

**DEPARTMENT OF LABOR AND
INDUSTRIES. REPORT OF THE
DIVISION OF MINIMUM WAGE;
FOR THE YEAR ENDING
NOVEMBER 30, 1920**

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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

OF THE

DIVISION OF MINIMUM WAGE

REPRINT FROM THE ANNUAL REPORT OF THE
DEPARTMENT OF LABOR AND INDUSTRIES

FOR THE

YEAR ENDING NOVEMBER 30, 1920



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APPROVED BY THE
SUPERVISOR OF ADMINISTRATION.

OFFICIALS
OF THE
DEPARTMENT OF LABOR AND INDUSTRIES.

Commissioner.
E. LEROY SWEETSER.

Assistant Commissioner.
ETHEL M. JOHNSON.

Associate Commissioners.
(CONSTITUTING THE DIVISION OF MINIMUM WAGE AND THE
BOARD OF CONCILIATION AND ARBITRATION.)

EDWARD FISHER.
SAMUEL ROSS.
HERBERT P. WASGATT.

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REPORT OF THE MINIMUM WAGE COMMISSION.

To the Commissioner of Labor and Industries.

The Minimum Wage Commission herewith respectfully submits the following report which contains an account of the investigations and proceedings conducted during the fiscal year ending November 30, 1920.

ORGANIZATION AND FUNCTIONS.

Through the consolidation of State departments, December 1, 1919, the functions of the former Minimum Wage Commission were transferred to the three Associate Commissioners of the Department of Labor and Industries, who, when acting in minimum wage matters, are designated the Minimum Wage Commission. The work is conducted by the Division of Minimum Wage, and is under the immediate supervision of the Assistant Commissioner.

The duties of the Commission, as in the past, cover four main lines of activity. These are the investigation of wage conditions in occupations where women are employed; the organization of wage boards to determine minimum rates for women and minors; the entering of decrees based upon the determinations of the boards; and the inspection of establishments covered by decrees to ascertain compliance with their provisions.

SUMMARY OF THE WORK FOR 1920.

In view of the work in progress at the time of reorganization, it was decided to complete the unfinished business before undertaking new activities. Consequently the major part of the work during the year just ended has consisted in carrying out this program. The wage boards which had been authorized have been convened, and the wage investigations planned have been conducted. In addition, complete inspections have

been made under all of the decrees entered this year, as well as under five of the decrees entered by the former commission.

Wage decrees establishing minimum rates for women have been entered for five occupations. Of these, three represent initial decrees and two supersede earlier ones. Three wage boards, including one new board, and two reconvened boards are in session at the present time.¹

The first half of the year was characterized by a continued increase in the cost of living. This increase has been reflected to some extent in the minimum rates recommended by the wage boards. The decrees entered during this period represent the highest minima established in the State.

Legislation providing for greater elasticity in the operation of the law with respect to the formation of wage boards and the revision of rates has been enacted. An outline of the various activities conducted during the year with a detailed account of the more important lines of work is given in the sections that follow.

OUTLINE OF ACTIVITIES.

Publications.—The following publications have been issued:—

Seventh Annual Report of the Minimum Wage Commission, Public Document No. 102.

Second Report on the Wages of Women employed in Corset Factories in Massachusetts, Bulletin No. 21.

Second Report on the Wages of Women employed in Paper Box Factories in Massachusetts, Bulletin No. 22.

Report on the Wages of Women employed in the Manufacture of Minor Lines of Confectionery and Food Preparations, Bulletin No. 23.

In addition a new and revised edition of the Handbook of Information for Wage Board Members has been published, and a circular² giving minimum wage legislation to date, issued.

Several of the early bulletins and decrees which were out of print have been reprinted.

¹ These are the minor confectionery and food preparations wage board, the office and other building cleaners wage board (reconvened), and the men's furnishings wage board (reconvened).

² Labor Law Leaflet No. 1.