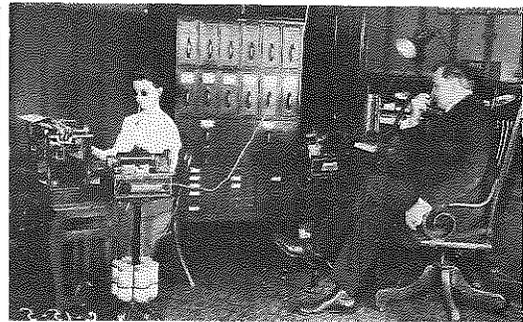
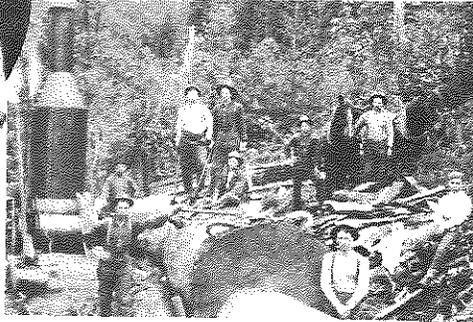
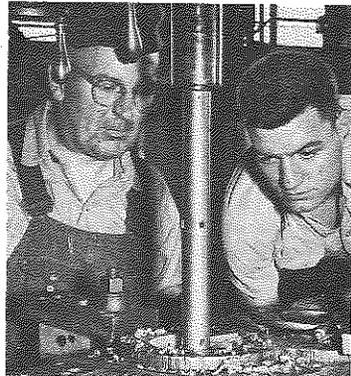




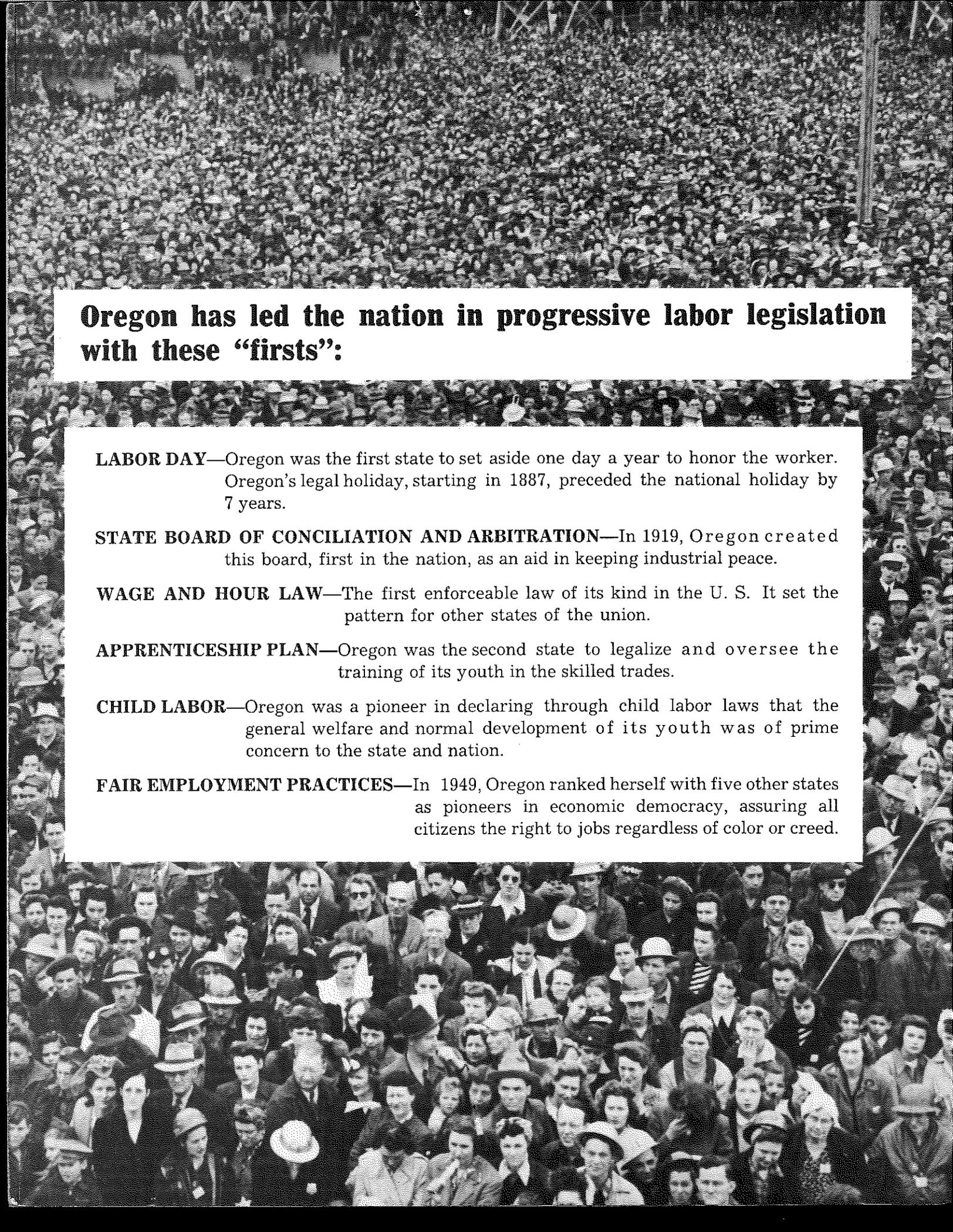
**50 years of progress**



**BUREAU OF LABOR**



**S T A T E   O F   O R E G O N**



**Oregon has led the nation in progressive labor legislation with these “firsts”:**

**LABOR DAY**—Oregon was the first state to set aside one day a year to honor the worker. Oregon’s legal holiday, starting in 1887, preceded the national holiday by 7 years.

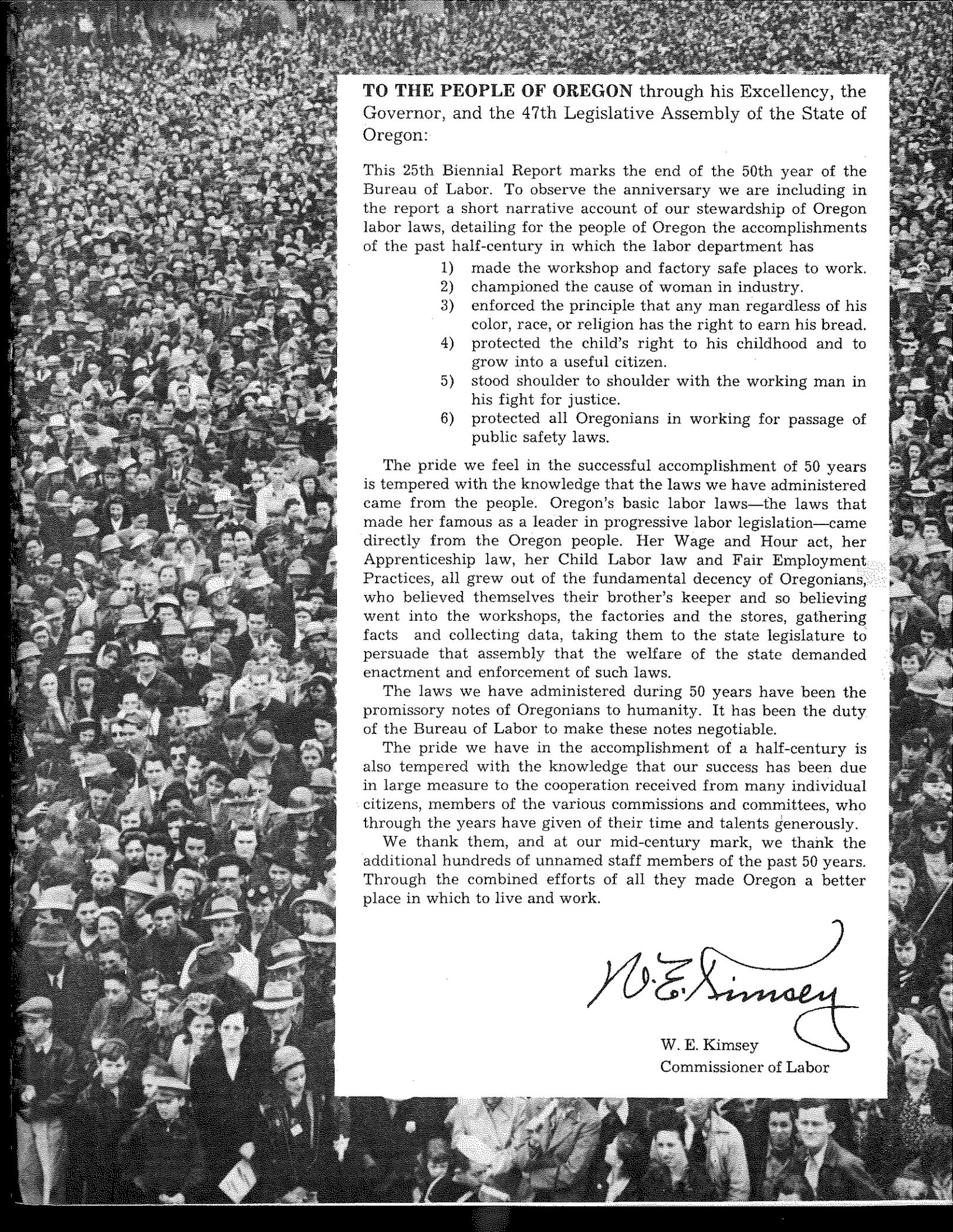
**STATE BOARD OF CONCILIATION AND ARBITRATION**—In 1919, Oregon created this board, first in the nation, as an aid in keeping industrial peace.

**WAGE AND HOUR LAW**—The first enforceable law of its kind in the U. S. It set the pattern for other states of the union.

**APPRENTICESHIP PLAN**—Oregon was the second state to legalize and oversee the training of its youth in the skilled trades.

**CHILD LABOR**—Oregon was a pioneer in declaring through child labor laws that the general welfare and normal development of its youth was of prime concern to the state and nation.

**FAIR EMPLOYMENT PRACTICES**—In 1949, Oregon ranked herself with five other states as pioneers in economic democracy, assuring all citizens the right to jobs regardless of color or creed.



**TO THE PEOPLE OF OREGON** through his Excellency, the Governor, and the 47th Legislative Assembly of the State of Oregon:

This 25th Biennial Report marks the end of the 50th year of the Bureau of Labor. To observe the anniversary we are including in the report a short narrative account of our stewardship of Oregon labor laws, detailing for the people of Oregon the accomplishments of the past half-century in which the labor department has

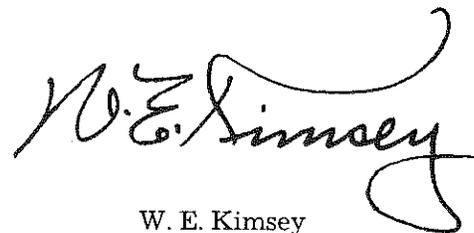
- 1) made the workshop and factory safe places to work.
- 2) championed the cause of woman in industry.
- 3) enforced the principle that any man regardless of his color, race, or religion has the right to earn his bread.
- 4) protected the child's right to his childhood and to grow into a useful citizen.
- 5) stood shoulder to shoulder with the working man in his fight for justice.
- 6) protected all Oregonians in working for passage of public safety laws.

The pride we feel in the successful accomplishment of 50 years is tempered with the knowledge that the laws we have administered came from the people. Oregon's basic labor laws—the laws that made her famous as a leader in progressive labor legislation—came directly from the Oregon people. Her Wage and Hour act, her Apprenticeship law, her Child Labor law and Fair Employment Practices, all grew out of the fundamental decency of Oregonians, who believed themselves their brother's keeper and so believing went into the workshops, the factories and the stores, gathering facts and collecting data, taking them to the state legislature to persuade that assembly that the welfare of the state demanded enactment and enforcement of such laws.

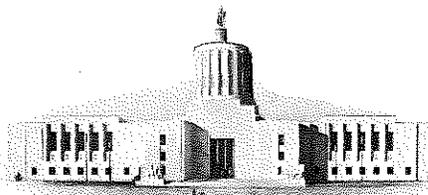
The laws we have administered during 50 years have been the promissory notes of Oregonians to humanity. It has been the duty of the Bureau of Labor to make these notes negotiable.

The pride we have in the accomplishment of a half-century is also tempered with the knowledge that our success has been due in large measure to the cooperation received from many individual citizens, members of the various commissions and committees, who through the years have given of their time and talents generously.

We thank them, and at our mid-century mark, we thank the additional hundreds of unnamed staff members of the past 50 years. Through the combined efforts of all they made Oregon a better place in which to live and work.



W. E. Kimsey  
Commissioner of Labor



DOUGLAS MCKAY  
GOVERNOR

STATE OF OREGON  
EXECUTIVE DEPARTMENT  
SALEM

December 15, 1952

The Honorable W. E. Kimsey  
Commissioner of Bureau of Labor  
Salem, Oregon

Dear Commissioner:

The citizens of Oregon should be proud of their Labor Department, which has had so much to do with providing wages, hours and working conditions for workers which are not excelled by any other state in the nation.

I know our people will continue to benefit from healthy industrial conditions because of the foundations laid by the Bureau of Labor.

I heartily congratulate the Oregon Bureau of Labor on its achievements during the last 50 years.

Sincerely,

*Douglas McKay*  
Governor

# this was the beginning...

The Oregon Bureau of Labor was created by act of the legislature February 24, 1903.

The Bureau of Labor was created during a period of social and industrial change in Oregon. It was created at the end of the flickering gas jet era and at the beginning of the horseless carriage day.

The bureau came into being during the heyday of the open-sided summer streetcar—when the hired girl was no longer eating with the family and was coming to be called “the maid”. It would be several decades yet before the demise of the work horse and his accoutrements but already the garage business had rolled one tire of the horseless carriage firmly into the crack of the livery stable door.

## First Power Plant Built

When the Bureau of Labor was created in February 1903, Oregon was in its commercial and industrial infancy. Mechanical and manufacturing industries in the state numbered 4000, 1800 of them located at Portland. Total capital investment was \$40,000,000 with a \$60,925,000 annual product. Lumber and timber products topped the list of the ten leading industries. Flouring and grist mills were second, fish canning and preserving, third. The saddlery and harness industry was eighth.

But some of the industrial old timers were being overtaken by rank newcomers to the field. The Portland General Electric Company's generating plant at Willamette Falls had 10,000 HP capacity with an additional 4000 HP on the way. Electric construction and repair had been a \$50,909 industry in 1900. But starting with the new year 1903 the infant industry showed signs of becoming a giant. It measured itself against Oregon's industrial door at the \$200,000 mark—right alongside its big-brother utility, Gas Illuminating and Heating. It had been a 293% gain.

## 2914 Miners, 615 Loggers, 1114 Barkeepers

In 1903 there were 30,000 wage earners in the state whose total annual wage was \$12,000,000. The voters' registration for that year listed these occupations—13,199 common laborers, 3591 carpenters, 3013 clerks, 2914 miners, 1438 railroad employes, 3319 teamsters, blacksmiths, hostellers, liverymen, carriagemakers and hack drivers, 615 loggers, 1114 bartenders and saloon keepers. In 1903, there were 149 steamboat men and 13 ferrymen. Over the state 17 franchised Oregonians officially styled themselves “gentlemen” on the voting rolls. Douglas county boasted one “poet”. Multnomah county a “politician”. There were 36,115 farmers among the electorate.

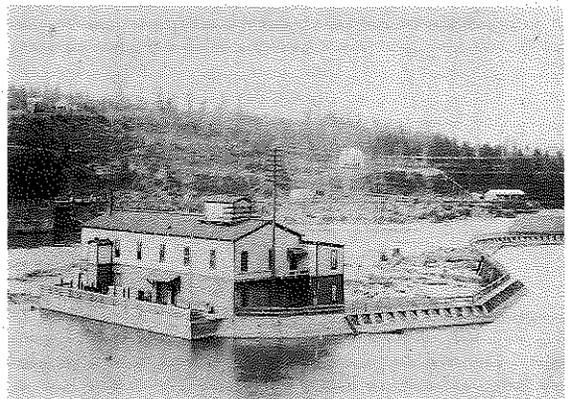
The temper of the time was friendly to the worker. A healthy public sentiment at last was recognizing his rights. The laborer paying his way and trying to make an honest living for himself and his dependents had captured the imagination of the middle class. This class veered toward the philosophy that the working man or



Albany Street Railway hired three men at \$2 a day in 1903. Astoria motormen started at 17¢ an hour.



Oregon's No. 1 industry even then: bull-team logging in the lower Umpqua.



First PGE generating plant on Willamette at Oregon City.

# STRIKE TO GO ON

Peace Conference a Failure.

BOTH SIDES FIRM

Roosevelt's Strong Appeal for Public.

VIVID PICTURE OF FAMINE

Executive Urges Relief Without Delay.

OPERATORS SNUB MITCHELL

They Refuse to Countenance His Sug-



WILL OPER. SNUB MITCHELL

### PROPOSITION OF MINERS.

Confident of our ability to demonstrate to any impartial tribunal the equity of our demands for higher wages and improved environment, we propose that the issues culminating in this strike shall be referred to you and a tribunal of your own selection, and we agree to accept your awards upon all or any of the questions involved. Statement of United Mineworkers.

woman must have sanitary and safe places to work, adequate wages to work for, and decent homes in which to live.

The newspapers also championed the worker in 1903. An Oregonian editorial of January 6 blazed away at such rich men's philanthropies as Rockefeller universities, Carnegie libraries and Schwab charity hospitals. Their money had better gone into increased wages to workingmen, it advised. The capacity of such gifts to blind the eyes of the discerning to the inequities of special privilege, the Oregonian editor told his readers, insults the intelligence, respectability and dignity of the American mechanic.

### Coal Barons Defy Teddy Roosevelt

It was an opportune time for the creation of the Oregon Bureau of Labor. The east coast had just seen the end of a disastrous coal strike in which a president of the United States for the first time in history had entered into a dispute between labor and management—as a self-appointed mediator to prevent calamity to a third great party—the public. The American public had been impressed by the justice of the miners' cause and by their readiness to mediate at the president's request. The American public's sense of fair play and its generous impulse were outraged when the coal barons gave that president, Theodore Roosevelt, the ultimatum that the only interference they would brook from his office would be the calling out of federal troops to protect their property. American opinion was so revolted that the banker J. P. Morgan arranged for the coal operators to backtrack from their intransigent position and agree to a mediation board inquiry into their industry's practices.

Oregon seemed remote from such major industrial disputes, but with a population of less than one-half million and with great natural resources still untapped, far-seeing Oregonians knew that social and industrial growth was bound to come. An ounce of prevention would be worth a pound of cure later.

### G. O. P., Demos, Endorse Bureau of Labor

Governor George E. Chamberlain in his inaugural speech to the 1903 legislature summed up this feeling: "Troubles between capital and labor have not at any time seriously interfered with the business interests of the State. A spirit of toleration has existed between employers and employes . . . It is to be desired that the friendly relations which have always existed between these great forces in Oregon may continue for all time . . ." To assure this, Chamberlain suggested that a Bureau of Labor be established.

Such a bureau was "wanted and needed" by all classes. The eight-months-old Oregon Federation of Labor asked for such a bureau. The newspapers said that creation of such a bureau was sound. Both Republicans and Democrats pledged themselves to the principle "that labor should have the privilege of having a bureau."

There were legislators opposed to "taxing the farmers" for the benefit of labor groups. But the majority of Oregon's legislators emphasized the fact that in all states where this legislation had been delayed, a factory system had grown up detrimental to the

public welfare. "We are not going radical," said these adherents, "but we are going to give labor reasonable protection."

One proponent of the bill to create the bureau reasoned: "This labor bureau will facilitate acquisition of information as to the relation of capital and labor. Thirty states of the Union have bureaus of this kind. They are called Labor Bureaus but the fact is they are just as much *Capital Bureaus* . . . It (a Bureau of Labor) will save a large amount of wealth that is wasted by discord between capital and labor. In this way it will be highly valuable to the State and one of the very best investments that Oregon could make."

### Labor Bureau Created

It was the will of the 22nd legislature of Oregon that "There hereby is established a separate and distinct department in this state to be known as the 'Bureau of Labor Statistics and Inspector of Factories and Workshops' to be in charge and under control of a commissioner of the Bureau of Labor Statistics which office is hereby created."

Under the new department the legislature placed—in addition to charging it with the collecting and compiling of statistics relating to labor and industry—the jurisdiction of:

- all laws regulating the employment of women and children;
- all laws established for the protection of the health, lives, limbs of operatives in workshops, factories, mills and other places, and all laws enacted for the protection of the working classes;
- all laws which declare it a misdemeanor on the part of employers to require as a condition of employment the surrender of any rights of citizenship;
- laws regulating and prescribing the qualifications of persons in trades and handicrafts;
- and similar laws in force or to be enacted.

### Hoff Appointed Commissioner

O. P. Hoff, a railroad man, who had been agent for the Southern Pacific, was appointed to head the Bureau of Labor as its first commissioner.

Commissioner Hoff set the tone of the labor department for the next half-century when he announced that its policy would be "as much as possible" to enforce the laws in "a quiet and peaceable manner." "The Bureau of Labor," he said, "is for the good of the labor class and the industrial advancement of the State. The laboring people and the industries are inseparable; one cannot do without the other, and this office should endeavor to be a means to advance the welfare of all concerned."

Hoff promised that the bureau would endeavor to make the needs of the different classes of labor, the employe and the employer, and the general public better understood to each other and "thereby encourage the good feeling which exists in Oregon between employer and employe."

The new commissioner did not allow grass to grow under his

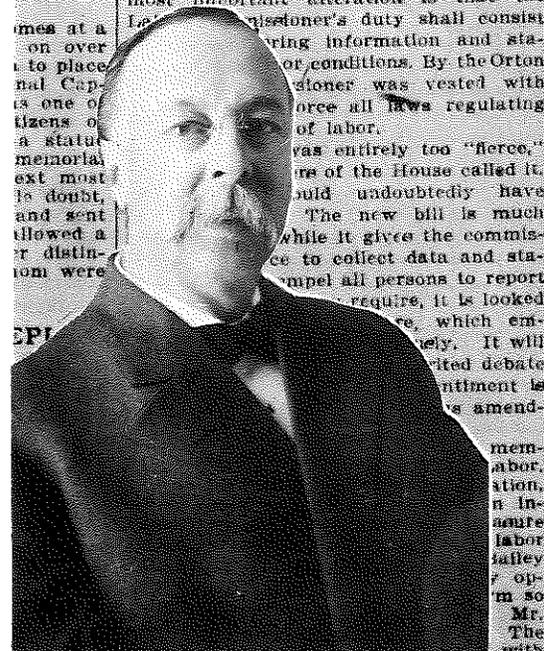
## BILL FOR LABOR BUREAU

### SUBSTITUTE MEASURE REPORTED IN THE HOUSE

#### Provisions Are Eliminated Which Would Have Incurred Hostility and Defeated the Bill.

E. Lee, sets from and other re should re today the dead me time, ed citi e willing nition In federate rmy met rical of now that McKin hat there But per the ob- the erec- t Gettys- the op- the South nemorate the many

SALEM, Or., Feb. 1.—(Special).—The House committee on labor and industry, yesterday reported a substitute for Representative Orton's bill to create a Bureau of Labor Statistics. The new measure shows essential changes from the old. The most important alteration is that the commissioner's duty shall consist in gathering information and statistics for conditions. By the Orton measure the commissioner was vested with power all laws regulating labor.



Governor Chamberlain signed bill creating Bureau of Labor.

### Governor George E. Chamberlain signed bill creating Bureau of Labor.

Commissioner is allowed an annual salary of \$1500, for a deputy, \$900, and for expenses, \$300. He is to be appointed by the Governor, Secretary of State and State Treasurer. By the original bill he was to be named by the Governor. That would have put into the office a Democrat and G. Y. Harry, a Democrat, undoubtedly would have got the appointment.

The new bill provides further that the commissioner must have been a resident of the state at least five years at the time of his appointment. This requirement also shuts out Mr. Harry, because he has not lived in Oregon that long. The commissioner will be a Republican because the Secretary of State and the State Treasurer, who will appoint him, are of that political faith. He is to hold office until July, 1909, when he is to be succeeded by a commissioner elected by popular vote. The term of office of each incumbent thereafter to be four years.

Owners, operators or managers of factories, mills, workshops or other establishments except mines, are to be required to make reports to the bureau as the bureau may require. "In said reports, no use shall be made of the names of individuals, firms or corporations. . . . Such information shall be deemed confidential and not for the purpose of disclosing personal affairs." Refusal of any person to comply with this provision makes him liable to a fine not exceeding \$500, or to imprisonment of not more than one year. "Said commissioner shall have the power to issue subpoenas, administer oaths and take testimony in all matters relating to the duties herein required by such bureau." Persons who refuse to testify are to be liable to a fine not exceeding \$500, or to imprisonment of not more than one year.

**Four Earthquakes in Chihuahua.** CHIHUAHUA, Mexico, Feb. 1.—Reports from Urique regarding the earthquakes in that district state that there were four shocks throughout that section, occurring on the 22d, 25th, 26th and 27th. All were followed by loud explosions, but only

room said office of B Mrs. Hol union on dsm, but returned f plies and account of BANDI en and voted. Advice on the t Sonora. bridits Bravo J on the r a handits on of the l placed at the stores valuables own were entry of stance. between the ate to about their horses the Sierra y of Rurles far nothing

workers dictated a formal statement concerning the proceedings of the conference and its result, in which he announced the strike would continue as a result of the conference. Following is the statement of Mr. Mitchell: "At the morning session of the



## O. P. HOFF

### "One-man Labor Bureau"

Oregon's first labor commissioner was a compromise appointee to that job. He was not a labor man and there were those who thought he was, therefore, unfit for the position and would be "too soft". But these critics misjudged their man. Beneath the "soft" exterior was granite. Hoff brought to the labor bureau an ideal of service and an unflagging energy that caused the Portland Telegram to editorialize, a short ten-months after he assumed office: "There is nothing more evident to the man who has followed in detail the administration of the affairs of the State Labor Commission since that body was created . . . than the fact that it has conscientiously endeavored to discharge its duty fully and fearlessly."

#### Industrial Circuit Rider

Charged with collecting facts and figures never before assembled in Oregon economy, Hoff diligently combed the state. For four years he worked alone, up and down and crosswise Oregon, visiting every county and county seat. He travelled by train, stagecoach, steamboat, horseback and afoot. He visited "cannery plants, flour and chop mills, machine shops, and foundries, mines, miscellaneous factories and workshops, excelsior, lath, planing, saw and shingle mills, sash and door and box factories."

He collected data on Oregon towns. He learned in his first year of travel that the southern Oregon town of Merrill had expended \$600 on street improvements; that Waterloo's 65 citizens had spent \$2000 on a school house; that Tillamook had a floating debt of \$2000; Milton had paid \$25,000 for five churches and that Wasco, Oregon had \$3000 in its treasury and hadn't levied a tax in eight years. Hoff's early reports represent a monument of hard work done by a solitary man.

The life story of O. P. Hoff (known to his friends as "O. P."). No one knew what his initials stood for), is that of an adventuresome Norwegian boy who

left his native land at 17 to work his way around the world.

#### Lane Girl Interrupts Travel

Landing in the United States in 1876 the boy proceeded to Wisconsin where he worked for a year in the woods. Young Hoff then headed for San Francisco where he hoped to get passage on a Norwegian ship bound for the orient. But on the west coast his luck deserted him. He was unable to get a ship's berth and was down to his last five dollars when a fellow Norwegian grubstaked him on a prospecting venture. This provided adventure but little cash and Hoff headed for the redwoods of northern California to recoup.

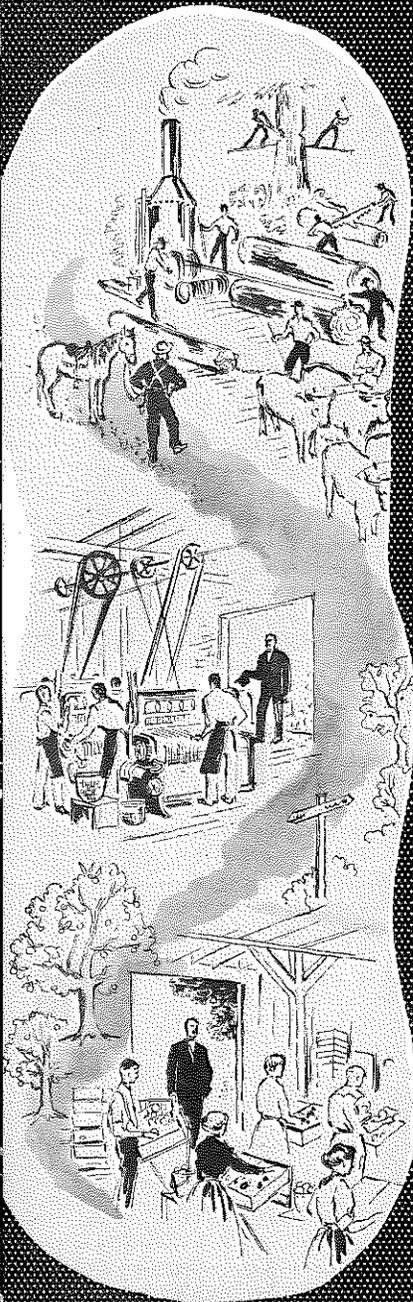
A few months later the young man, straggling north, was in Lane county working for farmers in the Eugene area. It was there, after meeting the daughter of a Eugene merchant, that the Norwegian traveler forgot all about his projected voyage around the world. He married the girl and settled down becoming in the early 80s an agent for the Southern Pacific Company. It was from this employ that Hoff stepped into the labor commissionership.

#### Wins Five Elections

O. P. Hoff remained labor commissioner for 16 years, winning the post by popular election in 1906, 1910 and 1914. He left the labor department to become state treasurer by popular election in 1918 and 1922.

Industry, frugality and a complete lack of fanfare characterized this early servant of Oregon. On his death The Oregon Journal summed his worth simply: "Hoff was a good man. His public service was the effort of a good man to do his duty. In office he sought only to be the plain citizen he was in private life. He made no grandiloquent claims or high sounding pretensions . . ."

The importance of O. P. Hoff to the workingman and woman of Oregon can be found in the record of the pioneer years of the state Bureau of Labor.



feet. Appointed by the Board of Control on June 1, 1903, he started work on June 3, and thus began what was to be for the next four years solely a one-man Bureau of Labor.

There were three major labor laws to be enforced by the department—all part of Oregon's initial labor legislation and passed in 1903—the Child Labor law, the ten-hour day for females, and the Factory Inspection law. Other laws would come with changing social and industrial conditions. They would be based upon the statistical information collected by the labor department. Hoff was motivated by the premise that "Knowledge upon the subject is the first step in intelligent legislation and this cannot be attained without careful investigation."

### **\$45 a Month and "Found"**

From reports, personal interviews, observations, questionnaires and surveys from all parts of the state and embracing every kind of employment, Hoff learned "something about the nature of the occupations of the majority of the people."

During his first year investigating the labor and industrial problems of Oregon, Hoff found that unemployment was no problem in 1903. One of his early reports states: "There is plenty of work to be had for the asking in every part of the State." Ten hours was the average work day. A few Portland employers were considering a 9-hour day as "an experiment worthy of trial."

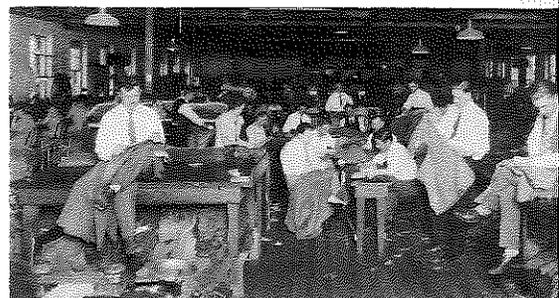
Hoff found that miners in Baker county were making \$3.50 a day. Coos Bay deck hands \$40 and \$45 a month and found. Tillamook loggers drew \$2.50 a day and boarded themselves. Farm help made \$1 a day and during the harvest season were hard to come by. Reclamation of 25,000 acres of land in Klamath county had started a building boom there. Carpenters were in big demand and making \$3 a day. Saw filers in the mills averaged \$7.50. Domestic workers throughout the state averaged \$16 monthly plus keep for a work day that ranged from 7 to 15 hours.

Equal pay for equal work was rare. In Portland male laundry workers received \$2.50 a day and females \$1.35. Average pay for male garment workers was \$3. For females the wages started at 50 cents a day. Retail clerks of Portland worked a 63-hour week at \$2 for ten hours. The rate for females ranged from 75 cents to \$1.50 a day.

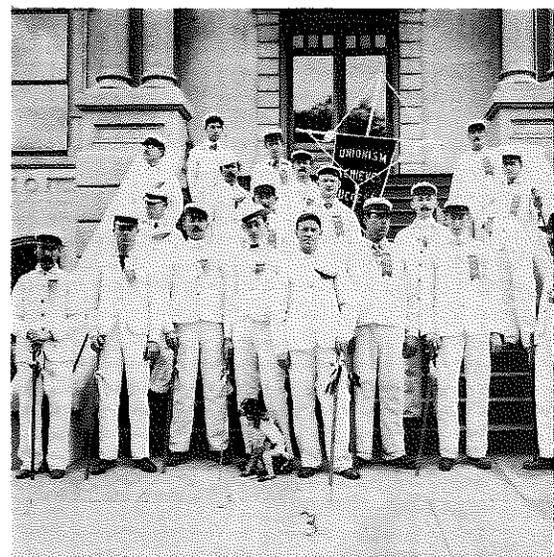
### **Printers' First Union in Oregon**

While the number of unorganized workers was large, union organization was going ahead. In his report of the bureau's first year, Hoff lists 94 local unions with a total membership of 7871. Portland had 55 locals with 6254 members. Astoria had 11 locals representing 574 workers, Roseburg had 305 organized workers, La Grande 121 and Baker City 101.

Big Portland unions were the United Brotherhood of Railway Employees with 329 members; Carpenters with 476, Bartenders 278, Musicians 300, and the United Brotherhood of Leatherworkers on Horse Goods 103.



Average pay for male garment workers—\$3 a day. Women garment workers started at 50 cents a day.



Pendleton painters' local dresses up for civic parade.



Commissioner Hoff visited oriental shops like this in eastern Oregon in his check on the economic status of all orientals in the state.

Labor unions did not create much of a stir in Oregon at this late date. Unionists had come across the plains with the pioneers. The first craft union, the printers, had been organized in Portland in June 1853. By 1869 a general labor organization, the Portland Workingmen's Protective Association, had been formed. During the '80's union organization had been stimulated by the replacement of white workers with orientals by some employers seeking cheap labor. As a result the number one "target" of organized Oregon labor became the oriental worker. The new Bureau of Labor inherited the bogey of this "yellow peril" and one of the labor commissioner's duties under law was to compile facts and figures on the social and economic status of orientals residing in Oregon.

During its first year the Bureau of Labor reported nine strikes, but that the feeling between employer and employe had been "the best in general". While deploring the mistakes and lack of better judgment sometimes displayed by union workers, and while wishing that a middle ground in labor disputes might be reached "before the mule in man asserts itself", the bureau advised patience: ". . . It must be borne in mind that it took thousands of years to arrive at our present civilization, and we cannot expect that all labor organizations can rise to a state of perfection in a day."

It was the official attitude of the bureau as expressed through Commissioner Hoff that "Labor unions, correctly conducted, are a benefit to the State, to capital, and to humanity in general", that unions rightly conducted educate the workers in citizenship. Hoff predicted that centralization of capital and the merging of industries "with large bodies of men placed under one management" would teach the workers, themselves, the benefits and strength coming from unionism in their own ranks.

#### *Factory Inspection Law*

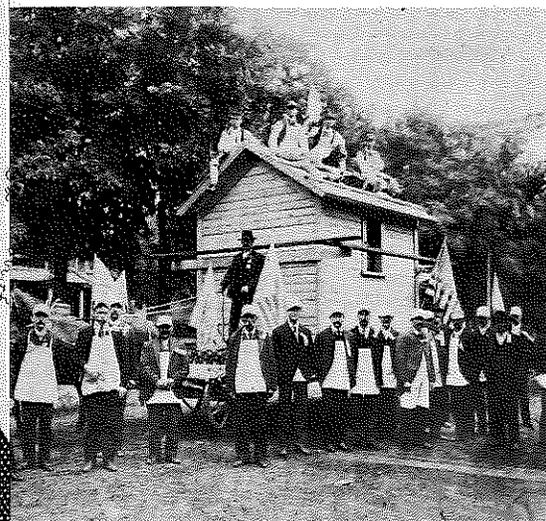
#### **Employers Hide Accidents**

The 1903 Factory Inspection law gave the commissioner permission only to enter workshops for the purpose of gathering facts and to examine methods of protecting employes from danger. Until the law was amended in 1907, he could make recommendations but could not enforce them.

The commissioner told the legislature of his first year: "An effort has been made to obtain a knowledge of all the accidents happening in the State. While partially successful, it is certain that under the yet imperfect system but a small part has come to the knowledge of the bureau."

During these early years the bureau had to rely chiefly upon newspapers for discovery of accidents, since few firms reported them. Yet newspaper accounts couldn't be trusted completely because some mills resorted to all sorts of tactics to keep accidents from the press, and if published, the firms would report the accidents in such a way as to keep the real cause hidden.

During these first twelve months a total number of 212 accidents were discovered. Logging and sawmill accidents accounted for 184 with 20 fatalities.



Southern Oregon carpenters' local displays sample product. Carpenters were making \$3 a day in Klamath Falls.

Many of these accidents could have been avoided had proper safeguards been provided. An early report comments: "Neglect is the usual cause for machinery to be left needlessly exposed where accidents may happen. Owners of factories have been accustomed to seeing wheels and shafts run without covering, and since accidents have never happened, they take it for granted that nothing will happen. No one having been injured, the danger is not apparent, and it is not noticed until attention is called to it."

Several cases coming to the attention of Oregon's one-man labor bureau are recorded: The commissioner visited a mercantile establishment conducted in a building several stories high. An elevator shaft was open on two sides and any person could have walked into it in a moment of preoccupation. The proprietor argued that everyone could see the opening—they weren't blind! The commissioner pointed out that someone in a hurry or when stepping backward or when not looking to see where he was stepping, could go down through the shaft to his death. The proprietor finally made a half promise to put up some kind of guard.

### Worker's Life Not Worth Two Bits

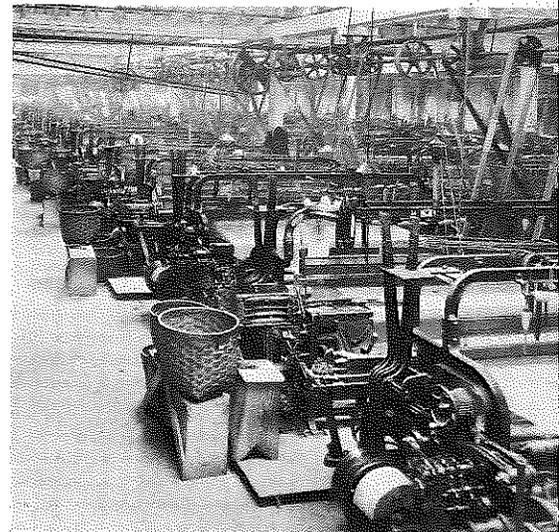
In another factory there was a rapidly revolving wheel with an oil cup close beside it. In order to pour oil into the cup, a workman had to place his arm in a very narrow space where a slight movement to one side would mean an accident. The man whose duty it was to oil the machine refused to oil this place while the wheels were in motion, and he was fired. The man who took his place had been at work but a short time when his hand was torn off at the wrist. The company paid him several hundred dollars to avoid a damage suit and then put on a short conducting pipe so that a workman could oil the machinery without exposing his hand. The expenditure for this piece of safety equipment was a dollar.

Commissioner Hoff tells of this incident: "I inspected a workshop and called attention to a cut-off saw swung by a rope attachment without any protection in case the rope should break, and also a rip-saw that did not have the necessary guard, and I explained how it could and ought to be guarded. The warning was ignored and seven days later the rope broke letting the saw swing beyond the limit, resulting in cutting open the operator's abdomen. The cost of placing a safeguard on that cut-off saw would not have exceeded 25 cents."

Experience isn't always the best teacher. Hoff found on visiting the above shop after the accident that "the remedy had not yet been satisfactorily applied to the cut-off saw, and the rip-saw was still unguarded."

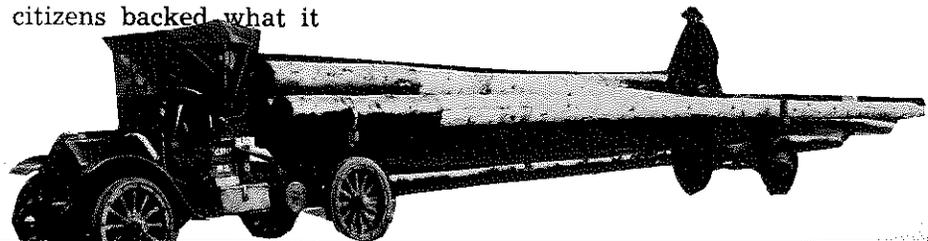
### Public Backs "Safety-First" Hoff

There was nothing that required the owner of a mill to provide guards against accidents and the new labor department had no authority to force any. But that did not deter the labor department from performing what is considered its duty. By moral suasion, through the knowledge that fair minded citizens backed what it



Factories with open belts and exposed machinery were major industrial accident hazards.

Wooden stakes holding piling — no chains, no approved bunk — were outlawed by Bureau of Labor. Safe steel logging bunks were made compulsory on trucks.



was doing, the Bureau of Labor laid the pattern for acceptance of the **Safety First** principle in the industrial world of Oregon.

The bureau's safety work did not go unnoticed. The Oregonian of April 28, 1904, notes on its editorial page: "*In the good natured way which is characteristic of his work, State Labor Commissioner O. P. Hoff is inducing more owners of factories to provide more safeguards for the protection of employes. Wherever he goes Mr. Hoff visits factories and business establishments and examines the machinery, elevators and etc. to ascertain whether proper precautions are taken. Whenever he finds anything lacking he calls the attention of the proprietor . . .*"

The infant bureau had many problems of a specific nature during its first year. The practice of railroads working their men long hours and endangering the traveling public was one of these. There ought to be a law, said the bureau's commissioner, to prevent the too frequent train wrecks being caused by exhausted wire operators going to sleep at their keys, engineers at their throttles, and conductors in their cabs.

### **The Crimping Racket**

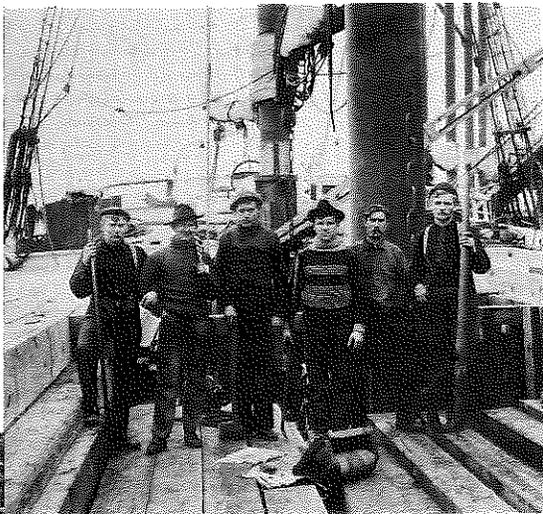
The labor bureau's commissioner conferred frequently with foreign consuls over the "crimping evil" in the ports of Astoria and Portland, a racket worked by boarding house keepers and ship captains which caused suffering and degradation for many seamen.

Boarding house keepers were allowed by Oregon law to collect \$25 for each sailor they shipped from their establishments. Presumably the \$25 was for bed and clothing furnished the sailor ashore. Frequently, all he received was liquor. Quite a few of these keepers, in collusion with ship captains, would induce sailors of newly docked ships to desert and then replace them at sailing time with sailors they wanted to collect \$25 a head on. A bureau report of that day cites the case of the SS Glenesslin to show how the racket worked.

Captain Thomas B. Pritchard of the Glenesslin from Liverpool in December 1903, shortly after his ship docked, paid a boarding house keeper \$20 per man to induce seven of his sailors to desert ship. When the Glenesslin was ready to sail he paid the same boarding house keeper \$30 per head for reshipping the sailors. Although he paid out \$350 in this transaction Captain Pritchard was still ahead by \$770 which sum represented the wages forfeited by the deserting sailors and the expenses saved by not boarding them while the ship was in port awaiting its cargo.

### **Portland Firm Hires Convicts**

Another headache was convict contract labor. The bureau was not against labor for convicts. It was against their competing with outside labor and undercutting its pay scale. In Portland, a stove company hired an average of 160 convicts a day. They worked in all departments and at every capacity. The company contracted for their work from the state at 35 cents per day per man which was one-tenth of the going wage for a nine-hour day.



**Portland longshoremen on ship in crimping days.**

### Children Under 14 Out of Factories

The Oregon Child Labor law was directed at those employers who would deny children "the right to their childhood."

Oregonians in pressing for passage of the law had pointed out that while the child labor evil was not as great in Oregon as in manufacturing states, newspapers too frequently told of accidents to boys of "childish years" working with or in close proximity to machinery "which they do not understand." Citizens were seeing on their shopping tours through Portland's big department stores enough to disclose first hand the number of boys and girls, "mere children", who "are kept on the jump all day long in response to the cry of 'Cash'."

The legislature in its 1903 Child Labor law set 14 as the age under which school attendance would be compulsory.

Under this law, no minor under 14 could be employed in a factory, store, workshop, mine, the telegraph and telephone industry, or as a public messenger. No child under 16 could work before 7 a. m. or after 6 p. m.; nor longer than 10 hours a day for a six-day week. No minor under 16 could be employed who was unable to read at sight or write legibly simple sentences in the English language if there was a school in his town. An employer hiring a minor had to have proof of the child's age on file. A physical examination could be ordered on any child under 16 before allowing him to work.

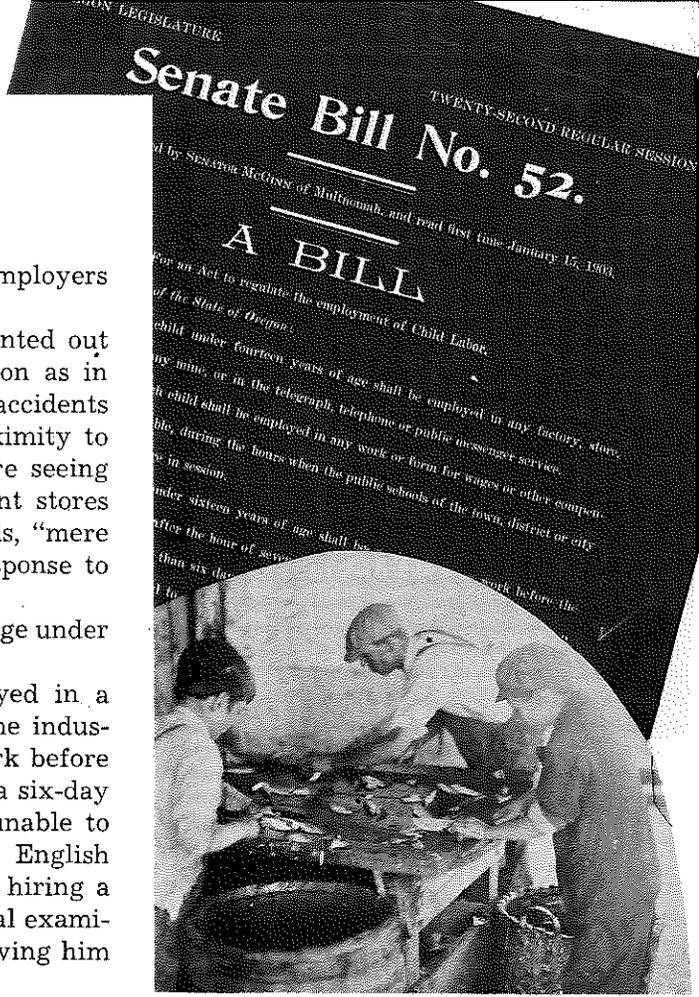
### School First—Then Jobs

The legislature created a Board of Inspectors of Child Labor to administer the law, but it failed to appropriate any funds to support the work. This board, under the direction of Mrs. Millie Trumbull, worked without pay, paying all board expenses out of the members' pockets, until an appropriation was finally made in 1911. The child labor board and the Bureau of Labor worked closely in enforcing the Child Labor law. Child labor was a large field but that did not deter them in their work to advance the physical and mental growth of Oregon's children.

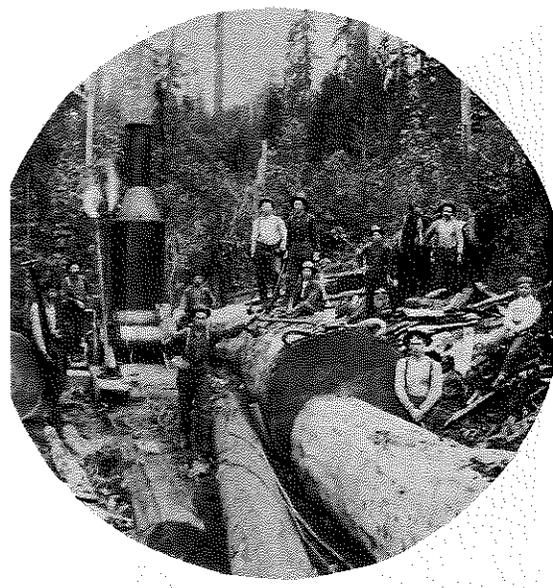
Firmly believing that no factory or department store can ever take the place of school in the life of a child 13, 14 and 15 years old, and in enforcing the law that kept children out of such places, the child labor board and labor bureau emphasized: "The Child Labor law in common with all other laws protecting children is for the child, and doesn't recognize the necessity of the family or the convenience of the public; that is the responsibility of the community and does not belong to the 13- and 14-year-old child."

### Parents Evade Child Law

During his first year visiting over the state, Commissioner Hoff's notes show first-hand the evils of child labor in its most drastic form: "Visited a mill at Barton where a boy had been killed by being wound around a shaft." "While in Columbia county called



Piece work in canneries for a 12-16 hour day netted \$3 to \$5 a week.



Before Oregon child labor laws, children worked in logging. (Note young boys.)



## MILLIE REID TRUMBULL

**"Put on your hat, Willie!  
Here comes Millie!"**

This jocular warning of the early days of the century, sounded by Portland store owners for adolescent employes as Millie Reid Trumbull approached the threshold of their establishments, instead of being disrespectful was a compliment to that woman's uncompromising persistence and thoroughness in fighting against child exploitation. Millie Reid Trumbull was the nemesis of those employers who flouted Oregon's child labor laws.

Named executive secretary of the Board of Inspectors of Child Labor when it was created in 1903, Millie Trumbull went right to work. It didn't matter to her that the legislature had failed to make an appropriation for the enforcement of child labor laws—and wouldn't make one until 1911. Millie Trumbull dug deep into her own pocket and the pockets of other board members to advance the fight against child labor by enforcing the law.

### **Practical Millie Fights 3-R Schooling**

The child was Millie Trumbull's concern—the working child, the bright, the dullard, the troublesome child; the child who needed medical care; the child hurt in industry. Oregon's children never became statistics to her. They were always living boys and girls, each with a future.

Mrs. Trumbull was no starry-eyed visionary, who would take children off the job just to toss them into a classroom. She wanted them to grow into well adjusted adults and she demanded cooperation of the school system. Millie Trumbull held that schools good enough for our grandfathers with their emphasis on the 3-Rs were not good enough in the industrial world of the 20th century. She called for a general radical revision of the whole school system. There was salt in Millie Trumbull's speech: "Instead of educating their heads in the academic hash of textbooks we would have every faculty of the child so trained

that he would fit into any job that he is fortunate enough to find when he leaves school. An expensive remedy? Yes. But not so expensive and wasteful as the present stupid system."

Millie Trumbull, an Iowan by birth, was educated at Iowa State Normal, the Armour Institute of Technology and the University of Chicago. Before coming to Oregon in 1900 she worked for child labor and prison reform in Illinois. Her co-workers, there, had been Jane Addams and Florence Kelley.

### **A Very Busy Woman**

In Oregon she continued her fight for justice to the unfortunate and the dispossessed. In addition to being executive of the child labor board from 1903 to 1931, she was registrar for Associated Charities for five years, secretary of the Prisoners' Aid Society for ten years, secretary of the State Industrial Welfare Commission from 1917 to 1931, president of the Oregon Prison Association from 1930 to 1933, vice-president of the National Consumers' League, first probation officer for Portland and a member of that city's vice commission. She promoted the widows' pension bill and worked for the civil and religious rights of all citizens.

Millie Trumbull found time to belong to an intellectual circle which included such people as Abigail Scott Duniway, Harvey W. Scott, Dr. Woods Hutchison, R. W. Montague and Dr. W. G. Eliot.

Her long and busy life to promote the welfare of Oregon citizens and to broaden life's possibilities for the underprivileged ended on December 5, 1940.

Rabbi Stephen Wise, learning of her passing, wrote to Oregon: ". . . in the field of social service, clear eyed and moved by high impatience . . . she vigorously moved toward the objectives of social decency which we, today recognize are the minima of social justice for mankind. (Millie Reid Trumbull) . . . deserves remembrance as a social and spiritual builder of Oregon."



upon the mother of a boy who had been killed in like manner in a sawmill at Yankton."

Portland newspapers had discovered factory owners in that city evading the child labor statute within three weeks after its passage. The owners issued work cards to parents of children who brought them along to work. These children were not paid wages nor were their names put on the payroll, but remuneration was given the parents for their labor.

The Oregon Daily Journal had exposed the situation to the labor bureau as its issue of June 27, 1903, relates: "The fact that children were being employed in factories of this city contrary to law was first brought to public notice through an investigation made by the Journal three days ago. The Child Labor Commission and State Labor Commissioner were at once notified of the unlawful condition and a personal inspection by the latter has resulted in the stamping out of this evil in at least one place where it was particularly noticeable."

### Was the Bureau Necessary?

In summing up the bureau's first year to the 23d legislature Commissioner Hoff confessed that as far as labor conditions in Oregon and the condition of the workingmen were concerned "Much has to be learned, not only by the commissioner, but the public has to be educated up to a knowledge of the aims, uses, and necessities of the office."

During that first year skeptics frequently confronted Hoff with the question: "Why was the bureau created and what benefits does the state derive for the money expended in its support?"

Hoff held that many benefits derived to the State, to industry, to the public and to the individual laborer. "The benefits are manifold," he said, "and quite obvious to those who take the time to study the matter out in their own minds from every point of view."

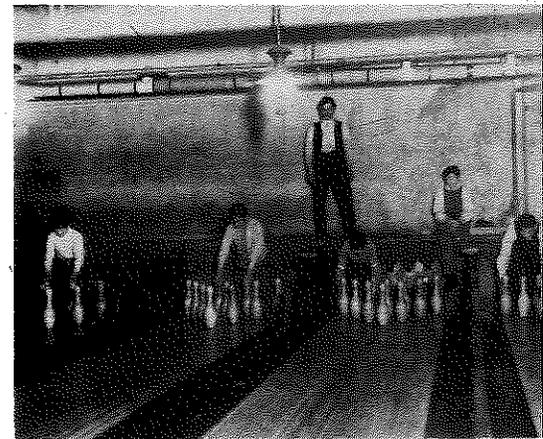
Only the years would bear out the commissioner's assertion.



Early canneries were among most flagrant violators of 1903 Child Labor law which set 10-hour work day for children. Labor department investigators told of children found crying at night before locked cannery doors. The doors had been locked to keep them on the job.



Child labor in agriculture has remained unregulated for the most part.



Major headache then as now—children working in bowling alleys. In 1952 an Oregon child labor order set 10:30 p. m. as quitting time for children employed in public amusement places.

# a decade passed...

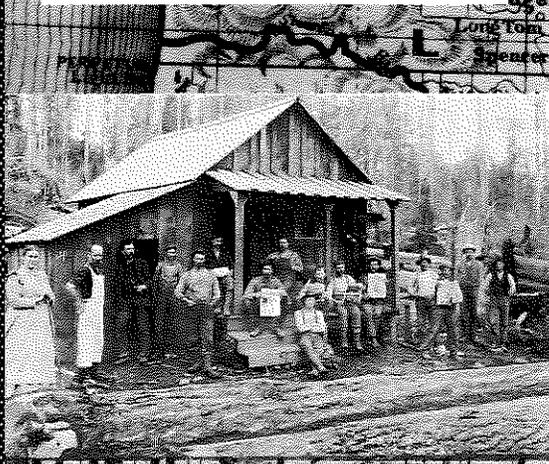
ROAD & TOWNSHIP  
OF  
**OREGON.**  
PUBLISHED BY



Early agriculture kept flour and grist mills, and harness and saddleries busy.



One of Oregon's 18 garages in 1908.



5,900 loggers demand camp comfort.

Oregon's population was now 672,765. Not much available homestead land was left in the fertile valleys of western Oregon. Vast areas of central and eastern Oregon were being reclaimed by irrigation and drainage. Oregon was growing. Her needs were rising.

The Bureau of Labor, on the lookout for new industrial openings and to spread the available work force, compiled social and economic data on all Oregon towns. The bureau in this era was a statistical clearing house for the budding entrepreneur and the working man alike. It recorded towns where a man could make a living, invest his money and bring up a family decently.

A bureau report for the period states that in the gold and silver mining town of Bourne, northwest of the Snake river "no gambling is allowed and saloons are closed on Sunday;" that in the mining town of Cornucopia on Pine creek in Baker county skilled labor would bring \$3.50 to \$5 a day. A man with a team could make \$6. With a four-horse team he could make \$10. Halfway, Oregon, had "a good opening for an electric light and power plant and a water works system." In Marshfield "special opportunities are offered in coal mining and development of timber resources." Among the needs listed for Sweet Home and Roseburg were—sawmills. The German burghers of Mt. Angel needed professional help—an attorney and a physician and also a few watchmakers.

## 312,487 Horses—18 Garages

Oregon's mule and horse population stood at 312,487. Harness and saddle plants employed 400 workmen at \$2.50 a day. Only eight of the 137 plants used power and these had a daily output of 80 saddles, 80 sets of harness, 13 dozen collars and 1 dozen saddle trees. The hostling business gave employment to 5831 men with annual wages of \$4,898,040. Livery, feed and boarding stables represented an investment of \$13,276,043. Horses, carriages and sleighs added an additional investment of \$2,017,035.

The horse business wasn't noticeably moribund, but the horseless carriage was rolling along at a fast clip and closing the gap. In 1908 there were 18 garages in Oregon employing 37 men, paying an annual wage of \$26,734. Two years later in 1910 there were 54 garages employing 175 men, paying an annual wage of \$158,415.

## Loggers Gripe at Camps

Oregon liked its pleasures, according to labor bureau statistics. Every town and city in the state "has one or more small candy factories." In one year, 7 plants produced 4,524,000 pounds of candy. Oregon also had one chewing gum plant, hiring two males and 90 females. Listed among the state's workers were 117 ballplayers with earnings totalling \$154,385 annually.

Oregonians were literate. There were 338 publications in the state—36 dailies and 233 weeklies, affording ample employment to the printing and reporting trades. The state had 231 letter carriers, Portland 174, Eugene 6, Salem 14, Marshfield 3 and Oregon City 4.

Timber next to farming was Oregon's greatest industry. Her

mills hired 9335 unskilled and 4883 skilled workers. There were 5900 loggers in the woods working for a daily wage of \$2.50. One of their biggest gripes to the labor department was the "filthy and unsanitary" conditions existing in some of the camps and while other industries were showing greatly reduced accident rates there had been no change in the number of lumber camp accidents.

### Factory Inspection Law Gets Teeth

The one-man labor bureau was at an end. There were now three regular deputy commissioners. On June 1, 1907, Oregon had been divided into three districts for enforcement of labor laws. Labor Commissioner Hoff on that date appointed W. B. Chance of Albany, C. H. Gram of Portland and E. D. Trumbull of Baker City as his assistants. Hoff continued his trips around the state, coordinating the work of his deputies and working to see that labor laws were not only being enforced in the different sections but understood.

Factory inspections generally were no longer questioned at the decade's end. Many managers had come to consider safety inspections necessary. They had begun to realize that the laws enforced by the labor department were required if the resources of the state were to be developed and Oregon was to keep pace with other states.

Under the Factory Inspection law of 1907 the labor bureau could prohibit the use of defective or dangerous machinery. Upon wilful violation an employer became liable for damages in case of injury to an employe. Hoff reports a notable decrease in loss of lives and limbs for this period. Accidents were reduced by the 1907 Factory Inspection law by as much as 50% and incidental litigation by 80% during its first year.

For the biennium at the decade's end accident cases reported by the bureau were 7927, with 163 fatalities. Logging and sawmills had the greatest number of fatalities—70. Railroads were second with 50.

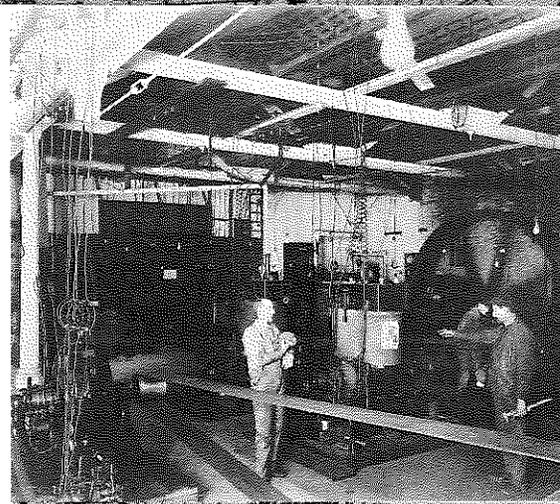
### Workmen's Compensation Law Passes

"Automobile Drivers" were listed under "Miscellaneous Accidents". This group of workers incurred 11 accidents, the most serious being a broken arm. Teaming was a more dangerous occupation in 1913 with 136 accidents reported for the period. Teamsters had two fatalities.

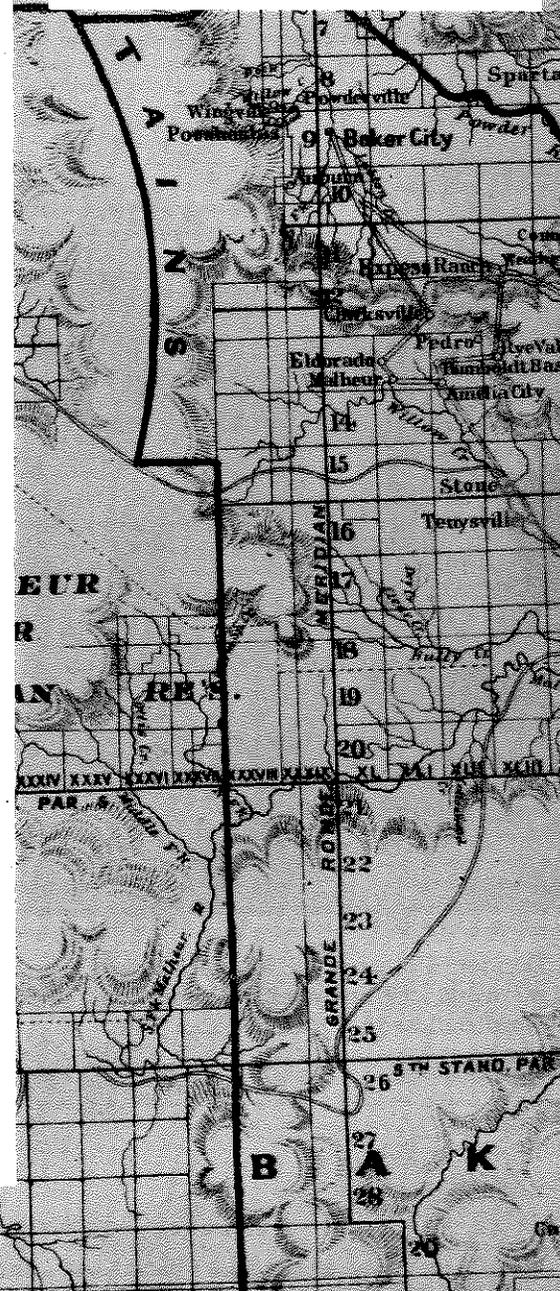
At the end of the decade Labor Commissioner Hoff, mindful of the industrial accident toll, asked the 1913 legislature for a workmen's compensation act. The purpose of this law would be to bind together workingmen, employers, and the state in the creation of an industrial accident fund, from which payment of benefits to workmen and their families could be made for loss suffered because of injuries or death. Such a law would supplement the Employers' Liability law under which an injured workman could sue an employer for negligence in providing safeguards on the job.

As a preventative for certain industrial accidents Hoff also asked for a boiler inspection law and an act that would make all electrical power lines conform to an electrical safety code.

The legislature passed the Workmen's Compensation law and



Factory interior with dangerous open belts and exposed wires. Bureau factory inspection was putting an end to this.





LIFE OF A  
PORTLAND LINEMAN  
ATTENDED BY  
DANGERS  
EVERY HOUR.

provided the Industrial Accident Commission to administer it. The other two safety measures were turned down.

Since the bureau's creation it had kept a wary eye on the rapid development of the electrical industry. As early as 1904 when 66 men were employed by the industry and two men electrocuted, the labor bureau's official report had emphasized that "this matter should have attention by the State," and "that proper regulations should be established becomes more apparent when the increased use of electricity is considered."

It warned then: "*The knowledge of how to transmit and control this great and mysterious force is also becoming greater every day and it is only a question of time when electrical power will be so cheap that steam as a motive agency will be crowded out entirely. Legislation on this subject should keep pace with electrical development.*"

### Commissioner Says Boilers Dangerous

There were now 91 "electric energy" plants reported as "running all year." They had a valuation of \$11,653,500 and a daily capacity of 1,721,600 KW hours and employed 823 workers. Their accident rate had climbed to 185 cases.

The time had come, the labor bureau said, for a law creating a state department of electricity responsible for strict rules and laws "governing and controlling all appliances necessary in the manufacturing and transmission of the current, especially so in regard to the wiring and safety of linemen in their work . . ."

But the legislators did not heed.

There were at the same time 4000 boilers in Oregon with five boiler plants valued at \$28,000. From the beginning the legislators had been asked for "a law regulating boiler inspections and putting a practical boilermaker to do the work."

Oregon was one of the few states with no provision for the inspection of boilers. Under the Factory Inspection law bureau inspectors could only order a boiler inspected if its external appearances indicated danger to life, limb or property. That was inadequate protection as the labor commissioner pointed out: "*Steam boilers are among the most dangerous risks with which the laboring people and the public generally have to deal in the industrial sense, yet as extensively as they are used in every branch of industry, no State provisions are made for their inspection to determine their safety and thousands of lives are constantly placed in needless, almost reckless, jeopardy in consequence.*"

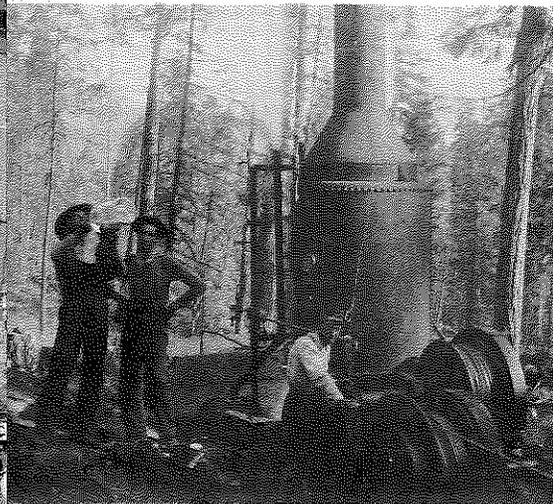
### Hands Off Industry! Legislators Cry

The legislators continued to turn down the labor department's request for annual boiler inspections.

"*What provocation exists for the state's putting out its hand on industry in this manner?*" they asked.

"*It will retard the industrial progress of Oregon!*"

"*There is no more necessity for a boiler inspector than for an inspector of buzz saws! Some day we shall hear clamors for a bird dog inspector or a hen roost inspector!*"



Danger: Uninspected logging boiler at work. (Whistlepunks under 16 were outlawed by child labor law.)

Over the years the labor department whistled in the wind of the legislative halls for the passage of such public safety laws. In the matter of boilers it was going to take wholesale destruction before the legislators lent an ear to the labor bureau's pleas.

### Pay Teachers More—Keep Kids in School

Although child labor was on the increase at the end of the decade Oregon's Child Labor law was rated as one of the best in the country and its standards were going up.

Child labor was on the increase because the cost of living had increased. An adult breadwinner's wages were no longer enough to keep a child in school. Labor Commissioner Hoff deplored the commercialism of the time *"which fastens its fangs into the child who should be in school but who is kept at work by parents who thus are forced to borrow upon the future of their children."*

The bureau reported that in 20 counties less children were going to school and, that, despite population increases in those localities. In its fight against child labor the bureau became a staunch supporter of public education. It came out for free compulsory education, free textbooks and adequate teachers' pay. A bureau survey of teachers' salaries for this time shows them lower than in most states. Teachers were, in fact, among the lowest paid workers in Oregon. In the middle of the decade, Canby teachers were paid \$37 per month, North Bend teachers \$29.69. Eugene paid its school marms \$50.50 a month, Salem, \$57.78. The bureau strongly believed that teachers' salaries should be commensurate with their professional status and their worth to the community.

### State Can Protect Child, Court Rules

Restrictions on child labor were increased. Employment of boys in logging camps was restricted. Any child under 16 was now prohibited from working as a whistle-punk. Under the age of 18 no boy could operate a logging engine. No child under 18 was allowed to work before 5 a. m. or after 10 p. m. No child under 14 could work in any mercantile office, restaurant, bakery, hotel or apartment house.

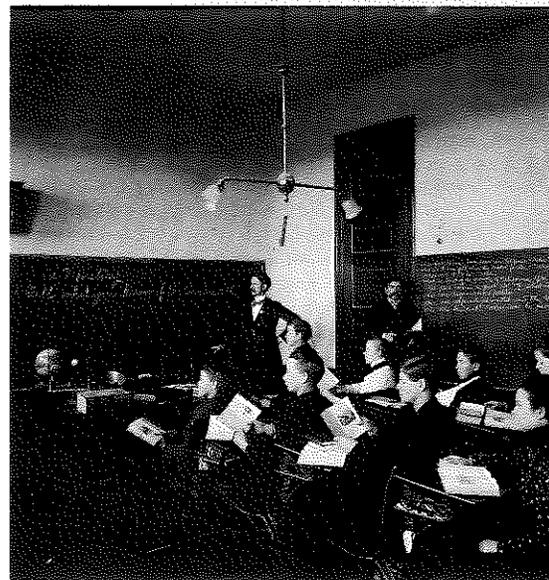
During the decade the bureau in its cooperative administration with the child labor board had been encouraged by the courts. In 1906 the Child Labor law had been challenged by one John F. Shorey, after he had been accused of hiring a child under 16 in excess of ten hours a day. He held that such legislation was unlawful interference with parental control of the child and the child's own liberty.

The supreme court ruled otherwise. *"The State's interest in the physical, moral and intellectual well-being of its members," said the high court, warrants the exercise "of every just power which will result in preparing the child in future life to support itself, to serve the State and in all the relations and duties of adult life to perform well and capably its part."*

Little trouble was manifested between labor and management during this decade. The labor bureau's commissioner reported that organization of working people in Oregon "keeps pace" with the



Boys employed in unventilated cigar factory in early 1900's.



Bureau of Labor asks for better teachers' pay, better schools as child labor law aid.

# WOMAN'S MINIMUM WAGE \$8.25 WEEK

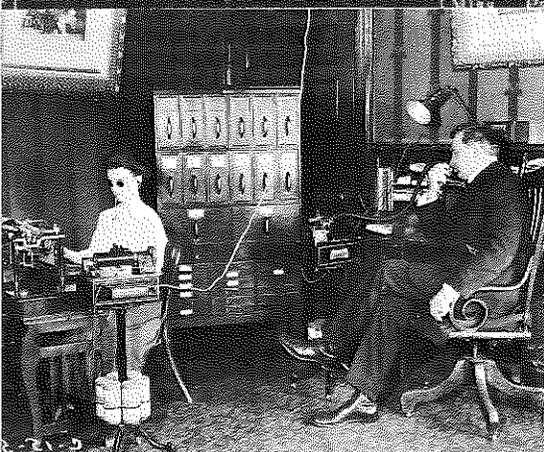
## Maximum Length Fixed at 54 Hours.

### WELFARE RULING NOT OPPOSED

MISS PANKHURST

DOCCON AND IDAHO

SCHOOL TO SERVE



Experienced office workers in Portland in 1914 were assured \$40 a month minimum, and work week of not more than 51 hours.

minimum wage for women apprentices in these industries shall be \$6 a week, and women in mercantile, laundry and manufacturing pursuits shall not be employed in these industries after 8:30



For the public—D. Solis Cohen, of

With passage of Minimum Wage law, no one was allowed to work a telephone operator outside of Portland for 14 consecutive days without one full day of rest.

Thomas Kay, of Salem. Some Are Exempt. The hour of dismissal, fixed by the ruling at 8:30 P. M., does not apply to employees of telephone and telegraph

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—Five hundred men and boys are expected to participate in the rabbit drive to be conducted Friday by the Pendleton Commercial Association and a number of ranchers in the northwestern part of the county. A corral with

organization of business. The unorganized workers were still a large group but that was largely because the labor force was scattered over still thinly settled territory. The labor department constantly urged a cooperative program between labor and management for the upbuilding of the growing state.

It advised management that in place of antagonizing growing labor organizations, efforts should be made to get in closer touch with them, so as to learn their aims and objectives and it warned: "It is a mistake in trying to blot them out."

There were few strikes or lockouts for the decade. One strike was settled by arbitration and led the commissioner to comment: "I am sure both sides won by it."

### Women's Minimum Wage Law

### Oregon Pioneers for the Working Girl

In 1913 the Bureau of Labor assumed responsibility for the first enforceable Wage and Hour law in the United States.

This law, which was to set the pattern for other states in the union had been passed by the 27th legislature at the insistence of middle class Oregonians gravely disturbed over the miserable position of women working in Oregon industries. The labor department was already on record advocating an 8-hour day, 48-hour week and a 25-cent an hour minimum wage for Oregon's female workers. It now backed the new wage and hour legislation being sparked by the Oregon Consumer's League.

Bureau of Labor records for this time give 30,878 as the number of female workers over the age of 14 working in the state. This figure broken down into specific occupations lists 4408 teachers, 633 musicians, 815 nurses and midwives, 5615 domestics and waitresses, 1555 laundry workers, 1886 saleswomen, 3939 factory workers, 785 telephone and telegraph workers, 2305 clothing workers (dress-makers, tailors, milliners, etc.). A few women were working in the skilled trades—plumbers 3, blacksmiths 1, carpenters 2, electricians 7. Among professional women are listed 115 physicians and surgeons, 14 lawyers, 17 clergy, 6 surveyors and engineers. Included also are 7 distaff hunters, trappers and guides and 27 "drummers".

Up to passage of the 1913 Wage and Hour act, the only laws protecting women workers were the nationally-known 10-hour day law and another that made employers furnish seats for female employes. Such laws were definitely class legislation but the Oregon Supreme Court had upheld the 10-hour law enunciating the principle that the "well being of the race" justifies such legislation "to protect her (working woman) from the greed as well as the passion of man."

### Women's Conditions Probed

Enforcement of the 10-hour law had cut down serious overtime but women were still paid less than a living wage. Economically speaking, in comparison to male workers, they were second-class industrial citizens.

The Holstein herd of W. K. Newell, of Gaston, Or., also has made a good showing in competition yesterday. The Holstein judging will be completed to-day.

is judging Jerseys, as herd is competent to anything in America. Orlan Land is am surprised

## CAROLINE J. GLEASON

### "52¢ a Day—a Living Wage?"



In its centennial edition the Oregonian honored 100 persons on its pages as "the greatest living Oregonians". Among the names was that of a nun, Sister Miriam Theresa. The Oregonian included her among Oregon's great because of her work in pioneering the Oregon Wage and Hour act.

Sister Miriam Theresa in 1912 was known as Caroline Gleason, a young woman, who, coming out west to teach, had instead become interested in the plight of Oregon's homeless working women.

Miss Gleason, a graduate of the University of Minnesota, had done settlement work in Chicago, and had investigated living and industrial conditions as they affected women in the factories and steel mills of Pittsburgh, Philadelphia, Chicago, Baltimore and New York.

It was logical, therefore, that Father Edwin V. O'Hara, chairman of the Oregon Consumers' League committee to investigate women's industrial conditions should have asked Caroline Gleason to conduct the survey and that she should accept.

#### Works in Worst Factory

Determined to collect on-the-ground facts, Miss Gleason and her staff worked in stores and factories of Portland. She recalls that "we had to work quietly and cautiously." The employers were not in favor of any such survey. She worked in the "worst factory in the city". After a ten hour day gluing cardboard boxes together

"working under the most filthy conditions imaginable" she would have a take-home pay of 52 cents!

In addition to these factory and store inspections, Caroline Gleason and staff interviewed thousands of working women on their housing and living conditions. The results of the two, Miss Gleason worked into a book which went into the hands of the public and the legislators. It was this written account of the conditions of



Oregon's women breadearners that had much to do with getting the Wage and Hour law through the legislature. It was this written account that did much to uphold the law when it was attacked in the Circuit Court, the Supreme Court of Oregon and the United States Supreme Court.

Sister Miriam Theresa evaluates her survey with humility: "Beside today's statistical reports my little survey wouldn't make an impressive showing. But I can say this—everything in it was verifiable."

Louis D. Brandeis drew upon its facts in writing his classic brief defending the law before the Supreme Court of the United States.

#### Writes Wage and Hour History

Caroline Gleason was chosen to be the first executive secretary of the Industrial Welfare Commission and she became intimately connected with its historic rulings. The behind-scenes story of those first days of the Wage and Hour act when "the economic theories of the employers were hard to overcome" and they "resisted fiercely" the 8-hour day and "a frugal but living wage" is locked in Sister Miriam Theresa's memory.

Recently, Bishop O'Hara once again came to Sister Miriam Theresa with a request—to write the history of those stirring days that meant so much to the working people of Oregon and eventually, the nation. Today, Sister Miriam Theresa, who heads the sociology department of Marylhurst college, is working at that task.

#### Still Labor Authority

Sister Miriam Theresa, who is recognized authority on women's industrial problems and whose advice is still sought by state and national leaders, strongly believes that only the tenets of Christianity can remedy the evils of industrial life. It was to instill the principles of Christian justice into the minds and hearts of the young that Caroline Gleason turned her back on a distinguished secular career and entered the religious classroom.

The Consumer's League had made a first-hand investigation of women's working hours, wages, costs of living and working conditions. They found that the majority of Oregon's self-supporting women earned less than it cost them to live decently, and that conditions were a disgrace to a community calling itself civilized.

The findings were embodied in a report written by Caroline J. Gleason, director of the survey for the Consumer's League, who personally had worked with her staff in the factories and firms investigated.

Edwin V. O'Hara, a young priest, who was chairman of the league's investigating committee, told both the legislators and people of Oregon that *"The conclusion we wish to draw from this description of the conditions of labor in Portland is that, not wages alone, which are insufficient to give the worker a full nourishing meal three times a day, and call for close, unhealthful sleeping quarters; not hours alone which strain her to a point of exhaustion to finish the day's demands; but these two, combining with unsanitary, dirty and distasteful conditions under which girls work, are responsible for much of the inefficiency, sickness and degeneracy that is found among women wage earners."*

#### Case Histories:

Personal stories taken from the report had an emotional impact on the legislators and public alike. A few of the excerpts in the light of the mid-20th century make dark reading:

. . . an 18-year-old candy factory worker lives with a man as she has three meals a day which she didn't have before. . . Mrs. O., a girl of 17, works in a 5¢, 10¢ and 15¢ store. She earned \$4 a week at first but now earns \$6.10; has a baby to support; doesn't know where her husband is. Mother takes care of baby but she boards out; pays \$3 per week for board and room. They have mush and toast for breakfast; potatoes and gravy, and sometimes meat for dinner; walks to work every morning although she lives a long distance from the store; goes without lunch unless she can hustle a fellow. Girls at the store sometimes take up a collection for her.

. . . Miss Z. works in a laundry at wage of \$9 a week. She states that frequently at the end of the day she is so exhausted that she cannot eat; in one way she is grateful for this weariness because she cannot afford three meals a day and if she were not tired and felt the need of them she would miss them.

#### \$10 a Week—A "Frugal" but "Decent" Wage .

The majority of women workers averaged \$5 to \$7 a week. Ten dollars a week was set by the investigating committee as the lowest sum a woman could live on "frugally but decently." O'Hara commented acidly on this damning testimony against Oregon employers:

**"A department store, candy factory or laundry which pays its young women employes less than they can decently live upon and maintain themselves in health is in a class of the parasitic male**



Before first Oregon women's law, women had to stand while working in packing plant. Then Oregon law provided seats for female workers.



10-hour day had helped, but women were still paid less than living wage.

## EDWIN V. O'HARA

### "Are Decent Wages RADICAL?"

When the Pope of Rome in 1930 named an Oregon priest, Edwin Vincent O'Hara, Bishop of Great Falls, Montana, it was in recognition of his years of faithful and exacting service not only to his church but to the people of Oregon.

During the sermon on his consecration as bishop, O'Hara's endowment for that office was voiced: "... he worked and fought valiantly for the women workers of Oregon that they might obtain reasonable compensation and enjoy at least the minor comforts and advantages of life."

#### Young Priest Attacks Greedy Employers

In the early 1900s, the working women of Oregon had no greater champion than the young priest, Father Edwin V. O'Hara, who had been ordained at Portland in 1905. It was Father O'Hara, who headed the special social survey committee of the Oregon Consumers' League which uncovered the bad industrial conditions affecting them. It was Father O'Hara, who publicized these conditions to arouse the middle class. It was he, who spurred creation of a workable wage and hour bill and pressed for its passage. In recognition of his labors, Governor Oswald West named him public member of the Industrial Welfare Commission, created to administer the law. Selected as chairman, O'Hara served in that capacity until World War I when he became chaplain in the armed forces overseas.

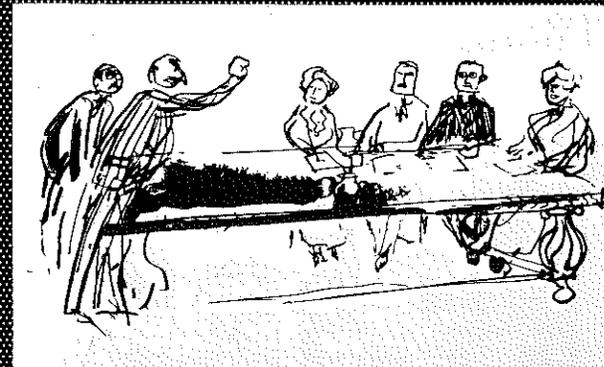
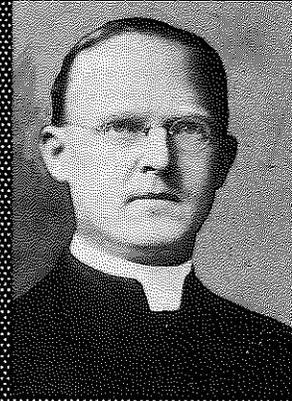
During the frequent employer attacks on the law in its early years, O'Hara was a most articulate defender. He told those employers who feared the "radicalism" of a minimum wage, decent working conditions, and hours not detrimental to a worker's health, that they had better fear "the 'radicalism' of unregulated greed, with its contemptible and picayunish policies, especially toward employes who are unorganized; greed, with its cry for dividends and its contempt for humanity."

#### Now Bishop of Kansas City

After World War I, Father O'Hara was appointed pastor of St. Mary's church at Eugene. There, he turned his major interest from the urban worker to farm families. His rural welfare work in Lane county became so widely known that his program was made nationwide by the Catholic church and he was named in 1929 director of the rural life department of the National Catholic Welfare Conference.

During his spare moments Bishop O'Hara has written books in the fields of his interests. He has, also, taught sociology and philosophy at Notre Dame and Catholic University at Washington, D. C.

Since 1938, O'Hara has been Bishop of Kansas City. With all the pressing duties of a metropolitan see, the memory of his early days with Oregon's Wage and Hour law are still with him. A late report states that he is most anxious to have a history written of the famous Oregon law that led the way for social justice in the United States for workers.





Justice Brandeis wrote historic brief defending constitutionality of Oregon Minimum Wage law.

cirripeds, which depend for their existence and nourishment upon the females of the same species. A girl who works steadily ten hours a day for wages of five dollars a week and who has to pay nine dollars a week for room, board, carfare, clothing and laundry is really contributing not less than four dollars a week subsidy to the profits of the business . . . .”

Women's clubs were indignant over the revelations and women had just been given the vote in Oregon. This, coupled with the emotional impact of the report upon legislators got the Wage and Hour law, ameliorating the working women's plight, passed with only three dissenting votes.

### First Wage-Hour Rulings

The law established the Industrial Welfare Commission to determine wages and hours within the various industries. This commission immediately called informal conferences of employers in hope that they might voluntarily adopt standards of hours, wages and working conditions which would make compulsory orders unnecessary. But this hope was fruitless. Employers by and large would not cooperate.

The first order passed by the history-making commission restricted the work of girls under 18 to an 8-hour day and 50-hour week. It set \$1 a day as the minimum wage for girls from 16 to 18. They were not to work after 6 p. m.

Order No. 2 gave women in Portland a 9-hour day, 54-hour week, a 45-minute lunch period, and a minimum wage of \$8.64.

The minimum wage did not come up to what a woman could live on with decent frugality but the commission had to proceed warily, and in comparison to what most women had been receiving, the commission felt it had made a step toward improvement of Oregon's working woman.

### Brandeis Defends Oregon Law

In the autumn of 1913 the commission called 60 conferences in the various industries receiving recommendations from workers and management and holding public hearings on them. Before the end of the year compulsory orders had been made covering the general field of the commission's activity.

### THESE ORDERS CONTAINED THE FIRST MINIMUM WAGE DETERMINATIONS MADE BY ANY COMMISSION IN AMERICA.

They were to be attacked by employers and the attack carried to the Supreme Court of the United States. They were to be defended by Louis D. Brandeis, America's great liberal jurist. They were to influence and determine the course of minimum wage legislation in the United States for decades to come.

It was to be the Oregon Bureau of Labor's honor to enforce them.

The scope of the labor department's work thus broadened with each passing year. Oregon workers, men and women, had come to depend upon it for advice regarding their rights and duties and the legal points relating to their welfare.



Second order of Wage-Hour Commission gave Portland women—9-hour day, 54-hour week, and 45-minute lunch period.



Industrial Welfare order No. 5 stopped women from working in manufacturing plants after 8:30 p. m.

# the prosperous twenties... ON WILL PLAY BIG PART IN WAR

The European War of 1914, Prohibition and the Automobile brought the Bureau of Labor new problems.

During the war men and women flocked to the industrial centers, forsaking homes, old habits of life and old trades. Cities were swollen enormously and small towns were practically deserted. High wages led to the loss of habits of thrift, and women in industry found an independence that had to be reckoned with.

The Prohibition law of January 1, 1915 sent many Oregon laborers packing for non-prohibition states "where they could have their beer". This, coupled with laborers moving to the industrial centers of the east, created shortages in 1916 that were felt in sawmills, logging camps, on railroads, and in harvest fields. Some of these shortages were alleviated during the later war years by the labor of women and children.

## Timber, Shipbuilding Boom

In 1918, O. P. Hoff's last year as labor commissioner, the industrial prosperity of the state was at an all-time high. Oregon's great Douglas firs were being cut into matchless timbers for the nation's shipyards. In the northwest shipbuilding was flourishing. During the two-year period of 1916-18, 117 wooden and 30 steel ships slid down the ways of ten Oregon yards. The industry employed 43,000 people. Its payroll was \$21,110,672.17.

Charles Gram, labor deputy since 1907, was elected in 1918 to succeed Hoff. Commissioner Gram published the labor bureau's first Industrial Directory for the biennium 1918-20. It listed 3053 industrial plants inspected under the Factory Inspection law, an increase of 475 over the preceding two-year period. It was an impressive gain over the 678 plants Hoff inspected during the bureau's first year. The number one industry of the state was still wood products. The number two, metal products.

Wage rates during these war years ranged from \$4.37 for unskilled males to \$5.80 for skilled males. For female workers the rate ranged from \$2.84 for unskilled to \$3.57 for skilled. Farm hands were earning \$82.60 a month. Head fallers in the woods made \$7.39 a day. The basic 8-hour day was being established in many shops. It brought little heated discussion anymore.

## The Ford Tramp

No other single industry had made such rapid progress as the automobile. In 1915 there were 250 public garages in Oregon hiring 252 unskilled workers and 258 skilled. Their wages aggregated \$677,938. Skilled auto workers earned from \$3 to \$7.28 a day.

On September 30, 1916 there were 32,714 autos in the state. By 1919 the gasoline buggy was at last passing old Dobbin. He was eating its dust. Soon he would be so hopelessly outdistanced that he would never catch up.

But the invention of the auto brought a new labor problem to the bureau, one that grew more serious with the passing years and

## Men, Ships, Materials to Be Furnished.

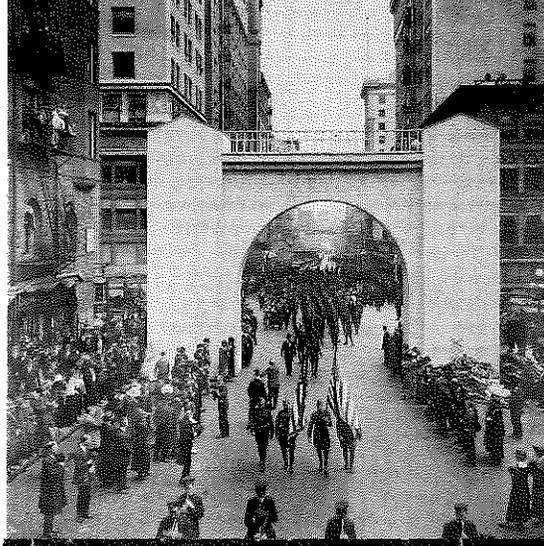
5 REGIMENTS MAY BE RAISED

State Has Vast Supply of Timber—Wheat Crop Is Great.

## OTHER FOODSTUFFS GROWN

Inexhaustible Water Powers Can Be Harnessed for Electrical Processes Used in Manufacture of Nitrates.

TROOP MOVEMENTS NOT TO BE PUBLISHED.



war the United States now has entered.

Manpower shortage on Oregon's industrial front was left by WWI doughboy. Women and children filled in.

But already the state has one full regiment of National Guardsmen in the field, its quota of Naval Militia, called out yesterday, is recruited to full war strength, and plans are under way for immediate formation of further regiments.

Reserve Battalion Comes First.

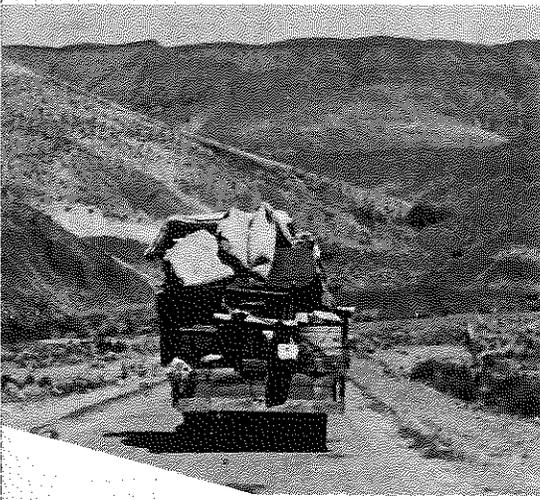
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The "Ford tramp" headed for Oregon.

which in mid-century is not completely solved—that of the seasonal migrant worker.

The labor bureau, the child labor board and the Industrial Welfare Commission pooled efforts in attacking this problem. As early as 1919 this summation of the migrant worker (he was then called the "Ford Tramp") was given by the Industrial Welfare Commission: "We must again emphasize the necessity for Oregon's protecting herself against the new type of the genus 'hobo'. In this case it is the whole family instead of the male of the species. As soon as the season opens, the visitors arrive—a hopeless irresponsible group—father, mother, and children of all ages, packed away in an automobile, usually of ancient vintage with a minimum of everything needed to maintain any standard of citizenship."

### Seasonal Employment—a Problem

By 1920 the migrant worker had become a hydra-headed problem for the labor department, schools, health authorities, charitable organizations and civic leaders. He was a problem that many communities shunted off to the next fellow. Town fathers afraid that their financial resources might be taxed were eager to get migratory workers off to the next community. Often they would fill up a worker's gas tank free of charge to get him on his way out of town.

The labor bureau was fearful of the danger to children who were not being taught habits of stability and responsibility and who were learning very little of community life. The Industrial Welfare Commission warned: "There is growing up on the coast a traveling procession of illiterates who go from one seasonal job to another and to whom the school authorities pay no attention."

In an effort to solve part of the problem the labor commissioner in 1924, headed a voluntarily-formed commission which charged itself with the duty of working out a practical plan to expedite the supply and demand for crop labor in various sections of the state.

Another facet of the migratory problem was attacked by the Industrial Welfare Commission through sanitary rulings covering orchards and berry fields. The lack of sanitation in these places had menaced the health of nearby communities. Through these rulings the labor bureau supervised drinking water, toilets and garbage disposal in crop workers' camps.

The over-all problem of the seasonal worker was barely scratched because of its size, lack of funds and an inadequate investigating personnel. It called for solution on a national scale. The tin lizzie had eradicated state lines.

### Teen-age Hobos

The lure of high wages in war industry, the cupidity of some parents, the disinterest of others and the exploitation of patriotism by certain employers presented special difficulties during the war years in the enforcement of child labor laws.

It was a time of easy jobs and easy spending for both adults and teen-agers. And the laxity of school officials in enforcing the compulsory school law didn't brighten the situation. School principals were found excusing boys from classes early in the afternoon so



Schooling for migrant children worried Bureau of Labor.

**"Oregon's MR. LABOR"**

The career of C. H. Gram, Oregon's second labor commissioner, was as unspectacular as that of his predecessor, O. P. Hoff, but it was just as effective. Gram headed the labor department during an era when some men were making big headlines in fighting for the welfare of the working man. Gram worked toward the same end persistently, but minus "the sound and the fury".

Calla Hansen Gram (he preferred Charles) was born in Denmark and educated in its public schools. He came to the United States in 1883, a lad of 16, and settled in North Dakota. Six years later the young Dane moved west to engage in the sawmill business in California and Washington. In 1900 he located at Portland entering the employ of a transfer company.

The future labor commissioner took an early interest in the labor movement of the state and his qualities of leadership won him, first, the presidency of the Portland Central Labor Council and, later, three terms as president of the Oregon State Federation of Labor.

**Bureau Grows Under Gram**

Gram witnessed great industrial growth and increasing responsibilities of the labor department during his tenure in office. When he entered the service of the bureau in 1907, there had been only four employes including himself; when he left office the staff had grown to 32. During his years as commissioner Gram had to cope with grave, new social problems—the migrant worker, world-wide unemployment, the unprecedented influx of women and children into war-time industry. Through prosperity and depression he held fast to the protective gains won for working people. He left solid achievement behind him—a wage collection law, electrical and boiler safety laws, a state-wide non-fee paying employment service, an apprenticeship plan which became the model for other areas, and the Wage and Hour law which under his guidance kept its pre-eminence in the nation.

On his retirement at the age of 75 in 1943, Gram was the oldest state official in Oregon in length of service. He had been with the department of labor for 36 years. In the minds of many Oregonians the Bureau of Labor was synonymous with the name Charles Gram.

**Public Safety and Welfare First**

During the turbulent years when Gram was commissioner he always put the responsibility of his position ahead of personal comfort or desire. Often hampered by lack of appropriations, inadequate personnel, and sniped at by the disgruntled, Gram kept ahead of him one goal, expressed simply: "The safety and welfare of all is what we are after."

At his death in 1951, the Oregonian conceded that this labor commissioner "contributed much to the establishment of the present general good labor-management relations in Oregon." "The efforts of men such as Gram bring balance to American life," the Oregonian said.



April 6, 1918—CHILDREN'S YEAR—April 6, 1919

**BOYS AND GIRLS:  
THE MORE YOU LEARN  
THE MORE YOU'LL EARN  
STAY IN SCHOOL!  
BACK-TO-SCHOOL DRIVE**

U. S. DEPARTMENT OF LABOR  
CHILDREN'S BUREAU

COUNCIL OF NATIONAL  
CHILD CONSERVATION SOCIETIES

the boys could get to the shipyards in time for the second shift where they would work until midnight.

Reports of the time indicate that children from Los Angeles to Vancouver, B. C., from St. Paul, Kansas and Oklahoma, from Texas and Florida "were beating their ways on trains, touring from shipyard to shipyard".

Even with the Armistice these "juvenile industrial hobos" continued to wander from factory to factory. Now, they refused to accept the lower wages offered to boys! A Back-to-School drive under direction of the federal Children's Bureau is said to have been the most difficult drive ever initiated. The youngsters were more interested in work than school. And to cap the difficulty the influenza epidemic closed the schools and threw more children into the labor market.

Figures for minors' work permits issued by the labor department during those years to employers of children over 16 who had finished the 8th grade, graphically show the trend in the use of child labor:

1915-16	3,096 permits issued
1917-18	12,614 " "
1919-20	19,265 " "
1921-22	10,112 " "

This downward trend continued until the depression years of the 30's.

**Minors—No. 1 Accident Risks**

The Industrial Welfare Commission set a minimum wage and maximum hours for working children. Girls under 18 were limited to a 9-hour day and a 48-hour week. They could not be hired after 6 p. m. For boys under 18 the work day was restricted to 10 hours. No child under 16, however, could work more than 8 hours a day, nor more than 6 days in a calendar week. A minimum wage was set at \$6 a week for 14-15-year olds; \$7.20 a week for 15-16-year olds and \$8.50 a week for minors between 16 and 18 years. Increases were ordered every 6 months until the women's minimum wage of \$13.20 was reached. For those employers coming under federal law there were additional regulations which the labor department enforced.

During the biennium 1927-28, 964 industrial accidents involved minors. In the month of December, 1928, alone, 159 accidents had minors for victims. Statistics could show now that half of all accidents in industry involved minor workers. Management was beginning to look upon their employment as an industrial risk.

**Crooked Employment Agencies Out**

Early investigation of commercial employment agencies by the labor department showed that a great wrong was being done laborers who were forced to pay fees for being directed to jobs. Too often, a hopeful worker had a fee extracted from him and then was sent on a wild goose chase—to a job that was non-existent or that had been grossly misrepresented. When he found he had been



Free employment agencies were set up by state and federal government with bureau's help.

fleeced the worker had no recourse but to suffer the loss of his job-placement fee.

At the bureau's insistence the 1915 state legislature enacted a law regulating private employment agencies. Their agents were now required to be bonded and licensed. This immediately eliminated crooked agents. The worker was further protected by the refund of fees and train fare if the job he had been promised didn't materialize. If discharged within two days his fee would be refunded. If he worked less than 6 days, half of his fee would be refunded. However, he was to receive nothing for loss of his time.

### Jobs Without Fees

It was the bureau's attitude that it would be to the community's interest to get worker and employer together with a minimum of time and effort, and it encouraged the establishment of free employment agencies. Portland had opened such a bureau in 1909 and several other Oregon towns had set up similar job placement centers. In April, 1919, Commissioner Gram participated in the national conference that established the United States Employment Service, a national system of state operated employment agencies. In December, 1919, the Oregon labor commissioner was named federal director for the state and he actively engaged with public employment agencies set up at Marshfield, Eugene, Salem and Portland where workers were served without fees. From December, 1919, to September, 1920, these free agencies placed 48,824 workers on jobs. During the next two-year period they placed 90,181 workers. Time would reduce the private employment agencies to handling professional workers and specialties.

### Electrical Safety Law Passes

Factory inspection kept pace with industrial progress. One of the bureau's most important duties was still the checking of industrial machinery for proper safeguards. Six inspectors were now in the field visiting plants at stated intervals.

A remarkable change had taken place since the pioneering one-man labor bureau had set foot in his first factory. Management was giving hearty cooperation to make workshops safe and sanitary. Safety education was emphasizing the human factor in accidents.

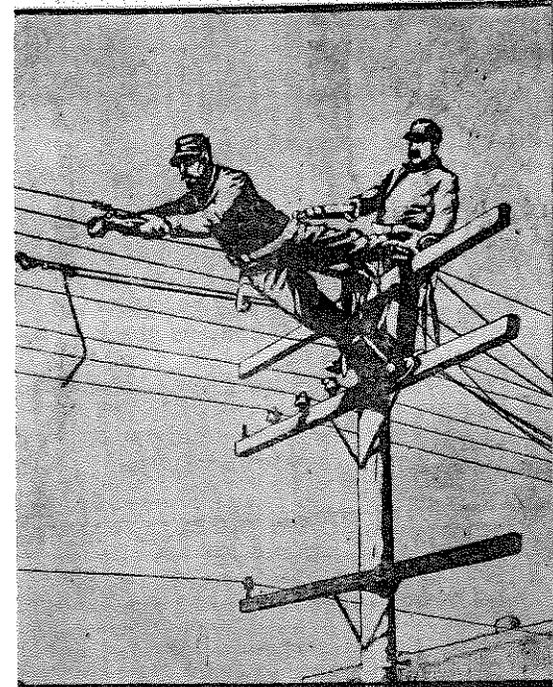
The 20's saw the beginning of a cooperative educational program sponsored by the Industrial Accident Commission, the National Safety Council and the Bureau of Labor. First effort of their combined program was directed to the state's most hazardous industry—logging.

In the field of electrical safety, bureau efforts had also borne some fruit. A licensing law, passed in 1919, required all men engaged in the business of installing electrical equipment to be licensed by the Bureau of Labor. All wiring installed had to meet a safety code requirement. It was not the labor department's policy to discourage the use of electricity but to call attention to its great dangers when proper precautions were not taken.

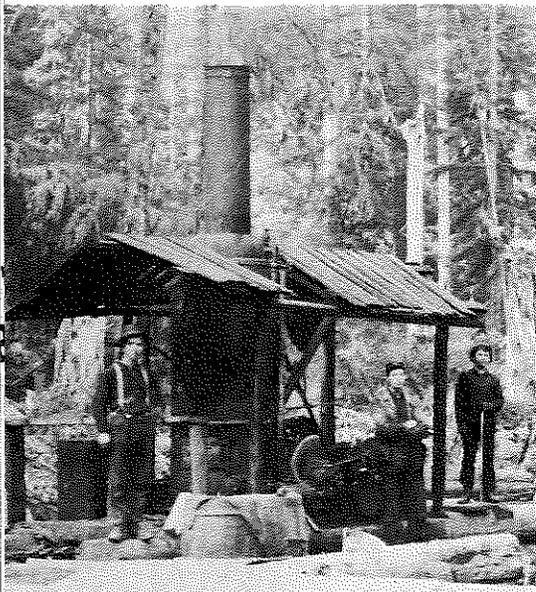
During subsequent years the department recommended thousands of changes in the wiring of factories, garages, schools, and



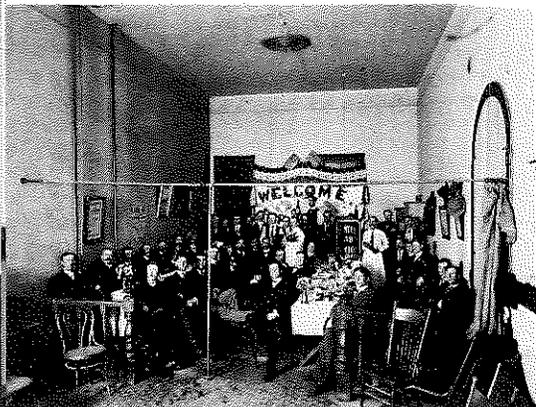
" . . . to be an electric lineman in Portland is to court death daily."



For risking neck, linemen received \$3 a day.

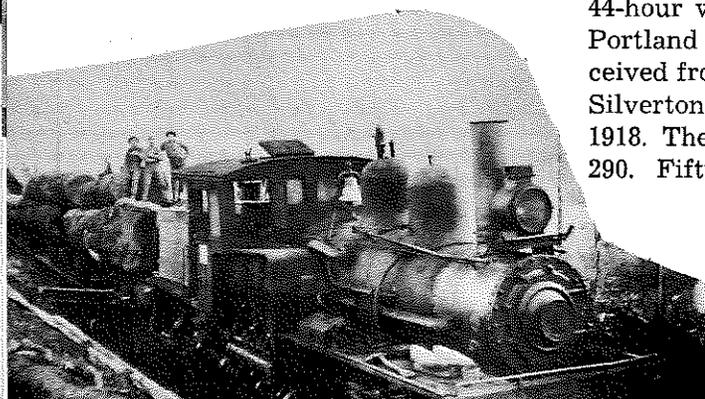


" . . . a logging donkey boiler exploded, injuring two workmen, tearing off one man's arm."



Painters celebrate Labor Day with annual union banquet.

" . . . a logging locomotive boiler was thrown 300 feet from its track and killed three."



dwellings. During the last biennium of the 20's the bureau licensed 819 electrical contractors as being competent to install wires and equipment.

### Boiler Explosions Force Inspections

It took a wholesale series of boiler explosions in one year to finally convince the legislature that a boiler inspection law was necessary in modern industry. Commissioner Gram told the legislators: "Oregon is becoming the dumping ground for second-hand boilers, the operation of which is not permitted by laws of other states." He graphically described the destruction that followed when in one year:

- . . . a locomotive boiler was thrown 300 feet from its track and killed three;
- . . . a sawmill boiler exploded and killed three, the twisted pipes from the boiler sheet being thrown 160 feet from the setting;
- . . . a logging donkey boiler exploded injuring two workmen, tearing off one man's arm;
- . . . a logging locomotive boiler exploded throwing the locomotive off the tracks;
- . . . a boiler exploded in an office building, killing three;
- . . . a mill boiler's main steam pipe burst, killing one.

The special legislative session of 1920 passed the first boiler law. It set standards for the construction and operation of steam boilers within Oregon. The labor bureau was given the duty of enforcing it.

During the law's first two years, labor department boilermakers closed down 64 boilers as being dangerous for further use and ordered 934 unsafe defects immediately remedied. With further technical progress additional safety laws were passed covering unfired pressure vessels being operated in garages, sawmills and manufacturing plants. Bureau inspectors found 54% of air tanks in garages were not safely equipped—a distinct menace not only to employes but to the general public.

### 85 Portland Locals

Organized labor held its own except in certain lines feeling the pinch of the Prohibition law. Bartenders and brewery workers were the hardest hit. But cigar makers were also complaining. Prohibition had reduced cigar smoking.

In the immediate postwar period there were 85 chartered locals in Portland with 23,000 members and 75 locals upstate with 4700 members.

Members of the building laborers union of Portland enjoyed a 44-hour week with a wage scale that ran from 75¢ to \$1 an hour. Portland longshoremen averaged 200 work days each year and received from 90¢ to \$1 an hour. Men of the Timber Workers Union of Silverton were earning 55¢ an hour in 1920, a ten-cent increase over 1918. Their work week was 48 hours and total work days annually—290. Fifty percent of these timber workers were married. In a

survey of labor unions, the bureau discovered that 48% were homeowners. The average rental paid by non-homeowning union members was \$23.70.

### **Conciliation Settles 200 Disputes**

During this period "amicable relations" existed generally between capital and labor. A bureau report of the 20's states: "There have been fewer strikes and lockouts in Oregon than in any other state of the Union."

An aid in keeping industrial peace had been the creation in 1919 of the State Board of Conciliation and Arbitration. It was the first such board in the nation and further strengthened Oregon's position as a leader in constructive industrial legislation.

Oregon's Board of Conciliation and Arbitration called for full, free and open discussion of the issues involved in a dispute, and it depended upon what it termed "the principles of humanity and justice" in finding solutions to industrial disputes. For the period 1919-22, it prevented 6 major strikes and settled 200 disputes in their incipiency.

During the war years when women were making a new place in industry for themselves, the Industrial Welfare Commission, Board of Inspectors of Child Labor, and the Bureau of Labor voluntarily consolidated. The child labor board's duties were absorbed by the Industrial Welfare Commission and labor bureau, and the Commissioner of Labor became executive secretary of the commission.

### **Women Find New Jobs**

The Industrial Welfare Commission found itself called upon to face many new problems through the demands made by war industry for the employment of women. Women were working as elevator operators, mail carriers, on delivery wagons, in shipyards, in brass foundries, in railroad yards, as freight truckers, scrap iron sorters, as section hands, engine wipers and hostlers. They presented problems for which precedent had furnished no guides.

The women gladly accepted their new duties, many through patriotic motives but most for the larger field offered, for better pay, shorter and regular hours. Few were paid the same wages as men for the same tasks, the railroad companies' employes being the exception. But none expressed a desire to return to her former employment in the traditional fields offered women—in hotels, laundries, as teachers, clerks, nurses, or domestics.

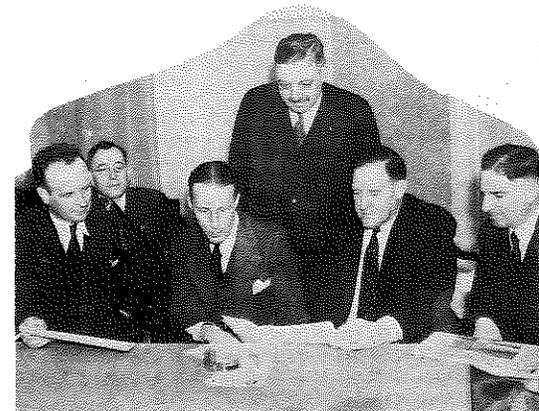
The employers were satisfied with women's performance. They stated without exception that women had proved as capable as men and could in time become as skillful in the more complex tasks.

Faced with this new independent woman, the commission promised that while it would keep in touch with changing conditions so that its rulings would be intelligently arrived at—it would not countenance any occupation that would interfere with actual or potential motherhood of a woman.

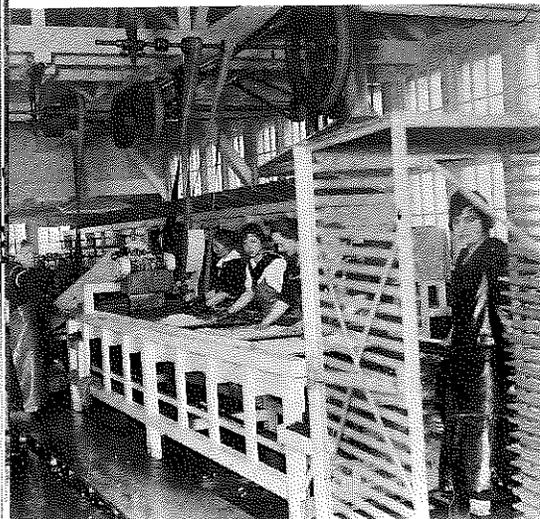
The Industrial Welfare Commission held firm against relaxing any of its rulings made for the protection of women in industry. Under pressure from employers seeking help in a tight labor market,



44-hour work week gave carpenters leisure time for baseball league.



Commissioner Gram often met with labor and management leaders to conciliate industrial disputes. Oregon's Board of Conciliation was first in nation.



Commission ordered wooden platforms over "wet, sloppy" cannery floors.

the commission made adjustments where it could without sacrificing the standards which made the condition of the Oregon working woman superior to that of women in the stores and factories of other states. Night closings were a special target of some Portland merchants. The commission resisted the pressure to lift the 6 p. m. mercantile closing time and 8:30 p. m. factory closing time set for women employees.

### Employers Defend Wage-Hour Law

The majority of Oregon employers gradually found themselves favoring the Oregon Wage and Hour law as being beneficial not only to employees but to themselves as well. They rallied to its defense in 1923 when the Supreme Court of the United States declared the District of Columbia act an infringement upon an adult woman's liberty of contract and therefore unconstitutional.

The Manufacturers and Merchants Association of Oregon came immediately to the aid of the Oregon law. Holding that it could only be objectionable to a certain class of employers the association sent a bulletin to all its members which read in part:

*"Resolved that the Manufacturers and Merchants Association of Oregon pledge to the Industrial Welfare Commission their support and cooperation in maintaining the present status of the Oregon law, and that we will use every effort to discourage anyone from testing the validity of the law in the courts, and will also use every effort to prevent repeal of the law by the legislature should such a thing be attempted; and as an evidence of our sincerity we hereby pledge ourselves to be governed in the future, as we have in the past, by the rulings of the Industrial Welfare Commission."*

This voluntary cooperation of the manufacturers and merchants of Oregon continued until the constitutionality of the wage and hour act was affirmed once again in the Supreme Court of the United States in 1937.

### All Work—No Pay

Workmen's complaints coming to the labor department over unpaid wages were greater in number than all other complaints combined. One of the earliest bureau reports states: *"The full extent of this evil of nonpayment of wages is not known."* The reasons behind the failure to pay workmen varied. Either employers had little or no capital to finance payrolls or they were unable to meet competition, were poor managers, or were downright dishonest. Often a worker would be paid with a check that would come back marked "insufficient funds". These checks never would be made good. Because of their inability to collect their due from employers, many Oregon workers were subjected to humiliation and suffering.

The labor bureau warned both the public and the legislature that such unpaid wages "breeds lack of faith and respect for the law". Said the labor commissioner: *"The man or woman who by hard labor has earned a few dollars needed to sustain life and then finds they are deprived of just compensation while the employer goes about un-*

disturbed, usually forms a poor impression of our governmental institutions and foments a state of mind which is not conducive to good citizenship." The commissioner minced no words. He called such wage-withholding practices "stealing without a penalty."

### Regular Pay Day Mandatory

In collecting wages, the bureau often found that the refuge of the dishonest employer was bankruptcy proceedings. At best, payment of wages would be made after months of delay with attendant suffering to the worker. Mechanics' liens offered relief to some workers, but this was a slow process and legal costs had to be advanced by the worker. Often the worker had no lien right because his work did not produce tangible property which could be seized to pay his wages.

Although the state gave the labor department no legal authority to collect unpaid wages, the commissioner did what he could as a friendly intermediary between worker and employer. In this way many thousands of dollars of legitimate wage claims were collected. In the prosperous 20's the Bureau of Labor offered its services to workingmen for the collection of unpaid wage claims totalling over a quarter of a million dollars.

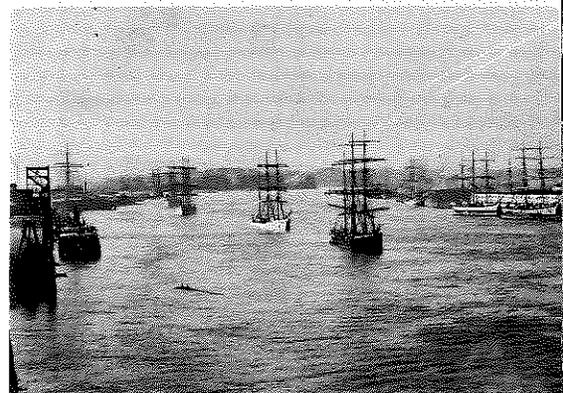
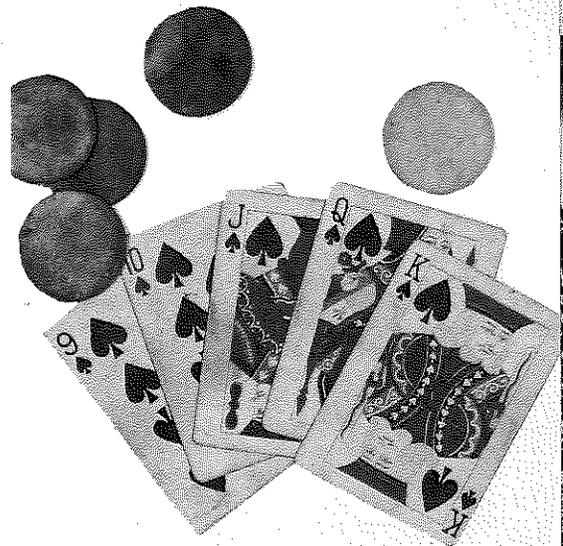
The bureau had been successful in getting the legislature to pass one boon to the wage-earner—the Pay Day law. Before this law, workers had to wait sometimes from three to four months for their pay, meanwhile running up bills at the grocers' or borrowing from loan sharks at interest rates as high as 200% for a two or three month loan—money borrowed to tide them over until they were paid. The 1925 Pay Day law made it mandatory for employers to set regular pay days with no longer than a 30-day interval between.

### Ship Poker Cheats Cannery Workers

Some employers were fertile in thinking up rackets to cheat their employes out of wages. One racket in the mid-20's victimized Alaska cannery workers. At the close of each fish canning season Alaska cannery labor would flock to the bureau offices with wage complaints. Nearly every complaint involved a gambling phase. On investigation it was found that labor contractors would hire henchmen to start poker games on the ships plying to and from Alaska carrying cannery workers. These henchmen would distribute poker chips to the workers, charging them to the workers' accounts. Often it turned out that the entire summer's cannery wages would be offset by gambling debts incurred aboard ship.

In the spring of 1925 before the fish pack ships cast anchor for the north with their cannery crews, labor department officials rounded up all contractors in the Portland area. They were given a Dutch uncle talk. That was the end of the complaints and that particular racket.

So great had been the demands on the labor bureau that in addition to its Salem office it now had a branch office in Portland. The bureau was working hard at the primary duty for which it had been created—to help the men and women who work with their hands.



Poker hands like these on Alaska cannery ships wiped out workers' summer paychecks.

## BANKING INTERESTS PREVENT DISASTER

Buying Orders Appear as  
Stock List Staggers.

## TURNOVER SETS RECORD

Sixteen Million Shares on Ex-  
change, 9,000,000 on Curb  
Change Hands.

Continued From First Page.

though a fresh collapse in prices, bringing ruin in its wake, was inevitable, but each time the holes were plugged and the threatened disaster was averted.

Despite the fact that prices of probably half of the thousands of stocks listed on the exchange have been cut in half, or more, during the recent decline, and that the aggregate decline in quoted values of all securities from the high levels of the year exceeds \$25,000,000,000, only one casualty has developed among brokerage houses thus far. Suspension of the New York curb exchange firm of John J. Bell & Co. for failure to meet its obligations was announced shortly after the market opened. Inasmuch as this firm was not engaged in a general commission business, the failure had no serious consequences.

### Extra Dividends Declared.

Directors of the United States Steel corporation and the American Can company, supplementing the efforts of bankers to restore confidence which has been badly shaken, today declared extra dividends of \$1 each on their common stocks, in addition to the regular quarterly payments. These special disbursements were made possible by the huge earnings piled up by these corporations in the wave of general prosperity earlier



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The Bureau of Labor was a moral force during the unrest of the 30's. Through the medium of his office the commissioner of the bureau was the articulate voice of the destitute working man who had been let out of his job.

After the industrial machine had "stripped its gears" the unemployed constituted the major economic problem of the labor bureau. In the 1930-32 biennium 866 plants had closed their doors—bankrupt. Another 58 plants were destroyed by fire. The logging industry was employing 48% less with a 62% decrease in payroll. Wood and wood products employment was down 28%, its payroll down 46%. The service trades employed 36% less workers with a 45% decrease in payroll. During the winter of '32 unemployment in Oregon had reached an all-time high, and by May, 1933 one out of five Oregonians was on relief.

### "Relief" Not Answer?

Nothing had been reached by either management or government that even remotely indicated a lasting solution to the problem. Millions were spent on the dole and work relief, which the labor department considered an inadequate answer. Considering the \$4,021,318.70 that was spent in one 11-months period on emergency work relief in Oregon, Commissioner Gram emphasized: "For this total expenditure there is not a thing to show. The same program must be simply repeated on a larger scale unless a better one can be developed." He demanded of the captains of government and capital: "Shall we continue with such shortsighted business?"

The commissioner confessed that practically all experience to that time could serve no constructive purpose; that the only thing everyone could agree upon was that "the problem is not a transient one and that its solution demands drastic, determined and far-reaching action."

### Business Ethics Blasted

The conditions of the time called for fresh treatment and thinking, he said, and as a starting point he suggested *the human being*: "We must work from the warm impulses of sympathy and consideration for the rights of the individual to a measure of life, its pleasures and satisfaction." This was necessary, he said, in addition to the cold calculations for dollar success.

Speaking for the labor department in those trying times, Gram castigated industry which "has simply cast out a large element of people whose services are no longer required". "By the universal standards of our commercial civilization," he said, "this increasing proportion of the human population does not exist." He blasted big business ethics: "Two distinct traits of character are placed before us for consideration. One is that of honest credulity and steady plodding industry in pursuit of happiness and reasonable contentment. The other is that of overweening ambition to amass unlimited wealth either in conformity with or by evasion of adopted regula-



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a bushel under Monday's  
rallied later under the  
increased buying to show  
3 to 4 cents. A big vol-  
g was reported.

er, and Jesse Drain, Seattle, depart-  
ment adjutant, were present and fo  
of Legion plans and activities. The  
Ridgefield Legion band and the Lon  
view Legion drum corps added ze  
to the program.  
The auxiliary also had its distri  
conference at the Kelso club follow

tions . . . The one builds nations and civilizations. The other destroys them."

Commissioner Gram lashed out at industry's apology for its debacle: "Overproduction is no longer an issue. It can not stand in the consciousness of underconsumption. It is not that we make more than we can use, but that we make more than the wages of the workers can buy back! . . . There has never been overproduction in this country. Until the needs of the workers are fully supplied through the natural purchasing power of their employment, there is underconsumption, and no period of the so-called overproduction to date has been without its unnamed millions who would gladly have reduced the supply if sufficiently possessed of employment and purchasing power."

From its earliest days the bureau has seen certain handwriting on the wall. Commissioner Hoff at the height of the 10-hour day had sounded the tocsin: "The increase in labor-saving machinery is displacing many men and women. Time must be divided for the jobs to go around. A shorter work day will come." In the depressive 30's Commissioner Gram repeated: "The shorter work day is at once an obvious and logical answer to the purely technical unemployment."

**Use Idle Lands—Gram Says**

The labor department during these dark days called upon the legislature to use as an aid to the dispossessed a panacea that was in their hands. "The State and counties of Oregon," Gram reminded them, "have a superabundance of idle land taken over for taxes or on foreclosure of state loans. An ample amount is fitted by character and location for the homeless." He pleaded that the legislature encourage the development of a class of self-sustaining small homeowners on this land thereby replacing it on the tax rolls. "A bit of simple legislation, only, would be needed," the commissioner insisted, "to make these properties productive and sustaining to the workers' dignity and health."

**Bureau Gets Wage-Collection Power**

Non-payment of wages was snow-balling in the early 30's. From October 1, 1929 to September 30, 1932, the labor bureau accepted claims for unpaid wages totalling \$233,867.96. It did not accept the assignments of 1366 workers for unpaid wage claims of \$117,700.16 because their employers were insolvent.

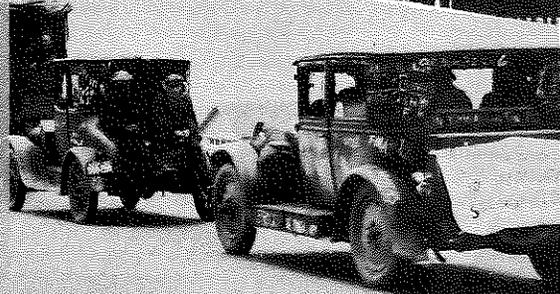
The 1931 legislature finally acceded to the labor department's pleas for a wage collection law by passing an act "to more fully provide for the payment and collection of wages and the enforcement of the rights of the employes in such matters." The bureau was given authority to investigate and to attempt the adjustment of wage claims. It could now make complaints in criminal courts against employers failing to pay wages.

The Wage Collection law, however, wasn't too effective because it confined its jurisdiction to certain classes of employes. It left many workers uncovered, such as the thousands working in the service trades and in hotels and restaurants.

**DOWN IN TABULATIONS**

The following table illustrates the losses on the outstanding stocks of various companies as a result of the recent market crash.

Approximate Loss From Year's High	Approximate Loss Today
\$1,399,500,000	\$386,800,000
715,500,000	97,500,000
1,064,000,000	80,100,000
645,800,000	175,000,000
200,000,000	325,250,000
1,000,000	350,960,000
100,000	96,000,000
100	88,450,000
	92,300,000



134.75	84.00	76.00	1.00
75.50	36.00	40.00	8.25
181.00	95.00	95.00	16.25
114.75	26.00	38.50	1.75
162.00	40.00	41.00	19.12
261.75	167.00	174.00	12.00
292.62	100.00	126.00	19.00
199.25	50.00	55.00	22.50
310.25	204.00	204.00	28.00
24.70	10.00	12.25	2.75
183.25	89.50	91.50	5.75
140.00	32.25	63.00	7.75
149.25	61.00	71.00	17.00
186.75	70.00	70.00	27.25
98.75	51.00	52.00	8.00
137.75	73.00	73.50	14.00
243.75	79.00	80.25	25.25
75.50	24.12	25.75	7.75
201.50	51.00	60.00	20.00
271.50	174.00	190.00	1.00
298.62	221.00	234.00	17.00
145.12	112.00	114.50	7.75
143.50	110.00	115.00	9.00
226.00	141.50	144.75	25.25
93.50	44.00	45.25	9.75
65.75	30.00	32.12	2.87
101.32	55.00	60.00	15.12
249.75	75.00	189.50	
132.50	7.00	89.50	
290.00	5.00	215.00	
297.62		238.00	



WASHINGTON, D. C., Oct. 29. (AP)—The proposed resolution of censure of Senator Bingham of Connecticut was withheld today as the senate adjourned out of respect for the late Senator Theodore E. Burton of Ohio. Senator Norris, republican, Nebraska, will offer his resolution Thursday.

Mrs. Annie C. Sinclair Dies.

WEDNESDAY, OCTOBER 30, 1929  
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 4TH AT MAIN

Emphasis was placed on the declaration of an extra dividend by United States Steel today and the favorable earnings for the third quarter together with the action of American Can in raising its dividend rate, were

that manner." Bankers will buy "when they are convinced that the storm is over. . . They will not support the market, but will go bargaining when the right time comes."

Using the law as far as it could, the Bureau of Labor continued to take care of all employes needing help to collect wages through its time-honored policy of informal mediation.

The labor department was also successful at this time in getting another wage collection aid through the 1935 legislature. This law required employers in forest products to give employes regular statements of log scale or quantities produced by them. This act was of great importance in stabilizing labor-employer relations in Oregon's first industry.

### Night Work for Women Challenged

The legislature of 1931 legalized the voluntary consolidation of the child labor board, Industrial Welfare Commission, and Bureau of Labor effected in WWI. It combined the child labor board and the Industrial Welfare Commission and changed the name to State Welfare Commission. The Commissioner of Labor continued as executive secretary.

During the depression years this commission endeavored to aid both women and employers by mitigating industrial rulings where it could be done reasonably, so as to "avoid hardships which on the one side would prevent employers from retaining or engaging employes under present extremes of world-wide competition."

At this time a Portland food merchant successfully challenged the constitutionality of the restriction on women's work after 6 p. m. This blow at night store closings was the one major defeat in the entire history of Oregon's Wage and Hour law.

### Children—Cheap Depression Labor

"There is no surer pulse of the economic situation than the files of the child labor division. When hard times come, the first resource to which 95% of the parents and relief workers turn is the child of working age . . ." so said the child labor workers. The need of the time was any job with a pay envelope—a tragic situation for an adult, the labor bureau contended, it became a crime in the case of a child.

In this troubled period the child was the only one in the family who could find work. Children were cheap labor and youngsters of 16 to 18 years were taking the places, at lower wages, of men with families.

The biennium covering the stock market crash saw 7197 youngsters swamp the labor department—all wanting to work. In the previous biennium only 1301 permits had been issued for under-age workers.

The bureau tried to keep these children in school so their school pattern would not be broken. In Portland, aid from such agencies as the PTA was enlisted. They loaned children carfare, lunch money, and school supplies. These efforts were partially successful in keeping children in the classroom because the average number of work permits issued for each succeeding biennium of that decade dropped to 3078.



"Oregon rank and file" in bonus march on Washington.



Oregonians lead jobless parade in nation's capitol, with police escort.

## NRA Booms Unions

Under the National Recovery act, and then under the National Labor Relations act, approved July 5, 1935, organized labor in Oregon grew. Immediately after the NRLA, union membership almost doubled. It is recorded that for the two-months period after NRLA became effective, a new local was organized in Portland every week.

Industrial conditions were looking up by 1937. There were increases in employes and payrolls. Service trades and "luxuries" were on the upswing. Over a two-year period these industries show the trend:

	Employes gain	Payroll gain
Newspapers, printing, and engraving	+ 5.35	+11.55
Laundries, cleaning, and dye works	+10.61	+16.55
Electric lights and gas plants	+14.76	+18.03

For this same period union labor over the state showed gains as these samples show:

- Marshfield pile drivers were making \$8 a day, up from \$7.50
- Portland waitresses, \$3, up from \$2.67
- The Dalles apprentice painters, \$5 a day, a dollar increase
- Tillamook loggers, \$5, up from \$4 and
- Albany sausage makers, \$6, up from \$5.20.

By 1939 a labor department survey showed that 141 Oregon industries had increased their employes by 7.38% and their payrolls by 20.76%.

## Bureau Quietly Mediates Disputes

Most employers cooperated with the workers in their organizing efforts to improve their position through standardization of wages, hours and conditions of labor. A few recalcitrant ones, however, resisted the trend toward unionization. There were many strikes in the late 30's.

The labor department spent much time and effort trying to prevent breaks in employer-employee relationship. These attempts at conciliation were never brought to public attention and the bureau's established policy of not injecting itself into a controversy unless asked was strictly adhered to. During the biennium of 1938-40 the Bureau of Labor entered 34 controversies. Its services had been requested in 30 cases before a strike was called and its mediation proved successful in each case.

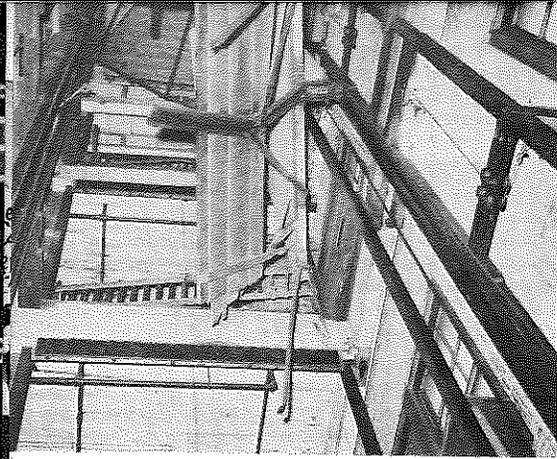
The department left no stone unturned in seeking solutions for labor-management troubles. During the 1934-35 biennium, one strike involved 700 workmen. To accomplish settlement the labor bureau conducted a hiring hall, the cost of operating being borne by parties to the agreement. There was no law for this activity but it was necessary to reestablish peaceful relations among a large group and to return workers to an industry.

## 50% Oregon Elevators Unsafe

By 1937 the legislature got around to granting another request that the Bureau of Labor had been making for years. With the



WPA women's sewing unit was set up in converted Portland dance hall and army barracks.



Elevator accidents, like this one which killed two men, brought on elevator inspection law.

automobile and electric lights had come the elevator. The bureau noted the thousands of people who rode elevators each year and it had counted the accidents resulting from this device. "The importance of this conveyance makes it necessary," said the bureau's commissioner, "that elevators be rigidly inspected and complete records kept on each."

As far back as 1907 the labor department had sponsored an elevator safety measure which forbade the operation of elevators by youngsters under the age of 18. It had taken thirty years to get the second safety law passed. Under it, the duty of inspecting all freight and passenger elevators once a year was given to the labor department, which would issue permits for their operation.

### 7388 Defective Appliances Found

Use of electricity expanded during the depression and presented new problems. Many installations were being made by homeowners with only a smattering knowledge of electricity. Also many sub-standard materials and devices, outwardly okay, but made without safety features, were being placed on the market. The bureau sponsored safety laws requiring examination of wiring installations, licensing of electrical journeymen for competency, and the licensing of electrical dealers with periodic examinations of their stock.

A first inspection of the stock of 1360 electrical dealers disclosed 7388 defective electrical articles on their shelves for sale to the public.

During the 30's the labor department sponsored an intensive educational program in electrical safety both within the electrical industry and with the public at large.

### Apprenticeship Law

### Immigration Laws Spur Apprenticeship

The education of future artisans has always been close to the labor bureau. A 1905 report attests this interest: "*The Commissioner is of the belief that industrial conditions would be advanced and the usefulness of each child that expects to become an artisan materially augmented by industrial training while yet attending school. The doctor, the lawyer, the teacher . . . all lay the foundation of their future usefulness in the public school, college or university, and only finishing touches are required afterward. Why not the artisan?*"

The labor department held that the dignity of industrial life called for a program of apprentice education under protection of a state-wide standard.

But no strong movement for the training of craftsmen in Oregon was started until her industries were faced with a definite shortage of skilled labor. This shortage was brought about by the immigration laws of the 20's.

Oregon had drawn her craftsmen from two sources—from the apprentices graduated by craft unions and from the immigration of



Shortage of skilled workers spurred Oregon Apprenticeship law.

European artisans. The first source supplied only a trickle. The state had drawn heavily upon the foreign skilled.

### **Building Trades Sponsor Training**

With the influx of skilled Europeans cut off, and no coordinated plan of apprentices within trades, a pinch was being felt by those industries demanding a high level of skill.

The future of Oregon's building and construction trade was in such jeopardy after World War I that the issue of a well-coordinated plan of apprenticeship was forced into public discussion.

Worried Portland architects, contractors, and labor representatives in the building trades formed an organization to study methods of providing proper training of craftsmen for their industry. This organization passed a resolution concerning: *"The necessity of arousing more interest in the educational requirements of the younger generation desirous of entering the building trades as craftsmen and the need for better coordination between facilities of the technical school and the practical requirement."*

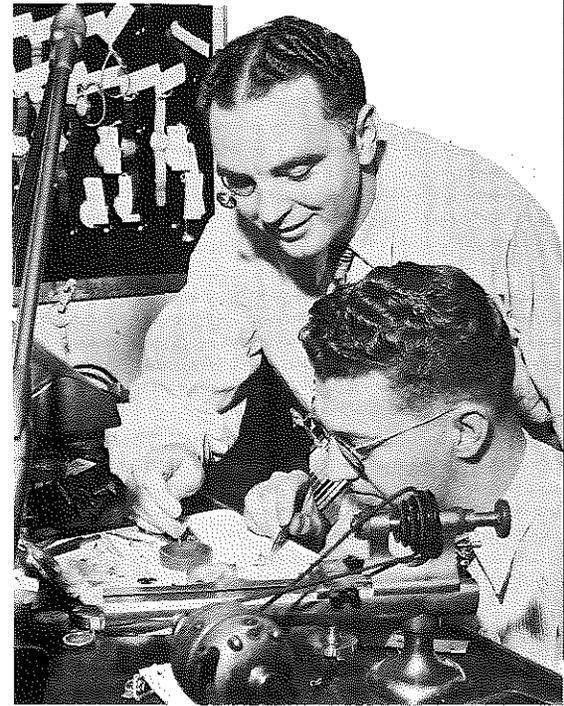
### **Second State With Apprenticeship Law**

To create a corps of instructors for apprenticeship training, the Oregon Chapter of the American Institute of Architects organized the Guild of Building Craftsmen made up of top-notch artisans in the different trades.

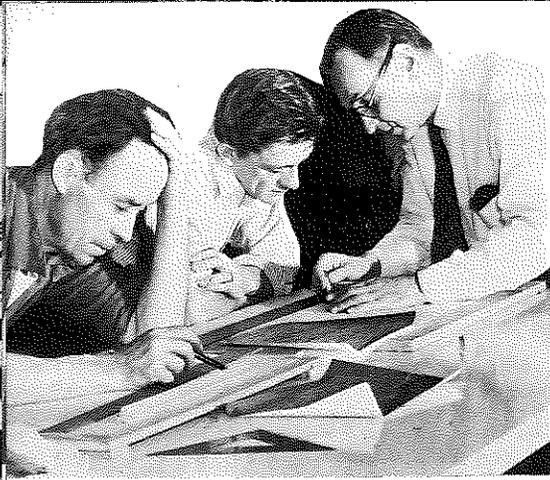
The State Board of Vocational Education and the Portland public school system cooperated with the building trades people and apprenticeship classes were started at Portland in 1923. By 1929 this voluntary movement to train young craftsmen had many supporters among the civic-minded. It spread to other towns. Apprenticeship classes were regularly scheduled at Salem and La Grande.

The Bureau of Labor strongly favored the program, not only because of its long interest in the education of the working class but because the program offered a constructive chance to ambitious young workers who were being victimized by fake trade schools. Too often, the department had received complaints from young workers who had been lured by the promises of these schools to make them "bricklayers" or "plasterers" in a six-months period. The department had been helpless in the cases where young men had mortgaged their homes and cars to cover the costs of tuition demanded by these racketeer schools.

The State of Oregon formally entered the apprenticeship picture in 1931 when Commissioner Gram called a meeting in Salem to discuss an apprenticeship bill which would ask the legislature to provide for the establishment of a commission having jurisdiction over minors receiving training in the skilled trades. This bill was passed by the legislature and Oregon became the second state in the nation, after Wisconsin, to give legal recognition to the training of youth for the modern industrial age.



Apprentices get on-the-job training from master watchmaker.



Trainees work out bricklaying problem in classroom.

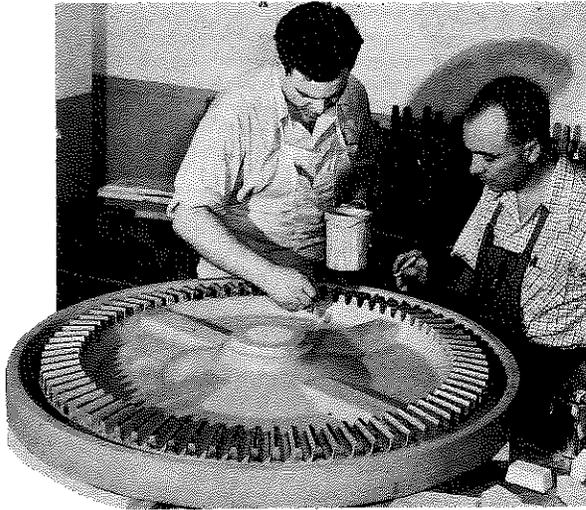
### Oregon Law Predates U. S. Plan

The Commissioner of Labor was appointed chairman of the Apprenticeship Commission which included the State Superintendent of Public Instruction, and members from the State Industrial Accident Commission and the State Board of Vocational Education. Employers and employees were recruited from various Oregon towns to represent local industries in the state program.

Oregon's apprenticeship anteceded the national program by five years and much of the federal apprenticeship plan drew upon Oregon's experience.

By 1940 there were 26 local apprenticeship committees in Oregon working with the state commission offering youth a chance to enter the skilled trades.

Gradually, the quality and quantity of Oregon's skilled workmen were built up. But Oregon's apprenticeship training was to reach its greatest momentum with the return of World War II's veterans.



Five years on-job training is required to become journeyman patternmaker.

# after Pearl Harbor...

A railroad gang worker was busy tamping ties on a stretch of track. He was an old hand at the work and he liked his job. Several times during the morning he looked up to see that his newly-assigned partner was doing sloppy work. "He'll catch it from that new foreman," was his casual thought as he continued his own methodical tamping.

Shortly after the noon whistle had blown while he was washing up, the new foreman accosted him. "Did you do that work across the track?" the foreman demanded. "No, sir. I worked on this side." The gang worker pointed out his side of the track. "What d'ya mean?" The new foreman was belligerent. "I saw you working there!" "No, sir. This is my side," insisted the worker. "What're ya trying to do? Tell me I'm blind? Put out work like that and you're through." "I told you it's not my work!" The foreman turned on his heel. "You can pick up your check!"

*Fair Employment Practices Law*

## Not White—No Job

A retort welled up in the worker's throat—and stuck there. A lifetime of futility was in that lump. For he was a Negro. And of 27 Negroes on this job several months before he was the last one left. Now there was none left. He had been told to pick up his check. He had no job. The new foreman just didn't like people who were not white. It was as simple as that. Not white—no job. It wasn't fair but . . .\*

And then this Negro remembered the Bureau of Labor and a new law. He brought his dilemma to the attention of the Bureau of Labor and the forces of that department went into action to see whether he had been a victim of discrimination because of his color.

No law can forbid a man to have prejudices. But when a man's prejudices harm the well being of his fellow citizens through acts of discrimination then a law should prohibit that man from putting his prejudices into action.

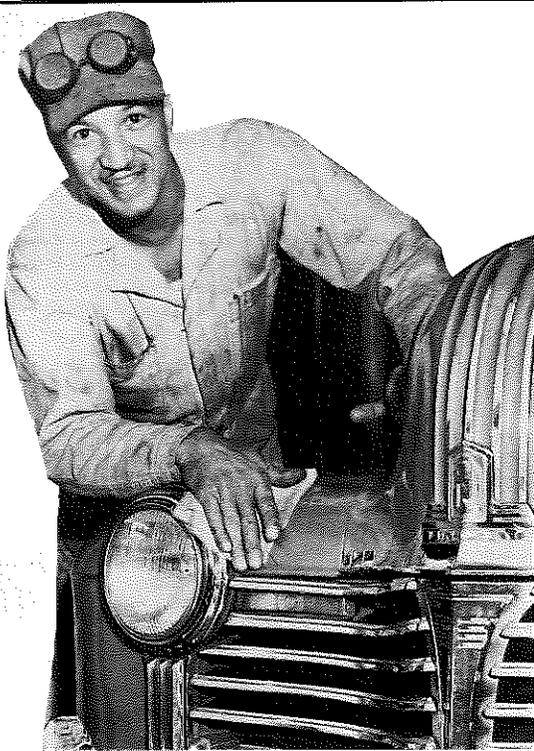
It was this belief that stirred Oregon legislators in 1949 to declare it a policy of the state that any employment practice stemming from racial, religious, or national origin prejudices, not only harms the individual Oregonian but all Oregonians and threatens the foundations of their free democracy.

## Oregon Sixth State With FEP

The 45th legislative assembly passed the Oregon Fair Employment Practices act, giving its jurisdiction to the Bureau of Labor. This act forbids an employer, an employe, a labor union or an employment agency to discriminate against a worker because of his color, race, religion or national origin, either in hiring or firing, in referring for work, upgrading on the job, in conditions of work, or in admission for union membership.

\* Based on actual complaint in bureau files.





Portland Negro mechanic has own shop and staff of colored and white workers.

Oregon was the sixth state in the union to pass the law which guarantees job democracy. Under its mandate the Bureau of Labor investigates complaints of discrimination filed with it, and if discrimination is found, action is taken to correct it. In the case of the Negro section hand the railroad condemned the discriminatory practice of its foreman.

The overall policy of the labor department in its administration of the Fair Employment Practices law has been not to build up caseloads of complaints, but to build up a long-range educational program which aims to wipe out prejudices that result in discriminatory practices. The bureau embarked on a program—immediately on receiving jurisdiction of the law—of speechmaking, forums, materials distribution, and conferences with schools, libraries, civic, social, and religious groups. In this educational venture the Bureau of Labor has been assisted by an Advisory Committee which is made up of representatives from labor, management, and minority group leaders.

### Jobs Open to Minority Workers

As a result many Oregon employers began to open their doors to workers from minority groups. Department stores and chain groceries hired colored clerks for the first time. Jobs as shipping clerks, truck drivers, cat operators, and office workers were opened to minority groups. Many of these workers found themselves, at long last, being given their seniority rights and upgraded. With the labor bureau's help, employers cleaned up job application forms, striking out questions that referred to an applicant's race, religion or national origin. Newspapers struck discriminatory phrasing out of their Help Wanted columns. The use of photographs as an aid by teachers' agencies and others to select job applicants was forbidden.

Being a pioneer administrator of FEP, the bureau's experience has been closely watched by other states, the national government, and other countries. Libraries, publishers, law firms, universities, legislators, and students have shown keen interest in the functioning of the Oregon law against discrimination.

### A Clean Slate

During the early days of the FEP, the labor bureau was not unmindful of the anomalous position in which it had been placed as administrator of a law seeking to achieve economic democracy, while at the same time it had responsibility for administering another law—a law which was patently discriminatory against certain Oregon inhabitants. This was the 1903 law which made it mandatory for the labor commissioner to keep tabs on orientals by gathering frequent social and economic statistics on them.

The labor department in 1951 asked the legislature to wipe this law off the books. The legislature did.

In race relations, Oregon and the Bureau of Labor had progressed, judging from this incident described by Commissioner Hoff in his Seventh Biennial Report to the legislature: *"On October 5 (1915), after being informed by an agent of the Cooks and Waiters' union that the Port of Portland was using Chinese*



Oregon FEP law opened office workers' jobs to Negroes.

*as cooks and flunkies on their dredges in the Columbia and Willamette Rivers, I called the attention of the assistant secretary of the commission to the fact, requesting that these Orientals be discharged at once. On the 8th I called again and was informed that they were discharging them and expected them all to be gone on that date."*

The Bureau of Labor had picked the mote from its own eye.

### **Kimsey New Commissioner**

Commissioner Gram declined to accept renomination in 1942 after 36 years of service. The duties of commissioner were taken over by William E. Kimsey, who had served as deputy for Gram in charge of the Portland office of the bureau. Kimsey had come to the department in 1939 with a background as a federal and state labor mediator.

During the early years of World War II the labor commissioner became a member of a survey board for the mobilization of skilled Oregon labor. This survey, first of its kind in defense activities, was without precedent in America. The state was combed for artisans, skilled in shipbuilding, aircraft work, and other necessary war production skills. A spot check of Astoria showed 2500 fishermen who had shipbuilding know-how from the first world war.

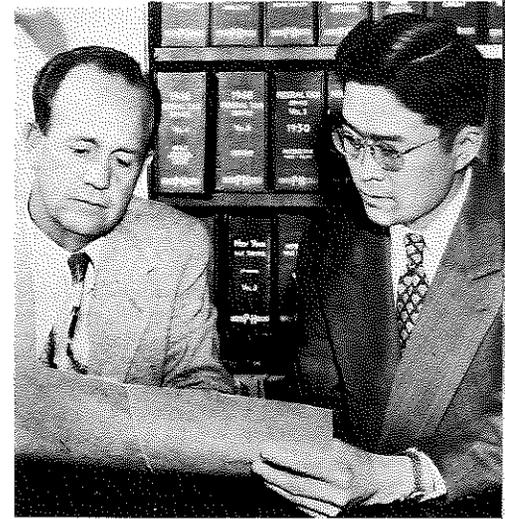
### **WW II Skyrockets Child Labor**

After Pearl Harbor, Oregon began supplying a vast amount of war materials and employment increased tremendously. The state's labor force during the 40's was supplemented with boys, girls, and women to a degree never anticipated. The demand for child labor was tremendous throughout the war years. The year before Pearl Harbor only 2845 permits were issued to Oregon employers for minors' services. In 1942 these shot up to 13,846. During the next two years the figures skyrocketed to 72,918. Of this total, 14,918 permits were issued for school vacations, leaving 57,000 minors between the ages of 14 and 18 working legally, either full or part time.

Because of the great emergency demand for the services of these young workers an arrangement was made by the bureau with the United States Employment Service to have it issue temporary work permits for minors, to expire ten days after issue. This allowed for the legal employment of a minor on the same day he filed an application and furnished proof of his age. It also gave the labor department time to check the application.

### **Child Labor Standards Hold**

In spite of war production pressures and the tight labor market, child labor standards were strictly maintained. Each application for a minor's employment was examined closely by the bureau to see if the work to be done was legal for minors and if standards provided by law, such as the minimum wage, hours (now an 8-hour day, 44-hour week), and other safeguards, were met.



State agencies now employ minority group workers.



Woman shipyard worker in WWII does man's job.

During the biennium 1944-46 a change in the compulsory school law requiring completion of the 12th grade, helped to cut down the teen-age work force. During this two-year period 54,251 work permits were issued. Getting the 16- and 17-year old back in school after they had earned high wages was a real problem. But the tight labor market eased off after VJ-day and with sufficient adult labor available the employment of minors declined except during seasonal periods. In 1948-50 permits for the employment of youngsters under 18 were down to 19,638 and these were mostly for vacation.

The State Welfare Commission in 1941 had changed its name to distinguish it from the State Public Welfare Commission set up for public relief. It was to be known thereafter as the Wage and Hour Commission.

While women had never been employed before to the extent they were in the years of World War II, this commission closely guarded the working conditions affecting them. During the emergency relaxation of hours no employer of women was permitted to exceed regularly the legal 8-hour day. Enforcement of the minimum wage was no problem during the acute labor shortage. Employers had to pay high wages to both men and women to get sufficient workers.

### Wage Claims Down

Claims for unpaid wages filed with the labor bureau were comparatively small during these years. But after VJ-day a steadily increasing number came in.

Formally assigned wage claims for the bienniums of the 40's show the trend:

Biennium	Claimants	Amount
1940-1942	2286	\$117,548.34
1942-1944	615	44,067.67
1944-1946	518	46,284.02
1946-1948	1425	166,043.30
1948-1950	2036	268,080.60

In addition hundreds of complaints were adjusted by the labor department without reaching the stage of formal assignment for possible court action.

The Bureau of Labor, anticipating a period of unemployment at war's end, looked to the future needs of Oregon workers. It sought to encourage projects in Oregon that would develop new resources, expand the remanufacturing and reprocessing of basic raw material products and would finance new business enterprises.

### Employment Stays Up

But the spectre of unemployment after VJ-day did not materialize. Some of the migrant war workers went home. Offices and service establishments, worker-hungry during the war, absorbed many job seekers. Many young people not equipped by education for peace-time work took themselves off to the classroom. Manufacturing plants spurted with activity to turn out a backlog of

Women in Oregon industry hit all-time high during war. Women got equal pay.



unfilled orders. A tremendous increase in building activities absorbed other workers. All in all the supply of workers available didn't begin to fill the state's postwar needs.

### School Buildings Added to Safety Inspections

The electrical work of the bureau, heavy during the 18 months before Pearl Harbor, slacked off due to man and material shortages. However, much preventive work was done by the labor department. During this period of feverish industrial activity and substitute materials, the labor department succeeded in keeping a low fire and accident record throughout the state.

The electrical statistics for the period give a graphic picture of fluctuation in materials, manpower and building activities.

Biennium	Inspections Dealers' stocks	Journeyemen Examined and Licensed
1940-1942	2298	417
1942-1944	1090	142
1944-1946	594	348
1946-1948	427	398
1948-1950	1196	711

With the release of materials and labor to home and factory at the armistice, the electrical division of the bureau had only enough manpower to inspect 15% of new installations. In the 1948-50 biennium 12 additional electrical inspectors were hired.

The work of the boiler division continued to keep pressure vessels in safe operating condition. While there had been a slight reduction in the number of boilers used in Oregon, unfired pressure vessels increased in the biennium 1946-48 by almost 2000, and in 1948-50 by another 25%. In 1947 the department was given the additional job of inspecting vessels holding liquefied petroleum products such as propane and butane gas.

During the decade the Bureau of Labor had another safety inspection duty given it by the legislature. At the request of local school authorities and with the permission of the Superintendent of Public Instruction it could now be asked to inspect school buildings, play sheds and gymnasiums to determine their physical condition.

### Strike Losses Low

It was the proud boast of Oregon's Bureau of Labor during the 40's that despite the tremendous increase in workers and industries no other state had a lower percentage of man-days idle as a result of industrial disputes.

The labor department attributed this fact to its policy of successful conciliation, so ably demonstrated in the biennium 1940-42. In that two-year period, the bureau was called in on 29 industrial disputes. Nine of these involved strikes when the services of the department were requested, but in the other 20 the department successfully terminated the disputes without loss of time.

This traditional policy of settling industrial disputes by calm judicial proceedings rather than by battles, clubs and violence, was



Non-inspected boiler blows up, wrecks store. New boiler had been installed without being reported to Bureau of Labor safety inspector.



5000 ex-GIs enrolled in Oregon apprenticeship training program.

further strengthened in 1947 by passage of a Labor Disputes Election law. Under this law the Bureau of Labor has the duty of holding elections by secret ballot to determine whether a labor dispute between an employer and his employees in a collective bargaining unit shall be continued or terminated. Either side in a dispute can petition the labor bureau for such an election.

### 5000 GI Apprentices

The apprenticeship program of the Bureau of Labor was accelerated by the return of war veterans eager to take their place in Oregon industry. The veterans wanted jobs but it became necessary to train them. Many of these young men had been inducted before their education had been completed, or before they had had a chance to enter a trade—80% of them had not sufficient work experience to qualify as skilled or competent workmen.

They jumped at the opportunity apprenticeship offered them to get on-the-job industrial training in their home-towns with its chance to earn a living while they learned. Early in 1945 there had been less than 50 registered apprentices in the state. By 1948 their numbers zoomed to a high of 5008. 84% of them were veterans.

Oregon's apprenticeship program had been streamlined in anticipation of this postwar increase through an amendment of the apprenticeship law.

The governing body had been changed in 1943 to the State Apprenticeship Council composed of public, labor and management members. The labor commissioner retained chairmanship in the new council which was charged with responsibility for the supervision of apprentices in the state, the establishment of state-wide standards for each trade, and rules and regulations protecting the apprentice from exploitation.

Apprenticeship training in Oregon became an integrated, coordinated program, using the combined efforts and experience of the labor bureau, the state departments of Vocational Education, Public Instruction, Veterans' Affairs and the Industrial Accident Commission. Administration on the local level was left in the hands of volunteers representing labor and management in home-town industries.

### Skilled Labor Shortage Eases

The registration of veterans as apprentices erased some of the acute shortages that had existed in certain skilled crafts. The critical shortage in housing was eased in 1948 with the registration of 2466 apprentices in the building trades. The shortages in mechanical help gave indication of being relieved when 701 apprentices signed up for training in the automotive trades.

The Oregon Bureau of Labor had increased its work a thousand-fold from the day it had been a one-man bureau. It now swung into the multi-activities that would mark the last biennium of its half-century.

**BIENNIAL REPORT 1950-1952**

# APPRENTICESHIP COUNCIL

## PUBLIC MEMBERS

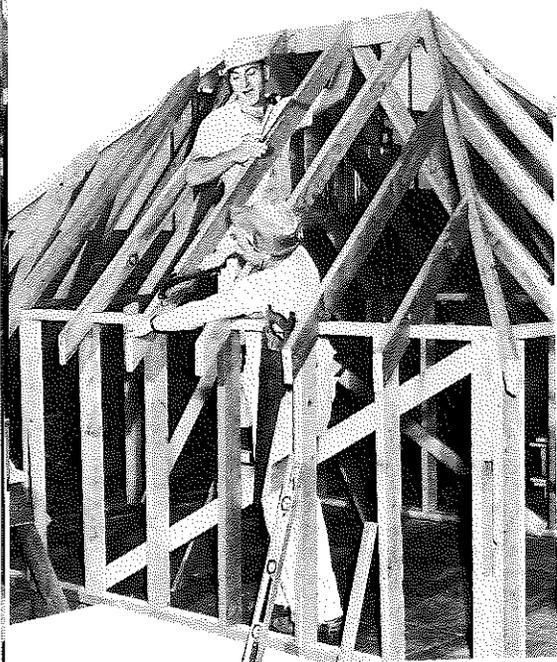
W. E. Kimsey, *Chairman*  
 Rex Putnam  
 Paul E. Gurske  
 W. F. Gaarenstroom  
 O. I. Paulson, *ex officio*

## EMPLOYER MEMBERS

W. C. Oettinger  
 Earl Kast  
 R. M. Robson  
 Alfred S. Teller

## EMPLOYEE MEMBERS

Ivor T. Jones  
 J. C. Joy  
 Glen G. Duncan  
 T. J. Fry



Carpenter apprentices solve hipped roof problems on model roof. Apprentices must take 144 hours of classroom study.

A presidential order in the mid-summer of 1952, authorizing draft deferments of apprentices similar to those granted college students emphasized the importance of Oregon's apprenticeship system in maintaining a sound economy.

To fill the critical occupation requirements of both national defense and Oregon's growing industries through expansion and the fullest utilization of the apprenticeship program, the council maintained an intensive educational service throughout the state. This service, sparked by the director of apprenticeship and ten field assistants, worked through 452 volunteer employers and skilled craftsmen in various towns. These volunteers, forming 28 local apprenticeship committees, 70 local apprenticeship trade committees and 15 state trade committees, assisted in the administration and supervision of apprenticeship training in their home towns and in the formulation of educational standards within specific trades. Their pooled efforts for the biennium resulted in these statistics:

	TOTAL	BLDG. TRADES		METAL TRADES		SERVICE TRADES		OTHER	
		Portland	Upstate	Portland	Upstate	Portland	Upstate	Portland	Upstate
<b>Apprentices Accepted for Training</b>	2203	992	679	180	118	31	146	30	27
<b>Apprentices Graduated</b>	1302	336	346	108	94	92	153	51	122
<b>Apprentices in Training June 30, 1952</b>	1855	496	562	152	164	80	212	108	81

*(Each apprentice represents at least 4000 hours of on-the-job training plus an additional 144 hours of related classroom theory in his trade—all under the tutelage of master craftsmen. Average starting pay is 40% of the skilled worker's pay with periodic raises as the skill and knowledge of the apprentice increases.)*

Due to restrictions in the building industries and the allocation of materials such as iron, steel, copper, brass and chrome, registrations in the building trades declined in this biennium but with the lifting of government restrictions an increased registration is anticipated.

Despite this decline in the building trades the number one problem of the council since the outbreak of the Korean conflict has been to recruit enough apprentices to fill the demand for Oregon industries. With the return of the Korean veterans an upswing in apprentice registration is expected. There are now being held in the military file 189 apprentice registrations. These represent young men who had started their apprenticeship and who were called to duty with the armed forces. These and other returning veterans who will avail themselves of the new GI education bill will add to the apprentice ranks.

# BOARD OF CONCILIATION

With an estimated labor force of 658,900 and less than a third of her workers organized Oregon has presented for the most part a remarkably peaceful industrial front during the biennium. Services of the labor department and the Board of Conciliation were requested in few disputes during the period.

The present members of the Board of Conciliation are H. H. Harrison, employe representative; Guy Haynes, employer representative, and F. G. Scherer, public member and chairman.

Services of the board were requested in three labor disputes.

Laundry and Dry Cleaners Union No. 107 asked the board to consider its five-year dispute with Laurelhurst Cleaners & Dyers of Portland. A contract was in existence when the matter first came to the attention of board members but the employer formally cancelled the contract in the course of procedures and declined to consider a current contract with the union. Each party appeared before the board at least once and there was one meeting of both parties with the board. However during the five years of dispute such personal animosities had developed that negotiations were impossible.

The Local Joint Executive Board of Culinary Crafts of Portland presented a request to mediate its dispute with the Imperial Hotel of Portland which had been continuing for two and one-half years. Since this hotel has been picketed few, if any, of the workers presently employed were there at the outset of the dispute. The employer has not consented to a meeting with representatives of the union to consider a contract.

The Oregon Public Employes Council No. 12 reported a dispute with the Josephine County Court as employer of highway construction and maintenance men. The court declined to recognize the services of the board on the ground that it was not empowered to mediate labor disputes between a subdivision of the state and its employes. This interpretation was backed by an opinion of the attorney-general and no further action was taken in this case.

The Board of Conciliation interprets its function largely as providing a means for all parties in an industrial dispute to present their case to impartial board members who may then give publicity to the facts in the case.

In reviewing the first two cases the conciliation board members feel that it is evident that they were not within the intended purposes of the services of the Board of Conciliation. It is the opinion of the board that it should be notified by either or both parties in a dispute when there is a threat of routine negotiations ending in a deadlock or failure. The board is also of the opinion that it can be effective in major disputes that affect the public welfare if it is notified early in the negotiations so that it can be sufficiently informed to act with due discretion in using its power for public hearings.

## LABOR DISPUTES ELECTIONS

Two employers and one labor union filed petitions for elections with the department during the biennium.

One of these originated at an Albany food store over classification of clerks and pay increases. While the majority of workers continued their employment behind a picket line, the store management requested an election to determine whether or not a dispute existed between the store and a local union. The majority of employes voted there was no dispute in the election supervised by the labor department.

Management of a Salem office building asked for an election to determine selection of a collective bargaining agent for its employes. The employes voted for the building union against the picketing AFL local.

Petition was filed by a teamsters' local against an oil cooperative plant, which had refused to negotiate a working agreement covering employe members of the union. Employes voted 7 to 1 for continuance of the dispute.

## EMPLOYMENT AGENCIES

From its earliest years whenever opportunity presented itself the Bureau of Labor encouraged the establishment of a public non-fee-paying employment agency. It entered into the first cooperative arrangement with the federal government to promote such service in Oregon. Out of this pioneer spade work it finally saw in 1935, the creation of a full-fledged Oregon State Employment Service and another agency of the state, the Unemployment Compensation Commission designated to maintain it. However, the legislature left under supervision of the labor department all fee-paying agencies coming under Oregon law. Through the years the bureau has watched these agencies dwindle to four and the number of their clients decrease materially.

During the biennium the four state-licensed employment agencies placed 2876 workers mostly in domestic and agricultural

pursuits. The average fee charged for placement was \$7.

Fee-charging agencies which place clerical and professional help do not come under state regulation. In Portland the fees charged by these agencies are fixed by city ordinance. Whereas the legal fee for employment agencies under state jurisdiction is limited to 5% of the first month's salary up to \$100 and 7½% on salaries over \$100 per month, these other agencies are permitted in Portland to charge 10% of either an annual salary or the first month's pay for professional workers, and 15% of the first month's pay for office help such as typists, file clerks, receptionists, stenos, PBX operators and so on.

Such inequalities are the subject of frequent inquiry to the Bureau of Labor both by job seekers and the agencies. It would seem that some study might be given to the problem and adjustments made that would be fair to the employe at the same time giving the agency an adequate return for its efforts.

## FACTORY INSPECTION

In its historic role of Factory Inspector the Bureau of Labor introduced safety into Oregon workshops. It insisted on the passage of Oregon's Workmen's Compensation law to take the place of the common law system of employer's liability for negligence and thereby caused to be created the Industrial Accident Commission. Since 1913 these two departments, Labor and Industrial Accident, have shared jurisdiction in industrial accident prevention, the former specializing in factory safeguards, the latter in accident prevention education.

In January 1952, in the interest of departmental streamlining, the Bureau of Labor through a legislative act turned over the full duty of factory inspection to its co-worker of 39 years. During the final 18 months before relinquishing its old title of "Inspector of Factories and Workshops" the labor department inspected 12,226 factories and ordered 11,115 changes as safety measures. Factory sanitation and health inspections totalled 77.

# FAIR EMPLOYMENT PRACTICES

## Union Ordered To Halt Race Discrimination

William E. Kimsey, state labor commissioner, Wednesday found a labor union guilty of race discrimination in violation of the new state law on fair employment practices and ordered the union to stop it.

The decision was the result of a two-day hearing of complaints of Negroes that they had been barred from membership in Webfoot lodge 982, Brotherhood of Railways, Carmen, AF of L. Five Negroes filed the complaint and others supported their testimony that, despite their eligibility they had been blackballed by members of the union and their applications rejected.

It is the first case which has come to a public hearing in the state and the first against a labor union here.

### Court Appeal Allowed

The order carries the finding that the law has been violated and directs the union to "cease and desist." The union has 20 days in which to take an appeal to the circuit court.

If the order is not obeyed, Commissioner Kimsey can appeal to the courts to enforce the order.

The complaint was brought by James Fletcher, 173 N. Halley street; James J. Fair, 729 N. Knott street; Jasper Boggs, 7501 N. Johnson; Mrs. Reiser V. Booker, 745 N. Graham avenue and George Cornish N. Maple Leaf drive.

### Union Contempt Noted

Kimsey found that neither religion nor nationality played any part in the discrimination against the Negroes. He said there was no personal animosity against any of the candidates with the possible exception of Fletcher. He pointed out Fletcher had been rejected 11 times.

But, he said: "The commissioner finds there is a definite prejudice against members of the race by some of the members of said lodge and that, at various times the off and a substantial percentage of the membership have had the membership laws 1841-1842, Oregon and were unaware of its requirements. It is manifest from the fact that the history policies and practices respondent has been, partly and continuously, in time of its organization, entire exclusion from membership of Negro persons."

### Union Ignored Advice

The commissioner finds, subsequent to or times indoctrination provisions of said act by the officers and members of said lodge, the rejected applicants' names, though they were eligible.

Kimsey also pointed out the lodge does not know ever has had a bar.



WILLIAM E. KIMSEY Finds carmen bar Negroes

## Rubber Curbs Due to Raise

WASHINGTON, Aug. 30 (AP) - The government Wednesday notified the nation's tire and rubber companies their demands for rubber may be met in full starting January 1.

The national production authority said stepped-up production in the government's synthetic plants should permit rubber allocation on the basis of need in the first quarter of 1952.

Until then, rubber allotments for passenger car tires and most other civilian products will be based as now on 90 per cent of pre-Korea usage. For highly essential products, the limit is 100 per cent.

### Other Controls to Ease

NPA also relaxed its rubber controls in six respects. These included elimination of the 30-day limit on tire and tube stocks in the hands of dealers.

There are in Oregon 11,529 Negroes, 5820 Indians, 3660 Japanese, 2102 Chinese, 1102 other non-whites, and numerous religious and national groups which look to the Fair Employment Practices law to maintain an atmosphere of equal job opportunity and to help the individual when he has been discriminated against in employment.

The labor department, administrator of the FEP law, endeavors to arrive at the first objective through an educational program and at the second through enforcement of provisions of the act.

Investigation of discriminatory practices follows the filing of formal complaints with the labor department. Every effort is made then to settle these complaints by conferences and conciliation, saving as a last resort formal enforcement procedures. The only instance to date when it has been necessary to use these provisions was in August 1951 when a public hearing was ordered in the case of Local 932 Webfoot lodge of the Brotherhood of Railway Carmen of America, charged with refusing to admit Negroes to membership. The Commissioner of Labor, after two days of testimony, found the union guilty of discrimination and issued a cease and desist order. Rather than comply, lodge officers resigned and inactivated the union. The international then suspended its charter and sent a representative to Oregon to work out a solution. After several months, reorganization was successful and about 150 Negro workers in the craft were admitted to membership.

The following is a statistical analysis of complaints handled by the department during the two year period covered by this report:

Cases pending at beginning of biennium .....	12
Cases filed this biennium .....	44
<b>TOTAL CASES CARRIED DURING BIENNIUM .....</b>	<b>56</b>
Analysis of cases filed during 1950-52:	
Basis of alleged discrimination	
race .....	44
Filed against—	
employers .....	33
labor unions .....	11
Act of alleged discrimination	
Refusal to hire .....	27
Discriminatory compensation, terms of employment, etc. ....	4
Discriminatory discharge .....	2
Exclusion from union membership.....	10
Refusal of union to refer for employment .....	1
Cases pending at end of biennium .....	8
<b>CASES CLOSED .....</b>	<b>48</b>
No discrimination found .....	19
Withdrawn .....	1
General discriminatory practice corrected .....	5
Adjusted by conciliation and conference .....	14
Cease & desist order issued after public hearing .....	9

(A total of 65 cases have been filed under the 3-year-old Oregon FEP law)

# FAIR EMPLOYMENT PRACTICES

Examination of application forms used by Oregon employers, labor unions and employment agencies continued. Of a total of 127 firms and organizations checked, unlawful inquiries were found in 58 cases. Request for applicant's photo led the list of illegal requests. Next in order were illegal questions asking for birthplace, race or color and national origin.

One of the problems encountered during the past biennium has been that of securing compliance with the FEP act by agencies of the state. Four complaints were filed against state departments. Discrimination was found in three of these cases all involving non-white applicants. The discriminatory practice in each case was defended by the department heads on grounds that the public would object to dealing with a non-white person. That this assumption is false has been attested by the many letters received by the Bureau of Labor backing its stand that public as well as private employers must comply with the FEP law. These letters prove that the public wants to see the qualified man or woman get state employment regardless of parentage, skin color, or religion.

Closely related to the elimination of discrimination in employment is the elimination of discrimination in vocational and trade schools. This situation cropped up in Oregon with the refusal of Oregon beauty schools to admit Negro students. Being a situation outside jurisdiction of the FEP act, the Fair Employment Practices Advisory Committee asked the 1951 legislature to pass the act prohibiting discrimination in professional, trade and vocational schools of Oregon.

In the matter of schools it is interesting to note that the number of non-white teachers in the Portland public schools has increased. There are now 15 Negro and one Japanese teachers. Many of these teach all-white classes and their work in these classrooms has been successful. However, schools outside Portland have yet to make any substantial gains in hiring teachers from minority groups.

## Educational Program

To increase public knowledge of the FEP law and to improve intergroup relations in Oregon,

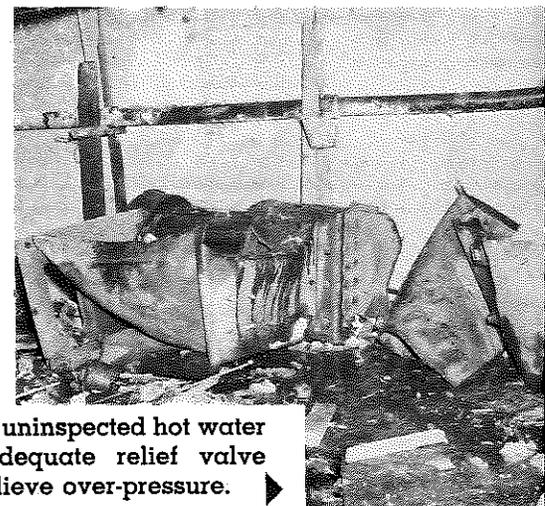
the FEP division of the labor department prepared and distributed in 1951, to school and public libraries in the state, 250 copies of an Intergroup Relations Resource book. This book is a binder containing a wide selection of booklets on race relations, civil rights and fair employment practices and it offers to the public materials not previously available.

In order to evaluate intergroup relations in the state and to broaden public participation the division sponsored in 1951 and 1952 the Oregon Forum in Intergroup Relations. Speaker at the general meeting of the first forum was Dr. S. Harvard Kaufman, nationally known psychiatrist, specializing in community mental health. The 1952 forum was addressed by Dr. Frank Horne, national authority on discrimination in housing. Discussion groups at each forum covered discrimination not only in employment but in public accommodations, housing and the church.

The division has also participated in the Governor's Committee on Indian Affairs which seeks the social and economic improvement of Indians and their integration into community life.

Through printed articles and radio programs, conferences and talks with various groups, the division has endeavored to explain the work of FEP for the public.

The education work has been further strengthened during the two year period by formation of two new intergroup relations councils in Salem and Eugene. The staff has actively assisted these groups by providing program material, counsel, and otherwise actively participating.



Remains of uninspected hot water boiler: Inadequate relief valve failed to relieve over-pressure. ▶

# PUBLIC SAFETY

## BOILERS AND PRESSURE VESSELS

*F. W. Smith, Chief Inspector*

A substantial increase in all types of industrial pressure vessels during the last two years spelled an increase in activities.

Labor department records show these gains over the preceding biennium:

	In Active Service 1950-52	In Active Service 1948-50	Gain in Vessels
Boilers .....	6,666	5,493	1,173
Unfired pressure vessels .....	16,878	10,581	6,297
Liquefied petroleum gas tanks .....	6,286	4,538	1,748

In addition to the above, Oregon manufacturers, operating under the American Society of Mechanical Engineers' code, constructed a total of 4681 new boilers and unfired pressure vessels—an increase of 480 vessels over the '48-'50 biennium.

Each pressure vessel operating in Oregon must have an operating permit from the Bureau of Labor based upon an annual internal and external inspection.

This inspection must be made by either a boiler inspector of the labor department or by an insurance company inspector authorized by the labor department. Insurance company inspectors must file with the department written reports of their inspections, identical with the reports mailed to their home offices.

Due to the low wage scale for state boiler inspectors serious difficulty was experienced during the last biennium in hiring qualified inspectors, and the department was forced to operate during the greater part of the period with approximately 60% of the number of men required. (The department now has five boiler inspectors and needs eight. It has in addition two full-time liquefied petroleum gas tank inspectors.)

The new state wage scale, effective September 1, 1952, provides a substantial raise of pay, and the department believes it will have less difficulty in hiring inspectors qualified by the national board to perform this technical work which is so essential to the safety of Oregon's people.

### Inspections for the biennium:

Boilers	Internal	External
By Bureau of Labor inspectors .....	4,498	1,736
By insurance company inspectors .....	8,834	1,025

### CHANGES ORDERED FOR SAFE OPERATION:

By Bureau of Labor inspectors .....	3,147
By insurance company inspectors .....	1,443

In this period 28 boilers were ordered out of service due to non-code construction, or pitted,

corroded, or eroded plates caused by many years of service or the failure of the owners to maintain their equipment in a proper manner.

In addition to these, special inspections were made on 90 boilers (and five unfired pressure vessels) at the request of prospective purchasers.

One disaster is recorded for the period—one man was killed and three others seriously burned when 23 tubes ruptured in the drum of a water-tube boiler. This accident was caused by the failure of a boiler attendant to maintain the proper water level.

### Unfired Pressure Vessels

These include sterilizers in hospitals, vessels used in refrigerating plants, various types of heat exchangers; diffusers and digesters used in paper manufacturing; vessels used in milk-processing; air, hydro-pneumatic and hot water tanks; specially designed vessels used in chemical plants; the copper, aluminum and steel-jacketed kettles used in fruit, vegetable, meat and fish canning and packing plants.

Inspections by Bureau of Labor inspectors .....	9,192
Inspections by insurance company inspectors .....	14,564

### NUMBER OF CHANGES ORDERED FOR SAFE OPERATION:

By Bureau of Labor inspectors .....	1,137
By insurance company inspectors .....	1,123

It was necessary to order 178 of these vessels out of service due to faulty construction, thinning down of metal, or neglect on the part of the owner or operator.

Recommendations made by inspectors for the safe operation of boilers and unfired pressure vessels referred mostly to corrosion, defective or no pressure gauges, bottom blow-down valves, safety valves, try cocks, tubes, over-pressure, heavy deposits of scale, cracked fire sheets, cast iron boiler sections, girth seams and tube sheets, corrugated crown sheets, defective boiler connections, fusible plugs, head braces, stay bolts, and water gauge glasses, burned and bulged fire sheets, leaking girth and longitudinal seams and burned and bulged shell plates.

### Shop Inspections

The labor department shop-inspected 4681 new boilers and pressure vessels manufactured in Oregon. Approximately 99% of these were of all-welded construction and their designed working pressure varied from 125 pounds to

# PUBLIC SAFETY

1200 pounds. All of the high pressure boilers and many of the unfired pressure vessels required x-raying of the welded seams and stress relieving of the completed unit. These new vessels were also stamped by labor department inspectors with the clover leaf symbol of the American Society of Mechanical Engineers showing that they were constructed according to the nationally adopted safety code and legal for use in Oregon and other states requiring A.S.M.E. code construction.

## Liquefied Petroleum Gas Inspections

The labor department licenses all persons who install liquefied petroleum, gas (butane and propane) tanks, appliances, controls, pipes and fittings, and who operate such gas delivery trucks. A license is issued only after a written examination based on practical experience, the rules in the National Board of Fire Underwriters' Pamphlet No. 58, and orders issued by the labor department.

During the biennium 6286 vessels holding liquefied petroleum gas were inspected and with few exceptions the installations were found to comply with the safety code.

## Certification of Arc and Acetylene Welders

All welding on boilers, unfired pressure vessels and their valves, pipes and fittings must be done by welders who have passed the American Society of Mechanical Engineers' Boiler Construction code welding test. This test must be witnessed by an authorized inspector and the welding samples tested either by a state labor department inspector using the certified testing equipment owned by the labor department, or by an authorized laboratory.

## Inspection of Public School Buildings

During the biennium this department inspected four school buildings to determine their physical conditions. These inspections were made upon the request of local authorities to the state superintendent of public instruction.

## ELEVATORS AND ELECTRICAL WIRING AND EQUIPMENT

*W. R. Volheje, Chief Inspector*

In order that the public may be protected from hazardous installation of electric wiring and

equipment the Bureau of Labor regulates the use of electricity in compliance with recognized safety codes.

That Oregon is below the national average in fire and accident tolls due to faulty electrical wiring and equipment is due to the work of the labor department with homeowners, contractors, dealers and electricians. It keeps up a relentless fight against the too common belief that "if you tie two wires together and get a light everything is okay."

In addition to actual inspection service, support is given to an educational program which has won praise from electrical contractors, fire districts, power companies and individual property owners. A power company official has reported that this work has cut down the power outages of his company in rural areas by as much as 65%.

During the winter of 1951-52 the bureau cooperated with the municipality of Oregon City in an inspection of its business buildings—with the result that 89 fire hazards were discovered and removed from the downtown section, site of the oldest electrical installations in Oregon.

In the period covered by this report electrical installations more than doubled over 1948-1950. With an electrical generating capacity today of 900,000 HP for the state and more horsepower on the way, greater activity for this important work of the labor department can be predicted.

## SUMMARY OF 1950-1952 ACTIVITIES

Electrical installation inspections .....	50,990
Changes ordered .....	45,682
Electrical stock inspections .....	2,468
Defective items found .....	2,780
Examinations for journeymen and supervisors' licenses .....	812
Prosecutions for illegal wiring .....	20
Special investigation and surveys of existing installations .....	1,082
Miscellaneous calls .....	12,981

(These include calls on electrical contractors, supervisors, journeymen, power companies, factory owners or managers, home owners, architects and builders to assist them with their problems involving the several safety codes.)

Elevator Inspections	
By Bureau of Labor .....	1,782
By authorized insurance company inspectors.....	5,656
Changes ordered	
By Bureau of Labor .....	1,201
By insurance company inspectors.....	1,214
<i>(Reports of authorized insurance company inspectors were processed through labor department.)</i>	
Fires investigated .....	35
Accidents investigated .....	20

# WAGE AND HOUR COMMISSION

Mrs. Frederic W. Young, Chairman  
Mrs. Mary L. Jackson  
Henry S. Howard

## WOMEN IN INDUSTRY

Every occupation in which women (and minors) are employed except domestic and agricultural work, has its minimum wage, maximum hours and general working conditions set by orders of the Wage and Hour Commission. Each set of orders is based upon recommendations of a conference board representing the public, employers and employes within an industry. Orders are adopted only after a public hearing.

During the past biennium the commission has spent much time revising old orders to bring them in line with present industrial conditions. These revisions cover the mercantile industry, canneries, hospitals, convalescent and old people's homes. Orders pertaining to the manufacturing industry are now in the process of revision.

There were few violations of the minimum wage during this period, employers apparently being able to pay more than the law requires. (Top hourly minimum is 70 cents for mercantile employes and 65 cents for public housekeeping establishments, hospitals, convalescent and old people's homes.) However, in this biennium some trouble was experienced with night club owners who wished to establish the tipping system in lieu of wages.

Hours in excess of the legal 8-hour day, 44-hour week, accounted for most violations. Some stores, too, chain stores especially, were found lax in providing adequate and sanitary rest rooms for their women employes.

Most violations were settled in a conciliatory manner. A few wilful, repeated or extensive violations had to be disposed of through the courts.

It is the sole duty of four labor department field inspectors to acquaint Oregon business firms with regulations affecting their specific industry, and to assist them in correcting existing violations. Their activities on behalf of women in industry may be summarized as follows:

INDUSTRY	Number of Plant Inspections	Number of Women Employes	Number of Violations
Beauty Parlors .....	432	1,330	23
Canneries .....	50	4,654	2
Cherry pitting .....	4	295	0
Fruit and vegetable pack. ....	22	1,773	0
Hospitals, etc. ....	216	4,110	77
Laundry and Dry Cleaning .....	729	3,937	97
Manufacturing .....	2,826	12,837	139
Mercantile .....	6,607	18,815	551
Nut Processing .....	14	370	1
Office .....	305	1,580	13
Personal Service .....	1,088	1,269	60
Public Housekeeping .....	4,344	13,563	744
Telephone, Telegraph .....	105	1,181	7
Sanitary conditions of fields, etc. ....	19	19	19
Totals .....	16,761	65,733	1,733

1948-1950 biennium—plant inspections .....17,178 ( -417 for 1950-52)  
" " " No. women employes .....54,167 (+11,566 for 1950-52)  
No increase in violations for 1950-52

## CHILDREN IN INDUSTRY

An employer must have a work permit in his possession before putting a minor under the age of 18 to work. These permits are issued by the labor department only after careful scrutiny of each application to determine if the standards of employment and the age of the child comply with federal and state child labor laws.



Few occupations are closed to women in 1952.

Child labor laws prohibit the employment of children under 14 (except in domestic and general agricultural work). Children of 15 and 16 years may be employed at restricted jobs and for full time only during school vacations. Most permits are issued for 16 and 17-year olds. The fact that Oregon school law requires every child under 18 to attend school unless he has finished the 12th grade has cut down child labor in this group.

Certain hazardous industries are closed to minors under 18. Federal regulations prohibit minors working in logging and sawmills. During the past biennium certain jobs in meat packing and bakeries were closed also.

The labor department has worked closely with school officials and juvenile authorities over the state and during the last biennium the Wage and Hour Commission revised its order dealing with minors. The new order prohibits the employment of minors under 18 after 10:30 at night in places of public amusement. It also raised the minimum wage to 50 cents an hour for those minors working in industries not covered by other Wage and Hour Commission orders.

Violations of the Wage and Hour law involving minor workers in industry totalled 970 for the two-year period of this report.

During this period the labor department issued an all-time high for peace-time minor work permits—30,796. This is a gain of 11,158 compared with the preceding biennium. Broken down as to industry, locality, sex and age groups they were:

#### FULL-TIME WORK PERMITS

INDUSTRY	16 and 17-Year Olds	14 and 15-Year Olds	Portland	Upstate	Boys	Girls
Mining .....	2		1	1		
Agriculture .....	67	2	6	63		
Manufacturing .....	810	2	369	443		
Construction .....	64		27	37		
Wholesale and Retail .....	998	13	669	342		
Transportation, Communication and Public Utilities .....	429	1	316	114		
Personal, Business and Recreational Services .....	95		40	55		
Other Industries .....	964	3	715	252		
<b>Total</b> .....	<b>3,429</b>	<b>21</b>	<b>2,143</b>	<b>1,307</b>	<b>1,963</b>	<b>1,487</b>

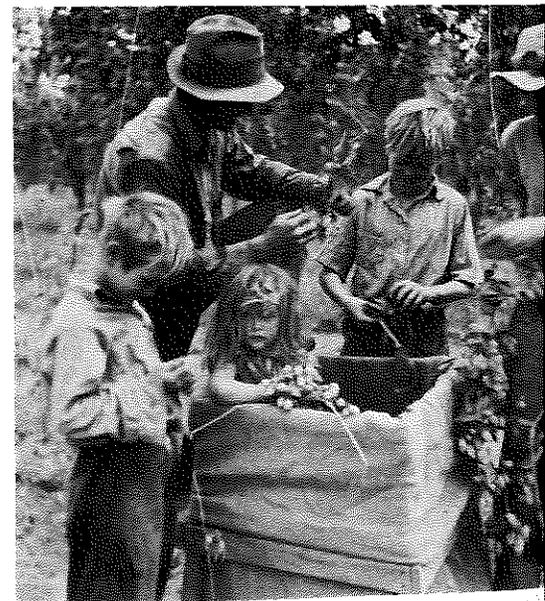
#### VACATION PERMITS

INDUSTRY	16 and 17-Year Olds	14 and 15-Year Olds	Portland	Upstate	Boys	Girls
Mining .....	2			2		
Agriculture .....	726	73	41	758		
Manufacturing .....	9,783	518	1,213	9,088		
Construction .....	446	11	119	338		
Wholesale and Retail .....	7,287	1,661	3,671	5,257		
Transportation, Communication and Public Utilities .....	940	41	565	461		
Personal, Business and Recreational Services .....	2,202	433	547	2,088		
Other Industries .....	2,583	660	1,550	1,693		
<b>Total</b> .....	<b>23,949</b>	<b>3,397</b>	<b>7,661</b>	<b>19,685</b>	<b>16,489</b>	<b>10,857</b>

GRAND TOTAL—30,796 (1950-1951—13,797; 1951-1952—16,796)

High month was June 1952 when 4608 permits were issued. Low month was February 1951 when only 578 permits were issued.

The great increase reflected in vacation permits is due in part to a 3.5% increase in 11th and 12th graders during the last school biennium. It also reflects a turnover in cannery work. The work permits issued for manufacturing work during the summer months in the upstate area is in great part for cannery work. Many minors "shop around" and follow the pack in the various canneries, which may mean that one minor represents two and sometimes three work permits issued by the labor department. The large number of permits issued for agriculture during the summer months are for work on processing machines.



"The worst child labor abuses occur in agriculture, with children of migrant workers suffering most of all."



# FINANCIAL STATEMENT

## BUREAU OF LABOR

July 1, 1950 to July 1, 1952

### RECEIPTS

Balance on hand July 1, 1950 .....	\$183,616.91
Collections July 1, 1950 to July 1, 1952 .....	198,533.19
Appropriation July 1, 1951 to July 1, 1953 .....	134,085.50
<b>Total .....</b>	<b>\$516,235.60</b>

### EXPENSES

Commissioner's salary .....	\$ 15,120.00
Attorneys' salaries .....	15,230.00
Deputy commissioner's salary .....	8,375.00
Boiler and safety inspector's salaries .....	88,242.11
Information representative's salary .....	7,446.89
Clerks' and stenographers' salaries .....	61,668.57

**Total salaries .....** **\$196,082.57**

Traveling expenses, commissioner .....	\$ 1,261.05
Traveling expenses, attorneys .....	1,097.24
Traveling expenses, deputy commissioner .....	1,789.69
Traveling expenses, boiler and safety inspectors .....	9,753.61
Information representative expenses .....	372.47
Office supplies, stationery and printing .....	6,607.74
Telephone and telegraph .....	2,649.73
Postage, freight and express .....	5,451.89
Printing of publications .....	2,439.24
Rent .....	6,654.02
Surety bond premiums .....	61.00
Employer's contribution—Retirement .....	9,018.73
Employer's contribution—Civil Service .....	586.37
Employer's contribution—State Industrial Accident .....	273.42
Restoration fund allotment .....	361.26
Auditing .....	975.89
Legal and professional service .....	49.90
Dues and registration fees .....	50.00
Insurance on cars .....	917.03
License on cars .....	42.00
Inspection and test supplies .....	154.71
F.E.P. supplies .....	2,978.09
Motor vehicle supplies .....	13,654.45
Miscellaneous .....	896.07

**\$ 68,094.60**

### CAPITAL OUTLAY

Furniture and equipment .....	\$ 3,504.56
Automobiles .....	8,797.27
Inspection and testing equipment .....	47.65

**\$ 12,349.48**

**Total expenditures .....** **\$ 80,444.08**

### RECAPITULATION

Total Receipts .....	\$516,235.60
Less 10% tithing transferred to State General fund .....	\$ 17,493.87
Expenditures .....	276,526.65

**Total expenditures to July 1, 1952 .....** **\$294,020.52**

**\$222,215.08**

Balance of appropriation reverted to the State, June 30, 1951 .....

**12,958.91**

**Balance on hand July 1, 1952 .....** **\$209,256.17**

### WAGE AND HOUR COMMISSION

July 1, 1950 to July 1, 1952

#### SALARIES AND WAGES

Balance from salaries and wages appropriation on hand July 1, 1950 .....	\$ 29,132.87
Salaries and wages appropriation July 1, 1951 to July 1, 1953 .....	67,016.00
<b>Total .....</b>	<b>\$ 96,148.87</b>

#### SALARIES

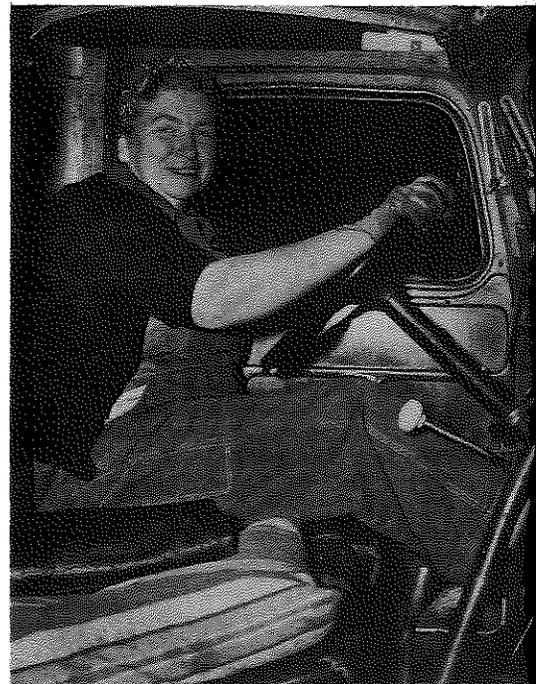
Field inspectors' salaries .....	\$ 22,629.46
Clerks' and stenographers' salaries .....	32,489.68
<b>Total .....</b>	<b>\$ 55,119.14</b>

**\$ 41,029.73**

Balance of appropriation 1949-51 reverted to State June 30, 1951 .....

**4,057.87**

**Balance on hand July 1, 1952 .....** **\$ 36,971.86**



Equal pay for man's work is still in legislative future for Oregon women.

# FINANCIAL STATEMENT

## GENERAL EXPENSES—APPROPRIATION

Balance from appropriation on hand July 1, 1950 .....	\$ 14,768.83	
General expense appropriation July 1, 1951 to July 1, 1953.....	31,019.00	
		\$ 45,787.83

## EXPENSES

Traveling expenses, field inspectors and commissioners.....	\$ 8,155.76	
Office supplies, stationery and printing.....	3,644.93	
Telephone and telegraph .....	890.10	
Postage, freight and express .....	4,222.36	
Printing, publications and advertising .....	178.83	
Rent .....	2,800.00	
Employer's contribution—Retirement .....	3,503.23	
Employer's contribution—Civil Service .....	259.16	
Auditing .....	139.64	
Automobile expense .....	1,210.64	
Miscellaneous .....	313.86	
		\$ 25,318.51

Balance of appropriation reverted to State 6/30/50.....	3,721.92	
		\$ 29,040.43

Balance on hand July 1, 1952 ..... \$ 16,747.20

## CAPITAL OUTLAY

Balance from appropriation on hand July 1, 1950.....	\$ 620.17	
Appropriation July 1, 1951 to July 1, 1953 .....	3,400.00	
		\$ 4,020.17

## EXPENSES

Furniture and equipment .....	\$ 1,551.43	
Motor vehicles .....	1,375.47	
		\$ 2,926.90

Balance on hand July 1, 1952 ..... \$ 1,093.27

## STATE APPRENTICESHIP COUNCIL

July 1, 1950 to July 1, 1952

Balance from salaries and wages appropriation on hand July 1, 1950.....	\$ 79,288.66	
Appropriation salaries and wages, July 1, 1951 to July 1, 1953.....	175,588.00	
		\$254,876.66

## EXPENSES

Director's salary .....	\$ 11,340.00	
Training supervisors' salaries .....	90,544.40	
Clerks' and stenographers' salaries .....	36,957.82	
Per diem for members of Apprenticeship council .....	800.00	
		\$139,642.22
		\$115,234.44

Balance on hand June 30, 1951 reverted to State ..... 12,997.07

Balance on hand June 30, 1952 ..... \$102,237.37

## GENERAL EXPENSES, APPROPRIATION

Balance from appropriation on hand July 1, 1950 .....	\$ 19,602.57	
Appropriation July 1, 1951 to July 1, 1953.....	48,285.00	
		\$ 67,887.57



Women in Oregon's mercantile industry get state's highest minimum wage—70¢ an hour—set by 1952 Wage and Hour Commission order.

# FINANCIAL STATEMENT

## EXPENSES

Director's traveling expense .....	\$ 1,391.92	
Training supervisors' traveling expense.....	13,190.88	
Supervisors' car expense .....	2,581.24	
Apprenticeship council members' expense .....	958.45	
	<u>\$ 18,122.49</u>	
Office supplies, stationery and printing .....	3,480.70	
Telephone and telegraph .....	1,744.70	
Postage, freight and express .....	1,699.96	
Printing of publications and advertising .....	32.00	
Rent .....	5,547.50	
Employer's contribution—Retirement .....	5,889.26	
Employer's contribution—Civil Service .....	435.01	
Employer's contribution—Other .....	109.01	
Audit .....	475.52	
License on cars .....	8.00	
Insurance on cars .....	127.05	
Miscellaneous .....	119.03	
	<u>\$ 19,667.74</u>	\$ 37,790.23
Balance on hand June 30, 1951 reverted to State .....		1,709.98
Balance on hand June 30, 1952 .....		<u>\$ 28,387.36</u>

## CAPITAL OUTLAY

Balance from capital outlay appropriation on hand July 1, 1950.....	\$ 624.66	
Appropriation capital outlay July 1, 1951 to July 1, 1953.....	8,500.00	
		<u>\$ 9,124.66</u>

## EXPENDED

Furniture and equipment .....	\$ 1,136.81	
Automobiles .....	2,734.54	
	<u>\$ 3,871.35</u>	
Balance on hand June 30, 1951 reverted to State .....	1.76	
		<u>\$ 3,873.11</u>
Balance on hand June 30, 1952 .....		<u>\$ 5,251.55</u>

## ELECTRICAL CODE FUND

July 1, 1950 to July 1, 1952

### RECEIPTS

Balance on hand July 1, 1950 .....		\$49,886.30
Collections July 1, 1950 to July 1, 1952 .....	\$213,540.50	
Less—Refunds .....	1,620.00	
Suspense .....	744.00	
		<u>\$211,176.50</u>
Tithes refunded .....		3,551.68
Total receipts .....		<u>\$264,614.48</u>

### EXPENSES

Inspectors' salaries .....	\$127,431.27
Clerks' and stenographers' salaries .....	16,728.67
Per diem, members of electrical committees .....	120.00
Inspectors' traveling expenses .....	26,040.65
Office supplies, stationery and printing .....	2,985.15
Telephone and telegraph .....	1,460.37
Postage, freight and express .....	2,467.78
Printing of publications and advertising .....	1,290.33
Rent .....	3,089.02
Employer's contribution—Retirement .....	8,085.67
Employer's contribution—Civil Service .....	426.11
Employer's contribution—Industrial Accident .....	190.43
Auditing .....	1,132.35
Insurance on cars .....	941.69
Inspection and testing supplies .....	100.00
Licenses .....	19.00
Miscellaneous items .....	356.71
	<u>\$192,865.20</u>



Exposed high voltage wires—danger to playing children—found by electrical inspectors.

# FINANCIAL STATEMENT

## CAPITAL OUTLAY

Furniture and equipment .....	\$ 1,553.56
Automobiles .....	5,685.37
	\$ 7,238.93

Total expenditures ..... \$200,104.13

## RECAPITULATION

Total receipts .....	\$264,614.48
Less 10% titling on licenses issued transferred to general fund.....	\$ 21,359.87
Less total expenditures .....	200,104.13

\$221,464.00

Balance on hand July 1, 1952 ..... \$ 43,150.48

## WAGE COLLECTION FUND

### RECEIPTS

Balance on hand July 1, 1950 .....	\$ 5,993.96
Collections July 1, 1950 to July 1, 1952 .....	\$ 5,018.07     5,018.07

\$ 11,012.03

### EXPENSES

Claim investigator's salary .....	\$ 1,200.00
Attorney's salary—(part salary) .....	1,770.00
Office supplies .....	57.70
Employer's contribution—Retirement .....	61.18
Auditing .....	225.50
Legal and professional service .....	307.76

Total expenditures ..... \$ 3,622.14

### RECAPITULATION

Total receipts .....	\$ 11,012.03
Less total expenditures .....	3,622.14

Balance on hand July 1, 1952 ..... \$ 7,389.89

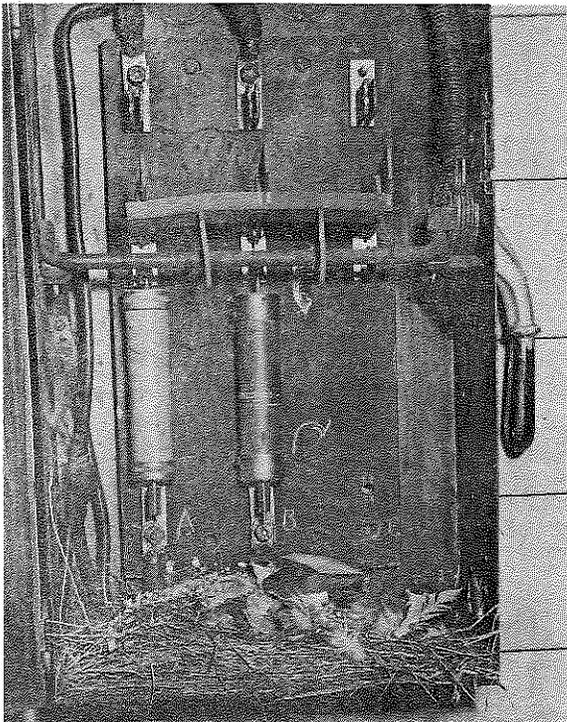
## TRANSPORTATION COSTS—STATE OWNED CARS

(35 Cars)

Total miles traveled .....	1,033,009
Gallons of gas used, 63,978; cost .....	\$ 16,294.99
Quarts of oil used, 3,646; cost .....	1,335.85
Tires and tubes .....	2,224.75
Repairs, replacements, lubrication .....	9,938.64
Storage of cars .....	421.45
Insurance on cars .....	1,699.63
Licenses on cars .....	42.00
Depreciation on cars .....	16,438.00

Total cost of transportation ..... \$ 48,395.31

Cost per mile, \$ .0468.



Labor bureau electrical inspector checked non-watertight circuit box (hole on right)—found unique fire hazard.

## THE FUTURE

World War II put Oregon on the map as an industrial state. During those years of bustling defense activity a new era was born with the development of great metal and chemical plants, heavy construction and other industry.

Today, with the construction of great dams to augment the power pool available to new enterprises and with the growing industrial economy affecting 1½ million people, many new labor problems will present themselves in the years ahead, as some already have—the problem of the over-age worker, the statutory minimum wage for both men and women, the coverage of men's working conditions, and equal pay for equal work.

In these, and other problems the Oregon Bureau of Labor looks ahead with confidence that it will continue to serve the workingman and woman and all citizens of Oregon. It will continue the work it started on the 3rd of June, 1903.





