

**THIRD BIENNIAL REPORT OF
THE INDUSTRIAL WELFARE
COMMISSION OF THE STATE
OF CALIFORNIA, 1917-1918**

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VARIOUS

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OF THE

Industrial Welfare Commission

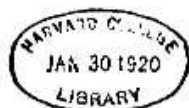
OF THE

STATE OF CALIFORNIA

1917-1918



**CALIFORNIA STATE PRINTING OFFICE
SACRAMENTO
1918**



The Commission
**Complete Set Deposited
in Littauer Center
MAR 17 1941**

Members of Industrial Welfare Commission

FRANK J. MURASKY, *Chairman*
ALEXANDER GOLDSTEIN
WALTER G. MATHEWSON
A. B. C. DOHRMANN
KATHERINE PHILIPS EDSON, *Executive Officer*

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LETTER OF TRANSMITTAL.

OFFICE OF THE INDUSTRIAL WELFARE COMMISSION,
SAN FRANCISCO, February 1, 1919.

SIR: In compliance with chapter 324, Statutes of 1913, we have the honor to transmit herewith the third biennial report of the Industrial Welfare Commission.

Respectfully,

INDUSTRIAL WELFARE COMMISSION,

FRANK J. MURASKY,
Chairman.

To His Excellency, WILLIAM D. STEPHENS,
Governor of the State of California.

ACKNOWLEDGMENT.

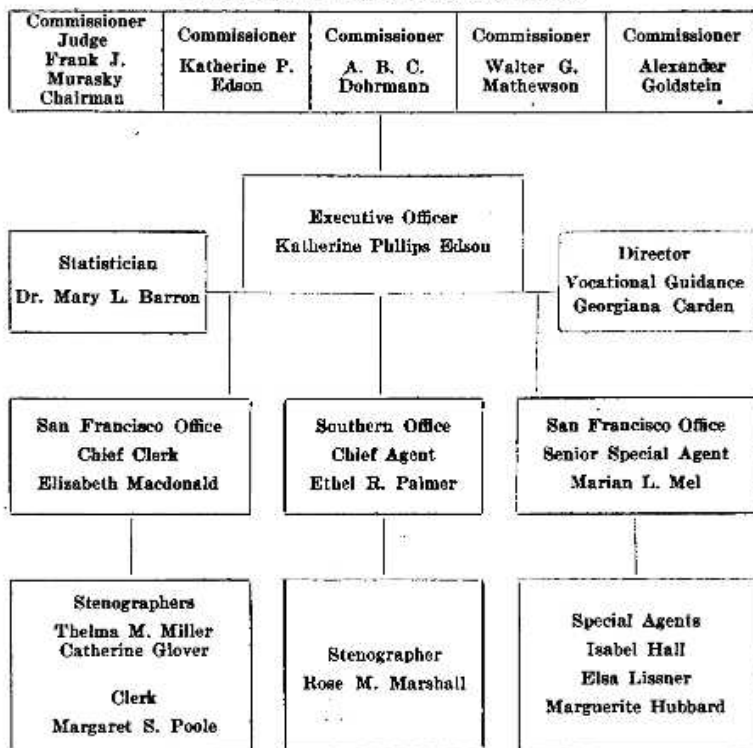
The commission wishes to thank the Governor, Controller and the State Board of Control, who have greatly facilitated the work by emergency appropriations, necessary because of war activities.

Also the commission takes this opportunity to express its appreciation of the assistance rendered by the various state departments, particularly for the co-operation and help given by the Bureau of Labor Statistics, the Industrial Accident Commission, the Commission of Immigration and Housing, and the Civil Service Commission.

VISITORS FROM OTHER STATES.

Secretary of Labor Wilson, and Members of President's Mediation Committee.
Mary McDowell, Settlement House, University of Chicago.
Helen Gregory McGill, Minimum Wage Commissioner, British Columbia.
John McNiven, Minimum Wage Commissioner, British Columbia, and Deputy Commissioner of Labor.
Hon. Geo. Beeby, Commissioner of Labour, New South Wales.
Shunzo Yoshizaka, Superintendent of Factories and Trade Commissioner for Japan.

ORGANIZATION CHART.
INDUSTRIAL WELFARE COMMISSION.



HISTORY AND ACTIVITIES OF THE INDUSTRIAL WELFARE COMMISSION.

INTRODUCTION.

In 1913, the California state legislature determined that unreasonably long hours, insanitary working conditions, and inadequate wages, particularly for women, were detrimental to the fullest development of the state's resources, and in contradiction to the widely-advertised attractiveness of the state to the workingman. The Minimum Wage Act was passed, and the Industrial Welfare Commission created to administer it. This was a worthy addition to the series of progressive labor laws—the Eight Hour Law for women of 1911, and the Workman's Compensation Act of 1913—laws not in antipathy to capital, nor in the interests of labor, but solely in the interest of the state. These laws have laid the foundation for the industrial structure in California upon a sound humanitarian base, that alone makes for permanent industrial peace and success.

The Industrial Welfare Commission is composed of five persons, one of whom must be a woman. No salary is paid the commissioners, although a per diem of ten dollars is allowed when actually engaged in the business of the state. The citizens who are now giving their services to this commission are—Chairman, Frank J. Murasky, Judge of the Superior Court of California, representing the public; the executive officer, Mrs. Katherine Philips Edson, woman member, representing women; A. B. C. Dohrmann, representing the commercial and mercantile industries; Walter G. Mathewson, vice president of the State Federation of Labor, representing labor; and Alexander Goldstein of Guggenlime & Co., representing the fruit packing industry.

With such diverse representation, all interests of the state may justly feel their rights properly guarded, and be confident of hearings fair to labor, capital and the public, and of decisions based on impartial judgments.

SUMMARY HISTORY OF ACTIVITIES OF THE INDUSTRIAL WELFARE COMMISSION.

Industrial surveys—1914-1916.

The question of the constitutionality of minimum wage legislation arose coincident with its passage. Within the state, the question was of the right of the legislature to delegate such powers to a commission. This phase of the question was settled by the passage, with an 84,000 majority, at the general election of November 3, 1914, of a constitutional