FOURTH ANNUAL REPORT OF THE MINIMUM WAGE COMMISSION OF MASSACHUSETTS. FOR THE YEAR ENDING DECEMBER 31, 1916. NO.102

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FOR THE YEAR ENDING DECEMBER 31, 1916.

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MEMBERS OF THE COMMISSION.

EDWIN N. BARTLETT, *Chairman.*
MABEL GILLESPIE.
ARTHUR N. HOLCOMBE.

ELLEN NATHALIE MATTHEWS, *Secretary.*

The Commonwealth of Massachusetts.

REPORT.

To the Honorable the Senate and the House of Representatives in General Court assembled.

The Massachusetts Minimum Wage Commission, as required by law, herewith respectfully submits the following report of its investigations and proceedings during the year ended Dec. 31, 1916, together with copies of proposed amendments to the minimum wage law, which in the judgment of the Commission are necessary if the purpose of the law is to be efficiently accomplished, and a financial statement showing the use made by the Commission of the money appropriated to be spent under its direction during the fiscal year ended Nov. 30, 1916, and the need of a larger appropriation for the ensuing year. To the report are appended the report of the secretary and copies of the minimum wage law, of the decrees entered by the Commission by authority thereof, and of the minimum wage determinations in effect in other States.

Change in the Personnel of the Commission.

The vacancy in the Commission, existing at the time of the last annual report, was filled on Aug. 2, 1916, by the appointment of Mr. Edwin N. Bartlett of North Oxford. In accordance with an amendment to the minimum wage law, adopted earlier in the year,[1] providing that one of the members of the Commission should be a representative of the employers of female labor within the Commonwealth and one might be a representative of the employees, Mr. Bartlett was

[1] Chapter 288, General Acts of 1916.

appointed as the employers' representative. He was also designated by the Governor to act as chairman of the Commission. The term of Miss Gillespie expired October 1, and she was reappointed under the amended act as the employees' representative.

The Commission suffered an irreparable loss by the death on Nov. 14, 1916, of Mr. Robert G. Valentine, chairman of the Brush Makers' Wage Board. Mr. Valentine's service on this, the first board organized by the Commission, was that of the pioneer who blazes the trail for others to follow. Since the establishment of the minimum wage in the brush industry the Commission has found in Mr. Valentine a never-failing source of encouragement and wise counsel.

Investigations made by the Commission in 1916.[1]

During the first six months of 1916 the Commission completed the investigation, begun in 1915, of the wages of women employed in the manufacture of men's ready-made clothing, and began and completed investigations of the wages of women employed in the manufacture of raincoats, men's shirts, overalls, neckwear, suspenders and other elastic goods, and women's muslin underwear, petticoats, aprons, kimonos and neckwear. In the latter half of the past year the Commission has begun and completed an investigation of the wages of women employed in hotels and restaurants, and has begun an investigation of the wages of women engaged in the manufacture and trimming of millinery. The results of the investigations in the garment trades, which are being published in the form of special bulletins,[2] are summarized below. The tabulation of the wage data secured in the hotel and restaurant investigation has not as yet been completed.

The Commission has also made an inquiry into the wages of women in retail stores in order to ascertain the extent to which the minimum rates recommended in 1915 for that industry have been accepted and put into operation by the employers, and to discover as far as possible the effect of the

[1] A statement showing the number of establishments visited and the number of women for whom wage records were secured in the course of the commission's investigations is contained in the secretary's report on p. 32.

[2] Minimum Wage Commission, Bulletins, Nos. 13, 14 and 15.