

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

Published @ 2017 Trieste Publishing Pty Ltd

ISBN 9780649299713

Fourth Annual Report of the Minimum Wage Commission of Massachusetts. For the year ending December 31, 1916. No.102 by Various

Except for use in any review, the reproduction or utilisation of this work in whole or in part in any form by any electronic, mechanical or other means, now known or hereafter invented, including xerography, photocopying and recording, or in any information storage or retrieval system, is forbidden without the permission of the publisher, Trieste Publishing Pty Ltd, PO Box 1576 Collingwood, Victoria 3066 Australia.

All rights reserved.

Edited by Trieste Publishing Pty Ltd.
Cover @ 2017

This book is sold subject to the condition that it shall not, by way of trade or otherwise, be lent, re-sold, hired out, or otherwise circulated without the publisher's prior consent in any form or binding or cover other than that in which it is published and without a similar condition including this condition being imposed on the subsequent purchaser.

www.triestepublishing.com

VARIOUS

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

Public Document

No. 102

FOURTH ANNUAL REPORT
OF THE
MINIMUM WAGE COMMISSION
OF
MASSACHUSETTS.

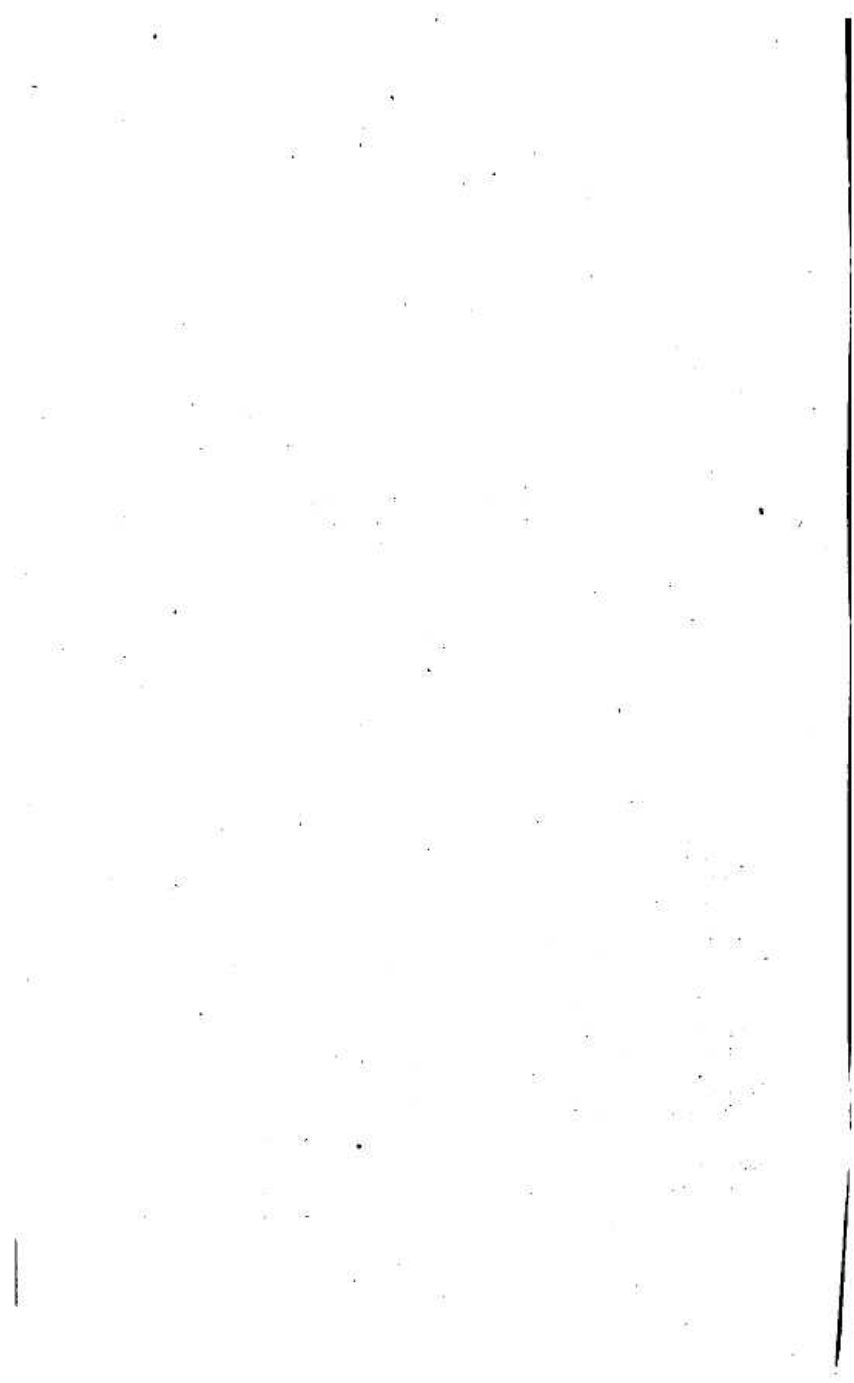
FOR THE YEAR ENDING DECEMBER 31, 1916.



BOSTON:
WRIGHT & POTTER PRINTING CO., STATE PRINTERS,
32 DERNE STREET.
1917.

CONTENTS.

	PAGE
MEMBERS OF THE COMMISSION,	5
 REPORT OF THE COMMISSION:—	
Change in the Personnel of the Commission,	7
Investigations made by the Commission in 1916,	8
Summary of Results of Investigation in the Clothing Trades, 1916:—	
Men's Clothing and Furnishings,	9
Women's Muslin Underwear, Petticoats, Aprons, Kimonos and Neckwear,	12
Summary of Results of Second Retail Store Investigation:—	
Summary of First Investigation,	14
The Establishment of the Minimum Wage,	14
The Attitude of Employers,	15
Comparison of Rates in 1914 and 1916,	16
The Increase of Wages,	16
Other Results of Minimum Wage,	17
Mandatory Minimum Wage recommended,	18
The Work of the Women's Clothing Wage Board,	19
Attitude of the Board,	20
Determination of Cost of Living,	20
Financial Condition of the Industry,	22
Mandatory Minimum Wage recommended,	24
Relation of Irregularity of Employment to Minimum Wage,	24
The Work of Other Wage Boards,	25
The Enforcement of Minimum Wage Determinations,	26
Recommended Legislation,	26
Appropriation,	31
 REPORT OF THE SECRETARY:—	
Statement regarding Investigations made by the Minimum Wage Commission in 1916,	32
Financial Statement,	34
 APPENDIX No. 1:—	
Minimum Wage Legislation of the Commonwealth of Massachusetts,	37
 APPENDIX No. 2:—	
Minimum Wage Decrees established in Massachusetts up to Jan. 1, 1917,	42
 APPENDIX No. 3:—	
Minimum Wage Decrees established in the United States up to Jan. 1, 1917,	47



MEMBERS OF THE COMMISSION.

EDWIN N. BARTLETT, *Chairman.*

MABEL GILLESPIE.

ARTHUR N. HOLCOMBE.

ELLEN NATHALIE MATTHEWS, *Secretary.*

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 comprehensive data from various sources can be a complex and time-consuming process. However, the benefits of having a robust data set are significant, as it allows for more informed decision-making and the identification of trends and patterns. The document suggests that investing in data management systems and training staff can help overcome these challenges.

3. The third part of the document focuses on the role of technology in improving efficiency and effectiveness. It discusses how digital tools and platforms can streamline processes, reduce errors, and facilitate communication. For example, the use of cloud-based systems can ensure that data is accessible and up-to-date across different departments. The text also mentions the importance of cybersecurity measures to protect sensitive information from unauthorized access.

4. The fourth part of the document explores the impact of external factors on organizational performance. It notes that economic conditions, regulatory changes, and market fluctuations can all have a significant influence on an organization's ability to achieve its goals. The document suggests that organizations should regularly assess their external environment and adjust their strategies accordingly to remain competitive and resilient.

5. The fifth and final part of the document provides a summary of the key findings and recommendations. It reiterates the importance of strong record-keeping, effective data management, and the strategic use of technology. The document concludes by encouraging organizations to adopt a proactive approach to these issues, as this will help them to better manage their resources and achieve their long-term objectives.

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 249, 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. 22.

² Minimum Wage Commission, Bulletins, Nos. 12, 14 and 15.