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Sixteenth Biennial Report
Colorado
Bureau of Labor Statistics
1917-1918

JAMES R. NOLAND,
Secretary of State, Labor Commissioner ex-officio

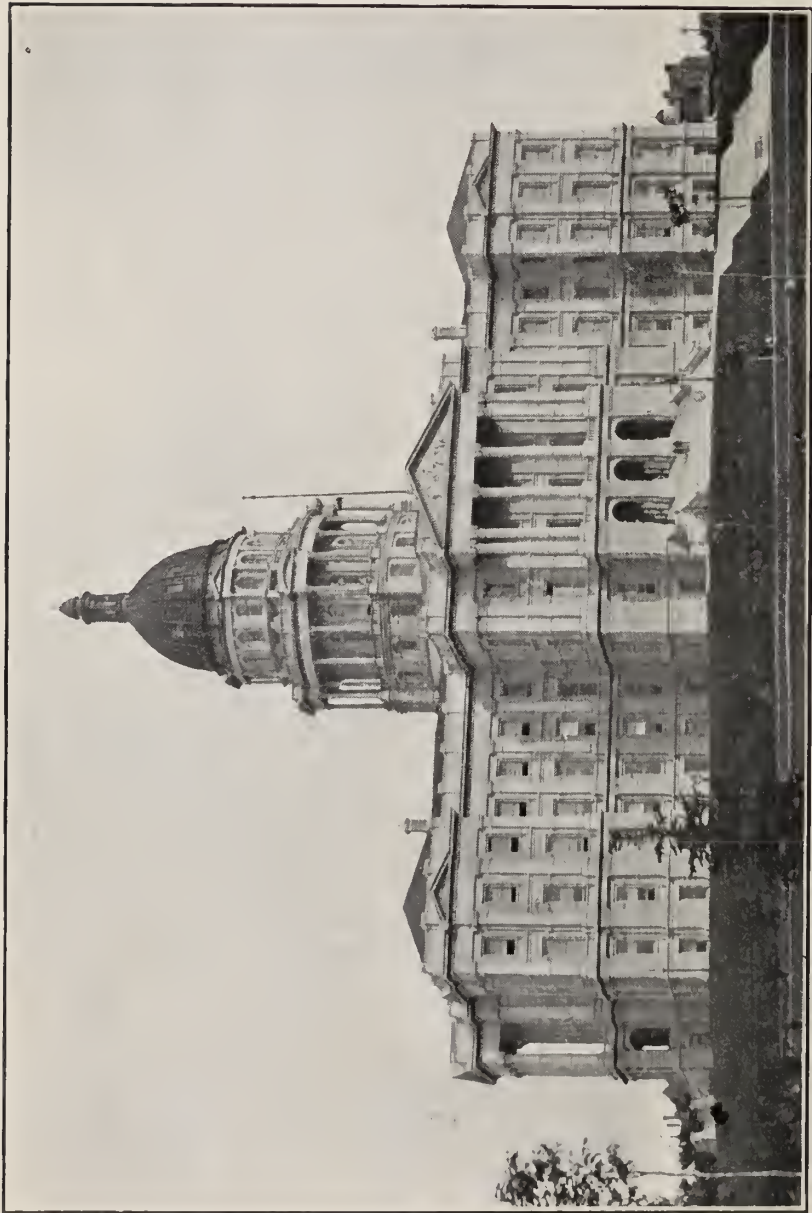
W. L. MORRISSEY,
Deputy State Labor Commissioner
and
Chief Factory Inspector



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DENVER, COLO.,
EAMES BROTHERS,
1918

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16th - 23d 1917/18 - 1930/32



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COLORADO LABOR LAWS



JAS. R. NOLAND
SECRETARY OF STATE
EX-OFFICIO COMMISSIONER OF LABOR

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Letter of Transmittal

To His Excellency, JULIUS C. GUNTER, Governor of Colorado; HON. JAMES R. NOLAND, Secretary of State and Labor Commissioner *Ex Officio*, and Members of the Twenty-Second General Assembly:

Gentlemen: In accordance with law we herewith submit the biennial report of the state labor department of Colorado, officially known as the Bureau of Labor Statistics, for the 1917-18 term.

It is a brief résumé of the important work of the bureau embracing factory inspection, free and private employment agencies, wage claim branch, reports on strike settlements and a recital of varied activities in the way of enforcement of labor laws.

It has been a period of unwonted activity; of unparalleled shifting of industrial conditions; of unheard of changes in the social and economic life of the people of the state and nation, all due to the world's war in which our country played a conspicuous and deciding part. The peoples of the world were freed from the shackles of autocracies and made marvelous strides along the pathway of industrial progress.

When America cast its lot with the nations forming the entente in order to do its part in saving civilization from the crushing heel of the Huns, it upset the natural order of things and the state labor department, in its limited sphere, was affected by the transition.

The war forced new obligations, new duties—voluntary for the most part—and these were met with a patriotic and energetic response upon the part of each and every member of the bureau.

We were called upon to co-operate with the government in helping solve the complex problem of employment; to see to it that standards of work and living were not lowered; to enforce federal as well as state statutes and do our share in preventing unrest due to the high cost of living.

While the flower of young American manhood was fighting and bleeding and dying upon the battlefields of France, others were kept at home to do their share in providing the sinews of war and in assisting to maintain the economic and industrial equilibrium.

If we have contributed in the slightest degree to the success of the war, then we feel that all other acts of our two years' administration fade into insignificance.

We would respectfully direct the attention of the honorable executive of the state and the legislators to the necessity of increased appropriations for the labor department. We feel that a cursory investigation of its work during the biennial period will justify our claims for more funds, not only for salary increases for faithful and competent employes to meet the constantly advancing cost of living, but also as a means of adding efficiency to the bureau.

In our effort to make the department of some service to those for whose benefit it was created, we adopted a vigorous law-enforcement policy. In line with this policy, however, we have tried to temper justice with mercy and to decide each case, not only on its merits, but always taking into consideration the humanitarian side. Undoubtedly we have made mistakes, but, if so, they were errors of judgment and crept into our work in spite of the desire to be fair and impartial at all times.

We urge the honorable law-making body of Colorado to give heed to recommendations we make elsewhere, with the end in view of strengthening and broadening the scope of the humanitarian laws now on our books.

The woman's eight-hour law, the wage-claim statute, the child labor law, and others coming within the purview of this department, should be amended in such manner as to make them of more benefit to the men, women and children of Colorado.

We would be remiss in our duty if we did not express appreciation of the assistance and advice of Secretary of State Noland, and in fact all of the executive and administrative officials of the state government with whom we have been associated during the biennial period. Our relations with them have been harmonious and from them we have received counsel which assisted us materially in our endeavor to faithfully perform the duties imposed by law.

Respectfully submitted,

W. L. MORRISSEY,
Deputy State Labor Commissioner and
Chief Factory Inspector.



W. L. MORRISSEY
DEPUTY STATE LABOR COMMISSIONER
CHIEF FACTORY INSPECTOR

PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

JAMES R. NOLAND

Secretary of State, Commissioner *Ex Officio*

W. L. MORRISSEY

Deputy Labor Commissioner and Chief Factory Inspector

CLARENCE J. MOORHOUSE

Statistician

(Resigned Sept. 1, 1918, to join the colors)

OTTO F. THUM

Statistician

LE ANNA M. FARRELL

Stenographer

FACTORY INSPECTION DEPARTMENT

J. H. MITCHELL

Deputy Factory Inspector

FRANK W. LOGSDON

Deputy Factory Inspector

GEORGE L. SEITS

Deputy Factory Inspector

MAE R. FOX

Deputy Factory Inspector

SAM FELDMAN

Clerk

LENORE TRUITT

Stenographer

FREE EMPLOYMENT OFFICE DEPARTMENT

FRANK C. COX

Superintendent Office No. 1, Denver

MRS. JANE SPIKESMAN

Assistant Superintendent Office No. 1, Denver

J. L. HENNESY

Superintendent Office No. 2, Denver

MARGARET TIERNEY

Assistant Superintendent Office No. 2, Denver

E. W. WELLS

Superintendent Pueblo Office

MARY WUKSINICH

Assistant Superintendent Pueblo Office

JOHN D. CHARLTON

Superintendent Colorado Springs Office

MABEL PHILLIPS

Assistant Superintendent Colorado Springs Office

PRIVATE EMPLOYMENT OFFICES

FRANK MANCINI

Supervisor

SIXTEENTH BIENNIAL REPORT
OF THE
Bureau of Labor Statistics
COLORADO 1917-1918

CREATION OF BUREAU

Deputy Labor Commissioner, Statistician, Stenographer, Term, Bond, Salary. Section 1. That there is hereby established a separate and distinct bureau, to be known as the Bureau of Labor Statistics of the State of Colorado, which bureau shall be charged with the collection of statistics pertaining to the internal resources of the state, labor and agriculture. The Secretary of State shall be designated the ex-officio commissioner of said bureau. He shall appoint a deputy within ten days after the approval of this act, who shall hold his office for the term of two years. He shall be an elector of this state, well versed in the collection of statistics and matters relating thereto. The deputy labor commissioner shall, within twenty days after receiving his commission, and before entering upon the duties of his office, give bonds to the State of Colorado in the sum of five thousand dollars (\$5,000) to be approved by the Attorney General. Said deputy labor commissioner shall receive an annual salary of twenty-five hundred dollars (\$2,500), payable as other state officers. The said deputy labor commissioner shall, upon entering upon his duties, recommend, and the secretary of state appoint one statistician who shall hold his office for the term of two years and who shall be an elector of the state; he shall receive an annual salary of fifteen hundred dollars (\$1,500), payable as other state officers. Said deputy labor commissioner shall, upon entering upon the duties of his office, recommend, and the secretary of state appoint one stenographer who shall receive an annual salary of twelve hundred dollars (\$1,200), payable as other state officers. (L. 1909)

Duties of Commissioner, Statistics, Report to General Assembly. Sec. 2. Statistics. The duties of the commissioner shall be to collect, systematize and present in biennial reports to the legislature, statistical details relating to all departments of labor in the state, such as the hours and wages of labor, cost of living, amount of labor required, estimated number of persons depending on daily labor for their support, the estimated number of persons employed by the several industries within the state, the operation of labor-saving machinery in its relation to hand labor, etc. Said statistics may be classified as follows:

First—In agriculture.

Second—In mining.

Third—In mechanical and manufacturing industries.

Fourth—In transportation.

Fifth—In clerical and other skilled and unskilled labor not above mentioned.

Sixth—The amount of cash capital invested in lands, in building and machinery, severally, and means of production and distribution generally.

Seventh—The number, age, sex and condition of persons employed; the nature of their employment; the extent to which the apprenticeship system prevails in the various skilled industries; the number of hours of labor per day; the average length of time employed per annum, and the net wages received in each of the industries and employments within the state.

Eighth—The number and condition of the unemployed, their age, sex and nationality, together with the cause of their idleness.

Ninth—The sanitary conditions of lands, workshops, dwellings; the number and size of rooms occupied by the workers, etc.; the cost of fuel, rent, food, clothing and water in each locality of the state; also the extent to which labor-saving processes are employed to the displacement of hand labor.

Tenth—The number and the condition of the Chinese in the state; their social and sanitary habits; number of married and single; the number employed and the nature of their employment; the average wages per day at each employment, and the gross amount yearly; the amount expended by them in rent, food and clothing, and in what proportion such amounts are expended for foreign and home productions respectively; to what extent their labor comes in competition with the other industrial classes of the state.

Eleventh—The number, condition and nature of the employment of the inmates of the state prison, county jails and reformatory institutions, and to what extent their employment comes in competition with the labor of mechanics, artisans and laborers outside of these institutions.

Twelfth—All such other information in relation to labor as the commissioner may deem essential to further the objects sought to be attained by this statute.

Thirteenth—A description of the different kinds of labor organizations in existence in the state, and what they accomplish in favor of the class for which they were organized. (M. R. S. 301.)

Some requirements of this law have outlived their usefulness, they being reported upon in a comprehensive manner by other state departments. We have therefore eliminated a large portion of the statistics that would result in duplication, referring to the departmental report from which such information may be secured.

APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various departments under the supervision of the Labor Commissioner, for 1917-1918, was as follows:

BUREAU OF LABOR

	1917	1918	Total
Labor Commissioner, salary.....	\$2,500	\$2,500	\$5,000
Statistician, salary	1,500	1,500	3,000
Stenographer and statistic clerk, salary	1,200	1,200	2,400
Labor Commissioner, traveling expense appropriation, two years.....			\$1,000.00
Expended for traveling expenses, two years.....			992.20
Unexpended balance			7.80
Incidental expense appropriation, two years.....	\$1,200.00		
Total expended for incidental expense for the Bureau of Labor Statistics, for the biennial period of two years.....		1,037.98	
Transferred by Auditing Board.....			162.02

FACTORY INSPECTION

Four deputy factory inspectors, salary, each	\$1,200	\$1,200	\$9,600
One clerk, factory inspection, salary....	1,200	1,200	2,400
One stenographer and record clerk, salary	1,200	1,200	2,400
Four deputy factory inspectors, traveling expense, each.....	600	600	4,800.00
Expended			4,695.32
Unexpended balance			104.68
Incidental expense, factory inspection, appropriation.....			500.00
Expenses, for two years.....		\$446.25	
Transferred by Auditing Board.....		53.75	
			500.00

FREE EMPLOYMENT

	1917	1918	Total
Denver Free Employment No. 1, salary, superintendent	\$1,200.00	\$1,200.00	\$2,400.00
Denver Free Employment No. 1, salary, assistant superintendent	1,000.00	1,000.00	2,000.00
Denver Free Employment No. 2, salary, superintendent	1,200.00	1,200.00	2,400.00

Denver Free Employment No. 2, salary, assistant superintendent.....	\$1,000.00	\$1,000.00	\$2,000.00
Colorado Springs Bureau, salary, superintendent	1,200.00	1,200.00	2,400.00
Colorado Springs Bureau, salary, assistant superintendent	1,000.00	1,000.00	2,000.00
Pueblo Free Employment Bureau, salary, superintendent	1,200.00	1,200.00	2,400.00
Pueblo Free Employment Bureau, salary, assistant superintendent	1,000.00	1,000.00	2,000.00
General incidental expense appropriation.....			\$4,250.00
April 18, 1918, transferred from Secretary of State's general incidental fund to free employment fund.....			429.03
Expenses for biennial period.....			4,695.32
Turned back to General Fund.....			112.48
Deficit			100.78

PRIVATE EMPLOYMENT AGENCIES
REPORT OF FISCAL YEAR
1916-1918

On December 1, 1916, the beginning of the fiscal year, there remained a balance in the hands of the State Treasurer to the credit of this fund, \$45.67.

Since that time collections have been made in the amount of \$3,990.00.

There has been paid to the Secretary of State for filing of bonds, the charge for which is \$1.00, the sum of \$42.00.

The expenditures in connection with the enforcement of this law, consist of salary for a supervisor, whose duties are the collection of licenses and bonds from the agencies, and investigation of irregularities which arise in connection with misunderstandings with those who have paid a fee for a job, and, for some reason, there is dissatisfaction either with the applicant for a place, or the party or firm making application for help. There is also a small expense account allowed.

Salaries and expenses for the two years.....	\$3,870.00
Amount collected for the same period and balance.....	4,035.67

Balance in hands of State Treasurer, credit year 1919	165.67
---	--------

RECAPITULATION
1917-1918

Total appropriation for the Bureau of Labor Statistics Factory Inspection and Free Employment Depart- ments	\$54,579.03
Total expenditures	54,466.55
Total balances unexpended.....	\$ 112.48

Total appropriation for Bureau of Labor Statistics.....	\$12,600.00
Expended	12,592.20
	<hr/>
Balance unexpended	\$ 7.80
	<hr/>
Total appropriation for Free Employment Bureaus.....	\$22,279.03
Expended	22,279.03
	<hr/>
Total appropriation for factory inspection.....	\$19,700.00
Expended	19,595.32
	<hr/>
Balance unexpended	\$ 104.68
	<hr/>
Amount transferred from Secretary of State general fund to Free Employment Bureau general fund.....	\$ 429.03
Turned back to General Fund.....	\$112.48
Transferred by Auditing Board.....	215.77
	<hr/>
	328.25
	<hr/>
Deficit	\$100.78

BRIEF REVIEW
OF
Department Activities
AND
Recommendations

DEPARTMENT ACTIVITIES AND RECOMMENDATIONS

A RESUME of the more important work of the Bureau of Labor Statistics of Colorado for the biennial period 1917-1918 is here presented, together with suggestions as to needed appropriations and changes in laws for the more adequate support and extension of the work contemplated by the law creating the department.

The world's war brought many additional duties, all of which were enthusiastically performed by members of the Bureau. The Deputy State Labor Commissioner was appointed to represent the Government in the investigation and prosecution of all cases of violation of the Federal Child Labor Act, but preparations for the work had hardly begun when the Supreme Court of the United States declared the law unconstitutional. The Commissioner was appointed as the representative of the National Department of Labor, the Naval and War Boards of various kinds, in order that all of the Federal regulations and state labor laws should be observed on Government work during the war times.

The Colorado Labor Bureau played a prominent part in helping solve the employment problems for the Government. It turned over its State Free Employment Bureaus fully equipped to the Federal service and joined in a co-operative plan with the United States Employment Service to prevent labor turn-over, to help supply labor to the farms and industries as needed, and in many other ways assisted in war work of an essential nature.

FACTORY INSPECTION

Four factory inspectors are kept busy during the year looking into sanitation and safety of all institutions where men, women and children are employed. The work was hampered by niggardly legislative appropriations and inspectors were forced to remain idle in their home towns for two or three months because the expense funds had been exhausted.

The inspector's traveling funds should be increased to \$100 monthly, this to include railroad fare, and salaries of four inspectors should be increased to \$125 monthly. At least two more factory inspectors should be added to the force and \$1-a-year inspectors named in different sections of the state in order to investigate conditions of school houses and public buildings before occupancy.

The factory inspection law should be amended so that all orders for safety appliances should be issued by this department to avoid confusion and duplication of effort.

The law should authorize the inspection of all school houses at least once a year. All factory inspection work in the state should be standardized and centralized under the supervision and control of this department, to avoid conflicting orders from other sources.

The plans for the construction of all school buildings and other public buildings in the state should be submitted to the department for approval.

Contractors and sub-contractors on public and commercial buildings should be licensed to protect the public against inadequate construction.

We respectfully call attention to the review of activities of the Factory Inspection Department in this biennial report.

CHILD LABOR

We direct attention to the review of child labor conditions in Colorado. Although the report is brief, we believe it justifies the recommendations that the law be amended in several respects.

A table reveals the startling information that the percentage of retardation among children of foreign birth is in the case of Mexicans as high as 66 per cent.

This condition can only be corrected by a vigorous enforcement of school and state child labor laws. The enforcement duty should be placed in the hands of the local school board officers and the County Superintendents of Schools, and they should be held equally responsible for its enforcement.

A law should be favored giving courts wider jurisdiction over child labor violations. We understand the Committee on Social Legislation has framed a law covering certain defects of the present statute and we commend the proposed amendments to your kindly consideration. They are drawn to cover work on farms and in beet fields and orchards.

In brief, the proposed changes in the law permits any county court of any county in the state to have jurisdiction over violators, and the judge in the county where the charge is filed has the right to recommend that the case be tried in another county of his designation.

It will avail nothing to reconstruct this law and then fail to provide the machinery for its enforcement. With additional factory inspectors the child labor situation could be given the attention it deserves.

WAGE-CLAIM DEPARTMENT

During the biennial term the Bureau collected approximately \$52,000 in wages for working people without cost to them. The department has no appropriation for this work and the regular staff of employes is forced to handle this vast amount of business, together with the routine duties of the office.

The legislature should recognize wage claim collection as a state function and make the proper appropriation to take care of the growth of this work in the future.

We recommend the establishment of a Wage-Claim Department as part of the Bureau of Labor Statistics with a chief clerk whose salary shall be \$150 per month, counter clerk \$125 per month, collector \$125 per month and stenographer \$100 per month. An attorney should be assigned to this definite work to solve the knotty legal problems daily presented and prosecute those who fail to pay. He should be a member of the staff of the attorney general's office and have authority to bring civil action against those who fail to pay wages justly due, in the name of the state, upon complaint of the deputy state labor commissioner.

SEMI-MONTHLY PAY DAY LAW

This statute should be amended so as to include individual employers and railroad companies.

Wages when due and not paid should run at the legal rate of interest as a penalty for non-payment.

PRIVATE EMPLOYMENT AGENCIES

There are thirty-eight private employment agencies in Colorado. The law states: "Where a fee is charged for receiving or filing application for employment, or for help, said fee shall in no case exceed the sum of one dollar (\$1.00) for any person applying for work as a day laborer, mechanic, artisan or household or domestic servant. And in no case shall the fee charged exceed the sum of two dollars (\$2.00) for professional positions." This leaves the fee that may be charged in occupations not named to private agreement, so that teachers, stenographers, clerks and professional employes generally, may be forced to pay excessive fees for the services of an employment agent. The law should be amended to include all occupations without exception. The state license fee of a private employment agency should not be less than \$100 per year in cities like Denver and Pueblo.

WOMAN'S EIGHT-HOUR LAW

The department investigated 162 charges of violations of the woman's eight-hour law in Denver during the biennial term. A hundred more outside the state metropolis were handled by correspondence.

The law should be amended so as to include occupations not now covered. The present statute is construed strictly by the courts and workers in the establishments named are the only ones protected.

The law should include stenographers and clerks, in fact all sorts of occupations followed by females with the exception of domestic servants in private homes.

This statute should declare that the presence of a woman in an establishment is prima facie evidence that she is working. There is no reason why employes of doctors, lawyers, banks and the like should be exempted from the operation of the law, yet such is the case under the present statute.

FREE EMPLOYMENT BUREAUS

Detailed reports of the state free employment offices show double the work of preceding administrations. The number of jobs secured free of cost for workmen was 52,182, against 27,790 in 1915-1916. Employers filed applications for 67,653 workers, as against 34,405 during the preceding two years.

The state has five offices, two in Denver and one each in Pueblo, Colorado Springs and Grand Junction. No appropriation was made for the latter office, despite the splendid service rendered during the summer months. We do not feel that the existence of the United States Employment Service should be considered in dealing with these state bureaus. No one in official position knows just what is to be the future of the bureaus established by the government. The state should continue its appropriation, yes, even add to it, so that the offices will be fully manned and equipped in case the federal offices are abandoned or their sphere limited.

We recommend the opening of state free employment offices at Sterling, Greeley, Lamar and Trinidad during seven months of each year. The Grand Junction office was maintained by funds taken from the incidental expenses of the secretary of state's appropriation.

STRIKE SETTLEMENTS

The department was called upon to settle a number of strikes during the biennial term. In only a few instances did we fail to bring the contending parties together on a basis satisfactory to both sides. We worked with the state industrial commission in adjusting several controversies involving large numbers of men.

The bureau was involved in the settlement of the strike of employes at the packing plants, teamsters, bill posters, tailors, drug store employes and a large number of controversies throughout the mining sections of the state.

The time and expense funds of factory inspectors were used in bringing about harmonious relations between employers and employes, but we felt that the unusual economic and labor conditions brought on by the rapid changes due to the war justified the service rendered.

SECTION I

Factory Inspection

FACTORY INSPECTION

THE ENFORCEMENT of this law has been of material aid in reducing the number of industrial accidents, and while the general attitude of the employers of the state was very antagonistic when the law was first adopted, there has been a complete change and they are enthusiastic in support of the department at the present time.

The law, in many respects, is a good one, but far from ideal. The most serious defect that can be found is the lack of a requirement for standardization of the work.

It gives inspectors the power to determine the necessity and design for safety devices, and each inspector naturally has ideas that are a little different from those of their predecessors in office.

One inspector will issue an order to guard a certain piece of machinery and suggest a method. The employer complies. Later, or during another administration, another inspector will order a different kind of guard and the employer is required to stand the additional expense of changes. The adoption of a standard safety code would eliminate this condition.

Guards should be made to work automatically, if possible. They should also be made as near "fool proof" as possible. There are three distinct classes of inspectors in the state today who issue orders for the installation of safety guards: the state factory inspectors, representing this department; inspectors representing industrial insurance companies, and safety engineers employed by the larger industrial concerns.

The state factory inspectors, as is required by law, look at safety devices strictly from the point of safety to the workmen operating the various machines.

The compensation insurance inspectors are interested in a reduction of the risk and expense to the companies they represent.

The safety engineers are interested in reducing the risk and also the cost to their employers.

While the difference in views is slight, it still is sufficient to cause a certain amount of friction and can only be eliminated by the adoption of a "standard safety code."

Meetings should be held annually and attended by all persons interested in safety devices, they in turn to make recommendations for improvements in the safety code. This would result in all institutions securing the benefit of practical suggestions offered by these inspectors and would eliminate confusion in the nature of orders issued.

The recommendations made in this report have been sub-

mitted to representatives of various industrial concerns, and of industrial insurance companies, and they are a result of a combination of their ideas with those of the department inspectors.

An attempt was made at a meeting called by the State Labor Department and held in the State Capitol building in December, 1917, to secure the co-operation of these inspectors to standardize the work. The insurance companies represented were of the opinion that it would not prove beneficial to them unless it was required by law, as industrial concerns, which they had insured, would think that they were using the state department to save themselves money through a reduction of the risk.

We are convinced that this provision should be made mandatory and that recommendations made by other than department inspectors should be transmitted, accompanied by a copy of the same, through the State Inspection Department, in order that a uniform order may be issued and that all may be based upon the same standard.

Inspectors, regardless of who they represent, are very much in favor of this plan as they hear the just complaints of employers, a result of lack of standardization. The additional cost of the adoption of this plan would not be material and the gratitude of all parties affected would be extended to the persons responsible for the needed relief.

SAFETY

The most frequent order issued by the department has been for guards for emery wheels, this being due to the increase in the number of wheels used as a result of the phenomenal expansion in the automobile industry, where necessity for grinding is great.

We are inclined to differ to an extent with the apparent established precedent as it affects the method for guarding these wheels. The custom of even large machinery manufacturing concerns has been to construct round guards; to quote a letter received from one eastern concern, who specializes in guards, "It is our aim to construct guards so that they will take up as little room and be as presentable as is possible."

The round guards in use are constructed to parallel the diameter of the wheels, with one side left open for grinding purposes.

These wheels usually make from 2,000 to 3,500 revolutions per minute and create great danger to the operator because the guard tends to guide a broken piece of the wheel to the opening left for grinding, and the tool rest, which is erected in front of the wheel, causes a continuation of its direction to the operator.

Square, or right angle guards, will eliminate this condition; the angles causing a deflection of broken pieces and consequent protection to the operator. Tool rests should always be set as close as possible, without touching, to the wheel, as this eliminates the danger of pinching the wheel with the tools being ground, using the rest as a lever base.

Emery wheels are not exactly the same thickness at all points and should therefore be properly packed (using felt or blotter paper) between the wheel and the flanges holding it in position. Bearings should be kept well oiled, as a heated bearing will likely crack the wheel. The tool rest should be as near the center of the wheel as is possible. Materials used for making guards should not be less than one-fourth inch thick and should be a good quality of iron, most certainly not cast iron.

A small per cent of the grinding done will not permit of guards. In cases of this kind other than wire set wheels should be prohibited.

GEARS

The most frequent orders for guarding gears have applied to lathes. The end gears should be covered with a guard that operates on hinges on one side and closes with a latch on the other, as these guards, when fastened with set screws, are taken off when a change of gears or repairs becomes necessary and are very frequently not returned to their proper position until ordered by an inspector.

The hinged guard would be in the way except when in its proper position and would therefore afford automatic protection.

Guards for center gears should be of the strap iron type and hinged so as to be readily accessible when oiling or repairs are necessary. They would then automatically return to their proper position.

DRILL PRESSES

The most frequent orders issued for guarding these machines have applied to belts, and these guards, when possible, should be hinged on the floor to insure their use when the machine is operated, but to make it easy of access when belt shifting, oiling or repairs are required. Other orders have been issued to counter-sink set screws used to hold drills in socket.

Late type of drill presses have safety drill sockets, cone pulley belt shifters have also recently appeared on the market; both are to be desired from a point of safety and a saving of time, but very few are in operation in this state to date.

The very latest type of lathes and drill presses obtainable are operated with an individual motor, having no belts and all gears are enclosed. The cost of these machines will prevent them being used universally. The industry will no doubt drift to the use of the individual motor machines in time, and it will probably occur sooner in shops that only use their machines at intervals.

In cases of this kind it will prove more economical, expense only applying to the period of actual operation, than is the system of overhead shafting which must be supplied with sufficient power to operate all machines during the entire working period, whether they are being used or not.

SPROCKETS

Numerous orders have been issued for protection from sprockets, the danger being ever present and especially so where the speed is very great; the only practical method known to adequately protect them is to make the housing complete with sheet metal or with wire cloth of one-fourth inch mesh, or less; if the mesh is larger, the housing should not come closer than five inches to the wheel or the chain.

CIRCULAR SAWS

Circular saws for either cross-cut or ripping purposes should always be guarded and the guards should be constructed so that they not only protect the operator from being cut with the saw, but they should also prevent the board, that is being cut, from kicking backwards.

This can very readily be accomplished by constructing a guard with teeth on the under side, the guard operating up and down by means of a hinge which moves away from the operator.

SET SCREWS

Exposed set screws on revolving shafting have caused numerous orders to be issued. They are found to be exceptionally dangerous and the most practical suggestion for eliminating the danger is to replace them with countersunk set screws.

JOINTERS

Quite a few orders have been issued to guard jointers and the most practical protection known is a stiff piece of sheet metal which covers the entire head or knife of the machine. It should be circular-shaped so that it will fit directly over the knife, and should be adjustable so that any thickness of board will readily pass under it and that its weight will automatically return the guard to its original position. This style of guard assures absolute protection.

A new style of head is being made which eliminates the greater portion of the danger. However, the majority of those in use in the state are of the old style, and the protection described will eliminate the danger.

SHAPER

This machine is one of the most difficult to protect so as to entirely eliminate the danger. It is also near to, if not actually, impossible to establish a standard for guarding them, as the knives are of different shapes and the guard that will protect the workmen with one set in use, will not afford protection in other cases. However, individual designs will reduce the danger to a minimum.

BAND SAW

Orders issued for guarding band saws have included strap iron bands around the diameter of the saw at the top and bottom:

doors should be placed parallel to the sides of the wheels the saw turns on, so that they are thoroughly protected and access can be readily had to them for changing.

MACHINE SHOPS

Overhead runways should always be constructed with tight floors, toe boards and guard rails to prevent falling or the dropping of tools on the workmen below.

When it is necessary to use ladders to repair or oil machinery, they should have sharp steel points on the bottom to prevent slipping on the floor, which is usually greasy. However, the use of ladders around moving machinery should be discouraged to every extent possible and oil and repairs provided when the machinery is not in motion.

The machinery enumerated above is of the more common variety and is found in all machine shops or planing mills of any size.

Standard rules could and should be established covering guards for them, and circulars issued which would give a description in detail. This arrangement would make it easier for the owners of an establishment, as they would then know just what was required for the guarding of machines and that the protection described would be permanent.

HOTELS AND THEATRES

The owners of these establishments display a desire to comply with all safety orders issued.

The more frequent orders affect the exits, fire escapes, exit red lights and rails on stairs. This work is very important as it has to do with the safety of thousands of our citizens and would frequently be neglected through lack of knowledge of requirements if a check was not made on them at regular intervals.

BUILDING STRUCTURAL SAFETY

This class of inspection has been sadly neglected in the past as adequate facilities have not been provided to care for the work.

The best possible way to secure the co-operation of the citizens of the state in protecting the lives of others is for the state to provide adequate protection for its own institutions.

This protection should also include all buildings where the public congregate.

Numerous requests were received by various state departments during the past two years for inspections of buildings in all parts of the state; a large number of them were finally referred to this bureau, where they properly belonged, and we assumed authority under the general safety provision of the Factory Inspection law.

The major portion of these requests were for special inspections of school buildings and affected the safety of hundreds of children.

We received a request from the Superintendent of Schools of Boulder County to make an investigation of the school building at Lafayette, and after a careful examination we decided to order immediate repairs or that the school building be vacated.

The latter recommendation was complied with and one season's use of the building was lost. The approximate cost of the building when new was \$37,500, and during 1918, \$15,000, was voted to properly repair the same. There were about 500 children attending this school.

We found the walls and foundation of the building in very bad condition. Some of the people in that locality contended that it was caused by mining the coal from under the building. It is possible that a per cent. of the damage was caused in that way, but it is certain that a much larger per cent., if not all of the damage, was caused by inadequate construction. Floor joists in the building were entirely too light for the load they had to carry.

We were requested to inspect the school buildings at Arvada and found the high school constructed with timbers too small to sustain the load imposed upon them. While the building, at that time, was not considered to be in a dangerous condition, it can be safely estimated that its life is reduced 25% to 33 $\frac{1}{3}$ % on account of a lack of materials of sufficient strength. An estimate on the cost of this building is from \$25,000 to \$30,000.

The same condition prevailed on the school building at Haxtun, but not to so great an extent.

At Genoa was found a school building that had been erected for eight years, cost \$6,000, and the best recommendation that we could make would enable them to save only \$1,000 from the original investment. The damage in this case was caused exclusively by inadequate materials.

Inspections were made on the Brighton schools and resulted in orders for additional exits and fire protection.

There was some question in the minds of the School Board at Peetz as to the construction of a new building in their city and the matter was referred to this department. An examination of the design proved that the construction was in excess of standard requirements and we were able to assure the members of the board to that effect.

Special inspection was made on all school buildings in Rocky Ford and orders were issued having to do with safety, sanitary, ventilating and lighting conditions. A controversy arose in this district about the location of a new school building and upon investigation we found it to be the result of factional differences, and the authorities were advised that we would hold them responsible for the safety and sanitary condition of the building, to the extent that its use would be prohibited if it did not comply with the established standard.

A school building in Sugar City was found to be in exceptionally bad condition and orders were issued to properly repair or to discontinue the use of the same.

Another request was made for investigation of the school building at Granada. The damage was not so great in this case, as the School Board was busy in an attempt to remedy the defects before they became serious, but it proved to be the same old story of inadequate material.

Quite a number of special inspections were made of privately owned commercial buildings and it was usually a lack of materials of sufficient strength or leaks to roofs that caused the damage. The experience gained through this work causes us to issue the following:

WARNING

Unless some precautionary measure is provided, and regular inspection of public buildings required, the state may expect at a future date to be sorry for injury to some of its children on account of the collapse of a school building. This condition does not obtain in a majority of these buildings, but is serious enough to demand immediate attention in localities where no local inspection is to be had, and it applies to private buildings as well as public.

The department should be enlarged in order to enable it to properly care for this class of work, and that this may be accomplished, it would, in our opinion, be necessary to have the plans for all buildings over one story high, when intended for public use, submitted to the department for approval before bids are accepted on the same. In this way materials could be checked in accord with recognized safety standards, before being erected, and thereby insure their ability to sustain the load required of them.

It is also important, in our opinion, that all general contractors and sub-contractors not already licensed, be required to secure a State Certificate, based upon the mechanical ability of the applicant. The proper operation of the law, as suggested, would eliminate a condition that should not continue to exist.

ELECTRICAL

Electric wires in industrial institutions, where standard restrictions are not enforced, are frequently exposed around overhead shafting or iron rails which are grounded. The insulation is damaged and danger from shock to repairmen and oilers is great. These wires should at all times be enclosed in conduit.

Switch boxes should be covered and rubber mats or other insulating material should be placed on the floor for workmen to stand on when operating the switches.

ELEVATORS

Considerable attention has been given to this class of inspection and orders issued included guards around the shaft, automatic gates, covers over passenger elevators, bevel boards under floors and age of operators.

VENTILATION

A standard should be established for this class of inspection and it should be based upon the warmth, humidity and amount of fresh air furnished, as well as the number of persons engaged in a room of a certain size, nature of occupation, etc. The proper application of this law will aid materially in the reduction of danger from the spread of disease.

Metal pots, heated with gas, in printing establishments; vents for toilets in large industrial institutions; smelters, power houses, mattress factories, cigar factories, founderies, machine shops and garages have received the special attention of the department.

SANITATION

The provision in this law relating to individual towels should be made to apply to all classes of institutions except private homes. It should include a provision prohibiting the use of other than private drinking cups in any institution and instruct inspectors to require drinking fountains where practicable. These provisions will aid in eliminating the spread of contagious diseases.

Numerous orders have been issued for the cleaning of sinks and toilets and the installation of new ones, also for cleaning in institutions that handle foodstuffs.

The largest single improvement in this line in the state during the last two years has been provided by the Colorado Fuel and Iron Company in its Pueblo steel plant, where \$150,000 in new toilets and shower baths was expended.

RECOMMENDATIONS

The Factory Inspection Department is charged with the enforcement of all labor laws including inspection, the Woman's Eight-Hour law, Child Labor laws, in fact all laws over which the department has supervision, and the departments' work could be greatly enhanced if they were empowered to appoint \$1.00 per year inspectors to assist in the work. This plan is operated successfully in the game departments of various states, and we are convinced that the lives of our citizens are more important than are those of our wild game.

The experience gained by the department in the last two years induces us to recommend the licensing of all contractors whose work affects the public safety. The license fee should be nominal, say \$10.00 for examination and license for the first year and \$5.00 for a renewal. These licenses should be granted subject to a person's ability to perform the work in which he is engaged.

Restrictions and license similar to the present State Plumbing law are recommended for journeymen engaged on work affecting the public safety, with a fee of \$2.00 for examination and the first year's license, and \$1.00 for renewal.

The amount thus derived should be placed in a separate fund

to be expended for designing safety standards for the protection of both the workers and the general public.

To demonstrate the necessity for this action we cite the automobile industry. The recent remarkable expansion in this class of work has caused an oversupply of incompetent, so-called mechanics, and it is an impossibility for the average automobile owner to distinguish between the competent and incompetent. They are only certain that the payment required for the work done will be determined on the first-class working standard.

These mechanics should be placed in classes so that the owner of a car is assured that his machine is put into condition to warrant payment of a certain sum for work performed.

Scores of orders were issued for separate toilets for women, also seats for female workers in department stores, elevator pilots, etc.

The tables printed on the pages following show in concise form the number of establishments visited and reported, the number of male employees and the high and low wages, as well as the number of female employees and their high and low wage and hours of labor :

MERCANTILE ESTABLISHMENTS
DENVER

INDUSTRIES	Establish- ments Reported	Male Employees	Wages Per Week			Female Employees	Wages Per Week			Safet- Orders	Sanitary Orders
			High	Low	Hours		High	Low	Hours		
Art Goods	5	7	\$ 24	\$12	9	4	\$14	\$10	8	....	....
Auction Co.	1	10	25	14	9	3	20	10	8	....	....
Auto Accessories	43	97	30	12	9	34	19	10	8	7	2
Auto Tires (Retail).....	27	168	30	12	9	35	20	10	8	3	2
Bicycles	8	13	24	14	9	2	14	10	8	5	....
Candy Stores	17	123	30	8	10	182	14	8	8	1	5
Clothing Stores	15	87	25	15	9	13	18	12	8	5	3
Coal (Retail)	17	92	27	18	9	3	16	12	8	3	5
Commission Merchants	14	43	23	16	9	5	17	12	8	....	3
Corset Stores	1	....	....	....	....	3	18	15	8	....	....
Crockery Stores	1	10	30	10	9	11	18	7	8	....	....
Curio Stores	3	5	18	10	9	4	13	12	8	....	....
Department Stores	8	1,030	150	5	8	2,758	75	4	8	12	1
Drug Stores	71	267	42	18	9	68	40	8	8	....	13
Dry Goods Stores.....	21	27	30	10	9	69	22	5	8	17	8
Electrical Supplies	20	17	20	12	9	9	18	12	8	1	3
Farm Implements	9	43	60	10	8½	8	24	15	8	3	1
Fuel and Feed	15	32	24	14	9½	5	16	12	8	2	7
Fish and Oysters	2	27	28	14	9	5	20	12	8	....	....
5c-10c-25c Stores	7	19	24	12	9	123	15	6	8	12	2
Florist	12	25	27	13	10	7	20	10	8	....	....
Furs	7	9	24	18	10	7	18	12	8	....	1
Furnishings (Gents')	16	143	35	7	10	97	27	5	8	4	2
Furnishings (Ladies')..	36	71	35	5	10	263	40	6	8	3	2
Furniture	30	87	40	12	9	27	20	6	8	7	10
Gasoline and Oils	3	17	32	12	9	5	25	12	8	1	2
Groceries	183	663	35	12	10	162	25	6	8	23	38
Hardware	15	123	30	14	9	17	20	8	8	3	1
Harness	13	13	30	8	9	3	20	16	8	4	2
Hair Dres'g & Manicure	7	2	16	12	8	49	20	6	8	4	1
Hat Stores	20	17	25	16	9	....	....	....	....	....	....
Hides	2	8	30	16	10	3	16	12	8	....	1
Jewelry	27	72	35	10	8½	12	21	10	8	2	5
Junk Dealers	7	17	22	10	10	....	....	....	....	....	2
Leather (Novelties)	5	8	25	14	10	27	16	12	8	2	2
Lime and Cement	5	12	28	16	9	3	17	13	8	....	....
Lumber	7	223	32	15	9	16	22	12	8	5	7
Mantel and Tile	2	17	36	15	8	....	....	....	....	....	....
Meat Markets	53	205	35	14	8½	9	17	10	8	3	17
Mercantile (Gen. Mdse)	28	68	24	18	9	197	16	9	8	9	7
Millinery	30	37	40	7	8	163	50	5	8	....	3
Machinery (Retail)	5	321	100	12	9	17	24	12	8	3	2
Optical Goods	12	37	40	12	9	8	16	12	8	3	1
Paints and Oils (Ret'l)	11	52	35	16	9	13	28	12	8	2	5
Photo Supplies	8	28	50	16	9	15	35	10	8	1	2
Pianos	9	98	75	12	9	39	28	12	8	3	4
Ribbon Stores	3	3	20	14	8½	43	14	8	8	....	1
Rubber Goods	7	35	37	18	9	14	26	14	8	1	3
Schools	20	63	60	17	6	136	25	15	6	3	4
School Supplies	17	8	20	16	10	21	15	10	8	....	5
Seeds	3	9	30	18	9	2	20	12	8	1	2
Sewing Machines	5	27	40	16	10	7	16	12	8	....	1
Shoe Stores	27	64	35	12	9	63	23	10	8	3	1
Stationery	9	125	40	8	8½	107	30	7	8	....	....
Tea, Coffee, and Spices..	7	59	35	16	10	23	17	12	8	1	....
Telephone Offices	4	321	60	8	8	763	24	7	8	3	....
Transportat'n & Taxies	18	37	20	14	11	2	14	10	8	2	7
Typewriters	2	8	35	12	9	2	16	10	8	....	....
Yeast	1	9	20	15	9	5	20	7	8	....	....

MANUFACTURING AND MECHANICAL ESTABLISHMENTS DENVER

INDUSTRIES	Establish- ments Reported	Male Employees	Wages Per Week			Female Employees	Wages Per Week			Safety Orders	Sanitary Orders
			High	Low	Hours		High	Low	Hours		
Assayers	4	9	\$ 75	\$22	8	.....	.....	.....	.....	.....	.....
Auto Agcy. Acc. & Serv.	54	669	75	7	9	48	\$25	\$ 7	8	24	6
Auto Radiators	6	17	36	18	9	.....	.....	.....	.....	.....	.....
Auto Tires and Repairs	14	873	25	12	9	60	16	7	8	7	3
Auto Tops	5	13	24	16	9	2	14	12	8	1	2
Bakeries	9	311	24	10	9	98	17	7	8	5	2
Bedding	4	43	25	13	9	37	15	6	8	9	2
Blacksmith	8	11	24	18	8½	.....	.....	.....	.....	3	1
Boiler Works	3	23	28	9	8	1	14	14	8	4	1
Pottery Works	6	43	25	12	8½	5	18	10	8	3	4
Boxes	5	67	16	12	9	48	12	8	8	2	3
Brass Foundries	6	12	27	5	9	.....	.....	.....	.....	3	.....
Brick Makers	4	265	33	15	9	10	15	11	8	13	2
Candies	15	183	37	8	9	322	20	5	8	5	3
Car Wheels	2	162	30	12	9	.....	.....	.....	.....	3	.....
Carpenter Shops	11	8	33	18	8	.....	.....	.....	.....	3	1
Carriages and Wagons.. ..	9	23	24	14	9	2	18	16	8	11	1
Chemical Products	6	11	52	15	8	5	17	12	8	1	1
Cleaners and Dyers.....	17	38	25	12	9	64	18	12	8	15	4
Cold Storage	1	68	25	15	9	.....	.....	.....	.....	.....	.....
Cracker Companies	2	105	25	7	9	110	16	7	8	5	1
Dairy	5	27	20	17	11	9	14	12	8	2	3
Dressmaking	7	.....	.....	.....	.....	17	20	10	8	.....	.....
Elevators	2	31	30	18	8	.....	.....	.....	.....	1	.....
Engraving	7	43	30	7	8	36	12	8	8	3	1
Fire Clay Products.....	2	177	50	15	9	83	22	8	8	5	1
Fixture Companies	3	17	24	15	8½	.....	.....	.....	.....	3	1
Flour Mills	4	35	27	15	9	.....	.....	.....	.....	.....	.....
Foundry (Iron)	14	270	30	15	8½	.....	.....	.....	.....	5	3
Fuse Companies	1	12	21	17	8	30	14	10	8	4	1
Garments	15	157	30	7	9	492	18	5	8	4	3
Gloves	2	5	15	12	9	28	12	8	8	5	1
Hats	5	14	18	14	9	.....	.....	.....	.....	.....	.....
Harness	11	83	27	6	9	48	18	6	8	2	2
Horse Shoers	9	5	30	18	8	.....	.....	.....	.....	1	2
Ice Cream	1	12	30	16	10	2	20	14	8	.....	1
Iron Works	12	167	50	18	9	5	18	10	8	5	4
Jewelry	17	83	30	16	8½	.....	.....	.....	.....	2	7
Leather Novelties	5	87	25	12	9	93	24	7	8	1	1
Lithographs	3	133	50	18	8	68	19	12	8	2	2
Machine Shops	37	1,394	38	24	8	63	20	11	8	91	17
Mattresses	4	23	24	13	9	17	12	8	8	6	2
Motor Cycle & Repairs.. ..	7	21	20	6	9	2	12	10	8	3	.....
Notions	2	22	70	7	10	17	25	9	8	.....	.....
Novelty Works	7	19	30	8	9	1	14	14	8	1	2
Optical Goods	11	14	37	18	9	1	12	12	8	.....	.....
Packing and Provisions ..	9	2,062	36	13	9	91	15	7	8	10	2
Painting and Posting....	27	83	40	12	8	5	18	14	8	.....	.....
Pattern Works	7	14	35	18	8	.....	.....	.....	.....	3	.....
Pennants	5	7	16	12	9	18	13	10	8	.....	.....
Pickles	1	4	25	18	10	4	15	8	8	1	1
Pies	2	15	25	10	9	5	12	10	8	1	2
Planing Mills	5	55	24	12	8½	7	8	5	8	6	1
Plumbing	17	215	42	15	8	19	16	12	8	3	1
Power Plants	5	93	30	17	10	.....	.....	.....	.....	2	.....
Printing (Job)	51	123	35	9	8	78	17	5	8	20	2
Railroad Shops	5	2,477	30	17	8½	3	20	16	8	16	3
Reduction Works	4	1,489	21	14	8	2	20	8	8	16	1
Roofing	1	18	26	15	10	.....	.....	.....	.....	1	.....
Serums	1	12	35	14	8	.....	.....	.....	.....	.....	.....
Sheet Metal Works.....	27	163	33	15	8½	7	16	12	8	17	5
Shoe Shops	43	62	24	14	9	3	16	9	8	27	3
Signs	5	13	48	11	8	2	17	10	8	.....	.....
Street Railways (Rep.) ..	1	63	20	15	9	.....	.....	.....	.....	.....	.....
Tailors	83	127	35	14	8	241	16	8	8	21	16
Taxidermists	3	7	24	10	9	4	16	10	8	.....	.....
Telegraph	2	901	30	18	10	380	20	10	8	7	.....
Tents and Awnings.....	4	27	35	12	9	54	20	7	8	2	1
Trunks	5	21	24	12	9	.....	.....	.....	.....	1	2
Undertakers	11	38	30	15	8	5	18	15	8	3	.....
Welding	17	37	30	20	9	2	15	12	8	5	2

MERCANTILE ESTABLISHMENTS STATE

INDUSTRIES	Establish- ments Reported	Male Employees	Wages Per Week			Female Employees	Wages Per Week			Safety Orders	Sanitary Orders
			High	Low	Hours		High	Low	Hours		
Art	35	37	\$22	\$14	10	54	\$17	\$10	8	....	3
Auto Sales	5	43	35	12	9	9	25	10	8	....	1
Auto Tires	33	48	28	15	9	9	18	8	8	7	2
Bicycles	7	8	22	8	9	3	16	9	8	....	....
Candy	12	5	22	9	9	16	12	5	8	4	1
Carpets	5	14	23	14	9	2	12	8	8	....	....
Cigars and Tobacco.....	21	23	16	12	10	17	16	10	8	....	2
Clothing	102	249	33	11	10	34	20	6	8	1	3
Coal Dealer	7	47	25	12	11	9	16	10	8	12	3
Commission Merchant....	12	27	25	12	10	5	14	8	8	....	7
Crockery	5	11	16	10	9	2	16	10	8	....	....
Court Houses	7	139	....	....	....	47	....	....	....	5	....
Drugs	98	259	35	10	11	31	18	10	8	1	3
Dry Goods	157	749	28	9	10	675	18	7	8	23	15
Electric Supplies	12	12	22	18	10	7	17	12	8	....	....
Farm Implements	5	18	35	18	9	7	17	12	8	2	1
5c, 10c and 25c Stores....	16	27	24	11	9	173	12	5	8	1	3
Florists	5	5	18	12	10	2	15	10	8	....	1
Fruit Markets	8	5	17	10	10	3	14	8	8	1	2
Fuel and Feed.....	35	93	27	15	12	18	25	10	8	5	1
Furnishings, Gents'.....	5	17	24	8	10	3	18	7	8	1	2
Furnishings, Ladies'.....	12	42	33	9	10	63	25	8	8	2	2
Furniture	67	221	40	10	9	166	15	5	8	17	9
Gasoline and Oils	17	19	35	15	9	7	23	15	8	5	3
Groceries	325	1,017	25	12	10	163	20	8	8	27	17
Hardware	89	343	40	15	10	43	20	8	8	21	5
Harness	17	78	28	15	9	9	12	10	8	....	....
House Furnishings.....	3	13	23	16	10	5	18	12	8	....	2
Jails	5	18	....	....	....	5	....	....	....	....	....
Jewelry Stores.....	21	14	24	16	9	2	17	12	8	1	3
Leather Novelties.....	7	13	23	14	9	17	15	10	8	1	2
Livery and Taxi.....	12	68	25	12	11	10	14	10	8	1	3
Lumber	43	121	22	14	9½	17	19	12	8	3	9
Meats	123	308	24	12	10	17	17	15	8	5	33
Millinery	17	5	27	17	9	78	25	10	8	2	3
Musical Instruments.....	6	11	30	18	10	11	11	5	8	1	3
Notions	23	18	22	14	9	37	16	12	8	9	3
Opticians	7	11	35	20	9	5	14	10	8	3	1
Paints	24	31	25	18	8	13	10	6	8	1	5
Plumbing	27	43	33	18	8	7	14	6	8	7	1
Poultry and Produce.....	17	83	23	14	9½	15	20	6	8	5	8
Rubber Goods.....	13	41	21	15	10	11	14	10	8	3	1
Schools	25	67	40	15	6	157	22	12	6	18	7
Second-hand Stores.....	17	43	16	12	10	3	13	10	8	5	2
Seeds	9	9	30	15	9	35	12	8	8	7	2
Sewing Machines	5	9	23	14	9	5	19	14	8	1	2
Shoes	34	107	30	10	10	16	12	10	8	9	5
Stationery	37	84	17	15	9	103	13	11	8	6	13
Storage and Transfer.....	4	16	20	13	10	2	12	8	8	1	2
Tea and Coffee.....	5	11	20	16	10	12	10	6	8	....	....
Telephone & Telegraph..	28	142	35	5	11	310	18	6	8	4	1
Theatres	31	93	28	5	8	48	25	5	7	13	5
Typewriters	5	9	24	15	9	5	18	12	8	1	....
Undertakers	8	27	25	15	9	2	16	12	8	2	1

MANUFACTURING AND MECHANICAL ESTABLISHMENTS
STATE

INDUSTRIES	Establish- ments Reported	Male Employees	Wages Per Week			Female Employees	Wages Per Week			Safety Orders	Sanitary Orders
			High	Low	Hours		High	Low	Hours		
Alfalfa and Meal Mills..	6	55	\$30	\$15	9	.....	....	....	....	....
Assayers	7	11	18	9	9	.....	....	....	....	....
Auto Agcy, Acc. & Serv..	169	813	50	5	8½	41	18	6	8	155	2
Auto Tires and Repairs..	23	49	35	10	9	5	16	8	8	13	3
Bakeries	48	171	42	6	9	64	18	5	8	4	5
Bedding	4	25	32	15	9	9	16	12	8	....	2
Bicycles and Repairs.....	12	17	17	10	9½	3	12	10	8	3	2
Blacksmith	12	21	27	18	9½	2	14	12	8	5	1
Bottling Works	10	33	26	14	8	3	16	12	8	4	2
Brick and Tile.....	7	509	40	15	9	3	25	5	8	3	1
Candy and Ice Cream.....	15	93	35	5	9	164	12	5	8	6	5
Canning Factory	11	374	15	12	10	273	15	8	8	4	3
Carriages	3	29	33	9	9	.....	....	....	....	2	1
Cement Works	3	252	25	12	10	8	15	7	8	7	2
Cigars	5	21	25	15	8	3	12	5	8	....	2
Clay and Gypsum	1	42	30	19	9	.....	....	....	....	....	....
Cleaners and Dyers.....	14	28	30	7	10	20	14	5	8	5	2
Coal Mines	30	5,864	50	15	8	3	15	10	8	8	1
Creameries	16	84	35	10	9	41	14	6	8	5	2
Electrical Supplies	5	13	35	12	9	4	14	10	8	....	....
Flour	18	218	30	10	9	5	12	8	8	63	2
Foundry (Iron)	7	32	30	7	8½	.....	....	....	....	....	....
Furs	2	3	25	12	9	4	16	10	8	....	1
Ice and Storage.....	8	55	27	14	9	.....	....	....	....	5	1
Jewelry	17	33	25	15	9	3	16	12	8	....	1
Machine Shops	22	530	35	7	8	4	17	13	8	19	4
Mattresses	3	29	21	10	9	8	16	8	8	3	1
Metal Mines	16	1,335	40	7	8	2	15	12	8	30	1
Motorcycles	3	7	15	10	9	.....	....	....	....	2	....
Newspapers	66	343	60	7	8	50	15	6	8	17	4
Novelty Works	4	71	24	16	9	4	16	12	8	5	....
Packing Houses	4	92	60	9	8	20	18	6	8	2	....
Paints	2	2	18	15	9	.....	....	....	....	....	....
Pattern Works	11	15	35	16	8½	.....	....	....	....	5	1
Photos	5	9	18	10	9	4	12	8	8	....	....
Picture Frames	1	3	28	16	9	.....	....	....	....	....	....
Planing Mills	6	41	27	15	8½	.....	....	....	....	10	....
Plumbing	5	23	30	13	8	.....	....	....	....	2	....
Power Plants	20	209	30	18	9	3	12	9	8	13	....
Printing (Job)	15	148	35	7	8	35	20	7	8	4	3
Railroad Shops	20	2,179	35	7	8	9	30	15	8	23	4
Reduction Works	19	3,008	50	18	8	8	15	12	8	17	1
Sheet Metal Works.....	5	14	30	20	8	2	14	12	8	17	2
Shoe Shop	12	35	30	8	9	2	11	8	8	1	1
Stone and Marble Works	5	53	27	10	9	.....	....	....	....	....	....
Sugar Factories	14	4,396	40	18	12	38	19	12	8	189	2
Tailors	23	37	23	14	8½	84	16	8	8	....	5
Telephone & Telegraph..	47	234	35	5	9	587	18	6	8	15	2
Trunks	2	7	22	12	9	.....	....	....	....	....	....

HOTELS, LAUNDRIES AND RESTAURANTS

	Establish- ments Reported	Male Employees	Wages Per Week			Female Employees	Wages Per Week			Safety Orders	Sanitary Orders
			High	Low	Hours		High	Low	Hours		
DENVER											
Hotels	17	21	\$50	\$6	10	130	\$27	\$8	8	8	12
Laundries	39	587	43	7	9	1,213	25	4	8	25	2
Restaurants	28	194	42	7	10	259	30	6	8	3	4
STATE											
Hotels	339	1,081	35	7	10	799	25	4	8	287	18
Laundries	45	225	35	7	9	534	20	5	8	15	11
Restaurants	194	628	27	7	10	445	18	5	8	14	30

SECTION II

Child Labor

CHILD LABOR

THE CHILD LABOR LAW is one of the most important over which the department has supervision. The section of the law which it is difficult to secure compliance with is that part which pertains to farm labor. Having this in mind, a special survey was made of the conditions prevailing in the agricultural districts.

A résumé of the experience of Weld County officials is given and it is not different from that of officials in other sugar beet growing counties, except that we are convinced that more time has been devoted to a solution of the problem by Weld County officials than by the authorities of other agricultural counties of the state.

The report of the Denver School attendance department is also appended in order that the effect of the war's demand and the higher wages paid may be noted as it affects the working permits issued.

INSPECTOR MITCHELL'S INVESTIGATION

The facts hereinafter disclosed by an investigation by J. H. Mitchell, Deputy Factory Inspector, in the fall of 1917, is sufficient cause for a definite statement that the laws have been complied with during the past two years better than for any season in the history of the sugar beet industry. This record has been made notwithstanding the fact that labor of all kinds has been more difficult to obtain than it has ever been in the state's history.

The school attendance records are much better in some districts than in others. It was found that some of the school authorities have had to overcome many difficulties. A thorough investigation shows that the majority of school officers are sincere in their efforts on behalf of the children, and that they are only prevented from enforcing the school attendance laws for one of two reasons:

First: The lack of truant officers with the proper inclination.

Second: Environment.

In explanation of the first cause it may be stated that in most of these districts the influence of the industry is marked; in fact, in some cases the members of the school boards who employ the truant officers are themselves engaged in the cultivation of beets and employment of child labor. Truant officers selected under these conditions could not be expected to enforce the law in opposition to the power that appoints them.

The second cause is a case of distinction without a difference. The two causes were separated because under the second should be classified the school boards that are composed of business men of the community who depend largely upon the employers of child labor for their trade and are, as a result, very susceptible to their influence.

The fact that proves conclusively that the farm owners do not believe in keeping the children out of school, is that they force their own children to attend, and the difficulties experienced usually affect the German-Russians, who contract with the owner of the land to perform all the labor for the season on a growing crop of sugar beets at a stated price per acre.

Very little difficulty is experienced with Americans regarding their children attending school. Quite frequently it will be found to be the case that from a point of need for financial aid those who insist on their children's regular attendance in school are in greater need of the children's help than are those who use every argument and cunning at their command to prevent their children from attending.

The principal obstacles to overcome in securing an enforcement of the attendance laws are :

1. The lack of inclination on the part of local school directors to enforce the law.

2. When the school authorities insist on the children attending, parents will remove them to another district which is not under the control of officials who insist upon school attendance.

Parents who require children to do contract work in the beet fields have very peculiar ideas, when measured by the American standard, with reference to the necessity for an education for their children. They contend that there is no need for educating the girls, as their only mission in life is work and to rear children, and that it is more important for the boys to work than it is to secure an education.

A case in point is that of the father of a young girl who was approached by a school official, who urged that the girl be sent to school. The father was eventually forced to comply, but objected to doing so very strenuously, and said that there was no need of it, and that it would cost him at least \$1,000 per year in loss of her labor if she attended school.

Another case investigated is that of a boy 14 years of age. He was attending school and had a diseased ear. In questioning the father, it was learned that the ear had been diseased since he was 2 years old, and asked why he didn't have it treated, he said it would cost too much. When asked what they intended doing with their money, he said they intended to buy a farm; that they had some money, but not quite enough to buy a farm and pay for it.

An operation at this time, it was learned from an ear specialist, would be a major or serious one, but proper care at the right time would have eliminated the trouble very easily.

This and numerous other cases not so serious, demonstrate the need of compulsory physical examination in the school that is more thorough than the present system. It is difficult to conceive of a more systematic method of securing this attention than through the public school system adopting a plan for compulsory examination of children's physical condition at regular intervals and securing a strict enforcement of its requirements.

Of the plans in operation in the beet-growing sections for securing the children's attendance in school, the one adopted by the school authorities of Greeley, which is heartily supported by the county and juvenile courts, appears to be the most thorough. It is apparent that the authorities of that section are devoting more time to this subject and along more systematic lines than are the juvenile authorities in other agricultural sections of the state.

A summer school term for children working in the cultivation of beets was held in Greeley the past season, and automobiles were used to take the children to and from school.

In Sterling a six-day-a-week school was conducted in order to liberate the high school children at an earlier period so they may be available to help do farm work.

In a number of different localities the question of a continuous school, with a stated vacation period, is being considered and appears to meet with considerable favor among school officials. The proposed plan is to hold school continuously, with a certain number of days allowed in the year for vacation. The guardian of the pupil may select the period of vacation for the child, but it must attend school a certain number of days out of the year, and each term of attendance must be for a minimum number of days.

This plan appears to be the most practical one and may well be adopted by the school authorities in the rural districts in other parts of the state and tested for a year, at least, in order to determine the general results. Future action could be based on this practical experience.

A large number of the public school officials interviewed were very decided in their opinion that the officials of other schools interfered materially with the enforcement of the school attendance laws by the issuance of permits when they should not be granted, and it was their opinion that no two or more persons in the same district should have authority to issue permits for absence from school.

Better results than those accomplished cannot be expected except that additional inspectors are provided for the department, and even that would not be of material advantage except that they be provided with sufficient funds for expense to enable them to give their individual attention to the work.

This cannot be accomplished on a \$50 per month allowance. Board and lodging cannot be secured at commercial hotels for less than \$3.00 per day (and this amount is steadily advancing), and, of course, railroad expense is regulated by the distance it is necessary to travel.

If rural districts are visited, which is essential to a strict enforcement of the law, a machine is necessary at times and they cannot be had for less than \$10.00 per day.

SOME STARTLING FIGURES

The following data is from a bulletin entitled "The Farm and the School," compiled by the Juvenile Department of the Weld County Court, and issued in September, 1918, by the Extension Department of the Colorado State Teachers' College

SCHOOL ATTENDANCE

Nationality	Percentage of Retardation
Mexiean.	66.67
Russian.	49.19
Belgian	47.06
Bohemian.	44.44
Foreign.	39.17
German.	36.05
Austrian.	34.15
None.	32.56
Japanese.	31.82
Negro.	29.03
Norwegian.	27.27
French.	26.32
Poles.	25.00
Italians.	22.62
Dutch.	21.74
Irish.	20.83
Danes.	20.59
Native.	19.09
English.	18.97
Mixed.	16.91
Scotch.	16.67
Canadian.	15.38
Swiss.	12.50
Swedes.	12.12

"Note: The Mexicans here considered do not include those whose parents were born in the United States.

"It is of interest to know that there are no retarded Japanese children under fourteen years of age. All those who are retarded are so, at least partially, because of late entrance.

"This table diseloses that it is erroneus to include all children of foreign born parents among those who inerease the proportion of retarded children in the schools. Except the Mexieans, the Russians show the largest retardation. They comprise 1,484 out of a total of 3,638 children of alien parents. The remaining children are divided among so many nationalities, leaving so few in each, that the perecentage given for any one of them is not based upon a suffieient aggregate to be at all persuasive.

"The Russian retardation is 49.19 per cent as against 19.09 per cent native. In round numbers, nearly one-half of the Rus-

sian children are retarded, while less than one-fifth of the native children are.

“Out of 9,693 children tabulated, 1,484, or 15.31 per cent, are Russian, and, out of 2,438 retarded pupils, 730, or 29.94 per cent, are Russian. The mere statement of these figures is sufficient indication that one of the greatest, if not the greatest, problem of retardation is found among the Russian school population.

COMPARATIVE PERCENTAGE TABLE
(NATIONALITY)

	Per- centages Total	Per- centages Native	Per- centages Foreign	Per- centages Russian
“Per cent of total retarded pupils irregular in attendance; i. e., they who attend less than 75 per cent of the time	67.9	51.0	85.4	92.5
“Per cent of total retarded pupils to whose retardation outside occupation contributes.	55.7	30.9	80.7	90.7
“Per cent of irregular attendance class to whose retardation outside occupation contributes	82.1	60.7	94.5	98.0
“Per cent of total retarded pupils to whose retardation farm work contributes	53.9	28.5	79.5	90.2
“Per cent of irregular attendance class to whose retardation farm work contributes.	79.5	55.9	93.1	97.5

“1. The greatest retardation exists in the rural irrigated districts of Weld County.

“2. The greatest retardation exists among the foreign populations, and particularly among the Russians.

“3. The greatest single causation of retardation among children of all nationalities is irregular attendance.

“4. The greatest causation of irregular attendance among children of all nationalities is the withdrawal of children to work upon the farm, and this accounts for practically all of the avoidable retardation among children of Russian parentage.

“5. The first task before the officers entrusted with the enforcement of the compulsory education laws is to compel the attendance in school of children withdrawn to the fields, in such a way that it will work the least hardship upon the children themselves or their parents, and least interfere with the agricultural needs of the county.

“Not only has there been little demand, but in many places there has been effective though subtle opposition. Let us imagine a case, not so far-fetched as may be thought. Suppose that the school board of Fair Valley District is composed of three farmers, each having a Russian family on his place. And suppose, further, that the truant officer (if by any happy accident there is one) is also a farmer with a Russian family on his farm. Each Russian family has its usual brood of kinder rising like stairs from Conrad, the six-months-old baby, to Katie, the sixteen-year-old girl. It is late in October and a heavy frost is expected at any time. The potatoes are in the ground. If they are not dug immediately, they are liable to be lost. Perhaps help is scarce. The Russian children make excellent potato pickers.

“Are the members of the school board likely to compel these children to attend school at the cost of their potato crop? Is it probable that the truant officer will enforce the law and lose his crop, his job and the friendship of his neighbors as well? Will the little girl teacher employed by the school board, rooming with its president, desirous of renewing her contract, insist that the Russian children be permitted to go to school?

“The questions answer themselves. These people do not want the law enforced, whatever they may assert to the contrary. Men who keep their own children from school to harvest their crops will not compel other people’s children to attend.

“After all, are the members of the school board so much to be censured? Is there any logical reason why young people should not assist in the agricultural and industrial pursuits of the community so long as their labor is not exploited or their bodies injured? Should not the father have the assistance of his son in the busy seasons of the year, to plant his crop or harvest it? Should not the mother receive the help of her daughter when the threshers come and there is a score of extra men to cook and wash dishes for?

“The boy who can drive a four-horse team dragging seventy hundred weight of beets over the dump is an asset to the community. He is adding to the wealth of the country. To drive a team well is just as necessary to his proper education as it is to sit in the school room trying to comprehend an incomprehensible interpretation of ‘An Ode to a Skylark.’

“This hypothetical case suggests the remedies we desire to offer. They are three. The first one is a campaign of education.

“The second one is a centralized school control.

“The third remedy is the adaptation of school session to the industrial needs of the community.

“The school board should choose for school sessions those portions of the calendar year which are best suited to the economic needs of the majority of the people of its district; and, if an appreciable minority exists which is not well served by this readjustment of sessions, such extended terms or extra assistance

during regular terms should be provided as will be sufficient to guarantee that every normal child will make at least one grade during each school year."

CHILD LABOR IN DENVER

Reports on file in this office show that during the school year 1916-17, 657 permits were issued to children of school age in Denver.

During the school year 1917-18 this number increased to 836. This increase of 179 permits is no doubt due principally to the increased cost of living. It may be that the high and tempting wages paid to very young children has been a contributing factor, but the one prime necessity of increasing the family income to meet the growing family expense forced many parents to seek permits allowing children to work.

The activities of the school attendance officer connected with the Denver public schools, will be seen by the following compilation:

Number of permits to working children.....	836
Number of denials of permits.....	125
Number of permits investigated.....	1,083
Number of special permits given for vacation, sickness in the home and other emergencies.....	122

Following is an analysis by grade and age of the permits granted:

Number of permits issued to children 14 years of age:	
Boys	275
Girls	140
Number of permits issued to children 15 years of age.	
Boys	262
Girls	159
Finished 8th grade	291
Finished 7th grade	230
Finished 6th grade	185
Below 6th grade	129

The constant aim has been to raise the educational standard of Denver's working children, thus increasing their efficiency and value as future citizens. A few employers engage only children holding eighth grade certificates.

Permits are granted to children who have not completed the fifth grade only upon the united judgment of the principal, attendance officer and supervisor of the Attendance Department, for exceptional reasons.

AN APPROXIMATE VOCATIONAL RECORD OF PERMIT PUPILS

Department stores (cash girls, hoppers and wrappers).....	332
Trades (mechanics, plumbers, cigar makers, printers, milliners, candy makers and bakers).....	136
Office and errand boys.....	228
Laundries	26

Factories (macaroni, cracker, pickle, box).....	61
Housework	10
Miscellaneous (automobile shops, packing companies and rail- road shops)	43

This year, for the first time, boys have been permitted to do messenger service. Those thus working are required to spend two hours each day in the Opportunity School maintained by the Denver Public Schools.

CONCLUSIONS

Frequent attempts were made during the early part of the biennial period to secure the consent of the department for an abrogation of the Child Labor Law, using as an argument, the shortage of labor and the excessive demands as a result of the war.

In some cases industrial concerns contended that it was necessary if they were able to complete existing government contracts on war materials.

First, it would be a representative of an industrial concern, and then some school official who was acting in favor of his constituents in agricultural districts.

The department has persistently contended that there was no demand sufficient to warrant other than a strict enforcement of the law as drawn in the statutes, and if there be fault to find it was in the fact that the law was not as strong as it should be.

The Federal Government, from President Wilson down, has been very decided in its opinion that present laws for the protection of children should be strengthened, and they have not hesitated to say that abrogation of humanitarian laws was not necessary as a war measure.

The enforcement of the Child Labor Law is much more difficult in the agricultural than in the commercial industries of the state. This is due, no doubt, to the fact that the commercial industries are more easy of access.

School authorities have been of material aid to the department in the enforcement of the law, and the suggestions that have frequently been made for centralized control of school affairs is, in our opinion, a good one.

Quite frequently it will be found that school officials are not inclined to enforce the attendance laws, and there is reason for their assuming this attitude, as several have lost their positions as a result of their activity in favor of school attendance.

If the State Superintendent of Public Instruction, the County Superintendent of Schools and the local school board were held equally liable for school attendance, then we could expect a better enforcement of the law and consequent aid to this department in enforcement of the Child Labor Law.

The present Child Labor Law permits children under 14 years of age to work eight hours a day in any fruit orchard, garden, field or farm, if they possess a permit for absence from school from the

attendance officer or superintendent of any public or parochial school.

The same law prohibits children under 14 years of age working in other industries, and permits those between 14 and 16 to work under the same restrictions as are provided for children under 14 in fruit orchards, garden, field or farm. All children under 16 are prohibited from operating power machinery.

It is readily seen that the attitude of school officers materially affects the work of our department through their power to issue working permits during the regular session of school.

The superintendent of the public schools is held responsible for attendance in his district, and it would appear as reasonable that he at least should be authorized to approve any permission that is granted for the children to be absent from school.

The state law as it applies to farm labor is the most difficult to enforce, and while statistics prove that there has been an improvement in attendance, it does not prove that violations do not occur; on the contrary, strict enforcement cannot be secured with the resources at present commanded by the department.

Experience has demonstrated the fact that school terms are not arranged as they should be in some districts, but so long as there is no determined effort made to secure law enforcement, the citizens of these different localities will not devote their time to elimination of the difficulties.

Some people contend that the present state child labor laws are not what they should be. That is no doubt true, but the undesirable features of the law would be eliminated and desirable provisions would be attached in short order if the department were furnished sufficient help and funds to force a strict compliance with the present law.

SECTION III

General Work

COLLECTION OF WAGE CLAIMS

ONE OF THE MOST important and far-reaching functions of the State Labor Department is the collection of wage claims.

In connection with this work the department from the very first has pursued a vigorous policy. This has resulted in the collection of by far the largest amount of money in the history of the bureau and also in spreading the news to the most remote parts of the state that this department will use every honorable method to collect for laborers money due them, no matter how small the amount.

It will be difficult, if not impossible, to convey to the public mind within the limited space allotted here, a proper conception of the detail and labor that falls to the employees handling this part of the office work.

Claims for unpaid wages come from citizens in all walks of life—men and women, white and black, native and foreigner, married and single, old and young. They come from all parts of the state—in person, by letter, over the phone, and through neighbors or friends who know all the circumstances and who wish to assist the debtor.

By referring to the total number of claims handled during the biennial period covering 21 months it will be seen that the total reaches 2,765, and the amount collected, \$52,231.30. This is at the rate of $121\frac{1}{2}$ a month, and at the rate of 5 claims a day for each working day. The table shows that during the preceding period of 21 months the number of claims handled reached only 1,859— $88\frac{1}{2}$ a month and at the rate of $3\frac{1}{2}$ a day for each of the working days.

To handle this enormous number of claims properly and expeditiously has at times required the personal attention of five clerks—the whole office force to wait on those persons who came personally to the department in order to explain the details surrounding their particular case.

The Humanitarian Side

Here the sorrows, the miseries and the hardships that go with toil are poured into the ears of attentive employees. The unschooled and unlettered are the most frequent victims of the chicanery of some designing and dishonest employers.

No matter how many persons are depending upon the wages of the husband and father, and no matter how far-reaching the misery engendered by failure to pay wages justly earned—this does not move some employers. But so soon as it is found that a strong State Department has taken up the claim of the worker and intends to see that he gets his money promptly, then in most cases the employer relents and satisfies the claim in full.

In this connection it may well be stated that there is no work done by any state official or State Department that is of so much direct value to citizens as is this very work of collecting wage claims.

Comes here the widow striving by every means that is fair and just to earn money enough to keep her growing children under the parental roof—she washes for a family that is well-to-do but stingy with the hired help. She has 25 cents coming to her as a balance for bending her tired back over the wash-tub. The employer refuses to pay, and the widow is forced to depart with a lump swelling in her throat as she thinks of the little ones at home and how they will have to go without the food necessary to nourish their bodies for the want of what this small sum of money would buy. The amount is so small that it can not well be handled by lawyers or courts without eating up the entire sum, and usually the employer who seeks to swindle a worker takes advantage of this.

Such a case and all similar ones are taken by the Labor Department and handled promptly without expense to the claimant, and in every instance the fact that the state, through this regularly constituted department, has taken up the matter of collecting the claim is the weighty factor in securing a settlement.

It is this phase of the wage claim work that prompts us to appeal strongly to the incoming legislature for funds sufficient to handle it properly without interfering with the other department work.

Railroad Claims

During the year 1918 many railroad workers who were denied the payment of back pay due them came to this department and enlisted our help in securing the money justly due them. Many hundreds of dollars were thus saved to workers who otherwise would most likely have been completely overlooked and forgotten by railroad companies in the settlement of the back pay due them after the increase in pay became effective on all the railroads in the country.

A vast deal of correspondence was thus thrust on the employed force and many delicate situations had to be met by the department in handling these matters.

A number of orders and frequent supplemental orders were promulgated by the United States Railroad Administration during the four or five months required to settle all these claims which had to be segregated and classified properly to be of service.

Our first and most constant attention in connection with these claims for back pay has been given to citizens of Colorado, believing that Colorado residents have a prior claim on the services of this department.

Instances have come to the attention of the department where laborers in and about mines were swindled by irresponsible owners and promoters. Usually men are engaged to dig the ore at a stipulated rate of pay. At the end of the first month the men are paid. At the end of the second month they are put off on one excuse

or another. At the end of the third month the wages are still unpaid, there is no ore on the dump, the manager has departed, the owners are not known and perhaps are non-residents, the promoters have "unloaded" over night and the workmen are left without opportunity to collect the wage they need to pay living expenses.

Such instances as cited are more numerous than we may care to admit. They disclose a condition of affairs that prevails in the mining sections that should demand the thoughtful attention of the legislators with a view of enacting a law that will correct the evil if possible.

Some Sample Cases

We found it necessary to file two cases with the district attorney of Denver involving violations of the wage claim law. One of these was against a woman who had for years profited by absolutely refusing to pay any person who worked for what was justly due. A score of wage claims against her were in the office and it was useless for a collector to attempt to make any headway with this woman. She was always ready with some specious plea or excuse to prevent payment of working men and women.

Some of the stories told by this woman's victims were pathetic in the extreme. She not only deprived them of wages but took advantage of old persons she employed by borrowing funds which the employes had spent years in saving. She conducted a fashionable boarding house for years and entertained lavishly on the money owing to hard working men and women of all ages. She was no respecter of youth or old age.

At the beginning of our administration we promised ourselves that this woman would pay or be driven out of the state or to the penitentiary. The same day we presented a concrete case against her to the prosecuting officials, others filed charges that she had given them short checks. She had reached the end of a career filled with deceit, of barter and trade with the toil of honest men and women.

She was arrested, given a hearing and the presiding judge made an alternate proposition to her in open court. She could have her choice of going to the penitentiary or of leaving the state, never to return. She chose the latter course, and, with her son, fled within 24 hours after her trial.

This case has had a wholesome effect in Denver and as a matter of fact, throughout the state. However, we have found it necessary in order to force recalcitrant employers to speed up the payment of just debts, to take up with the district attorneys in several counties the question of paying workers what is justly due or going to jail. They usually pay when they are convinced that the department intends to go ahead under the provisions of the law.

We are frank in saying that we have found that the employers are not always to blame for disputes arising over the proper amount of wages due workers. We have discovered, after careful

investigation of some cases, that the employe misrepresented the actual conditions, the terms of the contract under which he was employed, the hours of labor or other circumstances. When we discover that such is the case, we do not hesitate to inform the complainant that he is seeking to force this bureau to do that which is not fair or just to the employer.

Days and weeks and months pass before it is possible to settle some of the complaints filed with the bureau. We are called upon to weigh every word uttered by both sides to the controversy; to write numerous letters to connect up the chain of evidence for or against the employer or employe; to pass upon the legal rights of the contending parties; to prevent personal conflicts in the office of the commissioner at times; to figure out a basis of compromise when there appears to be a hopeless deadlock and both sides presenting irrefutable evidence—in short, to act as a court of last resort not only from the standpoint of fair play and justice, but also with regards to the legal rights of both sides.

WAGE COLLECTIONS

BIENNIAL PERIOD 1917-18

	No. Claims Filed	Amount Involved	No. Claims Paid	Amount Collected
1917				
March	106	\$3,480.15	54	\$643.64
April	161	5,216.99	77	1,850.19
May	180	6,102.61	111	1,811.21
June	153	5,238.23	85	1,543.37
July	196	6,904.32	110	2,264.28
August	195	7,138.84	175	2,320.54
September	117	4,854.75	134	7,508.70
October	161	7,316.02	74	2,248.73
November	142	9,247.10	93	3,133.90
December	135	6,087.51	71	2,988.12
1918				
January	135	7,591.04	89	7,377.67
February	108	5,270.04	71	1,799.45
March	121	6,955.23	52	1,284.28
April	77	2,900.93	58	1,140.00
May	104	4,220.06	70	4,833.68
June	111	6,704.88	48	1,139.03
July	146	4,959.67	80	1,281.84
August	116	5,107.55	47	1,441.39
September	132	9,498.12	58	1,967.22
*October	76	3,849.86	57	1,919.57
*November	133	5,197.92	55	1,734.49
Total	2,765	\$123,751.82	1,669	\$52,231.30

*Doors of office closed to public part of time on account of influenza, by order of Board of Health.

Such, in brief, is the wage-claim department, the adjunct of the State Labor Bureau.

Labor Melting Pot

Its records prove it to be one of the most beneficent institutions in Colorado. It takes rank because of its voluntary features and the fact that no legislature has taken the trouble to scrutinize its work and back up its claims for a special appropriation to make it self-sustaining, to make it a far more effective agency for good than it is at present; to further its work for humanity.

As we have indicated in our review of labor laws and recommendations, this melting pot of labor, so to speak, should have the services of an attorney whose time and attention should be given to help untangle the knotty problems daily presented at the office counter; a lawyer vested with authority to go into court and sue employers who attempt to defraud workers, or arrange for criminal prosecution where the occasion demands it; a lawyer to quote the golden rule to those who are on the verge of clutching each others throats.

WAGE COLLECTIONS BIENNIAL PERIOD 1915-16

	No. Claims Filed	Amount Involved	No. Claims Paid	Amount Collected
1915				
March	83	\$1,987.50	30	\$1,191.51
April	79	2,293.95	33	511.47
May	95	3,210.96	26	455.34
June	114	4,536.48	27	608.50
July	92	3,556.20	26	250.97
August and	84			
September	76	3,966.32	37	1,087.18
October	88	2,339.85	31	755.89
November	107	3,134.89	22	338.70
December	90	6,163.54	19	790.65
1916				
January	82	5,501.63	16	3,286.87
February	65	1,776.76	8	182.20
March	73	3,878.58	26	3,124.95
April	71	1,972.37	27	992.54
May	87	3,428.44	25	349.47
June	97	2,441.07	22	612.95
July	85	2,246.70	31	845.85
August	115	3,989.31	36	676.57
September	104	4,378.75	30	1,002.79
October	98	5,788.34	32	4,642.26
November	74	2,429.54	15	213.35
Total	1,859	\$69,021.58	519	*\$20,920.01

*Total amount actually collected as shown by records in office is \$11,920.07. This total was arbitrarily raised to \$20,920.01 and so printed in last biennial report.

Again we commend this labor of love to the thoughtful consideration of the General Assembly and bespeak a generous treatment for a branch of the labor department little known outside of the ranks of the humble and lowly who have felt its forceful influence.

The appended table shows by months what has been accomplished. A similar table covering the preceding biennial period 1915-16 is also printed for purposes of comparison.

It will be noted that during the twenty-one months covered by the 1917-18 period, the number of claims filed was 2,765, and that of these 1,669 were collected. That is to say, 60% of the claims presented to the department were collected, being slightly more than every second claim. During the twenty-one months covered in 1915-16 the number of claims handled was 1,859, and the number collected was 519—27.6%, or about one in four.

ENFORCEMENT OF WOMAN'S EIGHT-HOUR LAW

AT THE VERY beginning of the biennial period it was found that the Colorado woman's eight-hour law had not been enforced. Believing that this law is a valuable and necessary one the department immediately adopted a vigorous policy of enforcement, and satisfactory results were apparent at once.

For the information of the general public we print the law in full:

Section 1. Employment of females in any and all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants, is hereby declared to be injurious to health and dangerous to life and limb.

Sec. 2. No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant in this state more than eight (8) hours during any twenty-four (24) hours of any one calendar day. The hours of work may be so arranged as to permit the employment of females at any time, provided, that any such female shall not work more than eight (8) hours during the twenty-four (24) hours of any one calendar day.

Sec. 3. Any person, persons, firm, co-partnership, association, company or corporation violating any of the provisions of this Act shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than fifty dollars (\$50.00) nor more than five hundred dollars (\$500.00), or by imprisonment in the county jail not less than thirty (30) days nor more than six (6) months, or by both such fine and imprisonment. Every day's violation of the provisions of this Act shall constitute a separate offense.

Sec. 4. All acts and parts of acts in conflict with the provisions of this Act are hereby repealed.

Employers found that the Department of Labor, charged with the enforcement of this law, was in earnest in seeking to protect those who came under its provisions, and it followed that during the 1918 period fewer complaints of violations were lodged than for many years. This convinces us that employers of labor are anxious to comply with any salutary law when it becomes known that the same will be impartially enforced.

The policy adopted and carried on was such that compliance in all cases with orders of the department resulted without forcing us to enter suit in court, and we are happy to say that our efforts to explain the provisions and advantages of the law were always met in the kindest spirit by employers affected. This evident desire on the part of nearly all the employers made it much easier to have the provisions of the law carried out.

Personal visits by inspectors connected with the Department of Labor were made to 162 different concerns and these were confined largely to Denver. All promptly and readily agreed to comply with the law.

The concerns and institutions visited include the following:

Institutions	Number Visited
Bakery.	7
Cigar store.	4
Confections.	3
Cleaner and dyer	16
Department store.	3
Dry goods establishment.	15
Hotel and rooming house.	20
Grocery.	6
Laundry.	18
Manufacturing.	16
Motor company	3
Millinery.	3
Restaurant.	22
Tailor.	10
Miscellaneous.	16
	<hr/>
Total.	162

In addition to the above cases handled by personal visits and inspection, the office dealt with and settled more than a hundred complaints of violations of the woman's eight-hour law directly by correspondence. Our suggestions and orders were followed and in only a few cases was it necessary to write more than one letter to secure results.

In a number of instances complaints of violations were sent to the department by mail, the correspondent failing to sign name or give address. To make a complaint in this manner is manifestly unfair to this office. Many of the complaints thus made were not well founded, since they referred to women in occupations not covered by the law, hence the department could take no action. The department, not knowing the name or address of the person making the complaint, had no means of informing him of this situation, leaving him under the impression that we were doing nothing at all to protect women who work more than eight hours, whereas we have been in fact particularly diligent in this direction.

It had been the policy in the past to grant permits under certain circumstances and conditions to women to work in excess of eight hours, and also to grant permits to certain institutions to force their female help to work in excess of the legal number of hours. In no single instance during the past biennial period has the department granted such permission. This settled policy and this determination on our part not to evade the law ourselves had much to do with the satisfactory results obtained.

Efforts were made on a number of occasions by employers to have the department consent to a plan of setting the Colorado Woman's Eight-Hour Law aside during the war, on the plea that this was necessary on account of shortage of labor.

Contractors who had undertaken government work and were manufacturing articles needed in the prosecution of the war were very insistent that our eight-hour law for women should be forgotten for the time, stating that they feared it would not be possible to deliver the completed articles within the specified time.

The department took the position that under no circumstances would the law be suspended. Other methods of filling contracts on time existed without resorting to law evasion. If there was necessity for great speed, we urged employers to double the force of workers, occupy more floor space, add more machinery, etc.

The determined stand taken by this office on this question was upheld by the United States Labor Department at Washington. The following rules were promulgated by the government for the war period:

STANDARDS FOR EMPLOYMENT OF WOMEN

Hours of Labor—Existing legal standards should be rigidly maintained, and even where the law permits a nine or ten-hour day, effort should be made to restrict the work of women to eight hours.

Prohibition of Night Work—The employment of women on night shifts should be prevented as a necessary protection, morally and physically.

Rest Periods—No women should be employed for a longer period than four and one-half hours without a break for a meal, and a recess of ten minutes should be allowed in the middle of each working period.

Time for Meals—At least thirty minutes should be allowed for a meal, and this time should be lengthened to forty-five minutes or an hour if the working day exceeds eight hours.

Place for Meals—Meals should not be eaten in the workroom.

Saturday Half Holiday—The Saturday half holiday should be considered an absolute essential for women under all conditions.

Seats—For women who sit at their work, seats with backs should be provided, unless the occupation renders this impossible. For women who stand at work, seats should be available and their use permitted at regular intervals.

Lifting Weights—No woman should be required to lift repeatedly more than twenty-five pounds in any single load.

Replacement of Men by Women—When it is necessary to employ women in work hitherto done by men, care should be taken to make sure that the task is adapted to the strength of women. The standards of wages hitherto prevailing for men in

the process should not be lowered where women render equivalent service. The hours for women engaged in such processes, of course, should not be longer than those formerly worked by men.

Tenement House Work—No work shall be given out to be done in rooms used for living purposes or in rooms directly connected with living rooms in any dwelling or tenement.

STANDARDS FOR EMPLOYMENT OF MINORS

Age—No child under 14 years of age shall be employed at any work under any conditions.

Hours of Labor—No child between the ages of 14 and 16 years shall be employed more than eight hours a day or forty-eight hours a week, and night work is prohibited.

Federal Child Labor Law—These and other provisions of the Federal Child Labor Law must be strictly observed.

Minors Under 18—Minors of both sexes under 18 years of age should have the same restrictions upon their hours as already outlined for women employes.

As further proof that this department has taken the proper attitude in resisting the efforts of manufacturers to evade this Woman's Eight-Hour Law, we have to report that in no single instance did a war contractor fail to deliver government goods on time by reason of his inability to secure women help.

The one serious objection we find in the Colorado Woman's Eight-Hour Law is that it is limited in its scope. It is stated by a former Attorney General that the law does not apply to stenographers in a doctor's office or in a lawyer's office, but that it does apply to a stenographer in a mercantile, mechanical or manufacturing establishment.

It can be seen that the law as at present drawn applies to work of a certain kind in one establishment and does not apply to the same class of work performed in another. This is not as it should be.

A law that is a protection to the womanhood of our state should, in our opinion, apply to all alike and be strictly enforced without fear or favor.

STRIKE SETTLEMENTS

ALTHOUGH not clothed with direct authority by law to handle strike settlements, the Labor Bureau was called upon a number of times during the biennial term by either employers or employes to adjudicate differences arising between them. Some cases involved wage schedules, others the right to organize into unions, working conditions, in fact, a wide variety of subjects was covered in the controversies.

At the outset it is but fair to say that the State Industrial

Commission has the right under the law to interfere in every dispute between employers and workers, except in cases involving recognition of the union, the Women's Eight-Hour Law and those where the power rests with the Labor Department.

The department did not seek to intrude in the work of the Industrial Commission, and the first case presented to us where we felt that it should have been taken care of by that body, we went to the chairman of the commission and suggested that if we were in any manner intruding we would withdraw and force the contending parties to deal with the commission.

The commission took the broad view that it was interested alone in bringing about a satisfactory adjustment of each case and offered not the slightest objection to the Labor Department going ahead in any case it felt that it could be of service to either party in settling the differences. This same policy was pursued throughout our term and harmony existed at all times.

One of the early problems of the administration was to prevent strikes on account of the rapid rise in the cost of living and the reluctance of some employers to meet it with a corresponding wage advance. This was especially true after America entered the world war. After the various United States arbitration and adjustment boards were organized, much of this class of work was turned over to them, either at the suggestion of this bureau, or upon petition of the parties involved.

We assisted in the settlement of the strike of Denver packing house employes. Our representatives worked jointly with the members of the State Industrial Commission and after ten days the situation was cleared up. The men adopted strong resolutions of gratitude and the employers were equally satisfied with the part both the Industrial Commission and the Labor Department had played in the settlement. A similar strike at Pueblo was settled by the two state bodies.

The department, with representatives of the City Industrial Commission, settled a strike of tailors for higher wages and changes in working conditions. At the beginning of the trouble the employers offered to arbitrate the differences which had arisen in the shops, and in a written communication to the men, suggested the deputy labor commissioner as arbitrator. The men at first refused to arbitrate, but later accepted the services of the state and municipal bodies.

The department was the mediator in the strike of bill posters of Denver, and, after conferences covering a period of three days, a settlement was reached on a basis satisfactory to the employe and employer.

At Walsenburg and Ludlow miners went on strike because the coal companies refused to observe the semi-monthly pay day law and for withholding the pay checks of the men without any legal right to do so. Notices were served on the companies that unless the men were paid, prosecutions would be begun under the law. The

acting heads of the company in Denver went to Walsenburg and the men were given the money they were entitled to.

The department prevented a general strike of miners in and around Canon City by informing local officials there and at Florence as to the rights of the men to hold meetings for the purpose of organizing. A representative of the bureau, after conferences with the Governor, was sent to these cities to obtain facts. It was found that the municipal authorities, in good faith, had stopped meetings for organizing purposes under the mistaken notion that they were to be held to hinder the Government in its war program.

The department took part in settling strikes or threatened strikes of men at plants of the Denver Gas & Electric Light Company, the Vulcan Sheet Metal Company, the Liberty Coal Company at Trinidad and the Pike's Peak Fuel Company near Colorado Springs.

We endeavored to settle the strike of teamsters, but were unsuccessful. The same was true of the strike of employes in the drug stores of Denver. The teamsters' strike continued until the men returned to work on the employers' terms. Committees of the Denver Trades and Labor Assembly finally adjusted the druggists' difficulties.

At the close of the biennial term the men employed by the Denver Tramway Company were restive, owing to the failure of the National War Labor Board to hand down an award in the case presented in the early fall. They had called a meeting and it was generally expected that the men would go on strike unless an award was made.

The State Labor Department telegraphed the War Labor Board, urging immediate action on the part of the national body. A return wire brought the information that the award would be handed down at once. The men were satisfied and continued at work. The decision of the board came within a week. The department was in a position to know that a strike would have been called had not the urgent need of acting at once been presented to the Washington officials.

A number of adjustments were made, involving only a few men or women and not of sufficient consequence to justify office records. Some of these involved disputes growing out of overtime rights of employes working on government contracts.

In all of these cases the department endeavored to act without prejudice to the rights of either party to the controversies. The brief résumé of disputes we handled would not be complete did we not mention the cordial spirit of the employers at all times and the confidence of both employers and employes in the truth of our claim, that we desired to be of real service and decide perplexing questions according to the facts and the state laws under which we acted.

We believe that if capital and labor will be as tolerant during the reconstruction days which are upon us as they have during

the war times, Colorado will see less of industrial unrest than any other state in the country.

We believe that we can safely gauge the future by the past, and we are confident that the state will take a commanding position because of the desire of its laborers and its employers to work together on a basis of harmony and good will, ever mindful of the rights of each other.

WOMEN IN INDUSTRY

DURING THE LATTER PART of the year 1918 the department proposed to make an original and complete survey in Colorado of Women in Industry, and also of Women in the Trades. The sudden cessation of military activities, which completely changed the aspect of the problem, caused the abandonment of the undertaking.

It was the intention of the Department of Labor Statistics to gather information which would show the extent to which women had entered industrial life since the beginning of the war, and also the extent to which these women workers would figure in the reconstruction period, when returned soldiers would again be ready to take up industrial pursuits, and would most likely prefer to be reinstated in former positions.

It may be set down as a fact that the number of women engaged in industrial pursuits who were not previously engaged in some sort of work is much smaller than might be supposed. The large numbers of women who went to work in factories manufacturing war supplies were mostly women who were transferred from other manufacturing plants or other work.

It is reported from official government sources that in one plant engaged in war industry 65% of the women employes had come from other factories, 25% from domestic service and restaurants, 5% from laundries, and only 5% had not been employed previously. These figures are no doubt typical and will fit actual conditions in all parts of the nation.

Women have for the past ten or twenty years entered industrial pursuits at a greater ratio than have men. During the war period this ratio of women entering industry has no doubt been kept up, and perhaps to a certain degree increased. Still it may be accepted as a fact that the number now engaged is not so large as to create an unsurmountable problem. Should these women desire to remain in industrial life, the same system of transfer from one occupation to another will relieve the situation.

The chief danger to workers of all kinds from women is that they will remain in certain industries or be transferred into new ones at a lower wage than is paid to men. It is necessary that wages be established on the basis of the occupation and not on the basis of sex.

The extent to which women have entered the trades in Colorado is negligible. A number of trades, like the printers, the ma-

chinists, and others, admit women members who have finished the trade by the apprentice system. All such are admitted on equal terms with men, and receive the same pay as the male members. Inquiry reveals the fact that there has not been an unusual increase in the number of women members in these or any other trades that require skill and training to become journeymen workers.

In this connection it is well to add that before the adult women workers in Colorado are dismissed from occupations, the group of children under sixteen years of age now working in large numbers in Colorado should be dismissed and remanded to the schools where they belong. With these immature workers out of the way, women workers, as the term is generally understood, will be an aid to industry rather than a hindrance.

EIGHT-HOUR LAW FOR MEN

THE COLORADO Eight-Hour Law for men was enacted for the protection of those working in underground mines, underground workings, open cut workings, open pit workings, smelters, reduction works, stamp mills, concentrating mills, chlorination processes, cyanide processes and coke ovens. The theory of the law is that these occupations are injurious to the life and health of those engaged in them.

This law was adopted in a legislative session, referred to the people in accordance with the provisions of the Constitution and adopted by the electors November 5, 1912.

The only exception made in the law which would permit men to work more than eight hours in any one day in these occupations is in cases of emergency, where life or property is in imminent danger.

On the plea that war conditions created such an emergency as contemplated in the law the department was importuned by managers of mines and underground workings to set aside the eight-hour provisions during the war and allow men to be employed in such occupations for any such length of time as suited the whim of the operators.

All such appeals were denied by the department, largely on the ground that the Labor Commissioner has not the power to grant the immunity requested. It would establish a pernicious precedent should a policy of setting aside this or any other labor law that has been enacted for the protection of the life and limb of the worker be pursued by any officer charged with the enforcement of law.

Perhaps the most noticeable benefit following the stand of the department in this regard is the absence of complaints of violations of this law for workers in unhealthy or dangerous occupations.

Records show that complaints came from three different concerns of violations of the eight-hour law. One of these was a clear case of emergency as contemplated in the law itself, and the others were based on misconception of the scope of the provisions. In

these latter the rulings of the department were promptly complied with.

In not a single instance was the department forced to resort to court process in administering this law.

ANTI-COERCION LAW

IN SPITE of the fact that a large number of complaints were filed with the bureau during the biennial period alleging violation of the state anti-coercion law which gives men and women the right to join legitimate societies and labor organizations of all kinds, we did not find it necessary to institute criminal proceedings except in two cases.

At the outset, it was apparent that there were comparatively few employers of labor who were familiar with the provisions of this statute or even knew that there was such a law on the books. Such being the case, the department followed the same rule as it did in handling the violators of the woman's eight-hour law—it gave warning that a second offense would result in prosecution.

We found the larger employers of labor especially anxious to co-operate with the bureau in dealing with these cases and their attitude brought about satisfactory settlement in all controversies except those hereinafter mentioned. Each case presented the same view of the employer; that he had the right to "hire and fire" employes at will without the intervention of a state bureau. His viewpoint usually changed when the law was explained and better feeling followed a discussion of each complaint.

The provisions of the anti-coercion law reflected the labor policy of the national administration during the war period. The President of the United States, the various cabinet officers, numerous boards and bureaus established to solve the labor problems of war times, all took the same view that the men and women of all vocations had the right to form labor unions or lawful bodies for their own advancement and protection without interference or loss of employment or prejudice to their rights.

With such a precedent it was but natural for the State Labor Department of Colorado to follow in the wake of the vigorous policy adopted at the seat of the nation's government. In fact, we were confronted by appeals to uphold the standards of work and the right to organize unions, which, coming as they did from Washington, we could but take as mandatory during a time when the country's life was at stake, and we did not hesitate to force obedience to this law.

We trust that we will not be accused of prejudice if we mention two aggravated cases which forced us to arrest the violators of the law. The first arrest during the biennial term followed an effort to adjust a controversy which arose between Adam Flockhart, a member of the Independent Union Mine Workers of America, and the officers of the Alliance Coal Company, of Ojo, Colorado.

For more than a month the department attempted to induce the officials of the company to answer courteous letters containing direct charges of Flockhart that he was discharged for no other reason than that he was a member of a labor union. Failing to do so, one of the officers of the company was taken into custody after complaint had been filed against him by District Attorney Hawley, of Trinidad. After legal action was started, the company denied the charges. The case has not yet been tried.

Two officials of the Western Union Telegraph Company of Denver, were arrested upon complaint of the deputy state labor commissioner for a deliberate and flagrant violation of the anti-coercion law. It has been the settled policy of this company for years to deny its employes the right to join a labor union of their own choosing. The Denver arrests followed the discharge of five local employes for joining the Commercial Telegraphers' Union of America.

This department did not act until after the President of the United States, Woodrow Wilson, had made a personal appeal to the heads of the company to refrain from discharging workers for joining unions. President Wilson explained that it was his desire to preserve industrial harmony during the war. The Western Union was obdurate, however, and five active members of the union were let out.

Deputies from the bureau endeavored to induce the officers of the company to reinstate the employes, but without avail, and the arrests followed.

One of the discharged employes was 21 years of age and the sole support of a widowed mother and two sisters. The officers of the company admitted that they were guilty of a violation of the state law and were released on bond. Owing to the fact that the courts were forced to close on account of war conditions, this case has not yet come to trial.

Other cases of a similar nature at Leadville, Bowen, Suffield, and in Denver, were adjusted on an amicable basis and without the disagreeable features which attended the efforts to settle with the Western Union and the Alliance Coal Company.

The unusually large number of similar cases involving thousands of men in other states forced the usual questions of right to discharge at will which arose in these controversies, to be handled without gloves by the administrative officers of the government, and drastic action was threatened in order to maintain the rights of workers.

Employers soon came to learn that the Colorado Labor Department had no desire to interfere in their private affairs, as a few had erroneously assumed, when complaints under this statute were taken up with them. On the contrary, they realized that we were merely doing our duty in acting upon legitimate complaints filed according to law.

FALSE ADVERTISING LAW

LIKE the anti-coercion law, the provisions of the false advertising act were not generally known to the employers of Denver and Colorado, and friction followed attempts to enforce the statute.

To the credit of the employers, however, it can be said that they willingly complied with the law when they understood its meaning.

The act provides that when an employer advertises for men to take the places of those who have gone on strike, such advertisement must state that there is a strike on at the particular place where the men are at work or that the new employes are to take the places of strikers. This law was patterned after advertising laws of other states.

A score of cases were filed with this bureau charging violation of this law and adjustments on a basis agreeable to both sides were made after thorough investigation of all circumstances.

It was an easy matter for the departmental heads to convince employers that there was no prejudice entering into the merits of a single case and that this law was enforced because it was the sworn duty of the deputy commissioner to act when complaints were filed in a regular way.

We had to take legal action in one case where it was clear that there was an attempt to evade the law after several warnings had been given the employer. During a strike of machinists in the contract shops of Denver one of the large firms sent an agent to Omaha to recruit men to take the places of strikers. He advertised contrary to law and in the face of the fact that the company had been advised of the provisions of the statute.

A machinist called upon the agent at Omaha and was told that there was no strike on in Denver and that he was not to take the place of men on strike. When he reached Denver and found that he had been deceived, he refused to go to work. He submitted a complaint in writing, including letters of introduction to the managers of the iron works.

The circumstances of this particular case made it clear that it was an open violation of the false advertising law. The manager of the concern was called before the district attorney after complaint had been filed by the labor department, admitted guilt and agreed to pay all the expenses of the machinist, together with the wages lost on the trip to Denver. A check for \$66.78 was given the workman and prosecution dropped.

Several employers attempted to circumvent the operation of this law by subterfuge. After being apprised of the meaning of the statute they inserted advertisements in eastern papers without stating that a strike was on, and, instead of signing the name of the company, used a postoffice box number. The deception was easily detected and the practice stopped.

When it was apparent to the bureau that the existence of the

false advertising law was not generally known to employers because of failure or refusal to enforce it in the past, we determined to prevent controversies as far as possible and now secure a list of firms where a strike is on and advise them of provisions of the law. This policy has proved to be a popular one with employers despite the efforts of certain lawyers to induce men to violate it in order to gain fees through long-drawn-out litigation.

SEMI-MONTHLY PAY DAY

THE DEPARTMENT has been called upon a number of times to enforce the provisions of the semi-monthly pay day law. This law provides for the payment every fifteen days of all laborers employed by private corporations, except railroads and ditch corporations. The law further specifies the 5th and 20th of each month as the days when regular pay days should be established.

Although as stated there were instances of evasion on the part of some corporations, there is at the present time general observance of the law in all parts of the state.

Peremptory orders were necessary in but one case during the biennial period. That was in connection with a strike of coal miners at Walsenburg and Ludlow. Here the Huerfano Coal Company refused to pay its miners at the stated periods on the plea that it feared the men would continue to occupy company houses and refuse to pay rent. The order of this department to comply with the law was put in force without further controversy.

The semi-monthly pay day law as it now stands does not include railroads. Neither does it include single employers of labor. A person in his own name may employ laborers by the hundred and never have an established day upon which the men are paid wages earned. This is clearly a discrimination and should be corrected by an amendment to the law which will include all employers without distinction.

The exclusion of railroads from the provisions of the law is also an injustice to the workers. It is strongly recommended that these corporations be legally included by proper amendment to the law.

CHINESE LABOR

THE PROVISION of the statute authorizing a report by the labor bureau on the number and condition of the Chinese in Colorado is at the present time of doubtful utility or value. The total Chinese population in the state, according to United States census report in 1910, was 373. In 1900, according to the United States census report, the number of Chinese in Colorado

was 599. This shows a decrease in the period of the census of 226 persons, or a fraction less than 38 per cent.

In the face of this large decrease in the Chinese population it will not be necessary to undertake a detailed investigation into the social condition and sanitary habits of these people. The number employed and the nature of the employment is not of sufficient value to the wage earners of the state at this time to warrant the expense of compiling figures concerning these matters.

However, it is a wise provision of law which authorizes the labor commissioner to prepare and publish a report in connection with Chinese labor conditions and habits of living, as the time may come in the very near future when industrial conditions will be changed in such a way as to induce Chinese to emigrate to Colorado in large numbers. If such a contingency should arise in the future this department can devote the time to the preparation of a complete report as contemplated by law.

We print in this connection an abstract of the United States census of 1910, which gives the population of Colorado by color and race:

POPULATION OF COLORADO
Census 1910

	1910	1900
Total population	799,024	539,700
White.	783,415	529,046
Negro.	11,453	8,570
Indian.	1,482	1,437
Chinese.	373	599
Japanese.	2,380	48

PRIVATE EMPLOYMENT AGENTS

THE DEPARTMENT OF LABOR is charged with enforcing the law licensing and regulating private employment agencies in Colorado. The number of these offices now in active operation in the state is smaller than during the former biennial period.

A contributing cause is seen in the increased activities on the part of our state free employment offices and the organization of the United States Employment Service by the National Department of Labor, which operated in connection with the state bureaus.

The statement of receipts from licenses shows a total of \$3,865.00, collected from these private employment agents during the biennial period, all of which was paid into the state treasury, as the law provides.

Upon assuming office we found that much laxity in past dealings with these agents had given them the wrong idea of the pur-

poses of the law, which was enacted for the protection of citizens of Colorado seeking employment.

However, all the private employment agents were notified that no evasions of any kind would be tolerated, but that the law would be strictly enforced, and such has been the policy of the department throughout the biennial period.

Some of these private employment agents had formed the habit of filling employment slips with lead pencil. This left a wide opportunity for changes in these slips which frequently resulted in misunderstandings between the employment agent and the person sent to the job.

Evils Are Remedied

To remedy this evil the department insisted that all employment slips should be filled out with ink. This one ruling avoided many complications and troubles that had previously confronted the Department of Labor. Forcing agents to return money collected for fees and railroad fares where conditions were misrepresented to the applicant was a policy followed throughout the term.

Two typical instances of this sort may be cited where employment agents were clearly in the wrong, and upon a showing that conditions had been misrepresented to applicants for work, the agents were ordered by the department to return the money paid them, amounting in one case to \$40, and in the other to \$36.

This occurred early in the biennial period, before our policy of vigorous enforcement had been established. Upon threat of revocation of license, both these amounts were refunded to the claimants.

Another case was in connection with three persons who were sent to Porto Rico by a professional agency, and when destination was reached the jobs had been filled and were not available. Two of the men remained on the island and secured other positions. The third returned to Denver and claimed return of money, amounting to \$180. Action on the part of the Department of Labor secured the re-payment of this money.

The attitude of the department in connection with these cases soon became known to all the other private employment agents, and no further frauds were experienced from the sources mentioned.

Agent Not Always To Blame

In a few instances it was found that applicants for positions sought to take unfair advantage of the agent through whom they were dealing and attempted to use the influence of the labor department to back them up in their unjust accusations.

In all such cases where the deception was traced to the applicant for position, the department promptly decided in favor of the agent, inasmuch as, being licensed by the state, he was entitled to protection in all the rights conferred on him as licensee.

About the middle of the year 1918, when the demand for more war workers was greatest and the supply was almost exhausted, an effort was made by those in charge of the United States Employment Service to have the Colorado state authorities close up the private employment offices during the war.

It was charged that private employment agents were largely responsible for the frequent turnover in labor in connection with large establishments which require many men, thus, in large measure, interfering with efforts to secure men for government work.

A conference was held in the governor's office which was attended by the State authorities, city officials, representatives of the county council of defense, the head of the United States Employment Service and others.

After a complete survey of all the conditions, the governor decided that he had no legal right to revoke licenses issued by the state, especially since the United States Supreme Court has held that the business of an employment agent is legitimate.

Their Legal Status

The attitude of the department was based on the governor's opinion that the private employment offices should be permitted to remain in existence until the law licensing them is repealed, and that this law can only be altered or set aside by legislative action, and not by executive ruling.

Although serious charges along the lines of interfering with the federal prosecution of the war were made against some of the private employment agents, the department found them ready and willing to comply with any and all rules we might prescribe to help the government solve the employment problem during the war term.

Personal conferences were held with practically all of the agents and they attended a meeting of the city council, called to discuss the advisability of closing these places or raising the license fee to such a figure that they would have to go out of business. They gave assurance to the city authorities that they would willingly co-operate with state or government or city officials, if by doing so they could assist in winning the war. The city took no action.

The private employment agent is like the average run of humanity. Among them will be found men who are unscrupulous and ever ready to take advantage of their fellows. On the other hand, there are men and women who have been following the business of private employment agent in Colorado for years. They are law-abiding, patriotic citizens, and, inasmuch as their business has been declared legal by the highest court in the land, they are entitled to protection as long as they are licensed by the state.

The funds expended for the supervision of these agencies is

wisely spent, as frequent inspection of the books gives the labor department an opportunity to detect any injustice. The last twelve months of the term was marked by a scarcity of complaints, indicating that the agents have been complying with every law and regulation on the statute books.

The following is a list of the private employment agencies with the name of owner and their location:

The Albert Teachers' Agency.....	Denver, Colorado
Atlas Labor Agency	Denver, Colorado
Business Men's Clearing House.....	Denver, Colorado
Bradish & Hubbard.....	La Junta, Colorado
J. R. Bayless	Pueblo, Colorado
Cass & Dillon.....	Denver, Colorado
Collegiate Bureau of Occupation.....	Denver, Colorado
James B. Daugherty	Denver, Colorado
Dwight & Rainger	Boulder, Colorado
Fred Dick	Denver, Colorado
Fisk Teachers' Agency	Denver, Colorado
C. E. Grover	Fort Morgan, Colorado
Fidel Gonzales	Trinidad, Colorado
Hennrich & Snead.....	Denver, Colorado
T. J. Harris	Pueblo, Colorado
Burt Hull	Colorado Springs, Colorado
S. C. Hoel	Grand Junction, Colorado
Interstate Employment System.....	Denver, Colorado
Jackson Employment Bureau	Denver, Colorado
Kaiser Employment Agency	Denver, Colorado
S. N. Lyons	Denver, Colorado
McMillan & Skliris	Denver, Colorado
Nicholls Labor Agency.....	Pueblo, Colorado
Rocky Mountain Teachers' Agency.....	Denver, Colorado
J. V. Rhoades (two offices).....	Denver, Colorado
Richards Reliable Employment Agency.....	Denver, Colorado
Ned Robinson	Glenwood Springs, Colorado
Peter Sanchez	Grand Junction, Colorado
Ed. S. Tewksbury.....	Sterling, Colorado
Western Teachers' Agency	Denver, Colorado
William Wells	Denver, Colorado
Mrs. Julian White	Denver, Colorado
E. J. White.....	Denver, Colorado
Western Railway Labor Agency.....	Denver, Colorado
Young Women's Christian Association.....	Denver, Colorado
Young Women's Christian Association...	Colorado Springs, Colo.

SECTION IV

Free Employment

STATE FREE EMPLOYMENT OFFICES

THE GENERAL ASSEMBLY OF 1907 enacted a law providing for free employment offices—two in cities of 200,000 and one each in cities of 30,000. Under this act the state maintains two offices in Denver, one in Pueblo and one in Colorado Springs.

At the last session of the legislature this law was amended so as to provide for the opening of a similar office in Grand Junction.

To remedy employment evils the state established the free employment offices in the more populous cities and charged the Department of Labor with the duty of maintaining and operating them. During the ten years that have elapsed since the first state free employment office was opened, a very large amount of business has been transacted. The business is growing from year to year, as the service rendered becomes more widely known.

Colorado was one of the first states to enact a law of this kind, and the existence of these State Free Employment offices, well grounded in activities, was of incalculable benefit to the Government in handling the labor problem during the war, for the reason that it put the state in a position to furnish offices in permanent locations to the Government at a critical time. Thus our State Free Employment offices made it possible for the Government to accomplish its work in relation to furnishing skilled and unskilled men for necessary war work speedily and thoroughly.

Having fully justified their existence in the past and established their necessity in the future, it is reasonable to ask and expect such financial support from the legislature as will insure proper growth and development of these State Free Employment offices.

In this connection it is proper to point out the glaring fact that they are not fully equipped to properly transact the business that comes to them. They ought to be housed in ample quarters, arranged so as to separate the men from the women who apply for positions. These quarters should partake of the solidity and permanency of state institutions generally. This of itself would make a good impression on all who visit the offices, whether to seek employment or to seek help.

It is also important that proper equipment in the way of desks and filing cases and other furniture be supplied. There is no doubt but that the lack of this sort of equipment has in the past resulted in much inconvenience to the employes in charge and also has hindered to a great extent the service to the public. A complete

inventory of the state property used in connection with the four employment offices is as follows:

Denver No. 1.....	\$67.50
Denver No. 2.....	51.00
Pueblo	95.00
Colorado Springs	100.25
	<hr/>
Total for all offices.....	\$313.75

In addition to providing more commodious quarters and furnishing better equipment for the use of the State Free Employment offices in the different parts of the state, it is imperative that the fund appropriated to meet the incidental expenses be large enough to permit of judicious advertising, not only through the medium of Denver newspapers but also by using the columns of newspapers in other parts of the state, as well as trade journals.

It is but fair to state that our Free Employment offices have been handicapped to a degree in the effort to extend the work by lack of this needed publicity. Private employment agencies have not hesitated to use liberal amounts of newspaper space in appealing to men who need work, with the result that permanent lists of laborers were established by them ready for any turnover or emergency that might arise.

Need Up-To-Date Methods

It is easily seen that such a permanent list attracts the attention and patronage of large employers of labor. If the State Free Employment offices are placed in position to outstrip the private employment agents in the service actually rendered to patrons, very shortly none would be willing to pay even a small sum to a private agent for a service that the state is ready and willing to render without cost, since no working man or women should be compelled to pay for securing a job.

Such a desirable consummation will be possible only when those in charge of the State Free Employment offices are able to use up-to-date methods in enlarging and developing the scope of the work in each particular locality.

The department views with much satisfaction the reports from the various offices showing the number of situations filled during the biennial period. In the year 1917 the grand total number of situations secured was 21,628, and during the year 1918 the number of situations secured was increased to 30,554, making the total for the two years 52,182.

The value of this work to the state and to the people is usually measured by the ability to place laborers in large numbers in positions suitable to them, yet this of itself does not settle the employment or out-of-work question. Our offices must at all times be in a position to meet any and every demand for workers made upon them by employers.

The tabulated statements show a wide range of activity on the part of the State Free Employment offices. Fifty different occupations for men were selected for the report, and thirty different occupations for the women. Many other occupations are merged with these, it being necessary to do this in order to have the tables come within reasonable space in this report.

Why They Succeed

If the work of the state offices has been successful during the past two years, it has been due for the most part to the determination of the administration to make it of value to the employer and employe. The fact that the service is free attracted business men who had been informed of the desire of the departmental heads to cooperate with them in solving labor problems.

One of the aims has been to send the right man to the right place with the assurance to the worker that the job is open and that he will not be fooled when he gets it. Assurance that working conditions are as represented is also an important factor and an effort was made, as far as was possible with the limited force and funds at hand, to satisfy the worker on these points.

The employer has come to learn that the free employment office is, in fact, a branch of his own business; that he, like other taxpayers, contributes to its support and is entitled to its services when he is in need of help.

The laborer was told that the office was being maintained to aid him in securing work. It was realized that the offices should send the kind of man the employer wants, that no other would please him, and that, in most cases, he would rather none be sent than one who is incapable of doing the work.

This policy made it necessary to investigate applicants and determine who could fill the job. The workman was also considered, and employers were urged to give full details of working conditions, exact nature of work, wages, all of which was given to the workman.

"Are you sure the job is still open?" was one of the important questions daily asked by applicants for places. In this day of telephones and telegraph systems there is no reason why an employment office should permit a man to spend time and money hunting for a job that is already taken. The state offices, therefore, have made it a rule to inquire, by phone or wire, as to the status of the job before sending a man out to take it. The same policies have been pursued by the women's department in all four cities, and with equally good results.

Example of Growth

The work done by Bureau No. 2 in Denver is typical of the progress made in the employment service. The superintendent of the office, in summing up the work of the biennial period, reported that in March, 1917, there were calls for 267 people, while 206 were

filled. In September, 1918, the same office received calls for 5,955 people and furnished 1,878 positions.

The superintendent states that some of this increase was due to the war, but the most of it was due to the satisfactory service rendered both employer and employe. The employer has been given to understand that he must give all conditions surrounding the employment and live up to them. The employe, in turn, was told that if he did not report for the job as agreed and do his part of the contract, he need not report at the free offices for further assistance. This was especially true of farm labor and places where board and room was furnished.

Efficient employes were in charge of these bureaus, in spite of the ridiculously low salaries of \$100 per month. The trying work of a superintendent of a free employment office is easily worth \$150 a month to the state, while assistants should be paid \$125. The worker, too, should be better protected by the enactment of a law making it possible to collect for his time and expenses in going to a position that had been filled, where the employer had failed to notify the office.

At Pueblo and Grand Junction co-operation between employers and workmen and the free employment bureaus made the work a success at the beginning of the biennial term. With these offices, as with the others, it has been a matter of business pride with the superintendents and assistants to do just a little more than was done during the preceding months. Employers' advertisements have been answered and good results obtained.

It was found in many instances that the reason employers did not retain their help was because they refused to pay the prevailing rate of wages. With the beginning of the next biennial term the employment offices are to be kept open from 7 a. m. to 6 p. m.

Co-operating With Federal Service

The State Free Employment bureaus played an important part in solving employment conditions during the war period. Secretary of State Noland, who is also labor commissioner *ex officio*, readily assented to the request of the United States Government to enter into a co-operative agreement for the duration of the war. This agreement is still in effect.

The offices of the free state bureaus were opened to the United States Employment Service and complete harmony has been the rule since the signing of the compact. Both services retain their separate identities, yet follow the same plan of operation. The Secretary of State consented to the supervision of the offices by the Federal Director of Employment for Colorado, Rody Kenchan. A satisfactory expense agreement was reached by the state and government agencies.

Employment Office at Grand Junction

Responding to the requests of farmers and fruit growers of the Grand Valley, the department opened and maintained an employment office in Grand Junction during 1917 and 1918, holding the office open during the busy season each year, covering about five months.

State Senator Kluge, during the session of the Twenty-First General Assembly, secured the adoption of an amendment to the Free Employment Office Law which authorized the opening of an office at Grand Junction, but the legislature failed to make an appropriation for its maintenance.

Secretary of State Noland arranged with the Chamber of Commerce of Grand Junction for an office room without expense to the state, and a factory inspector from the Labor Department was placed in charge. Although the force of factory inspectors is scarcely large enough to do necessary inspection work, it was felt nevertheless that the work that could be accomplished by an inspector acting as free employment agent at Grand Junction would be of such far-reaching benefit to the farmers and growers of the Western slope as to more than justify the transfer of such an official to that undertaking. The results accomplished show the wisdom of this action.

The detailed reports of the activities of the Grand Junction Free Employment Office are printed in the proper place in this report. This detail indicates that the fruit growers and others took advantage of the help mobilized by that office, thus enabling them to save crops each year.

Farm Work

The four regularly established Free Employment Offices in Denver, Pueblo and Colorado Springs, and the temporary office in Grand Junction during the year 1917 had 3,164 applications for help from farmers, and during the year 1918 4,179 applications. The number of applications for farm work by workers was 3,207 in 1917, and 3,774 in 1918. In the year 1917 there were more workers seeking farm work than there were places to fill.

The number of farm laborers placed in positions in 1917 was 2,532 and in 1918 the number of laborers placed in this occupation was 3,146. While the totals for the year show more help than jobs, the fact remains that during the summer months there were more calls for men than could be filled.

The Grand Junction office, which was operated during five months each year for the principal purpose of placing farm laborers, took care of practically all demands, though the same situation respecting the ultra busy season affected that part of the state.

Much of the farm work in Colorado is seasonal, and it is impossible to have a supply of men available for immediate

service when needed, as men must work at other times besides the rush period on the farm to maintain a healthy existence.

The matter of transportation is a factor, as railroads and construction companies, as well as many others, will advance fare, while farmers do not pretend to use free transportation to and from in order to secure help. Laborers are not willing to spend their own money, if they have any, for railroad fare to go to a job which they know nothing about when they can have transportation paid or advanced to some other work. Farmers as a class have never been in the position of having to bid for workers, and they do not like the idea of advancing money before securing the men. If some means of financing the transportation could be arranged, the farm-labor question could be handled to better advantage and for the benefit of all concerned.

A large number of men who in bygone years have worked on farms have drifted into other work for various reasons, the principal ones being the wages and the housing and living conditions. In the past there has been nothing attractive, financially, about following farm work as a regular occupation. Other occupations give better returns and steadier work, to say nothing of satisfying the gregarious feeling in man. Men prefer to work where they can associate with their fellows. Farm labor does not appeal to those men who like to work and play in a crowd.

Living conditions on a majority of farms are undoubtedly satisfactory, but there are some places where men are expected to sleep in quarters unfit for human habitation, and also places where food is not as good as it should be. It is the bad places that discourage men, as bad news travels faster than good reports.

Farmers in the West formerly depended to an extent on the "hobo" class for their seasonal help. This class of men is large enough in ordinary times, but in war times it is not. Other sources of labor must be drawn from. Men not used to "hobo" life are not satisfied with living conditions which the "hobo" will tolerate.

The several State Free Employment agencies have been able in the past two years to supply practically all the farm help asked for. It is true that during the rush season all of the demands could not be met at a moment's notice, but no shortage of long duration was manifest throughout the entire two years.

If the probable number of men needed in the various counties of the state could be determined in advance, with the particular time when wanted, the wages to be paid, and assurances of proper living conditions, men could readily be registered and when needed could be sent at once. To do this and do it thoroughly and effectively it would be necessary that a fund of sufficient size be provided for the item of transportation. Without this means

of ready transportation the detail of registration would be time wasted. Such a transportation fund should be provided either by the state or by commercial bodies in those parts of the state most affected by the farm-labor problem.

Labor Supply

Reference to the tables covering the yearly activities of the various free employment offices shows that the demand for workers was in almost every instance fully met by furnishing laborers for positions when and where needed. This outcome is in a sense remarkable considering the large number of workers in the state who volunteered and entered the government service, as well as the great number of workers who responded to the country's call by the draft.

Notwithstanding the sudden and heavy drain made upon Colorado's labor supply, little difficulty was encountered by persons and corporations needing laborers without resorting to the extraordinary use of female help. A plausible explanation of this favorable condition is found in the fact that before the war there was a superabundance of unused or waste labor. As soon as the demand appeared, this waste labor, anxious to do its bit to help win the war, came to the front and fell manfully to work to help cultivate and harvest the crops and assist in keeping the wheels of industry moving.

For various reasons the actual number of unemployed workers in Colorado has never been definitely known. That the number was much larger than believed to be possible is shown by the outcome of conditions recited above. What the future has in store for these people who in many cases are past the prime of life is impossible to foretell from any statistics or figures now extant. We can only hope for enough new undertakings of sufficient size and scope to prevent a glut of laborers in the very near future.

TABLE SHOWING GRAND TOTAL NUMBER OF APPLICATIONS, GRAND TOTAL NUMBER OF POSITIONS SECURED, AND GRAND TOTAL NUMBER OF APPLICATIONS FOR HELP IN THE FIVE STATE FREE EMPLOYMENT OFFICES DURING THE YEARS 1917-1918.

	Applications For Employment		Positions Secured		Applications For Help	
	1917	1918	1917	1918	1917	1918
January	1461	2352	734	1240	1013	1890
February	1088	2280	651	1147	816	1407
March	1683	2573	1291	1765	1555	2279
April	2181	2618	1928	2004	2587	2812
May	2542	2388	2204	2095	2743	3648
June	2320	2181	2187	1936	3415	7540
July	2573	3487	2420	3129	3718	9472
August	2515	4644	2292	4057	3512	11133
September	2457	5744	2297	5149	4048	2431
October	2839	5417	2582	4724	3848	10325
November	3142	3279	1763	2274	2210	4496
December	3001	2888	1079	1034	2480	1277
Grand Total	27802	39851	21628	30554	31945	58710

ACTIVITIES OF STATE FREE EMPLOYMENT BUREAUS.
TABLE SHOWING NUMBER OF APPLICATIONS FOR
WORK, NUMBER OF APPLICATIONS FOR HELP AND
NUMBER OF SITUATIONS SECURED BY MONTHS IN
1917-1918.

	Applica- tions for Work	1917 Applica- tions for Help	Jobs Secured	Applica- tions for Work	1918 Applica- tions for Help	Jobs Secured
JANUARY—						
Denver No. 1.....	150	150	53	768	353	205
Denver No. 2.....	378	243	135	495	560	149
Pueblo	431	210	210	413	365	352
Colo. Springs.....	502	416	336	676	612	534
	<u>1,461</u>	<u>1,013</u>	<u>734</u>	<u>2,352</u>	<u>1,890</u>	<u>1,240</u>
FEBRUARY—						
Denver No. 1.....	150	150	50	1,249	283	214
Denver No. 2.....	158	94	74	290	367	197
Pueblo	261	189	184	402	370	347
Colo. Springs.....	519	383	343	439	397	389
	<u>1,088</u>	<u>816</u>	<u>651</u>	<u>2,380</u>	<u>1,417</u>	<u>1,147</u>
MARCH—						
Denver No. 1.....	354	293	234	1,142	560	392
Denver No. 2.....	305	367	206	372	559	304
Pueblo	402	351	343	583	600	547
Colo. Springs.....	592	544	508	576	560	522
	<u>1,653</u>	<u>1,555</u>	<u>1,291</u>	<u>2,673</u>	<u>2,279</u>	<u>1,765</u>
APRIL—						
Denver No. 1.....	530	673	429	773	763	412
Denver No. 2.....	547	666	441	631	706	456
Pueblo	490	489	470	616	704	589
Colo. Springs.....	631	750	588	597	639	547
	<u>2,189</u>	<u>2,587</u>	<u>1,928</u>	<u>2,617</u>	<u>2,812</u>	<u>2,004</u>
MAY—						
Denver No. 1.....	793	808	610	548	524	478
Denver No. 2.....	646	774	541	626	1,782	474
Pueblo	533	517	518	600	616	572
Colo. Springs.....	570	644	535	567	607	524
Grand Junction.....				47	119	47
	<u>2,542</u>	<u>2,743</u>	<u>2,204</u>	<u>2,388</u>	<u>3,648</u>	<u>2,095</u>
JUNE—						
Denver No. 1.....	548	801	506	526	2,541	444
Denver No. 2.....	453	1,114	406	507	3,625	455
Pueblo	620	687	615	538	602	513
Colo. Springs.....	699	813	660	547	709	465
Grand Junction..	63	63	59	63	63	59
	<u>2,383</u>	<u>3,778</u>	<u>2,246</u>	<u>2,181</u>	<u>7,540</u>	<u>1,936</u>

ACTIVITIES OF STATE FREE EMPLOYMENT BUREAUS.
TABLE SHOWING NUMBER OF APPLICATIONS FOR
WORK, NUMBER OF APPLICATIONS FOR HELP AND
NUMBER OF SITUATIONS SECURED BY MONTHS IN
1917-1918.

	1917			1918		
	Applica- tions for Work	Applica- tions for Help	Jobs Secured	Applica- tions for Work	Applica- tions for Help	Jobs Secured
JULY—						
Denver No. 1.....	648	963	574	1,203	2,441	1,021
Denver No. 2.....	437	893	394	1,016	5,566	972
Pueblo	609	673	600	576	676	549
Colo. Springs.....	771	986	687	527	558	462
Grand Junction..	108	203	165	165	231	125
	<u>2,573</u>	<u>3,718</u>	<u>2,420</u>	<u>3,487</u>	<u>9,472</u>	<u>3,129</u>
AUGUST—						
Denver No. 1.....	689	987	587	2,198	3,152	1,886
Denver No. 2.....	466	725	395	1,120	6,430	1,000
Pueblo	606	603	600	557	649	529
Colo. Springs.....	623	959	562	527	558	462
Grand Junction..	131	238	148	242	364	180
	<u>2,515</u>	<u>3,512</u>	<u>2,292</u>	<u>4,644</u>	<u>11,153</u>	<u>4,057</u>
SEPTEMBER—						
Denver No. 1.....	746	1,309	674	2,528	3,141	2,203
Denver No. 2.....	440	894	402	1,996	5,955	1,878
Pueblo	467	550	462	540	628	493
Colo. Springs.....	488	700	443	570	542	475
Grand Junction..	316	595	316	110	365	100
	<u>2,457</u>	<u>4,048</u>	<u>2,297</u>	<u>5,744</u>	<u>2,431</u>	<u>5,149</u>
OCTOBER—						
Denver No. 1.....	686	953	594	2,495	3,377	2,042
Denver No. 2.....	684	1,191	629	1,211	4,885	1,152
Pueblo	642	753	634	1,025	1,040	895
Colo. Springs.....	515	706	485	491	481	440
Grand Junction..	312	240	240	195	542	195
	<u>2,839</u>	<u>3,848</u>	<u>2,582</u>	<u>5,417</u>	<u>10,325</u>	<u>4,724</u>
NOVEMBER—						
Denver No. 1.....	1,795	513	408	1,744	968	922
Denver No. 2.....	527	524	337	697	2,681	635
Pueblo	624	621	588	520	551	464
Colo. Springs.....	496	552	430	318	296	253
	<u>3,142</u>	<u>2,210</u>	<u>1,763</u>	<u>3,279</u>	<u>4,496</u>	<u>2,274</u>
DECEMBER—						
Denver No. 1.....	1,408	242	183	1,393	212	168
Denver No. 2.....	806	1,512	237	764	452	198
Pueblo	375	356	300	353	288	344
Colo. Springs.....	412	370	359	378	325	324
	<u>3,001</u>	<u>2,480</u>	<u>1,079</u>	<u>2,888</u>	<u>1,277</u>	<u>1,034</u>

STATE FREE EMPLOYMENT OFFICE

DENVER NO. 1

Record of Business, 1917

Character of Employment	MALES			Applications for Help	
	Applications for Employment			Number Filed	Number Unfilled
	Number Filed	Positions Secured	Number Unfilled		
Auto Washers	3	1	2	1	0
Baggagemen	30	14	16	22	8
Bakers	45	20	25	30	10
Beet Workers	293	275	18	316	41
Blacksmiths	12	12	0	12	0
Bookkeepers	1	1	0	1	0
Carpenters	135	92	43	124	32
Casual Laborers	430	173	257	289	116
Chauffeurs	51	12	39	12	0
Chemists	1	1	0	1	0
Clerks	1	1	0	1	0
Cooks	48	30	18	39	9
Dairy Workers	199	191	8	254	63
Dish Washers	30	17	13	30	13
Draftsmen	1	1	0	1	0
Electricians	6	6	0	8	2
Elevator Pilots	29	11	18	23	12
Engineers	19	10	9	5	0
Express Co. Workers.....	82	64	18	74	10
Factory Workers	743	366	377	580	214
Farmers	830	671	159	849	178
Firemen	27	17	10	21	4
Foremen	4	2	2	2	0
Gardeners	1	1	0	1	0
Government Workers	86	76	10	229	153
Greenhousemen	27	27	0	21	0
Hotel and Restaurant.....	485	285	200	447	162
Housemen	134	87	57	117	30
Janitors	85	41	44	54	13
Kitchen Help	15	7	8	10	3
Laborers	3,145	1,061	2,084	1,390	329
Laundry Workers	26	18	8	42	24
Machinists	31	11	20	17	6
Miners	298	216	82	388	172
Motormen and Conductors....	20	7	13	7	0
Office Workers	10	1	9	1	0
Orderlies	5	3	2	3	0
Painters	21	10	11	11	1
Porters	130	103	27	141	38
R. R. Workers.....	188	114	74	542	428
Rodmen	5	5	0	5	0
Salesmen	1	1	0	1	0
Soda Fountain	2	2	0	2	0
Stable Help	10	10	0	14	4
Teamsters	166	87	79	189	102
Watchmen	20	3	17	3	0
Miscellaneous	129	20	109	25	5
FEMALES					
Beet Workers	43	43	0	43	0
Bookkeepers	2	1	1	1	0
Casual Laborers	3	2	1	4	2
Chambermaids	87	61	26	57	0
Combination Girls	14	11	3	13	2
Cooks	51	40	11	55	15
Counter Girls	2	2	0	2	0
Day Workers	97	67	30	56	0
Elevator Pilots	1	1	0	1	0
Factory Workers	2	2	0	2	0
General Workers	249	143	106	534	391
Hotel & Rest'rant Workers..	26	21	5	25	4
Housekeepers	5	3	2	4	1
Janitors	2	2	0	2	0
Laundry Workers	44	36	8	37	1
Linen Workers	2	2	0	2	0
Nurses	1	1	0	1	0
Nurse Maids	12	8	4	10	2
Office Help	1	1	0	1	0
Pantry Maids	33	18	15	30	12
Printing Office	8	8	0	12	4
Ranch Workers	8	3	5	6	3
Second Girls	69	58	11	80	22
Waitresses	77	58	19	79	21
Kitchen Help	5	5	0	5	0
Miscellaneous	20	16	4	18	2

STATE FREE EMPLOYMENT OFFICE
DENVER NO. 1

Record of Business, 1918

MALES

Character of Employment	Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfilled	Number Filed	Number Unfilled
Baggagemen	11	3	8	3	0
Bakers	158	122	36	149	27
Beet Workers	152	152	0	300	148
Bookkeepers	3	3	0	3	0
Carpenters	139	56	83	56	0
Casual Laborers	2,725	2,005	720	2,527	522
Chauffeurs & Truck Drivers	55	31	24	38	7
Clerks	53	19	34	19	0
Cooks	42	9	33	10	1
Dairy Workers	12	4	8	12	8
Electricians	2	2	0	2	0
Elevator Pilots	58	42	16	52	10
Engineers	37	23	14	35	12
Express Co. Workers.....	11	4	7	4	0
Factory Workers	791	296	495	497	201
Farmers	1,904	1,383	521	1,552	169
Firemen	106	90	16	126	36
Foremen	3	3	0	10	7
Government Workers	83	83	0	146	63
Greenhousemen	54	17	37	17	0
Hotel & Rest'rant Workers..	900	387	513	625	238
Housemen	127	53	74	93	40
Janitors	134	49	85	57	8
Laborers	4,708	3,012	1,696	4,336	1,324
Laundry Workers	14	6	8	13	7
Machinists	163	112	51	298	186
Miners	707	593	114	1,228	635
Motormen and Conductors....	77	27	50	54	27
Office Workers	25	13	12	13	0
Orderlies	1	1	0	1	0
Painters	22	8	14	12	4
Porters	42	21	21	26	5
R. R. Workers.....	570	560	10	4,229	3,669
Stable Help	6	6	0	6	0
Steamfitters	4	4	0	4	0
Teamsters	401	262	139	364	102
Miscellaneous	151	103	48	249	146

FEMALES

Character of Employment	Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfilled	Number Filed	Number Unfilled
Bookkeepers	52	0	52	0	0
Chambermaids	231	155	76	230	75
Cooks	131	72	59	106	34
Day Workers	192	98	94	147	49
Elevator Pilots	8	2	6	6	4
Factory Workers	16	0	16	0	0
General House Workers.....	332	154	178	349	195
Hotel & Rest'rant Workers..	43	23	20	41	18
Housekeepers	59	24	35	41	17
Janitors	5	1	4	1	0
Kitchen Help	98	58	40	89	31
Laundry Workers	66	44	22	60	16
Maids	18	11	7	35	24
Matrons	51	5	46	17	12
Nurses	24	13	11	20	7
Office Help	147	4	143	4	0
Pantry Maids	32	20	12	41	21
Ranch Work	4	1	3	3	2
Second Girls	28	17	11	38	21
Waitresses	97	31	66	67	36
Miscellaneous	88	26	62	51	25

STATE FREE EMPLOYMENT OFFICE
DENVER NO. 2

Record of Business, 1917

Character of Employment	MALES			Applications for Help	
	Applications for Employment		Number Unfilled	Number Filed	Number Unfilled
	Number Filed	Number of Positions Secured			
Baggage	39	39	0	46	7
Bakers	3	3	0	3	0
Beet Workers	40	37	3	50	13
Blacksmiths	7	5	2	7	2
Butchers	6	5	1	35	30
Carpenters	66	62	4	237	275
Casual Laborers	594	233	361	506	273
Chauffeurs	7	1	6	2	1
Clerks	18	9	9	9	0
Cooks	31	21	10	31	10
Dairy Workers	33	28	5	49	21
Electricians	11	10	1	20	10
Elevator Pilots	13	12	1	26	14
Engineers	10	5	5	8	3
Express Co. Workers.....	2	2	0	6	4
Farmers	285	238	47	342	106
Firemen	23	13	10	13	0
Foremen	4	4	0	8	4
Gardeners	6	3	3	4	1
Government Workers	193	193	0	305	112
Hotel & Rest'rnt Employes	32	30	2	36	6
Housemen	39	34	5	34	0
Janitors	33	15	18	22	7
Kitchen Help	324	287	37	334	57
Laborers	1,872	1,344	528	2,305	961
Laundry Workers	28	17	11	18	1
Machinists	15	12	3	24	12
Miners	181	179	2	1,800	1,621
Orderlies	9	9	0	11	2
Painters	12	9	3	43	34
Plumbers	2	2	0	2	0
Porters	62	48	14	58	10
R. R. Workers.....	204	204	0	1,085	881
Salesmen	1	1	0	1	0
Teamsters	197	155	42	256	101
Watchmen	10	4	6	4	0
Waiters	13	8	5	11	3
Miscellaneous	20	13	7	25	12

Character of Employment	FEMALES			Applications for Help	
	Applications for Employment		Number Unfilled	Number Filed	Number Unfilled
	Number Filed	Number of Positions Secured			
Casual Laborers	5	3	2	3	0
Chambermaids	101	73	28	86	13
Clerks	3	1	2	1	0
Cooks	66	45	21	45	0
Day Workers	147	108	39	129	21
General Workers	109	76	33	121	45
Hotel & Rest'rnt Workers..	4	2	2	2	0
Housekeepers	106	55	51	89	34
Kitchen Help	89	54	35	64	10
Laundry Workers	59	36	23	56	20
Linen Women	17	5	12	5	0
Maids	7	6	1	6	0
Nurses	12	7	5	7	0
Nurse Maids	2	2	0	2	0
Office Help	5	2	3	2	0
Pantry Maids	73	52	21	52	0
Ranch Workers	113	47	66	55	8
Saleswomen	4	4	0	4	0
Second Girls	14	6	8	14	6
Waitresses	103	73	30	82	10
Miscellaneous	3	1	2	1	0

STATE FREE EMPLOYMENT OFFICE

DENVER NO. 2

Record of Business, 1918

MALES

Character of Employment	Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfilled	Number Filed	Number Unfilled
Bakers	11	9	2	15	6
Beet Workers	350	350	0	600	250
Blacksmiths	54	46	8	217	171
Boilermakers	11	11	0	26	15
Bookkeepers	2	2	0	3	1
Bricklayers	2	2	0	2	0
Carpenters	252	188	64	1,281	1,093
Casual Laborers	719	712	7	886	174
Chauffeurs & Truck Drivers	16	8	8	8	0
Clerks	10	10	0	10	0
Cooks	59	33	26	46	13
Dairy Workers	44	28	16	56	28
Electricians	19	19	0	59	40
Elevator Pilots	27	14	13	17	3
Engineers	19	16	3	20	4
Express Co. Workers.....	5	5	0	9	4
Factory Workers	7	7	0	15	8
Farmers	700	644	56	1,201	557
Firemen	37	25	12	34	9
Gardeners	13	13	0	22	9
Government Workers	361	313	48	545	232
Hotel & Rest'rant Workers..	155	71	84	85	14
Housemen	18	13	5	19	6
Janitors	58	31	27	52	21
Laborers	3,435	2,646	789	5,401	2,755
Kitchen Help	163	134	29	184	50
Laundry Workers	2	2	0	2	0
Machinists	50	41	9	230	189
Miners	579	527	52	4,126	3,599
Office Workers	2	2	0	5	3
Orderlies	26	18	8	21	3
Painters	7	7	0	58	51
Plumbers	1	1	0	1	0
Porters	60	41	19	54	13
R. R. Workers.....	1,424	1,379	45	16,599	15,220
Salesmen	3	3	0	13	10
Stable Help	2	2	0	2	0
Steamfitters	34	32	2	265	233
Teamsters	213	161	52	407	246
Watchmen	26	9	17	102	93
Waiters	31	22	9	80	58
Miscellaneous	10	8	2	27	19

FEMALES

Casual Laborers	12	5	7	5	0
Chambermaids	156	100	56	124	24
Clerks	7	3	4	3	0
Cooks	110	62	48	82	20
Day Workers	166	135	31	137	2
Factory Workers	30	27	3	56	29
General House Workers.....	180	109	71	181	72
Housekeepers	60	27	33	38	11
Janitors	38	28	10	30	2
Hotel & Rest'rant Workers..	7	4	3	4	0
Kitchen Help	30	18	12	23	5
Laundry Workers	56	27	29	31	4
Linen Women	9	3	6	3	0
Matrons	2	1	1	1	0
Nurses	12	7	5	9	2
Office Help	11	5	6	6	1
Pantry Maids	107	71	36	78	7
Ranch Work	39	21	18	25	4
Saleswomen	3	2	1	2	0
Seamstresses	4	2	2	2	0
Second Girls	11	5	6	13	8
Waitresses	127	75	52	139	64
Miscellaneous	1	1	0	1	0

STATE FREE EMPLOYMENT OFFICE PUEBLO

Record of Business, 1917

Character of Employment	Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfilled	Number Filed	Number Unfilled
Baggagemen	26	26	0	10	0
Bakers	12	10	2	10	0
Beet Workers	20	20	0	20	0
Blacksmiths	15	14	1	17	3
Boilermakers	1	1	0	1	0
Bookkeepers	2	1	1	1	0
Carpenters	187	170	17	207	37
Casual Laborers	347	343	4	347	4
Chauffeurs & Truck Drivers	30	21	9	21	0
Clerks	14	6	8	3	0
Cooks	119	105	14	103	0
Dairy Workers	52	50	2	55	5
Electricians	3	1	2	1	0
Elevator Pilots	6	6	0	6	0
Engineers	14	9	5	9	0
Factory Workers	67	67	0	67	0
Farmers	705	621	84	678	57
Firemen	22	20	2	27	7
Hotel & Rest'rant Employes	29	26	3	28	2
Housemen	10	10	0	10	0
Janitors	26	26	0	28	2
Kitchen Help	280	278	12	278	0
Laborers	2,025	1,996	29	2,188	192
Machinists	48	44	4	47	3
Miners	67	61	6	61	0
Motormen and Conductors....	1	0	1	0	0
Office Workers	1	1	0	1	0
Orderlies	17	17	0	19	2
Painters	20	19	1	19	0
Plumbers	0	0	0	1	1
Porters	52	52	0	53	1
R. R. Workers.....	94	93	1	107	14
Salesmen	12	8	4	8	0
Teamsters	154	148	6	157	9
Watchmen	4	1	3	1	0
Waiters	11	6	5	6	0
Miscellaneous	4	4	0	4	0

Character of Employment	Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfilled	Number Filed	Number Unfilled
Bookkeepers	2	2	0	1	0
Casual Laborers	4	4	0	4	0
Chambermaids	122	101	21	97	0
Clerks	6	5	1	5	0
Cooks	105	91	14	96	5
Day Workers	50	46	4	49	3
Factory Workers	46	46	0	46	0
General House Workers	296	260	36	348	88
Housekeepers	80	65	15	64	0
Janitors	30	30	0	25	0
Kitchen Help	90	85	5	88	3
Laundry Workers	35	35	0	37	2
Nurses	30	25	5	25	0
Office Help	26	19	7	21	2
Pantry Maids	26	24	2	26	2
Ranch Workers	17	14	3	14	0
Saleswomen	14	11	3	11	0
Seamstress	18	17	1	17	0
Waitress	145	127	18	128	1
Miscellaneous	9	8	1	10	2

BUREAU OF LABOR STATISTICS

STATE FREE EMPLOYMENT OFFICE
PUEBLO

Record of Business, 1918

Character of Employment	MALES			Applications for Help	
	Applications for Employment		Number Unfilled	Number Filed	Number Unfilled
	Number Filed	Number of Positions Secured			
Baggagemen	2	2	0	2	0
Bakers	14	14	0	17	3
Blacksmiths	25	19	6	23	4
Boilermakers	4	2	2	2	0
Bookkeepers	4	0	4	1	1
Bricklayers	1	0	1	3	3
Carpenters	143	129	14	156	27
Casual Laborers	343	318	25	350	32
Chauffeurs & Truck Drivers	31	18	13	18	0
Clerks	48	19	29	23	4
Cooks	60	49	11	65	16
Dairy Workers	26	25	1	38	13
Electricians	1	1	0	1	0
Elevator Pilots	10	10	0	13	3
Engineers	6	4	2	4	0
Factory Workers	1	0	1	0	0
Farmers	801	708	93	867	159
Firemen	80	58	22	67	9
Foremen	3	1	2	1	0
Hotel and Rest. Workers.....	122	117	5	144	27
Housemen	3	3	0	3	0
Janitors	36	35	1	43	8
Laborers	3,290	3,133	157	3,675	542
Kitchen Help	80	72	8	93	21
Machinists	43	37	6	76	39
Miners	83	79	4	81	2
Motormen and Conductors....	1	0	1	0	0
Office Workers	1	1	0	2	1
Orderly	17	17	0	17	0
Painters	27	21	6	27	6
Porters	59	53	6	61	8
Railroad Workers	61	43	18	72	29
Salesmen	8	5	3	5	0
Teamsters	147	138	9	156	18
Watchmen	18	9	9	10	1
Miscellaneous	10	10	0	11	1

FEMALES

Character of Employment	Applications for Employment			Applications for Help	
	Number of Positions Secured		Number Unfilled	Number Filed	Number Unfilled
	Number Filed				
Bookkeepers	2	1	1	1	0
Casual Laborers	53	46	7	58	12
Chambermaids	111	106	5	112	6
Clerks	9	6	3	8	2
Combination Girls	18	18	0	20	2
Cooks	86	86	0	99	13
Day Workers	108	100	8	106	6
Elevator Pilots	4	4	0	4	0
Factory Workers	123	113	10	113	0
General House Workers.....	274	264	10	307	43
Hotel and Rest. Workers.....	97	95	2	103	8
Housekeepers	100	77	23	79	2
Janitors	58	53	5	53	0
Kitchen Help	163	143	20	155	12
Laundry Workers	60	59	1	65	6
Nurses	46	39	7	46	7
Office Help	68	65	23	50	5
Pantry Maids	67	62	5	66	4
Saleswomen	17	12	5	13	1
Seamstress	46	43	3	44	1
Waitress	211	201	10	205	4
Miscellaneous	36	24	12	35	11

STATE FREE EMPLOYMENT OFFICE
 COLORADO SPRINGS
 Record of Business, 1917

Character of Employment	MALES			Applications for Help	
	Applications for Employment		Number Unfilled	Number Filed	Number Unfilled
	Number Filed	Number of Positions Secured			
Auto Washers	6	6	0	6	0
Baggagemen	108	96	12	117	21
Bakers	25	18	7	21	3
Blacksmiths	3	3	0	3	0
Carpenters	88	76	12	101	25
Chauffeurs	37	24	13	27	3
Clerks	16	2	14	17	5
Cooks	111	82	29	111	29
Dairy Workers	71	64	7	84	20
Electricians	11	11	0	26	15
Engineers	13	11	2	17	6
Express Co. Workers	5	5	0	9	4
Factory Workers	26	26	0	26	0
Farmers	483	458	25	701	243
Firemen	54	38	16	39	1
Gardeners	2	2	0	2	0
Hotel & Restaurant Empl's	83	71	12	83	12
Housemen	352	349	3	358	9
Janitor	32	26	6	33	7
Laborers	2,169	1,891	278	2,605	814
Kitchen Help	672	635	37	768	133
Laundry Worker	1	1	0	1	0
Machinist	15	9	6	9	0
Miners	105	93	12	132	39
Painters	36	31	5	35	4
Porters	34	26	8	31	5
R. R. Workers	48	41	7	249	208
Stable Help	3	3	0	3	0
Teamsters	142	126	16	160	34
Waiters	40	29	11	49	20

Character of Employment	FEMALES			Applications for Help	
	Applications for Employment		Number Unfilled	Number Filed	Number Unfilled
	Number Filed	Number of Positions Secured			
Bookkeepers	10	1	9	1	0
Casual Laborers	17	7	10	11	4
Chambermaids	121	103	18	146	43
Clerks	25	7	18	11	4
Combination Girls	9	6	3	8	2
Cooks	165	138	27	165	27
Day Workers	296	267	29	310	43
Elevator Pilots	2	2	1	1	0
General House Workers	482	424	58	551	127
Hotel & Rest'nt Workers	13	3	10	3	0
Housekeepers	42	25	17	29	4
Janitresses	3	3	1	2	0
Kitchen Help	124	104	20	163	59
Laundry Workers	66	59	7	81	22
Linen Women	6	6	0	5	0
Maids	13	6	7	6	0
Nurses	46	21	25	26	5
Nurse Maids	26	11	15	14	3
Office Help	2	1	1	1	0
Pantry Maids	21	17	4	28	11
Printing Office	43	40	3	67	27
Seamstresses	20	12	8	17	5
Second Girls	68	45	23	48	3
Waitresses	169	133	36	178	45
Miscellaneous	26	15	11	15	0

STATE FREE EMPLOYMENT OFFICE
COLORADO SPRINGS
Record of Business, 1918

Character of Employment	MALES			Applications for Help	
	Applications for Employment		Number Unfilled	Number Filed	Number Unfilled
	Number Filed	Number of Positions Secured			
Auto Washers	5	1	4	1	0
Baggagemen	15	14	1	14	0
Bakers	26	23	3	24	1
Blacksmiths	3	3	0	3	0
Carpenters	44	41	3	46	5
Casual Laborers	46	46	0	47	1
Chauffeurs	32	12	20	12	0
Clerks	26	8	18	9	1
Cooks	100	69	31	88	19
Dairy Workers	43	42	1	52	10
Electricians	2	0	2	0	0
Elevator Pilots	17	11	6	11	0
Engineers	7	4	3	4	0
Express Company Workers	6	6	0	6	0
Farmers	562	473	89	566	93
Firemen	95	81	14	69	0
Gardeners	105	90	15	100	10
Hotel and Rest. Workers	170	160	10	165	5
Housemen	57	50	7	61	11
Janitors	57	42	15	44	2
Laborers	2,208	2,101	107	2,121	20
Kitchen Help	238	225	13	273	48
Laundry Workers	16	16	0	16	0
Machinists	10	7	3	7	0
Miners	50	50	0	65	15
Office Workers	2	0	2	0	0
Orderly	9	9	0	6	0
Painters	11	9	2	9	0
Plumbers	4	4	0	4	0
Porters	45	39	6	41	2
Railroad Workers	38	37	1	155	118
Stable Help	2	2	0	2	0
Teamsters	179	171	8	186	15
Watchmen	6	6	0	6	0
Waiters	16	16	0	16	0
Miscellaneous	11	9	2	9	0

Character of Employment	FEMALES			Applications for Help	
	Applications for Employment		Number Unfilled	Number Filed	Number Unfilled
	Number Filed	Number of Positions Secured			
Casual Laborers	103	101	2	102	1
Chambermaids	86	79	7	89	10
Clerks	26	9	17	14	5
Cooks	117	99	18	154	55
Day Workers	304	280	24	349	69
Elevator Pilots	3	2	1	2	0
Factory Workers	11	11	0	11	0
General House Workers	748	547	201	838	291
Hotel and Rest. Workers	61	52	9	61	9
Housekeepers	43	24	19	26	2
Janitors	14	7	7	7	0
Kitchen Help	95	87	8	94	7
Laundry Workers	147	132	15	156	24
Maids	5	2	3	3	1
Nurses	52	29	23	39	10
Office Help	7	3	4	3	0
Pantry Maids	27	16	11	21	5
Ranch Workers	15	10	5	20	10
Saleswomen	1	1	0	1	0
Seamstresses	17	13	4	14	1
Second Girls	46	41	5	49	8
Waitresses	138	119	19	174	55
Miscellaneous	183	146	37	220	74

STATE FREE EMPLOYMENT OFFICE
GRAND JUNCTION

Record of Business, 1917

MALES

Character of Employment	Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfilled	Number Filed	Number Unfilled
Apple Packers	294	194	100	0	0
Blacksmiths	2	2	0	0	0
Carpenters	9	9	0	51	42
Casual Laborers	3	3	0	9	6
Clerks	4	2	2	0	0
Cooks	7	4	3	6	2
Common Laborers	112	112	0	291	179
Dishwasher	5	5	0	10	5
Farm Hands	32	32	0	90	58
Fruit Pickers	124	124	0	225	101
Fruit Thinners	8	8	0	15	7
Miners	12	8	4	12	4
Muckers	6	6	0	20	14
Porters	2	2	0	0	0
R. R. Workers	20	20	0	36	16
Ranch Hands	50	50	0	90	40
Sheep Herder	6	2	4	0	0
Teamsters	26	26	0	20	0

FEMALES

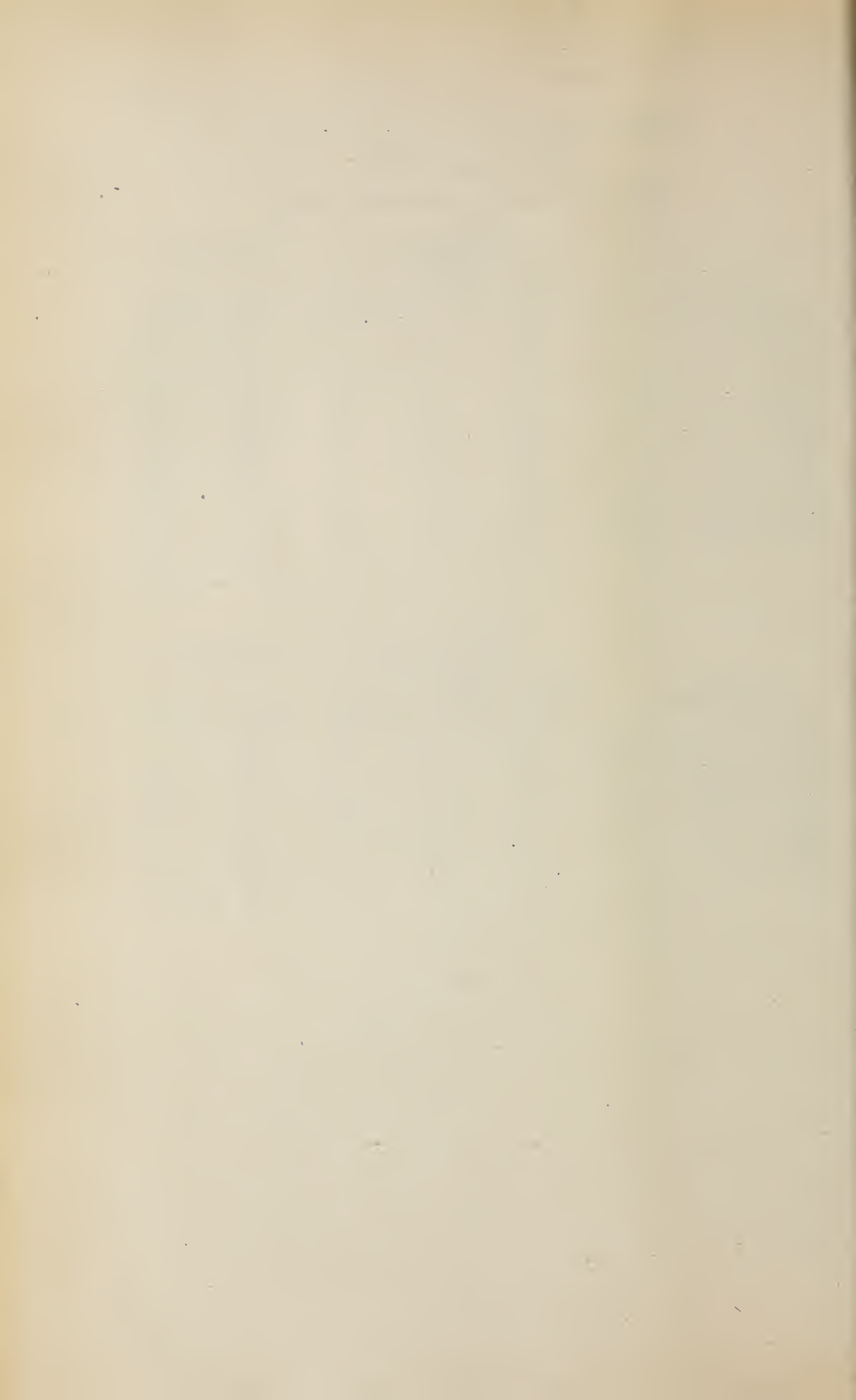
Character of Employment	Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfilled	Number Filed	Number Unfilled
Candy Factory	1	1	0	4	3
Canning Factories	20	20	0	100	80
Chambermaids	2	2	0	6	5
Cooks	6	4	2	10	6
Dishwashers	4	4	0	20	16
Fruit Packers	30	30	0	90	60
Fruit Pickers	5	5	0	17	12
General Workers	4	4	0	0	0
Houseworkers	2	2	0	16	14
Laundry Workers	1	1	0	1	0
Waitresses	5	5	0	13	8

STATE FREE EMPLOYMENT OFFICE
GRAND JUNCTION

Record of Business, 1918—Five Months

Character of Employment	MALES Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfiled	Number Filed	Number Unfiled
Blacksmiths	1	1	0	1	0
Carpenters	35	28	7	122	94
Casual Laborers	35	35	0	68	33
Clerks	2	1	1	1	0
Cooks	5	4	1	4	0
Factory Workers	6	3	3	21	18
Firemen	9	9	0	14	5
Laborers	283	270	13	638	368
Kitchen Help	5	5	0	8	3
Miners	66	66	0	480	414
Plumbers	4	4	0	4	0
Ranch Hands	87	87	0	151	64
Teamsters	4	2	2	6	4
Truck Drivers	15	0	15	0	15
R. R. Workers	2	2	0	2	0
Miscellaneous	0	0	0	20	20

Character of Employment	FEMALES Applications for Employment			Applications for Help	
	Number Filed	Number of Positions Secured	Number Unfiled	Number Filed	Number Unfiled
Chambermaids	3	1	2	4	3
Clerks	25	3	22	3	0
Cooks	9	9	0	12	3
General House Workers	26	26	0	43	17
Factory Workers	63	19	44	47	28
Laundry Workers	4	4	0	9	5
Fruit Pickers	15	15	0	15	0
Fruit Packers	21	13	8	17	4
Nurses	3	2	1	3	1
Seamstresses	2	2	0	3	1
Waitresses	15	9	6	20	11



SECTION V

Wages

Cost of Living

WAGES IN VARIOUS TRADES AND INDUSTRIES

WAGES PAID to workmen and women in various trades and industries in Colorado during the biennial term have varied to a greater extent than during any previous period, for the reason that the abrupt increase in the prices of necessaries of life established by war conditions was felt at once by the workers, and for the further reason that the large number of men joining the colors left a scarcity of workers in many lines of endeavor. Even at the present time, after more than eighteen months of war and war conditions, there is no well-settled wage rate in most of the occupations where the workers are without organization.

TABLE No. 1.—This table shows the wages in thirty-two different occupations at which employes were placed by the Free Employment agents in Denver, Pueblo, Colorado Springs and Grand Junction during the year 1917, the data from Denver offices including State Free Employment Office No. 1, State Free Employment Office No. 2, as well as Federal Free Employment Office. It will be observed that this table covers widely separated parts of the state, and includes the principal industrial centers as well, where the demand for help is incessant and where workers in large numbers go in order to more readily and promptly find the sort of employment best suited to their ability.

TABLE No. 2.—This table is identical with Table No. 1, except that the figures cover the year 1918, care being taken for purposes of comparison to cover precisely the same occupations in both tables.

TABLE No. 3.—This table shows the rate of wages established by trades unions for members. Sixty different unions returned the questionnaire sent out by the department covering this point, the organizations being located in cities and towns in every geographical section of the state. The figures shown in Table No. 3 indicate in fair measure the wages paid in the mentioned crafts at the present time, though it must be remembered that in many cases, at the time the report was sent in, members of these organizations were still working at a rate of pay that was established by contract before the war, which agreements, not having expired, were faithfully observed by the unions till the time of expiration.

TABLE No. 4.—This table shows the increase in wages secured by the workers in fifty-four different occupations during the biennial period 1917-1918. This table is presented in the simplest form possible and is printed separately from all other information in order to more fully show the actual increases that have accrued in the occupations given.

Table No. 1
 SHOWING WAGES IN 32 DIFFERENT OCCUPATIONS AT WHICH EMPLOYEES WERE PLACED BY
 COLORADO FREE EMPLOYMENT BUREAUS DURING THE YEAR 1917

Occupation	Colorado Springs		Denver Federal		Denver No. 1		Denver No. 2		Pueblo		Grand Junction	
		\$	\$		\$		\$		\$		\$	
Blacksmith	4.50 day		.54 hr.		4.00 day		4.65 day		3.75 day		4.80 day	
Boilermaker	4.15 day		.54 hr.		3.50 day		4.65 day		3.95 day		.62½ hr.	
Bricklayer	7.00 day		7.00 day		6.00 day						7.00 day	
Carpenter	5.20 day		7.00 day		6.00 day		6.00 day		.50 hr.		.62½ hr.	
Cleaner and Scrubber—Female	10.00 wk.		2.00 day		.25 hr.		2.00 day		.25 hr.		.25 hr.	
Cook—Male	75.00 mo.		3.50 day		50.00 mo.				60.00 mo.		21.00 wk.	
Cook—Female	50.00 mo.		2.50 day		40.00 mo.		45.00 mo.		1.00 day		15.00 wk.	
Drivers and Teamsters	3.00 day		25.00 wk.		3.00 day		3.00 day		80.00 mo.		2.50 day	
Farm Hand	40.00 mo.		40.00 mo.		50.00 mo.		45.00 mo.		40.00 mo.		50.00 mo.	
Hod Carrier	4.50 day		4.00 day						3.00 day		4.50 day	
House Servant	30.00 mo.		35.00 mo.		50.00 mo.				5.00 wk.		5.00 wk.	
Inside Wireman	5.60 day		5.00 day		5.00 day		5.00 day				3.00 day	
Laborers	2.75 day		3.00 day		2.50 day		.30 hr.		.35 hr.		3.00 day	
Laundry Operative—Male	3.00 day		18.00 wk.				1.25 day		8.00 wk.		21.00 wk.	
Laundry Operative—Female	1.50 day		12.00 wk.				.52 hr.		.52 hr.		9.00 wk.	
Machinist	4.50 day		.54 hr.		.50 hr.						5.00 day	
Molder	4.75 day		.60 hr.								5.00 day	
Painter	4.50 day		5.00 day								4.50 day	
Plasterer	7.00 day		7.00 day								6.00 day	
Plumber	6.00 day		6.00 day								5.00 day	
Saleswoman	1.00 day		15.00 wk.		10.00 wk.				6.00 wk.		10.00 wk.	
Seamstress	1.00 day		2.50 day						1.50 day			
Sewing Machine Operator—Male	3.00 day		12.00 wk.									
Sewing Mach. Operator—Female	1.50 day		12.00 wk.						1.00 day			
Stenographer—Male			85.00 mo.		75.00 mo.		120.00 mo.		10.00 wk.			
Stenographer—Female			85.00 mo.		60.00 mo.		10.00 wk.		6.00 day			
Structural Iron Worker	10.00 wk.		5.00 day									
Switchboard Operator—Female	8.00 wk.		35.00 mo.		40.00 mo.						40.00 mo.	
Waiter	10.00 wk.		15.00 wk.								16.00 wk.	
Waitress	8.00 wk.		6.50 wk.		35.00 mo.		8.00 wk.		1.00 day		9.00 wk.	
Casual Worker—Male	.30 hr.		.25 hr.		.35 hr.		.30 hr.		.30 hr.		.40 hr.	
Casual Worker—Female	.25 hr.		.25 hr.		.25 hr.		2.00 day		.20 hr.		.25 hr.	

Table No. 2

SHOWING WAGES IN 32 DIFFERENT OCCUPATIONS AT WHICH EMPLOYEES WERE PLACED BY COLORADO FREE EMPLOYMENT BUREAUS DURING THE YEAR 1918

Occupation	Colorado Springs	Denver Federal	Denver No. 1	Denver No. 2	Pueblo	Grand Junction
Blacksmith	.70 hr.	\$.65 hr.	\$.60 day	\$.125 hr.	\$.450 day	\$.500 day
Boilermaker	.75 hr.	.65 hr.	.87½ hr.	.75 hr.		.62½ hr.
Bricklayer	.87½ hr.	8.00 day	8.00 day	1.00 hr.		7.00 day
Carpenter	.75 hr.	5.75 day	.87½ hr.	.87½ hr.	5.85 day	.75 hr.
Cleaner and Scrubber—Female	.30 hr.	.35 hr.	2.50 day	.40 hr.	.25 hr.	.25 hr.
Cook—Male	125.00 mo.	4.00 day	80.00 mo.	90.00 mo.	60.00 mo.	21.00 wk.
Cook—Female	60.00 mo.		60.00 mo.		65.00 mo.	15.00 wk.
Driver and Teamster	3.00 day	21.00 wk.	3.50 day	3.75 day		3.00 day
Farm Hand	50.00 mo.	40.00 mo.	70.00 mo.	70.00 mo.	50.00 mo.	60.00 mo.
Hod Carrier	4.50 day		.56½ hr.	5.00 day		5.00 day
House Servant	30.00 mo.		50.00 mo.	35.00 mo.	25.00 mo.	5.00 wk.
Inside Wireman	.82½ hr.			.60 hr.		
Laborers	.37½ hr.	5.50 day	3.50 day	.43 hr.	4.00 day	3.50 day
Laundry Operative—Male	18.00 wk.	3.00 day	12.00 wk.	3.00 day		21.00 wk.
Laundry Operative—Female	10.00 wk.	20.00 wk.	15.00 wk.		6.00 wk.	9.00 wk.
Machinist	.75 hr.	.65 hr.	.75 hr.	.87½ hr.	.68 hr.	6.00 day
Molder	.75 hr.	6.00 day		.75 hr.		
Painter	.65 hr.	5.75 day				
Plasterer	.87½ hr.	6.00 day	8.00 day	5.50 day		5.00 day
Plumber	.87½ hr.	6.00 day	.87½ hr.		1.00 hr.	7.00 day
Saleswoman	10.00 wk.	12.00 wk.	12.00 wk.	.87½ hr.	10.00 wk.	6.00 day
Seamstress	2.00 day	15.00 wk.	2.50 day	18.00 wk.	1.50 day	10.00 wk.
Sewing Machine Operator—Male	1.50 day	15.00 wk.				
Sewing Mach. Operator—Female	75.00 mo.	21.00 wk.	100.00 mo.	125.00 mo.	1.50 day	
Stenographer—Male	50.00 mo.	12.00 wk.	75.00 mo.	1.10 hr.	65.00 mo.	
Stenographer—Female	.75 hr.	6.50 wk.			.75 hr.	
Structural Iron Worker	13.50 wk.	12.00 wk.		50.00 mo.		40.00 mo.
Switchboard Operator—Female	14.00 wk.	15.00 wk.	50.00 mo.	3.00 day		17.50 wk.
Waiter	10.00 wk.	12.00 wk.	40.00 mo.	14.00 wk.	8.00 wk.	9.00 wk.
Waitress	.35 hr.	3.00 day	3.50 day	.40 hr.	.40 hr.	.40 hr.
Casual Laborer—Male	.30 hr.	2.00 day	2.50 day	.35 hr.	.30 hr.	.25 hr.
Casual Laborer—Female						

Table No. 3

SHOWING RATE OF WAGES ESTABLISHED BY TRADES
UNIONS (From Reports Collected During the Biennial Period,
1917-1918)

Occupations		Wages
Asbestos Workers		\$.50 per hour
Bakery Workers		19.00 per week
Barbers	\$20.00 to	25.00 per week
Bill Posters	18.00 to	20.00 per week
Blacksmiths and Helpers	21.00 to	28.00 per week
Boilermakers and Helpers .....	.37 to	.54 per hour
Book Bindery Workers	12.00 to	24.00 per week
Box Makers		16.50 per week
Bricklayers .....		.87 per hour
Building Laborers		4.00 per day
Butcher Workers .....	.40 to	.79 per hour
Carpenters .....	.60 to	.75 per hour
Car Repairers .....		.58 per hour
Cigarmakers	15.00 to	20.00 per week
City Firemen		2.83 per day
Coal Miners .....	.48 to	.72 per hour
Cooks and Waiters	2.50 to	3.50 per day
Coopers		4.00 per day
Cylinder Pressmen		27.00 per week
Cylinder Press Feeders	17.00 to	19.00 per week
Elevator Constructors		27.50 per week
Granite Cutters		25.00 per week
Highway Employes		18.00 per week
Hotel and Restaurant Employes	1.25 to	1.75 per day
Iron Molders		6.00 per day
Lathers	5.00 to	6.00 per day
Leather Workers		4.40 per day
Letter Carriers	16.92 to	26.92 per week
Lithographers		5.50 per day
Linemen (Elec.)	4.50 to	5.80 per day
Machinists .....	.55 to	.57 per hour
Machinists Apprentices		2.50 per day
Mailers		3.27 per day
Maintenance of Way (R. R.) .....		.37 per hour
Metalliferous Miners	4.00 to	5.00 per day
Painters and Decorators	4.40 to	5.20 per day
Park Employes		3.00 per day
Photo Engravers		5.00 per day
Platen Pressmen		20.00 per week
Plumbers		6.00 per day
Printers	22.00 to	31.50 per week
Railroad Conductors .....		.66 per hour
Railroad Engineers .....	.39 to	.69 per hour
Railroad Firemen .....	.50 to	.60 per hour
Railroad Mail Clerks		2.70 per day
Railroad Switchmen	3.70 to	4.20 per day
Railroad Trainmen	3.20 to	4.20 per day
Retail Clerks	9.00 to	15.00 per week
Sheet Metal Workers .....		.70 per hour
Sign Painters		30.00 per week
Stage Employes		3.50 per day
Stationary Engineers	85.00 to	100.00 per month
Steamfitters		7.00 per day
Street Railway Men .....		.31 per hour
Structural Iron Workers		6.00 per day
Tailors		3.50 per day
Tobacco Strippers		8.00 per week
Upholsterers		4.50 per day
Waiters		4.00 per day
Web Pressmen		4.00 per day

Table No. 4

SHOWING WAGE INCREASE IN 54 TRADES AS REPORTED
BY LABOR UNIONS DURING THE BIENNIAL PERIOD
1917-1918

Occupation	Increase
Asbestos Workers	\$ 2.00 per day
Ash Haulers	1.25 per day
Barbers .....	.50 per day
Bill Posters	1.80 per day
Blacksmiths and Helpers	2.50 per day
Boilermakers and Helpers .....	.10 per hour
*Book Bindery Workers	3.00 per week
Bricklayers	1.00 per day
Building Laborers	1.00 per day
Butcher Workers	1.00 per day
Carpenters	1.20 per day
Car Repairers	1.20 per day
Cigarmakers	7 per cent
City Firemen .....	.24 per day
Coal Miners	2.00 per day
Cooks and Waiters	1.00 per day
*Cylinder Press Feeders	3.00 per week
Elevator Constructors .....	.60 per day
Granite Cutters .....	.90 per day
Highway Employees .....	.90 per day
Hotel and Restaurant Employees .....	.50 per day
Iron Molders	1.25 per day
Lathers	1.00 per day
Leather Workers	1.60 per day
Letter Carriers	200.00 per year
Lithographers	10 per cent
Linemen (electrical)	1.00 per day
Machinists .....	.16 per hour
Machinist Apprentices .....	.50 per day
Mailers	1.35 per week
Maintenance of Way (R. R.) .....	.44 per day
Metalliferous Miners .....	.50 per day
Painters and Decorators	1.20 per day
Park Employes	25 per cent
*Platen Pressmen	3.00 per week
Plumbers	2.00 per day
Printers	4.20 per week
Railroad Conductors	20 per cent
Railroad Engineers	15½ per cent
Railroad Firemen	34¼ per cent
Railroad Mail Clerks	200.00 per year
Railroad Switchmen	1.00 per day
Railroad Trainmen	39½ per cent
Retail Clerks	3.00 per week
Sheet Metal Workers .....	.50 per day
Sign Painters .....	.80 per day
Stage Employees	25 per cent
Stationary Engineers	1.00 per week
Steam Fitters .....	.12½ per hour
Structural Iron Workers .....	.40 per day
Tailors	4.00 per week
Upholsterers .....	.50 per day
Waiters .....	.60 per day
Webb Pressmen .....	.25 per day

*War bonus.

COST OF LIVING

IN ORDER TO PRESERVE the figures for future reference, as well as for purposes of comparison, we are printing, in connection with this biennial report, figures showing the cost of living in Colorado.

The articles on which prices are quoted were selected from a much larger list, but they are purposely confined to an enumeration of such articles only as are necessary for human subsistence.

In groceries and provisions the list included twenty-nine different articles. In dry goods the articles of household necessity most generally and widely used are included. In fuel three Colorado grades are quoted—Colorado anthracite, bituminous or Southern, and lignite or Northern.

In the grocery list we are able to furnish prices for 1913, 1916, 1917 and 1918. In dry goods the list of prices is for 1915, 1916 and 1918. In giving the retail prices on coal it was possible to secure accurate figures only for the years 1917, 1918, the years included in the current biennial period.

These prices, of course, are those prevailing in Denver on the date given in the tables. They do not apply exactly to prices in other parts of Colorado, though it should be remembered that the range of prices for the articles named in Denver is lower than in the mining centers and mountain towns, as well as in those towns and districts removed by distances from the capital city or other terminal facilities. Hence it is felt that the three tables indicate fairly and with a degree of accuracy the prices paid in all parts of the state.

It has been found impracticable to include in this list the cost of rents or ready-made clothing, for the reason that these vary so greatly and are so entirely subject to the desire or whim of the purchaser, that the presentation of any tabulated statement would be of scant value. For instance, rents advanced appreciably in 1918 over 1916, equal, no doubt, to 25% or more. But persons occupying houses costing \$15.00 or \$20.00 a month rent, can still find habitable quarters at that price if unable to meet any increases demanded by the owner.

Likewise is this true of ready-made clothing. The \$13.00 suit of clothes most likely is not worth the money; yet, a suit of clothes can still be secured for that amount, making the 40% or 50% raise in the price of garments compulsory only as it strikes the whim of the purchaser.

With the prices given in our tables, there is no option. The purchaser either pays the quoted prices or he goes hungry—he either pays the price for the coal or he freezes. There is no alternative of poorer quality or lower prices.

CHANGES IN COST OF LIVING

TABLES PUBLISHED herein showing prices of necessaries of life in Colorado, are printed in the main without comment, believing that the figures will speak for themselves and properly convey to the reader the actual conditions as they exist in this part of the country today.

However, reports have been issued by Government investigators that throw additional light on cost of living in the United States as a whole.

After exhaustive studies and analyzing reports from more than 15,000 families of average size in all parts of the country, the conclusion is reached that between the time of the beginning of the world war in 1914 and the first of June, 1918, there has been an average increase in the cost of the necessities of life amounting to 55%.

The increases for the various items were shown to be as follows :

	Increase
Food	62%
Rent	15%
Clothing	77%
Fuel and Light.....	45%
Sundries	50%
Average increase (depending on ap- portionment of these respective items in the family budget).....	50% to 55%

From this report it is clearly permissible, in all cases where averages are used, to state that the average increase in the cost of living in an average family of average size amounts to fully 55%. Variations above or below these figures are slight and do not materially alter the facts.

Table No. 1
 AVERAGE RETAIL PRICES OF THE PRINCIPAL
 ARTICLES OF FOOD IN DENVER AND COLORADO,
 1913, 1916, 1917, 1918

Article	Unit	Dec. 1913	Dec. 1916	Dec. 1917	Dec. 1918
Sirloin Steak	lb.	\$0.22.9	\$0.23.0	\$0.28.3	\$0.35.0
Round Steak	lb.	.20.7	.19.0	.26.2	.32.0
Rib Roast	lb.	.16.7	.18.4	.22.3	.30.0
Chuck Roast	lb.	.15.0	.16.0	.19.7	.23.0
Plate Beef	lb.	.....	.10.5	.13.9	.15.0
Pork Chops	lb.	.20.0	.20.9	.33.9	.38.0
Bacon, sliced	lb.	.28.0	.32.5	.53.6	.60.0
Ham, sliced	lb.	.30.0	.33.8	.46.7	.70.0
Lard	lb.	.16.1	.22.3	.34.5	.35.0
Lamb	lb.	.15.6	.19.4	.28.6	.40.0
Hens	lb.	.19.9	.21.1	.28.1	.33.0
Salmon, canned	lb.	.....	.18.5	.27.5	.30.0
Eggs, strictly fresh	doz.	.47.1	.51.0	.56.4	.70.0
Eggs, storage	doz.	.36.0	.36.7	.43.8	.55.0
Butter	lb.	.37.9	.44.0	.53.3	.62.5
Cheese	lb.	.....	.32.0	.35.9	.40.0
Milk	qt.	.08.3	.08.3	.12.0	.12.0
Bread .....	.....	.....	.07.5	.08.6	.09.0
Flour	lb.	.02.6	.04.4	.05.5	.06.5
Corn Meal	lb.	.02.5	.03.4	.06.1	.05.5
Rice	lb.	.....	.09.3	.11.4	.15.0
Potatoes	lb.	.01.6	.03.1	.02.5	.02.5
Onions	lb.	.....	.04.8	.04.9	.03.3
Beans, Navy	lb.	.....	.11.5	.18.4	.15.0
Prunes	lb.	.....	.13.5	.17.0	.25.0
Raisins	lb.	.....	.13.8	.14.2	.17.5
Sugar	lb.	.05.2	.08.5	.08.8	.12.0
Coffee	lb.	.....	.30.0	.29.5	.37.5
Tea	lb.	.....	.51.0	.57.6	.65.0

Table No. 3
 RETAIL PRICES OF COAL FOR HOUSEHOLD USE
 NOVEMBER, 1916—NOVEMBER, 1918

Article	Half		Half	
	Ton Lot Nov. 1916	Ton Lot Nov. 1916	Ton Lot Nov. 1918.	Ton Lot Nov. 1918
COLORADO ANTHRACITE—				
Stove, Nos. 3 and 5 Mixed.....	\$9.50	\$5.00	\$12.65	\$6.75
Furnace. Nos. 1 and 2 Mixed.....	9.50	4.75	12.65	6.75
BITUMINOUS—				
Canon City Lump	5.75	3.15	8.05	4.45
Canon City Nut	5.25	2.90	8.05	4.45
Routt County Lump	5.50	3.00	8.30	4.55
Maitland Lump	5.50	3.00	8.05	4.45
Routt County Nut	5.00	2.75	8.30	4.55
Maitland Nut	5.00	2.75	8.05	4.45
Walsenburg Lump	5.50	3.00	8.05	4.45
Walsenburg Nut	5.00	2.75	8.05	4.45
LIGNITE—				
Louisville Lump	4.75	2.65	6.65	3.75
Erie or Frederick Lump.....	4.20	2.40	6.15	3.50
Lafayette Lump	4.50	2.50	6.65	3.75
Boulder County Lump	4.75	2.65	6.65	3.75
Weld County Lump	4.25	2.40	6.15	3.50

Table No. 2
RETAIL PRICES OF EIGHT ARTICLES OF DRY GOODS
OCTOBER, 1915, 1916, 1918

Article	Oct. 1915	Oct. 1916	Oct. 1918
CALICO, 24 to 25 inch, per yard—			
American Light	\$0.06.0	\$0.07.5	.....
American Dark .....	.....	.07.5	.....
Simpson .....	.....	.07.5	.....
Simpson Black .....	.....	.07.5	.....
PERCALE, 36 inch, per yard—			
Manchester .....	.15.0	.15.0	\$0.45.0
Scout .....	.....	.12.5	.35.0
Rumson .....	.15.0	.15.0	.35.0
APRON GINGHAM (Am. stock).....			
	.08.5	.10.0	.35.0
GINGHAM, Dress, 27 inch—			
Toile du Nord .....	.....	.15.0	.35.0
H. F. C. ....	.10.0	.12.5	.35.0
Utility .....	.10.0	.12.5	.30.0
Red Seal .....	.12.5	.12.5	.35.0
MUSLIN, Bleached, 4-4 yard—			
Lonsdale .....	.10.0	.12.5	.37.5
Hope .....	.....	.10.0	.32.5
Fruit of the Loom.....	.11.0	.12.5	.37.5
Farmers' Choice .....	.08.5	.....	.....
SHEETING, Bleached, 9-4 yard—			
Pepperell .....	.....	.32.0	.80.0
Dallas .....	.26.0	.32.0	.80.0
Cast Iron .....	.....	.34.0	.....
Dwight Anchor .....	.32.5	.37.5	1.05.0
SHEETS, Bleached, Ready Made—			
Pepperell .....	.75.0	.85.0	2.05.0
Dallas .....	.75.0	.85.0	2.05.0
Dwight Anchor .....	.75.0	.90.0	2.67.5
OUTING FLANNEL, 27-28 inch—			
1921 .....	.10.0	.12.5	.40.0
Fleece Down .....	.....	.10.0	.35.0
Clover Cloth .....	.....	.12.5	.40.0
Daisy Cloth .....	.10.0	.12.5	.40.0
Teazle Down .....	.12.5	.3.0	.45.0

WAGE SCHEDULES

THE FOLLOWING vocational wage schedules are given in order to show the increase in wages in miscellaneous industries in Colorado during the biennial period 1917-1918.

In the industries following, male employes work about 9½ hours a day and females 8 hours. Figures for 1917 and 1918 are given for the purpose of indicating as exactly as possible the actual increase in wages paid.

ART DEALERS

	Monthly	
Male Help—	1918	1916
Clerk (sales)	\$75.00	\$75.00
Fitter	78.00	70.00
Bookkeeper	65.00	50.00

AUTO AGENCY, ACCESSORIES AND REPAIRS

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Bookeeper	\$130.00*	\$100.00*	\$ 90.00*	\$ 80.00*
Foremen (shop)	45.00	33.00	40.00	25.00
Janitor	20.00	18.00	15.00	10.00
Mechanic	35.00	29.00	25.00	21.00
Mechanic's Helper	16.00	12.00	10.00	5.00
Office Manager	175.00*	150.00*	125.00*	100.00*
Office Help	125.00*	75.00*	85.00*	60.00*
Sales	70.00	40.00	50.00	35.00
Stock	37.00	30.00	28.00	20.00
Washer	30.00	23.00	25.00	22.00
Female Help—				
Bookkeeper	30.00	20.00	15.00	7.00
Stenographer	21.50	18.00	20.00	13.00
Telephone	16.00	12.50	12.00	10.00

*Monthly Wage.

AUTO TIRE SALES

	1918		1916	
	Monthly Wage		Monthly Wage	
Male Help—	High	Low	High	Low
Bookkeeper	\$100.00	\$ 80.00	\$ 80.00	\$ 75.00
Office	120.00	80.00	80.00	60.00
Salesmen	175.00	100.00	150.00	90.00
Shop Men	110.00	75.00	80.00	50.00
Tire Changers	60.00	50.00	50.00	40.00
Female Help—				
Office	90.00	75.00	80.00	40.00

BAKERY AND SALES

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Bakers	\$ 46.00	\$ 15.00	\$ 30.00	\$ 12.00
Cooks	30.00	8.00	16.00	8.00
Dishwashers	20.00	12.00	14.00	8.00
Drivers	24.00	15.00	18.00	13.00
Floormen	29.00	16.00	20.00	12.00
Porter	15.00	12.00	15.00	8.00
Shipper	20.00	16.00	17.00	12.00
Soda Fountain	24.00	13.00	17.00	12.00
Waiters	17.00	9.00	12.00	7.00
Female Help—				
Bookkeeper	18.75	11.00	14.00	10.00
Cashier	15.00	11.00	12.00	8.00
Clerks	16.00	10.00	12.00	9.00
Stenographer	14.00	11.00	12.00	10.00

CANDY MANUFACTURING

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Candy Makers	\$ 35.00	\$ 6.45	\$ 21.00	\$ 6.00
Foremen	37.50	.....	35.00	.....
Helpers	20.00	20.00	15.00	.....
Apprentices	9.00	9.00	7.30	5.30
Salesmen	40.00	.....	.....	.....
Female Help—				
Chocolate Dippers	16.00	12.00	13.75	8.00
Apprentices	12.00	5.00	.....	.....
Office	12.00	12.00	.....	.....

CARRIAGE AND AUTO (Repairs)

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Auto Trimmers	\$ 33.00	\$ 21.00	\$ 21.00	\$ 20.00
Blacksmiths	35.00	21.00	22.50	18.00
Helpers	12.00	9.00	15.00	9.00
Office	25.00	20.00	25.00	18.00
Painters	30.00	21.00	21.00	20.00
Woodworkers	35.00	21.00	22.50	18.00

No Female employes.

CHARITABLE INSTITUTIONS

	Monthly	
	1918	1916
Male Help—		
Firemen	\$45.00	\$35.00
Teamsters	40.00	30.00
Female Help—		
Maids	30.00	20.00
Laundry Girls	30.00	20.00
Cafeteria	40.00	30.00

(All help get room and board.)

CLEANERS AND DYERS

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Cleaners	\$ 30.00	\$ 18.00	\$ 20.00	\$ 9.00
Delivery Boys	9.00	9.00	4.50	4.50
Drivers	22.50	18.00	13.50	12.00
Dyers	35.00	25.00	25.00	18.00
Office	20.00	15.00	15.00	13.00
Pressers	24.00	18.00	18.00	15.00
Spotters	22.50	22.50	17.00	17.00
Tailors	22.50	22.50	16.00	16.00
Female Help—				
Dressmakers	15.00	15.00	9.00	9.00
Office	20.00	6.50	13.00	8.00
Pressers	20.00	10.00	14.00	9.00
Spotters	18.00	18.00	9.00	9.00

CLAY PRODUCTS

	1918		1916	
	Hourly Wage		Hourly Wage	
Male Help—	High	Low	High	Low
Machine Men	\$.52½	\$.47½	\$.37½	\$.35
Assistant Machine Men .....	.41½	.37	.29	.26½
Brick Wheelers .....	.42½	.36	.30	.27½
Molders .....	.42½	.36	.27½	.22½
Laborers .....	.37½	.30	.23	.20

COAL MINING

Male Help—	1918		1916	
	Daily Wage		Daily Wage	
UNDERGROUND—	High	Low	High	Low
Miners, per ton, 2,000 lbs.....	\$ 1.09	\$.71	\$.80	\$.50
Brattice Men	5.30	5.10	3.15	2.95
Cagers	5.45	5.25	3.30	3.10
Car Couplers	4.35	3.00	3.10	2.10
Car Droppers .....	.....	4.35	.....	3.10
Car Oilers	4.67	4.10	.....	2.55
Cleaning Roads .....	.....	5.10	.....	2.95
Drill Runner .....	.....	5.50	.....	3.10
Driver Boss	5.67	5.40	.....	3.35
Drivers	5.40	5.25	3.25	3.10
Engineer	5.35	4.60	3.10	2.95
Fire Boss .....	.....	5.95	3.75	3.55
Gobber .....	.....	5.10	.....	2.95
Lineman	5.40	5.15	3.25	3.10
Masons	5.40	5.10	3.10	2.50
Motorman	5.25	5.15	.....	3.10
Night Boss	5.95	5.40	.....	3.35
Nipper	5.25	2.90	3.10	2.15
Pumpman	5.15	4.10	3.15	3.00
Rockmen	5.30	5.10	3.10	2.95
Rollerman	5.30	4.40	3.10	2.30
Rope Rider	5.25	4.62	.....	3.15
Shot Firer .....	.....	6.20	3.70	3.20
Sprinklers	5.25	4.28	3.10	2.75
Spragger .....	.....	3.30	.....	1.60
Timbermen	5.30	5.10	3.10	2.95
Trackmen	5.30	5.10	3.10	2.95
Trappers	3.45	2.65	2.15	1.30
Trip Riders	5.25	4.95	3.10	2.95
Water Boilers	5.25	4.10	3.10	2.00
OUTSIDE—				
Blacksmith	5.67	5.15	3.50	3.00
Blacksmith Helper	5.15	4.35	3.00	2.00
Boiler Washer	5.30	3.84	.....	3.00
Cager, Top .....	.....	4.90	.....	2.75
Carpenter	5.67	5.15	3.50	3.00
Carpenter Helper	5.15	4.35	3.00	2.00
Car Coupler	4.52	4.15	2.40	2.05
Car Dropper	4.78	4.20	2.65	2.10
Car Oiler	4.35	3.30	2.55	2.10
Car Oiler Boys	3.30	2.90	2.05	1.60
Car Repairer	5.57	4.60	3.40	2.50
Car Trimmer	4.35	3.05	2.25	2.10
Dumper	4.62	4.15	2.40	2.05
Electrician	5.67	5.15	3.50	3.00
Electrician Helper	5.15	4.35	3.00	2.00
Engineer	5.67	4.62	3.40	2.50
Firemen	5.25	4.15	3.40	2.40
Common Labor	4.62	4.15	2.50	2.05
Lampman	5.15	4.15	3.00	2.50
Machinists	5.67	4.35	3.50	2.00
Masons	5.65	4.15	3.50	2.50
Motorman .....	.....	5.25	.....	3.10
Nipper .....	.....	4.40	3.10	2.10
Pumpman	5.15	4.15	3.00	2.55
Pusher	4.62	4.15	2.40	2.05
Sandman	4.35	4.15	.....	2.05
Slate Picker	4.35	3.30	2.50	2.10
Slate Picker Boys.....	3.30	2.90	2.05	1.50
Spraggers .....	.....	4.20	.....	2.15
Stableman .....	.....	4.50	.....	2.25
Teamsters	4.62	4.15	2.50	2.05
Tipple Boss .....	.....	5.15	.....	3.00
Tipple Men	4.62	4.15	2.35	2.10
Tool Dresser .....	.....	5.40	.....	3.25
Trackman	5.00	4.35	3.10	2.95
Watchman	4.62	4.35	2.50	2.25
Weighman	5.15	4.60	3.00	2.50
Female Help—				
Clerks	130.00	75.00	100.00	55.00
Stenographers	120.00	75.00	90.00	65.00

CREAMERY

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Male Help—				
Butter Makers	\$ 50.00	\$ 15.00	\$ 25.00	\$ 20.00
Eggmen	22.00	18.00	20.00	14.00
Drivers	27.00	21.00	20.00	15.00
Salesmen	50.00	25.00	35.00	18.00
Laborers	21.00	18.00	16.00	14.00
Cheese Makers	50.00	15.00	25.00	20.00
Office	45.00	25.00	25.00	25.00
Female Help—				
Foreladies	18.00	15.00	18.00	12.00
Helpers	16.00	8.00	12.00	6.00
Office	12.00	9.00	12.00	8.00
Test Women	12.00	10.00	10.00	9.00
Labelers	12.00	10.50	11.00	8.50
Stenographers	15.00	12.00	12.00	9.00

CURIOS

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Male Help—				
Bookkeeper	\$ 28.00	.....	\$ 18.00	.....
Shipping Department	19.50	18.50	18.00	\$ 15.00
Factory Boys	15.00	8.00	12.00	5.00
Female Help—				
Bookkeepers	20.00	14.00	16.50	13.50
Office Help	15.00	8.00	12.00	6.00
Air Brush	11.00	7.00	13.50	7.00
Order Fillers	9.00	6.00	6.00	5.00
Machine Operators	8.50	7.00	9.00	6.00
Factory Girls	7.00	6.00	5.00	5.00

DAIRY SALES

	1918		1916	
	Monthly High	Monthly Low	Monthly High	Monthly Low
Male Help—				
Drivers	\$225.00	\$100.00	\$120.00	\$ 65.00
Housemen	120.00	90.00	85.00	55.00
Office	160.00	80.00	110.00	60.00
No female help.				

DEPARTMENT STORES

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Male Help—				
Buyers	\$130.00	\$ 60.00	\$130.00	\$ 60.00
Salesmen	40.00	15.00	35.00	15.00
Floor Managers	30.00	17.00	.....	.....
Porters	14.00	10.00	.....	.....
Wagon Boys	9.00	8.00	5.00	4.00
Female Help—				
Salespeople	35.00	8.00	35.00	6.00
Elevator Pilots	12.00	12.00	9.00	9.00
Wrappers	12.00	7.00	6.00	4.00
Cash Girls	5.00	5.00	3.00	3.00

DRESSMAKING
(Sewing)

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Female Help—				
Foreladies	\$ 20.00	\$ 7.00	\$ 18.00	\$ 4.00
Seamstresses	11.00	.....	8.00	.....
Learners	Piece		Piece	

DRUG STORES

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Pharmacists (registered)	\$ 45.00	\$ 25.00	\$ 30.00	\$ 18.00
Delivery Boys	10.00	8.00	9.00	5.00
Porters	16.00	15.00	15.00	10.00
Soda Fountain	25.00	16.00	20.00	10.00
Female Help—				
Cashiers	18.00	12.00	14.00	10.00
Clerks	20.00	15.00	16.00	13.00
Office	24.00	18.00	18.00	14.00
Soda Fountain	16.00	12.00	12.00	9.00

FIRE CLAY PRODUCTS

	1918		1916	
	High	Low	High	Low
Male Help—				
Yard Foremen, per week.....	\$ 24.00	.....	\$ 18.00	.....
Mixer Foremen, per week.....	30.00	.....	20.00	.....
Boiler Firemen, per week.....	19.00	.....	16.25	.....
Pattern Makers, per hour.....	.70	\$.65	.55	\$.47½
Mixers, per hour.....	.35	.....	.32	.....
Molders, per hour.....	.42½	.35	.35	.25
Laborers, per hour.....	.37½	.32	.27½	.25
Press Attendants, per hour.....	.35	.....	.27	.22½
Machinists, per hour.....	.68	.....	.47½	.42½
Machinist Helpers, per hour.....	.54	.45	.37	.32½
Tinners, per hour.....	.50	.45	.45	.....
Tinner Helpers, per hour.....	.42	.....	.40	.27
Brick Masons, per hour.....	1.00	.....	.....	.....
Packers, per hour.....	.35	.32	.25	.22½
Kiln Setters, per hour.....	.36	.....	.27½	.....
Box Makers, per hour.....	.45	.....	.27½	.....
Kiln Firemen, per hour.....	.32	.....	.25	.....
Watchmen, per hour.....	.27½	.22	.20	.....
Mold Makers, per hour.....	.47½	.....	.37½	.....
Stock Boys, per week.....	8.00	.....	6.00	.....
Female Help—				
Press Attendants, per hour.....	.27½	.27½	.....	.....
Sorters, per hour.....	.27½	.....	.....	.....
Packers, per hour.....	.25½	.22¼	.....	.....

FLOUR MANUFACTURING

	1918		1916	
	Monthly Wage		Monthly Wage	
Male Help (Office)—	High	Low	High	Low
Bookkeepers (head)	\$200.00	\$190.00	\$165.00	\$110.00
Bookkeepers (second)	130.00	100.00	100.00	70.00
Office Clerks	135.00	50.00	100.00	47.50
Rate Clerks	160.00	125.00	100.00	90.00
Manufacturing Department—				
Elevator Foremen	200.00	190.00	140.00	125.00
Elevator Foremen Assistants.....	130.00	120.00	85.00	75.00
Elevator Men	114.40	93.60	71.50	65.00
Engineers	175.00	175.00	125.00	100.00
Firemen	135.00	102.00	75.00	75.00
Laborers	97.50	85.80	71.50	58.50
Miller (head)	274.00	264.00	200.00	175.00
Miller (second)	165.00	155.00	110.00	100.00
Packer (bran)	106.40	103.40	71.50	58.50
Packer (flour)	106.40	103.40	78.00	58.50
Packer (meal)	106.40	103.40	65.00	58.50
Salesmen	160.00	110.00	110.00	110.00
Sweepers	97.50	96.00	71.50	58.50
Truck Drivers	106.40	78.00	85.80	64.40
Warehouse	103.40	78.00	71.50	52.00

No female employes.

FURRIER

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Cutters	\$ 40.00	\$ 35.00	\$ 25.00	\$ 22.00
Finishers	27.00	20.00	21.00	18.00
Furrier Helpers	20.00	18.00	18.00	14.00
Female Help—				
Finishers	18.00	9.00	15.00	7.50
Helpers	16.00	7.00	12.00	7.00

GARMENT MANUFACTURING

	1918		1916	
	High	Low	High	Low
Male Help—				
Cutting	\$ 45.00	\$ 15.00	\$ 30.00	\$ 10.00
Shipping	55.00	20.00	40.00	9.00
Salesmen	25.00	20.00	22.00	16.00
Female Help—				
Foreladies	22.00	16.00	18.00	14.00
Ironers	25.00	22.00	19.00	16.00
Machine Girls	20.00	9.00	12.00	6.00
Office	15.00	12.00	12.00	10.00

GAS AND ELECTRICITY

	1918		1916	
	High	Low	High	Low
Male Help—				
Office	\$227.00	\$ 36.00	\$200.00	\$ 20.00
Advertising Department	170.00	170.00	200.00	70.00
Coke Department	110.00	72.00	85.00	60.00
Electric Department	250.00	50.00	200.00	50.00
Gas Department	275.00	60.00	225.00	60.00
Steam Department	195.00	100.00	150.00	67.50
Tar Department	225.00	60.00	166.00	60.00
Female Help—				
Office	102.00	41.50	85.00	30.00
Advertising Department	120.00	120.00	90.00	50.00
Coke Department	102.00	102.00	75.00	75.00
Electric Department	84.00	84.00	.....	.....
Gas Department .....	.....	.....	80.00	80.00
Tar Department	93.50	93.50	85.00	85.00

GROCERIES

	1918		1916	
	High	Low	High	Low
Male Help—				
Grocery Clerks (selling).....	\$ 34.66	\$ 14.00	\$ 25.00	\$ 14.00
Meat Cutters	32.00	25.00	25.00	18.00
Truck Drivers	32.50	30.00	25.00	24.00
Bookkeepers	25.20	20.00	.....	.....
Order Clerks (putting up).....	20.00	14.00	14.00	12.00
Female Help—				
Grocery Clerks (selling).....	10.00	9.00	8.00	7.00
Bookkeepers .....	.....	.....	17.00	16.00
Office Clerks	16.00	10.00	11.00	10.00

HAIR DRESSING PARLOR

	1918		1916	
	High	Low	High	Low
Female Help—				
Hair Dressers	\$ 15.00	\$ 9.00	\$ 12.00	\$ 7.00
Manicurists	15.00	9.00	12.00	7.00

ICE CREAM MANUFACTURING

	1918		1916	
	High	Low	High	Low
Male Help—				
Drivers	\$ 31.00	\$ 18.00	\$ 22.00	\$ 14.00
Engineers	35.00	25.00	26.00	21.00
Ice Cream Makers	35.00	16.00	25.00	10.00
Office	35.00	30.00	25.00	21.00
Soda Dispensers	25.00	15.00	12.00	10.00
Female Help—				
Counter Girls	19.00	9.00	14.00	6.00
Dispensers	12.00	10.00	10.00	7.00
Office	20.00	10.00	15.00	8.00

HOTELS—LARGER COMMERCIAL

Male Help—	1918		1916	
	Monthly Wage High	Monthly Wage Low	Monthly Wage High	Monthly Wage Low
Bakers	\$100.00	.....	\$ 85.00	.....
Bakers' Assistants	60.00	.....	35.00	.....
Barbers	104.00	.....	72.00	.....
Bell Boys	40.00	\$ 25.00	30.00	\$ 15.00
Bus Boys	40.00	.....	30.00	.....
Chefs	150.00	.....	150.00	110.00
Cooks	115.00	50.00	100.00	35.00
Dish Carriers	60.00	55.00	25.00	.....
Dish Washers	55.00	35.00	35.00	30.00
Elevator Pilots	50.00	.....	30.00	.....
Engineers	200.00	120.00	150.00	125.00
Firemen	120.00	75.00	90.00	50.00
Housemen	90.00	70.00	65.00	55.00
Laundry Managers	150.00	.....	125.00	.....
Office Help	200.00	100.00	150.00	70.00
Painters	110.00	108.00	95.00	78.00
Porters (head)	60.00	.....	60.00	.....
Porters	55.00	45.00	50.00	35.00
Soft Drink Counter	80.00	45.00	80.00	40.00
Stewards	200.00	85.00	200.00	70.00
Storeroom (managers)	85.00	.....	85.00	.....
Storeroom Helpers	70.00	40.00	65.00	30.00
Upholsterers	96.00	.....	72.00	.....
Vacuum Cleaners	60.00	.....	45.00	.....
Waiters (head)	110.00	.....	100.00	.....
Waiters (assistant)	60.00	50.00	36.00	30.00
Waiters	40.00	.....	30.00	.....
Female Help—				
Bakers	100.00	85.00	85.00	.....
Bakers' Assistants	60.00	.....	35.00	.....
Bookkeepers	110.00	80.00	95.00	65.00
Candy Counter	60.00	50.00	45.00	.....
Cashiers	60.00	50.00	40.00	35.00
Cigar Counter	60.00	.....	45.00	.....
Cooks	75.00	.....	60.00	35.00
Dish Carriers	60.00	.....	25.00	.....
Housekeepers	100.00	.....	75.00	65.00
Laundry Girls	60.00	36.00	48.00	35.00
Linen Room	48.00	.....	27.00	.....
Maids	50.00	45.00	35.00	25.00
Manicuring and Hairdressing.....	40.00	35.00	30.00	25.00
Stenographers	55.00	.....	40.00	.....
Telephone Operators	60.00	45.00	40.00	25.00

In addition to the wages enumerated, employees usually have meals free while on duty, and in some cases rooms are furnished free. Laundry used in their work is as a rule free.

IRON AND STEEL

Male Help—	1918		1916	
	Daily Wage High	Daily Wage Low	Daily Wage High	Daily Wage Low
Watchmen	\$ 5.76	\$ 5.04	\$ 3.42	\$ 3.00
Common Labor .....	.....	4.20	3.00	2.50
Cranemen	7.26	4.20	3.78	3.42
Machinists	7.85	5.60	4.70	3.35
Machinists' Helpers	4.55	4.30	3.51	2.55
Carpenters and Helpers.....	7.35	4.70	3.25	2.75
Blacksmiths	7.85	5.60	4.70	2.95
Blacksmiths' Helpers	5.50	4.30	2.85	2.55
Pattern Makers	7.85	4.30	3.05	2.55
Pipe Fitters	6.75	4.30	3.80	2.55
Moulders	7.85	4.40	4.70	2.65
Boiler Makers	7.55	4.30	4.45	2.55
Roll Turners	7.60	5.00	4.45	2.95
Electricians	8.35	4.85	4.95	2.90
Millwrights	7.26	5.28	4.80	3.18
Bricklayers	9.80	4.30	6.05	2.55
Rollers	15.24	11.52	9.24	6.96
Firemen .....	.....	5.16	3.05	3.00
Chippers .....	.....	5.28	.....	2.91 1/2
Weighers .....	.....	6.00	.....	3.54
Engineers	5.76	5.56	4.85	3.42
Wire Drawers	8.58	6.05	5.10	3.57
Riggers	6.65 1/2	4.62	3.96	2.75

JEWELRY MANUFACTURING

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Male Help—				
Jewelry Makers	\$ 42.50	\$ 22.50	\$ 37.50	\$ 16.00
Female Help—				
Bookkeepers	33.00	26.00	25.00	24.00
Cashiers	18.00	15.00	15.00	10.00
Salesladies	25.00	20.00	22.00	20.00

LADIES' FURNISHINGS

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Male Help—				
Bookkeepers	\$ 27.00	\$ 25.00	\$ 18.00	\$ 12.00
Porters	18.00	15.00	15.00	12.00
Errand Boys	8.00	6.00	7.00	5.00
Stock	18.00	15.00	12.00	7.00
Female Help—				
Stock	18.00	8.00	10.00	6.00
Clerks	35.00	15.00	18.00	6.00

LAUNDRIES

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Male Help—				
Barn Men	\$ 18.00	\$ 15.00	\$ 15.00	\$ 13.00
Drivers	43.00	15.00	30.00	12.00
Engineers	25.00	16.00	20.00	14.00
Foremen	35.00	24.00	23.00	18.00
Janitors	12.00	7.00	12.00	8.00
Machinists	21.00	18.00	18.00	14.00
Markers	30.00	20.00	17.00	10.00
Washers	30.00	14.00	23.00	12.00
Wringers	24.00	11.00	18.00	7.00
Female Help—				
Apprentice Girls	9.00	5.00	8.00	4.00
Cashiers	18.00	10.00	14.00	10.00
Finishers	14.00	9.00	12.00	7.00
Foreladies	20.00	12.00	16.00	12.00
Ironers	18.00	7.00	12.00	7.00
Mangle Girls	17.00	8.00	10.00	6.00
Markers	16.00	7.00	12.00	8.00
Office	18.00	7.00	14.00	9.00
Seamstresses	15.00	8.00	13.50	12.00
Sorters	25.00	7.00	16.00	6.00
Starchers	12.00	8.00	10.00	7.00
Washers	15.00	13.50	14.00	11.00
Wrappers	15.00	7.00	13.00	9.00

LUMBER

	1918		1916	
	Hourly High	Hourly Low	Hourly High	Hourly Low
Male Help—				
Machine Men	\$.63 $\frac{3}{4}$	\$.30	\$.44	\$.20
Bench Men .....	.56	.40 $\frac{1}{2}$	.45	.33 $\frac{1}{2}$
Stair Department .....	.56	.42 $\frac{1}{2}$	.47 $\frac{1}{2}$	.40
Cabinet Department .....	.62 $\frac{1}{2}$	.47 $\frac{1}{2}$	.52 $\frac{1}{2}$	.34
Yard Men .....	.39	.25	.25	.22
Warehouse Men .....	.45	.33 $\frac{1}{3}$	.25	.22
Glaziers .....	.55	.42 $\frac{1}{2}$	.40	.25
Truck Drivers .....	.44	.35	.30	.25
Teamsters .....	.39	.36	.25	.22 $\frac{1}{2}$
Female Help—				
Stenographers	\$100.00	.....	\$ 70.00	\$ 65.00
Telephone Operators	75.00	.....	50.00	.....
Billing Clerks	75.00	.....	.....	.....

MILLINER

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Female Help—				
Trimmers	\$ 50.00	\$ 15.00	\$ 40.00	\$ 15.00
Apprentices	3.00	3.00	3.00	1.00
Sales	20.00	5.00	18.00	5.00
Makers	16.00	6.00	12.00	5.00
Male Help—				
Salesmen	40.00	25.00	30.00	25.00
Porters	15.00	12.00	15.00	10.00

OFFICE BUILDINGS

	1918		1916	
	Monthly High	Monthly Low	Monthly High	Monthly Low
Male Help—				
Elevator Pilot	\$ 50.00	\$ 45.00	\$ 45.00	\$ 40.00
Engineers	125.00	90.00	100.00	80.00
Janitors	65.00	55.00	65.00	45.00
Painters	156.00	.....	130.00	.....
Window Washers	75.00	70.00	70.00	50.00

Female Help—				
Elevator Pilots	45.00	40.00	.....	.....
Janitors	45.00	.....	40.00	.....

Head janitors usually receive \$5.00 to \$15.00 per month in tips.

PACKING AND PROVISION INDUSTRY

	1918		1916	
	Hourly High	Hourly Low	Hourly High	Hourly Low
Male—				
Bookkeepers	\$ 32.50*	\$ 25.00*	\$ 30.00*	\$ 18.00*
Butchers .....	.79½	.45½	.60	.34
Drivers (Auto)	25.00*	25.00*	3.75**	3.75**
Drivers (Team)	25.00*	21.00*	.34	.34
Engineers .....	.57½	.57½	.45	.45
Firemen .....	.50	.50	.34	.34
Laborers .....	.43	.40	.30	.27½
Masons	8.00**	8.00**	7.00**	7.00**
Mechanics (Plant) .....	.57½	.50	.37½	.34
Oilers .....	.42½	.42½	.31	.31
Scalers and Checkers.....	26.50*	24.00*	.32½	.25
Watchmen	22.50*	22.50*	.28½	.28½
Female—				
Stenographers	25.00*	15.00*	18.00*	12.00*
Wrappers, Trimmers, etc.....	.26	.26	.21½	.21½

*Weekly wage.

**Daily wage.

Female labor is restricted to 8 hours per day by law.

Male labor paid on an hourly basis receive time and one-fourth for first two hours over 8-hour basic day, and time and one-half for time thereafter; double time for Sundays and holidays.

This scale of wages is in accord with the award granted by the Federal War Labor Board, and excess rate for overtime applies to 1918 only.

REDUCTION WORKS

	1918		1916	
	Daily High	Daily Low	Daily High	Daily Low
Male Help—				
Blast Furnacemen	\$ 3.60	\$ 3.25	\$ 3.00	\$ 2.70
Carpenters	4.00	3.75	3.40	3.35
Charge Wheelers	3.30	3.10	2.70	2.25
Laborers	2.85	2.60	2.25	2.00
Machinists	4.65	4.20	4.05	3.40
Masons	6.20	5.45	5.50	5.00
Samplers	3.80	3.40	2.55	2.25
Tappers	3.25	2.95	2.65	2.25

No Female Employees.

RESTAURANTS

	1918		1916	
	High	Low	High	Low
Male Help—				
Cooks	\$ 42.00	\$ 20.00	\$ 30.00	\$ 16.00
Second Cooks	20.00	14.00	15.00	10.00
Dishwashers	14.00	10.00	10.00	8.00
Bus Boys	16.00	12.00	12.00	7.00
Kitchen Boys	15.00	9.00	10.00	7.00
Store Room	25.00	12.00	18.00	10.00
Waiters	35.00	12.00	25.00	8.00
Female Help—				
Cooks	30.00	18.00	25.00	16.00
Second Cooks	18.00	12.00	14.00	9.00
Dishwashers	12.00	9.00	9.00	8.00
Waitresses	16.00	9.00	12.00	7.00
Counters	18.00	10.00	14.00	8.00
Pantries	10.00	8.00	9.00	8.00
Cashiers	16.00	8.00	12.00	7.00
Bookkeepers	20.00	12.00	17.00	10.00

SHOE REPAIRERS

	1918		1916	
	High	Low	High	Low
Male Help—				
Shoemakers, Bench Hand.....	\$ 40.00	\$ 25.00	\$ 25.00	\$ 16.00
Machine Stitchers	30.00	25.00	22.00	18.00
Machine Finishers	18.00	15.00	15.00	10.00
Delivery Boys	8.00	7.00	5.00	4.00
Female Help—				
Clerks	12.00	12.00	8.00	8.00

SUGAR MANUFACTURING—CAMPAIGN RATES

(October 15 to January 15 of each year.)

	1918		1916	
	High	Low	High	Low
Male Help—				
General Foremen	\$195.00	\$140.00	\$170.00	\$110.00
Chemists	175.00	145.00	135.00	100.00
Station Foremen	160.00	140.00	135.00	.25*
Mechanics .....	.68*	.42½*	.50*	.30*
Station Men .....	.42½*	.40*	.27½*	.22½*
Laborers .....	.40*	.35*	.25*	.20*
Beet Dump Employes .....	.45*	.37½*	.30*	.22½*
Clerks	150.00	80.00	130.00	75.00
Female Help—				
Station Women .....	.40*	.35*	.25*	.22½*
Clerks	95.00	60.00	90.00	45.00

INTERCAMPAIGN RATES

(January 15 to October 15 of each year.)

	1918		1916	
	High	Low	High	Low
Male Help—				
General Foremen	\$185.00	\$ 95.00	\$160.00	\$ 85.00
Chemists	145.00	90.00	125.00	75.00
Station Foremen	125.00	85.00	125.00	80.00
Mechanics	155.00	90.00	150.00	90.00
Station Men	90.00	85.00	.30*	.25*
Laborers .....	.42½*	.32½*	.27½*	.20*
Clerks	140.00	80.00	125.00	75.00
Female Help—				
Clerks	95.00	40.00	95.00	45.00
Chemists	95.00	80.00	.....	.....

Male factory employes work 12 hours during campaign period.

Female employes work 8 hours at all times.

Male employes work 8, 9 and 10 hours during intercampaign period.

All employes receive material bonus based upon period of service with the various companies.

STREET RAILWAY LINES

TRANSPORTATION— Male Help Division Departments—	1918 Monthly Wage		1916 Monthly Wage	
	High	Low	High	Low
Auditor	\$125.00	\$100.00	.....	.....
Car Cleaners .....	.35*	.27 1/2 *	\$.25*	\$.20*
Car Starters	115.00	90.00	.....	.....
Foremen (day and night).....	135.00	115.00	85.00	71.00
Register Sheet Clerk.....	135.00	115.00	.28*	.28*
Tellers	135.00	115.00	.....	.....
Tellers' Assistants	125.00	100.00	.....	.....
MISCELLANEOUS DEPTS.—				
Freight—				
Brakemen	115.00	80.00	70.00	70.00
Engineer	150.00	110.00	100.00	100.00
Firemen	115.00	80.00	100.00	70.00
Motormen	130.00	95.00	80.00	80.00
Trainmaster	150.00	100.00	90.00	90.00
Station Department—				
Car Director	87.50	.....	60.00	60.00
Coaster Clock Inspector.....	.49*	.39*	95.00	95.00
Fare Box Inspector.....	.46*	.39*	.....	.....
Fare Box Mechanics.....	.67*	.55*	.....	.....
Flagmen and Switchmen.....	.25*	.25*	.17 1/2 *	.17 1/2 *
Foremen	150.00	125.00	.30*	.30*
Foremen Helpers	140.00	115.00	.30*	.26 1/2 *
Mail Clerk	85.00	60.00	.30*	.30*
Supervising Department—				
Dispatchers	145.00	90.00	100.00	80.00
Division Superintendents	175.00	135.00	150.00	125.00
Inspectors	160.00	105.00	100.00	95.00
Instructors	115.00	115.00	100.00	100.00
Instructors' Assistants	115.00	105.00	.....	.....
Train Service Department—				
Conductors and Motormen.....	.48*	.43*	.30*	.24*
Student Trainmen	1.00**	1.00**	.....	.....
ENGINEERING DEPARTMENT—				
Bridge and Building—				
Carpenters	4.59**	3.25**	3.00**	3.00**
Foremen	5.29**	3.50**	115.00	3.50**
Laborers .....	.40*	.25*	.25*	.20*
Steamfitters	4.59**	3.50**	2.75**	2.75**
Garage—				
Foremen	135.00	100.00	100.00	100.00
Helpers .....	.42 1/2 *	.30*	.30*	.30*
Helpers	120.00	80.00	80.00	80.00
Line Dept. (overhead)—				
Bonders	4.00**	3.25**	.30*	.20*
Electricians	3.00**	3.00**	.30*	.30*
Foremen	162.40	125.00	115.00	100.00
Ground Men	2.75**	2.75**	.20*	.20*
Line Men	5.50**	3.75**	3.75**	3.50**
Teams .....	.....	.....	5.00**	5.00**
Truck Drivers	4.25**	3.50**	.....	.....
Welders	4.70**	3.75**	.37 1/2 *	.27 1/2 *
Material Yards—				
Foremen	125.00	90.00	80.00	80.00
Laborers .....	.40*	.25*	.24*	.20*
Power Plant—				
Boiler Room Men.....	176.46	125.00	100.00	.25*
Engineers	148.23	85.00	95.00	85.00
Fan Operators	82.50	82.50	82.50	82.50
Firemen and Stokers.....	120.00	85.00	85.00	75.00
Laborers	116.50	82.50	80.00	80.00
Night Foremen	134.00	125.00	100.00	100.00
Plant Electrician	125.00	125.00	.27 1/2 *	.27 1/2 *
Pump Men	3.25**	3.25**	.30*	.25 1/2 *
Steamfitters	115.00	.45*	.37 1/2 *	.37 1/2 *
Steamfitters Helpers	2.65**	2.65**	.27 1/2 *	.27 1/2 *
Superintendent	250.00	200.00	175.00	175.00
Water Tenders	134.00	95.00	85.00	85.00

**Daily wage.

*Hourly wage.

STREET RAILWAY LINES—Continued

Male Help Division Departments— Sub-stations—	1918		1916	
	Monthly High	Wage Low	Monthly High	Wage Low
Electricians	150.00	130.00	.37½*	.33½*
Operators	150.00	82.50	.22½*	.22½*
Supervising—				
Clerks	150.00	80.00	100.00	65.00
Draftsmen	150.00	85.00	125.00	80.00
Engineers (Mech. & Elec.).....	200.00	150.00	165.00	150.00
Engineers' Assistant	200.00	100.00	125.00	100.00
Field Engineer	175.00	150.00	150.00	150.00
Field Engineer's Assistant.....	125.00	60.00	85.00	60.00
Track Department—				
Foremen	140.00	82.50	100.00	75.00
Greasers .....	.42½*	.25*	.22*	.20*
Laborers .....	.40*	.25*	.22*	.20*
Trackmen .....	.44*	.25*	.33½*	.20*
Work Cars—				
Motormen and Brakemen.....	.48*	.24*	80.00	.20*
MECHANICAL DEPT.—				
Freight Department—				
Blacksmiths .....	.48*	.34*	.30*	.30*
Car Inspectors .....	.42*	.36*	.26*	.26*
Car Repairers .....	.34*	.34*	.25*	.22½*
Foremen	135.00	95.00	100.00	90.00
Machine Shop—				
Armature Winders .....	.65*	.40*	.36*	.36*
Helpers .....	.28*	.18*	.....	.....
Blacksmiths .....	.66*	.39*	.34*	.34*
Helpers .....	.49*	.29*	.26*	.25*
Controller Repair Men.....	.60*	.34*	.34*	.34*
Car Repair Men.....	.50*	.29*	.30*	.26*
Helpers .....	.45*	.29*	.25*	.25*
Foremen	150.00	100.00	110.00	.38*
Machinists .....	.67*	.36*	.36*	.30*
Helpers .....	.60*	.27*	.27*	.20*
Apprentices .....	.28*	.13*	.25*	.12½*
Watchmen	84.00	70.00	70.00	70.00
Repair Shop—				
Foremen	145.00	.34*	.30*	.30*
Oilers .....	.51*	.43*	.29½*	.29½*
Repair Men .....	.52*	.29*	.29½*	.22½*
Supervising—				
Clerks and Stenographers.....	125.00	110.00	110.00	50.00
Draftsmen	125.00	125.00	115.00	115.00
Woodwork & Paint Shops—				
Foremen	150.00	.44*	110.00	.34*
Painters .....	.51*	.42*	.32*	.30*
Helpers .....	.44*	.42*	.....	.....
Upholsterers .....	.49*	.36*	.27*	.27*
Watchmen	85.00	82.50	2.00**	2.00**
Woodworkers .....	.56*	.42*	.32*	.30*
MISCELLANEOUS DEPT.—				
Stores—				
Storekeepers	125.00	110.00	85.00	85.00
Helpers	112.50	75.00	.25*	.15*
NOTE.—**Daily wage; *hourly wage. That part of the 1918 wages that was affected by the award of the Federal War Labor Board is included in these figures.				
Female Help—				
TRANSPORTATION DEPT.—				
Divisions Department—				
Car Cleaner .....	.31*	.24*	.....	.....
ENGINEERING DEPT.—				
Supervising Department—				
Engineers (Mech. & Elec.)				
Assistants	90.00	60.00	.....	.....
MECHANICAL DEPTS.—				
Supervisory—				
Clerks and Stenographers.....	55.00	55.00	.....	.....

TAXIDERMIST

	1918		1916	
	Weekly High	Weekly Low	Weekly High	Weekly Low
Male	\$ 28.00	\$ 16.00	\$ 22.00	\$ 12.00
Female	16.00	9.00	12.00	9.00

TELEGRAPH COMPANIES

	1918		1916	
	Monthly High	Monthly Low	Monthly High	Monthly Low
Male Help—				
Managers, Chief Clerks, Inspectors, Supervisors, Foremen	\$500.00	\$ 50.00	\$541.67	\$ 49.50
Operators	137.50	37.50	125.00	35.00
Clerks, Bookkeepers	180.00	22.00	150.00	20.00
Mechanics	147.50	77.00	100.00	85.00
Messengers	45.00	15.00	30.00	15.00
Janitors, Matrons, Tailors.....	100.00	66.00	75.00	60.00
Stenographers, Comptometer Operators, Billing Clerks, Typists	93.50	71.50	75.00	45.00
Linemen	121.00	82.50	100.00	60.00
Female Help—				
Managers, Chief Clerks, Inspectors, Supervisors, Foremen	\$500.00	\$ 50.00	\$541.67	\$ 49.50
Operators	137.50	37.50	125.00	35.00
Clerks, Bookkeepers	180.00	22.00	150.00	20.00
Mechanics	147.50	77.00	100.00	85.00
Messengers	45.00	15.00	30.00	15.00
Janitors, Matrons, Tailors.....	100.00	66.00	75.00	60.00
Stenographers, Comptometer Operators, Billing Clerks, Typists	93.50	71.50	75.00	45.00

In 1918 employes received time and a half for overtime and Sundays and double time for holidays. This did not apply in 1916.

*Rate per hour.

TELEPHONE COMPANIES

	1918		1916	
	Monthly High	Monthly Low	Monthly High	Monthly Low
Male Help—				
General Officers and Assistants.....	\$300.00	\$155.00	\$250.00	\$ 75.00
Operating Officials and Assistants	275.00	110.00	225.00	105.00
Attorneys & Right-of-Way Agts...	160.00	125.00	100.00	225.00
Engineers	140.00	140.00	200.00	200.00
Draftsmen, Surveyors and Student Engineers	240.00	50.00	200.00	45.00
Accountants	200.00	115.00	160.00	85.00
Clerical Employes	225.00	27.50	225.00	44.00
Local Managers	190.00	130.00	175.00	135.00
Commercial Agents	265.00	75.00	150.00	50.00
Service Inspectors .....	.....	.....	130.00	75.00
Supervising Foremen	165.00	105.00	175.00	175.00
Office Installation and Maintenance Men	190.00	115.00	150.00	70.00
Line and Station Construction, Installation and Maintenance Men	165.00	50.00	145.00	35.00
Cable and Conduit Construction and Maintenance Men.....	140.00	80.00	105.00	60.00
Miscellaneous	150.00	60.00	135.00	37.50
Female Help—				
Operating Officials and Assistants	105.00	92.00	.....	.....
Draftsmen, Surveyors and Student Engineers	90.00	60.00	.....	.....
Clerical Employes	125.00	27.50	100.00	28.60
Experienced Switchboard Operators	112.00	52.00	75.00	19.95
Operators in Training.....	56.00	44.00	28.65	26.00
Service Inspectors	100.00	60.00	65.00	50.00
Line and Station Construction, Installation and Maintenance Department	65.00	50.00	.....	.....
Miscellaneous	105.00	55.00	91.00	42.35

TENT AND AWNING

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Erectors	\$ 28.15	\$ 15.00	\$ 15.00	\$ 7.00
Ropers	40.00	18.00	20.00	18.00
Helpers	20.00	12.00	15.00	10.00
Female Help—				
Seamstresses	28.00	9.00	15.00	7.00

WHOLESALE HOUSE

	1918		1916	
	Weekly Wage		Weekly Wage	
Male Help—	High	Low	High	Low
Office Employes	\$ 57.70	\$ 8.00	\$ 46.15	\$ 5.00
Warehouse	34.60	11.65	23.10	12.00
Auto Trucks	19.65	16.20	13.85	7.50
Manufacturing Department	23.10	12.70	15.00	8.00
Salesmen	69.25	23.10	69.25	20.80
Female Help—				
Office Employes	25.40	7.00	19.65	9.25
Warehouse	16.20	10.00	12.00	9.00
Manufacturing Department	11.55	9.25	10.40	6.00



SECTION VI

Reports from Trades Unions

REPORTS FROM TRADES UNIONS

ABOUT THE MIDDLE of the year 1918 a questionnaire was prepared by the department and sent to the address of every known labor organization in the state. This was done in compliance with the law creating the Bureau of Labor Statistics, which recites that the biennial report shall contain, with other subjects,

“a description of the different kinds of labor organizations in existence in the state, and what they accomplish in favor of the class for which they are organized.”

This is a wise provision of law, since the labor union is an accepted institution in the industrial life of the state and is recognized as a very important factor in improving the industrial and economic conditions of those who work for wages.

The questionnaires sent out were properly filled and returned by 123 different trades unions. Of these 57 are unions located in Denver and 66 are unions located in other parts of the state. While the number of unions reporting is small considering the large number in the state, still a wide scope of territory is covered, and it may truthfully be stated that what is true of the 123 unions which reported is approximately true of all other unions in Colorado.

The standard number of hours of labor per day in Colorado is shown to be eight. Ten unions report hours of labor in excess of eight. Railroad Brotherhoods sent in no reports on that point, although the basic eight-hour day is now recognized by the railroads under government control. It is therefore reasonable to conclude that what is true in this respect of the unions reporting is also true of all other unions, showing that throughout Colorado the eight-hour day is the established rule in all departments of labor.

The reports from the unions show much variation in the bases of pay. Out of the 59 different trades submitting reports on this point, 14 report a rate by the hour; 26 unions report a rate by the day; 18 unions report a rate by the week; one union reports a rate by the month. The tendency is clearly in the direction of the complete elimination of the hour rate as a basis and the adoption in its stead of a rate per day as the smallest unit. This no doubt will be one of the immediate future achievements of the labor unions in Colorado.

As to the compensation received by workers the reports show that when calculated by the day it amounts to a sum very close to \$5.00. It may well be concluded that along with the basic eight-hour day Colorado workers will have the \$5.00 pay, both recognized as a standard in the settlement of disputes.

Forty-four different trades report increase in opportunities for employment, 14 report conditions normal and 4 report decrease in opportunity. Carpenters report both increase and decrease, as do bricklayers. Conditions in evidence, aside from reports received from unions, indicate that this was true in many if not all the building trades, especially during the year 1918, when the construction of new work and new buildings was interdicted by government order placing materials in preferred classes and directing all work into channels beneficial to the Government only.

This has resulted in forcing mechanics into occupations different from their own trade, and while it may be said to have increased opportunity for employment, it did not have that effect on the workers in their own trade. However, the opportunity for steady employment in some other occupation at a wage that was commensurate, and possibly quite as high as established in their own trade, kept mechanics of all kinds steadily employed, and business agents have at times been hard pushed to furnish journeymen workmen sufficient to meet all demands.

Table No. 1
 SHOWING NUMBER OF UNIONS REPORTING, NUMBER OF MEMBERS, RATE OF WAGES, HOURS PER DAY ESTABLISHED, AND DATA ON OPPORTUNITY FOR EMPLOYMENT—1917-1918

Occupation	No. Unions Reporting	Total No. Members	Rate of Wages Reported	Hrs. per Day	Opportunity for Employment
Asbestos Workers	1	9	50c hour	---	Increase
Ash Haulers	1	33	---	---	Increase
Bakery Workers	1	165	\$19 week	9	Increase
Barbers	2	277	\$20 to \$25 week	12	Increase
Bill Posters	1	24	\$18 to \$20 week	8	Increase
Blacksmiths and Helpers	2	176	\$21 to \$28 week	8	Normal
Boilermakers and Helpers	2	342	37c to 54c hour	8	Increase
Book Bindery Workers	2	24	\$12 to \$24 week	8	Normal
Box Makers	1	35	\$16.50 week	---	Increase
Bricklayers	2	35	87½c hour	8	Increase
Building Laborers	2	185	\$4 day	8	Increase
Butcher Workers	1	750	40c to 79c hour	8	Increase
Carpenters	9	1,361	60c to 75c hour	8	Increase
Car Repairers	3	1,082	58c hour	8	Increase
Cigarmakers	3	421	\$15 to \$20 week	8	Normal
City Firemen	1	421	\$2.83 day	12	Increase
Coal Miners	8	531	48c to 72c hour	8	Increase
Cooks and Waiters	4	284	\$2.50 to \$3.50 day	10	Increase
Coopers	1	22	\$4 day	8	Decrease
Cylinder Pressmen	1	38	\$27 week	8	Normal
Cylinder Press Feeders	1	70	\$17 to \$19 week	8	Normal
Elevator Constructors	1	23	\$27.50 week	8	Decrease
Granite Cutters	1	65	\$25 week	8	Increase
Highway Employes	1	27	\$18 week	8	Increase
Hotel and Restaurant Employes	1	72	\$1.25 to \$1.75 day	11	Increase
Iron Molders	2	217	\$6 day	8	Increase
Lathers	1	30	\$5 to \$6 day	8	Increase
Leather Workers	1	20	\$4.40 day	9	Increase
Letter Carriers	1	217	\$16.92 to \$26.92 week	8	Normal
Lithographers	1	75	\$5.50 day	8	Increase
Linemen—Electrical	3	122	\$4.50 to \$5.80 day	8	Increase
Machinists	5	1,517	55c to 57c hour	8	Increase
Machinists' Apprentices	2	46	\$2.50 day	---	Increase
Mailers	1	35	\$3.27 day	8	Normal
Maintenance of Way, R. R.	1	150	37½c hour	10	Increase
Metalliferous Miners	3	470	\$4 to \$5 day	8	Increase
Musicians	1	250	---	---	Normal
Painters and Decorators	2	149	\$4.40 to \$5.20 day	8	Increase

Park Employees	1	40	\$3 day	8	Increase	Normal
Photo Engravers	1	38	\$5 day	8	Increase	Normal
Platen Pressmen	1	50	\$20 week	8	Increase	Normal
Plumbers	1	100	\$6 day	8	Increase	Normal
Printers	7	739	\$22 to \$31.50 week	8	Increase	Normal
Railroad Conductors	1	385	66c hour	---	Increase	Normal
Railroad Engineers	6	575	39c to 69c hour	---	Increase	Normal
Railroad Firemen	5	845	50c to 60c hour	---	Increase	Normal
Railroad Mail Clerks	1	140	\$2.70 day	---	Increase	Normal
Railroad Switchmen	1	300	\$3.70 to \$4.20 day	8	Increase	Normal
Railroad Trainmen	5	804	\$3.20 to \$4.20 day	---	Increase	Normal
Retail Clerks	1	65	\$9 to \$15 week	9	Increase	Decrease
Sheet Metal Workers	2	65	70c hour	8	Increase	Decrease
Sign Painters	1	36	\$30 week	8	Increase	Decrease
Stage Employees	1	31	\$3.50 day	---	Increase	Decrease
Stationary Engineers	2	282	\$85 to \$100 month	8	Increase	Decrease
Steam Fitters	1	80	\$7 day	8	Increase	Decrease
Street Railway Men	2	1,174	43c to 48c hour	9 to 13	Increase	Decrease
Structural Iron Workers	1	40	\$6 day	8	Increase	Decrease
Tailors	1	17	\$3.50 day	9	Increase	Decrease
Tobacco Strippers	1	41	\$8 week	8	Increase	Decrease
Upholsterers	1	37	\$4.50 day	8	Increase	Decrease
Waiters	1	40	\$4 day	8	Increase	Decrease
Webb Pressmen	1	300	\$4 day	8	Increase	Decrease
Totals	123	15,661				

Table No. 2
 SHOWING NUMBER OF UNIONS REPORTING, WAGE INCREASE, STRIKE STATISTICS, AND
 NUMBER OF MEN INVOLVED—YEARS 1917-1918

Occupation	No. Unions Reporting	Wage Increase	Strike	Settlement	Days Lost	Wages Lost	No. Men Involved
Asbestos Workers	1	2.00 day	.....	.....	.....	.....	.....
Ash Haulers	1	1.25 day	.....	.....	.....	.....	.....
Bakery Workers	1	.....	Yes	Unsettled	.....	.....	60
Barbers	2	.50 day	.....	.....	.....	.....	.....
Bill Posters	1	1.80 day	Yes	Successful	5	\$ 88.00	8
Blacksmiths and Helpers	2	2.50 day	Yes	Successful	9,750	11,790.00	75
Boilermakers and Helpers	2	.10 hr.	Yes	Successful	6,136	5,210.00	104
Book Bindery Workers	2	3.00 wk.	.....	.....	.....	.....	.....
Box Makers	1	.....	.....	.....	.....	.....	.....
Bricklayers	2	1.00 day	.....	.....	.....	.....	.....
Building Laborers	2	1.00 day	Yes	Successful	3	140.00	3
Butcher Workers	1	1.00 day	Yes	Arbitrated	7,200	2,420.00	600
Carpenters	9	1.20 day	Yes	Compromise	.....	.....	140
Car Repairers	3	.12½ hr.	Yes	Successful	1,250	450.00	125
Cigarmakers	3	7 pct.	Yes	Compromise	15	10,875.00	250
City Firemen	1	.24 day	.....	.....	.....	.....	.....
Coal Miners	8	2.00 day	.....	.....	.....	.....	.....
Cooks and Waiters	4	1.00 day	.....	.....	.....	.....	.....
Coopers	1	.....	.....	.....	.....	.....	.....
Cylinder Pressmen	1	.....	.....	.....	.....	.....	.....
Cylinder Press Feeders	1	3.00 wk.	.....	.....	.....	.....	.....
Elevator Constructors	1	.60 day	.....	.....	.....	.....	.....
Granite Cutters	1	.90 day	.....	.....	.....	.....	.....
Highway Employees	1	.48 day	.....	.....	.....	.....	.....
Hotel and Restaurant Employees	1	.50 day	.....	.....	.....	.....	.....
Iron Molders	2	1.25 day	.....	.....	.....	.....	.....
Lathers	1	1.00 day	.....	.....	.....	.....	.....
Leather Workers	1	1.60 day	Yes	Successful	1	50.00	10
Letter Carriers	1	200.00 yr.	.....	.....	.....	.....	.....
Lithographers	1	10 pct.	.....	.....	.....	.....	.....
Linemen—Electrical	3	1.00 day	Yes	Successful	650	3,250.00	10
Machinists	5	.16 hr.	Yes	Compromise	25,000	105,000.00	325
Machinists' Apprentices	2	.50 day	Yes	Successful	90	225.00	3
Mailers	1	.22½ day	.....	.....	120	720.00	2
Maintenance of Way—R. R.	1	.05½ hr.	.....	.....	.....	.....	.....
Metalliferous Miners	3	.50 day	.....	.....	.....	.....	.....
Musicians	1	.....	.....	.....	.....	.....	.....
Painters and Decorators	2	1.20 day	Yes	Successful	.....	.....	.....

	1	25	pct.	.....	.....	.....	.....	.....	.....
Park Employees	1			.....	.....	.....	.....	.....	.....
Photo Engravers	1			.....	.....	.....	.....	.....	.....
Platen Pressmen	1			.....	.....	.....	.....	.....	.....
Plumbers	1	2.00	day	.....	.....	.....	.....	.....	.....
Printers	7	4.20	wk.	.....	.....	.....	.....	.....	.....
Railroad Conductors	1	20	pct.	.....	.....	.....	.....	.....	.....
Railroad Engineers	6	15 1/2	pct.	.....	.....	.....	.....	.....	.....
Railroad Firemen	5	34 1/4	pct.	.....	.....	.....	.....	.....	.....
Railroad Mail Clerks	1	200.00	yr.	.....	.....	.....	.....	.....	.....
Railroad Switchmen	1	1.00	day	.....	.....	.....	.....	.....	.....
Railroad Trainmen	5	39 1/2	pct.	.....	.....	.....	.....	.....	.....
Retail Clerks	1	3.00	wk.	.....	.....	.....	.....	.....	.....
Sheet Metal Workers	2	.50	day	.....	.....	.....	.....	.....	.....
Sign Painters	1	.80	day	.....	.....	.....	.....	.....	.....
Stage Employees	1	25	pct.	.....	.....	.....	.....	.....	.....
Stationary Engineers	2	1.00	wk.	.....	.....	.....	.....	.....	.....
Steam Fitters	1	.12 1/2	hr.	.....	.....	.....	.....	.....	.....
Street Railway Men	2	.18	hr.	.....	.....	.....	.....	.....	.....
Structural Iron Workers	1	.40	day	.....	.....	.....	.....	.....	.....
Tailors	1	4.00	wk.	.....	.....	.....	.....	.....	.....
Tobacco Strippers	1			.....	.....	.....	.....	.....	.....
Upholsterers	1	.50	day	.....	.....	.....	.....	.....	.....
Waiters	1	.60	day	.....	.....	.....	.....	.....	.....
Webb Pressmen	1	.25	day	.....	.....	.....	.....	.....	.....
Totals	123	19		.....	.....	.....	.....	.....	.....
		56,007		.....	.....	.....	.....	.....	.....
		\$158,543.00		.....	.....	.....	.....	.....	.....
		1,842		.....	.....	.....	.....	.....	.....

Eleven strikes successful. Five strikes compromised. One strike arbitrated. One strike lost. The unions report 1,842 men involved. These lost a total of 56,007 days by being on strike and remaining idle. The estimated money lost in wages amounts to \$158,543.00. Thirteen unions report no increase in wages during the biennial period. Most of these are no doubt working under the provisions of contracts previously made and which have not as yet expired.

SUGGESTIONS FOR BENEFICIAL LEGISLATION

Responding to the question, "By what legislation could your occupation be improved?" seventy-one secretaries made suggestions on legislative matters concerning their trade or occupation. A large number of these suggestions were for betterments in labor conditions that can more easily be effected by the labor organizations, since they related almost entirely to the internal workings of the craft itself. All such are omitted from those printed herewith.

A very large number of valuable suggestions are made by these union officials. These should be given the consideration that their importance demands, as they come from men engaged in the practical workings of their craft, and are the result of practical experience.

- (1) Barber recommends abolition of the fee system of paying members of State Board of Barber Examiners and a regular appropriation by the legislature to provide for salaries and expenses of the board.
- (2) A baker asks for a statute prohibiting cellar or underground bakeshops, as a health measure.
- (3) A bookbindery worker recommends a law fixing a minimum wage for all women workers; so that the young girls entering work would be assured of at least a living wage.
- (4) Suggestions come from three different carpenters' unions to the effect that the constabulary law should be repealed, and they also ask for satisfactory amendments to the workmen's compensation law.
- (5) Car repairer urges that the semi-monthly pay day be made compulsory by statute and to apply to railroads.
- (6) City fireman wants legislative action making the two-platoon system compulsory in all cities; also an amendment to state law so as to give the entire 2% revenue collected from fire insurance companies under foreign charter to the State Firemen's Pension Fund, instead of three-eighths of 1%, as at present.
- (7) Coal miner suggests the enactment of a law whereby the state may build or assist in building the Moffat tunnel.
- (8) A cook recommends the adoption of the eight-hour day for all industries, the abolition of private employment offices, and a minimum wage scale for all women workers.
- (9) A cooper urges as a means of benefiting his craft that the state do away with prohibition.

- (10) Granite cutter recommends a law requiring that all municipal or federal buildings built in future be cut in the city or state, and constructed out of material quarried in the state—in other words, compulsory patronage of home industries.
- (11) Two electric linemen urge a law requiring state license for all who do electrical work of any kind.
- (12) Machinist recommends that employers be compelled by law to respect the eight-hour day, six days per week, time-and-a-half for overtime and double time for holidays and Sundays, with a minimum wage of 75 cents an hour (\$6.00 a day).
- (13) Plumber recommends strict enforcement of the state sanitary plumbing laws by adding enough inspectors to see that the same is done. He also recommends a national law relating to sanitary plumbing throughout the United States. Further recommendation is for rigid examination of plumbers to see that they are qualified to follow the vocation.
- (14) Printer proposes amendment of the industrial commission law whereby the commission would be compelled to render decision within a certain specified time.
- (15) Locomotive fireman believes his occupation can be improved by adoption of the car limit bill, the backing-up bill, and the semi-monthly pay-day bill.
- (16) A full half-dozen railroad employes, working in various lines of railroad work, recommend the compulsory semi-monthly pay-day law and the full-crew law. In fact, all railroad workers are heartily in favor of the adoption of these laws.
- (17) Steam fitter urges the enactment of proper laws licensing steam fitters.

LABOR ORGANIZATIONS IN COLORADO

Following is a list of the labor organizations in Colorado which are affiliated with the Colorado State Federation of Labor. The list is complete to December 1, 1918:

Colorado State Federation of Labor.
301-302 American Bank and Trust Building,
Headquarters, Denver.
Secretary-Treasurer, Ed. Anderson,
Denver, Colo.

LOCAL UNIONS

ALAMOSA

Boilermakers No. 446.....Charles F. Darling, Box 624.
Blacksmiths No. 495.....Wilber Lewis, Box 553.

BOULDER

Carpenters No. 1480.....Charles A. Newman, Box 226.
National Ass'n Letter Carriers No. 642.....E. M. Royce, 1093 10th St.
Musicians No. 560.....C. D. Swallow, 1419 Mapleton.
Painters and Decorators No. 284.....G. S. Evans, 829 12th St.
Plumbers No. 195.....M. A. Call, 1005 Arapahoe St.
Typographical No. 708.....J. E. Coughlin, 1427 Spruce St.

CANON CITY.

Barbers No. 254.....E. L. Gardner, 628½ Main St.
Int. Union M. M. & S. W. No. 34.....Fred Halsted, Box 284.

COLORADO SPRINGS

Amal. Sheet Metal Workers.....J. H. Finnip, Box 326.
Amal. Association of Street & Elec-
tric Railway Employes.....M. W. Blackmer, 207 E. Colorado Ave.
Barbers No. 42.....Mark Gillehan, 12 S. Tejon St.
Bookbinders No. 72.....C. W. Stevenson, 936 Spruce.
City Firemen No. 5.....E. S. Young, Box 908.
Engineers No. 33.....E. E. Marshall, 836 E. Cucharas.
Federated Trades Council.....C. A. Lemmers, Box 586.
Lathers No. 48.....W. S. Walton, Box 908.
Musicians No. 154.....N. J. Falk, El Paso Nat. Bank Bldg.
Carpenters No. 515.....C. A. Mullaney, 414 E. Espanola St.
Electrical Workers No. 113.....Thos. Mackey, 521 N. Royce St.
Printing Pressmen No. 144.....Oliver P. Jones, 720 E. High St.
Retail Clerks No. 167.....J. P. Work, 1425 N. Tejon.
Tailors No. 150.....J. Horsh, 29 First Nat. Bank Bldg.
Theatrical Stage Employes No. 62.....W. I. Bush, Box 522.
Typographical No. 82.....Steve O'Donnell, Box 613.
Boilermakers No. 136.....Burlie B. Harrod, 2023 W. Bijou St.
Machinists No. 255.....C. K. Harmon, 1325 W. Pike's Peak
Ave.

CRIPPLE CREEK

I. U. M. & S. W. No. 334.....John Turney, Miners' Union Hall,
Victor, Colo.

DENVER

Ash Haulers No. 654.....John E. Saunders, 2027 Perry St.
Amal. Meat Cutters and Butcher
Workmen No. 641.....R. D. Jackson, 1809 Welton St.
Amal. Association Sheet Metal
Workers No. 9.....Martin W. Burg, 241 Grant St.
Amal. Association of Street & Elec-
tric Ry. Employes, Div. No. 746.....Ed Nesbit, 1836 E. 38th Ave.
Blacksmiths & Helpers No. 457.....J. W. Green, 340 Irvington Place.
Boilermakers & Helpers No. 179.....Harry Shafroth, 500 Club Bldg.
Bakery & Confectionery Workers
No. 26Ray Lowderback, 1715 California.
Barbers No. 205.....John E. Connelly, 200 Club Bldg.
Bartenders No. 8.....D. Cavanaugh, Care Democratic Club.
Bill Posters & Billers No. 59.....Joe Tagart, 1239 California St.
Bookbinders No. 29.....Geo. S. Warren, 740 S. Ogden St.
Brewery Workers No. 44.....William Koch, 2435 Argyle Place.
Bridge & Structural Iron Workers
No. 24John McGarry, Club Bldg.
Broommakers No. 40.....J. B. Welsh, 4637 Wyandot St.
Building Trades Council.....W. J. Chamberlain, 2223 W. 31st Ave.
Bushelmen No. 252.....Mrs. Wilheminne Conn, 1580 Pearl St.
Chemical Workers No. 42.....Myrtle Kelly, 1635 Pearl St.
Carpenters No. 55.....Robt. Currie, 1947 Stout St.
Cigarmakers No. 129.....J. W. Sanford, 201 Railroad Bldg.
Commercial TelegraphersC. F. Shunk, 402 W. 4th Ave.
Cooks No. 18.....A. H. Carse, 414 Club Bldg.
Cement FinishersDan Vandermeulen, 1051 Fox St.
Drainlayers No. 331.....C. N. Earle, 1800 S. Acoma.
Denver Firemen's Association.....I. W. Hall, 1618 Marion St.
Electrical Workers No. 68.....C. D. Doss, 204 Railroad Bldg.
Engineers No. 1.....F. C. Flynn, Box 884.
Express Messengers & Baggage-men
No. 112Chas. F. Frey, 1310 Welton St.
Federal Employes No. 102.....W. R. Welsh, 2435 W. 42d Ave.
Federal Labor Union No. 14646.....Miss Alice McCabe, 3203 Arapahoe St.
Garment Workers No. 139.....Alma Rhodes, Care Bayly-Underhill.
General Pipe Fitters & Helpers No.
605Murry Wolz, 2812 Stout St.
Glass Workers & Glaziers.....H. C. Fields, 3161 Arapahoe St.
Granite CuttersF. R. Webster, 1224 W. 11th Ave.
Heat & Frost Insulators and As-
bestos Workers No. 28.....J. A. Alstrom, 3949 Osceola St.
Hoisting Engineers No. 323.....James T. Dunhill, General Delivery,
Capitol Hill Station.
Horseshoers No. 29.....J. F. Welsh, 945 Julian St.
Hotel Maids and Assistants.....Sophia Miller, 1747½ Arapahoe St.
JanitorsJas. Bruseke, 1104 Lafayette St.
Lathers No. 68.....J. H. Mitchell, 1731 Arapahoe St.
Laundry WorkersHarry Bills, 1031 Lipan St.
Jewelry Workers No. 29.....A. C. Anderson, 1440 Stout, Puritan
Hotel.
Job Pressmen No. 1.....E. O. Braithwait, care Hirschfeld
Press, 1938 Broadway.
Journeyman Stone Cutters.....L. H. Fitzgerald, 1569 St. Paul.
Leather Workers No. 25.....A. B. Cabell, 3970 Utica St.
Lithographers No. 15.....Art Stringerbe, 1200 Lawrence St.

DENVER—Continued.

Mailers No. 8.....	C. E. Wilkes, 1520 S. Clarkson.
Maintenance of Way Employes No. 88.....	D. F. Cronland, 162 S. Elati.
Meat Cutters & Butcher Workmen No. 634	Jack Brooks, 1715 California.
Miscellaneous Hotel & Restaurant Employes No. 792.....	Wm. Johnson, 414 Club Bldg.
Moving Picture Operators No. 230.....	Harry Kartusky, Box 302.
Musicians No. 20.....	John T. Kessler, 1528 Lincoln St.
Painters No. 79.....	Dwight Smith, 1747½ Arapahoe St.
Pattern Makers League No. 1.....	Geo. C. Donald, 1015 Mariposa.
Photo-Engravers No. 18.....	Geo. E. Eiber, 1247 S. Vine.
Plumbers No. 13.....	Clayton Lohr, Box 891.
Pressmen No. 40.....	Jack Luker, 25 W. Ellsworth St.
Press Assistants No. 14.....	Otto Huber, 15-16 Mining Investor Bldg., 1840 California St.
Railway Mail Association, Denver Branch	E. T. Madsen, 2518 Eudora.
Retail Clerks No. 7.....	A. Seidler, 1310 Welton St.
Sign Painters No. 1045.....	F. A. Crane, 3222 Hayward Place.
Stage Employes No. 7.....	F. N. Crandy, Box 103.
Steamfitters No. 605.....	Murry Wolz, 2812 Stout St.
Steamfitters No. 208.....	Jack Maloney, Club Bldg.
Stenographers, Bookkeepers & Office Assistants' Union No. 14491.....	T. O. Spacey, City Hall.
Stereotypers & Electrotypers No. 13.....	Chas. T. Carson, 4219 Bryant.
Switchmen No. 35.....	G. W. Rice, 3049 Humboldt.
Tailors No. 3.....	Robert Davis, 605 Charles Bldg.
Tobacco Strippers No. 10422.....	Helen Oletski, 4456 Penn St.
Typographical No. 49.....	F. C. Birdsall, Box 681.
Trades Assembly	T. P. Rodgers, Box 1016.
Union Label League.....	T. C. Greene, Box 1181.
Upholsterers No. 22.....	William Eggs, 329 E. 7th Ave.
Waiters No. 14.....	J. W. Osborn, 1923 Curtis St.
Window & House Cleaning Union No. 15508	E. R. Austin, 1314 9th St.
National Association Letter Car- riers No. 47.....	Fred P. Schafer, 2520 Gaylord.
Gas Stokers and Helpers.....	George Sitzman, 423 Knox Court.
Web Pressmen, No. 22.....	C. F. Stiess, 1812 S. Penn.

FORT COLLINS

Barbers No. 339.....	C. E. Morrison, 317 E. Mulberry St.
Brotherhood of Painters & Decora- tors No. 790.....	Walter Hatton, 312 S. St.
Central Labor Union.....	C. E. Morrison, 317 E. Mulberry St.
Cigarmakers No. 164.....	Grant Miller, 1014 W. Oak St.
Maintenance of Way Employes & Railway Shop Laborers.....	H. L. Albright, Box 54, R. D. No. 1.
Typographical No. 502.....	J. W. Sturdivan, 430 Whedbee St.

GREELEY

Carpenters No. 418.....	Wm. Penrose, 1310 9th St.
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GRAND JUNCTION

Barbers No. 326	H. J. Moss, 111 N. 4th St.
Boilermakers No. 335	E. H. Friend, 308 Pitkin Ave.
Carpenters No. 244	Joseph Palrin, 104 Gunnison.
Cooks and Waiters No. 244.....	Nellie Harrison, 437 S. 3d St.
Hod Carriers No. 13	Joseph S. Phipps, 140 W. White.
Machinists No. 592.....	W. H. Smith, 328 Gunnison Ave.
Musicians No. 164.....	E. R. Miller, 129 W. White.
Painters No. 270.....	J. A. Quinn, 301 Rood Ave.
Railway Carmen No. 121.....	J. S. Wing, 444 Park Ave.
Retail Clerks No. 308.....	John Gibbon, 309 Main St.
Trades Assembly	C. C. Knowles, 638 Pitkin Ave.
Typographical Union No. 292.....	C. W. Culhane, 855 Colorado Ave.

LEADVILLE

Barbers No. 513	L. M. Lineweaver, Box 667.
Musicians No. 28.....	Miss Christina R. Johnson, Box 942.
Typographical No. 179.....	E. W. Curren, Box 262.

MT. HARRIS

Carpenters No. 1651.....	Arthur Harbough, Box 182.
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OURAY

Teamsters No. 430.....	O. U. Smith, Oak St.
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PUEBLO

Amalgamated Association Street	
Railway Employes No. 662.....	W. S. Slagle, 916 W. 13th St.
Amalgamated Meat Cutters No. 565.....	Jack Kinney, 1531 E. 8th St.
Amalgamated Sheet Metal Workers	
No. 118	John R. Hopkins, 821 E. 12th St.
Bakers No. 162.....	Gus Duer, Box 162.
Barbers No. 219.....	John F. Starr, Box 219.
Bartenders No. 282.....	E. F. Gatza, 821 E. 9th St.
Blacksmiths and Helpers No. 35.....	H. H. Garrish, 231 N. Oneida St.
Boilermakers No. 44.....	Geo. S. Warden, 1507 E. 7th St
Bookbinders No. 157.....	Miss Anna Smith, care Franklin Press
Building Trades Council	Paul N. Hoyt, 1629 E. Orman Ave.
Brotherhood of Railroad Clerks.	
Royal Gorge Lodge No. 666.....	Lee Dillman, Santa Fe Freight Depot.
Carpenters No. 362.....	E. T. Howard, 1109 Clarmont Ave.
Cigarmakers No. 306.....	John J. Listerman, 628 E. 3d St.
City Firemen No. 14339.....	L. P. Willis, 1326 E. 9th Ave.
Cooks and Waiters No. 43.....	B. C. Dougherty, Box 84.
Electrical Workers No. 12.....	Ed Carlson, Box 70.
Fire Fighters Association No. 3.....	L. P. Willis, 1326 E. 9th Ave.
Grocery Clerks No. 104.....	J. W. Tillman, 219 W. 9th St.
Highway Employes No. 15707.....	James Caton, 141 Block "W."
International Hod Carriers & Com-	
mon Laborers No. 243.....	Mack Barriett, 1203 E. Orman.
Leather Workers No. 27.....	John Selig, Box 139.
Molders No. 192.....	Clay D. Brown, 2509 Greenwood.
Machinists No. 13.....	B. K. Seavey, 1123 Palmer Ave.
Moving Picture Operators.....	W. H. Foster, 1223 Palmer.
Order of Railway Telegraphers	
No. 61	L. A. Tanquary, Box 587.

PUEBLO—Continued

Park and Greenhouse Employes.....	John Welch, 2406 Grand Ave.
Pressmen No. 163	J. D. Richardson, Box 278.
Packing House Employes No. 161.....	Henry M. Klein, 1312 E. 4th St.
Park & Greenhouse Employes No. 15654	John Welch, 2406 Grand Ave.
Painters & Decorators No. 302.....	Fred Ennis, 1728 E. 8th St.
Plumbers No. 20.....	Thomas Hargreaves, Box 602.
Stationary Engineers No. 21.....	C. H. Springer, 110 W. 14th St.
Stage Employes No. 47.....	W. H. Hart, Box 168.
Teamsters No. 453.....	L. F. McGurk, 10th and Summett Sts.
Trades and Labor Assembly.....	Fred T. Howard, Box 462.
Typographical No. 175.....	Oscar C. Faith, Box 476.

SALIDA

Barbers No. 453.....	D. B. Phillips, Box 77.
Blacksmiths No. 434.....	Julius Hoffman, 714 C St.
Boilermakers No. 427.....	R. C. Adams, 506 E. 3d St.
Brotherhood of Railway Carmen No. 176	Steve Olmsted, 227 Sackett Ave.
Machinists No. 512.....	F. E. Hunt, R. F. D. Box No. 1.
Railroad Helpers and Laborers.....	Rudolph Culp.
Trades Assembly	Steve Olmsted, 227 Sackett Ave.

SILVERTON

Carpenters No. 1257.....	W. E. Thomas, Box 315.
Cooks, Waiters & Bartenders No. 119.	Dell Carson, Box 203.
Musicians No. 496.....	Joseph Dresbeck.
Mine, Mill & Smelter Workers No. 26.	H. Hall, Box 168.
Trades Assembly	H. A. Allen, Box 168.

TELLURIDE

M. M. & S. Workers No. 63.....	C. N. Nylund, Box 278.
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TRINIDAD

Barbers No. 427.....	Geo. M. Spurr, 253 N. Commercial St.
Boilermakers No. 390.....	S. J. Rickard, 112 W. Kansas Ave.
Brewery & Soda Workers No. 373...	Emil Leehman, 407 College Ave.
Brotherhood of Maintenance of Way No. 204.....	J. M. Nolan, 313 E. Baca St.
Carpenters No. 1173.....	Wm. McCluskey, 410 W. Baca St.
Cigarmakers No. 499.....	W. H. Shelly, Box 374.
City Firemen No. 14835.....	Chas. Kingsberry, North Side Fire Station.
Machinists No. 686.....	R. B. West, 301 Johnson Ave.
Musicians No. 582.....	F. B. Stone, 638 Park St.
Painters and Decorators No. 832.....	J. Jitteneker, 308 Animas.
Trades Assembly.....	John Reach, 214 Goddard Ave.
Typographical Union No. 434.....	H. A. Morgan, 1501 Nevada St.

WALSENBURG

Carpenters No. 475.....	E. W. Adkins, Box 344.
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UNITED MINE WORKERS' LOCALS

Aguilar No. 2060.....	John Mott, Aguilar.
Bowen No. 2395.....	James Dixon, Bowen.
Bowen No. 3095.....	Chas. Salsbury, Bowen.
Bear River No. 3045.....	Chas. McElhinney.
Berwind No. 2259.....	J. C. Pacheco, P. O. Box 164, Berwind.
Brodhead No. 3393.....	J. Morton, Brodhead.
Canon City No. 2850.....	Mike Murdock, 1021 Prescott Ave., Canon City.
Coal Creek No. 2409.....	Robert D. Owens, Coal Creek.
Coal View No. 3043.....	Augusta Morris, Coal View.
Curtis No. 1662.....	Ed. Goosman, R. R. No. 1, Colorado Springs.
Crested Butte No. 3256.....	Jas. H. Hoy, Crested Butte.
Delagua No. 1884.....	Chas. Leveque, Box 34, Delagua.
Grey Creek, No. 1929.....	Thos. Valasquez, Grey Creek.
Gorham No. 2483.....	Jas. Harris, Gorham.
Hastings No. 1884.....	Otto Keller, Hastings.
Lafayette No. 1388.....	T. J. Benyon, Lafayette.
Mt. Harris No. 3030.....	C. K. Zimmerman, Mt. Harris.
Mt. Harris No. 3051.....	Ira P. Harbough, Box 182, Mt. Harris.
Oak Hill No. 3020.....	J. E. Harvey, Box No. 155, Oak Creek.
Oak View No. 876.....	Frank Elliott, Oak View.
Ojo No. 3018.....	H. E. Turner, Ojo.
Palisades No. 1772.....	Chas. L. King, Palisades.
Piedmont No. 3040.....	E. L. Jones, Starkville.
Pryor No. 3033.....	Nariso Chavez, Box 47, Lester.
Pinnacle No. 1894.....	Alsfaugh, Oak Creek.
Ravenwood No. 3105.....	Geo. Pantages, Ravenwood.
Ryolite No. 2189.....	Fred Viola, Box 36, Ryolite.
Rockvale No. 186.....	David Scollick, Rockvale.
Roswell No. 2170.....	O. B. Settle, 501 Beacon St., Colorado Springs.
Rapson No. 3035.....	George Hurtado, Box No. 52, Rugby.
Sopris No. 3048.....	Crawford Allingham, Sopris.
Starkville No. 3034.....	Joe Weilgise, Starkville.
Strong No. 3014.....	John Shepherd, Strong.
Williamsburg No. 363.....	Chris Massaro, R. F. D. No. 1, Box 125.
Strong No. 3124.....	E. S. Saitow, Strong.
Walsenburg No. 3008.....	Wm. Merritt, Box 204, Walsenburg.
Wolf Creek No. 3125.....	N. C. Rinehart, Mt. Harris.

INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS

Silverton Miners Union No. 26.....	H. Hall, Box 168.
Cloud City Miners Union No. 33.....	William Looney, Box 3, Leadville.
Canon City Mill and Smeltermen.....	Fred Halsted, Box 284.
Pueblo Smeltermen's Union No. 43.....	A. S. English, 136 W. 1st St.
Nederland Miners Union No. 48.....	J. T. Crimmins, Box 150.
Telluride Miners Union No. 63.....	C. N. Nylund, Box 278.
Cripple Creek District Miners.....	John Turney, Victor, Colo.
Florence Smeltermen.....	Florence, Colo.
Denver Chemical Workers No. 42.....	Myrtle Kelley, Secy.

RAILROAD BROTHERHOODS

Giving Number of Lodge, Location and Name and Address of Secretary.

ORDER OF RAILWAY CONDUCTORS

Division 36, Pueblo	Thos. Cureton, Box 317.
Division 44, Denver	F. D. Elliot, 429 Exchange Bldg.
Division 63, Durango	B. Gogarty, 1115 4th Ave.
Division 132, Salida	A. L. Paul, 907 F St.
Division 244, Colorado Springs	B. L. Benyon, 531 E. Platte St.
Division 247, Trinidad	W. J. Murray, 514 E First St.
Division 252, Leadville	D. Daley, 120 E. 12th St
Division 325, Grand Junction	A. F. McCabe, 403 Ouray Ave.
Division 441, Alamosa	A. W. Carlson, Box 677.
Division 586, Sterling	F. A. Ayres, Ayres Apartments.

BROTHERHOOD OF RAILWAY TRAINMEN

Lodge No. 30, Denver	W. L. Morrissey, 1461 Birch St.
Lodge No. 31, Salida	T. T. Morris, 710 E St.
Lodge No. 32, Pueblo	J. W. Nuckols, 711 Van Buren.
Lodge No. 193, Trinidad	H. F. Hansen, 1433 Abeyta.
Lodge No. 220, Leadville	J. W. Steinbring, 325 W. 9th St.
Lodge No. 327, Limon	T. M. Patrick.
Lodge No. 349, Grand Junction	J. L. Montague, 327 Grand Ave
Lodge No. 401, Alamosa	B. F. Eckles.
Lodge No. 406, Colorado Springs	Jas. Edwards, 715 So. Sierra Madre.
Lodge No. 446, Denver	W. E. Dickhut, 4500 Alcott.
Lodge No. 464, Durango	T. F. Benton, 526 5th Ave.
Lodge No. 655, La Junta	J. L. Karney, R. R. No. 4.
Lodge No. 646, Pueblo	W. B. Augustine, 903 Greenwood.
Lodge No. 680, Denver	J. G. Edgeworth, 3118 W. 26th Ave.
Lodge No. 796, Sterling	R. A. Sanders, 180 So. Morrie St., Cheyenne, Wyo.

BROTHERHOOD OF FIREMEN AND ENGINEERS

Lodge No. 59, Pueblo	E. A. Bloomquist, 2711 Spruce St.
Lodge No. 77, Edgewater (Denver)	J. A. Rymer, R. F. D. No. 3, Box 772A.
Lodge No. 140, Salida	G. R. Wilson, 332 E. 4th.
Lodge No. 218, Colorado Springs	A. V. Coffin, 1728 Pike's Peak Ave.
Lodge No. 244, Pueblo	D. Dudley, 223 W. 7th St.
Lodge No. 256, Leadville	C. W. Williamson, 306 E. 7th.
Lodge No. 273, Denver	F. J. Cunningham, 241 Galapago.
Lodge No. 323, Minturn	C. P. Thompson, Box 36.
Lodge No. 328, La Junta	A. E. Barrett, 404 E. 2d.
Lodge No. 344, Trinidad	L. J. Zendohofer, 614 E. 9th St.
Lodge No. 475, Grand Junction	J. A. Barbour, 542 W. Main St.
Lodge No. 480, Telluride	W. M. Virden, Box 144.
Lodge No. 488, Canon City	G. Dickinson, Box 375.
Lodge No. 503, Cardiff	B. T. Mosher, Box 177.
Lodge No. 540, Denver	C. B. Bartholomew, 208 Colorado Bldg.
Lodge No. 594, Grand Junction	David Roberts, 225 N. Spruce St.
Lodge No. 725, Sterling	R. R. Hannaford, 526 N. 3d St.
Lodge No. 805, Alamosa	R. E. Thornton, Walsenburg.
Lodge No. 859, Tabernash	E. R. Morgan.

BROTHERHOOD OF LOCOMOTIVE ENGINEERS

Division 29, Pueblo	E. J. Reilly, 617 E. Evans Ave.
Division 199, Salida	E. J. Templeton, 116 F St.
Division 385, Colorado Springs	B. B. Brundage, Camp Stratton.
Division 430, Trinidad	J. J. Flynn, 915 Arizona Ave.
Division 488, Grand Junction	B. F. Pettis, 421 Teller Ave.
Division 505, La Junta	W. A. Williams, Box 144.
Division 515, Cardiff	W. R. Hollingsworth, Basalt, Colo.
Division 727, Sterling	J. W. Crouner, 630 Oak St.
Division 734, Denver	C. E. Ketchum, 4018 Wyandot St.
Division 820, Alamosa	G. M. Satterstrum, Box 153.
Division 865, Tabernash	H. E. Walker, Box 73.

NEW UNIONS

Reports show that the following new unions were organized in Colorado during 1917-1918:

Drain Layers No. 331, Denver; Retail Clerks, No. 244, Salida; Window and House Cleaners No. 15508, Denver; Teamsters and Chauffeurs No. 575, Denver; Federal Labor Union No. 15575, Florence; Painters and Decorators No. 790, Fort Collins; Painters and Decorators No. 284, Boulder; Retail Clerks No. 155, Silverton; Plumbers and Steamfitters No. 195, Boulder; Musicians No. 560, Boulder; Carpenters and Joiners No. 1480, Boulder; Hod Carriers and Common Laborers No. 247, Brighton; General Teamsters No. 626, Brighton; Janitors Protective Union No. 15641, Denver; Amalgamated Meat Cutters and Butcher Workmen No. 634, Denver; Packing House Employes No. 641, Denver; Packing House Employes No. 161, Pueblo; Asbestos Workers No. 28, Denver; Hotel and Restaurant Employes No. 385, Trinidad; Teamsters and Chauffeurs No. 668, Trinidad; Ash Haulers No. 654, Denver; Union Label League, Pueblo; Jewelry Workers No. 28, Denver; Miscellaneous Hotel and Restaurant Employes No. 792, Denver; Bridge and Clay Workers, Denver; Drug Clerks No. 1211, Denver; Soda Water Dispensers No. 585, Denver; Vulcanizers and Repairmen, Denver; Carpenters and Joiners No. 1651, Mt. Harris; United Leather Workers No. 58, Denver; Maintenance of Way Employes No. 88, Denver; Railway Laborers and Helpers No. 16131, Denver; Railway Laborers and Helpers, Salida; Railway Laborers and Helpers No. 15920, Grand Junction; Domestic Workers No. 15944, Denver; Elevator Conductors and Starters No. 15934, Denver; Hotel Maids and Assistants No. 1, Denver; Bushelmen No. 252, Denver; Cleaners and Dyers No. 257, Denver; Gas Stokers and Helpers No. 357, Denver; Maintenance of Way Employes No. 204, Trinidad; Box Workers No. 1312, Denver; Carriage, Wagon and Automobile Workers No. 11, Denver; Automobile Painters No. 824, Denver; Commercial Telegraphers No. 31, Denver; Chemical Workers No. 42, Denver; Federal Employes No. 102, Denver; Automobile Machinists, Denver; Railway Clerks, Denver; Railway Mail Association, Denver; Street Railway Employes No. 746, Denver; Express Messengers and Baggage-men No. 112, Denver; Express Employes, Denver; Maintenance of Way Employes No. 684, Denver; Railway Clerks No. 666, Pueblo; Railway Clerks, La Junta; Railway Clerks, Salida; Letter Carriers No. 642, Boulder; Carpenters and Joiners No. 475, Walsenburg; Stationary Firemen and Oilers No. 392, Pueblo; Maintenance of Way Employes, Fort Collins.

RAILROADS, TELEGRAPH AND TELEPHONE COMPANIES

There are 42 railroad companies represented in Colorado, operating an aggregate of 5,534.22 miles of main line track. Every county in the state, except Baca County, has some railroad mileage. The total value of railroad property in the state, as returned by the State Tax Commission for 1917, was \$169,796,900. The following table shows the mileage of main-line track owned by the various railroads:

Atchison, Topeka & Santa Fe Railway.....	504.96
Beaver, Penrose & Northern Railway.....	6.49
Book Cliff Railroad.....	11.50
Chicago, Burlington & Quincy Railroad.....	359.39
Chicago, Rock Island & Pacific Railway.....	165.05
Colorado Railroad	108.17
Colorado-Kansas Railway	22.20
Colorado Midland Railway.....	258.74
Colorado Springs & Cripple Creek District Ry....	61.04
Colorado, Wyoming & Eastern Railway.....	43.88
Colorado & South-Eastern Railroad.....	6.27
Colorado & Southern Railway.....	790.35
Colorado & Wyoming Railway.....	41.82
Cripple Creek & Colorado Springs Railroad.....	11.66
Crystal River Railroad.....	20.60
Crystal River & San Juan Railroad.....	7.32
Denver, Boulder & Western Railroad.....	45.99
Denver & Intermountain Railroad.....	15.01
Denver & Interurban Railroad.....	12.88
Denver & Rio Grande Railroad.....	1,504.15
Denver & Salt Lake Railroad.....	252.36
Georgetown & Gray's Peak Railway.....	15.90
Gilpin Railroad	16.50
Great Western Railway.....	57.79
Manitou & Pike's Peak Railway.....	8.70
Midland Terminal Railway.....	29.40
Missouri Pacific Railway.....	152.12
Northwestern Terminal Railway.....	3.11
Oak Creek Railroad.....	1.68
Rio Grande Junction Railway.....	62.08
Rio Grande Southern Railroad.....	171.16
Rio Grande & Pagosa Springs Railroad.....	.22
Rocky Mountain Railway.....	12.60
San Luis Central Railroad.....	12.21
San Luis Southern Railway.....	31.53

Silverton Railroad	14.00
Silverton, Gladstone & Northerly Railroad.....	7.00
Silverton Northern Railroad.....	13.00
Treasury Mountain Railroad.....	4.50
Uintah Railway	50.80
Union Pacific Railroad.....	583.09
Wolf Creek Railroad.....	1.00

Eighty-nine telephone companies in the state operate a total of 276,506.95 miles of telephone line, and own property valued by the State Tax Commission at \$12,741,550 for 1917. Most of these companies are small and operate in but one or two counties.

The Colorado & Eastern Telegraph & Telephone Company operate in fifteen counties in the eastern part of the state, and the Mountain States Telephone & Telegraph Company operates its own lines in all counties but two, Baca and Dolores, and has a total of 269,893 miles of line in Colorado.

Four telegraph companies operate a total of 21,248.32 miles of line in the state.

Four counties, Baca, Jackson, Moffat and Rio Blanco, had no telegraph lines in operation when returns were made to the Tax Commission in 1917.

COLORADO PRODUCTS

Table showing, by Counties: Estimated Population; Value of Livestock, 1916-17; Value of Agricultural products, 1916-17; Value of Minerals, 1916-17. Compiled from official sources.

Counties	Population Estimated	Livestock Values 1916	Livestock Values 1917	(Hay, Grain and Other Products) 1916	Agricultural Values (Hay, Grain and Other Products) 1917	Mineral Values 1916	Mineral Values 1917
Adams	12,500	\$1,340,025	\$1,617,730	\$ 13,564,858	\$ 15,653,900		
Alamosa	6,500	641,499	782,287	2,452,070	4,287,535		
Arapahoe	15,800	908,420	999,240	8,260,492	7,240,050		
Archuleta	4,600	823,403	1,226,714	1,022,844	1,085,691		
Baca	14,580	1,315,793	1,572,526	1,974,016	4,108,473		*
Bent	8,500	1,307,115	2,310,240	4,436,555	4,681,195		
Boulder	36,500	1,218,420	1,486,610	10,877,980	11,893,760	\$ 387,534	\$ 505,357
Chaffee	12,000	406,140	510,524	2,023,405	2,046,640	1,341,694	1,214,345
Cheyenne	4,500	898,460	1,477,590	4,763,614	5,902,088	1,527,096	1,479,823
Clear Creek	6,000	52,430	37,765	170,280	230,750		
Conejos	5,000	1,209,403	1,705,145	4,489,608	4,505,407		
Costilla	5,000	344,223	494,256	2,852,031	2,802,730		
Crowley	7,000	860,989	841,320	5,075,145	7,869,780		
Custer	2,200	409,405	406,171	1,400,245	1,281,356	51,454	168,988
Delta	15,000	1,482,450	1,861,235	7,500,675	7,487,695		
Denver	268,000	598,360	603,260	6,015,820	6,536,920		
Dolores	1,000	517,919	525,100	103,979	140,885	266,497	603,578
Douglas	5,000	1,088,755	1,131,030	3,483,855	3,608,595		
Eagle	3,500	903,722	1,039,459	1,794,346	1,807,496	4,185,293	3,642,147
Elbert	8,500	1,489,143	1,684,394	6,264,978	7,789,870		
El Paso	50,000	1,699,370	1,762,260	10,568,220	11,439,820		
Fremont	21,000	733,060	845,470	4,585,925	4,401,195	30,810	*
Garfield	13,500	2,097,780	2,456,300	5,317,075	5,415,670	709,602	918,749
Gilpin	4,500	54,974	40,745	77,625	55,450	275	*
Grand	3,500	765,050	828,788	1,343,535	1,449,922	356,386	280,019
Gunnison	6,000	1,459,472	1,971,405	2,121,492	2,422,768	18,846	43,058
Hinsdale	700	103,620	105,020	74,292	77,249		
Huerfano	17,300	850,484	952,487	1,976,966	1,945,703		
Jackson	1,400	1,636,870	1,655,590	2,351,720	2,745,180		
Jefferson	19,000	938,340	974,520	10,622,880	10,778,370		
Kiowa	6,200	1,221,170	1,288,950	3,750,505	4,114,860		
Kit Carson	10,000	2,051,917	2,255,280	6,941,038	8,373,335		
Lake	14,000	144,605	137,355	297,695	477,615	16,082,058	11,346,885
La Plata	14,900	1,424,790	1,567,105	4,255,894	4,259,850	54,267	47,359
Larimer	35,000	2,232,435	2,716,845	14,677,865	15,851,925		
Las Animas	41,000	2,897,863	2,237,822	5,564,479	5,611,437		

Lincoln	9,000	1,988,510	2,257,015	5,810,010	7,380,830	
Logan	15,300	2,554,404	2,906,130	9,171,786	11,422,315	
Mesa	25,000	2,144,835	2,541,858	11,003,665	11,206,280	
Mineral	1,200	131,760	131,835	188,285	200,590	1,083,223
Moffat	5,800	1,971,730	2,280,840	1,679,240	1,987,070	3,212
Montezuma	7,100	1,162,568	1,260,994	2,344,331	2,411,898	2,304
Montrose	13,500	2,095,240	2,250,570	6,223,715	6,869,525	25,356
Morgan	14,600	1,755,470	2,169,180	6,873,610	8,444,010	
Otero	23,000	1,573,810	1,857,280	9,942,970	9,991,735	
Ouray	4,000	433,050	509,057	900,011	1,068,365	1,162,116
Park	3,500	1,040,305	1,15,825	1,215,616	1,811,008	371,575
Phillips	5,000	896,879	805,255	4,053,268	4,737,908	
Pitkin	4,780	433,005	446,715	1,135,615	1,154,910	3,265,536
Prowers	15,000	2,084,335	2,348,780	7,993,890	8,893,195	
Pueblo	64,000	1,613,685	1,707,175	16,708,414	17,570,161	
Rio Blanco	4,500	1,694,855	2,129,210	2,381,640	2,532,815	
Rio Grande	7,500	1,120,545	1,498,830	4,119,515	4,264,880	
Routt	8,500	2,745,870	2,938,110	4,106,240	4,094,570	*
Saguache	7,000	2,143,848	2,426,712	4,799,594	4,894,484	8,241
San Juan	3,100	56,520	1,110,915	1,280	1,280	80,639
San Miguel	4,700	838,471	1,110,915	936,866	978,250	2,207,116
Sedgwick	4,200	641,179	804,123	3,200,274	3,837,198	3,319,676
Summit	3,500	178,355	217,841	239,459	274,615	2,741,177
Teller	18,000	301,660	333,750	339,810	389,020	11,402,968
Washington	9,500	2,199,500	2,441,504	7,665,060	12,173,963	
Weird	50,000	5,377,510	6,321,300	33,815,890	38,432,520	
Yuma	12,000	2,311,695	2,735,860	5,394,005	8,373,070	
Totals	1,042,960			\$315,698,062	\$355,777,630	\$48,286,832
				Counties indicated by * in 1917 totaled		64,733

Included under the head of livestock are horses, mules, range cattle, milch cows, sheep, swine, goats, poultry and stands of bees. The figures are taken from the books of county assessors on a supposedly assessed valuation of 100 per cent on values. It is estimated that the assessed valuation is about 85 per cent on an average.

Included under the head of agricultural values are dry farming land, improved fruit land, grazing land, natural hay land, agricultural land improvements, grazing land improvements and irrigated land.

1916 silver prices were based on 65.8 c. per fine ounce; copper, 24.6; lead, 6.9; zinc, 13.4.

1917 silver prices were based on 81 c. per fine ounce; copper, 27; lead, 9; zinc, 9.

Counties	Tungsten		Ferro-Vanadium	
	1916	1917	1916	1917
Boulder		\$ 30,000		
Gilpin	\$5,050,000	209,000		
San Juan	100,000	6,480		
San Miguel	100,000			
Lake County reported as producing \$1,000,000 worth of manganese ores in 1917.			\$1,375,000	\$2,225,000

\$48,351,565

Seventeenth Biennial Report

Colorado

Bureau of Labor Statistics

1919-1920

JAMES R. NOLAND,
Secretary of State; Labor Commissioner *ex-officio*

W. L. MORRISSEY,
Deputy State Labor Commissioner
and
Chief Factory Inspector



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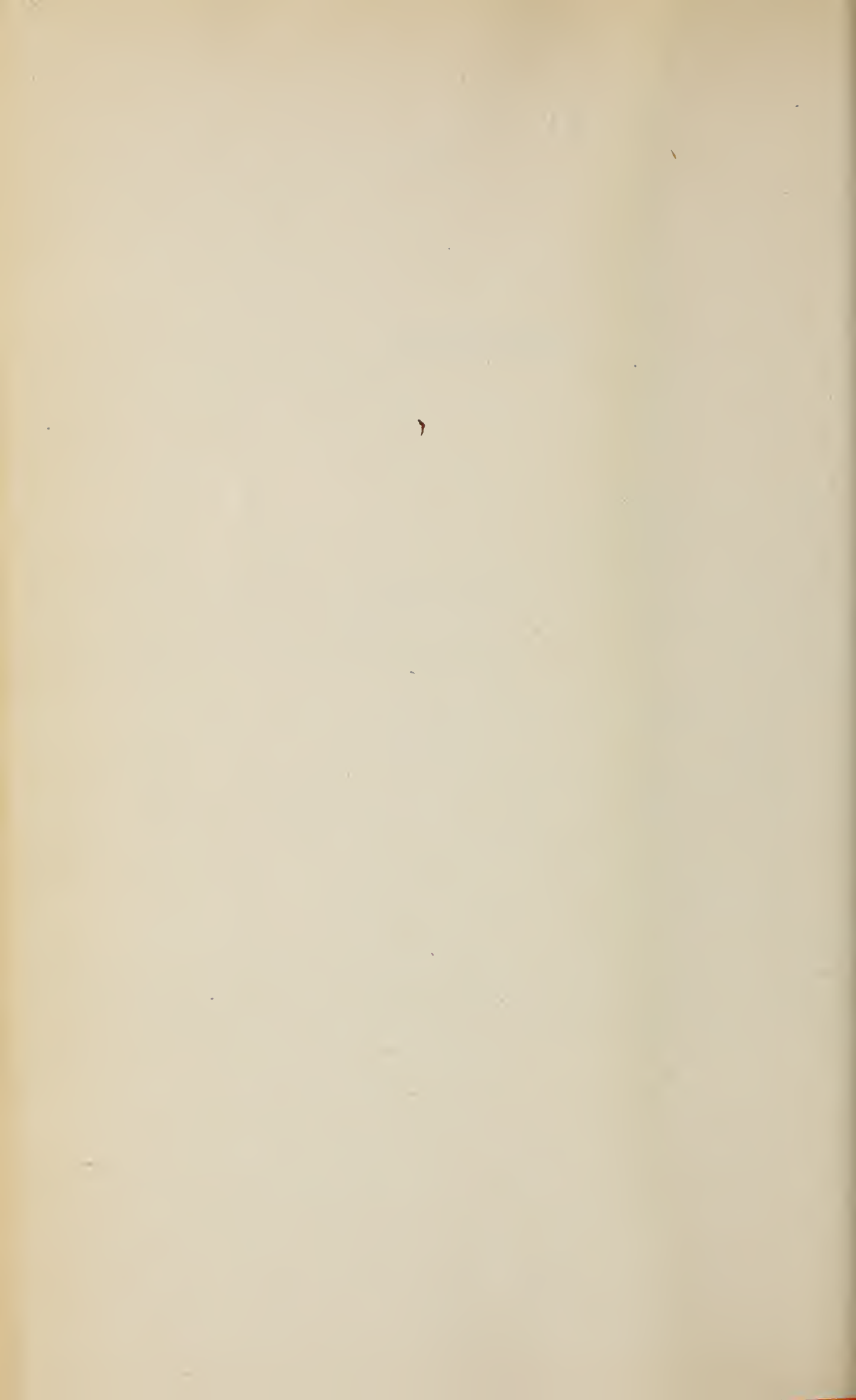
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1919/20

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LETTER OF TRANSMITTAL

To His Excellency, Oliver H. Shoup, Governor of Colorado; James R. Noland, Secretary of State and Labor Commissioner ex-officio, and Members of the Twenty-Third General Assembly.

GENTLEMEN: In accordance with law we herewith submit the Biennial Report of the State Labor Department of Colorado, officially known as the Bureau of Labor Statistics, for the 1919-1920 term.

It is a brief resume of the important work of the Bureau, embracing factory inspection, State free employment agencies, wage claim bureau, reports on cost of living in Colorado, and also a brief statement of the varied activities in enforcement of State labor laws in general.

The Biennial Report was prepared so as to make a book of about 120 pages. The State Auditing Board, however, decided that it was unnecessary to print a number of our tables, and accordingly they are omitted from the printed report, but are kept on file in the Department for the information of the public. The Auditing Board also by resolution limited the number of pages in this Biennial Report to 64 and fixed the number of copies to be printed at 500.

Respectfully submitted,

W. L. MORRISSEY,
Deputy State Labor Commissioner and Chief Factory Inspector.

PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

JAMES R. NOLAND

Secretary of State, Commissioner *Ex-Officio*

W. L. MORRISSEY

Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM

Statistician

LE ANNA M. FARRELL

Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS

Clerk

FACTORY INSPECTION DEPARTMENT

J. H. MITCHELL

Deputy Factory Inspector

FRANK W. LOGSDON

Deputy Factory Inspector

GEORGE L. SEITS

Deputy Factory Inspector

MAE R. FOX

Deputy Factory Inspector

BEN. H. ROTHENBERG

Clerk

LENORE TRUITT

Stenographer

FREE EMPLOYMENT OFFICE DEPARTMENT

FRANK C. COX
Superintendent Office No. 1, Denver

MRS. JANE SPIKESMAN
Assistant Superintendent Office No. 1, Denver

J. L. HENNESY
Superintendent Office No. 2, Denver

MARGARET TIERNEY
Assistant Superintendent Office No. 2, Denver

E. W. WELLS
Superintendent Pueblo Office

MARY WUKSINICH
Assistant Superintendent Pueblo Office

JOHN D. CHARLTON
Superintendent Colorado Springs Office

MABEL PHILLIPS
Assistant Superintendent Colorado Springs Office

PRIVATE EMPLOYMENT OFFICES

FRANK MANCINI
Supervisor

Seventeenth Biennial Report
OF THE
BUREAU OF LABOR STATISTICS
STATE OF COLORADO

1919-1920

APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the Supervision of the Labor Commissioner, for 1919-1920, was as follows:

BUREAU OF LABOR

	1919	1920	Total
Labor Commissioner, salary.....	\$2,500.00	\$2,500.00	\$5,000.00
Statistician, salary	1,500.00	1,500.00	3,000.00
Stenographer and statistic clerk, salary.....	1,200.00	1,200.00	2,400.00
Labor Commissioner traveling expense appropriation, two years.....			1,500.00
Expended for traveling expenses, two years.....			<u>1,499.77</u>
Unexpended balance			\$.23
Incidental expense appropriation, two years.....		\$1,200.00	
Total expended for incidental expenses, two years.....		1,135.67	
Transferred by Auditing Board.....			\$ 64.33

WAGE CLAIM BUREAU

	1919	1920	Total
Wage Claim clerk, salary.....	\$1,200.00	\$1,200.00	\$2,400.00
Expended	800.00	1,200.00	<u>2,000.00</u>
Unexpended balance			\$ 400.00

FACTORY INSPECTION

	1919	1920	Total
Four deputy factory inspectors, salary, each.....	\$1,200.00	\$1,200.00	\$9,600.00
One clerk, factory inspection, salary.....	1,200.00	1,200.00	2,400.00
One stenographer and record clerk, salary.....	1,200.00	1,200.00	2,400.00
Four deputy factory inspectors, traveling expense, each	600.00	600.00	4,800.00
Expended, traveling expense.....			<u>4,635.69</u>
Unexpended balance			\$ 164.31
Incidental expense, factory inspection, appropriation.....			\$ 500.00
Expenses for two years.....		\$ 261.62	
Transferred by Auditing Board.....		<u>238.38</u>	
			\$ 500.00

FREE EMPLOYMENT

	1919	1920	Total
Denver Free Employment Bureau No. 1 salary, superintendent	\$1,200.00	\$1,200.00	\$2,400.00
Denver Free Employment Bureau No. 1 salary, assistant superintendent	1,200.00	1,200.00	2,400.00
Expended, assistant superintendent.....	1,075.00	1,200.00	<u>2,275.00</u>
Unexpended balance			\$ 125.00
Denver Free Employment Bureau No. 2 salary, superintendent	\$1,200.00	\$1,200.00	\$2,400.00
Denver Free Employment Bureau No. 2 salary, assistant superintendent	1,200.00	1,200.00	2,400.00
Expended, assistant superintendent.....	1,075.00	1,200.00	<u>2,275.00</u>
Unexpended balance			\$ 125.00

Colorado Springs Free Employment Bureau salary, superintendent	\$1,200.00	\$1,200.00	\$2,400.00
Colorado Springs Free Employment Bureau salary, assistant superintendent.....	1,200.00	1,200.00	2,400.00
Expended, assistant superintendent.....	1,075.00	1,200.00	2,275.00
Unexpended balance			\$ 125.00
Pueblo Free Employment Bureau salary, superintendent	\$1,200.00	\$1,200.00	\$2,400.00
Pueblo Free Employment Bureau salary, assistant superintendent	1,200.00	1,200.00	2,400.00
Expended, assistant superintendent.....	1,075.00	1,200.00	2,275.00
Unexpended balance			\$ 125.00
General incidental expense appropriation.....			\$7,250.00
Expenses for two years.....		\$6,866.03	
Transferred by Auditing Board.....		383.97	
			\$7,250.00

PRIVATE EMPLOYMENT AGENCIES

On December 1, 1918, the beginning of the fiscal year, there remained a balance in the hands of the State Treasurer to the credit of this fund	\$ 90.67
Since that time collections have been made in amount of.....	3,405.00
Total amount collected.....	\$3,495.67
Salaries and expenses for two years.....	3,180.00
Balance in hands of State Treasurer, credit year 1920.....	\$ 315.67

The expenditures in connection with the enforcement of this law, consist of salary for a supervisor, whose duties are the collection of licenses and bonds from the agencies, and investigation of irregularities which arise in connection with misunderstandings with those who have paid a fee for a job, and, for some reason, there is dissatisfaction either with the applicant for a place, or the party or firm making application for help. There is also a small expense account allowed.

RECAPITULATION

1919-1920

Total appropriation for Bureau of Labor Statistics, Wage Claim Bureau, Factory Inspection and Free Employment Departments	\$61,650.00
Total expenditures	59,898.78
Total balance unexpended.....	\$ 1,751.22
Total appropriation for Bureau Labor Statistics.....	\$13,100.00
Total expenditures	13,035.44
Total balance unexpended.....	\$ 64.56
Total appropriation for Wage Claim Bureau.....	\$ 2,400.00
Total expended	2,000.00
Total balance unexpended.....	\$ 400.00
Total appropriations for Free Employment Bureaus.....	\$26,450.00
Total expenditures	25,566.03
Total balance unexpended.....	\$ 883.97
Total appropriations for Factory Inspection.....	\$19,700.00
Total expenditures	19,297.31
Total balance unexpended.....	\$ 402.69
	\$1,751.22
Turned back to General Fund.....	\$ 1,064.54
Transferred by Auditing Board.....	686.68
	\$1,751.22

DEPARTMENT ACTIVITIES AND RECOMMENDATIONS

A brief summary of the more important work of the Department of Labor Statistics is here presented, together with suggestions as to changes in laws, as well as needed appropriations for the more adequate support and extension of the work contemplated by the law creating the Department.

As the biennial period under consideration begun at just about the time in 1918 when the armistice was signed, the entire two years are included in after-the-war activities. This has been a time of unusual changes in the industrial life of the workers of the State. Our people were keyed up to the strenuous situation that the world war precipitated. Suddenly relaxation came in the acceptance by the powers at war of the armistice agreement. So that peace forced new duties and new obligations on the people of Colorado as suddenly as did the declaration of war and the continuance of hostilities.

Particularly has the Department been active in assisting in every possible way to place returned and discharged soldiers in occupations suitable to them. This was accomplished through the State Free Employment offices.

FACTORY INSPECTION

The law makes provision for four factory inspectors, and these have been kept busy looking into sanitary conditions of all institutions where men, women and children are employed, and in the inspection of machinery in manufacturing plants, to see that the statute concerning safety appliances is complied with.

Two years ago we recommended that the traveling expenses of these factory inspectors be increased to \$100 a month for each inspector. The law was amended with the idea of granting this increase in the expenses, but unfortunately it was not provided for by the legislature. The inspectors have been compelled to do the work immediately at hand and were not given proper opportunity to visit institutions and factories in the more remote parts of the State. However, we have not failed to respond to every special call no matter from what part of the State it came.

Again we urge that the present inspection law should be so amended as to give more direct and definite effect to our inspections. All orders for safety appliances should emanate from this Department so as to avoid confusion and duplication of effort.

The regular work of the inspectors shows hundreds of orders issued for safety appliances in factories and machine shops; for

the addition of toilet facilities, fans, etc. The inspectors also handle complaints of violations of the Women's Eight-Hour law, child labor complaints and not infrequently settle minor disputes between employers and employees in their various districts.

Each deputy factory inspector has a salary of \$100 a month while only \$600 a year has been allowed for traveling expenses. In order to retain the services of competent persons in these places it will be necessary to increase this salary payment materially.

FREE EMPLOYMENT

The work of the State Free Employment Offices is shown under the proper title in another part of this report. A total of 59,308 persons were placed in positions free of cost to the workers or to the employers seeking help. 101,247 persons applied for positions and 101,595 applications for help were received from employers.

The State maintains five free employment offices—two in Denver, and one each in Pueblo, Colorado Springs and Grand Junction. Despite the fact that no appropriation of any kind was made by the legislature for the maintenance or the expenses of the office at Grand Junction, the Department, by assigning a Deputy Factory Inspector to act as employment agent, and with the assistance of the Grand Junction Chamber of Commerce, the office was kept open during the busy season of each year, and was of the greatest benefit to the people of that section of the State.

The co-operation of the State Free Employment offices in obtaining jobs for returned soldiers resulted in placing 6,000 of these worthy citizens in suitable occupations.

Also much effective work was accomplished in securing help for Colorado farmers during the rush seasons. Our Free Employment agencies are given credit for saving the fruit crop on the western slope in 1920 by furnishing the hundreds of men and women for the work of harvesting when needed.

WAGE CLAIM BUREAU

During the biennial term the Department handled a total of 2,911 claims for wages for citizens of the State. Seventy-five per cent of these claims were settled satisfactorily to the claimants without a cent's cost to him or her, and also without expense to the person or firm owing the wages claimed.

The total amount of money involved in these claims reached \$161,810.77. This is at the rate of \$7,000.00 a month for the entire period and at the rate of \$280.00 for each working day. The total amount of money actually collected—either through this office or paid over direct to the claimant—reached \$79,953.65 for the two years.

The law under which the Bureau works at present is weak and impossible of enforcement as a criminal statute, as to make a case one must delve into the psychology of the employer's mind at the time of hiring the worker. There is great need of the enactment of an enforceable law to back up the efforts of the Wage Claim Bureau.

The experience of the Department during an administrative period covering almost four years convinces us that a law should be enacted fixing a basic work day as a standard for the computation of wages. We have also greatly felt the need of a law fixing a minimum wage for seasonal work. We would therefore urge that the incoming legislature give consideration to these changes.

If the Wage Claim Bureau is to continue its work it will need more help—at least three more clerks, and proper allowance for incidental expenses. The great volume of work is at present undertaken by a clerical force employed for other duties. We would recommend that ample provision be made to carry on this necessary work, or else abolish the Bureau.

WOMAN'S EIGHT-HOUR LAW

More than 200 alleged violations of this statute were taken care of by inspectors. Some were legitimate complaints; others were based on fancied wrongs. It is but fair to say that there is little if any trouble experienced with the larger business institutions in the enforcement of this statute.

The law should be so amended as to make it practically universal. At present the statute does not apply to women who work in offices of professional men, banks, railroad offices, nor to women elevator pilots in the large office buildings.

Many business men prefer the forty-eight hour week to an arbitrary eight-hour day for women workers. There are many good arguments for and against such a proposition and we hope that careful consideration will be given to the whole subject by the incoming legislature.

SEMI-MONTHLY PAY DAY LAW

This law was amended at the last session of the legislature so as to include all private and quasi-public corporations. Formerly railroads and ditch companies were exempted specifically.

The law should be further amended so as to include private employers, thus securing proper periodical settlement of wages due workers on farms and for private individuals.

There is substantial observance of this law by corporations in all parts of Colorado.

PRIVATE EMPLOYMENT AGENCIES

There are forty-two private employment agencies doing business in the State under license issued by this Department.

The statute governing the fees to be charged by these private employment agents is uncertain and ambiguous. We quote:

“Where a fee is charged for receiving or filing application for employment, or for help, said fee shall in no case exceed the sum of one dollar for any person applying for work as a day laborer, mechanic, artisan or household or domestic servant. . And in no case shall the fee charged exceed the sum of two dollars for professional positions.”

This leaves the fee that may be charged in occupations not specifically named “up in the air,” so that teachers, stenographers, clerks, and workers of that class generally, may be forced to pay excessive fees for the services of an employment agent. We again urge that this law be amended so as to include in the stated fees to be charged persons of all occupations without limitations.

We recommend also that the license fee of the private employment agents should be fixed at \$100.00 a year in cities of 50,000 or more population.

The statute which provides for licensing private employment offices should also be amended so as to require all such to make periodical reports to this Department of business transacted. At the present time there is no way of determining how much or what kind of business is done by these private employment agencies.

STRIKE SETTLEMENTS

Several important industrial disturbances occurred in Colorado during the past two years. The most stubborn of these occurred in the steel industry, the coal mining industry, and in connection with the operation of street cars in Denver.

We have at all times been ready to serve contending parties in the settlement of misunderstandings.

Reports printed elsewhere from Labor organizations in Colorado show that eighteen strikes occurred at different times. Of these ten were reported to be “successful”; six were compromised; one strike lost; one strike not settled. The termination of other strikes was not reported to this Department, hence are not recorded. Some of these strikes were won, others were lost.

FACTORY INSPECTION

In this branch of departmental work we consider standardization as the most important. In the last biennial report much stress was laid on this subject, but without results. We again renew these recommendations and trust that in the near future they will be given consideration.

STANDARDIZATION

On any dangerous piece of machinery the following agencies may give orders or issue recommendations to employers:

State Factory Inspectors.

Compensation Insurance Inspectors.

Municipal Inspectors.

Safety Engineers employed by private concerns.

Master Mechanics employed by private concerns.

Foremen employed by private concerns.

There is, quite frequently, a wide difference of opinion as to the most practical design. In some cases the opinion of one inspector will prevail and protection constructed accordingly; and in other cases another design will be adopted which may give better protection or not so good.

The inspector employed this year may be of a different opinion to the one employed next year, and result in an order for a change of design which is not only annoying to the owner of the institution affected, but most expensive as well, and wholly uncalled for.

The average employer is anxious to properly protect his employees against accident, but expects and is entitled to assurance that the expenditure of his time and money will produce permanent protection and that he will not be required to make additional expenditures whenever an inspector comes along with ideas that are slightly different to those of his predecessor.

Standardization of requirements will eliminate this condition as it will charges, which are at times made, to the effect that inspectors may discriminate in favor of or against certain individuals or firms as a result of personal friendship or enmity.

CENTRALIZATION OF POWER

The department has frequently been confronted with differences of opinion on the part of municipal safety authorities, insurance inspectors and in fact every agency whose duty embodies

the adoption of safety measures or designs; and in almost every instance these differences would not exist if requirements were properly standardized and controlled.

The State Factory Inspection Department should more properly be called The State Safety Inspection Department and all classes of safety inspections or recommendations should be exercised under the supervision of the State department.

A code of standardized requirements should be adopted, and amended from time to time, by the State Legislature; and as a result of recommendations submitted to them by a committee from an annual convention consisting of representatives of every State or Municipal Safety Department, compensation insurance companies and Safety experts representing private concerns.

After the adoption of the code mentioned the various enforcement agencies should be required by law to follow the standard adopted and submit a copy of all safety orders, or recommendations issued to the State Department.

Work covered by Municipal authorities would, in this way, be recorded and the confusion resulting from double inspection and orders issued affecting the same work eliminated.

The adoption of this plan would result in the approval of all classes interested in the safety of the State's citizens and would overcome the present difficulties and confusion.

BUILDING STRUCTURAL SAFETY

The structural safety of buildings, particularly those in which the public are permitted to assemble (schools, theatres, hotels and similar institutions), should be thoroughly covered by law and included in the Standardized code.

Contractors should be required to secure a State License based upon ability to perform the work in which they will become engaged and give bond for the faithful performance of their obligations. Fees should be nominal and based upon ability to construct, rather than to pay.

SOME SAMPLE CASES

The above recommendations are the result of the experiences of the Department's inspectors for the last four years, and below are enumerated some of the locations and classes of risks the State was called upon to overcome:

Semper, Colorado. School building damaged by water; inadequate drainage.

Yuma County, southwest of Wray. School unsanitary, skunk and reptile nests underneath; windows in bad condition.

Meeker. High School condemned; walls in dangerous condition; inadequate drainage.

Fowler. Grade school, repairs to fire escape; order for adequate drainage and required hand rails for stairs. High School, hand rails for stairs.

Brush. New High School, possible inadequate drainage.

Glenwood Springs. Grade school building partly condemned and balance ordered repaired to permit temporary use.

Fowler. Church, dangerous stairs, lack of rails around outside platform and stairs; change doors to swing outward.

Fowler. Church, hand rails for stairs and doors to swing outward.

Frederick. Bank building, Mercantile building, residence and Moving Picture Theatre; evidently damaged by sinking of ground.

Delta. Hospital, check on adequacy of materials.

Fowler. Commercial building, frame building condemned and fire hazard corrected on another; same premises. The strength of the materials in this frame building lacked more of being adequate than in any case called to the attention of the department; they did not figure to carry one-fourth the load required of them, and the second floor was used as a sort of apartment with several families occupying it. Providence evidently had something to do with its failure to collapse.

La Veta. School houses, churches, theatre, lodge hall and assembly hall. Doors did not swing outward and had inadequate toilet facilities.

Florence. Moving Picture house, Opera House, exit orders on each.

Vona. Commercial building, inadequate floor joists for new building.

Pagosa Springs. Hotel; repairs.

Thomas. Sanitary inspection.

Malta, camp near Torquoise Lake. Sanitary inspection.

Loveland, Colo. Canning factory; sanitary inspection.

Minturn. Shops; repair and sanitary orders.

Cumbres Pass. Camp; sanitary orders.

CHILD LABOR

The department co-operated with the school authorities in the enforcement of the child labor law. Our report of two years ago went into details as to the weakness of this statute, especially as it applies to the beet fields. We made recommendations to the legislature at that time, but nothing was done to improve what is admitted to be a deplorable situation.

There is urgent need of legislative action to remedy conditions in the sections of the State where the beet sugar industry is growing by leaps and bounds.

CHILDREN IN BEET FIELDS

An estimate of the number of children working in the beet fields in Colorado was made after conference with Judge Baker of the Weld County Court, and a representative of the Great Western Sugar Company, Denver.

Judge Baker stated that the number of children at work in the Weld County beet fields is about two thousand five hundred (2,500). The number of children in that county who are put to work in the fields is perhaps larger than in any other part of the state, but four hundred children are in the fields for every factory in Colorado. There are sixteen factories in the state which would give the total in the entire state at six thousand eight hundred (6,800), which estimate is probably liberal and for some of the districts it may be high.

CHILD LABOR IN DENVER

Permits for school children in Denver are issued by the city school authorities. Duplicates of all such are sent to the Department of Labor and these are filed in alphabetical order for reference when the necessity arises.

During the biennial period, 1919-1920, one thousand two hundred twenty-six (1,226) permits were filed in this office. Of these permits, seven hundred eighty-three (783) were for boys, and four hundred forty-three (443) were for girls. Permits to school children who have not completed the eighth grade are granted only after the fullest investigation, and upon the united judgment of the school principal, the attendance officer, and the supervisor of the attendance department.

The increase and growth in the number of permits issued by the Denver city school authorities within the past six years is shown:

1915-1916—Permits issued	657	
1917-1918—Permits issued	863	31% increase
1919-1920—Permits issued	1226	48% increase

Certificates have been issued during the biennial period which permitted the child to do messenger service. Those thus engaged are required to spend two hours each day in the Opportunity School maintained in Denver by the school district at the expense of the public.

GENERAL WORK

COLLECTION OF WAGE CLAIMS

The detailed reports show a gradual and quite heavy increase in the work of the Department of Labor in connection with the settlement of wage claims. The totals for the previous biennial period reached \$52,231.30, whereas the totals for the present biennial period aggregate \$79,953.65.

The largest claim—at any rate, the one involving the greatest amount of money—was collected early in the present biennial period. Sixty-five claimants were interested and the total amount of wages paid over to them at one time was \$5,700.00.

A large percentage of the claims presented to this office for collection are brought or sent in by persons who follow seasonal occupations and who do not remain long enough at the seat of employment to collect the wages earned. These are constantly shifting from one place to another, and it becomes necessary for this Department to keep track of them on the records, all of which involves much work in addition to the mere routine of entering a claim and attending to its collection.

Claims for unpaid wages come from citizens in all walks of life—men and women, white and black, native and foreign, married and single, old and young. They come from all parts of the State—in person, by letter, over the phone, and through neighbors or friends who know all the circumstances and who wish to assist the debtor.

By referring to the tabular statement it is seen that the total number of claims handled during the past two years reached 2,911 and the amount of money involved was \$161,810.77. This is at the rate of \$7,000.00 a month for the entire period, and at the rate of \$280.00 for each working day.

VALUE OF THE WORK

It may be stated with truth that there is no work done by any other State official, or by any other State Department, that is of so much direct value to citizens as is this very work of collecting wage claims.

Promptness and dispatch in handling cases is the prime essential. Every claimant is in a hurry to get his money. And he ought to have it at once. He has earned it and should not be denied the receipt and use of the wages that are honestly his. For that reason each claim is handled at once. No long delay is allowed to creep in, and the utter absence of red tape of any kind also favors prompt action and quick returns.

WAGE AND HOUR STANDARDS

The circumstances surrounding many of the claims for wages that remain unpaid bring out prominently the fact that in Colorado we have no legal standard work day, and no legal standard of minimum pay. Our statute, known as the general eight-hour law, affects only employees of the State and the employees of persons doing work for the State. Another statute makes certain specified occupations unhealthy and dangerous, and fixes the hours at which persons can be engaged at eight.

These laws do not apply to general work, or casual employment, hence there is constant misunderstanding and friction between employer and employee on the "length of the day." We have been compelled to hold that a day is not over until another one begins, which of course is all the time there is in 24 hours. Many persons, particularly those engaged on farm and ranch, remain at work excessively long hours in each day, thinking that at time of settlement a basic eight-hour day will be applied to the time that they served and that thus all overtime will be taken care of. They expect the State to look after this for them.

They are deeply disappointed when they find that there is no statute that applies to their case and they are not slow to express their mind freely, asseverating loudly that "the workingman has no rights."

We believe that the time has come when the General Assembly should enact a statute that will serve as a standard in all such cases. It would be an easy matter to adopt a law which provides a basic day for all labor in Colorado. We believe that such a law would be an act of justice long delayed to the citizens of the State who by choice or by force of circumstances continuously work for wages.

As to the wisdom of enacting a statute establishing a minimum wage in Colorado for all workers, there is much difference of opinion. It is the deliberate judgment of those connected with the Department of Labor, after four years of experience in handling matters of this kind that come up constantly and affect unjustly the man and woman who works for a daily wage, that there should be a standard minimum wage fixed by law. Both employer and employee would be benefited by its operation. We hope that such a law will be given consideration by the members of the next General Assembly and after thorough discussion adopted as the permanent policy of the State.

CLAIMS AGAINST RAILROADS

A very large amount of clerical work and correspondence has been necessary during the biennial period in connection with claims filed against railroad companies.

The total number of such claims handled reached 314. These can be roughly divided into three classes: (1) Claims for back pay; (2) Claims for delayed checks; (3) Claims for refund of

money held out of pay to take up subscriptions for Liberty Loan bonds.

In connection with this feature of the work the total amount of money turned over to employees as a result of the two years' activities was \$10,301.88, averaging \$32.50 for each claim handled.

While it is not claimed that these men would have received none of this money but for our efforts, nevertheless all the surroundings show that a very considerable amount of money due railroad workers for back pay and for delayed and missent checks would never have reached the claimants but for the work of the Department of Labor. Certainly no other State bureau was in position to look after such claims promptly and effectively.

Of the total of 314 claims handled, 35 were for refund of money withheld by the companies to take up subscriptions to Liberty Loan bonds. These claims involved \$1,346.00, an average of \$38.40 for each claimant.

FUTURE NEEDS

As is indicated in our review of labor laws and recommendations, it is of the highest importance that the incoming General Assembly should make proper provisions in the way of appropriations and clerical help to properly conduct the wage claim department so that its work may be put on a more lasting and permanent basis, and so as to relieve the present force of assignable clerks who have been attending to this work.

The record made, which is shown by the accompanying report by months of business transacted, proves it to be one of the most beneficent institutions in Colorado. It has justified its existence entirely by voluntary features, and no legislative body thus far has taken the trouble to scrutinize its work and back up its claims for special appropriation of funds to make it self-sustaining, and to make it a far more effective agency than it can ever hope to become without such financial assistance.

RESULTS ACHIEVED

As will be seen by the tables that accompany this statement we have been able to settle satisfactorily more than seventy per cent of the claims filed. That is to say, seven out of every ten claims filed are paid to the claimant, either directly or through this Department. Many of those are not collectible for the reason that they are not just and proper claims. The Department has to deal with many of that kind. Every attempt is made to determine whether there is just ground for action on our part, but even after the most painstaking efforts in this direction a certain number of cases are handled which are found after investigation to be groundless.

Indeed, we have no hesitancy in saying that as at present administered, the wage claim department is also of great benefit to

the employers of labor. Methods adopted and policies pursued undoubtedly, in many cases, have saved much time and money to employers who for one reason or another have not met pay rolls promptly.

Again we commend the work of this Department to the thoughtful consideration of the General Assembly and bespeak a generous treatment of work little known outside of the ranks of the humble and lowly who have felt its forceful influence.

WAGE COLLECTIONS

	Biennial Period, 1919-1920		Number Claims Paid	Amount Collected
	Number Claims Filed	Amount Involved		
1919				
December, 1918	119	\$12,585.46	131	\$ 7,438.82
January, 1919	110	7,169.00	71	2,056.75
February	167	4,833.13	71	3,635.78
March	66	4,614.35	77	1,628.02
April	209	5,780.03	78	3,089.15
May	118	5,551.63	95	3,085.50
June	128	6,609.12	105	4,555.22
July	148	5,604.05	121	4,849.28
August	137	4,824.58	106	2,935.45
September	151	6,809.39	112	2,820.44
October	168	9,648.60	132	6,634.86
November	150	8,416.30	106	3,581.95
Totals	1,611	\$82,445.64	1,208	\$46,311.22
1920				
December, 1919	96	11,278.43	63	3,669.43
January, 1920	95	7,130.04	55	1,068.05
February	88	3,104.29	58	1,093.74
March	81	3,228.76	76	2,496.97
April	85	4,354.36	63	1,355.63
May	118	13,929.98	126	7,400.72
June	132	7,005.25	78	2,738.50
July	122	5,193.32	68	1,284.15
August	122	7,426.51	73	2,199.21
September	124	5,885.76	93	2,923.47
October	125	4,084.12	75	3,009.52
November	112	6,774.31	87	4,403.04
Totals	1,300	\$79,365.13	915	\$33,642.43

Percentage of claims collected in 1919, 75%.

Percentage of claims collected in 1920, 70.5%.

STRIKES

During the past two years several strikes have occurred in Colorado which seriously affected industry. There were three important industrial disturbances in 1919—strike of steel workers at Pueblo involving 6,500 workers; strike of coal miners in the southern coal fields involving about the same number of men for a brief period; strike of street railway men in Denver.

The strike of steel workers continued about three months: loss of wages estimated at \$2,600,000: coal strike loss of wages in ten days about \$26,000: street railway men loss of wages approximately, \$418,500.

The street railway men in Denver went on strike July 7th, 1919, for increase in wages, completely stopping the running of cars on all lines.

On the following day we offered our services as a mediator. The men accepted and after a full and complete hearing of the issues involved from their standpoint, we advised the strikers to go back to work at the former rate of pay, with the understanding and assurance that this old schedule would be revised within six months.

The strikers accepted this advice and the Company immediately adopted the plan. On the 11th of July all cars were again running on regular schedule. Length of strike, five days.

In 1920 the one outstanding labor disturbance in Colorado was the street railway men's strike in Denver, which begun August 1st. The members of the street railway men's union went on strike to enforce a working agreement with the company, and for increased wages.

No cars were run for five days, when imported strike breakers began operating armored cars, carrying no passengers. At the end of a week citizens were permitted to board the cars. Mobs formed and rioters destroyed street cars and other property. Before order was finally restored by declaration of martial law and the presence of United States troops, six persons were killed and 52 were injured.

Weeks elapsed before regular street car service could be maintained; new and untrained men being used as conductors and motormen. The strike was lost, the company refusing to take back the strikers as a body and also refusing to adopt a working agreement with the men as a union.

The direct financial loss to the Tramway company is estimated at \$200,000. The loss to the men in wages amounted to approximately \$5,000 a day.

In the latter part of October, 1920, the coal miners in the northern Colorado fields went on strike to enforce the adoption of a working agreement with the operators covering a two-year period.

The State Industrial Commission immediately took the matter in hand on the ground that the law requiring thirty days' notice of intention to strike had been evaded. Within a week the whole controversy had been settled and the men were back to work. About thirty mines were affected, and the number of men involved reached 2,000.

WOMAN'S EIGHT-HOUR LAW

Proper enforcement of the Woman's Eight-Hour Law has claimed a great deal of attention and time during the past two years. Believing as we do that this law is a necessary and valuable one, the Department has followed a vigorous policy of enforcement from the very inception of the present administrative period nearly four years ago.

All complaints of violations were looked into promptly and adjusted amicably. Many complaints are found to be based on

misunderstanding of the provisions of the law, and when this is explained little difficulty is encountered to have the same observed.

Inspectors connected with the Department made personal visits to 123 different establishments and concerns, and these were confined largely to Denver. In all cases compliance was promptly secured.

The concerns and institutions visited include the following:

Institutions	Number Visited
Bakery	5
Boarding House	2
Drugs	2
Hotels and Roming Houses	23
Grocery stores	6
Laundries	17
Millinery	2
Manufacturing	14
Office Buildings	5
Restaurants	36
Stores	7
Tailors	2
Miscellaneous	2
Total	123

There were a number of complaints that came over the telephone and by letter anonymously. All such cases are not handled by the Department. To make complaints anonymously is manifestly unfair since they always refer to women in occupations not covered by the law on which the Department could take no action. The Department, not knowing the name or address of the person making the complaint, had no means of informing him of this situation, leaving him under the impression that we were doing nothing to protect women who work more than eight hours.

We believe the time has come for the State legislature to amend this law so as to extend its provisions to all women who work for wages without regard to the particular occupation in which they are engaged.

For instance, it has been held by the Attorney General of the State that the law does not apply to women stenographers in a doctor's office, nor to a woman stenographer in a lawyer's office. Just recently the Attorney General has held that the law does not apply to women elevator pilots in office buildings.

REPORTS TO INDUSTRIAL COMMISSION

During the year 1920 the Department of Labor sent to the State Industrial Commission such data secured by Factory Inspectors as was of importance and use to that Commission.

Information was secured as to name of concern; where located; kind of business; number of employees, male and female; whether or not State compensation insurance is carried; whether or not State compensation insurance was rejected, and if so, if notices of such rejection are posted.

A total of 597 reports were made out and transmitted to the Industrial Commission for the use of that body.

PRIVATE EMPLOYMENT AGENCIES

During the period of the war many private employment agencies were compelled to close up their places of business. There were no men to be had even though the demand for men and women was greater than ever in the history of the state.

The teachers' agencies who place woman almost exclusively, were not handicapped by this condition, and, on the contrary, there was more demand for teachers than ever before—the demand by far exceeding the supply. These agencies did the best business in their history.

After the armistice was signed and men were available after return from service, the philanthropic societies—Red Cross, Knights of Columbus, Young Men's Christian Association, Civic and Commercial Associations and Federal Employment Service—immediately took up the work of supplying these men with employment. For this reason there was little demand for the paid agencies, and it was not until a year or more had elapsed before the private employment agents began to re-enter the field.

The State Free Employment Bureaus in Denver, Pueblo, Colorado Springs and Grand Junction were at the same time cooperating with the soldiers' bureaus in securing positions for the unemployed. No fees are charged any applicant for this service.

Under the law the labor department is charged with enforcement of the statute which governs and regulates private employment agencies within the State. The labor commissioner requires that every applicant for a license shall furnish a good and sufficient bond in the penal sum of \$1,000, to be approved by the commissioner, conditioned that he shall not violate any of the conditions, provisions and requirements of the Act.

Licenses for the operation of agencies are issued by the labor commissioner after first approving their bond. The fee is based on the population of the town or city in which the agency is located. Cities of 25,000 or over are charged \$50.00 per year; towns of less than 25,000 and more than 5,000, a fee of \$25.00, and cities and towns under 5,000 are charged \$10 a year.

A revocation of only one license has been necessary during the two-year period. This was for misrepresentation to applicants regarding a position in which they had paid railroad fare, hotel expense, etc., in order to reach the place of employment.

This agent shipped six Mexicans to the northern part of the State to work as section hands on a railroad. When they arrived, the foreman refused to put them to work. The bonding company was notified and requested to send check to cover fees and railroad fare which the men had paid out in order to return to Denver.

Another agent was refused a license because of his inability to furnish the required bond.

About two hundred complaints of various kinds have been filed with this department against the different employment agencies. In some cases it was only a matter of misunderstanding on the part of the applicant for a job, and, in others, after investigation it appeared there had been some misrepresentation on the part of the agent.

In all cases this office has been able to effect a compromise or settlement without resorting to court action.

From the many cases which we have handled it is deduced that, while the laboring people as a class are naturally independent and are loath to accept a service in the form of charity, they are inclined to rebel at the thought of being compelled to pay for something which they feel inherently entitled to and in the securing of which they intend to deliver value received for the wage they are paid in return for their labor.

One employee, a supervisor, is appointed by the labor commissioner to collect fees for licenses, and arbitrate and settle disputes which arise between applicants for jobs and the employment agent. He receives a salary of \$125.00 per month. His activities are necessarily confined to the city as no appropriation is made for traveling expenses throughout the state. The clerical work incident to the work is done by the statistical stenographer in addition to regular routine work.

Following is a list of employment agencies operating in the State of Colorado:

Albert Teachers' Agency, Denver; J. Allen, Denver; Business Men's Clearing House, Denver; J. R. Bayless, Pueblo; Henry C. Cole, Denver; Cass and Philbin, Denver; Collegiate Bureau of Occupations, Denver; Dwight & Rainger, Boulder; Dick Teachers' Agency, Denver; James B. Daugherty, Denver; A. J. Fitt, Denver; Fisk Teachers' Agency, Denver; J. J. Garcia, Denver; Hoel-Ross Business College, Grand Junction; Ideal Teachers' Exchange, Denver; Interstate Employment System, Denver; Jackson Employment Agency, Denver; Chas. Jacobs, Denver; T. J. Kaiser, Denver; Lyons Bros. Company, Denver; McMillan & Economy, Denver; Thos. J. Mullen, Denver; T. W. Nichols, Pueblo; Bert H. Norton, Delta; Antonio S. Pacheco, Denver; H. T. Quigley, Denver; J. V. Rhoades, Denver; Rocky Mountain Teachers' Agency, Denver; E. J. White, Denver; Mary E. Richards, Denver; Ned Robinson, Glenwood Springs; Emil C. Sandberg, Denver; Sanchez & Allen, Denver; W. C. Smith, Pueblo; Louis A.

Thomas, Gunnison; F. E. Vogleson, Denver; Western Teachers' Exchange, Denver; C. W. Wills, Denver; Mrs. Julian White, Denver; William Wells, Denver; Western Railway Labor Agency, Denver; Stanley Zacharyasz, Pueblo.

STATE FREE EMPLOYMENT OFFICES

The law creating free employment offices in Colorado was enacted by the General Assembly in 1907. That law authorized the opening of such offices as follows: Two offices in cities having a population of 200,000, and one in each city having a population of 30,000.

Under the provisions of that law offices were opened and successfully conducted in Denver, in Colorado Springs, and in Pueblo.

In 1917, the State legislature, on the suggestion and at the request of the Department of Labor, an additional office was authorized to be opened in Grand Junction, but no appropriation for manning nor maintenance of same was made at that time, nor has any appropriation in behalf of that office been made by the legislature since then. The office has been kept open to the public during the summer months by assigning a Deputy State Factory Inspector to the duty of Free Employment Agent.

During the ten years that have passed since the Free Employment offices were first established they have won their way gradually into the confidence of the public. Today they are patronized freely by persons seeking work as well as by people who desire to secure help. The business of each of the offices has grown perceptibly from year to year as their benefits have come to be appreciated and the service rendered has come to be more widely known.

The existence of these State Free Employment offices, well grounded as they are in activities, has been of incalculable benefit also to the general government of the United States in handling the labor problem during the war as well as assisting materially in placements of returned soldiers since the close of the war.

Surely the State Free Employment offices in this State have justified their existence in the past and have established their necessity in the future. It is therefore reasonable and proper to ask for and expect such financial support from the legislature by appropriation of money as will be ample and will insure the further growth and development of these valuable public institutions.

LACK OF FACILITIES

The amount of money appropriated by the General Assembly for the incidental expenses of the State Free Employment offices should be large enough not only to provide additional office furniture, equipment and quarters, but should also be large

enough to allow those in charge to undertake a certain amount of judicious advertising in well-established newspapers, as well as in trade journals.

In the past our State Free Employment offices have been sadly handicapped for the lack of means to pursue modern methods of securing business. Proper newspaper publicity insures returns that no other medium can give.

The use of a liberal amount of newspaper advertising space in appealing to men who need work, and in bringing the activities of our offices to the attention of those who need workers, would undoubtedly result in the establishment of permanent lists of laborers ready for any turnover or emergency that might arise.

When the State Free Employment offices are placed in position to outstrip the private employment offices in the service actually rendered to patrons, very shortly none would be willing to pay even a small amount to a private concern for a service that the State stands ready and willing to render without any cost whatever. As a matter of fact, no working man or woman should be compelled or even asked to pay for securing a job.

In spite of the absurdly low salaries paid the employees—\$100.00 a month to each—efficient and painstaking employees remained in charge and performed the public functions in a whole-hearted and cheerful manner. The trying work of a superintendent of a free employment office, where the volume of business transacted is as great as shown by the returns, is easily worth double the salary now paid, while the amount paid to the assistants, though increased to \$100.00 by the last General Assembly, is still far below what the State should pay for this class of work. We are recommending suitable increase in the salaries to be paid to these officials in the future.

PLACING RETURNED SOLDIERS

A very important undertaking in connection with the work of the Free Employment offices was placing returned and discharged soldiers in suitable positions. This was done in Denver, in Colorado Springs and in Pueblo. Honorably discharged soldiers were engaged in this work in each of these places. Office room and desk room were furnished by the Free Employment offices and all the work was prosecuted through the avenues first established by the State.

At the end of the year 1919 it was felt that the emergency had passed and the soldier employees were dismissed and assigned to other occupations. In Pueblo, however, the Superintendent has made it a particular and special duty to keep up the activities in that direction, and the report shows that regularly every month returns were made of the number of former soldiers placed in positions in that particular office.

CO-OPERATING WITH FEDERAL SERVICE

Early in the year 1920 the Colorado Department of Labor became definitely connected with the U. S. Employment Service conducted in connection with the U. S. Department of Labor at Washington. The Deputy State Labor Commissioner was at that time appointed Federal Director for Colorado.

Our work has been almost entirely of a nature that would keep the Government Zone officer, located at Kansas City, Kan., informed as to the labor supply, as to the need of laborers in large numbers in this State, and in assisting in securing help for farmers and places for farm laborers in our own State.

Reports have been made regularly to the Zone officer and to the Headquarters in Washington. These include labor placements of both men and women, as well as periodical reports as to the labor situation generally. We have thus been able to perform the most important and vital function of keeping labor at home and of preventing unnecessary shifting of large bodies of casual laborers from one point to another and from one occupation to another.

EMPLOYMENT OFFICE AT GRAND JUNCTION

It has been deemed necessary in order to serve the farmers and fruit growers of the Western Slope, to again maintain the State Free Employment office at Grand Junction.

The Twenty-First General Assembly in 1917 adopted an amendment to the law creating the State Free Employment offices, which provided for the opening of an office at Grand Junction. No appropriation was made for expenses nor for the employment of a superintendent or clerk. Nevertheless during that biennial period a Deputy State Factory Inspector, in co-operation with the Chamber of Commerce of Grand Junction, which body provided office room, kept the Free Employment Office open during the spring and summer months.

During the present biennial period the same plan was pursued, no appropriation of money being available to do this work. We have felt that the work in connection with employment of laborers and in connection with furnishing help to farmers and fruit growers at a time when needed was of such importance that it must not be neglected, even though a State official appointed for an entirely different work had to be assigned to carry it on.

The results achieved have justified this action on the part of the Department of Labor. However, we must again call the attention of the General Assembly to the necessity of providing funds for the proper conduct of the Free Employment office at Grand Junction. The people of the Western Slope are entitled to proper recognition in that respect and should no longer be subject to the danger of having their only employment office closed for the want of a State appropriation to keep it open.

FARM LABOR

“Colorado Farmers for Colorado Farms” has been the slogan adopted in connection with farm help. Nothing was left undone that would bring about this desired result. Colorado’s need was of first consideration always, and the aim was to supply Colorado farmers needing help first, then afterwards, if a surplus of men obtained, supply other nearby States where the need was great and the supply meagre. Indeed, our own citizens are not fully and properly cared for unless they are given work right here at home whenever such is obtainable.

To this end the Department has kept in touch with county agents who are thoroughly informed and conversant with local needs. It was the aim always to avoid unnecessary shipment from place to place. Home men for home work was what we sought to accomplish.

The Department by no manner of means pretended to fix the wages—this was done exclusively by agreement between employer and employee. Figures of general application were obtained from reliable sources stating wages offered. These served as a guide, no doubt in many cases served as a permanent basis of pay.

In order to be fully advised on what was done by officials in other States, the Department kept in touch with the zone clearance officer of the Government Employment service, who is located in Kansas City, Kan. Periodical reports were sent to the zone officer covering particularly the farm labor situation in this State. Reports of a similar character were received by this Department and given publicity through the regularly established State Free Employment offices in Denver, Colorado Springs and Pueblo.

Every effort was made to prevent unnecessary “turnover” of labor, and to discourage the hiring by one farmer of the laborers already engaged by another farmer. It gives us pleasure to state that we were largely successful in this, and no complaints were heard of unethical conduct in the hiring of seasonal labor during the past year.

No considerable shortage of farm labor was reported from any section of the State, showing that our efforts to provide against such a contingency early in the year were rewarded.

BEET FIELD WORKERS

Cultivation of the sugar beet in Colorado has become one of the principal industries. The farmers in the Arkansas valley, the Platte valley and the Grand River valley are yearly increasing the acreage planted to beets. Contracts are made with the beet sugar factories for delivery of the crop, and likewise contracts are made with workers for the labor connected with the growing crop and for harvesting the same.

During the year 1920 the prices paid for this work were as follows:

	Per Acre
For bunching and thinning	\$11.00
For second hoeing	3.00
For third hoeing	2.00
For pulling and topping	14.00

During the year 1919 the prices ranged as follows:

	Per Acre
For bunching and thinning	\$ 8.50
For second hoeing	2.50
For third hoeing	1.00
For pulling and topping	13.00

COLORADO FARM LABOR—WAGES, 1920

Counties—	Single Man, No Board, Day	Single Man, With Board, Day	Single Man, No Board, Month	Single Man, With Board, Month	Married Man, Month	Number New Men Required
Alamosa	\$3.50	\$2.50	\$90.00	\$60.00	\$90.00	.....
Bent	4.00	3.00	80.00	65.00	80.00	200
Boulder	3.50	2.50	100.00	50.00	75.00	.....
Conejos	3.50	2.50	100.00	75.00	.....	.....
Costilla	3.50	2.00	86.00	55.00	.....	.....
Crowley	4.00	3.00	100.00	80.00	130.00	600
Denver District .....	.....	3.00	.....	60.00	80.00	.....
Delta	4.00	3.50	90.00	65.00	75.00	500
Fremont	3.50	2.00	105.00	60.00	.....	.....
Elbert	4.00	3.00	75.00	50.00	100.00	500
El Paso	3.50	2.50	.....	50.00	70.00	150
Garfield	4.00	3.00	100.00	75.00	100.00	.....
Kit Carson	4.00	3.00	125.00	75.00	75.00	50
Larimer	4.00	3.00	75.00	75.00	90.00	.....
Las Animas	3.00	2.50	75.00	50.00	75.00	50
Logan	5.00	4.00	125.00	75.00	125.00	.....
Mesa	4.00	2.50	90.00	60.00	85.00	.....
Montezuma	3.50	3.00	100.00	75.00	100.00	200
Morgan	5.00	3.75	100.00	75.00	125.00	400
Montrose	3.00	2.25	75.00	60.00	80.00	50
Otero	4.00	3.00	70.00	50.00	80.00	.....
Phillips .....	.....	.....	.....	50.00	75.00	50
Prowers	3.50	2.75	100.00	80.00	100.00	1,000
Pueblo .....	.....	2.50	.....	60.00	80.00	250
Rio Grande .....	.....	3.00	.....	65.00	90.00	.....
Routt	4.00	3.50	.....	60.00	75.00	100
Saguache	3.50	2.50	90.00	65.00	75.00	50
Washington	5.00	3.50	90.00	75.00	100.00	300
Yuma	3.50	2.50	.....	75.00	.....	.....

Established price for threshing wheat, 40c a bushel.

STATE FREE EMPLOYMENT OFFICES

Table Showing Number of Applications for Work, Number of Applications for Help and Number of Situations Secured, by Months, in 1919 and 1920.

	—1919—			—1920—		
	Appl. for Work	Appl. for Help	Jobs Se- cured	Appl. for Work	Appl. for Help	Jobs Se- cured
December, 1918—						
Denver No. 1	1,692	643	361	2,581	735	381
Denver No. 2	1,509	3,229	1,388	2,580	730	730
Colorado Springs	423	320	298	411	394	340
Pueblo	467	432	383	692	503	481
	<u>4,091</u>	<u>4,624</u>	<u>2,630</u>	<u>6,264</u>	<u>2,363</u>	<u>1,586</u>
January, 1919—						
Denver No. 1	2,395	923	829	2,291	588	393
Denver No. 2	1,852	973	842	2,292	574	396
Colorado Springs	525	449	409	544	463	434
Pueblo	664	426	489	628	570	536
	<u>5,436</u>	<u>2,871</u>	<u>2,569</u>	<u>5,755</u>	<u>2,203</u>	<u>1,795</u>
February—						
Denver No. 1	2,201	668	601	1,652	504	327
Denver No. 2	2,102	604	736	1,632	513	328
Colorado Springs	428	371	302	441	465	375
Pueblo	527	398	385	614	663	578
	<u>5,258</u>	<u>2,061</u>	<u>2,024</u>	<u>4,339</u>	<u>2,145</u>	<u>1,610</u>
March—						
Denver No. 1	1,809	746	592	1,651	569	393
Denver No. 2	1,896	866	648	2,323	722	390
Colorado Springs	524	491	463	681	787	608
Pueblo	654	565	530	767	860	738
	<u>4,883</u>	<u>2,668</u>	<u>2,233</u>	<u>5,422</u>	<u>2,838</u>	<u>2,129</u>
April—						
Denver No. 1	508	510	392	1,248	875	511
Denver No. 2	514	556	384	1,198	826	513
Colorado Springs	531	593	514	571	741	519
Pueblo	676	677	617	772	678	721
Grand Junction .....	.....	.....	.....	236	256	216
	<u>2,229</u>	<u>2,336</u>	<u>1,807</u>	<u>4,025</u>	<u>3,476</u>	<u>2,480</u>
May—						
Denver No. 1	843	825	520	1,313	1,003	484
Denver No. 2	832	761	520	1,254	1,052	489
Colorado Springs	727	772	682	602	709	567
Pueblo	795	895	766	748	745	719
Grand Junction	123	252	255	256	353	356
	<u>3,320</u>	<u>3,510</u>	<u>2,743</u>	<u>4,173</u>	<u>3,953</u>	<u>2,615</u>

STATE FREE EMPLOYMENT OFFICES

Table Showing Number of Applications for Work, Number of Applications for Help and Number of Situations Secured, by Months, in 1919 and 1920.

	1919			1920		
	Appl. for Work	Appl. for Help	Jobs Secured	Appl. for Work	Appl. for Help	Jobs Secured
June—						
Denver No. 1	1,015	1,600	661	1,517	1,318	633
Denver No. 2	1,039	1,573	661	1,615	1,348	646
Colorado Springs	766	868	734	721	835	640
Pueblo	889	1,035	867	984	1,181	964
Grand Junction	128	230	237	225	375	376
	<u>3,837</u>	<u>5,306</u>	<u>2,160</u>	<u>5,092</u>	<u>5,057</u>	<u>3,259</u>
July—						
Denver No. 1	1,281	1,380	798	1,865	1,263	485
Denver No. 2	1,226	1,229	832	1,848	1,235	488
Colorado Springs,	891	894	805	607	669	568
Pueblo	865	951	854	957	1,045	909
Grand Junction	238	238	238	376	268	274
	<u>4,501</u>	<u>4,692</u>	<u>3,527</u>	<u>5,653</u>	<u>4,480</u>	<u>2,724</u>
August—						
Denver No. 1.....	1,806	1,091	606	1,706	1,050	596
Denver No. 2	1,045	1,054	987	1,726	1,127	592
Colorado Springs	751	912	725	650	776	602
Pueblo	822	988	787	907	932	835
Grand Junction	350	390	390	548	410	410
	<u>4,774</u>	<u>4,435</u>	<u>3,095</u>	<u>5,537</u>	<u>4,295</u>	<u>3,035</u>
September—						
Denver No. 1	1,421	1,209	747	930	596	563
Denver No. 2	1,420	1,207	745	1,017	610	578
Colorado Springs	670	873	639	514	560	460
Pueblo	939	1,143	917	937	1,088	899
Grand Junction	331	245	230	701	608	426
	<u>7,481</u>	<u>4,677</u>	<u>3,278</u>	<u>4,099</u>	<u>3,462</u>	<u>2,926</u>
October—						
Denver No. 1	2,375	1,038	752	1,049	626	477
Denver No. 2	2,373	1,064	743	1,063	632	476
Colorado Springs	519	549	482	358	379	340
Pueblo	848	951	778	958	1,012	916
Grand Junction	310	207	203	.....	.....	.....
	<u>6,425</u>	<u>3,809</u>	<u>2,958</u>	<u>3,428</u>	<u>2,649</u>	<u>2,209</u>
November—						
Denver No. 1	2,735	839	508	898	383	314
Denver No. 2	2,724	849	509	859	376	334
Colorado Springs	400	368	353	311	280	254
Pueblo	561	441	426	769	662	654
	<u>6,420</u>	<u>2,497</u>	<u>1,796</u>	<u>2,837</u>	<u>1,701</u>	<u>1,556</u>

WAGES AND COST OF LIVING

The Bureau of Labor statistics has obtained cost of living figures in Colorado covering the past two years. Heretofore only averages and estimates procured by U. S. Government statisticians were available. It was felt that averages were not sufficiently definite, therefore the prices that were actually paid by purchasers were secured.

In order to cover as wide a scope as possible nine different cities in the State were selected, and from these monthly returns were received and compiled. Following are the nine cities:

Denver—The most populous city.

Pueblo—a manufacturing center.

Colorado Springs—A residential city.

Grand Junction—A Western Slope city—agriculture.

Greeley—Agriculture—intense farming.

Sterling—Northeasterly location—railroad center.

Leadville—Metalliferous mining.

Trinidad—Coal mining.

Steamboat Springs—New and remote section.

For the year 1919 only the city of Denver was considered. Figures of actual costs by months were obtained regularly, care being taken to secure quotations on the same articles or varieties. These included provisions, dry goods and coal for domestic use. Tabulated statements covering the range of prices for the years 1919-1920 on all these articles of household necessities that go to make up the cost of living are on file in the Department for reference and for the use of the public.

RENTS

During the year 1919 the housing and rental situation in Denver and other Colorado cities suddenly became acute. Increase followed upon increase regularly until there was much complaint on the part of tenants. All former conditions and usages were discarded. No leases were written. Old leases having a term of years to run were deliberately broken or disregarded, or disposed of for a bonus. Owners in some cases made fake sales to dummy purchasers who immediately doubled the rent on the occupants. An altogether new and different condition obtained.

The Department of Labor made an original research covering the actual condition as to rents (confining the work to the city of Denver), so as to secure accurate figures on the actual increase that had so suddenly been thrust on tenants. This was undertaken for

the reason that the item of shelter takes up almost one-fifth of the entire family expenditure. Hence a substantial increase in the price of housing becomes most important in considering cost of living.

Ninety reports were received from tenants in different parts of the city. Fifty-eight of these came from persons occupying cottages and 2 came from tenants in apartments. All showed heavy increase in the rents charged. At the same time there was the additional complaint of lack of betterments or improvements by owners or agents. Fully thirty per cent of the returns showed that insanitary houses were occupied by the family sending in the report. Better service and better surrounding were not of the things that accompanied rent raises.

The various raises in rents reported in connection with this research when computed and calculated showed an actual increase in rents amounting to 59 per cent. These figures are borne out also by figures taken from the records of rental agencies.

CHANGES IN COST OF LIVING

A compilation of the figures secured from various sources—mostly U. S. Government reports—reveals the fact that in the six-year period between July, 1914, and July, 1920, the increase in the cost of the various items entering into the budget of the ordinary wage earner's family was as follows:

Food	119%
Shelter	58%
Clothing	166%
Fuel and light	66%
Sundries	85%

Investigations made by government and other agencies of the distribution of incomes by wage-earners' families in different sections of the country show that the average proportion of the income spent for food is 43.1%; for shelter, 17.7%; for clothing, 13.2%; for fuel and light, 5.6%; for sundries, 20.4%. When the increases in the cost of the separate items as given above are weighted in proportion to the importance of each in the average family budget, the increase covering the past six years is shown to be as follows:

TABLE SHOWING INCREASE

Budget Items	Relative importance in family budget	Increase in cost between July, 1914, and July, 1920	Increase as weighted in total budget
<u>All items</u>	<u>100.0%</u>		<u>104.5%</u>
Food	43.1%	119%	51.3%
Shelter	17.7%	58%	10.3%
Clothing	13.2%	166%	21.9%
Fuel and light	5.6%	66%	3.7%
Sundries	20.4%	85%	17.3%

Further comparisons showing increase may be gleaned from the following table, which shows the percentage of increase in the cost of living between July, 1914, and July, 1920, by separate budget items:

INCREASES FOR SIX YEARS

Increase in the cost of living between July, 1914, and	All items	Food	Shelter	Clothing	Fuel and light	Sundries
July, 1915 .....	.5%	-----	-----	3%	2%	-----
July, 1916	8.7%	11%	1.5%	20%	4%	4%
July, 1917	31.3%	46%	5%	43%	26%	17%
July, 1918	52.2%	62%	15%	77%	35%	50%
November, 1918	65.0%	83%	20%	93%	40%	55%
March, 1919	60.5%	75%	22%	81%	42%	55%
July, 1919	72.2%	90%	28%	100%	42%	63%
November, 1919	82.2%	92%	38%	135%	48%	75%
March, 1920	94.8%	100%	49%	177%	49%	83%
July, 1920	104.5%	119%	58%	166%	66%	85%

These are actual conditions and show that families with a fair distribution of income (even though the proportions spent for the separate items differ somewhat from the average) will encounter 104.5% increase in their cost of living. This assumes, of course, the maintenance of the same standard of living in 1920 as in 1914. Where the standard has been raised, it is to be expected that the increase has been greater, and vice versa.

THE FAMILY BUDGET

A new principle in budget making has been adopted within the past year. All previous budgets have attempted to establish a minimum cost of living for the year, but the difficulty has been that the variations in prices make it impossible to use the same cost budget in different localities. The new principle recognizes that quantitative measurements furnish the only fixed standard, and for this reason the budget is based on minimum quantities—that is, the minimum amounts of food, clothing housing, heat, light, furniture and furnishings and miscellaneous supplies required for a man, wife, and for three children below the age of fifteen, without regard to money value.

FOOD

The relative food requirements for adults and children are represented in the following table:

Male, 15 years or over	1.00
Female, 15 years or over .....	.90
Children, 11 to 14 years, inclusive .....	.90
Children, 7 to 10 years, inclusive .....	.75
Children, 4 to 6 years, inclusive .....	.40
Children, under 4 years .....	.15

On this basis the combined food requirements of the typical family of husband, wife, girl aged 6, boy aged 12, and boy aged 2, necessitates the purchase of enough food for 3.35 adult males. The minimum food budget compiled consists as a whole of 5,961 pounds of food a year, or approximately 115 pounds a week for the family. Typical weekly quantities are 8.5 pounds of meat and fish; 30.8 pounds (14 quarts) of whole milk; 7.5 pounds of flour; 9.6 pounds of bread and rolls; 3.1 pounds of sugar; 14.2 pounds of potatoes. Fruits and vegetables are divided into winter season and summer season foods.

CLOTHING

The clothing budget, like the food budget, is made up of articles actually worn by workers and the members of the family. Only actual replacements are listed. It is assumed that considerable sewing is done at home, including "making over," and that the clothing purchased is of good average quality. Moreover, this is distinctly a health and decency budget, with little provision for style or fashionable dress.

Items of clothing for the husband are: three winter and two summer union suits, a winter and a summer suit once in three years, a straw hat each year and a winter hat every other year, two pairs of work trousers or overalls, one dress shirt and 5 work shirts, two pairs of work shoes and a pair of dress shoes every other year. It is assumed that the wife will need mostly work clothing for the home, and accordingly she is allowed a dress waist, a woolen dress and a woolen suit only every other year, the same number of hats as the husband, and one pair of low and one pair of high shoes for the year. Three cotton waists, two cotton dresses and a kitchen apron are to be made at home. The wife is also expected to make garters for the 12-year-old boy, 6 cotton dresses and an apron for the 6-year-old girl and 8 cotton dresses or romper suits for the 2-year-old boy. Two pair of low shoes and three pair of high shoes are apportioned each of the two older children, and two pair of each to the baby. Stockings appear in similar large quantities, 12 pair for each of the two older children and 10 pair for the baby.

In each of the individual budgets, the miscellaneous unlisted articles are provided for by allowing a lump sum of money equivalent to a percentage of the total cost of the other articles of clothing. This amounts to 7 per cent for the husband, 8.5 for the wife, and 3, 8.5 and 6 per cent, respectively, for the three children.

HOUSING

A housing standard based upon health requirements must consider primarily air space, ventilation, lighting, sanitation, privacy and proper separation of the sexes. The proper applica-

tion of this standard makes necessary as many rooms as there are members of the family, with a complete and properly ventilated bathroom. The combinations of rooms may be three bed rooms, a living room and combination kitchen and dining room; or a combined living room and dining room, kitchen and three bed rooms; or two bed rooms and a parlor.

Every room should have at least one window; and approximately 560 square feet of total floor space, exclusive of bath, is the minimum for any one of these combinations of rooms. On account of varying climatic conditions, no heating standard is adopted, except that the method of heating should keep the principal living room at a temperature of 68° F. in the coldest weather in any locality. Lighting must be dependent upon the character of the house.

FURNITURE AND FURNISHINGS

Although a complete list of necessary household equipment is adopted, the quantity budget provides only for the necessary upkeep. For typical families spending between \$1,500 and \$2,100 a year, it is calculated that the annual upkeep of household equipment approximates seven per cent of the total purchase price.

MISCELLANEOUS

Considering the many duties of the wife, assistance from outside with the family laundry and scrubbing are included to the extent of one day a week. Minimum quantities of cleaning supplies and services are enumerated, among the most important of which are 90 small bars of toilet soap and 150 half pounds bars of laundry soap. The difficulties of fixing minimum quantities for maintenance of health, insurance, car fares, amusement and recreation, organizations and incidentals, are apparent. Many of these items depend upon local conditions. Insurance, both life and fire, is of the highest importance, and organizations, such as the church and labor unions, play an important part in the life of the average worker, and some expenditure on this account must be regarded as essential to normal living.

RATE OF WAGES ESTABLISHED BY TRADE UNIONS

Collected During the Biennial Period)
1919-1920

Occupation	Wages
Bakery Workers	25.00 per week
Barkery Works	25.00 per week
Barbers—Denver	30.00 per week
In State	25.00 per week
Bill Posters	30.00 per week
Bindery Women	22.50 per week
Blacksmiths .....	.72 per hour
Boilermakers .....	.69 to .85 per hour
Bookbinders	44.00 per week
Bricklayers	1.00 to 1.12 1/2 per hour
Broommakers	28.60 per week
Building Laborers	6.50 per day
Bushelmen	25.00 per week
Carpenters—Boulder .....	.75 to 1.00 per hour
Canon City .....	.75 per hour
Colorado Springs	8.00 per day
Denver	6.00 to 9.00 per day
Fort Collins	7.00 per day
Greeley .....	.75 to 1.00 per hour
La Junta .....	.75 to 7.00 per day
Sterling .....	.75 to 1.00 per hour
Walsenburg .....	.87 1/2 to 1.00 per hour
Chauffeurs	4.50 per day
Cigarmakers	6.00 per day
City Fiermen	125.00 per month
Cooks	5.00 per day
Electrical Workers	8.00 to 9.00 per day
Elevator Constructors .....	.70 per hour
Engineers	1.12 1/2 to 1.18 3/4 per hour
Express Workers	105.00 to 145.00 per month
Garment Workers	25.00 per week
Glass Workers .....	.65 to .82 1/2 per hour
Granite Cutters	6.80 per day
Iron Molders	6.40 per day
Jewelry Workers	5.00 to 11.00 per day
Laundry Workers—Men	4.16 per day
Women	1.66 per day
Leather Workers .....	.60 to .75 per hour
Letter Carriers	1,650.00 per year
Lithographers	20.00 to 50.00 per week
Machinists	5.76 per day
Mailers	5.50 per day
Meat Cutters	35.00 per week
Mine Workers (coal)	5.25 to 6.25 per day
Motion Picture Operators	35.00 per week
Packing House Workers .....	.90 per hour
Painters .....	.87 1/2 to 1.00 per hour
Photo Engravers	40.00 to 45.00 per week
Plasters	1.00 per hour
Plumbers	7.00 per day
Postoffice Clerks	1,400.00 to 1,800.00 per year
Printing Pressmen	45.00 per week
Printing Press Assistants	36.50 per week
Railroad Car Repairers .....	.67 to .72 per hour
Railroad Clerks	131.00 per month
Railroad Conductors .....	.72 per hour
Railroad Engineers	6.35 per day
Railroad Firemen	4.16 to 4.28 per day
Railroad Laborers .....	.39 1/2 to .49 per hour
Railroad Mail Clerks	1,600 to 2,300.00 per year
Railroad Maintenance of Way .....	.49 per hour
Railroad Switchmen	6.48 to 6.96 per day
Sheet Metal Workers	1.00 to 1.12 1/2 per hour
Stage Employees	6.00 per day
Steam Engineers	110.00 to 200.00 per month
Street Railway Workers	5.85 per day
Structural Iron Workers	9.25 per day
Tailors	40.00 per week
Typographical—Cripple Creek	5.50 per day
Colorado Springs	40.00 per week
Denver	45.50 per week
Grand Junction	40.00 per week
Greeley	39.00 per week
La Junta	36.00 per week
Pueblo	
Web Pressmen	5.25 per day

WAGE SCHEDULES

The schedules printed show wages actually paid to men and women in Colorado working in the stated occupations. Wherever possible comparison is made with the wages paid in other years.

In the industries given female employees work eight hours a day. Male employees mostly work eight hours a day, but in some cases the working day is nine hours, and in a very few of them the ten-hour day is the rule. An average would be about 9½ hours a day for the male employees in Colorado.

AUTO AGENCY, ACCESSORY AND REPAIRS

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Bookkeeper	\$25.00	\$30.00	\$40.00
Foreman (shop)	25.00	33.00	45.00
Janitor	15.00	18.00	22.50
Mechanics	25.00	35.00	50.00
Mechanic's Helper	10.00	12.00	40.00
Office Help	15.00	20.00	30.00
Sales	35.00	40.00	50.00
Stock	20.00	30.00	35.00
Washer	22.00	23.00	25.00
Female Help—			
Bookkeeper	7.00	20.00	25.00
Stenographer	13.00	18.00	20.00
Telephone	10.00	12.00	17.50

AUTO TIRE SALES

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Office Manager	\$75.00*	\$ 80.00*	\$150.00*
Salesmen	90.00*	100.00*	125.00*
Shop Men	18.00	20.00	25.00
Tire Changers	10.00	12.50	18.00
Female Help—			
Stenographer	10.00	12.50	20.00
Bookkeeper	10.00	12.50	18.00

*Monthly Wage.

BAKERY AND SALES

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Bakers	\$10.00	\$20.00	\$27.50
Drivers	13.00	18.00	25.00
Floormen	12.00	18.00	22.50
Porter	15.00	15.00	25.00
Shipper	12.00	16.00	20.00
Female Help—			
Bookkeeper	14.00	18.00	20.00
Cashier	12.00	15.00	18.00
Clerks	12.00	16.00	17.50
Stenographer	10.00	11.00	16.00

CANDY MANUFACTURING

	1918 Weekly Wage		1920 Weekly Wage	
	High	Low	High	Low
Candy Manufacturers	\$35.00	\$ 6.45	\$50.00	\$10.00
Porters .....	.....	.....	23.00	17.00
Ice Cream Manufacturers.....	.....	.....	40.00	25.25
Bakers .....	.....	.....	25.00	10.00
Fountain Help	40.00	.....	30.00	11.00
Drivers	20.00	15.00	50.00	8.00
Miscellaneous	35.00	15.00	35.00	11.00
Female Help—				
Chocolate Dippers	16.00	12.00	32.00	10.00
Waitresses	15.00	10.00	23.00	10.00
Salesladies	16.00	11.00	26.00	11.00
Cooks	20.00	15.00	32.00	10.00

SEVENTEENTH BIENNIAL REPORT

CARRIAGE AND AUTO (Repairs)

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Auto Timmers	\$20.00	\$21.00	\$33.00
Blacksmiths	18.00	21.00	33.00
Helpers	9.00	12.00	18.00
Office	18.00	20.00	22.50
Painters	20.00	21.00	30.00
Woodworkers	18.00	21.00	30.00

CLAY PRODUCTS

	1916 Hourly Wage	1918 Hourly Wage	1920 Hourly Wage
Machine Men	\$.35	\$.47 1/2	\$.55
Assistant Machine Men.....	.26 1/2	.37	.50
Brick Wheelers .....	.27 1/2	.36	.50
Molders .....	.27 1/2	.36	.55
Laborers .....	.23	.30	.40

CLEANERS AND DYERS

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Cleaners	\$20.00	\$30.00	\$35.00
Delivery Boys	4.50	9.00	10.00
Drivers	13.50	20.00	23.00
Dyers	25.00	35.00	40.00
Office	15.00	20.00	32.00
Pressers	18.00	24.00	35.00
Spotters	17.00	22.50	40.00
Female Help—			
Bushelwomen	9.00	15.00	17.00
Office	13.00	20.00	25.00
Pressers	14.00	20.00	27.50
Spotters	9.00	18.00	30.00

COAL MINING

	Per Month	Per Day
Attend Fans and Issue Powder.....		\$6.70
Blacksmith		8.00
Blacksmith Helper		6.89
Blacksmith Helper		7.29
Box Car Loader Engineer.....		7.15
Box Car Loader Engineer.....		7.70
Bratticeman		7.74
Bottom Boss		9.47
Back Cager		8.18
Carpenter		8.10
Carpenter		8.55
Carpenter Helper		7.29
Carpenter Helper		7.70
Car Coupler		6.70
Car Coupler		7.78
Care Taker, Bathhouse.....	\$122.00	
Car Dropper		6.89
Car Dropper		7.29
Cleaning Roads		7.74
Cartman		6.70
Coal Labeler		6.84
Coal Labeler		7.29
Car Repairer		7.74
Car Repairer		7.70
Clean Railroad Cars.....		7.29
Clerk—Temporary		7.70
Drivers—Boss		7.86
Drivers—Boss		8.84
Drivers		7.74
Drivers		7.78
Dumpers—Coal		6.89
Dumpers—Rock		6.70
Dumpers—Rock		7.16
Drum Engineer		7.74
Drum Helper		7.29
Dig Wells		6.00
Dinkey Engineer	222.00	
Dinkey Engineer—Helper		7.29
Electrician	222.00	

	Per Month	Per Day
Electrician	275.00	.....
Electrician Helper .....	.....	7.47
Electrician Helper .....	.....	7.74
Engineer .....	.....	7.90
Fire Boss .....	.....	8.45
Fire Boss	232.00	.....
Fire Boss	250.00	.....
Fireman .....	.....	7.65
Fireman .....	.....	8.91
Foreman—Outside	232.00	.....
Gateman .....	.....	7.60
Hoist Engineer	232.00	.....
Hoist Engineer	242.00	.....
Hoist Engineer .....	.....	7.65
Hoist Engineer .....	.....	9.30
Hoistman .....	.....	8.89
Haul Drops .....	.....	6.70
Janitor Service	10.00	.....
Janitor Service .....	.....	1.92
Janitor Service .....	.....	2.88
Laborers—Outside .....	.....	6.70
Laborers—Inside .....	.....	4.95
Laborers—Inside .....	.....	7.74
Load Railroad Cars .....	.....	7.52
Lineman .....	.....	7.74
Lampman	206.00	.....
Machine Runner .....	.....	8.40
Machine Runner—Help .....	.....	7.70
Machine Runner—Help .....	.....	8.00
Motorman .....	.....	7.74
Motorman .....	.....	7.78
Mason .....	.....	7.52
Machinist	242.00	.....
Machinist	275.00	.....
Marshall	200.00	.....
Mine Foreman	250.00	.....
Mine Foreman .....	.....	9.75
Mine Foreman .....	.....	10.10
Mine Foreman—Assistant	237.00	.....
Master Mechanic	261.00	.....
Master Mechanic .....	.....	8.50
Nipper .....	.....	7.22
Oilers .....	.....	6.70
Oilers .....	.....	7.74
Outside Foreman .....	.....	8.75
Painter .....	.....	7.29
Painter .....	.....	8.44
Push Cars .....	.....	6.70
Push Cars .....	.....	7.74
Power House Engineer .....	.....	7.70
Pumpman .....	.....	7.62
Pumpman .....	.....	8.75
Pipeman .....	.....	7.65
Pick Slate .....	.....	4.57
Pick Slate .....	.....	6.84
Pile Driver .....	.....	6.70
Pit Boss	252.00	.....
Repair Pit Cars .....	.....	7.70
Repair Pit Cars .....	.....	7.74
Rope Rider .....	.....	7.74
Rope Rider .....	.....	7.78
Rockman .....	.....	7.15
Rockman .....	.....	7.74
Repair Power Lines .....	.....	6.70
Rollerman .....	.....	7.74
Rock Boss .....	.....	7.15
Railroad Shoveler .....	.....	6.89
Stable Boss	217.00	.....
Stable Boss .....	.....	6.70
Stable Boss .....	.....	7.16
Stable Boss—Helper .....	.....	8.18
Shot Firer .....	.....	7.82
Shot Firer .....	.....	8.75
Sprinkler .....	.....	7.74
Sweep Railroad Cars .....	.....	6.70
Scaleman	232.00	.....
Sub-Station Engineer	217.00	.....
Sub-Station Engineer .....	.....	7.90
Trackman .....	.....	7.78
Trackman—Helper .....	.....	7.62
Teamster .....	.....	6.89
Teamster .....	.....	7.52

Timberman		7.78
Timberman		8.45
Trapper		4.10
Trapper		6.17
Trip Rider		7.74
Tipple Foreman	224.00	
Tippleman		6.70
Tipple Boss		7.40
Top Foreman	222.00	
Top Boss		7.52
Tram Switchman		7.29
Tram Trackman		7.29
Tracklayer		7.78
Track Helper		7.62
Tail Rope Engineer.....		7.74
Town Pumper		6.84
Unload Props		7.50
Watchman	175.00	
Watchman	180.00	
Watchman		5.80
Watchman		6.50
Washery Engineer		7.52
Water Service	219.00	
Weighman	202.00	
Weighman		7.40
Weighman		7.70
Cutter Loaders 19½ c per ton		
Cutter Loaders Helpers, 16½c per ton		
Haul Team Coal 75c per ton		
Loaders, 73c per ton		
Machine Runners Helpers, 41¼c per lineal yard		
Machine Runners Helpers, 9¼c per ton		
Machine Runners Helpers, 6½c per ton		
Machine Runners Helpers, 8c per foot		
Miners, 99c per ton		
Miners, \$1.42 per ton		
Female Help—		
Clerks	60.00	
Clerks	120.00	
Stenographers	75.00	
Stenographers	115.00	

CREAMERIES

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Buttermakers	\$20.00	\$20.00	\$25.00
Drivers	15.00	21.00	25.00
Salesmen	18.00	25.00	30.00
Laborers	16.00	18.00	22.00
Cheese Makers	20.00	25.00	25.00
Office	25.00	25.00	30.00
Female Help—			
Helpers	12.00	16.00	18.00
Office	12.00	12.00	20.00
Stenographers	12.00	15.00	18.00

DAIRY SALES

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Superintendent			\$130.00
Drivers	\$65.00	\$100.00	125.00
Housemen	55.00	90.00	100.00
Office	60.00	80.00	130.00

DEPARTMENT STORES

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Buyers	\$60.00	\$80.00	\$135.00
Salesmen	15.00	18.00	25.00
Floor Manager		17.50	27.50
Porters		14.00	22.00
Wagon Boys	5.00	9.00	18.00
Female Help—			
Salespeople	6.00	8.00	20.00
Elevator Pilots	9.00	12.00	22.00
Wrappers	6.00	7.00	12.00
Cash Girls	3.00	5.00	10.00

DRUG STORES

	1916	1918	1920
	Weekly Wage	Weekly Wage	Weekly Wage
Pharmacists (Registered)	\$30.00	\$35.00	\$40.00
Delivery Boys	9.00	10.00	12.00
Porters	15.00	16.00	20.00
Soda Fountain	20.00	25.00	30.00
Clerks .....	.....	.....	35.00
Female Help—			
Cashiers	14.00	18.00	20.00
Clerks	13.00	15.00	18.00
Office	14.00	18.00	20.00
Soda Fountain	9.00	12.00	13.00

FLOUR MANUFACTURING

	1916	1918	1920
	Monthly Wage	Monthly Wage	Monthly Wage
Manager .....	.....	.....	\$300.00
Assistant Manager .....	.....	.....	175.00
Bookkeepers	\$110.00	\$110.00	135.00
Second Bookkeepers	70.00	100.00	100.00
Office Clerks	50.00	65.00	75.00
Elevator Foremen	65.00	93.00	115.00
Elevator Men	60.00	80.00	100.00
Engineers	100.00	100.00	125.00
Firemen	75.00	100.00	125.00
Laborers	70.00	85.00	97.50
Miller	150.00	150.00	160.00
Packers	78.00	103.00	115.00
Truck Drivers	65.00	78.00	115.00
Warehouse	70.00	100.00	110.00

FOUNDRY AND MACHINE SHOP

	1920		
	Per Month	Per Day	Per Hour
Superintendent	\$200.00	.....	.....
Chief Clerk	175.00	.....	.....
Bookkeeper	120.00	.....	.....
Shipping Clerk	110.00	.....	.....
Storekeeper	135.00	.....	.....
Foundry Clerk	125.00	.....	.....
Foreman	175.00	.....	.....
Truck Driver .....	.....	\$3.75	.....
Teamster .....	.....	4.25	.....
Watchman .....	.....	4.00	.....
Janitor .....	.....	3.75	.....
Electrician .....	.....	.....	\$0.50
Blacksmith .....	.....	.....	.75
Blacksmith Helper .....	.....	.....	.55
Machinists .....	.....	.....	.70
Machinist Helpers .....	.....	.....	.55
Machinist Apprentices .....	.....	.....	.40
Boiler Makers .....	.....	.....	.75
Boiler Maker Apprentices .....	.....	.....	.55
Boiler Maker Helpers .....	.....	.....	.45
Pattern Makers .....	.....	.....	.80
Pattern Maker Apprentices .....	.....	.....	.40
Pattern Maker Helpers .....	.....	.....	.55
Carpenter .....	.....	4.25	.....
Carpenter Helper .....	.....	3.75	.....
Molders .....	.....	6.75	.....
Core Makers .....	.....	6.40	.....
Molder Apprentices .....	.....	4.25	.....
Molder Helpers .....	.....	4.00	.....
Cupola Helpers .....	.....	4.25	.....
Cupola Man .....	.....	5.60	.....
Core Maker Helper .....	.....	4.00	.....
Foundry Night Man .....	.....	3.75	.....
Female Help—			
Stenographer	80.00	.....	.....
Office	65.00	.....	.....

GAS AND ELECTRIC WORKS

	1918		1920	
	Monthly Wage High	Monthly Wage Low	Monthly Wage High	Monthly Wage Low
Office	\$227.00	\$26.00	\$300.00	\$110.00
Advertising Department	170.00	.....	200.00	150.00
Coke Department	110.00	72.00	121.00	100.00
Electric Department	250.00	50.00	210.00	105.00
Gas Department	275.00	60.00	300.00	125.00
Steam Department	195.00	100.00	220.00	105.00
Tar Department	225.00	60.00	250.00	100.00
Female Help—				
Office	102.00	41.50	116.00	110.00
Advertising Department	120.00	.....	125.00	110.00
Coke Department	102.00	.....	116.00	110.00
Electric Department	84.00	80.00	90.00	85.00
Tar Department	93.50	.....	116.00	.....

GARMENT MANUFACTURING

	1916	1918	1920
	Weekly Wage	Weekly Wage	Weekly Wage
Cutting	\$30.00	\$45.00	\$50.00
Shipping	9.00	15.00	18.00
Salesmen	22.00	25.00	30.00
Female Help—			
Foreladies	18.00	22.00	25.00
Ironers	16.00	20.00	20.00
Machine Girls	12.00	18.00	18.00
Office	10.00	12.00	18.00

GROCERIES

	1916	1918	1920
	Weekly Wage	Weekly Wage	Weekly Wage
Grocery Clerks (selling)	\$14.00	\$18.00	\$25.00
Meat Cutters	25.00	32.00	35.00
Truck Drivers	24.00	30.00	30.00
Bookkeepers .....	.....	20.00	25.00
Order Clerks	12.00	14.00	20.00
Female Help—			
Grocery Clerks (selling)	8.00	10.00	15.00
Bookkeepers .....	.....	16.00	18.00
Office Clerks	10.00	10.00	15.00

IRON AND STEEL—1920

Per Hour		Per Hour	
Roll Turners	\$1.20	Rollers	\$2.64
Handy Men .....	.65	Rollers	1.50
Roll Riggers .....	.65	Assistant Rollers	2.00
Pipe Fitters .....	.81½	Assistant Rollers	1.00
Helpers .....	.53½	Roll Hands .....	.57
Blacksmiths .....	.95	Stationary Engineers .....	.89
Helpers .....	.52½	Heaters	1.40
Hammer Drivers .....	.53½	Heaters .....	.95
Boy .....	.46	Ladle Liners .....	.59
Carpenter .....	.89	Chippers .....	.79
Pattern Makers .....	.95	Drillers .....	.53½
Molders .....	.95	Straighteners	1.45½
Handy Men .....	.71	Straighteners .....	.53½
Coremakers .....	.91½	Levermen .....	.84
Handy Men .....	.66½	Rail Loaders .....	.55
Bricklayers	1.19	Open Hearth .....	.84½
Scale Inspector .....	.91	Helpers .....	.66
Inspectors .....	.93	Firemen .....	.52½
Testers .....	.67	Water Tenders .....	.53½
Millwrights .....	.81½	Coke Oven Heaters .....	.64½
Electricians .....	.83½	Coke Oven Helpers .....	.55½
Cranemen .....	.98	Patchers .....	.53½
Riggers .....	.65½	Machinists	1.01
Wire Drawers .....	.86½	Handy Men .....	.66½
Nail Machine Operators .....	.90	Boiler Makers	1.01
Helpers .....	.58	Helpers .....	.53½
Barb Machine Operators .....	.84	Repairers .....	.66½
Bale Tie Operators .....	.65	Handy Men .....	.66½
Wire Truckers .....	.56½	Washer .....	.56½
Blast Furnace Blowers	1.01	Inspector .....	.67
Blast Furnace Keepers .....	.63	Pump Men .....	.55½
Hoistmen .....	.59	Still Men .....	.66½
Stovemmen .....	.57	Kiln Men .....	.55½
Charge Car Operators .....	.59	Dinkey Engineers .....	.75
Material Dumpers .....	.53	Switchmen .....	.61
Pig Machine Pourers .....	.52	Watchmen .....	.60
Fallmen .....	.52½	Common Labor .....	.50

LAUNDRIES

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Barn Men	\$13.00	\$15.00	\$22.00
Drivers	15.00	20.00	29.00
Engineers	20.00	25.00	35.00
Foremen	18.00	24.00	35.00
Machinists	18.00	21.00	29.00
Markers	17.00	30.00	30.00
Washers	12.00	14.00	22.00
Wringers	12.00	15.00	20.00
Female Help—			
Cashiers	10.00	10.00	16.00
Finishers	7.00	9.00	15.00
Ironers	7.00	9.00	15.00
Mangle Girls	6.00	8.00	13.00
Office	9.00	12.00	16.00
Seamstress	12.00	12.00	15.00
Sorters	10.00	12.00	18.00
Starchers	7.00	8.00	16.00
Washers	11.00	13.50	16.00
Wrappers	9.00	12.00	15.00

LUMBER

	1916 Hourly Wage	1918 Hourly Wage	1920 Hourly Wage
Machine Men	\$.44	\$.63 ½	\$.85
Bench Men .....	.45	.56	.85
Stair Department .....	.47 ½	.56	.89
Cabinet Department .....	.52 ½	.62 ½	.85
Yard Men .....	.25	.39	.50
Warehouse Men .....	.25	.45	.55
Glaziers .....	.40	.55	.82 ½
Truck Drivers .....	.30	.44	125.00*
Female Help—			
Stenographers	65.00*	100.00*	120.00*
Telephone Operators	50.00*	75.00*	90.00*
Billing Clerks .....	.....	75.00*	130.00*

*Monthly Wage.

MOVING PICTURES

	1920		
	Per Week	Per Day	Per Hour
Musician	\$56.00	.....	.....
Musicians .....	.....	\$10.00	.....
Stage Hands	35.00	.....	.....
Stage Hands .....	.....	5.00	.....
Operators	35.00	.....	.....
Janitor	20.00	.....	.....
Door Man	25.00	.....	.....
Ushers .....	.....	.....	.50
Female Help—			
Relief Cashier	5.00	.....	.....

OFFICE BUILDINGS

	1916 Monthly Wage	1918 Monthly Wage	1920 Monthly Wage
Head Elevator Pilot.....	.....	.....	\$85.00
Elevator Pilots	\$40.00	\$45.00	60.00
Engineers	80.00	90.00	135.00
Janitors	45.00	55.00	70.00
Window Washers	70.00	75.00	85.00
Female Help—			
Head Elevator Pilot .....	.....	.....	80.00
Assistant Head Pilot.....	.....	.....	67.50
Elevator Pilots	40.00	40.00	60.00
Janitors	40.00	45.00	60.00

OIL PRODUCING AND REFINING

	—1920—	
	Per Month	Per Day
General Superintendent	\$450.00	.....
Assistant Superintendent	215.00	.....
Chief Clerk	200.00	.....
Chemist	225.00	.....
Assistant Chemist	175.00	.....
Laboratory Assistant	100.00	.....
Chief Engineer	175.00	.....
Gauger	205.00	.....
Club House Manager.....	100.00	.....
Storekeeper	135.00	.....
Clerks	150.00	.....
Clerks	115.00	.....
Still Foreman	205.00	.....
Stillmen .....	.....	\$6.66
Stillmen Helpers .....	.....	5.86
Still Cleaners .....	.....	6.25
Pumpers .....	.....	5.86
Pump House Engineers.....	.....	4.72
Gauger .....	.....	4.65
Operators, gas absorption.....	.....	4.72
Wax Plant Foreman.....	210.00	.....
Wax Plant Engineers.....	.....	6.40
Wax Plant Helpers.....	.....	5.60
Wax Plant Laborers.....	.....	4.44
First Engineer	200.00	.....
Boiler House Engineers.....	.....	6.40
Boiler House Fireman.....	.....	5.60
Boiler House Repair Men.....	.....	6.00
Boiler Repair Helpers.....	.....	5.00
Coal Unloader .....	.....	5.00
Lub House Foreman.....	185.00	.....
Lub House Helper.....	.....	5.55
Cooper .....	.....	5.75
Clay Burners .....	.....	4.44
Boiler Maker Foreman.....	.....	8.25
Boiler Makers .....	.....	7.38
Boiler Maker Helpers.....	.....	6.00
Machine Shop Foreman.....	.....	8.25
Machinists .....	.....	7.38
Machinist Helpers .....	.....	6.48
Pipe Fitter Foreman.....	.....	8.25
Pipe Fitters .....	.....	7.38
Brick Masons .....	.....	11.00
Brick Mason Helpers.....	.....	5.00
Carpenters .....	.....	5.28
Carpenter Helpers .....	.....	4.60
Watchman	115.00	.....
Watchman .....	.....	4.15
Yard Foreman	195.00	.....
Laborers .....	.....	4.40
Teamsters .....	.....	5.28
Truck Drivers	165.00	4.60
Electricians .....	.....	6.88
Car Loader .....	.....	5.28
Car Repair Men.....	.....	6.69
Form Builders .....	.....	4.60
Cement Finishers .....	.....	4.90
Crude Unloaders .....	.....	4.90
Lead Burner .....	.....	7.38
Stableman	155.00	.....
Well Repair Crew Foreman.....	.....	6.10
Well Repair Crew Helpers.....	.....	5.00
Rig Builder Foreman.....	.....	6.95
Rig Builders Helpers.....	.....	4.90
Drillers .....	.....	8.60
Tool Dressers .....	.....	7.50
Electric Pumps .....	.....	4.78
Steam Pumps .....	.....	4.44
Roustabouts .....	.....	4.44
Treater	205.00	.....
Treater Helper	138.00	.....
Female Help—	.....	.....
Clerks	110.00	.....
Stenographer	90.00	.....
Stenographer	75.00	.....
Comptometer Operator	80.00	.....

PACKING AND PROVISION INDUSTRY

	1916 Hourly Wage	1918 Hourly Wage	1920 Hourly Wage
Bookkeepers	\$30.00*	\$32.50*	\$35.00*
Butchers .....	.60	.79	.90
Drivers (auto)	20.00*	25.00*	29.00*
Drivers (team)	20.00*	21.00*	25.00*
Engineers .....	.45	.57½	.72
Firemen .....	.34	.50	.64
Laborers .....	.30	.43	.53
Masons	7.00†	8.00†	10.00†
Mechanics (plant) .....	.37½	.57½	.77½
Oilers .....	.31	.42½	.55
Scalars and Checkers.....	.32½	24.00*	.58½
Watchmen .....	.28½	22.50*	31.00*
Female Help—			
Stenographers	18.00*	25.00*	32.00*
Wrappers, Trimmers, etc.....	.21½	.26	.36½

*Weekly wage.

†Daily wage.

Female labor is restricted to 8 hours a day by law.

Male labor paid on an hourly basis receive time and a half over 8-hour basic day, and double time for Sundays and holidays.

This scale of wages is in accord with the award granted by the Federal War Labor Board.

REDUCTION WORKS

	1916 Daily Wage	1918 Daily Wage	1920 Daily Wage
Blast Furnace Men.....	\$2.70	\$3.25	\$3.85
Carpenters	3.35	3.75	5.00
Charge Wheelers	2.25	3.10	4.00
Laborers	2.25	2.60	3.75
Machinists	4.05	4.65	6.50
Masons	5.50	6.20	6.50
Samplers	2.55	3.80	4.00
Tappers	2.65	3.25	4.25

RESTAURANT

	1916 Weekly Wage	1918 Weekly Wage	1920 Weekly Wage
Cooks	\$16.00	\$20.00	\$40.00
Second Cooks	10.00	14.00	22.00
Dishwashers	8.00	10.00	15.00
Bus Boys	7.00	12.00	13.50
Kitchen Boys	7.00	8.00	13.50
Store Room	18.00	20.00	25.00
Waiters	10.00	12.00	15.00
Female Help—			
Cooks	16.00	18.00	20.00
Second Cooks	9.00	12.00	15.00
Dishwashers	8.00	9.00	12.00
Waitresses	7.00	9.00	12.00
Counters	8.00	10.00	12.00
Pantrys	8.00	8.00	14.00
Cashiers	7.00	8.00	12.00

SMELTING AND REFINING

	—1920—	
	Monthly Wage	Daily Wage
Charge Floor Foreman.....	155.00	.....
Charge Floor Foreman.....	145.00	.....
Charge Floor Foreman.....	135.00	.....
Charge Floor Foreman.....	120.00	.....
Feeders .....	.....	\$3.60
Charge Wheelers .....	.....	5.00
Slag Wheelers .....	.....	3.30
Coke Wheelers .....	.....	3.30
Coke Wheelers .....	.....	3.15
Bin Helpers .....	.....	2.85
Sweepers .....	.....	2.85
Blast Furnace Foremen.....	155.00	.....
Blast Furnace Foremen.....	145.00	.....

SMELTING AND REFINING—Continued

	—1920—	
	Monthly Wage	Daily Wage
Furnacemen		3.85
Furnacemen—Copper Furnace		4.10
Tappers		3.25
Tappers—Copper Furnace		3.60
Separator Firemen		3.95
Separator Tappers		3.25
Pouring Hopper Men.....		2.85
Pot Runners		2.85
Pot Dumpers		2.85
Matte Handlers		3.25
Bullion Head Man.....		4.45
Bullion Laborers		3.55
Miscellaneous Foreman		4.00
Adobe Mixer		2.85
Laborers—Blast Furnaces		2.85
Roaster Foremen	150.00	
D. & L. Headmen.....		3.70
D. & L. Firemen.....		3.25
D. & L. Grate Cleaners.....		2.85
D. & L. Charge Wheelers.....		2.85
D. & L. Electric Haulage Helpers.....		2.85
Grizzly Men		2.85
Godfrey Firemen		3.25
Crane Helpers		2.85
Laborers—Roaster Dept. Day Shift.....		2.85
Coal Wheeler		2.85
Oiler		4.40
Laborers—Roaster Dept. Regular Shifts.....		2.85
Sulphide Mill Assistant Foreman.....		3.25
Sulphide Mill Sample Man.....		3.00
Mill Helpers		2.85
Oxide Sample Mill Foreman.....	150.00	
Crusher Feeders		4.15
Men Bucking Sample.....		3.65
Wheeling and Drying Samples.....		2.85
Grinding and Splitting Samples.....		2.85
Sweeper		3.50
Sulphide Sample Mill Foreman.....		3.80
Cutting and Grinding Samples.....		3.15
Yard Foreman	160.00	
Ore House Foreman.....		3.80
Moisture Man		3.80
Helper on Moistures.....		2.85
Sweeper		2.85
Laborers		3.10
Laborers—Unloading Dept.		2.85
Track 9 Belt Man.....		3.25
Locomotive Switchman		3.30
Night Sample Man.....		2.85
Janitor		3.15
Watchman		3.40
Watchman and Janitor.....		2.85
Clockmen		2.85
Rouster Foreman		4.00
Rousters		2.85
Coffee Attendant		2.85
Teamster		4.00
Master Mechanic	185.00	
Machine Shot Foreman.....	155.00	
Power House Engineers.....		4.25
Power House Firemen.....		3.70
Locomotive Engineer		4.00
Power House Oiler and Sweeper.....		2.85
Stationary Engineer—Hoist		3.65
Thaw House Firemen.....		3.60
Coal Wheeler		3.15
Slag Pot Oilers.....		3.25
Electrician	155.00	
Motormen—Blast Furnace		3.60
Motormen—Dump		3.30
Shell Hoist Engineers.....		3.15
Matte Cranemen		3.60
Baghouse Operators		3.35
Traveling Crane Men.....		2.85
D. & L. Electric Haulage Motormen.....		3.30
Larry Car Motormen.....		3.30
Motor Room Sweeper.....		2.85
Mason Foreman	160.00	

SMELTING AND REFINING—Continued

	—1920—	
	Monthly Wage	Daily Wage
Mason		5.45
Mason Helper		3.25
Mason Helper		3.00
Mason Helper		2.85
Carpenter Foreman	175.00	
Carpenters		3.95
Carpenter Helper		3.75
Carpenter Helper		3.50
Carpenter Helper		3.00
Assistant Electrician		4.20
Electrician Helpers		3.25
Boiler Maker		4.65
Boiler Maker Helpers		3.25
Machinist Helpers		3.25
Pipe Fitter Helper		3.25
General Mechanics		4.00
Sheet Metal Worker		3.65
Blast Furnace Repair Man		3.65
Pipe Fitter		4.65
Tinner		4.65
Blacksmith Foreman	155.00	
Blacksmith		4.20
Blacksmith Helpers		3.25
Tonnage Men		5.50
Superintendent	400.00	
Assistant Superintendent	250.00	
Second Assistant Superintendent	200.00	
Engineer	225.00	
Chief Clerk	185.00	
Clerk	160.00	
Clerk	150.00	
Clerk	135.00	
Clerk	130.00	
Clerk	120.00	
Clerk	110.00	
Clerk	90.00	
Stenographer	110.00	
Clerk	95.00	
Clerk	80.00	
Safety Inspector	130.00	
Chemist	155.00	
Chemist	110.00	
Assayer	160.00	
Assayer	100.00	
Assayer	110.00	
Weighmaster	120.00	
Storekeeper	115.00	

STREET RAILWAY COMPANIES

	—1920—		
	Per Month	Per Day	Per Hour
Garage Foremen	\$175.00		
Auto Repair Men and Truck Drivers			\$0.52 1/2
Auto Mechanician .....			.65
Lineman Foremen		\$6.50	
Linemen		6.00	
Lineman Helpers .....			.52 1/2
Grinders (track) .....			.60
Grinder Helpers .....			.52 1/2
Welders (track) .....			.57
Welder Helpers .....			.50
Carpenters (general) .....			.65
Carpenter Helpers .....			.50
Bricklayers .....			.65
Bridge Foremen		5.50	
Pipe Fitter .....			.65
General Track Foreman	175.00		
Laborers .....			.52 1/2
Trackmen .....			.54
Track Greasers .....			.52 1/2
Track Inspectors	170.00		
Section Laborers .....			.50
Boiler Room Foreman	170.00		
Assistant Boiler Room Foreman	135.00		
Water Tender	130.00		
Firemen (first class)	120.00		

STREET RAILWAY COMPANIES—Continued

	1920		
	Per Month	Per Day	Per Hour
Firemen (second class).....	117.00	.....	.....
Watch Engineer	140.00	.....	.....
Engine Runner	130.00	.....	.....
Sub-Station Electric Foreman.....	200.00	.....	.....
Electricians	140.00	.....	.....
Sub-Station Operators.....	120.00	.....	.48 1/2
Machine Shop Foremen.....	200.00	.....	.....
Machinists .....	.....	.....	.72
Machinst Helpers .....	.....	.....	.60
Welder (machine shop).....	.....	.....	.72
Tinners .....	.....	.....	.65
Wheel Grinders .....	.....	.....	.55
Watchmen	95.00	.....	.....
Night Foremen .....	.....	.....	.50
Blacksmiths .....	.....	.....	.72
Blacksmith Helpers .....	.....	.....	.55 1/2
Air Repairmen .....	.....	.....	.70
Air Brake Repairmen.....	.....	.....	.75
Motor and Truck Repairmen.....	.....	.....	.55 1/2
Coach Carpenters .....	.....	.....	.72
Glaziers .....	.....	.....	.72
Upholsterers .....	.....	.....	.66
Coach Carpenter Helpers.....	.....	.....	.52 1/2
Millmen .....	.....	.....	.80
Amature Winders .....	.....	.....	.80
Car Wiremen .....	.....	.....	.62 1/2
Car Wiremen Helpers.....	.....	.....	.57 1/2
Armature Apprentices .....	.....	.....	.40
Fare Box Repairmen.....	.....	.....	.60
Painters and Car Trimmers .....	.....	.....	.72
Car Cleaners .....	.....	.....	.50
Storekeeper	150.00	.....	.....
Trainmen .....	.....	.....	.58
General Office Clerks.....	250.00	.....	.....
Office Clerks	115.00	.....	.....

SHOE REPAIRERS

	1916	1918	1920
	Weekly Wage	Weekly Wage	Weekly Wage
Shoemakers	\$16.00	\$25.00	\$30.00
Machine Stitchers	18.00	25.00	27.50
Machine Finishers	15.00	18.00	25.00
Delivery Boys	4.00	7.00	9.00
Female Help—			
Clerks	8.00	12.00	12.50

TAXIDERMIST

	1916	1918	1920
	Weekly Wage	Weekly Wage	Weekly Wage
Taxidermists	\$22.00	\$28.00	\$35.00
Paper Workers	10.00	12.50	15.00
Apprentices	6.00	8.00	10.00
Female Help—			
Finishers	10.00	14.00	16.00
Stenographer	12.00	16.00	18.00

TENT AND AWNING

	1916	1918	1920
	Weekly Wage	Weekly Wage	Weekly Wage
Erectors	\$15.00	\$28.00	\$37.50
Ropers	18.00	25.00	35.00
Helpers	15.00	20.00	25.00
Female Help—			
Seamstress	7.00	9.00	15.00

TELEGRAPH COMPANIES

	—1918—		—1920—	
	Monthly Wage High	Low	Monthly Wage High	Low
Managers, Chief Clerks, Supervisors, Inspectors and Foremen.....	\$500.00	\$50.00	\$525.00	\$115.00
Operators	137.50	37.50	233.00	115.00
Clerks, Bookkeepers	180.00	22.00	300.00	132.00
Mechanics	147.50	77.00	178.00	115.00
Messengers	45.00	15.00	55.00	50.00
Janitors	100.00	66.00	.....	.....
Stenographers, Comptometer Opera- tors, Billing Clerks, Typists.....	93.50	71.50	125.00	90.00
Linemen	121.00	82.50	144.00	90.00
Female Help—				
Operators	137.50	37.50	138.00	132.00
Clerks, Bookkeepers	180.00	22.00	132.00	45.00
Messengers	45.00	15.00	93.00	63.00
Matrons Tailors	100.00	66.00	83.00	75.00
Stenographers, Comptometer Opera- tors, Billing Clerks, Typists.....	93.50	71.50	121.00	65.00

TELEPHONE COMPANIES

	—1918—		—1920—	
	Monthly Wage High	Low	Monthly Wage High	Low
General Officers and Assistants.....	\$300.00	\$155.00	\$350.00	\$300.00
Operating Officials and Assistants.....	275.00	110.00	375.00	225.00
Attorneys and Right of Way Agents....	160.00	125.00	350.00	185.00
Engineers	140.00	.....	375.00	110.00
Draftsmen, Surveyors and Student Engineers	240.00	50.00	215.00	110.00
Accountants	200.00	115.00	400.00	145.00
Clerical Employees	225.00	27.50	300.00	30.00
Local Managers	190.00	130.00	340.00	85.00
Commercial Agents	265.00	75.00	325.00	90.00
Service Inspectors	130.00	75.00	135.00	85.00
Supervising Foremen	165.00	105.00	175.00	155.00
Installation and Maintenance Men.....	190.00	115.00	235.00	60.00
Construction Men (line).....	165.00	50.00	185.00	42.50
Cable Construction Men.....	140.00	80.00	165.00	65.00
Miscellaneous	150.00	60.00	160.00	80.00
Female Help—				
Operating Officials and Assistants.....	105.00	92.00	110.00	60.00
Clerical Employees	125.00	27.50	140.00	20.00
Experienced Switchboard Operators.....	112.00	52.00	144.00	40.00
Operators in Training.....	56.00	44.00	56.00	50.00
Service Inspectors	100.00	60.00	135.00	85.00
Miscellaneous	105.00	55.00	70.00	15.00

REPORTS FROM TRADES UNIONS

In accordance with the provisions of the law creating the Bureau of Labor Statistics a questionnaire was sent out to the various labor organizations of the State. This was sent about the middle of the year 1920 so as to secure as nearly up-to-date information as possible. Every known labor union in Colorado was included in the list sent, numbering in all to about 500.

One hundred and nineteen local unions in the State replied by filling out the blanks sent to them. Of these, 51 are located in Denver and 68 in other cities and towns. Although the number of unions reporting is less than 25 per cent of the letters sent out, yet the reports are from the larger locals widely scattered and cover wide scope of territory, and it may be said truthfully that what is true of the 119 unions reporting in respect to wages, hours and working conditions generally is approximately true of all the other unions.

It appears that there has been no decrease in the number of hours constituting the working day during the period covered. The eight-hour day is, however, thoroughly entrenched in the economic life of the workers. No attempt to lessen this number of hours was reported, although some trades have achieved the eight-hour day from nine or ten formerly in practice.

City Firemen in Denver secured the adoption of a constitutional amendment placing them upon the two platoon system, which means 12 hours a day for them, instead of continuous service for a given time. Other firemen in other Colorado cities had already secured the benefits of the two platoon system. No other workers are on duty so long. Printers on daily newspapers work seven hours and forty minutes a day. The building trades have the eight-hour day and finish the week in five and a half days.

The elimination of the hour rate as the base of pay is shown in the returns sent. The adoption of the rate per day as the smallest unit of pay is now all but universal among the labor organizations of the State. The piece price system is not a factor, as this plan of payment has been gradually eliminated during the past quarter of a century. The workers most affected in this change during the biennial period are the railroad men, who now have the eight-hour day, granted by the United States Railroad Labor Board and adopted by the railroads in all parts of the country.

So far as the reports show, nothing has been achieved during the past two years in the direction of a standard minimum pay

for all workers. The minimums established effect only the particular union making the trade agreement and cannot be used as a standard, or even as a guide, in disputes.

The Sixteenth Biennial report of this Department printed tables made up from reports submitted by trades unions similar to the tables which appear in this report. It was shown at that time that the compensation received by the organized workers, when calculated by the day, amounted to a sum which was very close to \$5.00. The increases reported at this time will bring this average up to about \$6.00 a day for all classes of workers within the scope of trades unions.

The building trades, however, have fared best in the general increase in wages secured for the members. A special table has been prepared by the Department showing the changes in wage scales in the building trades since 1913 in Denver, and is on file in the Department.

The reports immediately under review show that the members of the various trades unions have been quite regularly employed during the biennial period which includes all the time since the signing of the armistice in 1918. The method of expressing this state of the trade is by the use of the word "normal" as to increase or decrease in opportunity for employment.

Eighteen out of the 118 unions reporting have engaged in strikes. This very low percentage indicates that stable relations were maintained between employer and employees throughout the entire period.

Carpenters in Denver suffered lockout in April, 1920, involving about 600 members. Total number of days lost, 10,500.

Cigar makers in Denver paid out \$5,581 in strike benefits.

Iron molders paid out \$2,150 in strike benefits.

Nine locals of the U. M. W. of A. in Colorado reported strikes.

Street railway workers in Denver again went on strike August, 1920, demanding working agreement with company. The strike was lost.

Sixteen unions reported strikes. Ten were successful; six were compromised; one was lost; one not settled.

Nine unions reported no increase in wages.

SUGGESTIONS FOR BENEFICIAL LEGISLATION

One of the questions propounded in the Trade Union blank was: "By what legislation could your occupation be improved?" To this question 65 secretaries made answer. These answers vary greatly. In fact no two of them are alike in the suggestions. There is, however, this exception—the coal miners are a unit on the suggestion that a law which would authorize the naming or the election of the mine boss by the workers themselves would be of great benefit to them in their occupation.

A great many of the suggestions for remedial legislation are such as can be accomplished only by the strength of the organizations themselves, as they relate almost entirely to internal affairs, or affairs affecting the conduct of the organization. Others, if enacted into law, would immediately be attacked and no doubt declared to be unconstitutional for the reason that they are clearly class legislation and not legislation of general application.

However, a number of valuable suggestions are made by the officials reporting. These should be given the consideration that their importance demands as they come from men engaged in the practical workings of their craft and are the result of actual experience.

1. A baker suggests that as a health measure all bakers should pass a physical examination (State).

2. A barber believes that it would benefit his trade and the public if the State Board of Barber Examiners could be placed on regular salary paid out of the State treasury by regular appropriation

3. A bushelman suggests that underground workshops for tailors be prohibited by law, as work in such places injures the eyesight and the general health.

4. The time before benefits are allowed under the compensation law should be lessened, says a carpenter, and the amount paid for lost time should be increased. Also, the law should be amended so as to actually cover all classes of accidents.

5. Another carpenter wants a minimum wage law, and also one that will give a woman the same rate of pay as a man for the same class of work performed. He also favors a law which would insure "democratic management of industry" in which labor will have a part in determining the policy and in the distribution of profits.

6. Restricted immigration would be some help, writes a cigarmaker. His trade is peculiarly subject to "inroads by untutored foreigners."

7. The abolition of the privat employment offices is urged by a cook. He also says that his trade would be greatly benefited by the application of the universal eight-hour law.

8. A democratic form of government is urged by an iron molder. He wants to supplant arbitrary authority so as to enable the people as a whole to work out their problems as they arise.

9. Coal Miners: (a) Election of mine inspector by the men; (b) election of mine boss by the workers; (c) abolish the 45-year age limit; (d) eight-hour law for all men in and about the mines; (e) qualification law for the men who work at the face of the mine.

10. Covered sheds for workers in railroad car repairing, is urged by a workman of that craft. In fact all other car repairers are asking for protection from the severity of the weather.

11. The repeal of all bad laws, instead of enacting any more, suggests a railroad conductor.

12. The car limit law and the full crew law are both strongly urged by a trainman. This matter is supported by other railroad brotherhood men.

13. Legislation against profiteering is desired by seven secretaries of as many different organizations. One goes so far as to mention specifically the timber trust as "needing the axe."

14. Amend the compensation law so that the injured shall receive as much as his regular pay, says a street railway employee. "That's what we used to get before the compensation law was enacted," he adds.

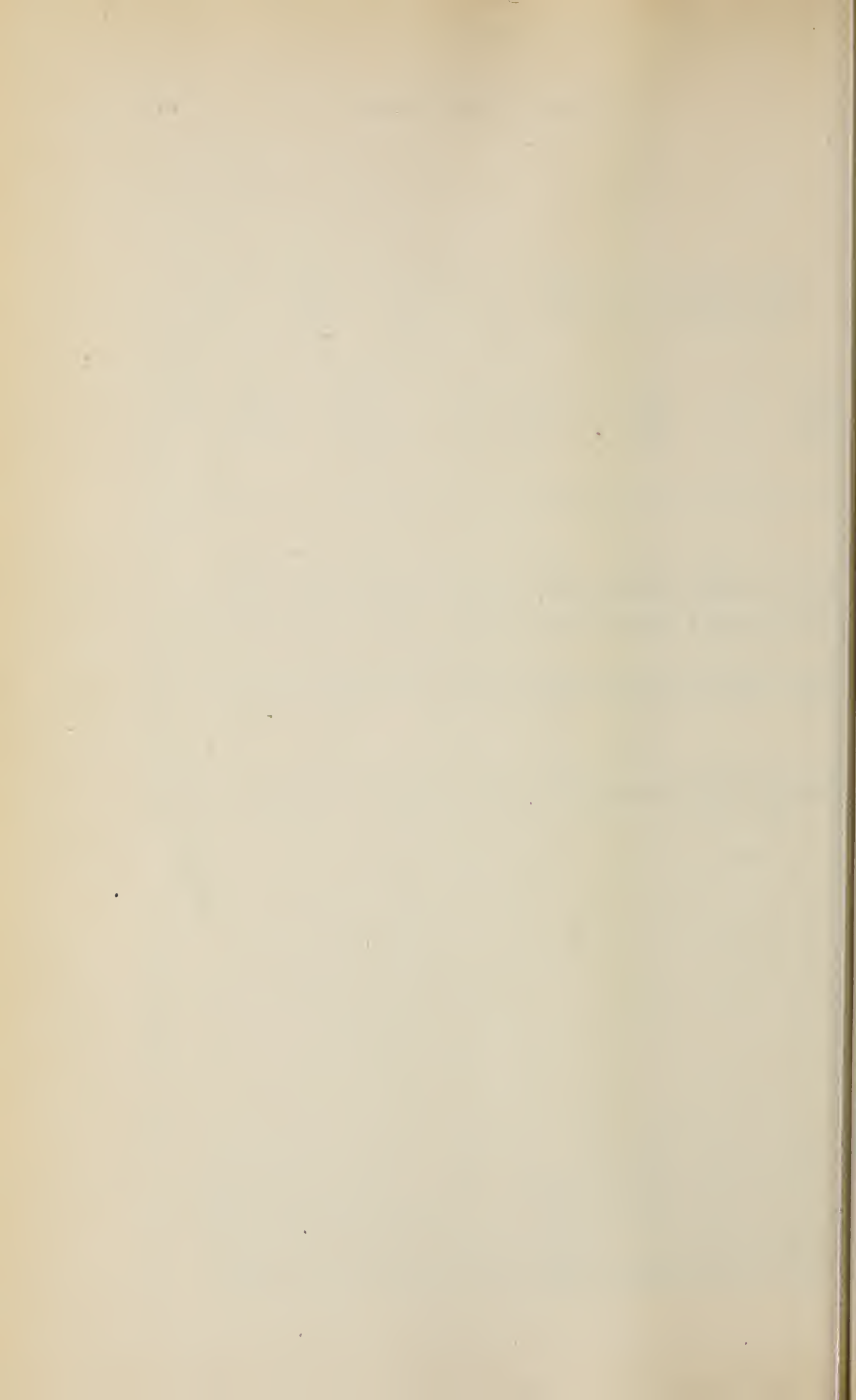
15. Abolition of strike injunctions is urged by a tailor. He also desires a rigid arbitration law forcing both sides to a controversy to arbitrate and abide by the decision rendered.

16. Regulation of prices from producer to consumer, says a printer, would help a whole lot. He wants also a revision downward of the prices of the necessities of life.

SHOWING NUMBER OF UNIONS REPORTING, NUMBER OF MEMBERS, RATE OF WAGES, HOURS PER DAY ESTABLISHED, AND DATA ON OPPORTUNITY FOR EMPLOYMENT—1919-1920

Occupation	No. Unions Reporting	Total No. Members	Rate of Wages Reported	Hrs. per Day	Opportunity for Employment
			\$		Normal Increase Decrease
Asbestos Workers	1	10	.87½	per hour	Normal
Bakery Workers	1	350	25.00	per week	Normal
Barbers	4	434	30.00	per week	Increase
Bill Posters	1	28	30.00	per week	Increase
Bindery Women	1	185	22.50	per week	Increase
Blacksmiths	1	200	.72	per hour	Normal
Boilermakers	2	432	.85	per hour	Normal
Bookbinders	2	110	39.00	per week	Normal
Bricklayers	1	75	9.00	per day	Increase
Broommakers	1	12	5.20	per day	Increase
Building Laborers	1	250	6.50	per day	Increase
Bushelmen	1	40	25.00	per week	Increase
Carpenters	9	1,898	8.00	per day	Normal
Chauffeurs	1	23	4.50	per day	Normal
Cigarmakers	1	500	6.00	per day	Normal
City Firemen	1	9	125.00	per month	Normal
Cooks	1	257	5.00	per day	Increase
Electrical Workers	2	165	9.00	per day	Normal
Elevator Constructors	1	20	5.60	per day	Increase
Engineers	1	33	10.00	per day	Normal
Express Workers	1	120	145.00	per month	Increase
Garment Workers	1	245	25.00	per week	Increase
Glass Workers	1	45	6.00	per day	Normal
Granite Cutters	1	85	6.80	per day	Normal
Iron Molders	2	239	6.40	per day	Normal
Jewelry Workers	1	30	5.00	per day	Normal
Laundry Workers	1	400	Men 4.16 Women 1.66	per day	Increase
Leather Workers	2	82	.75	per hour	Increase
Letter Carriers	7	266	1,650.00	per year	Regular
Lithographers	1	75	50.00	per week	Increase
Machinists	2	222	5.76	per day	Normal
Mailers	1	27	5.50	per day	Increase
Meat Cutters	2	121	35.00	per week	Increase
Mine Workers	13	1,701	5.83	per day	Normal
Motion Picture Operators	1	75	35.00	per week	Increase
Musicians	1	---	---	---	---
Packing House Workers	1	1,000	5.60	per day	Normal
Painters	2	526	8.00	per day	Increase
Photo Engravers	1	48	45.00	per week	Increase
Plasterers	1	14	8.00	per day	Increase

Occupation	Number	Rate	Unit	Change	Category
Plumbers	2	164	8.00	per day	Increase
Postoffice Clerks	1	173	1,800.00	per year	Regular
Printing Pressmen	1	200	6.50	per day	Normal
Railroad Car Repairers	3	1,843	.67	per hour	Normal
Railroad Clerks	3	1,150	.67	per hour	Normal
Railroad Conductors	3	496	6.00	per day	Normal
Railroad Engineers	1	38	6.35	per day	Normal
Railroad Firemen	5	747	4.90	per day	Normal
Railroad Laborers	1	12	.49	per hour	Normal
Railroad Mail Clerks	1	133	1,925.00	per year	Regular
Railroad Maintenance	1	121	.49	per hour	Normal
Railroad Switchmen	1	325	6.48	per day	Normal
Sheet Metal Workers	2	226	72c to	per hour	Increase
Stage Employees	2	83	6.00	per day	Normal
Steam Engineers	2	424	8.00	per day	Normal
Street Railway Workers	2	1,288	5.85	per day	Normal
Structural Iron Workers	1	149	9.25	per day	Increase
Tailors	1	325	40.00	per week	Normal
Typographical	7	878	30.00 to	per week	Normal
Webb Pressmen	1	46	5.25	per day	Increase



Eighteenth Biennial Report

Colorado
Bureau of Labor Statistics
1921-1922

CARL S. MILLIKEN

Secretary of State; Labor Commissioner *ex-officio*

CARL DE LOCHTE

Deputy State Labor Commissioner

and

Chief Factory Inspector



17

DENVER, COLORADO
EAMES BROTHERS, STATE PRINTERS
1922

E.M.

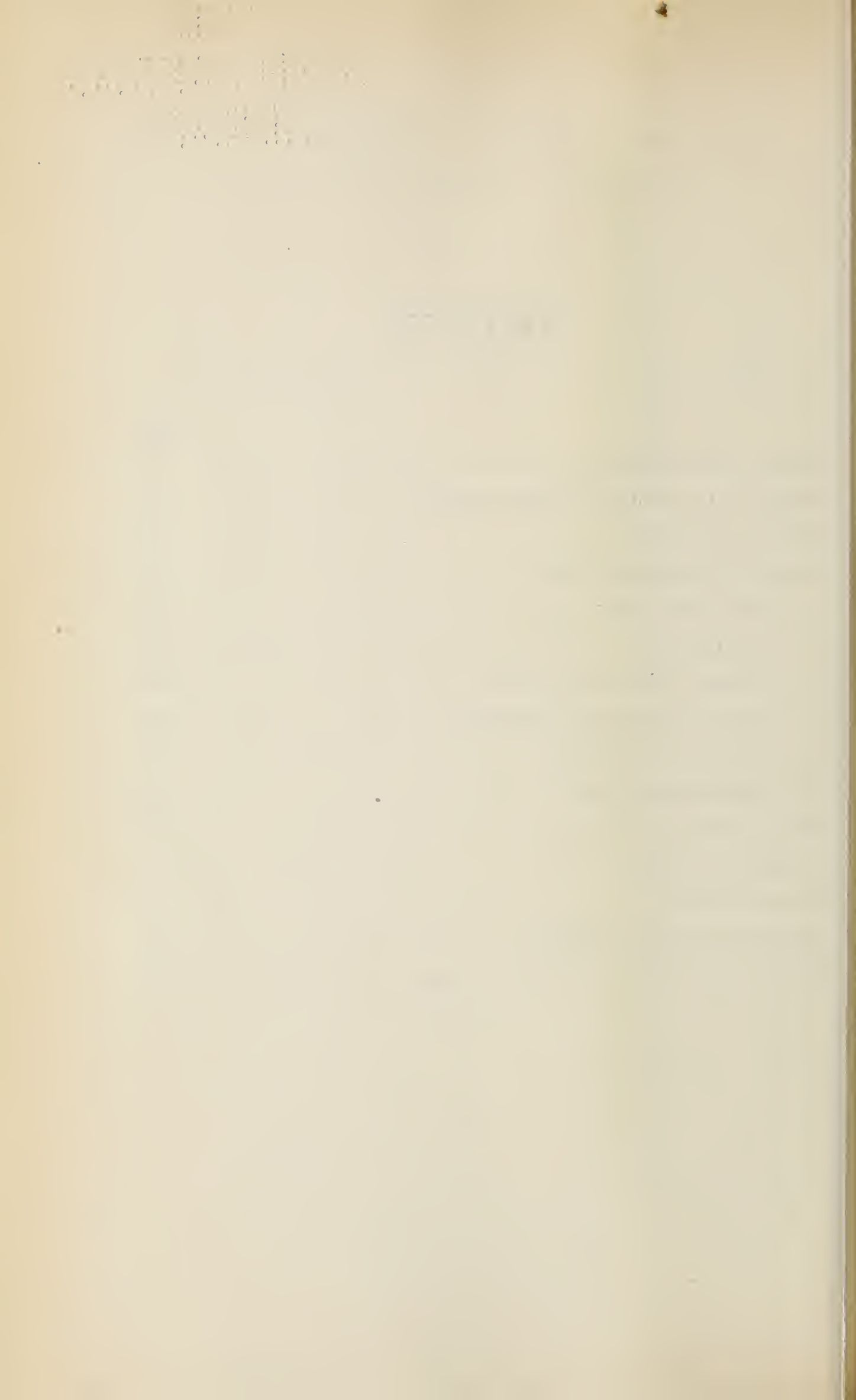
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LETTER OF TRANSMITTAL

To His Excellency, Oliver H. Shoup, Governor; Hon. Carl S. Milliken, Secretary of State and Labor Commissioner Ex-Officio, and Members of the Twenty-Fourth General Assembly:

In accordance with law we herewith submit the Biennial Report of the State Labor Department, officially known as the Bureau of Labor Statistics, for the 1921-1922 term, comprising, as it does, the Eighteenth report since the organization of the Labor Bureau.

It is a brief resume of the important work of the Bureau embracing Factory Inspection, Free Employment Agencies, Wage Claim branch, Private Employment offices, wages, cost of living, and so on. Also a recital of the various activities in the way of labor law enforcement.

It has been our constant aim to make the Department of actual service to those in whose behalf and for whose benefit the office was created. To this end we have been ever watchful in the enforcement of the statutes now on the books which seek to protect the workers. Many of these laws are found to be "dangling" laws—that is to say, they are laws which no particular State official is distinctly instructed to enforce. This is a fault altogether too common in Colorado. It would greatly help the administration of affairs if the Labor Commissioner could by law be instructed definitely to enforce all the Colorado labor laws, stating at the same time what laws are actually to be known as such.

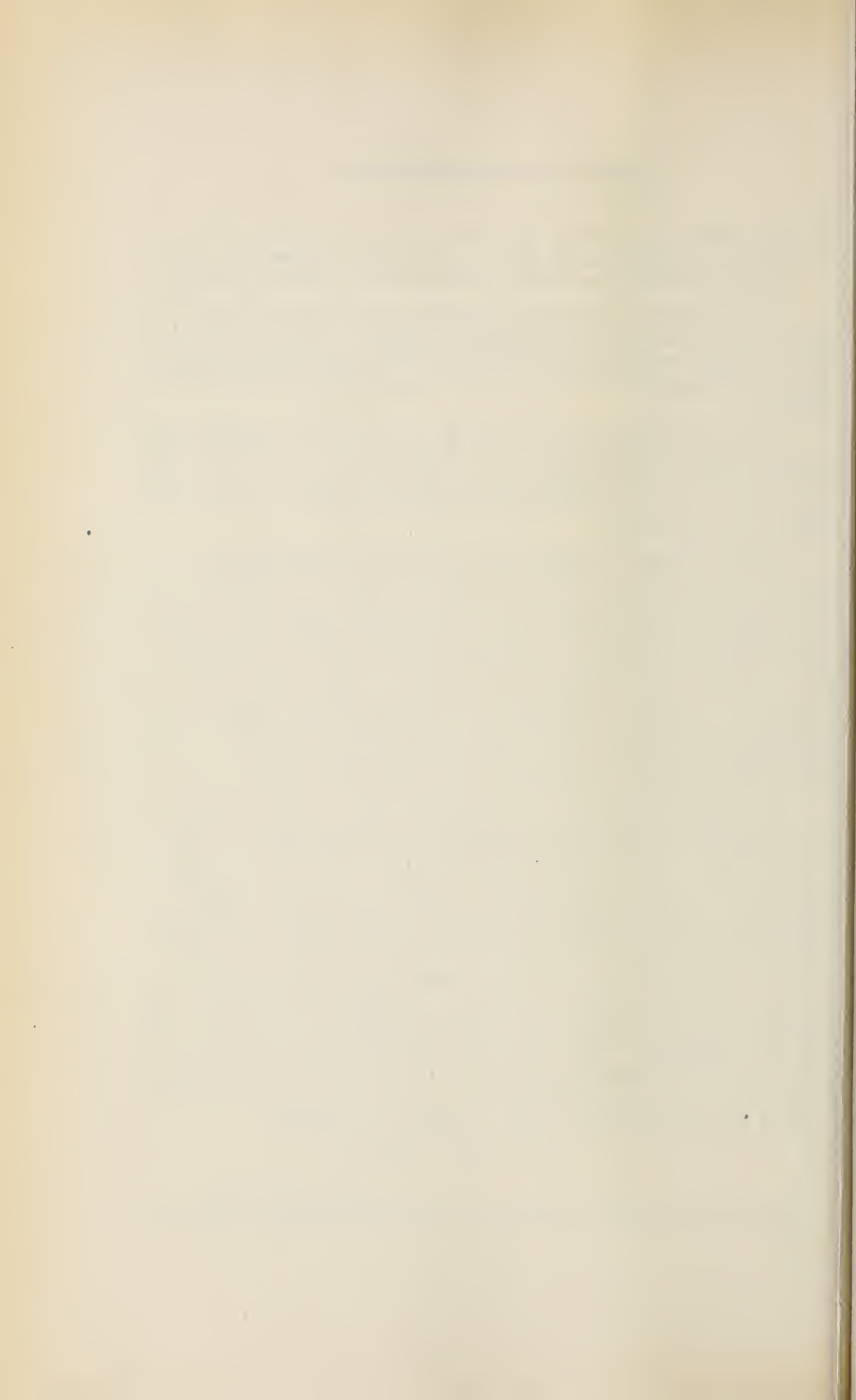
It is our hope that the forthcoming session of the legislature will broaden the scope and strengthen the humanitarian laws now on our books. The Woman's Eight Hour law, the statute making it a criminal offense to swindle the laborer out of his wages, the child labor law, and others coming within the purview of this Department, should certainly be amended in such manner as to make them of more benefit to the men, women and children of Colorado.

We desire at this time and in this manner to extend our thanks and appreciation to Secretary of State Milliken for his valuable advice and assistance in the discharge of our duties. In fact, we appreciate fully the friendly help received from all departments of the State government. Our relations with them have been of the most harmonious nature, and it has been a pleasure indeed to co-operate with them in every way possible.

Respectfully submitted,

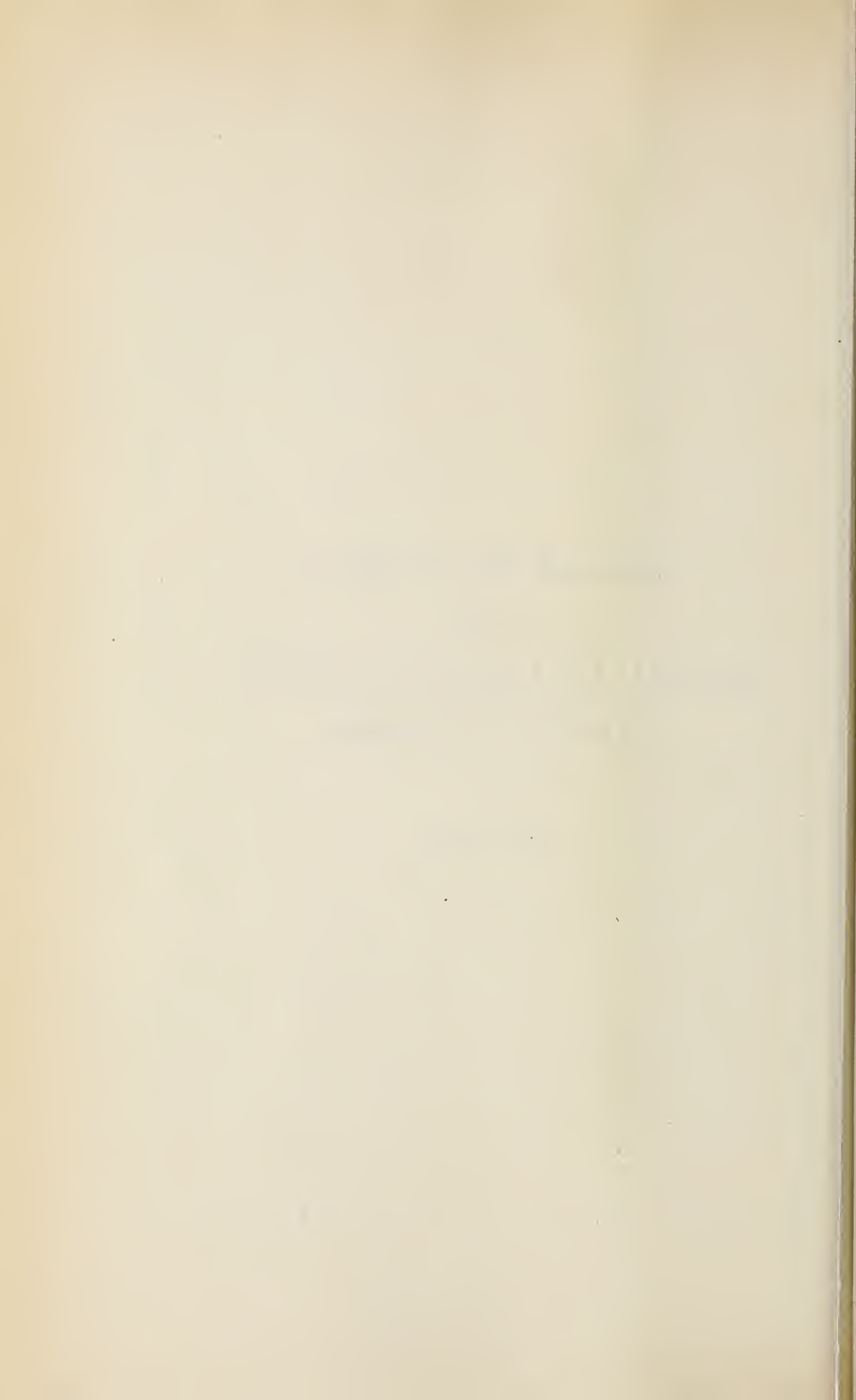
CARL DE LOCHTE,

Deputy State Labor Commissioner and Chief Factory Inspector.



Eighteenth Biennial Report
OF THE
BUREAU OF LABOR STATISTICS
STATE OF COLORADO

1921-1922



PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

CARL S. MILLIKEN
Secretary of State, Commissioner *Ex-Officio*

CARL DE LOCHTE
Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM
Statistician

HAZEL CARTER
Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS
Clerk

FACTORY INSPECTION DEPARTMENT

J. M. McLANE
Deputy Factory Inspector

GEORGE CLARK
Deputy Factory Inspector

GEORGE L. SEITS
Deputy Factory Inspector

MAE R. FOX
Deputy Factory Inspector

MORRIS PACKMAN
Clerk

LENORE TRUITT
Stenographer

FREE EMPLOYMENT OFFICE DEPARTMENT

FRANK C. COX
Superintendent Office No. 1, Denver

MRS. JANE SPIKESMAN
Assistant Superintendent Office No. 1, Denver

J. L. HENNESY
Superintendent Office No. 2, Denver

MARGARET TIERNEY
Assistant Superintendent Office No. 2, Denver

E. W. WELLS
Superintendent Pueblo Office

MARY WUKSINICH
Assistant Superintendent Pueblo Office

JOHN D. CHARLTON
Superintendent Colorado Springs Office

MARY O. MONTGOMERY
Assistant Superintendent Colorado Springs Office

PRIVATE EMPLOYMENT OFFICES

FRANK MANCINI
Supervisor

APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the supervision of the Labor Commissioner, for 1921-1922, was as follows:

BUREAU OF LABOR AND STATISTICS

	1921	1922	Total
Labor Commissioner, salary.....	\$2,500.00	\$2,500.00	\$5,000.00
Statistician, salary	1,500.00	1,500.00	3,000.00
Stenographer and statistic clerk, salary.....	1,200.00	1,200.00	2,400.00
Labor Commissioner, traveling expense appropriation, two years.....	750.00	750.00	1,500.00
Expended for traveling expense, two years.....			1,428.92
Unexpended balance			71.08
Incidental expense appropriation, two years.....		1,000.00	
Total expended for incidental expense for the Bureau of Labor Statistics for the biennial period of two years		1,014.36	
Transferred by Auditing Board.....		14.36	

WAGE CLAIM BUREAU

	1921	1922	Total
Clerk, salary	\$1,200.00	\$1,200.00	\$2,400.00
Expended for salary, two years.....			2,400.00

FACTORY INSPECTION

	1921	1922	Total
Four deputy factory inspectors, salary, each.....	\$1,200.00	\$1,200.00	\$9,600.00
One clerk, factory inspection, salary.....	1,200.00	1,200.00	2,400.00
One stenographer and record clerk, salary.....	1,200.00	1,200.00	2,400.00
Four deputy factory inspectors, traveling expense, each.....	600.00	600.00	4,800.00
Expended			4,674.26
Unexpended balance			125.74
Incidental expense, factory inspection appropriation			600.00
Expenses for two years.....		593.37	
Balance		\$ 6.63	

FREE EMPLOYMENT

	1921	1922	Total
Denver Free Employment No. 1 salary, superintendent	\$1,200.00	\$1,200.00	\$2,400.00
Denver Free Employment No. 1 salary, assistant superintendent	1,200.00	1,200.00	2,400.00
Denver Free Employment No. 2 salary, superintendent	1,200.00	1,200.00	2,400.00
Denver Free Employment No. 2 salary, assistant superintendent	1,200.00	1,200.00	2,400.00
Colorado Springs Bureau salary, superintendent	1,200.00	1,200.00	2,400.00
Colorado Springs Bureau, salary assistant superintendent	1,200.00	1,200.00	2,400.00
Pueblo Bureau salary, superintendent.....	1,200.00	1,200.00	2,400.00
Pueblo Bureau salary, assistant superintendent	1,200.00	1,200.00	2,400.00
General incidental expense appropriation.....			7,000.00
Expense for biennial period.....			6,774.14
Balance			\$ 225.86

PRIVATE EMPLOYMENT AGENCIES

On December 1, 1920, the beginning of the fiscal year, there remained a balance in the hands of the State Treasurer to the credit of this fund amounting to.....	\$ 315.67
Since that time collections have been made in the amount of.....	3,077.50
	<hr/>
Total	\$3,393.17
Salaries and expenses for the two years.....	\$3,207.45
Amount collected for the same period and balance.....	<hr/>
Balance in the hands of State Treasurer, credit of year 1923	\$ 185.72

The expenditures in connection with the enforcement of this law consist of salary for a supervisor, whose duties are the collection of licenses and bonds from the agencies, and investigation of irregularities which arise in connection with misunderstandings with those who have paid a fee for a job, and, for some reason, there is dissatisfaction either with the applicant for a place, or the party or firm making application for help. There is also a small expense account allowed.

RECAPITULATION

1921-1922

Total appropriation for the Bureau of Labor Statistics, Wage Claim Bureau, Factory Inspection and Free Employment Departments	\$61,300.00
Total expenditures	60,885.05
	<hr/>
Total balances unexpended.....	\$ 414.95
Total appropriation for Bureau of Labor Statistics.....	\$12,900.00
Expended	12,843.28
	<hr/>
Balance unexpended	\$ 56.72
Total appropriation for Wage Claim Bureau.....	\$ 2,400.00
Expended	2,400.00
	<hr/>
Total appropriation for Factory Inspection.....	\$19,800.00
Expended	19,667.63
	<hr/>
Balance unexpended	\$ 132.37
Total appropriation for Free Employment Bureaus.....	\$26,200.00
Expended	25,974.14
	<hr/>
Balance expended	\$ 225.86

FACTORY INSPECTION

The enforcement of the provisions of this law has been of great aid in reducing the number of industrial accidents in the State. In a great many respects this law is a good and necessary one, but far from ideal. A serious defect is the lack of standardization of the work of our inspectors with that of private accident insurance carriers, who frequently in their orders for safety and sanitation, differ widely from the State law. Wherever this is a matter of judgment or discretion it would seem that any difference as to particular kind of safety appliances to be installed could be, or should be approved without further dispute.

Another point of faulty wording in our law is that the absolute authority of our inspectors to enforce necessary safety orders is left indefinite and obscure. Briefly, the order of the State Factory Inspector should be the final authority in such matters, and not some employee of the concern, or some agent of an insurance company, no matter how competent these may be. Our inspectors are charged with the enforcement of a State law. A State law should supercede in authority all self-made rules. This is based on the fact that the State Factory Inspectors look at the guards and devices strictly from the point of safety to the workmen operating the various machines. A compensation insurance inspector is interested only in a reduction of the risk and expense to the company represented. The State takes the humanitarian side, while the other is interested in frugality only. This difference, slight as it may appear, cannot be entirely eliminated until a standard safety code is adopted by the State Legislature. As a definite move in the direction of uniformity the State Factory Inspection Department is applying the rules of the National Safety Council, as most nearly covering all matters, and at the same time serve the humanitarian side.

Regarding many phases of our work in the department of Factory Inspection, such as child labor, sanitation, ventilation, fire escapes, and so on, there have been no outstanding features calling for special comment. At the same time the importance of these matters was not lost sight of and the various deputy inspectors have been diligent in enforcing this phase of the inspection law, and have made the usual efforts to maintain a satisfactory standard of conditions.

Bearing in mind our determination to make this report as brief as possible we have omitted all tables showing in detail the two years' work in the Factory Inspection Department. However, as showing the necessity of constant watchfulness on our part in the one item of seeing that machinery is properly guarded against accident, we are submitting the following tabular statement of such orders, as emanated from this office during the two years:

SAFETY AND SANITARY ORDERS

Safety Orders issued in 1921	Safety	Sanitary
Factory	537	323
Flour Mills	57	...
Founderies	7	...
Garages	72	13
Machine Shops	23	6
Packing Plants	4	6
Canning Plants	4	1
Planing Mills	7	3
Hotels and Restaurants	265	729
Miscellaneous	23	4
	<hr/>	<hr/>
Total, 1921	999	1,085
Safety Orders issued in 1922	Safety	Sanitary
Factory	457	379
Flour Mills	27	...
Founderies	28	...
Garages	118	7
Machine Shops	17	4
Packing Plants	6	1
Planing Mills	40	...
Hotels and Restaurants	367	811
Miscellaneous	6	...
	<hr/>	<hr/>
Total, 1922	1,066	1,204
Recapitulation :		
1921—Safety	999	
Sanitary	1,085	
	<hr/>	2,084
1922—Safety	1,066	
Sanitary	1,204	
	<hr/>	2,270
		<hr/>
Grand total of all orders issued.....		4,354

The safety orders shown in the foregoing table do not mean that there was only one order in any one factory. On the contrary it was found to be necessary in some instances to order guards and safety appliances to the number of 35 and 40 in a single factory.

In truth, everything connected with the Factory Inspection Department has doubled and trebled, except the number of employees and the amount of the appropriation. These remain the same as when the Department first came into existence in 1911.

A great many more inspections were returned and filed in the past two years than during any other similar period—almost 100 per cent more. Avoiding long tables and detailed distribution of the various kinds of institutions visited, the following will give the totals:

Total Number of Inspections, 1921-1922.....	5,185
Manufacturing	1,752
Mercantile	1,172
Laundry	113
Railroad	160
Restaurants	1,191
Hotels and Rooming Houses	529
Miscellaneous	268
Total Inspections made in the year 1921	2,297
Total Inspections made in the year 1922	2,888
	5,185
Total Number Certificates Issued, year 1921	1,518
Total Number Certificates Issued, year 1922	2,122
	3,640

The number of persons in Colorado engaged in manufacturing as distinct from other activities is shown here:

PERSONS ENGAGED IN MANUFACTURING INDUSTRIES

	Male	Female	Total
Proprietors and Firm Members.....	2,119	115	2,234
Salaried Officers of Corporations.....	663	29	692
Superintendents and Managers.....	1,488	58	1,546
Clerks and Other Subordinates.....	3,478	1,525	5,003
Wage Earners	31,902	3,352	35,255
	39,650	5,079	44,729

The 2,706 manufacturing plants in Colorado are scattered over the entire state. This makes it all the more difficult for the small number of inspectors to reach them. Still, in the face of these handicaps, diligence has been the rule throughout the two years. Manufacturing establishments are found in the following counties:

MANUFACTURING ESTABLISHMENTS BY COUNTIES

Adams	37	Lake	14
Alamosa	14	Larimer	87
Arapahoe	24	Las Animas.....	60
Archuleta	12	Lincoln	17
Baca	8	Logan	29
Bent	15	Mesa	38
Boulder	100	Moffat	6
Chaffee	20	Montezuma	16
Cheyenne	4	Montrose	26
Clear Creek	13	Morgan	31
Conejos	15	Otero	57
Costilla	5	Ouray	7
Crowley	19	Park	13
Custer	9	Phillips	8
Delta	24	Pitkin	6
Denver	1,147	Prowers	49
Douglas	8	Pueblo	153
Eagle	4	Rio Blanco.....	10
El Paso.....	151	Rio Grande	24
Elbert	8	Routt	18
Fremont	45	Saguache	10
Garfield	23	San Juan	6
Gilpin	7	San Miguel.....	12
Grand	14	Sedgwick	3
Gunnison	27	Summit	4
Huerfano	21	Teller	3
Jackson	5	Washington	7
Jefferson	23	Weld	98
Kiowa	6	Yuma	24
Kit Carson.....	19	All other counties	5
La Plata.....	22		

ALL INDUSTRIES

While in no sense to be considered complete in every detail, nevertheless the following table will give a fair idea of the size and importance of our leading enterprises and industries, as well as showing the total number of workers employed, male and female, as well as the grand total of wages paid annually:

NUMBER OF PERSONS EMPLOYED AND WAGES

	Females	Wages	Males	Wages	Total
Automobile (state)*	217	\$ 233,420.48	2,246	\$ 3,737,640.21	\$ 3,971,060.69
Department stores..	2,423	2,035,870.00	1,244	2,331,908.10	4,367,778.10
Films	56	89,589.00	176	354,420.40	444,009.40
Hotels and Restau- rants	3,271	2,310,008.91	3,426	3,620,005.70	5,930,014.61
M a n u f a c t u r i n g (state)†	5,993	1,189,410.56	22,682	61,956,970.24	63,146,380.80
Public Utilities	2,312	661,259.00	3,716	5,485,903.64	6,147,162.64
Railroads	269	350,298.80	12,544	22,073,780.09	22,424,078.89
	<u>14,541</u>	<u>\$6,869,856.75</u>	<u>46,034</u>	<u>\$99,560,628.38</u>	<u>\$106,430,485.13</u>

*60 % of the State total.

†90 % of the State total.

This composite table reveals the great fact that we have here in Colorado a big payroll, and that this payroll goes to workers in lines not easily affected by conditions in other parts of the country. It is indeed a steady stream of money paid in wages that goes on without regard to seasons or other conditions.

The figures secured in connection with the beet sugar industry are interesting when considered separately from the other enterprises of Colorado. Sixteen such sugar factories are considered here. To supply these with the raw material approximately 200,000 acres of land were in cultivation in 1921. To cultivate and harvest this crop involved payment for labor amounting to \$30.00 per acre, making a total paid to workers in the beet fields of \$6,000,000. This amount is included in the grand total of wages paid. The manufacture of sugar from the beets in the 16 factories gave employment to 6,833 men and 252 women. The men received pay to the amount of \$5,302,386.00; the women received \$147,030.00. This makes a total payroll for all the 16 factories of \$5,449,416. This added to the amount paid for the cultivation of the crop amounts to a grand total of \$11,449,000.00.

The figures compiled show a grand total of 14,541 women and 46,034 men engaged in the occupations that are included in the various industries under consideration. The women were paid wages to the amount of \$6,869,856.75 for the year. The men were paid \$99,560,628.38. In most cases the amount of wages returned for the women included also room and board.

In gathering the statistics concerning wages paid, no account was taken of the amounts paid in commissions. In some enterprises these commissions aggregate large sums. If counted in

every case it is estimated that the total would reach at least five per cent of the total payroll.

It is figured that the showing of manufacturing plants includes about 90 per cent of all those in the State. Counting those listed we find that a total payroll is maintained amounting to \$63,146,380.80. Two years ago the U. S. Census Bureau made a rather close survey of our manufacturing enterprises, and found a payroll at that time amounting to \$56,020,854.00. The figures compiled by the State Department of Labor show an increase of \$7,123,527.80, or almost eight per cent.

The number of persons employed by the Denver Department stores and the amount of money paid out annually in the shape of wages is another very significant showing. It is shown that 2,423 women and 1,244 men are employed, making a total of 3,667 persons. These were paid a total wage amounting to \$4,367,778.10 in one year.

NEWSPAPER INDUSTRY

A special survey of the newspaper industry in Colorado was made by the Department during the biennial period. This was carried on by correspondence entirely. Replies to letters sent out were received from nearly all the publishers in the State. A table showing the number of publications and the aggregate circulation per issue is as follows:

	Number of Publications	Aggregate Circulation Per Issue
Daily	44	287,972
Sunday	11	252,981
Semi-Weekly	6	12,206
Weekly	285	279,554
Monthly	34	145,406
	380	978,119

Returns from the publishers show further that 2,178 wage earners are employed—1,903 men and 275 women. The average yearly payroll reaches \$3,379,986.00. The amount of capital invested by the publishers in the newspaper industry of the State reaches \$5,336,465.00.

In connection with Department work in inspection of restaurants we have to report much improvement in the condition from a sanitary standpoint of these establishments in all parts of the State. This improved condition was brought about by the issuance of a special compliance letter by the Chief Factory Inspector showing such restaurants, after thorough inspection to be strictly sanitary. The possession of such a statement was highly prized by all, resulting, as stated above, in much cleaning up, as only those undoubtedly entitled to receive them were favored with such a certificate.

CHILD LABOR LAW

The Child Labor Law is one of the most important over which the Department of Labor Statistics has supervision. All complaints of violation or evasion of this law are promptly investigated by the Department and compliance insured. It has not been necessary to enter suit against any person or firm during the two-year period. The number of cases of violation reported was 84. Immediate investigation followed, resulting in all cases in complete compliance with the law.

In many respects our Child Labor Law is really a school attendance law, based on the fact that grammar school training to be effective must be continuous and uninterrupted up to 16 and 18 years.

A recent U. S. Government report makes the following declaration in that connection :

“Boys who go to work at the end of grammar school rarely get good jobs. The wages seem high at the beginning, but they increase very little. Jobs handed out to unskilled labor (that means boys and girls who lack school training) offer little training and small chance to get ahead. Statistics show that by the time a boy is 25 years old, he usually has received \$2,000.00 more salary if he stayed in school until he was 18, instead of leaving when he was 14 years old.”

Surely this statement justifies the school officers in using every possible method of keeping the boys and girls in school and out of the shops.

Attempts to secure the consent of the Department of Labor to an abrogation of the Child Labor Law during the past two years have been frequent and persistent.

Two years ago the requests for setting aside this wholesome statute were based on war conditions, shortage of labor supply, perishing crops, and the like. During the past biennial period, strange as it may seem, requests for the annulment of the law in special cases were based on exactly the opposite condition—over-supply of adult labor.

To all these appeals the Department gave the reply that it is not within the power or the province of the Labor Commissioner to set aside or abrogate a statute; that wholesome laws, such as the Colorado Child Labor Law, are made to be observed and kept, and not to be lightly dealt with. Hence no permits of any kind were granted parents who seemed over-anxious to place young children at such occupations as would bring the most money, regardless of the health, safety or proper schooling of the child.

Particularly has the Department insisted that children under sixteen years of age should not be allowed to work with moving machinery, nor be engaged on premises where machinery is in operation. The danger of maiming a young person for life is a hazard that is too great for the State to overlook. Hence, every request for a permit of this kind was denied on the ground that the law distinctly prohibits children of adolescent years from being engaged around machinery.

The deputy factory inspectors, under the supervision of this Department, were in position to discover violations of the Child Labor Law by manufacturing concerns, which, for various reasons, might be inclined to ignore its wholesome provisions. Operating in remote parts of the city, free from frequent visitation of the public, it was no doubt believed by such violators and evaders that little attention would be paid to their wrong doing.

Fortunately it has not been necessary during the past two years to resort to court proceedings in securing the fullest compliance with the law. Indeed, all things considered, there has been a remarkably small number of objections from any source to its completest operation.

CHILD LABOR IN DENVER

In accordance with the provisions of the Child Labor Law, the school authorities in Denver issue certificates to school children between 14 and 16 years, duplicates of which are filed for record in this Department. These certificates operate as a permit authorizing employment by the person or concern named in the certificate. Certificates for school children who have not completed the eighth grade in studies are granted only after the fullest investigation and upon the united judgment of the school principal, the attendance officer and the supervision of the attendance department.

During the biennial period, 1921-1922, 1,400 such certificates were issued in Denver—833 to boys and 567 to girls. This is only a slight increase over the number issued during the two-year period immediately preceding.

Since 1915 the record of filings is as follows:

1915-1916—Certificates issued,	657.	
1917-1918—Certificates issued,	863.	31% increase.
1919-1920—Certificates issued,	1,226.	48% increase.
1921-1922—Certificates issued,	1,400.	14.2% increase.

This Department has endeavored during the past biennial period to list the school certificates on file according to occupations in which the children were employed. Since no such data

are available for pervious years a comparison cannot be made. For the two years, 1921-1922, certificates show that 1,400 children were engaged in the following occupations:

		1921	1922*	Totals	Totals	Per Cent
Mercantile.....	{ Boys	205	106	311	624	45
	{ Girls	210	103	313		
Manufacturing.....	{ Boys	157	105	262	407	29.8
	{ Girls	92	53	145		
Office.....	{ Boys	102	48	150	180	13
	{ Girls	15	15	30		
Telegraph and Phone.....	{ Boys	25	22	47	62	4
	{ Girls	9	6	15		
Laundry.....	{ Boys	6	3	9	54	3.9
	{ Girls	32	13	45		
Newspaper.....	{ Boys	13	2	15	15	1
	{ Girls .....	.....	.....	.....
Miscellaneous.....	{ Boys	21	18	39	58	3.3
	{ Girls	10	9	19		
		<u>897</u>	<u>593</u>	<u>1,400</u>	<u>1,400</u>	<u>100</u>

*Nine months of 1922.

The custom of issuing certificates to boys desiring to engage in the messenger service still obtains though curtailed materially when compared with previous periods. Those thus engaged are required to spend two hours each day in the Opportunity School maintained in Denver by the school district at the expense of the public. The total number of boys engaged in telephone and telegraph service, most of whom are undoubtedly in the messenger service, is shown to be 62. The largest number girls went into mercantile establishments, working as cash girls in the department stores. The 15 boys assigned to newspapers are not newsboys—they did work as messengers and office work generally. One hundred and eighty, 13% of the whole number, went into offices, such as doctors, lawyers, insurance agents and the like.

COLLECTION OF WAGE CLAIMS

One of the most far reaching functions of the Department of Labor Statistics is the collection of wage claims for persons who for any reason have not been paid by the employer for work actually performed.

Strictly speaking, this is an assumed duty on the part of the Department, since we are not clothed with any legal power in the premises. Only moral suasion is used. That this is sufficient in most cases is shown by the accompanying tables. It would, indeed, be difficult to convey to the public mind within the limited space allotted here, a proper conception of the detail and labor that falls to Department employees in handling this part of the office work.

Claims for unpaid wages are presented by people in all the walks of life, by women as well as men. Many more persons come to us with claims that are not wage claims at all, who have a hazy idea that somehow, or in some way, the Labor Commissioner can help them. It has therefore become necessary to draw a distinct line between what is a wage claim and what is not. By reference to the table appended it will be seen that the total number of claims presented and handled was 2,735. Of these the total number collected either directly by this office or by settlement between the parties, was 1,936, showing that 71% of the claims presented were actually paid or settled. This is a splendid showing, when the many difficulties surrounding such a controversy are considered.

Our office makes no charge whatever for this work. It is performed gladly and willingly without cost, on the theory that after a man or woman has performed labor no more expense ought to be suffered by the worker and no more time lost in collecting the amount, no matter how small the sum is. Many of the claimants are surprised, of course, when they find that this office cannot go right out and force the other man to pay whether or no, or else close him up in business. However, we have little trouble in convincing all that such action would be impossible under any orderly form of government. The magnitude of the free work of the Department on behalf of our citizens who have unpaid wage claims will no doubt be more fully understood when it is figured what it would have cost these people had they been compelled to seek the aid of an adjustment company or private collection agency. These agencies make a charge that fits the case, but must necessarily have a flat minimum. At any rate small collections cost at least 10% to handle. On the basis of the total amount involved in the 2,735 claims presented, amounting to \$261,174.35, it would have cost claimants \$26,117.43, which sum was saved to them by this Department; and saved to persons who could by no

means afford to part with so much of their earnings in order to obtain the rest.

A large number of claims are presented at the countér which we cannot handle at all. These, of course, are not counted in the totals, although, they require quite as much attention from employees as do many of the claims that are accepted. A typical case in point may be cited, and they occur by the hundred, affecting about every line of employment: A laborer had taken a beet contract, the grower agreeing to pay a stipulated sum for each kind of work. The grower mortgaged the crop to a bank to secure money to pay expenses. At the end of the season the purchaser of the crop, in issuing the check in payment, added the name of the worker, and also one who had furnished supplies to the grower, and sent it to the bank holding the mortgage. The bank readily secured the signatures of the grower and the worker, but the supplies man refused to sign unless the whole amount of the big check was turned over to him. This refusal tied up the check, nobody was paid, and the worker, needing his money, was the only real sufferer, being unable to collect. Much as this worker needed help, we were powerless to assist him in any way. His claim is against the grower, and not against the others and rests entirely on the grower's ability to pay.

A case of another kind: A bridge carpenter living in Arapahoe county was employed last October to work on railroad extension in the interior of Arizona. He went to the job along with a number of other men, all of whom expected to remain until the job was completed. After working a few weeks the bridge carpenter became very ill, the climate being unsuited to him. He conferred with the bridge boss and was told to remain, if possible—that he would be taken care of. Nevertheless the carpenter grew worse as the days passed and finally he asked for his time. He was given a check for what was due him—about \$46.00. He asked for a pass back to Denver. Obviously there was no one right on the spot authorized to issue railroad passes, and the carpenter, fearing that he would die in his tracks unless he got away from that place, went to the station and bought a railroad ticket to Denver. The railroad fare was \$43.20. Having no money, he turned his check over to the agent, who issued the ticket. Then he caught a train and arrived in Denver, more dead than alive. He went directly to his home and to bed, suffering a severe delirium. He managed to make his wife understand what had taken place and she came to the Labor Commissioner seeking help to get a refund of the money paid for the railroad ticket.

Here was a real problem—a perplexing question demanding settlement. The claimant in Denver: the job in Arizona: the subcontractor in San Francisco: the general contractor in Los Angeles: the railroad general office also in Los Angeles. In such a situation how could the Labor Commissioner in Colorado be of

any help in getting refund of money paid for a railroad ticket in the petrified forest of Arizona? It seemed that nobody could help get that money back—and nobody tried.

Responding to the good woman's tears and seeing the utter helplessness of the carpenter, the Labor Commissioner said **he** would try. And he did try. As a first step we would enlist the help of the Labor Commissioner in Arizona. Not remembering his name, we referred to the directory of labor officials and found that Arizona has no State labor commissioner, so we opened up with a letter dated October 21st, and sent it to the superintendent of the work in Arizona where the work was done. That letter was forwarded to San Francisco headquarters. Soon a reply was received asking for more details, and also for the receipt issued by the railroad agent when the ticket was bought. Our carpenter had no receipt—he got out instanter—he waited for nothing. But hold! He had paid for his railroad ticket with his check. His signature was on that check; likewise the signature of the railroad company when the check went to the bank for payment: the said check had cleared and was now no doubt in the issuing company's possession. Would they kindly refer to it and verify the transaction? They did. And on Saturday, Dec. 9th, the voucher check for the refund (issued by the general contractor in Los Angeles) amounting to \$43.20, arrived in our office and was turned over to our Arapahoe county bridge carpenter who was sadly in need of it. In exactly one month and 18 days the transaction was closed and the money paid, because—somebody tried. The file (claim No. 21,987) shows that 14 letters passed between this office and interested parties.

It would be difficult to classify the wage claims by occupation, even if that were desirable. It will be sufficient to state that no less than ninety-nine per cent of them come from people who may be classed as wards of the State, inasmuch as they have none other to help them. Very few claims come from men working at the trades, and none at all from members of labor organizations. But men and women who implicitly trusted an employer to do the right thing by them are the complainants. Most of these are sadly illiterate—not ignorant, but unlettered. In such a helpless state it is not strange that many fall easy victims to the exploitation of merciless employers.

In this wage claim work we are handicapped and retarded not only by lack of legal power, but also by the absence of any statute fixing a legal work day, and one fixing a minimum wage for such a day. Many more persons than one is willing to admit are employed on terms that are thoroughly indefinite as to either time or wages. They are employed "by the month" and expected to work every day and as long in a day as strength will permit. They are promised "what they are worth," or the "going wage." Such arrangements inevitably breed misunderstandings of a kind that can never be settled in a way that the worker can get a

square deal. So we would recommend that if such a thing is possible, a statute should be enacted stating definitely what is a "day" for the worker, and another one fixing a minimum pay for such a day. This for both men and women in all occupations, and whether the employer is a company, or a corporation, or a private citizen. We believe that such a statute would be of very widespread benefit to a class of people who greatly need State aid.

Not having an appropriation to take care of this special work, the Department is compelled to call in the assistance of clerks already busy with other official duties. This makes it necessary to "carry on" almost entirely by correspondence, and this means delay in many cases. Where attempt is made to collect a claim by letter from some one in the rural districts it often fails entirely. There is nothing to prevent a recipient from throwing our letters in a waste basket. Sometimes weeks and months pass before a settlement is reached, yet no claims are closed until every honorable effort to collect has been made and exhausted.

As showing in concrete form the total transactions for the two years we append the following table:

WAGE CLAIM COLLECTIONS

Biennial Period, 1921-1922

	Number Claims Filed	Amount Involved	Number Claims Paid	Amount Collected
December, 1920.....	121	\$ 9,428.41	92	\$ 4,045.12
January, 1921.....	99	4,730.48	86	4,005.26
February.....	69	4,186.15	66	2,286.70
March.....	107	6,585.28	125	8,322.82
April.....	67	5,096.11	56	1,787.55
May.....	119	8,623.26	76	3,747.04
June.....	119	11,196.65	83	4,718.23
July.....	134	11,873.77	72	5,508.96
August.....	157	8,872.14	125	4,801.15
September.....	231	17,320.37	169	10,686.25
October.....	140	18,973.29	60	3,853.10
November.....	179	17,351.15	114	6,524.52
Total.....	1,542	\$124,237.06	1,124	\$ 60,286.70
December, 1921.....	106	\$ 8,625.19	58	\$ 4,851.70
January, 1922.....	119	8,259.49	61	3,482.58
February.....	82	5,499.51	47	2,835.13
March.....	90	6,482.91	39	3,634.22
April.....	132	7,358.08	87	5,685.72
May.....	83	6,279.43	55	1,630.39
June.....	97	6,102.26	159	21,150.14
July.....	97	8,939.89	67	4,674.75
August.....	174	8,716.13	69	4,334.31
September.....	90	11,706.74	44	7,924.44
October.....	88	6,575.51	44	2,067.61
November.....	132	52,392.15	82	5,232.92
Total.....	1,193	\$136,937.29	812	\$ 67,503.91
Total, 1921.....	1,542	\$124,237.06	1,124	\$ 60,286.70
Total, 1922.....	1,193	136,937.29	812	67,503.91
Grand Total.....	2,735	\$261,174.35	1,936	\$127,790.61

WOMAN'S EIGHT HOUR LAW

The Department has given a great deal of attention to the proper enforcement of the Woman's Eight Hour Law. This law was approved by the people at a referendum vote at the general election in November, 1912. It provides that employment of females in all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants, is injurious to health, and dangerous to life and limb, and that no female shall be permitted to work in any of these occupations more than eight hours during any 24 hours of any one calendar day.

Believing as we do that this law is a valuable and necessary one, the Department has followed a vigorous policy of enforcement. All complaints of violation were immediately taken up and investigated by one of the regular Deputy State Factory Inspectors. Lamentable misunderstanding of the provisions of the law was found to be the basis of many of the complaints, and upon full explanation all parties concerned readily complied with it.

Our inspectors made personal visits to 147 different establishments during the past two years, and these were confined largely to Denver. In all cases compliance was promptly secured.

The concerns visited in connection with eight-hour compliance include the following.

Bakeries	4
Hotel and Restaurants	16
Grocery Stores	4
Laundries	20
Millinery	3
Manufacturing	20
Restaurants	40
Stores	21
Tailors	5
Miscellaneous	14
Total	147

In connection with our work in this line of our activity a very large number of complaints reached us by telephone and others by anonymous letters. Collectively all such complaints referred to women working in occupations not covered by the law, and upon this discovery revealed by personal investigation, we were not able to inform the person making the complaints of the facts, as we had no name and address. Manifestly this was not fair to our office, since we were unable to notify the individual making the complaint of the result of our labors, who in turn could easily charge the Department with lack of diligence.

The Colorado Woman's Eight Hour Law was adopted ten years ago. Repeatedly within that time the Department has been unable to secure results since only a few occupations are specifically covered. For instance, women elevator pilots in office buildings are not included, nor women in the professions, such as doctors' offices, lawyers' offices, and so on.

At the 1919 session of the State Legislature a separate law was enacted to extend the provisions of the Woman's Eight Hour Law so as to include workers in the State Penal Institutions. This covers all but those filling supervisory or managerial positions and those whose pay is fixed by statute.

Rather than enact a separate law to cover every different occupation, it is recommended and urged that in order to get the desired results, the present Woman's Eight Hour Law be amended so as to cover all women working in any occupation of whatever kind or character.

PRIVATE EMPLOYMENT OFFICES

Colorado is one of the thirty states in the Union that has enacted a law to license and regulate the operations of private employment agencies. In this State the enforcement of the law comes under the direct supervision of the Department of Labor Statistics.

In some respects all the laws of the states mentioned are similar, while in other respects they differ very widely. All of them apply only to employment agencies which charge fees for services, and make no discrimination between those agencies acting for common labor and those devoted entirely to professional applicants or to teachers.

Records are required to be kept, but there is no provision requiring reports to be made to the licensing authority. During the pendency of the World War the lack of information regarding the extent of the operations of private employment agencies, although licensed, was a great hindrance to our government. Nothing was known as to the extent of their operations, or of the particular kind of laborers who were served by them.

Immediately upon assuming the duties of the office in May, 1921, the Deputy Labor Commissioner devised and installed a system of monthly reports to be furnished by the private employment agencies. These reports contained the number of men placed in skilled labor, unskilled labor, farm labor, and in clerical positions. The females were divided into domestic, industrial and clerical.

Although there is no legal requirement compelling the preparation and submission of such reports, nevertheless, without exception, all the licensed private employment agencies did submit such reports to this Department, and they were tabulated and placed on file. With the possible exception of the State of California we believe that Colorado is the only State in the Union where a record is made and preserved of the transactions in detail of these licensed offices.

Since the institution of the system referred to above, the total business of all the licensed private employment offices combined, by months, is shown by the following table:

PRIVATE EMPLOYMENT OFFICES

Total Number of Positions Secured.

	MALE				FEMALE			Total
	Skilled	Unskilled	Farm	Clerical	Domestic	Industrial	Clerical	
July, 1921.....	468	1,081	1,091	202	441	115	174	3,572
August	608	1,548	1,336	272	116	144	285	4,309
September	625	2,207	737	175	382	142	359	4,627
October	212	1,465	495	111	205	75	131	2,692
November	722	790	155	375	163	46	126	2,377
December	194	308	116	24	145	87	100	974
January, 1922..	124	219	95	62	82	69	74	725
February	207	308	197	52	101	142	73	1,080
March	130	632	261	81	70	111	41	1,326
April	201	409	262	137	444	131	42	1,626
May	426	1,232	518	132	194	283	97	2,882
June	421	833	707	155	160	375	115	2,766
July	587	2,452	583	150	162	193	204	4,331
August	955	1,500	495	181	152	99	284	3,666
September	391	2,572	597	64	86	94	141	3,951
October	456	2,730	399	38	101	93	62	3,879
November	750	850	120	360	165	46	126	2,417
	7,484	21,134	8,164	2,571	3,169	2,245	2,434	47,200

The private employment law in Colorado applies to any person who furnishes employment or help, or who offers to procure employment or help, regardless of whether he does or does not charge a fee for such service. Charitable institutions are excepted.

The license fee fixed by the statute is based on the population of the town or city in which the agency is located. In cities of 25,000 or over \$50.00 per year; less than 25,000 and more than 5,000, \$25.00 per year; under 5,000, \$10.00 per year. A register must be kept of applicants for employment and calls for help. Registration fee limited to \$2.00 for professional employees and to \$1.00 for common labor. This fee must be returned on demand if the applicant does not obtain work through the agency within five days.

The act forbids sending females to immoral resorts, false advertising, false statements to applicants, and false entries in the register.

A bond of \$1,000 is required, which runs to the State, and is filed with the Secretary of State. This bond covers such penalties as may be legally assessed. Infractions carry a fine of \$100 to \$200, as well as fine and imprisonment not to exceed six months, or both penalties, in the discretion of the court.

In the course of years many abuses have sprung up in connection with private employment offices which were detrimental to the rights of laborers. This has led to the theory maintained by some that all private employment agencies should be prohibited by statute. Court decisions, however, clearly show that this can not be done—that the occupation of a private employment agent is not necessarily vicious or destructive of the rights of the individual, hence cannot be entirely prohibited. But regulation is permissible, and where based on reasonable grounds, has always been sustained by the courts. Thus license fees in amount as high as \$2,000 annually, charged by the State, are sustained as reasonable. The license fee in Colorado is from \$10.00 to \$50.00, according to the population of the town or city where the office is to be located.

During the biennial period about 175 complaints of various kinds have been lodged with the Department against private employment offices. Many of these were of a trivial nature and soon adjusted. Many others, however, involved much care in settlement, but in all cases the ends of justice were secured and satisfactory adjustments made without resort to court proceedings, or without attacking any bond given to protect the State. By far the largest number of complaints that reach us is for refund of fees charged, since for one reason or another the applicant did not secure the place that he was sent to fill. Refunds were secured in seventeen instances, but in many others it was found that the private employment agent had not violated or evaded any law, but on the contrary had studiously abided by all its provisions.

As at present operated in Colorado, it does not appear that the private employment agencies are a detriment or a menace to the workers of the State. In some instances, those agencies devoted exclusively to handling professional positions, unnecessarily encourage turnover of labor by placing clients in a position, charging a fee, and then in a short time offering the same person a place commanding a higher salary and, of course, charging another and higher commission. It is impossible to estimate to what extent this is practiced, but surely it is done to a degree that affects stability and regularity in many occupations.

In several instances efforts were made by individuals and firms to evade the provisions of the law on some flimsy pretext, asserting that the character of service rendered was not covered by the statute. However, our law is broad enough to cover all these and others. Section 3 reads as follows:

“A private employment agency is defined to be any person, firm, co-partnership or corporation furnishing employment or help, or giving information as to where employment or help may be secured, or who shall display any employment sign or bulletin, or through the medium of any card, circular, pamphlet or newspaper offer employment or help; and all such persons are sub-

ject to the provisions of this act, whether a fee or commission is charged or not. Provided, that charitable organizations are not included within the meaning of this act.''

In some cases attempts to evade these provisions by offering instructions, issuing certificates, etc., were made in Denver and various other parts of the State. All, however, either secured proper licenses or ceased operations altogether.

Complaint was made that one of the private employment agencies in Denver was advertising under seven different names. This we held to be contrary to the provisions of the law. After thorough investigation the offending agency was instructed to drop the use of all names not included in the license issued, or else pay an additional and separate fee for every name used in advertisements. The agency at once complied with this ruling and dropped the use of any but the license name.

The following is a list of employment agencies operating in the State of Colorado:

Acme Employment Method.....	Denver, Colo.
J. Allen	Denver, Colo.
The Albert Teachers' Agency.....	Denver, Colo.
Business Men's Clearing House.....	Denver, Colo.
Cass & Philbin	Denver, Colo.
Collegiate Bureau of Occupations	Denver, Colo.
Colorado Employment Agency	Pueblo, Colo.
Dick Teachers' Agency	Denver, Colo.
Fisk Teachers' Agency	Denver, Colo.
Frederick & Son Employment Agency	Denver, Colo.
International Intelligence Service	Denver, Colo.
Interstate Employment System	Denver, Colo.
Jackson Employment Agency	Denver, Colo.
T. J. Kaiser	Denver, Colo.
Lyon Bros. Company	Denver, Colo.
McMillan & Economy	Denver, Colo.
Modern School of Business	Denver, Colo.
Montoya Labor Agency	Denver, Colo.
Phelps Occupation Bureau	Denver, Colo.
Mary E. Richards	Denver, Colo.
Ned Robison	Glenwood Springs, Colo.
Reliable Employment Bureau	Denver, Colo.
Rocky Mountain Teachers' Agency	Denver, Colo.
Silver State Employment Agency	Denver, Colo.
Leon E. Slavens	Denver, Colo.
S. G. Snell	Denver, Colo.
Louis A. Thomas	Gunnison, Colo.
Western Railway Labor Agency	Denver, Colo.
William Wells	Denver, Colo.
Mrs. Julian White	Denver, Colo.
Western Teachers' Agency	Denver, Colo.

JAPANESE IN COLORADO

The Department has given attention to the rapid growth of Japanese population in Colorado during the past two years.

Noting that U. S. Census figures show congestion of Japanese in our most fertile valleys, we got in touch with the county assessors in Weld, Otero and Bent counties. These Assessors furnished the Department of Labor with a complete list of Japanese owners, renters and occupants as shown by the county records, giving descriptions of lands owned and occupied by these people, who are not assimilable, and who are not allowed to become citizens of the United States by reason of treaty rights between the two nations.

The Japanese population in Colorado, according to the U. S. Census, shows growth as follows:

	1900	1910	1920
Japanese in Colorado	48	2,300	2,464

So it is seen that we now have 2,464 Japanese in Colorado. Three-fourths of these are settled in five counties of the State. Denver, 465; Weld, 720; Otero, 232; Adams, 263; Bent, 104.

In Weld county there are 44 Japanese land owners and 124 renters. In three places entire sections of land are thus owned by one party. Japanese occupy lands in territory reaching from Brighton to Nunn.

In Bent county, out of a Japanese population of 104, 29 of them own 5,120 acres, all under irrigation, north of the Arkansas river from the growing city of Las Animas. This land is in territory six miles wide and eighteen miles long.

In Otero county the 232 Japanese are in and near Rocky Ford (the world-famous cantaloupe district) in territory twelve miles square, closely nestled. In one strip—Sec. 8-24-56 to Sec. 10-24-57—a distance of four miles from east to west, Japanese occupy all the land. In that county Japanese own, or have leased, lands aggregating 3,683 acres, almost crowding out the white pioneers and early settlers.

This presents a race problem affecting not only the ownership and occupancy of our most fertile lands by a non-assimilable people, thereby completely crowding out our pioneer white settlers and their posterity, but it also affects seriously our public schools.

A letter addressed to the County Superintendent of Schools, Otero county, inquiring into this phase of the situation received a prompt and frank reply. His letter is given in full:

“The percentage of Japanese children attending school is small. The compulsory education law has no hold on these people and only a comparatively few of the parents manifest any interest whatever in the education of their children.

“There are two school districts in Otero county, District No. 22 and District No. 29, in which the presence of the Japanese constitutes a serious problem. School District No. 22 in September of 1919 had an attendance of fifty-eight pupils in a splendid two-teacher school, fully equipped and modern in every respect. District No. 29 during the year 1918 had over one hundred pupils in attendance and was seriously contemplating the addition of another room to its present two-room building. During the present year 1921-22 the attendance in District No. 22 is eleven pupils, and District No. 29 is forty-three pupils. This reduction is due entirely to the presence of the Japanese.

“An effort is being made by these people to gain a foothold in school districts 13 and 20, in and around the town of Swink. While the number of Japanese in these districts at the present time is not seriously interfering with the school attendance, there is indication that the seriousness of the problem is on the increase.”

STATE FREE EMPLOYMENT OFFICES

The Colorado State Free Employment Offices were established by legislative action in 1907, and have accordingly been in existence for a period of 14 years. During that time a very large amount of business has been transacted and many thousands of Colorado citizens have, through those agencies, been placed in permanent positions.

Colorado was one of the first States in the Union to enact a law of this kind. It goes without saying that these offices, well grounded in activities, were of the greatest benefit to our government during the war period. And after the cessation of hostilities they again proved their worth to our people in the assistance they were able to give in placing the ex-soldiers in suitable occupations.

Having justified their existence in the past and having fully establishing their prime necessity in the future, we suggest such financial support from the legislature as will insure the reasonable growth and development of those State Free Employment Offices.

These offices have at all times been hampered by lack of means to properly and adequately transact such business as comes to them. They need in the first place to be housed in ample quarters, arranged to permit of separation of men from women who apply for work. These quarters should look like a State Institution and carry the dignity of the State with them. This of itself would do much to create a good impression on the employee and the employer alike.

It may not be out of place to state here that on account of lack of funds to equip them the two Denver offices are using furniture, desks, tables, chairs, filing cases, etc., which belong to the U. S. Government. Our Department is granted the use of this government furniture only for the reason that we are co-operating with the U. S. Employment Service, and on the termination of this arrangement for whatever reason, would necessarily be compelled to turn all such property over to a designated custodian.

In the past it seems to have been the policy to allow only such funds for the conduct of the Free Employment offices as would meet the statutory salaries and pay for rents and necessary incidentals, such as printing, stationery, postage, and the like. Nothing at all has been allowed for expansion and growth; nothing at all to pay for additional help; nothing at all for advertising the offices and keeping the free service fresh in the people's mind.

Experience of the past shows that the Free Employment offices have been of most direct benefit to farmers needing help. Either at the time of planting or the time of harvesting, and in many places in the State at both these seasons, the farmer is desperately in need of immediate help, and everything possible should be done to supply this help. Additional appropriations asked for will in a large measure supply this need.

Methods of conducting Free Employment offices vary, no two states following exactly the same procedure. In many states field agents are employed who solicit orders for workers from employers, and at the same time keep in touch with a number of men who need work. In Massachusetts, for instance, 38 people are employed in three offices. In Colorado 8 persons are employed in four offices.

In Colorado no appropriation of money is made that would enable the Department to branch out in that sort of activity. Our superintendents and assistant superintendents must of necessity remain at the desks in headquarters at all times to accommodate applicants. Of course much is accomplished by use of the phone, nevertheless there is lack of personal touch between the employers and the officials of the State Free Employment offices, a thing that always inspires confidence.

It has developed that under existing conditions, when demand for laborers is great, individuals operating from pool rooms, hotels or other public places, hunt up men to fill the jobs, in cities where no Free Employment Office is maintained, charging any fee the worker will pay or charging the employer a fee not authorized by law, such persons never pay a state license fee and operate outside the pale of the statute entirely. It is next to impossible to apprehend them.

CO-OPERATION WITH U. S. EMPLOYMENT SERVICE.

Beginning with June, 1921, the Department secured the co-operation of the United States Free Employment Service in Colorado, through the Director General in Washington.

Regular weekly placement reports are made of the activities of the offices.

During the summer season, when the demand for harvest hands in Kansas, Nebraska and the Dakotas was strong, the government sent a special representative to Colorado to look after placements in those fields. That representative was given desk room in our Denver office and accorded every privilege that would assist him in his work. His placement reports were sent direct to Washington and did not come through our State Free Employment offices.

Knowing that the demand for harvest labor would likewise be heavy in Colorado, the head of the Department got in touch with the U. S. Employment officials urging that in their placement of such help the State of Colorado should be given the preference. This was readily agreed to by all concerned, and we were thus able to supply all the help needed at home at the very time of greatest need.

In addition our Department is granted the use of the franking privilege. While we have been careful to use this privilege only in close connection with actual government business, nevertheless it has resulted in the saving of a considerable sum in postage and stationery.

UNEMPLOYMENT.

In the fall of 1921 the unemployment situation became acute in Denver and some of the other cities of the State. Meetings were held, committees appointed and everything possible was done by public officials to relieve the situation.

As usual the State Free Employment offices came at once to the assistance of the unemployed, but insisted first and last that when places are open preference should be given Colorado citizens. The establishment and maintenance of the State Free Employment offices was primarily to benefit our own people, who pay the taxes and sustain the State.

The permanent resident of Denver and Colorado is the greatest sufferer by unemployment, because they can not leave home to take a job. Government statistics show that in Denver almost 40% (or 4 out of 10) men own the house they live in. That is to say: Whatever the number of unemployed we have in Denver, 4 in 10 own the house they live in. They are taxpayers, direct. If these are allowed to remain idle for long periods the loss and suffering becomes all the more acute.

After all is said and done, there is the one ever-present problem, to find work for the unemployed, and to find workers for the jobs that are open. To this end the State Free Employment offices are accomplishing much and are in position to accomplish very much more if given proper opportunity. In every case, care will be taken to ascertain if the service rendered is for a Colorado citizen. This, we believe, will go a long way to relieve any future condition of unemployment.

FARM LABOR

During the month of October, 1922, there suddenly appeared an acute shortage of labor in the Platte valley and in the potato growing districts about Greeley. There was much demand for laborers in the potato fields, for harvesting beets, and for work in the sugar factories.

Inside of 48 hours all demands for men in that district were supplied by the Denver offices, much to the satisfaction of the growers. This again showed the wisdom of the policy followed by the Free Employment offices in furnishing work in Colorado for Colorado men, and discouraging as far as possible the sending of men long distances outside the State.

Reports from the various State Free Employment offices show that very much was accomplished in the way of placing men on farms during the season. The following table will show the extent of this work:

POSITIONS SECURED FOR FARM HELP.

	December	January	February	March	April	May	June	July	August	September	October	November	Total
Denver No. 1, 1921.....	6	6	10	26	46	49	86	87	75	96	40	19	1,094
1922.....	5	8	13	22	31	32	75	75	84	101	71	.....
Denver No. 2, 1921.....	6	5	10	26	43	48	88	87	78	96	41	19	1,070
1922.....	6	9	12	24	31	34	47	73	85	102	71	.....
Colo. Springs, 1921.....	7	17	16	36	54	56	76	161	99	170	78	39	1,489
1922.....	17	13	18	54	67	86	98	64	87	105	71	.....
Pueblo, 1921	16	13	28	43	32	34	68	111	140	152	73	35	1,494
1922	16	7	17	67	89	92	130	67	85	88	93	.....
Grand Junction, 1921	.....	.....	.....	.....	.....	80	92	50	88	60	200	.....	784
1922	.....	.....	.....	.....	.....	10	13	45	50	56	40	.....
													5,931

Every year the Department secures from reliable persons in the agricultural counties the rates of wages to be paid to help on farms. This information is compiled and sent to the various State Free Employment offices for their guidance and use. Comparative figures covering the years 1920, 1921 and 1922 are shown in the following table:

COLORADO FARM WAGES.

Comparative Rate of Wages Offered for Farm Labor in Various Counties Reporting in 1920, 1921 and 1922

County	1922 Wages by Month With Board	1921 Wages by Month With Board	1920 Wages by Month With Board
Alamosa	\$40.00	\$40.00	\$60.00
Bent	36.00	35.00	65.00
Boulder	30.00	35.00	50.00
Cheyenne	60.00	60.00	75.00
Conejos	60.00	60.00	75.00
Costilla	40.00	40.00	55.00
Crowley	40.00	35.00	80.00
Delta	35.00	35.00	65.00
Denver District *.....	30.00	35.00	60.00
Elbert	25.00	35.00	65.00
El Paso.....	30.00	35.00	60.00
Fremont	35.00	35.00	60.00
Garfield	35.00	35.00	75.00
Gunnison	35.00	40.00	60.00
Kit Carson.....	35.00	40.00	75.00
Larimer	35.00	40.00	60.00
Las Animas.....	30.00	35.00	50.00
Logan	30.00	35.00	50.00
Mesa	35.00	40.00	60.00
Moffat	35.00	35.00	50.00
Montrose	35.00	40.00	60.00
Morgan	40.00	65.00	75.00
Otero	35.00	35.00	50.00
Phillips	30.00	30.00	50.00
Prowers	30.00	35.00	80.00
Pueblo	30.00	35.00	60.00
Rio Grande	40.00	35.00	60.00
Routt	40.00	40.00	65.00
Saguache	35.00	35.00	65.00
Washington	40.00	35.00	75.00
Weld	35.00	35.00	60.00
Yuma	40.00	50.00	75.00

*Denver District includes Adams, Arapahoe, Douglas, Jefferson and Lincoln Counties.

WORK IN BEET FIELDS.

	1919 Per Acre	1920 Per Acre	1921 Per Acre	1922 Per Acre
For Bunching and Thinning.....	\$ 8.50	\$11.00	\$ 9.00	\$ 7.50
For Second Hoeing.....	2.50	3.00	2.00	1.50
For Third Hoeing.....	1.00	2.00	1.00	1.00
For Pulling and Topping.....	13.00	14.00	10.00	8.00
	<u>\$25.00</u>	<u>\$30.00</u>	<u>\$22.00</u>	<u>\$18.00</u>

Table Showing Grand Total Number of Applications for Employment, Grand Total Number of Positions Secured, and Grand Total Number of Applications for Help in the Five State Free Employment Offices by Months During the Years 1921 and 1922.

	Applications for Employment		Positions Secured		Applications for Help	
	1921	1922	1921	1922	1921	1922
December, 1920.....	2,783	4,398	1,033	834	1,100	887
January, 1921	2,659	4,553	803	695	829	739
February	2,950	4,320	823	715	861	754
March	3,107	4,438	1,286	1,013	1,384	1,228
April	2,918	3,716	1,194	1,161	1,299	1,370
May	4,294	3,812	1,626	1,742	1,672	2,041
June	7,029	3,781	4,092	2,251	12,151	2,988
July	6,091	4,086	2,877	2,829	3,113	3,902
August	5,362	3,316	2,318	2,614	2,400	2,674
September	4,937	3,363	2,366	2,624	2,393	2,599
October	5,366	2,937	1,777	2,452	1,905	2,539
November	4,300	1,979	1,107	1,554	1,198	1,551
	<u>51,796</u>	<u>44,699</u>	<u>21,302</u>	<u>20,474</u>	<u>30,305</u>	<u>23,272</u>
Grand Totals (2 years).....	96,495		41,776		53,577	

Above table shows that out of the 53,577 places that were open to be filled, 41,776 persons were actually placed. This is a very much larger percentage of placements than usually obtains in State Free Employment offices, and we certainly feel proud of this excellent showing.

Again, the cost per capita of placements is very much less than in other States similarly situated. In Colorado 41,776 persons were placed at a total cost to the State of \$26,200. This is a cost per capita for each person placed of 62.7 cents. In any other State where comparison can be made the cost per capita for similar service amounted to \$1.32 for placements.

STATE FREE EMPLOYMENT OFFICES.

Table Showing Number of Applications for Work, Number of Applications for Help and Number of Situations, by Months, in 1921 and 1922.

	1921			1922		
	Appl. for Work	Jobs Se-cured	Appl. for Help	Appl. for Work	Jobs Se-cured	Appl. for Help
December, 1920						
Denver No. 1.....	908	149	152	1,665	186	212
Denver No. 2.....	920	155	155	1,664	186	204
Colorado Springs.....	293	247	299	363	252	260
Pueblo.....	632	482	494	706	210	211
	<u>2,753</u>	<u>1,033</u>	<u>1,100</u>	<u>4,398</u>	<u>834</u>	<u>887</u>
January, 1921						
Denver, No. 1.....	890	117	121	1,741	154	175
Denver No. 2.....	889	116	119	1,741	153	170
Colorado Springs.....	335	263	250	312	204	210
Pueblo.....	545	334	339	759	184	184
	<u>2,659</u>	<u>803</u>	<u>829</u>	<u>4,553</u>	<u>695</u>	<u>739</u>
February						
Denver No. 1.....	1,036	133	141	1,545	153	165
Denver No. 2.....	1,040	136	143	1,664	186	204
Colorado Springs.....	263	190	203	309	215	222
Pueblo.....	617	364	374	802	161	163
	<u>2,956</u>	<u>823</u>	<u>861</u>	<u>4,320</u>	<u>715</u>	<u>754</u>
March						
Denver No. 1.....	1,051	278	291	1,601	198	233
Denver No. 2.....	1,046	289	321	1,302	200	232
Colorado Springs.....	372	314	360	351	302	320
Pueblo.....	638	407	412	1,184	313	443
	<u>3,107</u>	<u>1,286</u>	<u>1,384</u>	<u>4,438</u>	<u>1,013</u>	<u>1,228</u>
April						
Denver No. 1.....	971	236	266	1,190	216	301
Denver No. 2.....	974	240	270	1,176	213	299
Colorado Springs.....	392	336	378	476	400	418
Pueblo.....	581	382	385	874	332	352
	<u>2,918</u>	<u>1,194</u>	<u>1,299</u>	<u>3,716</u>	<u>1,161</u>	<u>1,370</u>
May						
Denver No. 1.....	1,429	338	346	1,214	349	478
Denver No. 2.....	1,426	339	347	1,212	346	475
Colorado Springs.....	523	437	465	629	579	595
Pueblo.....	599	418	420	704	454	473
Grand Junction.....	317	94	94	55	14	20
	<u>4,294</u>	<u>1,626</u>	<u>1,672</u>	<u>3,812</u>	<u>1,742</u>	<u>2,041</u>

STATE FREE EMPLOYMENT OFFICES.

Table Showing Number of Applications for Work, Number of Applications for Help and Number of Situations, by Months, in 1921 and 1922.

	1921			1922		
	Appl. for Work	Jobs Se-cured	Appl. for Help	Appl. for Work	Jobs Se-cured	Appl. for Help
June						
Denver No. 1.....	1,849	565	4,518	1,084	457	744
Denver No. 2.....	1,852	570	4,525	1,084	453	736
Colorado Springs.....	561	517	539	686	649	670
Pueblo.....	2,417	2,286	2,416	742	639	733
Grand Junction.....	350	154	153	185	53	105
	7,029	4,092	12,151	3,781	2,251	2,988
July						
Denver No. 1.....	1,993	754	803	1,345	838	1,341
Denver No. 2.....	1,989	753	912	1,347	838	1,359
Colorado Springs.....	653	598	626	552	521	538
Pueblo.....	1,016	687	687	624	644	562
Grand Junction.....	440	85	85	218	88	102
	6,091	2,877	3,113	4,086	2,829	3,902
August						
Denver No. 1.....	1,668	492	517	845	726	703
Denver No. 2.....	1,672	501	527	845	727	704
Colorado Springs.....	550	505	535	629	610	669
Pueblo.....	900	655	656	618	484	514
Grand Junction.....	572	165	165	379	67	84
	5,362	2,318	2,400	3,316	2,614	2,674
September						
Denver No. 1.....	1,631	524	547	940	709	695
Denver No. 2.....	1,622	565	546	940	708	697
Colorado Springs.....	531	474	491	555	523	548
Pueblo.....	812	619	620	663	587	613
Grand Junction.....	341	184	189	265	97	146
	4,937	2,366	2,393	3,363	2,624	2,599
October						
Denver No. 1.....	1,909	345	406	828	677	688
Denver No. 2.....	1,912	347	408	821	675	687
Colorado Springs.....	385	341	347	412	377	386
Pueblo.....	720	482	482	701	625	634
Grand Junction.....	440	262	262	175	98	144
	5,366	1,777	1,905	2,937	2,452	2,539
November						
Denver No. 1.....	1,728	247	285	585	465	456
Denver No. 2.....	1,730	250	287	585	464	456
Colorado Springs.....	432	328	333	315	272	282
Pueblo.....	410	282	293	494	357	357
	4,300	1,107	1,198	1,979	1,558	1,551

COMPANY HOUSING

As affecting the cost of rents and conveniences in living conditions of workers, compared with rent rates and conveniences in the cities and towns in Colorado, a special survey was made of a company housing system near Denver.

Many other companies in Colorado have housing systems, but these quite generally confine themselves to houses of the very cheapest grade, renting for not more than \$8.00 or \$9.00 a month, and make slight effort to cultivate those finer family attributes that go so far to make the drudgery of constant toil bearable.

It was found that at Louviers a system is practiced that produces very fair conditions for many different types of workers in the same community, and it may easily be considered a model of that system of dealing with wage workers.

The company owns 2,200 acres of land in one body. The houses occupy a tract covering about 80 acres lying on one side of a small, swift running stream, fed by springs and underflow. This affords ample surface drainage, the town-site being 40 or 50 feet higher than the creek bottom. The streets are wide, the main one having parking in the center, with grass and low native planting. All the streets are graded and surfaced with gravel. Gutters on each side provide drainage for surface water. Gravel walks lead to all the houses and to the works about a half mile away. The ground slopes to the east giving unobstructed sunshine and insuring dry soil underfoot the year around.

The streets are exceptionally wide. The houses are built far back from the lot line, all lots are fenced, woven wire fencing is used throughout, ample garden plots are provided and much encouragement and help offered to those desiring to grow vegetables for the family table.

The water supply consists of two artesian wells on the company's property. Water is pumped to a large reservoir above the town, giving adequate force by gravity. All houses have water inside. A detail of the 86 company houses is as follows:

23—3 rooms, frame, water inside, sanitary sewer, water and light; \$6.00 to \$9.00 a month.

13—4 rooms, frame, bath, basement, light and water, garage; \$12.50 a month.

10—5 rooms, frame, bath, basement, light and water, garage, furnace; \$13.50 a month.

25—5 rooms, frame, same as above, more modern interior furnishings, built-in features: \$16.50 a month.

5—2-story houses for staff, one 6-room and four 5-room up-to-date; rent includes water and light; \$22.50 and \$26.00 a month.

5—2-story houses, built in 1920 (cost \$6,000.00 each to build), modern, built-in features, garage, etc.; four rent for \$18.00; one for \$20.00.

4—2-story frame houses, 7 large rooms, for management: rent includes water, light and heat. Two rent for \$24.00, one for \$31.00, one for \$36.00.

1—7-room, 2-story frame, all modern, sleeping porch, garage, etc.; rents for \$27.75.

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The theory on which the company bases its housing system is that proper and adequate service of this kind insures a much superior grade of workers in the plant. This is borne out in Louviers by the fact that all the workers now on duty have been in the company service for a period of years. There is practically no labor turnover at the plant.

Living conditions are such that competent and reliable workers prefer to remain at the plant, ignoring other and sometimes more flattering offers of employment.

A prominent feature apparent at once is dissimilarity in outward appearance of the houses. The deadly sameness in size, shape and color of the ordinary company houses is entirely absent here. There are 23 houses of one general design and 25 houses of another general design and these are so placed and so "spaced" as to utterly submerge the idea of any similarity whatever. As to the amount of rent charged for these houses it may be said that while the rental that is charged appears high, it is really low when the conveniences supplied are taken into consideration. The final test is this: Will employees live in the company houses and pay the price if the accommodation is sufficient? In Louviers all the houses are occupied, all the houses are cared for, and all of them have the appearance of real small-town homes instead of merely being a shelter or house.

The sewer system is an innovation in a company town. (Ihmhoff System of sewage disposal constructed to care for a village of 1,000 population.) It was installed under the direct supervision of our State Plumbing Inspector.

The club house is in reality a social center, empty during the working day, fully occupied at other times. Here is a building of ample size on a slightly location. Provision is made for games and

amusements to meet the wishes of the workers. A twin bowling alley, pool room (3 tables), assembly room for dances, lectures, theatricals, moving pictures, and so on. Library of more than 600 volumes of classics, technical subjects, fiction and history. Tennis courts, baseball grounds. Telephone system throughout (80% of the houses have phones). Internal telephone system, charge 50 cents a month.

The outstanding feature of the housing system maintained at Louviers is that all service is furnished at cost, including light and heat. When all the houses are occupied the total cost of maintenance, amounting to about \$1,900.00 a month, is fully met. This expense includes labor, materials, power, property insurance, taxes, depreciation, etc. None but employees are allowed to occupy the houses.

The wages paid at the works range from 34c an hour to 70c an hour, depending on length of time in the employ of the company. This wage scale, like the housing service, is used to insure permanency of employees' connection with the plant.

COST OF LIVING

When the prices of the commodities which go to make up the family budget, known as "cost of living," began to make those sudden and sustained spurts upward, the Bureau of Labor Statistics started to gather the first of every month actual figures of retail costs in Denver on groceries, on clothing and yard goods and on coal.

This was kept up throughout the present biennial period. On the first day of each month the actual prices paid for exactly the same quality of articles quoted the month before were obtained by personal visits to the grocery stores, to the dry goods and clothing stores and to retail coal dealers. After more than six years of this sort of compilation of actual prices paid by the consumer, disregarding "general trend," "wholesale index figures," and even "retail index figures," we have accumulated a vast deal of data directly concerning Colorado and Denver.

On close comparison of our data with those secured by the United States Bureau of Labor Statistics, and also with those of the National Industrial Conference Board, which two bodies have secured similar figures in 51 cities of the Union, it is found that retail prices in Colorado and in Denver are much lower than in many other cities, and slightly higher than in some others.

On the whole, comparison of prices quoted from all other cities with those here, show that our retail prices are almost an exact average or median, of all cities combined. It is, therefore, deemed wise, as meeting all the required usages to which tables of this kind can be put, to accept the figures published by the U. S. Government as particularly applicable to Denver and to Colorado as a whole. This, as before stated, is amply verified by actual figures obtained by this Department of retail prices in Denver, and for one complete year, retail prices in eight other Colorado cities, Pueblo, Colorado Springs, Grand Junction, Greeley, Sterling, Leadville, Trinidad, Steamboat Springs.

For the purpose of accurately maintaining comparisons, the family budget is made up of the five items of necessity. That is to say: Food, shelter, clothing, fuel, light and sundries. Of this, the item of food is almost half of the total, 43.1%, to be accurate. Thus it will be seen that almost any increase in the retail price of food will mean at once a heavy increase in the cost of living, as it affects about half of the total family expenditure.

The one item of coal increased 74% after 1914, on account of war conditions. That increase has remained the same to the

present time. Although a decrease of 55% is shown in all items combined since that date, none of that decrease in the budget could be checked against coal. Coal, however, forms only 3.7% of the total family budget.

In order to show what has actually happened in the way of increase and decrease in prices of articles of family necessity since 1914, which year is used as a base for comparisons, we are printing some figures in tabular form, so as to avoid too great detail. We are using the figures which relate to the complete family budget.

The increase in the cost of living of average wage earners' families between July, 1914, and July, 1922, was 55.6%. This figure is based on actual variations and fluctuations of the various items comprising the budget during that time. Separately these increases are shown to be as follows:

Food	42%
Shelter	65%
Clothing	54%
Fuel and Light	74%
Sundries	72%

To determine the change in the total cost of living, these increases in the cost of the major items were combined according to the importance of each in the family budgets of average wage earners' families. Thorough investigations made by government and other authoritative agencies indicate that at that time average wage earners' families apportioned their total expenditures as follows: For food, 43.1%; for shelter, 17.7%; for clothing, 13.2%; for fuel and light, 5.6%; for sundries, 20.4%. When the increases in cost of the major items in the budget, as noted above, are weighted according to the importance of each to the average family, the increase in the cost of living between July, 1914, and July, 1922, is found to have been 55.6%. The method of this calculation is shown in the following table:

Budget Items	Relative importance in family budget	Increase in cost between July, 1914, and July, 1922	Increase as weighted in total budget
All items	100.0%		55.6%
Food	43.1%	42%	18.1%
Shelter	17.7%	65%	11.5%
Clothing	13.2%	54%	7.1%
Fuel and light.....	5.6%	74%	4.2%
(Fuel)	(3.7%)	(84%)	(3.2%)
(Light)	(1.9%)	(55%)	(1.0%)
Sundries	20.4%	72%	14.7%

Percentages of increase of all items in the family budget between other dates is shown to be as follows:

Increase in cost of living between July, 1914, and July, 1915	0.5%
Increase between that date and July, 1916	8.7%
Increase between that date and July, 1917	31.3%
Increase between that date and June, 1918	52.2%
Increase between that date and November, 1918	65.0%
Increase between that date and March, 1919	60.5%
Increase between that date and July, 1920	104.5%
Increase between that date and July, 1921	63.1%
Increase between that date and July, 1922	55.6%

WAGE SCHEDULES

The schedules printed show wages actually paid to men and women in Colorado working in the stated occupations. Wherever possible comparison is made with the wages paid in other years.

In the industries given female employees work eight hours a day. Male employees mostly work eight hours a day, but in some cases the working day is nine hours, and in a very few of them the ten-hour day is the rule. An average would be about 9½ hours a day for the male employees in Colorado.

ARTIFICIAL ICE

	1922 Per Month	1922 Per Day	1922 Per Hour
Engineers .....	.....	.....	\$0.50
Firemen .....	.....	.....	.45
Firemen's Helpers.....	.....	.....	.35
Ice Pullers.....	.....	.....	.40
Ice Platform Workers.....	\$87.50	.....	.....
Cold Storage Workers.....	120.00	.....	.....
Common Laborers.....	.....	.....	.40
Mechanics .....	.....	.....	.50
Truck Drivers .....	.....	\$4.00	.....
Coal Wagon Drivers.....	.....	3.00	.....
Salesmen and Collectors.....	150.00	.....	.....
Bookkeepers	150.00	.....	.....

54, 56 and 70 hours per week.

AUTO AGENCY, ACCESSORIES AND REPAIRS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Bookkeeper	\$30.00	\$40.00	\$40.00
Foreman Shops	33.00	45.00	42.50
Mechanics	35.00	50.00	32.50
Mechanics Helper.....	12.00	40.00	30.00
Office Help.....	20.00	30.00	22.50
Sales	40.00	50.00	50.00
Stock	30.00	35.00	37.50
Washer	23.00	25.00	22.50
Female Help—			
Bookkeeper	20.00	25.00	23.00
Stenographer	18.00	20.00	16.25
Telephone	12.00	17.50	15.00

AUTOMOBILE TIRE FACTORIES

	1922 Per Week	1922 Per Hour
Rubber Workers	\$24.00	.....
Tire Builders.....	25.00	.....
Cutters and Assemblers.....	24.00	.....
Accessory Workers	25.50	.....
Inspection	26.00	.....
Janitors and Maintenance.....	21.00	.....
Machine Shops .....	.....	\$ .63
Stores and Stock Room.....	23.00	.....
Paint and Carpenter Shop.....	29.00	.70
Shipping Room	25.00	.....
Electricians	25.00	.....
Department Foremen	40.00	.....
Female Help—		
Stenographers	19.10	.....
Clerks	20.00	.....
Cutters and Assemblers.....	16.00	.....
Accessories	16.00	.....

AUTO TIRE SALES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Office Manager	\$80.00*	\$150.00*	\$190.00*
Salesmen	100.00*	125.00*	150.00*
Shopmen	20.00	25.00	22.50
Tire Changers	12.50	18.00	17.50
Female Help—			
Stenographer	12.50	20.00	25.00
Bookkeeper	12.50	18.00	20.00

*Monthly Wages.

BAKERY AND SALES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Bakers	\$20.00	\$27.50	\$35.00
Drivers	18.00	25.00	30.00
Floor Men	18.00	22.50	22.50
Porter	15.00	25.00	25.00
Shipper	16.00	20.00	25.00
Female Help—			
Bookkeeper	18.00	20.00	25.00
Cashier	18.00	20.00	25.00
Clerk	16.00	17.50	18.00
Stenographer	11.00	16.00	17.50

BOTTLING WORKS

	1922 Per Week
Foremen	\$20.00
Salesmen	35.00
Bottlers	18.00
Laborers	15.00
Female Help—	
Bookkeepers	20.00
Stenographers	25.00

Women work 48 hours; men work 60 hours a week.

BRICK MANUFACTURING

	1922 Weekly Wage ¹
Foreman	\$27.00
Engineer	24.00
Kiln Fireman	24.00
Dry Pan Man	22.50
Press Man	22.50
Truckers	22.50
Setters	28.50
General Yard Men	21.00

¹Men work 54 hours and 72 hours a week.

CARRIAGE AND AUTO REPAIRS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Auto Trimmers	\$21.00	\$33.00	\$36.00
Blacksmiths	21.00	33.00	30.00
Helpers	12.00	18.00	17.50
Office	20.00	22.50	22.50
Painters	21.00	30.00	30.00
Woodworkers	21.00	30.00	31.50

CEMENT MANUFACTURING

	1922 Per Month	1922 Per Hour
Sack Sorters .....	.....	\$0.31
Quarry Foremen .....	.....	.52
Shovel Runners .....	.....	.60
Shovel Cranesmen .....	.....	.42
Locomotive Engineer .....	.....	.50
Locomotive Fireman .....	.....	.42
Crusherman .....	.....	.42
Crusherman Helper .....	.....	.37
Millers .....	.....	.42
Kiln Operators .....	.....	.50
Electrician .....	.....	.55
Assistants .....	.....	.42
Machinist .....	.....	.60
Machinist Helpers .....	.....	.42
Blacksmith .....	.....	.47
Repairmen .....	.....	.47
General Laborers .....	.....	.37
General Foremen	\$200.00	.....
Chemist	165.00	.....
Chemist Assistant	110.00	.....
Foreman Shipping Department	175.00	.....
Foreman Sack Department	135.00	.....
Draughtsmen	150.00	.....
Office Clerk	150.00	.....

CLAY PRODUCTS

	1918 Hourly Wage	1920 Hourly Wage	1922 Hourly Wage
Machine Men	\$0.47	\$0.55	\$0.50
Assistant Machine Men .....	.37	.50	.45
Brick Wheelers .....	.36	.50	.45
Molders .....	.36	.55	.50
Laborers .....	.30	.40	.40

CLEANERS AND DYERS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Cleaners	\$30.00	\$35.00	\$27.50
Drivers	20.00	23.00	30.00
Dyers	35.00	40.00	40.00
Office	20.00	32.00	32.00
Pressers	24.00	35.00	32.50
Spotters	22.50	40.00	25.00
Female Help—			
Bushelwomen	15.00	17.00	18.00
Office	20.00	25.00	20.00
Pressers	20.00	27.50	25.00
Spotters	18.00	30.00	30.00

CREAMERIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Buttermakers	\$20.00	\$25.00	\$25.00
Drivers	21.00	25.00	25.00
Salesmen	25.00	30.00	30.00
Laborers	18.00	22.00	20.00
Cheese Makers	25.00	25.00	25.00
Office	25.00	30.00	30.00
Female Help—			
Helpers	16.00	18.00	12.00
Office	12.00	20.00	20.00
Stenographers	15.00	18.00	20.00

DAIRY SALES

	1918 Monthly Wage	1920 Monthly Wage	1922 Monthly Wage
Superintendent	\$125.00	\$130.00	\$130.00
Drivers	100.00	125.00	100.00
Housemen	90.00	100.00	90.00
Office	80.00	130.00	125.00

DEPARTMENT STORES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Buyers	\$80.00	\$135.00	\$125.00
Salesmen	18.00	25.00	22.50
Floor Manager	17.50	27.50	25.00
Porters	14.00	22.00	18.50
Wagon Boys	9.00	18.00	15.00
Female Help—			
Salespeople	8.00	20.00	17.50
Elevator Pilots.....	12.00	22.00	20.00
Wrappers	7.00	12.00	12.00
Cash Girls.....	5.00	10.00	10.00

DRUG STORES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Pharmacists (Registered)	\$15.00	\$40.00	\$30.00
Delivery Boys.....	10.00	12.00	12.00
Porters	16.00	20.00	18.00
Soda Fountain	25.00	30.00	23.50
Clerks .....	.....	35.00	22.50
Female Help—			
Cashiers	18.00	20.00	17.00
Clerks	15.00	18.00	22.50
Office	18.00	20.00	22.50
Soda Fountain.....	12.00	13.00	12.50

FOUNDRY AND MACHINE SHOP

	1920 Per Day	1922 Per Day
Chief Clerk.....	\$6.00	\$6.00
Bookkeeper	5.00	4.75
Shipping Clerk	4.50	4.25
Storekeeper	5.50	5.00
Foundry Clerk.....	5.00	4.75
Foreman	6.00	6.00
Truck Driver.....	3.75	3.75
Teamster	4.25	4.00
Watchman	4.00	3.75
Electrician	4.00	4.00
Blacksmith	6.00	6.00
Machinists	5.60	5.60
Machinists Helpers	4.40	4.25
Boiler Makers	6.00	6.00
Boiler Maker Helpers.....	3.60	3.60
Pattern Makers.....	6.40	6.40
Pattern Makers Helpers	4.40	4.40
Carpenters	4.25	5.00
Molders	6.75	5.40
Core Makers.....	6.40	5.00
Cupola Men	5.60	5.50
Foundry Night Man.....	3.75	3.75

FLOUR MANUFACTURING

	1918 Monthly Wage	1920 Monthly Wage	1922 Monthly Wage
Manager .....	.....	\$300.00	\$325.00
Assistant Manager .....	.....	175.00	185.00
Bookkeepers	\$110.00	135.00	175.00
Second Bookkeepers.....	100.00	100.00	100.00
Office Clerks	65.00	75.00	75.00
Elevator Foremen	93.00	115.00	130.00
Elevator Men	80.00	100.00	125.00
Engineers	100.00	125.00	125.00
Firemen	100.00	125.00	125.00
Laborers	85.00	97.50	84.00
Miller	150.00	160.00	175.00
Packers	103.00	115.00	102.00
Truck Drivers.....	78.00	115.00	84.00
Warehouse	100.00	110.00	120.00

EIGHTEENTH BIENNIAL REPORT

FURNITURE AND FIXTURES

	1922 Per Week	1922 Per Hour
Superintendent	\$125.00	.....
Salesmen	125.00	.....
Draftsmen	125.00	.....
Bookkeepers	25.00	.....
Cabinet Makers.....	36.00	\$0.75
Cabinet Makers .....	.....	.85

GARMENT MANUFACTURING

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Cutting	\$45.00	\$50.00	\$45.00
Shipping	15.00	18.00	20.00
Salesmen	25.00	30.00	30.00
Female Help—			
Foreladies	22.00	25.00	25.00
Ironers	20.00	20.00	22.50
Machine Girls.....	18.00	18.00	24.00
Markers	12.00	18.00	22.00

GAS AND ELECTRIC LIGHT

	1922 High	1922 Low
Office	\$325.00	\$35.00
Advertising	225.00	.....
Coke Department	122.00	75.00
Electric Department	400.00	60.00
Gas Department.....	400.00	60.00
Steam	180.00	90.00
Tar Department	300.00	80.00
Female Help—		
Office	165.00	60.00
Advertising	140.00	80.00
Coke	116.00	.....
Electric	115.00	90.00
Tar	140.00	.....

GROCERIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Grocery Clerks (selling).....	\$18.00	\$25.00	\$22.50
Meat Cutters.....	32.00	35.00	32.50
Truck Drivers.....	30.00	30.00	25.00
Bookkeepers	20.00	25.00	22.50
Order Clerks.....	14.00	20.00	20.00
Female Help—			
Grocery Clerks (selling).....	10.00	15.00	17.50
Bookkeepers	16.00	18.00	20.00
Office Clerks.....	10.00	15.00	17.50

HOTELS

	1922 Monthly Wage
Stewards	\$ 65.00
Bookkeepers	60.00
Clerks	122.50
Bell Boys	25.00
Porters	75.00
Engineer	130.00
Elevator Pilot.....	45.00
Houseman	70.00
Female Help—	
Bookkeeper	115.00
Telephone Operator.....	50.00
Housekeeper	75.00
Maids	50.00
Pantry Girls.....	55.00

ICE CREAM—WHOLESALE

	1922 Weekly Wage
Office Clerks	\$37.50
Watchman	30.00
Superintendent	45.00
Engineers	40.00
Buttermakers	30.00
Ice Cream Makers.....	25.00
Can Washers	20.00
Shipping Clerks.....	32.50
Drivers	25.00
Stenographer	25.00

IRON WORKS

	1922 Per Month	1922 Per Hour
Draftsmen	\$150.00	.....
Cost Clerks	85.00	.....
Bookkeepers	150.00	.....
Foundry Foremen.....	225.00	.....
Machine Shop Foremen.....	\$1.00
Forge Shop Foremen.....	1.00
Car Shop Foremen.....70
Machinist62 ½
Machinist Helpers60
Bulldozer Operator62
Bulldozer Operator Helper.....55
Blacksmith80
Blacksmith Helpers.....52 ½
Car Builders52 ½
Carpenters55
Shipping Clerk55
Molders55
Coremakers75
Cupola Men62 ½
Watchmen50

LAUNDRIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Drivers	\$20.00	\$29.00	\$30.00
Engineers	25.00	35.00	37.50
Foremen	24.00	35.00	30.00
Markers	30.00	30.00	26.00
Washers	14.00	22.00	25.00
Wringers	15.00	20.00	22.50
Female Help—			
Finishers	9.00	15.00	15.00
Ironers	9.00	15.00	15.00
Mangle Girls.....	8.00	13.00	12.50
Office	12.00	16.00	12.50
Seamstresses	12.00	15.00	15.00
Sorters	12.00	18.00	15.00
Starchers	8.00	16.00	15.00
Washers	13.50	16.00	15.00
Wrappers	12.00	15.00	14.50

LUMBER AND MILL

	1922 Per Month	1922 Per Hour
Salesmen	\$150.00	.....
Office Clerks	125.00	.....
Superintendents and Foremen.....	165.00	.....
Mill Employes.....	.....	\$0.65
Helpers .....	.....	.50
Box Factory.....	.....	.60
Box Factory Helpers.....	.....	.40
Yard Foremen.....	175.00	.....
Yard Men .....	.....	.50
Shipping Clerks.....	130.00	.....
Truck Drivers	100.00	.....
Glaziers .....	.....	.75
Warehouse Men	100.00	.....
Female Help—		
Stenographers	100.00	.....
File Clerk.....	120.00	.....
Telephone Operator.....	100.00	.....

MOVING PICTURES

	1920 Weekly Wage	1922 Weekly Wage
Musicians	\$56.00	\$54.00
Stage Hands	35.00	35.00
Operators	35.00	32.50
Janitors	20.00	20.00
Door Man	25.00	22.50
Ushers .....	.50 hr.	.50 hr.
Female Help—		
Cashiers	15.00	15.00
Relief Cashier	5.00	5.00

OIL PRODUCING AND REFINING

	1922 Monthly Wage	1922 Daily Wage
General Superintendent	\$475.00	.....
Assistant Superintendent	260.00	.....
Assistant Superintendent	225.00	.....
Chief Clerk	235.00	.....
Chemist	200.00	.....
Laboratory Assistant	90.00	.....
Civil Engineer	250.00	.....
Assistant Engineer	190.00	.....
Club House Manager	115.00	.....
Storekeeper	145.00	.....
Clerk	140.00	.....
Clerk	125.00	.....
Clerk	120.00	.....
Field Superintendent	225.00	.....
Foreman	200.00	.....
Foreman	160.00	.....
Treator	180.00	.....
Stableman	130.00	.....
First Engineer	175.00	.....
Truck Driver	140.00	.....
Truck Driver	115.00	.....
Boiler Makers .....	.....	\$5.76
Stillmen .....	.....	5.76
Pumper .....	.....	5.76
Boiler House Engineers .....	.....	5.36
Wells Repair Crew Foreman .....	.....	5.00
Rig Builder Foreman .....	.....	6.00
Boiler Repairman .....	.....	5.00
Car Repairman .....	.....	5.76
Lead Burner .....	.....	5.76
Refinery Pumpers .....	.....	5.00
Pipefitter .....	.....	5.40
Still Helpers .....	.....	4.96
Boiler House Firemen .....	.....	4.64
Still Firemen .....	.....	4.64
Still Cleaners .....	.....	4.50
Car Loader .....	.....	4.25
Boiler Maker Helper .....	.....	4.25
Car Repair Helper .....	.....	4.00
Coal Unloader .....	.....	4.00
Refinery Pump House Engineers .....	.....	3.85
Refinery Gauger .....	.....	3.75
Wells Repair Helpers .....	.....	4.00
Field Pumpers .....	.....	4.25
Field Pumpers .....	.....	3.75
Field Pumpers .....	.....	3.50
Teamster .....	.....	3.75
Teamster .....	.....	3.50
Pipefitter Helpers .....	.....	3.75
Watchmen .....	.....	3.25
Laborers .....	.....	3.00

POTTERY PRODUCTS

	1922 Monthly Wage	1922 Daily Wage
Mining and Driving .....	.....	\$4.50
Packing .....	.....	4.50
Porcelain Manufacture .....	.....	3.20
Moulders	\$200.00	.....
Kiln Firing .....	.....	4.75
Molds .....	.....	4.75
Female Help—		
Office Help	95.00	.....
Clerks	75.00	.....
Porcelain Manufacture .....	.....	3.00
Packing .....	.....	1.75

REDUCTION WORKS

	1922 Weekly Wage
Machinists	\$31.50
Foremen Machinist.....	37.50
Shop Foremen	35.00
Machinist Helpers	24.00
Mill Men	24.50
Roaster Firemen.....	25.00
Electricians	27.65
Carpenters	31.50
Pattern Makers	35.00
Blacksmiths	37.10
Blacksmith Helpers	24.50
Pipe Fitter Foremen.....	37.10
Pipe Fitter Helpers	24.50
Car Unloaders	24.50
Amalgamators	28.00
Sample Buckers	32.00
Watchmen	26.00
Tank Sluicers.....	40.00
Pump Men.....	24.50
Clerks	25.50

RESTAURANT

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Cooks	\$20.00	\$40.00	\$35.00
Second Cooks	14.00	22.00	27.50
Dishwashers	10.00	15.00	17.50
Bus Boys	12.00	13.50	13.50
Store Room.....	20.00	25.00	24.00
Waiters	12.00	15.00	17.50
Female Help—			
Cooks	18.00	20.00	20.00
Second Cooks	12.00	15.00	15.00
Dishwashers	9.00	12.00	12.00
Waitresses	9.00	12.00	14.00
Counters	10.00	14.00	17.50
Pantrys	8.00	14.00	17.50
Cashiers	8.00	12.00	15.00

SHOE REPAIRERS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Shoemakers	\$25.00	\$30.00	\$30.00
Machine Stitchers.....	25.00	27.50	25.00
Machine Finishers.....	18.00	25.00	22.50
Delivery Boys.....	7.00	9.00	9.00
Female Help—			
Cashiers	12.00	12.50	12.50

SHEET METAL WORKS

	1922 Per Month	1922 Per Week	1922 Per Hour
Superintendent		\$69.25	
Shipping Clerk.....		35.00	
Assistant Clerks		21.00	
Truck Drivers.....		21.00	
Laborers			\$0.36
Purchasing Agent		37.50	
Galvanizers .....			.47
Foremen .....			.60
Machinist Foremen .....			.93
Machinists .....			.81
Welders .....			.63
Sheet Metal Workers.....			.40
Can Makers.....			.38
Painters .....			.66
Millwright .....			.67
Firemen and Engineers.....		36.00	
Porter		20.25	
Treasurer	\$300.00		
Auditor	250.00		
Bookkeepers	175.00		
Office Boy		12.00	
Clerks		34.40	
Chief Engineer.....		50.00	
Draftsmen		31.40	

STREET RAILWAYS

	Per Month	1922 Per Day	Per Hour
Garage Foreman	\$165.00	.....	.....
Auto Repairmen and Truck Drivers....	145.00	.....	\$0.40-.52 ½
Auto Mechanician	145.00	.....	.....
Linemen Foremen .....	.....	\$6.55	.....
Linemen .....	.....	6.25	.....
Linemen Helpers .....	.....	.....	.52 ½
Grinders (track).....	.....	.....	.60
Grinder Helper.....	.....	.....	.40
Welders (track).....	.....	.....	.60
Welder (Helper) .....	.....	.....	.40
Carpenters (general).....	.....	.....	.60
Bridge Foremen.....	175.00	.....	.....
Pipe Fitter.....	.....	.....	.60
General Track Foremen.....	130.00	.....	.....
Laborers .....	.....	.....	.35
Trackmen .....	.....	.....	.40-.52
Track Greasers .....	.....	.....	.35
Section Laborers .....	.....	.....	.35
Boiler Room Foremen.....	170.00	.....	.....
Assistant Boiler Room Foreman.....	135.00	.....	.....
Water Tender.....	130.00	.....	.....
Fireman first class.....	120.00	.....	.....
Fireman second class.....	106.00	.....	.....
Watch Engineer	140.00	.....	.....
Engine Runner	130.00	.....	.....
Sub-Station Electric Foremen.....	200.00	.....	.....
Electricians	150.00	.....	.....
Sub-Station Operators	120.00	.....	.....
Machine Shop Foreman.....	175.00	.....	.....
Machinists .....	.....	.....	.66
Machinist Helpers .....	.....	.....	.51-.61
Welder (machine shop).....	.....	.....	.62 ½
Wheel Grinders .....	.....	.....	.52
Watchman	95.00	.....	.....
Night Foremen	160.00	.....	.....
Blacksmiths .....	.....	.....	.66
Blacksmith Helpers .....	.....	.....	.52
Air Repairmen .....	.....	.....	.65
Air Brake Repairmen.....	.....	.....	.70
Motor and Truck Repairmen .....	.....	.....	.47-.55
Coach Carpenters .....	.....	.....	.66
Glaziers .....	.....	.....	.66
Upholsterers .....	.....	.....	.60 ½
Coach Carpenter Helpers.....	.....	.....	.50-.55
Millmen .....	.....	.....	.66
Armature Winders .....	.....	.....	.69
Car Wiremen .....	.....	.....	.53
Armature Apprentices .....	.....	.....	.20-.25
Fare Box Repairmen.....	.....	.....	.60
Painters and Car Trimmers.....	.....	.....	.55-.62 ½
Car Cleaners .....	.....	.....	.35
Storekeeper .....	.....	.....	.45-.52 ½
Trainmen .....	.....	.....	.45-.47-.50-.52

TELEGRAPH COMPANIES

	1922 High Per Month	Low Per Month
Managers, Chief Clerks, Inspectors	\$315.00	\$ 90.00
Operators—Morse	174.00	75.00
Operators—Automatic	55.00	55.00
Mechanics	215.00	100.00
Clerks, Bookkeepers	205.00	50.00
Linemen	155.00	100.00
Janitors	122.00	60.00
Tailor	120.00	120.00
Messengers	104.00	20.00
Female Help—		
Managers, Supervisors	150.00	70.00
Operators—Morse	149.00	75.00
Operators—Automatic	115.00	55.00
Operators—Telephone	127.00	75.00
Clerks, Bookkeepers	135.00	50.00
Matrons	126.00	75.00
Monitors	125.00	125.00
Stenographers, Billing Clerks.....	125.00	60.00

TAXIDERMIST

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Taxidermists	\$28.00	\$28.00	\$32.50
Paper Workers	12.00	12.00	17.50
Apprentices	8.00	8.00	10.00
Female Help—			
Finishers	14.00	14.00	16.00
Stenographers	16.00	16.00	17.50

TENT AND AWNING

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Erectors	\$28.00	\$37.50	\$35.00
Ropers	25.00	35.00	32.50
Helpers	20.00	25.00	22.50
Female Help—			
Seamstress	9.00	15.00	17.50

VINEGAR AND PICKLE WORKS

	1922 Per Month	1922 Per Hour
Bookkeepers	\$150.00	\$.....
Clerks	150.00	.....
Foremen	200.00	.....
Factory Workers	135.00	.55
Female Help—		
Stenographers	100.00	.....
Clerks	75.00	.....
Factory Workers	108.00	.25

TRADE UNION WAGES

Below are given trade union scale of wages, 1920-1922, covering the Building Trades, the Metal Trades, the Printing Trades and the Stone Trades. These scales are operative in Denver and the other larger Colorado cities and are effective also to many of the towns in the State. These wages are based on full time. In the Building Trades and the Iron Trades workers seldom are able to put in more than 75 per cent of full time. In the Printing and Publishing Trades men are occupied almost the entire time.

	1920	1922
Building Trades—		
Asbestos Workers	\$44.00	\$38.50
Brick Layers	55.00	55.00
Building Laborers	27.50	22.00
Carpenters	49.50	44.00
Cement Finishers	44.00	44.00
Composition Roofers	38.50	33.00
Elevator Constructors	44.00	44.00
Elevator Constructor Helpers.....	27.50	27.50
Portable Engineer, Derricks.....	46.75	46.75
Portable Engineer, Hoists.....	44.00	44.00
Glaziers	37.20	39.60
Hod Carriers	34.35	34.35
Inside Wire Man.....	44.00	44.00
Lathers, First Class.....	49.50	49.50
Lathers, Second Class.....	44.00	44.00
Marble Setters	46.75	44.00
Painters	49.50	44.00
Painters, Sign	55.00	55.00
Plasterers	55.00	55.00
Plasterer Laborers	35.75	35.75
Plumbers and Gas Fitters.....	46.75	44.00
Slate and Tile Roofers.....	44.00	44.00
Steam Fitters	46.75	49.50
Steam Fitter's Helpers.....	29.70	27.50
Stone Masons	49.50	49.50
Structural Iron Workers.....	45.38	44.00
Tile Layers	44.00	44.00
Stone Trades—		
Granite Cutters	46.75	44.00
Stone Cutters	49.50	44.00
Metal Trades—		
Blacksmiths	46.50	46.55
Blacksmith Helpers	36.25	36.25
Boiler Makers	30.75	34.50
Boiler Maker Helpers.....	24.00	23.50
Core Makers	48.00	38.40
Machinists	40.80	34.55
Machinist Helpers	30.35	30.35
Iron Molders	48.00	38.40
Pattern Makers	48.00	48.00
Printing and Publishing—		
Bindery Women	22.50	22.50
Book Binders	45.50	39.00
Compositors	39.00	39.00
Electrotypists	35.00	33.50
Machine Operators	39.00	39.00
Machinist Operators.....	42.00	42.00
Photo Engravers	45.00	42.50
Press Assistants	36.50	30.00
Pressman, Cylinder	45.50	39.00
Pressman, Platen	37.20	32.00
Pressman, Webb	39.00	33.50
Stereotypers	41.50	35.80
Stereotypers, Nights	44.00	37.80

REPORTS FROM TRADES UNIONS

In accordance with the provisions of the law creating the Bureau of Labor Statistics, a comprehensive form of questionnaire was sent to the various known trades and labor unions in the State. In addition to this method our Deputy State Factory Inspectors also made personal visits to a large number of such unions and secured the information direct from the members at meetings.

Replies were received from 109 unions—55 in Denver and 54 in cities and towns outside of Denver. While this is only about 25% of all the unions in the State, nevertheless reports come from so many trades and from such a widespread and scattered territory, that it is but fair to say that the facts printed in the accompanying table are true also of the non-reporting unions.

It would appear that the trades unions have quite firmly established the day as the lowest unit of employment, and also have completely eradicated the piece-price system of payments in all trades where that is possible. As compared with workers in the same trades, but who are unorganized and who deal with employers as individuals instead of collectively, the benefit of the union becomes apparent at once.

Only six organizations report the numbers of hours a day in excess of eight. This shows that the standard eight-hour day is solidly entrenched among the organized workers.

The appended table gives in detail the status of the organizations at the present time:

SHOWING NUMBER OF UNIONS REPORTING, NUMBER OF MEMBERS, RATE OF WAGES, HOURS PER DAY ESTABLISHED, AND DATA ON OPPORTUNITY FOR EMPLOYMENT—1921-1922

Occupation	No. Unions Reporting	Total No. Members	Rate of Wages Reported	Hrs. per Day	Opportunity for Employment	
					Increase	Decrease
Automobile Painters	1	45	\$ 6.00 day	8	Normal	.....
Bakers	2	340	30.00 week	8	.....	Decrease
Barbers	8	590	3.00 day	10	Normal	.....
Blacksmiths	1	18	6.15 day	8	.....	Decrease
Boilermakers	2	434	.77 hour	8	.....	Decrease
Bookbinders	1	10	40.60 week	8	Normal	.....
Bricklayers	3	502	1.25 hour	8	Increase	.....
Building Laborers	4	603	6.00 day	8	Increase	.....
Carpenters	11	1,835	1.00 hour	8	Increase	.....
Cigarmakers	2	413	30.00 week	8	.....	.....
City Employees	1	52	4.00 day	8	.....	.....
City Firemen	1	36	125.00 month	12	.....	.....
Cooks and Waiters	1	51	3.00 day	10	.....	.....
Coopers	1	10	.65 hour	8	.....	.....
Electrical Workers	5	303	1.00 hour	8	Increase	.....
Federal Employees' Union	1	300	.....	8	.....	Decrease
Garment Workers	2	302	.40 hour	8	.....	.....
Granite Cutters	2	90	1.00 hour	8	.....	.....
Horseshoers	1	12	6.00 day	8	.....	Decrease
Iron Molders	1	23	5.40 day	8	.....	Decrease
Lathers	3	55	9.00 day	8	Increase	.....
Leather Workers	1	11	.66 hour	8	Increase	.....
Letter Carriers	3	279	.60 hour	8	.....	.....
Lithographers	1	75	35.00 week	8	Increase	.....

Machinists	4	1,358	.80 hour	8	.....	.....	Decrease
Mailers	1	31	5.50 day	8	.....	Normal	.....
Marble Masons	1	10	8.50 day	8	.....	Normal	.....
Meat Cutters	1	36	35.00 week	9	.....	Normal	.....
Musicians	1	95	.....	8	.....	Normal	.....
Painters and Decorators.....	7	673	1.00 hour	8	Increase	.....	.....
Photo Engravers	1	39	1.00 hour	8	.....	.....	.....
Plumbers and Steam Fitters.....	4	295	8.50 day	8	Increase	.....	.....
Postoffice Clerks	1	192	1,900.00 year	8	.....	Normal	.....
Printing Pressmen (Job).....	1	100	33.00 week	8	.....	Normal	.....
Railroad Carmen	2	1,555	.64 hour	8	.....	.....	Decrease
Railroad Clerks	3	764	.50 hour	8	.....	Normal	.....
Railroad Conductors	1	450	.....	.....	.....	Normal	.....
Railroad Engineers	1	273	.....	.....	.....	.....	Decrease
Railroad Express Men.....	1	29	.66 hour	8	.....	.....	Decrease
Railroad Firemen	1	200	.....	8	.....	.....	Decrease
Railroad Maintenance	1	60	.35 hour	8	.....	.....	Decrease
Railroad Switchmen	1	103	.79 hour	8	.....	Normal	.....
Sheet Metal Workers.....	1	120	1.00 hour	8	Increase	.....	.....
Steamfitters	3	526	8.50 day	8	.....	Normal	.....
Stenographers Union	1	50	5.00 day	8	.....	.....	Decrease
Stone Masons	2	26	8.00 day	8	.....	.....	Decrease
Street Railway Workers.....	1	120	.60 hour	9	.....	Normal	.....
Structural Iron Workers.....	1	98	8.25 day	8	.....	.....	Decrease
Teamsters and Chauffeurs.....	1	11	4.00 day	10	.....	.....	.....
Tile Layers	2	68	1.00 hour	8	.....	Normal	.....
Typographical	3	571	44.00 week	8	.....	.....	.....
Waiters	1	500	2.75 day	8	.....	.....	Decrease
Window Cleaners	1	19	5.00 day	8	.....	Normal	.....

SUGGESTIONS FOR BENEFICIAL LEGISLATION

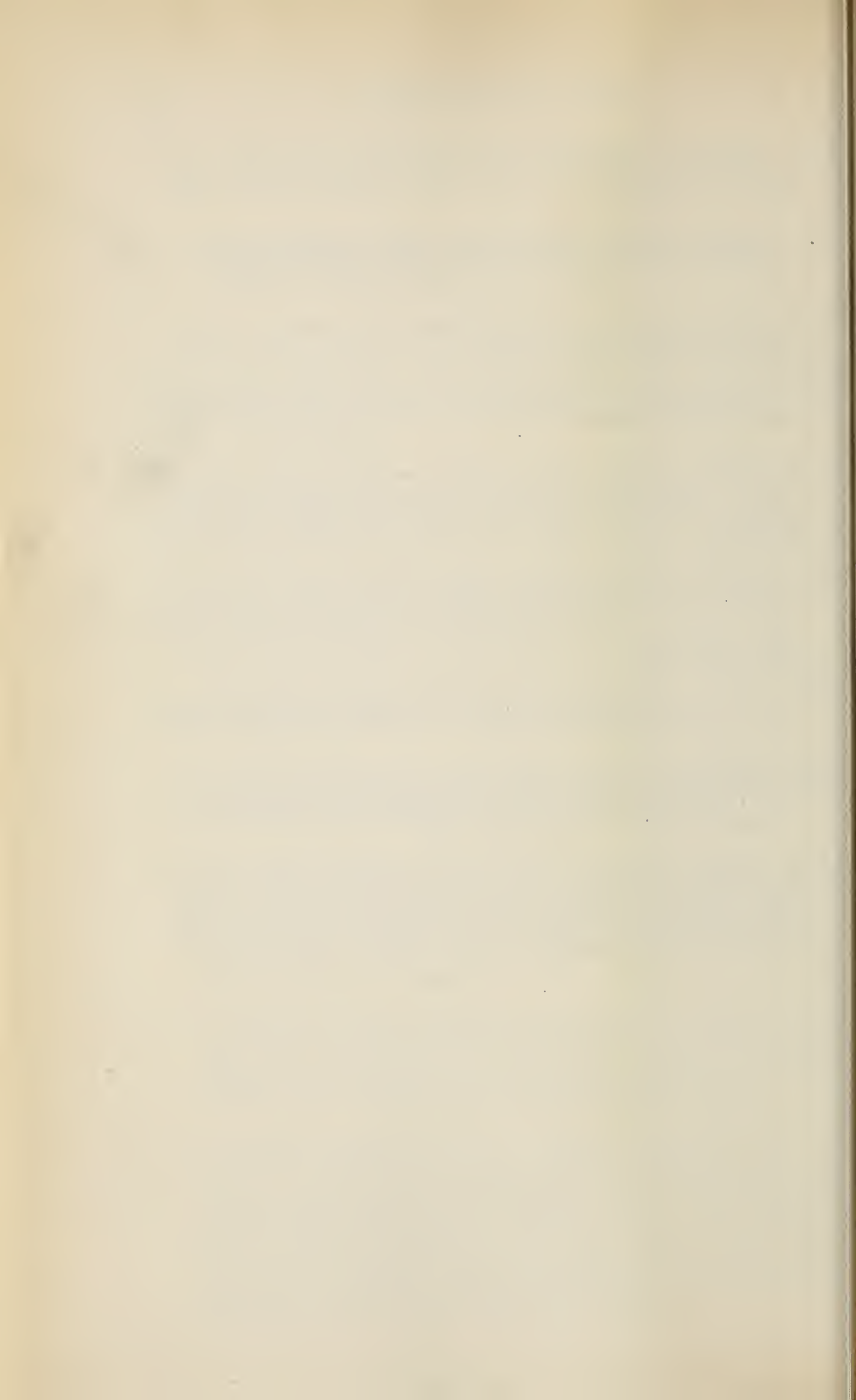
One of the questions propounded by the Department in the Trade Union blank was: "By what legislation could your occupation be improved?" To this question 70 secretaries made answer. It goes without saying that the answers varied greatly, there was little or no unanimity.

Most of the answers given propose matters that should be the concern of the labor union only, and not such as can be covered by general State Legislation. Others again suggest lawful remedies that are so clearly class legislation that it would be useless to enact them into laws, the unions themselves would be the first to voice objection and ask for repeal.

There are a number of suggestions that are worth printing for the benefit of the members of the legislature. They show clearly the general trend of trade union thought:

1. A baker suggests a law making night work in a bake shop an unhealthy occupation, and prohibiting same entirely, and at the same time forbidding bakeries in basements.
2. Three barbers make a united appeal to the effect that at least one member of the Barbers' Examining Board should be paid out of State funds, enabling him to travel to various parts of the State and see that shops are kept in sanitary condition. Persons suffering from a transmittable or communicable disease should not be licensed.
3. A blacksmith wants government ownership of railroads and coal mines; direct sales from producer to consumer; no employment of children under 16 on public work; stop issuing bonds in large amounts for future generations to pay.
4. A carpenter makes a plea for a better lien law more fully to protect the workers' wages. Another carpenter says: "I doubt very much if any legislation could be enacted that would benefit directly the building trades. If something could be done to stabilize the price of building materials, I believe that it would have a wholesome effect on the building trades." Another carpenter pleads for the establishment by statute of a minimum wage for all workers.

5. A cigarmaker demands further restriction of foreign immigration and child labor, as both these greatly effect the cigarmakers' industry.
6. A member of the Waiters' Union stoutly asserts that his occupation can be improved "by hard work and courtesy."
7. A tight-barrel cooper wants to improve his craft by "repealing all laws that made it dry."
8. A State Electrical Inspection law is urged by all the electrical workers' secretaries.
9. A garment worker urges the more complete enforcement of the law prohibiting the sale of Colorado prison-made garments. Wants an inspector to look after this matter especially.
10. A painter and paperhanger suggests a law which would prevent the use of poisonous substances in paste, and also prevent the use of white lead interiors, that is, the poisonous paint and colors.
11. The railroad shop men all renew the demand for the erection of car sheds in which to work.
12. A sheet metal worker makes several pertinent suggestions, and they are all included in his demand by the legislature of a comprehensive State building code.
13. A linotype compositor urges strict compliance with proper rules governing ventilation and sanitation. Stricter legislation along that line would, he says, greatly benefit the workers in the printing trades.



Nineteenth Biennial Report

Colorado
Bureau of Labor Statistics

1923-1924

CARL S. MILLIKEN

Secretary of State, Labor Commissioner ex-officio

CARL DE LOCHTE

Deputy State Labor Commissioner
and
Chief Factory Inspector



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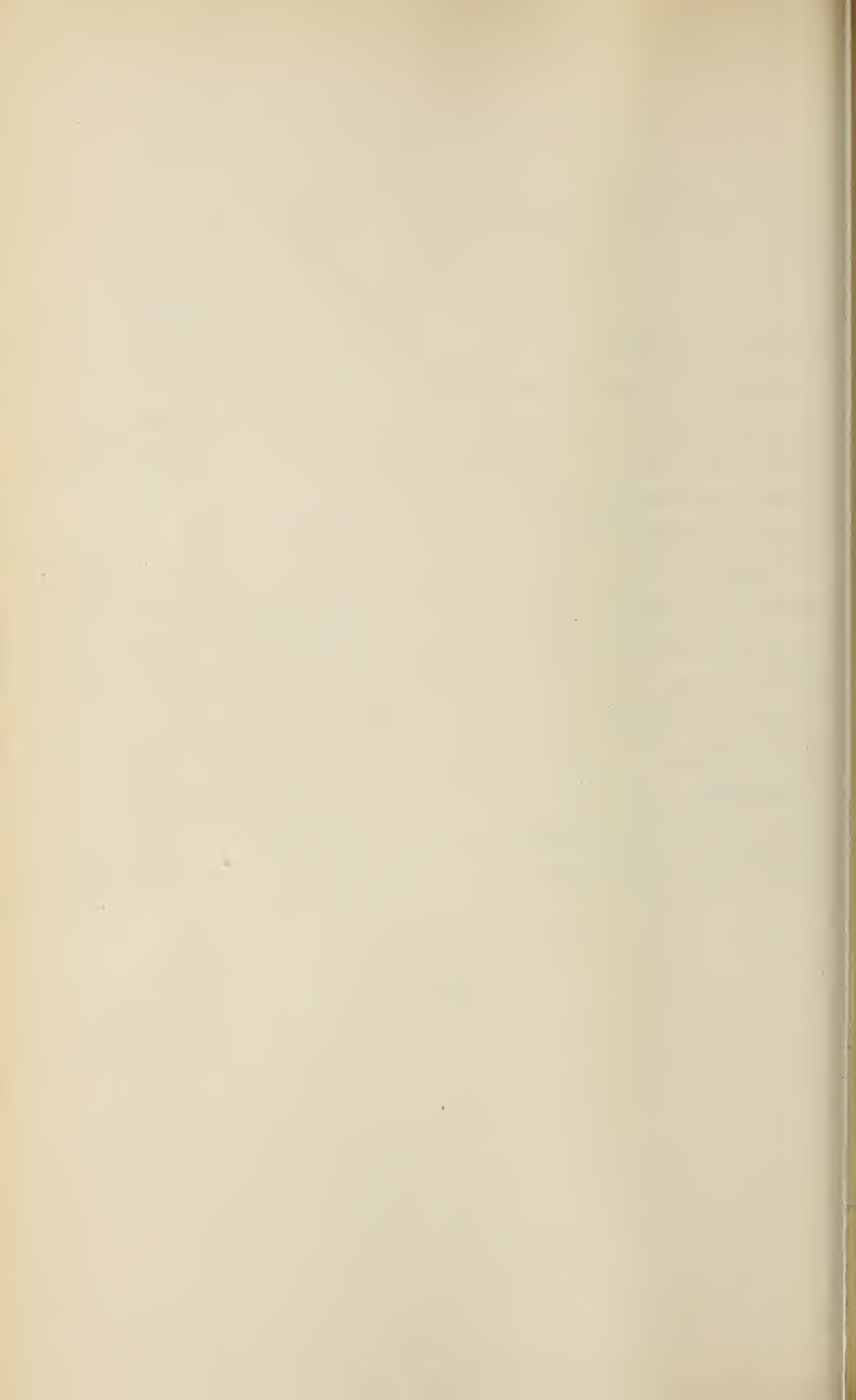
BRADFORD-ROBINSON PRINTING CO.
DENVER, COLORADO
1925

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LETTER OF TRANSMITTAL

To His Excellency, William E. Sweet, Governor; Hon. Carl S. Milliken, Secretary of State and Labor Commissioner ex-officio, and Members of the Twenty-Fifth General Assembly:

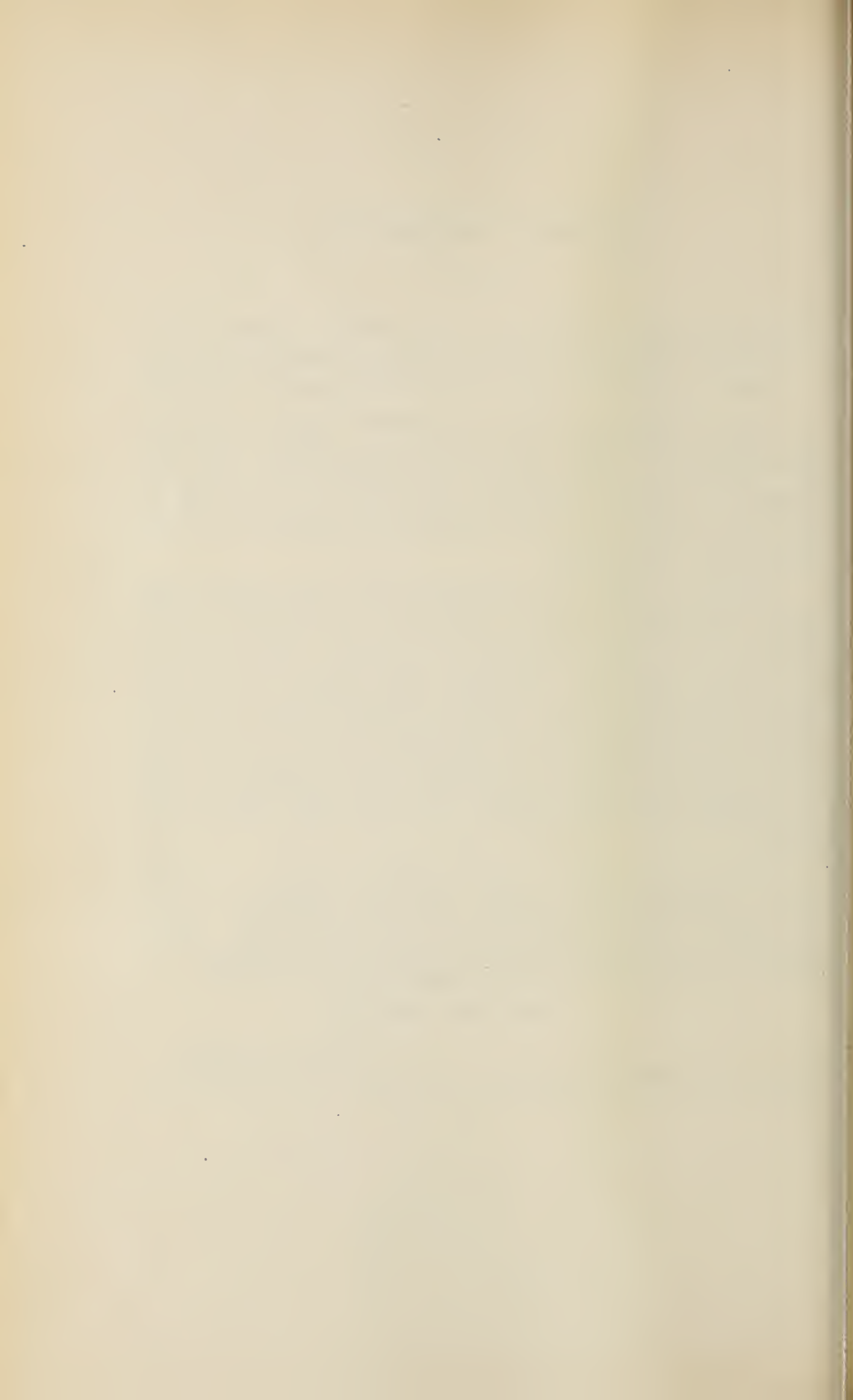
I am submitting herewith, in accordance with law, the Biennial Report of the State Labor Department, officially known as the Department of Labor Statistics, for the 1923-1924 term, comprising as it does the Nineteenth report since the organization of the Labor Bureau. It is a brief resume of the important work of the Bureau, and also a recital of the various activities in the way of labor law enforcement.

During the whole of the Biennial period it has been the aim of the Departments under my direction to so administer the affairs as to be of the greatest benefit to those for whose protection the laws were enacted. However, it will not be out of place to reiterate here what has so often been stated before, that the utter lack of authority or power is the one great handicap to the most complete administration of the affairs of this Bureau. It seems that the Deputy State Labor Commissioner has no power whatever, in the last analysis, so all efforts must necessarily be based on diplomacy and moral suasion. That this policy has been effective is shown by the results, given in more detail in the report proper.

At this time I wish to extend thanks to Secretary of State Carl S. Milliken for his valuable advice and assistance, and for his personal interest in the affairs of the Department. And to all others who have contributed to the harmonious conduct of the office, I wish to extend my personal thanks and appreciation.

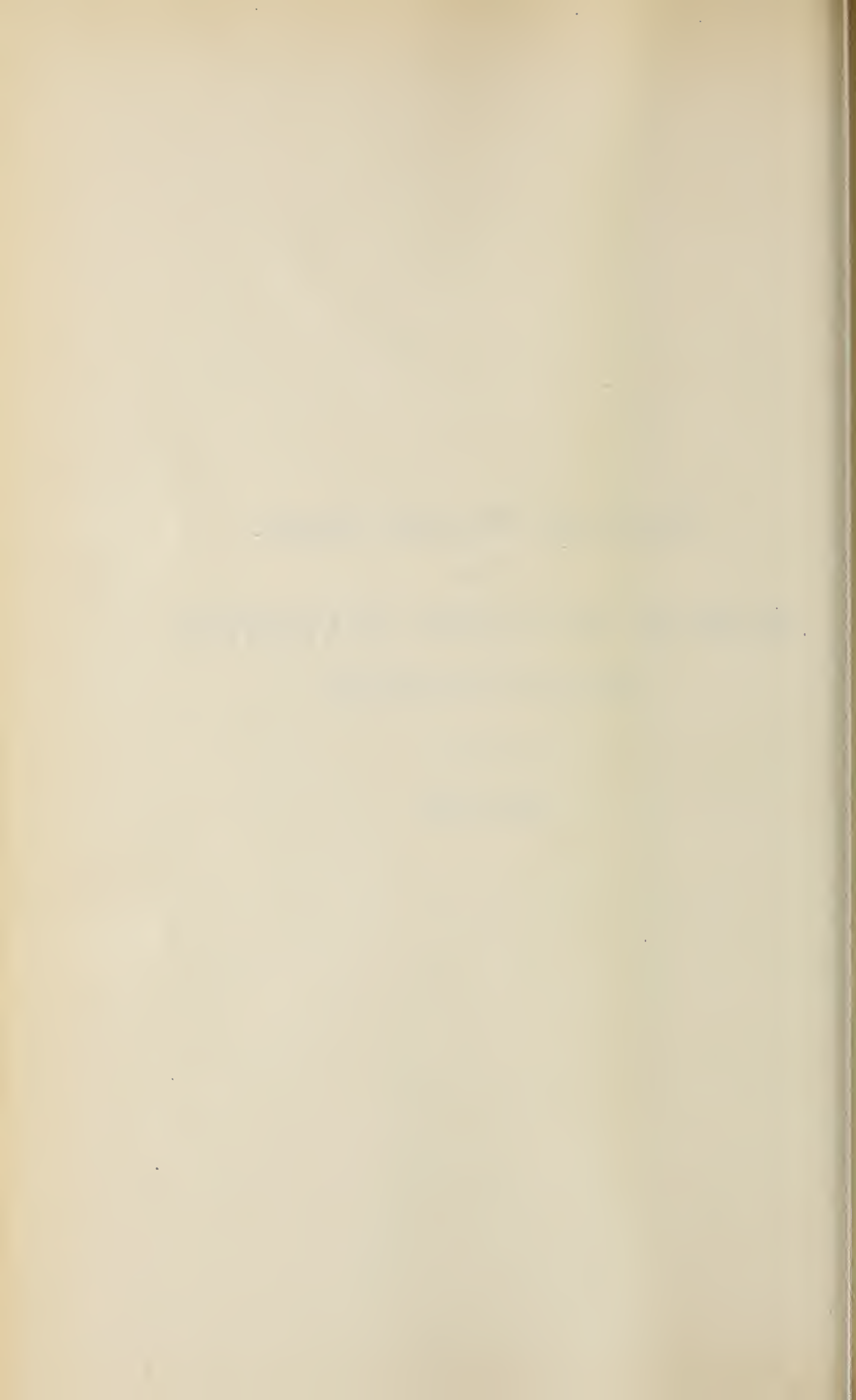
Respectfully submitted,

CARL DE LOCHTE,
Deputy State Labor Commissioner and Chief Factory Inspector.



Nineteenth Biennial Report
of the
BUREAU OF LABOR STATISTICS
STATE OF COLORADO

1923-1924



PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

CARL S. MILLIKEN

Secretary of State, Commissioner *Ex-Officio*

CARL DE LOCHTE

Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM

Statistician

GENEVIEVE SHERRICK

Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS

Clerk

FACTORY INSPECTION DEPARTMENT

J. M. McLANE

Deputy Factory Inspector

GEORGE CLARK

Deputy Factory Inspector

GEORGE L. SEITS

Deputy Factory Inspector

MAE R. FOX

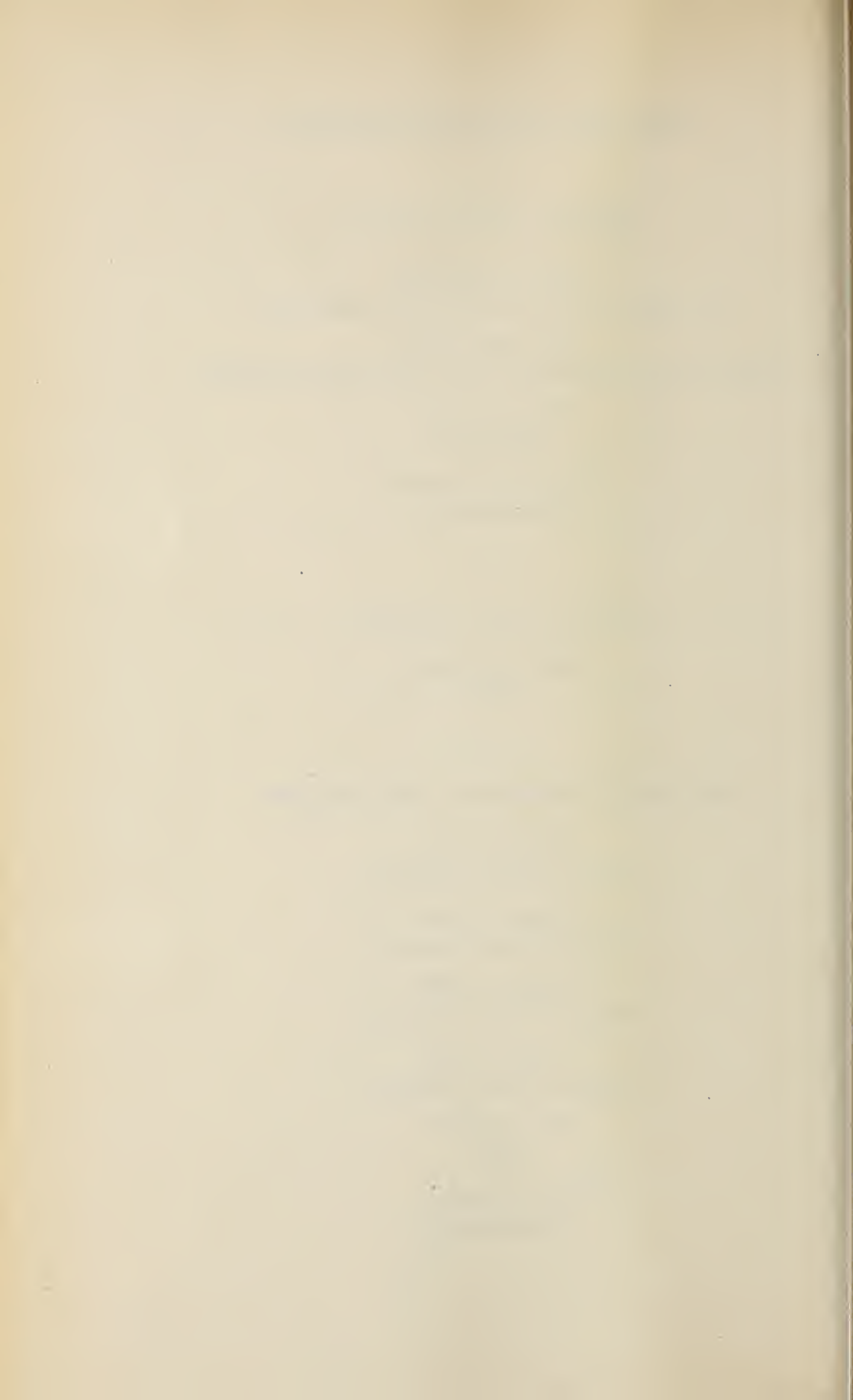
Deputy Factory Inspector

SAUL CASHMAN

Clerk

CORA THOMAS

Stenographer



APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the supervision of the Labor Commissioner, for 1923-1924, was as follows:

BUREAU OF LABOR STATISTICS

	1923	1924	Total
Labor Commissioner, Salary.....	\$2,500.00	\$ 2,500.00	\$ 5,000.00
Statistician, Salary.....	1,500.00	1,500.00	3,000.00
Stenographer and Statistics Clerk.....	1,200.00	1,200.00	2,400.00
Labor Commissioner, Traveling Expense appropriation, two years.....			1,500.00
Expended for traveling, two years.....		1,497.79	
Balance unexpended.....		2.01	
Incidental Expense Appropriation, Two Years			1,000.00
Total Expenditures, Two Years.....		693.31	
Transferred by Auditing Board.....		306.69	

WAGE CLAIM BUREAU

Appropriation, Statutory, Two Years.....	\$1,200.00	\$ 1,200.00	\$ 2,400.00
Expended for Salary of Clerk.....	1,200.00	1,200.00	2,400.00

FACTORY INSPECTION

Four Deputy Factory Inspectors.....	\$1,200.00	\$ 1,200.00	\$ 9,600.00
One Clerk Factory Inspection, Salary.....	1,200.00	1,200.00	2,400.00
One Stenographer and Record Clerk.....	1,200.00	1,200.00	2,400.00
Four Deputy Factory Inspectors, Traveling Expense	3,000.00	2,400.00	5,400.00
Expended for Salaries, Two Years.....		14,380.65	
Balance Unexpended.....		19.35	
Expended for Traveling Expenses.....		5,394.61	
Balance Unexpended.....		5.39	
Incidental Expense Appropriation.....			600.00
Expenses for Two Years.....		381.28	
Transferred by Auditing Board.....		218.72	

STATE FREE EMPLOYMENT AGENCIES*

		Total
Salary Four Superintendents, Four Months.....		\$ 2,000.00
Salary Four Asst. Superintendents, Four Months.....		2,000.00
Incidental Expense Appropriation.....		1,500.00
Expended for Salaries.....	\$ 4,000.00	
Expended for Incidental Expense.....	1,209.66	
Transferred by Auditing Board.....	290.34	

*Offices Closed April 30, 1923.

PRIVATE EMPLOYMENT AGENCIES

On December 1, 1923, at the Beginning of the Fiscal Year, there Remained a Balance in the Hands of the State Treasurer to the Credit of this Fund Amounting to.....	\$ 310.72	
Total Collections, 1923-1924.....	3,737.50	\$ 4,048.22
Expenses for the Two Years.....	\$ 1,119.25	
Balance in Hands of State Treasurer, Dec. 1, 1924..	2,928.97	

RECAPITULATION

Total Appropriation for the Bureau of Labor Statistics Wage Claim Bureau, Factory Inspection and Free Employment Offices, 1923-1924	\$41,200.00
Total Expenditures, All Departments.....	40,357.50
	<hr/>
Total Balance Unexpended.....	\$ 842.50
Total Appropriation for Bureau of Labor Statistics.....	\$12,900.00
Total Expenditures.....	12,591.30
	<hr/>
Balance Unexpended.....	\$ 308.70
Total Appropriation for Wage Claim Bureau.....	\$ 2,400.00
Total Expenditures.....	2,400.00
	<hr/>
Total Appropriation for Factory Inspection.....	\$20,400.00
Total Expenditures.....	20,156.54
	<hr/>
Balance Unexpended.....	\$ 243.46
Total Appropriation for Free Employment Bureaus.....	\$ 5,500.00
Total Expenditures.....	5,209.66
	<hr/>
Balance Unexpended.....	\$ 290.34

RECOMMENDATIONS

Factory Inspection.

In the Department of Factory Inspection the four Deputy State Factory Inspectors have been kept busy during the entire biennial period, looking into sanitation and safety in all establishments where men, women and children are employed. The work of these inspectors has been done very satisfactorily and as thoroughly as possible under the limited appropriation made for traveling expenses. At the present time only \$50.00 a month for each inspector is available for this purpose.

The State Factory Inspection law should be amended so that all orders for placing safety appliances on machinery should be issued by the Department of State factory inspection, thus avoiding duplication of orders from other sources, and overlapping of effort.

The law should definitely authorize the inspection of school houses at least once a year. The plans for the construction of school buildings and of other public buildings in the State should be submitted to this Department for approval.

Wage Claim Department.

Special attention is invited to the work that the office does for the benefit of citizens of this State in the collection of claims for unpaid wages. Reference to the detailed statement printed in another place will show the magnitude of this work. It is true that no special appropriation of money is made to carry on this work, and no allowance for expenses, nevertheless it has been felt that the citizens were entitled to have this work done for them, and so we have carried on to the best of our ability, notwithstanding the lack of financial aid.

We are recommending the adoption of a separate statute which will empower the justices of the peace of this State to enter suit in wage claims amounting to \$100.00 or less, such suits to be entered without cost to the claimant, the costs to be assessed and charged to the county in which the case originates. No attorney in the first instance is to appear, but speedy trial and judgment is the essence of such a law.

At the present time a worker has no relief in case of refusal to pay. A text of the proposed law will be found elsewhere in this report.

The adoption of the law proposed would not in any way lighten the work of this Department in the collection of wage claims, as all the work done here is by moral suasion only. Yet, it is felt that there should be a State agency where a claimant for wages due should be able to go and get court action compelling payment or settlement.

Women's Minimum Wage.

It is strongly recommended that the legislature take such action as will put the present Minimum Wage Law for Women in actual operation, so that the women workers of the State can receive the help and protection that they are entitled to under that law. It is the experience of other states, where such a law has been in force, that it is of great benefit not only to the women workers, but a benefit and protection to the employers as well. The operation of such a law at once materially raises the standard of employees in every occupation where the minimum wage is honestly applied and impartially enforced. This is indeed an important function of the State. Hence a sufficient appropriation of money should be set aside to get action at once on this splendid State undertaking. The experience of such states as Oregon in the operation of the Minimum Wage Law is of great value, and Colorado should follow closely in the footsteps of that state in order to secure the best results, and in order to accomplish the greatest benefit to all concerned.

It is strongly recommended that the present State law be amended by the addition of an apprentice clause to cover adequately the wage of apprentices or learners in any occupation where a minimum wage for women is fixed by the law.

FACTORY INSPECTION

The law creating the Department of State Factory Inspection and designating the Deputy State Labor Commissioner to be the Chief Inspector, with the duty of appointing four Deputy Inspectors, one of whom shall be a woman, was adopted by the legislature at the session held in 1911. This law has not been amended since that time, except in the matter of allowing a maximum sum of money that might be used by the Deputy Inspector for traveling expenses.

During the fourteen years that this law has been in force many obstacles to complete and satisfactory enforcement have been encountered. From time to time these have been brought to the attention of the Governor and the legislators, but thus far no remedy has been applied. Thus we are compelled to act under a law that is not only out of date, but one that is actually inadequate in many of its provisions. It is to be hoped that the forthcoming session of the legislature will provide the remedies suggested in this report so that the workers of the State may receive the protection from its operation that they have the right to expect, and which the law itself undoubtedly seeks to provide.

Notwithstanding the limitations that surround the operations of the law, the Inspectors have been diligent and painstaking during the biennial period, as the accompanying tabular statement will show. The total number of inspections made has reached the very large sum of 7,636, and these inspections were made in 85 different cities and towns in the State. Most of these inspections were made in Denver, Pueblo, and Colorado Springs, still the manufacturing and mercantile interests of the other cities and towns were not overlooked, and the number of inspections made in these places, remote from the State Capitol, forms a considerable portion of the total.

We greatly feel the need of more thorough standardization of safety appliances in the administration of this necessary law. At the present time any dangerous piece of machinery may be inspected by the following agencies, all of whom may recommend the use of a different guard to make the machine safe: The State Factory Inspector; Compensation Insurance Inspectors; Municipal Inspectors; Safety Engineers employed by private concerns; Master Mechanics employed by private concerns; Foremen employed by private concerns.

It is readily seen that there can be, and the fact of the matter is, there often is, quite a wide difference of opinion as to what would be the most practical design of guard. We strongly urge an amendment to our Factory Inspection law that will make the State Inspector the final arbiter in such cases, not so much on account of superior ability as on account of superior reason behind the inspection. The reason that the State has inspectors to

see that machinery is guarded is in order to protect the life and limb of its citizens. The State here undertakes to do something that the citizen cannot himself do in the way of security to life and limb. No such motive prompts any of the other agencies which inspect dangerous machinery. The private compensation insurance inspectors look out only for those things that will save them money, and the private concern looks only after something that will not interfere with production. So that the State, having the superior reason for the safety of its citizens, should be the final arbiter in these matters, and not leave it to be settled by interests that can only have a narrow or selfish interest in providing safety appliances to dangerous machinery.

The department has paid particular attention to the matter of adequate fire escapes on buildings, more particularly public buildings and school buildings. Here again comes in the question of final authority. We feel sure that the recommendation of the State Factory Inspector as to the necessity of adequate fire escapes on school buildings should be final and should be carried out by school board officials. The youth of the State should in no way be endangered by the negligence of officials, or because of conflict of authority. To the end that something might be accomplished in the way of making the State the last authority in the matter of fire escapes, Mr. McLane, the Deputy State Factory Inspector, spent a part of his summer vacation by attending the annual convention of the Fire Wardens of North America, held in Detroit in September, 1924. As a result of his efforts the convention adopted a resolution demanding more and better protection of school children by uniform laws adopted in the various states.

Regarding many different phases of the work of the Department of Factory Inspection, such as the employment of children, sanitation, ventilation, and so on, there have been no outstanding features calling for special mention or comment. The importance of these features have not been lost sight of, and the inspectors have been careful to see that the law is fully complied with, and have made every effort to maintain a satisfactory standard of conditions.

In the interest of economy it is the desire of this department to make this report as brief as possible, aiming to show the importance and extent of the work accomplished during the biennial period covered. To this end we have classified the activities of the inspectors and made the distribution into the smallest possible divisions, giving the number of inspections, the number of safety and sanitary orders issued, and the number of inspection certificates issued by the department for the years 1923-1924.

SAFETY AND SANITARY ORDERS

Orders issued during year 1923	Safety	Sanitary
Factory	237	150
Flour Mills	46	.....
Foundries	8	.....
Garages	89	10
Machine Shops	12	4
Packing Plants	6	4
Canning Plants	4	1
Flour Mills	7	3
Hotels and Restaurants.....	113	540
Miscellaneous	18	3
Totals	<u>540</u>	<u>715</u>
Orders issued during year 1924	Safety	Sanitary
Factory	260	142
Flour Mills	30	.....
Foundries	6	.....
Garages	76	5
Machine Shops	11	3
Packing Plants	5	2
Canning Plants	3	2
Flour Mills	5	3
Hotels and Restaurants.....	97	371
Miscellaneous	12	4
Totals	<u>505</u>	<u>532</u>
Recapitulation:		
1923—Safety	540	
Sanitary	<u>715</u>	1,255
1924—Safety	505	
Sanitary	<u>532</u>	1,037
Grand total of all orders issued		2,292
Total Number of Inspections, 1923-1924.....		7,636
Manufacturing	3,014	
Mercantile	2,192	
Laundry	127	
Railroad	180	
Restaurants	1,082	
Hotels and Rooming Houses.....	722	
Miscellaneous	319	7,636
Total Inspections made in the year 1923.....	3,798	
Total Inspections made in the year 1924.....	<u>3,838</u>	
	7,636	
Total Number of Certificates issued, 1923.....	2,775	
Total Number of Certificates Issued, 1924.....	<u>3,230</u>	
	6,005	

STATE MANUFACTURES

In Colorado, according to the latest available figures, there are 2,706 manufacturing establishments, scattered over the entire State, but necessarily more or less congested in Denver and the other larger cities. A division of the employees in these manufacturing plants is as follows:

	Male	Female	Total
Proprietors and Firm Members.....	2,119	115	2,234
Salaried Officers.....	663	29	692
Superintendents and Managers.....	1,488	58	1,546
Clerks and Other Subordinates.....	3,478	1,525	5,003
Wage Earners.....	31,902	3,352	35,255
Totals.....	39,650	5,079	44,729

The manufacturing establishments are distributed among the following counties in the number given: . . .

Adams	27	Fremont	45	Morgan	31
Alamosa	14	Garfield	23	Otero	57
Arapahoe	24	Gilpin	7	Ouray	7
Archuleta	12	Grand	14	Park	13
Baca	8	Gunnison	27	Phillips	8
Bent	15	Huerfano	21	Pitkin	6
Boulder	100	Jackson	5	Prowers	49
Chaffee	20	Jefferson	23	Pueblo	153
Cheyenne	4	Kiowa	6	Rio Blanco.....	10
Clear Creek.....	13	Kit Carson.....	19	Rio Grande.....	24
Conejos	15	La Plata.....	32	Routt	18
Costilla	5	Lake	14	Saguache	10
Crowley	19	Larimer	87	San Juan.....	6
Custer	9	Las Animas.....	60	San Miguel.....	12
Delta	24	Lincoln	17	Sedgwick	3
Denver	1,147	Logan	29	Summit	4
Douglas	8	Mesa	38	Teller	9
Eagle	4	Moffat	6	Washington	7
El Paso.....	151	Montezuma	16	Weld	98
Elbert	8	Montrose	26	Yuma	24
				All other Counties	5

ALL INDUSTRIES

The appended statistics directly concerning the employment of labor and the amount of money paid annually to workers in Colorado are from schedules returned by Deputy State Factory Inspectors during the biennial period.

Although the law provides for only four factory inspectors in the State, the work accomplished by them during the year is most gratifying, and reveals the vast extent of the manufacturing and commercial interests.

Figures gathered by the department are of course strictly confidential in detail, but in totality they are available for the information of the public. It has therefore been considered wise to classify the returns into the fewest possible groups and yet not reveal the identity of any particular enterprise in such a way as to disclose private transactions. It is the totals and the aggregates, as well as the averages, that it is intended to bring out.

NUMBER OF PERSONS EMPLOYED AND YEARLY WAGES

	Males	Annual Wages	Females	Annual Wages	Grand Total	Capital Invested
Automobile.	2,582	\$ 4,131,200	238	\$ 256,760	\$ 4,387,960	\$ 5,504,000
Mercantile.	2,779	4,996,599	4,942	4,449,000	9,445,599	15,442,000
Hotel and Restr. ...	3,768	3,982,000	2,598	2,541,000	6,523,000	1,091,000
Manufactur- ing	35,027	68,152,667	1,636	1,308,340	69,461,007	63,084,000
Utilities . . .	4,092	5,728,800	2,544	2,050,644	7,779,444	.....
Railroad ..	15,886	26,339,240	369	488,230	26,827,470	.....
	<u>64,134</u>	<u>\$113,330,506</u>	<u>12,327</u>	<u>\$11,093,974</u>	<u>\$124,424,480</u>	<u>.....</u>

Reducing the foregoing table to averages, it is found that the average annual wage paid is as follows: Automobile—Men, \$1,600; women, \$1,080. Mercantile—Men, \$1,800; women, \$900. Hotel and Restaurant (including meals in nearly all cases)—Men, \$1,055; women, \$706. Manufacturing (comprising workers in the skilled trades)—Men, \$1,950; women, \$800. Utilities—Men, \$1,400; women, \$806. Railroad—Men, \$1,600; women, \$1,320.

No proper conclusion can be reached as to the amount of capital actually invested in the utilities or the railroads, hence the omission. In the automobile industry, for every employee there is \$2,130 invested; in mercantile undertakings, \$2,000 for every employee; in hotel and restaurant, \$250 for every employee; and in manufacturing, \$1,700 for every employee.

These figures show how large and how very important the pay roll in Colorado actually is. Employment in Colorado is, first of all, steady the year round. Seasonal employment affects the worker very little in the State, and so far as the above table is concerned there is included only the sugar-beet industry that can

strictly be classed as seasonal. It can, therefore, be said truthfully that this permanency means much to the workers, considered either as producers or as consumers.

The pay-roll figures given above do not include amounts paid in commissions. In many enterprises these commissions aggregate very large sums and if counted in all cases it is fair to estimate that it would reach a sum equal to at least 5% of the State total.

In manufacturing, the figures given include schedules obtained in Denver and 82 cities and towns in the State; 2,710 factories of various sizes, manufacturing 145 different kinds of products are included. Here a steady growth of at least 10% is shown when compared with figures formerly published. Denver and Pueblo together have about 65% of all the factories in the State.

Many undertakings in the State employing large numbers of men and women are of necessity omitted from consideration, such as the building trades, coal mines, metalliferous mines, road building, public improvements of all kinds, the schools and the professions generally.

While it is of course difficult to make direct comparisons in the absence of complete figures at hand, yet it is fair to say that the figures here given show an increase of almost 30% over figures published in the number of men employed, 2% in the number of women employed and at least 17% increase in the amount of wages annually paid.

PRIVATE EMPLOYMENT OFFICES

Colorado is one of the thirty States in the Union that has enacted a law to license and regulate the operations of private employment agencies. In this State the enforcement of the law comes under the direct supervision of the Department of Labor Statistics.

In some respects all of the laws in all of the states are similar, while in other respects they differ widely. All of them apply only to employment agencies which charge fees for services, and make no discrimination between those agencies acting for common labor and those devoted entirely to professional applicants or to teachers.

Records are required to be kept by the licensed agents, subject to inspection by the licensing agents, but there is no provision of law which requires these licensed agents to make reports to the licensing authority of the volume of business or of the number of persons who were served in a given time. No provision is made by law where the extent of transactions can be computed and totaled.

Notwithstanding the absence of any legal requirement, we have secured the voluntary co-operation of the licensed agencies to such an extent in making regular monthly reports as to enable us to make a fairly accurate compilation of the total transactions of all the licensed agencies in the State. The reports sent to this office are for placements in skilled labor, unskilled labor, farm labor, and in clerical and professional positions for men, and in domestic, industrial and clerical occupations for women. We believe that no other State, with the possible exception of California, is tabulating this valuable information.

During the past biennial period the reports filed in this office show the following transactions, tabulated by months. It will be noted that the total number of persons placed during 1923 was 34,716, while the number placed during the year 1924 was 33,294, a decrease of 1,422. Inasmuch as the transactions of these licensed offices is with seasonal and temporary employees almost entirely, it may safely be concluded that the turnover of labor during the last year was almost 5% less than in the first year.

PRIVATE EMPLOYMENT OFFICES—1923-1924

Total Number of Positions Secured

	MALE				FEMALE			Totals
	Skilled	Unskilled	Farm	Clerical	Domestic	Industrial	Clerical	
December, 1922..	166	787	227	57	47	68	122	1,474
January, 1923....	149	366	121	95	75	59	105	970
February	327	847	173	114	93	142	55	1,751
March	419	899	269	100	78	186	136	2,087
April	329	1,069	306	151	110	33	172	2,170
May	513	1,763	425	149	221	149	325	3,545
June	570	1,291	411	143	68	252	242	2,977
July	580	3,073	510	159	271	196	189	4,978
August	473	3,094	689	231	111	129	286	5,113
September	419	2,555	565	125	127	158	174	4,123
October	405	2,066	366	103	103	147	83	3,273
November	537	1,090	441	56	12	71	48	2,255
Total, 1923...	4,887	18,900	4,503	1,483	1,316	1,590	2,037	34,716
December, 1923..	219	697	60	60	58	119	72	1,285
January, 1924....	338	849	102	64	110	104	89	1,656
February	169	409	153	99	43	181	59	1,113
March	463	871	300	134	61	144	184	2,157
April	267	897	498	193	133	107	53	2,148
May	550	1,229	316	144	259	135	244	2,877
June	526	1,678	416	242	61	244	211	3,378
July	532	2,664	531	202	240	131	290	4,590
August	489	2,981	678	225	110	134	367	4,984
September	428	2,437	578	113	126	153	168	4,003
October	397	1,875	327	96	98	131	76	3,000
November	537	934	427	53	14	93	45	2,103
Total, 1924...	4,915	17,521	4,386	1,625	1,313	1,676	1,858	33,294

As stated in our previous report, the Private Employment Law in Colorado applies to any person who furnishes employment or help, or who offers to procure employment or help, regardless of whether he does or does not charge a fee for such service. Charitable institutions are excepted.

The license fee fixed by the statute is based on the population of the town or city in which the agency is located. In cities of 25,000 inhabitants or over, \$50.00; less than 25,000 population and more than 5,000, \$25.00 per year; under 5,000 population, \$10.00. A register must be kept of applicants for employment and calls for help. Registration fee limited to \$2.00 for professional employees and to \$1.00 for common labor. This fee must be returned on demand if the applicant does not obtain work through the agency within five days.

The act forbids sending females to immoral resorts, false advertising, false statements to applicants and false entries in the registers.

A bond of \$1,000.00 is required, which runs to the State, and

is filed with the Secretary of State. This bond covers such penalties as may be legally assessed. Infractions carry a fine of \$100.00 to \$200.00, as well as fine and imprisonment not to exceed six months, or both penalties, in the discretion of the court.

In the course of years many abuses have sprung up in connection with private employment offices which were detrimental to the rights of laborers. This has led to the theory maintained by some that all private employment agencies should be prohibited by statute. Court decisions, however, clearly show that this cannot be done—that the occupation of a private employment agent is not necessarily vicious or destructive of the rights of the individual, hence cannot be entirely prohibited by law. But regulation is permissible, and, where based on reasonable grounds, has always been sustained by the courts. Thus license fees in amount as high as \$2,000.00 annually, charged by the State, are sustained as reasonable. The license fee in Colorado is from \$10.00 to \$50.00, according to the size of the town or city where the office is to be located.

During the biennial period 118 complaints of various kinds have been lodged with this department against private employment offices. Many of these were of a trivial nature and were soon adjusted. Many others, however, involved much care and effort in the settlement. Still, in all cases, the ends of justice were secured and satisfactory adjustments made without resort to court proceedings, or without attacking any bond given to protect the State.

By far the largest number of complaints that reach us is the nature of a request for the refund of a fee paid where the applicant failed to secure the place applied for. Refunds were secured in 43 cases. In many others it was found that the private employment agency had violated no law, but had done everything possible to secure the place that they agreed to furnish.

There is a strong inclination on the part of some private employment agencies that are devoted entirely to securing positions for professional people, to encourage a liberal turnover in labor. It is the practice in some instances to secure a place for a client, charging a liberal fee, and then in a short time offering the same person a different position at a much higher salary, and, of course, charging another high fee for the service, as well as finding a man to fill the place so vacated and charging him also a liberal fee for the "service." It is impossible to even estimate to what extent this practice affects the stability of labor.

The private employment law at the present time seeks to prevent false statements and misrepresentations and forbids agencies from making statements that are deceptive. It seems to us that this does not go quite far enough, and experience in the operation of the law convinces us that it affords scant protection to the worker. The law should be so amended as to require employment agencies truthfully to inform applicants for employment, when they are referred to positions, as to existing conditions of em-

ployment, such as living and sanitary conditions. Too many men are sent to labor camps and to other places of employment which are not fit to work in from the standpoint of living conditions and general sanitation. At the present time, though it is unlawful to misrepresent conditions, much misrepresentation does in fact obtain for the reason that no statement at all is made, and the applicant is justified in assuming that conditions are at least decent. Some method should be devised that would prevent a worker from accepting a position and paying money for the service where the living conditions are impossible. This, we believe, can be done effectively by amending the present law as above stated.

Experience in the operations of the law also convinces us that there should be an amendment that will classify the agencies into at least two and possibly three divisions. There are licensed agencies which handle only applications for teachers in schools. There are other agencies which handle only applications for common labor and farm labor. Still others confine their activities to domestics and women help generally. There is not much in common between these classes of agencies, and the difference should be recognized in the law and different fees charged to each of them. At the present time the law places all of them in the same class and knows no difference except as to the size of the city where the office is located. We believe that the change suggested above would greatly assist the enforcing officer, and would at the same time be a means of protection to the particular agency itself.

Further, the law should be so amended as to make it obligatory on every licensed agency to make periodical reports to the licensing agency, which at the present time is the Deputy State Labor Commissioner. And also make it obligatory upon all voluntary associations to register with the Bureau of Labor Statistics. This would furnish information that is needed by the State to protect the interests of the citizens.

COLLECTION OF WAGE CLAIMS

The department does a vast deal of work in the matter of collecting and securing the settlement of wage claims for persons who for any reason have not been paid by the employer for work actually performed.

Strictly speaking, this is an assumed function on the part of the Bureau of Labor Statistics, since we are not clothed with any legal power whatever in the premises. Nevertheless, the very nature of these matters as they come to us prompts us to do everything in our power to assist the claimants in securing the amount of money that has been honestly earned.

Naturally, only moral suasion is used, and we are extra careful, being State officials, to use no threats of any kind in our dealings with persons who owe money for labor. As a result of this extra caution the amount of collections and settlements is materially increased, as the accompanying table will show.

The principal causes leading to the presentation of wage claims may be summarized as follows:

1. Misunderstanding of rates of pay and employment conditions.
2. Laborers allowing their accounts to run on and not insisting upon periodic payments.
3. Employees leaving the job and not working out the full time for which they were engaged.
4. Giving bad checks.
5. Employers venturing on business projects with insufficient capital, and contractors taking contracts at such a low figure that they are unable to pay their laborers.
6. Inefficiency in management.
7. Inadequate wage payment legislation.
8. Claims from women who have not received pay for housework, and also claims by nurses for services rendered.

In properly handling these claims we are constantly confronted by and with the fact the department is not clothed with any legal power to undertake work of this nature. This seriously handicaps us in our dealings with persons who owe wage earners money and who refuse to settle for one trivial reason or another. There is no way in which we can compel payment. Consequently, no matter how right the plaintiff may be, and no matter how wrong a defendant may be, and no matter how promptly the Labor Department decides that the money is owing and should be paid, there is nothing that we can do to enforce the conclusion or decision.

Nevertheless and notwithstanding this serious limitation, we are able to secure the settlement of about 70% of the claims pre-

sented. During the last biennial period, to be exact, the percentage of claims collected over the number presented was 65%.

Of course, the department makes no charge whatever for the service rendered in this connection. It is performed gladly and willingly without cost, on the theory that after a man or a woman has performed labor at the request of the employer no more expense ought to be suffered by the worker and no more time lost in collecting the amount actually due, no matter how small the sum is. Many of the claimants are surprised, of course, when they find that the Labor Commissioner cannot go right out and force a delinquent employer to pay whether or no or else close him up in business, and many explanations have to be made to clear the mind of the claimant.

The magnitude of the free work on behalf of our citizens undertaken by the department will no doubt be more fully understood and more easily grasped when it is figured how much it would have cost claimants to collect had they been compelled to resort to the courts to enforce payment, or even if they had gone to adjustment companies or collection agencies for help and assistance. Private collection agencies make varying charges for service of that kind—generally a charge that fits the case, but in no instance is the work done free, no matter how poor or how deserving the claimant may be. Under no circumstance is the fee charged by private collection agencies for making small collections less than 10%. In 1923-1924 we handled 2,799 claims, the average amount of each claim being about \$75.00. Calculating that these claims would have been handled by any private agency, the 10% charge would amount to more than \$20,000.00. It is entirely safe to assume that the department has saved citizens of the State fully that amount by the work that it undertakes to do on behalf of wage earners who are not promptly paid.

Perhaps the most important phase of the department work in connection with the collection of wage claims lies in the fact that every case is handled promptly. There is no delay. Letters are sent out at once in all cases where correspondence is required, and a system of check-offs adopted insures prompt follow-up letters to be sent to defendants. In cases where it is possible a personal representative of this department is sent out to make immediate investigation and secure payment if possible. In many cases this is easily accomplished, but in the greater majority it becomes necessary to make a number of trips before settlement is made. All delay is a hardship on the worker whose pay is delayed.

The records of the office show the claim department to be the most beneficent institution in Colorado. The total number of claims presented during the past two years is 2,799. It would be difficult to classify these by occupation, even though that be desirable. It will be sufficient to state that no less than nine out of ten are from persons who may be properly classed as wards of the State, inasmuch as they have none other to help them. Very few claims come from men who are working at the trades, and

none at all from members of labor organizations. Labor organizations have methods of their own respecting the payment of wages which are thoroughly effective. Wage claims are from men and women who have implicitly trusted the employer to do the square thing, and the employer has deceived them. Then, again, a very large number of them—more than we want to reveal—are illiterate. They are not ignorant, but unlettered. In such a state of helplessness it is no wonder that many fall victims to designing employers, bent on depriving the worker of his just earnings.

Out of the total of 2,799 wage claims presented and handled, 395 were claims of women. That is to say, 14% of all the wage claims that come to the office involve the payment of wages due women. These women are mostly engaged in domestic service and are based on misunderstandings rather than on any desire to mulct the worker out of wages. A great many of the claims presented by women are nothing more than family rows, and with all such the department will have nothing whatever to do. Nevertheless, even the rejected claims demand attention, and at times require more patience and diplomacy than do the ones based on good grounds.

During the present Commissioner's official term, which began in April, 1921, wage claims involving extra large sums were adjusted. Records of past heavy collections show the following:

September, 1917	\$ 7,508.70
December, 1918	7,438.82
October, 1919	6,634.86
May, 1920	7,472.72
March, 1921	8,322.82
September, 1921	10,686.25
June, 1922	21,150.14
December, 1923	31,533.08

The following table will show the transactions by months in detail for the present biennial period. There is also given the transactions by periods since 1915, covering the past ten years. During that time the total amount of claims settled amounted in money to \$407,757.05. The first six years \$144,104.95 were involved, and during the last four years (while the present Commissioner was in office) claims involving \$263,652.10 were adjusted, with no additional expense either to the State or to the claimants.

WAGE CLAIM COLLECTIONS

Biennial Period, 1923-1924

	Number Claims Filed	Number Claims Paid	Amount Collected	Average Amt. Each Claim	Per Cent Claims Collected
December, 1922.....	147	81	\$ 30,359.94	\$37.40	55
January, 1923.....	122	61	3,414.82	72.37	50
February	119	55	1,596.14	29.00	45.4
March	76	69	4,007.10	58.00	90
April	74	38	930.00	24.50	51.3
May	106	70	2,495.21	35.65	66
June	98	65	4,254.62	65.45	66.3
July	102	65	5,233.52	80.50	63.7
August	155	95	8,232.01	86.06	61.3
September	92	51	1,244.41	24.40	55.5
October	173	97	4,007.48	41.30	56.00
November	96	78	3,785.00	48.80	81.2
	<u>1,360</u>	<u>825</u>	<u>\$ 69,560.25</u>	<u>\$84.30</u>	<u>60.7</u>
December, 1923.....	358	358	\$ 31,533.08	\$88.00	100
January, 1924.....	94	42	5,576.66	132.75	45
February	157	118	7,564.97	64.00	75
March	74	32	7,109.32	222.00	43.2
April	68	39	2,500.66	65.00	54.4
May	125	77	3,089.17	40.00	62
June	64	35	1,668.25	47.50	55
July	106	92	2,690.18	29.25	87
August	88	47	1,002.79	21.35	53.4
September	105	46	1,143.76	25.00	43.8
October	103	60	1,501.88	25.00	58.2
November	97	43	920.52	21.40	44.4
	<u>1,439</u>	<u>989</u>	<u>\$ 66,301.24</u>	<u>\$67.05</u>	<u>68.7</u>
Total, 1923.....	1,360	825	\$ 69,560.25	\$84.30	60.7
Total, 1924.....	1,439	989	66,301.24	67.05	68.7
Grand Total.....	2,799	1,814	\$135,861.49	\$74.10	65
1915-1916	1,859	519	\$ 11,920.00	\$21.00	27.90
1917-1918	2,765	1,669	52,231.30	31.30	60
1919-1920	2,911	2,123	79,953.65	37.66	73
1921-1922	2,735	1,936	127,790.61	66.00	71
1923-1924	2,799	1,814	135,861.49	74.10	65

The experience of the Commissioner in the work of settling claims for wages convinces us that something more definite should be adopted to produce the best results—not that all this work would be removed from the office, but that in certain necessary cases there should be some court that would handle claims in a legal way without cost to the claimant, and handle them without the intervention of attorney, with the idea of securing settlement promptly.

To this end we have corresponded with every State labor department in the country. We find that in no State is there any statute giving the Labor Commissioner power to force payment of wage claims, though most, if not all, of them do the work much after the fashion that we do it here in Colorado. Out of this experience has come a statute that clothes local justices of the peace

with power to handle wage claims involving less than \$100, charging the fees up to the county. In the State of Nevada there is such a law, and out of that we have prepared the following text of a proposed law for Colorado, and commend it to the careful consideration of the members of the forthcoming session of the State Legislature:

SMALL CLAIMS COURT

Justice of the Peace Given Special Procedure for Small Claims.—All justices of the peace in the State of Colorado shall exercise the jurisdiction conferred by this act and while sitting in the exercise of said jurisdiction shall be known and referred to as the Small Claims Court; provided, that the jurisdiction of such justice's court, when sitting as a small claims court, shall be confined to cases for the recovery of money only where the amount claimed does not exceed one hundred dollars (\$100.00), and the defendant named is a resident of the city or county in which the action is to be maintained.

Action to Be Commenced by Affidavit.—Actions shall be commenced, heard and determined in the small claims courts under the provisions of this act, whenever any person appears before any justice of the peace and executes an affidavit reciting that demand has been made and payment refused, and also giving full address of defendant.

Service of Summons by Mail.—When the claimant appears he shall prepare such an affidavit as is set forth, or, at his request, the judge of the court shall draft the same for him. Upon the affidavit being sworn to by the claimant the justice shall file the same and make a true and correct copy thereof. At the same time the justice shall fill in the blanks in the order printed on said copy and sign the order. Immediately thereafter the said justice shall enclose said copy and order in an envelope, address the said envelope to the said defendant, at the address stated in the affidavit, prepay the postage and mail said envelope to said defendant by registered mail, and request a return receipt, or said justice may deliver personally, or cause to be delivered, said copy and order to the defendant in person. The justice shall then attach to the original affidavit the receipt for the registered letter and the return card thereon or other evidences of service.

Appearance of Defendant.—The date of the appearance of the defendant as provided in the order endorsed on the affidavit shall be not more than ten days nor less than three days from the date of the said order. When the justice has fixed the date for the appearance of the defendant he shall inform the plaintiff of said date and at the same time order the plaintiff to appear on said date and to have with him his books, papers and witnesses necessary to prove his claim.

Docket in Justice Court to Show.—The justice shall enter in the docket kept by him as a justice of the peace:

1. The title of every action.
2. The sum of money claimed.
3. The date of the order provided for and the date of the trial as stated in said order.
4. The date when the parties appear, or their non-appearance, if default be made.
5. Every adjournment, stating on whose application and to what particular time.
6. The judgment of the court and date when returned.
7. A statement of any money paid to the justice, when and by whom; and the date of the issuance of any abstract of the judgment.

No Attorney in First Proceeding.—No attorney-at-law or other person than the plaintiff and defendant shall take any part in the filing or the prosecution or defense of such litigation in the small claims court. The plaintiff and defendant shall have the right to offer evidence in their behalf by witnesses appearing at such hearing. The justice may also informally make any investigation of the controversy between the parties either in or out of court and his judgment and make such orders as to time of payment or otherwise as may by him be deemed to be right and just.

Pleadings Informal.—No formal pleading, other than the said claim and notice, shall be necessary, and the hearing and disposition of all such actions shall be informal, with the sole object of dispensing speedy justice between the parties. No attachment or garnishment shall issue from the small claims court, but execution may issue in the manner prescribed by law of the State.

Judgment, How Satisfied.—If the judgment or order be against the defendant, he shall pay the same forthwith or at such times and upon such terms and conditions as the justice shall prescribe.

Duty of County Commissioners to Supply Forms.—The Board of County Commissioners of every county wherein said small claims courts shall exist shall furnish to every justice of the peace in such county a reasonable supply of various blank forms set forth in this act; also all forms, docket book and stationery necessary for the use of such justice sitting as a small claims court.

No Fees Permitted.—No fee or charge of any kind or nature shall be charged or collected by any officer from the plaintiff for any service rendered under this act. The justice of the small claims court shall charge and collect the same fees which a justice of the peace may charge and collect, and no others, and certify same to the Board of County Commissioners, who shall pay the same out of the county general fund.

CHILD LABOR LAW

A very important part of the work of the Department of Labor is that which concerns itself with the operation of the Child Labor Law.

Although the department has been quite strict and watchful over the interests of the children of the State, nevertheless it has not been found necessary to enter suit in a court in order to secure complete compliance. The number of cases of evasion of the provisions of the law during the years 1923 and 1924 was 68. Immediate investigation followed in each case of complaint, resulting in all cases in complete compliance with the law.

Our Child Labor Law is really a school attendance law, and is based on the principle that grammar school training, in order to be effective, must be continuous and uninterrupted up to the time when the child is 16 or 18 years old.

A recent U. S. Government report makes the following declaration in that connection:

“Boys who go to work at the end of grammar school rarely get good jobs. The wages seem high at the beginning, but they increase very little. Jobs handed out to unskilled labor (meaning boys and girls who lack school training) offer little training and small chance to get ahead. Statistics show that by the time a boy is 25 years old he usually has received \$2,000 more salary if he stayed in school until he was 18, instead of leaving school when he was 14 years old.”

Surely, this statement justifies the school officers in using every possible method of keeping the boys and girls in school and out of the shops.

As is the case with the enforcement of every wholesome statute, the enforcing agent is frequently importuned to set aside the provisions of the law by issuing permits in certain cases. To all such requests we have replied that it is not within the power of the Commissioner to set aside a statute of any kind, much less one that requires universal and widespread enforcement. If it had ever been the intention of the lawmakers to make exceptions in individual cases, where one need or another manifests itself, then the legislators would have put the exception in the statute itself. Such an important act cannot well be left to the whim of the individual, but is a function of the Legislature itself that should not be delegated, even by inference.

It is interesting to note the grounds or reasons for asking that the provisions of our Child Labor Law be set aside. Six years ago nullification was asked on the ground that so many of our workers were drafted into the army that there was a widespread shortage of labor, hence it was necessary to engage young children in various occupations. The nullifiers accomplished nothing here.

Then after the close of the war and peace had been declared and the soldiers had returned to their homes and had again taken up peaceful pursuits, these special pleaders for the favor of setting aside the Child Labor Law based their appeal on exactly the opposite condition—oversupply of adult labor. Still no results.

During the past two years the immigration laws enacted by the U. S. Congress became the bulwark of those who want to exploit the labor of children, regardless of the existing statute. It was claimed that the immigration laws prevented the arrival of foreigners to such an extent that it became impossible to get enough cheap laborers to supply their needs, and so the statute should be set aside to make up for this deficiency. And this appeal also was promptly denied and given no consideration.

And so, as far as this office was concerned in these matters, everything was done to preserve the law in its entirety and secure its honest and honorable enforcement.

Particularly has this department insisted that children under sixteen years should not be allowed to work with machinery in motion, nor be engaged on premises where machinery is in operation. The danger of maiming a young person for life is a hazard that is too great for the State to overlook. Hence every request for a permit to allow a child to work in such a place was denied on the ground that the law definitely prohibits children of adolescent years from being engaged around machinery.

The Deputy Factory Inspectors, under the supervision of this department, were in position to discover evasions of the Child Labor Law in manufacturing concerns located in remote parts of the city where the managers no doubt hoped to escape detection. Fortunately all such evils were corrected without the necessity of resorting to a suit in a court.

CHILD LABOR IN DENVER

In accordance with the provisions of the child labor law, the school authorities in Denver issue certificates to school children between 14 and 16 years, duplicates of which are filed for record in this department. These certificates operate as a permit authorizing employment by the person or concern named in the certificate. Certificates for school children who have not completed the eighth grade in studies are granted only after the fullest investigation and upon the united judgment of the school principal, the attendance officer and the supervisor of the attendance department of the schools.

During the biennial period 1923-1924, 1,034 such school certificates were filed here—675 to boys and 359 to girls. This is a substantial decrease from the number of certificates issued during the previous biennial period (1921-1922), when the total number was 1,400—833 to boys and 567 to girls.

Since the year 1915 the record of such filings is as follows:

1915-1916—Certificates issued,	657.	
1917-1918—Certificates issued,	863.	31% increase.
1919-1920—Certificates issued,	1,226.	48% increase.
1921-1922—Certificates issued,	1,400.	14.2% increase.
1923-1924—Certificates issued,	1,034.	25% decrease.

It is safe to estimate that the number of certificates issued by the Denver school authorities is at least 50% of those issued in all other parts of the State. Hence the above figures can be doubled to show the number of children employed in Colorado during any given period.

The certificates filed have been distributed to the various common occupations in which the children were employed. For comparison the per cent of children engaged in the same occupations during the previous two years is also given in the table:

CERTIFICATES ISSUED—1923-1924

		1923	1924*	Total	Totals	Per Cent	Per Ct. 1921-22
Mercantile	Boys	123	34	157	319	30.9	45
	Girls	82	80	162			
Manufacturing	Boys	154	91	245	369	35.7	29.8
	Girls	82	42	124			
Office	Boys	120	75	195	228	22	13
	Girls	18	15	33			
Telegraph & Phone.....	Boys	6	25	31	45	4.35	4
	Girls	4	10	14			
Laundry	Boys	27	6	33	54	5.22	3.9
	Girls	16	5	21			
Miscellaneous	Boys	7	7	14	19	1.83	4.3
	Girls	3	2	5			
		642	392	1,034	1,034	100	100

*Eight months of 1924.

The custom of issuing certificates to boys desiring to engage in the messenger service still obtains, and there is slight change over any previous period. The total number of boys engaged by the telegraph and telephone companies, most of whom are undoubtedly in the messenger service, is 31. The largest number of girls in any one occupation is reported from mercantile establishments, all of whom without doubt are used as cash girls.

The percentage of children engaged in the different occupations shifted somewhat during the two years. Now the per cent of children engaged in mercantile houses is 30.9, whereas two years ago it appeared as 45%. In manufacturing it is 35.7%; two years ago, 29.8%. Offices, now, 22%; two years ago, 13%. Laundry, now, 5.22%; two years ago, 3.9%.

U. S. CHILD LABOR

For many years it has been felt by those who have the best interests of American children at heart that there should be a general law on the subject, one that is effective similarly in all the States. This has now reached the point where it only remains for the various States to approve the proposition.

The incoming session of the Legislature will have before it the proposition of ratifying the Twentieth Amendment to the Constitution of the United States which seeks to establish uniformity in the child labor laws in America. The amendment is as follows:

“Section 1. The Congress shall have power to limit, regulate and prohibit the labor of persons under 18 years of age.

“Section 2. The power of the several States is unimpaired by this article except that the operation of State laws shall be suspended to the extent necessary to give effect to legislation enacted by the Congress.”

The proposed amendment is meeting with opposition from sources allied with the manufacturing interests of the country, wherein the position is assumed that Congress should not have the power to either limit or regulate the labor of children under 18 years. However, it is quite clear that the interests of the country as a whole are here affected, and that the policy of our national government should be to protect as far as possible the young from exploitation. So long as our national industrial system is based on production for profit, just so long will our young people remain at the mercy of those who must employ cheaper and cheaper labor.

The ratification of the proposed amendment to the U. S. Constitution will give Congress the power to so regulate and limit or prohibit the employment of young persons as to prevent their exploitation, and at the same time gives Congress the power to permit employment of such young persons on their own behalf, or in certain occupations and under circumstances which conduce to the betterment of the growing child.

At the present time there is little uniformity and only slight similarity in the child labor laws that are now in force in the various States of the Union. Taken together they indeed form a veritable patch-work. It is quite out of the question to obtain the ends that ought to be achieved by State action alone.

In the long run, of course, we all pay. The child under 12 who slips into a cannery in one State and works long hours, with no chance for schooling, is just as much an American child as the one in another State who cannot go to work until he is 16 and has reached the eighth grade in school. Each of them will be American citizens, but probably they will be citizens of very different kinds.

We talk of American standards of child care and of education, of our national interest in children—and yet as things now are, none of us can have anything to say about how American children may be worked or overworked in any State but our own. Every State in the Union might reach our hypothetical “standard” except one or two, and the one or two could still go on producing their generations of undereducated and overworked Americans. Is this States’ rights or is it State exploitation of American resources?

JAPANESE IN COLORADO

The department investigations into the conditions of Mongolians in Colorado shows slight, if any, change in the situation reported two years ago. There is no change in the number of Japanese residents in Colorado, as given in the U. S. census. While there has been some shift from one county to another, or from one section of the State to another, the situation in the aggregate remains unchanged.

Realizing that definite information is the only kind that can be of service to our people who may wish to form conclusions as to the presence of these aliens in the State, we got in touch with the assessors in Weld, Otero and Bent counties, as the census shows that there are more Japanese in these counties than in any other section of the State.

The assessors in these counties furnished the department with a complete list of Japanese owners, renters and occupants, as shown by the records of the county, giving location and description of the lands owned and occupied by Japanese.

The number of Japanese in Colorado, according to the last United States census, is as follows:

	1900	1910	1920
Japanese in Colorado.....	48	2,300	2,464

Three-fourths of this number of Japanese are to be found in five counties: Denver, 465; Weld, 720; Otero, 232; Adams, 263; Bent, 104.

In Weld county there are 44 Japanese landowners and 124 renters. In three places entire sections of land are occupied by Japanese owners; Japanese also occupy lands in territory reaching from Brighton to Nunn.

In Bent county, out of a Japanese population of 104, 29 of them own 5,120 acres, all under irrigation, north of the Arkansas river from the growing city of Las Animas. This land is in territory 6 miles wide and 18 miles long.

In Otero county the 232 Japanese are in and near Rocky Ford (the world-famous cantaloupe district) in territory 12 miles square, closely nestled. In one strip—Sec. 8-24-26 to Sec. 10-24-27—a distance of 4 miles from east to west, Japanese occupy all the land. In that county Japanese own, or have leased, lands aggregating 3,683 acres, almost crowding out the white pioneers and early settlers.

This presents a race problem affecting not only the ownership and occupancy of our most fertile lands by a non-assimilable people, thereby completely crowding out our pioneer white settlers and their posterity, but it also affects seriously our public schools.

A letter addressed to the County Superintendent of Schools,

Otero county, inquiring into this phase of the situation, received a prompt and frank reply. His letter is given in full:

“The percentage of Japanese children attending school is small. The compulsory education law has no hold on these people and only a comparatively few of the parents manifest any interest whatever in the education of their children.

“There are two school districts in Otero county, District No. 22 and District No. 29, in which the presence of the Japanese constitutes a serious problem. School District No. 22 in September of 1919 had an attendance of 58 pupils in a splendid two-teacher school, fully equipped and modern in every respect. District No. 29, during the year 1918, had over 100 pupils in attendance and was seriously contemplating the addition of another room to its present two-room building. During the present year the attendance in District No. 22 is 11 pupils, and in District No. 29 it is 43 pupils. This reduction in number of pupils is due entirely to the presence of the Japanese in those districts.

“An effort is being made by these people to gain a foothold in School Districts 13 and 20, in and around the town of Swink. While the number of Japanese in these districts at the present time is not seriously interfering with the school attendance, there is indication that the seriousness of the problem is on the increase.”

WOMAN'S EIGHT-HOUR LAW

The department has given unremitting attention to the enforcement of the provisions of the Colorado Women's Eight-Hour Law. This law was approved by the people of the State at the referendum in the 1912 general election, and is as follows:

"Section 1. Employment of females in any and all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants is hereby declared to be injurious to health and dangerous to life and limb.

"Sec. 2. No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant in this State more than eight hours during any twenty-four hours of any one calendar day. The hours of work may be so arranged as to permit the employment of females at any time; provided, that any such female shall not work more than eight hours during the twenty-four hours of any one calendar day.

"Sec. 3. Any person, persons, firm, co-partnership, association, company or corporation violating any of the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than fifty dollars nor more than five hundred dollars, or by imprisonment in the county jail not less than thirty days nor more than six months, or by both such fine and imprisonment. Every day's violation of the provisions of this act shall constitute a separate offense."

Believing as we do that this law is a valuable and necessary one, the department has followed a vigorous policy of enforcement and has given immediate attention to any and all complaints made, as well as giving the usual care in inspection of premises where women are employed. A complete misunderstanding of the provisions of the law was found to be the basis of many of the complaints, and upon full explanation, all parties concerned gave ready compliance.

Our inspectors made personal visits to 138 different establishments during the past two years, those in Denver being largely in the majority. A classification of the concerns visited on complaints is as follows:

Bakeries	3
Hotels and Restaurants.....	14
Laundries	22
Millinery	2
Manufacturing	18
Restaurants	36
Stores	18
Tailors	6
Miscellaneous	18
Total.....	137

A very large number of complaints of violation of the woman's eight-hour law reached us by telephone. Manifestly it is impossible to take such a complaint, as in all cases the person who calls over the phone refuses to disclose his or her identity. This puts the department on the defensive at the very start. No public use of the name of the informer is ever made by the department, still it is a most difficult thing to convince the informer of this, hence the hesitation over revealing the name.

Worst of all, we receive many anonymous letters announcing violations of this law in this or that place. Inspectors are immediately sent out to verify the complaint. Whatever is done by the department remains a deep mystery to the writer of such anonymous letters, as we are not in position to advise him or her of the action taken to correct the evil complained of. Such a condition leaves us in a position that is unfair to a public official anxious to perform his duties to the fullest extent.

The Colorado women's eight-hour law was adopted twelve years ago. Repeated attempts to amend same so as to include other occupations than those specified have failed. So that such occupations as elevator pilot (an undertaking that is really and truly dangerous to life and limb) is not covered at all at the present time. It is undoubtedly the intention of the people of the State to have the women's eight-hour law apply to all working women in all occupations, and in order to fully carry out the evident intention of the citizens of the State, the forthcoming legislature should so amend the present law as to cover women working in any and all occupations, specifying no particular ones.

The result of a recent questionnaire conducted on a national scale which sought to find if possible what are the habits of working women, reveals many interesting facts. More than 5,000 replies received from working women indicate that the ordinary American working woman gets an average of only six hours sleep a night. It is further shown that by far the majority of women wage workers cook at least one meal a day, and most of that majority cook two meals a day, with the result that at the end of the day the "woman is more fagged than the man."

While the return letters differ in many essentials, yet there was a strong similarity with all. The following is a fair sample of the replies received. It is from a factory worker and gives in detail the events of the average worker on the average day:

"From midnight to 5 a. m., slept; from 5 to 6:45, dressed, got breakfast, eat and went to work; 8 to 12 noon, at work; 12 to 12:45 p. m., lunch; 12:45 to 4:45, work; 4:45 to 5:15, on the journey home, marketing, etc.; 5:45 to 7, cooked dinner for four, eat, cleaned kitchen and other housework; 7 to 8, bathed two children and put them to bed; 8 to 9:30, ironed, sewed and mended; 9:30 to 10:30, read; 10:30 to 10:45, bathed and went to

bed. This really was not a full average day, since there was no washing of clothes to do, no baking, canning or heavy house cleaning, and the children, as it happened, were well and therefore required no nursing."

It is to be noted here that the woman wage worker has no time whatever for recreation, except possibly at the expense of other duties, which if omitted today accumulate tomorrow. It is this feature that warrants the State in insisting on the most complete observance of our women's eight-hour law.

COST OF LIVING

Eight years ago this department began the systematic compilation of retail prices of necessities that go to make up the cost of living in Denver. This plan has been faithfully adhered to during all these years. The prices on groceries and provisions, on yard goods, and on coal were obtained by personal visitation to dealers and by interviews with consumers. Prices on exactly the same articles were carefully taken, so that comparison was made the more accurate.

All of this time we stuck to our methods of securing actual prices that are paid by consumers in Denver and in the State. We have disregarded "general trend," "wholesale index figures," and even "retail index figures." Our sole aim has been to compile the actual figures—the prices actually paid here in the State, because here is where we live and here is where we have to buy what we consume.

On comparison of the data kept in this department with the figures secured by the United States Bureau of Labor Statistics, and also with those kept by the National Industrial Conference Board, which two bodies have compiled figures secured in 51 different cities of the country, it is found that the retail prices in Denver and Colorado generally are considerably lower than in many other cities of similar size, and slightly higher than the retail prices in some others.

On the whole, comparison of prices quoted from all the other fifty cities with those obtained here in Denver shows that our retail prices are an exact average or median of the prices in all the cities combined. It is, therefore, deemed wise and proper, as meeting all the required usages to which tables of this kind can be put, to accept the United States averages as particularly applicable to Denver and to Colorado as a whole. The added authority given the figures by the fact that government officials compiled and published them is important in itself, since they can positively be relied upon as to accuracy and reliability, to say nothing of undoubted impartiality in gathering the figures in the first instance.

In order to perfectly maintain comparisons from year to year, and from period to period, the family budget is made up of five items of necessity—that is to say, Food, Shelter, Clothing, Fuel (and light) and Sundries. The relative importance of these various items is given as follows in relation to the aggregate expenditures of the family: Food, 43.1%; shelter, 17.7%; clothing, 13.2%; fuel and light, 5.6%; sundries, 20.4%.

Fluctuations that have occurred in the upward and sometimes downward tendencies of prices of these various items since the year 1914, with which date all basic comparisons are made, have almost invariably affected the two items of heaviest expenditure, namely food (which is 43.1%) and sundries, (which is 20.4% of

the total expenditure.) That is to say, in all these years since July, 1920, the peak of high prices in cost of living, there has been no drop in the prices paid for fuel. There has been no decrease in the amount paid for rent, and only infinitesimal variation in the price of clothing. Hence, it is easily seen that the family necessity requires an expenditure of about two-thirds of the total outgo in the purchase of those items that fluctuate widely in price, and which, if not controlled entirely by the element of supply and demand, are certainly also affected by the seasons.

Avoiding the publication of intricate tables which give details of various kinds, we believe that an intelligent resume of changes that have occurred in the cost of living since July, 1914, will serve every useful purpose. This resume is used in every case of comparison made by all statistical boards, both government and private. The percentages of increase in the price of all items between the dates is shown to be as follows:

Increase in the cost of living between July, 1914, and July, 1915.....	0.5%
Increase between that date and July, 1916.....	8.7%
Increase between that date and July, 1917.....	31.3%
Increase between that date and June, 1918.....	52.2%
Increase between that date and November, 1918.....	65.0%
Increase between that date and March, 1919.....	60.5%
Increase between that date and July, 1920.....	104.5%
Increase between that date and July, 1921.....	63.1%
Increase between that date and July, 1922.....	55.6%
Increase between that date and July, 1923.....	57.0%
Increase between that date and July, 1924.....	61.2%

WORK IN BEET FIELDS

	1919 Per Acre	1920 Per Acre	1921 Per Acre	1922 Per Acre	1923 Per Acre	1924 Per Acre
For Bunching and Thinning.....	\$ 8.50	\$11.00	\$ 9.00	\$ 7.50	\$ 7.50	\$ 9.50
Second Hoeing.....	2.50	3.00	2.00	1.50	2.00	2.00
Third Hoeing.....	1.00	2.00	1.00	1.00	1.50	1.50
Pulling and Topping.....	13.00	14.00	10.00	8.00	8.50	10.00
	<u>\$25.00</u>	<u>\$30.00</u>	<u>\$22.00</u>	<u>\$18.00</u>	<u>\$19.50</u>	<u>\$23.00</u>

More than 200,000 acres of land is annually under cultivation growing sugar beets. It is difficult to even approximate the number of persons actually employed in the beet cultivation for the reason that practically all of the work is under contract to some one person covering a particular piece of ground, the worker to furnish all the labor required to produce the crop. He sometimes hires no help at all per acre, and sometimes other workers are forced to secure the help of several persons to get the crop in acceptable shape. The above table shows the variation in the prices paid by the growers for the work connected with the raising of the beet crop in Colorado for 1919 to 1924.

MINING INDUSTRY WAGE RATES

	Victor	Tell- uride	Brecken- ridge	Lead- ville	Clear Creek
Company Board Rate.....	...	\$34.59	...	...	...
Crusherman .....	...	4.00	\$4.25	...	...
Battery Men.....	...	4.00	...	...	...
Firemen .....	...	4.00	...	...	\$4.00
Mill Labor.....	...	3.50	4.00	...	3.50
Pipe Fitter.....	...	4.50	...	...	...
Table Man.....	...	3.50	4.50	...	...
Blacksmith	\$4.75	5.00	5.00	\$5.00	4.75
Blacksmith Helper.....	4.00	4.50	4.25	4.00	4.00
Carpenter	5.00	6.00	5.50	5.00	5.00
Compressor Men.....	4.25	4.50	...	4.50	4.00
Electrician	5.50	5.00	...	5.00	5.00
Machinist	4.25	6.00	4.75	5.00	...
Machinist Helper.....	3.75	4.25	4.25	4.50	...
Motormen	4.00	4.30	...	4.50	...
Ore Sorter.....	...	4.00	...	4.50	4.00
Pumpman	4.00	4.00	...	4.50	4.50
Surface Labor.....	3.50	3.50	4.25	4.00	4.00
Timberman	4.50	4.50	4.75	4.50	4.50
Timberman Helper.....	4.00	4.00	4.25	4.00	4.00
Tool Sharpener.....	4.25	3.50	5.25	5.00	4.50
Trammer	4.25	4.00	4.25	4.00	4.25
Top Man.....	4.00	...	4.25	4.00	4.00
Trackman	4.25	4.75	...	4.00	...
Hoist Engineer.....	4.25	4.75	5.00	5.00	4.75
Mucker	4.75	4.00	4.25	4.00	4.00
Machine Man.....	4.75	4.50	4.75	4.50	5.00
Truck Driver.....	4.25	...	...	...	...
Watchman	4.00	3.50	4.25	4.00	...

COLORADO FARM WAGES—1920-1924

Comparative Rate of Wages Offered for Farm Labor in the Various Counties Reporting in 1920, 1921, 1922 and 1924

County	1924	1922	1921	1920
	Wages by Month With Board	Wages by Month With Board	Wages by Month With Board	Wages by Month With Board
Alamosa	\$40.00	\$40.00	\$40.00	\$60.00
Bent	45.00	36.00	35.00	65.00
Boulder	45.00	30.00	35.00	50.00
Cheyenne	60.00	60.00	60.00	75.00
Conejos	70.00	60.00	60.00	75.00
Costilla	50.00	40.00	40.00	55.00
Crowley	60.00	40.00	35.00	80.00
Delta	60.00	35.00	35.00	65.00
Denver District*.....	40.00	30.00	35.00	60.00
Elbert	55.00	25.00	35.00	65.00
El Paso	55.00	30.00	35.00	60.00
Fremont	57.00	35.00	35.00	60.00
Garfield	65.00	35.00	35.00	75.00
Gunnison	60.00	35.00	40.00	60.00
Kit Carson	70.00	35.00	40.00	75.00
Larimer	60.00	35.00	40.00	60.00
Las Animas	50.00	30.00	35.00	50.00
Logan	50.00	30.00	35.00	50.00
Mesa	60.00	35.00	40.00	60.00
Moffatt	50.00	35.00	35.00	50.00
Montrose	55.00	35.00	40.00	60.00
Morgan	70.00	40.00	65.00	75.00
Otero	50.00	35.00	35.00	50.00
Phillips	45.00	30.00	30.00	50.00
Prowers	70.00	30.00	35.00	80.00
Pueblo	55.00	30.00	35.00	60.00
Rio Grande	60.00	40.00	35.00	60.00
Routt	60.00	40.00	40.00	65.00
Saguache	60.00	35.00	35.00	65.00
Washington	70.00	40.00	35.00	75.00
Weld	60.00	35.00	35.00	60.00
Yuma	70.00	40.00	50.00	75.00

*Denver District includes Adams, Arapahoe, Douglas, Jefferson and Lincoln Counties.

MISCELLANEOUS WAGE SCHEDULES

The lists printed below show the amount of wages actually paid to men and women in Colorado working in the occupations given during the years stated. Wherever possible comparison is made with the amount of wages paid for the same service during other and former years.

In the industries given female employees work eight hours a day. Male employees work mostly eight hours a day, but in some cases the working day is nine hours, and in a very few of them the ten hour day is the rule. An average would be a fraction over eight hours a day for all male workers in these occupations in the State.

ARTIFICIAL ICE

	1924 Per Month	1924 Per Day	1924 Per Hour
Engineers .....	....	....	\$0.50
Firemen .....	....	....	.45
Firemen's Helpers .....	....	....	.35
Ice Pullers .....	....	....	.40
Ice Platform Workers	\$87.50	....	....
Cold Storage Workers	120.00	....	....
Common Laborers .....	....	....	.40
Mechanics .....	....	....	.50
Truck Drivers .....	....	\$4.00	....
Coal Wagon Drivers .....	....	3.00	....
Salesmen and Collectors	150.00	....	....
Bookkeepers	125.00	....	....

54, 56 and 70 hours per week.

AUTO AGENCY, ACCESSORIES AND REPAIRS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage	1924 Weekly Wage
Bookkeeper	\$30.00	\$40.00	\$40.00	\$40.00
Foreman Shops.....	33.00	45.00	42.50	45.00
Mechanics	35.00	50.00	32.50	32.50
Mechanics Helper ...	12.00	40.00	30.00	28.50
Office Help	20.00	30.00	22.50	22.50
Sales	40.00	50.00	50.00	50.00
Stock	30.00	35.00	37.50	35.00
Washer	23.00	25.00	22.50	22.50
Female Help—				
Bookkeeper	20.00	25.00	23.00	23.00
Stenographer	18.00	20.00	16.25	16.50
Telephone	12.00	17.50	15.00	16.00

AUTOMOBILE TIRE FACTORIES

	1922 Per Week	1924 Per Week
Rubber Workers.....	\$24.00	\$24.00
Tire Builders.....	25.00	25.00
Cutters and Assemblers.....	24.00	24.50
Accessory Workers.....	25.50	26.00
Inspection	26.00	26.00
Janitors and Maintenance.....	21.00	20.00
Machine Shops.....	30.00	30.00
Stores and Stock Room.....	23.00	23.00
Paint and Carpenter Shop.....	29.00	28.50
Shipping Room.....	25.00	25.00
Electricians	25.00	25.00
Department Foremen.....	40.00	40.00
Female Help—		
Stenographers	19.10	18.50
Clerks	20.00	20.00
Cutters and Assemblers.....	16.00	17.50
Accessories	16.00	16.00

AUTO TIRE SALES

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Office Manager.....	\$ 80.00*	\$150.00*	\$190.00*	\$190.00*
Salesmen	100.00*	125.00*	150.00*	150.00*
Shopmen	20.00	25.00	22.50	24.00
Tire Changers.....	12.50	18.00	17.50	18.00
Female Help—				
Stenographers	12.50	20.00	25.00	25.00
Bookkeepers	12.50	18.00	30.00	27.50

*Monthly Wages.

BAKERY AND SALES

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Bakers	\$20.00	\$27.50	\$35.00	\$35.00
Drivers	18.00	25.00	30.00	30.00
Floor Men.....	18.00	22.50	22.50	22.50
Porter	15.00	25.00	25.00	25.00
Shipper	16.00	20.00	25.00	25.00
Female Help—				
Bookkeeper	18.00	20.00	25.00	25.00
Cashier	18.00	20.00	25.00	25.00
Clerk	16.00	17.50	18.00	20.00
Stenographer	11.00	16.00	17.50	17.50

BOTTLING WORKS

	1922	1924
	Weekly Wage	Weekly Wage
Foremen	\$20.00	\$25.00
Salesmen	35.00	35.00
Bottlers	18.00	20.00
Laborers	15.00	17.50

Female Help—

Bookkeepers	20.00	20.00
Stenographers	25.00	22.50

Women work 48 hours, men work 60 hours a week.

BRICK MANUFACTURING

	1922	1924
	Weekly Wage	Weekly Wage
Foremen	\$27.00	\$27.50
Engineer	24.00	24.00
Kiln Fireman.....	24.00	24.00
Dry Pan Man.....	22.50	22.50
Press Man.....	22.50	22.50
Truckers	22.50	22.50
Setters	28.50	27.50
General Yard Men.....	21.00	20.00

Men work 54 hours and 72 hours a week.

CARRIAGE AND AUTO REPAIRS

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Auto Trimmers.....	\$21.00	\$33.00	\$36.00	\$36.00
Blacksmiths	21.00	33.00	30.00	30.00
Helpers	12.00	18.00	17.50	17.50
Office	20.00	22.50	22.50	22.50
Painters	21.00	30.00	30.00	30.00
Woodworkers	21.00	30.00	31.50	32.50

CEMENT MANUFACTURERS

	1922		1924	
	Per Month	Per Hour	Per Month	Per Hour
Sack Sorters.....		\$0.31		\$0.32
Quarry Foremen.....		.52		.50
Shovel Runners.....		.60		.60
Shovel Cranesmen.....		.42		.42
Locomotive Engineer.....		.50		.50
Locomotive Firemen.....		.42		.43
Crushermen .....		.42		.43
Crusher Helper.....		.37		.38
Millers .....		.42		.43
Kiln Operators.....		.50		.50
Electrician .....		.55		.55
Assistants .....		.42		.40
Machinists .....		.60		.60
Machinist Helpers.....		.42		.43
Blacksmith .....		.47		.48
Repairmen .....		.47		.48
General Laborers.....		.37		.38
General Foremen.....	\$200.00	...	\$200.00	...
Chemist	165.00	...	175.00	...
Chemist Assistant.....	110.00	...	110.00	...
Foreman Shipping Dept....	175.00	...	150.00	...
Foreman Sack Dept.....	135.00	...	125.00	...
Draughtsmen	150.00	...	125.00	...
Office Clerk.....	150.00	...	137.50	...

CLAY PRODUCTS

	1918 Hourly Wage	1920 Hourly Wage	1922 Hourly Wage	1924 Hourly Wage
Machine Men.....	\$0.47	\$0.55	\$0.50	\$0.50
Assistant Machine Men....	.37	.50	.45	.45
Brick Wheelers.....	.36	.50	.45	.45
Molders .....	.36	.55	.50	.50
Laborers .....	.30	.40	.40	.40

CLEANERS AND DYERS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage	1924 Weekly Wage
Cleaners	\$30.00	\$35.00	\$27.50	\$27.50
Drivers	20.00	23.00	30.00	30.00
Dyers	35.00	40.00	40.00	40.00
Office	20.00	32.00	32.00	32.00
Pressers	24.00	35.00	32.50	32.50
Spotters	22.50	40.00	25.00	25.00
Female Help—				
Bushelwomen	15.00	17.00	18.00	17.50
Office	20.00	25.00	20.00	20.00
Pressers	20.00	27.50	25.00	27.50
Spotters	18.00	30.00	30.00	30.00

CREAMERIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage	1924 Weekly Wage
Buttermakers	\$20.00	\$25.00	\$25.00	\$25.00
Drivers	21.00	25.00	25.00	25.00
Salesmen	25.00	30.00	30.00	30.00
Laborers	18.00	22.00	20.00	20.00
Cheese Makers	25.00	25.00	25.00	25.00
Office	25.00	30.00	30.00	30.00
Female Help—				
Helpers	16.00	18.00	12.00	12.00
Office	12.00	20.00	20.00	20.00
Stenographers	15.00	18.00	20.00	20.00

DAIRY SALES

	1918 Monthly Wage	1920 Monthly Wage	1922 Monthly Wage	1924 Monthly Wage
Superintendent	\$125.00	\$130.00	\$130.00	\$130.00
Drivers	100.00	125.00	100.00	100.00
Housemen	90.00	100.00	90.00	90.00
Office	80.00	130.00	125.00	125.00

DEPARTMENT STORES

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Buyers	\$80.00	\$135.00	\$125.00	\$130.00
Salesmen	18.00	25.00	22.50	22.50
Floor Manager	17.00	27.50	25.00	25.00
Porter	14.00	22.00	18.50	18.50
Wagon Boys.....	9.00	18.00	15.00	15.00
Female Help—				
Salespeople	8.00	20.00	17.50	17.50
Elevator Pilots	12.00	22.00	20.00	20.00
Wrappers	7.00	12.00	12.00	12.00
Cash Girls	5.00	10.00	10.00	10.00

DRUG STORES

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Pharmacists	\$15.00	\$40.00	\$30.00	\$30.00
Delivery Boys	10.00	12.00	12.00	12.50
Porters	16.00	20.00	18.00	17.50
Soda Fountain	25.00	30.00	23.50	24.00
Clerks		35.00	22.50	22.50
Female Help—				
Cashiers	18.00	20.00	17.00	17.50
Clerks	15.00	18.00	22.50	22.50
Office	18.00	20.00	22.50	22.50
Soda Fountain	12.00	13.00	12.50	14.00

FOUNDRY AND MACHINE SHOP

	1920	1922	1924
	Per Day	Per Day	Per Day
Chief Clerk	\$6.00	\$6.00	\$6.00
Bookkeeper	5.00	4.75	4.75
Shipping Clerk	4.50	4.25	4.25
Storekeeper	5.50	5.00	5.00
Foundry Clerk	5.00	4.75	4.75
Foreman	6.00	6.00	6.00
Truck Driver	3.75	3.75	3.75
Teamster	4.25	4.00	4.00
Watchman	4.00	3.75	3.75
Electrician	4.00	4.00	4.00
Blacksmith	6.00	6.00	6.00
Machinists	5.60	5.60	5.60
Machinists Helpers	4.40	4.25	4.25
Boiler Makers	6.00	6.00	6.00
Boilermaker Helpers	3.60	3.60	3.60
Pattern Makers	6.40	6.40	6.40
Patternmaker Helpers	4.40	4.40	4.40
Carpenters	4.25	5.00	5.00
Molders	6.75	5.40	5.40
Core Makers	6.40	5.00	5.00
Cupola Men	5.60	5.50	5.50
Foundry Night Man	3.75	3.75	3.75

FLOUR MANUFACTURING

	1918	1920	1922	1924
	Monthly Wage	Monthly Wage	Monthly Wage	Monthly Wage
Manager		\$300.00	\$325.00	\$325.00
Assistant Manager		175.00	185.00	185.00
Bookkeeper	\$110.00	135.00	175.00	175.00
Second Bookkeeper	100.00	100.00	100.00	100.00
Office Clerks	65.00	75.00	75.00	75.00
Elevator Foremen	93.00	115.00	130.00	130.00
Elevator Men	80.00	100.00	125.00	125.00
Engineers	100.00	125.00	125.00	125.00
Firemen	100.00	125.00	125.00	125.00
Laborers	85.00	97.00	84.00	84.00
Miller	150.00	160.00	175.00	175.00
Packers	103.00	115.00	102.00	102.00
Truck Drivers	78.00	115.00	84.00	84.00
Warehouse	100.00	110.00	120.00	120.00

FURNITURE AND FIXTURES

	Per Month	1924 Per Week	Per Hour
Superintendent	\$125.00	.....	.....
Salesmen	125.00	.....	.....
Draftsmen	125.00	.....	.....
Bookkeepers .....	.....	\$25.00	.....
Cabinet Makers.....	.....	36.00	\$0.75
Cabinet Makers .....	.....	.....	.85

GARMENT MANUFACTURING

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage	1924 Weekly Wage
Cutting	\$45.00	\$50.00	\$45.00	\$45.00
Shipping	15.00	18.00	20.00	20.00
Salesmen	25.00	30.00	30.00	30.00
Female Help—				
Foreladies	22.00	25.00	25.00	25.00
Ironers	20.00	20.00	22.50	22.50
Machine Girls.....	18.00	18.00	24.00	24.00
Markers.	12.00	18.00	22.00	22.00

GAS AND ELECTRIC LIGHT

	1924 High	1924 Low
Office	\$325.00	\$35.00
Advertising	225.00	.....
Coke Department.....	122.00	75.00
Electric Department.....	400.00	60.00
Gas Department.....	400.00	60.00
Steam	180.00	90.00
Tar Department.....	300.00	80.00
Female Help—		
Office	165.00	60.00
Advertising	140.00	80.00
Coke	116.00	.....
Electric	115.00	90.00
Tar	140.00	.....

GROCERIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage	1924 Weekly Wage
Grocery Clerks.....	\$18.00	\$25.00	\$22.50	\$22.50
Meat Cutters.....	32.00	35.00	32.50	32.50
Truck Drivers.....	30.00	30.00	25.00	25.00
Bookkeepers	20.00	25.00	23.50	23.50
Order Clerks.....	14.00	20.00	20.00	20.00
Female Help—				
Grocery Clerks.....	10.00	15.00	17.50	17.50
Bookkeepers	16.00	18.00	20.00	20.00
Office Clerks.....	10.00	15.00	17.50	17.50

HOTELS

	1924 Monthly Wage
Stewards	\$ 65.00
Bookkeepers	60.00
Clerks	122.50
Bell Boys.....	25.00
Porters	75.00
Engineer	130.00
Elevator Pilot.....	45.00
Houseman	70.00
Female Help—	
Bookkeeper	115.00
Telephone Operator.....	50.00
Housekeeper	75.00
Maids	50.00
Pantry Girls.....	55.00

ICE CREAM—WHOLESALE

	1922	1924
	Weekly Wage	Weekly Wage
Office Clerks.....	\$37.50	\$37.50
Watchman.....	30.00	30.00
Superintendent.....	45.00	45.00
Engineers.....	40.00	40.00
Buttermakers.....	30.00	30.00
Ice Cream Makers.....	25.00	25.00
Can Washers.....	20.00	20.00
Shipping Clerk.....	32.50	32.50
Drivers.....	25.00	25.00
Stenographer.....	25.00	25.00

IRON WORKS

	1922		1924	
	Per Month	Per Hour	Per Month	Per Hour
Draftsmen.....	\$150.00	...	\$150.00	...
Cost Clerks.....	85.00	...	85.00	...
Bookkeepers.....	150.00	...	150.00	...
Foundry Foremen.....	225.00	...	225.00	...
Machine Shop Foremen.....	...	\$1.00	...	\$1.00
Forge Shop Foremen.....	...	1.00	...	1.00
Car Shop Foremen.....70	...	.70
Machinists.....62 1/2	...	.62 1/2
Machinist Helpers.....60	...	.60
Bulldozer Operator.....62	...	.62
Bulldozer Helpers.....55	...	.55
Blacksmith.....80	...	.80
Blacksmith Helpers.....52 1/2	...	.52 1/2
Car Builders.....52 1/2	...	.52 1/2
Carpenters.....55	...	.55
Shipping Clerk.....55	...	.55
Molders.....55	...	.55
Core Makers.....75	...	.75
Cupola Men.....62 1/2	...	.62 1/2
Watchmen.....50	...	.50

LAUNDRIES

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Drivers.....	\$20.00	\$29.00	\$30.00	\$30.00
Engineers.....	25.00	35.00	37.50	37.50
Foremen.....	24.00	35.00	30.00	30.00
Markers.....	30.00	30.00	26.00	26.00
Washers.....	14.00	22.00	25.00	25.00
Wringers.....	15.00	20.00	22.50	22.50
Female Help—				
Finishers.....	9.00	15.00	15.00	15.00
Ironers.....	9.00	15.00	15.00	15.00
Mangle Girls.....	8.00	13.00	12.50	12.50
Office.....	12.00	16.00	12.50	12.50
Seamstress.....	12.00	15.00	15.00	15.00
Sorters.....	12.00	18.00	15.00	15.00
Starchers.....	8.00	16.00	15.00	15.00
Washers.....	13.50	16.00	15.00	15.00
Wrappers.....	12.00	15.00	14.50	14.50

LUMBER AND MILL

	1922		1924	
	Per Month	Per Hour	Per Month	Per Hour
Salesmen.....	\$150.00	...	\$150.00	...
Office Clerks.....	125.00	...	125.00	...
Supts. and Foremen.....	165.00	...	165.00	...
Mill Employees.....	...	\$0.65	...	\$0.65
Helpers.....	...	.50	...	.50
Box Factory.....	...	.60	...	.60
Yard Foremen.....	175.00	...	175.00	...
Yard Men.....	...	.50	...	.50
Shipping Clerks.....	130.00	...	130.00	...
Truck Drivers.....	100.00	...	100.00	...
Glaziers.....	...	.75	...	.75
Warehouse Men.....	100.00	...	100.00	...
Female Help—				
Stenographers.....	100.00	...	100.00	...
File Clerk.....	120.00	...	120.00	...
Telephone Operator.....	100.00	...	100.00	...

MOVING PICTURES

	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage
Musicians	\$56.00	\$54.00	\$55.00
Stage Hands.....	35.00	35.00	35.00
Operators	35.00	32.50	35.00
Janitors	20.00	20.00	20.00
Door Men.....	25.00	32.50	30.00
Ushers .....	.50 hr.	.50 hr.	.50 hr.
Female Help—			
Cashiers	15.00	15.00	16.50
Relief Cashiers.....	5.00	5.00	6.00

POTTERY PRODUCTS

	1922		1924	
	Monthly Wage	Daily Wage	Monthly Wage	Daily Wage
Mining and Driving.....		\$4.50		\$4.50
Packing		4.50		4.50
Porcelain Manufacture....		3.20		3.20
Molders	\$200.00	...	\$200.00	...
Kiln Firing.....		4.75		4.75
Molds		4.75		4.75
Female Help—				
Office Help.....	95.00	...	95.00	...
Clerks	75.00	...	75.00	...
Porcelain Manufacture....		3.00		3.00
Packing		1.75		1.75

OIL PRODUCING AND REFINING

	1924	
	Monthly Wage	Daily Wage
General Superintendent	\$475.00	....
Assistant Superintendent	260.00	....
Assistant Superintendent	225.00	....
Chief Clerk	235.00	....
Chemist	200.00	....
Laboratory Assistant	90.00	....
Civil Engineer	250.00	....
Assistant Engineer	190.00	....
Club House Manager.....	115.00	....
Storekeeper	145.00	....
Clerk	140.00	....
Clerk	125.00	....
Clerk	120.00	....
Field Superintendent	225.00	....
Foreman	200.00	....
Foreman	160.00	....
Treater	180.00	....
Stable Man	130.00	....
First Engineer	135.00	....
Truck Driver	140.00	....
Truck Driver	115.00	....
Boilermakers .....	....	\$5.75
Still Men .....	....	5.75
Pumper .....	....	5.75
Boiler House Engineers .....	....	5.35
Wells Rep. Crew Foremen .....	....	5.00
Rig Builder Foreman .....	....	6.00
Boiler Rep. Man .....	....	5.00
Car Repair Man .....	....	5.75
Lead Burner.....	....	5.75
Refinery Pumpers .....	....	5.00
Pipe Fitter .....	....	5.40
Still Helpers .....	....	4.95
Boiler House Firemen .....	....	4.65
Still Firemen .....	....	4.65
Still Cleaners .....	....	4.50
Car Loaders .....	....	4.25
Boiler Maker Helpers .....	....	4.25
Car Repair Helpers .....	....	4.00
Coal Unloader .....	....	4.00
Refinery Pumphouse Engineers .....	....	3.85
Refinery Gager .....	....	3.75
Wells Repair Helpers .....	....	4.00
Field Pumpers.....	....	4.25
Field Pumpers .....	....	3.75
Field Pumpers .....	....	3.50
Teamsters .....	....	3.75
Teamsters .....	....	3.50
Pipe Fitter Helpers .....	....	3.75
Watchmen .....	....	3.25
Laborers .....	....	2.00

REDUCTION WORKS

	1924 Weekly Wage
Machinists	\$31.50
Foremen Machinists	37.50
Shop Foremen	35.00
Machinist Helpers	24.00
Mill Men	24.50
Roaster Firemen	25.00
Electricians	27.65
Carpenters	31.50
Pattern Makers	35.00
Blacksmiths	37.10
Blacksmith Helpers	24.50
Pipe Fitter Foremen	37.10
Pipe Fitter Helpers	24.50
Car Unloaders	24.50
Amalgamators	28.00
Sample Buckers	32.00
Watchmen	26.00
Tank Sluicers	40.00
Pump Men	24.50
Clerks	25.50

RESTAURANT

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage	1924 Weekly Wage
Cooks	\$20.00	\$40.00	\$35.00	\$35.00
Second Cooks	14.00	22.00	27.50	27.00
Dishwashers	10.00	15.00	17.50	17.50
Bus Boys	12.00	13.50	13.50	13.50
Store Room	20.00	25.00	24.00	24.00
Waiters	12.00	15.00	17.50	17.50
Female Help—				
Cooks	18.00	20.00	20.00	20.00
Second Cooks	12.00	15.00	15.00	15.00
Dishwashers	9.00	12.00	12.00	12.00
Waitresses	9.00	12.00	14.00	14.00
Counters	10.00	14.00	17.50	17.50
Pantrys	8.00	14.00	17.50	17.50
Cashiers	8.00	12.00	15.00	15.00

SHOE REPAIRERS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage	1924 Weekly Wage
Shoemakers	\$25.00	\$30.00	\$30.00	\$27.50
Machine Stitchers	25.00	27.50	25.00	22.50
Machine Finishers	18.00	25.00	22.50	21.00
Delivery Boys	7.00	9.00	9.00	9.00
Female Help—				
Cashiers	12.00	12.50	12.50	12.50

SHEET METAL WORKS

	1924 Per Month	1924 Per Week	1924 Per Hour
Superintendent		\$69.25	...
Shipping Clerks		35.00	...
Assistant Clerks		21.00	...
Truck Drivers		21.00	...
Laborers .....		...	\$0.36
Purchasing Agent		37.50	...
Galvanizers .....		...	.47
Foremen .....		...	.60
Machinist Foremen .....		...	.93
Machinists .....		...	.81
Welders .....		...	.63
Sheet Metal Workers .....		...	.40
Can Makers .....		...	.38
Painters .....		...	.66
Millwright .....		...	.67
Firemen and Engineers		36.00	...
Porter		20.25	...
Treasurer	\$300.00	...	...
Auditor	250.00	...	...
Bookkeepers	175.00	...	...
Office Boy		12.00	...
Clerks		34.40	...
Chief Engineer		50.00	...
Draftsmen		31.40	...

STREET RAILWAYS

	Per Month	1924 Per Day	Per Hour
Garage Foremen	\$165.00	.....	.....
Auto Repairmen and Truck Drivers.....	145.00	.....	\$0.40-.52 1/2
Auto Mechanician	145.00	.....	.....
Line Foremen .....	.....	\$6.55	.....
Linemen .....	.....	6.25	.....
Linemen Helpers .....	.....	.....	.52 1/2
Grinders (track) .....	.....	.....	.60
Grinder Helper .....	.....	.....	.40
Welders (track) .....	.....	.....	.60
Welder Helper .....	.....	.....	.40
Carpenters (general) .....	.....	.....	.60
Bridge Foremen	175.00	.....	.....
Pipe Fitter .....	.....	.....	.60
General Track Foremen	130.00	.....	.....
Laborers .....	.....	.....	.35
Trackmen .....	.....	.....	.40-.52
Track Greasers .....	.....	.....	.35
Section Laborers .....	.....	.....	.35
Boiler Room Foremen	170.00	.....	.....
Asst. Boiler Room Foremen	135.00	.....	.....
Water Tender	130.00	.....	.....
Fireman, 1st Class	120.00	.....	.....
Fireman, 2d Class	106.00	.....	.....
Watch Engineer	140.00	.....	.....
Engine Runner	130.00	.....	.....
Sub-Station Electric Foreman	200.00	.....	.....
Electricians	150.00	.....	.....
Sub-Station Operators	120.00	.....	.....
Machine Shop Foremen	175.00	.....	.....
Machinists .....	.....	.....	.66
Machinist Helpers .....	.....	.....	.51-.61
Welder (machine shop) .....	.....	.....	.62 1/2
Wheel Grinders .....	.....	.....	.52
Watchman	95.00	.....	.....
Night Foremen	100.00	.....	.....
Blacksmiths .....	.....	.....	.66
Blacksmith Helpers .....	.....	.....	.52
Air Repairmen .....	.....	.....	.65
Air Brake Repairmen .....	.....	.....	.70
Motor and Truck Repairmen .....	.....	.....	.47-.55
Coach Carpenters .....	.....	.....	.66
Glaziers .....	.....	.....	.66
Upholsterers .....	.....	.....	.60 1/2
Coach Carpenter Helpers .....	.....	.....	.50-.55
Mill Men .....	.....	.....	.66
Armature Winders .....	.....	.....	.69
Car Wiremen .....	.....	.....	.53
Armature Apprentices .....	.....	.....	.20-.25
Fare Box Repairmen .....	.....	.....	.60
Painters and Car Trimmers .....	.....	.....	.55-.62 1/2
Car Cleaners .....	.....	.....	.35
Storekeepers .....	.....	.....	.45-.52 1/2
Trainmen .....	.....	.....	.45-.47-.50-.52

TELEGRAPH COMPANIES

	1924	
	High Per Month	Low Per Month
Managers, Chief Clerks, Inspectors	\$315.00	\$ 99.00
Operators—Morse	174.00	75.00
Operators—Automatic	55.00	55.00
Mechanics	215.00	100.00
Clerks, Bookkeepers	205.00	50.00
Linemen	155.00	100.00
Janitors	122.00	60.00
Tailors	120.00	120.00
Messengers	104.00	20.00
Female Help—		
Managers, Supervisors	150.00	70.00
Operators—Morse	149.00	75.00
Operators—Automatic	115.00	55.00
Operators—Telephone	127.00	75.00
Clerks, Bookkeepers	135.00	50.00
Matrons	126.00	75.00
Monitors	125.00	125.00
Stenographers, Billing Clerks	125.00	60.00

TAXIDERMIST

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Taxidermists	\$28.00	\$28.00	\$32.50	\$32.50
Paper Workers	12.00	12.00	17.50	17.50
Apprentices	8.00	8.00	10.00	10.00
Female Help—				
Finishers	14.00	14.00	16.00	16.00
Stenographers	16.00	16.00	16.00	16.00

TENT AND AWNING

	1918	1920	1922	1924
	Weekly Wage	Weekly Wage	Weekly Wage	Weekly Wage
Erectors	\$28.00	\$37.50	\$35.00	\$35.00
Ropers	25.00	35.00	32.50	32.50
Helpers	20.00	25.00	22.50	22.50
Female Help—				
Seamstress	9.00	15.00	17.50	17.50

VINEGAR AND PICKLE WORKS

	1924	
	Per Month	Per Hour
Bookkeepers	\$150.00	....
Clerks	150.00	....
Foremen	200.00	....
Factory Workers	135.00	\$0.55
Female Help—		
Stenographers	100.00	....
Clerks	75.00	....
Factory Workers	108.00	.25

DRIVERS DELIVERING GROCERIES

Wages paid to Drivers in Denver delivering groceries, etc., furnishing their own truck or wagon: \$37.50, \$40.00 up to \$42.50 a week.

REPORTS FROM TRADES UNIONS

The accompanying table shows reports from 108 labor unions, representing 53 different trades and occupations. Considering that there are close to 500 unions in the State, this is not altogether a satisfactory showing, nevertheless it is sufficiently general in its scope to bring out the present wage scale and the number of hours per day that each trade receives.

One of the showings in the returns received which is not included in the table is the regularity in employment during the past two years. It appears that there has been only slight cessation of work during that time. The workmen with trades have indeed had two years of quite regular employment, and there has been no general halt by reason of disagreements over wages, or for any other reason. Particularly has there been an absence of trouble over what is known as "jurisdictional disputes" between organizations claiming the right to do the same class of work with their own members.

There has been practically no change in wage scales for the past two years in Denver, or in the State, except in some of the building trades, and an increase gained by the compositors. The organizations have in several instances been able to resist arbitrary reduction in the scale of wages without having had to resort to the strike. Now that the cost of living is again on the increase it seems likely that there will be strong efforts made to secure increases in pay over the present scale in the very near future.

The table showing the number of unions reporting, number of members, rate of wages, and the number of hours per day, is appended.

TABLE SHOWING THE NUMBER OF UNIONS REPORTING,
NUMBER OF MEMBERS, RATE OF WAGES, AND
NUMBER OF HOURS PER DAY—1923-1924

	No. Unions Reporting	Total No. Members	Rate of Wages Reported	Hours Per Day
Automobile Painters.....	1	45	\$ 6.00 day	8
Bakers	2	340	30.00 week	8
Barbers	8	590	(Guarantee)	10
Blacksmiths	1	18	6.50 day	8
Boilermakers	2	434	.76 hr.	8
Bookbinders	1	10	40.60 week	8
Bricklayers	3	502	1.50 hr.	8
Building Laborers.....	4	603	6.75 day	8
Carpenters	11	1235	9.00 day	8
Cigarmakers	2	413	30.00 week	8
City Employees	1	52	4.00 day	8
City Firemen	1	36	125.00 month	12
Cooks and Waiters.....	1	51	3.00 day	10
Coopers	1	10	.65 hr.	8
Electrical Workers	5	303	1.12 hr.	8
Federal Employees	1	300	.....	8
Garment Workers	2	302	.40 hr.	8
Granite Cutters	2	90	1.06 hr.	8
Horseshoers	1	12	6.00 day	8
Iron Molders	1	23	5.40 day	8
Lathers	3	55	11.00 day	8
Leather Workers	1	11	.66 hr.	8
Letter Carriers	3	279	.60 hr.	8
Lithographers	1	75	35.00 week	8
Machinists	4	1358	.80 hr.	8
Mailers	1	31	5.50 day	8
Marble Masons	1	10	8.50 day	8
Meat Cutters	1	36	35.00 week	9
Musicians	1	95	.....	8
Painters and Decorators.....	7	673	1.12 hr.	8
Photo Engravers	1	39	1.00 hr.	8
Plumbers and Steamfitters.....	4	295	9.50 day	8
Postoffice Clerks	1	192	1900.00 yr.	8
Printing Pressmen (job).....	1	100	33.00 week	8
Railroad Carmen	2	1555	.64 hr.	8
Railroad Clerks	3	764	.50 hr.	8
Railroad Conductors	1	450	.....	..
Railroad Engineers	1	273	.....	..
Railroad Expressmen	1	29	.66 hr.	8
Railroad Firemen	1	200	.....	8
Railroad Maintenance	1	60	.35 hr.	8
Railroad Switchmen	1	103	.79 hr.	8
Sheet Metal Workers.....	1	120	1.12 hr.	8
Steamfitters	3	526	8.50 day	8
Stenographers' Union	1	50	5.00 day	8
Stone Masons	2	26	8.00 day	8
Street Railway Workers.....	1	102	.60 hr.	9
Structural Iron Workers.....	1	98	9.25 day	8
Teamsters and Chauffeurs.....	1	11	4.00 day	10
Tile Layers	2	68	1.00 hr.	8
Typographical	3	571	45.00 week	8
Waiters	1	500	2.75 day	8
Window Cleaners	1	19	5.00 day	8



Twentieth Biennial Report

Colorado
Bureau of Labor Statistics
1925-1926

CARL S. MILLIKEN

Secretary of State, Labor Commissioner ex-officio

M. H. ALEXANDER

Deputy State Labor Commissioner

and

Chief Factory Inspector



Bradford-Robinson Printing Co.
Denver, Colorado

1926

185

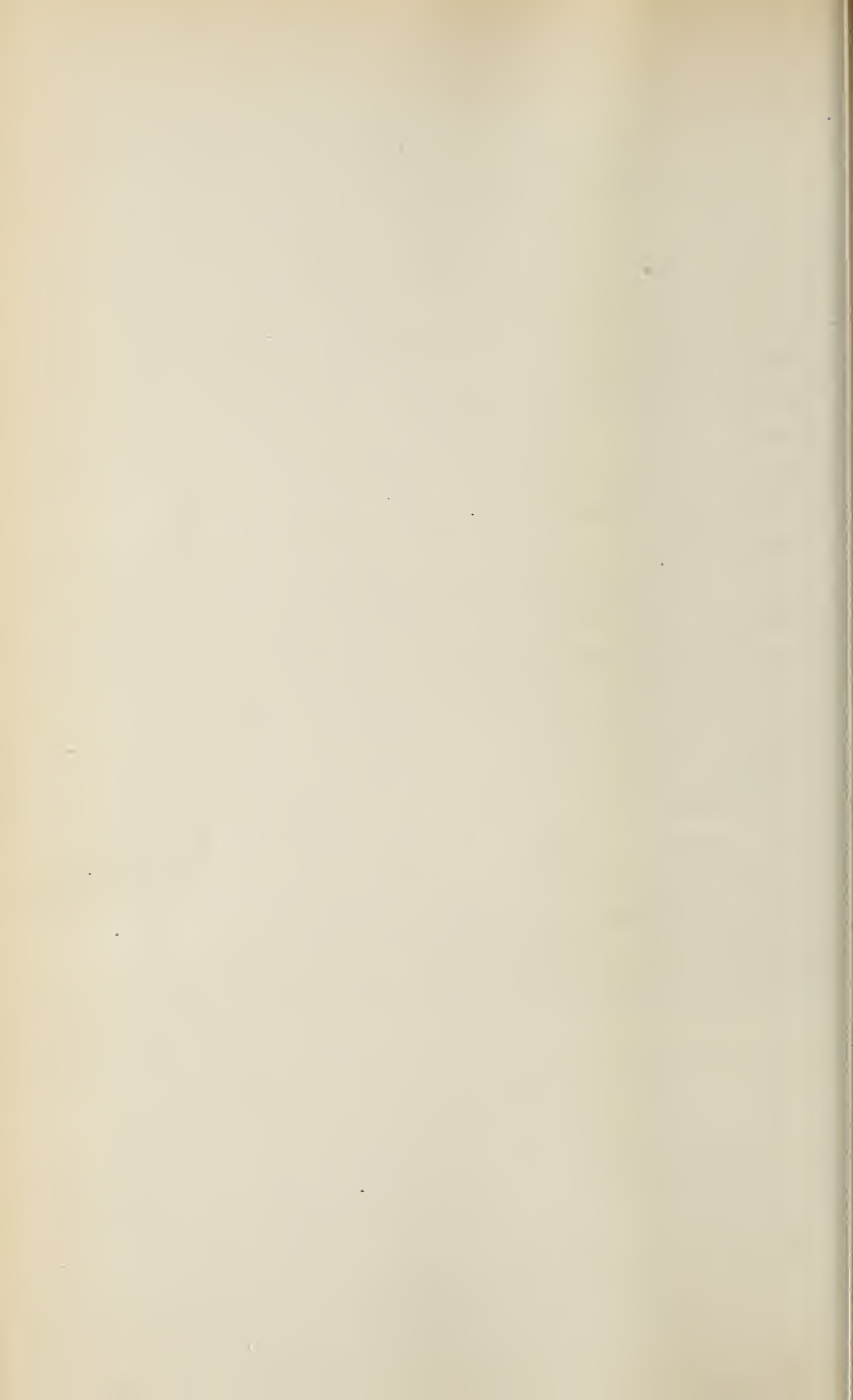
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LETTER OF TRANSMITTAL

To His Excellency, Clarence J. Morley, Governor; Hon. Carl S. Milliken, Secretary of State, Labor Commissioner *ex-officio*, and Members of the Twenty-Sixth General Assembly:

I am herewith submitting, in accordance with law, the Biennial Report of the State Labor Department, officially known as the Department of Labor Statistics, for the 1925-1926 term, comprising as it does the Twentieth Report, since the organization of the Labor Bureau. It is a recital, as brief as may be, of the important work of the Department, and also the activities in connection with law enforcement.

This report embraces the incumbency of three different Deputy Labor Commissioners, all appointed, as provided by law, by the Secretary of State, Labor Commissioner *ex-officio*.

Carl De Lochte was appointed April 1, 1925, and filled the office up to the time of his resignation, August 1, 1925.

Chas. M. Armstrong was appointed August 1, 1925, and performed the duties until October 1, 1925. He filled the office and drew no salary as Deputy Labor Commissioner.

M. H. Alexander was appointed October 1, 1925, to fill the unexpired term of the office.

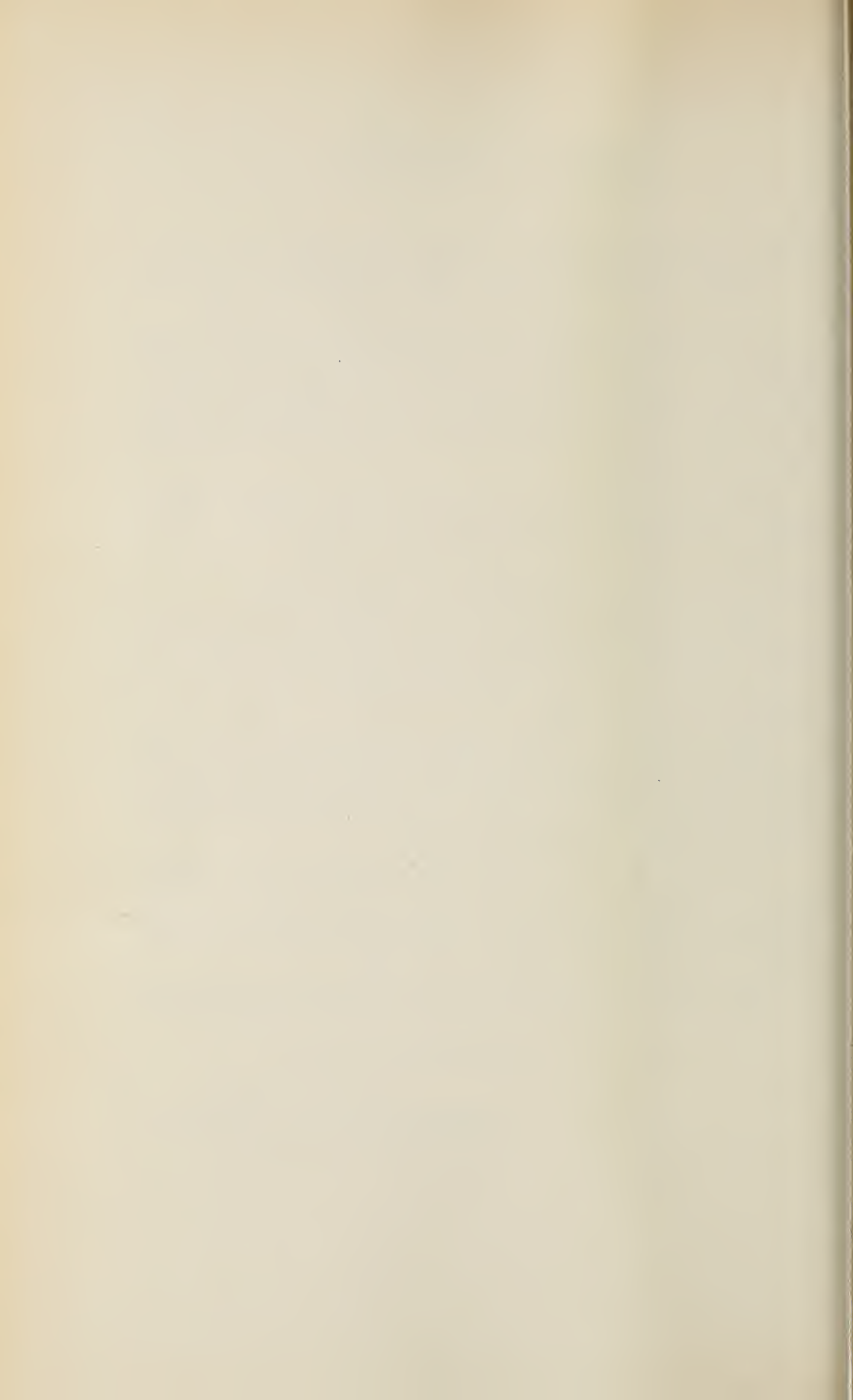
There has been a gradual growth and increase in the work that is done by the Department of Labor. This is true particularly of the Factory Inspections, which at the present time is fully a third more than it was a year ago. All this has been accomplished without additional money appropriation.

It has been my aim to so administer the affairs of the Department of Labor as to comply fully with the law and at the same time to so conduct it as to be of greatest benefit to those for whose protection the laws were enacted. In this I have had the undivided support of all the other officers of the State.

To all who have contributed to the harmonious conduct of this office I wish to extend my personal thanks and appreciation.

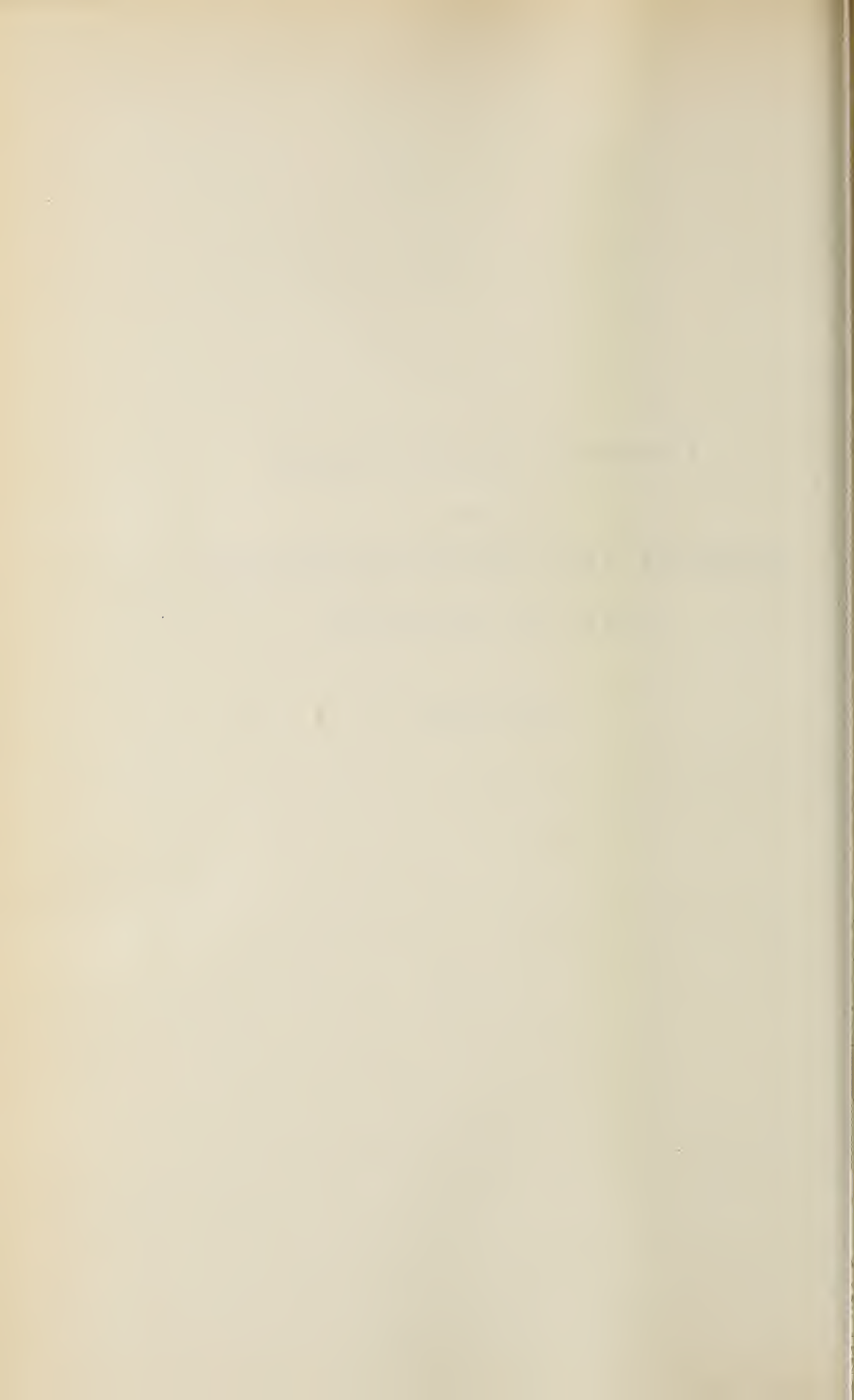
Respectfully submitted,

M. H. ALEXANDER,
*Deputy State Labor Commissioner
and Chief Factory Inspector.*



Twentieth Biennial Report
of the
BUREAU OF LABOR STATISTICS
STATE OF COLORADO

1925-1926



PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

CARL S. MILLIKEN

Secretary of State, Commissioner *Ex-Officio*

M. H. ALEXANDER

Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM

Statistician

KATHERINE GARRETSON

Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS

Clerk

FACTORY INSPECTION DEPARTMENT

J. M. McLANE

Deputy Factory Inspector

H. A. HANSEN

Deputy Factory Inspector

GEORGE L. SEITS

Deputy Factory Inspector

MAE R. FOX

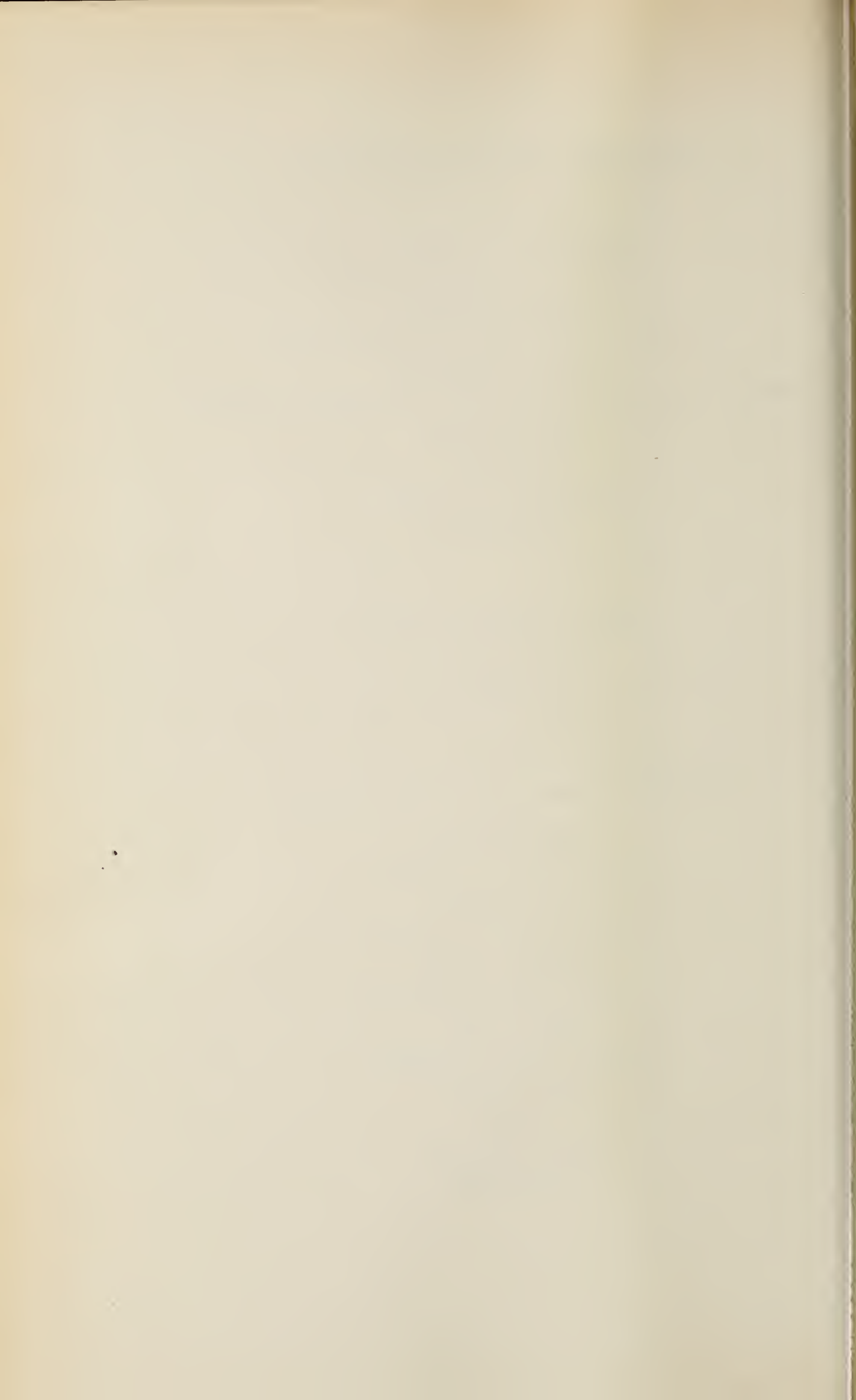
Deputy Factory Inspector

SAUL CASHMAN

Clerk

BIRDIE SWANSON

Stenographer



APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the supervision of the Labor Commissioner, for 1925-1926, was as follows:

BUREAU OF LABOR STATISTICS

	Total Appropriation	Total Expenditure	Balance
Labor Commissioner, Salary.....	\$ 5,000.00	\$ 4,687.50	\$ 312.50
Statistician, Salary.....	3,000.00	3,000.00	.....
Stenographer, Salary.....	2,400.00	2,400.00	.....
Labor Commissioner, Travel Expense, Two Years	1,500.00	1,391.49	108.51
Incidental Fund, Two Years.....	750.00	806.24	*56.24

* Excess Expenditure.

WAGE CLAIM BUREAU

Wage Claim Clerk, Two Years.....	\$ 2,400.00	\$ 2,400.00
----------------------------------	-------------	-------------	-------

FACTORY INSPECTION

Four Inspectors, Salary.....	\$ 9,600.00	\$ 9,600.00	.....
Factory Inspection Clerk	2,400.00	2,400.00	.....
Factory Inspector Stenographer.....	2,400.00	2,400.00	.....
Factory Inspectors, Traveling Expense.....	4,800.00	4,278.00	\$ 512.72
Incidental, Two Years.....	500.00	465.05	34.95

On December 1, 1925, at the Beginning of the Fiscal Year, there Remained a Balance in the Hand of the State Treasurer to the Credit of the Private Employment Fund Amounting to.....\$ 2,928.97

Total Collections, 1925-1926..... 4,422.50

	\$ 7,351.47
Expenses for the Two Years.....	822.39
Balance in Hands of State Treasurer, December 1, 1926.....	\$ 6,529.08

RECAPITULATION

Total Appropriation for the Bureau of Labor Statistics, Wage Claim Bureau and Factory Inspection, 1925-1926.....	\$34,750.00
Total Expenditures, All Departments, 1925-1926.....	33,837.56

Balance Unexpended, All Departments.....	\$ 912.44
Total Appropriation, Bureau of Labor Statistics.....	\$12,650.00
Total Expenditures.....	12,285.23

Balance Unexpended.....	\$ 364.77
Total Appropriation Wage Claim Bureau.....	\$ 2,400.00
Total Expenditures.....	2,400.00

Total Appropriation Factory Inspection.....	\$19,700.00
Total Expenditures.....	19,152.33
Balance Unexpended.....	\$ 547.67

RECOMMENDATIONS

Factory Inspection.

It is recommended that the Legislature amend the State Factory Inspection Law so as to make the Factory Inspector the final arbiter in all cases of disputes as to the sufficiency of safety appliances. The inspectors of this Department should by all means be clothed with that power.

There should be a statute enacted authorizing the State Factory Inspector to inspect all school houses, in order that proper fire escapes, both inside and outside, are installed in such buildings. A suggested statute, covering these features, is printed in another part of this report.

Wage Claim Department.

Experience has shown that the State should provide a means for the legal collection of small wage claims without cost to the claimant. It is doubtful if an official known as a public prosecutor could accomplish the best results. It is therefore urged that a statute be enacted which would establish a small claims court by authorizing justices of the peace to enter suits in behalf of claimants for wages in sums of not less than \$100.00, the justice's court fees to be certified to the county commissioners and paid out of the county general fund.

A draft of such a law, in operation in another State, is given in full in another part of this report.

Child Labor Law.

During the past two years the Department has again been confronted with the absence of any designated enforcing authority in connection with this very wise law. The Colorado Child Labor Law is a school certificate law altogether, the certificates being used in all cases as permits to work. There is no particular state official who is authorized to proceed legally in cases of violations of the law. No matter how palpable the evasion or how grave the violation, there seems to be no way at present to have the courts intervene and correct the evil.

It is hoped that this session of the Legislature will quickly remedy this fault in the law, so that children may have the fullest protection of the State.

Free Employment Offices.

There is great need for the re-opening of the State Free Employment Offices under the law as it exists at the present time. A sufficient appropriation to conduct these offices is the only thing that is needed to accomplish this end. The workers of the State are demanding that these Free Employment Offices be re-opened for their benefit. It is strongly recommended that this be done. A sufficient money appropriation to carry on the activities of these State Free Employment Offices for the next two years should be provided by the Legislature.

Women's Eight Hour Law.

The Colorado Women's Eight Hour Law applies only to women working in manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants. A number of other occupations in which women are engaged are not covered by the law. Elevator pilots do not have the benefit of the law, nor do women working in offices for professional men. This should be changed by all means. An amendment making the law cover all women working in gainful occupations is needed to accomplish this. It might be well to except housework, but all other occupations most certainly should be included in the law.

FACTORY INSPECTION

The law creating the Department of Factory Inspection, designating the Deputy State Labor Commissioner as the Chief Factory Inspector, and authorizing the employment of four deputy factory inspectors, was adopted at the 1911 session of the State Legislature. This law has remained unchanged up to the present time. The duties have not been widened or enlarged, nor has authority been conferred for the employment of more inspectors.

The inspectors, of course, are compelled to confine their work strictly to those institutions that are specifically named in the law, viz: All factories, mills, workshops, bakeries, laundries, stores, hotels, boarding or bunk houses, or establishments where laborers are employed or machinery used. This gives a great plenty of work for the four people employed to do it. While by far the greatest number of inspections made are in Denver, Pueblo and Colorado Springs, nevertheless the distances to other cities and towns is so great as to consume much of the inspectors' time and involves a great deal of necessary traveling expense.

During the biennial period the inspectors and clerks completed transactions in connection with factory inspection as follows:

Total number of inspections.....	10,260
Total number of certificates issued.....	7,740
Total number of sanitary and safety orders issued.....	2,099
Total number of re-inspections.....	516

One of the outstanding difficulties encountered by the factory inspectors is the lack of standardization of safety appliances. At the present time any dangerous piece of machinery may be inspected by the following different agencies, all of whom might recommend the installation and use of a different guard to make a given piece of moving machinery safe: The State Factory Inspector; Compensation Insurance Inspectors; Municipal Inspectors; Safety Engineers employed by private concerns; Master Mechanics employed by private concerns; foremen employed by private concerns.

Here they can be, and as a matter of fact, there often is, quite a wide difference of opinion between these, as to what would be the most practical design of guard. We strongly favor a plan that will make the State Factory Inspector the final arbiter, not so much on account of superior ability, but on account of superior reason or purpose on which the inspection and the order are based. The prime reason for having State inspectors at all lies in the fact that the State must see to it that all dangers to life and limb of the citizens are removed, and to that end must see to it that dangerous machinery is properly guarded. The State here does the particular thing the citizen alone cannot do. No such move prompts the action of any other inspection agency. Private compensation insurance inspectors look only for those things that

will save money. The private inspectors look out mostly for something that will not interfere with production or with business. The State looks out for the man, hence the superior reason why the particular kind of guard ordered by a State inspector should be paramount.

Other phases of the work of the factory inspectors, such as the employment of children in and about machinery, ventilation of workshops, etc., have not been lost sight of. There have been no particular outstanding features in connection with this division of the work during the past two years. There has been no cause or necessity for court proceedings or court action against any offender. No order has been issued that was not promptly complied with by owners or managers.

SAFETY IN SCHOOL HOUSES

During the year a large number of letters have reached the Department of Factory Inspection addressed to the "State Fire Warden". These letters are no doubt delivered to this Department on the ground that we have control of Factory Inspection. It seems that the only statutory reference to fire wardens is confined to prairie and forest fires, and clearly does not cover fire prevention or safety of buildings. Especially is there no reference to school buildings. Apparently school buildings, which of all structures with a public use should be the best and safest, can be built in any old way, there being no official named or appointed with power to enforce safety regulations.

Just recently a letter reached this office addressed to the "State Fire Warden," which is reproduced in full:

"Would like to inform you of a condition that exists in this school district. There are seven school houses. Five of these are frame buildings, with all doors opening into the room. Four of these have one door apiece, and the fifth is the largest building in the district, with two partition doors opening into school room, and two outside doors opening in. The windows are covered with heavy hail screens nailed to the building and stucco on the outside of the building that covers the nails and screen all around the windows. This building is often used for meetings of various kinds, and has often had from one hundred to two hundred people in one room with coal oil lamps and gasoline lanterns. I have called this to the attention of school board members several times during the last year, but got no results."

There is no doubt that this same condition is present in many other school districts in the State, but the danger has been unrecognized. Still the danger is there—and no one with authority to compel compliance with safety rules. School boards are known to be the most parsimonious bodies in our entire government, and any matter of this kind left to discretion is apt to be left undone for the reason that it might cost some money.

In order to overcome or at any rate meet this condition it is recommended that a law be enacted placing this entire matter under the control of this Department. A suggested statute is here given:

Section 1. There shall be erected on all school buildings and public assembly halls in the State of Colorado, now erected or hereafter to be erected, two or more stories in height (except buildings of fire proof construction with inside stairways of concrete or steel construction) one or more outside fire escapes, the number necessary, the location and the design or type of construction of such fire escapes to be approved by the Chief Factory Inspector. There shall be one or more inside stairways and one or more outside exits for each such building, in the discretion of the Chief Factory Inspector. All outside exit doors and all classroom doors shall open outward. All outside exit doors shall be provided with

panic bolts. No wire gratings set in steel frame hinged and locked or held in place with staples outside of windows shall be permitted on any school building or assembly hall.

Section 2. It shall be the duty of the Chief Factory Inspector either in person or by deputy factory inspector to enforce the provisions of this law.

Section 3. Any school board or any owner or owners of any building used as an assembly hall violating the provisions of this Act shall be deemed guilty of a misdemeanor and upon conviction thereof shall be fined in a sum not less than one hundred dollars (\$100.00) nor more than three hundred dollars (\$300.00), or by imprisonment in the county jail for a period not less than ten (10) days nor more than sixty (60) days, or by both such fine and imprisonment.

ALL INDUSTRIES

The appended statistics directly concerning the employment of labor and the amount of money paid annually to workers in Colorado are from schedules returned by Deputy State Factory Inspectors during the biennial period.

The details behind this tabular statement are of course confidential and are not to be revealed. So the returns filed here are classified in the smallest possible groups and do not reveal any particular identity. Totals and averages only are given.

NUMBER OF PERSONS EMPLOYED AND YEARLY WAGES

	Male	Annual Wage	Female	Annual Wage	Total	Capital Invested
Automobile	2,840	\$ 4,544,000	265	\$ 282,436	\$ 4,826,436	\$ 6,054,400
Mercantile	2,780	4,997,200	4,930	4,446,000	9,443,200	15,500,000
Hotel and Restaurant	3,750	3,980,000	2,590	2,541,500	6,521,500	1,100,000
Manufactur- ing	35,025	68,153,525	1,625	1,307,250	69,460,775	63,085,000
Utilities	4,090	5,728,980	2,546	2,050,670	7,779,650	.....
Railroads	15,580	26,339,000	375	448,525	26,787,525	.....
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	64,250	\$113,742,705	12,331	\$11,076,381	\$124,819,086	.....

Reducing the foregoing table to averages, it is found that the average annual wage paid to workers in these divisions is as follows: Automobile—Men, \$1,600; women, \$1,065. Mercantile—men, \$1,800; women, \$900. Hotel and Restaurant (including meals in nearly all cases)—men, \$1,061; women, \$900. Manufacturing (comprising workers in the skilled trades)—men, \$1,940; women, \$804. Utilities—men, \$1,400; women, \$805. Railroad—men, \$1,689; women, \$1,225.

No proper total can be reached as to the amount of capital actually invested in the utilities or the railroads, hence the omission. In the automobile industry, for every employee there is \$1,950 invested; in mercantile undertakings, \$2,000 for every employee; in hotel and restaurant \$200 for every employee, and in manufacturing \$1,720 for every employee.

The pay roll figures given above do not include amounts paid out annually in commissions. Many undertakings in the State are of necessity omitted from consideration, such as the building trades, coal mines, metalliferous mines, road building, public improvements of all kinds, as well as the schools and the professions generally.

STATE MANUFACTURING ESTABLISHMENTS

In Colorado, according to the latest available figures, which are taken from the U. S. Industrial census, there are 2,706 manufacturing establishments scattered over the State, but of course greatly congested in Denver and the other large cities and towns. A division of the employees in these manufacturing plants is here given:

	Male	Female	Total
Proprietors and Firm Members.....	2,119	115	2,234
Salaried Officers.....	663	29	692
Superintendents and Managers.....	1,488	58	1,546
Clerks and Other Subordinates.....	3,478	1,525	5,003
Wage Earners.....	31,902	3,352	35,255
Totals.....	39,650	5,079	44,729

DISTRIBUTION BY COUNTIES

The manufacturing establishments in the State are distributed among the various counties as follows:

Adams	27	Garfield	23	Otero	57
Alamosa	14	Gilpin	7	Ouray	7
Arapahoe	24	Grand	14	Park	13
Archuleta	12	Gunnison	27	Phillips	8
Baca	8	Huerfano	21	Pitkin	6
Bent	15	Jackson	5	Prowers	49
Boulder	100	Jefferson	23	Pueblo	153
Chaffee	20	Kiowa	6	Rio Blanco.....	10
Cheyenne	4	Kit Carson.....	19	Rio Grande.....	24
Clear Creek.....	13	La Plata.....	32	Routt	18
Conejos	15	Lake	14	Saguache	10
Costilla	5	Larimer	87	San Juan.....	6
Crowley	19	Las Animas.....	60	San Miguel.....	12
Custer	9	Lincoln	17	Sedgwick	3
Delta	24	Logan	29	Summit	4
Denver	1,147	Mesa	38	Teller	9
Douglas	8	Moffat	6	Washington	7
Eagle	4	Montezuma	16	Weld	98
El Paso.....	151	Montrose	26	Yuma	24
Elbert	8	Morgan	31	All other Counties.	5
Fremont	45				

COLLECTION OF WAGE CLAIMS

During the past two years the work of the Department in connection with the collection of wages for workers who were unable to collect has shown a very considerable increase. Strictly speaking, there is no legal warrant on which to base the work of this kind as there is no statute in existence authorizing the Labor Commissioner to collect private debts. Nevertheless, the very nature of these claims and the almost helpless condition of the claimants prompts us to activity, and everything that is possible for us to do in behalf of such claimants is promptly done in order to secure quick settlement and in order to secure payment of money for work honestly performed.

In all cases moral suasion only is used, and extra care and caution is necessary, and, being State officials, we must avoid the use of threats of any kind in our dealings with the persons owing others for labor. It is felt that much of the success surrounding our efforts in the settlement of claims comes from the very fact that uniform courtesy and diplomacy is the watchword of the Department.

The reasons why workers come to this Department for help in the settlement of claims for wages are practically without number. It seems that every case presented is different from every other case, and there is an unending variation of surrounding circumstances. In most cases there is misunderstanding over the rate of pay and the employment conditions. And in other cases employees have allowed the account to run over a long space of time without insisting on periodic settlements. Then there are cases where employees leave the work without staying the full time for which engaged. Bad or "short" checks forms another source of complaints. And then we have claims for women who have not received pay for housework and also claims presented by nurses for services rendered. Between fifteen and twenty per cent of the total number of claims handled are for women and the amount due them is so small in most cases as to make it a hardship for them to spend car fare to collect in person. These receive the same attention and care here that is given to persons in other walks of life with much larger claims.

The lack of legal or statutory power has again, as in every other past biennial period, greatly hampered us in our dealings with employers who owe workmen wages. This lack of power or authority has also in very many instances put us in a bad light with claimants who seem to be obsessed with the idea that "labor must be paid", hence the Labor Commissioner should go right out and secure the money, forgetting all about the justice or injustice of the claim. The consequence is, that no matter how right the claimant may be, and no matter how wrong a defendant may be, and no matter how promptly the Labor Department decides that the money is owing and should be paid, there is nothing that can be done by this Department to enforce such a decision.

Notwithstanding this serious limitation and the general difficulties which inevitably surround every claim presented, the Department during the past two years secured the payment or settlement of more than half the claims presented at the counter in person and those sent to us by mail.

It should be understood that the Department of Labor makes no charge whatever to any claimant for this service. Not only is the service gratis, but no money or remuneration of any kind is accepted even if offered by the benefited party. Our work is performed gladly and willingly, with entire absence of "red tape" or any kind of "stalling". We go on the theory that after a man or a woman has performed labor for another no more expense ought to be suffered by the worker in collecting the amount actually due, no matter how small the sum is. Many of the claimants are surprised, of course, when they find that the Labor Commissioner can not go right out and force a delinquent employer to pay, or else close him up in business, and many explanations have to be made to make this point entirely clear.

The magnitude and far-reaching effect of this free work on behalf of our citizens that is carried on by this Department is more fully disclosed when it is calculated how much money would have to be spent if all this money had to be collected by court proceedings, to say nothing whatever about the loss of time if parties had to sue for the money. Even if such claimants resorted to what help can be secured from adjustment companies it would have cost them a healthy commission. Private collection agencies make varying charges for services of that kind—generally a charge that fits the case, but in no instance is the work done free, no matter how poor or how deserving the claimant may be. It is probably a conservative estimate to state that claimants have, during the last two years, saved from \$10,000 to \$15,000 by the free work of the Department of Labor.

Every case is promptly handled. There is no delay. Letters are despatched at once where correspondence is required, and a system of check-ups is installed which insures prompt follow-up letters when necessary. Wherever possible, a personal representative of this Department is sent to make investigation and to secure immediate payment, if possible. In some cases this is easily and quickly accomplished, but in the great majority of cases it becomes necessary to make a large number of trips before a case is finally settled. Action is taken on the theory that all delay, or any delay, works a hardship on the claimant.

It is neither necessary or desirable to classify the claims by occupation, even if it was possible to do it. They fall into no general class, except that about 85% of the claims are for men and the other 15% are for women. The women making claims are for the most part engaged in domestic service, and misunderstandings form the basis of the trouble. In such cases there is no desire to mulct the worker out of the money due. A lot of these claims, when investigated, reveal a family row. It goes without

saying that the Department refuses in such cases to have anything whatever to do with them. Nevertheless, even the rejected claims demand attention and at times require more patience and diplomacy than do the ones that are based on good grounds.

The following table will show the transactions in wage claim collections by months during the biennial period 1925-1926.

WAGE CLAIM COLLECTIONS Biennial Period, 1925-1926

	No. Claims Filed	No. Claims Paid	Amount Collected	Average Each Claim	Per Cent Claims Collected
December, 1924.....	147	108	\$12,260.70	\$37.40	.74
January, 1925.....	84	51	1,591.70	31.22	.61
February	83	44	703.61	16.00	.53
March	90	46	802.60	17.45	.511
April	96	44	914.66	20.80	.46
May	98	36	856.10	23.75	.365
June	126	48	1,472.01	35.00	.373
July	112	59	1,608.42	27.30	.527
August	104	45	2,106.76	46.80	.433
September	82	50	2,589.83	48.85	.645
October	93	57	1,509.15	24.75	.613
November	87	50	1,591.30	31.80	.572
	1,202	638	\$28,006.84	\$43.75	.53
December, 1925.....	89	50	\$ 2,081.00	\$41.60	.53
January, 1926.....	76	46	722.58	16.60	.60
February	76	46	762.57	16.65	.60
March	71	38	759.38	20.00	.535
April	63	26	741.10	28.50	.413
May	64	35	1,470.50	42.00	.547
June	65	30	852.67	28.45	.4615
July	94	52	843.31	16.20	.56
August	98	60	1,370.85	22.85	.62
September	97	41	821.86	20.00	.423
October	77	46	1,926.55	41.85	.63
November	91	55	1,544.12	28.00	.611
	961	525	\$13,896.49	\$25.45	.546
Total, 1925.....	1,202	638	\$28,006.84	\$43.75	.53
Total, 1926.....	961	525	13,896.84	25.45	.546
Grand Total.....	2,163	1,163	\$41,903.68	\$36.00	.5375

The grand total of all claims collected during the two year period was 1,163 and the grand total amount secured was \$41,903.68. It is shown that the average amount of each claim settled was \$36.00. This indicates clearly that it is the worker with the small amount due him for work, who is really the one who needs the aid of the State, and is a strong argument for the adoption of a law setting up a Small Claims Court. It is believed that almost every one of the 1,000 unsettled claims could have been adjudicated by such a tribunal.

The experience of the Department is very convincing that something with legal force behind it should be adopted by the leg-

islature to the end that unscrupulous employers may be brought to book and forced to pay laborers for work performed. In certain cases it is necessary that there should be a court that will handle claims in a legal way without cost to the claimant, and a court that would handle them without intervention of attorney, the aim being to secure immediate payment of a claim.

Having in mind the possibility that such a law would be enacted by the forthcoming legislature, there has been prepared a draft that will cover the salient features and one which, it is believed, will serve the purpose intended—the collection of wages without cost to the worker. The adoption of such a law need not—in fact it would not—decrease the amount of work done in that direction by this Department. It would, however, be very much more effective than a public prosecutor could possibly be.

Following is a text of such a law, and it is commended to the careful consideration of the legislative body.

SMALL CLAIMS COURT

Justice of the Peace Given Special Procedure for Small Claims.—All justices of the peace in the State of Colorado shall exercise the jurisdiction conferred by this act and while sitting in the exercise of said jurisdiction shall be known and referred to as the Small Claims Court; provided, that the jurisdiction of such justice's court, when sitting as a small claims court, shall be confined to cases for the recovery of money only where the amount claimed does not exceed one hundred dollars (\$100.00), and the defendant named is a resident of the city or county in which the action is to be maintained.

Action to Be Commenced by Affidavit.—Actions shall be commenced, heard and determined in the small claims courts under the provisions of this act, whenever any person appears before any justice of the peace and executes an affidavit reciting that demand has been made and payment refused, and also giving full address of defendant.

Service of Summons by Mail.—When the claimant appears he shall prepare such an affidavit as is set forth, or, at his request, the judge of the court shall draft the same for him. Upon the affidavit being sworn to by the claimant the justice shall file the same and make a true and correct copy thereof. At the same time the justice shall fill in the blanks in the order printed on said copy and sign the order. Immediately thereafter the said justice shall enclose said copy and order in an envelope, address the said envelope to the said defendant, at the address stated in the affidavit, prepay the postage and mail said envelope to said defendant by registered mail, and request a return receipt, or said justice may deliver personally, or cause to be delivered, said copy and order to the defendant in person. The justice shall then attach to the original affidavit the receipt for the registered letter and the return card thereon or other evidences of service.

Appearance of Defendant.—The date of appearance of the defendant as provided in the order endorsed on the affidavit shall be not more than ten days nor less than three days from the date of the said order. When the justice has fixed the date for the appearance of the defendant he shall inform the plaintiff of said date and at the same time order the plaintiff to appear on said date and to have with him his books, papers and witnesses necessary to prove his claim.

Docket in Justice Court to Show.—The justice shall enter in the docket kept by him as a justice of the peace:

1. The title of every action.
2. The sum of money claimed.
3. The date of the order provided for and the date of the trial as stated in said order.
4. The date when the parties appear, or their non-appearance, if default be made.
5. Every adjournment, stating on whose application and to what particular time.
6. The judgment of the court and date when returned.
7. A statement of any money paid to the justice, when and by whom; and the date of the issuance of any abstract of the judgment.

No Attorney in First Proceedings.—No attorney-at-law or other person than the plaintiff and defendant shall take any part in the filing or the prosecution or defense of such litigation in the small claims court. The plaintiff and defendant shall have the right to offer evidence in their behalf by witnesses appearing at such hearing. The justice may also informally make any investigation of the controversy between the parties either in or out of court and his judgment and make such orders as to time of payment or otherwise as may by him be deemed to be right and just.

Pleadings Informal.—No formal pleading, other than the said claim and notice, shall be necessary, and the hearing and disposition of all such actions shall be informal, with the sole object of dispensing speedy justice between the parties. No attachment or garnishment shall issue from the small claims court, but execution may issue in the manner prescribed by law of the State.

Judgment, How Satisfied.—If the judgment or order be against the defendant, he shall pay the same forthwith or at such times and upon such terms and conditions as the justice shall prescribe.

Duty of County Commissioners to Supply Forms.—The Board of County Commissioners of every county wherein said small claims court shall exist shall furnish to every justice of the peace in such county a reasonable supply of various blank forms set forth in this act; also all forms, docket book and stationery necessary for the use of such justice sitting as a small claims court.

No Fees Permitted.—No fee or charge of any kind or nature shall be charged or collected by any officer from the plaintiff for any service rendered under this act. The justice of the small claims court shall charge and collect the same fees which a justice of the peace may charge and collect, and no others, and certify same to the Board of County Commissioners, who shall pay the same out of the county general fund.

FREE EMPLOYMENT OFFICES

We are urging that this session of the legislature make adequate financial provision for the re-opening of State Free Employment offices.

The 1923 session of the State legislature failed to appropriate any money for the conduct of these State Free Employment offices, as provided by law. Consequently the four Free Employment offices had to be closed and activities discontinued. Of the free employment offices there were two in Denver, one in Pueblo and one in Colorado Springs, beside provision made for one at Grand Junction to operate during the crop growing and harvest season.

During the time that these free employment offices were in active operation the State appropriated \$26,450 for salaries and necessary expenses for the two year period, or at the rate of \$13,275 a year. A report covering a series of years shows that placements through these offices cost at the rate of approximately 65 cents per person placed. That is to say, persons who needed work, and ostensibly persons who had not the means to pay an employment agency any amount whatever, were served free at the expense of the State. This free service cost the State the insignificant sum of 65 cents for each job secured. Surely a work fraught with so much benefit to the workers of the State should receive the fullest consideration of the legislature and there should be a liberal appropriation made to re-establish this most beneficial work on a broad and liberal scale.

When re-established and re-opened special arrangements should be made to provide school districts in this state with competent school teachers without expense to the teacher. At the present time a very large percentage of the teachers engaged by school authorities are secured through the agency of some private concern and are charged a healthy commission for the service. This service can be performed as readily by a state free employment office, and it should be done in that way. To show the extent of the traffic in school teachers' positions it need only to be stated that at the present time no less than 13 licenses are held in Colorado by teacher's agencies. All of these maintain extensive offices and require much clerical help.

At the present time a teacher who obtains a position through a teachers' agency usually pays a fee ranging from \$50.00 to \$100.00, and a similar fee is paid each time for many years whenever a new position is secured through the agency. This is indeed a heavy financial drain on the most deserving workers in the State. School officers charged with the duty of employing teachers for schools would be greatly benefited by such an arrangement. In addition, no doubt, it would be a means of securing suitable positions for our own citizens who are licensed teachers and ought to have the first opportunity to be placed in a Colorado school.

PRIVATE EMPLOYMENT OFFICES

Thirty other states besides Colorado have enacted laws licensing private employment offices or agencies. In this State the enforcement of the private employment agents' law comes directly under the personal supervision of the Labor Commissioner. He issues the licenses and administers the law in detail.

In some respects all of the laws in all of the states are similar, while in other respects they differ widely. All of them apply only to employment agencies which charge fees for services. No discrimination is made in the laws between those agencies which are exclusively for unskilled or common labor and those agencies that are devoted entirely to applicants for professional positions or teachers.

The Colorado law requires the licensed agencies to keep a record of transactions which is at all times subject to inspection by the licensing official. But there is no provision of law which requires these licensed agencies to make regular reports covering the volume and kind of business transacted, or to make reports of the number of persons served by that particular agency. So that no provision of law exists that would enable this office to compute the extent of the annual transactions.

In spite of the absence of any legal requirement in that direction, we have secured the co-operation of the licensed agencies to such an extent in making regular monthly reports to this office as to enable us to make a fairly accurate computation to the total transactions of all the licensed agencies in the State. The reports sent to this office are for placements in skilled labor, unskilled labor, farm labor, and in clerical and professional positions for men; in domestic, industrial and clerical occupations for women. No other state, so far as is known, is tabulating and printing this valuable information.

During the past biennial period the reports filed in this office show the following transactions, tabulated by months. It will be noticed that the total number of persons placed during 1925 was 34,760, and during the year 1926 the number placed was 33,378. A part of this difference is due to the fact that in 1925 more of the offices took the pains to report regularly. Also it is shown that a total of 7,021 men and women were placed in professional and clerical positions, which is slightly more than 13% of all the placements.

PRIVATE EMPLOYMENT OFFICES—1925-1926
Total Number of Placements.

	MALE				FEMALE			Total
	Skilled	Unskilled	Farm	Clerical	Domestic	Industrial	Clerical	
December, 1924.....	166	640	198	63	48	72	122	1,309
January, 1925.....	150	375	142	92	80	60	110	1,009
February	320	901	180	118	91	143	60	1,813
March	421	880	275	99	72	187	130	2,063
April	329	1,070	310	172	115	35	171	2,202
May	520	1,755	430	144	221	152	327	3,549
June	600	1,287	409	138	69	272	245	3,020
July	560	3,101	520	154	280	193	190	4,998
August	475	3,217	674	242	114	122	287	5,131
September	432	2,583	587	129	132	141	162	4,166
October	405	1,987	372	113	97	167	80	3,221
November	538	1,083	437	72	14	82	53	2,279
Total, 1925 ...	4,916	18,879	4,534	1,536	1,333	1,626	1,937	34,760
December, 1925.....	220	680	80	78	42	118	74	1,292
January, 1926.....	340	860	102	62	115	99	87	1,665
February	170	390	153	87	47	182	62	1,091
March	460	860	310	141	63	143	191	2,168
April	268	868	501	187	131	111	73	2,139
May	551	1,351	315	146	262	143	247	3,015
June	530	1,630	421	251	63	247	217	3,359
July	540	2,590	532	217	243	132	287	4,541
August	472	2,972	680	230	117	137	372	4,980
September	432	2,432	587	118	130	160	152	4,011
October	387	1,887	330	92	91	129	75	2,991
November	542	942	425	60	17	97	43	2,126
Total, 1926....	4,912	17,462	4,436	1,669	1,321	1,698	1,880	33,378

The Private Employment Law in Colorado applies to any person or firm furnishing employment or help, regardless of whether he does or does not charge a fee for such service. Charitable institutions are excepted.

The license fee varies. It is based on the population of the particular city or town where the licensee proposes to operate. The fee for State licenses in cities of 25,000 inhabitants or over is \$50.00 a year; less than 25,000 population and over 5,000, \$25.00 a year; under 5,000 population, \$10.00 a year. A register must be kept of applicants for employment and calls for help. The act forbids sending females to immoral resorts, false advertising, false statements to applicants and false entries in the registers. A bond of \$1,000 is required in every case, which runs to the State, which approved by the Deputy Labor Commissioner and filed with the Secretary of State, the filing fee of \$1.00 being paid by the applicant in addition to the regular license fee. This bond covers such penalties as may be legally assessed. Infractions carry a fine of

\$100 to \$200 as well as imprisonment not to exceed six months or both penalties, in the discretion of the court.

Many abuses have sprung up from time to time in connection with the operation of private employment offices, to the detriment and disadvantage of laborers. This has led to spasmodic efforts looking to the abolition of private employment offices by law. Court decisions, however, show that this can not be done—that the occupation of a private employment agent is not necessarily vicious or destructive of the rights of the individual, hence can not be entirely prohibited by law.

But thorough regulation is proper, and where based on reasonable grounds, has always been sustained by the courts. Thus, license fees reaching \$2,000 a year in some states have been sustained as reasonable. License fees in Colorado are the very lowest required in any state.

Complaints to the number of 109 were lodged in this office against these agencies during the biennial period. Most of these were of a trivial nature and easily adjusted. Many others, however, involved much care and effort in settlement. In the end, all were satisfactorily terminated without resort to courts.

The law at present seeks to prevent deception through false statements by the agency. Nevertheless, there is much complaint to the effect that conditions are not at all as the applicant thought they would be, nor as he had a right to expect from the employer. In all such cases the employment agency could not be held responsible for the reason that no statement at all had been made covering the matters in complaint. This is really a serious condition and to remedy it our law should be amended so as to make it compulsory for an agency to inform an applicant of living conditions, sanitary conditions, etc., before sending men or women to any place for work.

Another amendment to the law should be added requiring agencies to make monthly reports to the licensing agency. At the present time there is no such legal requirement.

The names and locations of the private employment agencies, which have licenses in force December 1, 1926, follows:

Albert Teachers' Agency.....	Denver
Aeme Employment Method.....	Denver
Allen, J., Employment Agency.....	Denver
Boulder Teachers Agency.....	Boulder
Business Men's Clearing House.....	Denver
Collegiate Bureau of Occupations.....	Denver
Colorado Teachers Agency.....	Greeley
Denver Employment Office.....	Denver
Denver Teachers Agency.....	Denver
Employers Association	Denver

Employers Counselors	Denver
Fisk Teachers Agency.....	Denver
Grand Employment Agency.....	Pueblo
Hartman, Jacob A.....	Denver
Heuer Teachers Agency.....	Greeley
Heuer Teachers Agency.....	Denver
Interstate Employment System.....	Denver
Jackson Employment Agency.....	Denver
Levey, Bert, Circuit.....	Denver
La Munyon, George.....	Denver
McCoy, Daniel F.....	Denver
McMillan Employment Agency.....	Denver
Mountain States Teachers Agency.....	Denver
McGrath, Alice E.....	Colorado Springs
McMurray Employment Agency.....	Denver
Missouri Valley Teachers Agency.....	Denver
National Educational Service, Inc.....	Denver
Phillips Employment Service	Colorado Springs
Phelps Occupational Bureau, Inc.....	Denver
Prante Employment Agency.....	Denver
Reliable Employment Bureau Co.....	Denver
Rocky Mountain Teachers Agency.....	Denver
Rhoades, J. V., Employment Agency..	Denver
Richards Reliable Employment Agency	Denver
Sidley Employment Bureau.....	Denver
Sterling Employment Exchange.....	Denver
Tice, Blanche M.....	Denver
Western Teachers Exchange.....	Denver
Western Railway Labor Agency.....	Denver
Western Labor Office.....	Pueblo
Western Vaudeville Managers Assn..	Denver
Wm. Well's Employment Agency.....	Denver
White, Mrs. Julien.....	Denver

WOMAN'S EIGHT HOUR LAW

Close and unremitting attention has been given to the full enforcement of the Woman's Eight Hour Law. This law was approved by the people of the State at the referendum in the 1912 general election. It reads as follows:

“Section 1. Employment of females in any and all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants is hereby declared to be injurious to health and dangerous to life and limb.

“Sec. 2. No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant in this State more than eight hours during any twenty-four hours of any one calendar day. The hours of work may be so arranged as to permit the employment of females at any time; provided, that any such female shall not work more than eight hours during the twenty-four hours of any calendar day.

“Sec. 3. Any person, persons, firm, co-partnership, association, company or corporation violating any of the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than fifty dollars nor more than five hundred dollars, or by imprisonment in the county jail not less than thirty days nor more than six months, or by both such fine and imprisonment. Every day's violation of the provisions of this act shall constitute a separate offense.”

All complaints of violation or evasion are given immediate attention. The most numerous of these complaints are based on a complete misunderstanding of the provisions of the law and compliance has been secured with very little trouble or delay. It is customary to send a copy of this law at once to the managers of any business covered by the statute where our inspectors find that the law is not fully kept. During the period covered by this report copies of the law were sent to 118 concerns.

Employers and managers, it has been found, are not persistent violators of the women's eight hour law. Strange as it may seem, it is found that the chief offenders are the women employers themselves. In many cases they are the ones who encourage non-compliance with the law. In other words, in cases of this kind, it is impossible to prove in a court that the employer has forced the employee to work more than eight hours in any one day. The penalty for violation runs to the employer and not to the employee, hence any prosecuting attorney will decline to proceed in a court unless there is positive proof, backed by affidavit of employee, that the offending employer is actually maintaining a schedule of work hours for women in his establishment in excess of eight.

Our inspectors have during the past two years made special visits to 128 different establishments on complaints entered either in person or by letter. Complaints in Denver comprise the largest number of these. A classification of the concerns visited on special complaints is as follows:

Restaurants	33
Mercantile	31
Hotel	23
Manufacturing	15
Laundry	13
Cleaners	7
Bakeries	6

128

In addition to these, a very large number more complaints reach us by telephone. Clearly it is out of the question to follow up complaints made in that way. In nearly every instance where information is proffered by the use of the 'phone, the person making the complaint refuses to disclose his or her identity. This puts the Department on the defensive at the very start. Public use of the name of any informant is never made, but it is not easy to convince the informer of this, so in the end the Department can not follow up the information given.

In carrying forward our plan of securing the fullest observance of the Colorado Woman's Eight Hour Law, a letter was prepared and sent to the various private employment offices, which are licensed by this Department, appealing to them to assist us in every way that they can. The letter is as follows:

"Complaints filed in this office by women who are asked by employers to work more than eight hours in a day in hotels, restaurants, laundries, etc., in various parts of the State have of late become so numerous as to demand extraordinary attention, and I am determinted to do everything in my power to see that this wholesome law is properly observed by employers.

"It will be of great assistance to me in the work that I am doing if employment agencies will indicate in writing on each employment slip issued to women sent to a hotel, restaurant or laundry, a statement that the employee may expect strict observance of the Colorado Women's Eight Hour Law. I believe that you will agree with me that persons ordering female help through your agency have no right to expect that women will be sent out to break or evade this statute. I believe that all women applicants for places to work should be informed by your agency on this point. If no written statement is made, then it becomes harder for this office to see that employers observe the law."

The Colorado Woman's Eight Hour Law was adopted fourteen years ago. It has never been amended or changed. The law is what is known in court decisions as a "Specific Law"—that is to say, the law covers only such places of employment as are specifically named in the law, and none others. Any occupation or any place of employment that is not a "manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant," is not covered by the law. So that women working as elevator pilots are not protected.

Neither are women who work in a professional capacity for persons or concerns that are not mentioned specifically.

This fault of the Women's Eight Hour Law should not be allowed to go uncorrected any longer. Undoubtedly, the law should include in its provisions all women working in gainful occupations (possibly excepting domestic service). The recommendation for this change has appeared regularly for the past eight years and is renewed in this report with every confidence that it will be carried out.

CHILD LABOR LAW

While the administration of the State Child Labor Law is not one of the immediate duties of the Labor Commissioner, nevertheless, this important and wise law involved a large and important part of the work of this Department during the biennial period. Complaints of violations of the Child Labor Law come to this office first. These complaints are never ignored and are always given immediate personal attention.

During the biennial period 1925-1926 there were 87 complaints of evasion reported. Immediate investigation followed in each case of complaint, resulting in every instance with full compliance with the provisions of the law.

Particularly has this Department insisted that no child under 16 years of age should be allowed to work where machinery is used. In this connection it is well to recount the circumstances surrounding an accident to a child in a State institution in the latter part of 1925.

The State Home for Dependent and Neglected Children has laundry machinery installed to do the necessary work of the institution. Most of the inmates in that institution are under 16 years of age. Much of the laundry work is done by these children and very young persons were up to that time sent to work around the laundry machinery. One young girl at the time mentioned had her hand so badly crushed and mangled that amputation was barely averted. But while surgical care and attention saved the injured member, it has left her arm in such shape that the child will never again be able to use it. Upon learning of this accident the Commissioner secured a conference with the members of the Board of Trustees and the Governor, and as a result of this action the Superintendent was given strict orders by the Board that in future no child in that institution should be required to work with the laundry machinery, but that adults should be assigned to this work, even though it meant the employment of additional outside adult help.

It will be impossible for the State to recompense this child—this ward of the State—for this injury. A way may finally be found to give the young girl, at State expense, such training as will fit her for a life work, same as a one-armed person, but that is doubtful. In all probability a relief bill will be introduced in the legislature to provide a money payment for the benefit of this child. This should receive favorable consideration.

It is such accidents as the one recited that a full observance of the Child Labor Law will prevent, and in order to secure this the Child Labor Law ought to be so amended as to name some particular administrative official and to provide by a money appropriation adequate facilities for enforcement. There is no organized

opposition to the law. On the contrary, employers generally are in hearty accord with it. But in many cases, parents deliberately set about to exploit the labor of the children and these offenders ought to be reached by a law-enforcing officer.

A survey recently made in another state shows that 63% of the fathers of children at work were themselves working at skilled occupations. More than half the fathers earned \$30.00 a week, and about one-fifth earned more than \$35.00 a week. The fact that approximately the same condition prevails in other parts of the country completely refutes the assertion that children are compelled to work to help support the family. In many cases it is true, to be sure, that the adolescent are forced by dire necessity to provide means of livelihood for the mature, but the number of such cases is without question so small that they need not enter into the computation at all. It has been found that our Child Labor Law is much below the recognized standard suggested by United States officials. This defect should be remedied at once by legislative action.

Perhaps the best way to amend the law regulating the employment of children in Colorado is to repeal the present Act and write in its place an out-and-out new act. If this is followed, or if the plan of amending the present law is followed the following suggestions should be considered.

1. Amend the law so as to prevent the employment of any child under 14 years of age at any gainful occupation other than in agriculture or domestic service.

2. Amend the law to prevent the employment of children under 16 years of age after 7 p. m. or before 6 a. m. This was the standard of the two Federal Acts.

3. Amend the law by giving to the Department of Labor or some other State commission or officer the power to extend the list of occupations at which children under 16 years of age may not be employed because of their being dangerous or injurious, and make it unlawful to employ any child under 16 years of age at any occupation so added to the list.

4. Amend the law by making the following prerequisites for a work permit: (a) A statement signed by the prospective employer showing the exact nature of the work to which the child is to be assigned. (b) A statement signed by the proper school officer showing that the child has completed a certain definite grade of the public school course or its equivalent. This may be amply taken care of by the Compulsory School Attendance Law if it is well enforced. But even if it is, it would be no mistake to re-establish the standard here. The standard should be the completion of the eighth grade, but if necessary that might well be approached gradually beginning with the sixth. The educational standard should be waived for a work permit during the months when the public school of the district in which the child resides is not in session. (c) A statement signed by a public health officer, public school medical inspector or approved physician showing that he has exam-

ined the child and upon examination finds it physically fit for the specific employment to which it is to be set.

5. Amend the law (a) By enumerating the occupations at which children under 18 years of age may not be employed because they are known to be dangerous or injurious to such children. (b) By authorizing the Commissioner, Department of Labor, or some other State commission, board or officer to add other occupations known to be dangerous or injurious, at which children under 18 years may not be employed.

CHILD LABOR IN DENVER

In accordance with the provisions of the Child Labor Law, the school authorities in Denver issue certificates to school children between 14 and 16 years of age. Duplicates of these certificates are sent to this office and filed. These school certificates operate as a permit authorizing employment of the child by the person or firm named in the certificate. The school authorities make searching investigation before issuing certificates to children who have not completed the eighth grade in studies, and then only upon the united judgment of the school principal, the attendance officer and the supervisor of attendance department of the schools.

During the biennial period 1925-1926, 620 such school certificates were filed here—485 issued to boys and 235 issued to girls. This is a very decided decrease over the number filed here in previous periods, as will be shown by the following tabulation:

Since the year 1915 the record of such filings is as follows:

1915-1916—Certificates issued,	657.	
1917-1918—Certificates issued	863.	31% increase.
1919-1920—Certificates issued,	1,226.	48% increase.
1921-1922—Certificates issued,	1,400.	14.2% increase.
1923-1924—Certificates issued,	1,034.	25% decrease.
1925-1926—Certificates issued,	620.	40% decrease.

No estimate of the number of certificates issued by school authorities in other parts of the State, since no reports from other schools are received or filed here.

The certificates filed have been distributed to the various common occupations in which the children were employed. For the sake of comparison the per cent of the children engaged in each of these separate occupations during previous biennial periods is also given:

		1925	1926*	Totals		1925-6 Per Cent	1923-4 Per Cent	1921-2 Per Cent
Mercantile.....	Boys	65	46	111	202	32.57	20.9	45
	Girls	76	15	91				
Manufacturing.....	Boys	74	56	130	193	31.13	35.7	29.8
	Girls	32	31	63				
Office.....	Boys	47	34	81	119	19.2	22	13
	Girls	7	31	38				
Tel. & Tel.....	Boys	29	15	44	60	9.7	4.35	4
	Girls	10	6	16				
Laundry.....	Boys	2	3	5	10	1.6	5.22	3.9
	Girls	2	3	5				
Miscellaneous.....	Boys	9	5	14	36	5.8	1.83	4.3
	Girls	5	17	22				
		<u>358</u>	<u>262</u>	<u>620</u>	<u>620</u>	<u>100</u>	<u>100</u>	<u>100</u>

* Eight months of 1926.

The custom of issuing certificates to boys who wish to serve as messengers still obtains and there is slight change over any previous period. The total number of boys engaged by telephone and telegraph companies is 44. The largest number of girls in any one occupation are shown to be in mercantile establishments, most, if not all of whom without doubt are used as cash girls.

The percentage of children engaged in the different occupations shifted or changed very slightly in the last two years as compared with the two years immediately preceding. Now the per cent of children in mercantile houses is 32.57% or one-third of the whole number of certificates filed, whereas two years before the proportion was 20.9% or one-fifth of the total number of certificates issued. In manufacturing we have now 31.13% and two years ago we had 35.7%; offices, now 19.2%, then 22%; telephone and telegraph, now 9.7%, then 4.35%; laundries, now 1.6%, then 5.22%; miscellaneous occupations, now 5.8%, then 1.83%.

UNITED STATES CHILD LABOR LAW

The necessity for uniformity of child labor laws in all the states finds expression in the proposed Twentieth Amendment to the Constitution. The Amendment is as follows:

“Section 1. The Congress shall have power to limit, regulate and prohibit the labor of persons under 18 years of age.

“Section 2. The power of the several States is unimpaired by this article except that the operation of State laws shall be suspended to the extent necessary to give effect to legislation enacted by the Congress.”

The last session of our State legislature failed to ratify this Amendment. A resolution to that end was introduced and referred to committee but never reported out for action. Another effort will be made at the forthcoming session to secure ratification and it is hoped by the friends of the measure that Colorado will follow other states in approving this wise measure.

It is quite clear that the interests of the country as a whole are here affected, and that it should be the settled policy of the National Government to prevent the exploitation of the young so far as possible.

So long as our industrial system is based on production for profit, just so long will our young people remain at the mercy of those who must ever employ cheaper and cheaper labor.

There is now little uniformity and only slight similarity in the Child Labor laws now in force in the various states of the Union. Taken together they form a veritable patchwork. It has been found to be impossible to obtain the ends that ought to be achieved by state actions. It is desired to have the United States law approved so as to back up state action more fully. It certainly would be a great help to Colorado.

COST OF LIVING

Ten years ago this Department began a systematic compilation of retail prices of necessities that go to make up the cost of living in Denver and in Colorado. This plan has been faithfully adhered to during all that time. The prices on groceries and provisions, on yards goods, and on coal were obtained by personal visitation to dealers and by interview with consumers. Prices on exactly the same articles were carefully taken, so that accuracy of comparison was secured.

All of this time we have adhered to our method of securing actual prices that are paid by consumers in Denver and in the State. We have disregarded "general trend," "wholesale index figures," and even ignored "retail index figures." Our sole aim has been to compile actual figures—the prices actually paid here in Colorado, because here is where we live and here is where we have to buy what we consume, and here is where we have to pay the money.

On careful comparison of the data kept in this Department with the figures secured by the United States Bureau of Labor Statistics, and also with those kept by the National Industrial Conference Board, which two bodies have compiled figures secured in 51 different cities of the country, it is found that the retail prices in Denver and in Colorado generally are considerably lower than in many other cities and places of similar size, and slightly higher than the retail prices in some others.

On the whole, comparison of prices quoted from all the other fifty cities with those obtained here in Denver shows that our retail prices are an exact average or median of the prices in all the other cities combined. It is, therefore, deemed proper, as meeting all the required usages to which tables of this kind can be put, to accept the average price figures secured by the United States Department of Labor as particularly applicable to Denver and Colorado as a whole. The added authority given to the figures by the fact that U. S. Government officials originally compiled and published them is important in itself, since they can positively be relied upon as to accuracy and reliability, to say nothing of undoubted impartiality in gathering the figures in the first instance.

In order to perfectly maintain comparisons from month to month and from year to year, the family budget is made up of five items of family necessity—Food, Shelter, Clothing, Fuel (and light) and Sundries. The relative importance of these various items is given as follows in relation to the aggregate expenditure of the family: Food, 43.1%; Shelter, 17.7%; Clothing, 13.2%; Fuel and Light, 5.6%; Sundries, 20.4%.

Fluctuations that have occurred in the upward and sometimes downward tendencies in prices of these various items, since the year 1914, with which date all basic comparisons are made, have almost invariably affected the two items of heaviest expenditure in the budget, namely Food (which is 43.1%) and Sundries (which is

20.4% of the total expenditure). That is to say, in all these years, since July, 1920, (when the peak was reached in high cost of living), there has been no drop in the prices paid for fuel. There has been no decrease in the amount paid for rent, and only infinitesimal variation in the price paid for clothing. Hence, it is easily seen that those particular items of the family expenditure that make up the largest part of the budget are the only ones that vary. And when they do actually change even to such a degree as represented by a small per cent, expenditure necessary to cover such a change becomes large. Further, the prices of these items are not only affected more or less by supply and demand, over which the consumer has no control, but are also greatly affected by the seasons.

Avoiding duplication of intricate tables which give details of various kinds, it is considered that an intelligent resume of the changes that have occurred in the cost of living since July, 1914, will serve every useful purpose. This resume is used in every case of comparison made by all statistical boards, both Government and private. The percentage of increase in the price of all items between the dates is shown to be as follows:

Increase in the cost of living between July, 1914, and July, 1915.....	0.5%
Increase between that date and July, 1916.....	8.7%
Increase between that date and July, 1917.....	31.3%
Increase between that date and June, 1918.....	52.2%
Increase between that date and November, 1918.....	65.0%
Increase between that date and March, 1919.....	60.5%
Increase between that date and July, 1920.....	104.5%
Increase between that date and July, 1921.....	63.1%
Increase between that date and July, 1922.....	55.6%
Increase between that date and July, 1923.....	57.0%
Increase between that date and July, 1924.....	61.2%
Increase between that date and July, 1925.....	62.1%
Increase between that date and July, 1926.....	62.9%

METALLIFEROUS MINES—WAGES

	Victor	Tell- uride	Brecken- ridge	Lead- ville	Clear Creek
Company Board Rate.....	...	\$34.59	...	...	...
Crushermen .....	...	4.00	\$4.25	...	...
Battery Men.....	...	4.00	...	...	...
Firemen .....	...	4.00	...	...	\$4.00
Mill Labor.....	...	3.50	4.00	...	3.50
Pipe Fitter.....	...	4.50	...	...	...
Table Man.....	...	3.50	4.50	...	...
Blacksmith	\$4.75	5.00	5.00	\$5.00	4.75
Blacksmith Helper.....	4.00	4.50	4.25	4.00	4.00
Carpenter	5.00	6.00	5.50	5.00	5.00
Compressor Men.....	4.25	4.50	...	4.50	4.00
Electrician	5.50	5.00	...	5.00	5.00
Machinist	4.25	6.00	4.75	5.00	...
Machinist Helper.....	3.75	4.25	4.25	4.50	...
Motorman	4.00	4.30	...	4.50	...
Ore Sorter.....	...	4.00	...	4.50	4.00
Pumpman	4.00	4.00	...	4.50	4.50
Surface Labor.....	3.50	3.50	4.25	4.00	4.00
Timberman	4.50	4.50	4.75	4.50	4.50
Timberman Helper.....	4.00	4.00	4.25	4.00	4.00
Tool Sharpener.....	4.25	3.50	5.25	5.00	4.50
Trammer	4.25	4.00	4.25	4.00	4.25
Topman	4.00	...	4.25	4.00	4.00
Trackman	4.25	4.75	...	4.00	...
Hoist Engineer.....	4.25	4.75	5.00	5.00	4.75
Mucker	4.75	4.00	4.75	4.00	4.00
Machine Man.....	4.75	4.50	4.75	4.50	5.00
Truck Driver.....	4.25	...	...	...	...
Watchman	4.00	3.50	4.25	4.00	...

COLORADO FARM WAGES—1920-1926

Counties	1920 Wages by Month With Board	1926 Wages by Month With Board
Alamosa	\$60.00	\$40.00
Bent	65.00	45.00
Boulder	50.00	45.00
Cheyenne	75.00	60.00
Conejos	75.00	70.00
Costilla	55.00	60.00
Crowley	80.00	60.00
Delta	65.00	60.00
Denver District*.....	60.00	40.00
Elbert	65.00	55.00
El Paso.....	60.00	55.00
Fremont	60.00	57.00
Garfield	75.00	65.00
Gunnison	60.00	60.00
Kit Carson.....	75.00	70.00
Larimer	60.00	60.00
Las Animas.....	50.00	50.00
Logan	50.00	50.00
Mesa	60.00	60.00
Moffat	50.00	50.00
Montrose	60.00	55.00
Morgan	75.00	70.00
Otero	50.00	50.00
Phillips	50.00	45.00
Prowers	80.00	70.00
Pueblo	60.00	55.00
Rio Grande.....L.....	60.00	60.00
Routt	65.00	60.00
Saguache	65.00	60.00
Washington	75.00	70.00
Weld	60.00	60.00
Yuma	75.00	70.00

* Denver District includes Adams, Arapahoe, Douglas, Jefferson and Lincoln Counties.

WORK IN BEET FIELDS

	1926	1924	1922	1920
	Per	Per	Per	Per
	Acre	Acre	Acre	Acre
For Bunching and Thinning.....	\$10.50	\$ 9.50	\$ 7.50	\$11.00
Second Hoeing.....	2.00	2.00	1.50	3.00
Third Hoeing.....	1.00	1.50	1.00	2.00
Pulling and Topping.....	10.50	10.00	8.00	14.00
	<hr/>	<hr/>	<hr/>	<hr/>
	\$24.00	\$23.00	\$18.00	\$30.00

Approximately 200,000 acres of land in Colorado are annually under cultivation growing beets. It is difficult to estimate the number of people who are hired to do the crop work on this immense acreage. A great many owners of farms, known as "growers" do all the required work themselves with the aid of members of the family, while still others combine with neighbors in order to care for the crop. But in all cases where persons are hired to do all the necessary work pertaining to a crop the above prices are paid.

The above table also shows the variations in the prices paid for beet field labor in the years stated.

MISCELLANEOUS WAGE SCHEDULES

The figures printed below show the amount of wages actually paid to men and women in Colorado working in the occupations given during the years stated. Wherever possible comparison is made with the amount of wages paid for the same service during other and former years.

In the industries given female employees work eight hours a day. Male employees work mostly eight hours a day, but in some cases the working day is nine hours, and in a very few of them the working day is ten hours. The median would be a fraction over eight hours a day for all male workers in these occupations in the State.

ARTIFICIAL ICE

	1926 Per Month	1926 Per Day	1926 Per Hour
Engineers .....	.....	.....	\$0.50
Firemen .....	.....	.....	.45
Firemen's Helper.....	.....	.....	.35
Ice Puller.....	.....	.....	.40
Ice Platform Workers.....	\$87.50	.....	.....
Cold Storage Workers.....	120.00	.....	.....
Common Laborers.....	.....	.....	.40
Mechanics .....	.....	.....	.50
Truck Drivers.....	.....	\$4.00	.....
Coal Wagon Drivers.....	.....	3.00	.....
Salesmen and Collectors.....	150.00	.....	.....
Bookkeepers	125.00	.....	.....

54, 56 and 70 hours a week.

AUTO AGENCY, ACCESSORY AND REPAIRS

	1918 Weekly Wage	1926 Weekly Wage
Bookkeeper	\$30.00	\$40.00
Foreman Shops.....	33.00	45.00
Mechanics	35.00	32.00
Mechanics Helper.....	12.00	28.50
Office Help.....	20.00	22.50
Sales	40.00	45.00
Stock	30.00	35.00
Washer	23.00	23.00
Female Help—		
Bookkeeper	20.00	23.00
Stenographer	18.00	16.50
Telephone	12.00	16.00

AUTOMOBILE TIRE FACTORIES

	1922 Weekly Wage	1926 Weekly Wage
Rubber Workers.....	\$24.00	\$24.00
Tire Builders.....	25.00	25.00
Cutters and Assemblers.....	24.00	24.50
Accessory Workers.....	25.50	26.00
Inspection	26.00	26.00
Janitors and Maintenance.....	21.00	20.00
Machine Shops.....	30.00	30.00
Stores and Stock Room.....	23.00	23.00
Paint and Carpenter Shop.....	29.00	28.50
Shipping Room.....	25.00	25.00
Electricians	45.00	25.00
Department Foremen	40.00	40.00
Female Help—		
Stenographers	19.10	18.50
Clerks	20.00	20.00
Cutters and Assemblers.....	16.00	17.50
Accessories	16.00	16.00

AUTO TIRE SALES

	1920 Weekly Wage	1922 Weekly Wage	1926 Weekly Wage
Office Manager.....	\$150.00*	\$190.00*	\$190.00*
Salesman	125.00*	150.00*	150.00*
Shopmen	25.00	22.50	24.00
Tire Changers.....	18.00	17.50	18.00
Female Help—			
Stenographers	20.00	25.00	25.00
Bookkeepers	18.00	30.00	27.50

* Monthly Wage.

BAKERY AND SALES

	1920 Weekly Wage	1922 Weekly Wage	1926 Weekly Wage
Bakers	\$27.50	\$35.00	\$35.00
Drivers	22.50	30.00	30.00
Floor Men.....	22.50	22.50	22.50
Porter	25.00	25.00	25.00
Shipper	20.00	25.00	25.00
Female Help—			
Bookkeeper	20.00	25.00	25.00
Cashier	20.00	25.00	25.00
Clerk	17.50	18.00	20.00
Stenographer	16.00	17.50	17.50

BOTTLING WORKS

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Foremen	\$20.00	\$25.00	\$25.00
Salesmen	35.00	35.00	32.50
Bottlers	18.00	20.00	21.50
Laborers	15.00	17.50	18.00
Female Help—			
Bookkeepers	20.00	20.00	20.00
Stenographers	25.00	22.50	22.50

Women work 48 hours, men work 60 hours a week.

BRICK MANUFACTURING

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Foremen	\$27.00	\$27.50	\$27.50
Engineers	24.00	24.00	25.00
Kiln Foremen	24.00	24.00	25.00
Dry Pan Men.....	22.50	22.50	22.50
Press Men.....	22.50	22.50	22.50
Truckers	22.50	22.50	22.50
Setters	28.50	27.50	27.00
General Yard Men.....	21.00	20.00	21.00

Men work 54 hours and 72 hours a week.

CARRIAGE AND AUTO REPAIRS

	1920 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Auto Trimmers.....	\$33.00	\$36.00	\$36.00
Blacksmith	33.00	30.00	30.00
Helpers	18.00	17.50	17.50
Office	22.50	22.50	22.50
Painters	30.00	30.00	30.00
Woodworkers	30.00	31.50	32.50

TWENTIETH BIENNIAL REPORT

CEMENT MANUFACTURERS

	1922		1926	
	Per Month	Per Hour	Per Month	Per Hour
Sack Sorters.....		\$0.31		\$0.32
Quarry Foremen.....		.52		.50
Shovel Runners.....		.60		.60
Shovel Cranemen.....		.42		.42
Locomotive Engineers.....		.50		.50
Locomotive Firemen.....		.42		.43
Crushermen.....		.42		.43
Crusher Helper.....		.37		.38
Millers.....		.42		.43
Kiln Operators.....		.50		.50
Electrician.....		.55		.55
Assistants.....		.42		.40
Machinists.....		.60		.60
Machinist Helpers.....		.42		.43
Blacksmiths.....		.47		.48
Repairmen.....		.47		.48
General Laborers.....		.37		.38
General Foremen.....	\$200.00	...	\$200.00	...
Chemist.....	165.00	...	175.00	...
Chemist Assistant.....	110.00	...	110.00	...
Foreman Shipping Dept.....	175.00	...	150.00	...
Foreman Sack Department.....	135.00	...	125.00	...
Draughtsmen.....	150.00	...	125.00	...
Office Clerk.....	150.00	...	137.50	...

CLAY PRODUCTS

	1920 Hourly Wage	1922 Hourly Wage	1926 Hourly Wage
Machine Men.....	\$0.55	\$0.50	\$0.50
Assistant Machine Men.....	.50	.45	.45
Brick Wheelers.....	.50	.45	.45
Molders.....	.55	.50	.50
Laborers.....	.40	.40	.40

CLEANERS AND DYERS

	1920 Weekly Wage*	1922 Weekly Wage	1926 Weekly Wage
Cleaners.....	35.00	\$27.50	\$27.50
Drivers.....	23.00	30.00	30.00
Dyers.....	40.00	40.00	40.00
Office.....	32.00	32.00	32.00
Pressers.....	35.00	32.50	32.50
Spotters.....	40.00	25.00	25.00
Female Help—			
Bushelwomen.....	17.00	18.00	17.50
Office.....	25.00	20.00	20.00
Pressers.....	27.50	25.00	27.50
Spotters.....	30.00	30.00	30.00

CREAMERIES

	1920 Weekly Wage	1922 Weekly Wage	1926 Weekly Wage
Buttermakers.....	\$25.00	\$25.00	\$25.00
Drivers.....	25.00	35.00	25.00
Salesmen.....	30.00	30.00	30.00
Laborers.....	22.00	20.00	20.00
Cheese Makers.....	25.00	25.00	25.00
Office.....	30.00	30.00	30.00
Female Help—			
Helpers.....	18.00	12.00	12.00
Office.....	20.00	20.00	20.00
Stenographers.....	18.00	20.00	20.00

DAIRY SALES

	1920 Monthly Wage	1922 Monthly Wage	1926 Monthly Wage
Superintendent.....	\$130.00	\$130.00	\$130.00
Drivers.....	125.00	100.00	100.00
Housemen.....	100.00	90.00	90.00
Office.....	130.00	125.00	125.00

DEPARTMENT STORES

	1920 Weekly Wage	1922 Weekly Wage	1926 Weekly Wage
Buyers	\$135.00	\$125.00	\$130.00
Salesmen	25.00	22.50	22.50
Floor Manager.....	27.50	25.00	25.00
Porter	22.00	18.50	18.50
Wagon Boys.....	18.00	15.00	15.00
Female Help—			
Salespeople	20.00	17.50	17.50
Elevator Pilots.....	22.00	20.00	20.00
Wrappers	12.00	12.00	12.00
Cash Girls.....	10.00	10.00	10.00

DRUG STORES

	1920 Weekly Wage	1922 Weekly Wage	1926 Weekly Wage
Pharmacists	\$40.00	\$30.00	\$30.00
Delivery Boys	12.00	12.00	12.50
Porters	20.00	18.00	17.50
Soda Fountain.....	30.00	23.50	24.00
Clerks	35.00	22.50	22.50
Female Help—			
Cashiers	20.00	17.00	17.50
Clerks	18.00	22.50	22.50
Office	20.00	22.50	22.50
Soda Fountain.....	13.00	12.50	14.00

FOUNDRY AND MACHINE SHOP

	1920 Per Day	1922 Per Day	1926 Per Day
Chief Clerk.....	\$6.00	\$6.00	\$6.00
Bookkeeper	5.00	4.75	4.75
Shipping Clerk.....	4.50	4.25	4.25
Storekeeper	5.50	5.00	5.00
Foundry Clerk.....	5.00	4.75	4.75
Foreman	6.00	6.00	6.00
Truck Drivers.....	3.75	3.75	3.75
Teamsters	4.25	4.00	4.00
Watchman	4.00	3.75	3.75
Electrician	4.00	4.00	4.00
Blacksmith	6.00	6.00	6.00
Machinists	5.60	5.60	5.60
Machinists' Helpers.....	4.40	4.30	4.25
Boilermakers	6.50	6.00	6.00
Boilermaker Helpers.....	3.70	3.50	3.60
Pattermakers	6.40	6.40	6.40
Pattermaker Helpers.....	4.40	4.40	4.40
Carpenters	4.25	5.00	5.00
Molders	6.75	5.40	5.40
Core Makers.....	6.40	5.00	5.00
Cupola Men.....	5.60	5.50	5.50
Foundry Night Men.....	3.75	3.75	3.75

FLOUR MANUFACTURING

	1920 Monthly Wage	1922 Monthly Wage	1926 Monthly Wage
Manager	\$300.00	\$325.00	\$325.00
Assistant Manager.....	175.00	185.00	185.00
Bookkeeper	135.00	175.00	175.00
Second Bookkeeper.....	100.00	100.00	100.00
Office Clerks.....	75.00	75.00	75.00
Elevator Foreman.....	115.00	130.00	130.00
Elevator Men.....	100.00	125.00	125.00
Engineers	125.00	125.00	125.00
Firemen	125.00	125.00	125.00
Laborers	97.00	84.00	84.00
Miller	160.00	175.00	175.00
Packers	115.00	102.00	102.00
Truck Drivers.....	115.00	84.00	85.00
Warehouse	110.00	110.00	120.00

TWENTIETH BIENNIAL REPORT

FURNITURE AND FIXTURES

	Per Month	1926 Per Week	Per Hour
Superintendent	\$125.00	.....	.....
Salesmen	125.00	.....	.....
Draftsmen	125.00	.....	.....
Bookkeepers		\$25.00	.....
Cabinet Makers.....		36.00	.....
Cabinet Makers.....			\$0.85

GARMENT MANUFACTURING

	1920 Weekly Wage	1922 Weekly Wage	1926 Weekly Wage
Cutting	\$50.00	\$45.00	\$45.00
Shipping	18.00	20.00	20.00
Salesmen	30.00	30.00	30.00
Female Help—			
Foreladies	25.00	25.00	25.00
Ironers	20.00	22.50	22.50
Machine Girls.....	18.00	24.00	24.00
Markers	18.00	22.00	22.00

GAS AND ELECTRIC LIGHT

	High	1926 Low
Office	\$325.00	\$35.00
Advertising	225.00	.....
Coke Department	122.00	75.00
Electric Department.....	400.00	60.00
Gas Department.....	400.00	60.00
Steam	180.00	90.00
Tar Department.....	300.00	50.00
Female Help—		
Office	165.00	60.00
Advertising	140.00	80.00
Coke	116.00	.....
Electric	115.00	90.00
Tar	140.00	.....

ICE CREAM—WHOLESALE

	1922 Weekly Wage	1926 Weekly Wage
Office Clerks.....	\$37.50	\$37.50
Watchmen	30.00	30.00
Superintendent	45.00	45.00
Engineers	40.00	40.00
Buttermakers	30.00	30.00
Ice Cream Makers.....	25.00	25.00
Can Washers.....	20.00	20.00
Shipping Clerk.....	32.50	32.50
Drivers	25.00	25.00
Stenographer	25.00	25.00

IRON WORKS

	Per Month	1926 Per Hour
Draftsmen	\$150.00	.....
Cost Clerks	85.00	.....
Bookkeepers	150.00	.....
Foundry Foremen.....	225.00	.....
Machine Shop Foremen.....		\$1.00
Car Shop Foremen.....		1.00
Machinists .....		.70
Machinists' Helpers.....		.62 1/2
Bulldozer .....		.60
Operator .....		.62
Bulldozer Helpers.....		.65
Blacksmiths .....		.80
Blacksmith Helpers.....		.52 1/2
Car Builders .....		.52 1/2
Carpenters .....		.55
Shipping Clerk.....		.55
Molders .....		.55
Core Makers.....		.75
Cupola Men.....		.62 1/2
Watchmen .....		.50

LAUNDRIES

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Drivers	\$29.00	\$30.00	\$30.00
Engineers	35.00	37.50	37.50
Firemen	35.00	30.00	30.00
Markers	30.00	26.00	26.00
Washers	22.00	25.00	25.00
Wringers	20.00	22.50	22.50
Female Help—			
Finishers	15.00	15.00	15.00
Ironers	15.00	15.00	15.00
Mangle Girls.....	13.00	12.50	12.50
Office	16.00	12.50	12.50
Seamstress	15.00	15.00	15.00
Sorters	18.00	15.00	15.00
Starchers	16.00	15.00	15.00
Washers	16.00	15.00	15.00
Wrappers	15.00	14.50	14.50

LUMBER AND MILL

	1926 Per Month	1926 Per Hour
Salesmen	\$150.00	....
Office Clerks.....	125.00	....
Superintendents and Foremen.....	165.00	....
Mill Employees.....	....	\$0.65
Helpers .....	....	.50
Box Factory.....	....	.60
Yard Foremen.....	175.00	....
Yard Men.....	....	.50
Shipping Clerks.....	130.00	....
Truck Drivers.....	100.00	....
Glaziers .....	....	.75
Warehouse Men.....	100.00	....
Female Help—		
Stenographers	100.00	....
File Clerk.....	120.00	....
Telephone Operator.....	100.00	....

MOVING PICTURES

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Musicians	\$56.00	\$54.00	\$55.00
Stage Hands.....	35.00	35.00	35.00
Operators	35.00	32.50	35.00
Janitors	20.00	20.00	20.00
Door Men.....	25.00	32.50	30.00
Ushers .....	.50 hr.	.50 hr.	.50 hr.
Female Help—			
Cashiers	15.00	15.00	16.50
Relief Cashiers.....	5.00	5.00	6.00

POTTERY PRODUCTS

	1924 Monthly Wage	1924 Daily Wage	1926 Monthly Wage	1926 Daily Wage
Mining and Driving.....	....	\$4.50	....	\$4.50
Packing .....	....	4.50	....	4.50
Porcelain Manufacture.....	....	3.20	....	3.20
Molders	\$200.00	....	\$200.00	....
Kiln Firing.....	....	4.75	....	4.75
Molds .....	....	4.75	....	4.75
Female Help—				
Office Help.....	95.00	....	95.00	....
Clerks	75.00	....	75.00	....
Porcelain Manufacture.....	....	3.00	....	3.00
Packing .....	....	1.75	....	1.75

OIL PRODUCING AND REFINING

	1926	
	Monthly Wage	Daily Wage
General Superintendent.....	\$475.00	.....
Assistant Superintendent.....	260.00	.....
Assistant Superintendent.....	225.00	.....
Chief Clerk.....	236.00	.....
Chemist.....	200.00	.....
Laboratory Assistant.....	90.00	.....
Civil Engineer.....	250.00	.....
Assistant Engineer.....	190.00	.....
Club House Manager.....	115.00	.....
Storekeeper.....	145.00	.....
Clerks.....	125.00	.....
Field Superintendent.....	225.00	.....
Foremen.....	160.00	.....
Treater.....	180.00	.....
Stable Man.....	130.00	.....
First Engineer.....	135.00	.....
Truck Drivers.....	115.00	.....
Boilermakers.....	.....	\$5.75
Still Men.....	.....	5.75
Pumpers.....	.....	5.75
Boiler House Engineer.....	.....	5.35
Rig Boiler Foreman.....	.....	6.00
Boiler Repair Man.....	.....	5.00
Car Repair Man.....	.....	5.75
Lead Burner.....	.....	5.75
Refinery Pumpers.....	.....	5.00
Pipe Fitters.....	.....	5.40
Still Helpers.....	.....	4.95
Boiler House Foremen.....	.....	4.65
Still Firemen.....	.....	4.65
Still Cleaners.....	.....	4.50
Car Leaders.....	.....	4.25
Boiler Maker Helpers.....	.....	4.25
Car Repair Helpers.....	.....	4.00
Coal Unloaders.....	.....	4.00
Refinery Pumphouse Engineers.....	.....	3.85
Refinery Gager.....	.....	3.75
Wells Repair Helpers.....	.....	4.00
Field Pumpers.....	.....	4.25
Teamsters.....	.....	3.75
Pipe Fitter Helpers.....	.....	3.75
Watchmen.....	.....	3.25
Laborers.....	.....	2.00

REDUCTION WORKS

	1926 Weekly Wage
Machinists.....	\$31.50
Foremen Machinists.....	37.50
Shop Foremen.....	35.00
Machinist Helpers.....	24.00
Mill Men.....	24.50
Roaster Firemen.....	25.00
Electricians.....	27.65
Carpenters.....	31.50
Patternmakers.....	35.00
Blacksmiths.....	37.10
Blacksmith Helpers.....	24.50
Pipe Fitter Foremen.....	37.10
Pipe Fitter Helpers.....	24.50
Car Unloaders.....	24.50
Amalgamators.....	28.32
Sample Buckers.....	32.00
Watchmen.....	36.00
Tank Sluicers.....	40.00
Pump Men.....	24.50
Clerks.....	25.50

RESTAURANT

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Cooks	\$40.00	\$35.00	\$35.00
Second Cooks.....	32.00	27.50	27.00
Dishwashers	15.00	17.50	17.50
Bus Boys.....	13.50	13.50	13.50
Store Room.....	35.00	24.00	24.00
Waiters	15.00	17.50	17.50
Female Help—			
Cooks	20.00	20.00	20.00
Second Cooks.....	15.00	15.00	15.00
Dishwashers	12.00	12.00	12.00
Waitresses	12.00	14.00	14.00
Counters	14.00	17.50	17.50
Pantry	14.00	17.50	17.50
Cashiers	12.00	15.00	15.00

SHOE REPAIRERS

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Shoemakers	\$30.00	\$30.00	\$27.50
Machine Stitchers.....	27.50	25.00	22.50
Machine Finishers.....	25.00	22.50	21.00
Delivery Boys.....	9.00	9.00	9.00
Female Help—			
Cashiers	12.50	12.50	12.50

SHEET METAL WORKS

	1922 Per Month	1926 Per Week	1926 Per Hour
Superintendent		\$69.00	....
Shipping Clerks.....		35.00	....
Assistant Clerks.....		21.00	....
Truck Drivers.....		21.00	....
Laborers .....		....	\$0.36
Purchasing Agent.....		37.50	....
Galvanizers .....		....	.47
Foremen .....		....	.60
Machinist Foreman.....		....	.93
Machinists .....		....	.81
Welders .....		....	.63
Sheet Metal Workers.....		....	.40
Can Makers.....		....	.38
Painters .....		....	.66
Millwright .....		....	.67
Firemen and Engineers.....		36.00	....
Porter		20.25	....
Treasurer	\$300.00	....	....
Auditor	250.00	....	....
Bookkeepers	175.00	....	....
Office Boy.....		12.00	....
Clerks		34.40	....
Chief Engineer.....		50.00	....
Draftsmen		31.40	....

TELEGRAPH COMPANIES

	High	1926 Low
Managers, Chief Clerks, Inspectors.....	\$315.00	\$ 99.00
Operators—Morse	174.00	75.00
Operators—Automatic	55.00	55.00
Mechanics	215.00	100.00
Clerks, Bookkeepers	205.00	50.00
Linemen	155.00	100.00
Janitors	122.00	60.00
Tailors	120.00	120.00
Messengers	104.00	20.00
Female Help—		
Managers, Supervisors.....	150.00	70.00
Operators—Morse	149.00	75.00
Operators—Automatic	115.00	55.00
Operators—Telephone	127.00	75.00
Clerks, Bookkeepers	135.00	50.00
Matrons	126.00	75.00
Monitors	125.00	125.00
Stenographers, Billing Clerks.....	125.00	60.00

TAXIDERMIST

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Taxidermists	\$28.00	\$32.50	\$32.50
Paper Workers.....	12.00	17.50	17.50
Apprentices	8.00	10.00	10.00
Female Help—			
Finishers	14.00	16.00	16.00
Stenographers	16.00	16.00	16.00

TENT AND AWNING

	1922 Weekly Wage	1924 Weekly Wage	1926 Weekly Wage
Erectors	\$37.50	\$35.00	\$32.50
Ropers	35.00	32.50	17.50
Helpers	25.00	22.50	10.00
Female Help—			
Seamstress	15.00	17.50	17.50

VINEGAR AND PICKLE WORKS

	Per Month	1926 Per Hour
Bookkeepers	\$150.00	....
Clerks	150.00	....
Foremen	200.00	....
Factory Workers.....	135.00	\$0.55
Female Help—		
Stenographers	100.00	....
Clerks	75.00	....
Factory Workers.....	108.00	.25

DRIVERS DELIVERING GROCERIES

Wages paid to drivers in Denver delivering groceries, etc., furnishing their own truck or wagon: \$37.50, \$40.00 up to \$42.50 a week.

TRADES UNION WAGE SCALES

The appended table shows rates established by various trades unions in Colorado and the number of hours per day that the members of these trades organizations work.

Owing to the fact that a large number of labor organizations in Colorado have from year to year declined to make report to the State Department of Labor, and due also to the fact that a large number more habitually fail to submit such report, it is not possible to prepare a more detailed or comprehensive table.

There are approximately 500 labor unions in the State, representing all the nationally organized crafts. The members of these organizations have had regular employment throughout the year, and labor troubles have not occurred to any great extent. Jurisdictional disputes appear to have subsided entirely except in very few instances, and these have not resulted in cessation of work.

None of the unions reported any material change in wage scales. In some cases unions were able to resist arbitrary efforts to reduce wages and were also able to prevent any increase in the number of hours per day as the established work-day.

Inasmuch as the cost of living has not been lowered during the two years just past, and inasmuch as the prices for food and shelter (the two dominant factors in living costs) have remained steadily high, it is predicted that some of the wage scales will of necessity be adjusted on a higher level within the next year.

UNION SCALES

	Hours Per Day	Rate of Wages
Automobile Painters.....	8	\$ 6.00 Day
Bakers	8	30.00 Week
Barbers	10	Guarantee
Blacksmiths	8	\$ 6.50 Day
Boilermakers	8	.76 Hour
Bookbinders	8	40.60 Week
Bricklayers	8	1.50 Hour
Building Laborers.....	8	6.75 Day
Carpenters	8	10.00 Day
Cigarmakers	8	30.00 Week
Cooks and Waiters.....	10	3.00 Day
Coopers	8	.65 Hour
Electrical Workers.....	8	1.12 Hour
Garment Workers.....	8	.40 Hour
Granite Cutters.....	8	1.06 Hour
Horseshoers	8	6.00 Day
Iron Molders.....	8	5.40 Day
Lathers	8	11.00 Day
Leather Workers.....	8	.66 Hour
Letter Carriers.....	8	.60 Hour
Lithographers	8	35.00 Week
Machinists	8	.80 Hour
Mailers	8	5.50 Day
Marble Masons.....	8	8.50 Day
Meat Cutters.....	8	35.00 Week
Musicians	8	.....
Painters and Decorators.....	8	1.12 Hour
Photo Engravers.....	8	1.00 Hour
Plumbers and Steamfitters.....	8	12.00 Day
Postoffice Clerks.....	8	1,900.60 Year
Printing Pressmen (Job).....	8	33.00 Week
Railroad Carmen.....	8	.64 Hour
Railroad Clerks	8	.50 Hour
Railroad Conductors.....	8	.....
Railroad Engineers.....	8	.....
Railroad Expressmen	8	.66 Hour
Railroad Firemen.....	8	.....
Railroad Maintenance.....	8	.35 Hour
Railroad Switchmen.....	8	.79 Hour
Sheet Metal Workers.....	8	1.12 Hour
Steamfitters	8	12.00 Day
Stenographers Union.....	8	5.00 Day
Stone Masons.....	8	8.00 Day
Structural Iron Workers.....	8	9.25 Day
Teamsters and Chauffers.....	10	4.00 Day
Tile Layers.....	8	1.00 Hour
Typographical	8	45.00 Week
Waiters	8	2.75 Day
Window Cleaners.....	8	5.00 Day

TWENTY-FIRST BIENNIAL REPORT

Colorado Bureau of Labor Statistics

1927-1928

CHAS. M. ARMSTRONG

Secretary of State, Labor Commissioner ex-officio

M. H. ALEXANDER

Deputy State Labor Commissioner

and

Chief Factory Inspector



BRADFORD-ROBINSON PRINTING CO.
DENVER, COLORADO
1928

D331 C7

21st 1927/28

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LETTER OF TRANSMITTAL

To His Excellency, William H. Adams, Governor; Hon. Charles Armstrong, Secretary of State, Labor Commissioner ex-officio, and Members of the Twenty-Seventh General Assembly:

I am herewith submitting in accordance with law, the Biennial Report of the State Labor Department, officially known as the Department of Labor Statistics for the 1927-1928 term, comprising as it does the Twenty-first Report since the organization of the Department.

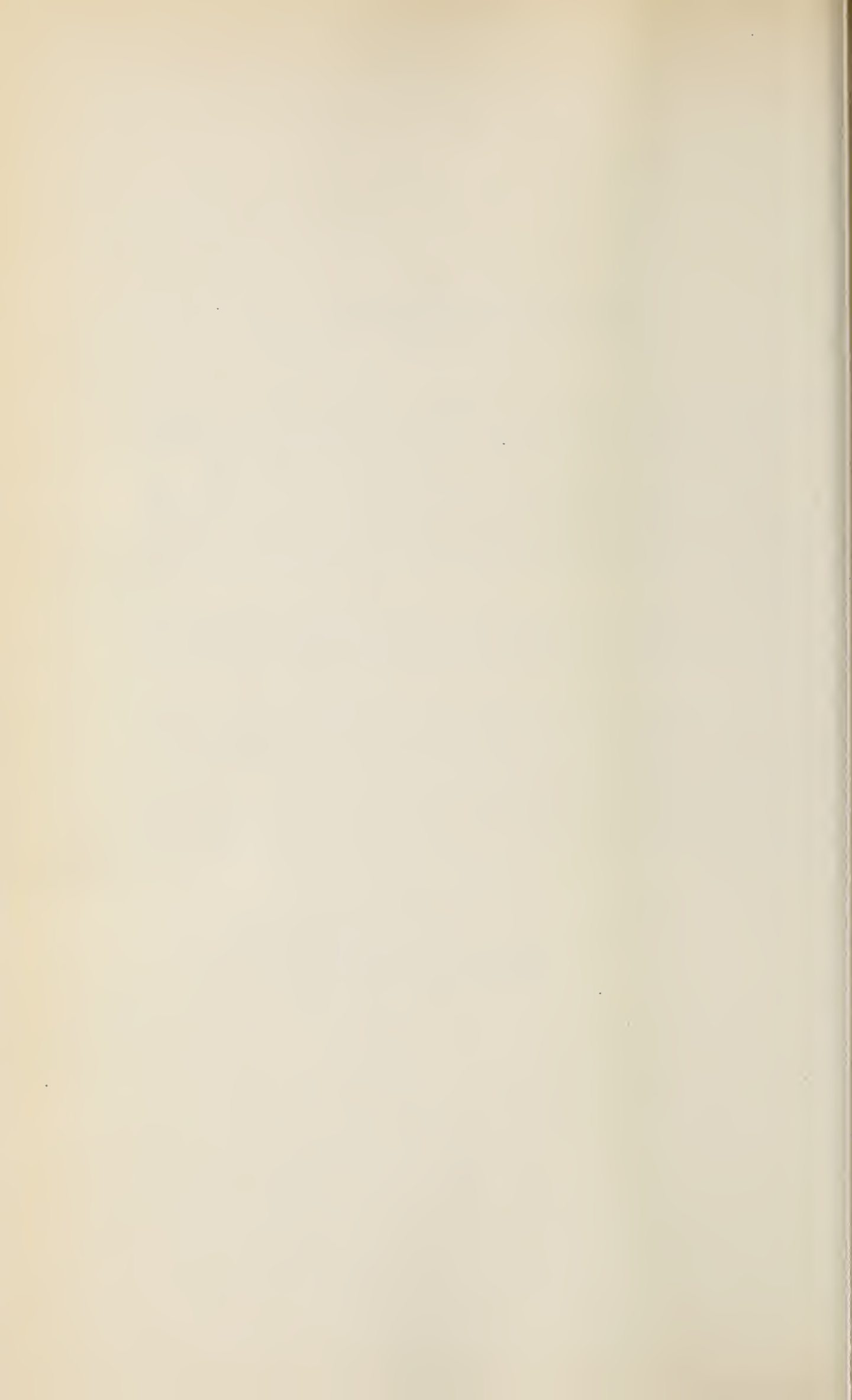
It is a recital as brief as may be of the important work of the Department and also activities in connection with law enforcement. Recommendations for changes in Labor Laws are also submitted.

It has been my aim throughout the two years to comply fully with the law creating the Department and at the same time endeavor to act in such a way as to be of the greatest benefit to those for whose protection the laws were enacted.

To all who have contributed to the harmonious conduct of the affairs of this office I wish to extend my personal thanks and appreciation.

Respectfully submitted,

M. H. ALEXANDER,
*Deputy State Labor Commissioner
and Chief Factory Inspector.*



TWENTY-FIRST BIENNIAL REPORT
of the
BUREAU OF LABOR STATISTICS
STATE OF COLORADO

1927-1928



PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

CHAS. M. ARMSTRONG

Secretary of State, Commissioner *Ex-Officio*

M. H. ALEXANDER

Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM

Statistician

KATHERINE GARETSON

Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS

Clerk

FACTORY INSPECTION DEPARTMENT

J. M. McLANE (*)

W. F. EVANS

Deputy Factory Inspector

H. A. HANSEN

Deputy Factory Inspector

GEORGE L. SEITS

Deputy Factory Inspector

MAE R. FOX

Deputy Factory Inspector

SAUL CASHMAN

Clerk

BIRDIE SWANSON

Stenographer

(*)Died December 1, 1928.



APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the supervision of the Labor Commissioner for 1927-1928 was as follows:

BUREAU OF LABOR STATISTICS

	Total Appropri- ation	Total Expenditure	Balance
Labor Commissioner, Salary.....	\$ 5,000.00	\$ 5,000.00	.....
Statistician, Salary.....	3,000.00	3,000.00	.....
Stenographer, Salary.....	2,400.00	2,400.00	.....
Labor Commissioner, Travel Expense.....	1,500.00	1,366.75	\$ 133.25
Incidental Fund.....	750.00	532.70	217.30
Private Employment License Expense.....	558.93	547.51	11.42

WAGE CLAIM BUREAU

Wage Claim Clerk.....	\$ 2,400.00	\$ 2,400.00
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FACTORY INSPECTION

Four Inspectors, Salary.....	\$ 9,600.00	\$ 9,600.00
Factory Inspector, Clerk, Salary.....	2,400.00	2,400.00
Factory Inspection, Stenographer.....	2,400.00	2,400.00	.....
Factory Inspectors, Traveling Expense.....	4,800.00	4,691.92	\$ 108.08
Incidental Expense.....	500.00	463.50	36.50

RECAPITULATION

Total Appropriation for Bureau of Labor Statistics, Wage Claim Bureau and Factory Inspection, 1927-1928.....	\$35,308.93
Total Expenditures, All Departments.....	34,802.38
Balance Unexpended, All Departments.....	\$ 506.55
Total Appropriation, Bureau of Labor Statistics.....	\$13,208.93
Total Expenditures.....	12,846.96
Balance Unexpended.....	\$ 361.97
Total Appropriation, Wage Claim.....	\$ 2,400.00
Total Expenditures.....	2,400.00
Total Appropriation, Factory Inspection.....	\$19,700.00
Total Expenditures.....	19,553.42
Balance Unexpended.....	\$ 144.58

RECOMMENDATIONS

Factory Inspection:

Lack of standardization and also absence of finality in ordering safety devices is a hindrance to the work of our Factory Inspectors. There are so many different inspectors of this kind that they frequently undo each other's work. The law should be so amended as to make the State Factory Inspector the final arbiter in all cases of dispute as to the sufficiency or necessity of safety appliances.

It is recommended that a statute be enacted specifically authorizing the State Factory Inspector to inspect all school houses, in order that sufficient fire escapes are installed. A suggested statute is printed in another part of this report.

Wage Claim Department:

The work of the Department in the matter of settling wage claims has again shown the necessity of providing a legal means of collecting small amounts of wages without cost to the claimant. A public prosecutor would not accomplish such an end. So it is urged that a statute be enacted which would establish a small claims court by authorizing justices of the peace to enter suit in behalf of claimants for wages in sums of \$100.00 or less, the justice court fees to be certified to the county commissioners and paid out of the county general fund.

A draft of such a law has been prepared and is printed in full on another page of this report.

Child Labor Law:

The absence of a designated enforcing authority was again manifest in the Department work in connection with the Child Labor Law. It is hoped that this session of the legislature will definitely remedy this and other faults in the law, so that children may have the fullest protection to be secured by the laws of the State.

Free Employment Offices:

There is great need for financing and reopening the State Free Employment Offices under the existing statute providing for their establishment. A sufficient appropriation to conduct these offices is the only thing that is needed to accomplish this end. The workers of the State are demanding that these free employment offices be reopened for their benefit. It is strongly recommended that this be done. This session of the legislature should appropriate the money necessary to go ahead with this work.

Woman's Eight Hour Law:

The Colorado Woman's Eight Hour Law applies only to women working in manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants. A number of other occupations in which women are engaged are not covered by

the law. Women elevator pilots do not have the benefit of the law, nor do women working in offices for professional men. This should be changed. An amendment making the law include and protect all women working in gainful occupations is needed to accomplish this. It might be well to make an exception of housework but all other occupations should most certainly be included in the law.

FACTORY INSPECTION

The law creating the Department of Factory Inspection names the Deputy State Labor Commissioner as Chief Factory Inspector, and authorizes the appointment of four inspectors, one of whom shall be a woman. This law was enacted in 1911,—seventeen years ago and has remained unchanged since that time. The duties have not been widened or enlarged, in spite of the many recommendations in that direction made by this Department to the legislature during that time.

The work of the four inspectors is necessarily confined to the institutions that are specifically named in the law: All factories, mills, workshops, bakeries, laundries, stores, hotels, boarding or bunk houses, or establishments where laborers are employed or machinery used. This, of course, gives a great plenty of work in Colorado for the four inspectors to do.

Most of the work of the inspectors is done in Denver, Pueblo and Colorado Springs. Still the distance to other cities and towns is so great as to consume much of the time of the inspectors in carrying on the official duties. There has, however, been no neglect in this regard. Every town and every county in the State has been visited and inspections of institutions made. Many factories in Colorado are quite isolated and difficult to reach by the ordinary means of transportation. It will be seen at once that the meagre allowance of \$50.00 a month for the traveling expense of each inspector is not sufficient to do all the inspection work that might be done. To overcome this handicap at least in part, the allowance for traveling expense of each inspector should be increased to the maximum amount named in the law—\$100.00 a month for each inspector.

During the biennial period the inspectors and clerks completed transactions in connection with factory inspection as follows:

Total number of inspections.....	10,151
Total number of certificates issued.....	7,821
Total number of sanitary and safety orders issued.....	2,057
Total number of re-inspections.....	575

For the information of the legislature no better statement of certain conditions can be made than to quote from a former report made to the assembly:

“One of the outstanding difficulties encountered by the factory inspectors is the lack of standardization of safety appliances. At the present time any dangerous piece of machinery may be inspected by the following different agencies, all of whom might recommend the installation and use of a different guard to make a given piece of moving machinery safe: The State Factory Inspectors; Compensation Insurance Inspectors; Municipal Inspect-

ors; Safety Engineers employed by private concerns; Master Mechanics employed by private concerns; foremen employed by private concerns.

“Here there can be, and as a matter of fact, there often is, quite a wide difference of opinion between these, as to what would be the most practical design of guard. We strongly favor a plan that will make the State Factory Inspector the final arbiter, not so much on account of superior ability, but on account of superior reason or purpose on which the inspection and the order are based. The prime reason for having State inspectors at all lies in the fact that the State must see to it that all dangers to life and limb of the citizens are removed, and to that end must see to it that dangerous machinery is properly guarded. The State here does the particular thing the citizen alone cannot do. No such move prompts the action of any other inspection agency. Private compensation insurance inspectors look only for those things that will save money. The private inspectors look out mostly for something that will not interfere with production or with business. The State looks out for the man, hence the superior reason why the particular kind of guard ordered by a State inspector should be paramount.”

There are other phases of the work of the factory inspectors which have in no wise been neglected or evaded. The employment of children under 16 years in and about machinery is prohibited by law. No outstanding violations of this measure has been discovered during the biennium. In fact, our State child labor law is quite generally observed in all the essential features.

SPRAY PAINTING

What is known as the "spray gun" as applied to industrial painting has developed an entirely new problem in factory inspection. Although not contemplated in the State Factory Inspection Law, except by inference, this Department has nevertheless been diligent in insisting on proper precautions to be taken in the use of these spray guns, particularly when used in connection with the most harmful ingredients, such as benzol, lacquers, paints, etc.

Much as the use of the spray gun is condemned as dangerous and unhealthy, it is highly probable that its use will never be entirely prohibited. Regulation of the use of these guns is therefore most essential for the protection of the worker and for the safety of other workers and the public generally. It is now known that the latent danger inseparable from the use of the spray gun can be almost entirely overcome by proper precautions.

To that end this Department has formulated a set of rules and requirements which are to be observed by those who use the spray gun in painting and decorating. These rules are insisted on by the inspectors and must be observed before certificates of inspection can be issued.

The rules and standards which follow are based on the established fact that the average spray painting equipment is inadequate from the health protection standpoint for the following reasons:

- Faulty location of spray booth.
- Faulty use of the equipment.
- Lack of cleanliness.
- Faulty design or inadequate air supply.

RULES AND REQUIREMENTS

All indoor spraying of manufactured objects should be done in a properly constructed booth where size permits. The best type of booth is automatic, with a small opening for placement and removal of objects, these being carried by track or wheel to the automatically controlled spray gun located as far as possible from the feed opening.

For non-automatic spraying the three-sided booth should be used. This booth should be large enough to completely cover the object being coated and with adequate ventilation from the rear, or from slit exhausts on the sides and the top. Wide booths should have multiple fan installations or a large exhaust fan well baffled to distribute air currents. The face area of the booth should be from four to eight times the area of the object sprayed, not too large or too small. The booth should be cleaned periodically, preventing any appreciable accumulation of the walls, and no litter should be allowed to accumulate on the floor. Walls and ceilings of the booth should be greased or papered, or both.

Open windows near the booth face should not be permitted as they often materially disturb the air currents and prevent proper exhaust through the booth. At times they may even reverse the air flow and actually increase the workers' exposure.

Fans are best located on the rear or sides, and better low than high, as most of the harmful ingredients used in spray coating give either heavy vapors or are heavy solids. Indirect ventilation is seldom efficient.

It is important that there is sufficient fresh air to supply the fan pull, and supply air from special ducts rather than draw from a room already full of fume from other processes. In no case should air be drawn from the drying room, where the air is already heavily charged with lacquer fume.

Fans and ducts must be kept clean. The fan must be properly adjusted. No fan will give its claimed rating of air flow if caked with dirt or if improperly balanced.

Exhaust ducts should be straight and avoid sharp angles. Where solids in suspension are sprayed as with vitreous enamel, ducts should not be horizontal. But if absolutely necessary to be horizontal they should be large and frequently cleaned.

Ducts should be appreciably larger than the fan area to avoid friction. They should discharge at a point where the exhaust fumes will not be a menace to others, and where they will not re-enter the room.

Discharge openings should be protected from wind back pressure by baffles or cowls or by not too abrupt bends.

One essential to good exhaust ventilation is air movement past the sprayer's face toward the exhaust fans at a rate of at least 150 feet, or better, 200 feet, per minute, regardless of booth area or cubic contents.

Objects being sprayed in booths should be placed entirely within the booth. Spray should be directed away from the worker towards the exhausts, and large flat surfaces should be sprayed at other than a right angle and placed at an angle in relation to the fan. Deep boxes should be placed side on towards the fan when being sprayed inside. When small objects are being sprayed in a large booth they should be on low stands or turn-tables so that spray is directed down rather than up.

Gun pressure should always be as low as is consistent with good workmanship. Tests show that high pressures increase materially the dispersion of toxic substances in the air.

No lacquer spraying should be done without exhaust ventilation, regardless of benzol content, and benzol lacquers or paints should not be sprayed unless the sprayer is equipped with a positive pressure air mask or helmet.

Quick drying paints containing benzine, mineral spirits, turpentine, etc., should not be sprayed indoors without exhaust ventilation, or positive pressure air masks or helmets.

Interior decorator's equipment should include portable exhaust fans to be installed in windows where other than benzol or lead-containing materials are being sprayed, and with these materials a mask should be worn. Lead paints or enamels should not be sprayed without adequate exhaust ventilation or air masks, and the lead content should be known.

Large objects, too large for booths, may be sprayed behind curtains or partitions to confine spray, and exhaust fans may be used here also.

We are urging that the legislature at this session give adequate force of law to the standards here recited. This can be done by giving the Chief Factory Inspector authority to adopt such prudential rules and regulations as he deems necessary for the purpose of protecting the life and health of workers in the occupation of spray painting, or it can be done by adopting a separate statute incorporating the foregoing standards. It is believed, on account of the everchanging conditions surrounding this industry, that the former plan would be the most satisfactory and most effective.

HOTELS AND ROOMING HOUSES

Closely related to the matter of protecting workers and the public from latent and unseen dangers is the location of hotels amidst dangerous surroundings.

At the present time, while the State Factory Inspector is authorized to inspect hotels, and make orders remedying known and dangerous conditions, there is nothing to prevent the opening and operation of a hotel or rooming house, or apartment house over an automobile garage, repair shop, storage room, filling station, clothes cleaning establishment, or, for that matter, directly over a shop where "gun spraying" is progressing in a paint shop.

The danger inseparable from carbonmonoxide gas is so great as to warrant the immediate adoption of a statute prohibiting the location and operation of a hotel or hostelry of any kind in such places, which law should be so framed as to give the Factory Inspector power to close up such places and power to prevent resumption of business in such locality until after a hearing in a court of competent jurisdiction.

If this is done it will, no doubt, prevent disasters and possibly loss of life in the future.

SAFETY IN SCHOOL HOUSES

As in the former biennium, so during the present 1927-1928 period, this Department is receiving much mail and many communications addressed to the "State Fire Warden." Such mail matter is delivered to this Department, no doubt, for the reason that Factory Inspection comes within the scope of our activities.

The only statutory reference is in connection with fire wardens and is confined to prairie and forest fires, authorizing county

officials to act in this matter. Clearly this does not cover fire prevention or safety of buildings. Especially is there no reference to school buildings. Apparently, school buildings, which of all structures with a public use, should be the best and safest, can be built in any old way, there being no state official named or appointed with power to enforce proper safety regulations.

During the past two years school buildings in various parts of the State were inspected, even though there is no direct authority of law to do so. It was felt to be an important duty that this Department owes to the public.

In order to overcome, or at any rate meet this condition, it is recommended that a law be enacted placing this entire matter under the control of the Factory Inspector. It is not deemed necessary to establish a separate or distinct office to meet the condition. A suggested statute is given below:

Section 1.

There shall be erected on all school buildings and public assembly halls in the State of Colorado, now erected or hereafter to be erected, two or more stories in height (except buildings of fireproof construction with inside stairways of concrete or steel construction) one or more outside fire escapes, the number necessary, the location and the design or type of construction of such fire escapes to be approved by the Chief Factory Inspector. There shall be one or more inside stairways and one or more outside exits for each such building, in the discretion of the Chief Factory Inspector. All outside exit doors and all classroom doors shall open outward. All outside exit doors shall be provided with panic bolts. No wire gratings set in steel frame hinged and locked or held in place with staples outside of windows shall be permitted on any school building or assembly hall.

Section 2.

It shall be the duty of the Chief Factory Inspector either in person or by deputy factory inspector to enforce the provisions of this law.

Section 3.

Any school board or any owner or owners of any building used as an assembly hall violating the provisions of this Act shall be deemed guilty of a misdemeanor and upon conviction thereof shall be fined in a sum not less than one hundred dollars (\$100.00) nor more than three hundred dollars (\$300.00), or by imprisonment in the county jail for a period not less than ten (10) days nor more than sixty (60) days, or by both such fine and imprisonment.

ALL INDUSTRIES

The appended statistics directly concerning the employment of labor and the amount of money paid annually to workers in Colorado are from schedules by Deputy State Factory Inspectors during the biennial period.

The returns filed here are classified in the smallest possible groups so as not to reveal any particular identity. Totals only are given.

There is a slight difference or change from reports in this connection previously made. Increase is shown in the Automobile industry, and a slight decrease in railroads.

NUMBER OF PERSONS EMPLOYED AND YEARLY WAGES

	Male	Annual Wage	Female	Annual Wage	Total	Capital Invested
Automobile..	3,500	\$ 5,600,000	280	\$ 298,200	\$ 5,898,000	\$ 8,055,000
Mercantile .	2,780	4,997,200	4,930	4,446,000	9,443,200	15,500,000
Hotel and Restaurant	3,750	3,980,000	2,590	2,541,500	6,521,500	1,100,000
Manufactur- ing	35,000	68,153,525	1,625	1,307,250	69,460,775	63,085,000
Utilities . . .	5,000	5,728,980	2,546	2,050,600	7,779,650	.....
Railroads ..	15,500	26,340,000	350	448,500	26,785,000	.....
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	65,530	\$114,799,705	12,321	\$11,092,050	\$125,888,125	.....

Reducing the foregoing table to averages, it is found that the average annual wage paid to workers in these divisions is as follows: Automobile—Men, \$1,600; women, \$1,065. Mercantile—men, \$1,800; women, \$900. Hotel and Restaurant (including meals in nearly all cases)—Men, \$1,061; women, \$900. Manufacturing (comprising workers in the skilled trades)—Men, \$1,940; women, \$804. Utilities—Men, \$1,400; women, \$805. Railroad—Men, \$1,689; women, \$1,225.

No proper total can be reached as to the amount of capital actually invested in the utilities or the railroads unless a special survey is made which this Department has no opportunity to do. Hence the amount of capital invested in these two important industries is omitted from the table. In the automobile industry, for every employee there is \$1,950 invested; in mercantile undertakings, \$2,000 for every employee; in hotel and restaurant \$200 for every employee, and in manufacturing \$1,720 for every employe.

The pay roll figures given above do not include amount paid out annually in commissions. Many undertakings in the State are of necessity omitted from consideration, such as the building trades, coal mines, metalliferous mines, road building, public improvements of all kinds, as well as the schools and the professions generally.

STATE MANUFACTURING ESTABLISHMENTS

In Colorado, according to the latest available figures (which are taken from the United States Industrial census) there are 2,706 manufacturing establishments employing ten or more persons in this State. Most of these are in Denver, Pueblo, Colorado Springs and other of the larger towns in the State. A division of the employees in these manufacturing plants is reproduced here:

	Male	Female	Total
Proprietors and Firm Members.....	2,119	115	2,234
Salaried Officers.....	663	29	692
Superintendent and Managers.....	1,488	58	1,546
Clerks and Other Subordinates.....	3,478	1,525	5,003
Wage Earners.....	31,902	3,352	35,255
Totals	39,650	5,079	44,729

DISTRIBUTION BY COUNTIES

The following figures are from our own records and include all manufacturing establishments without regard to the number of employees engaged.

Adams	27	Garfield	22	Otero	57
Alamosa	13	Gilpin	6	Ouray	7
Arapahoe	27	Grand	14	Park	9
Archuleta	10	Gunnison	25	Phillips	8
Baca	8	Huerfano	21	Pitkin	6
Bent	15	Jackson	5	Prowers	48
Boulder	102	Jefferson	25	Pueblo	155
Chaffee	19	Kiowa	6	Rio Blanco.....	9
Cheyenne	4	Kit Carson	17	Rio Grande.....	23
Clear Creek.....	11	La Plata.....	31	Routt	17
Conejos	15	Lake	15	Saguache	9
Costilla	5	Larimer	89	San Juan.....	6
Crowley	19	Las Animas.....	60	San Miguel.....	12
Custer	9	Lincoln	17	Sedgwick	3
Delta	24	Logan	30	Summit	4
Denver	1,145	Mesa	38	Teller	9
Douglas	9	Moffat	6	Washington	9
Eagle	4	Montezuma	8	Weld	98
El Paso.....	151	Montrose	26	Yuma	24
Elbert	8	Morgan	31	All other Counties	5
Fremont	45				

MANUFACTURED PRODUCTS IN COLORADO

We are giving below an alphabetical list of the different kinds of manufactured goods produced in Colorado.

Airplanes, amusement devices, artificial limbs, asbestos and chemists' supplies, automobile accessories, automobile bodies, trucks and tops.

Badges, buttons, balances, bakery products, bank supplies, bedding, belting, beverages, biscuits, boilers, brass and bronze products, brick, brooms, brushes.

Candy, canned goods, cans, carbon and ribbons, caskets, cement products, cereals, cheese, chemicals, chili, cigars, cigar boxes, clothes lines, coffee roasters, compressed gas, cookers, cooperages, crates, culverts and metal flumes, cutlery.

Dairy products, disinfectants and insecticides.

Electric equipment, electric light fixtures, electric machinery, electrical treatment appliances, envelopes.

Fan belts, fertilizer, fire department supplies, fishing tackle, floor wax, flour, flushing valves, foundries, fruit products, furnaces, furniture, fuses and explosives.

Garden furniture, garments, gears, gloves, gypsum.

Hats and caps, hollow building tile, honey and honey products.

Ice, ice cream, ice cream cones, ink, irrigation supplies, iron and wire products.

Janitor supplies, jellies, jams, jewelry.

Ladders, lapidaries, lead products, leather goods, lime, lumber (building) material.

Macaroni, macaroni products, machinery, mailing tools (paper), malted milk, malt syrup, maps and blue prints, marble, mayonnaise, medical supplies, metal spinners, monuments, mausoleums, mortar, motion pictures and paste.

Nails, novelties of all kinds.

Overalls.

Packing products, paint, paper, paper boxes, patterns, pennants, banners and flags, photographs, picture frames, pipe, piston rings, plating, porcelain, porch furniture, portable garages, potato flakes, pottery, poultry supplies, printing.

Railroad equipment, rock drills, roofing, rubber products.

Saddles, harness and products, sanitary wiping cloths, screens, sheet metal products, shirts, signs, smelting, smoke consumers, soaps, soda fountains, stamping, stockers, structural steel, sugar, surgical instruments, surveying instruments, suspenders, garters, belts, switchboards, syrup.

Tallow, tanks, tar products, taxidermy, tents and awnings, terra cotta, terrazzo, tires, tubes, toilet goods, tooth powder and paste, trunks, bags and suit cases.

Upholstering.

Vaccine serum, ventilating systems, vinegar and the like.

Wall paper cleaners, weather strips, window shades.

COLLECTION OF WAGE CLAIMS

There has been no diminution in the work of the Department during the past two years in connection with the work of collecting and settling wage claims. Strictly speaking there is no legal warrant on which to base work of this kind, as there is no existing statute which authorizes the Deputy Labor Commissioner to collect or settle private debts. Nevertheless, the very nature of these claims and the almost helpless condition of the claimants prompts us to activity, and everything that is possible for us to do is promptly done, in order that quick settlement is secured, and in order that the worker shall get the money that he or she has honestly earned.

Since only moral suasion is used by the Department, it is very necessary that extra care and caution be used in our activities and in our approach to the persons who owe money for wages. The experience of the past years shows that much if not all the success surrounding the collection of wages comes the very fact that uniform courtesy and diplomacy is the watchword of the Department.

While no attempt has been made to classify the various kinds of claims that reach the office, it is an outstanding fact that no two are exactly alike. Every case presented is different from every other case, and there is an unending variety of surrounding circumstances. In most cases the misunderstanding is over rate of pay and employment conditions. In other cases employees have allowed their wages to run over a long space of time without insisting on periodic settlements. And then we have the claims of women who have done housework and are not paid, and claims for nurses for services rendered. About twenty per cent of all the claims presented are brought in by women. These are for amounts so small as to make it an actual hardship for them to attempt to collect in person, as car fare would soon become burdensome. All such claims receive the same attention and care here that is given to persons in other walks of life who come with claims that are much larger. As a matter of actual experience, it is found that the smaller the claim the greater the necessity of the worker—they need the money so badly that they just must have it.

Total lack of legal or statutory power has again, as in the previous biennial period, greatly hampered us in our dealings with employers who owe workers for wages. Also, this lack of legal authority frequently puts the Labor Department in a very bad light with claimants who seem obsessed with the idea that "labor must be paid," and the Labor Commissioner is the very man to see to it that this is done. The justice or injustice of the matter never seems to alter that opinion. So it will be seen that no matter how right the claimant may be, and no matter how wrong the defendant may be, and no matter how promptly this Department may decide that the money is owing and should be paid, there is nothing that we can do to enforce that or any decision.

In spite of this serious limitation and the general difficulties which always surround every claim presented, the Department during the past two years has been able to settle more than half the claims presented at the counter and those sent in by mail. The table shows that sixty per cent of the claims—60 out of every hundred—were successfully terminated. This is a record that is ten per cent better than the record for the two years immediately preceding this biennial period.

The Department of Labor makes no charge whatever for this service. Not only is the service gratis, but no money or remuneration of any kind is accepted even if offered by the benefitted party. Our work is performed gladly and willingly, with entire absence of "red tape" or any kind of "stalling." The theory adopted by the Department is that after a man or woman has performed labor for another the worker should not be forced to undergo expense of any kind to get his money.

Another very pronounced effect of the free work of the Department is the actual saving of money for claimants. Our settlements obviate the necessity of court proceedings, which are always costly, in many cases uncertain, and in nearly every instance mean the loss of much time on the part of litigants. It is reasonable to figure that not less than \$10,000 or \$15,000 would have been the price paid by claimants during the two years had the workers, who were served by the Labor Department without cost, been forced to obtain what was due them by proceedings in courts. Another disclosure is that court proceedings are so costly that many a worker with a small claim is completely swindled out of his money for the reason that he has no money to prosecute his case through legal channels.

In this office every claim is handled promptly. There is no delay. Letters are dispatched at once where correspondence is required, and a system of check-ups is installed which insures prompt follow-up letters when found necessary. Wherever possible a personal representative of this Department is sent to make investigation and to secure immediate payment. In some cases this is easily and quickly accomplished, but in the great majority of cases it becomes necessary to make a large number of trips before a case is finally settled. Action is taken on the theory that all delay, or any delay, works a hardship on the claimant.

The claims presented cannot be sorted out or placed in classes. That would probably accomplish no good even if it could be done. Still, it may be well to know that about 80% of the claimants are men and 20% are women. The women claimants are mostly house maids and servants generally. It has been found that in cases of domestic service there is no general desire to mulct the worker, but the claims usually are the result of misunderstandings between the employer and the employee.

There is one kind of claim that the Department will have nothing whatever to do with. That is the kind that discloses a family row. It would be unjust to expect the Labor Commission-

er to adjust difficulties of that kind. Still, rejected claims often require more time and more patience and diplomacy than do the ones that are accepted for settlement.

The following table will show by months in detail the transactions for the years 1927-1928:

WAGE CLAIM COLLECTIONS

Biennial Period 1927-1928

	No. Claims Filed	No. Claims Paid	Amount Collected	Average Each Claim	Per Cent Claims Collected
December, 1926	72	48	\$ 965.65	\$20.10	.66
January, 1927	117	85	1,975.11	23.22	.72.6
February	58	42	1,063.43	23.00	.87.5
March	76	47	457.77	9.75	.62
April	77	46	1,014.49	22.10	.62
May	74	39	675.61	17.80	.53
June	77	28	293.64	10.50	.36.4
July	76	50	688.03	13.75	.65.8
August	78	49	834.70	17.00	.62.8
September	94	56	655.14	11.70	.60
October	88	66	1,502.99	22.75	.75
November	81	53	1,051.67	20.00	.65.4
Total	968	609	\$14,118.99	\$18.47	.61
December, 1927	79	66	1,342.13	20.35	.83.5
January, 1928	64	43	1,423.66	33.10	.67.2
February	63	60	1,894.00	31.55	.97
March	70	47	732.93	16.00	.67
April	57	44	600.77	13.20	.72.2
May	69	45	594.65	13.20	.65.2
June	70	25	358.19	14.62	.35.7
July	69	40	732.21	18.32	.56.5
August	93	40	1,365.00	34.10	.43
September	93	52	2,423.30	46.60	.56
October	84	44	1,659.86	37.70	.52.4
November	65	30	441.82	14.70	.46.1
Total	876	536	\$13,568.52	\$24.45	.61.2
Total 1927	968	609	\$14,118.99	\$18.47	.61
Total 1928	876	536	13,568.52	24.45	.61.2
Grand Total	1,844	1,145	\$27,787.51	\$25.15	.61

The grand total of all claims collected during the two year period is 1,145, and the grand total amount of money involved is \$27,787.51. The average amount of each claim settled was \$25.15. This is clear indication that the worker with the small amount due him is the one who most needs the aid of the State, and the one who receives the most benefit from the free service rendered. It is also a strong argument for the enactment of a law setting up a Small Claims Court. It is reasonable to assume that almost every one of the 900 unsettled claims would have been adjudicated by such a court. They might have been settled anyhow but for the high cost of court proceedings.

In this connection it is well to repeat what was printed in our Twentieth Biennial Report issued two years ago:

“The experience of the Department is very convincing that something with legal force behind it should be adopted by the legislature to the end that unscrupulous employers may be brought to book and forced to pay laborers for work performed. In certain cases it is necessary that there should be a court that will handle claims in a legal way without cost to the claimant, and a court that would handle them without intervention of attorney, the aim being to secure immediate payment of a claim.

“Having in mind the possibility that such a law would be enacted by the forthcoming legislature, there has been prepared a draft that will cover the salient features and one which, it is believed, will serve the purpose intended—the collection of wages without cost to the worker. The adoption of such a law need not—in fact it would not—decrease the amount of work done in that direction by this Department. It would, however, be very much more effective than a public prosecutor could possibly be.”

Following is a text of such a law, and it is commended to the careful consideration of the legislative body.

SMALL CLAIMS COURT

Justice of the Peace Given Special Procedure for Small Claims.—All justices of the peace in the State of Colorado shall exercise the jurisdiction conferred by this act and while sitting in the exercise of said jurisdiction shall be known and referred to as the Small Claims Court; provided, that the jurisdiction of such justice's court, when sitting as a small claims court, shall be confined to cases for the recovery of money only where the amount claimed does not exceed one hundred dollars (\$100.00), and the defendant named is a resident of the city or county in which the action is to be maintained.

Action to Be Commenced by Affidavit.—Actions shall be commenced, heard and determined in the small claims court under the provisions of this act, whenever any person appears before any justice of the peace and executes an affidavit reciting that demand has been made and payment refused, and also giving full address of defendant.

Service of Summons by Mail.—When the claimant appears he shall prepare such an affidavit as is set forth, or, at his request, the judge of the court shall draft the same for him. Upon the affidavit being sworn to by the claimant the justice shall file the same and make a true and correct copy thereof. At the same time the justice shall fill in the blanks in the order printed on said copy and sign the order. Immediately thereafter the said justice shall enclose said copy and order in an envelope, address the said envelope to the said defendant, at the address stated in the affidavit, prepay the postage and mail said envelope to said defendant by registered

mail, and request a return receipt, or said justice may deliver personally, or cause to be delivered, said copy and order to the defendant in person. The justice shall then attach to the original affidavit the receipt for the registered letter and the return card thereon or other evidences of service.

Appearance of Defendant.—The date of appearance of the defendant as provided in the order endorsed on the affidavit shall be not more than ten days nor less than three days from the date of the said order. When the justice has fixed the date for the appearance of the defendant he shall inform the plaintiff of said date and at the same time order the plaintiff to appear on said date and to have with him his books, papers and witnesses necessary to prove his claim.

Docket in Justice Court to Show.—The justice shall enter in the docket kept by him as a justice of the peace:

1. The title of every action.
2. The sum of money claimed.
3. The date of the order provided for and the date of the trial as stated in said order.
4. The date when the parties appear, or their non-appearance, if default be made.
5. Every adjournment, stating on whose application and to what particular time.
6. The judgment of the court and date when returned.
7. A statement of any money paid to the justice, when and by whom; and the date of the issuance of any abstract of the judgment.

No Attorney in First Proceedings.—No attorney-at-law or other person than the plaintiff and defendant shall take any part in the filing or the prosecution or defense of such litigation in the small claims court. The plaintiff and defendant shall have the right to offer evidence in their behalf by witnesses appearing at such hearing. The justice may also informally make any investigation of the controversy between the parties either in or out of court and his judgment and make such orders as to time of payment or otherwise as may by him be deemed to be right and just.

Pleadings Informal.—No formal pleading, other than the said claim and notice, shall be necessary, and the hearing and disposition of all such actions shall be informal, with the sole object of dispensing speedy justice between the parties. No attachment or garnishment shall issue from the small claims court, but execution may issue in the manner prescribed by law of the State.

Judgment, How Satisfied.—If the judgment or order be against the defendant, he shall pay the same forthwith or at such

times and upon such terms and conditions as the justice shall prescribe.

Duty of County Commissioners to Supply Forms.—The Board of County Commissioners of every county wherein said small claims court shall exist shall furnish to every justice of the peace in such county a reasonable supply of various blank forms set forth in this act; also all forms, docket book and stationery necessary for the use of such justice sitting as a small claims court.

No Fees Permitted.—No fee or charge of any kind or nature shall be charged or collected by any officer from the plaintiff for any service rendered under this act. The justice of the small claims court shall charge and collect the same fees which a justice of the peace may charge and collect, and no others, and certify same to the Board of County Commissioners, who shall pay the same out of the county general fund.

FREE EMPLOYMENT OFFICES

We are again recommending to this session of the legislature that adequate financial provision be made for the reopening of the four state Free Employment offices provided by statute.

The 1923 session of the legislature failed to appropriate any money for the conduct of these State Free Employment offices. Consequently all four were closed and the activities discontinued. There were two of these offices in Denver, one in Pueblo and one in Colorado Springs. In addition to these free employment offices there was one in Grand Junction that was kept in operation during the busy season in agriculture and fruit culture.

It might be well, in connection with this recommendation, to relate in some detail the results achieved by these free employment offices.

During the time that these free employment offices were in active operation the State appropriated \$26,450 for salaries and necessary expenses for the two year period, or at the rate of \$13,275 a year. Reports covering a series of years show that placements through these offices cost at the rate of approximately 65 cents per person placed. That is to say, persons who needed work, and ostensibly persons who had not the means to pay a private employment agency any amount whatever, were served free at the expense of the State. This free service cost the State the insignificant sum of 65 cents for each job secured. Surely a work fraught with so much benefit to the workers of the State should receive the fullest consideration of the legislature and there should be a liberal appropriation made to re-establish this most beneficial work on a broad and liberal scale.

When re-established and re-opened special arrangements should be made to provide school districts in this state with competent school teachers without expense to the teacher. At the present time a very large percentage of the teachers engaged by school authorities are secured through the agency of some private concern and are charged a healthy commission for the service. This service can be performed as readily by a state free employment office, and it should be done in that way. To show the extent of the traffic in school teachers' positions it need only be stated that at the present time no less than 13 licenses are held in Colorado by teachers' agencies. All of these maintain extensive offices and require much clerical help, showing that there is a very general use of the private agencies by school teachers.

At the present time a teacher who obtains a position through a teachers' agency usually pays a fee ranging from \$50.00 to \$100.00, and a similar fee is paid each time for many years whenever a new position is secured through the agency. This is indeed a heavy financial drain on the most deserving workers in the state. School officers charged with the duty of employing teachers for schools would be greatly benefited by such an arrangement. In addition, no doubt, it would be a means of securing suitable positions for our own citizens who are licensed teachers and ought to have the first opportunity to be placed in a Colorado school.

PRIVATE EMPLOYMENT AGENCIES

Besides Colorado, thirty other states have enacted laws licensing private employment agencies for purposes of regulation. In this state the Deputy Labor Commissioner is named as the official who is to issue the licenses. This official administers the law in detail.

In some respects all of the laws in all the states are similar, while in other respects they differ widely. All such laws apply only to such employment agencies as charge a fee for services, or for registrations. No difference or discrimination is made between those agencies which serve exclusively unskilled or common laborers and those agencies that are devoted entirely to professional positions or teachers.

The Colorado law requires the licensed agencies to keep a record of transactions, which record is subject to inspection at all times by the private employment licensing official. But there is no provision of law which would require these agencies to make periodical report of transactions to this office and to make regular reports of the number of applicants placed, while the regular "turn-over" of seasonal and unskilled labor is always large, especially in Denver, which has become known as a reliable base of supply for such labor. Still, there is no way to make an officially accurate statement either as to the number or kind of laborers served.

Nevertheless, in spite of the absence of any legal requirement in that direction, we have secured the co-operation of more than fifty per cent of these licensed agencies in making regular monthly reports to this office. This has enabled us to make a fairly accurate computation. The reports sent to this office are for placements in skilled labor, unskilled labor, farm labor, and in clerical and professional positions for men; in domestic, industrial and clerical positions for women. No other state, so far as known, is tabulating and printing this valuable information.

During the present biennial period the reports filed in this office show the following transactions, tabulated by months. It will be seen that the total number of persons placed during 1927 was 34,715 and during 1928 the number placed was 32,875. A part of this difference of almost 2,000 in placements is due to the fact that reports were received from fewer agencies in 1927 than in 1926. Also, it is shown that a total of 9,334 women were placed, which is almost 14 per cent of all placements. Of the 6,495 clerical and professional positions, 3,373 were women and 3,122 were men. The detail by months is given in the following table:

PRIVATE EMPLOYMENT AGENCIES—1927-1928

Total Number of Placements

	MALE				FEMALE			Total
	Skilled	Unskilled	Farm	Clerical	Domestic	Industrial	Clerical	
1927								
December, 1926....	160	644	190	62	46	74	120	1,296
January, 1927.....	157	368	145	90	78	72	114	1,024
February.....	350	890	183	116	95	144	68	1,846
March.....	420	878	278	80	83	188	125	2,052
April.....	330	1,080	315	175	112	33	150	2,195
May.....	525	1,801	420	145	232	147	328	3,598
June.....	583	1,298	417	142	72	276	237	3,025
July.....	572	3,207	518	155	287	192	170	5,101
August.....	478	3,317	675	238	118	117	292	5,235
September.....	398	2,600	556	118	130	142	1,371	4,081
October.....	415	1,807	372	109	102	158	716	3,039
November.....	528	1,040	438	70	16	84	47	2,223
Total.....	4,916	18,930	4,507	1,500	1,371	1,627	1,864	34,715
1928								
December, 1927....	218	675	90	70	41	110	68	1,272
January, 1928.....	339	867	104	67	110	89	77	1,653
February.....	168	394	156	76	42	179	73	1,088
March.....	457	873	307	138	60	141	104	2,082
April.....	270	860	498	178	140	121	72	2,139
May.....	460	1,362	310	149	162	166	225	2,834
June.....	527	1,707	403	240	67	253	198	3,395
July.....	527	2,614	527	221	143	145	217	4,394
August.....	464	3,012	672	219	121	147	218	4,853
September.....	437	2,433	580	123	132	178	137	4,020
October.....	377	1,903	327	83	79	133	81	2,983
November.....	543	1,017	401	58	21	83	39	2,162
Total.....	4,787	17,719	4,375	1,622	1,118	1,745	1,509	32,975

The Private Employment Law in Colorado applies to any person or firm furnishing employment or help, regardless of whether he does or does not charge a fee for such service. Charitable institutions are excepted.

The license fee varies. It is based on the population of the particular city or town where the licensee proposes to operate. The fee for State license in cities of 25,000 inhabitants or over, is \$50.00 a year; less than 25,000 and over 5,000 population, \$25.00 a year; under 5,000 population \$10.00 a year. A register must be kept of applicants for employment and calls for help. The Act forbids sending females to immoral resorts, false advertising, false statements to applicants, and false entries in registers.

A bond of \$1,000 is required in every case, which runs to the State, is approved by the Deputy Labor Commissioner and filed with the Secretary of State. This bond covers such penalties as may be legally assessed. Infractions carry a fine of \$100.00 to \$200.00 as well as imprisonment not to exceed six months or both penalties, in the discretion of the court.

Naturally many abuses have sprung up from time to time which have operated to the detriment of the workers, necessitating atten-

tion by the licensing agent. Efforts have been made in the past to have the State legislature abolish private employment offices entirely. Court decisions, however, show that this cannot be done—that the occupation of a private employment agency is not necessarily of itself vicious or destructive of the rights of the individual, hence cannot be prohibited by law.

But thorough regulation is proper and when based on reasonable grounds, has always been sustained by the courts. In some cases license fees as high as \$2,000 a year have been held by courts to be reasonable. The license fee charged in Colorado is the lowest charged in any state.

In this connection it may be well to call attention to a recent decision of the United States Supreme Court in a case involving a statute providing for licensing private employment offices.

In New Jersey, one Ribnik applied to the licensing agent (the State Labor Commissioner) for a state license to conduct a private employment office. The New Jersey statute empowers the licensing agent to refuse to issue such license in case the employment agent charges a fee for obtaining positions which, in the opinion or judgment of the Labor Commissioner, is an excessive fee. Under the authority granted, the application of Ribnik was refused. He sued in a court for mandamus to compel the commissioner to issue the license. The court sustained the commissioner and declined to issue the writ of mandamus. Thereupon, Ribnik appealed to the United States Supreme Court, basing his appeal on the unconstitutionality of the law. In the latter appeal Ribnik was successful, the United States Supreme Court holding that while the state undoubtedly has the right and the power to regulate private employment offices, it has no right and no power to authorize an executive officer to fix or limit the fee to be charged by such agency for the service rendered in securing places for applicants; that the state legislature could not delegate to an executive officer the power to fix such a fee.

This court decision has changed matters in many states, but apparently does not alter, change or interfere with the Colorado statute, since our law is entirely silent on the particular matters decided by the United States Supreme Court. Our law, as to fees, states that "where a fee is charged for receiving or filing application for employment, or for help, said fee shall in no case exceed the sum of \$1.00 for any person applying for help as a day laborer, mechanic, artisan or household or domestic servant, and in no case shall the fee charged exceed the sum of \$2.00 for professional positions." Nothing is said about the amount of the fee to be charged for obtaining a position of any kind. Consequently, it is held that the mention in the Colorado statute of a fee to be charged for registration is purely regulatory and has nothing whatever to do with a fee for services in obtaining a position, which is left entirely to the employment agency.

In one case the application to conduct a private employment office was refused. The National Educational Service, Inc., U. J. Barbell, President, applied for license to conduct a private employ-

ment office in Denver. Accompanying the application there was submitted a contract which applicants for positions were required to sign in order to obtain the services of this agency.

In the opinion of the Deputy Labor Commissioner, this contract clearly showed that the statute regulating the fee for registration, as well as the provision respecting the return of the fee in case no position was secured, would be evaded and violated, and on these grounds refused to issue the license.

The National Educational Service, Inc., has entered suit in the District Court, seeking a writ of mandamus to compel the commissioner to issue the license.

As in previous years, there have been complaints lodged in this office against private employment offices for infractions of various kinds. There was a total of eighty-two of these for the two years, mostly of a trivial nature and easily adjusted. Many, however, involved much care and effort in settlement. In the end, all were satisfactorily terminated without resort to court action.

At the present time the law seeks to prevent deception through false statements. In the face of this inhibition there is nevertheless much complaint on the score of misunderstanding. The fact is that in nearly every case no representation at all is made by the employment agent, the applicant evidently going on the theory that living conditions are at least humane, and where the contrary is found to be true, it is difficult to convince the agent that he is at fault. To remedy this condition, which is more serious and far-reaching than appears, on the surface, the law should be so amended as to make it compulsory on the part of the private employment agent to inform the applicant of living conditions, sanitary conditions, and so on, before sending any man or any woman to a place of employment.

Total amount of license fees received during the years 1927-1928 was \$4,195.00, all of which was covered into the state treasury to the credit of the general fund.

The names and locations of the private employment agencies which have licenses in force December 1, 1928, are as follows:

Acme Employment Method.....	Denver
Allen, J., Employment Agency.....	Denver
Barbell, U. J.....	Denver
Boulder Teachers' Exchange.....	Boulder
Business Men's Clearing House.....	Denver
Business Service Company.....	Denver
Collegiate Bureau of Occupations.....	Denver
Denver Employment Office.....	Denver
Employment, The, Counselors.....	Denver
Everybody's Employment Agency.....	Pueblo

Eurton & Man.....	Denver
Fisk Teachers' Agency.....	Denver
Grand Employment Agency.....	Pueblo
Grier, John J., Company.....	Denver
Gunn Supply Company.....	Denver
Hartman, Jacob A.....	Denver
Heuer Teachers' Agency.....	Denver
Interstate Employment System.....	Denver
Jackson Employment Service.....	Denver
Missouri Valley Teachers' Agency.....	Denver
McGuire-Newell Employment Bureau.....	Denver
Mountain States Teachers' Agency.....	Denver
McMillan Employment Agency.....	Denver
National, The, Employment Exchange.....	Salida
Phelps Occupational Bureau, Inc.....	Denver
Phillips Employment Service....	Colorado Springs
Prante Employment Agency.....	Denver
Reliable Employment Bureau Co.....	Denver
Richards Reliable Employment Agency....	Denver
Rhoades, J. V., Employment Agency.....	Denver
Rocky Mountain Teacher's Agency.....	Denver
Sterling Employment Exchange.....	Denver
Sidley Employment Bureau.....	Denver
Wells', William, Employment Agency.....	Denver
Western Labor Office.....	Denver
Western Railway Labor Agency.....	Denver
White, Mrs. Julian.....	Denver
Wilson, Glenn B., Inc.....	Denver

WOMAN'S EIGHT HOUR LAW

The Colorado Woman's Eight Hour Law was approved by the people in 1912. It reads as follows:

“Section 1. Employment of females in any and all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants is hereby declared to be injurious to health and dangerous to life and limb.

“Sec. 2. No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant in this State more than eight hours during any twenty-four hours of any one calendar day. The hours of work may be so arranged as to permit the employment of females at any time; provided, that any such female shall not work more than eight hours during the twenty-four hours of any calendar day.

“Sec. 3. Any person, persons, firm, co-partnership, association, company or corporation violating any of the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than fifty dollars nor more than five hundred dollars, or by imprisonment in the county jail not less than thirty days nor more than six months, or by both such fine and imprisonment. Every day's violation of the provisions of this act shall constitute a separate offense.”

Although not definitely charged with the enforcement of this law, nevertheless all complaints of violations or evasions that come to the attention of this office are immediately investigated by an inspector, or by letters if outside the city of Denver.

It is the custom of the office to send a copy of the law quoted above to the offending parties with the result that in nearly all cases the law is fully complied with.

Employers and managers, it has been found, are not the persistent violators of the Woman's Eight Hour Law. Strange as it may seem, the chief offenders are themselves the women workers—the very ones whom the law seeks to protect against exploitation by employers. In many cases, also, they are the ones who encourage violation and evasion of the law. The penalty for violation runs to the employer, hence a prosecuting attorney will decline to proceed in a court against a concern unless there is positive proof, backed by affidavit of employe, that the offending employer is actually maintaining a schedule of work hours for women in his establishment in excess of eight.

A number of complaints reach us over the telephone. Clearly it is out of the question to follow up complaints made in that way. The person making use of the phone for that purpose is never willing to give a name or disclose identity. This puts the department on the defensive at the start. Public use of the name of any informant is never made, but it is not easy to convince the informer of this. In the end the department is in no position to carry out the wishes of the informant.

In carrying out our plans to secure the best possible observance of the Woman's Eight Hour Law, the Deputy Labor Commissioner, who is the licensing agent for private employment offices, brought to the attention of those agencies which send women to work in industry, the importance of observing the Woman's Eight Hour Law. Good results have been secured. The agencies make it a point to learn from the employer whether the Woman's Eight Hour Law is strictly observed, and inform the applicant for positions accordingly. As stated above, employers generally have no desire to persistently disobey this or any other law, and when properly approached are easily induced to keep the law without court compulsion.

The Colorado Woman's Eight Hour Law was adopted fourteen years ago, and since that time has not been changed or amended. It is what is described as a "specific" law—that is to say, it covers only such places as are named in the statute itself, and no others. Any occupation or any place of employment that is not a "manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant," is not covered by the law. Thus, women working as elevator pilots are not protected. Neither are women who work in a professional capacity for persons or institutions not specifically named. This fault in the Woman's Eight Hour Law should not longer be allowed to go uncorrected. Undoubtedly it should include in its provisions all women working in gainful occupations of whatever kind or nature. The recommendation for this betterment has been made repeatedly by the head of this department for the past ten years without result. It is renewed here with every confidence that it will be carried out.

CHILD LABOR LAW

While it is not one of the immediate duties of the Labor Department to administer the Child Labor Law, nevertheless this important and wise statute involved much painstaking work during the biennial period. Complaints of violations and evasions generally are made to this office, and they are never ignored and no effort is spared to adjust such complaints.

Ninety-eight complaints of this kind reached this office during the years 1927-1928. Immediate investigation followed the filing of each complaint, with the result that all were satisfactorily adjusted and promises of complete observance of the law in future secured without the necessity of court intervention.

This office has not had opportunity to make an independent research to find the reasons why children are put to work during their younger years. Grim necessity and sickness of parents has generally been supposed to be the largest factor. But this has been completely disproved by researches recently made in connection with the child labor situation. While the survey was made in another state, still the conditions disclosed are approximately the same in other states, and especially in Colorado. The survey showed that sixty-three per cent of the fathers of the children at work were themselves working at skilled occupations. More than half the fathers earned \$30.00 a week, and about one-fifth earned \$35.00 a week and over. The number of children of widows proved to be so small as to have no appreciable effect. So after all, the problem of child labor rests right on the shoulders of the well-to-do and the influential citizens who permit and perhaps encourage the exploitation of adolescent youth.

It has been found that the Colorado Child Labor Law is much below the recognized standard suggested by United States officials who are charged with the work of investigating conditions in the various states. This defect can and should be remedied by legislation. Perhaps the most effective plan of procedure would be to repeal the present law and enact an entirely different one. Whatever is done the following suggestions should be considered:

1. Amend the law so as to prevent the employment of any child under 14 years of age at any gainful occupation other than in agriculture or domestic service.

2. Amend the law so as to prevent the employment of children under 16 years of age after 7 p. m. or before 6 a. m. This was the standard of the two Federal Acts.

3. Amend the law by giving the Department of Labor, or some other established state commission or officer, the power to extend the list of occupations at which children under 16 years may not be employed because of the dangerous or injurious character of the work, and make it unlawful to employ any child under 16 years of age at any occupation so added to the list.

4. Amend the law by making the following prerequisites for a work permit: (a) A statement signed by the prospective employer showing the exact nature of the work to which the child is to be assigned. (b) A statement signed by the proper school officer showing that the child has completed a certain definite grade of the public school course or its equivalent. This may be amply taken care of by the Compulsory School Attendance Law if it is well enforced. But even if it is, it would be no mistake to re-establish the standard here. The standard should be the completion of the eighth grade, but if necessary that might well be approached gradually, beginning with the sixth grade. The educational standard should be waived for a work permit during the months when the public school of the district in which the child resides is not in session. (c) A statement signed by the public health officer, public school medical inspector or approved physician showing that he has examined the child and finds it physically fit for the specific employment to which it is to be set.

5. Amend the law (a) By enumeration of the occupations at which children under 18 years of age may not be employed because they are known to be dangerous or injurious to such children. (b) By authorizing the addition of other occupations known to be dangerous or injurious, at which children under 18 years may not be employed.

CHILD LABOR IN DENVER

In accordance with the provisions of the Child Labor Law, the school authorities in Denver issue certificates to school children between 14 and 16 years of age. Duplicates of such certificates are sent to this office and filed. These school certificates operate as a permit authorizing the employment of the child by the person or firm named in the certificate.

During the two-year period 384 such certificates were issued by the Denver school authorities—263 to boys and 121 to girls. This number of permits is far below the number issued in the former two-year period when it reached a total of 620. No report or estimate can be made of certificates issued by the school authorities in other parts of the state, since none of them send duplicates here for filing.

The percentage of children engaged in the various occupations in Denver has not changed since 1925. It is as follows: Manufacturing, thirty-five per cent; mercantile, thirty-five per cent; office, twenty-three per cent; telegraph and telephone, three per cent; laundry, one per cent; miscellaneous, three per cent.

UNITED STATES CHILD LABOR LAW

The necessity for uniformity in child labor laws finds expression in the proposed Twentieth Amendment to the U. S. Constitution. The Amendment is as follows:

“Section 1. The Congress shall have power to limit, regulate and prohibit the labor of persons under 18 years of age.

“Sec. 2. The power of the several States is unimpaired by this Article, except that the operation of State laws shall be suspended to the extent necessary to give effect to legislation enacted by the Congress.”

Two previous sessions of the Colorado legislature have met and adjourned without action on this Amendment, and the State Assembly has failed to ratify it. It is hoped that another effort will be made at the forthcoming session to secure ratification so that Colorado may be placed in line with other progressive States in protecting the children of the land.

The interests of the country as a whole are here affected. It is, as it should be, the policy of the National Government to prevent the exploitation of the young so far as it is possible to do it. So long as our industrial system is based on production for profit, just so long will our young people remain at the mercy of those who must ever employ cheaper and cheaper labor.

There is no little uniformity and only slight similarity in the child labor laws now in force in the various States of the Union. Taken together they form a veritable patchwork. It has been found to be impossible to secure the ends that ought to be achieved by State action. Hence it is the desire to have the United States law approved so as to back up State actions more fully.

COST OF LIVING

On careful comparison of the data on cost of living in Colorado kept in this Department over a series of years with the figures secured by the United States Bureau of Labor Statistics, and also with those gathered by the National Industrial Conference Board, (which two bodies have compiled figures secured in 51 different cities of the country) it is found that the retail prices in Denver and in Colorado generally are considerably lower than in many other cities and places of similar size and slightly higher than the retail prices in some of the other cities.

On the whole, comparison of prices quoted from all the other fifty cities with those obtained here in Denver shows that our retail prices are an exact average or median of the prices in all the other cities combined. It is therefore deemed proper, as meeting all the required usages to which tables of this kind can be put, to accept the average price figures secured by the United States Department of Labor as particularly applicable to Denver and Colorado as a whole. The added authority given to the figures by the fact that the U. S. Government officials originally compiled and published them is important in itself, since the figures can positively be relied upon as to accuracy, to say nothing of undoubted impartiality in gathering the data in the first instance.

In order to maintain comparisons from month to month and from year to year, the family budget is made up of five items of family necessity—Food, Shelter, Clothing, Fuel (and light) and Sundries. The relative importance of these various items is given as follows in relation to the aggregate expenditure of the family: Food, 43.1%; Shelter, 17.7%; Clothing, 13.2%; Fuel and Light, 5.6%; Sundries, 20.4%.

The fluctuations that have occurred in the upward and sometimes downward tendencies in prices of these various items, since the year 1914, (with which date all basic comparisons are made), have almost invariably affected the two items of heaviest expenditure in the budget, namely Food, (which is 43.1%) and Sundries (which is 20.4%) of the total expenditure. That is to say, in all these years since July, 1920, (when the peak was reached in the high cost of living), there has been no drop in the prices paid for fuel. There has been no decrease in the amount paid for rent, and only infinitesimal variation in the price paid for clothing. Hence it is seen that those particular items of the family expenditure that make up the largest part of the family budget are the only ones that vary at all. And when they do actually change even to such a small degree as is represented by a per cent, the expenditure necessary to cover such a change becomes large. Further, the prices of these items are not only affected more or less by supply and demand, over which the consumer has no control, but are also greatly affected by the seasons.

It is not believed necessary or wise to encumber this report with a series of intricate tables giving various details on which

the facts recited are based. We believe it to be sufficient to give the percentage of increases and decreases in the years since 1914, thus following up the plan adopted by this Department in former reports. This percentage and comparison is shown in the following table:

Increase in the cost of living between July, 1914 and July, 1915.....	0.5%
Increase between that date and July, 1916.....	8.7%
Increase between that date and July, 1917.....	31.3%
Increase between that date and July, 1918.....	52.2%
Increase between that date and November, 1918....	56.0%
Increase between that date and March, 1919.....	60.5%
Increase between that date and July, 1920.....	104.5%
Increase between that date and July, 1921.....	63.1%
Increase between that date and July, 1922.....	55.6%
Increase between that date and July, 1923.....	57.0%
Increase between that date and July, 1924.....	61.2%
Increase between that date and July, 1925.....	62.1%
Increase between that date and July, 1926.....	62.9%
Increase between that date and July, 1927.....	63.0%
Increase between that date and July, 1928.....	63.4%

MISCELLANEOUS WAGE SCHEDULES

The figures given show the amount of wages actually paid to men and women in Colorado in the stated occupations during 1928. The figures are from wage schedules returned to this office by the Factory Inspectors.

In the industries given female employes work eight hours a day. Male employes work mostly eight hours a day, but in some cases the working day is nine hours. The median would be a fraction over eight hours a day for all male workers in these occupations in the State.

ARTIFICIAL ICE

	1928 Per Month	1928 Per Day	1928 Per Hour
Engineers .....	.....	.....	\$ 0.50
Firemen .....	.....	.....	.45
Firemen's Helpers .....	.....	.....	.35
Ice Pullers	\$ 87.50	.....	.40
Ice Platform Workers.....	120.00	.....	.....
Cold Storage Workers .....	.....	.....	.40
Common Laborers .....	.....	.....	.50
Mechanics .....	.....	\$4.00	.....
Truck Drivers .....	.....	3.00	.....
Coal Wagon Drivers.....	150.00	.....	.....
Salesmen and Collectors.....	125.00	.....	.....
Bookkeepers .....	.....	.....	.....

54, 56 and 70 hours a week.

AUTO AGENCY. ACCESSORY AND REPAIRS

	1928 Weekly Wage
Bookkeeper	\$40.00
Foremen Shops	45.00
Mechanics	32.00
Mechanics Helpers	28.50
Office Help	22.50
Sales	45.00
Stock	35.00
Washer	23.00
Female Help—	
Bookkeeper	23.00
Stenographer	16.50
Telephone	16.00

AUTOMOBILE TIRE FACTORIES

	1928 Weekly Wage
Rubber Workers	\$24.00
Tire Builders	25.00
Cutters and Assemblers.....	24.50
Accessory Workers	26.00
Inspection	26.00
Janitors and Maintenance.....	20.00
Machine Shops	30.00
Stores and Stock Room.....	23.00
Paint and Carpenter Shop.....	28.50
Shipping Room	25.00
Electricians	25.00
Department Foremen	40.00
Female Help—	
Stenographers	18.50
Clerks	20.00
Cutters and Assemblers.....	17.50
Accessories	16.00

AUTO TIRE SALES

	1928 Monthly Wage	1928 Weekly Wage
Office Manager	\$190.00	.....
Salesmen	150.00	.....
Shopmen .....	.....	\$ 24.00
Tire Changers .....	.....	18.00
Female Help—		
Stenographers .....	.....	25.00
Bookkeepers .....	.....	27.50

BAKERY AND SALES

	1928 Weekly Wage
Bakers.....	\$35.00
Drivers	30.00
Floor Men	22.50
Porter	25.00
Shipper	25.00
Female Help—	
Bookkeeper	25.00
Cashier	25.00
Clerk	20.00
Stenographer	17.50

BOTTLING WORKS

	1928 Weekly Wage
Foremen	\$25.00
Salesmen	32.00
Bottlers	21.50
Laborers	18.00
Female Help—	
Bookkeepers	20.00
Stenographers	22.50

Women work 48 hours, men work 60 hours a week.

BRICK MANUFACTURING

	1928 Weekly Wage
Foremen	\$27.50
Engineers	25.00
Kiln Foremen	25.00
Dry Pan Men	22.50
Press Men	22.50
Truckers	22.50
Setters	27.00
General Yard Men.....	21.00

Men work 54 hours and 72 hours a week.

CARRIAGE AND AUTO REPAIR

	1928 Weekly Wage
Auto Trimmers	\$36.00
Blacksmith	30.00
Helpers	17.50
Office	22.50
Painters	30.00
Woodworkers	32.50

CEMENT MANUFACTURING

	1928 Per Month	1928 Per Hour
Sack Sorters		\$0.30
Quarry Foremen .....		.60
Shovel Runners .....		.42
Shovel Cranemen .....		.50
Locomotive Engineers .....		.43
Locomotive Firemen .....		.43
Crushermen .....		.38
Crushermen Helpers .....		.43
Millers .....		.50
Kiln Operators .....		.50
Electrician .....		.45
Assistants .....		.40
Machinists .....		.60
Machinists Helpers .....		.43
Blacksmiths .....		.48
Repairmen .....		.48
General Laborers .....		.38
General Foremen	\$200.00	
Chemist	175.00	
Chemist Assistant	110.00	
Foreman Shipping Department.....	150.00	
Foreman Sack Department.....	125.00	
Draftsmen	125.00	
Office Clerk	137.50	

CLAY PRODUCTS

	1928 Hourly Wage
Machine Men	\$0.50
Assistant Machine Men.....	.45
Brick Wheelers .....	.45
Molders .....	.50
Laborers.....	.40

CLEANERS AND DYERS

	1928 Weekly Wage
Cleaners	\$27.50
Dyers	30.00
Drivers	40.00
Pressers	32.50
Spotters	25.00
Female Help—	
Bushelwomen	17.50
Office	20.00
Pressers	27.50
Spotters	30.00

CREAMERIES

	1928 Weekly Wage
Buttermakers	\$25.00
Drivers	25.00
Salesmen	30.00
Laborers	20.00
Cheese Makers	25.00
Office	30.00
Female Help—	
Helpers	12.00
Office	20.00
Stenographers	20.00

DAIRY SALES

	1928 Monthly Wage
Superintendent	\$130.00
Drivers	100.00
Housemen	90.00
Office	125.00

DEPARTMENT STORES

	1928 Weekly Wage
Buyers	\$130.00
Salesmen	22.50
Floor Manager	25.00
Porter	18.50
Wagon Boys	15.00
Female Help—	
Salespeople	17.50
Elevator Pilots	20.00
Wrappers	12.00
Cash Girls	10.00

DRUG STORES

	1928 Weekly Wage
Pharmacists	\$30.00
Delivery Boys	12.50
Porters	17.50
Soda Fountains	24.00
Clerks	22.50
Female Help—	
Cashiers	17.50
Clerks	22.50
Office	22.50
Soda Fountain	14.00

FOUNDRY AND MACHINE SHOP

	1928 Per Day
Chief Clerk	\$6.00
Bookkeeper	4.75
Shipping Clerk	4.25
Storekeeper	5.00
Foundry Clerk	4.75
Foremen	6.00
Truck Drivers	3.75
Teamsters	4.00
Watchman	3.75
Electrician	4.00
Blacksmith	6.00
Machinists	5.60
Machinist Helpers	4.25
Boilermakers	6.00
Boilermaker Helpers	3.60
Patternmakers	6.40
Patternmaker Helpers	4.40
Carpenters	5.00
Molders	5.40
Coremakers	5.00
Cupola Men	5.50
Foundry Night Men	3.75

FLOUR MANUFACTURING

	1928 Monthly Wage
Manager	\$325.00
Assistant Manager	185.00
Bookkeeper	175.00
Second Bookkeeper	100.00
Office Clerks	75.00
Elevator Foreman	130.00
Elevator Men	125.00
Engineers	125.00
Firemen	125.00
Laborers	84.00
Miller	175.00
Packers	102.00
Truck Drivers	85.00
Warehouse	120.00

FURNITURE AND FIXTURES

	1928		
	Per Month	Per Week	Per Hour
Superintendent	\$125.00	.....	.....
Salesmen	125.00	.....	.....
Draftsmen	125.00	.....	.....
Bookkeepers .....	.....	\$25.00	.....
Cabinet Makers .....	.....	36.00	.....
Cabinet Makers .....	.....	.....	\$0.85

GARMENT MANUFACTURING

	1928
	Weekly Wage
Cutting	\$45.00
Shipping	20.00
Salesmen	30.00
Female Help—	
Foreladies	25.00
Ironers	22.50
Machine Girls	24.00
Markers	22.00

GAS AND ELECTRIC LIGHT

	1928	
	High	Low
Office	\$325.00	\$35.00
Advertising	225.00	.....
Coke Department	122.00	75.00
Electric Department	400.00	60.00
Gas Department	400.00	60.00
Steam	180.00	90.00
Tar Department	300.00	80.00
Female Help—		
Office	165.00	60.00
Advertising	140.00	80.00
Coke	116.00	.....
Electric	115.00	90.00
Tar	140.00	.....

HOTELS

	1928
	Monthly Wage
Cooks	\$150.00
Yard Men	60.00
Dishwasher	50.00
Bus Boy	40.00
Clerk	120.00
Bookkeeper	100.00
Porter	60.00
Bell Boy	25.00
Elevator Pilot	40.00
Engineer	120.00
Female Help—	
Waiters	50.00
Telephone Operator	50.00

ICE CREAM—WHOLESALE

	1928 Weekly Wage
Office Clerks	\$37.50
Watchmen	30.00
Superintendent	45.00
Engineers	40.00
Butter Makers	30.00
Ice Cream Makers	25.00
Can Washers	20.00
Shipping Clerk	32.50
Drivers	25.00
Stenographer	25.00

IRON WORKS

	1928	
	Per Month	Per Hour
Draftsmen	\$150.00	....
Cost Clerks	85.00	....
Bookkeepers.	150.00	....
Foundry Foremen	225.00	....
Machine Shop Foremen	\$1.00
Car Shop Foremen	1.70
Machinists62½
Machinists Helpers60
Bulldozer62
Operator65
Bulldozer Helpers80
Blacksmiths52½
Blacksmith Helpers52½
Car Builders55
Carpenters55
Shipping Clerk55
Molders75
Core Makers62½
Cupola Men50
Watchmen

LAUNDRIES

	1928 Weekly Wage
Drivers	\$30.00
Engineers	37.50
Firemen	30.00
Markers	26.00
Washers	25.00
Wringers	22.50
Female Help—	
Finishers	15.00
Ironers	15.00
Mangle Girls	12.50
Office	12.15
Seamstress	15.00
Sorters	15.00
Starchers	15.00
Washers	15.00
Wrappers	14.00

LUMBER AND MILL

	1928	
	Per Month	Per Hour
Salesmen	\$150.00	....
Office Clerks	125.00	....
Superintendents and Foremen.....	165.00	....
Mill Employees .....	.....	\$0.65
Helpers .....	.....	.50
Box Factory .....	.....	.60
Yard Foremen	175.00	....
Yard Men .....	.....	.50
Shipping Clerks	130.00	....
Truck Drivers	100.00	....
Glaziers .....	.....	.75
Warehouse Men	100.00	....
Female Employees—		
Stenographers	100.00	....
File Clerk	120.00	....
Telephone Operator	100.00	....

MOVING PICTURES

	1928	
	Weekly Wage	
Musicians	\$55.00	
Stage Hands	35.00	
Operators	35.00	
Janitors	20.00	
Door Men	30.00	
Ushers (per hour).....	.50	
Female Help—		
Cashiers	16.50	
Relief Cashiers	6.00	

POTTERY PRODUCTS

	1928	
	Monthly Wage	Daily Wage
Mining and Driving.....	.....	\$4.50
Packing .....	.....	4.50
Porcelain Manufacture .....	.....	3.20
Molders	\$200.00	....
Kiln Firing .....	.....	4.75
Molds .....	.....	4.75
Female Help—		
Office Help	95.00	....
Clerks	75.00	....
Porcelain Manufacture .....	.....	3.90
Packing .....	.....	1.75

ORE REDUCING AND REFINING

	1928	
	Monthly Wage	Daily Wage
General Superintendent	\$475.00	....
Assistant Superintendent	260.00	....
Assistant Superintendent	225.00	....
Chief Clerk	236.00	....
Chemist	200.00	....
Laboratory Assistant	90.00	....
Civil Engineer	250.00	....
Assistant Engineer	190.00	....
Club House Manager	115.00	....
Storekeeper.	145.00	....
Clerks	125.00	....
Field Superintendent	225.00	....
Foremen	160.00	....
Treater	180.00	....
Stable Man	130.00	....
First Engineer	135.00	....
Truck Drivers	115.00	....
Boiler Makers .....	.....	\$5.75
Still Men .....	.....	5.75
Pumpers .....	.....	5.75
Boiler House Engineer .....	.....	5.35
Rig Boiler Foreman .....	.....	6.00
Boiler Repair Man .....	.....	5.00
Car Repair Man .....	.....	5.75
Lead Burner .....	.....	5.75
Refinery Pumpers .....	.....	5.00
Pipe Fitters .....	.....	5.40
Still Helpers .....	.....	4.95
Boiler House Foremen .....	.....	4.65
Still Firemen .....	.....	4.65
Still Cleaners .....	.....	4.50
Car Loaders .....	.....	4.25
Boiler Maker Helpers .....	.....	4.25
Car Repair Helpers .....	.....	4.00
Coal Unloaders .....	.....	4.00
Refinery Pumphouse Engineers.....	.....	3.85
Refinery Gager .....	.....	3.75
Wells Repair Helpers.....	.....	4.00
Field Pumpers .....	.....	3.25
Teamsters .....	.....	3.75
Pipe Fitter Helpers .....	.....	3.75
Watchmen .....	.....	3.25
Laborers .....	.....	2.00

RAILROAD SHOPS AND ROUND HOUSE

		1928	
	Per Month	Per Day	Per Hour
Master Mechanic	\$370.00	.....	.....
Division Clerk	190.00	.....	.....
Accountant	180.00	.....	.....
Timekeeper .....	.....	\$5.00	.....
Fuel Clerk .....	.....	4.65	.....
Clerks .....	.....	4.56	.....
Dispatcher .....	.....	4.56	.....
General Foreman	305.00	.....	.....
Car Foreman	263.68	.....	.....
Roundhouse Foreman	263.68	.....	.....
Machine Foreman	263.68	.....	.....
Boiler Foreman	263.68	.....	.....
Foreman Outside Points	265.00	.....	.....
Blacksmith Foreman	263.68	.....	.....
Apprentice Instructor .....	.....	.....	\$0.85
Machinists .....	.....	.....	.72
Machinist Helpers .....	.....	.....	.50
Helper Apprentices .....	.....	.....	.54
Apprentices. . . . .	.....	.....	.35
Autogenous Welders .....	.....	.....	.77
Flue Welder .....	.....	.....	.77
Boiler Makers .....	.....	.....	.76
Boilermaker Helpers .....	.....	.....	.51
Blacksmiths .....	.....	.....	.76
Blacksmith Helpers .....	.....	.....	.51
Pipe Fitters .....	.....	.....	.75
Sheet Metal Workers .....	.....	.....	.72
Sheet Metal Worker Helpers .....	.....	.....	.49
Electrician .....	.....	.....	.77
Repair Track Foreman	248.68	.....	.....
Mill Machine Operator .....	.....	.....	.74
Tank Foreman	263.68	.....	.....
Locomotive Carpenters .....	.....	.....	.69
Carpenter Helpers .....	.....	.....	.50
Upholsterers .....	.....	.....	.72
Passenger Car Men .....	.....	.....	.70
Freight Car Men .....	.....	.....	.64
Helpers .....	.....	.....	.49
Painter Foremen	223.68	.....	.....
Painters .....	.....	.....	.71
Hostlers—Outside .....	.....	6.27	.....
Hostlers—Inside .....	.....	5.63	.....
Hostler Helpers .....	.....	5.07	.....
Coach Cleaners .....	.....	.....	.35
Coal Chute Men	105.92	.....	.....
Labor Foreman	110.20	.....	.....
Stationary Engineer .....	.....	4.63	.....
Stationary Fireman .....	.....	4.44	.....
Laborers .....	.....	.....	.39

REDUCTION WORKS

	1928 Weekly Wage
Machinists	\$31.50
Foremen Machinists	37.50
Shop Foremen	35.00
Machinist Helpers	24.00
Mill Men	24.50
Roaster Firemen	25.00
Electricians	27.65
Carpenters	31.50
Patternmakers	35.00
Blacksmiths	37.10
Blacksmith Helpers	24.50
Pipe Fitter Foremen	37.10
Pipe Fitter Helpers	24.50
Car Unloaders	24.50
Amalgamators	28.32
Sample Buckers	32.00
Watchmen	36.00
Tank Sluicers	40.00
Pump Men	24.50
Clerks	25.50

RESTAURANT

	1928 Weekly Wage
Cooks	\$35.00
Second Cooks	27.00
Dishwashers	17.50
Bus Boys	13.50
Store Room	24.00
Waiters	17.50
Female Help—	
Cooks	20.00
Second Cooks	15.00
Dishwashers	12.00
Waitresses	14.00
Counters	17.50
Pantry	17.50
Cashiers	15.00

SHOE REPAIRERS

	1928 Weekly Wage
Shoemakers.	\$27.50
Machine Stitchers	22.50
Machine Finishers	21.00
Delivery Boys	9.00
Female Help—	
Cashiers	12.50

SHEET METAL WORKS

	1928		
	Per Month	Per Week	Per Hour
Superintendent		\$69.00	....
Shipping Clerks		35.00	....
Assistant Clerks		21.00	....
Truck Drivers		21.00	....
Laborers .....		....	\$0.36
Purchasing Agent		37.50	....
Galvanizers .....		....	.47
Foremen .....		....	.60
Machinist Foremen .....		....	.93
Machinists .....		....	.81
Welders .....		....	.63
Sheet Metal Workers .....		....	.40
Can Makers .....		....	.38
Painters .....		....	.66
Millwright .....		....	.67
Firemen and Engineers		36.00	....
Porter		20.25	....
Treasurer	\$300.00	....	....
Auditor	250.00	....	....
Bookkeepers	175.00	....	....
Office Boy		12.00	....
Clerks		34.40	....
Chief Engineer		50.00	....
Draftsmen		31.40	....

TELEGRAPH COMPANIES

	1928	
	High	Low
Managers, Chief Clerks.....	\$315.00	\$ 99.00
Operators—Morse	174.00	75.00
Operators—Automatic	55.00	55.00
Mechanics	215.00	100.00
Clerks, Bookkeepers	205.00	50.00
Linemen	155.00	100.00
Janitors	122.00	60.00
Tilors	120.00	120.00
Messengers	104.00	20.00
Female Help—		
Managers, Supervisors	150.00	70.00
Operators—Morse	149.00	75.00
Operators—Automatic	115.00	55.00
Operators—Telephone	127.00	75.00
Clerks, Bookkeepers	136.00	50.00
Matrons	126.00	75.00
Monitors	125.00	125.00
Stenographers, Billing Clerks.....	125.00	60.00

TAXIDERMIST

	1928
	Weekly Wage
Taxidermists	\$32.50
Paper Workers	17.00
Apprentices	10.00
Female Help—	
Finishers	16.00
Stenographers	16.00

TENT AND AWNING

	1928	
	Weekly Wage	
Erectors	\$32.50	
Ropers	17.50	
Helpers	10.00	
Female Help—		
Seamstress	17.50	

VINEGAR AND PICKLE WORKS

	1928	
	Per Month	Per Hour
Bookkeepers	\$150.00	....
Clerks	150.00	....
Foremen	200.00	....
Factory Workers	135.00	\$0.55
Female Help—		
Stenographers	100.00	....
Clerks	75.00	....
Factory Workers	108.00	.25

DRIVERS DELIVERING GROCERIES

Wages paid to drivers in Denver delivering groceries, etc., furnishing their own truck or wagon: \$37.50, \$40.00 up to \$42.50 a week.

WORK IN THE BEET FIELDS

	1920	1922	1924	1926	1927	1928
	Per	Per	Per	Per	Per	Per
	Acre	Acre	Acre	Acre	Acre	Acre
For bunching and thinning.....	\$11.00	\$ 7.50	\$ 9.50	\$10.50	\$10.00	\$10.00
Second hoeing	3.00	1.50	2.00	2.00	2.00	2.00
Third hoeing	2.00	1.00	1.50	1.00	1.00	1.00
Pulling and topping.....	14.00	8.00	10.00	10.50	11.00	10.00
Total per acre.....	\$30.00	\$18.00	\$23.00	\$24.00	\$24.00	\$23.00

Approximately 200,000 acres of land are annually under cultivation growing beets. This acreage varies but slightly from year to year, although it may be said to be gradually growing in total since the erection of more and more sugar beet factories in this state.

It would not be proper to multiply this number of acres under cultivation by the contract price paid for labor for the reason that a very large percentage of the work connected with growing a beet crop is done by the grower himself, with the aid of his family, and also by a system of exchanging labor between neighbors. Thus it will be seen that it is quite impossible to arrive at the actual number of persons employed in beet culture at the rates given above.

The variations that have occurred in the total prices paid for beet culture and harvesting is shown in the above comparison by years as far back as 1920. In that year a total of \$30.00 was paid for the labor in the field. Two years later the price paid was only \$18.00. The prices for the years following shows that undoubtedly the price of \$30.00 an acre for the field work was too high and the price of \$18.00 was too low for the grower to receive and continue to grow enough beets to keep the sugar factories operating for the average campaign of 100 days. Since 1924 the price paid for the field work in connection with the beet crops has varied but slightly, going from \$23.00 to \$24.00 an acre and then back to \$23.00. This price seems to be satisfactory to both grower and worker.

METALLIFEROUS MINES—WAGES

	Victor	Tell- uride	Brecken- ridge	Lead- ville	Clear Creek
Company board rate.....	...	\$35.00	...	...	...
Crushermen .....	...	4.00	\$4.25	...	...
Battery men .....	...	4.00	...	...	...
Firemen .....	...	4.00	...	...	\$4.00
Mill labor .....	...	3.50	4.00	...	3.50
Pipe fitter .....	...	4.50	...	...	...
Table man .....	...	3.50	4.50	...	...
Blacksmith	\$4.75	5.00	5.00	5.00	4.75
Blacksmith helper	4.00	4.50	4.25	4.00	4.00
Carpenter	5.00	6.00	5.50	5.00	5.00
Compressor men	4.25	4.50	...	4.50	4.00
Electrician	5.50	5.00	...	5.00	5.00
Machinist	4.25	6.00	4.75	5.00	...
Machinist helper	3.75	4.25	4.25	4.50	...
Motorman	4.00	4.30	...	4.50	...
Ore sorter .....	...	4.00	...	4.50	4.00
Pumpman	4.00	4.00	...	4.50	4.00
Surface labor	3.50	3.50	4.25	4.00	4.00
Timberman	4.50	4.50	4.75	4.50	4.50
Timberman helper	4.00	4.00	4.25	4.00	4.00
Tool sharpener	4.25	3.50	5.25	5.00	4.50
Trammer	4.25	4.00	4.25	4.00	4.25
Topman	4.00	...	4.25	4.00	4.00
Trackman	4.25	4.75	...	4.00	...
Hoist engineer	4.25	4.75	5.00	5.00	4.75
Mucker	4.75	4.00	4.75	4.00	4.00
Machine man	4.75	4.50	4.75	4.50	5.00
Truck driver	4.25	...	...	...	...
Watchman	4.00	3.50	4.25	4.00	...

COLORADO TEACHERS' WAGES

Cities	Elem. Schools		Junior High		Senior High	
	Tchr.	Prin.	Tchr.	Prin.	Tchr.	Prin.
2,500 to 5,000.....	\$1,226	\$1,544	\$1,377	\$2,250	\$1,625	\$2,700
5,000 to 10,000.....	1,400	1,767	1,494	2,350	1,744	3,200
10,000 to 30,000.....	1,473	1,938	1,644	2,575	1,811	3,500
30,000 to 100,000.....	1,578	2,350	1,942	3,075	2,075	4,100

COLORADO FARM WAGES

	1926 Wages by Month With Board	1928 Wages by Month With Board
Alamosa	\$40.00	\$37.50
Bent	45.00	40.00
Boulder	45.00	45.00
Cheyenne	55.00	50.00
Conejos	60.00	60.00
Costilla	60.00	60.00
Crowley	55.00	55.00
Delta	55.00	50.00
Denver District*	40.00	40.00
Elbert	40.00	40.00
El Paso	50.00	50.00
Fremont	55.00	55.00
Garfield	60.00	55.00
Gunnison	60.00	57.00
Kit Carson	65.00	60.00
Larimer	50.00	52.50
Las Animas	50.00	47.50
Logan	50.00	50.00
Mesa	55.00	57.50
Moffat	50.00	50.00
Montrose	55.00	55.00
Morgan	60.00	57.50
Otero	50.00	50.00
Phillips	45.00	45.00
Powers	60.00	60.00
Pueblo	55.00	55.00
Rio Grande	60.00	60.00
Routt	60.00	60.00
Saguache	55.00	55.00
Washington	60.00	57.50
Weld	55.00	55.00
Yuma	60.00	60.00

* Denver District includes Adams, Arapahoe, Douglas, Jefferson and Lincoln counties.

MISCELLANEOUS WAGE SCHEDULES—UNITED STATES

In presenting tables of miscellaneous wage schedules, it is desirable that like schedules for the whole United States be printed in this report. The United States Census Bureau undertakes a census of manufacturers, products, wages, and so on every five years. The last publication included the year 1925, and the figures therein given are approximately the same as they exist today, there having been only slight changes in wages since that time. There has been no decrease in the cost of living, the tendency really being upward, which would indicate a stiffening of the wages in some of the industries included in this report.

A general analysis of the wage tables printed in the United States report referred to above, shows that the average or median wage paid the workers in the United States amounts to a sum between \$25.00 and \$30.00 a week.

At the top, considerably above this average, are included the most highly skilled trades where the wages are \$42.00 to \$60.00, and even higher, for a full-time week.

Meanwhile the "section hands" who keep in order the railroad tracks, are averaging only \$17.00 a week. The textile workers, who spin and weave our cotton, average \$17.48. Silk workers in New York average \$22.22, and in Pennsylvania only \$17.40. In stocking mills the full-fashioned hosiery workers, with their strong union in the north, form a well-paid group. But those receiving \$50.00 a week are less than one-tenth of all the hosiery workers, full-fashioned and seamless, and the great majority of the 90% get from \$15.00 to \$23.00 a week.

The same 1925 census of manufacturers which shows the general average of \$1,280 a year for all factory workers reports that 1,750,000 workers, or one-fifth of all factory wage earners, are in industries where the average annual wage is below \$1,000 a year. In other words, industries employing one-fifth of all our factory workers are averaging less than the equivalent of \$19.23 a week for full-time work.

The lowest paid industries include not only the cotton mills and the knitting mills, but also include most of the lumber industries (with nearly half a million workers); tobacco factories, canning, confectionery, crackers, and several other food industries; most of the unorganized clothing trades; turpentine workers; makers of wooden boxes, burlap bags, paper bags, baskets, brooms, artificial flowers, and many other minor products.

Not only manufacturing, transportation and mining, but all sorts of industrial work depend largely on so-called "common labor." Taking the country as a whole, the hourly rate for common labor on July 1, 1927, was estimated by the federal bureau of labor statistics as averaging 42.6 cents, but the bureau also reports rates ranging sometimes as low as 15 cents an hour. To the unskilled worker—apart from the organized building laborer in a few big

cities—a pay envelope with as much as five \$5.00 bills is a rare occurrence.

The poorest paid of all are the 5,500,000 farm laborers, who average less than \$33.00 a month with board, and about \$47.00 a month without board.

More than balancing the 3,000,000 “aristocrats of labor” with their \$42.00 a week and more are some 16,000,000 wage earners who get less than \$25.00 a week. Some 6,000,000 of these low-paid workers are women and girls. In the factories of New York and Illinois—states with relatively high wage scales—the weekly averages for all women employed were \$19.05 and \$18.01 respectively, while the men averaged \$33.32 a week in New York and \$31.38 in Illinois.

Of the approximately 10,000,000 men getting less than \$25.00 a week, about 3,000,000 are 20 years of age or over. That is to say, about one-third of the 21,000,000 adult male wage earners in the United States are in this low-wage group.

The lowest wages for either men or women are paid in ten southern states, from Virginia and Tennessee to Louisiana and Arkansas. The million or more workers in their factories averaged, according to the census of manufactures, less than \$1,000 a year, or \$19.23 a week.

The survey proves that the contrast between the highly-paid tenth and the grossly underpaid half of the American wage-earning population is apparently growing sharper. The highly organized crafts have pushed the average union scale up steadily since the war. In dollars the average full-time weekly rate of organized workers rose by 60% from 1919 to 1927, but during the same time the average annual wage in all manufacturing rose in dollars only by 10%. When it is remembered that the tendency of industry is in the direction of the displacement of well-paid skilled laborers by the introduction of machinery, thus forcing these workers into the ranks of the low-wage workers, the outlook is not altogether reassuring.

BUILDING TRADES WAGE SCALES—DENVER

	Per Day
Bricklayers	\$12.00
Carpenters	10.00
Cement finishers	11.00
Drainlayers	8.00
Dredgemen	10.00
Electricians	11.00
Elevator constructors	11.00
Hod carriers	7.00
Hoisting engineers	10.00
Lathers	11.00
Painters	10.00
Plasterers	12.00
Plumbers	11.00
Steamfitters	11.00
Steamfitter helpers	6.00
Structural iron workers.....	10.00
Tile setters	12.00
Tinners	11.00
Unskilled day laborers.....	4.00

ACTUAL ANNUAL EARNINGS IN NINE OCCUPATIONS
COLORADO

Figures showing the actual yearly income in nine different occupations in twelve different cities and towns in Colorado are given in the appended table. The object in printing this table is to show how greatly the actual income of a tradesman varies in the different places. The reason for this variation seems to be entirely on account of the number of days it was possible for the man to work during the year.

	Carpenter	Bricklayer	Painter	Hod Carrier	Machinist	Blacksmith	Baker	Lineman	Bank Teller
Canon City	\$1,800	\$1,800	\$1,200	\$ 900	\$2,100	\$1,800	\$1,800	\$1,500	\$1,500
Colorado Springs ..	2,400	2,400	1,950	1,650	2,400	1,950	1,800	1,090	1,800
Denver	2,160	2,430	2,160	1,600	2,400	1,800	1,500	1,650	1,980
Fort Collins	1,575	1,800	----	1,200	1,550	1,550	1,560	1,620	1,900
Fort Morgan	1,100	1,200	1,750	----	1,800	2,400	2,400	1,395	1,380
Greeley	1,440	1,800	1,440	1,260	1,500	1,800	1,900	1,800	1,560
Pueblo	2,100	2,400	2,100	1,500	1,750	1,800	1,400	1,750	1,400
Steamboat Springs..	----	1,440	1,080	900	2,340	1,675	1,940	----	1,400
Sterling	2,170	1,680	1,925	1,260	2,100	1,680	2,000	1,500	1,375
Telluride	2,190	800	1,750	900	2,195	2,190	1,825	1,475	960
Walsenburg	2,250	2,700	2,400	1,275	1,640	1,800	1,560	1,800	1,500
Yuma	2,190	1,900	1,410	1,410	2,400	1,700	1,600	----	----

TRADE UNION WAGE SCALES

The appended table shows rates established by various trades unions in Colorado and the number of hours per day that the members in these trades organizations work.

There are approximately 500 labor unions in the state, representing all the nationally organized crafts. The members of these organizations have had regular employment throughout the year. Jurisdictional disputes appear to have subsided entirely except in very few instances and these have not resulted in cessation of work.

None of the unions reported any material change in wage scales. In some cases unions were able to resist arbitrary efforts to reduce wages and were also able to prevent any increase in the number of hours per day in the established work day.

Inasmuch as the cost of living has not been lowered during the two years just passed and inasmuch as the prices for food and shelter (the two dominant factors in living costs) have remained steadily high, it is predicted that some of the wage scales will be adjusted on a higher level within the next year. In the nation a continued upward trend of union scales throughout 1927 and 1928 was apparent. Of the time-work trades, increase in scales during that period have averaged only 0.5 per cent. In 1928 in the country at large, 10.6 per cent of the union members were working on the schedule of 40 hours a week, or less.

UNION SCALES

	Hours Per Day	Rate of Wages
Automobile painters	8	\$ 6.00 Day
Bakers	8	30.00 Week
Barbers	10	Guarantee
Blacksmiths	8	6.50 Day
Boilermakers	8	.76 Hour
Bookbinders	8	40.60 Week
Bricklayers	8	1.50 Hour
Building laborers	8	7.00 Day
Carpenters	8	10.00 Day
Cement workers	8	11.00 Day
Cigarmakers	8	30.00 Week
Cooks and waiters.....	10	3.00 Day
Coopers	8	.65 Hour
Drainlayers	8	8.00 Day
Dredgemen	8	10.00 Day
Electrical workers	8	11.00 Day
Garment workers	8	.40 Hour
Elevator constructors	8	11.00 Day
Granite cutters	8	1.06 Hour
Hoisting engineers	8	10.00 Day
Horseshoers	8	6.00 Day
Iron molders	8	5.40 Day
Lathers	8	11.00 Day
Leather workers	8	.66 Hour
Letter carriers	8	.60 Hour

	Hours Per Day	Rate of Wages
Lithographers	8	35.00 Week
Machinists	8	.80 Hour
Mailers	8	5.50 Day
Marble masons	8	8.50 Day
Meat cutters	9	35.00 Week
Musicians	8	.....
Painters and decorators.....	8	1.12 Hour
Photo engravers	8	1.00 Hour
Plasterers	8	12.00 Day
Plumbers and steamfitters.....	8	11.00 Day
Postoffice clerks	8	1,960.00 Year
Printing pressmen (job).....	8	33.00 Week
Railroad car men.....	8	.64 Hour
Railroad clerks	8	.56 Hour
Railroad conductors	8	.....
Railroad engineers	8	.....
Railroad expressmen	8	.66 Hour
Railroad firemen	8	.....
Railroad maintenance	8	.35 Hour
Railroad switchmen	8	.79 Hour
Sheet metal workers.....	8	1.12 Hour
Steamfitters	8	11.00 Day
Steamfitter helpers	8	6.00 Day
Stenographers	8	5.00 Day
Stereotypers (day)	8	46.00 Week
Stereotypers (night)	8	48.50 Week
Stone masons	8	8.00 Day
Structural iron workers.....	8	10.00 Day
Teamsters and chauffeurs.....	10	4.00 Day
Tile setters	8	12.00 Day
Tinners	8	11.00 Day
Typographical (day—job)	*8	45.00 Week
Newspaper (day)	*8	49.75 Week
Newspaper (night)	*8	53.25 Week
Waiters	8	2.75 Day
Window cleaners	8	5.00 Day

* 44 hours per week.

TWENTY-SECOND BIENNIAL REPORT

Colorado

Bureau of Labor Statistics

December, 1928, to July, 1930.

CHAS. M. ARMSTRONG
Secretary of State, Labor Commissioner ex-officio

M. H. ALEXANDER
Deputy State Labor Commissioner
and
Chief Factory Inspector



BRADFORD-ROBINSON PRINTING CO.
DENVER, COLORADO
1930

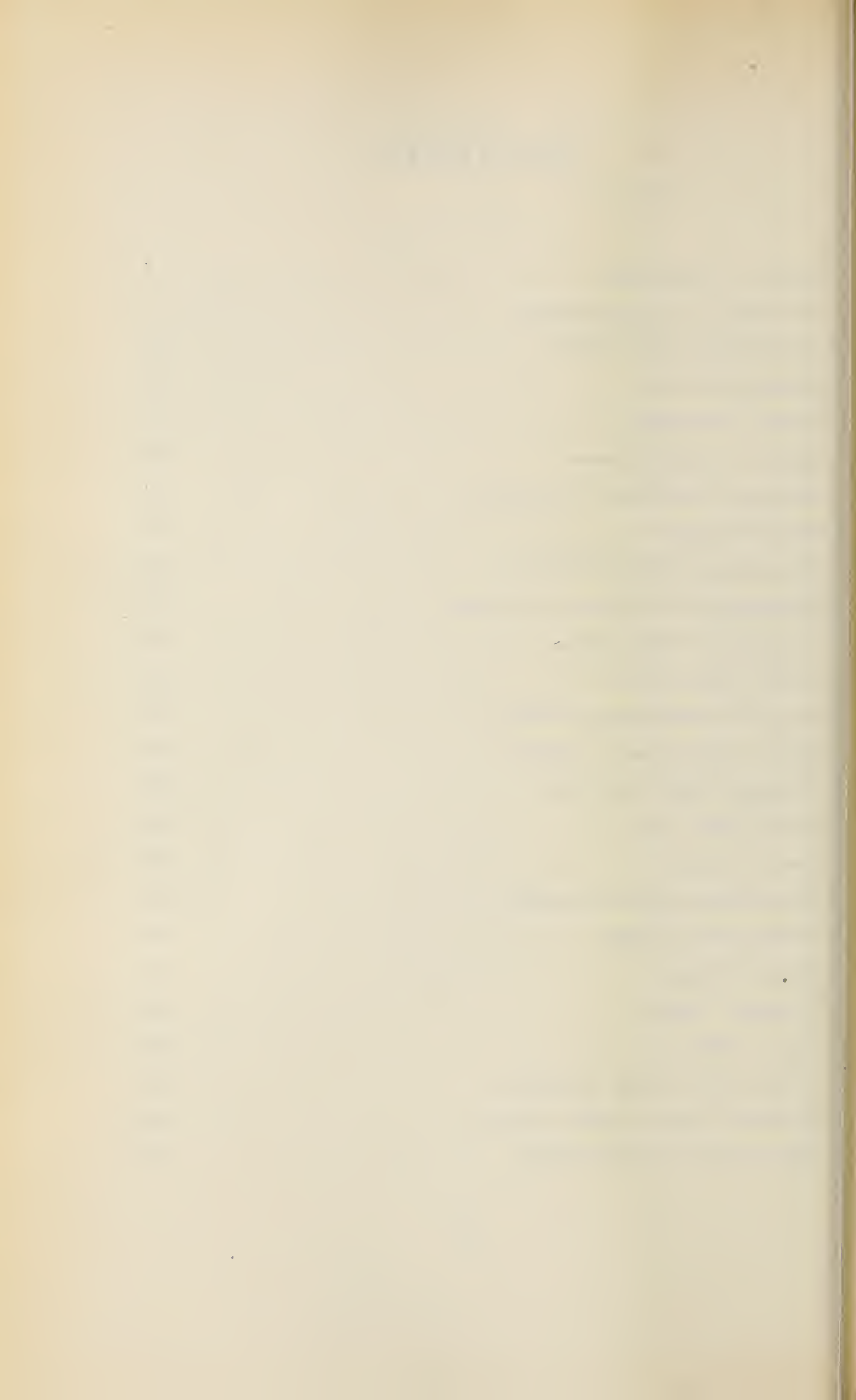
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LETTER OF TRANSMITTAL

To His Excellency, William H. Adams, Governor; Hon. Charles M. Armstrong, Secretary of State, Labor Commissioner, ex-officio, and Members of the Twenty-eighth General Assembly:

In accordance with the provisions of the law I am herewith submitting the Biennial Report of the State Labor Department, officially known as the Bureau of Labor Statistics.

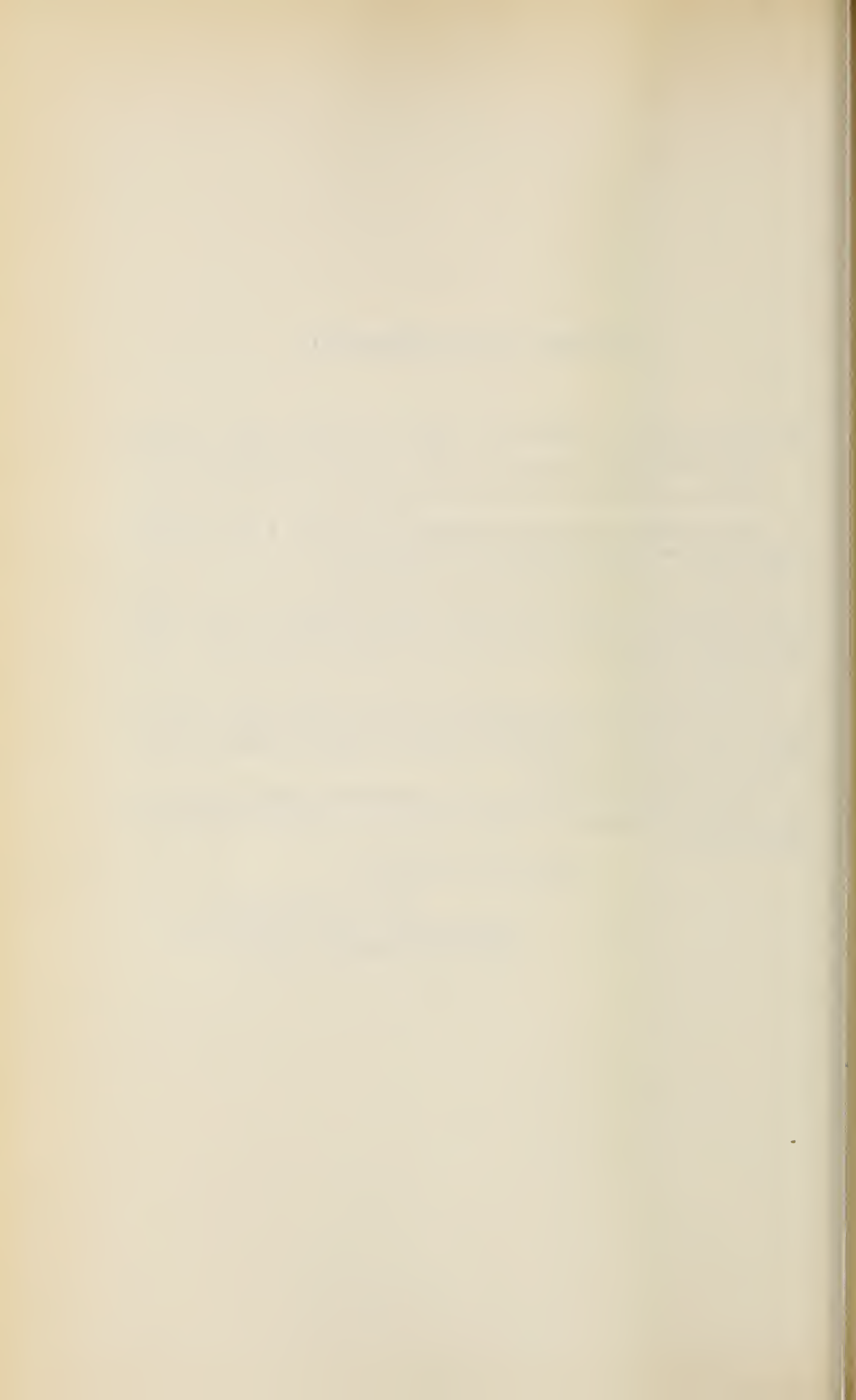
In order to conform to the law which changes the fiscal period from December to July it has been deemed proper to cover nineteen months' activities so that future biennial reports may cover two complete years.

It has been my aim to comply fully with the requirements of the law creating this Department and at the same time to act in such a way as to be of greatest benefit to those for whose protection the laws were enacted.

To all who contributed to the harmonious conduct of the affairs of the Department I wish to extend my personal thanks and appreciation.

Respectfully submitted,

M. H. ALEXANDER,
*Deputy State Labor Commissioner
and Chief Factory Inspector.*



TWENTY-SECOND BIENNIAL REPORT

of the

BUREAU OF LABOR STATISTICS

STATE OF COLORADO

DECEMBER, 1928, TO JULY, 1930



PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

CHAS. M. ARMSTRONG

Secretary of State, Commissioner *Ex-Officio*

M. H. ALEXANDER

Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM

Statistician

KATHERINE GARETSON

Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS

Clerk

FACTORY INSPECTION DEPARTMENT

W. F. EVANS

Deputy Factory Inspector

J. C. DEWEY

Deputy Factory Inspector

GEORGE L. SEITS

Deputy Factory Inspector

MAE R. FOX

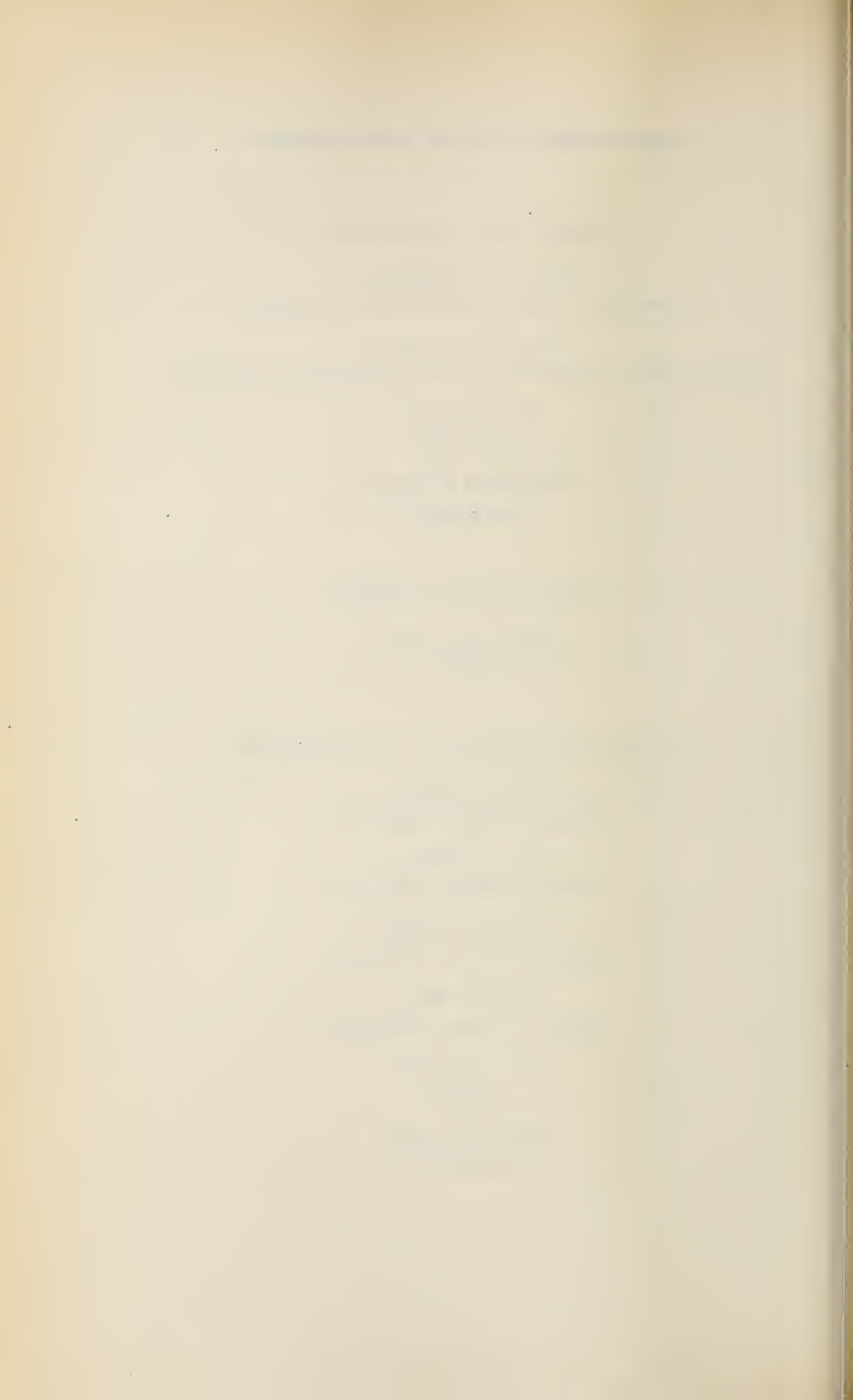
Deputy Factory Inspector

SAUL CASHMAN

Clerk

BIRDIE SWANSON

Stenographer



APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the supervision of the Labor Commissioner for the period of nineteen months from December, 1928, to July, 1930, was as follows:

BUREAU OF LABOR STATISTICS

	Total Appropriation	Total Expenditures	Balance
Labor Commissioner, Salary.....	\$ 3,958.31	\$ 3,958.31	.....
Statistician, Salary.....	2,375.00	2,375.00	.....
Stenographer, Salary.....	1,900.00	1,900.00	.....
Labor Commissioner, Travel Expense.....	1,187.50	1,125.61	\$ 61.89
Incidental Fund.....	635.40	358.48	276.92
Private Employment License Expense Fund...	633.30	595.92	37.38

WAGE CLAIM BUREAU

Wage Claim Clerk, Salary.....	\$ 1,900.00	\$ 1,900.00
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FACTORY INSPECTION DEPARTMENT

Four Inspectors, Salary.....	\$ 7,600.00	\$ 7,600.00
Factory Inspector, Clerk, Salary.....	1,900.00	1,900.00
Factory Inspector, Stenographer, Salary.....	1,900.00	1,900.00	.....
Factory Inspector, Traveling Expenses.....	3,800.00	3,700.40	\$ 99.60
Incidental Expense.....	395.85	541.38	*145.53

* Deficit.

RECAPITULATION

Total Appropriation for Bureau of Labor Statistics, Wage Claim Bureau and Factory Inspection.....	\$28,185.36
Total Expenditures, All Departments.....	27,855.10
Balance Unexpended, All Departments.....	\$ 330.26
Total Appropriation, Bureau of Labor Statistics.....	\$10,689.51
Total Expenditures.....	10,313.32
Balance Unexpended.....	\$ 376.19
Total Appropriation, Wage Claim.....	\$ 1,900.00
Total Expenditures.....	1,900.00
Total Appropriation, Factory Inspection.....	\$15,595.85
Total Expenditures.....	15,641.78
Deficit	\$ 45.93

RECOMMENDATIONS

Factory Inspection:

The State legislature having added the duty of inspecting all school houses, theatres and moving picture houses, it becomes imperative that additional traveling expense money be appropriated for the use of the inspectors. Accordingly, it is urged that the appropriation of expense money granted each inspector be placed at \$100.00 a month. This sum is needed if the intention of the inspection law is to be fully carried out.

Wage Claim Department:

Again has the work of this Department in the settlement of wage claims shown the necessity of providing legal means of procedure in collecting small amounts of wages without cost to the claimant. The experience shows that an officer known as a public prosecutor would not fit the case nor successfully accomplish the end sought. It is, therefore, urged that a statute be enacted that would establish a small claims court in Colorado. This can be done by authorizing justices of the peace to accept cases in behalf of claimants for unpaid wages in sums of \$100.00 or less, without cost, the justice court fees to be certified to the County Commissioners and paid out of the county general fund.

A suggested draft of such a law has been prepared and is printed in this report.

Free Employment Offices:

There is great need for financing and reopening the State Free Employment offices in Colorado. An appropriation of \$26,400.00 for the next two years is asked to do this. This sum is the same as appropriated for the conduct of the four state free employment offices for the two years previous to their closing in 1923. The larger number of our citizens who are out of work and who are seeking employment makes it necessary that the State should use every possible means of relieving this distress. One of the most effective means of doing this is through free employment offices.

It is most strongly urged that the legislature make the appropriation asked for, thus aiding in the relief of the unemployed.

FACTORY INSPECTION

The law creating the Department of Factory Inspection names the Deputy State Labor Commissioner as Chief Factory Inspector. It authorizes the appointment of four inspectors, one of whom shall be a woman. The law was enacted in 1911. At the last session of the legislature the law was amended so as to include the inspection of school houses, theatres and moving picture houses.

The work of the four inspectors is necessarily confined to the institutions that are specifically named in the law; all factories, mills, workshops, bakeries, laundries, stores, hotels, boarding or bunk houses, school houses, theatres, moving picture houses, and places of public assemblage, or establishments where laborers are employed or machinery used. This, of course, provides abundant work in Colorado for our inspectors the year round.

Most of the work of the inspectors falls within the cities of Denver, Pueblo, Colorado Springs and the larger towns of the State. The work of inspecting school houses has consumed much of the time of the inspectors. It is again apparent, also, that the distance between important towns and places where it is necessary for inspectors to go is an important factor in consuming the time of inspectors who must depend entirely on railroad transportation in getting from one place to another. However, it has been possible to get to every county in the State, save one, during the nineteen months covered by this report.

The meagre allowance of \$50.00 a month for traveling expenses has been a serious handicap. Although the statute provides a sum not to exceed \$100.00 may be expended for traveling expenses of each inspector, that amount has never been appropriated by the legislature, hence has never been available. Since additional duties have been thrust on the inspectors, it is more than ever imperative that the maximum of money allowed be set aside for the use of factory inspectors.

During the nineteen months covered by this report the inspectors and clerks completed transactions in connection with factory inspection as follows:

Reports from manufacturing plants employing large numbers of workers in Colorado show a marked decrease in the number of accidents in industry. The figures would show about 17% decrease. This important achievement is without doubt due to the diligence and thoroughness of the factory inspectors. It is certainly a strong reason for giving us the opportunity and the means to extend our inspection work so as to include the remotest parts of the State.

Total number of inspections.....	8,500
Total number of certificates issued.....	7,100
Total number of sanitary and safety orders issued....	1,487
Total number of re-inspections.....	476

If this report was made to cover a two-year period it would show about 11,000 inspections, which is an increase of about 10%

over the number of inspections reported for the biennium, 1927-1928. To the increased results should be added the work connected with school houses and theatres.

SAFETY IN SCHOOL HOUSES

At the last session of the legislature the State Factory Inspection law was amended so as to include school houses, theatres and moving picture houses. This new law went into effect in July, 1929, and as this report includes Department activities only up to July, 1930, it represents only one year's work with the school houses.

Notwithstanding the fact that only half enough money and half as much as the law allows for traveling expense was appropriated by the legislature, still our inspectors did a vast deal of work in looking after conditions in school houses and theatres and moving picture houses.

The record shows that for the one year from July, 1929, to July, 1930, 531 school buildings were inspected. In a number of instances it was found necessary to order changes and alterations, as well as the installation of fire escapes. On the whole, school directors are ready and anxious to comply with our inspector's orders, knowing that the safety of the children is of first importance. It may be added that very many, if not most, of the orders issued by our inspectors were of a kind that concerned conditions which resulted from utter carelessness on the part of the school authorities. Carelessness concerning the safety of school children is utterly inexcusable and should not under any circumstances be tolerated or condoned.

There are more than 3,000 school buildings in use in Colorado. Of this number, 531 were visited by our inspectors. This is slightly more than 18% of the number of schools. This statement is made primarily to call particular attention to the main reason why not more school buildings were inspected. The reason is that the money appropriated for traveling expense is not sufficient to allow our inspectors to reach the remote places in the State. However, in every case where inspectors were called for to look into conditions the complaint was attended to at once without regard to distance from center of population.

It should be added that the Chief Inspector planned the work so as to make sure that inspections were made where the danger might reasonably be most imminent—that is, of the larger school houses in the most populous neighborhoods. It is believed that by doing the work in this manner the purpose of the law has been substantially complied with.

Our inspectors visited 142 theatres and moving picture houses during the year covered by this report. The same comment made above concerning school houses may also be applied to our work in that regard. Wherever orders were found to be necessary, the cause in nearly every case rested on carelessness of the owners and all were easily adjusted.

HOTELS AND ROOMING HOUSES

Closely related to the matter of protecting workers and the public from latent and unseen dangers is the location of hotels amidst dangerous surroundings.

At the present time, although the State Factory Inspector is authorized to inspect hotels and make orders remedying known and dangerous conditions, yet there is nothing to prevent the opening and operation of a hotel or rooming house, or an apartment house, right over an automobile garage, repair shop, storage room, filling station, clothes cleaning establishment, or, for that matter, directly over a shop or place where "gun spraying" is in progress in a paint shop.

This is one of many dangers that can be avoided only by the adoption of a State building code, making it obligatory to secure a permit before opening a hotel. Such a statute would also require a building permit for school houses and public buildings generally.

STANDARD GUARDS AND PROTECTIONS

Floor Openings—Should be protected by railing 3 feet high, a middle rail between it and floor, and toe boards 6 inches high.

Stairways—Should be provided with hand rails 36 inches high from center of tread. Stairs over 4 feet wide, also stairs open on sides, should have a hand rail on both sides and an extra rail should be provided in center if stairway is over eight feet wide.

Platform, Runways or Mezzanine Floors—Over six feet from floor should have exposed sides guarded by railing three feet high, a middle rail between it and floor, and a six-inch toe board.

Engine or Similar Flywheels—(a) Guards placed nearer to the wheel than 15 inches should be five feet high and solid, or if of railing, filled in with wire mesh having openings not exceeding three inches; or (b) protected by a railing three and one-half feet high, more or less as conditions may require, and middle rail between it and the floor, these being 15 inches away from the wheel; also with a six-inch toe board, if wheel runs in a pit. All moving parts of engine should be guarded in a like manner.

Gears and Friction Drives—(a) Should be completely enclosed, or (b) where this is impracticable should be protected by a hand guard provided with side flanges extending inward beyond the roots of the teeth. (c) Where there is a spoke hazard, the gears should also be enclosed on the exposed side by a solid sheet metal guard or disc.

Belts, Chains or Ropes (Vertical or Inclined)—Of high speed. (a) Should be completely enclosed to a height of 5 feet, or (b) protected by railing 3½ feet high and a middle rail between it and the floor, 15 inches away from the belt.

Belts, Chains or Ropes (Horizontal)—If more than one inch in width or one-half inch in diameter and upper part is less than six

feet from floor level or platform the entire belt should be completely enclosed, or (b) a standard railing at least 15 inches from belt to be provided. (c) Overhead belts, the lower part of which are seven feet or more from platform, should be protected on the sides and bottom by a trough or channel guard. (d) All overhead belts six inches or more in width traveling thirty feet per second or faster to be guarded underneath, provided they travel parallel to or over passageway.

Shafting (Horizontal)—Within six feet of floor or platform level (a) should be completely encased, or (b) protected by a railing three and one-half feet high and a middle rail between it and floor, 15 inches away from shaft.

Shafting (Vertical or Inclined)—Should be encased to a height of six feet from floor or platform level.

Note—Guards may be constructed of wire screen, solid sheet or perforated metal. If guard is placed closer than 15 inches, the opening in wire screen or perforated metal should not exceed one inch.

Abrasive Wheels and Buffers—Wheels shall be provided with substantial retaining hood (or when such would interfere with operations, with band guards) covering as much of the wheel as possible and of sufficient strength to retain fragments in case of explosion.

Standard flanges shall be as follows: Six-inch wheel flanges shall be three-inch diameter, eight-inch wheel flange shall be five-inch diameter, and ten-inch wheel flange shall be not less than six inches smaller than wheel.

Belt Shifters—Shall be a permanent mechanical device by means of which the belt may be shifted on the pulley without being touched by hand, and to be so arranged as to prevent accidental shifting.

Elevator Projections—(a) In shaftway forming a shear with floor of car, platform should be beveled to angle of 15 degrees from vertical and sheeted with metal. (b) Openings or depressions should be filled in or top shear surface provided with bevel boards or a gate provided on the car.

Platform and Shaftway—(a) Unused sides should be enclosed to a height of six feet by solid guard or grille work of not more than two-inch mesh. Sides where a finger might project through grille-work or open enclosures and be crushed by moving car, counterweight, or door, should be protected by wire netting of not more than one-half-inch mesh, and not smaller than No. 20 wire. (b) Where drop automatic hatch doors are used a three and one-half-foot railing, with a middle rail between it and floor 12 inches from hatchway edge, should be provided on all sides, openings in counterweight guard not to exceed one-half inch. (c) Counterweight guards, solid or heavy wire, five and one-half feet high and the width of the shaft should be securely attached to the platform, if other protection is not provided.

Gates—(a) At shaftway entrances should extend to within two inches of the floor; should be self-closing, five feet six inches high, and if of open construction, space between members to be not more than two inches. (b) If 12 inches or more from inside edge of hoistway, height may be decreased to three and one-half feet. (c) Where hatch covers are used, additional protection in the form of bars working in conjunction with same may be provided in place of gates. (d) Horizontal sliding doors are accepted when provided with inside locks and if car has regular operator. (e) Swing doors or manually operated vertical sliding doors must have interlocks.

Laundries and Cleaning Establishments—All extractors in laundries and cleaning works should be covered with metal covers attached to the extractor.

SPRAY PAINTING

What is known as the "spray gun" as applied to industrial painting has developed an entirely new problem in factory inspection. Although not specifically contemplated in the Factory Inspection law, except by inference, this Department has nevertheless been diligent in insisting on proper precautions to be taken in the use of these spray guns, particularly when used in connection with the most harmful ingredients, such as benzol, lacquers, paints, etc.

Much as the use of the spray gun is condemned as dangerous and unhealthy, it is highly probable that its use will never be entirely prohibited. Regulation of the use of these guns is therefore most essential for the protection of the worker and for the safety of other workers as well as the public generally. It is now known that the latent danger inseparable from the use of the spray gun can be entirely overcome by proper precautions.

To that end the Chief Factory Inspector has formulated a set of rules to be observed by those handling these dangerous ingredients. These rules are printed in this report for the information of the public. A printed copy of these rules is also placed in the hands of all workmen engaged in spray painting.

RULES

Extreme caution in the use of the "spray gun" is absolutely necessary in order to prevent great harm to life and property. It is quite impossible to remove all dangers connected with the use of the "spray gun," but it is hoped to eliminate most of them when the appended requirements are faithfully followed.

The highly inflammable nature of the pyroxylin and the pyroxylin thinners used in conjunction with it, necessitates a very careful handling on application of the material. Careful investigation made by the National Fire Protection Association, the National Board of Underwriters and other similar institutions show that the fire hazard attendant on these processes, although very

great, has resulted in few fires. Nevertheless, these few fires caused immense property damage, the death toll in itself being appalling.

With a view to safeguarding the life and health of the employees, the State Factory Inspection Department insists that the various users of pyroxylin, or other paints of like nature used with a spray gun, strictly observe the instructions contained in the pages that follow.

When carelessly handled, the application of pyroxylin presents a dangerous hazard, while with proper precaution the hazard of this operation is no greater than the old method of painting. The cardinal factors to keep in mind are cleanliness and ventilation. All concerned should be taught this slogan.

The thinners are very volatile and will give off a rich vapor far below the normal room temperature. This vapor is easily ignited by a spark, and if there is sufficient of this mixture, an explosion will result. In a well ventilated spray booth this hazard is eliminated.

The pyroxylin in a powdered form is not explosive when at rest on a surface, but is explosive when floating in the air. While the pyroxylin powder is not explosive when at rest, it is easily ignited at extremely low temperature. Fires have been started by hot chips from drills; scraping iron on iron or concrete; a static spark; dropping a steel wrench on floor; cleaning with an oily rag; leaving rags or cloths in booth; heat from electric lamps, or coils; short circuit in electric wires, and similar causes.

All mixing and thinning in quantity should be done very carefully by experienced employees, wearing goggles to protect the eyes from accidental splashes, which, while not dangerous, cause a severe and painful inflammation of the eyelids.

The common practice of cutting cans is beset with dangers and should be avoided.

Before material is poured out into the mixing pail it should be thoroughly agitated, making sure to work up the pigment, etc., into a homogeneous mass.

Scrap Pyroxylin and Pyroxylin Thinners: Scrap pyroxylin and pyroxylin thinners, especially the latter, shall not be run down sewers. There are innumerable cases on record where throwing of pyroxylin thinner and other solvents into the sewers was responsible for serious explosions.

Ventilation: Since the flash points of pyroxylin and pyroxylin thinners are 32° F., the presence of enormous volumes of highly inflammable vapor in and around spray booths, in addition to being a toxicity factor, also represents a dangerous fire hazard. About the only thing that can be done to eliminate this condition is thorough ventilation.

Many persons erroneously think that open windows and skylights alone will give sufficient ventilation where necessary. This is seldom true, since the draft from an open window may absolutely nullify the value of a properly installed exhaust system, by causing back drafts or eddies which swirl up the impure air, so that the

vapors are actually forced back into the room when they ought to be drawn away from it.

This is also true of systems where fresh air is blown in by fans to augment the natural supply. Such air generally enters at a considerable velocity and is apt to disturb the natural currents created by the exhaust fans. In fact such auxiliary systems are detrimental to the natural drafts within the building, especially within the winter months, when the atmosphere outside is heavier than the atmosphere within the building. Very reliable data on the subject of ventilation shows that wherever proper ventilation was provided the fire hazard and the toxicity were reduced to a minimum.

Fire Extinguishers: Fire extinguishers should be located in spray booths. Two or more automatic type fomite extinguishers.

Fires in spray booths spread with great rapidity, and generate an immediate and intense heat which, being gaseous in nature, travels across the ceiling, opening up sprinklers far from the point of the fire. While the sprinklers might prove effective, the damage caused by many gallons of water on the floors beneath is grave and not in any way negligible.

Cleaning of Spray Booth and Ducts: Cleaning should be done with stiff fiber brushes, or copper or brass scrapers. Never with iron or steel devices.

Lighting: Artificial light must be restricted to electricity. The shades attached to the light bulbs should be provided with a glass front, especially when used near spray booths. This would protect the bulbs from accidental breakage with its accompanying spark, which may start a serious fire, incidentally protecting the pyroxylin spray from the air brush from hitting the hot bulb directly.

Spray Booths: The spray booth walls should be scraped periodically with a special brass scraper. Dirty towels, rags, etc., should not be allowed to remain in a spray booth, as they have been responsible for some recent spray booth fires. Oil rags are subject to spontaneous combustion. Employees should be warned against leaving their overalls, aprons, dirty towels, etc., hidden in the spray booth or elsewhere, where pyroxylin thinners are in constant use. Dirty towels and rags should be collected in steel barrels of water, such barrels to be placed outside the booth. Rags soaked with oils and pyroxylin should never be soaked in the same barrel of water, which will positively start a fire. All electric fuses and fuse boards should be far removed from pyroxylin and pyroxylin thinners. Sparking motor brushes should never be tolerated in the department using the materials in question and should be attended to immediately. Motors of all types should be provided with wire gauze safety hoods.

NOTES TO BE REMEMBERED

1. Not more than twenty-four hours' supply of pyroxylin or pyroxylin thinner should be stored in spray booth.
2. When mixing pyroxylin, wear goggles to protect the eyes.

3. Steel cutters, chisels, or steel can openers should not be used to cut cans.
4. Pyroxylin and pyroxylin thinner must not be run down sewer. This would cause a serious explosion.
5. Avoid the use of steel tools in spray booth. Pyroxylin thinner vapor has an extremely low flash point and may start a serious fire if not kept out by proper ventilation.
6. Water is the best agent to use on a dry pyroxylin fire. Next is soda and acid. Foam is best for liquid pyroxylin fire.
7. Clean air ducts once every week or oftener.
8. Pyroxylin must not be sprayed directly over a hot electric bulb, because pyroxylin when subject to heat of any electric lamp is reduced to charcoal, which reduces flash point of pyroxylin much lower than in the original state.
9. A sparking motor brush should not be tolerated for an instant. This should be looked after immediately.
10. Use non-ferrous metal devices for scrubbing and cleaning ducts.
11. Floor of spray booth should be cleaned often. Use non-ferrous tools to clean booths.
12. Do not use compressed air to clean generally, as the dust in the air is a real hazard, and this method of cleaning does not remove the material but simply spreads it over a greater area. Let settle and sweep up carefully.
13. Extension cords should not be allowed in spray booths.
14. All lights within ten feet of booths should be enclosed.
15. Clean all lights in or near spray booth regularly to prevent accumulation of dust.
16. Grinders or welders should not be allowed to work in spray booth.

Important—Always start the exhaust fan before beginning to use the spray gun. This will avoid the danger of explosion from an accidental spark when switching on the power.

FIRST AID IN REMOVING LACQUER FROM EYES

Wash eyes out good with weak solution of boracic acid or free use of chemically pure Di Butyl Phthalate. This material is harmless to the eyes, is mild and its effect like oil, and yet is a perfect solvent for nitro-cellulose and other lacquer ingredients. Use this with an eye-cup, using repeated washings to remove all trace of lacquers and lacquer solvents. In all cases go to a hospital, even after these are used.

Also use a small percentage of this mixed with solvent for removing lacquer from the hands or face, as it prevents the burning sensation of the solvent, and prevents drying out the skin too much, as is the case with plain solvent or equipment cleaning fluid. Use a mixture of about 10% of the Di Butyl Phthalate in solvent for this ordinary washing purpose. For the eye, of course, the material must be used absolutely straight.

PHYSIOLOGICAL EFFECT OF PYROXYLIN AND PYROXYLIN THINNER CONTENTS:

A reference to standard books on toxicology gives considerable information regarding the possible physical and physiological effects of various commercial solvents. But with the advent of quick drying finishes like pyroxylin and their reducers, there have been numerous inquiries in regard to the "poisonous" nature of the material.

In general, practically all the commercial solvents used in pyroxylin and pyroxylin thinner have more or less stupefying action to the point of producing a form of anesthesia when administered either internally or in the same manner in which ether is administered. Recovery in fresh air is extremely rapid and the patient suffers no permanent ill effects.

STATE MANUFACTURING ESTABLISHMENTS

In Colorado, according to the latest figures available (which are taken from United States industrial census) there are 2,694 manufacturing establishments employing ten or more persons in this State. Most of these are in Denver, Pueblo, Colorado Springs and other of the larger towns in the State. A division of the employees in these manufacturing plants is reproduced here.

	Male	Female	Total
Proprietors and Firm Members.....	2,119	166	2,285
Salaried Officers.....	660	32	692
Superintendents and Managers.....	1,470	51	1,521
Clerks and Other Subordinates.....	3,471	1,516	4,987
Wage Earners.....	32,102	3,343	35,445
Totals	39,822	5,058	44,880

DISTRIBUTION BY COUNTIES

The following figures are from our own records and include all manufacturing establishments without regard to the number of employees engaged:

Adams	31	Garfield	18	Otero	56
Alamosa	14	Gilpin	4	Ouray	6
Arapahoe	28	Grand	11	Park	7
Archuleta	9	Gunnison	24	Phillips	8
Baca	8	Huerfano	20	Pitkin	6
Bent	17	Jackson	4	Prowers	47
Boulder	105	Jefferson	27	Pueblo	161
Chaffee	18	Kiowa	6	Rio Blanco.....	9
Cheyenne	5	Kit Carson.....	14	Rio Grande.....	21
Clear Creek.....	9	La Plata.....	31	Routt	18
Conejos	14	Lake	12	Saguache	9
Costilla	5	Larimer	91	San Juan.....	6
Crowley	17	Las Animas.....	52	San Miguel.....	11
Custer	8	Lincoln	14	Sedgwick	3
Delta	21	Logan	31	Summit	4
Denver	1,141	Mesa	41	Teller	8
Douglas	8	Moffat	6	Washington	9
Eagle	4	Montezuma	7	Weld	99
El Paso.....	153	Montrose	27	Yuma	21
Elbert	7	Morgan	29	All Others.....	7
Fremont	41				

MANUFACTURED PRODUCTS IN COLORADO

We are giving below an alphabetical list of the different kinds of manufactured goods produced in Colorado.

Airplanes, amusement devices, artificial limbs, asbestos and chemists' supplies, automobile accessories, automobile bodies, trucks and tops.

Badges, buttons, balances, bakery products, bank supplies, bedding, belting, beverages, biscuits, boilers, brass and bronze products, brick, brooms, brushes.

Candy, canned goods, cans, carbon and ribbons, caskets, cement products, cereals, cheese, chemicals, chili, cigars, cigar boxes, clothes lines, coffee roasters, compressed gas, cookers, cooperages, crates, culverts and metal flumes, cutlery.

Dairy products, disinfectants and insecticides.

Electric equipments, electric light fixtures, electric machinery, electrical treatment appliances, envelopes.

Fan belts, fertilizer, fire department supplies, fishing tackle, floor wax, flour, flushing valves, foundries, fruit products, furnaces, furniture, flying machines, fuses and explosives.

Garden furniture, garments, gears, gloves, gypsum.

Hats and caps, hollow building tile, honey and honey products.

Ice, ice cream, ice cream cones, ink, irrigation supplies, iron and wire products.

Janitor supplies, jellies, jams, jewelry.

Ladders, lapidaries, lead products, leather goods, lumber (building) material.

Macaroni, macaroni products, machinery, mailing tools (paper), malted milk, malt syrup, maps and blue prints, marble mayonnaise, medical supplies, metal spinners, monuments, mausoleums, mortar, motion pictures and paste.

Nails, novelties of all kinds.

Overalls.

Packing products, paint, paper, paper boxes, patterns, pennants, banners and flags, photographs, picture frames, pipe, piston rings, plating, porcelain, porch furniture, portable garages, potato flakes, pottery, poultry supplies, printing.

Railroad equipment, rock drills, roofing, rubber products.

Saddles, harness and products, sanitary wiping cloths, screens, sheet metal products, shirts, signs, smelting, smoke consumers, soaps, soda fountains, stamping, stockers, structural steel, sugar, surgical instruments, surveying instruments, suspenders, garter, switchboards, syrup.

Tallow, tanks, tar products, taxidermy, tents and awnings, terra cotta, terrazzo, tires, tubes, toilet goods, tooth powder and paste, trunks, bags and suit cases.

Upholstering.

Vaccine serum, ventilating systems, vinegar and the like.

Wall paper cleaners, weather strips, window shades.

COLLECTION OF WAGE CLAIMS

There has been no let-up nor diminution in the work of this Department during the past two years in connection with the settlement of wage claims. Strictly speaking we have no legal warrant to do this work, as there is no existing statute which authorizes the Deputy State Labor Commissioner to collect or settle private debts. Nevertheless, the very nature of these claims and the helpless condition of the claimants prompts us to activity and everything that is possible for us to do is promptly done in order that quick settlement is secured, and in order that the worker shall get the money that he or she has honestly earned.

In all matters connected with the work of settling wage claims, extra care and caution is used by the Department, since only moral suasion is used to secure settlements. As a matter of fact, it is only the uniform courtesy used that has enabled us to accomplish the vast deal of work shown.

No two cases presented for settlement are exactly alike, hence it is difficult to classify the claims presented. Every claim presented is different from every other claim, and there is an unending variety of surrounding circumstances. In most of the cases the difficulty is over the rate of pay and the exact time put in by the worker. In other cases workers have allowed wages to remain uncollected over a long space of time. Claims of that kind are the most difficult ones to settle. And then, we have the claims of women who have done housework and are not paid, and claims of nurses for services rendered.

About twenty per cent of all the claims presented are brought in by women. Their claims are usually for amounts so small as to make it an actual hardship for them to attempt to collect in person, as car fare would at once become a burden. All such claims receive the same careful handling that is given to claims of greater magnitude. In actual experience it is found that the smaller the claim, the greater the need of the worker,—the money is so badly needed that they just must have it to provide for necessities.

The total lack of legal or statutory power has again, as in previous biennial periods, greatly hampered us in our dealings with employers who owe wages to workers. Also, this lack of legal authority frequently puts the Labor Department in an awkward light with claimants who can not understand that it is not possible to go right out and take the money away from the employer, whether he has it or not. Claimants are obsessed with the idea that "labor must be paid," and are not easily satisfied that the Labor Department is not empowered to see that this is done. This leaves matters so that, no matter how right the claimant may be, and no matter how wrong the employer may be, and no matter how promptly this Department may decide that the money is owing and that it should be paid, there is nothing that we can do to enforce that or any other decision. It is well to repeat here that

we are again asking for the establishment of a small claims court where such claims can be legally handled without cost to the worker.

In spite of this serious limitation and the general difficulties which surround every claim presented, the Department has, during the last nineteen months settled over fifty-seven per cent of claims presented, as shown by accompanying table. We point to this achievement as a reason for continuing the work, notwithstanding the great amount of time and attention that it requires.

The Department of Labor makes no charge whatever for this service. Not only is the service gratis, but no money or remuneration of any kind is accepted even if offered by the benefitted party. Our work is performed gladly and willingly, with entire absence of "red tape" or any kind of "stalling." The theory adopted by the Department is that after a man or woman has performed labor for another the worker should not be forced to undergo expense of any kind to get his money.

Another very pronounced effect of the free work of the Department is the actual saving of money for claimants. Our settlements obviate the necessity of court proceedings, which are always costly, in many cases uncertain, and in nearly every instance mean the loss of much time on the part of litigants. It is reasonable to figure that not less than \$10,000 or \$15,000 would have been the price paid by claimants during the two years had the workers, who were served by the Labor Department without cost, been forced to obtain what was due them by proceedings in courts. Another disclosure is that court proceedings are so costly that many a worker with a small claim is completely swindled out of his money for the reason that he has no money to prosecute his case through legal channels.

In this office every claim is handled promptly. There is no delay. Letters are dispatched at once where correspondence is required, and a system of check-ups is installed which insures prompt follow-up letters when found necessary. Wherever possible, a personal representative of this Department is sent to make investigation and to secure immediate payment. In some cases this is easily and quickly accomplished, but in the great majority of cases it becomes necessary to make a large number of trips before a case is finally settled. Action is taken on the theory that all delay, or any delay, works a hardship on the claimant.

The claims presented cannot be sorted out or placed in classes. That would probably accomplish no good even if it could be done. Still, it may be well to know that about 80% of the claimants are men and 20% are women. The women claimants are mostly house maids and servants generally. It has been found that in cases of domestic service there is no general desire to mulct the worker, but the claims usually are the result of misunderstandings between the employer and the employee.

There is one kind of claim that the Department will have nothing whatever to do with. That is the kind that discloses a family row. It would be unjust to expect the Labor Commissioner to ad-

just difficulties of that kind. Still, rejected claims often require more time and more patience and diplomacy than do the ones that are accepted for settlement.

In spite of diligence pertaining to claims it happens frequently that long periods of time elapse before final settlement is reached. A typical case is cited to show this point:

In April, 1928, a coal miner filed a claim against a coal operator for \$40.70 which had to be handled entirely by letters sent through the mails. Forty-four letters were written and received before settlement was finally secured, the last payment occurring exactly one year and seven months after the date of the filing. After much delay the operator reluctantly agreed to pay the miner by installments, which, though far from desirable, was nevertheless better than a long drawn-out and expensive suit in a court. Payments were made in sums of \$5.00 each. Six checks for \$5.00 and one for \$10.00 passed through this office to the claimant. The letter file in connection with this coal miner's claim weighs in excess of a pound. All this work was done without costing the claimant a cent.

The following table will show by months in detail the transactions for the years mentioned:

WAGE CLAIM COLLECTIONS

Nineteen Months—December, 1928, to June, 1930.

	No. Claims Filed	No. Claims Paid	Amount Collected	Average Per Cent Each Claim	Per Cent Claims Collected
December, 1928.....	60	26	\$ 845.10	\$34.81	43.3
January, 1929.....	75	66	842.51	12.75	88.
February.....	52	17	526.83	15.10	30.8
March.....	56	30	598.28	19.30	53.6
April.....	67	35	723.69	20.65	52.2
May.....	80	41	1,224.11	30.00	50.6
June.....	67	28	470.40	16.80	42.
July.....	65	47	1,119.96	23.80	72.3
August.....	78	33	515.58	14.30	45.
September.....	79	43	895.13	21.00	55.
October.....	70	53	922.22	16.75	78.5
November.....	71	38	1,081.34	30.00	53.5
December.....	107	56	1,921.47	34.30	52.3
January, 1930.....	80	106	3,023.00	26.00	132.
February.....	59	36	3,380.74	94.00	61.
March.....	59	30	826.24	37.50	50.
April.....	70	35	1,190.18	34.80	50.
May.....	72	32	850.74	26.70	44.5
June.....	93	38	843.10	22.50	40.
Totals.....	1,360	790	\$21,800.62	\$28.00	57.6

The grand total of all claims collected during the nineteen months is \$21,800.62. The average amount of each claim settled was \$28.00. This clearly indicates that the worker with the small amount due him is the one who most needs the aid of the State, and who receives the most direct benefit for the free service rendered.

In this connection it is well to repeat what was printed in our Twentieth Biennial Report:

“The experience of the Department is very convincing that something with legal force behind it should be adopted by the legislature to the end that unscrupulous employers may be brought to book and forced to pay laborers for work performed. In certain cases it is necessary that there should be a court that will handle claims in a legal way without cost to the claimant, and a court that would handle them without intervention of attorney, the aim being to secure immediate payment of a claim.

“Having in mind the possibility that such a law would be enacted by the forthcoming legislature, there has been prepared a draft that will cover the salient features and one which, it is believed, will serve the purpose intended—the collection of wages without cost to the worker. The adoption of such a law need not—in fact it would not—decrease the amount of work done in that direction by the Department. It would, however, be very much more effective than a public prosecutor could possibly be.”

Following is a text of such a law, and it is commended to the careful consideration of the legislative body.

SMALL CLAIMS COURT

Justice of the Peace Given Special Procedure for Small Claims.—All justices of the peace in the State of Colorado shall exercise the jurisdiction conferred by this act and while sitting in the exercise of said jurisdiction shall be known and referred to as the Small Claims Court; provided, that the jurisdiction of such justice's court, when sitting as a small claims court, shall be confined to cases for the recovery of money only where the amount claimed does not exceed one hundred dollars (\$100.00), and the defendant named is a resident of the city or county in which the action is to be maintained.

Action to Be Commenced by Affidavit.—Actions shall be commenced, heard and determined in the small claims court under the provisions of this act, whenever any person appears before any justice of the peace and executes an affidavit reciting that demand has been made and payment refused, and also giving full address of defendant.

Service of Summons by Mail.—When the claimant appears he shall prepare such an affidavit as is set forth, or, at his request, the judge of the court shall draft the same for him. Upon the affidavit being sworn to by the claimant the justice shall file the same and make a true and correct copy thereof. At the same time the justice shall fill in the blanks in the order printed on said copy and sign the order. Immediately thereafter the said justice shall enclose said copy and order in an envelope, address the said envelope to the said defendant, at the address stated in the affidavit, prepay the postage and mail said envelope to said defendant by registered mail, and request a return receipt, or said justice may deliver per-

sonally, or cause to be delivered, said copy and order to the defendant in person. The justice shall then attach to the original affidavit the receipt for the registered letter and the return card thereon or other evidences of service.

Appearance of Defendant.—The date of appearance of the defendant as provided in the order endorsed on the affidavit shall be not more than ten days nor less than three days from the date of the said order. When the justice has fixed the date for the appearance of the defendant he shall inform the plaintiff of said date and at the same time order the plaintiff to appear on said date and to have with him his books, papers and witnesses necessary to prove his claim.

Docket in Justice Court to Show.—The justice shall enter in the docket kept by him as a justice of the peace:

1. The title of every action.
2. The sum of money claimed.
3. The date of the order provided for and the date of the trial as stated in said order.
4. The date when the parties appear, or their non-appearance, if default be made.
5. Every adjournment, stating on whose application and to what particular time.
6. The judgment of the court and date when returned.
7. A statement of any money paid to the justice, when and by whom; and the date of the issuance of any abstract of the judgment.

No Attorney in First Proceedings.—No attorney-at-law or other person than the plaintiff and defendant shall take any part in the filing or the prosecution or defense of such litigation in the small claims court. The plaintiff and defendant shall have the right to offer evidence in their behalf by witnesses appearing at such hearing. The justice may also informally make any investigation of the controversy between the parties either in or out of court in his judgment and make such orders as to time of payment or otherwise as may by him be deemed to be right and just.

Pleadings Informal.—No formal pleading, other than the said claim and notice, shall be necessary, and the hearing and disposition of all such actions shall be informal, with the sole object of dispensing speedy justice between the parties. No attachment or garnishment shall issue from the small claims court, but execution may issue in the manner prescribed by law of the State.

Judgment, How Satisfied.—If the judgment or order be against the defendant, he shall pay the same forthwith or at such times and upon such terms and conditions as the justice shall prescribe.

Duty of County Commissioners to Supply Forms.—The Board of County Commissioners of every county wherein said small claims court shall exist shall furnish to every justice of the peace in such county a reasonable supply of various blank forms set forth in this act; also all forms, docket book and stationery necessary for the use of such justice sitting as a small claims court.

No Fees Permitted.—No fee or charge of any kind or nature shall be charged or collected by any officer from the plaintiff for any service rendered under this act. The justice of the small claims court shall charge and collect the same fees which a justice of the peace may charge and collect, and no others, and certify same to the Board of County Commissioners, who shall pay the same out of the county general fund.

STATE FREE EMPLOYMENT OFFICES

We are again recommending to the legislature that financial provision be made for reopening of the four State free employment offices previously created by statute.

The 1923 session of the legislature failed to appropriate any money for the conduct of these free employment offices, although they had functioned continuously and successfully since 1907, when they were created by statute. The result was that all the offices were closed and the activities discontinued. Two of the four offices were in Denver, one in Colorado Springs, and one in Pueblo. In addition to these there was one free employment office in Grand Junction that was in operation during the busy season in agriculture and fruit culture.

In connection with our request for appropriation it may be well to refer to the low cost of conducting these offices and to some of the benefits derived.

During the time that these free employment offices were in active operation the State appropriated \$26,450 for salaries and necessary expenses for the two-year period, or at the rate of \$13,275 a year. Reports covering a series of years show that placements through these offices cost at the rate of approximately 65 cents per person placed. That is to say, persons who needed work, and ostensibly persons who had not the means to pay a private employment agency any amount whatever, were served free at the expense of the State. This free service cost the State the insignificant sum of 65 cents for each job secured. Surely a work fraught with so much benefit to the workers of the State should receive the fullest consideration of the legislature and there should be a liberal appropriation made to reestablish this most beneficial work on a broad and liberal scale.

The necessity of reopening the State free employment offices is all the more apparent on account of widespread unemployment. The State will be expected to do whatever is possible to assist those not now employed who are seeking work. No man in Colorado who wants work should be forced to pay a fee to a private employment agency. The State should see to it that places are established and financed where jobs that are open and available and where men and women seeking them are not forced to pay money in advance before such information is supplied to them. All persons seeking work should be given every opportunity to get it and should not be hindered by being forced to pay a fee to any concern.

It is hoped that the members of the legislature will see this matter in its true light and provide the necessary money to reopen the State free employment offices at the earliest possible time.

PRIVATE EMPLOYMENT AGENCIES

The law regulating private employment agencies in Colorado was amended at the last session of the legislature so as to extend the powers of the licensing agency in the administration of the law.

The law now authorizes the Deputy Labor Commissioner to sue on a bond in the name of the people of the State for any violation of its conditions. He may also revoke, on a full hearing, any license where the party licensed shall have violated any of the provisions of the Private Employment Agency law.

The amended statute also vests the Deputy State Labor Commissioner with authority to refuse to issue a license whenever, after due investigation, he finds that the character or business methods of the applicant unfits him to conduct a private employment office, or when the premises for conducting the business of a private employment office is found on investigation to be unfit for such use.

The amended statute was made to conform to late high court decisions, which declare that the regulatory powers of the State do not extend so far as to fix an arbitrary price or fee to be charged by an agency for its services. To that end all mention of fee was omitted in the law. This makes it possible for a private employment agency to charge the applicant for a position any amount that the job-seeker agrees to pay. However, the agency is required, if a place is not obtained, to return any fee paid in full, provided the demand for return of fee is made within thirty days.

The unlimited fee which the private employment agency is permitted to force the applicants to pay is a great hardship and makes it possible to monopolize the business in such a way as to compel all applicants to patronize the private agency and also to pay the price demanded, many of which are not merely unreasonable—they are exorbitant.

In February, 1929, J. Allen, who conducted a private employment office in Denver, collected fees from some thirty-five persons and sent them to a place where no jobs were open. Upon demanding return of the fees the men discovered that Allen had closed his office. He was arrested on charge of obtaining money under false pretenses and tried in the city police court.

The Deputy Labor Commissioner, upon investigation, found that the fees paid had not been returned on demand, as provided by law, and proceeded to collect from the bonding company. A total amount of \$78.50 was paid into this office and returned to the men who had been swindled. The license issued to J. Allen was revoked.

Licenses issued to National Educational Service and to Atlantic and Pacific Teachers Agency, both conducted by U. J. Barbell in Denver, were revoked in July, 1930. It was found by United States investigators that Barbell had been using the mails to de-

fraud, and when facing arrest on that charge he disappeared, closing his office completely. Mail addressed to these agencies was returned by the post office authorities to the senders. On the facts recited, the Deputy Labor Commissioner revoked both licenses. Nothing appeared at the time to warrant this office in proceeding against Barbell on his bond, so no effort was made to have it forfeited.

Some time in August, 1930, the Interstate Employment System, a corporation having license to do business in Denver, voluntarily took advantage of the bankruptcy law. All assets and liabilities were put in charge of the referee in bankruptcy. Among the liabilities of the concern were three claims, amounting to \$55.00, of persons who had paid fees for jobs which the agency did not or could not procure. Demand for return of these fees was made within thirty days of the time of payment, and the Interstate System insisted that the fact that they were in the bankrupt court was sufficient reason for refusing to pay the money back.

The Deputy Labor Commissioner took the position that the bonds given by a bonding company provide that the agency will not violate any of the provisions of the law. He held that failure to repay fees where demand was made within thirty days constituted a violation such as was covered by the bond. Accordingly, the demand on the bonding company was made in behalf of the claimants. After some correspondence and several conferences with local representatives of the bonding company, we were able to collect the full amounts claimed and return the money to the proper persons.

This is a very important point gained by the Labor Commissioner, as it seemed to be the universal opinion that the claimants referred to must look to the small dividend declared by the referee for their money. Undoubtedly, it will have an important bearing on similar cases should they occur in the future.

The licensed agencies make monthly reports to this office of the number of applications for positions and the number of persons placed. During the thirteen months covered since the law requiring reports went into effect the agencies submitted reports to this office as follows:

PRIVATE EMPLOYMENT AGENCIES Total Number Applications and Placements

	Applications		Placements	
	Male	Female	Male	Female
June, 1929.....	7,334	4,330	4,499	1,010
July	7,083	4,476	5,185	1,187
August	5,736	2,322	4,900	1,345
September	8,036	2,547	4,757	1,088
October	6,413	2,325	4,479	806
November	3,942	2,209	1,986	688
December	3,315	2,454	1,037	603
January, 1930.....	3,268	3,179	1,017	780
February	2,553	3,771	948	634
March	3,946	2,712	1,694	559
April	4,728	2,717	3,058	627
May	4,182	2,294	2,081	953
June	4,690	2,272	2,158	961
Total.....	65,254	37,611	37,799	11,240

The Private Employment Agency Law in Colorado applies to any person or firm furnishing employment or help, regardless of whether he does or does not charge a fee for such service. Charitable institutions are excepted.

The license fee varies. It is based on the population of the particular city or town where the licensee proposes to operate. The fee for State license in cities of 25,000 inhabitants or over is \$50.00 a year; less than 25,000 and over 5,000 population, \$25.00 a year; under 5,000 population, \$10.00 a year. A register must be kept of applicants for employment and calls for help. The act forbids sending females to immoral resorts, false advertising, false statements to applicants and false entries in registers.

A bond of \$1,000 is required in every case, which runs to the State. It is approved by the Deputy Labor Commissioner and filed with the Secretary of State. This bond covers such penalties as may be legally assessed. Infractions carry a fine of \$100.00 to \$200.00 as well as imprisonment not to exceed six months or both penalties, in the discretion of the court.

From December, 1928, to July, 1930, the period covered by this report, sixty-two complaints were registered in this office against private employment agencies for infractions of various kinds. Most of these were of a trivial nature and easily adjusted. Many, however, involved much care and effort in settlement. In the end all were satisfactorily terminated without resort to court action.

The law seeks to prevent deception and false statements to the applicant for position. In spite of this inhibition there is nevertheless much complaint on the score of misunderstanding. The fact is that in nearly every case no representation at all is made by the employment agent, leaving the applicant to proceed on the theory that living conditions are at least humane. Where the contrary is found to be true, it is difficult to convince the agent that he is at fault. This condition is more serious and far-reaching than appears on the surface. Yet there is no power vested in this office to interdict or stop the practice entirely.

The total amount of license fees received from December 1, 1928, to July 1, 1930, was \$3,930.00, all of which was covered into the State Treasury to the credit of the general fund.

The names and locations of the private employment offices in force July 1, 1930, are as follows:

Acme Employment Method.....	Denver
Boulder Teachers Exchange.....	Boulder
Business Men's Clearing House.....	Denver
Business Service Company.....	Denver
Canadian Employment Agency.....	Denver
Collegiate Bureau of Occupations.....	Denver
Davis Service Company.....	Denver
Denver Employment Office.....	Denver
Employment Counselors.....	Denver

Employment Service Bureau.....	Denver
Eurton and Mann.....	Denver
Finesilver, Mrs. Harry M.....	Denver
Fisk Teachers' Agency.....	Denver
General Employment Agency.....	Pueblo
Grand Employment Agency.....	Denver
Glenwood Employment Agency...Glenwood Springs	
Grier, John J.....	Denver
Gunn Supply Co.....	Denver
Hartman, Jacob A.....	Denver
Huer Teachers Agency.....	Denver
Interstate Employment System.....	Denver
Jackson Employment Service.....	Hawthorne
Levy, Bert.....	Denver
Lemcke Employment Bureau.....	Denver
Missouri Valley Teachers' Agency.....	Denver
Mountain States Teachers' Agency.....	Denver
MacMillan Employment Agency.....	Denver
Phelps Occupational Bureaus, Inc.....	Denver
Phillips Employment Service...Colorado Springs	
Prante Employment Agency.....	Denver
Reliable Employment Bureau Company...Denver	
Richards Reliable Employment Agency...Denver	
Rhoades, J. V., Employment Agency.....	Denver
Rocky Mountain Teachers' Agency.....	Denver
Silver State Employment Office.....	Denver
Sterling Employment Exchange.....	Denver
Sidley Employment Bureau.....	Denver
Straney, John.....	Pueblo
Universal Employment Service.....	Denver
Wells' Employment Agency.....	Denver
Western Railway Labor Agency.....	Denver
Western Teachers' Exchange.....	Denver
Wilson, Glenn B., Emp. Specialists, Inc...Denver	
Zip Employment Service.....	Denver

WOMAN'S EIGHT HOUR LAW

The Colorado Woman's Eight Hour Law was approved by the people in 1912. It reads as follows:

"Section 1. Employment of females in any and all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants is hereby declared to be injurious to health and dangerous to life and limb.

"Sec. 2. No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant in this State more than eight hours during any twenty-four hours of any one calendar day. The hours of work may be so arranged as to permit the employment of females at any time; provided, that any such female shall not work more than eight hours during the twenty-four hours of any calendar day.

"Sec. 3. Any person, persons, firm, co-partnership, association, company or corporation violating any of the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than fifty dollars nor more than five hundred dollars, or by imprisonment in the county jail not less than thirty days or more than six months, or by both such fine and imprisonment. Every day's violation of the provisions of this act shall constitute a separate offense."

Although not definitely charged with the enforcement of this law, nevertheless all complaints of violations or evasions that come to the attention of this office are immediately investigated by an inspector, or by letters, if outside the city of Denver.

It is the custom of this office to send a copy of the law quoted above to the offending parties. This usually results in the law being fully complied with by employers.

While in no way attempting to shift the burden of blame, it is nevertheless true that employers are not always the chief offenders. Often the offenders are the very women whom the law seeks to protect. They are most careless about keeping the hours prescribed by the law. And in many cases they encourage and abet violations. Since the legal penalty for violation runs to the employer, a prosecuting attorney will not proceed in a court against any concern unless there is positive proof, backed by affidavit of employee, that the offending employer is actually maintaining a schedule of work hours for women in his establishment in excess of the eight prescribed in the law.

Complaints of eight hour violations received over the telephone are ignored. There usually is no good ground for such complaint. Likewise, anonymous communications are filed away without action, since there is no way in which to get information to the proper people.

The Colorado Woman's Eight Hour Law was adopted eighteen years ago, and since that time has not been amended in any way. It is what is described as a "specific" law—it covers only such places as are named in the statute itself, and no others. Any occupation, or any place of employment that is not a "manufactur-

ing, mechanical, or mercantile establishment, laundry, hotel or restaurant," is not covered by the law. Thus, women working as elevator pilots are not protected. Neither are women working in a professional capacity or institutions not specifically named protected by the law. This fault in the Woman's Eight Hour Law should not be longer allowed to go uncorrected. Undoubtedly it should include in its provisions all women in gainful occupations of whatever kind or nature.

The recommendation for these changes has been made repeatedly by this Department. It is renewed here with every confidence that it will be carried out.

CHILD LABOR LAW

While it is not one of the immediate duties of the Labor Department to administer the Child Labor Law, nevertheless this important and wise statute received much attention during the biennium. Complaints of violations and evasions are generally made to this office, and they are never ignored, and no effort is spared to adjust such complaints.

Seventy-four complaints of this kind reached this office between December, 1928, and July, 1930. Immediate investigation followed the filing of each complaint, with the result that all were satisfactorily adjusted and promises of complete observance of the law in future secured without the necessity of court intervention.

This office has not had the necessary funds to do it, and so has not had the opportunity to make an independent research to find the reasons why children are put to work during their younger years. Grim necessity and sickness of parents had generally been supposed to be the largest factor. But this has been completely disproved by researches recently made by the United States and by civic organizations in various parts of the country. The findings in these surveys approximate the conditions in Colorado. It is shown that sixty-three per cent of the fathers of the children at work were themselves working in skilled occupations. More than half the fathers earned \$30 a week, and about one-fifth earned \$35 a week and over. The number of children of widows was shown to be so small as to have no applicable effect. So, after all, the problem of child labor rests right on the shoulders of the well-to-do and influential citizens who permit, and, to a great extent, encourage the exploitation of adolescent youth.

The Colorado laws prohibit the employment of children under sixteen years in the following occupations:

Occupations or exhibitions dangerous to life and limb; as actor in concert hall or room where intoxicating liquors are sold or in variety theatre, etc. Underground works or mine, in or about surface workings thereof; in any smelter or coke oven; adjusting belt to machinery; operating or assisting in operating circular or band saws, wood shapers or jointers, planers, sandpaper or wood-polishing machinery, emery or polishing wheels or

polishing metal, wood turning or boring machinery, stamping machines in sheet metal and tinware manufacturing or in washer and nut factories, rolling mill machinery, punches or shears, washing, grinding, or mixing mills, calender rolls in rubber manufacturing or laundry machinery; operating corrugating rolls in roofing factories, passenger or freight elevators, steam boiler, steam machinery or other steam-generating apparatus, or automobiles, wire or iron straightening machinery; preparing composition in which dangerous or poisonous acids are used; manufacture of paints, colors, or white lead; manufacture of goods for immoral purposes.

CHILD LABOR IN DENVER

The school authorities in Denver, under the provisions of the law, issue certificate to children between the ages of 14 and 16 years. Duplicates of certificates are sent to this office for filing. These school certificates operate as a permit allowing the employment of the child by the person or firm named in the certificate.

During the period covered by this report 362 such certificates were issued by the school authorities—246 to boys and 116 to girls. The number of permits filed is far below the number filed four years ago, when the number reached 620. No report can be made of the number of certificates issued by school authorities in other parts of the State, since none of them send duplicates here for filing.

The percentage of children engaged in various lines or occupations as shown by certificates filed here remains the same as was shown two years ago. It is as follows: Children assigned to manufacturing institutions, 35%; mercantile, 35%; office, 23%; telegraph and telephone, 3%; laundries, 1%; miscellaneous, 3%.

UNITED STATES CHILD LABOR LAW

The necessity for uniformity in child labor laws finds expression in the proposed Twentieth Amendment to the U. S. Constitution. The amendment is as follows:

“Section 1. The Congress shall have power to limit, regulate and prohibit the labor of persons under 18 years of age.

“Sec. 2. The power of the several States is unimpaired by this Article, except that the operation of State laws shall be suspended to the extent necessary to give effect to legislation enacted by Congress.”

Three previous sessions of the Colorado legislature have met and adjourned without action on this amendment, and the State Assembly has failed to ratify it. It is hoped that another effort will be made at the forthcoming session to secure ratification so that Colorado may be placed in line with other progressive States in protecting the children of the land.

The interests of the country as a whole are here affected. It is, as it should be, the policy of the National Government to pre-

vent the exploitation of the young so far as it is possible to do it. So long as our industrial system is based on production for profit, just so long will our young people remain at the mercy of those who must ever employ cheaper and cheaper labor.

There is little uniformity and only slight similarity in the child labor laws now in force in the various States of the Union. Taken together they form a veritable patchwork. It has been found to be impossible to secure the ends that ought to be achieved by State action. Hence it is the desire to have the United States law approved so as to back up the State actions more fully.

COST OF LIVING

On careful comparison of the data on cost of living in Colorado kept by this Department over a series of years with the figures secured by the United States Bureau of Labor Statistics, and also with those gathered by the National Industrial Conference Board (which two bodies have compiled figures secured in 51 different cities of the country), it is found that the retail prices in Denver and in Colorado generally are considerably lower than in many other cities and places of similar size, and slightly higher than the retail prices in some of the other cities.

On the whole, comparison of prices quoted from all the other fifty cities with those obtained here in Denver shows that our retail prices are an exact average or median of the prices in all the other cities combined. It is therefore deemed proper, as meeting all the required usages to which tables of this kind can be put, to accept the average price figures secured by the United States Department of Labor as particularly applicable to Denver and Colorado as a whole. The added authority given to the figures by the fact that the U. S. Government officials originally compiled and published them is important in itself, since the figures can positively be relied upon as to accuracy, to say nothing of undoubted impartiality in gathering the data in the first instance.

In order to maintain comparisons from month to month and from year to year, the family budget is made up of five items of family necessity—Food, Shelter, Clothing, Fuel (and light) and Sundries. The relative importance of these items is given as follows in relation to the aggregate expenditures of the family: Food, 43.1%; Shelter, 17.7%; Clothing, 13.2%; Fuel and Light, 5.6%; Sundries, 20.4%.

The fluctuations that have occurred in the upward and sometimes downward tendencies in prices of these various items since the year 1914 (with which date all basic comparisons are made), have almost invariably affected the two items of heaviest expenditure in the budget, namely Food (which is 43.1%) and Sundries (which is 20.4%), of the total expenditure. That is to say, in all these years since July, 1920 (when the peak was reached in the high cost of living), there has been no drop in the prices paid for fuel. There has been no decrease in the amount paid for rent,

and only infinitesimal variation in the price paid for clothing. Hence it is seen that those particular items of the family expenditure that make up the largest part of the family budget are the only ones that vary at all. And when they do actually change even to such a small degree as is represented by a per cent, the expenditure necessary to cover such a change becomes large. Further, the prices of these items are not only affected more or less by supply and demand, over which the consumer has no control, but are also greatly affected by the seasons.

It is not believed necessary or wise to encumber this report with a series of intricate tables giving various details on which the facts recited are based. We believe it to be sufficient to give the percentage of increases and decreases in the years since 1914, thus following up the plan adopted by this Department in former reports. This percentage and comparison is shown in the following table:

Increase in the cost of living between July, 1914, and July, 1915	0.5%
Increase between that date and July, 1916.....	8.7%
Increase between that date and July, 1917.....	31.3%
Increase between that date and July, 1918.....	52.2%
Increase between that date and November, 1918..	56.0%
Increase between that date and March, 1919	60.5%
Increase between that date and July, 1920.....	104.5%
Increase between that date and July, 1921.....	63.1%
Increase between that date and July, 1922.....	55.6%
Increase between that date and July, 1923.....	57.0%
Increase between that date and July, 1924.....	61.2%
Increase between that date and July, 1925.....	62.1%
Increase between that date and July, 1926.....	62.9%
Increase between that date and July, 1927.....	63.0%
Increase between that date and July, 1928.....	63.4%
Increase between that date and July, 1929.....	63.2%
Increase between that date and July, 1930.....	63.1%

MISCELLANEOUS WAGE SCHEDULES

The wage schedules on file in this office are collected by the Deputy Factory Inspectors at the time inspection is made of the plants. It is, of course, impossible with the limited means at hand to secure figures from all establishments in Colorado, but the tables printed will give a fair idea of what is known as the "going wage" in establishments that are not covered by scales of wages established by trades unions.

In the industries given female employees work eight hours a day. Male employees work mostly eight hours a day, but in some cases the working day is nine and even ten hours. The median would be a fraction over eight hours a day for all male workers in the occupations named.

ARTIFICIAL ICE

	1930 Per Month	1930 Per Day	1930 Per Hour
Engineers .....	.....	.....	\$ 0.50
Firemen .....	.....	.....	.45
Firemen Helpers.....	.....	.....	.35
Ice Pullers.....	\$ 87.00	.....	.40
Ice Platform Workers.....	120.00	.....	.....
Cold Storage Workers.....	.....	.....	.40
Common Laborers.....	.....	.....	.50
Mechanics .....	.....	\$4.00	.....
Truck Drivers.....	.....	3.00	.....
Coal Wagon Drivers.....	150.00	.....	.....
Salesmen and Collectors.....	125.00	.....	.....
Bookkeepers	100.00	.....	.....

54, 56 and 70 hours a week for men.

AUTO AGENCY—ACCESSORY AND REPAIRS

	1930 Weekly Wage
Bookkeeper	\$40.00
Foreman Shops.....	45.00
Mechanics	32.00
Mechanics' Helpers.....	28.50
Office Help.....	22.50
Sales	45.00
Stock	35.00
Washers	23.00
Female Help—	
Bookkeeper	23.00
Stenographer	16.50
Telephone	16.00

AUTOMOBILE TIRE FACTORIES

	1930 Weekly Wage
Rubber Workers.....	\$24.00
Tire Builders.....	25.00
Cutters and Assemblers.....	24.50
Accessory Workers.....	26.00
Inspection	26.00
Janitors and Maintenance.....	20.00
Machine Shop.....	30.00
Stores and Stock Room.....	23.00
Paint and Carpenter Shop.....	28.50
Shipping Room.....	25.00
Electricians	25.00
Department Foremen.....	40.00
Female Help—	
Stenographers	18.50
Clerks	20.00
Cutters and Assemblers.....	17.50
Accessories	16.00

AUTO TIRE SALES

	1930 Monthly Wage	1930 Weekly Wage
Office Manager.....	\$190.00	.....
Salesmen	150.00	.....
Shopmen		\$24.00
Tire Changers		18.00
Female Help—		
Stenographers		25.00
Bookkeepers		27.00

BAKERY AND SALES

	1930 Weekly Wage
Bakers	\$35.00
Drivers	30.00
Floor Men.....	22.00
Porter	25.00
Shipper	25.00
Female Help—	
Bookkeeper	25.00
Cashier	25.00
Clerk	20.00
Stenographer	17.00

BEET SUGAR—FACTORY OPERATION

	1928 Per Month	1928 Per Hour
Superintendent	\$245.00	.....
Assistant Superintendent.....	235.00	.....
Master Mechanic	350.00	.....
Assistant Mechanic.....	230.00	.....
Chief Electrician.....	225.00	.....
Assistant Electrician.....		\$ 0.60
Chief Chemist.....	225.00	.....
Assistant Chemist.....	170.00	.....
House Foreman.....	170.00	.....
Beet Sugar Manufacturers.....		.40
Laborers .....		.40
Head Storekeeper.....	160.00	.....
Assistant Storekeeper.....	115.00	.....

BOTTLING WORKS

	1930 Weekly Wage
Foremen	\$25.00
Salesmen	32.00
Bottlers	21.50
Laborers	18.00
Female Help—	
Bookkeepers	20.00
Stenographers	22.50
Men work 60 hours per week.	

BRICK MANUFACTURING

	1930 Weekly Wage
Foremen	\$27.50
Engineers	25.00
Kiln Foremen.....	25.00
Dry Pan Men.....	22.50
Press Men.....	22.50
Truckers	22.50
Setters	27.00
General Yard Men.....	21.00
Men work 54 hours and 72 hours a week.	

CARRIAGE AND AUTO REPAIR

	1930 Weekly Wage
Auto Trimmers.....	\$36.30
Blacksmith	17.50
Helpers	22.50
Office	30.00
Painters	32.50
Woodworkers	

CEMENT MANUFACTURING

	1930 Per Month	1930 Per Hour
Sack Sorters.....		\$ 0.30
Quarry Foremen .....		.60
Shovel Runners.....		.42
Shovel Cranemen.....		.50
Locomotive Engineers.....		.43
Locomotive Firemen.....		.43
Crushermen .....		.38
Crushermen Helpers.....		.38
Millers .....		.50
Kiln Operators.....		.50
Electricians .....		.45
Assistants .....		.40
Machinists .....		.60
Machinist Helpers.....		.43
Blacksmiths .....		.48
Repairmen .....		.48
General Laborers.....		.38
General Foremen.....	\$200.00	.....
Chemist	175.00	.....
Chemist Assistant.....	110.00	.....
Foremen Shipping Department.....	150.00	.....
Foremen Sack Department.....	125.00	.....
Draftsmen	125.00	.....
Office Clerk.....	137.50	.....

	1930 Hourly Wage
Machine Men.....	\$ 0.50
Assistant Machine Men.....	.45
Brick Wheelers.....	.45
Molders .....	.50
Laborers .....	.40

	1930 Weekly Wage
Cleaners	\$27.50
Dyers	30.00
Drivers	40.00
Pressers	32.50
Spotters	25.00
Female Help—	
Bushelwomen	17.50
Office	20.00
Pressers	27.50
Spotters	30.00

	1930 Weekly Wage
Buttermakers	\$25.00
Drivers	25.00
Salesmen	30.00
Laborers	20.00
Cheese Makers.....	25.00
Office	30.00
Female Help—	
Helpers	12.00
Office	20.00
Stenographers	20.00

	1930 Monthly Wage
Superintendent	\$130.00
Drivers	100.00
Housemen	90.00
Office	125.00

	1930 Weekly Wage
Buyers	\$130.00
Salesmen	22.50
Floor Manager.....	25.00
Porter	18.50
Wagon Boys.....	15.00
Female Help—	
Salespeople	17.50
Elevator Pilots.....	20.00
Wrappers	12.00
Cash Girls.....	10.00

	1930 Weekly Wage
Pharmacists	\$30.00
Delivery Boys.....	12.50
Porters	17.50
Soda Fountains.....	24.00
Clerks	22.50
Female Help—	
Cashiers	17.50
Clerks	22.50
Office	22.50
Soda Fountain.....	14.00

FOUNDRY AND MACHINE SHOP		1930
		Per Day
Chief Clerk.....		\$6.00
Bookkeeper		4.75
Shipping Clerk.....		4.25
Storekeeper		5.00
Foundry Clerk.....		4.75
Foremen		6.00
Truck Drivers.....		3.75
Teamsters		4.00
Watchman		3.75
Electrician		4.00
Blacksmith		6.00
Machinists		5.60
Machinist Helpers.....		4.25
Boilermakers		6.00
Boilermaker Helpers.....		3.60
Patternmakers		6.40
Patternmaker Helpers.....		4.40
Carpenters		5.00
Molders		5.40
Coremakers		5.00
Cupola Men.....		5.50
Foundry Night Men.....		3.75

FLOUR MANUFACTURING		1930
		Monthly Wage
Manager		\$325.00
Assistant Manager.....		185.00
Bookkeeper		175.00
Second Bookkeeper.....		100.00
Office Clerks.....		75.00
Elevator Foremen.....		130.00
Elevator Men.....		125.00
Engineers		125.00
Firemen		125.00
Laborers		85.00
Miller		175.00
Packers		102.00
Truck Drivers.....		85.00
Warehouse		120.00

FURNITURE AND FIXTURES		1930		
		Per Month	Per Week	Per Hour
Superintendent		\$125.00	.....	.....
Salesmen		125.00	.....	.....
Draftsmen		125.00	.....	.....
Bookkeepers			\$25.00	.....
Cabinet Makers.....			36.00	.....
Cabinet Makers.....			.....	\$0.85

GARMENT MANUFACTURING		1930
		Weekly Wage
Cutting		\$45.00
Shipping		20.00
Salesmen		30.00
Female Help—		
Foreladies		25.00
Ironers		22.50
Machine Girls.....		24.00
Ironers		22.00

	1930—Weekly Wage	
	High	Low
GAS AND ELECTRIC LIGHT		
Office	\$325.00	\$25.00
Advertising	225.00	.....
Coke Department.....	122.00	75.00
Electric Department	400.00	60.00
Gas Department.....	400.00	60.00
Steam	180.00	90.00
Tar Department.....	300.00	80.00
Female Help—		
Office	165.00	60.00
Advertising	140.00	80.00
Coke	116.00	.....
Electric	115.00	90.00
Tar	140.00	.....

	1930 Monthly Wage	
	HOTELS	
Cooks	\$150.00	
Yardmen	60.00	
Dishwashers	50.00	
Bus Boy.....	40.00	
Clerk	120.00	
Bookkeeper	100.00	
Porter	60.00	
Bell Boy.....	25.00	
Elevator Pilot.....	40.00	
Engineer	120.00	
Female Help—		
Waiters	50.00	
Telephone Operator.....	50.00	

	1930 Weekly Wage	
	ICE CREAM—WHOLESALE	
Office Clerks.....	\$37.50	
Watchmen	30.00	
Superintendent	45.00	
Engineers	40.00	
Butter Makers.....	30.00	
Ice Cream Makers.....	25.00	
Can Washers.....	30.00	
Shipping Clerk.....	32.50	
Drivers	25.00	
Stenographer	25.00	

	1930	
	Per Month	Per Hour
IRON WORKS		
Draftsmen	\$150.00	.....
Cost Clerks.....	85.00	.....
Bookkeepers	150.00	.....
Foundry Foremen.....	225.00	.....
Machine Shop Foremen.....	\$1.00
Car Shop Foremen.....	1.70
Machinists62½
Machinist Helpers.....60
Bulldozer62
Operator65
Bulldozer Helpers.....80
Blacksmiths52½
Blacksmith Helpers52½
Car Builders.....55
Carpenters55
Shipping Clerk.....55
Molders75
Core Makers.....62½
Cupola Men.....50
Watchmen40

LAUNDRIES		1930
		Weekly Wage
Drivers		\$30.00
Engineers		37.50
Firemen		30.00
Markers		26.00
Washers		25.00
Wringers		22.50
Female Help—		
Finishers		15.00
Ironers		15.00
Mangle Girls.....		12.50
Office		12.15
Seamstress		15.00
Sorters		15.00
Starchers		15.00
Washers		15.00
Wrappers		14.00

LUMBER AND MILL		1930	
		Per Month	Per Hour
Salesmen		\$150.00	....
Office Clerks.....		125.00	....
Superintendents and Foremen.....		165.00	\$0.65
Mill Employees.....		....	.50
Helpers .....		....	.60
Box Factory.....		175.00	....
Yard Foremen.....		....	.50
Yard Men.....		130.00	....
Shipping Clerks.....		100.00	....
Truck Drivers.....		....	.75
Glaziers		100.00	....
Warehouse Men.....		....	....
Female Employees—			
Stenographers		100.00	....
File Clerk.....		120.00	....
Telephone Operator.....		100.00	....

MOVING PICTURES		1930
		Weekly Wage
Musicians		\$55.00
Stage Hands.....		35.00
Operators		35.00
Janitors		20.00
Door Men.....		30.00
Ushers (per hour).....		.50
Female Help—		
Cashiers		16.50
Relief Cashiers.....		6.00

POTTERY PRODUCTS		1930	
		Monthly Wage	Daily Wage
Mining and Driving.....			\$4.50
Packing			4.50
Porcelain Manufacture.....			3.20
Molders	\$200.00		....
Kiln Firing.....			4.75
Molds			4.75
Female Help—			
Office		95.00	....
Clerks		75.00	....
Porcelain Manufacture.....			3.00
Packing			1.75

ORE REDUCING AND REFINING

1930
Monthly Wage Daily Wage

General Superintendent.....	\$475.00	....
Assistant Superintendent.....	260.00	....
Assistant Superintendent.....	225.00	....
Chief Clerk.....	236.00	....
Chemist	200.00	....
Laboratory Assistant.....	90.00	....
Civil Engineer.....	250.00	....
Assistant Engineer.....	190.00	....
Club House Manager.....	115.00	....
Storekeeper	145.00	....
Clerks	125.00	....
Field Superintendent.....	225.00	....
Foremen	160.00	....
Treater	180.00	....
Stable Man.....	130.00	....
First Engineer.....	135.00	....
Truck Drivers.....	115.00	....
Boilermakers		\$5.75
Still Men.....		5.75
Pumpers		5.75
Boiler House Engineer.....		5.35
Rig Boiler Foremen.....		6.00
Boiler Repair Man.....		5.00
Car Repair Man.....		5.75
Lead Burner.....		5.75
Refinery Pumpers.....		5.00
Pipe Fitters.....		5.40
Still Helpers.....		4.95
Boiler House Foremen.....		4.65
Still Foremen.....		4.65
Still Cleaners.....		4.50
Car Loaders.....		4.25
Boiler Maker Helpers.....		4.25
Car Repair Helpers.....		4.00
Coal Unloaders.....		4.00
Refinery Pumphouse Engineers.....		3.85
Refinery Gager.....		3.75
Wells Repair Helpers.....		4.00
Field Pumpers.....		3.25
Teamsters		3.75
Pipe Fitter Helpers.....		3.75
Watchmen		3.25
Laborers		2.00

RAILROAD SHOPS AND ROUND HOUSE

	1930		
	Per Month	Per Day	Per Hour
Master Mechanic.....	\$370.00	.....	.....
Division Clerk.....	190.00	.....	.....
Accountant	180.00	.....	.....
Timekeeper .....	.....	\$5.00	.....
Fuel Clerk.....	.....	4.65	.....
Clerks .....	.....	4.56	.....
Dispatcher .....	.....	4.56	.....
General Foreman.....	305.00	.....	.....
Car Foreman.....	263.00	.....	.....
Roundhouse Foreman.....	263.00	.....	.....
Machine Foreman.....	263.00	.....	.....
Boiler Foreman.....	263.00	.....	.....
Foreman Outside Points.....	265.00	.....	.....
Blacksmith Foreman.....	263.00	.....	.....
Apprentice Instructor.....	.....	.....	\$0.85
Machinists .....	.....	.....	.72
Machinist Helpers.....	.....	.....	.50
Helper Apprentices.....	.....	.....	.54
Apprentices .....	.....	.....	.35
Autogenous Welders.....	.....	.....	.77
Flue Welder.....	.....	.....	.77
Boiler Makers.....	.....	.....	.76
Boilermaker Helpers.....	.....	.....	.51
Blacksmiths .....	.....	.....	.76
Blacksmith Helpers.....	.....	.....	.51
Pipe Fitters.....	.....	.....	.75
Sheet Metal Workers.....	.....	.....	.72
Sheet Metal Worker Helpers.....	.....	.....	.49
Electrician .....	.....	.....	.77
Repair Track Foreman.....	248.00	.....	.....
Mill Machine Operator.....	.....	.....	.74
Tank Foreman.....	263.00	.....	.....
Locomotive Carpenters.....	.....	.....	.69
Carpenter Helpers.....	.....	.....	.50
Upholsterers .....	.....	.....	.72
Passenger Car Men.....	.....	.....	.70
Freight Car Men.....	.....	.....	.64
Helpers .....	.....	.....	.49
Painter Foremen.....	223.00	.....	.....
Painters .....	.....	.....	.71
Hostlers—Outside .....	.....	6.24	.....
Hostlers—Inside .....	.....	5.63	.....
Hostler Helpers.....	.....	5.07	.....
Coach Cleaners.....	.....	.....	.35
Coal Chute Men.....	105.92	.....	.....
Labor Foremen.....	110.20	.....	.....
Stationary Engineer.....	.....	4.63	.....
Stationary Fireman.....	.....	4.44	.....
Laborers .....	.....	.....	.39

REDUCTION WORKS

	1930 Weekly Wage
Machinists	\$31.50
Foremen Machinists.....	37.50
Shop Foremen.....	35.00
Machinist Helpers.....	24.00
Mill Men.....	24.50
Roaster Firemen.....	25.00
Electricians	27.65
Carpenters	31.50
Patternmakers	35.00
Blacksmiths	37.10
Blacksmith Helpers.....	24.50
Pipe Fitter Foremen.....	37.10
Pipe Fitter Helpers.....	24.50
Car Unloaders.....	24.50
Amalgamators	28.32
Sample Buckers.....	32.00
Watchmen	36.00
Tank Sluicers.....	40.00
Pump Men.....	24.50
Clerks	25.50

RESTAURANT

	1930 Weekly Wage
Cooks	\$35.00
Second Cooks.....	27.00
Dishwashers	17.50
Bus Boys.....	13.50
Storeroom	24.00
Waiters	17.50
Female Help—	
Cooks	20.00
Second Cooks.....	15.00
Dishwashers	12.00
Waitresses	14.00
Counters	17.50
Pantry	17.50
Cashiers	15.00

SHOE REPAIRERS

	1930 Weekly Wage
Shoemakers	\$27.50
Machine Stitchers.....	22.50
Machine Finishers.....	21.00
Delivery Boys.....	9.00
Female Help—	
Cashiers	12.50

SHEET METAL WORKS

	1930		
	Per Month	Per Week	Per Hour
Superintendent		\$69.00	....
Shipping Clerks.....		35.00	....
Assistant Clerks.....		21.00	....
Truck Drivers.....		21.00	....
Laborers .....		.....	\$0.36
Puchasing Agent.....		37.50	....
Galvanizers .....		.....	.47
Foremen .....		.....	.60
Machinist Foremen.....		.....	.93
Machinists .....		.....	.81
Welders .....		.....	.63
Sheet Metal Workers.....		.....	.40
Can Makers.....		.....	.38
Painters .....		.....	.66
Millwright .....		.....	.67
Firemen and Engineers.....		36.00	....
Porter		20.25	....
Treasurer	\$300.00	.....	....
Auditor	250.00	.....	....
Bookkeepers	175.00	.....	....
Office Boy.....		12.00	....
Clerks		34.40	....
Chief Engineer.		50.00	....
Draftsmen		31.40	....

TELEGRAPH COMPANIES

	1930	
	High	Low
Managers, Chief Clerks.....	\$315.00	\$ 99.00
Operators—Morse	174.00	75.00
Operators—Automatic	155.00	55.00
Mechanics	215.00	100.00
Clerks, Bookkeepers.....	205.00	50.00
Linemen	155.00	100.00
Janitors	122.00	60.00
Tailors	120.00	120.00
Messengers	104.00	20.00
Female Help—		
Managers, Supervisors.....	150.00	70.00
Operators—Morse	149.00	75.00
Operators—Automatic	115.00	55.00
Operators—Telephone	127.00	75.00
Clerks, Bookkeepers.....	136.00	50.00
Matrons	126.00	75.00
Monitors	125.00	125.00
Stenographers, Billing Clerks.....	125.00	60.00

TAXIDERMIST

	1930
	Weekly Wage
Taxidermists	\$32.50
Paper Workers.....	17.00
Apprentices	10.00
Female Help—	
Finishers	16.00
Stenographers	16.00

TENT AND AWNING

	1930	
	Weekly Wage	
Erectors	\$32.50	
Ropers	17.50	
Helpers	10.00	
Female Help—		
Seamstress	17.50	

VINEGAR AND PICKLE WORKS

	1930	
	Per Month	Per Hour
Bookkeepers	\$150.00	....
Clerks	150.00	....
Foremen	200.00	....
Factory Workers.....	135.00	\$0.55
Female Help—		
Stenographers	100.00	....
Clerks	75.00	....
Factory Workers.....	108.00	.25

DRIVERS DELIVERING GROCERIES

Wages paid to drivers delivering groceries in Denver, furnishing their own truck or wagon: \$37.50, \$40.00 up to \$42.50 a week.

WORK IN THE BEET FIELDS

	1920	1922	1924	1926	1928	1929	1930
	Per	Per	Per	Per	Per	Per	Per
	Acre	Acre	Acre	Acre	Acre	Acre	Acre
Bunching and thinning...	\$11.00	\$ 7.50	\$ 9.50	\$10.50	\$10.00	\$ 9.00	\$ 9.00
Second hoeing.....	3.00	1.50	2.00	2.00	2.00	2.00	2.00
Third hoeing.....	2.00	1.00	1.50	1.00	1.00	1.00	1.00
Pulling and topping.....	14.00	8.00	10.00	10.50	10.00	11.00	11.00
Total per acre.....	\$30.00	\$18.00	\$23.00	\$24.00	\$23.00	\$23.00	\$23.00

Approximately 200,000 acres of land are annually under cultivation growing beets. This acreage varies not to exceed 10% from year to year, although it may be said to be gradually growing in total extent since the erection and operation of more beet sugar factories in this State.

It would not be proper to multiply this number of acres under cultivation by the contract price paid for labor in order to get the total paid out for such work for the reason that a very large percentage of the work connected with growing a beet crop is done by the grower himself, with the aid of his family, and also by a system of exchanging labor between neighbors. Thus it will be seen that it is also quite impossible to arrive at the actual number of persons employed in beet culture at the rates given above.

The variations that have occurred in the total prices paid for beet culture and harvesting is shown in the above comparisons by years as far back as 1920. In that year a total of \$30.00 was paid for the labor in the field. Two years later the price paid was only \$18.00. The amounts paid for the years following show that the price of \$30.00 an acre for the field work evidently was too high and the price of \$18.00 was too low for the grower to receive and continue to grow enough beets to keep the sugar factories operating for the average campaign of 100 days. Since 1924 the price paid for the field work in connection with beet crops has varied but slightly, going from \$23.00 to \$24.00 an acre and then back to \$23.00. This price seems to be satisfactory to both grower and worker. Covering a number of years, it is figured that an average of 35% of the total value of the beet crop is paid out for labor in the field and harvesting the crop.

METALLIFEROUS MINES—WAGES

	Victor	Tell- uride	Brecken- ridge	Lead- ville	Clear Creek
Company Board Rate.....	.....	\$35.00	....	....	....
Crushermen .....	.....	4.00	\$4.25	....	....
Batterymen .....	.....	4.00	....	....	....
Firemen .....	.....	4.00	....	....	\$4.00
Mill Labor.....	.....	3.50	4.00	....	3.50
Pipe Fitter.....	.....	4.50	....	....	....
Table Man.....	.....	3.50	4.50	....	....
Blacksmith	\$4.75	5.00	5.00	\$5.00	4.75
Blacksmith Helper.....	4.00	4.50	4.25	4.00	4.00
Carpenter	5.00	6.00	5.50	5.00	5.00
Compressor Men.....	4.25	4.50	....	4.50	4.00
Electrician	5.50	5.00	....	5.00	5.00
Machinist	4.25	6.00	4.75	5.00	....
Machinist Helper.....	3.75	4.25	4.25	4.50	....
Motor Man.....	4.00	4.30	....	4.50	....
Ore Sorter.....	....	4.00	....	4.50	4.00
Pump Man.....	4.00	4.00	....	4.50	4.00
Surface Labor.....	3.50	3.50	4.25	4.00	4.00
Timber Man.....	4.50	4.50	4.75	4.50	4.50
Timber Man Helper.....	4.00	4.00	4.25	4.00	4.00
Tool Sharpener.....	4.25	3.50	5.25	5.00	4.50
Trammer	4.25	4.00	4.25	4.00	4.25
Top Man.....	4.00	....	4.25	4.00	4.00
Truckman	4.25	4.75	....	4.00	....
Hoist Engineer.....	4.25	4.75	5.00	5.00	4.75
Mucker	4.75	4.00	4.75	4.00	4.00
Machine Man.....	4.75	4.50	4.75	4.50	5.00
Truck Driver.....	4.25	....	....	....	....
Watchman	4.00	3.50	4.25	4.00	....

COLORADO TEACHERS' WAGES

Cities	Elem. Schools		Junior High		Senior High	
	Tchr.	Prin.	Tchr.	Prin.	Tchr.	Prin.
2,500 to 5,000.....	\$1,226	\$1,544	\$1,377	\$2,250	\$1,625	\$2,700
5,000 to 10,000.....	1,400	1,767	1,495	2,350	1,745	3,200
10,000 to 30,000.....	1,473	1,938	1,645	2,575	1,811	3,500
30,000 to 100,000.....	1,578	2,350	1,942	3,075	2,075	4,100

COLORADO FARM WAGES

	1928 Wages by Month With Board	1930 Wages by Month With Board
Alamosa	\$37.50	\$40.00
Bent	40.00	40.00
Boulder	45.00	45.00
Cheyenne	50.00	50.00
Conejos	60.00	55.00
Costilla	60.00	55.00
Crowley	55.00	50.00
Delta	40.00	50.00
Denver District*.....	40.00	40.00
Elbert	40.00	40.00
El Paso	50.00	50.00
Fremont	55.00	55.00
Garfield	55.00	55.00
Gunnison	57.00	57.00
Kit Carson.....	60.00	50.00
Larimer	52.50	52.50
Las Animas	47.50	47.50
Logan	50.00	50.00
Mesa	57.50	57.50
Moffat	50.00	50.00
Montrose	55.00	55.00
Morgan	57.50	57.50
Otero	50.00	45.00
Phillips	45.00	45.00
Prowers	60.00	60.00
Pueblo	55.00	55.00
Rio Grande	60.00	60.00
Routt	60.00	60.00
Saguache	55.00	55.00
Washington	57.50	60.00
Weld	55.00	55.00
Yuma	60.00	60.00

*Denver District includes Adams, Arapahoe, Douglas, Jefferson and Lincoln counties.

DECLINE IN FARM WAGES

According to a report issued by the United States Bureau of Agricultural Economics, U. S. Department of Labor, farm wages are steadily declining. This report was issued July 1, 1930, at which time the supply far exceeded the demand. Day wages of farm workers not provided with board now range from \$3.50 in the northeastern industrial states and \$3.40 on the Pacific coast, down to \$1.05 to \$1.15 from South Carolina to Mississippi. The north central states show an average for the country of \$2.12. Farm workers provided with board are receiving an average of \$1.70 a day; \$50.00 a month.

MISCELLANEOUS WAGES—1930

Following figures are culled from reports submitted to this office by Private Employment Agencies, applicable to the year 1930:

Farm labor, \$40.00 to \$50.00 a month.

Cooks, \$40.00 to \$80.00 a month and board.

Ranch help \$3.00 to \$5.00 a day.

Laborers, 50c an hour.

Dishwashers, \$7.00 a week and board.

Construction workers \$4.00 a day and board. Board \$1.20 a day.

Railroad track work, extra gangs, 35c an hour—10 hours. Board 80c a day.

Railroad track work, section, 35c an hour—batch.

Road workers, 40c to 50c an hour.

MISCELLANEOUS WAGE SCHEDULES—UNITED STATES

In presenting tables of miscellaneous wage schedules for Colorado it is proper and fitting that like schedules for the whole United States be printed in this report. The United States Census Bureau undertakes a census of manufactures, products, wages and so on every five years. The last publication included the year 1929, and the figures therein given are approximately the same that exist today, there having been only slight change in wages paid since that time. There was no decrease in the cost of living up to 1929, the .2% increase over the previous period showing upward tendency. This would indicate a stiffening of the wages paid in some of the industries included in this report.

A general analysis of the wage tables printed in the United States report referred to above shows that the median rate of wages paid the workers in the United States amounts to a sum between \$25.00 and \$30.00 a week.

At the top, considerably above this average, are included the most highly skilled trades, where the wages are from \$42.00 to \$60.00 and even higher for a full time week.

Meanwhile the "section hands," who keep in order the railroad tracks, are averaging less than \$17.00 a week. The textile workers, who spin and weave our cotton, average \$17.40 a week. Silk workers in New York average \$22.22 and in Pennsylvania only \$17.40. In stocking mills the full fashioned hosiery workers, with their strong union in the North, form a fairly well-paid group. But those receiving \$50.00 a week are less than one-tenth of all the hosiery workers, full fashioned and seamless, and the great majority of the 90% get from \$15.00 to \$23.00 a week.

The same 1929 census of manufactures which shows the general average of \$1,280 a year for all factory workers combined reports that 1,750,000 workers, or one-fifth of all the factory wage earners, are in industries where the average annual wage is below

\$1,000 a year. In other words, industries employing one-fifth of all our factory workers are averaging less than the equivalent of \$19.20 a week for full time work. Full time work is possible in only a small per cent of the factories.

The lowest paid industries include not only the cotton mills and the knitting mills, but also include most of the lumber industries (with nearly half a million workers); tobacco factories, canning, confectionery, crackers, and several other food industries, most of the unorganized clothing trades; turpentine workers; makers of wooden boxes, burlap bags, paper bags, baskets, brooms, artificial flowers, and many other minor products.

Not only manufacturing and mining, but all sorts of industrial work depends largely on so-called "common labor." Taking the country as a whole, the hourly rate for common labor on July 1, 1929, was estimated to be 43.7 cents. The bureau also reports common labor rates ranging as low as 20 cents an hour in some of the southern states. To the unskilled worker—apart from the organized building laborer in a few big cities—a pay envelope with as much as four \$5.00 bills is a rare occurrence.

The poorest paid of all are the 5,500,000 farm laborers, who average less than \$33.00 a month with board, and about \$47.00 a month without board.

More than balancing the 3,000,000 "aristocrats of labor" with their \$42.00 a week and more are some 16,000,000 workers who get less than \$25.00 a week. Some 6,000,000 of these low-priced workers are women and girls. In the factories of New York and Illinois—states with relatively high wage scales—the weekly average for all women employed was \$19.05 and \$18.01 respectively, while the men averaged \$33.32 a week in New York and \$31.38 in Illinois.

Of the approximately 10,000,000 men getting less than \$25.00 a week, about 3,000,000 are 20 years of age or over. That is to say, about one-third of the 21,000,000 adult male wage earners in the United States are in this low wage group.

The lowest wages for either men or women are paid in ten southern states, from Virginia and Tennessee to Louisiana and Arkansas. The million or more workers in their factories averages less than \$1,000 a year, or \$19.23 a week.

The survey shows that the contrast between the highly paid tenth and the grossly underpaid half of the American wage-earning population is apparently growing sharper. The highly organized crafts have pushed the average union scale up steadily since the close of the World War. When it is remembered that the tendency of industry is in the direction of the displacement of well paid, skilled laborers by the introduction of machinery, thus forcing these workers into the ranks of the low-wage workers, the outlook is not altogether reassuring.

BUILDING TRADES WAGE SCALES—DENVER

	Per Day
Bricklayers	\$12.00
Carpenters	10.00
Cement Finishers.....	11.00
Drainlayers	8.00
Dredgemen	10.00
Electricians	11.00
Elevator Constructors.....	11.00
Hod Carriers.....	7.00
Hoisting Engineers.....	10.00
Lathers	11.00
Painters	10.00
Plasterers	12.00
Plumbers	11.00
Steamfitters.....	11.00
Steamfitter Helpers.....	6.00
Structural Iron Workers.....	10.00
Tile Setters.....	12.00
Tinners	11.00
Unskilled Day Laborers.....	5.00

ACTUAL ANNUAL EARNINGS IN NINE OCCUPATIONS—
COLORADO

Figures showing the actual annual yearly income in nine different occupations in twelve different cities and towns in Colorado are given in the following table. The purpose of printing this table is to show how greatly the actual income of workers in the trades varies in the different places in this State. The reason for the great variation in earnings is no doubt attributable to the actual number of days that it is possible to work during the year.

	Carpenter	Bricklayer	Painter	Hod Carrier	Machinist	Blacksmith	Baker	Lineman	Bank Teller
Canon City.....	\$1,800	\$1,800	\$1,200	\$ 900	\$2,100	\$1,800	\$1,800	\$1,500	\$1,500
Colorado Springs---	2,400	2,400	1,950	1,650	2,400	1,950	1,800	1,090	1,800
Denver	2,160	2,430	2,160	1,600	2,400	1,800	1,850	1,650	1,980
Fort Collins.....	1,575	1,800	----	1,200	1,550	1,550	1,560	1,620	1,900
Fort Morgan.....	1,100	1,200	1,750	----	1,800	2,400	2,400	1,395	1,380
Greeley	1,440	1,800	1,440	1,200	1,500	1,800	1,900	1,800	1,560
Pueblo	2,100	2,400	2,100	1,500	1,750	1,800	1,400	1,750	1,400
Steamboat Springs--	----	1,440	1,080	900	2,340	1,675	1,940	----	1,400
Sterling	2,170	1,680	1,975	1,260	2,100	1,680	2,000	1,500	1,375
Telluride	2,190	800	1,750	900	2,195	2,190	1,825	1,475	960
Walsenburg	2,250	2,700	2,400	1,275	1,800	1,800	1,560	1,800	1,500
Yuma	2,190	1,900	1,410	1,410	1,700	1,700	1,600	----	----

TRADE UNION WAGE SCALES—COLORADO

As a result of a questionnaire sent out and on information secured from proper sources the following table of rates of wages and hours established by various trade unions in Colorado has been prepared.

There are approximately 500 trade unions in Colorado, representing all the nationally organized crafts. Jurisdictional disputes have not occurred during the last two years to an extent that regular work was interrupted.

None of the unions reported any material change in wage scales or in hours of labor, although the five-day week has now become the general rule in the building trades.

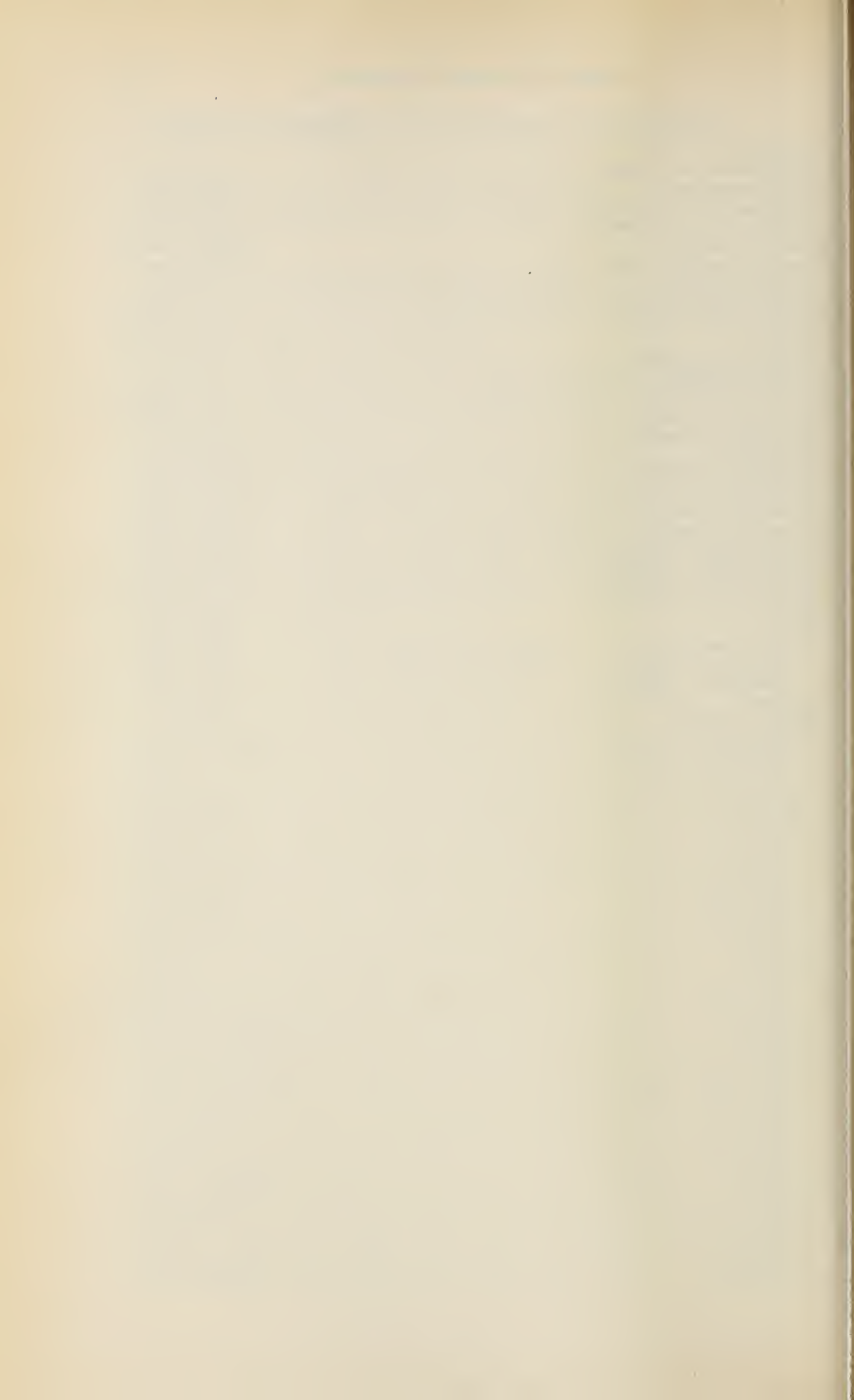
Inasmuch as the cost of living has not been lowered during the two years, and inasmuch as the prices for food and shelter (the two dominant factors in living costs) have remained steadily high, it is easy to predict that the wage scales will not be changed for some time to come. In the United States as a whole a continued upward trend in union scales was apparent throughout 1929 and 1930. Of the time work trades, increase in scales during that period averaged only 0.5 per cent.

UNION SCALES

	Hours per Day	Rate of Wages
Automobile Painters.....	8	\$ 6.00 Day
Bakers	8	10.00 Week
Barbers	10	Guarantee
Blacksmiths	8	6.50 Day
Boilermakers	8	.76 Hour
Bookbinders	8	40.60 Week
Bricklayers	8	1.50 Hour
Building Laborers.....	8	7.00 Day
Carpenters	8	10.00 Day
Cement Workers.....	8	11.00 Day
Cigarmakers	8	30.00 Week
Cooks and Waiters.....	10	3.00 Day
Coopers	8	.65 Hour
Drainlayers	8	8.00 Day
Dredgemen	8	10.00 Day
Electrical Workers.....	8	11.00 Day
Garment Workers.....	8	.40 Hour
Elevator Constructors.....	8	11.00 Day
Granite Cutters.....	8	.66 Hour
Hoisting Engineers.....	8	\$10.00 Day
Horseshoers	8	6.00 Day
Iron Molders.....	8	5.40 Day
Lathers	8	11.00 Day
Leathers Workers.....	8	.66 Hour
Letter Carriers.....	8	.60 Hour
Lithographers	8	35.00 Week
Machinists	8	.80 Hour
Mailers	8	5.50 Day
Marble Masons.....	8	8.50 Day
Meat Cutters.....	9	35.00 Week

	Hours per Day	Rate of Wages
Musicians	8	.....
Painters and Decorators.....	8	1.12 Hour
Photo Engravers.....	8	1.00 Hour
Plasterers	8	12.00 Day
Plumbers and Steamfitters.....	8	11.00 Day
Postoffice Clerks.....	8	1,960.00 Year
Printing Pressmen (job).....	8	33.00 Week
Railroad Car Men.....	8	.64 Hour
Railroad Clerks.....	8	.56 Hour
Railroad Conductors.....	8	.....
Engineers	8	.....
Railroad Expressmen.....	8	.66 Hour
Railroad Firemen.....	8	.....
Railroad Maintenance.....	8	.35 Hour
Railroad Switchmen.....	8	.79 Hour
Sheet Metal Workers.....	8	1.12 Hour
Steamfitters	8	11.00 Day
Steamfitter Helpers.....	8	6.00 Day
Stenographers	8	5.00 Day
Stereotypers (day).....	8	46.00 Week
Stereotypers (night).....	8	48.50 Week
Stone Masons	8	8.00 Day
Structural Iron Workers.....	8	10.00 Day
Teamsters and Chauffeurs.....	10	4.00 Day
Tile Setters.....	8	12.00 Day
Tinners	8	11.00 Day
Typographical (day—job).....	*8	46.00 Week
Newspaper (day).....	*8	49.75 Week
Newspaper (night).....	*8	53.25 Week
Waiters	8	2.75 Day
Window Cleaners.....	8	5.00 Day

* 44 hours per week.



TWENTY-THIRD BIENNIAL REPORT

Colorado


Bureau of Labor Statistics

July 1, 1930, to July 1, 1932

CHAS. M. ARMSTRONG
Secretary of State, Labor Commissioner ex-officio

M. H. ALEXANDER
Deputy State Labor Commissioner
and
Chief Factory Inspector




BRADFORD-ROBINSON PRINTING CO.
DENVER, COLORADO
1932

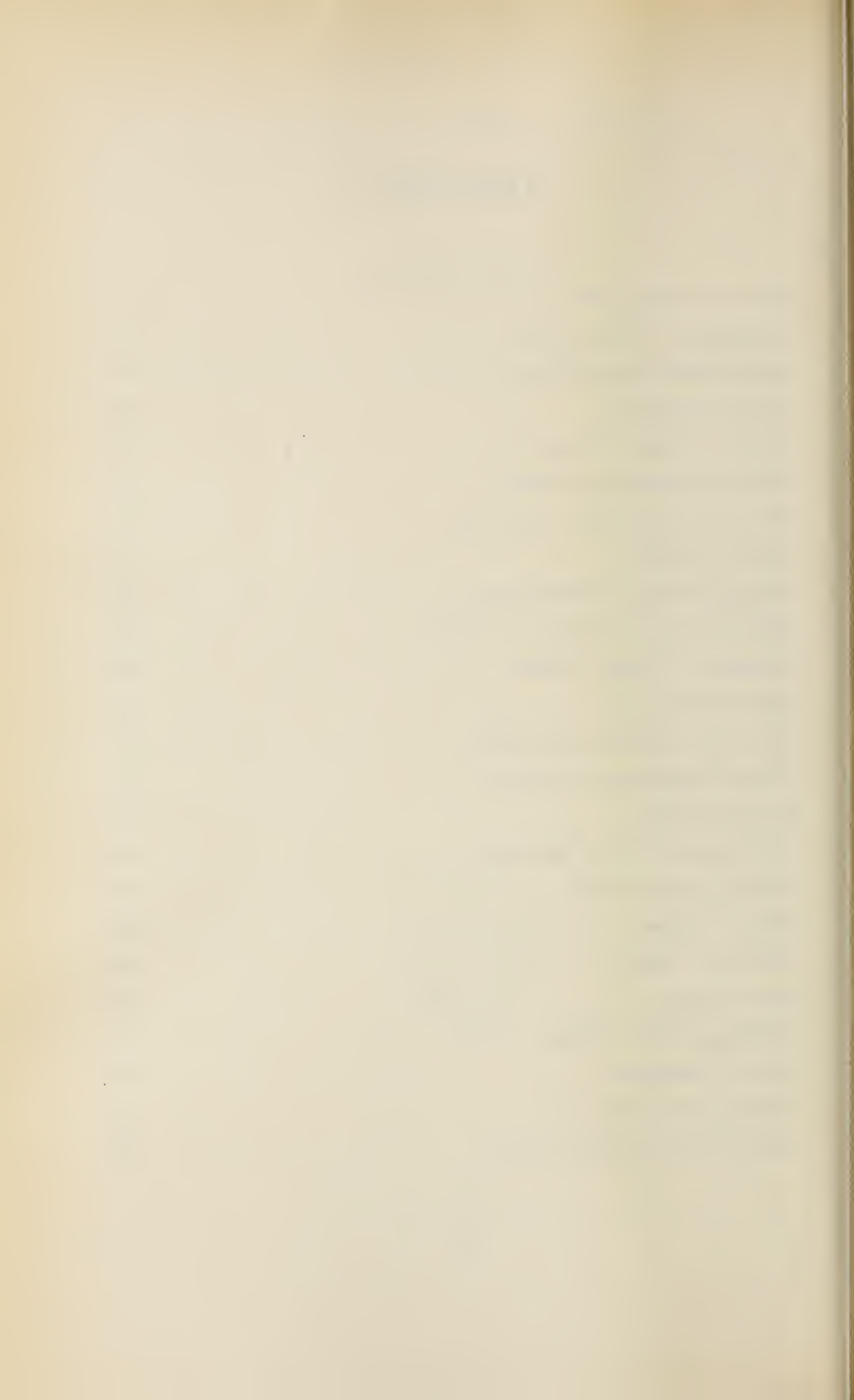
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LETTER OF TRANSMITTAL

To His Excellency, William H. Adams, Governor; Hon. Charles M. Armstrong, Secretary of State, Labor Commissioner, ex-officio, and Members of the Twenty-ninth General Assembly:

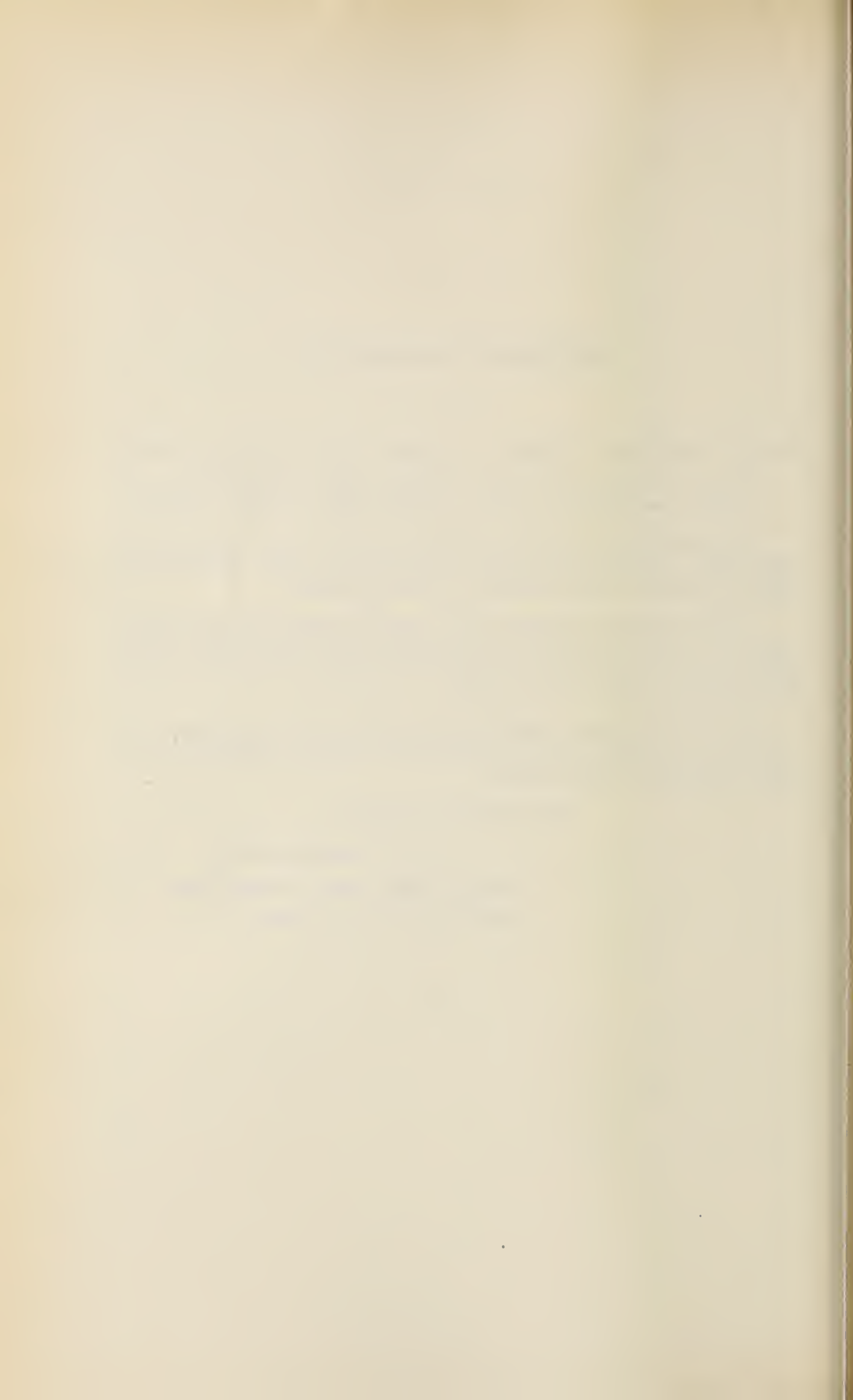
In accordance with the provisions of the law I am herewith submitting the Biennial Report of the State Labor Department, officially known as the Bureau of Labor Statistics.

It has been my constant aim to comply fully with the requirements of the law creating this Department and at the same time to act in such a way as to be of greatest benefit to those for whose protection the laws were enacted.

To all of the State officials who contributed to the harmonious conduct of the affairs of the Department I wish to extend my personal thanks and appreciation.

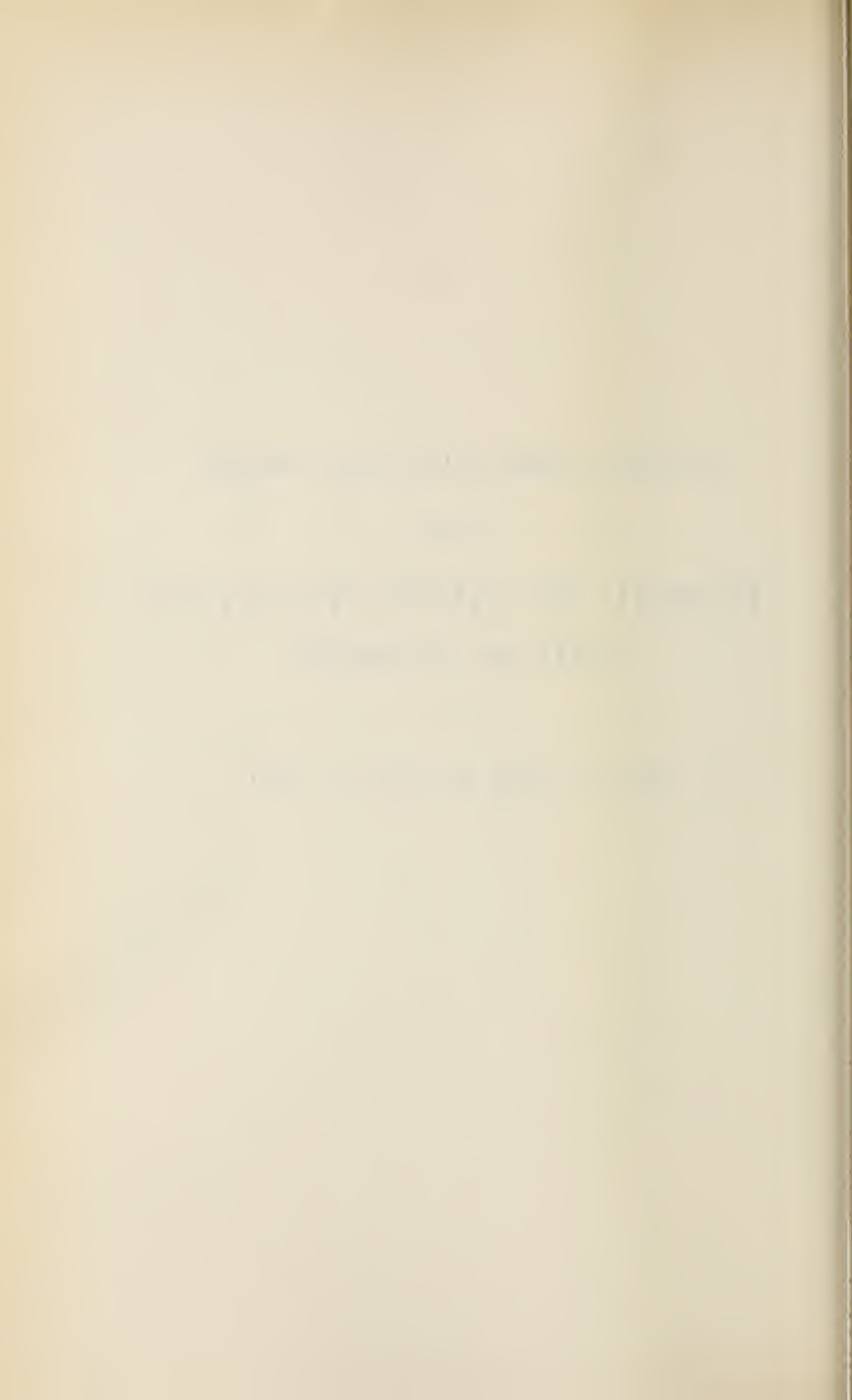
Respectfully submitted,

M. H. ALEXANDER,
*Deputy State Labor Commissioner
and Chief Factory Inspector.*



TWENTY-THIRD BIENNIAL REPORT
OF THE
BUREAU OF LABOR STATISTICS
STATE OF COLORADO

JULY 1, 1930, TO JULY 1, 1932



PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

CHAS. M. ARMSTRONG

Secretary of State, Commissioner *Ex-Officio*

M. H. ALEXANDER

Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM

Statistician

KATHERINE GARETSON

Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS

Clerk

FACTORY INSPECTION DEPARTMENT

W. F. EVANS

Deputy Factory Inspector

ROBERT ROBERTS

Deputy Factory Inspector

GEORGE L. SEITS

Deputy Factory Inspector

MAE R. FOX

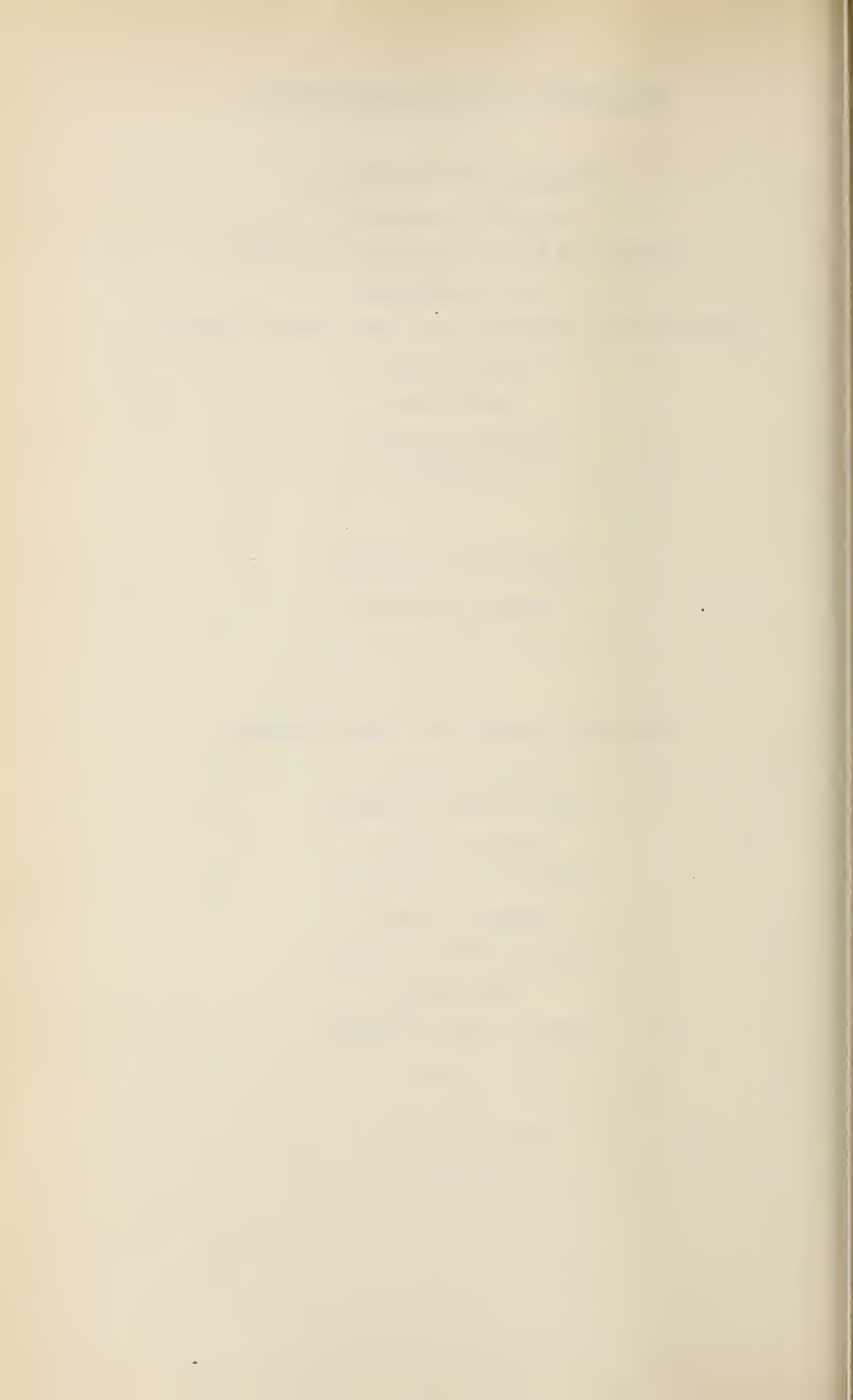
Deputy Factory Inspector

SAUL CASHMAN

Clerk

BIRDIE SWANSON

Stenographer



APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the supervision of the Labor Commissioner for the period of two years, July 1, 1930, to July 1, 1932.

BUREAU OF LABOR STATISTICS

	Total Appropriation	Total Expenditures	Balance
Labor Commissioner, Salary.....	\$ 5,000.00	\$ 5,000.00	.....
Statistician, Salary.....	3,000.00	3,000.00	.....
Stenographer, Salary.....	2,400.00	2,400.00	.....
Labor Commissioner, Travel Expense.....	1,500.00	1,232.65	\$ 267.35
Incidental Fund.....	750.00	736.14	13.86
Private Employment License Expense Fund...	800.00	745.78	54.22
Totals	\$13,450.00	\$13,114.57	\$ 335.43

WAGE CLAIM BUREAU

Wage Claim Clerk, Salary.....	\$ 2,400.00	\$ 2,400.00
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FACTORY INSPECTION DEPARTMENT

Four Inspectors, Salary.....	\$ 9,600.00	\$ 9,600.00
Factory Inspector, Clerk, Salary.....	2,400.00	2,400.00
Factory Inspector, Stenographer, Salary.....	2,400.00	2,400.00	.....
Factory Inspector, Traveling Expenses (4)..	6,000.00	5,319.42	\$ 680.58
Incidental Expense.....	500.00	438.78	61.22
Totals	\$20,900.00	\$20,150.20	\$ 741.80

RECAPITULATION

Total Appropriation for Bureau of Labor Statistics, Wage Claim Bureau and Factory Inspection.....	\$36,750.00
Total Expenditures, All Departments.....	35,672.77
Balance Unexpended, All Departments.....	\$ 1,077.23
Total Appropriation, Bureau of Labor Statistics.....	\$13,450.00
Total Expenditures.....	13,114.57
Balance Unexpended.....	\$ 335.43
Total Appropriation, Wage Claim.....	\$ 2,400.00
Total Expenditures.....	2,400.00
Total Appropriation, Factory Inspection.....	\$20,900.00
Total Expenditures.....	20,158.20
Balance Unexpended.....	\$ 741.80

FACTORY INSPECTION

The law creating the Department of Factory Inspection names the Deputy State Labor Commissioner as Chief Factory Inspector. It authorizes the appointment of four inspectors, one of whom shall be a woman. This law was enacted in 1911. In 1929 the law was amended so as to include and cover the inspection of school houses, theatres and moving picture houses.

The principal work of the Department during the past two years has been the administration of the Factory Inspection law, the enforcement of which it is believed has resulted in materially reducing the number of the industrial accidents in the State.

While most of the activities of the inspectors falls within the limits of Denver and the larger cities and towns in the State and the immediate environs of the same, nevertheless a very heavy percentage of the work is in places hard to reach by the ordinary means of travel. It is again apparent, also, that the distance between important towns and places where it is necessary for inspectors to go is an important factor. Inspectors must travel by train, and, as is well known, this mode of travel is a time-killer of the first rank. However, it has been made possible for inspectors to get into every one of the sixty-three counties in the State, except one.

It has been the constant aim to conduct the affairs of the Department of Factory Inspection with the strictest economy. The only income of the Department is derived from legislative appropriation. Although the appropriation for the biennial period was exceptionally small, nevertheless affairs were so systematized that a substantial sum unexpended was returned to the State treasury.

In order that necessary inspections in various parts of the state may be continued we are asking for an appropriation of \$75.00 a month for each inspector. This expense money is paid out only on receipts, showing actual expense of the inspector. In short, the factory inspectors are required to pay out their own money when on inspection trips in the State, which frequently consumes a large per cent of the monthly salary.

This report covers the inspection work of two years. During that time inspections, showing the following totals:

Total number of inspections.....	12,000
Total number of certificates issued.....	10,100
Total number of sanitary and safety orders issued..	1,900
Total number of re-inspections.....	979
Total number of schools inspected.....	1,110
Total number of theatres and moving picture houses inspected	305

This shows a material increase in the number of inspections reported in previous biennial periods. A comparison with the past periods shows the following:

1921-22 Total Inspections.....	5,195
1923-24 Total Inspections.....	7,636
1925-26 Total Inspections.....	10,260
1927-28 Total Inspections.....	10,151
1929-30 Total Inspections.....	11,240
1931-32 Total Inspections.....	12,000

It is undoubtedly true that because of the increased number of inspections made and protective devices installed the number of accidents befalling workers in Colorado was materially decreased.

SAFETY IN SCHOOLS

At the session of the legislature in 1929 the State Factory Inspection law was amended so as to include school houses, theatres and moving picture houses. This new law went into effect in July, 1929, and it imposed a great deal of the extra work on this Department, but provided no additional inspectors nor allowed for any added expense.

Under the circumstances it has been impossible, of course, to visit every school district in the state. Still the 1,110 inspections made covered the schools in all the more populous towns in the State, as well as those that are not located in remote or more or less inaccessible places. However, as to the latter places, every request for official inspection was promptly complied with.

As an example of the work done in connection with schools a typical case may be cited.

The directors of a school in an outlying district asked for information concerning new structure contemplated by the Board.

They were informed that a building 20x28 feet, inside measurement, would accommodate 37 pupils, allowing 15 square feet per pupil. In connection with the air space, since the attendance is not over eight children, the dimensions given would provide more than sufficient air space. Doors should swing outward to comply with state laws. As to the heating, a jacketed stove with ventilating system would pass state inspection.

Every effort is made to protect pupils from danger, and to that end a large placard has been prepared, and is sent to all high schools where moving machinery is in use in manual training. This caution is as follows:

CAUTION

WHEN OPERATING A MACHINE

Always have guard in place when using saw or jointer.

It is to protect you from the saw.

Don't take the splitter off. Use it whenever ripping.

Don't allow the saw to project more than $\frac{1}{8}$ " above stock to be cut.

More than this invites DANGER.

Don't stand directly behind or in line with a circular saw when in operation. Stand to left or right, as the force of a piece thrown back may injure you.

Don't reach over a revolving saw. Have someone tail the machine when necessary.

Avoid loose clothing, have sleeves rolled above elbows, necktie off or tucked in shirt.

Use Push Stick for all narrow ripping. For short lengths rip slightly more than half way—then reverse end for end, keeping same side against the fence.

Always straighten one edge before ripping—a crooked board may cause pinching.

Don't clean off saw table with your hands while saw is moving. Use a stick. Keep sticks and scraps away from around machine. You may step on one and get hurt.

LAST—Don't look around while operating a machine. Keep your eyes on your job and your fingers on your hands.

HOTELS AND ROOMING HOUSES

Closely related to the matter of protecting workers and the public from latent and unseen dangers is the location of hotels amidst dangerous surroundings.

At the present time, although the State Factory Inspector is authorized to inspect hotels and make orders remedying known and dangerous conditions, yet there is nothing to prevent the opening and operation of a hotel or rooming house, or an apartment house, right over an automobile garage, repair shop, storage room, filling station, clothes cleaning establishment, or for that matter, directly over a shop or place where "gun spraying" is in progress in a paint shop.

This is one of many dangers that can be avoided only by the adoption of a State building code, making it obligatory to secure a permit before operating a hotel. Such a statute would also require a building permit for school houses and public buildings generally.

Many complaints have reached this office in connection with hotels that are conducted in what may be called improper places.

Certainly no hotel should be allowed to operate in a building where a latent danger exists. However, this cannot be prevented by the Factory Inspector, since he has no legal authority in the premises.

It is especially true that in very many places in the State where no city or town ordinances exist, the hotels are allowed to "run wild," the State assuming no adequate control over the location of any building used for a hotel or for the accommodation of guests.

STANDARD GUARDS AND PROTECTIONS

The absence of other means of reaching those interested by a publication of certain standards adopted by our factory inspectors prompts the publication here of the following:

Floor Openings—Should be protected by railing 3 feet high, a middle rail between it and floor, and toe boards 6 inches high.

Stairways—Should be provided with hand rails 36 inches high from center of tread. Stairs over 4 feet wide, also stairs open on sides, should have a hand rail on both sides and an extra rail should be provided in center if stairway is over eight feet wide.

Platform, Runways or Mezzanine Floors—Over six feet from floor should have exposed sides guarded by railing three feet high, a middle rail between it and floor, and a six-inch toe board.

Engine or Similar Flywheels—(a) Guards placed nearer to the wheel than 15 inches should be five feet high and solid, or if of railing, filled in with wire mesh having openings not exceeding three inches; or (b) protected by a railing three and one-half feet high, more or less as conditions may require, and middle rail between it and the floor, these being 15 inches away from the wheel; also with a six-inch toe board, if wheel runs in a pit. All moving parts of engine should be guarded in a like manner.

Gears and Friction Drives—(a) Should be completely enclosed, or (b) where this is impracticable should be protected by a hand guard provided with side flanges extending inward beyond the roots of the teeth. (c) Where there is a spoke hazard, the gears should also be enclosed on the exposed side by a solid sheet metal guard or disc.

Belts, Chains or Ropes (Vertical or Inclined)—Of high speed. (a) Should be completely enclosed to a height of 5 feet, or (b) protected by railing 3½ feet high and a middle rail between it and the floor, 15 inches away from the belt.

Belts, Chains or Ropes (Horizontal)—If more than one inch in width or one-half inch in diameter and upper part is less than six feet from floor level or platform the entire belt should be completely enclosed, or (b) a standard railing at least 15 inches from belt to be provided. (c) Overhead belts, the lower part of which are seven feet or more from platform, should be protected on the

sides and bottom by a trough or channel guard. (d) All overhead belts six inches or more in width traveling thirty feet per second or faster to be guarded underneath, provided they travel parallel to or over passageway.

Shafting (Horizontal)—Within six feet of floor or platform level (a) should be completely encased, or (b) protected by a railing three and one-half feet high and a middle rail between it and floor, 15 inches away from shaft.

Shafting (Vertical or Inclined)—Should be encased to a height of six feet from floor or platform level.

Note—Guards may be constructed of wire screen, solid sheet or perforated metal. If guard is placed closer than 15 inches, the opening in wire screen or perforated metal should not exceed one inch.

Abrasive Wheels and Buffers—Wheels shall be provided with substantial retaining hood (or when such would interfere with operations, with hand guards) covering as much of the wheel as possible and of sufficient strength to retain fragments in case of explosion.

Standard flanges shall be as follows: Six-inch wheel flange shall be three-inch diameter, eight-inch wheel flange shall be five-inch diameter, and ten-inch wheel flange shall not be less than six inches smaller than wheel.

Belt Shifters—Shall be a permanent mechanical device by means of which the belt may be shifted on the pulley without being touched by hand, and to be so arranged as to prevent accidental shifting.

Elevator Projections—(a) In shaftway forming a shear with floor of car, platform should be beveled to angle of 15 degrees from vertical and sheeted with metal. (b) Openings or depressions should be filled in or top shear surface provided with bevel boards or a gate provided on the car.

Platform and Shaftway—(a) Unused sides should be enclosed to a height of six feet by solid guard or grille work of not more than two-inch mesh. Sides where a finger might project through grille-work or open enclosures and be crushed by moving car, counterweight, or door, should be protected by wire netting of not more than one-half inch mesh, and not smaller than No. 20 wire. (b) Where drop automatic hatch doors are used a three and one-half-foot railing, with a middle rail between it and floor 12 inches from hatchway edge, should be provided on all sides, openings in counterweight guard not to exceed one-half inch. (c) Counterweight guards, solid or heavy wire, five and one-half feet high and the width of the shaft should be securely attached to the platform, if other protection is not provided.

Gates—(a) At shaftway entrances should extend to within two inches of the floor; should be self-closing, five feet six inches high, and if open construction, space between members to be not more than two inches. (b) If 12 inches or more from inside edge of hoistway, height may be decreased to three and one-half feet. (c) Where hatch covers are used, additional protection in the form of bars working in conjunction with same may be provided in place of gates. (d) Horizontal sliding doors are accepted when provided with inside locks and if car has regular operator. (e) Swing doors or manually operated vertical sliding doors must have interlocks.

Laundries and Cleaning Establishments—All extractors in laundries and cleaning works should be covered with metal covers attached to the extractor.

SPRAY PAINTING

For the better information of those concerned it has been found advisable to reprint in full the suggestions in regard to spray painting published in the Twenty-Second Biennial Report of this Department.

What is known as the "spray gun" as applied to industrial painting has developed an entirely new problem in factory inspection. Although not specifically contemplated in the Factory Inspection law, except by inference, this Department has nevertheless been diligent in insisting on proper precautions to be taken in the use of these spray guns, particularly when used in connection with the most harmful ingredients, such as benzol, lacquers, paints, etc.

Much as the use of the spray gun is condemned as dangerous and unhealthy, it is highly probable that its use will never be entirely prohibited. Regulation of the use of these guns is therefore most essential for the protection of the worker and for the safety of other workers as well as the public generally. It is now known that the latent danger inseparable from the use of the spray gun can be entirely overcome by proper precautions.

To that end the Chief Factory Inspector has formulated a set of rules to be observed by those handling these dangerous ingredients. These rules are printed in this report for the information of the public. A printed copy of these rules is also placed in the hands of all workmen engaged in spray painting.

RULES

Extreme caution in the use of the "spray gun" is absolutely necessary in order to prevent great harm to life and property. It is quite impossible to remove all dangers connected with the use of the "spray gun," but it is hoped to eliminate most of them when the appended requirements are faithfully followed.

The highly inflammable nature of the pyroxylin and the pyroxylin thinners used in conjunction with it, necessitates a very careful

handling on application of the material. Careful investigation made by the National Fire Protection Association, the National Board of Underwriters and other similar institutions shows that the fire hazard attendant on these processes, although very great has resulted in few fires. Nevertheless, these few fires caused immense property damage, the death toll in itself being appalling.

With a view to safeguarding the life and health of the employees, the State Factory Inspection Department insists that the various users of pyroxylin, or other paints of like nature used with a spray gun, strictly observe the instructions contained in the pages that follow.

When carelessly handled, the application of pyroxylin presents a dangerous hazard, while with proper precaution the hazard of this operation is no greater than the old method of painting. The cardinal factors to keep in mind are cleanliness and ventilation. All concerned should be taught this slogan.

The thinners are very volatile and will give off a rich vapor far below the normal room temperature. This vapor is easily ignited by a spark, and if there is sufficient of this mixture, an explosion will result. In a well ventilated spray booth this hazard is eliminated.

The pyroxylin in a powdered form is not explosive when at rest on a surface, but is explosive when floating in the air. While the pyroxylin powder is not explosive when at rest, it is easily ignited at extremely low temperature. Fires have been started by hot chips from drills; scraping iron on iron or concrete; a static spark; dropping a steel wrench on floor; cleaning with an oily rag; leaving rags or cloths in booth; heat from electric lamps, or coils; short circuit in electric wires, and similar causes.

All mixing and thinning in quantity should be done very carefully by experienced employees, wearing goggles to protect the eyes from accidental splashes, which, while not dangerous, cause a severe and painful inflammation of the eyelids.

The common practice of cutting cans is beset with dangers and should be avoided.

Before material is poured out into the mixing pail it should be thoroughly agitated, making sure to work up the pigment, etc., into a homogeneous mass.

Scrap Pyroxylin and Pyroxylin Thinners: Scrap pyroxylin and pyroxylin thinners, especially the latter, shall not be run down sewers. There are innumerable cases on record where throwing of pyroxylin thinner and other solvents into the sewers was responsible for serious explosions.

Ventilation: Since the flash points of pyroxylin and pyroxylin thinners are 32° F., the presence of enormous volumes of highly inflammable vapor in and around spray booths, in addition to being a toxicity factor, also represents a dangerous fire hazard.

About the only thing that can be done to eliminate this condition is thorough ventilation.

Many persons erroneously think that open windows and skylights alone will give sufficient ventilation where necessary. This is seldom true, since the draft from an open window may absolutely nullify the value of a properly installed exhaust system, by causing back drafts or eddies which swirl up the impure air, so that the vapors are actually forced back into the room when they ought to be drawn away from it.

This is also true of systems where fresh air is blown in by fans to augment the natural supply. Such air generally enters at a considerable velocity and is apt to disturb the natural currents created by the exhaust fans. In fact such auxiliary systems are detrimental to the natural drafts within the building, especially within the winter months, when the atmosphere outside is heavier than the atmosphere within the building. Very reliable data on the subject of ventilation show that wherever proper ventilation was provided the fire hazard and the toxicity were reduced to a minimum.

Fire Extinguishers: Fire extinguishers should be located in spray booths. Two or more automatic type foamite extinguishers

Fires in spray booths spread with great rapidity, and generate an immediate and intense heat which, being gaseous in nature, travels across the ceiling, opening up sprinklers far from the point of the fire. While the sprinklers might prove effective, the damage caused by many gallons of water on the floors beneath is grave and not in any way negligible.

Cleaning of Spray Booth and Ducts: Cleaning should be done with stiff fiber brushes, or copper or brass scrapers. Never with iron or steel devices.

Lighting: Artificial light must be restricted to electricity. The shades attached to the light bulbs should be provided with a glass front, especially when used near spray booths. This would protect the bulbs from accidental breakage with its accompanying spark, which may start a serious fire, incidentally protecting the pyroxylin spray from the air brush from hitting the hot bulb directly.

Spray Booths: The spray booth walls should be scraped periodically with a special brass scraper. Dirty towels, rags, etc., should not be allowed to remain in a spray booth, as they have been responsible for some recent spray booth fires. Oil rags are subject to spontaneous combustion. Employees should be warned against leaving their overalls, aprons, dirty towels, etc., hidden in the spray booth or elsewhere, where pyroxylin thinners are in constant use. Dirty towels and rags should be collected in steel barrels of water, such barrels to be placed outside the booth. Rags soaked with oils and pyroxylin should never be soaked in the same

barrel of water, which will positively start a fire. All electric fuses and fuse boards should be far removed from pyroxylin and pyroxylin thinners. Sparking motor brushes should never be tolerated in the department using the materials in question and should be attended to immediately. Motors of all types should be provided with wire gauze safety hoods.

NOTES TO BE REMEMBERED.

1. Not more than twenty-four hours' supply of pyroxylin or pyroxylin thinner should be stored in spray booth.
2. When mixing pyroxylin, wear goggles to protect the eyes.
3. Steel cutters, chisels, or steel can openers should not be used to cut seams.
4. Pyroxylin and pyroxylin thinners must not be run down sewer. This would cause a serious explosion.
5. Avoid the use of steel tools in spray booth. Pyroxylin thinner vapor has an extremely low flash point and may start a serious fire if not kept out by proper ventilation.
6. Water is the best agent to use on a dry pyroxylin fire. Next is soda and acid. Foam is best for liquid pyroxylin fire.
7. Clean ducts once every week or oftener.
8. Pyroxylin must not be sprayed directly over a hot electric bulb, because pyroxylin when subject to heat of any electric lamp is reduced to charcoal, which reduces flash point of pyroxylin much lower than in the original state.
9. A sparking motor brush should not be tolerated for an instant. This should be looked after immediately.
10. Use non-ferrous metal devices for scrubbing and cleaning ducts.
11. Floor or spray booth should be cleaned often. Use non-ferrous tools to clean booths.
12. Do not use compressed air to clean generally, as the dust in the air is a real hazard, and this method of cleaning does not remove the material but simply spreads it over a greater area. Let settle and sweep up carefully.
13. Extension cords should not be allowed in spray booths.
14. All lights within ten feet of booths should be enclosed.
15. Clean all lights in or near spray booth regularly to prevent accumulation of dust.
16. Grinders or welders should not be allowed to work in spray booth.

Important—Always start the exhaust fan before beginning to use the spray gun. This will avoid the danger of explosion from an accidental spark when switching on the power.

FIRST AID IN REMOVING LACQUER FROM EYES

Wash eyes out good with weak solution of boracic acid or free use of chemically pure Di Butyl Phthalate. This material is harmless to the eyes, is mild and its effect like oil, and yet is a perfect solvent for nitro-cellulose and other lacquer ingredients. Use this with an eye-cup, using repeated washings to remove all trace of lacquers and lacquer solvents. In all cases go to a hospital, even after these are used.

Also use a small percentage of this mixed with solvent for removing lacquer from the hands and face, as it prevents the burning sensation of the solvent, and prevents drying out the skin too much, as is the case with plain solvent or equipment cleaning fluid. Use a mixture of about 10% of the Di Butyl Phthalate insolvent for this ordinary washing purpose. For the eye, of course, the material must be used absolutely straight.

PHYSIOLOGICAL EFFECT OF PYROXYLIN AND PYROXYLIN THINNER CONTENTS:

A reference to standard books on toxicology gives considerable information regarding the possible physical and physiological effects of various commercial solvents. But with the advent of quick drying finishes like pyroxylin and their reducers, there have been numerous inquiries in regard to the "poisonous" nature of the material.

In general, practically all the commercial solvents used in pyroxylin and pyroxylin thinner have more or less stupefying action to the point of producing a form of anaesthesia when administered either internally or in the same manner in which ether is administered. Recovery in fresh air is extremely rapid and the patient suffers no permanent ill effects.

STATE MANUFACTURING ESTABLISHMENTS

In Colorado, according to latest figures obtained by U. S. Industrial census, there are 2,608 manufacturing establishments employing ten or more persons in this State. By far the greatest number of these are in Denver, Pueblo, Colorado Springs and other of the larger cities and towns in the State. A division of the employees in these manufacturing plants is reproduced here:

	Male	Female	Total
Proprietors and Firm Members.....	2,119	166	2,286
Salaried Officers.....	660	32	692
Superintendents and Managers.....	1,470	51	1,521
Clerks and Other Subordinates.....	3,471	1,516	4,987
Wage Earners.....	32,102	3,343	35,445

DISTRIBUTION BY COUNTIES

The following figures are from our own records and include all manufacturing establishments without regard to the number of employees engaged:

Adams	37	Garfield	13	Ouray	6
Alamosa	14	Gilpin	4	Park	7
Arapahoe	24	Grand	14	Phillips	8
Archuleta	12	Gunnison	24	Pitkin	6
Baca	8	Huerfano	21	Prowers	47
Bent	15	Jackson	4	Pueblo	156
Boulder	95	Jefferson	23	Rio Blanco.....	10
Chaffee	20	Kiowa	6	Rio Grande.....	21
Cheyenne	5	Kit Carson.....	14	Routt	18
Clear Creek.....	9	La Plata.....	31	Saguache	16
Conejos	14	Lake	12	San Juan.....	6
Costilla	5	Larimer	91	San Miguel.....	11
Crowley	18	Las Animas.....	57	Sedgwick	3
Custer	8	Lincoln	14	Summit	4
Delta	24	Logan	29	Teller	8
Denver	1,125	Mesa	41	Washington	9
Douglas	8	Moffat	6	Weld	99
Eagle	4	Montezuma	12	Yuma	21
El Paso.....	141	Montrose	27	All Others.....	7
Elbert	7	Morgan	29		
Fremont	45	Otero	56		

The U. S. Census, when collecting statistics of industry, cover only such manufacturing establishments with a certain number of employees.

The last report gives figures covering 1,548 establishments in Colorado. These employed 39,113 persons and paid \$57,220,575 in salaries and wages.

The cost of materials, containers for products, fuel, and purchased electrical energy used by Colorado manufacturers was \$183,739,553.

Bread and bakery establishments led all other types of manufacturers in the State in number. There are 180 establishments of this type, with total products valued at \$11,773,612.

Newspapers and periodicals are second in number, with 169 separate establishments. The value of printed matter of this class was \$12,526,112.

Wholesale meat packers led all other manufacturing industries of the State in value of products. Twenty-five establishments of this type reported a total business of \$36,719,567.

MANUFACTURED PRODUCTS IN COLORADO

We are giving below an alphabetical list of the different kinds of manufactured goods produced in Colorado.

Airplanes, amusement devices, artificial limbs, asbestos and chemists' supplies, automobile accessories, automobile bodies, trucks and tops.

Badges, buttons, balances, bakery products, bank supplies, bedding, belting, beverages, biscuits, boilers, brass and bronze products, brick, brooms, brushes.

Candy, canned goods, cans, carbon and ribbons, caskets, cement products, cereals, cheese, chemicals, chili, cigars, cigar boxes, clotheslines, coffee roasters, compressed gas, cookers, cooperages, crates, culverts and metal flumes, cutlery.

Dairy products, disinfectants and insecticides.

Electric equipments, electric light fixtures, electric machinery, electrical treatment appliances, envelopes.

Fan belts, fertilizer, fire department supplies, fishing tackle, floor wax, flour, flushing valves, foundries, fruit products, furniture, flying machines, furnaces, fuses and explosives.

Garden furniture, garments, gears, gloves, gypsum.

Hats and caps, hollow building tile, honey and honey products.

Ice, ice cream, ice cream cones, ink, irrigation supplies, iron and wire products.

Janitor supplies, jellies, jams, jewelry.

Ladders, lapidaries, lead products, leather goods, lumber (building) materials.

Macaroni, macaroni products, machinery, mailing tools (paper), malted milk, malt syrup, maps and blue prints, marble, mayonnaise, medical supplies, metal spinners, monuments, mausoleums, mortar, motion pictures and paste.

Nails, novelties of all kinds.

Overalls.

Packing products, paint, paper, paper boxes, patterns, pennants, banners and flags, photographs, picture frames, pipe, piston rings, plating, porcelain, porch furniture, portable garages, potato flakes, pottery, poultry supplies, printing.

Railroad equipment, rock drills, roofing, rubber products.

Saddles, harness and products, sanitary wiping cloths, screens, sheet metal products, shirts, signs, smelting, smoke consumers, soaps, soda fountains, stamping, stokers, structural steel, sugar, surgical instruments, surveying instruments, suspenders, garters, switchboards, syrup.

Tallow, tanks, tar products, taxidermy, tents and awnings, terra cotta, terrazzo, tires, tubes, toilet goods, tooth powder and paste, trunks, bags and suit cases.

Upholstering.

Vaccine serum, ventilating systems, vinegar and the like.

Wall paper cleaners, weather strips, window shades.

COLLECTION OF WAGE CLAIMS

The work of the Department in the collection of wage claims has progressed during the biennium in much the same manner, and with about the same results as in previous years. Although lacking in legal powers of any kind, nevertheless, it has been the policy to give every possible attention to this phase of the work. The nature of the claims and the utter helplessness of the claimants, who have no other place to go for help, has prompted us to activity in behalf of these people, who, having earned money, are entitled to prompt settlements.

The record shows that persuasion and uniform courtesy in dealing with these matters has accomplished more than would have resulted had legal force or harsh methods been attempted.

No two cases presented for settlement are exactly alike, hence it is difficult to classify the claims presented. Every claim presented is different from every other claim, and there is an unending variety of surrounding circumstances. In most of the cases the difficulty is over the rate of pay and the exact time put in by the worker. In other cases workers have allowed wages to remain uncollected over a long space of time. And then, we have the claims of women who have done housework and are not paid, and claims of nurses for services rendered.

It has developed during the period covered by this report that a large and increasing number of claims are for labor performed in past years—in many cases as long as three years ago. It goes without saying that a claim for wages covering work done two or three years ago that could not be paid at that time cannot well be collected at this time. The continued depression has made such collections by our methods quite impossible.

In spite of this serious limitation and the general difficulties which surround every claim presented, the Department has, during the last biennial period settled over fifty-seven per cent of claims presented, as shown by accompanying table. We point to this achievement as a reason for continuing the work, notwithstanding the great amount of time and attention that it requires.

The Department of Labor makes no charge whatever for this service. Not only is the service gratis, but no money or remuneration of any kind is accepted even if offered by the benefited party. Our work is performed gladly and willingly, with entire absence of "red tape" or any kind of "stalling." The theory adopted by the Department is that after a man or woman has performed labor

for another the worker should not be forced to undergo expense of any kind to get his money.

Another very pronounced effect of the free work of the Department is the actual saving on money for claimants. Our settlements obviate the necessity of court proceedings, which are always costly, in many cases uncertain, and in nearly every instance mean the loss of much time on the part of litigants. It is reasonable to figure that not less than \$10,000 or \$15,000 would have been the price paid by claimants during the two years had the workers, who were served by the Labor Department without cost, been forced to obtain what was due them by proceedings in courts. Another disclosure is that court proceedings are so costly that many a worker with a small claim is completely swindled out of his money for the reason that he has no money to prosecute his case through legal channels.

In this office every claim is handled promptly. There is no delay. Letters are dispatched at once where correspondence is required, and a system of checkups is installed which insures prompt follow-up letters when found necessary. Wherever possible, a personal representative of this Department is sent to make investigation and to secure immediate payment. In some cases this is easily and quickly accomplished, but in the great majority of cases it becomes necessary to make a large number of trips before a case is finally settled. Action is taken on the theory that all delay, or any delay, works a hardship on the claimant.

The claims presented cannot be sorted out or placed in classes. That would probably accomplish no good even if it could be done. Still, it may be well to know that about 80% of the claimants are men and 20% are women. The women claimants are mostly house maids and servants generally. It has been found that in cases of domestic service there is no general desire to mulct the worker, but the claims usually are the result of misunderstandings between the employer and the employee.

There is one kind of claim that the Department will have nothing whatever to do with. That is the kind that discloses a family row. It would be unjust to expect the Labor Commissioner to adjust difficulties of that kind. Still, rejected claims often require more time and more patience and diplomacy than do the ones that are accepted for settlement.

The appended table will show by months in detail the transactions for the years mentioned.

WAGE CLAIM COLLECTIONS

Two Years—July, 1930, to July, 1932

	No. Claims Filed	Claims Collected	Total Amount Collected	Average Each Claim	Per Cent Claims Collected
July, 1930.....	75	53	\$ 1,116.68	\$21.00	70
August	50	34	538.95	15.55	60.8
September	97	70	1,452.82	14.50	72
October	52	54	1,122.80	20.75	75
November	71	48	1,623.24	13.00	67.7
December	92	35	936.60	27.00	40
January, 1931.....	102	39	797.45	20.45	28.4
February	64	29	834.00	28.00	45.3
March	76	20	804.10	35.00	30
April	78	55	1,082.84	74.23	70.5
May	67	47	1,000.25	20.40	73
June	104	45	866.61	49.25	43.2
July	102	47	504.79	10.70	46
August	117	47	774.87	16.50	40
September	95	51	667.00	13.00	56.6
October	117	48	852.60	20.00	41
November	116	40	890.05	22.25	34.5
December	125	56	1,021.35	28.24	45.6
January, 1932.....	98	35	654.48	18.70	35.1
February	116	31	1,116.95	36.00	26.7
March	92	45	663.93	15.00	48.8
April	75	38	951.90	25.00	50.6
May	101	52	1,916.00	38.75	51.5
June	87	50	808.98	16.20	57.5
Totals	2,189	1,069	\$22,999.24	\$25.00	50

The grand total of all claims collected during the biennium is \$22,999.24. The total number of claims collected is 1,069, which makes the average of each claim collected or settled \$25.00, showing that the worker who has a small amount of money due him is the one who most needs the help of the State, and it is he who receives the most benefit from the free service rendered by this office.

Claims collected aggregating almost \$1,000.00 a month for the 24 months is the record shown in the table.

SMALL CLAIMS COURT

After a dozen years' agitation the last session of the legislature finally adopted a law creating a Small Claims Court in Colorado along the lines recommended by this Department, except in the matter of the fee to be charged. The law as it exists today provides for the payment of \$1.00 in advance, before a case can be entered. It is easily seen that this fee makes it next to impossible for a claimant to have his case adjudicated. This should be changed so as to provide a means to set the court in action without the payment of a fee.

It was hoped that the law, when enacted, would authorize the Labor Commissioner to proceed in the court in behalf of the claimant, but this necessary authority was not granted.

As soon as the bill became a law which was July 24, 1931, enough printed copies were sent to each county clerk to supply all the Justices of the Peace in those counties and they were promptly distributed.

Much to the surprise of every one concerned, the law has never been enforced and as it stands today is utterly useless, and does not serve the purpose for which it was enacted.

Although all authorities concerned have repeatedly been advised of the refusal of Justice's courts to act, nothing has been done. In this way the Small Claims Court law has been completely nullified.

If at all possible some method should be devised, and the law amended, giving the Labor Commissioner plenary powers to settle wage claims without being forced to admit that nothing at all can be done for the man or woman who has earned money and has not been paid. At present every dishonest employer can, and in many instances does, swindle the man entirely out of money he has earned by hard labor.

STATE FREE EMPLOYMENT OFFICES

The statutes provide for the creation of State Free Employment offices as follows: One in each city of not less than 25,000 inhabitants and two in each city containing a population of 200,000 or more.

Free Employment offices were operated continuously from the time of the enactment of the law in 1908 until 1923 when the legislature failed to make appropriations for continuing same. The four State Free Employment offices were discontinued at that time. No appropriation to support them having been made since 1923 the offices have not been reopened, nor can they resume operations as long as the legislature fails to provide the necessary funds to pay the salaries of the superintendents and the ordinary expenses.

PRIVATE EMPLOYMENT AGENCIES

The law regulating private employment agencies in Colorado has been amended by the legislature so as to extend the powers of the licensing agent in the administration of the law. The full text of the law as it stands today follows:

AN ACT DEFINING PRIVATE EMPLOYMENT AGENCIES, LICENSING AND REGULATING THE SAME.

Section 4295. No person, firm or corporation in this state shall open, operate or maintain a private employment agency for hire, or where a fee is charged to either applicant for employment or for help without first obtaining a license for the same from the Deputy State Labor Commissioner. Such license fee in cities of twenty-five thousand (25,000), or more population shall be fifty

dollars (\$50.00) per annum; in all cities and towns containing less than twenty-five thousand (25,000) and more than five thousand (5,000) population, a fee of twenty-five (\$25.00) per annum, and in all cities and towns under five thousand (5,000) population a fee of ten dollars (\$10.00) per annum will be required. Every license shall contain a designation of the city, street and number of the building in which the licensed party conducts such employment agencies. The license, together with a copy of this Act, shall be posted in a conspicuous place in each and every employment agency. No agency shall print, publish or paint on any sign, window, or insert in any newspaper or publication a name similar to that of the Colorado Free Employment Office. The Deputy State Labor Commissioner shall require with each application for a license a bond in the penal sum of one thousand dollars, (\$1,000.00) with two or more sureties to be approved by the said Deputy State Labor Commissioner, and conditioned that the obliger will not violate any of the duties, terms, conditions, provisions or requirements of this Act. The said Deputy State Labor Commissioner is authorized to cause an action or actions to be brought on said bond in the name of the people of the State of Colorado for any violation of any of its conditions; he may also revoke, upon a full hearing, any license where the party licensed shall have violated any of the provisions of this Act. The Deputy State Labor Commissioner shall have power to refuse to issue a license whenever, after due investigation, he finds that the character or business methods of the applicant unfits him to conduct a private employment office, or when the premises for conducting the business of a private employment office is found upon investigation to be unfit for such use. It shall be the duty of every licensed agency to keep a register in which shall be entered the name and address of every applicant. Such licensed agency shall also enter upon a register the name and address of every person who shall make application for help or servants and the name and nature of the employment for which such help shall be wanted. Such register shall, at all reasonable hours, be open to the inspection and examination of the Deputy State Labor Commissioner or his agents. Such licensed agency shall report monthly to the office of the Deputy State Labor Commissioner the number of applicants registered and the number of positions filled by the agency during the preceding month.

Section 4296. No agency shall send or cause to be sent any female help or servant to any place of bad repute, house of ill fame or assignation house, any place of questionable character, or to any house or place of amusement kept for immoral purposes. No such licensed agency shall publish or cause to be published any notice or advertisement soliciting persons to register with such agency and demanding a fee or remuneration therefor, for positions or jobs unless such agency actually has on its books a definite and reliable order from a responsible source to fill such places. No such licensed agency shall publish or cause to be published any false or fraudulent notices or advertisements or give any false in-

formation, or make any false promises concerning or relating to work or employment to any one who shall register for employment, and no licensed agency shall make any false entries in the register to be kept as herein provided. No person, firm or corporation shall conduct the business of any employment office in, or in connection with, any place where gambling of any character is carried on or indulged in. In all cases a receipt shall be given in which shall be stated the name of the applicant, the amount of the fee, the date, the name or character of the work or situation procured and the name of the party from whom the position is to be secured. In case the said applicant shall not obtain a situation or employment through such licensed agency within five (5) days after registration, then said licensed agency shall forthwith repay and return to such applicant, upon demand being made therefor, the full amount of the fee paid or delivered by such applicant to said licensed agency, provided said fee is demanded within thirty (30) days after the date of registration.

Section 4297. A private employment agency is defined to be any person, firm, co-partnership or corporation furnishing employment or help, or giving information as to where employment or help may be secured, or who shall display any employment sign or bulletin, or through the medium of any card, circular, pamphlet or newspaper offer employment or help; and all such persons are subject to the provisions of this act, whether a fee or commission is charged or not. Provided, that charitable organizations are not included within the meaning of this act.

Section 4299. It shall be the duty of the Deputy Labor Commissioner when informed of any violations of this act, to institute criminal proceedings for the enforcement of its penalties before any court of competent jurisdiction. Any violation of the provisions of this act shall be a misdemeanor and shall be punished by a fine of not less than one hundred dollars (\$100) nor more than two hundred dollars (\$200) for each offense or by imprisonment in the county jail for a period not exceeding six months, or by both such fine and imprisonment at the discretion of the court.

The law now authorizes the Deputy Labor Commissioner to sue on a bond in the name of the people of the State for any violation of its conditions. He may also revoke, on a full hearing, any license where the party licensed shall have violated any of the provisions of the Private Employment Agency Law.

The amended statute also vests the Deputy State Labor Commissioner with authority to refuse to issue a license whenever, after due investigation, he finds that the character or business methods of the applicant unfits him to conduct a private employment office, or when the premises for conducting the business of a private employment office is found on investigation to be unfit for such use.

The amended statute was made to conform to late high court decisions, which declare that the regulatory powers of the State

do not extend so far as to fix an arbitrary price or fee to be charged by an agency for its services. To that end all mention of fee was omitted in the law. This makes it possible for a private employment agency to charge the applicant for a position any amount that the job-seeker agrees to pay. However, the agency is required, if a place is not obtained, to return any fee paid in full, provided the demand for return of fee is made within thirty days.

The unlimited fee which the private employment agency is permitted to force the applicants to pay is a great hardship and makes it possible to monopolize the business in such a way as to compel all applicants to patronize the private agency and also to pay the price demanded, many of which are not merely unreasonable—they are exorbitant.

The administration of the private employment agency license law during the past two years has demonstrated conclusively the necessity of a further amendment if the job-seeker is to be protected. This relates to the time of the payment of the fee for a job.

Most of the complaints lodged in this office against the agencies are claims for refunds of fees paid and no job secured. Heavy payments in cash have to be made before the applicant is informed where the job is, or other information indicating whether or not the job is a satisfactory one. Thus, in many cases men are sent long distances only to find that numerous unsatisfactory conditions prevail, or, what is perhaps worse, discover that the job is merely a temporary one and will last no longer than a few weeks, at most. Under our law it is easy for a licensed agency to collect a large fee in advance from an applicant and never pay a cent of it back on the specious plea that the job-hunter has accepted the place and therefore the agency is under no obligation whatever to return the money thus collected.

Although appellate courts have held that private employment agencies cannot be prohibited entirely, they can be regulated by law; that no definite fee or sum to be charged the applicant can be fixed by statute. Nevertheless it would seem that a direct provision to the effect that no agency should be allowed to collect any fee in advance is a reasonable regulation and could undoubtedly be enforced. And, further, no agency should be allowed to collect a fee on the basis of a permanent job unless the job is in fact a permanent one. A man who is sent to a job with the understanding that it is a permanent one and he finds that the concern discontinues business in a month or so should have his money back without question.

In order to establish the responsibility of a bonding company in case of failure of a private employment agency to comply with the law, it was necessary to enter suit in the Denver District Court. This was done during 1932.

Leon Davis was licensed to do business under the name of Davis Service Company. The American Surety Company of New

York issued the customary bond which provided that Davis would comply with all the provisions of the law. In April, 1931, Davis died, leaving unpaid a number of claims for refund of fees collected from applicants for positions. Inasmuch as it is unlawful to refuse to refund a fee in case of failure to secure a position, and inasmuch as Davis's estate was not sufficient to repay the amounts claimed, it became necessary to demand such monies from the surety company.

After the claims of eleven persons in different parts of the country had been established by affidavit, demand was made on the Surety Company for the amounts still due, totalling \$720.25. The Company, while not denying responsibility, took the position that the indemnity bond runs to the people of the State, and that any money paid on a forfeit of the bond must be paid into the treasury, and not to the persons who lost the money through Davis' insolvency. The Company further took the position that the claimants having accepted payment from the administrator of a part of the money due them, they were estopped from proceeding in a court in their own behalf. At any rate, they would pay no money, except on a court order, after adjudication.

Accordingly the eleven claimants made assignment to one of their number, an attorney was employed and suit entered in Judge Dunklee's division of the District Court. The insurance company asked that the Deputy Labor Commissioner, who is the licensing agent, be made a party to the suit, which was done. Mr. E. J. Plunkett of the Attorney General's office, represented the Commissioner in the court proceedings. The suit was brought by the eleven plaintiffs on the ground that they, the financial sufferers, were the real parties in interest, although, as stated, the bond runs to the people of the State. At the trial the proof offered by the claimants was sustained by the Court and judgment entered against the American Surety Company for the total amount of the claims, and the money was paid to the claimants. On order of the Court the bond was surrendered as having been fully satisfied.

This is a great gain in our dealings with the Private Employment Agencies, showing as it does that State regulation in the interest of the patrons of such concerns can be made effective. The decision of the Court, as recited above, has been of great aid and assistance in our dealings with the agencies.

Another circumstance that enters into the administration of this law should be stated here. It is the unfortunate tendency of applicants for jobs to agree to almost anything, no matter how unreasonable, in order to get a job. Where a complainant against the machinations of the unscrupulous agency (there are many agencies that are thoroughly reliable and conscientious) has allowed himself to be handicapped in that way it is difficult and at times impossible to assist him. In brief, when an applicant for a job deliberately throws away all the legal protection that a statute guarantees him he has little chance to get relief from an officer whose duties are executive only.

The Private Employment Agency law in Colorado applies to any person or firm furnishing employment or help, regardless of whether he does or does not charge for such service. Charitable institutions are excepted.

The license fee varies. It is based on the population of the particular city or town where the licensee proposes to operate. The fee for State license in cities of 25,000 inhabitants or over is \$50.00 a year; less than 25,000 and over 5,000 population, \$25.00 a year; under 5,000 population, \$10.00 a year. A register must be kept of applicants for employment and calls for help. The act forbids sending females to immoral resorts, false advertising, false statements to applicants and false entries in registers.

A bond of \$1,000 is required in every case, which runs to the State. It is approved by the Deputy Labor Commissioner and filed with the Secretary of State. This bond covers such penalties as may be legally assessed. Infractions carry a fine of \$100.00 to \$200.00 as well as imprisonment not to exceed six months or both penalties, in the discretion of the court.

The law seeks to prevent deception and false statements to the applicant for position. In spite of this inhibition there is nevertheless much complaint on the score of misunderstanding. The fact is that in nearly every case no representation at all is made by the employment agent, leaving the applicant to proceed on the theory that living conditions are at least humane. Where the contrary is found to be true, it is difficult to convince the agent that he is at fault. This condition is more serious and far-reaching than appears on the surface. Yet there is no power vested in this office to interdict or stop the practice entirely. If our law prevented an agency from charging the fee in advance, this condition would not exist, and the applicant would at least not lose the amount of the fee.

The total amount in license fees collected during the two years from July 1, 1930, to July 1, 1932, was \$3,485.00, all of which was covered into the State treasury to the credit of the general fund, as provided by law.

The names and locations of the private employment offices in operation July 1, 1932, are as follows:

Acme Employment Method.....	Denver
Anchor Employment Bureau.....	Denver
Boulder Teachers Exchange.....	Boulder
Business Men's Clearing House.....	Denver
Canadian Employment Agency.....	Denver
Collegiate Bureau of Occupations.....	Denver
Co-Operative Employment System.....	Denver
Continental Teachers Agency, Inc.....	Denver
Employment Counselors.....	Denver

El Paso Employment Office.....	Colorado Springs
Eurton and Mann.....	Denver
Fry Teachers Agency.....	Denver
Fisk Teachers Agency.....	Denver
General Employment Office.....	Pueblo
Jackson Employment Service.....	Denver
Missouri Valley Teachers Agency.....	Denver
Mountain States Teachers Agency.....	Denver
McMillan Employment Agency.....	Denver
National Teachers Agency.....	Denver
Phelps Occupational Bureaus, Inc.....	Denver
Phillips Employment Service.....	Colorado Springs
Prante Employment Agency.....	Denver
Reliable Employment Bureau Company.....	Denver
Richards Reliable Employment Agency.....	Denver
Rhoades, J. V., Employment Agency.....	Denver
Rocky Mountain Teachers Agency.....	Denver
Silver State Employment Office.....	Denver
Sterling Employment Exchange.....	Denver
Sidley Employment Bureau.....	Denver
Straney, John.....	Pueblo
Trucked Coal Company.....	Denver
United Service.....	Denver
Western Railway Labor Agency.....	Denver
Western Teachers Exchange.....	Denver
Wilson, Glenn B. Emp. Specialists, Inc.....	Denver
World Wide Employment System.....	Denver

COST OF LIVING

On careful comparison of the data on cost of living in Colorado kept by this Department over a series of years with the figures secured by the United States Bureau of Labor Statistics, and also with those gathered by the National Industrial Conference Board (which two bodies have compiled figures secured in 51 different cities of the country), it is found that the retail prices in Denver and in Colorado generally are considerably lower than in many other cities and places of similar size, and slightly higher than the retail prices in some of the other cities.

On the whole, comparison of prices quoted from all the other fifty cities with those obtained here in Denver shows that our retail prices are an exact average or median of the prices in all the other cities combined. It is therefore deemed proper, as meeting all the required usages to which tables of this kind can be put, to accept the average price figures secured by the United States De-

partment of Labor as particularly applicable to Denver and Colorado as a whole. The added authority given to the figures by the fact that the U. S. Government officials originally compiled and published them is important in itself, since the figures can positively be relied upon as to accuracy, to say nothing of undoubted impartiality in gathering the data in the first instance.

In order to maintain comparisons from month to month and from year to year, the family budget is made up of five items of family necessity—Food, Shelter, Clothing, Fuel (and light) and Sundries. The relative importance of these items is given as follows in relation to the aggregate expenditures of the family: Food, 43.1%; Shelter, 17.7%; Clothing, 13.2%; Fuel and Light, 5.6%; Sundries, 20.4%.

The fluctuations that have occurred in the upward and sometimes downward tendencies in prices of these various items since the year 1914 (with which date all basic comparisons are made), have almost invariably affected the two items of heaviest expenditure in the budget, namely Food (which is 43.1%) and Sundries (which is 20.4%), of the total expenditure. That is to say, in all these years since July, 1920 (when the peak was reached in the high cost of living), there has been slight drop in the prices paid for fuel. There has been some decrease in the amount paid for rent, and considerable decrease in the price paid for clothing. Hence it is seen that those particular items of the family expenditure that make up the largest part of the family budget are the only ones showing great variations. And when they do actually change even to such a small degree as is represented by a per cent, the expenditure necessary to cover such a change becomes large. Further, the prices of these items are not only affected more or less by supply and demand, over which the consumer has no control, but are also greatly affected by the seasons.

It is not believed necessary or wise to encumber this report with a series of intricate tables giving various details on which the facts recited are based. We believe it to be sufficient to give the percentage of increases in the years since 1914, thus following up the plan adopted by this Department in former reports. This percentage and comparison is shown in the following table:

Increase in the cost of living between July, 1914, and July, 1915.....	0.5%
Increase between that date and July, 1916.....	8.7%
Increase between that date and July, 1917.....	31.3%
Increase between that date and July, 1918.....	52.2%
Increase between that date and November, 1918.....	56.0%
Increase between that date and March, 1919.....	60.5%
Increase between that date and July, 1920.....	104.5%
Increase between that date and July, 1921.....	63.1%
Increase between that date and July, 1922.....	55.6%

Increase between that date and July, 1923.....	57.0%
Increase between that date and July, 1924.....	61.2%
Increase between that date and July, 1925.....	62.1%
Increase between that date and July, 1926.....	62.9%
Increase between that date and July, 1927.....	63.0%
Increase between that date and July, 1928.....	63.4%
Increase between that date and July, 1929.....	63.2%
Increase between that date and July, 1930.....	63.1%
Increase between that date and July, 1931.....	56.0%
Increase between that date and July, 1932.....	34.0%

MISCELLANEOUS WAGE SCHEDULES

The wage schedules on file in this office are collected by the Deputy Factory Inspectors at the time inspection is made of the plants. It is, of course, impossible with the limited means at hand to secure figures from all establishments in Colorado, but the tables printed will give a fair idea of what is known as the "going wage" in establishments that are not covered by scales of wages established by trades unions.

In the industries given female employees work eight hours a day. Male employees work mostly eight hours a day, but in some cases the working day is nine and even ten hours. The median would be a fraction over eight hours a day for all male workers in the occupations named.

ARTIFICIAL ICE

	1932 Per Month	1932 Per Day	1932 Per Hour
Engineers			\$ 0.50
Firemen .....			.45
Firemen Helpers.....			.35
Ice Pullers.....	\$ 87.00		.40
Ice Platform Workers.....	120.00		
Cold Storage Workers.....			.40
Common Laborers.....			.49
Mechanics		\$4.00	
Truck Drivers.....		3.00	
Salesmen and Collectors.....	125.00		
Bookkeepers	100.00		

AUTO AGENCY—ACCESSORY AND REPAIRS

	1932 Weekly Wage
Bookkeeper	\$20.00
Foreman Shops.....	35.00
Mechanics	30.00
Mechanics' Helpers.....	25.00
Office Help.....	25.00
Sales	40.00
Stock	30.00
Washers	20.00
Women Help—	
Bookkeeper	18.00
Stenographer	15.00
Telephone	15.00

AUTOMOBILE TIRE FACTORIES

	1932 Per Hour
Machine Helpers and Miscellaneous Workers.....	\$ 0.38
Machine Operators and Helpers.....	.51
Machine Operators and Supervisors.....	.65
Printing Press Feeders.....	.38
Press Assistants.....	.62½
Paper Cutters.....	.62½
Journeyman Printers.....	.73
Journeyman Pressmen.....	.87½
Journeyman Electricians.....	.75
Electricians .....	.62½
Power Plant Engineer.....	.70
Power Plant Engineer Helpers.....	.55
Pipe Fitters.....	.70
Machinists .....	.70
Machinist Helpers.....	.50
Maintenance Mechanics.....	.70
Maintenance Mechanics Helpers.....	.50
Carpenters and Cabinet Makers.....	.70
Carpenters .....	.67½
Female Employees—	
Trimmers, Packers, Inspectors.....	.28
Bindery and Miscellaneous Workers.....	.32
628 Employees. 80% men; 20% women.	

AUTO TIRE SALES

	1932 Monthly Wage	1932 Weekly Wage
Office Manager.....	\$150.00	.....
Salesmen	100.00	.....
Shopmen		\$22.50
Tire Changers.....		18.00
Female Help—		
Stenographers		20.00
Bookkeepers		25.00

BEET SUGAR—FACTORY OPERATION

	1932 Per Hour	
Mechanics and Crane Operators.....	\$0.55 to	\$0.67½
Station Foreman.....	.35	.45
Power Machine Operators.....	.35	.45
Station Operators.....	.30	.45
Chemists .....	.37½	.40
Station Helpers.....	.30	.37½
Power Machine Helpers.....	.32½	.35
Miscellaneous .....	.30	.35

BAKERY AND SALES

	1932 Weekly Wage
Bakers	\$35.00
Drivers	30.00
Floor Men.....	20.00
Porter	25.00
Shipper	25.00
Female Help—	
Bookkeeper	22.50
Cashier	22.50
Clerk	16.50
Stenographer	17.00

BOTTLING WORKS

	1932 Weekly Wage
Foreman	\$25.00
Salesman	30.00
Bottlers	21.50
Laborers	18.00
Female Help—	
Bookkeepers	20.00
Stenographers	17.50
Men work 60 hours per week.	

BRICK MANUFACTURING

	1932 Weekly Wage
Foremen	\$25.00
Engineers	20.00
Kiln Foremen.....	20.00
Dry Pan Men.....	18.50
Press Men.....	18.50
Truckers	18.50
Setters	23.00
General Yard Men.....	18.50
Men work 54 hours and 72 hours a week.	

CARRIAGE AND AUTO REPAIR

	1932 Weekly Wage
Auto Trimmers.....	\$30.00
Blacksmiths	17.50
Helpers	20.00
Office	22.50
Painters	27.50

CEMENT MANUFACTURING

	1932 Per Month	1932 Per Hour
Sack Sorters.....		\$ 0.25
Quarry Foremen.....		.50
Shovel Runners.....		.35
Shovel Cranemen.....		.40
Locomotive Engineers.....		.40
Locomotiv Firemen.....		.40
Crushermen .....		.30
Crushermen Helpers.....		.30
Millers .....		.40
Kiln Operators.....		.40
Electricians .....		.40
Assistants .....		.35
Machinists .....		.50
Machinist Helpers.....		.40
Blacksmiths .....		.45
Repairmen .....		.45
General Laborers.....		.30
General Foremen.....	\$150.00	.....
Chemist	125.00	.....
Chemist Assistant.....	100.00	.....
Foreman Shipping Department.....	125.00	.....
Foreman Sack Department.....	120.00	.....
Draftsman	115.00	.....
Office Clerk.....	115.00	.....

CLAY PRODUCTS		1932 Per Hour
Machine Men.....		\$ 0.40
Assistant Machine Men.....		.35
Brick Wheelers.....		.35
Molders .....		.40
Laborers .....		.30
CLEANERS AND DYERS		1932 Weekly Wage
Cleaners		\$25.00
Dyers		27.50
Drivers		30.00
Pressers		27.50
Spotters		22.50
Female Help—		
Bushelwomen		15.00
Office		17.50
Pressers		22.50
Spotters		22.50
COAL MINING		1932 Per Day
Machine Runners.....		\$ 5.44
Machine Helpers.....		4.96
Loaders, per ton.....		.45
Loading Machine Operators.....		5.44
Shot Firers.....		4.96
Fire Boss.....		5.44
Drivers		4.48
Motormen		4.48
Hoistmen		4.48
Rope Riders.....		4.48
Trackmen		4.48
Timbermen		4.48
Timber and Track Helpers.....		4.00
Drillers		4.48
Sprinkling		4.48
Electricians		4.48
Helpers on Loading Machines.....		4.48
Underground Unclassified.....		4.00
Weighmaster		4.23
Box Car Loader Operators.....		4.50
Blacksmith		4.68
Car Repairer.....		4.05
Blacksmith Helper.....		4.05
Tipplemen		4.05
Slate Picker (boy).....		2.43
Teamsters		3.60
Carpenters		4.50
Firemen		4.05
Hoist Engineer.....		4.50
Other Outside Labor.....		3.15
CREAMERIES		1932 Weekly Wage
Buttermakers		\$22.50
Drivers		22.50
Salesmen		25.00
Laborers		17.50
Cheesemakers		22.50
Office		22.50
Female Help—		
Helpers		12.00
Office		17.50
Stenographers		17.50

DAIRY SALES

	1932 Monthly Wage
Superintendent	\$130.00
Drivers	100.00
Housemen	90.00
Office	100.00

DEPARTMENT STORES

	1932 Weekly Wage
Sales People.....	\$18.00 to \$45.00
Clerical	14.00 16.00
Receiving Room.....	15.00
Porter	16.00
Shipping Clerk.....	19.00
Watchman	21.00
Engineer	22.00
Furniture Repairer.....	26.00
Window Trimmer.....	38.00
Tailor	30.00
Advertising	47.00
Messenger	8.00
Female Help—	
Sales People.....	12.00 to 25.00
Maid	10.00
Clerical	12.00 to 16.00

DRUG STORES

	1932 Weekly Wage
Pharmacists	\$30.00
Delivery Boys.....	10.00
Porters	17.50
Soda Fountains.....	21.00
Clerks	20.00
Female Help—	
Cashiers	17.50
Clerks	21.00
Office	20.00
Soda Fountain.....	14.00

ELECTRIC SUPPLIES AND APPARATUS

	1932 Per Month	1932 Per Week	1932 Per Hour
Stores Manager.....	\$409.09	.....	.....
Switchboard Service Manager.....	318.18	.....	.....
Stock Maintenance Head.....	295.45	.....	.....
Warehouse Foreman.....	272.73	.....	.....
Shop Superintendent.....	254.55	.....	.....
Accountant	218.18	.....	.....
Supervisor	190.91	.....	.....
Service Clerk.....	.....	\$41.82	.....
Supervisor .....	.....	39.09	.....
Clerk .....	.....	38.18	.....
Supervisor .....	.....	37.37	.....
Buyer .....	.....	36.36	.....
Supervisor .....	.....	34.55	.....
Clerk .....	.....	32.73	.....
Clerk .....	.....	30.91	.....
Supervisor .....	.....	29.09	.....
Clerks .....	.....	27.27	.....
Janitor .....	.....	26.00	.....

ELECTRIC SUPPLIES AND APPARATUS—Continued

	1932 Per Month	1932 Per Week	1932 Per Hour
Clerks		\$25.45	.....
Clerks		24.55	.....
Night Watchman.....		24.00	.....
Clerk		23.64	.....
Clerks		22.73	.....
Clerks		21.82	.....
Clerk		19.09	.....
Clerk		18.18	.....
Metal Worker.....		\$ 0.97
Wood Worker.....	83
Cabinet Makers.....	80
Inspector79
Repairmen34 to .77
Female Help—			
Teller		25.45	.....
Typists		21.82	.....
File Clerk.....		19.09	.....
Stenographers		16.36	.....
Ticket Auditor.....		13.64	.....
PBX Operator.....		12.73	.....

FOUNDRY AND MACHINE SHOP

	1932 Per Day
Chief Clerk.....	\$5.00
Bookkeeper	4.00
Shipping Clerk.....	4.00
Storekeeper	4.25
Foundry Clerk.....	4.00
Foreman	5.00
Truck Drivers.....	3.50
Teamsters	3.50
Watchman	3.00
Electrician	4.00
Blacksmith	4.75
Machinists	5.00
Machinist Helpers.....	4.00
Boilermakers	5.00
Boilermakers Helpers.....	3.50
Patternmakers	5.40
Patternmaker Helpers.....	4.25
Carpenters	5.00
Molders	5.00
Coremakers	4.75
Cupola Men.....	5.25
Foundry Night Man.....	3.75

FURNITURE AND FIXTURES

	1932 Per Month	1932 Per Week	Per Hour
Superintendent	\$125.00	.....	.....
Salesmen	125.00	.....	.....
Draftsmen	100.00	.....	.....
Bookkeepers		\$25.00	.....
Cabinet Makers.....		30.00	.....
Cabinet Makers.....		.....	\$ 0.80

GARMENT MANUFACTURING

	1932 Weekly Wage
Cutting	\$30.00
Shipping	17.50
Salesmen	25.00
Female Help—	
• Foreladies	20.00
Ironers	17.50
Machine Girls.....	22.00
Ironers	22.00

FLOUR MANUFACTURING

	1932 Monthly Wage
Manager	\$300.00
Assistant Manager.....	150.00
Bookkeeper	150.00
Second Bookkeeper.....	90.00
Office Clerk.....	75.00
Elevator Foreman.....	120.00
Elevator Men.....	110.00
Firemen	115.00
Laborers	80.00
Miller	150.00
Packers	100.00
Truck Drivers.....	75.00
Warehouse	100.00

GAS AND ELECTRIC LIGHT

	1932	
	High	Low
Office	\$325.00	\$25.00
Advertising	225.00	.....
Coke Department.....	122.00	75.00
Electric Department.....	400.00	60.00
Gas Department	400.00	60.00
Steam	180.00	90.00
Tar Department.....	300.00	80.00
Female Help—		
Office	165.00	60.00
Advertising	140.00	80.00
Coke	116.00	.....
Electric	115.00	90.00
Tar	140.00	.....

HOTELS

	1932 Monthly Wage
Cooks	\$125.00
Yardmen	50.00
Dishwashers	50.00
Bus Boy.....	40.00
Clerk	115.00
Bookkeeper	100.00
Porter	60.00
Bell Boy.....	22.50
Elevator Pilot.....	35.00
Engineer	115.00
Female Help—	
Waiters	50.00
Telephone Operator.....	50.00

ICE CREAM—WHOLESALE

	1932 Weekly Wage
Office Clerk.....	\$27.50
Watchmen	20.00
Superintendent	30.00
Engineers	30.00
Butter Makers.....	30.00
Ice Cream Makers.....	25.00
Can Washers.....	22.50
Shipping Clerk.....	27.50
Drivers	23.00
Stenographer	20.00

IRON WORKS

	1932 Per Month	Per Hour
Draftsmen	\$125.00	.....
Cost Clerks.....	85.00	.....
Bookkeepers	120.00	.....
Foundry Foremen.....	175.00	.....
Machine Shop Foreman.....	\$ 1.00
Car Shop Foreman.....	1.00
Machinists62½
Machinist Helpers60
Bulldozer62
Operator65
Bulldozer Helpers.....50
Blacksmith52½
Blacksmith Helpers.....52½
Car Builders.....55
Carpenters55
Shipping Clerk.....55
Molders70
Core Makers.....62½
Cupola Men.....50
Watchmen40

LAUNDRIES

	1932 Weekly Wage
Drivers	\$25.00
Engineers	35.00
Firemen	30.00
Markers	22.50
Washers	25.00
Wringers	20.00
Female Help—	
Finishers	15.00
Ironers	14.00
Mangle Girls.....	12.50
Office	12.15
Seamstress	14.00
Sorters	12.50
Starchers	15.00
Washers	15.00
Wrappers	12.00

LUMBER AND MILL

	1932	
	Per Month	Per Hour
Salesmen	\$125.00	.....
Office Clerks.....	100.00	.....
Superintendents and Foremen.....	150.00	\$ 0.60
Mill Employees.....	.....	.50
Helpers .....	.....	.50
Box Factory.....	150.00	.....
Yard Foreman.....	.....	.50
Yard Men.....	100.00	.....
Shipping Clerks.....	90.00	.....
Truck Drivers.....	.....	.75
Glaziers	100.00	.....
Warehouse Men.....	.....	.80
Female Employees—		
Stenographers	90.00	.....
File Clerk.....	100.00	.....
Telephone Operator.....	90.00	.....

MOVING PICTURES

	1932	
	Weekly Wage	
Musicians	\$50.00	
Stage Hands.....	30.00	
Operators	30.00	
Janitors	17.50	
Door Men.....	25.00	
Ushers (per hour).....	.50	
Female Help—		
Cashiers	16.50	
Relief Cashiers.....	6.00	

ORE REDUCING AND REFINING

	1932	
	Monthly Wage	Daily Wage
Chief Clerk.....	\$200.00	.....
Chemist	200.00	.....
Laboratory Assistant.....	90.00	.....
Storekeeper	125.00	.....
Clerks	100.00	.....
Foremen	150.00	.....
Treator	175.00	.....
Stable Men.....	100.00	.....
First Engineer.....	135.00	.....
Truck Driver.....	100.00	.....
Boilermakers .....	.....	\$ 5.00
Still Men.....	.....	5.00
Pumpers .....	.....	5.00
Boiler House Engineer.....	.....	5.35
Big Boiler Foreman.....	.....	6.00
Boiler Repair Man.....	.....	5.00
Car Repair Man.....	.....	5.00
Lead Burner.....	.....	5.75
Refinery Pumpers.....	.....	5.00
Pipe Fitters.....	.....	5.00
Still Helpers.....	.....	4.95
Boiler House Foreman.....	.....	4.65
Still Foreman.....	.....	4.65
Still Cleaners.....	.....	4.50
Car Loaders.....	.....	4.00
Boiler Maker Helpers.....	.....	4.25
Car Repair Helpers.....	.....	4.00
Coal Unloaders.....	.....	4.00
Refinery Pumphouse Engineers.....	.....	3.85

ORE REDUCING AND REFINING—Continued

	1932	
	Monthly Wage	Daily Wage
Refinery Gager.....		\$ 3.75
Wells Repair Helpers.....		4.00
Field Pumpers.....		3.25
Teamsters		3.75
Pipe Fitter Helpers.....		3.75
Watchman		3.25
Laborers		2.00

OIL REFINERY

	1932	
	Per Month	Per Hour
Gauger		\$ 0.50
Pumpers .....		.67½
Welder .....		.75
Treator .....		.65
Laborers .....		.40
Stillman .....		.72
Stillmen Helpers.....		.65
Janitor .....		.40
Laboratory Testors.....		.45
Truck Drivers.....		.45
Machinist .....		.70
Pipe Fitter Helpers.....		.50
Pipe Fitter.....		.65
Boiler Washer.....		.60
Pump Repairman.....		.65
Boiler Firemen.....		.72
Boilermaker Helpers.....		.55
Compounder .....		.60
Car Loader.....		.60
Labor Foreman.....		.72½
Superintendent	\$350.00	.....
Chief Clerk.....	225.00	.....
Res. Engineer.....	225.00	.....
Chemist	200.00	.....
Utility Clerk.....	165.00	.....
Shipping Clerk.....	160.00	.....
Mkty, Station Clerk.....	130.00	.....
Tank Car Foreman.....	175.00	.....
Tank Truck Driver.....	125.00	.....
Shift Foreman.....	195.00	.....

POWDER AND EXPLOSIVES

	1932	
	Per Month	Per Hour
Foreman	\$185.00	.....
Clerks	150.00	.....
Dynamite Operators.....		\$ 0.50
Power Operators.....		.47
Acid Operators.....		.54
Mechanics .....		.62
Labor Foremen.....		.82
Laborers .....		.50
Watchmen .....		.47
Jaintors .....		.53

POTTERY PRODUCTS

1932
Monthly Wage Daily Wage

Mining and Driving.....		\$ 4.00
Packing		4.00
Porcelain Manufacture.....		3.50
Kiln Firing.....		4.50
Molds		4.50
Female Help—		
Office	\$ 95.00	.....
Clerks	75.00	.....
Porcelain Manufacture.....		3.00
Packing		1.75

RAILROADS AND ROUNDHOUSES

	1932	
	Per Month	Per Day Per Hour
Master Mechanic.....	\$370.00	.....
Division Clerk.....	190.00	.....
Accountant	180.00	.....
Timekeeper		\$ 5.00
Fuel Clerk.....		4.65
Clerks		4.56
Dispatcher		4.56
General Foreman.....	291.00	.....
Car Foreman.....	291.00	.....
Roundhouse Foreman.....	253.00	.....
Machine Foreman.....	253.00	.....
Boiler Foreman.....	253.00	.....
Foreman Outside Points.....	253.00	.....
Blacksmith Foreman.....	253.00	.....
Apprentice Instructor.....		\$ 0.85
Machinists .....		.72
Machinist Helpers.....		.60
Helper Apprentices.....		.54
Apprentices .....		.35
Autogenous Welders.....		.77
Flue Welder.....		.77
Boiler Makers.....		.76
Boilermakers Helpers.....		.51
Blacksmiths .....		.76
Blacksmith Helpers.....		.51
Pipe Fitters.....		.75
Sheet Metal Workers.....		.72
Sheet Metal Worker Helpers.....		.49
Electrician .....		.77
Repair Truck Foreman.....	166.00	.....
Mill Machine Operator.....		.74
Tank Foreman.....	253.00	.....
Locomotive Carpenters.....		.69
Carpenter Helpers.....		.50
Upholsterers .....		.72
Passenger Car Men.....		.70
Freight Car Men.....		.64
Helpers .....		.49
Painter Foremen.....	223.00	.....
Painters .....		.71
Hostlers—Outside		6.00
Hostlers—Inside		5.00
Hostlers Helpers.....		4.96
Coach Cleaners.....		.35
Coal Chute Men.....	105.92	.....
Labor Foremen.....	110.20	.....
Stationary Engineer.....		4.63
Stationary Firemen.....		4.44
Laborers .....		.39

RESTAURANT

	1932 Weekly Wage
Cooks	\$30.00
Second Cooks.....	25.00
Dishwashers	14.00
Bus Boys.....	13.50
Storeroom	22.00
Head Waiters.....	36.00
Waiters	17.50
Female Help—	
Cooks	20.00
Second Cooks.....	15.00
Dishwashers	12.00
Waitresses	14.00
Counters	17.50
Pantry	17.50
Cashiers	15.00

SHOE REPAIRERS

	Weekly Wage
Shoemakers	\$27.50
Machine Stitchers.....	22.50
Machine Finishers.....	21.00
Delivery Boys.....	9.00
Female Help—	
Cashiers	12.50

SHEET METAL WORKS

	Per Month	Per Week	Per Hour
Superintendent		\$69.00	.....
Shipping Clerks.....		35.00	.....
Assistant Clerks.....		21.00	.....
Truck Drivers.....		21.00	.....
Laborers .....		.....	\$ 0.36
Purchasing		37.50	.....
Galvanizers .....		.....	.47
Foremen .....		.....	.60
Machinist Foremen.....		.....	.90
Machinists .....		.....	.70
Welders .....		.....	.63
Sheet Metal Workers.....		.....	.45
Can Makers.....		.....	.38
Painters .....		.....	.66
Millwright .....		.....	.67
Firemen and Engineers.....		36.00	.....
Porter		20.25	.....
Bookkeepers	\$150.00	.....	.....
Office Boy.....		12.00	.....
Clerks		34.40	.....
Chief Engineer.....		50.00	.....
Draftsmen		30.00	.....

TELEGRAPH COMPANIES

	High	Low
Managers, Chief Clerks.....	\$315.00	\$ 99.00
Operators—Morse	174.00	75.00
Operators—Automatic	155.00	55.00
Mechanics	215.00	100.00
Clerks, Bookkeepers.....	205.00	50.00
Linemen	155.00	100.00
Janitors	122.00	60.00
Tailors	120.00	120.00
Messengers	104.00	20.00
Female Help—		
Managers, Supervisors.....	150.00	70.00
Operators—Morse	149.00	75.00
Operators—Automatic	115.00	55.00
Operators—Telephone	127.00	75.00
Clerks, Bookkeepers.....	136.00	50.00
Matrons	126.00	75.00
Monitors	125.00	125.00
Stenographers, Billing Clerks	125.00	60.00

TAXIDERMIST

	1932 Weekly Wage
Taxidermist	\$32.50
Paper Workers.....	17.00
Apprentices	10.00
Female Help—	
Finishers	16.00
Stenographers	15.00

TENT AND AWNING

	1932 Weekly Wage
Erectors	\$30.00
Ropers	17.50
Helpers	10.00
Female Help—	
Seamstress	17.50

VINEGAR AND PICKLE WORKS

	1932	
	Per Month	Per Hour
Bookkeepers	\$150.00	.....
Clerks	150.00	.....
Foreman	200.00	.....
Factory Workers.....	115.00	\$ 0.55
Female Help—		
Stenographers	100.00	.....
Clerks	75.00	.....
Factory Workers.....	108.00	.25

DRIVERS DELIVERING GROCERIES

Wages paid to drivers delivering groceries in Denver, furnishing their own truck or wagon: \$37.50, \$40.00 up to \$42.50 a week.

MISCELLANEOUS WAGES—1932

Following figures are culled from reports submitted to this office by Private Employment Agencies, covering the wages offered for the kind of work mentioned:

Farm Labor, \$35.00 to \$45.00 a month with board.

Cooks, \$42.50 to \$75.00 a month and board.

Ranch Help, \$3.00 to \$4.50 a day.

Laborers, 40c to 50c an hour.

Dishwashers, \$6.00 a week and meals.

Construction and road workers, 40c an hour.

Railroad Track Work, extra gang, 35c an hour; board 90c a day.

WORK IN THE BEET FIELDS

	1920	1921	1922	1924	1932*
	Per	Per	Per	Per	Per
	Acre	Acre	Acre	Acre	Acre
For Bunching and Thinning.....	\$11.00	\$ 9.00	\$ 7.50	\$ 9.50	\$ 6.00
Second Hoeing.....	3.00	2.00	1.50	2.00	2.00
Third Hoeing.....	2.00	1.00	1.00	1.50	1.00
Pulling and Topping.....	14.00	10.00	8.00	10.00	6.00
Totals	\$30.00	\$22.00	\$18.00	\$23.00	\$15.00

*Not a contract—a suggested price.

There has been only a slight variation in the acreage of sugar beets annually cultivated in Colorado. It is estimated that the acreage approximates 200,000 acres. The variation from this figure, above and below, does not exceed 10% from year to year.

It is not feasible to multiply this number of acres under cultivation by the contract price paid for the labor in order to arrive at the total amount paid out for the field work, for the reason that a very large percentage of the work connected with growing the beet crop is done by the grower himself, with the aid of his family, and also by a system of exchanging labor between neighbors. So it will be seen that it is also quite impossible to arrive at the actual number of persons employed in sugar beet culture at the rate given above.

The variations that have occurred in the total prices paid for beet culture and harvesting is shown in the above comparisons by years as far back as 1920. In that year a total of \$30.00 was paid for the labor in the field. Two years later the price paid was only \$18.00. The amounts paid for the year following show that the price of \$30.00 an acre for the field work evidently was too high and the price of \$18.00 was too low for the grower to receive and continue to grow enough beets to keep the sugar factories operating for the average campaign of 100 days. Since 1924 the price paid for the field work in connection with beet crops has varied but slightly, going from \$23.00 to \$24.00 an acre and then back to \$23.00. This price was satisfactory to both grower and worker until 1932, when conditions proved to be so uncertain that the companies declined to set any contract price on the field work at all, but suggested to growers that \$6.00 an acre for bunching and thinning; \$2.00 an acre for second hoeing; \$1.00 an acre for third hoeing, and 50c per ton of beets produced for pulling and topping. Assuming that the minimum tonnage would be 12 tons of beets per acre, the return for this work would be \$6.00 an acre, so that the total for all the field work would be \$15.00 an acre.

Covering a number of years it is estimated that 35% of the total value of the beet crop is paid out for labor in the field.

METALLIFEROUS MINES—WAGES

Reports show only slight difference in wages paid to metalliferous miners during the biennium, so that the following table, printed in our last report, actually shows the wages received by the miners at the present time.

	Victor	Tell- uride	Brecken- ridge	Lead- ville	Clear Creek
Company Board Rate.....		\$35.00	....	....	....
Crushermen		4.00	\$4.25	....	....
Batterymen		4.00	....	....	....
Firemen		4.00	....	....	\$4.00
Mill Labor.....		3.50	4.00	....	3.50
Pipe Fitter.....		4.50	....	....	....
Table Man.....		3.50	4.50	....	....
Blacksmith	\$4.75	5.00	5.00	\$5.00	4.75
Blacksmith Helper.....	4.00	4.50	4.25	4.00	4.00
Carpenter	5.00	6.00	5.50	5.00	5.00
Compressor Men.....	4.25	4.50	....	4.50	4.00
Electrician	5.50	5.00	....	5.00	5.00
Machinist	4.25	6.00	4.75	5.00	....
Machinist Helper.....	3.75	4.25	4.25	4.50	....
Motor Man.....	4.00	4.30	....	4.50	....
Ore Sorter.....		4.00	....	4.50	4.00
Pump Man.....	4.00	4.00	....	4.50	4.00
Surface Labor.....	3.50	3.50	4.25	4.00	4.00
Timber Man.....	4.50	4.50	4.75	4.50	4.50
Timber Man Helper.....	4.00	4.00	4.25	4.00	4.00
Tool Sharpener.....	4.25	3.50	5.25	5.00	4.50
Trammer	4.25	4.00	4.25	4.00	4.25
Top Man.....	1.00	....	4.25	4.00	4.00
Truckman	4.25	4.75	....	4.00	....
Hoist Engineer.....	4.25	4.75	5.00	5.00	4.75
Mucker	4.75	4.00	4.75	4.00	4.00
Machine Man.....	4.75	4.50	4.75	4.50	5.00
Truck Driver.....	4.25	....	....	....	....
Watchman	4.00	3.50	4.25	4.00	....

COLORADO TEACHERS' WAGES

School teachers in Colorado work under annual contract. From the most reliable sources the following table has been prepared showing salaries paid in cities. No accurate data concerning wages in rural schools could be obtained but a minimum of \$80.00 a month for the nine months school term is noted.

Cities	Elem. School		Junior High		Senior High	
	Tchr.	Prin.	Tchr.	Prin.	Tchr.	Prin.
2,500 to 5,000.....	\$1,226	\$1,545	\$1,375	\$2,250	\$1,625	\$2,700
5,000 to 10,000.....	1,400	1,765	1,495	2,350	1,745	3,200
10,000 to 30,000.....	1,475	1,940	1,645	2,575	1,810	3,500
30,100 to 100,000.....	1,575	2,350	1,940	3,075	2,075	4,100

FARM WAGES

Farm Wages in Colorado are now and have for the last two years been steadily on the decline. The situation in Colorado is confirmed by reports issued by United States Bureau of Agricultural Research. The supply of farm laborers has far exceeded the demand in nearly every part of the State during the entire biennium. As shown by the accompanying table the "going" wage for farm help ranged from a minimum of \$35.00 a month to a maximum of \$45.00 a month, with board included. Reports from several sections of the State show that \$2.50 a day was the average paid to farm workers who boarded themselves.

COLORADO FARM WAGES

Counties	1930 Wages With Board	1932 Wages With Board
Alamosa	\$40.00	\$35.00
Bent	40.00	35.00
Boulder	45.00	37.50
Cheyenne	50.00	40.00
Conejos	55.00	42.50
Costilla	55.00	42.50
Crowley	50.00	40.00
Delta	50.00	40.00
Denver District*.....	40.00	35.00
Elbert	40.00	35.00
El Paso.....	50.00	40.00
Fremont	55.00	42.50
Garfield	55.00	42.50
Gunnison	57.00	42.50
Kit Carson.....	50.00	40.00
Larimer	52.50	42.50
Las Animas.....	47.50	37.50
Logan	50.00	40.00
Mesa	57.50	42.50
Moffat	50.00	40.00
Montrose	55.00	42.50
Morgan	57.50	42.50
Otero	45.00	37.50
Phillips	45.00	37.50
Prowers	60.00	45.00
Pueblo	55.00	42.50
Rio Grande.....	60.00	45.00
Routt	60.00	45.00
Saguache	55.00	42.50
Washington	60.00	45.00
Weld	55.00	42.50
Yuma	60.00	45.00

*Denver District includes Adams, Arapahoe, Douglas, Jefferson and Lincoln counties.

BUILDING TRADE WAGE SCALES—DENVER

	Per Day
Asbestos Workers.....	\$ 8.00
Bricklayers	10.50
Carpenters	8.75
Cement Finishers.....	8.75
Day Laborers.....	4.00
Dredgemen	8.75
Electricians	9.50
Elevator Constructors.....	10.50
Glaziers	7.20
Hod Carriers.....	6.50
Hoisting Engineers.....	8.75
Iron Workers.....	8.75
Lathers	9.50
Marble Setters.....	7.00
Marble Helpers.....	5.00
Painters	8.75
Plasterers	10.50
Plumbers	9.50
Plumbers' Helpers.....	5.00
Steamfitters	9.50
File Setters.....	7.00
File Setters' Helpers.....	5.00
Tinners	9.50

ACTUAL ANNUAL EARNINGS IN NINE OCCUPATIONS—
COLORADO

Figures showing the actual annual yearly income in nine different occupations in twelve different cities and towns in Colorado are given in the following table. The purpose of printing this table is to show how greatly the actual income of workers in the trades varies in the different places in this State. The reason for the great variation in earnings is no doubt attributable to the actual number of days that it is possible to work during the year.

	Carpenter	Bricklayer	Painter	Hod Carrier	Machinist	Blacksmith	Baker	Lineman	Bank Teller
Canon City.....	\$1,500	\$1,600	\$1,200	\$ 900	\$1,675	\$1,350	\$1,400	\$1,250	\$1,250
Colorado Springs---	1,600	1,750	1,600	1,450	1,700	1,400	1,400	975	1,300
Denver	2,000	2,100	1,950	1,500	1,700	1,350	1,450	1,325	1,300
Fort Collins.....	1,250	1,350	-----	1,100	1,240	1,750	1,300	1,300	1,275
Fort Morgan.....	1,100	1,100	1,500	-----	1,450	1,400	1,750	1,375	1,300
Greeley	1,250	1,675	1,350	900	1,450	1,400	1,700	1,400	1,200
Pueblo	1,900	1,900	1,975	1,500	1,350	1,300	1,200	1,600	1,200
Steamboat Springs--	-----	1,350	900	875	1,300	1,350	1,250	-----	1,250
Sterling	1,750	1,650	1,750	1,000	1,350	1,600	1,300	1,100	1,150
Telluride	2,000	900	1,600	750	1,675	1,450	1,450	1,200	-----

WAGES AND OUTPUT

Numerous surveys of industries have been made in the United States, some by the Census Bureau of the Government and some by civic organizations. One of the latest of these comprises eleven states in the West including Colorado and ten cities also including Denver.

The composite figures so plainly reveal the exceedingly small per cent of output that is paid to wage earners that it is reproduced here without further comment.

	Average Annual Wage	Average Output Per Man	Wages as Per Cent of Cost
Los Angeles.....	\$1,498	\$ 9,160	16.3%
San Francisco.....	1,461	10,250	14.3%
Seattle	1,438	8,160	17.6%
Oakland	1,460	10,000	14.6%
Portland, Ore.....	1,340	7,240	18.5%
Denver	1,292	7,750	16.7%
Tacoma	1,374	6,460	21.3%
Spokane	1,331	8,140	16.4%
Salt Lake City.....	1,268	7,450	17.0%
San Diego.....	1,271	7,480	17.0%
10 Cities.....	1,430	8,800	16.3%
California	1,440	9,860	14.6%
Washington	1,395	6,490	21.5%
Oregon	1,234	5,590	22.1%
Colorado	1,350	8,700	15.5%
Montana	1,467	14,260	10.3%
Utah	1,228	12,020	10.2%
Arizona	1,354	13,110	10.3%
Idaho	1,402	6,380	22.0%
Wyoming	1,627	15,300	10.6%
Nevada	1,618	11,100	14.6%
New Mexico.....	1,165	4,330	26.9%
Western States.....	1,398	8,790	15.9%
All United States.....	1,300	7,500	17.3%

TRADE UNION WAGES IN COLORADO

As a result of a questionnaire sent out and on information secured from proper sources the following summary of wage rates and hours established and maintained by various trades unions is printed.

There are approximately 500 local unions of Trades in Colorado. Most of these are represented in the annexed list.

In the building trades the eight hour day rules, but five and one-half days constitute a week in most of these organizations.

The absence of jurisdictional disputes between trades marked the period covered by this report. In fact, there was no cessation of work whatever on this account that could be considered serious.

The general eight hour day has been maintained by the labor organizations in every one of the groups. The unions, however,

were not so successful in preventing reductions in wages. Generally speaking, the wage schedules that the unions were able to establish up to July, 1932, are about the same as those prevailing in 1932. At that time the tendency was still downward.

UNION SCALES

	Hours Per Day	Rate of Wages Reported
Asbestos Workers.....	8	\$ 8.00 Day
Automobile Painters.....	8	6.00 Day
Bakers	8	30.00 Week
Barbers .....	..	3.00 Day
Blacksmiths	8	.85 Hour
Blacksmith's Helpers.....	8	.70 Hour
Boilermakers	8	1.25 Hour
Boilermaker's Helpers.....	..	.85 Hour
Bookbinders	8	40.00 Week
Bricklayers	8	1.25 Hour
Building Laborers.....	8	6.00 Day
Carpenters	8	8.75 Day
Cement Finishers.....	8	8.75 Day
Cigarmakers (per thousand).....	8	15.00 Day
City Employees.....	8	5.00 Day
Cooks and Waiters.....	8	3.00 Day
Coopers	9	.65 Hour
Dredgemen	8	8.75 Day
Electrical Workers.....	8	9.50 Day
Elevator Constructors.....	8	10.50 Day
Garment Workers.....	8	.40 Hour
Glaziers	8	7.20 Day
Granite Cutters.....	8	1.00 Hour
Hoisting Engineers.....	8	8.75 Day
Horseshoers	8	6.00 Day
Iron Molders.....	8	5.40 Day
Lathers	8	9.50 Day
Leather Workers.....	8	.66 Hour
Letter Carriers.....	8	.48 Hour
Lithographers	8	55.00 Week
Machinists	8	.80 Hour
Machinists Helpers.....	8	.65 Hour
Mailers	8	38.00 Week
Marble Masons.....	8	7.00 Day
Meat Cutters.....	8	35.00 Week
Painters and Decorators.....	8	8.75 Day
Photo Engravers.....	8	1.00 Hour
Plasterers	8	10.50 Day
Plumbers and Steam Fitters.....	8	9.50 Day
Plumbers Helpers.....	8	5.00 Day
Postoffice Clerks.....	8	1,800.00 Year
Printing Pressmen (Job).....	8	35.00 Week
Sheet Metal Workers.....	8	9.50 Day
Steamfitters	8	9.50 Day
Stereotypers	8	48.00 Week
Stone Masons.....	8	8.00 Day
Structural Iron Workers.....	8	8.75 Day
Teamsters and Chauffeurs.....	8	4.00 Day
Tile Layers.....	8	7.00 Day
Tilesetter Helpers.....	8	5.00 Day
Typographical—Newspaper	8	50.75 Week
Typographical—Job	8	8.18 Day
Waiters	8	2.75 Day
Window Cleaners.....	8	5.00 Day

