

**THE INDUSTRIAL COMMISSION
OF OHIO, REPORT NO. 39. UNION
SCALE OF WAGES AND HOURS
OF LABOR IN OHIO ON MAY 15,
1920**

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**THE INDUSTRIAL COMMISSION
OF OHIO, REPORT NO. 39. UNION
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THE INDUSTRIAL COMMISSION
OF OHIO

DEPARTMENT OF
INVESTIGATION AND STATISTICS
REPORT No. 39

Union Scale of Wages and Hours
of Labor in Ohio on May 15, 1920



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No. 39

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that proper record-keeping is essential for transparency and accountability, particularly in the context of public administration and financial management. The text notes that without reliable records, it is difficult to track the flow of funds and ensure that resources are being used as intended.

2. The second part of the document addresses the challenges associated with data collection and analysis. It highlights that gathering accurate and timely data can be a complex task, especially when dealing with large-scale operations or multiple stakeholders. The text suggests that investing in robust data management systems and training personnel in data analysis techniques can significantly improve the quality and reliability of the information used for decision-making.

3. The third part of the document focuses on the role of technology in enhancing operational efficiency. It discusses how digital tools and automation can streamline processes, reduce errors, and free up resources for more strategic tasks. The text mentions that while the initial investment in technology may be high, the long-term benefits in terms of cost savings and improved productivity are substantial.

4. The fourth part of the document explores the importance of collaboration and communication in achieving organizational goals. It stresses that no single department or individual can succeed in isolation; instead, there must be a strong emphasis on teamwork and open communication. The text suggests that regular meetings, clear lines of communication, and a shared vision are all critical factors for success.

5. The fifth part of the document discusses the need for continuous improvement and innovation. It notes that the business environment is constantly evolving, and organizations must be willing to adapt and innovate to stay competitive. The text encourages a culture of learning and experimentation, where employees are encouraged to share ideas and take ownership of their work.

6. The sixth part of the document addresses the importance of risk management and compliance. It highlights that organizations must be proactive in identifying potential risks and implementing measures to mitigate them. Additionally, it stresses the need to stay up-to-date with relevant laws and regulations to ensure full compliance and avoid legal penalties.

7. The seventh part of the document discusses the role of leadership in driving organizational success. It emphasizes that effective leaders are those who inspire and motivate their teams, set clear goals, and provide the necessary support and resources. The text suggests that leaders should also be open to feedback and willing to adjust their strategies as needed.

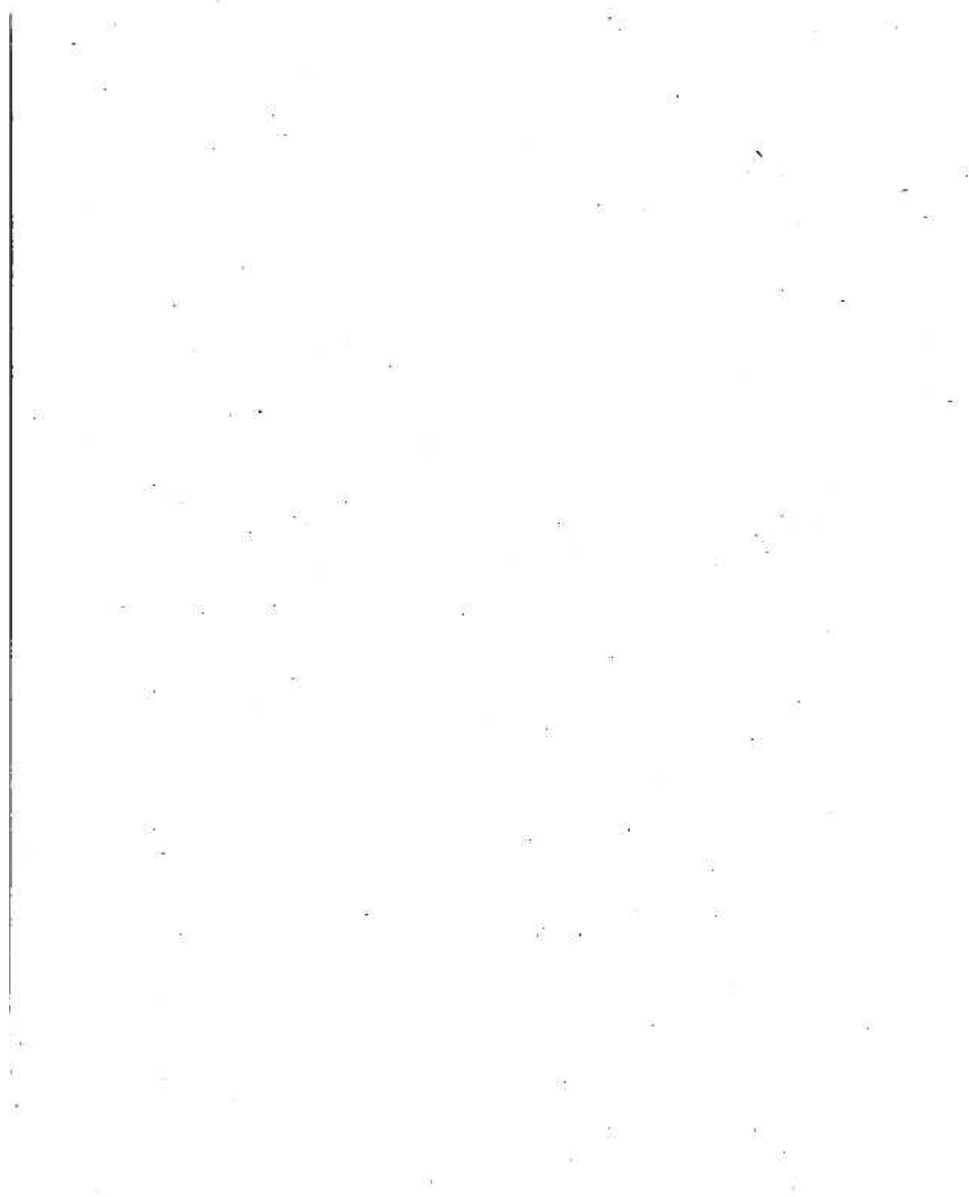
8. The eighth part of the document focuses on the importance of customer satisfaction and loyalty. It notes that in today's market, customers have more choices than ever before, and organizations must strive to provide exceptional service and value. The text suggests that listening to customer feedback, addressing complaints promptly, and offering personalized experiences are all key strategies for building a loyal customer base.

9. The ninth part of the document discusses the importance of financial stability and sound investment decisions. It highlights that organizations must carefully manage their finances, including budgeting, forecasting, and monitoring cash flow. The text suggests that diversifying investments and seeking professional advice can help organizations make informed decisions and ensure long-term financial health.

10. The tenth part of the document concludes by emphasizing the importance of a strong corporate culture and values. It notes that a positive and inclusive culture can attract and retain top talent, foster innovation, and drive overall organizational success. The text suggests that leaders should model the desired values and behaviors, and ensure that they are embedded in all aspects of the organization's operations.

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UNION SCALE OF WAGES AND HOURS OF LABOR IN OHIO ON MAY 15, 1920.

INTRODUCTION.

This report is the seventh annual presentation of the Union Scale of Wages and Hours of Labor in sixteen Ohio cities in those occupations in which any considerable number of employes is affiliated with labor organizations. The facts set forth are of May 15, 1920.

No comparative tables are introduced in this bulletin, but by application to this department for previous numbers of this series, material for a study of the rise of union wages since 1914 may be obtained.

Special agents of this department secured the statistics embraced in this report by personal visits to labor union officials. Wage scales, written agreements and organization records were consulted wherever available and verbal understandings were verified by interviews with employers and employes affected by them. A very generous co-operation, of which the department is appreciative, was extended to the agents detailed to this work. Such information, we believe, will be of value to employers, wage earners and all others interested in labor problems and industrial conditions.

The canvass was restricted to sixteen Ohio cities, two of which, Portsmouth and Steubenville, are included for the first time; the cities are—

Akron	Columbus	Lorain	Steubenville
Canton	Dayton	Newark	Toledo
Cincinnati	Hamilton	Portsmouth	Youngstown
Cleveland	Lima	Springfield	Zanesville

Careful estimates of the membership of the unions represented in this tabulation total 115,000.

The appended table shows the number and character of wage and hour changes during the year covered by this publication. It is not possible to give accurately the number of persons benefitting under these clauses.

CHARACTER OF CHANGES IN UNION WAGE SCALES,
MAY 15, 1919, TO MAY 15, 1920.

Trade.	Number of Agreements Showing Changes.	Regular Wage Rate.	Regular Working Hours.	Holiday Rates or Hours.	Overtime Rates or Hours.
Bakeries	12	12	4	2	4
Building	208	208	23	3	37
Metal	* 69	69	25	11	9
Printing	94	94	7	5	6
Street Car Employees.....	11	11	..	..	..
Teamsters and Chauffeurs...	7	7	4	3	3
Total	401	401	63	22	59

The rates of wages of railroad shop occupations included herein as of May 15, 1920, are the rates awarded by the United States Railroad Labor Board and not rates agreed upon by negotiations between employers and unions in the usual way of arriving at a union scale.

Figures for six cities — Cincinnati, Cleveland, Columbus, Dayton, Toledo and Youngstown — will appear also in the report on this subject issued annually by the United States Bureau of Labor Statistics.

* Railroad blacksmiths, boilermakers and machinists not included.

UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY
CITIES, ON MAY 15, 1920.

BAKERY TRADE.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Akron —							
First hands	\$0.8750	a 1 1/2	b 2	8		48	
Second hands .....	.8333	a 1 1/2	b 2	8		48	
Bench hands .....	.7917	a 1 1/2	b 2	8		48	
Third hands .....	.6957	a 1 1/2	b 2	8		48	
Cincinnati —							
Foremen	c .8333	d 1 1/2	e 2	8		48	
Bench hands	c .6975	d 1 1/2	e 2	8		48	
Ovenmen and mixers	c .7500	d 1 1/2	e 2	8		48	
Helpers	c .6625	d 1 1/2	e 2	8		48	
Cleveland —							
Ordinary —							
First hands .....	.8333	f 2	g 2	8		48	
Second hands .....	.7917	f 2	g 2	8		48	
Helpers .....	.7392	f 2	g 2	8		48	
Bohemian Union —							
First hands	h .8333	i	j 2	8		48	
Mixers .....	.8333	i	j 2	8		48	
Second hands .....	.7917	i	j 2	8		48	
Third hands .....	.7500	i	j 2	8		48	
Hebrew Union —							
Bench hands	1.1111	k 1 1/2	l	7 1/2		45	
Ovenmen and mixers	1.2822	k 1 1/2	l	7 1/2		45	
Helpers	1.0000	k 1 1/2	l	7 1/2		45	
Columbus —							
Bench hands	m .8350	n 1 1/2	o 2	8		48	
First hands	m .7392	n 1 1/2	o 2	8		48	
Ovenmen and mixers	m .6875	n 1 1/2	o 2	8		48	
Helpers	m .5206	n 1 1/2	o 2	8		48	
Dayton —							
Bench hands .....	.6875	1 1/2	o 2	8		48	
First hands .....	.6825	1 1/2	o 2	8		48	
Mixers .....	.7708	1 1/2	o 2	8		48	
Helpers .....	.4107	1 1/2	o 2	8		48	
Hamilton —							
Hand bakeries —							
Bench hands .....	.6350	1 1/2		8		48	
Foremen, one to three men .....	.7500	1 1/2		8		48	
Foremen, four men .....	.8000	1 1/2		8		48	
Mixers .....	.7500	1 1/2		8		48	
Machine bakeries —							
Bench hands .....	.6350	1 1/2		8		48	
Foremen .....	.6875	1 1/2		8		48	
First mixers .....	.7917	1 1/2		8		48	
Second mixers .....	.7500	1 1/2		8		48	
Oven hands .....	.7083	1 1/2		8		48	

a Limited to 2 hours' overtime per day.

b Work on Labor Day prohibited.

c Night scale, 15 cents per hour above day scale.

d Limited to 2 hours' overtime per day. If employed on weekly rest day, double time.

e Holiday rate only.

f Limited to 2 hours' overtime per week.

g Necessary work on Labor Day paid at triple time.

h & extra for one night each week.

i \$1 per hour.

j Work prohibited on May 1, July 4, Labor Day, Thanksgiving and New Year.

k Work prohibited after 3 P. M.

l Allowed nine Hebrew holidays, with pay. Work on May 1 prohibited.

m Work between 6 P. M. and 4 A. M. classed as night work and paid \$5 per week above day scale.

n For July 4, Labor Day and Christmas.

o Work on Labor Day and Christmas prohibited.