

lishment and in every room where women are employed. This is done principally through the mail, but some are given to messengers sent by the employer. Following the posting of the law comes the making out of the schedules, time for beginning and stopping work, and this requires patience and much education. It is rather interesting to note some of the ways in which these schedules have been worked out to obtain for the employer a 10-hour day, especially in our large stores. I will just mention three of them. One we consider a very fair schedule, that is, fair to the employe, is the one from 10 to 10, with one hour for lunch and one hour for supper; or 9 to 10, with one hour and a half for lunch and one hour and a half for supper; or from 9 to 9, with one hour for lunch and one hour for supper.

A schedule that requires the girls to come in at 9 o'clock in the morning and go off at 10 o'clock in the evening for two hours is not considered as having any advantages to the girls at all. The best schedule that can be suggested, when it is necessary to keep the girl until 10 o'clock, and one that is said to have been worked out in other cities, is as follows:

One shift to come on at 8 o'clock in the morning and stay until 6, with one hour for lunch; and another shift to come on at 12 noon and go off at 10 at night, with one hour for supper. This gives the girls two Saturday evenings a month and two Saturday mornings a month, which they naturally would appreciate very much.

One hardly realizes how long a 10-hour day really is until with pad and pencil we actually write down the hours.

Think of many women going to work at 7 o'clock in the morning, especially at this time of the year before daylight, and working until 6 at night, with one hour off at midday. And many of these women are employed at most monotonous tasks, such as watching for bubbles in a tank of water through which tin cans are passing, one by one, or putting a little flange on a salve box.

Industries.

We have industries in Maryland making all kinds of things, and I will stop only to mention a few that are rather odd: Burlap bags, paper bags, tin cans, coat pads, overalls, gold leaf, hair tonic, paste, cucumber cream, pin cushions, tooth-paste, toys, umbrellas and yeast, and so on. All these places to be inspected, to be instructed, to be written up, that we may have proper records and to be supervised to see that the law is enforced.

Again, we must know the busy season, the dull season, of the industries and stores, so that our visit will be made at a time when temptation to evade or break the law is greatest. The milliner and dressmaker at Easter, the department stores at Christmas.

Readjustment.

When we realize that before May 1, 1912, the employers in Maryland could employ women without regard to limiting the hours, it is not strange that the employer had his problem of readjustment to these new conditions.

The employer's problems are to him most important. To the man who in the past on certain days, and at certain seasons, accomplished his results by demanding of his employe overtime work for as many days as necessary to get the work done is suddenly confronted with these new problems of so adjusting his business that the work can be accomplished, but not at the sacrifice of the employe's health and welfare. It may mean to him a little less business on a certain day or during a certain month or year, as the case may be, but this sacrifice is rewarded in the days to come, for we all know nothing accomplished at the expense of weakening the health of the women of any country has been found to pay in the long run.

The employer's problems today are: Better factories, larger store-houses, more machinery (and that well protected), better wages, at least a living wage, and a realization that, until he solves his problems in this way, he will be confronted with all kinds of perplexing conditions. For the laws regulating the hours of labor have come to stay. They may meet with many obstacles, they may suffer much at the hands of those who oppose, but in spite of all this they will come out victorious in the end. And we do find, nearly every day, employers who are readjusting their affairs and are ready to admit that the Ten-hour law is not such a bad thing, after all.

Employe.

And the employe finds that in these readjustment days her work is for the time being upset in some instance, for the employe, who in the past may have been paid for her overtime work, on certain days, and had shorter hours on certain other days, and is now working a straight ten-hour day, and possibly making less money than under the old conditions, she needs education of how rush days are detrimental to her health, etc., and be instructed to see that that which brings relief to thousands of those less fortunate than herself demands of her something, even if it is a little

self-sacrifice in the beginning. And it seems to me that this education can best be obtained by organization of the girls themselves.

General Public.

And the general public, a term so broad that none are left out, in these readjustment days cannot be exempt from their obligations. For our stores are often kept open because a thoughtless public, regardless of the girl behind the counter, delays the shopping that could be done in the early hours of the day or week to the later hours of Saturday night.

The long hours in some of our industries are because the thoughtless public demands goods to be made at certain seasons of the year at short notice, when with thought orders could be placed earlier.

And the work of the Ten-hour Law Bureau in these days of readjustment is to help bring about these better conditions, not only by enforcing the law for which the inspectors are specially commissioned, but by lending a hand whenever and wherever it means the betterment of conditions for working women.

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