1	8	48
Night foremen.....	hour	43½	43½	1	1	8	48
Day helpers.....	hour	46½	46½	1	1	8	48
Night helpers.....	hour	46½	46½	1	1	8	48
Fort Dodge—	hour	3.70	3.70	.....	.....	8	48
Day foremen.....	hour	3.90	3.90	.....	.....	8	48
Night foremen.....	hour	3.40	3.40	.....	.....	8	48
Day switchmen.....	day	3.60	3.60	.....	.....	8	48
Night switchmen.....	day	3.60	3.60	.....	.....	8	48
Marshalltown—	hour	48	37	1	1	8	48
Foremen.....	hour	45½	34	1	1	8	48
Switchmen.....	hour	45½	34	1	1	8	48
Mason City—	hour	46½	28	1	1	10	70
Day foremen.....	hour	45½	28	1	1	10	70
Night foremen.....	hour	42½	27	1	1	10	70
Day helpers.....	hour	46½	27	1	1	10	70
Night helpers.....	hour	46½	27	1	1	10	70
Moscatine—	day	4.12	3.20	1	1	10	70
Switchmen.....	day	4.12	3.20	1	1	10	70
Ottumwa—	hour	50	40	1	.....	8	58
Foremen.....	hour	46½	37	1	.....	8	58
Helpers.....	hour	46½	37	1	.....	8	58
Waterloo—	hour	45	33	1	1	10	60
Foremen.....	hour	45	33	1	1	10	60
Helpers.....	hour	41½	32	1	1	10	60
TAILORS—							
Burlington—	week	18.00	.....	.....	.....	10	60
Bushelmen.....	week	12.00	.....	.....	.....	10	60
Des Moines.....	week	12.00	.....	.....	.....	10	60
Bushelmen.....	week	12.00	.....	.....	.....	10	60

(a) Prices given for 1915.

1 Overtime seven cents per hour additional.

2 Overtime five cents per hour additional.

Occupations and Municipalities	Unit	Rates of Wages				Hours of Labor	
		Rates 1915	Rates 1917	Overtime (hour)	Sundays and holidays (hour)	Day	Week
TAILORS—Con.							
Fort Madison.....	hour	30	20	35	.....	10	60
Ottumwa.....	hour	20.00	.....	1½	1½	9	54
Bushelmen.....	week	12.00	.....	1½	1½	9	54
Sioux City—	week	18.00	.....	1½	1½	9½	57
Bushelmen.....	week	23.00	.....	1½	1½	9	54
Cleburn.....	week	20.00	.....	1½	1½	9	54
Dyer.....	week	25.00	.....	1½	1½	9	54
TEAMSTERS—							
Burlington.....	day	4.80	4.80	1½	double	8	48
Dubuque.....	week	17.00	14.00	1½	double	10	50
Fort Dodge.....	hour	.60	.....	1½	double	9	54
Fort Madison.....	hour	.60	.....	1½	double	10	50
Waterloo.....	hour	.60	.....	1½	double	10	50
TELEGRAPHERS, RAILWAY—							
Cedar Rapids.....	month	72.50	.....	.....	.....	48	.....
Marshalltown.....	month	65.00	50.00	.....	.....	10	60
Agent and operator.....	month	115.00	80.00	.40	1	10	60
Exclusive teleg.....	month	65.00	50.00	.....	.....	8	48
.....	month	95.00	80.00	.40	1	8	48
TILE LAYERS—							
Des Moines.....	day	5.75	5.50	1½	double	8	44
Helper.....	day	3.25	3.00	1½	double	8	44
Sioux City—	day	5.75	5.50	1½	double	8	44
Tile Layer.....	day	3.20	3.00	1½	double	8	44
TRAINMEN, RAILWAY—							
Cherokee—	100 mi.	4.18	4.18	.....	.....	8	48
Conductor.....	100 mi.	4.80	4.80	.....	.....	8	48
Brakemen.....	100 mi.	2.78	2.78	.....	.....	8	48
.....	100 mi.	3.10	3.10	.....	.....	8	48
Flagmen.....	month	73.00	73.00	.....	.....	8	48
Enginemen.....	hour	40	40	.....	.....	8	48
Helpers.....	hour	37	37	.....	.....	8	48
Passenger conductors.....	month	158.00	158.00	.....	.....	8	48
Council Bluffs—	hour	48	38	1	1	8	50
Foreman.....	hour	45½	35	1	1	8	50
Switchman.....	hour	45½	35	1	1	8	50
Kearney—	100 mi.	2.18	2.18	.....	.....	1	8
Brakeman, freight.....	100 mi.	3.21	3.21	.....	.....	1	8
.....	100 mi.	65.75	65.75	.....	.....	1	8
Passenger.....	month	4.18	4.18	.....	.....	1	8
Conductor, freight.....	100 mi.	4.55	4.55	.....	.....	1	8
Baggagemen.....	month	85.00	82.00	.....	.....	1	8
Conductor, passenger.....	month	158.87	158.87	.....	.....	1	8
Electrician, baggageman.....	month	117.00	117.00	.....	.....	1	8
Fort Dodge—	month	140.56	.....	.....	.....	39	.....
Conductors, passenger.....	month	156.84	.....	.....	.....	39	.....
.....	month	75.01	.....	.....	.....	35	.....
Baggagemen, passenger.....	month	88.33	.....	.....	.....	25	.....
.....	month	68.75	.....	.....	.....	25	.....
Brakeman and flagmen.....	month	77.98	.....	.....	.....	25	.....
.....	month	4.18	.....	.....	.....	1	10
Conductors, way freight.....	100 mi.	2.78	.....	.....	.....	1	10
Conductors, local freight.....	month	125.24	.....	.....	.....	48	10
Brakemen, local freight.....	month	83.49	.....	.....	.....	32	10
Conductors, work train.....	month	112.85	.....	.....	.....	44	10
Brakemen, work train.....	month	75.90	.....	.....	.....	30	10

Occupations and Municipalities	Rates of Wages				Hours of Labor		
	Units	Rates 1915	Rates 1917	Overtime (hour)	Sundays and holidays (hour)	Day	Week No. of days, including Sundays, holidays, and vacations, in week
TRAINMEN, RY.—Con.							
Fort Madison—							
Brakemen, passenger	month	\$1.07	\$1.07			8	48
Brakemen, freight	100 mi.	3.78	3.78	1	1	8	48
Yardmen	day	4.80	3.85	1	1	8	48
Manly—							
Freight brakemen	day	2.78	2.78	1	1	8	48
Marion—							
Freight conductors	100 mi.	4.18	4.18	1	1	8	48
Freight brakemen	day	2.78	2.78	1	1	8	48
Firemen, day	hour	3.80	3.80	1	1	8	48
Firemen, night	day	4.00	4.00			8	48
Helper, day	day	3.80	3.50			8	48
Helper, night	day	3.70	3.70	1	1	8	48
Ontario—							
Passenger conductor	month	140.00	140.00	.58		8	48
		165.00	165.00	.69		8	48
Passenger brakemen	month	70.00	70.00	.324		8	48
		82.50	82.50	.38		8	48
Passenger baggage men	month	70.00	70.00	.323		8	48
		82.50	82.50	.38		8	48
Freight conductor	100 mi.	4.18	4.18	.484		8	48
Freight brakemen	100 mi.	4.69	4.69	.52		8	48
		2.78	2.78	.32		8	48
Helper, night	month	3.18	3.18	.343		8	48
Perry—							
Through freight	100 mi.	3.78				8	48
Way freight	100 mi.	3.25				8	48
Night yard foreman	hour	.50				8	48
Day yard foreman	hour	.47				8	48
Night yard helper	hour	.46				8	48
Day yard helper	hour	.45				8	48
Baggage men, passenger	month	79.85				8	48
		86.01				8	48
Brakemen, passenger	month	72.30				8	48
		74.79				8	48
Sanborn—							
Conductors	100 mi.	4.18	4.18			8	48
		4.82	4.82	1	1	8	48
Brakemen, freight	100 mi.	2.78	2.78	1	1	8	48
		3.14	3.14	1	1	8	48
Brakemen, passenger	month	79.00	79.00	1	1	8	48
Baggage men	month	86.00	86.00	1	1	8	48
Valley Junction—							
Brakemen, through freight	100 mi.	2.78	2.78	1	1	8	48
Brakemen, local	100 mi.	3.21	3.21	1	1	8	48
Waterloo—							
Freight conductors	100 mi.	4.18	4.18			8	48
		4.81	4.81	1	1	8	48
Freight brakemen	100 mi.	2.78	2.78	1	1	8	48
Yard foremen	hour	.40	.36			8	48
		.50	.40	1	1	8	48
Yard helpers	hour	.38	.36			8	48
		.48	.40	1	1	8	48
Passenger conductors	month	128.46				39	39
		124.84				39	39
Passenger flagman	hour	68.67				25	25
		77.99				25	25
Baggage men	hour	69.85				25	25
		88.22				25	25

Occupations and Municipalities	Rates of Wages				Hours of Labor		
	Units	Rates 1917	Rates 1915	Overtime (hour)	Sundays and holidays (hour)	Day	Week No. of days, including half holiday in effect
TYPOGRAPHICAL UNION—							
Burlington—							
Newspaper, day	week	22.50	20.00	.70	double	8	48
Newspaper, night	week	25.50	23.00	.70	double	8	48
Job scale	week	30.00	16.00	.70	double	8	48
Cedar Rapids—							
Hand job men	week	21.00	19.00	11	11	8	48
Hand ad men	week	22.00	20.00	11	11	8	48
Machine operators	week	22.00	20.00	11	double	8	48
Clinton—							
Foremen	week	25.00	23.00	11	11	8	48
Machine operator	week	22.00	20.00	11	11	8	48
Hand compositors	week	20.00	18.00	11	11	8	48
Council Bluffs—							
Newspaper, machine	week	24.00	24.00	11	double	8	48
Newspaper, hand	week	24.00	24.00	11	double	8	48
Book and job, hand	week	22.50	20.00	11	double	8	48
Book and job, machine	week	24.00	24.00	11	double	8	48
Davenport—							
Compositors	week	23.00	21.00	11	double	8	48
Mach. operators	week	23.00	22.00	11	double	8	48
Des Moines—							
Newspaper, day	week	24.00	23.50	11	1	8	48
Newspaper, night	week	27.00	26.25	11	1	8	48
Job office, hand	week	23.00	21.00	11	11	8	48
Job office, machine	week	24.00	22.50	11	11	8	48
		27.00	26.50	11	11	8	48
Drubque—							
Job men	week	20.00	20.00	11	11	8	48
Mach. men	week	21.00	21.00	11	11	8	48
Machine operator	week	8				8	48
Night scale	week	8				8	48
Fort Dodge—							
Printers	week	22.00	20.00	11	double	8	48
Lithotype	week	22.00	20.00	11	double	8	48
Fort Madison—							
Printer	week	17.00	15.00			8	48
		21.00	18.00	11	11	8	48
Keokuk—							
Foremen	week	20.00	20.00	11	11	8	48
Floormen	week	18.00	18.00	11	11	8	48
Operators	week	18.00	18.00	11	11	8	48
Machine operator	week	20.00	20.00	11	11	8	48
Marshalltown—							
Printers	week	18.00	16.00	11	11	8	48
Operators	week	18.00	18.00	11	11	8	48
Mason City—							
Machine operators	week	22.50	22.00	11	11	8	48
Head men	week	21.50	24.00	11	11	8	48
Muscatine—							
Lithotype operator	week	18.00	18.00	11	11	8	48
Foremen	week	21.00	20.00	11	11	8	48
Ottumwa—							
Foremen	week	27.00		11	1	8	48
Admen	week	24.00	20.00	11	1	8	48
Machine operator	week	24.00	20.00			8	48
		28.50	20.00	11	1	8	48
Machine tender	week	24.00	20.00	11	1	8	48
Waterloo—							
Foremen	week	23.00	22.00	1	1	8	48
Machine operators	week	26.00	23.00	1	1	8	48
		24.00	23.00			8	48
Day compositors	week	27.00	26.00	1	1	8	48
Night compositors	week	21.00	20.00	11	11	8	48
		24.00	23.00	11	11	8	48

(a) \$1.00 a week for each machine.

(b) \$2.00 a week more than day scale.

MINE WORKERS, UNITED.

SUB DISTRICT NUMBER ONE		
	1914-16	1917-20
Hand picked coal, per ton.....	\$1.15	\$1.4778
Screened lump coal, per ton.....	1.15	1.4778
Eight foot entry, per yard.....	1.92	2.22
Twelve foot entry, per yard.....	1.49	1.79
Fourteen foot entry, per yard.....	1.44	1.74
Room turning, 12 to 14 ft. doorway.....	2.49	3.00
DAY WAGE SCALE—		
Head tracklayers, per day.....	\$2.84	\$5.00
Pipe men, per day.....	2.78	4.92
Drivers and trip riders, per day.....	2.72	4.88
Motormen, per day.....	2.90	5.15
Cagers, per day.....	2.72	4.88
Boy couplers, per day.....	1.68	3.36
Others and trappers, per day.....	1.25	2.65
Other adult labor.....	2.62	4.75
TOP LABOR—		
Motormen, per day.....	\$2.50	\$4.63
Springers and couplers, per day.....	1.68	3.36
Boy slate pickers and others, per day.....	1.25	2.65
LONG WALL CHAIN MACHINE—		
Machine runners, per ton.....	\$0.08	\$0.1190
Machine shovellers, per ton.....	.08	.1190
Machine helpers, per ton.....	.06	.0864
Loaders, per ton.....	.67	.9210
LEGG MACHINE RUNNERS AND SHOVELLERS—		
40 foot room, per foot.....	\$0.26	\$0.3233
Entry, per foot.....	.08	.1060
Extra cuts, per foot.....	.09	.1215
Harrison runner and shoveller, double rib, per foot.....	.11	.1394
Harrison runner and shoveller, when working by the day, per day.....	3.24	5.40
Loader, per ton.....	.59	.791
SUB DISTRICT NUMBER TWO		
Mine-run coal, per ton.....	.72	.97
Screened lump coal, per ton.....	1.05	1.351
ENTRY PRICES—		
Eight foot entry, per yard.....	\$2.75	\$3.32
Twelve foot entry, per yard.....	1.88	2.27
UNDERGROUND LABOR—		
Track layer, timbermen, cagers, per day.....	\$2.84	\$5.00
Drivers, trip riders, and water haulers, per day.....	2.84	4.75
Tracklayers, and timbermen helpers, per day.....	2.62	4.25
Boy couplers, per day.....	1.68	3.36
Trappers, per day.....	1.25	2.65
Motormen, per day.....	3.00	5.15
Others, per day.....	1.56	3.24
Splice team drivers, per day when engaged.....	3.50	5.15
Drillers and shooters, per day.....	2.84	5.00
All other labor, per day.....	2.62	4.75
TOP LABOR—		
Motormen, per day.....	\$2.50	\$4.63
Boy slate pickers, per day.....	1.25	2.65
ELECTRIC MACHINE MINING—		
Loading, drilling, shooting and furnishing of explosives, screened lump coal per ton.....	.70	.....
Loading, drilling, shooting and furnishing of explosives, mine-run coal per ton.....	.49	.76
Machine runner, per day.....	3.25	5.41
Machine helper, per day.....	3.00	5.15
NARROW WORK—		
Eight foot entry loaders, per yard.....	\$1.10	\$1.329
Twelve foot entry loaders, per yard.....	.75	.969
Room necks same measurement as pick mining loaders.....	2.24	2.794

LABOR ORGANIZATIONS

SUB DISTRICT NUMBER THREE		
	1914-16	1917-20
Mine-run coal, per ton.....	.761	.99
Screened lump coal, per ton.....	1.10	1.423
Eight foot entry, per yard.....	2.19	2.65
Twelve foot entry, per yard.....	2.13	2.58
TOP LABOR—		
Motormen, per day.....	\$2.50	\$4.63
Boy slate pickers, per day.....	1.25	2.65
Day laborers, per day.....	3.12	4.23
ELECTRIC MACHINE MINING—		
Loading, drilling, shooting, furnishing of explosives, screened lump coal, per ton.....	\$0.724	.....
Loading, drilling, shooting, furnishing of explosives, mine-run, per ton.....	.571	.771
Machine runner, per day.....	3.25	5.41
Machine helper, per day.....	3.00	5.15
SUB DISTRICT NUMBER FOUR		
Screened lump coal, per ton.....	1.29	1.3278
Entry driving, per yard.....	2.49	3.89
Room turning not to exceed 9 foot neck, each.....	6.25	7.54
UNDERGROUND DAY LABOR—		
Head tracklayer, per day.....	\$2.84	\$5.00
Head timberman, per day.....	3.84	5.00
Drivers, cagers, trip riders, per day.....	2.72	4.88
Boy couplers, per day.....	1.68	3.36
Drillers, shooters, per day.....	2.84	5.00
Others, trappers, per day.....	1.55	2.65
Other adult labor, per day.....	7.32	4.75
MACHINE MINING—		
Loaders, per ton, screened lump coal.....	\$7.70	\$9.9511
Machine runners, per day.....	3.25	5.41
Machine shovellers, per day.....	3.00	5.41
Machine helpers, per day.....	2.84	5.00
TOP LABOR—		
Day laborers, per day.....	\$2.12	\$4.23
Motormen, per day.....	2.50	4.63
Boy slate pickers, per day.....	1.25	2.65

LABOR LEGISLATION URGED.

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

BAKERS—One local reporting desires better sanitation. Also suggests monthly examination by medical officer of all bakery workers, as well as those handling foods.

BARBERS—Twenty locals reporting, 13 desire a license law for barbers, 2 a more definite Sunday closing law.

BLACKSMITHS—Ten locals reporting, 1 asks for more factory inspectors, another asks an increase of the scope of the compensation law, while another asks the establishment of a national wage scale.

BOILERMAKERS—Of the 9 locals reporting, 4 wish a state boiler inspector same to be a practical boilermaker, while 2 ask for a revision of the compensation law.

BOOKBINDERS—Five locals reporting but offer no suggestions on needed legislation other than that all school printing should be done in Iowa.

BRICKLAYERS—Twenty locals reporting, one suggests the appointment of a state inspector of brickwork and flues, another new building laws, while 2 desire the revision of the present compensation laws, and 2 a universal eight-hour day.

BRICK AND TILEMAKERS—Only one local reporting.

BRIDGE AND STRUCTURAL IRON WORKERS—Two locals reporting desire that there be some legislation to make safer the scaffolding upon which they are compelled to work.

BROOM AND WHISK MAKERS—Four locals reporting, 3 of whom wish laws prohibiting prison labor from competing with free labor, while one local desires shorter working hours and more sanitary workshops.

CARMEN, RAILWAY—Reports from 16 locals, 4 of whom ask for an eight-hour law, 6 ask for car sheds under which they may work in unfavorable weather, and 1 asks that toilets be provided.

CARPENTERS AND JOINERS—Universal eight-hour law asked for by 5 locals, 3 wish a state building inspector, 5 ask for the revision of the compensation law and 2 want government control of public utilities. Twenty-seven locals reporting.

CIGARMAKERS—Sixteen locals reporting, ask for no state legislation.

CLERKS, POSTOFFICE—Six locals reporting, all desire a raise in salary.

CLERKS, RAILWAY—Only one local reporting.

CLERKS, RETAIL—Five locals reporting, one of number asks for a universal eight-hour law.

CONDUCTORS—Of 10 locals reporting, 3 ask for a full crew law, and 3 want a car limit law.

COOPERS—One local reporting asks for an eight-hour law.

ELECTRICAL WORKERS—Reports from 16, of whom 9 ask for a state inspector, one asks for an eight-hour law and one wishes government control of public utilities.

ENGINEERS, HOISTING—Four locals reporting, 3 of whom ask for a law licensing engineers, and one asking for a state inspector.

ENGINEERS, LOCOMOTIVE—Eighteen locals reporting, 2 of whom wish a universal eight-hour work law, one a car limit law, another wants a full crew law, while 3 want their work day to be 12 hours instead of 16.

FIREMEN, CITY—The 4 locals reporting are unanimous in asking for a two-platoon law to be enacted.

FIREMEN AND ENGINEERS, LOCOMOTIVE—Reports received from 22 locals, 6 of whom ask for a car limit law, 1 free textbooks, 1 for a full crew law, 1 for eight-hour law, 1 for government ownership of railroads and 4 ask that the present 16-hour day be shortened to 12 hours.

FIREMEN, STATIONARY—But 1 local reporting and they ask for a Saturday half-holiday law and a law providing for better sanitation.

GARMENT WORKERS, UNITED—Reports from 2 locals contain no suggestions.

GRANITE CUTTERS—One local only reports.

GYPSUM MILL WORKERS—Represented by 1 local which asks for a universal eight-hour law.

HOB CARRIERS—Three locals report, of whom 2 desire a revision of the present compensation law.

HORSESHOERS—Two locals reporting, of whom 1 asks that blacksmiths pass a state examination before being allowed to work as a blacksmith.

HOTEL AND RESTAURANT WORKERS—The 2 locals reporting ask for 10 hours per day and a six-day week.

IRON MOLDERS—Seven locals report, 2 ask for a universal eight-hour law, and 3 ask for better washing facilities.

LATHERS—Reports received from 4 locals.

LEATHER WORKERS—Of the 2 locals reporting both are for a universal eight-hour law and 1 asks that women be given equal pay with men for all work done.

LETTER CARRIERS—Thirty-seven locals reporting, all of whom would accept a substantial raise in salary.

LITHOGRAPHERS—Just 1 local reported and they desire public utilities controlled by the government.

LOCK FITTERS—But 1 local reports.

MACHINISTS—Nineteen local report, of whom 4 are for an eight-hour law, 2 want equal wages and hours for women, 3 government ownership of railroads, 2 ask for the revision of compensation law, while free text-books, full crew law, old age pensions and sanitation laws are asked for books, full crew law, old age pensions and sanitation laws are asked for by 1 local each.

MAINTENANCE OF WAY—Five locals reporting.

METAL POLISHERS AND WORKERS—Nine locals report. Revision of compensation law asked for by 1 and better system of ventilation by another.

MINE WORKERS—Fifty locals in all have reported, free textbooks wanted by 2, weekly pay by 6, 2 ask for a revision of the compensation law, 2 ask for the election by the people of the mine inspector, and 1 local asks that no boy under 16 be allowed to work in mines.

MUSICIANS—Sixteen locals reporting are asking for legislation requiring better ventilation of halls, etc., where they play.

PAINTERS AND DECORATORS—Of the 12 locals reporting, 2 are for government ownership of railroads, 3 ask for the revision of the compensation law, 3 want an eight-hour law.

PATTERN MAKERS—Of the 2 locals reporting, 1 asks for better sanitary conditions.

PHOTO ENGRAVERS—One local only reporting and they ask for a law to provide better ventilation.

PIPE LAYERS—One local only.

PLASTERERS—Eight locals report, one asks for a state inspection law.

PLUMBERS AND STEAMFITTERS—Fifteen locals have reported, of whom 9 ask for a state license law and 1 asks for the appointment of a state inspector.

PRESSMEN—Nine locals have responded, 1 asking for better sanitary requirements and for an individual cuspidor law.

STAGE EMPLOYEES—Of the 15 locals reporting 3 ask for Sunday closing, 2 for an age regulation of employees and 1 asks for ventilation laws.

STEREOTYPERS—Reports from 3 locals.

STREET RAILWAY EMPLOYEES—Ten locals reporting, 5 of whom want two-man cars, 2 ask that all cars be equipped with air brakes, and 4 are urging better heating of cars.

STONECUTTERS—Represented by 4 locals.

SWITCHMEN—Seven locals report, 2 want a full crew law, one a six-day week and 1 asks double time for Sundays and holidays.

TAILORS—Reports in from 9 locals, 3 of whom ask for an eight-hour law and 1 favors Sunday closing.

TEAMSTERS—Of the 8 locals reporting 2 ask an eight-hour law and 1 wants free textbooks.

TELEGRAPHERS—Two locals only.

THE LAYERS AND HELPERS—Locals reporting, 2.

TRAINMEN, RAILWAY—Fourteen locals, of whom 7 desire a car limit law, 5 a full crew law, 1 an eight-hour day and 1 time and one-half for overtime.

TYPOGRAPHICAL—Sixteen locals have reported, 1 wants prohibition, 2 want better lighting, 1 a seven-hour day, 1 a full crew law and 2 ask for laws that will provide better sanitation.

ARBITRATION AND CONCILIATION.

The arbitration and conciliation law has been in force since July 4, 1915, and five cases to date have been settled according to its provisions, thus avoiding serious situations in labor troubles. The intent of the law is to force the real facts of such difficulties into public light, so that the weight of public opinion can have its effect and induce a fair and speedy settlement of all disputes. The following sections of the law outline the conditions under which disputes between employers and employees are subject to arbitration:

Section 2477-N. Board of arbitration—petition filed with governor. Whenever any dispute arises between any person, firm, corporation, or association of employers and their employees or association of employees, of this state, except employers or employees having trade relations directly or indirectly based upon inter-state trade relations operating through or by state or international boards of conciliation, which has or is likely to cause a strike or lockout, involving ten (10) or more wage earners and the parties thereto are unable to adjust the same, and which 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, either or both parties to the dispute, or the mayor of the city, or the chairman of the board of supervisors of the county in which said employment is carried on, or on petition of any twenty-five (25) citizens thereof, over the age of twenty-one (21) years, or the commissioner of the bureau of labor, after investigation, may make written application to the governor for the appointment of a board of arbitration and conciliation, to which board such dispute may be referred under the provisions of this act. Provided, however, the manager of the business of any person, firm, corporation or association of such employers, or any organization representing such employees, or if such employees are not members of any organization, then a majority of such employees affected may make the application as provided in this act, but in no case shall more than twenty (20) employees be required to join in such application.

Sec. 2477-N1. Arbitrators—how appointed. The governor shall at once upon application made to him as herein provided and upon his being satisfied that the dispute comes within the provisions of

section one (1) of this act, notify the parties to the dispute of the application for the appointment of a board of arbitration and conciliation and make request upon each party to the dispute that each of them recommend within three (3) days from the date of notice, the names of five (5) persons who have no direct interest in such dispute and are willing and ready to act as members of the board, and the governor shall appoint from each list submitted one (1) of such persons recommended. Should either of the parties fail or neglect to make any recommendation within the said period, the governor shall, as soon thereafter as possible, appoint a fit person who shall be deemed to be appointed on the recommendation of either of the said parties. The members of the board so appointed shall within five (5) days of their appointment recommend to the governor the name of one (1) person who is ready and willing to act as a third member of the board, and upon failure or neglect upon their part to make such recommendation within the said period, or upon the failure or refusal of the person so recommended to act, the governor shall as soon thereafter as possible appoint some person to act as the third member of the board.

In all cases when the application is made by both parties to the dispute, they shall set forth in the application whether or not they agree to be bound by the decision of the board of arbitration and conciliation; and if both parties agree to be so bound, the decision shall be binding for a period of one year.

The law provides that the biennial report of the Bureau of Labor shall include all decisions of duly authorized boards of arbitration and in this report are three decisions:

1. The Hod Carriers, Building and Common Laborers' Union, No. 177, of Des Moines, Iowa, versus Master Builders' Association.
2. International Molders' Union of America, Local Union No. 459, at Waterloo, Iowa, versus The Hawkeye Foundry Co., Waterloo Register Co., and Interstate Tractor Company, all of Waterloo, Iowa.
3. Amalgamated Association of Street and Electrical Employees of America, Division 329, at Dubuque, Iowa, versus Dubuque Electric Co.

HOD CARRIERS, BUILDING AND COMMON LABORERS' UNION NO. 177, OF DES MOINES, VERSUS MASTER BUILDERS' ASSOCIATION.

On April 21, 1917, Hon. W. L. Harding, governor of Iowa, received the following communication:

We, the undersigned citizens of Des Moines, do hereby respectfully petition you to appoint a commission as provided by Section 2477-N, Supplement to the Code of Iowa, for the purpose of arbitrating a dispute, which

now exists between the Master Builders' Association of Des Moines, Polk county, Iowa, and the general laborers of the said city.

Your petitioners believe and are of the opinion that the general public is affected because of the trouble now existing between the parties herein and that the interest of the public can be best conserved by having this dispute adjusted and arbitrated as quickly as possible. For your information, we would say that there are over 400 men now involved in this dispute.

The above petition was signed by twenty-six citizens of Des Moines. Having investigated the case and finding that it properly came under the provisions of the arbitration law, the governor notified both parties to the controversy of such fact and asked that each side submit to him a list of five persons from whom he could select one arbitrator to represent them on the board. In response to such notice and request the following letter was received:

Des Moines, Iowa, April 26, 1917.

Hon. W. L. Harding, Governor of the state of Iowa, State House, City.

My dear Sir: In answer to your communication and notice under date of April 24, 1917, we are instructed as president and secretary of the Master Builders' Association of Des Moines, Iowa, to state:

That there is no dispute as between the Master Builders' Association of Des Moines, or as between individual members thereof, with any firm, employee or association of employees, which should be construed to fall under Section No. 2477-N, Supplement to the Code, 1913.

There is not now and never has been any recognition by the Master Builders' Association of Des Moines, Iowa, of any International Hod Carriers', Building and Common Laborers' Union of America.

There is not now nor has there been any dispute between the Master Builders' Association of Des Moines, Iowa, and any laborers' association or individual laborers.

At the present time the construction work being carried on by the members of the Master Builders' Association is being carried out in the usual manner.

For your own information, laborers are being hired daily by the various members of the Master Builders' Association at the minimum wage of 30c per hour, and the laborers in the employ of the members of the Master Builders' Association are working, we believe, for a period of nine hours per day.

We are of the opinion, furthermore, that there will be a reasonable increase in wages sometime in the near future.

We trust that you will be able to see from the above statement of facts that there is no dispute as contemplated under Section No. 2477-N, Supplement to Code of 1913.

Very respectfully,

MASTER BUILDERS' ASSOCIATION
OF DES MOINES,
(Signed by Pres. and Sec.)

Since the Master Builders' Association refused to submit a list of persons who would serve as their arbitrator, the governor appointed Judge S. F. Prouty to be their arbitrator. The Hod Carriers' and Common Laborers' Union did submit their list of five men, from whom the governor selected Judge J. E. Mershon. These two arbitrators met on May 1st and as provided by law, selected A. B. Funk to be the third arbitrator.

The cause of the dispute was due to the great increase in cost of living with wages very low in proportion. As brought out during the investigation, on the first day of April, 1917, four unions involved in the building trades, left their employment: the carpenters, masons and bricklayers, stationary engineers and hod carriers. On the fourth day of April three of these unions reached an agreement and the contract entered into between these three unions and the employers was entered into on behalf of the employers under the name of "Master Builders' Association," who, however, refused to hold a conference or attempt to come to an understanding with the Hod Carriers' and Common Laborers' Union. For this reason the differences were submitted to the governor for arbitration as to whether or not they were entitled to an increase in wages or betterment in hours of employment. A perusal of the findings and decision of the board will clearly set forth the demands of the common laborers. As shown in the following report, the board decided that an increase of wages was necessary to meet the changed economic conditions.

"To Honorable W. L. Harding, governor of Iowa:

"In accordance with statutory provision the undersigned, named as arbitrators in the controversy as indicated by the title hereof, do hereby and herewith submit to you a report of our investigation and findings in these premises.

"The board organized on May 3, 1917, by the selection of S. F. Prouty as chairman and J. E. Mershon as secretary. Henry W. Brandt was named as official stenographer.

"On May 5, 1917, a hearing was held in the room of the municipal court for the purpose of investigating the claims of the parties to this arbitration. The petitioners were represented by John A. Holland and John Connelly, Jr. The respondent as an association made no appearance, Walter L. Stewart expressly stating that he appeared as a representative of the secretary and president of the Master Builders' Association.

"Mr. Connelly submitted as Exhibit 'A' the following communication embracing a statement as to wage scale and other concessions demanded by the petitioners:

"Des Moines, Jan. 16, 1917.

"To Master Builders' Association of Des Moines and vicinity:

"We, the members of Hod Carriers' and Building Laborers' Local, No. 177, of Des Moines and vicinity, have unanimously voted for the following scale of wages and conditions herein named.

"We have taken notice of the great economical change in the last year to such extent that it is necessary we ask for an increase in wages and a shorter work day, that we may have more recreation and in return for same give a more efficient day's work. We need not quote the high cost of living, of which we know you are aware, not that food is the only necessary of life that has gotten out of the reach of the common laborer; fuel and house rent has attained a very high place in connection with the H. C. of L.

"Therefore, we submit the following wage scale to become effective the first day of April, 1917:

"1st: Eight (8) hours shall constitute a day's work; working hours shall be between eight (8) a. m. and five (5) p. m., except on Saturday, which shall be from eight (8) a. m. till noon (12 o'clock).

"2nd: Forty (40) cents shall be the minimum wage scale for mortar-mixers.

"Bricklayer-tenders in any way and all forms, such as may be working with them in any way, shall receive thirty-seven and one-half (37½) cents per hour.

"3rd: All general laborers, such as work in or around any building, or excavation for a building, shall receive thirty-seven and one-half (37½) cents per hour.

"4th: Cement-workers' helpers in any form shall receive thirty-seven and one-half (37½) cents per hour.

"5th: Time and one-half shall be charged for overtime until midnight and double time for work done between midnight and eight (8) o'clock a. m.

"6th: In case no material on job, members of this local shall receive straight time while waiting.

"7th: Pay day shall be at twelve (12) o'clock noon Saturday, and time and one-half shall be charged for all time members are compelled to wait for same.

"8th: When members are required to go out of town, transportation shall be paid. In case a member is discharged by the employer or his representative return transportation shall be furnished by employer.

"These rules and agreement to be in full force and effect on and after the first day of April, 1917, and continue for one year.

"Signed for contractor.....

"Signed for H. C. B. & C. L. U. No. 177.....

"Counsel for the petitioners asked for continuance for the purpose of securing such testimony as they desired to bring to the consideration of the board. Whereupon, adjournment was taken to May 12, 1917.

"At this time a number of witnesses were introduced by petitioners who testified to a wide range of conditions pertinent to this inquiry.

"At this hearing respondent made no appearance by counsel or otherwise.

"All testimony submitted and all exhibits introduced accompany this report.

"Upon careful consideration of the same the board of arbitration submits these conclusions:

"In the presence of national conditions substantially affecting the welfare of all classes of citizenship, we do not grant the appeal for shorter days or more holidays. Personal sacrifice must be the portion of all classes and conditions of men and women while our country is at war.

"In justice to the working man and his dependents, however, we feel that wages must be advanced in some degree to correspond with increased cost of existence. It is a matter of common knowledge that all food products and nearly all articles in family use have largely increased in cost within recent months. No specific diagram of these increases is necessary to convince us that suffering must exist among working people if the wage scale be not increased from time to time on this account.

"We, therefore, conclude that

"The minimum wage for mortar mixers should be thirty-seven and one-half (37½) cents per hour. That

"All general laborers, such as work in or around any building or excavation for a building, should receive a minimum wage of thirty-five (35) cents per hour.

"The hope is entertained by this board of arbitration that upon this basis the petitioners and respondent may be able to adjust all minor differences as to hours, etc., and that they may amicably join in promoting the enterprise and prosperity of the city of Des Moines.

"Signed at Des Moines, Iowa, this 1st day of June, 1917.

"S. F. PROUTY,

"J. E. MERSHON,

"A. B. FUNK,

"Board of Arbitration."

The Master Builders' Association never recognized the award, but war conditions after a short time forced a wage rate equal to the award, and in many cases above the award.

THE INTERNATIONAL MOLDERS' UNION, NO. 459, OF WATERLOO, IOWA, VERSUS HAWKEYE FOUNDRY COMPANY, WATERLOO REGISTER COMPANY AND INTERSTATE TRACTOR COMPANY, ALL OF WATERLOO, IOWA.

The following petition was sent the governor the middle of March, 1918, signed by sixty-five citizens of Waterloo, Iowa:

To Hon. W. L. Harding, governor of Iowa:

Pursuant to the provisions of Chapter 292, Laws of Iowa, Thirty-fifth General Assembly, "Board of Arbitration" for settlement of disputes between employers and employees, the undersigned, citizens of Waterloo, Iowa, all of whom are over 21 years of age, herewith petition you to appoint a board of arbitration for the settlement of a dispute now existing between Local Union No. 459, International Molders' Union of America, and the Hawkeye, Interstate and Waterloo Register foundries, which has resulted in a strike of the employees of said companies.

Said dispute involves all the employees in said foundries, numbering about 100 men, and is hurting the interests of the city of Waterloo in general as well as the interests of the employees of said companies, and all other citizens.

The parties thereto are unable to reach any satisfactory adjustment or agreement, and this is seriously interfering with the due and ordinary course of business in connection with the manufacture of farm machinery and other accessories, which seriously jeopardizes the welfare of the community and menaces the public peace unless some relief be had from present conditions.

For the welfare of our country, and 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."

Investigation proved that the dispute was subject to the arbitration and conciliation act, and therefore the governor duly notified each party to the controversy to submit the list of five names necessary so that he could select their arbitrator. In response to such notice, the following letter outlining the position taken by the employers, is on record:

Waterloo, Iowa, March 28, 1918.

Hon. W. L. Harding, Des Moines, Iowa.

Dear Sir: We have received notice signed by you requesting us to name five persons to act as members of a board of arbitration and conciliation for the settlement of an alleged dispute with the International Molders' Union, Local No. 459, of Waterloo, Iowa; this notice being given under Section 2477-N, Supplement to the Code, 1913.

In reply thereto we beg to state that we decline to join in the application for a board of arbitration and conciliation. We are advised that unless we join in the application we are not bound by any decision made by such board, and the purpose of this letter is to advise you that we refuse to join in such application and will therefore refuse to be bound by any decision made by such board.

We further beg to advise you that our plant is in operation and that the due and orderly course of our business is not interfered with, that there is nothing in the existing situation which menaces the public peace or which jeopardizes the welfare of the community.

We are now employing as many men as we desire to employ at this time and have a sufficient number on the waiting list to meet any future requirements. Our business is neither suspended nor interfered with by virtue of any strike or lockout.

In view of the above facts, we see no occasion for a board of arbitration and conciliation and, to avoid any possible question in respect thereto, deem it our duty to advise you affirmatively that we decline to join in the application for the appointment of such board.

Very respectfully,

HAWKEYE FOUNDRY COMPANY.

Identical letters received from the Waterloo Register Co. and the Interstate Tractor Company.

Since the employers refused to submit a list of persons who would serve as their arbitrator, the governor duly appointed A. B. Funk, of Des Moines, to represent them. The International Molders' Union did submit the list of five names, from which the governor selected Rev. A. W. Henke, of Waverly, Iowa. When these two arbitrators met, S. F. Prouty, of Des Moines, was named as the third member to complete the board. At the beginning of the arbitration, both parties to the controversy made it clear that they refused to be bound by the decision if they should so choose when the board made its report.

As the board expresses it, the real controversy was not so much a matter of wages as concerning the "open shop" or "closed shop." In submitting a draft of a contract to the employers for the year 1918, the union purposely omitted the open shop provision which permitted the employment of "handy men" until union men could be secured. During the investigation it was brought out that this section was omitted from the contract by the union, because they considered the clause as abused and used by the employers as a sort of club over the union men. The employers, on the other hand, insisted on including the section. In order to determine a course of action, the foundries anticipated the strike of the union employees, by a lockout.

Other facts leading up to the request for arbitration were that the foundries had attempted to replace the union employees with non-union men, and when picket lines were placed at the factories, the feeling ran high on both sides of the argument, the Hawkeye Foundry Company filing on February 9, 1918, a petition in equity and for temporary injunction to prevent the strikers from picketing and from doing everything to prevent employment of non-union men.

The employers insisted on the "open shop" clause being included in the contract, claiming they have the right to employ such employees in their foundry as they deem proper, and without respect to whether the employees do or do not belong to the union. Furthermore, they had entered into contract with such employees, agreeing to give them six months' work, which contract could not be broken. However, if any of their former workmen who were members of the union desired to be re-employed, they would not in any individual case decline to re-employ them because they were members of the union.

It was understood that there was no dispute arising on the increase of wage scale. As shown in the following decision, the arbitration board decided that the "open shop" or "closed shop" question did not come under its jurisdiction.

"To Hon. W. L. Harding, governor of Iowa:

"Under the provisions of law, A. S. Henke was appointed arbitrator in this case on the part of the plaintiffs to this action; A. B. Funk was named as arbitrator on the part of the employers involved, and S. F. Prouty was named by these arbitrators as the third member of the board of arbitration. The full board met at Waterloo, Iowa, on the 8th day of April, 1918, and organized by the selection of S. F. Prouty as chairman and A. W. Henke as secretary. Matthew Westrate was chosen as stenographer and clerk.

"Appearances were made by counsel for the union and by all employers involved, except Waterloo Register Company. Testimony was submitted by both parties to this controversy, a copy of which is submitted herewith.

"The real controversy in this contention was between the union and the Hawkeye Foundry Company, growing out of a disagreement in regard to the contract between the parties, governing their relations for the year 1918. There was a minor issue involved relative to wages. The contract of 1917 provided for an

increase of fifty cents a day for day work and ten per cent for piece work over the contract of 1916. On the part of the union an increase for 1918 was demanded over the contract of 1917 of one dollar per day for day work and 15.5-8 per cent for piece work. The employers were willing to concede an advance of ten per cent on piece work and fifty cents a day for time service. It is apparent from the testimony that this, however, is not a substantial source of controversy between the parties involved in this action.

"The contract of 1917 provided for a practically closed shop, with this exception and limitation: it was provided in said agreement as follows:

"Section 7. If after fifteen days' notice the committee is unable to secure 'card men' to work the machines, the firm shall have the privilege of placing 'handy men' on such machines until the committee is able to replace them with 'card men.' Such 'handy men' shall be the first men laid off in case of slack work. This provision shall apply only in an emergency, when it shall be necessary in order to get out the work.

"It is claimed on the part of the workmen that this provision was abused by their employers, to the serious disadvantage of the union. On the part of the employers the claim was made that a fair application of Section 7 was made in dealing with the union during the year 1917.

"In submitting a draft of a contract to the employers for the year 1918 the union omitted the provisions of Section 7, as above quoted, and insisted upon this elimination from the contract for the coming year. The employers insisted this provision was important to the successful conduct of their business. This seems to be the real question upon which they disagreed, resulting in an order for a strike on the part of the men, which was anticipated by a lockout on the part of the employers.

"As a matter of fact, as appears from this record, the only contention of vital importance, in the estimation of both parties to this action, was the 'open shop' or 'closed shop.' This board of arbitration regards this question as being without its jurisdiction. We feel that if this question had been eliminated from the controversy, that the parties would have had no real difficulty in arriving at an agreement as to the wage scale. While this break in important relationship between employers and employees, which had been of substantial value to both parties, is manifestly deplorable in its effects, our range of authority under the law furnishes no opportunity for a decision by this board that would reach and correct this vital question.

RECOMMENDATIONS.

"In view of the fact that the nation is now engaged in a serious war, taxing the energy and resources of the country, including its man power, we feel like recommending to the parties to this controversy that in view of that situation, both parties should, as far as possible, subordinate their individual interests and prejudices to the public good; that the employers should not be too technical or arbitrary in their dealings with their employees, and that, on the other hand, the employees should not be over-insistent upon their claimed rights during this desperate struggle. We feel that it is very important that labor controversies should not be accentuated at this time, and that employers and employees should meet with open minds and deal with each other in fairness and even generosity under existing conditions, and we feel that if the parties to this controversy had met each other in this spirit, and with this situation clearly in their minds, that all the difficulties that originated this unfortunate controversy could have been easily prevented.

"These controversies yield little benefit to the parties to them, and inflict a serious loss to the power and energy of the nation. In these times labor should not be made idle nor factories shut down by controversies of this character. The public good demands that labor disputes, resulting, as they have in this case, in waste of labor by enforced idleness, should as far as possible be avoided.

"Respectfully submitted,

"S. F. PROUTY,

"A. B. FUNK,

"A. W. HENKE,

"State Board of Arbitration."

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC EMPLOYEES OF AMERICA, DIVISION 329, VERSUS THE DUBUQUE ELECTRIC COMPANY.

On April 10, 1918, the following letter was sent to the governor, by each party to the controversy:

Honorable W. L. Harding, governor of Iowa:

There exists at this writing a condition of controversy between the Dubuque Electric Company and its employees regarding a request for an increased wage scale. The proposed scale affects more than ten (10) wage earners and involves differences which the parties thereto are unable to adjust. Failure to reach an agreement jeopardizes the welfare of this community.

We, therefore, ask you to take the necessary action as prescribed in Section 2477-N of the Supplement to the Code of Iowa, for the appointment of a board of arbitration and conciliation to hear this matter. The decision of such board we agree to accept.

Both employer and employees submitted the list of five names of arbitrators, from which the governor selected Judge S. F. Prouty, of Des Moines, as the representative of the Dubuque Electric Company, and Judge M. C. Mathews, of Dubuque, Iowa, for the Street and Electric Employees Union. Hon. A. B. Funk, of Des Moines, Iowa, was appointed as the third member to complete the board.

The request for arbitration was caused entirely by a difficulty in arriving at a wage schedule, the decision of such a board being recognized as the best solution in order to prevent a strike.

According to the evidence submitted to the board, there was a sort of tacit admission by the company that the request made upon them for increase in wages was not exorbitant, that the men were not asking something that they were not entitled to, but that the company's financial condition was such that they could not stand the raise. The company had changed ownership just a short time prior to this, and gave every possible reason for not meeting the demands of the employees. The greatly increased cost of living, etc., due to war conditions, prevailed, and the board ruled that wages be increased, as given in detail in their report, which follows.

"To Hon. W. L. Harding, governor of Iowa:

"The undersigned, M. C. Mathews, A. B. Funk and S. F. Prouty, duly appointed as arbitrators in the above entitled controversy, met in the north court room in the county court house, at Dubuque, Iowa, on the 30th day of April, 1918, and each member thereof, before entering upon his duties was sworn to a faithful and impartial discharge of the duties thereof, by Judge J. W. Kintzinger. Thereupon said board organized by electing Judge S. F. Prouty as chairman and Judge M. C. Mathews secretary, and said board employed H. J. Kintzinger as official stenographer and clerk at \$8.00 per day and \$.08 per folio for transcript. An open hearing was had of the matters in controversy in the north court room of said court house at Dubuque, Iowa. M. H. Czizek and R. P. Roedell, appearing as attorneys for complainants, and Nelson & Duffy for respondents, and the parties to the controversy appearing in person, from which it appears that the matter in controversy is wholly a question of wages.

"Both sides introduced a large amount of oral testimony and exhibits, a transcript of the oral testimony with the exhibits there-to attached are herewith transmitted. After hearing all of the evidence, argument or counsel, and being fully advised in the matter, the above named arbitrators find that the wages of all of the employees in controversy should be raised five cents per hour over that now received, with the exception that those that have served for four years or more should have an advance of six cents per hour, making the following schedule:

For men engaged in the running of cars for the

First six months.....	25c per hour
Second six months.....	26c per hour
Second year.....	29c per hour
Third year.....	31c per hour
Fourth year and thereafter.....	34c per hour

Street sprinkler service, 5c per hour in addition to regular scale.

Snow sweeper service, 5c per hour in addition to regular scale. For overtime beyond their regular run, time and a half.

Barn men wage scale, at ten hours per day:

Foremen of car barn.....	32c per hour
Pitmen and assistants.....	30c per hour
Carpenters.....	35c per hour
Armature winder and storekeeper.....	32c per hour
Night foreman, car barn.....	30c per hour
Night assistants.....	27c per hour

One night off every two weeks for each night barn man with regular pay.

Overtime, 5c above regular scale.

Paint shop wage scale:

Nine (9) hours shall constitute a day's work.

All overtime to be paid at the rate of 5c per hour in addition to regular scale.

Ornamental painters.....	40c per hour
Painters and varnishers.....	35c per hour
Painters.....	34c per hour

"We have been induced to allow the men engaged in the actual car service the time and a half for overtime for the reason that we believe under the evidence introduced before us that said men are so engaged in the regular service as long as is safe and expedient for them to work. We believe that the welfare of the men and the safety of the traveling public make it inexpedient to ask

or demand of them longer service. We feel, however, as to the men engaged in the barn and mechanical service, that this same necessity does not arise.

"We have been constrained to grant the above and foregoing increase in wages in view of the well known fact that the cost and expenses of living have greatly increased during the last year, due to the economic conditions arising out of the world war.

"We, therefore, recommend that the respondent pay to complainants the above and foregoing schedule of wages, effective as of date March the first, 1918, as per agreement between the parties as to the time when said increased wage scale should be effective, and we recommend to the complainants that they accept said schedule.

"It appearing from the application made the governor of the state of Iowa for the appointment of this board of arbitration, that both parties agree to be bound by the decision and finding of this board, it is therefore ordered and adjudged by this board that complainants receive and respondents pay the scale of wages above set out, together with all the conditions therein named.

"Respectfully submitted,

"M. C. MATHEWS,
"A. B. FUNK,
"S. F. PROUTY,
"Board of Arbitration."

"Dated May the first, 1918."

STATE-FEDERAL FREE EMPLOYMENT OFFICES.

This section of our report covers the activities of the State Free Employment Bureau, which since September, 1917, has been operated jointly with the government as the State-Federal Employment Bureau.

In the summary for the year ending June 30, 1917, as given in Table No. 30, there were 643 applications from employers asking for a total of 2,540 persons; of applicants for work, there were 1,577 new registrations and 280 renewals; 1,509 positions were offered these applicants, of which only 895 were filled, the total number of placements being 48.2 per cent of the applicants.

For the fiscal year ending June 30, 1918 (Table No. 31), there were 14,085 applications for employment, 260 renewals; 17,484 applications for help and 8,992 positions filled, or 62.7 per cent of the applicants placed in positions. The great difference in results for the two years is due to the co-operation of the government, the more suitable location of office, and more intensive employment because of war needs. As mentioned in the introduction of this report, to meet the demands of all parts of the state, the number of State-Federal Employment Offices was rapidly increased to twelve at the time of this report, but of this number only four were in operation during April, May and June of 1918, so the total number of applications and all other information for the period cannot be taken to represent the State-Federal Employment Service. The information applies mostly to the office at Des Moines, the other three having been barely established. The "work or fight" policy must have had great effect to increase applications from employes, and the large number of workers who entered service in the government shipyards and war industries caused new openings for employes.

For the year ending June 30, 1917, Tables No. 32 and 33 show number of male and female applicants respectively, classified by occupations, with number of positions filled, etc. Eight hundred and sixty-nine of the placements in that year were for men and 26 for women.

For fiscal year ending June 30, 1918, Tables No. 34 and 35 classify all applications and placements by occupations, for men and women respectively. Seven thousand, six hundred and fifty-eight men were placed in positions and 1,334 women.

The list of occupations for 1918, because of the greater number of applications, represents fairly the wide range of industries

benefitting from the State-Federal Employment Service. Common laborers and farm hands always lead in both applications and placements, but factories have made considerable use of the bureau, and many calls were for carpenters, machinists and other tradesmen. In fact, it is noticeable that there were not nearly enough tradesmen to supply the demand. Taking for instance the carpenters, there were 419 applications for employment during fiscal year ending June 30, 1918, 1,000 applications for carpenters, and only 119 positions filled; of machinists, there were 112 applicants for employment, 1,007 applications for help, and only 37 positions filled. The fact that both carpenters and machinists left their regular employment for government work is responsible for the sharply unbalanced condition of supply and demand in these lines of work.

Given by rank, the applications of women are mostly from clerical workers, day workers, domestics, factory employes, housekeepers and waitresses, the greatest number of placements being in domestics, with clerical workers and day workers in next order.

During the last year the State-Federal Employment Bureaus located in all parts of the state have supplanted the fee offices to a considerable extent, giving a more satisfactory service free of charge. The aim is to keep the labor turnover at a minimum, and to save the public from all the objections generally raised against the fee offices, which commercialize the helplessness of the man in need of a job.

It will be noted that the extension of the Free Employment Service got fairly started April 1, 1918. From that time to January 1, 1919, or a period of nine months, 51,523 men and 14,859 women, a total of 66,382 persons were referred to jobs, with an actual and bona fide record of 78 per cent or 51,825 placed in jobs. For the reason that in many cases when a job is filled neither the worker nor the employes will take the trouble of reporting, it is always true that a far greater number of persons are actually placed in positions than the records indicate.

Considering the newness of the service, which meant that neither employers nor employes had the necessary knowledge and acquaintance with the service to bring the best co-operation, coupled with the fact that employes practically all had to be trained in a work that calls for extraordinary qualifications, it is felt that the service actually rendered has well repaid both effort and expense of maintenance.

TABLE NO. 30—STATE FREE EMPLOYMENT BUREAU.
Iowa: July 1st, 1916, to June 30th, 1917.

Year and Month	Applications From Employers	Persons Asked for by Employers	Persons Applying for Work		Offers of Positions	Positions Filled
			New Registrations	Renewals		
1916						
July	34	105	54	12	40	11
August	31	456	120	18	103	70
September	36	220	114	37	123	93
October	60	317	136	19	138	69
November	30	145	148	44	157	111
December	20	95	114	27	101	76
1917						
January	26	58	87	25	49	24
February	70	123	97	19	103	25
March	76	136	105	26	125	52
April	88	357	111	19	113	77
May	110	301	362	16	280	180
June	82	247	129	18	168	107
Total	643	2,540	1,577	280	1,506	895

Percentage of applicants placed 48.2.

TABLE NO. 31—STATE-FEDERAL EMPLOYMENT BUREAU.
Iowa: July 1st, 1917, to June 30th, 1918.

Year and Month	Application for Employment	Renewals	Applications for Help	Positions Filled
1917				
July	235	27	92	213
August	200	25	65	169
September	124	15	62	96
October	550	29	106	356
November	336	35	63	271
December	240	62	95	189
1918				
January	189	24	47	99
February	94	10	48	37
March	1,253	33	1,732	586
April	2,274	.....	3,286	1,296
May	3,119	.....	5,444	2,085
June	5,504	.....	6,444	3,625
Total	14,085	260	17,484	8,992

Percentage of applicants placed 62.7.

TABLE NO. 32—THE STATE FREE EMPLOYMENT BUREAU.

Period, July 1, 1916, to June 30, 1917.

Number of Male Applicants for Employment, Renewals, Kind of Job Wanted, also Number and Kind of Positions Offered, and Number and Kind of Jobs Filled.

Occupations	Applications for Employment	Renewals	Applications for Help	Positions Filled
Bookkeeper.....	3			
Bricklayers.....	2	1		
Carpenters.....	10	1	6	
Cement workers.....	14	2	9	9
Chauffeurs.....	2			
Clerks.....	13	3	1	1
Cooks.....	3		1	1
Distributors.....	2	1		
Drill pressmen.....	4			
Draftsmen.....	2			
Electricians.....	2	2		
Elevator men.....	3		1	
Engineers.....	11	2	1	
Factory hands.....	4			
Farm hands.....	821	144	987	356
Firemen.....	13	2	1	1
Janitors.....	3	6		
Kitchenwork.....	2			
Laborers.....	419	59	1,401	429
Machinists.....	4		10	
Machinist helpers.....	7		10	
Molders.....			10	
Motormen.....	2			
Office work.....	19		2	
Painters.....	3	3		
Plumbers.....	2			
Printers.....	4	2	3	
Saloonmen.....	4			
Shoeworkers.....			3	
Stenographers.....	6	1	1	
Teachers.....	2		1	
Teamsters.....	6		1	
Tylo ditchers.....	40	3	23	23
Watchmen.....	7	4		
Woodworkers.....	5		6	5
Miscellaneous.....	23	10	6	6
Total.....	1,468	257	2,481	809

TABLE NO. 33—THE STATE FREE EMPLOYMENT BUREAU.

July 1, 1916, to June 30, 1917.

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.....	5	5	1	1
Clerks.....	2			
Cooks.....	3	1	2	1
Day workers.....	3	1		
Housekeepers.....	38	7	35	19
Houseworkers.....	7		5	
Hotel help.....	4	2	3	1
Nurses.....	3	1		
Office work.....	9	1		
Printers.....	2	1	1	1
Seamstresses.....	4	1	1	
Stenographers.....	14	6	2	
Teachers.....	7	2	2	
Waitresses.....	2			
Miscellaneous.....	6		7	3
Total.....	109	28	59	29

TABLE NO. 34—STATE-FEDERAL EMPLOYMENT BUREAU,

July 1, 1917, to June 30, 1918.

Number of Male Applicants for Employment, Renewals, Kind of Job Wanted, also Number and Kind of Positions Offered, and Number and Kind of Jobs Filled.

Occupations	Applications for Employment	Renewals	Applications for Help	Positions Filled
Apprentices.....	3		2	
Attendants.....	5		3	
Auto mechanics.....	15		12	2
Bakers.....	10		10	7
Blacksmiths.....	10		7	6
Bell boys.....	10		5	4
Bookkeepers.....	75		87	47
Boys.....	107		100	57
Brakemen, railway.....	30		48	9
Bricklayers.....	3		1	
Brickmakers.....	3		1	
Butchers packing house.....	10		150	1
Cabinet makers.....	7		10	2
Carpenters.....	419		1,000	119
Car repairers.....	38		45	3
Cement finishers.....	10		20	5
Cement workers.....	31		15	8
Chauffeurs.....	60		20	12
Cigar makers.....	3		16	1
Cherical workers.....	169		160	106
Clarks.....	25		15	
Coal miners.....	47	1	335	16
Cooks.....	29	3	64	32
Cranemen.....	10		20	1
Dishwashers.....	114	3	142	71
Ditchers.....	69		168	33
Drill pressmen.....	53		80	15
Electricians.....	37		46	5
Elevator operators.....	18		16	8
Engineers.....	27		12	6
Factory workers.....	281	2	414	200
Farm hands.....	3,465	139	4,721	3,770
Ferries.....	46	2	34	31
Fishermen.....	15		12	4
Firm builders.....	24		47	4
Gardeners.....	34		15	4
Handy men.....	138		176	88
Glassers.....	5		2	
Hotel workers.....	109	1	114	57
Janitors.....	62	5	60	28
Lathers.....	5			
Laborers.....	4,733	71	2,331	3,440
Laundry workers.....	5		5	2
Linemen.....	6		6	2
Machinists.....	112		1,007	37
Machinists helpers.....	167		125	63
Machine woodworkers.....	23		49	10
Machine operators.....	46		309	1
Millmen.....	15		17	7
Molders.....	23		150	7
Office boys.....	15		4	
Painters.....	62		50	31
Plumbers.....	20	1	13	6
Porters.....	28	1	36	19
Pressmen.....	10		5	1
Riveter.....	21		3	1

STATE-FEDERAL EMPLOYMENT BUREAU

TABLE 34—Continued.

July 1, 1917, to June 30, 1918.

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
Salesmen.....	17		14	5
Sheet metal workers.....	18		8	8
Shoe makers.....	5		4	2
Solicitors.....	7			
Stenographers.....	12		4	
Steward.....	5		2	1
Structural iron workers.....	12		4	4
Switchmen.....	4		5	2
Tailors.....	10		8	4
Teamsters.....	265	2	210	105
Tile setters.....	20		25	15
Tractor operators.....	14		5	5
Truckers, railway.....	40		38	19
Truck drivers.....	57	2	40	16
Waiters.....	44		37	18
Watchmen.....	20		8	6
Well drillers.....	1		1	1
Wood choppers.....	5		107	2
Wood workers.....	5		69	
Miscellaneous.....	140	7	180	75
Total.....	11,568	244	13,149	7,658

TABLE NO. 35. STATE FEDERAL EMPLOYMENT BUREAU.

July 1, 1917, to June 30, 1918.

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
Attendants.....	5		5	1
Bookkeepers.....	21		28	14
Chambermaids.....	29	1	28	18
Cheery pickers.....	10		15	7
Circular folders.....	10		10	6
Clerical workers.....	412	3	736	235
Cooks.....	65	1	67	31
Day workers.....	412	1	600	200
Dishwashers.....	98		163	40
Domestics.....	400		844	297
Factory workers.....	208	1	376	102
Farm workers.....	15		25	10
Housekeepers.....	308	7	385	103
Housemaids.....	56		83	31
Hotel workers.....	92		237	44
Janitress.....	7	1	9	3
Laundry workers.....	18		73	5
Millinery trimmer.....	2		1	1
Nurses.....	9		6	2
Nursemaids.....	20		45	14
Photographer.....	1		1	1
Professional.....	53		68	17
Reporters.....	2		1	1
Salesladies.....	33		66	17
Seamstresses.....	24		46	13
Sewing machine operators.....	53		42	19
Solicitors.....	3		2	1
Stenographers.....	88	1	65	23
Teachers.....	12		6	3
Waitresses.....	107		261	47
Miscellaneous.....	32		57	19
Total.....	2,517	16	4,335	1,334

PRIVATE EMPLOYMENT BUREAUS.

We have information covering 30 fee offices and 12 non-fee offices, the latter comprising Y. M. C. A.'s, Y. W. C. A.'s, typewriter companies, etc. In Iowa the cities and towns are given the right of licensing and regulating all private employment bureaus. Eighteen of the fee offices are licensed; the non-fee offices have not been licensed because their service is in the nature of welfare work.

Though the law requires an investigation of private employment bureaus by the Bureau of Labor, it does not require complete records of all business transactions and we therefore have considerable difficulty in securing complete reports on some of the offices. At least 20 per cent of the offices have no record of number of applications. There were 36,846 applications for employment filed at the fee offices (without six offices that had no record).

The Iowa law requires that if the employment agency fails to provide within a reasonable time, acceptable employment as agreed upon, then upon demand all fees charged must be returned, except an amount not to exceed one dollar to be charged as a filing fee. Table No. 36 shows that 1,605 fees were returned. The amount of fees charged varies from 25c up to \$10.00; some of the offices charge percentages, from 12½% to 25% for first month, up to 5% for first year. The higher fees are of course for good office positions and other skilled work. In the fee offices, our records show that 23,487 persons were furnished employment.

In the non-fee offices, there were 4,984 applications, and 4,636 placements. Detailed information is given in Tables 36 and 37, which follow.

By the close of the year 1918, because of the competition of the free offices, a great number of the fee offices went out of business. Many of those still in existence had a decidedly decreased volume of business, and in Sioux City, where the private employment bureaus had been doing a business equal if not exceeding that of all the other fee agencies in the state, the chamber of commerce and similar institutions had secured from the city council a repeal of the licenses for fee employment bureaus, which resulted in practically eliminating fee agencies in that city.

TABLE NO. 36. PRIVATE EMPLOYMENT BUREAUS.
Number of Employment Offices charging fee, number securing employment with rate of fee and conditions, 1917.

Office Number	Number of Applications	Number of Satisfied Employment	Original Fee Charged	Number of Fees Returned	Contract for Return of Fees	Agreement Includes For Cent of Earnings	Conditions	Period	Rate	Bureau Licensed	
										Yes	No
1	no record	1,087	\$1.00 to \$2.00	35	on demand	.....	.....	1st mo.	12½%	Yes	Yes
2	1,700	820	\$1.00 to \$2.00	145	on demand	.....	.....	1st mo.	12½%	Yes	Yes
3	1,700	820	\$1.00 to \$2.00	425	on demand	.....	.....	1st mo.	12½%	Yes	Yes
4	2,100	4,955	\$1.00 to 12½%	141	on demand	.....	Professional	1st mo.	12½%	Yes	Yes
5	1,800	1,800	\$1.00 to 12½%	141	on demand	.....	.....	1st mo.	12½%	Yes	Yes
6	1,833	700	\$1.00 to 25%	147	on demand	.....	.....	1st mo.	25%	Yes	No
7	158	102	\$2.00 to 25%, 1st mo.	none	on demand	.....	.....	1st mo.	25%	Yes	No
8	115	30	\$1.00 for Magazines	none	on demand	.....	.....	1st mo.	.....	Yes	No
9	115	40	\$1.00 for Magazines	none	on demand	.....	.....	1st mo.	.....	Yes	No
10	1,250	950	\$2.00 and up	27	30 days	\$1.00 on each \$20 wage	.....	1st mo.	.....	Yes	Yes
11	1,200	300	\$2.00 and up	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
12	300	300	\$1.00 to \$3.00	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
13	675	303	\$1.00 fee	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
14	1,000	1,000	\$1.00 fee	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
15	1,250	1,000	\$1.00 fee	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
16	900	800	\$1.00	1	30 days	10%	.....	1st mo.	10%	No	No
17	no record	no record	\$1.00	none	on demand	.....	.....	1st mo.	.....	No	No
18	no record	no record	50 cents to \$1.00	none	on demand	.....	.....	1st mo.	.....	No	No
19	2,200	2,190	50 cents to \$1.00	none	on demand	.....	.....	1st mo.	.....	No	No
20	2,000	667	\$1.00 to \$4.00	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
21	2,000	667	\$1.00 to \$2.00	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
22	311	223	\$1.00 to \$5.00	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
23	4,444	2,023	\$1.00 to \$5.00	none	on demand	.....	.....	1st mo.	.....	Yes	Yes
24	no record	708	\$1.00 to \$3.00	361	on demand	.....	.....	1st mo.	.....	No	No
25	no record	27	\$1.00	none	on demand	.....	.....	1st mo.	.....	No	No
26	no record	30	50 cents to \$1.00	27	on demand	.....	.....	1st mo.	.....	No	No
27	no record	325	50 cents to \$1.00	135	on demand	.....	.....	1st mo.	.....	No	No
28	no record	384	50 cents to \$1.00	135	on demand	.....	.....	1st mo.	.....	No	No
29	no record	500	\$1.00 to \$2.00	200	on demand	.....	.....	1st mo.	.....	No	No
30	36,846	23,487	.....	1,605	on demand	.....	.....	.....	.....	Yes	Yes

BUREAU OF LABOR STATISTICS

TABLE NO. 37—NON-FEE OFFICES.

Non-fee Employment Offices Investigated, Number of Applicants and Number Supplied Employment, 1917.

Office Number	Number of Applicants	Number Furnished Employment	Nature of Society	Licensed
1	1,159	925	Y. M. C. A.	No
2	1,500	1,000	Public Welfare	No
3	no record	1,032	Salvation Army	No
4	450	327	Farm Bureau	No
5	no record	no record	Y. W. C. A.	No
6	no record	no record	Y. M. C. A.	No
7	500	300	Y. M. C. A.	No
8	150	83	Y. W. C. A.	No
9	150	79	Y. W. C. A.	No
10	175	160	Typewriter Company	No
11	700	650	Farm Bureau	No
12	200	180	Commercial Club	No
	4,984	4,636		

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STATE OF IOWA

1918

REPORT OF THE

Workmen's Compensation Service

For the Biennial Period Ending June 30, 1918

AND

DIGEST OF DECISIONS

By the Department and State Courts

A. B. FUNK

Industrial Commissioner

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