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WAGES AND HOURS OF LABOR SERIES

HOURS AND EARNINGS IN ANTHRACITE
AND BITUMINOUS COAL MINING

1922 AND 1924



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APPENDIXES

APPENDIX A.—AGREEMENT BETWEEN ANTHRACITE MINERS AND OPERATORS

The agreement between the United Mine Workers of America, Districts 1, 7, and 9, and the anthracite operators, in force in 1924 at the time of this study and until August 31, 1925, covering wages and conditions of employment in the Pennsylvania anthracite fields, ratified and confirmed the award of the Anthracite Coal Strike Commission and subsequent agreements, as well as the rulings and decisions of the board of conciliation, except in the following particulars:

(1) The contract rates at each colliery shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission of 1920.

(2) The hourly, daily, or monthly rates of outside and inside company men, working on the basis of an 8-hour day, shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission of 1920.

(3) The hourly, daily, or monthly rates of pumpmen and engineers formerly working a 12-hour cross shift, and changed to an 8-hour basis under the award of the United States Anthracite Coal Commission of 1920, shall be increased 10 per cent over and above the rates established by the board of conciliation in conformity with said award.

(4) The hourly or daily rates of consideration miners and consideration miners' laborers shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission of 1920.

(5) The rates paid contract miners' laborers shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission of 1920, said increase to be paid by the operator and miner by adding 10 per cent to the portion of the rate now assumed by each.

(6) Outside and inside company men working on the basis of a day in excess of 10 hours, shall be placed on the basis of an 8-hour day. The rate of pay for an 8-hour day shall be adjusted in the same manner as rates were adjusted for hoisting engineers and pumpmen, who were changed from a 12-hour day to an 8-hour day in 1920, subject to the same increase of 10 per cent provided for other company men under clause 2 hereof.

(7) Outside and inside company men working on the basis of a 9-hour or 10-hour day shall be placed on the basis of an 8-hour day. The rates of pay for the 8-hour day shall be the rates for the 9 or 10 hour day paid under the agreement of 1916, plus \$1.80 per day for outside employees and \$2 per day for inside employees, plus .17 per cent and subject to the same increase of 10 per cent provided for other company men under clause 2 hereof.

(8) Monthly men coming under the agreement of September 2, 1920, and working on a basis in excess of 8 hours per day shall be placed on the basis of an 8-hour day. The monthly rates for the 8-hour basis shall be the monthly rates paid under the agreement of May 5, 1916, plus \$54 per calendar month for outside employees and \$60 per calendar month for inside employees, plus 17 per cent (except where modified by ruling of the board of conciliation) and subject to the same increase of 10 per cent provided for other company men under clause 2 hereof.

(9) The colliery rate sheets of the different collieries shall be brought up to date, shall be signed by the company officials and the mine committees, and shall then be filed with the board of conciliation. In case of dispute as to the correctness of any rate the rate shall be determined by the board, after hearing. In such cases the burden of proof shall rest with the party taking exception to the filed rate.

(10) A grievance referred to the board of conciliation shall be answered within 15 days and shall be heard within 30 days from date of filing with the board. Decisions shall be rendered by the board, or case shall be referred to an umpire, within 30 days after hearing. In case of reference to an umpire, the decision of said umpire shall be rendered within 30 days from date of reference.

(11) Rates for new work, such as opening a seam of coal, shall be made collectively as between the mine committee and the company officials on the basis of the standard recognized rates paid for similar conditions in the mine in question or adjacent mines. In case of disagreement the matter shall be adjusted through the board of conciliation in the manner now customary. Pending decision by the board, work shall proceed at rates set by the foreman and which shall not be less than the standard recognized rates aforesaid. No contracts shall be made with individual employees at less than the prescribed scale rates or not in keeping with customary practices. This section shall not be construed to deny to the operator the right to change the method of mining.

(12) The board of conciliation is hereby authorized to undertake and complete a thorough study of all wage scales before the expiration of this contract and submit the same to the next joint conference. If the board of conciliation shall, by unanimous vote, recommend the adjustment of any inequities or inequalities in wage rates during such study, the adjustment shall take effect on a date set by the board.

APPENDIX B.—AGREEMENT BETWEEN BITUMINOUS MINERS AND OPERATORS

The agreement between the United Mine Workers of America and the coal operators of the Hocking District of Ohio, effective from April 1, 1923, to March 31, 1924, and continued in force during the period of this study by the Jacksonville agreement is given below. This is the basing district of Ohio and part of the central competitive field, consisting of Illinois, Indiana, Ohio, and Western Pennsylvania.

SUBDISTRICT No. 1

DETAILED MINING SCALE FOR HOCKING VALLEY (SUBDISTRICT 1 OF DISTRICT 6)

Effective from April 1, 1923, to March 31, 1924

This agreement, by and between the respective duly authorized representatives of the coal operators and miners of the Hocking District of Ohio.

Witnesseth, That pursuant to the agreement entered into at New York, N. Y., January 24, 1923, the following shall be the prices, rates of wages, rules and conditions to govern the production of coal in the Hocking district.

We, the members of the scale committee representing the operators and miners of the Hocking district, submit the following prices and conditions as the wage scale for said district for the period beginning April 1, 1923, and ending March 31, 1924.

<i>Pick mining</i>		
Run of mine.....	per ton..	\$1. 1164
Entries, dry.....	per yard..	3. 6217
Break throughs, in entries.....	do.....	3. 6217
Break throughs, in rooms.....	do.....	2. 5110
Room turning.....	per room..	5. 4896

<i>Inside day labor</i>		
Tracklayers.....	per day..	7. 50
Tracklayers' helpers.....	do.....	7. 25
Trappers.....	do.....	4. 00
Trappers (where old men are employed).....	do.....	5. 41
Bottom cagers, drivers, trip riders.....	do.....	7. 50
Water haulers, machine haulers.....	do.....	7. 50
Snappers on gathering locomotives.....	do.....	7. 50
Timbermen.....	do.....	7. 50
Pipemen for compressed-air plants.....	do.....	7. 42
Wiremen.....	do.....	7. 50
Motormen.....	do.....	7. 50
Motormen (minimum).....	do.....	7. 50
Other inside day labor.....	do.....	7. 25
Spike team drivers, extra.....	do.....	. 25

Machine cutting

By Jeffrey machine in room.....	per ton..	\$0. 14
By Jeffrey machine in entry.....	do.....	. 1790
By punching machines in room.....	do.....	. 1744
By punching machines in entry.....	do.....	. 1905

Loading

In rooms with hand drilling.....	per ton..	. 80
In entry with hand drilling.....	do.....	. 9290
Break throughs in entries (entry price).....	do.....	. 9290
Break throughs in rooms.....	do.....	(¹)

Outside day labor

First blacksmith.....	per day..	7. 77
Second blacksmith.....	do.....	7. 45
Blacksmith helpers.....	do.....	7. 25
Mine carpenters.....	do.....	7. 45
Dumpers.....	do.....	7. 25
Trimmers.....	do.....	7. 25
Greasers and couplers.....	do.....	5. 06

When engineers and firemen are employed by the day, the minimum rate shall be \$7.25 for 8 hours' work. This shall not apply to men employed at a monthly rate. This rule shall also apply to coal washers.

First. That the 8-hour day of 48 hours of 6 days per week is hereby reaffirmed. The following holidays are recognized:

- New Year's Day.
- Lincoln's Birthday.
- Washington's Birthday.
- April 1.
- Decoration Day.
- Fourth of July.
- August primary day.
- Labor Day.
- November general election day.
- Thanksgiving Day.
- Christmas.

Second. That an 8-hour day means 8 hours' work in the mines at usual working places for all classes of inside day labor. This shall be exclusive of the time required in reaching such working places in the morning and departing from same at night.

(A) Regarding drivers, they shall take their mules to and from the stables and the time required in so doing shall not include any part of the day's labor, their work beginning when they reach the change at which they receive empty cars, but in no case shall the driver's time be docked while he is waiting for such car at the point named.

(B) The company shall harness and unharness all stock. Drivers shall unhalter and bridle stock in the morning and halter them in the evening at quitting time. At mines having 15 head of stock or less the stable boss shall harness and unharness all stock and at mines having over 15 head of stock the company shall have the privilege of employing a regular employee 1 hour extra each morning and 1 hour extra each evening to assist the stable boss in harnessing and unharnessing stock. Night drivers shall unharness their stock when taken in stable at night.

Third. That when the men go into the mine in the morning they shall be entitled to 2 hours' pay whether or not the mine works the full 2 hours. But after the first 2 hours the men shall be paid for every hour thereafter by the hour for each hour's work or fractional part thereof. If for any reason the regular routine work can not be furnished the labor for a portion of the first 2 hours, the operators may furnish other than the regular labor for the unexpired time.

INTERPRETATION

The interpretation of this rule is that day men working on idle days or extra time are entitled to their regular wage, unless called upon to perform work carrying a higher rate, for which such rate shall apply.

¹ Entry price.

TURNS

SEC. 4. The operators shall keep a square turn, and it shall be the duty of the superintendent to see that this rule is properly carried out and that at least each 2 weeks the turn for all sections of the mine shall be made uniform.

There shall be no free turns allowed to either rooms or entries. The entries shall be driven as fast as operators desire or conditions permit, but in no case shall entry miners be allowed more cars per week than room miners. If however, the regular turn will not allow cars enough to drive the entries as fast as desired, the operators shall increase the number of miners in each entry, so that by giving to each the regular turn the entries shall be driven as fast as two miners could drive them with full work. But should the room men decline to take their places in the entries when requested to do so by the operators, then the entry men shall have free turns until the entries are driven the required length. Nothing in the foregoing to prevent fast turns.

This rule shall apply to the machine men as well as loaders and the company agrees to use every effort to the end that the number of men on each machine will be equalized.

PREPARATION OF COAL

SEC. 5. Both miners and operators recognizing the importance of getting clean and merchantable coal to insure the sale of the same, it is understood and agreed that the miners will produce their coal in such a way as not to increase the percentage of fine coal, either by carelessness or reckless shooting, and will load clean and merchantable coal free from impurities.

In order to secure the above results it is agreed as follows:

(A) When necessary to snub coal, snubbing must be done in a practical and workmanlike manner so as to keep the quality of the output uniform and produce the largest amount of lump coal.

(B) The loader or loaders shall not drill any hole on the solid of the rib, nor deeper than the undercut.

(C) Unless otherwise required by operator, the fine coal and cuttings must not be loaded out separately, but must be loaded and distributed throughout the balance of the coal in order to keep the product of the mine uniform.

(D) Any loader or loaders found breaking up the loading bone, soft coal, or other impurities with his coal, shall be laid off 5 days for the first offense and 10 days for each succeeding offense.

DOCKING

SEC. 6. The operator may designate one man at each mine, who shall be recognized as inspector, and whose duty it shall be to inspect the coal. The miners may also designate one man at each mine to inspect the cleaning of the coal and the weighing of the impurities. Should a loader willfully, carelessly, or otherwise fail to load clean, merchantable coal, the inspector shall estimate or cause to be weighed the impurities, and when 100 to 150 pounds of dirty coal has been loaded, 10 cents shall be taken for the 100 or 150 pounds.

For from 150 pounds to 250 pounds of dirty coal 20 cents shall be taken.

For from 250 to 500 pounds of dirty coal, 30 cents shall be taken.

For the third car of dirty coal from any one working place in any one day, or where 500 or more pounds of dirty coal is found in any one car, 50 cents shall be checked off.

If upon investigation by the mine boss and committee, the man or men are found to have an average working place, he or they shall be suspended 1 or 2 days, at the discretion of the mine boss and mine committee. But should a place be found below an average working place then the above penalties shall not apply.

Whenever the provisions of this contract are not observed the operator has the right to close down the mine until the miners will observe the contract to produce clean, merchantable coal.

It is understood that the operators have a right to clean the coal before weighing.

The moneys checked off shall be placed in the burial fund and shall not be refunded and shall only be used by miners and operators for the purpose for which such fund was created.

CLAY VEINS

SEC. 7. Where clay veins, rolls in bottom, or horsebacks exist, the price for removing the same shall be determined between the loader and mine boss. If loader and mine boss fail to agree, the same to be referred to loader, mine boss and mine committee.

SLATE

SEC. 8. The company shall remove the slate from the working places of the miners; and if the company fails after being notified, the miners shall be employed to remove such slate and be paid therefor at the price agreed upon between the mine boss and the miner, based on the price of inside day labor. This refers to all kinds and conditions of roof only and not to bone coal.

BOTTOM, SPRAGE, ETC.

SEC. 9. All machines shall be fitted with suitable skids, and machine men must cut coal level and close to bottom; and in no case shall thickness of bottom exceed 4 inches, except in case of pots or other extreme variations. Machine men leaving more bottom than above, and when upon investigation it is proven that the machine men are at fault, must lift the same, or it shall be lifted at their expense. Where the bottom is sulphurous and unmarketable, the miner may call the attention of the mine boss to it and endeavor to arrive at an agreement for its removal or retention. If the mine boss and miner fail to reach an agreement as to compensation or otherwise, the matter shall be submitted to the superintendent and mine committee for adjustment. In case of sprags being left by machine men they shall be notified by the loader, and if they refuse to remove the same the loader shall remove the same and be allowed 50 cents for so doing, the said 50 cents being deducted from machine men. When machine men leave six or more sprags in one pay, they shall be removed from machine and their services be dispensed with.

The company shall provide shields for covering cutter head of machine. The machine men shall be required to remove the bits from the chain on cutter head, or place the shield over cutter head to make the machine safe to be moved. Any machine men failing to carry out this rule may be removed from machine without question.

Where machine men are required to repair or replace parts on machines they shall be compensated for the same.

STICKY BOTTOMS

The question of what constitutes sticky bottom shall be determined by the mine boss and loader in the following manner: When the bottom has been sheared along the rib, to the face, and is open on the end, and two wedges are driven through the bottom coal (wedges to be driven 18 and 36 inches from shearing and 18 inches from the front of the bottom coal), and the coal still clings and adheres to the floor, it shall be termed sticky bottom and the loader shall not be required to lift same without compensation based on tracklayers' wage scale. This, however, shall not prevent the mine boss and loader from making a mutual agreement to lift same, or in case of their failure to agree to have it lifted by any one by paying the tracklayers' wage scale, nor shall it prevent the mine committee and superintendent from making investigation in case of disagreement under the above rule.

WIDE ROOMS

SEC. 10. All rooms shall be 24 feet wide or over except under river bottoms where the same may be driven 20 feet wide without extra compensation. All other rooms from 24 to 18 feet \$2.76 extra shall be paid. Rooms under river bottoms where necessary to be driven from 20 feet to 18 feet, \$2.76 extra shall be paid. Rooms less than 18 feet wide shall be paid for at entry price. Where rooms are driven 30 feet wide, same shall have two tracks if practical. Each two men shall be given two rooms where practicable. Slabs to be left to men and mine boss.

The operators shall designate the width of all working places and same shall be paid for at the width ordered cut.

In working pillars and stumps, all places over 15 feet wide shall be paid for at wide price to cutter and loader. Fifteen feet or less with two tight ends, entry price. Fifteen feet or less open end shall be paid for at entry price to cutter and wide price to loader.

INTERPRETATION

Wherever a place is closed in by a fall or an excessive gob to such an extent that one can not walk or work around the same conveniently, it shall be considered a tight end.

PUTTING ON CARS

SEC. 10½. When the miner has properly laid his track and a car jumps the track, the same shall be put on by the company, and the miner shall not be discriminated against in the way of regular turn.

CLEARING TRACK

SEC. 11. Men other than drivers and trappers, motormen and motormen helpers, cagers and incline men, employed to gather up coal along working roads and cleaning up track shall receive pay for such work at narrow-work prices per ton with cutting added.

Any such man found taking down or loading other than the coal already down and along track shall be removed from his position. In the event that no other class of labor is available, the company shall have the right to employ day men to clean up tracks.

BLACKSMITHING

SEC. 12. Blacksmithing shall be three-fourths of 1 cent on the dollar for pick mining.

All tools of machine miners, including axes, shall be sharpened without charge.

PICK MINE NECKS

SEC. 13. In opening rooms in pick mines where narrow work exceeds 18 feet before widening rooms, all in excess of 18 feet shall be paid for at entry price.

LOST COAL

SEC. 14. If the company insists upon the machine men cutting places, then the company shall pay for all coal lost by places falling in. Coal so lost shall be paid for within 30 days.

WET PLACES

SEC. 15. Where the mine boss and miners fail to agree as to whether the working place is wet and entitled to extra pay, it shall be referred to the committee and mine boss or superintendent; if judged wet 3.60 cents per ton additional shall be paid.

Fifteen cents per barrel shall be paid for bailing water; sufficient barrels to be furnished to miners to keep their places dry. The said barrels shall be common oil barrels. In the event of the management failing to provide empty barrels as required by miners, then 3.60 cents per ton extra shall be paid for wet places. Where a place is decided wet all the coal that comes out of the place shall be paid for at wet price, so long as the place remains wet.

It shall be optional with the company to work wet places. It is agreed and understood that in wet places the miner to be entitled to wet price must first take the matter up with the mine boss for adjustment.

ENTRIES REGULAR AND DEFICIENT

SEC. 16. It is understood and agreed that in entries of regular height and where no horseback, clay vein, or other foreign substance exists, no average will be paid.

In deficient entry, where it is necessary to take down slate for height of roadway, the loader will shoot and load the same.

Where rock is encountered the same shall be drilled and shot down by the company and loaded by the loader. Where such deficient entry is driven and rock or slate is handled by the loader the established average tonnage of said entry or mine will be paid.

Each crossing shall be cut full width and depth, unless otherwise ordered by the company; and the manner of counting said crossing shall be the regular depth of machine as determined by tape measure.

The coal to be mined in a workmanlike manner, so as to produce the greatest amount of lump coal, and each car shall be checked with a check of the man doing the work.

Where the company wishes to drive deficient entry by the day, the price per day to be \$3.70; the company to have the right to select their men but the man working the place is to have the preference.

It is understood and agreed that in isolated territory where not more than six men can be employed, when necessary, men shall be permitted to cut, load, and haul their coal; cutting and loading to be paid for at tonnage rates, the men doing the work to agree with mine boss on pay for hauling.

Where rock drilling and shooting in deficient entries is done by hand, the rate per day shall be \$8.70. Where done by electric drill, the minimum rate per day shall be \$7.50.

In working deficient wet entry by the average, the wet price shall apply to the average tonnage paid the loaders. When paid by the day, the equivalent of the average tonnage per cut, wet price, shall be paid day man driving deficient entry by the day.

ENTRIES, DOUBLE-SHIFT

SEC. 17. Forty-eight cents per yard shall be paid for driving double-shift entries, and break throughs between entries.

DAY LABOR ON IDLE DAYS

SEC. 18. When necessary day men shall work on idle days, or, in case of emergency, overtime; but such work shall be distributed as equally as possible among employees entitled to said extra work. The operators reserve the right to work skilled labor upon days when mine is idle, or, in case of emergency, extra shift.

DAY LABOR TRANSFERRED

SEC. 19. Drivers and other day men shall work under the direction of the mine boss or superintendent and shall perform such labor as may be required by mine boss or superintendent; provided that the scale of wages is paid for such labor required to be performed.

UNWARRANTED ABSENCE OF EMPLOYEES

SEC. 20. When any employee absents himself from duty for two days except in case of sickness, and without giving advance notice to the mine boss, if possible, he forfeits his position.

WAITING ON CARS

SEC. 21. Where cars are promised and are on the way between the yards and mine at starting time in the morning, the men shall wait up to and not less than 30 minutes; provided, however, that where satisfactory local arrangements exist for waiting for cars, the same shall remain in force and be observed.

INTERPRETATION

When the men go to work in accordance with the above rule, the mine committee have the right if they so elect to call up the railroad yards to ascertain if cars will be at the mine within the provisions of the rule. Should they be informed that cars are on the way and will be there on time, then the men will go into the mine and all inside daymen will be paid for or furnished at least 2 hours' work. The outside daymen will take their regular positions and should cars fail to come on time they will be paid at least 1 hour's pay, whether they perform any labor or not.

NOON HOUR VARIATION

SEC. 22. In case of emergency, the company shall have the right to vary the noon hour to one-half hour earlier. All daymen affected shall be notified in advance of such variation in noon hour.

MEETINGS AT MINE

SEC. 23. Where necessary to hold meetings at mine where miners so desire, one afternoon each month shall be allowed for the purpose of holding such meetings. Such afternoon to be agreed upon between the management and miners at the different mines.

No other meetings than as herein provided shall be held at any mine during working hours.

LOCAL RULES AND ORDERS

SEC. 24. No local rules or orders shall be made or given by either miners or operators, or their agents, that interfere with the provisions of this contract.

DRIVER'S, DAYMEN'S, OR MACHINE MEN'S ABSENCE

SEC. 25. In case a machine man, driver, or other dayman fails to appear for duty, a man may be taken from a working place; the man taking either's place to get such turn for one day each pay.

OUT OF CUTTING

SEC. 26. Under normal conditions, if 4 men are out of cutting or rails on any one territory at work time in the morning and upon investigation by mine boss and committee it shall be found to be the fault of the company, the men shall be furnished work by the operator, but in no case shall a breakdown or unavoidable accident be considered the fault of the company. It is understood, however, that all mine superintendents and mine bosses shall make every effort to have all working places in working condition at starting time in the morning and no man shall be required to lose two days' work in succession.

SETTLEMENT OF DISPUTES

SEC. 27. It is agreed that in case of any local grievance at any mine the aggrieved party or parties and mine boss shall first make an earnest effort to adjust the dispute.

In case they fail to agree the matter in dispute shall be referred to the mine foreman or superintendent and mine committee. If they fail to agree it shall then be referred to the general manager of the company involved, or his representative, and the president of subdistrict 1, of district 6, U. M. W. of A., or his representative. In case they fail to agree the matter shall be referred to the president of district 6, of U. M. W. of A., or his representative and the representative of the Southern Ohio Coal Exchange, or the operator's affected thereby.

All controversies arising under the terms of this agreement shall be taken up for adjustment as herein provided without delay.

STOPPING OF MINES

SEC. 28. No strike or stoppage of work shall occur at any mine except for failure to pay upon regular pay day without explanation, or breakdown of weight scales, until the matter has been taken up with the subdistrict officers of subdistrict No. 1 of district No. 6, of U. M. W. of A., and the company affected, and they have taken the matter up as provided in section 27.

(A) Should any local officer, or officers of any local union or any member thereof, employed at any mine cause the mine to shut down in violation of this rule, each member of the United Mine Workers of America employed at said mine, except those who continue at work, shall have deducted from his earnings the sum of one dollar (\$1) per day for each day or part of day he remains idle.

(B) Should any operator or his representative lock the men out for the purpose of forcing a settlement of any grievance, or cause the mine to shut down in violation of this rule, he shall be fined one dollar (\$1) per employee so idle, for each day or part of a day the mine is thus thrown idle. It is agreed that the stoppage of the mine as provided for in section 6 of this contract shall not constitute a violation of this rule.

(C) All moneys assessed against the employees under this rule shall be collected from the pay for the half month in which the violation of the rule occurs, or from the first moneys due thereafter, and said moneys so collected shall be turned over to the proper officers of subdistrict No. 1, district No. 6, U. M. W. of A. All moneys assessed against the operators for violation of this rule shall be paid over to the Southern Ohio Coal Exchange; provided that money assessed against operators not members of the above-named exchange shall be paid to the secretary-treasurer of the subdistrict.

Under no circumstances shall the money so paid be refunded by either the subdistrict or the Southern Ohio Coal Exchange.

The company shall furnish the local secretary a list of money so collected and paid over. It is understood that the collection of all fines shall take precedence over all other collections.

BOYS

Sec. 29. Sons of members of the United Mine Workers of America, when becoming of proper age, shall be allowed the preference of going into the mines.

LIMIT ON MINE CARS

Sec. 30. No limit of weight shall be placed on loading mine cars, and, in case of loss in transit, the company shall not be held responsible except where cars are broken by employees, or where a wreck occurs, the average weight shall be made good by the company. In order that miners can not take advantage of this cause, the mine manager and committee of any mine where complaint is made of loading cars over their capacity shall mutually agree on a standard height of loading cars.

ENGINEERS AND FIREMEN

Sec. 31. In case of local or general suspension of mining, either at the expiration of this contract or otherwise, the engineers, firemen, pumpers, fire bosses, and other men necessary to keep mines in shape, shall not suspend work but shall, when mine is suspended, fully protect and keep in repair all of the company's property under their care, and operate fans and pumps, and lower and hoist such men or supplies as may be required to keep up steam at the company's coal plant; but it is understood and agreed that the operators will not ask them to hoist any coal produced by nonunion labor for sale on the market. The rates to be paid for such work to be those in effect at the time of suspension, subject to any subsequent settlement.

CHECK OFF

Sec. 32. The system of checking off for the United Mine Workers' organization remains in force and must be observed; the same to be checked off by per cent of earnings. The above to include all dues and assessments for burial fund and United Mine Workers' organization.

No fines shall be collected except it is ordered by a majority vote of the members present at a regularly called local meeting.

However, should either the operator, the local union or the party upon whom the fine is imposed object to such fine, each of them shall have the right to appeal to the subdistrict officers and the operator or the operators' commissioner for final ruling.

In order to be honored, check-off figures must be furnished to the company by noon of the 1st and by noon of the 16th of each month.

DIVISION OF WORK

Sec. 33. It is understood that companies operating two or more mines will work all mines on turn as near as possible or as near as market conditions will permit. When it is necessary for any one company to close one or more mines down on account of market conditions it is agreed that the men employed at said mines shall be entitled to work at mines remaining in operation and the company shall distribute the men proportionately to the mines remaining in operation. It is understood that all classes of labor agreed upon by the mine foreman and committee shall under these circumstances share their work. Nothing in the foregoing to interfere with or affect the efficiency of the mine or the quality of the output.

FIRE BOSSES

Sec. 34. We agree that fire bosses shall be entitled to a full day's pay for inspecting the mines on Sundays and all holidays.

CONTRACT WORK IN MINES

Sec. 35. There shall be no contract work in any mine in this subdistrict.

HOUSE COAL

In keeping with the award of the Coal Commission, 27 per cent shall be added to the price of house coal, prevailing October 31, 1919.

POWDER

The price of powder to be \$2.30 per keg delivered as provided for in contract.

SPECIAL CONDITIONS AND LOCAL CONCESSIONS

SEC. 36. Conditions governing all employees in and about the mines prevailing during the years 1916 and 1917 and not specifically covered in the above rules and conditions shall remain unchanged, but any local concession made heretofore by any miner or operator at any mine shall be open to him for adjustment.

APPENDIX C.—DEFINITIONS OF OCCUPATIONS

Each of the occupations for which figures are presented in this report is briefly defined below.

If a definition applies to an inside occupation the word "inside" follows the name of the occupation. Example—"Brakemen, inside." If it applies to outside work the word "outside" follows the name. Example—"Ash men, outside." If the occupation is found both inside and outside the mine no modifying word is used. Example—"Blacksmiths."

A similar rule has been followed to indicate anthracite and bituminous mine occupations.

Ash men, outside, anthracite.—Remove ashes from beneath the fire box of boilers by flushing or by shoveling the ashes into cars.

Blacksmiths.—Do general blacksmithing, nearly all repair work.

Brakemen, inside.—Also known as trip riders, trailers, and tailers. In anthracite mines they are called motor brakemen. They operate or throw switches, couple and uncouple cars, assist motormen in the transportation of loaded coal cars from switches or sidings in the mines to the shaft, and of empty cars from the shaft to the switches or sidings. Loaded cars are hauled by mules from rooms in which coal is mined to the switches and empty cars from the switches to the rooms.

Brattice men, inside.—Sometimes also called airmen. They usually work under the supervision of the fire boss, whose duty it is to see that the mine is prepared for ventilation and for protection against fire. They construct brattices of wood, canvas, stone, brick, or cement. This work is of great importance in mines affected by gas, as such mines must be thoroughly ventilated.

Cagers.—Also called bottomers and dumpers. They are stationed at the shaft inside the mine and at the top of the shaft outside the mine. Those inside the mine place loaded coal cars in the cage and take empty cars out of it. Those outside the mine take loaded cars from the cage and place empty cars in it.

Carpenters, outside.—Do general carpentry repair work.

Car runners, inside, anthracite.—In some mines cars are run by gravity from rooms or chambers in which coal is mined to switches or sidings, or to shafts, or from switches or shafts to rooms or chambers. Cars so run are in charge of car runners who control their speed or stop them by brakes or sprags.

Car runners, outside, anthracite.—Transfer empty railroad cars to breaker chutes and loaded cars from chutes over a section of the railroad track where scales for weighing cars are installed.

Door tenders (boys), inside, anthracite.—Also called trappers. They open ventilating doors to let cars through them to and from the shaft and close them as quickly and securely as possible as soon as the cars have passed. In some mines there are no door tenders as the doors are opened and closed automatically.

Drivers, inside.—Drive mules into and out of rooms in which coal is mined, hauling loaded coal cars from rooms to switches or sidings where cars are assembled for transportation by motor to the shaft, and empty cars from switches to the rooms. In mines where the distance from the rooms to the shaft is short, the haul is from the room to the shaft and return, no motor being used.

Dumpers, outside, anthracite.—Dump loaded coal cars at the tippie by hand or by operating mechanical apparatus.

Engineers.—Operate and repair ventilating fans inside the mines and breaker machinery outside the mines. Operate and inspect hoisting machinery which is used in lifting employees and loaded coal cars in cages to the top of the shaft and in lowering employees, empty cars, and material from the top of the shaft into the mines.

Firemen, outside.—Keep fires burning under boilers to produce steam by shoveling coal into the fire box as needed and by keeping the fire box clear of ashes and clinkers.

Jig runners, outside, anthracite.—Operate a jig, a mechanical contrivance or part of the breaker machine, which cleans coal by removing slate, rock, and waste material.

Laborers.—Do various kinds of unskilled inside and outside work. They push cars, assist trackmen and timbermen, shovel dirt, and handle material, and do other necessary unskilled work about the mines. In anthracite mines company miners' laborers and consideration miners' laborers are not included with these laborers, because they are paid a higher wage than is paid to these.

Laborers, company miners', inside, anthracite.—Load cars and assist company miners in drilling holes into stone or coal for explosives. The drilling is done with electric or compressed-air machines. Company miners' laborers seldom mine any coal, it being their duty to remove obstructions and prospect for new chambers or rooms. These laborers are paid a time rate which is a little lower than that of "Laborers, consideration miners'."

Laborers, consideration miners', inside, anthracite.—Load cars and assist consideration miners in drilling holes into coal or stone for explosives. The drilling is done with electric or compressed-air coal-mining machines. They become contract miners' laborers when working conditions improve and miners are able to earn on a tonnage basis more than the fixed or specified time rate of consideration miners. They are paid a time rate when working as consideration miners' laborers, the rate being a little higher than that of company miners' laborers and are paid on a tonnage basis when working as contract miners' laborers.

Laborers, contract miners', inside, anthracite.—Load cars and assist contract miners in operating electric or compressed-air coal-mining machines which are used in drilling holes into coal for explosives. They become consideration miners' laborers when mining or working conditions are abnormal, due to obstructions, such as stone, slate, and dirt, and when contract miners are thereby unable to earn on a tonnage basis more than the fixed or specified rate of consideration miners. They are paid on a tonnage basis when contract miners' laborers and a time rate when consideration miners' laborers. The rate as consideration miners' laborers is a little higher than that of company miners' laborers.

Loaders, hand, contract, inside, bituminous.—Do same work as loaders, hand, but employ one or more helpers whom they pay out of their earnings, while the loaders, hand, have no helpers.

Loaders, hand, inside, bituminous.—Shoot or blast coal from seams or beds after it has been undercut by machine miners and then load the coal into cars, using hand shovels. In some mines they do the timbering; that is, set props or timbers to prevent the falling of slate, stone, and earth into the rooms of the mines; also lay tracks in rooms of mines and keep rooms in good working condition.

Loaders, machine, inside, bituminous.—Operate electric driven coal loading machines which load, by endless chain scoop method, the coal, into mine cars, after it has been blasted from the face or seam. The operator keeps the loading chain of the machine against the loose coal bed and uses a hand shovel to assist in keeping the coal in contact with the loading device.

Loaders, outside, anthracite.—Load coal into railroad cars and refuse into mine cars.

Machinists, anthracite.—Install and repair machines and machinery.

Masons, inside, anthracite.—Construct necessary air bridges and walls to conduct or force air into all parts of the mine.

Miners, company, inside, anthracite.—These employees very seldom mine coal. They operate electric or compressed-air machines, drill holes into stone or coal for explosives, and load cars. They are usually engaged in removing obstructions in the mines and in prospecting for profitable mining chambers. They are paid a time rate which is a little less than that of the consideration miner and are called "company miners" to distinguish them from the consideration miners.

Miners, consideration, inside, anthracite.—Operate electric or compressed-air coal-mining machines, drill holes into coal or stone for explosives, and also load coal into cars. These employees are regular contract miners who, in consequence of obstructions in their working chambers or rooms, such as stone, slate, dirt, or of bad working conditions, are unable to earn on a tonnage basis an amount equal to or in excess of a certain specified rate per day. They are paid the specified rate, which is a little more than that of company miners, until they are able to earn more on a tonnage basis.

Miners, contract, inside, anthracite.—Operate electric or compressed-air coal-mining machines, drill holes into coal for explosives, and also load coal into cars. They are paid on a tonnage basis. A contract miner becomes a consideration miner when, owing to obstructions in his working chamber or room, such as stone, slate, or dirt, he is unable to earn an amount in excess of a fixed or specified rate per day. He then becomes a consideration miner and is paid the fixed rate per day until he is able to earn more on a tonnage basis.

Miners, gang, inside, bituminous.—These employees work in groups dividing their earnings equally regardless of the kind of work performed. Some of them operate electric or compressed-air coal-mining machines undercutting seams of coal and drilling holes into coal for explosives, while others are placing the explosives and loading by hand into mine cars the coal which has already been blasted from the seam. Only a few of a gang operate the undercutting machines, but all do loading, etc.

Miners, hand or pick, inside, bituminous.—Undercut coal with pick, cutting some distance from the face of the seam, separate it from seams with pick or explosives, and load the coal into cars.

Miners, machine, inside, bituminous.—Operate electric or compressed-air coal-mining machines, undercutting seams of coal and drilling holes into coal for explosives.

Motormen, inside.—Operate motors which are used in the transportation of loaded cars from switches or sidings in the mines to the shaft and of empty cars from the shaft to the switches or sidings. Loaded and empty cars are hauled to and from the switches by mules.

Motor brakemen, anthracite.—See Brakemen, inside, bituminous.

Oilers, outside, anthracite.—Oil and clean machines and engines.

Other employees.—Include employees of all occupations in the industry other than those specified and defined in this bulletin.

Plate men, outside, anthracite.—Work at the platform of the breaker machine sizing coal and removing stones from the coal before it enters the conveyors.

Pump men, inside.—Operate, repair, and look after pumps used in pumping water from the mines.

Repair men, outside, anthracite.—Repair chutes and breakers and other machinery.

Timber cutters, outside, anthracite.—Cut and load props or timbers into cars for transportation into the mines. They also load cars with other supplies for use in mines.

Timbermen, inside.—Cut and set timbers or supports in mines to prevent falls of slate, stone, and dirt.

Trackmen.—Lay and repair tracks used in transportation in and about the mines. At some mines outside trackmen repair tracks on the mine property.

Slaters (boys), outside, anthracite.—Also called pickers. They pick slate from the coal as it passes over the automatic conveyors or down the coal chutes.

Trappers (boys), inside, bituminous.—See Door tenders, inside, anthracite.

SERIES OF BULLETINS PUBLISHED BY THE BUREAU OF LABOR STATISTICS

*The publication of the annual and special reports and of the bimonthly bulletin was discontinued in July, 1912, and since that time a bulletin has been published at irregular intervals. Each number contains matter devoted to one of a series of general subjects. These bulletins are numbered consecutively, beginning with No. 101, and up to No. 236 they also carry consecutive numbers under each series. Beginning with No. 237 the serial numbering has been discontinued. Under each series is grouped all the bulletins which contain material relating to the subject matter of that series. A list of the reports and bulletins of the Bureau issued prior to July 1, 1912, will be furnished on application. The bulletins marked thus * are out of print.*

Wholesale Prices.

- *Bul. 114. Wholesale prices, 1890 to 1912.
- Bul. 149. Wholesale prices, 1890 to 1913.
- *Bul. 173. Index numbers of wholesale prices in the United States and foreign countries.
- *Bul. 181. Wholesale prices, 1890 to 1914.
- *Bul. 200. Wholesale prices, 1890 to 1915.
- *Bul. 226. Wholesale prices, 1890 to 1916.
- Bul. 269. Wholesale prices, 1890 to 1919.
- Bul. 284. Index numbers of wholesale prices in the United States and foreign countries. [Revision of Bulletin 173.]
- Bul. 296. Wholesale prices, 1890 to 1920.
- Bul. 320. Wholesale prices, 1890 to 1921.
- Bul. 335. Wholesale prices, 1890 to 1922.
- Bul. 367. Wholesale prices, 1890 to 1923.
- Bul. 390. Wholesale prices, 1890 to 1924.
- Bul. 415. Wholesale prices, 1890 to 1925.

Retail Prices and Cost of Living.

- *Bul. 105. Retail prices, 1890 to 1911: Part I.
Retail prices, 1890 to 1911: Part II—General tables.
- *Bul. 106. Retail prices, 1890 to June, 1912: Part I.
Retail prices, 1890 to June, 1912: Part II—General tables.
- Bul. 108. Retail prices, 1890 to August, 1912.
- *Bul. 110. Retail prices, 1890 to October, 1912.
- Bul. 113. Retail prices, 1890 to December, 1912.
- Bul. 115. Retail prices, 1890 to February, 1913.
- *Bul. 121. Sugar prices, from refiner to consumer.
- Bul. 125. Retail prices, 1890 to April, 1913.
- *Bul. 130. Wheat and flour prices, from farmer to consumer.
- Bul. 132. Retail prices, 1890 to June, 1913.
- Bul. 136. Retail prices, 1890 to August, 1913.
- *Bul. 138. Retail prices, 1890 to October, 1913.
- *Bul. 140. Retail prices, 1890 to December, 1913.
- Bul. 156. Retail prices, 1907 to December, 1914.
- *Bul. 164. Butter prices, from producer to consumer.
- Bul. 170. Foreign food prices as affected by the war.
- *Bul. 184. Retail prices, 1907 to June, 1915.
- Bul. 197. Retail prices, 1907 to December, 1915.
- Bul. 228. Retail prices, 1907 to December, 1916.
- Bul. 270. Retail prices, 1913 to December, 1919.
- Bul. 300. Retail prices, 1913 to December, 1920.
- Bul. 315. Retail prices, 1913 to December, 1921.
- Bul. 334. Retail prices, 1913 to December, 1922.
- Bul. 357. Cost of living in the United States.
- Bul. 366. Retail prices, 1913 to December, 1923.
- Bul. 369. The use of cost-of-living figures in wage adjustments.
- Bul. 396. Retail prices, 1890 to December, 1924.

Wages and Hours of Labor.

- Bul. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia.
- *Bul. 118. Ten-hour maximum working-day for women and young persons.

Wages and Hours of Labor—Continued.

- *Bul. 119. Working hours of women in the pea canneries of Wisconsin.
- *Bul. 128. Wages and hours of labor in the cotton, woolen, and silk industries, 1890 to 1912.
- *Bul. 129. Wages and hours of labor in the lumber, millwork, and furniture industries, 1890 to 1912.
- *Bul. 131. Union scale of wages and hours of labor, 1907 to 1912.
- *Bul. 134. Wages and hours of labor in the boot and shoe and hosiery and knit goods industries, 1890 to 1912.
- *Bul. 135. Wages and hours of labor in the cigar and clothing industries, 1911 and 1912.
- Bul. 137. Wages and hours of labor in the building and repairing of steam railroad cars, 1890 to 1912.
- Bul. 143. Union scale of wages and hours of labor, May 15, 1913.
- *Bul. 146. Wages and regularity of employment and standardization of piece rates in the dress and waist industry of New York City.
- *Bul. 147. Wages and regularity of employment in the cloak, suit, and skirt industry.
- *Bul. 150. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1913.
- *Bul. 151. Wages and hours of labor in the iron and steel industry in the United States, 1907 to 1912.
- Bul. 153. Wages and hours of labor in the lumber, millwork, and furniture industries, 1907 to 1913.
- *Bul. 154. Wages and hours of labor in the boot and shoe and hosiery and underwear industries, 1907 to 1913.
- Bul. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories.
- Bul. 161. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913.
- Bul. 163. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913.
- Bul. 168. Wages and hours of labor in the iron and steel industry, 1907 to 1913.
- *Bul. 171. Union scale of wages and hours of labor, May 1, 1914.
- *Bul. 177. Wages and hours of labor in the hosiery and underwear industry, 1907 to 1914.
- Bul. 178. Wages and hours of labor in the boot and shoe industry, 1907 to 1914.
- *Bul. 187. Wages and hours of labor in the men's clothing industry, 1911 to 1914.
- *Bul. 190. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1914.
- *Bul. 194. Union scale of wages and hours of labor, May 1, 1915.
- Bul. 204. Street railway employment in the United States.
- Bul. 214. Union scale of wages and hours of labor, May 15, 1916.
- Bul. 218. Wages and hours of labor in the iron and steel industry, 1907 to 1915.
- Bul. 221. Hours, fatigue, and health in British munition factories.
- Bul. 225. Wages and hours of labor in the lumber, millwork, and furniture industries, 1915.
- Bul. 232. Wages and hours of labor in the boot and shoe industry, 1907 to 1916.
- Bul. 238. Wages and hours of labor in woolen and worsted goods manufacturing, 1916.
- Bul. 239. Wages and hours of labor in cotton-goods manufacturing and finishing, 1916.
- Bul. 245. Union scale of wages and hours of labor, May 15, 1917.
- Bul. 252. Wages and hours of labor in the slaughtering and meat-packing industry, 1917.
- Bul. 259. Union scale of wages and hours of labor, May 15, 1918.
- Bul. 260. Wages and hours of labor in the boot and shoe industry, 1907 to 1918.
- Bul. 261. Wages and hours of labor in woolen and worsted goods manufacturing, 1918.
- Bul. 262. Wages and hours of labor in cotton-goods manufacturing and finishing, 1918.
- Bul. 265. Industrial survey in selected industries in the United States, 1919.
- *Bul. 274. Union scale of wages and hours of labor, May 15, 1919.
- Bul. 278. Wages and hours of labor in the boot and shoe industry, 1907 to 1920.
- Bul. 279. Hours and earnings in anthracite and bituminous coal mining: Anthracite, 1919 and 1920; bituminous, 1920.
- Bul. 286. Union scale of wages and hours of labor, May 15, 1920.
- Bul. 288. Wages and hours of labor in cotton-goods manufacturing, 1920.
- Bul. 289. Wages and hours of labor in woolen and worsted goods manufacturing, 1920.

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- Bul. 294. Wages and hours of labor in the slaughtering and meat-packing industry in 1921.
- Bul. 297. Wages and hours of labor in the petroleum industry, 1920.
- Bul. 302. Union scale of wages and hours of labor, May 15, 1921.
- Bul. 305. Wages and hours of labor in the iron and steel industry, 1907 to 1920.
- Bul. 316. Hours and earnings in anthracite and bituminous coal mining: Anthracite, January, 1922; bituminous, winter of 1921-22.
- Bul. 317. Wages and hours of labor in lumber manufacturing, 1921.
- Bul. 324. Wages and hours of labor in the boot and shoe industry, 1907 to 1922.
- Bul. 325. Union scale of wages and hours of labor, May 15, 1922.
- Bul. 327. Wages and hours of labor in woolen and worsted goods manufacturing, 1922.
- Bul. 328. Wages and hours of labor in hosiery and underwear industry, 1922.
- Bul. 329. Wages and hours of labor in the men's clothing industry, 1922.
- Bul. 345. Wages and hours of labor in cotton-goods manufacturing, 1922.
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- Bul. 353. Wages and hours of labor in the iron and steel industry, 1907 to 1922.
- Bul. 354. Union scale of wages and hours of labor, May 15, 1923.
- Bul. 356. Productivity costs in the common-brick industry.
- Bul. 358. Wages and hours of labor in the automobile-tire industry, 1923.
- Bul. 360. Time and labor costs in manufacturing 100 pairs of shoes.
- Bul. 362. Wages and hours of labor in foundries and machine shops, 1923.
- Bul. 363. Wages and hours of labor in lumber manufacturing, 1923.
- Bul. 365. Wages and hours of labor in the paper and pulp industry, 1923.
- Bul. 371. Wages and hours of labor in cotton-goods manufacturing, 1924.
- Bul. 373. Wages and hours of labor in slaughtering and meat-packing industry, 1923.
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- Bul. 387. Wages and hours of labor in the men's clothing industry, 1911 to 1924.
- Bul. 388. Union scale of wages and hours of labor, May 15, 1924.
- Bul. 394. Wages and hours of labor in metalliferous mines, 1924.
- Bul. 404. Union scale of wages and hours of labor, May 15, 1925.
- Bul. 407. Wages and hours and labor cost of production in the paper box-board industry, 1925. [In press.]
- Bul. 412. Wages, hours, and productivity in the pottery industry, 1925. [In press.]
- Bul. 413. Wages and hours of labor in the lumber industry in the United States, 1925.

Employment and Unemployment.

- *Bul. 109. Statistics of unemployment and the work of employment offices in the United States.
- Bul. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia.
- Bul. 172. Unemployment in New York City, N. Y.
- *Bul. 182. Unemployment among women in department and other retail stores of Boston, Mass.
- *Bul. 183. Regularity of employment in the women's ready-to-wear garment industries.
- Bul. 192. Proceedings of the American Association of Public Employment Offices.
- *Bul. 195. Unemployment in the United States.
- Bul. 196. Proceedings of the Employment Managers' conference held at Minneapolis, Minn., January, 1916.
- *Bul. 202. Proceedings of the conference of Employment Managers' Association of Boston, Mass., held May 10, 1916.
- Bul. 206. The British system of labor exchanges.
- Bul. 220. Proceedings of the Fourth Annual Meeting of the American Association of Public Employment Offices, Buffalo, N. Y., July 20 and 21, 1916.
- Bul. 223. Employment of women and juveniles in Great Britain during the war.
- *Bul. 227. Proceedings of the Employment Managers' Conference, Philadelphia, Pa., April 2 and 3, 1917.
- Bul. 235. Employment system of the Lake Carriers' Association.
- *Bul. 241. Public employment offices in the United States.
- Bul. 247. Proceedings of Employment Managers' Conference, Rochester, N. Y., May 9-11, 1918.

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- Bul. 310. Industrial unemployment: A statistical study of its extent and causes.
- Bul. 311. Proceedings of the Ninth Annual Meeting of the International Association of Public Employment Services, held at Buffalo, N. Y., September 7-9, 1921.
- Bul. 337. Proceedings of the Tenth Annual Meeting of the International Association of Public Employment Services, held at Washington, D. C., September 11-13, 1922.
- Bul. 355. Proceedings of the Eleventh Annual Meeting of the International Association of Public Employment Services, held at Toronto, Canada, September 4-7, 1923.
- Bul. 400. Proceedings of the Twelfth Annual Meeting of the International Association of Public Employment Offices, held at Chicago, Ill., May 19-23, 1924.
- Bul. 409. Unemployment in Columbus, Ohio, 1921 to 1925.
- Bul. 414. Proceedings of the Thirteenth Annual Meeting of the International Association of Public Employment Services, held at Rochester, N. Y., September 15-17, 1926.

Women in Industry.

- Bul. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia.
- *Bul. 117. Prohibition of night work of young persons.
- *Bul. 118. Ten-hour maximum working-day for women and young persons.
- *Bul. 119. Working hours of women in the pea canneries of Wisconsin.
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- Bul. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories.
- *Bul. 167. Minimum-wage legislation in the United States and foreign countries.
- *Bul. 175. Summary of the report on condition of women and child wage earners in the United States.
- *Bul. 176. Effect of minimum-wage determinations in Oregon.
- *Bul. 180. The boot and shoe industry in Massachusetts as a vocation for women.
- *Bul. 182. Unemployment among women in department and other retail stores of Boston, Mass.
- Bul. 193. Dressmaking as a trade for women in Massachusetts.
- Bul. 215. Industrial experience of trade-school girls in Massachusetts.
- *Bul. 217. Effect of workmen's compensation laws in diminishing the necessity of industrial employment of women and children.
- Bul. 223. Employment of women and juveniles in Great Britain during the war.
- Bul. 253. Women in the lead industries.

Workmen's Insurance and Compensation (including laws relating thereto).

- *Bul. 101. Care of tuberculous wage earners in Germany.
- *Bul. 102. British National Insurance Act, 1911.
- *Bul. 103. Sickness and accident insurance law of Switzerland.
- Bul. 107. Law relating to insurance of salaried employees in Germany.
- *Bul. 126. Workmen's compensation laws of the United States and foreign countries.
- *Bul. 155. Compensation for accidents to employees of the United States.
- *Bul. 185. Compensation legislation of 1914 and 1915.
- *Bul. 203. Workmen's compensation laws of the United States and foreign countries, 1916.
- *Bul. 210. Proceedings of the Third Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Columbus, Ohio, April 25-28, 1916.
- Bul. 212. Proceedings of the Conference on Social Insurance called by the International Association of Industrial Accident Boards and Commissions, Washington, D. C., December 5-9, 1916.
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- *Bul. 240. Comparison of workmen's compensation laws of the United States, up to December 31, 1917.
- Bul. 243. Workmen's compensation legislation in the United States and foreign countries, 1917 and 1918.
- Bul. 248. Proceedings of the Fourth Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Boston, Mass., August 21-25, 1917.

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- Bul. 264. Proceedings of the Fifth Annual Meeting of the International Association of Industrial Accident Boards and Commissions, held at Madison, Wis., September 24-27, 1918.
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