



THIRTY-SECOND ANNUAL REPORT

OF

The Bureau of Statistics

OF

Labor and Industries

OF

NEW JERSEY

For the year ending October 31st

1909

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CONTENTS.

	PAGE.
Letter of Transmittal.....	vii
Introduction	ix
PART I.—STATISTICS OF MANUFACTURES. Introduction	
and Analysis of General Tables.....	3-33
Table No. 1—Character of Business Organization, whether Corporation, Private Firm, Partnership or Individual Owner, by Industries.....	34-36
Table No. 2—Aggregate Amount of Capital Invested, Amounts Invested in Lands and Buildings—in Machinery, Tools and Implements—in Bills Re- ceivable, Cash on Hand, and Stock in Process of Manufacture—By Industries	37-38
Table No. 3—Aggregate Cost Value of Stock or Material Used—Aggregate Selling Value of Goods Made, or Work Done—By Industries.....	39-40
Table No. 4—Average Number of Persons Employed— Average Number Employed at Periods of the Great- est Number, and the least Number—By Industries..	41-43
Table No. 5—Average Number of Wage Earners Em- ployed—By Industries	44-73
Table No. 6—Aggregate Amounts Paid in Wages— Average Yearly Earnings per Employee—By Industries	74-75
Table No. 7—Classified Weekly Earnings per Em- ployee—By Industries	76-120
Table No. 8—Number of Days in Operation during the Year—Number of Hours Worked per Day and per Week—Number of Hours Overtime—By In- dustries	121-122
Table No. 9—Proportion of Business Done—By In- dustries	123-124
Table No. 10—Character and Quantity of Power Used —By Industries	125-127
Statistics of Steam Railroad Transportation in New Jersey—Number of Wage Earners Employed—Aver- age Daily and Yearly Earnings of Employees—Hours	

PART I.—(Continued.)

PAGE.

of Labor per Day—Number of Days Employed During the Year—Number of Employees Injured— Number Whose Injuries Resulted in Death— Aggregate Number of Miles of Railroad in New Jersey	129-140
Cost of Living in New Jersey—Introduction and Analysis of Data Contained in Tables	141-146
Summary Table No. 1—Comparison of Retail Prices in Various Towns of the State	147-148
Summary Table No. 2—Comparison of Average Retail Prices per Article	149
Summary Table No. 3—Comparison of Retail Prices of 1898 with those of 1909	150
The Fruit and Vegetable Canning Industry of New Jersey—Season of 1909—Introduction and Analysis	151-155
Table No. 1—Character of Management, Capital In- vested, Number of Persons Employed, Total Amounts Paid in Wages, Selling Value of Products, Number of Days in Operation During the Year 1908	156
Table No. 2—Product of Canned Fruit for the Year 1908	157
Table No. 3—Product of Canned Vegetables for the Year 1908	158-159

PART II.—EMPLOYERS' LIABILITY IN THE UNITED STATES—Employers' Liability Statutes of the Several States—Introduction

162-165

Review of Employers' Liability Under the Common Law

165-185

Employers' Liability in Various States under Statute Laws

185-236

PART III.—INDUSTRIAL CHRONOLOGY OF NEW JERSEY.

For the Twelve Months Ending September 30th,
1909—Introduction

241-242

Table No. 1—Accidents to Workmen While on Duty—
Review and Tables

242-249

Table No. 2—Closing up or Suspension of Work in
Manufacturing Plants

249-252

Table No. 3—Increases and Decreases in Working
Hours and Wages

253-257

Table No. 4—New Manufacturing Plants Erected, and
Old Ones Enlarged

258-263

PART III.—(*Continued.*)

	PAGE.
Table No. 5—Manufacturing Plants Destroyed or Damaged by Fire or Flood.....	264-267
Table No. 6—Trade and Labor Unions Organized....	268-269
Table No. 7—Strikes and Lockouts in New Jersey for the Twelve Months Ending September 30, 1909—	
Introduction	271-272
Detailed Record of Strikes in Chronological Order....	272-285
Strikes in Tabular Form with Locations and Purposes for which Undertaken.....	285-288
Strike of Clay Workers.....	289-297
Strike of Union Hatters.....	297-307



STATE OF NEW JERSEY,
OFFICE OF THE BUREAU OF STATISTICS,
TRENTON, October 31st, 1909.

To His Excellency John Franklin Fort, Governor:

SIR: In accordance with the provisions of Chapter 105, Laws of 1878, and the several supplements thereto, I have the honor of submitting to the Senate and General Assembly, through you, the thirty-second annual report of the Bureau of Statistics of New Jersey.

WINTON C. GARRISON,
Chief.

INTRODUCTION.

The report which follows is the thirty-second of the series issued by the Bureau since its organization, in 1878. The subject matter which it presents is divided into three parts, each containing the results of one or more studies or inquiries relating to industrial conditions in the State, all of which are strictly in accordance with the letter and spirit of the act of thirty-two years ago under which the Bureau was organized and its duties defined.

The duties of the Bureau, as prescribed by that statute, "shall be to collect, assort, systematize and present in annual reports to the Legislature statistical details relating to *all departments of labor* in the State, especially in its relation to the commercial, industrial, social, educational and sanitary condition of the working classes, and in all suitable and lawful ways foster and enlarge our manufacturing and every other form of productive industry, with a view to their permanent establishment on a prosperous basis, both to employers and employees."

By the terms of this comprehensive definition of duties the field occupied by the Bureau includes everything of public interest relating to labor and industry throughout the State, with the exception of the purely police function of enforcing laws relating to child labor, the safeguarding of dangerous machinery, and the sanitary regulation of factories, which is made by law the sole duty of another department. It is therefore apparent that the service to be performed by this Bureau under the authority conferred upon it is not surpassed, if indeed it is equalled by that required from any other statutory department of the State government.

New Jersey ranks sixth in importance among the manufacturing States of the Union; in our factories and workshops more than three hundred and fifty thousand operatives, or about 15 per cent. of our total population, are employed, and the annual labor products of this vast and diversified system of industry are

valued at more than \$800,000,000. Forty-five thousand wage earners are employed wholly or for the greater part of their time on the railroads of the State, and in the various building and hand trades carried on within our borders not less than another one hundred thousand men are regularly employed. These three classes of labor alone make up a constituency of a half million wage earners, or not far from 25 per cent. of our total population, the general conditions, trials, risks and hazards of whose employments are laid before the public in authoritative form only through the medium of these reports.

In none of the great manufacturing States of the Union is this important work more faithfully performed than in New Jersey, and in none are better results achieved in proportion to the means provided for carrying it on. The work of the Bureau is by no means limited to subjects presented in the annual reports, although these are numerous and, taken year by year, represent the results of a wide range of inquiry; but the volume of information of a special character relating to the material affairs of the State which is being constantly furnished to correspondents from the records of the office is far greater in quantity and probably more productive of beneficial results, seeing that it is given in response to direct inquiries growing out of some proposition to be acted upon and determined at the time they were made.

These inquiries are without exception related directly or indirectly to the many sided subject of industry. Some wish to know where a particular kind of raw material can be found in the State; others the location of manufacturing plants engaged in certain lines of production; frequently there are requests for advice as to the best place to locate factories with reference to transportation facilities and labor supply. The labor laws of the State, industrial education, wages and earnings of workingmen, the status of the trades union movement and mutual benefit organization of wage earners are among the subjects on which hundreds of letters are addressed to the Bureau every year by persons who are interested in the practical or sociological phases of labor and industry.

Prompt and full replies are made to this large mass of correspondence, and there are reasons for believing that much of the

information thus imparted will in one or another way redound to the advantage of our manufacturers and wage earners.

Much of the foregoing is, of course, a digression from the lines usually followed in penning an introduction, but there seems to be no impropriety in thus calling public attention to the large amount of important and valuable work that the Bureau is performing every day, and which is not of a character that can be described in detail in the annual reports.

Resuming consideration of the present volume, the contents of which are, as before stated, divided into three parts, it is found that Part One contains the tabular abstracts and analysis of the Statistics of Manufactures of New Jersey for the twelve months ending December 31st, 1908; Employment, Working Time and Wages on Steam Railroads in New Jersey for the twelve months ending June 30th, 1909; Cost of Living in New Jersey covering the twelve months ending June 30th, 1909, and the Fruit and Vegetable Canning Industry of New Jersey covering the packing season of 1909.

The Statistics of Manufactures are compiled annually under specific direction of an act of the Legislature of 1899, which also practically prescribed the form in which they shall be published, due provision being made therein for the protection of manufacturers and the observance of the most absolute secrecy in the matter of handling the details imparted to the Bureau by them. The other subjects referred to above, together with those included in Parts Two and Three, are selected by the Chief of the Bureau, whose authority and discretion in everything relating to the lines of investigation to be pursued and the manner in which the work shall be done is absolute under the law.

The Statistics of Manufactures, with introduction and analysis, runs from page 3 to page 127; the presentation is divided into ten general and ten comparison tables—the latter for the purpose of showing such increases and decreases as may have taken place in the year covered by the statistics as compared with the immediately preceding twelve months. The general information conveyed by these tables is the number of establishments; character of management, whether corporate or private; capital invested; cost value of stock or material used; selling value of goods made or work done; total amount paid in wages for labor; number of persons employed by months; classified weekly earn-

ings; number of hours worked per day and per week; number of days the plant was operated during the year; proportion of business done, and character and quantity of power used.

The comparison tables show a quite serious falling off in every respect excepting only capital invested, which has increased a fraction more than 4 per cent. A shrinkage of from 13 to 14 per cent. is shown to have taken place in all other elements of the presentation. This falling off, the first that has occurred since 1893, is due entirely to the money panic of 1907-08, from the depressing influences of which the industries of the State have not yet fully recovered.

The statistics of employment on steam railroads, pages 129-140; the cost of living in New Jersey, as indicated by retail prices of a selected bill of table supplies, pages 141-150, and the statistics of the fruit and vegetable canning industry, pages 151-159, complete the subjects considered in Part One. The study of the cost of living, which covers a period of eleven years, shows during that time an advance of 37.13 per cent. in prices of table supplies such as are consumed by families of ordinary means. The publication of these figures early in December attracted much attention throughout the entire country; apparently it was the first responsible statement indicating the actual percentage of increase as ascertained by a study of price fluctuations covering a long period that had appeared up to that time. Many requests for fuller particulars than those given in the first publication were received, some of them from legislative committees of States that were engaged in investigations of the subject.

Part Two is a chapter on Employers' Liability in the United States, consisting of a review of the accepted common law doctrine relating to the same and the statutes of the various States by which it is modified or totally displaced; it runs from page 216 to 236. The employers' liability act of 1909 is the first dealing with that subject to be placed on the statute books of New Jersey. That persons holding advanced views on the subject are not satisfied with its provisions seems certain from the fact that several bills are now before the Legislature which go very much further in the direction of shifting responsibility for accidental injuries from the workman to his employer. It was in anticipation of a continuing agitation of the subject that this study of the common law and the compilation of liability statutes was

made, so that undue or ill-timed radicalism in possible future legislation along these lines might be avoided by showing the condition of the law in other States.

Part Three, the Industrial Chronology, contains a record of occurrences of interest in the industrial field during the twelve months ending September 30, 1909, which are divided under seven headings, viz.: Accidents to Workmen While on Duty; Suspension of Work in Manufacturing Plants; Changes in Working Hours and Wages; New Manufacturing Plants Erected and Old Ones Enlarged; Damage to Manufacturing Plants by Fire; Trade and Labor Unions Organized, and Strikes and Lockouts.

The part relating to accidents to workmen, as arranged for publication in this report, consisted of a table in which all accidents were classified according to their character and seriousness, and a few lines of text giving, in the briefest possible form, the essential particulars relating to each case, such as the name of the victim, circumstances under which the accident occurred, name of the employer and character of the injury. These details were elaborated for the major accidents only, those of minor character being recorded only in the tables. The record had been compiled and published in the same form since the investigation of accidents was made a part of the Bureau's work years ago, and many valuable results followed in the form of suggestions for the development of safety appliances for the protection of wage earners in the future. It was believed that this form of publication served purposes both humane and economic, in that by telling the circumstances attending these accidents and out of which they grew, useful suggestions were conveyed for their future prevention and it might also be ascertained how many of them were attributed to non-observance of the laws. Certain it is that many of these accidents appear to have been preventable, and it seemed that publicity was the best possible safeguard against carelessness. A contrary ruling on the subject has, however, decided otherwise, and all the text relating to accidents involving loss of life or serious injury to workmen while on duty has been excluded from this report in order to reduce the cost of printing.

The tables of accidents to workmen extend from page 241 to 249. The remaining tables of the chronology in which the subjects referred to above are presented run from page 249 to

269, after which comes the record of strikes and other forms of industrial disturbances that took place during the year.

No extended reference to any of the several topics included in the report is necessary here, as each one of them is prefaced by its own special introduction and analysis, in which attention is directed to whatever appeared to be of greatest general interest.

As these introductory lines are intended to refer to the general work of the offices as well as to the contents of this particular volume, it seems not inappropriate to mention the fact that during the year just closed the third revision of the Industrial Directory of New Jersey, a book which is in fact a most complete compendium of information relating to the State, was compiled, published, and at this writing is being distributed with a view to attracting the utmost possible attention, both at home and abroad, to the manufacturing interests of New Jersey and the many unused industrial opportunities to be found in our State. Copies of this book have been sent to American Consuls in all parts of the world.

WINTON C. GARRISON,
Chief of Bureau.

PART I.

Statistics of Manufactures of New Jersey.

Employment, Working Time and Wages on Steam
Railroads in New Jersey.

Cost of Living in New Jersey.

Fruit and Vegetable Canning Industry of New
Jersey—1909.

Statistics of Manufactures of New Jersey

For the Year Ending December 31, 1908.

The statistics of manufactures for 1908 are based on original statements from 2,127 establishments, in which the details relating to their operation for the year are fully reported. These establishments are all of a permanent character, in which a record of business transactions is kept, and none among them employ less than ten persons, or have a lower amount than \$5,000 of invested capital. The list includes practically every manufacturing plant in the State operating under the factory system, and their stability is proven by, in almost all cases, a continuously active existence for many years.

The financial stringency, which set in during the last quarter of 1907, was followed in New Jersey as well as elsewhere throughout the country by a general depression which bore with particular severity on all forms of productive industry, so that activity in manufacturing was lower during the last quarter of 1907, and the first quarter of 1908, than is shown by the records of any like period of time during the past sixteen years, or since the depression which was coincident with the tariff agitation of 1893. The recovery, although steady, has been very slow, and the end of the year 1908 found a large number of our factories and workshops still far behind their normal standards of production, while some others there were, who, at the outset of the depression or soon thereafter, had been forced by circumstances to suspend work and close their plants entirely pending the adjustment of difficulties—mostly financial—in which they had become involved through the panic. These lapses were to some extent offset by the opening of new plants, a considerable number of which are started each year, but the net loss in the number of establishments in operation in 1908, as compared with 1907, is seventeen. As a matter of course there has also been a proportionate falling off in the number of persons employed, the amount expended for material used in manufacture, the sell-

ing value of goods made, and the amount paid in wages. Capital invested, alone among the elements composing these statistics, shows an increase. This could not well be otherwise, considering the fact that several new and largely capitalized plants were started during the year, while the capital invested in the older ones remained practically the same whether running full time, part time, or not at all. In fact, such has been the confidence of the larger manufacturers in the early and complete restoration of the activity that prevailed immediately previous to the panic, that many of them took advantage of the opportunity afforded by the condition of comparative idleness that followed, to make large additions to buildings and machinery, and to catch up generally with the repair work required for the proper maintenance of their plants for which time could not be spared during their busy years.

During the year 1908, twenty-eight establishments were closed, some by voluntary liquidation, other through bankruptcy proceedings and mortgage foreclosures, and still others, among them six hat manufactories, because of acutely unsatisfactory labor conditions. Besides these, six New Jersey plants were either moved to somewhere outside the State, or the shops were closed and the work formerly done in them taken to plants owned by the same firms elsewhere.

The factories closed during the year were as follows: Men's hats, and broad and ribbon goods, six each; pottery and structural steel, two each; and in boilers, brushes, cotton dyeing and finishing, cutlery, jewelry, machinery, paper, saddlery hardware, scientific instruments, steel and iron forgings, and varnish, the loss was one each.

The plants moved from the State were divided among the following industries in the proportion of one each: Corsets, jewelry, leather goods, shirt waists, bar steel and iron, and structural steel and iron.

Twenty-two industries show gains in the number of establishments as follows: glass, window and bottle, five; artisans' tools, lime and cement, metal goods, rubber goods, soap and tallow, three each; pearl buttons, cotton goods, and bar steel, two each; gas and electric light fixtures, leather, lamps, metal novelties, musical instruments, oils, paints, quarry stone, shirts, silk dyeing, smelting and refining, and women's underwear, one

each. The total falling off in the number of establishments from all causes was 62, and the total gain was 45, which leaves, as before stated, a net reduction of 17 in the number for 1908 as compared with 1907.

The tables which follow are therefore based on carefully prepared reports from 2,127 establishments divided into eighty-eight general industry classifications, having included in each from three to one hundred and thirty-nine establishments, and one large group that under the title, "unclassified," presents the same data for eighty-two plants engaged separately in many different varieties of industry outside of those included in the regular classifications; there being in no instance more than two of these concerns in the same line of business, proper industrial headings could not be given then without leaving the firms that furnished the figures open to identification, which would be a violation of the pledge of absolute secrecy on the Bureau's part, under which reports are obtained from manufacturers.

Under the plan of tabulation followed, such exposure of the contents of individual reports is impossible; the published tables are in the form of abstracts which contain only the totals relating to each industry; under these circumstances the practical impossibility of separating the figures reported by any one individual establishment from the totals of the industry group with which they are merged, should be clearly apparent.

This statistical presentation consists of ten general tables so arranged as to show for each industry—first, the character of management, that is to say, the number of establishments operated by corporations, by private firms or partnerships, and by individual owners; also the number of stockholders in corporations, and the number of partners in private firms. Second, the total amount of capital and the various forms in which it is invested. Third, the cost value of stock and material used in manufacture, and the selling value of goods made or work done. Fourth, the greatest, least and average number of persons employed, classified as males 16 years of age and over; females, 16 years of age and over, and young persons of both sexes under the age of 16 years. Fifth, the average number of persons employed by months. Sixth, the total amount paid in wages, and the average yearly earnings per employe. Seventh, the classified weekly earnings for all classes of wage earners—males, females

and young persons. Eighth, the number of days in operation, the average number of hours worked per day and per week, and the number of establishments that worked overtime. Ninth, the average proportion of business done, or the extent to which the year's operations approached the full productive capacity of the plants. Tenth, the aggregate quantity of power used in manufacturing industry, the number of engines and motors of various kinds in use when the establishment reports were made, together with the driving capacity in horse power of each variety. These are preceded by several analytical tables in which the data for 1908, relating to twenty-five selected industries, are placed in comparison with those of the preceding year.

ANALYSIS OF THE GENERAL TABLES.

Table No. 1 shows the character of business organization controlling each industry group; the number of establishments under corporate management is given with the number of persons holding their stock, either for themselves or as trustees of estates or for minors, as accurately as these details can be ascertained. The number of establishments controlled by individuals, or by private firms and partnerships, with the number of persons interested in them as part owners.

The experience of the Bureau has been that in the case of many of the largest corporations, it is practically impossible to secure an accurate statement of the number of stockholders at the time of filing their reports, for the very obvious reason that the securities of such concerns are constantly changing hands through purchase and sale on the stock markets, so that the managing officials of the plants, who as a rule fill out reports such as are made to the Bureau, can know little or nothing as to the number of persons among whom the stock of their respective concerns may be distributed at any particular date. Changes in the ownership of such securities occur very frequently, and the holdings credited to one person to-day may, in the processes of trading, be distributed among several to-morrow. All that could be done under these circumstances was to accept as correct the showing of stock books of the various corporations as these were made up when the latest elections of officers were held.

Of the 2,127 establishments considered, 721, or 33.9 per cent. are controlled by either private firms, partnerships or individual owners, and 1,406, or 66.1 per cent. are owned by corporations. In 1907 the proportion of private firms was 35.7 per cent., and of corporations, 64.3 per cent. There has therefore been a falling off of 1.8 per cent. in the number of establishments under private management, and a corresponding increase in the number under the corporate form. Each succeeding year shows about the same percentage of change in favor of the corporate organization of industry, which under the laws of New Jersey favors investors very materially by limiting liability to the par value of stock held, and also promoting greater efficiency and economy in administration.

The number of partners and individual owners in all privately managed concerns is 1,262, or 1.7 per establishment. Of these partners and individual owners, 1,194, or 94.6 per cent. of the total are males; 45, or 3.5 per cent. are females; 7 and 16, or 1.9 per cent. of the total are respectively special partners and representatives of estates.

The stockholders in corporations, numbering 93,579, are divided into 55,337 males, 32,432 females and 5,810 banks and trust companies acting as trustees for estates or trust funds. The average number of stockholders to each corporation is 66.5, an increase of 12 over the average for 1907, which was 54.5.

The aggregate number of partners and stockholders owning the entire 2,127 establishments—corporate and private—is 94,841; in 1907 the total number was 76,791, an increase in one year of 18,050, or 23.5 per cent. in the number of persons holding investments in industrial enterprises of various kinds.

The following table will assist in an understanding of the changes in management as between the private and corporate forms during the year 1908.

	1907.	1908.
Number of establishments owned by individuals or partnerships.....	768	721
Number of individual owners or partners.....	1,339	1,262
Average number of owners per establishment.....	1.7	1.7
Number of establishments owned by corporations.....	1,384	1,406
Number of stockholders.....	75,452	93,579
Average number of stockholders per establishment....	54.5	66.5
Aggregate number of partners and stockholders.....	76,791	94,841

The table shows a falling off of 47 in the number of non-corporate establishments, and a reduction of 77 in the total number of individual owners and partners interested in the same. The average number of owners per establishment remains the same—1.7 for both years. The number of plants owned by corporations shows an increase of 22, and the number of stockholders an increase of 18,127. The average number of stockholders to each corporation in 1908 is 66.5, an increase of 12, as compared with 1907. The aggregate number of stockholders and partners owning and controlling the 2,127 industrial plants included in the tabulation is 94,841 in 1908; in 1907, the total number was 76,791, an increase of 18,050. The immense gain in the number of stockholders is due in part to the gradual change from private to corporate management before referred to as taking place each year, but more particularly to the opening of a large electric lamp manufactory at Bloomfield, which was formerly operated in New York, and another large plant in the "unclassified" list, which also made its first report in 1908. These new establishments added approximately 10,000 to the aggregate number of stockholders. The fact that more than fifty per cent. of the establishments under corporate management reported a more or less enlarged list of stockholders for 1908 as compared with 1907, seems to indicate many transfers of these securities during the acute stages of the money panic.

Table No. 2 shows the aggregate amount of capital invested in each of the general industries, and also the grand total for all industries. The capital as entered on the table is divided under three classifications, viz: That invested in "land and buildings;" in "machinery, tools and appliances;" "stock on hand, or in process of manufacture;" "bills receivable, and cash on hand or in bank when the report was made."

The total amount of capital invested in "all industries" is \$649,291,349, of which \$169,974,987, or 26.2 per cent. represents the value of land and buildings; \$152,422,199, or 23.5 per cent. of machinery, tools and implements; and \$326,894,163, or 50.3 per cent. of stock on hand or in process of manufacture, cash in bank, bills receivable and other species of property.

The capital credited to each industry as invested in "land and buildings" represents the value of such property only as was owned and occupied for manufacturing purposes by the corpora-

tions and firms reporting, and does not include the leased or rented property used by industrial plants, the value of which is perhaps fully equal to the total reported as owned. In the principal manufacturing cities and towns there are hundreds of valuable properties of this class built and used entirely for industrial purposes, but the lessees or tenants disclaim all knowledge of their value when asked for information on the subject, and the owners or agents, when traced out, show as a rule but little disposition to be more communicative, apparently suspecting that inquiries relating to the value of their properties are to be used as a basis for taxation or some other purpose inimical to their interests. There appears to be no practical remedy for this state of things, and the capital invested in manufacturing industry in New Jersey must continue to show by official figures a much lower amount than it should and would be, if all the rented property were included.

In 1907 the capital invested in "land and buildings" was \$155,366,661; in 1908, it is \$169,974,987, an increase of \$14,608,326, or 9.4 per cent. This subdivision of capital invested in 1907 as compared with 1906, showed an increase of 9.2 per cent., so that the gain in 1908, although large, is not above the normal growth of recent years.

The capital invested in "machinery tools and implements" in 1907 was \$151,683,852; in 1908 it is \$152,422,199; an increase of \$738,347, or less than one-half of one per cent. Between the years 1906 and 1907 the increase of capital invested in machinery and tools was almost exactly 12 per cent.

The capital reported under the heading "bills receivable, cash on hand, and goods in process of manufacture" is, for 1908, \$326,894,163. In 1907 the same items aggregated \$322,499,336, an increase of \$4,394,827, or a small fraction in excess of one per cent.

On the table which follows, comparisons are made of the total amount of capital invested in twenty-five of the leading and most heavily capitalized of the general industries. The increases and decreases in 1908, as compared with 1907, are given in absolute amounts and percentages. Comparisons are made on the same table for both years between the aggregate capitalization of "other industries"—that is to say, all those not included

in the selected group of twenty-five, and also for "all industries," including the entire 2,127 establishments reporting.

INDUSTRIES.	Number of Establishments.	Capital Invested.		Increase (+) or Decrease (—) in 1908 as compared with 1907.	
		1907.	1908.	Amount.	Percentage.
Artisans' tools	39	\$4,324,734	\$4,356,986	+	\$32,252 + 0.7
Bollers (steam)	14	6,973,318	10,732,668	+	3,759,350 + 53.9
Brewery products	37	31,664,422	33,586,139	+	1,921,717 + 6.0
Brick and terra cotta.....	67	15,213,635	14,411,411	—	802,224 — 5.2
Chemical products	62	29,552,187	30,037,306	+	485,119 + 1.6
Cigars and tobacco.....	36	10,745,559	10,756,668	+	10,609
Drawn wire and wire cloth.....	13	5,931,983	6,026,198	+	94,215 + 1.5
Electrical appliances	33	18,760,378	17,675,970	—	1,084,408 — 5.7
Furnaces, ranges and heaters.....	13	10,346,217	8,737,739	—	1,608,478 — 15.5
Glass (window and bottle).....	26	5,136,890	5,321,017	+	184,127 + 3.5
Hats (men's)	33	4,000,137	4,185,242	+	185,105 + 4.6
Jewelry	84	7,510,756	7,276,747	—	234,009 — 3.1
Leather (tanned and finished).....	71	13,185,408	13,240,556	+	55,148 + 0.4
Lamps (electric and other).....	11	4,065,927	5,162,048	+	1,096,121 + 26.9
Machinery	120	48,567,888	44,830,002	—	3,737,886 — 7.7
Metal goods	68	11,170,897	11,453,458	+	282,561 + 2.5
Oils	16	46,467,283	52,891,212	+	6,423,929 + 12.7
Paper	42	8,669,497	10,109,635	+	1,440,138 + 16.6
Pottery	46	8,894,113	8,704,253	—	189,860 — 2.1
Rubber products (hard and soft)....	43	18,328,526	20,331,839	+	2,003,313 + 10.9
Shipbuilding	16	18,016,374	15,764,167	—	2,252,207 — 12.5
Silks (broad and ribbon goods).....	139	24,439,855	30,125,802	+	5,685,947 + 24.2
Steel and iron (structural).....	23	15,805,885	14,774,997	—	1,030,888 — 6.5
Steel and iron (forging).....	13	14,850,345	14,378,661	—	471,684 — 3.2
Woolen and worsted goods.....	25	24,954,719	27,611,780	+	2,657,061 + 11.1
Twenty-five Industries.....	1,101	\$407,477,963	\$422,081,901	+	\$14,603,938 + 3.6
Other Industries.....	1,026	222,071,856	227,209,448	+	5,137,592 + 2.3
All Industries.....	2,127	\$629,549,849	\$649,291,349	+	\$19,742,500 + 3.1

Nine of the twenty-five industries show decreases in capital invested ranging from 3.1 per cent. in "jewelry" to 15.5 per cent. in "furnaces, ranges and heaters." It would seem quite probable from their smallness that most of these reductions result from the practice of charging off to meet deterioration, which is followed by many firms in their annual inventories.

The increases as shown by the table are for the most part large, both numerically and in percentages. The industries showing the greatest expansion of capital are "oil refining," which reports an increase of approximately \$6,000,000, and "silks," which show an increase but little below the same figures.

The Standard Oil Co.'s new plant in Linden Township, which was opened in the latter part of 1907, and included for the first time in this year's report of that company, accounts for the entire increase in capitalization shown by the oil refining industry. All other plants included in that classification report, in the matter of capital invested, practically the same figures as those of last year. The increase of capital invested in the manufacture of silk goods almost exactly replaces the falling off reported for 1907, and in the matter of capitalization brings that great and important industry back to where it was in 1906.

The increase in capital invested shown by the "twenty-five selected industries" in comparison with 1907, is \$14,603,908, or 3.6 per cent. "Other industries" show an increase of \$5,137,592, or 2.3 per cent., and for "all industries"—that is to say, the entire 2,127 establishments included in the tables, the increase is \$19,742,500, or 3.1 per cent.

This is the smallest percentage of increase shown by the records for any one year, and its meagerness serves to indicate that at least up to the end of 1908, the general factory and workshop industries of the State were still far from having regained the activity that prevailed among them up to the third quarter of 1907, when the financial panic set in. The average annual increase in capital invested in New Jersey from 1850 to 1907, a period of fifty-seven years, is 9.5 per cent., which is 6.4 per cent. higher than that for the year 1908. Prospects are, however, improving, and it is not improbable that one year hence industrial interests throughout the State will have reached their normal condition of prosperity again.

The scale on which industry is operated, and the average size of the individual plants with their equipments, are illustrated in the following table showing the average amount of capital invested per establishment for each of the "twenty-five selected industries," for "other industries," and for "all industries." The table presents the figures for 1908, in comparison with those of 1907, increases and decreases being noted by absolute amounts and also by percentages.

INDUSTRIES.	Number of Establishments.	Average Amount of Capital Invested per Establishment.		Increase (+) or Decrease (—) in 1908 as compared with 1907.	
		1907.	1908.	Amount.	Percentage.
Artisans' tools	39	\$120,131	\$111,717	—	\$8,414 — 7.0
Boilers (steam)	14	464,888	766,619	+	301,731 + 64.9
Brewery products	37	855,790	907,733	+	51,943 + 6.1
Brick and terra cotta.....	67	227,069	215,095	—	11,974 — 5.3
Chemical products	62	476,648	484,472	+	7,824 + 1.6
Cigars and tobacco.....	36	253,393	298,779	+	35,386 + 13.4
Drawn wire and wire cloth.....	13	455,206	463,553	+	7,247 + 1.5
Electrical appliances	33	568,498	535,635	—	32,863 — 5.8
Furnaces, ranges and heaters.....	13	739,015	672,133	—	66,882 — 9.1
Glass (window and bottle).....	26	190,255	204,654	+	14,399 + 7.6
Hats (men's)	33	102,567	126,825	+	24,258 + 23.6
Jewelry	84	85,350	86,627	+	1,277 + 1.5
Leather (tanned and finished).....	71	188,378	187,895	—	483 — 0.3
Lamps (electric and other).....	11	406,593	469,277	+	62,684 + 15.4
Machinery	130	373,599	344,846	—	28,753 — 7.7
Metal goods	68	171,860	158,433	—	3,427 — 2.0
Oils	16	3,091,152	3,274,450	+	183,298 + 5.9
Paper	42	206,417	240,705	+	34,288 + 16.6
Pottery	46	167,882	189,222	+	21,340 + 12.7
Rubber products (hard and soft)....	43	458,213	472,833	+	14,620 + 3.2
Shipbuilding	16	1,059,787	985,260	—	74,527 — 7.0
Silks (broad and ribbon goods).....	139	168,551	218,732	+	48,181 + 28.6
Steel and iron (structural).....	23	607,918	642,391	+	34,473 + 5.7
Steel and iron (forging).....	13	1,060,739	1,106,050	+	45,311 + 4.3
Woolen and worsted goods.....	26	955,951	1,061,991	+	106,040 + 11.1
Twenty-five Industries.....	1,101	\$364,470	\$383,262	+	\$18,892 + 5.2
Other Industries.....	1,026	214,769	221,451	+	6,682 + 3.1
All Industries.....	2,127	\$292,588	\$305,261	+	\$12,673 + 4.3

Three of these selected industries show an average capitalization exceeding \$1,000,000 per establishment, and one of them—"Oil refining," has an amount of capital actually invested that averages \$3,274,450 for each of the fifteen plants engaged in that industry in New Jersey. Outside of these three, the industries showing the greatest capitalization per plant are "shipbuilding," \$985,260; "brewery products," \$907,733, and "boilers (steam)," \$766,619. The industry showing the lowest average capitalization per establishment is the manufacture of "jewelry," engaged in which there are eighty-four plants, all in the city of Newark. The average capital is \$86,627 for each one of these. Not more than ten per cent. of these concerns own the buildings which they occupy and report their value; the remainder rent the factory accommodations which they require, in many cases a

floor or part of a floor in a large building having many other tenants engaged in the same lines of production. This is a condition more peculiar to the jewelry industry than to any other on the entire list, and fully explains the comparatively low capitalization, where by reason of the valuable character of all the material used, it might be regarded as necessarily among the highest. Next lowest after "jewelry" in the matter of average capitalization per establishment comes the manufacture of "artisans' tools," \$117,717, and "men's hats," \$126,825.

In the twenty-five selected industries, "capital invested" averages \$383,362 for each of the 1,101 establishments. In "other industries," which includes 1,026 establishments, the average capitalization is \$221,451, and for "all industries," including the entire 2,127 establishments reporting, the average is \$305,261 per establishment. The average for "all industries" in 1907 was \$292,588. The increase in 1908 is, therefore, \$12,673 per establishment.

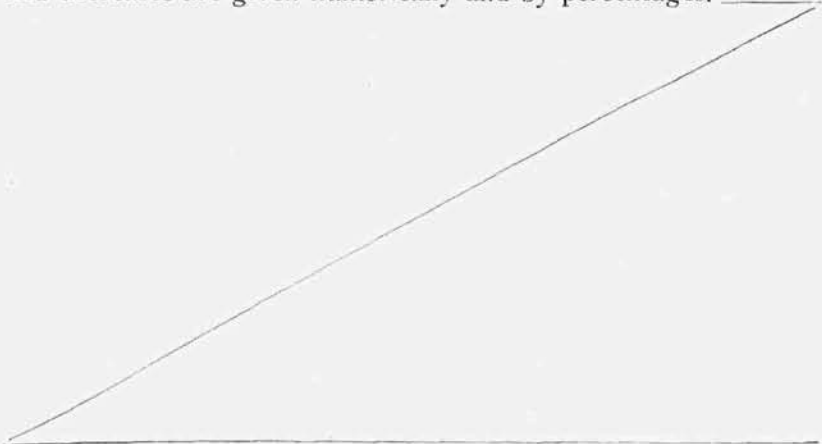
Table No. 3 gives the cost values of material used in manufactures for each of the eighty-nine industry classifications, and also the aggregate totals of the same for "all industries." Included in these totals are the cost values of merchandise consumed in the processes of manufacture, such as fuel, oil, waste, packing cases, lighting, etc., together with the material which is worked into and becomes part of the finished product. This table also presents the selling value of goods made for each of the eighty-nine industries, and for all industries. The figures relating to value of stock or material used for 1908, in comparison with those for 1907, are given for each of the "twenty-five selected industries" for "other industries," and "all industries" in the following table.

INDUSTRIES.	Number of Establishments.	Value of Stock Used.		Increase (+) or Decrease (-) in 1908 as compared with 1907.	
		1907.	1908.	Amount.	Percentage.
Artisans' tools	39	\$1,327,826	\$971,595	- \$356,231	- 26.8
Boilers (steam)	14	3,308,008	2,191,002	- 1,117,006	- 33.7
Brewery products	37	4,995,289	5,978,846	+ 978,557	+ 19.6
Brick and terra cotta	67	2,665,918	1,928,699	- 737,219	- 27.6
Chemical products	62	16,312,466	14,620,896	- 1,691,570	- 10.3
Cigars and tobacco	36	8,932,594	9,683,721	+ 751,127	+ 8.4
Drawn wire and wire cloth	13	25,068,162	18,520,236	- 6,547,926	- 26.1
Electrical appliances	33	8,645,219	1,961,133	- 3,501,581	- 40.5
Furnaces, ranges and heaters	13	3,280,027	1,961,133	- 1,318,894	- 40.2
Glass (window and bottle)	26	2,576,353	2,150,329	- 426,024	- 16.5
Hats (men's)	33	6,098,088	4,393,676	- 704,412	- 13.8
Jewelry	84	5,763,591	4,298,731	- 1,464,860	- 25.4
Leather (tanned and finished)	71	14,805,097	13,645,892	- 1,159,205	- 7.8
Lamps (electric and other)	11	2,276,253	1,798,719	- 477,534	- 20.9
Machinery	130	18,996,450	11,730,629	- 7,265,821	- 38.2
Metal goods	68	9,252,589	7,143,923	- 2,108,666	- 22.8
Oil	16	45,876,183	54,029,984	+ 8,153,801	+ 17.7
Paper	42	6,551,027	6,127,818	- 423,209	- 6.4
Pottery	46	1,987,916	1,809,544	- 178,372	- 8.9
Rubber products (hard and soft)	43	17,489,636	15,852,257	- 1,637,378	- 9.3
Shipbuilding	16	3,687,798	2,896,046	- 691,752	- 19.2
Silks (broad and ribbon goods)	139	28,243,868	23,465,043	- 4,778,825	- 16.9
Steel and iron (structural)	23	5,479,760	3,149,935	- 2,329,825	- 42.5
Steel and iron (forging)	13	3,649,323	2,177,177	- 1,472,146	- 40.3
Woolen and worsted goods	26	15,533,149	15,717,955	+ 184,806	+ 1.2
Twenty-five industries	1,101	\$261,702,589	\$231,382,424	-\$30,320,165	- 11.6
Other industries	1,026	201,152,127	180,337,440	- 20,814,687	- 10.3
All industries	2,127	\$462,854,716	\$411,198,864	-\$51,134,852	- 11.0

As shown by the above table, only four out of the twenty-five selected industries show an increase of expenditures on account of stock or material to be used in manufactures. These were: "Brewery products," \$978,557, or 19.6 per cent.; "cigars and tobacco," \$751,127, or 8.4 per cent.; "oil refining," \$8,153,801, or 17.7 per cent., and "woolen goods," \$184,806, or 1.2 per cent. The remaining twenty-one show decreases, the absolute amounts of which range from \$7,265,821, in "machinery," downward to \$178,372 in "pottery." The cost value of all material used by the "twenty-five selected industries" was \$261,702,589 in 1907; in 1908 it was \$231,382,424, a falling off of \$30,320,165, or 11.6 per cent.; "other industries" show an expenditure for stock or material of \$201,152,127 in 1907, and \$180,337,440 in 1908; the falling off is \$20,814,687, or 10.3 per

cent. "All industries" shows the total cost value of material used in 1907 to have been \$462,854,716, and in 1908 \$411,719,864; the total falling off was, therefore, \$51,134,852, or almost exactly 11.0 per cent. The average value of stock or material used per establishment was \$217,609 in 1907; in 1908 it is \$193,568; the average falling off for each establishment is, therefore, \$24,041, or 11.0 per cent.

The industries showing the largest outlay for material are: "chemical products," \$14,620,896; "drawn wire and wire cloth," \$18,520,236; "leather—tanned and finished," \$13,645,892; "machinery," \$11,730,629; "oil refining," \$54,029,984; "rubber products—hard and soft," \$15,852,257; "silks—broad and ribbon," \$32,465,043; and "woolen goods," \$15,719,955. These sums paid out for raw material during 1908, although very large, are still, as shown by the table, with the single exception of "oil refining," much below the preceding year's expenditures on the same account. The reductions are of course chargeable primarily to a greatly reduced consumption of material, caused by the financial depression, and also, but in a lesser degree, by the general decline of prices which naturally followed. Table No. 3 also gives the selling value of "goods made or work done" for each industry group separately, and also collectively for all industries. The following table shows the selling values of products for each of the twenty-five selected industries for 1908, the same being placed in comparison with those of 1907; the increases and decreases are given numerically and by percentages.



INDUSTRIES.	Number of Establishments.	Value of Goods Made.		Increase (+) or Decrease (—) in 1908 as compared with 1907.	
		1907.	1908.	Amount.	Percentage.
Artisans' tools	39	\$3,518,131	\$2,710,977	— \$807,154	—22.9
Boilers (steam)	14	5,616,330	3,982,460	— 1,633,870	—29.0
Brewery products	37	19,313,693	18,888,949	— 424,744	—2.2
Brick and terra cotta.....	67	7,425,172	5,056,165	— 2,369,017	—31.9
Chemical products	62	28,986,223	26,740,739	— 2,245,484	— 7.7
Cigars and tobacco.....	36	20,015,376	19,925,673	— 89,803	— 0.4
Drawn wire and wire cloth.....	13	36,530,847	27,851,812	— 9,179,535	—25.1
Electrical appliances	33	15,679,458	11,252,023	— 4,427,435	—28.2
Furnaces, ranges and heaters.....	13	6,321,510	3,893,413	— 2,428,097	—38.4
Glass (window and bottle).....	26	5,713,348	5,472,630	— 240,718	— 4.2
Hats (men's)	33	11,005,025	9,002,109	— 2,002,916	—18.2
Jewelry	84	10,625,821	7,957,212	— 2,668,609	—25.1
Leather (tanned and finished).....	71	23,756,658	19,314,040	— 3,442,618	—15.1
Lamps (electric and other).....	11	3,910,433	4,640,071	+ 729,638	+18.6
Machinery	130	45,818,435	29,166,355	— 16,652,080	—36.3
Metal goods	68	15,989,754	12,721,340	— 3,268,414	—20.4
Oils	16	56,864,930	63,610,458	+ 6,745,528	+11.9
Paper	42	10,723,971	9,409,788	— 1,314,183	—12.2
Pottery	46	6,678,734	5,654,606	— 1,024,128	—15.3
Rubber products (hard and soft)....	43	24,482,077	24,494,363	+ 12,285	.....
Shipbuilding	16	11,633,337	6,672,816	— 4,960,521	—42.6
Silks (broad and ribbon goods).....	139	48,568,225	42,827,396	— 5,740,829	—11.8
Steel and iron (structural).....	23	9,010,814	5,641,331	— 3,369,483	—37.4
Steel and iron (forging).....	13	7,137,148	4,176,090	— 2,962,058	—41.5
Woolen and worsted goods.....	26	22,826,850	22,496,197	— 330,653	— 1.4
Twenty-five industries.....	1,101	\$457,152,301	\$393,057,463	— \$64,094,838	—14.0
Other industries.....	1,026	316,033,998	276,795,743	— 39,238,255	—12.4
All industries.....	2,127	\$773,186,299	\$669,853,206	— \$103,333,093	—13.4

Only three of the industries which appear on the above table show an increase in the value of "goods made," and in one of them the amount is merely nominal, being only \$12,285, added to a total of nearly twenty-four and a half millions. The others "lamps" and "oil refining," show increases of \$729,638 and \$6,745,528, respectively. The decreases are with a few exceptions very large, the greatest being the manufacture of "machinery," which shows a shrinkage in 1908 of \$16,652,080 below the value of products in 1907. The greatest percentages of decrease are shown by "shipbuilding," 42.6; "steel and iron forging," 41.5; "furnaces, ranges and heaters," 38.4; "structural steel and iron," 37.4; "machinery," 36.3; "steam boilers," 29.0; "electrical appliances," 28.2; and others ranging from 25.1 downward to 0.4 per cent.

The total value of products for the "twenty-five industries," which was \$457,152,301 in 1907, has fallen to \$393,057,463 in 1908, a decrease of \$64,094,838, or 14.0 per cent. The establishments grouped under "other industries" produced goods in 1907 amounting in selling value to \$316,033,998; in 1908 the value is reduced to \$276,795,743, a falling off of \$39,238,255, or 12.4 per cent. The total value of the products of "all industries" in 1907 was \$773,186,299; in 1908 the value has fallen to \$669,853,206, a difference of \$39,238,255, or 13.4 per cent. The fact that the cost value of "material used" had declined only 11.0 per cent., while the "selling value of goods made" fell off 13.4 per cent., shows plainly that the financial depression affected the market for finished products more seriously than it did that for raw material. In considering the increases or decreases in the expenditures for "material used," and the receipts for "goods made or work done," it should be borne in mind that both of these are liable to indicate not alone the growth and decline of quantities, but of market values also.

Table No. 4 shows the greatest, least and average number of persons employed, classified as males, 16 years and over; females, 16 years old and over; and young persons of both sexes under the age of 16 years, who were employed in each particular industry, and in all industries combined. The extent of unemployment in each industry is indicated by the difference between the greatest and the least number employed, which is given numerically and by percentage for each industry and for all industries.

The aggregate number of persons employed in all industries at periods of employment of the greatest number, is, as shown by the table, 270,013, and at periods of employment of the least number, 219,221. The average number employed was 245,712, and the excess of greatest over least number was 50,792, or 18.8 per cent. In other words, 50,792, or 18.8 per cent. of the greatest number of males, females and young persons employed at any time, were, for one or another cause, mainly the financial depression, out of work for more or less extended periods of time during the year. In 1907 the proportion of unemployment was 11.0 per cent., or 8.8 per cent. less than that of 1908. The actual difference in the extent of unemployment or temporary

idleness in 1908 is not correctly shown by these figures, as in very many establishments where production had to be materially reduced during the acute period of the financial depression the course followed was to divide the working force into two bodies among which such employment as could be provided was equally divided on the basis of alternate days or weeks of work and idleness. Comparatively few were actually discharged or laid off, but the proportion who worked more than one-half or three-quarters time throughout the year was very small. In the absence of any abnormal element of disturbance, the difference between the greatest and smallest number of persons employed reflects the varying degrees of activity experienced by most industries in the course of the year; additional help is employed when the busy season is on, and discharged when it is over, so that ordinarily there is in many of them a considerable fluctuation in the size of the working force at their respective periods of greatest and least activity; these emergency workers found little or no employment during the year 1908, and the regular forces working as before stated, on greatly reduced time, it seems safe to say that the percentage of unemployment was greater to a considerable amount than that shown by the table.

Of the aggregate average number of persons employed in all industries, 178,833, or 72.8 per cent. of the total are men 16 years of age and over; 61,607, or 25 per cent. are women 16 years old and over, and 5,272, or 2.2 per cent. are young persons of both sexes who are less than 16 years old.

A comparison of the percentages relating to the three classes of wage earners, and also to that representing the idleness or unemployment which prevailed in each industry in 1908 as compared with 1907, is given in the following table:

CLASSIFICATION.	Percentages.		Increase (+) or Decrease (—)
	1907.	1908.	
Men 16 years old and over.....	74.8	72.8	— 2.0
Women 16 years old and over.....	23.9	25.0	+ 1.1
Young persons (children) under 16 years old.....	2.1	2.1	...
Percentage of idleness or unemployment.....	10.8	18.8	+ 8.0

The changes in these percentages show most unmistakably that men's employments suffered more severely from the financial stringency than did those of women and children. In 1907 the aggregate average number of men employed was 209,859, which in 1908, as shown by the table, had fallen to 178,833, a difference of 31,026, or 14.8 per cent. The aggregate average number of women employed in 1908 shows a falling off of 3,006, or 4.6 per cent. as compared with 1907, and the decline in the number of children employed, whose ages were below 16 years, was 537, or 9.2 per cent. It will be seen, therefore, that the occupations in which men are employed suffered much more severely during the depression than those utilizing the labor of women and children.

The total percentage of unemployment is very largely increased by the custom which prevails in the "season trades" of shutting down during either the summer or winter months. Principal among these industries are: "Brick and terra cotta," "cement," "glass," "straw hats," "fertilizers" and "clothing." Under ordinary circumstances when there are no disturbing factors at work, the number of wage earners employed in these industries who, as a fixed and necessary custom of the trade, are idle from one to four months of the year, amounts to more than one-half of the total unemployment reported for all industries. In these industries, therefore, the excess of greatest over least number of persons employed should not be regarded as specially indicative of dullness of trade.

The following table presents together all the industries—fifty-five in number—in which the labor of women and young persons is employed in the processes of manufacture.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Average Number of Persons Employed.				Percentage of		
			Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.
2	Artisans' tools	39	1,906	64	17	2,077	96.1	3.1	0.8
3	Art tile	7	475	196	23	694	68.5	28.2	3.3
5	Boxes (wood and paper).....	43	676	1,105	97	1,878	36.1	58.8	5.1
8	Brushes	13	185	82	10	277	66.8	29.6	3.6
9	Buttons (metal)	10	535	654	33	1,222	43.8	53.5	2.7
10	Buttons (pearl)	21	694	236	59	989	70.2	23.8	6.0
11	Carpets and rugs.....	7	617	271	19	907	68.0	29.8	2.2
13	Chemical products	62	4,911	1,744	56	6,711	73.2	26.0	0.8
14	Cigars and tobacco.....	26	1,739	6,606	345	8,690	20.0	76.0	4.0
15	Clothing	13	519	603	3	1,125	46.1	53.6	0.3
16	Confectionery	7	175	247	24	446	39.2	55.4	5.4
18	Corsets and corset waists.....	11	154	1,746	62	1,962	7.8	89.0	3.2
19	Cutlery	11	1,085	113	27	1,225	88.6	9.2	2.2
20	Cotton goods	43	1,382	4,040	384	5,806	23.8	69.6	6.6
21	Cotton goods (finishing & dyeing).....	15	2,859	582	41	3,482	82.1	16.7	1.2
22	Drawn wire and wire cloth.....	13	6,813	563	51	7,381	92.3	7.7	.....
23	Electrical appliances	33	3,706	493	44	4,243	87.3	11.6	1.1
25	Food products	27	1,999	354	48	2,401	83.3	14.7	2.0
26	Glass (cut table ware).....	6	239	34	10	283	84.5	12.0	3.5
31	Glass (window and bottle).....	26	5,784	138	280	6,202	93.3	2.2	4.5
33	Graphite products	6	710	720	63	1,493	47.6	48.2	4.2
34	Hats (fur and felt).....	33	3,697	1,226	15	4,938	74.9	24.8	0.3
35	Hats (straw)	3	124	151	2	277	44.8	54.5	0.7
38	Jewelry	84	2,134	710	73	2,917	73.2	24.3	2.5
39	Knit goods	17	867	1,994	113	2,974	29.2	67.0	3.8
41	Leather goods	18	629	472	46	1,147	54.8	41.2	4.0
42	Lamps	11	1,174	2,701	16	3,891	30.2	69.4	0.4
44	Machinery	130	16,203	540	451	16,788	96.5	3.2	0.3
45	Mattresses and bedding.....	9	337	67	3	407	82.8	16.5	0.7
46	Metal goods	68	4,798	1,471	175	6,444	74.5	22.8	2.7
47	Metal novelties	20	703	204	41	948	74.2	21.5	4.3
49	Musical instruments	18	1,393	284	13	1,690	82.4	16.8	0.8
50	Oilcloth (floor and table).....	8	1,291	21	21	1,333	96.8	1.6	1.6
52	Paints	13	959	99	10	1,068	89.8	9.3	0.9
53	Paper	42	2,614	241	34	2,889	90.5	8.3	1.2
55	Pottery	46	3,605	726	72	4,403	81.9	16.5	1.6
56	Printing and bookbinding.....	19	818	395	16	1,229	66.5	32.2	1.3
59	Rubber goods (hard and soft).....	43	5,501	1,074	66	6,641	82.8	16.2	1.0
62	Scientific instrument	19	3,873	591	62	4,526	85.6	13.1	1.3
64	Shoes	30	2,454	1,296	116	3,866	63.5	33.5	3.0
65	Shirts	22	579	2,294	77	2,950	19.6	77.8	2.6
66	Shirt waists (women's).....	5	27	574	16	617	4.4	93.0	2.6
68	Silk (broad and ribbon).....	139	8,772	9,275	610	18,657	47.0	49.7	3.3
69	Silk dyeing	23	3,876	485	18	4,379	88.5	11.1	0.4
70	Silk throwing	25	510	816	126	1,452	35.1	56.2	8.7
71	Silk mill supplies.....	16	504	138	22	664	75.9	20.8	3.3
72	Silver goods	13	877	272	27	1,176	74.6	23.1	2.3
74	Soap and tallow	19	1,326	365	14	1,705	77.8	21.4	0.8
78	Textile products	9	659	368	68	1,095	60.2	33.6	6.2
79	Thread	6	1,681	3,098	444	5,133	32.8	58.6	8.6
81	Trunk and bag hardware.....	9	999	461	138	1,598	62.5	28.9	8.6
83	Underwear (women's & children's).....	20	116	1,398	81	1,595	7.3	87.6	5.1
85	Watches, cases and material.....	11	1,370	551	72	1,993	68.7	27.7	3.6
88	Woolen and worsted goods.....	26	4,620	5,200	614	10,434	44.3	49.8	5.9
89	Unclassified	82	5,474	924	106	6,504	84.2	14.2	1.6
Fifty-five industries		1,505	121,817	60,983	5,022	187,822	64.8	32.5	2.7
Other industries		622	57,016	624	250	57,890	98.5	1.1	0.4
All industries		2,127	178,833	61,607	5,272	245,712	72.8	25.1	2.1

The fifty-five industries presented on the above table are the only ones in which women and children are, to a measurable extent, employed. The 1,505 establishments included employ 187,822 wage earners, of which number 121,817, or 64.8 per cent. are men; 60,983, or 32.5 per cent. are women, and 5,022, or 2.7 per cent. are children under 16 years old. In the 622 establishments included under "other industries" in this table, the number of women and children is very small, being in regard to the former only 1.1 per cent., and the latter 0.4 per cent. of the total number employed. In these fifty-five industries the figures show that of every 1,000 wage earners 648 are men, 325 are women, and 27 are children.

This table is a perfectly reliable chart, which shows all the industries in which women and children are employed. The record is in no way discreditable, and the fact that the relative proportions of these classes of labor are practically the same now as they have been since the factory inspection act of 1883 went into operation, shows conclusively that the industries of New Jersey are now, as they have been for at least twenty-five years back, as free from the reproach of child labor as are those of the most advanced state in the Union. It will be seen by this table that in 622 establishments, or about 30 per cent. of the total number reporting, the working force consists almost entirely of men; the women reported average only one to each hundred, and the children one to each two hundred and fifty employed; practically all of these are employed in office work, and have nothing to do with manufacturing processes.

To pursue the analysis of this table further would necessarily take the form of repeating the figures which it contains, without adding in any way to the understanding conveyed by them.

The following table shows the average number of persons employed in each of the "twenty-five selected industries" for 1908 in comparison with that for 1907, and the same for "other industries," and for "all industries." The increases and decreases are entered numerically and by percentage.

INDUSTRIES.	Number of Establishments.	Average Number of Persons Employed by Industries.		Increase (+) or Decrease (—) in 1908 as compared with 1907.	
		1907.	1908.	Number.	Percentage.
Artisans' tools	39	2,516	2,077	— 439	— 17.4
Boilers (steam)	14	1,875	1,276	— 599	— 31.9
Brewery products	37	2,063	2,134	+ 71	+ 3.4
Brick and terra cotta.....	67	6,759	4,792	— 1,967	— 29.1
Chemical products	62	7,196	6,711	— 485	— 6.7
Cigars and tobacco.....	36	9,061	8,690	— 371	— 4.1
Drawn wire and wire cloth.....	13	8,116	7,381	— 735	— 9.0
Electrical appliances	33	5,353	4,243	— 2,110	— 33.2
Furnaces, ranges and heaters.....	13	1,902	1,460	— 442	— 23.2
Glass (window and bottle).....	26	6,624	6,202	— 422	— 6.4
Hats (men's)	33	5,416	4,938	— 478	— 8.8
Jewelry	84	3,435	2,917	— 518	— 15.1
Leather (tanned and finished).....	71	5,381	4,406	— 975	— 18.1
Lamps (electric and other).....	11	3,281	3,891	+ 610	+ 18.6
Machinery	130	24,959	16,788	— 8,171	— 32.7
Metal goods	68	7,076	6,444	— 632	— 8.9
Oils	16	4,074	7,594	+ 3,520	+ 86.4
Paper	42	2,860	2,889	+ 29	+ 1.0
Pottery	46	4,947	4,403	— 544	— 11.0
Rubber products (hard and soft).....	43	6,448	6,641	+ 193	+ 3.0
Shipbuilding	16	4,927	4,024	— 903	— 18.3
Silk (broad and ribbon goods).....	139	20,055	18,657	— 1,398	— 6.9
Steel and iron (structural).....	23	3,292	2,046	— 1,246	— 37.8
Steel and iron (forging).....	13	3,242	2,382	— 860	— 26.5
Woolen and worsted goods.....	26	9,989	10,434	+ 445	+ 4.4
Twenty-five industries	1,101	161,847	143,420	— 18,427	— 11.4
Other industries	1,026	118,433	102,292	— 16,141	— 13.6
All industries	2,127	280,280	245,712	— 34,568	— 12.3

Six of these selected industries show an increase in the numbers employed in 1908 as compared with 1907. These are: "Brewery products," 3.4 per cent.; "lamps—electric and other," 18.6 per cent.; "oil refining," 86.4 per cent.; "paper," 1.0 per cent.; "rubber products—hard and soft," 3.0 per cent.; and "woolen goods," 4.4 per cent. Nineteen show decreases ranging from 4.1 per cent. in cigars and tobacco, to 37.8 per cent. in "structural steel and iron."

The aggregate decrease in the number of persons employed in the "twenty-five selected industries" is 18,427, or 11.4 per cent. of the total number; the decrease in "other industries" is 16,141, or 13.6 per cent.; and the decrease for the entire 2,127 establishments included in "all industries" is 34,568, or 12.3 per cent.

The industries showing the highest percentage of decrease are "structural steel and iron," 37.8 per cent.; "electrical appliances," 33.2 per cent.; "machinery," 32.7 per cent.; "steam boilers," 31.9 per cent.; and "steel forgings," 26.5 per cent. The largest numerical falling off in the number of wage earners occurs in "machinery," which in 1908 employed 8,171 men less than it did in 1907.

The abnormally large increase in the number of persons employed in the oil refining industry—86.4 per cent., has already been explained as being almost entirely due to the opening of a new plant of the Standard Oil Co., at Linden.

Table No. 5 shows the average number of persons employed by months, classified as men, women, and young persons under 16 years of age. The figures are given separately for each of the eighty-nine general industries and also for the entire 2,127 establishments combined. In presenting the number of employes by months, the purpose is to show such fluctuations as may take place in the wage earning force of each industry, in a manner that will indicate the time when it occurred. The industries appear on the table in alphabetical order, and the periods of greatest and least activity in each industry are indicated by the months during which the greatest and least number of wage earners are employed.

In the condensed summary relating to "all industries," which forms the last subdivision of Table No. 5, employment is shown to have reached the highest point of activity during the month of November, when the aggregate number on the pay rolls was 256,735; from this month onward, an almost steadily progressive decrease is shown until in the month of July the lowest point was reached, when only 236,086 were reported in active employment. The shrinkage that occurred between these months in the number of persons employed is 20,649.

The month of highest employment for men was October, although the difference in favor of that month over November was only about 100. For women and children the highest month was November, and the lowest was July, for each of the three classes of wage earners. The falling off in the working force at periods of the greatest and least number employed, was, for men, 14,462, or 7.7 per cent.; for women, 5,405, or 8.4 per cent.,

and for children, 88.4, or 1.5 per cent. The fluctuation in numbers between the periods of maximum and minimum employment is practically the same for women and men, the former, however, being the greatest by only seven-tenths of one per cent.; for children the difference is very slight, which shows that the occupations in which they are employed are operated on a practically uniform scale of activity throughout the entire year.

Table No. 6 shows the total amount paid to wage earners by each of the eighty-nine industries separately, and also the aggregate amount paid by all industries included in the compilation. The average yearly earnings per individual wage worker are also given in this table for each industry and for all industries. The aggregate amount reported as paid by all industries during the year is \$122,957,833, and the average yearly earnings \$500.41. These figures relate to actual workers or wage earners only; in the compilation from which the averages for each industry is drawn, care is taken to exclude the class of employees—numerous in every industry—to whom salaries or other form of compensation not subject to deductions on account of idle time or for any other cause, are paid. Among these non-producing servants are company or corporation officers, superintendents, managers, bookkeepers, foremen, salesmen, agents and others whose labor, while indispensable in the making and marketing of manufactured products, is yet not directly applied in any of the processes by which the finished goods are evolved from raw material.

The industries showing the largest pay rolls are, in the descending order of gradation, "machinery," \$10,052,855; "silk goods—broad and ribbon," \$8,295,175; "oil refining," \$4,687,122; "woolen and worsted goods," \$4,072,087; "foundry—iron," \$3,953,833; "glass—window and bottle," \$3,847,463; "chemical products," \$3,496,646; "rubber goods," \$3,461,070; "metal goods," \$3,059,957, and "drawn wire and wire cloth," \$3,004,511. Eleven industries show wage expenditures ranging from \$3,000,000 to \$2,000,000; thirteen range between \$2,000,000 and \$1,000,000; all the others are below \$1,000,000.

The average yearly earnings per employe for "all industries" is, as before noted, \$500.41. The table shows that brewery workmen, whose average earnings were \$902.40, are very much

The best paid class of workmen included in these statistics; indeed it would probably be safe to say that, notwithstanding the larger hourly or daily wage rates current in some other occupations, such for instance as the building trades, there is no other group of wage earners in the State that enjoys as steady employment and as large an annual income as that here recorded for the brewery workmen.

Next to brewery employes in the amount of yearly earnings come the workmen in "varnish" factories, \$724.17; "hats—straw," \$740.07; and "shipbuilding," \$733.06.

Five industries show average yearly earnings of more than \$700; in fourteen industries the average is between \$600 and \$700; in twenty-six industries the average is between \$500 and \$600; in twenty-two industries the average is between \$400 and \$500; in nineteen industries it is \$300 but under \$400, and in three industries, the employes of which are almost entirely composed of young girls, the average yearly earnings are less than \$300. It should be borne in mind that these averages represent the actual earnings for the year, calculated, not on the basis of any given weekly or daily wage rates, but on the amounts reported by individual establishments as having been paid to wage earners during the year, after all deductions on account of lost time or other causes had been made.

In the industries reporting earnings of less than \$500 per year, it will be seen by referring to the summary table on page 20 that the labor employed is largely that of women and children. In none of the exclusively men's industries will average yearly earnings be found below that figure.

The following table gives average yearly earnings per employe for 1908 in comparison with those of 1907 for the "twenty-five selected industries," for "other industries," and for "all industries." The increases and decreases in 1908 are given numerically and by percentages.

INDUSTRIES.	Number of Establishments.	Average Yearly Earnings per Employee.		Increase (+) or Decrease (—) as compared with 1907.	
		1907.	1908.	Amount.	Percentage.
Artisans' tools	39	\$390 55	\$548 08	—	7.1
Boilers (steam)	14	699 64	618 27	+	1.4
Brewery products	67	924 93	962 40	—	2.4
Brick and terra cotta.....	62	462 26	430 00	—	6.9
Chemical products	37	529 61	521 03	—	1.7
Cigars and tobacco.....	36	319 22	313 08	—	1.9
Drawn wire and wire cloth.....	13	532 01	467 06	—	23.5
Electrical appliances	33	558 57	628 52	+	12.5
Furnaces, ranges and heaters.....	13	721 08	724 17	+	0.4
Glass (window and bottle).....	26	587 98	620 36	+	5.5
Hats (men's)	33	647 31	585 85	—	9.5
Jewelry	84	654 23	601 71	—	8.0
Leather (tanned and finished).....	71	563 75	613 50	+	8.8
Lamps (electric and other).....	11	429 96	386 85	—	10.0
Machinery	130	636 70	598 81	—	5.9
Metal goods	68	459 27	474 86	+	3.4
Oils	16	684 39	617 21	—	9.8
Paper	42	519 08	529 95	+	2.1
Pottery	46	619 27	633 45	+	2.2
Rubber products (hard and soft).....	43	503 16	521 17	+	3.6
Shipbuilding	16	696 84	733 06	+	5.2
Silk (broad and ribbon goods).....	139	473 89	444 61	—	6.2
Steel and iron (structural).....	23	621 17	689 44	+	9.2
Steel and iron (forging).....	13	631 13	554 36	—	12.2
Woolen and worsted goods.....	26	393 19	390 27	—	0.7
Twenty-five industries	1,101	\$546 23	\$524 28	—	4.0
Other industries	1,026	477 47	466 94	—	2.2
All industries	2,127	\$517 24	\$500 41	—	3.3

Of the "twenty-five selected industries," eleven show increases in average yearly earnings for 1908 ranging from 0.4 per cent. in "furnaces, ranges and heaters," to 12.5 per cent. in "electrical appliances." Numerically the increases range from \$3.09 in the first, to \$69.95 in the second named industry. Fourteen industries show decreases ranging from \$2.92, or 0.7 per cent. in "woolen and worsted goods," to \$124.95, or 23.5 per cent. in "drawn wire and wire cloth." The net decrease of average yearly earnings in the "twenty-five selected industries" in 1908 as compared with 1907, is \$21.95, or 4.0 per cent. "Other industries," as will be seen by the table, show an average decrease of \$10.53, or 2.2 per cent., and for "all industries," including the entire 2,127 establishments, the average yearly earnings show a decrease of \$16.83, or 3.3 per cent. In view of the fact that

the value of products had, as shown by table on page 16, decreased 14.3 per cent., this comparatively small falling off in average yearly earnings affords unimpeachable evidence that employers generally dealt very liberally with their workmen in the matter of wages during the depression, and that while almost all were forced by necessity to reduce either the number of employes or the working hours, and also the selling value of their products, advantage was not taken of the situation to reduce wages below the figures of more prosperous times.

Table No. 7 contains the classified average weekly earnings of wage workers by industries. On this table is shown for each industry and for all industries the actual number of employes—men, women and children—receiving the various amounts per week indicated in the classification, beginning with under \$3 per week, and advancing one dollar or more through the various grades up to \$25 per week and over. As the table shows for each industry the actual number of the three subdivisions of wage earners receiving the specified amounts of weekly wages, the subject cannot be made clearer by any extended explanation or analysis.

The final subdivision of Table No. 7 is a classification of weekly earnings for "all industries," in which the total number of persons employed in the 2,127 establishments reporting are classified according to weekly earnings on the plan pursued in presenting the same data for each individual industry. The investigator may see at a glance the weekly compensation of all men, women and children employed in the factory industries of the State. The number of wage workers for which classified weekly earnings are given on this last subdivision of Table No. 7, is 278,964; of whom 204,782 are men, 68,360 are women, and 5,822 are children under the age of sixteen years.

The percentages of each of the three classes of wage earners who receive the various specified wage rates are given for all industries in the following table:

Classification of Weekly Earnings.	Percentage of Wage Earners Receiving Specified Rates.			
	Men.	Women.	Children.	Total.
Under \$3.00	0.4	2.6	15.0	1.3
\$3.00 but under \$4.00	1.0	5.6	38.5	2.9
4.00 " " 5.00	2.3	13.6	30.6	5.6
5.00 " " 6.00	3.4	18.6	11.3	7.3
6.00 " " 7.00	4.6	18.9	3.3	8.1
7.00 " " 8.00	5.7	13.8	0.9	7.6
8.00 " " 9.00	8.1	9.1	0.4	8.2
9.00 " " 10.00	14.9	7.0	...	12.6
10.00 " " 12.00	16.3	6.0	...	13.4
12.00 " " 15.00	17.0	3.7	...	13.4
15.00 " " 20.00	17.4	1.0	...	13.0
20.00 " " 25.00	5.5	0.1	...	4.1
25.00 and over	3.4	...	...	2.5
Total	100.0	100.0	100.0	100.0

Reading the above table, together with the wage classification for "all industries" which forms the concluding part of Table No. 7, on which these percentages are based, an absolutely accurate understanding of the current weekly wages of factory employes in New Jersey may be obtained. It will be noticed that in the rates under \$9 per week there are but comparatively few men, while approximately three-quarters of the total number of women are in the classes that are paid less than \$8 per week. Ninety-five per cent. of the children are paid less than \$6 per week, and of the remaining five per cent., none receive as high as \$9. The total number of employes reported in the wage classification for "all industries" is greater than the average number appearing on Table No. 4, because in reporting on weekly earnings, individual establishments were requested to select for that purpose the week of the year during which the largest number of persons were carried on the pay rolls.

Table No. 8 shows the average number of days in operation during the year; the average number of days and hours worked per week by operatives, the number of establishments that worked overtime, and the average number of extra hours reported for each industry and for "all industries." The aggregate average number of days in operation for all industries during the year 1908 was 278.53; for 1907 the aggregate average was 285.92 days; the falling off in 1908 was therefore 6.39 days.

Of the eighty-nine general industries which appear on the table, those reporting working time in excess of 300 days are as follows: "Agricultural implements," 301.00 days; "brewery products," 304.28 days; "mining iron ore," 308.00 days; "oil refining," 303.57 days; "printing and bookbinding," 302.63 days; "scientific instruments," 300.58 days; "soap and tallow," 304.11 days, and "varnishes," 302.06 days.

Seventy-five industries report working time ranging between 250 and 300 days, and six industries report working time of less than 250 days, the lowest being the manufacture of "brick and terra cotta," the sixty-five plants engaged in which industry averaged only 189.19 days in operation during the year 1908. The most extensive falling off in working time is reported by the "pig iron" industry, the five plants engaged in which were operated only 250 days in 1908, whereas in 1907 the same establishments worked twelve hours per day for 365 days. "Structural steel and iron," and "steel and iron forgings" worked 299.34 and 293.07 days respectively in 1907, while in 1908 these industries fell 20.04 days and 18.92 respectively below these figures.

The average number of working hours per day and per week and the overtime reported by establishments that found it expedient to extend operations beyond their regularly established limits are also shown on this table.

The aggregate average number of working hours per day for all industries in 1908 is 9.66, as against 9.60 in 1907. The difference is very slight and is significant only because of its being in the direction of an increase. Average working hours per day as given on the table should be understood as not applying generally to Saturdays, as it is apparent from the figures relating to the average number of working hours per week—55.19—that in all but a small number of establishments the Saturday half-holiday throughout the year is now firmly established. The following named industries in which are included 174 establishments work ten hours and over per day: Art tile, food products, cut glass, high explosives, lime and cement, mining iron ore, paper, pig iron, pottery, smelting and refining ores and thread. As will be seen by the averages for each industry, all but a very few are operated between nine and one-half and ten hours per day. The average of working hours per week is lower by 38

minutes than it was in 1907, which circumstance would seem to indicate that but very few establishments now continue to hold out against the Saturday half-holiday.

Overtime as entered on this table is computed on the basis of the actual number of hours reported multiplied by the number of wage earners who worked the extra time. By this process if one hundred men in an establishment worked one hour beyond the customary limit, the overtime credited in the compilation to that plant would be one hundred hours; if the same number of men put in two hours of extra work they would be credited with two hundred hours overtime. Two hundred and fifty-four establishments, representing 63 general industries, have, as shown by the table, been obliged to resort to overtime to a greater or less extent during the year in order to meet demands for goods in excess of their ordinary productive capacity. The aggregate number of hours worked is 811,080; in 1907 the overtime reported reached a total of 2,378,722 hours. The falling off in this respect for 1908 is therefore 1,567,642, or 66 per cent. as compared with the previous year's record. In 1907 the leading industries in the matter of overtime were "machinery," "electrical appliances" and "rubber goods;" these three between them accounted for 72 per cent. of the total overtime reported. This year both "machinery" and "electrical appliances" are much below several others in the matter of overtime. The industries in the lead as shown by the table are: "Shipbuilding," 164,760 hours; "rubber goods," 127,234 hours, and "lime and cement," 105,539 hours. The aggregate number of hours overtime reported by all industries—811,080—if reduced to working days of the average length for the year, that is to say, 9.66 hours, would be equal to the labor of practically 840 wage earners, working 278.53 days—the average time in operation during the year for all industries included in the compilation.

Table No. 9 shows for each of the eighty-nine industries and also for "all industries," the average proportion of business done for 1908. It is intended to show by this table the extent to which the work of each industry reported for the year approached its full productive capacity—full capacity being indicated by 100 per cent. A further purpose is to show the amount of productive capacity in each industry that was not called into activity by the business demands of the year. The "proportion

of business done" is reported by each establishment on the basis of its actual production for the year compared with what it might have been had all the existing facilities of the plant been brought into requisition, but without adding to them in any way.

The aggregate average "proportion of business done" by "all industries" during the year 1908 was 66.80 per cent. of full capacity. In 1907 the average proportion for all industries was 77.96 per cent.; the falling off in 1908 is therefore 11.16 per cent. The actual concrete effect of the financial depression is shown on this table perhaps more clearly than by any others of the series; the purpose of all industrial organization being the production and marketing of goods, it follows that the measure of success achieved in this respect is the true barometer of industry. A further significance of these figures is found in the fact of their showing that 33.20 per cent. of the full productive capacity of the manufactories of the State was not called into play during the year. As a matter of fact there were in almost every industry group some few establishments that were not only operated to their full capacity, but as shown by Table No. 8 were also obliged to work overtime at one or another time during the year, but the larger number fell far enough below finding employment for full capacity to produce the averages shown on the table.

The following table presents a comparison of the proportion of business done in 1908 with that of 1907, for the "twenty-five selected industries" and also for "other industries" and for all industries:

INDUSTRIES.	Number of Establishments.	Average Proportion of Business Done. Per Cent.		Increase (+) or Decrease (—) in 1908 as compared with 1907.
		1907.	1908.	Per Cent.
Artisans' tools	39	78.33	63.20	— 15.13
Boilers (steam)	14	73.00	55.72	— 17.28
Brewery products	37	75.32	68.90	— 6.42
Brick and terra cotta	67	75.29	55.30	— 19.99
Chemical products	62	78.95	73.62	— 5.33
Cigars and tobacco	36	80.81	71.53	— 9.28
Drawn and wire cloth	13	89.62	76.92	— 12.70
Electrical appliances	33	68.03	55.63	— 12.40
Furnaces, ranges and heaters	13	77.14	57.69	— 19.45
Glass (window and bottle)	26	80.92	70.19	— 10.73
Hats (men's)	33	76.54	69.38	— 7.16
Jewelry	84	78.92	65.86	— 13.06
Leather (tanned and finished)	71	77.00	67.80	— 9.20
Lamps (electric and other)	11	79.00	71.36	— 7.64
Machinery	130	75.11	56.92	— 18.19
Metal goods	68	75.53	65.44	— 10.09
Oils	16	75.66	76.78	+ 1.12
Paper	42	87.76	80.63	— 7.23
Pottery	46	74.54	41.88	— 32.66
Rubber products (hard and soft)	43	78.87	67.67	— 11.20
Shipbuilding	16	72.06	63.37	— 8.69
Silk (broad and ribbon goods)	139	78.26	71.02	— 7.24
Steel and iron (structural)	23	75.00	59.78	— 15.22
Steel and iron (forging)	13	81.07	58.46	— 22.61
Woolen and worsted goods	26	81.38	74.42	— 6.96
Twenty-five industries	1,101	77.76	65.57	— 12.19
Other industries	1,026	78.00	68.10	— 9.90
All industries	2,127	77.96	66.80	— 11.16

The table shows but one industry, "oil refining," that experienced an increase in the proportion of business done during the year 1908 as compared with 1907; the advance is, however, very small, being only 1.12 per cent. With all the others the uniform experience has been a falling off measured for the most part by large percentages. The industries showing the largest shrinkage in "proportion of business done" are, as shown by the table, "pottery," 32.66 per cent.; "steel and iron forgings," 22.61 per cent.; "brick and terra cotta," 19.99 per cent.; "furnaces, ranges and heaters," 19.45 per cent.; "machinery," 18.19 per cent.; "boilers—steam," 17.28 per cent.; "steel and iron—structural," 15.22 per cent., and "artisans' tools," 15.13 per cent. For the "twenty-five selected industries" the average falling off was 12.19 per cent.; for "other industries" it was 9.90 per cent., and for "all industries" it was, as before stated, 11.16 per cent.

Table No. 10, the last of the series included in the presentation, shows the character of the various kinds of power used in the manufacturing industries of New Jersey, and also the quantities of each measured by horse power. The several varieties specified are: Steam engines, gas and gasoline engines, water wheels, other water motors, electric motors, and compressed air motors. A comparison is made on the following table of the number of motors and the horse power in use in 1908 and 1907, which also shows such increases and decreases as have taken place in the later year.

CHARACTER OF POWER.	Number of Motors.		Horse Power.		Increase (+) or Decrease (-) in 1908.	
	1907.	1908.	1907.	1908.	Motors.	Horse Power.
Steam engines	3,961	3,994	419,210	421,667	+ 33	+ 2,457
Gas and gasoline engines.....	255	266	7,579	8,059	+ 11	+ 480
Water wheels (turbine).....	179	153	11,343	10,496	- 26	- 847
Water motors	9	8	33	65	- 1	+ 32
Electric motors	8,233	7,637	100,556	107,255	- 596	+ 6,699
Compressed air motors.....	65	49	4,638	3,171	- 16	- 1,467
Totals.....	12,702	12,107	543,359	550,713	- 595	+ 7,354

The totals on the above table show a net decrease of 595 in the number of motors in use, and an increase of 7,354 in the horse power. "Steam engines" show an increase of 33 in number, and 2,457 in horse power, and "gas engines," an increase of 11, and 480 horse power. The largest falling off in the number of motors reported and at the same time the greatest increase in horse power occurred in "electric motors." The explanation of this apparent contradiction is that many establishments using electric power had discarded numbers of small motors and replaced them by a smaller number of much more powerful machines. In 1907 the total number of motors of all kinds in use was 12,702; in 1908 it is 12,107, a decrease of 595, or 4.7 per cent. The total horse power reported in 1907 was 543,359; in 1908 it is 550,713, an increase of 7,354, or 1.4 per cent.

TABLE No. 1.—Private Firms and Corporations, Partners and Stockholders.—By Industries, 1908.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Number of Private Firms.	Proprietors and Firms. Members.					Number of Corporations.	Stockholders.				Aggregates. Partners & Stockholders.
				Males.	Females.	Special.	Estates.	Total.		Males.	Females.	Banks & Trustees.	Total.	
1	Agricultural implements	7	3	4	...	...	...	4	4	61	13	...	74	78
2	Artisans' tools	39	17	26	3	...	...	29	22	193	59	25	277	306
3	Art tile	1	1	...	1	...	...	1	6	87	9	...	96	97
4	Boilers	14	5	7	...	...	...	7	9	296	149	26	471	478
5	Boxes (wood and paper).....	43	28	36	...	...	2	38	15	61	14	1	76	114
6	Brewing (lager beer, ale and porter).....	37	1	1	...	...	...	1	36	1,009	119	7	1,135	1,136
7	Brick and terra cotta.....	67	27	39	1	...	2	42	40	1,804	717	84	2,605	2,647
8	Brushes	13	11	11	1	...	1	13	2	4	...	...	4	17
9	Buttons (metal)	10	4	9	...	...	...	9	6	30	5	...	35	44
10	Buttons (pearl)	21	15	19	1	...	...	20	6	24	2	1	27	47
11	Carpets and rugs	7	2	6	...	...	...	6	5	24	13	...	37	42
12	Carriages and wagons.....	29	18	25	1	...	...	26	11	56	16	2	74	100
13	Chemical products	62	4	9	1	...	...	10	58	1,897	1,399	237	3,533	3,543
14	Cigars and tobacco.....	36	18	22	...	...	...	22	18	635	222	29	877	899
15	Clothing	13	11	17	1	...	...	18	2	6	...	...	6	24
16	Confectionery	7	1	2	...	...	...	2	6	27	4	...	31	33
17	Cornices and skylights.....	22	10	16	...	...	...	16	12	43	13	...	56	72
18	Corsets and corset waists.....	11	2	2	...	...	...	2	9	50	15	...	65	67
19	Cutlery	11	6	12	...	...	...	12	5	26	4	...	34	46
20	Cotton goods	43	21	30	2	2	2	36	22	194	61	12	267	303
21	Cotton goods (finishing and dyeing).....	15	1	2	...	...	...	2	14	530	267	116	913	915
22	Drawn wire and wire cloth.....	13	1	1	...	...	...	1	12	235	126	27	388	389
23	Electrical appliances	33	5	5	...	...	...	5	28	3,349	298	60	3,707	3,712
24	Fertilizers	10	3	7	...	...	...	7	7	2,002	1,729	155	3,886	3,893
25	Food products	27	6	16	...	...	...	16	21	2,605	1,018	5	3,628	3,644
26	Foundry (brass)	20	8	10	1	...	...	11	12	107	12	3	122	133
27	Foundry (iron)	51	19	31	2	...	...	33	32	1,948	275	64	2,287	2,320
28	Furnaces, ranges and heaters.....	13	3	9	...	...	...	9	10	527	384	61	972	981
29	Gas and electric light fixtures.....	10	4	9	...	...	...	9	6	33	4	1	38	47
30	Glass (cut tableware).....	6	3	5	2	...	...	7	3	38	3	...	41	48
31	Glass (window and bottle).....	26	4	6	1	...	1	8	22	252	33	9	294	302
32	Glass mirrors	4	2	4	...	...	...	4	2	16	...	...	16	20
33	Graphite products	6	2	2	...	...	...	2	4	111	68	14	193	195
34	Hats (fur and felt).....	33	17	36	1	...	...	37	16	147	57	9	213	250

35	Hats (straw)	3	2	3	.....	2	1	15	.....	15	18
36	High explosives	8	.....	.....	.....	8	8	584	296	98	970
37	Inks and mucilage	6	1	2	.....	2	5	65	5	1	72
38	Jewelry	84	51	108	2	1	111	141	29	.....	170
39	Knit goods	17	12	15	2	.....	17	111	89	34	234
40	Leather	71	28	50	2	1	53	440	163	92	698
41	Leather goods	18	9	16	.....	16	9	47	15	1	63
42	Lamps	11	1	2	.....	2	10	4,314	4,010	1,041	9,365
43	Lime and cement	11	3	7	.....	7	8	365	148	3	546
44	Machinery	130	33	44	3	2	49	1,409	550	115	2,074
45	Mattresses and bedding	9	1	2	.....	2	8	37	16	1	50
46	Metal goods	68	14	23	.....	23	54	1,208	569	116	1,893
47	Metal novelties	20	7	9	1	.....	10	13	64	15	82
48	Mining (iron ore)	6	.....	.....	.....	6	6	390	303	96	789
49	Musical instruments	18	3	4	.....	4	15	133	23	4	160
50	Oilcloth (floor and table)	8	3	6	.....	6	5	283	140	9	432
51	Oils	16	1	1	.....	1	15	2,637	2,610	599	5,846
52	Paints	13	4	7	.....	7	9	313	86	11	410
53	Paper	42	7	13	2	.....	15	1,487	119	14	1,620
54	Pig iron	5	.....	.....	.....	5	5	157	55	7	219
55	Pottery	46	11	25	3	.....	28	35	410	37	660
56	Printing and bookbinding	19	6	8	.....	1	9	13	181	111	293
57	Quarrying stone	17	4	6	.....	6	13	35	8	.....	43
58	Roofing (metal and tar)	7	.....	.....	.....	7	7	45	9	3	57
59	Rubber goods (hard and soft)	43	1	1	1	.....	2	4,053	2,492	510	7,055
60	Saddles and harness	7	3	5	.....	5	4	11	2	.....	13
61	Saddlery and harness hardware	12	8	10	1	.....	11	4	19	15	34
62	Scientific instruments	19	4	8	1	.....	9	15	344	61	428
63	Sash, blinds and doors	25	13	23	1	.....	24	12	87	19	106
64	Shoes	30	15	28	.....	28	15	68	14	8	90
65	Shirts	22	13	26	1	.....	27	9	63	3	66
66	Shirt waists (women's)	5	4	6	.....	6	1	3	.....	.....	3
67	Shipbuilding	16	4	10	.....	10	12	118	47	14	179
68	Silk (broad and ribbon)	139	46	81	1	2	84	93	467	93	580
69	Silk dyeing	23	7	8	.....	8	16	79	10	7	96
70	Silk throwing	25	11	17	.....	17	14	49	6	2	57
71	Silk mill supplies	16	13	21	1	.....	22	3	11	5	16
72	Silver goods	13	4	10	.....	10	9	71	35	9	115
73	Smelting and refining (gold, silver copper, etc.)	10	.....	.....	.....	10	10	2,373	1,847	207	4,527
74	Soap and tallow	19	4	8	.....	8	15	2,966	15	1	2,982
75	Steel and iron (bar)	7	.....	.....	.....	7	7	53	9	3	65
76	Steel and iron (structural)	23	4	5	.....	5	19	391	73	51	515
77	Steel and iron (forging)	13	3	3	.....	1	4	10	244	139	406
78	Textile products	9	2	3	.....	3	7	54	28	.....	82
79	Thread	6	.....	.....	.....	6	7	*920	*900	*2	*1,822
80	Trunks and traveling bags	13	6	10	1	.....	11	7	28	15	44
81	Trunk and bag hardware	9	4	6	1	.....	7	5	41	3	44
82	Typewriters and supplies	4	1	2	.....	2	3	15	.....	.....	15
83	Underwear (women's and children's)	20	11	18	2	.....	20	9	25	6	32

TABLE No. 1.—Private Firms and Corporations, Partners and Stockholders.—By Industries, 1908.—Continued.

Office Number.	INDUSTRIES.	Number of Es- tablishments Considered.	Number of Pri- vate Firms.	Proprietors and Firms. Members.					Number of Cor- porations.	Stockholders.				Aggre- gates. Partners & Stock- holders.
				Males.	Females.	Special.	Estates.	Total.		Males.	Females.	Banks & Trustees.	Total.	
84	Varnishes	17	3	6	....	....	....	6	14	99	40	9	148	154
85	Watches, cases and material.....	11	4	5	....	....	....	5	7	29	12	2	32	38
86	Window shades	5	2	3	....	....	....	3	3	9	2	....	11	14
87	Wooden goods	39	19	29	....	....	....	29	20	174	49	3	226	255
88	Woolen and worsted goods.....	26	9	23	....	2	....	25	17	234	72	23	329	354
89	Unclassified	82	19	32	3	....	....	35	63	*8,945	*9,740	*1,536	*20,221	29,256
All industries		2,127	721	1,194	45	7	16	1,262	1,406	55,337	32,432	5,810	93,579	94,841

*Two establishments not reporting these items.

†One establishment not reporting these items.

TABLE No. 2.—Capital Invested.—By Industries, 1908.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Capital Invested in			Total Amount of Capital Invested.
			Land and Buildings.	Machinery and Tools.	Bills receivable. Stock in process of manufacture. Cash on hand.	
1	Agricultural implements	7	\$307,038	\$314,907	\$2,575,498	\$3,197,443
2	Artisans' tools	39	1,049,119	1,251,469	2,056,398	4,366,986
3	Art tile	7	428,558	89,985	260,701	779,244
4	Boilers	14	2,149,083	1,372,348	7,211,237	10,732,668
5	Boxes (wood and paper)	43	395,368	378,284	702,322	1,475,974
6	Brewing (lager beer, ale & porter)	37	11,134,655	5,031,176	17,420,308	33,586,139
7	Brick and terra cotta	67	8,940,296	2,510,093	2,951,022	14,411,411
8	Brushes	13	64,970	33,290	142,282	240,542
9	Buttons (metal)	10	216,554	535,583	579,780	1,331,917
10	Buttons (pearl)	21	152,881	163,749	430,857	747,487
11	Carpets and rugs	7	441,427	495,714	1,384,562	2,321,703
12	Carriages and wagons	29	552,432	264,772	901,596	1,718,800
13	Chemical products	62	6,980,738	8,245,796	14,810,772	30,037,306
14	Cigars and tobacco	36	2,001,468	1,519,284	7,235,316	10,756,068
15	Clothing	13	113,000	68,900	535,052	706,952
16	Confectionery	7	197,371	199,428	273,075	669,874
17	Cornices and skylights	22	129,460	136,128	511,012	776,600
18	Corsets and corset-waists	11	81,900	144,337	1,002,744	1,228,981
19	Cutlery	11	250,626	218,060	611,954	1,080,640
20	Cotton goods	43	2,508,221	2,512,356	3,956,874	8,977,451
21	Cotton goods (finishing & dyeing)	15	2,621,806	2,604,792	2,093,633	7,220,231
22	Drawn wire and wire cloth	13	842,296	1,263,977	3,919,925	a6,026,198
23	Electrical appliances	33	2,854,880	3,367,199	11,453,791	a17,675,970
24	Fertilizers	10	770,398	533,597	3,403,335	c4,707,330
25	Food products	27	2,321,269	1,786,931	3,598,716	7,706,916
26	Foundry (brass)	20	770,260	407,826	1,284,388	2,462,474
27	Foundry (iron)	51	4,453,401	2,580,611	8,276,377	15,310,389
28	Furnaces, ranges and heaters	13	1,715,318	487,344	6,535,077	8,737,739
29	Gas and electric light fixtures	10	135,200	159,922	333,790	628,912
30	Glass (cut tableware)	6	25,100	24,458	187,932	237,490
31	Glass (window and bottle)	26	1,468,707	938,255	2,914,055	a5,321,017
32	Glass mirrors	4	74,000	72,500	294,000	440,500
33	Graphite products	6	309,500	441,731	1,876,322	d2,627,553
34	Hats (fur and felt)	33	998,599	618,681	2,567,962	4,185,242
35	Hats (straw)	3	170,000	59,000	551,582	480,582
36	High explosives	8	b4,690,137	.....	2,966,071	7,656,208
37	Inks and mucilage	6	177,468	89,306	372,304	639,078
38	Jewelry	84	329,821	734,310	6,212,616	f7,276,747
39	Knit goods	17	510,588	1,099,680	1,463,255	3,073,523
40	Leather	17	3,293,962	1,406,499	8,640,095	13,340,556
41	Leather goods	18	354,186	194,040	996,165	1,544,391
42	Lamps	11	1,438,740	1,045,930	2,677,378	5,162,048
43	Lime and cement	11	3,969,623	4,659,663	2,140,170	10,769,346
44	Machinery	130	12,059,057	9,856,503	22,914,442	44,830,002
45	Mattresses and bedding	9	284,302	136,787	500,037	921,126
46	Metal goods	68	2,670,446	3,050,267	5,732,745	11,453,458
47	Metal novelties	20	384,051	443,940	782,752	1,610,743
48	Mining (iron ore)	6	890,000	325,000	262,552	1,387,552
49	Musical instruments	18	557,532	709,934	1,954,186	3,221,652
50	Oilcloth (floor and table)	8	2,153,721	1,378,727	1,426,399	4,958,847
51	Oils	16	13,162,718	15,166,833	24,061,661	52,391,212
52	Paints	13	1,385,568	1,368,126	2,853,835	5,607,529
53	Paper	42	2,930,755	3,924,675	3,254,265	10,109,695
54	Pig iron	5	3,606,542	852,435	1,214,751	55,573,728
55	Pottery	46	2,376,217	887,355	5,440,681	e8,704,253
56	Printing and bookbinding	19	382,978	1,119,226	763,224	2,266,428
57	Quarrying stone	17	307,900	413,349	611,645	1,322,894
58	Roofing (metal and tar)	7	668,353	803,854	487,276	1,959,483
59	Rubber goods (hard and soft)	43	3,932,976	4,655,266	11,742,597	20,331,839
60	Saddles and harness	7	16,000	14,200	51,750	81,950
61	Saddlery and harness hardware	12	210,000	199,162	424,078	833,240

TABLE No. 2.—Capital Invested.—By Industries, 1908.—(Continued).

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Capital Invested in			Total Amount of Capital Invested.
			Land and Buildings.	Machinery and Tools.	Bills receivable, Stock in process of manufacture. Cash on hand.	
62	Scientific instruments	19	\$2,117,112	\$1,472,715	\$5,340,594	\$8,930,421
63	Sash, blinds and doors.....	25	412,681	301,970	1,130,636	1,845,287
64	Shoes	30	358,150	556,538	2,028,598	2,943,286
65	Shirts	22	360,600	141,746	2,260,340	2,762,686
66	Shirt waists (women's).....	5	43,800	16,000	36,660	96,460
67	Shipbuilding	16	4,708,305	3,512,638	7,543,224	15,764,167
68	Silk (broad and ribbon).....	139	4,158,285	8,383,386	17,584,131	30,125,802
69	Silk dyeing	23	1,972,753	2,248,053	2,425,278	6,646,084
70	Silk throwing	25	224,200	617,668	204,661	1,046,529
71	Silk mill supplies.....	16	216,700	190,900	301,039	708,639
72	Silver goods	13	362,308	682,703	1,550,733	2,595,744
73	Smelting and refining (gold, silver, copper, etc.).....	10	3,194,704	3,608,844	8,524,139	d15,327,687
74	Soap and tallow.....	19	3,026,388	1,992,945	4,519,420	9,538,753
75	Steel and iron (bar).....	7	826,686	977,450	1,115,447	2,919,583
76	Steel and iron (structural).....	23	2,810,864	9,328,336	2,635,797	14,774,997
77	Steel and iron (forging).....	13	5,835,370	6,313,328	2,229,963	14,378,661
78	Textile products	9	448,291	502,048	1,176,246	2,126,585
79	Thread	6	895,839	652,802	2,141,130	f3,689,771
80	Trunks and traveling bags.....	13	111,766	202,944	575,927	890,637
81	Trunk and bag hardware.....	9	168,034	411,061	753,516	1,332,611
82	Typewriters and supplies.....	4	92,338	240,444	297,148	629,930
83	Underwear (women's & children's)	20	144,130	130,783	869,707	1,145,090
84	Varnishes	17	1,161,713	390,774	2,136,559	3,689,046
85	Watches, cases and material.....	11	1,152,880	1,185,241	3,592,395	5,930,516
86	Window shades	5	67,000	29,700	94,322	201,022
87	Wooden goods	39	390,858	347,000	1,051,136	1,788,994
88	Woolen and worsted goods.....	26	5,654,427	6,978,332	14,979,021	27,611,780
89	Unclassified	82	8,966,795	5,638,310	15,305,279	d29,910,384
All industries		2,127	\$169,974,987	\$152,422,199	\$326,894,163	\$649,291,349

- a. One establishment. Capital not reported.
 b. Including machinery, tools and equipments.
 c. Three establishments. Capital not sub-divided.
 d. One establishment. Capital not sub-divided.
 e. Six establishments. Capital not sub-divided.
 f. Two establishments. Capital not subdivided.

TABLE No. 3.—Stock or Material Used, Goods Made or Work Done.—
By Industries, 1908.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Cost Value of Stock Used.	Selling Value at Manufactory of Goods Made.
1	Agricultural implements	7	\$402,769	\$1,679,002
2	Artisans' tools	39	971,595	2,710,977
3	Art tile	7	182,708	619,467
4	Boilers	14	2,191,002	3,982,460
5	Boxes (wood and paper)	43	1,135,333	2,245,934
6	Brewing (lager beer, ale and porter)	37	5,973,846	18,888,949
7	Brick and terra cotta	67	1,928,699	5,056,155
8	Brushes	13	134,144	325,283
9	Buttons (metal)	10	559,380	1,580,001
10	Buttons (pearl)	21	524,820	1,189,683
11	Carpets and rugs	7	737,141	1,578,148
12	Carriages and wagons	29	738,796	1,698,228
13	Chemical products	62	14,620,896	26,740,739
14	Cigars and tobacco	36	9,683,721	19,925,573
15	Clothing	13	1,132,705	1,885,253
16	Confectionery	7	647,166	963,034
17	Cornices and skylights	22	493,267	912,396
18	Corsets and corset waists	11	1,243,345	2,671,909
19	Cutlery	11	248,660	966,738
20	Cotton goods	43	6,293,418	9,981,941
21	Cotton goods (finishing and dyeing)	15	5,072,065	7,204,588
22	Drawn wire and wire cloth	13	18,520,236	27,351,312
23	Electrical appliances	33	*5,143,638	*11,252,023
24	Fertilizers	10	5,400,856	7,031,353
25	Food products	27	18,474,910	22,404,005
26	Foundry (brass)	20	1,416,197	2,427,884
27	Foundry (iron)	51	8,137,312	13,206,483
28	Furnaces, ranges and heaters	13	1,961,133	3,893,413
29	Gas and electric light fixtures	10	217,054	517,709
30	Glass (cut tableware)	6	118,813	331,179
31	Glass (window and bottle)	26	2,150,329	*5,472,630
32	Glass mirrors	4	204,896	319,000
33	Graphite products	6	*475,063	*1,114,816
34	Hats (fur and felt)	33	4,393,676	9,002,109
35	Hats (straw)	3	320,000	755,000
36	High explosives	8	4,063,092	9,245,489
37	Inks and mucilage	6	159,738	381,180
38	Jewelry	84	4,298,731	*7,957,212
39	Knit goods	17	2,087,641	3,414,039
40	Leather	71	13,645,892	19,314,040
41	Leather goods	18	1,344,259	2,182,885
42	Lamps	11	1,798,719	4,640,071
43	Lime and cement	11	*1,989,969	*3,368,201
44	Machinery	130	11,730,629	29,166,355
45	Mattresses and bedding	9	665,977	1,081,685
46	Metal goods	68	7,143,923	12,721,340
47	Metal novelties	20	603,294	1,343,426
48	Mining (iron ore)	6	364,479	1,249,588
49	Musical instruments	18	1,284,211	3,385,979
50	Oilcloth (floor and table)	8	3,742,735	5,785,979
51	Oils	16	54,929,984	63,610,458
52	Paints	13	6,639,072	9,087,799
53	Paper	42	6,127,818	9,409,788
54	Pig iron	5	2,967,507	3,349,657
55	Pottery	46	1,809,544	5,654,006
56	Printing and bookbinding	19	1,179,092	2,941,220
57	Quarrying stone	17	352,043	1,105,349
58	Roofing (metal and tar)	7	1,381,994	2,304,343
59	Rubber goods (hard and soft)	43	15,852,257	24,494,363
60	Saddles and harness	7	43,670	123,850
61	Saddlery and harness hardware	12	411,932	863,174
62	Scientific instruments	19	5,925,766	10,652,499
63	Sash, blinds and doors	25	1,243,659	2,232,650
64	Shoes	30	3,869,672	6,684,677
65	Shirts	22	1,790,930	3,349,014
66	Shirt waists (women's)	5	209,507	408,241

TABLE No. 3.—Stock or Material Used, Goods Made or Work Done.—
By Industries, 1908.—Continued.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Cost Value of Stock Used.	Selling Value at Manufactory of Goods Made.
67	Shipbuilding	16	\$2,896,046	\$6,672,816
68	Silk (broad and ribbon)	139	23,465,043	42,827,396
69	Silk dyeing	23	3,386,244	6,975,140
70	Silk throwing	25	468,217	812,356
71	Silk mill supplies	16	277,924	742,960
72	Silver goods	13	327,244	2,413,067
73	Smelting and refining (gold, silver, copper, etc.)..	10	29,861,839	36,051,080
74	Soap and tallow	19	20,105,562	25,204,318
75	Steel and iron (bar)	7	900,516	1,435,056
76	Steel and iron (structural).....	23	*3,149,935	*5,641,391
77	Steel and iron (forging).....	13	2,177,177	4,175,090
78	Textile products	9	1,997,430	2,707,728
79	Thread	6	*2,317,253	*2,765,453
80	Trunks and traveling bags	13	422,380	1,042,143
81	Trunk and bag hardware.....	9	702,777	1,765,600
82	Typewriters and supplies	4	209,460	499,802
83	Underwear (women's and children's).....	20	1,293,377	2,314,265
84	Varnishes	17	1,704,770	3,478,891
85	Watches, cases and material.....	11	1,174,431	2,011,091
86	Window shades	5	188,237	307,270
87	Wooden goods	39	1,457,935	3,106,084
88	Woolen and worsted goods.....	26	15,717,955	22,496,197
89	Unclassified	82	*17,490,772	*25,020,480
All industries		2,127	\$411,719,864	\$669,853,206

*One establishment not reporting these items.

†Two establishments not reporting these items.

TABLE No. 4.—Average, Greatest and Least Number of Wage Earners Employed.—By Industries, 1908.—
Aggregates.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Average Number of Persons Employed.				Number of Persons Employed at Period of Employment of the		Excess of Greatest over Least Number.	
			Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total.	Greatest Number.	Least Number.	Number.	Per Cent.
1	Agricultural implements	7	478	.....	5	483	551	435	116	21.0
2	Artisans' tools	39	1,996	64	17	2,077	2,200	2,020	180	8.2
3	Art tile	7	475	196	23	694	745	648	97	13.0
4	Boilers	14	1,276	.....	.....	1,276	1,469	1,124	345	23.5
5	Boxes (wood and paper).....	43	676	1,105	97	1,878	1,995	1,813	182	9.1
6	Brewing (lager beer, ale and porter).....	37	2,125	.....	9	2,134	2,207	2,080	127	5.7
7	Brick and terra cotta.....	67	4,750	14	28	4,792	5,923	2,973	2,950	5.0
8	Brushes	13	185	82	10	277	286	261	25	8.7
9	Buttons (metal)	10	535	654	33	1,222	1,469	1,013	456	31.0
10	Buttons (pearl)	21	694	236	59	989	1,151	906	245	21.2
11	Carpets and rugs.....	7	617	271	19	907	953	861	92	9.6
12	Carriages and wagons.....	29	904	.....	.....	904	968	847	121	12.6
13	Chemical products	62	4,911	1,744	56	6,711	7,042	6,386	656	9.3
14	Cigars and tobacco.....	36	1,739	6,606	345	8,690	9,032	8,504	528	5.8
15	Clothing	13	519	603	3	1,125	1,239	946	293	23.6
16	Confectionery	7	175	247	24	446	555	372	183	32.9
17	Cornices and skylights.....	22	436	9	.....	445	427	391	136	25.8
18	Corsets and corset waists.....	11	154	1,746	62	1,962	2,048	1,750	298	14.5
19	Cutlery	11	1,085	113	27	1,225	1,323	1,124	199	15.0
20	Cotton goods	43	1,382	4,040	384	5,806	6,216	5,538	678	10.9
21	Cotton goods (finishing and dyeing).....	15	2,859	582	41	3,482	3,771	3,338	433	11.4
22	Drawn wire and wire cloth.....	13	6,813	563	5	7,381	7,582	7,241	341	4.5
23	Electrical appliances	33	3,708	493	44	4,243	5,170	3,926	1,244	24.0
24	Fertilizers	10	1,170	11	2	1,183	1,476	1,025	451	30.6
25	Food products	27	1,999	354	48	2,401	2,635	2,115	520	19.7
26	Foundry (brass)	20	1,049	50	19	1,118	1,178	1,067	111	9.4

TABLE No. 4.—Average, Greatest and Least Number of Wage Earners Employed.—By Industries, 1908.—
Aggregates.—Continued.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Average Number of Persons Employed.				Number of Persons Employed at Period of Employment of the		Excess of Greatest over Least Number.	
			Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total.	Greatest Number.	Least Number.	Number.	Per Cent.
27	Foundry (iron)	51	7,285	92	19	7,396	7,537	7,254	323	4.4
28	Furnaces, ranges and heaters.....	13	1,406	51	3	1,460	1,647	1,091	556	33.6
29	Gas and electric light fixtures.....	10	288	16	6	310	348	277	71	20.4
30	Glass (cut tableware)	6	239	34	10	283	320	256	64	20.0
31	Glass (window and bottle)*.....	26	5,784	138	280	6,202	7,979	1,222	6,757	84.6
32	Glass mirrors	4	113	15	6	134	147	121	26	17.0
33	Graphite products	6	710	720	63	1,493	1,677	1,321	356	21.2
34	Hats (fur and felt).....	33	3,697	1,226	15	4,938	5,187	4,389	807	15.5
35	Hats (straw)	3	124	151	2	277	503	94	409	81.7
36	High explosives	8	1,443	46	7	1,495	1,611	1,357	254	15.7
37	Inks and mucilage.....	6	60	11	.....	71	74	67	7	9.4
38	Jewelry	84	2,134	710	73	2,917	3,203	2,690	513	15.9
39	Knit goods	17	867	1,994	113	2,974	3,022	2,906	116	3.8
40	Leather	71	4,329	55	22	4,406	4,626	4,260	366	7.9
41	Leather goods	18	629	472	46	1,147	1,255	952	303	24.1
42	Lamps	11	1,174	2,701	16	3,891	4,889	3,414	1,475	30.2
43	Lime and cement	11	1,962	12	3	1,977	2,496	1,296	1,200	48.0
44	Machinery	139	16,203	540	45	16,788	19,083	16,009	3,074	16.1
45	Mattresses and bedding.....	9	337	67	3	407	429	375	54	12.5
46	Metal goods	68	4,798	1,471	175	6,444	6,702	6,271	431	6.4
47	Metal novelties	26	703	204	41	948	1,105	884	221	20.0
48	Mining (iron ore)	6	1,655	.....	5	1,660	1,739	1,629	119	6.8
49	Musical instruments	18	1,393	284	13	1,690	1,804	1,531	273	15.1
50	Oilcloth (floor and table).....	8	1,291	21	21	1,333	1,534	1,102	432	28.1
51	Oils	16	7,508	16	70	7,594	8,559	5,781	2,778	32.4
52	Paints	13	959	99	10	1,068	1,110	1,000	110	9.9

53 Paper	42	2,614	241	34	2,889	3,047	2,622	425	13.9
54 Pig iron	4	821			621	793		312	39.3
55 Pottery	46	3,605	726	72	4,403	4,662	4,203	459	9.8
56 Printing and bookbinding	19	818	395	16	1,229	1,385	1,143	242	17.5
57 Quarrying stone	17	1,045			1,045	1,237		431	34.8
58 Roofing (metal and tar)	7	488	15		503	546		86	15.7
59 Rubber goods (hard and soft)	43	5,501	1,074	66	6,641	7,016	6,299	816	11.6
60 Saddles and harness	7	81	5		86	121	71	50	41.3
61 Saddlery and harness hardware	12	559	85	30	665	711	615	96	13.5
62 Scientific instruments	19	3,873	591	62	4,526	5,858	3,490	2,368	40.4
63 Shsh, blinds and doors	25	790			790	839		723	116
64 Shoes	36	2,454	1,206	116	3,866	4,061	3,125	936	22.0
65 Shirts	29	579	2,294	77	2,950	3,157	2,801	356	11.2
66 Shirt waists (women's)	5	27	574	16	617	659	567	92	13.9
67 Shipbuilding	16	4,024			4,024	4,432	3,688	744	16.7
68 Silk (broad and ribbon)	139	8,772	9,275	610	18,657	20,356	17,165	3,191	15.6
69 Silk dyeing	23	3,876	485	18	4,379	4,936	3,797	1,139	23.7
70 Silk throwing	25	510	810	126	1,452	1,597	1,351	246	15.4
71 Silk mill supplies	16	504	138	22	664	729	616	113	15.5
72 Silver goods	13	877	272	27	1,176	1,271	1,090	181	17.8
73 Smelting and refining (gold, silver, copper, etc.)	10	3,903	7	6	3,616	3,920	3,361	559	14.2
74 Soap and tallow	19	1,326	365	14	1,705	1,841	1,394	447	24.2
75 Steel and iron (bar)	7	798	47		845	890	751	139	17.8
76 Steel and iron (structural)	23	2,046			2,046	2,202	1,828	374	16.9
77 Steel and iron (forging)	13	2,367	10	5	2,382	2,672	2,266	406	15.1
78 Textile products	9	659	368	68	1,085	1,142	990	152	13.3
79 Thread	6	1,681	3,008	444	5,133	5,251	4,994	257	4.8
80 Trunks and traveling bags	13	482	18	1	501	555	388	167	35.5
81 Trunk and bag hardware	9	994	461	138	1,598	1,762	1,135	627	10
82 Typewriters and supplies	4	158	10		171	171	161	10	5.8
83 Underwear (women's and children's)	26	116	1,308	81	1,596	1,689	1,479	210	12.4
84 Varnishes	17	369	368		368	817	303	14	4.4
85 Watches, cases and material	11	1,470	551	72	1,993	2,430	1,371	1,059	43.5
86 Window shades	5	81	2	1	85	90	78	12	13.3
87 Wooden goods	39	1,346	18	3	1,367	1,393	1,329	64	4.5
88 Woolen and worsted goods	26	4,620	5,290	614	10,434	10,748	10,250	518	4.8
89 Unclassified	82	5,474	924	106	6,504	7,180	5,934	1,246	17.3
All industries	2,127	178,833	61,607	5,272	245,712	270,013	219,221	50,792	18.8

*Closing down for the months of July and August is an established practice in all glass factories.

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.

AGRICULTURAL IMPLEMENTS—SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	430	....	5	435
February	456	....	5	461
March	527	....	4	531
April	547	....	4	551
May	522	....	4	526
June	474	....	6	480
July	458	....	6	464
August	446	....	5	451
September	450	....	5	455
October	462	....	5	467
November	441	....	5	446
December	526	....	5	531

ARTISANS' TOOLS—THIRTY-NINE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,986	50	16	2,052
February	1,950	55	15	2,020
March	1,976	55	14	2,045
April	1,967	52	15	2,034
May	1,972	59	15	2,046
June	1,974	59	13	2,046
July	1,959	64	14	2,037
August	1,976	66	19	2,061
September	1,942	67	18	2,027
October	2,058	78	19	2,155
November	2,096	80	20	2,196
December	2,100	79	21	2,200

ART TILE—SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	488	185	19	692
February	458	198	22	678
March	503	218	24	745
April	501	215	26	742
May	498	213	23	734
June	459	197	27	683
July	460	193	25	678
August	451	190	21	662
September	457	185	21	663
October	508	195	23	726
November	469	188	19	676
December	443	178	22	643

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

BOILERS—FOURTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,446	....	....	1,446
February	1,469	....	....	1,469
March	1,378	....	....	1,378
April	1,189	....	....	1,189
May	1,125	....	....	1,125
June	1,124	..	....	1,124
July	1,212	....	....	1,212
August	1,250	....	....	1,250
September	1,295	....	....	1,295
October	1,301	....	....	1,301
November	1,296	....	....	1,296
December	1,223	....	....	1,223

BOXES (WOOD AND PAPER)—FORTY-THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	664	1,063	102	1,834
February	660	1,064	105	1,829
March	656	1,076	100	1,832
April	658	1,083	93	1,834
May	647	1,073	93	1,813
June	669	1,072	92	1,833
July	669	1,092	89	1,850
August	666	1,096	93	1,855
September	673	1,128	95	1,896
October	718	1,158	99	1,975
November	719	1,173	103	1,995
December	709	1,180	101	1,990

BREWING (LAGER BEER, ALE AND PORTER)—THIRTY-SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,095	....	8	2,103
February	2,085	....	7	2,092
March	2,081	....	8	2,089
April	2,073	....	7	2,080
May	2,112	....	11	2,123
June	2,132	....	11	2,143
July	2,195	....	12	2,207
August	2,179	....	10	2,189
September	2,179	....	8	2,187
October	2,149	....	9	2,158
November	2,104	....	10	2,114
December	2,113	....	7	2,120

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

BRICK AND TERRA COTTA—SIXTY-SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	3,537	....	10	3,547
February	2,963	....	10	2,973
March	3,287	....	10	3,297
April	4,496	16	32	4,544
May	5,197	20	44	5,261
June	5,671	20	42	5,733
July	5,669	26	47	5,742
August	5,840	29	40	5,918
September	5,867	23	33	5,923
October	5,488	21	28	5,537
November	4,641	10	12	4,663
December	4,348	2	12	4,362

BRUSHES—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	177	74	10	261
February	183	74	10	267
March	182	80	10	272
April	186	86	10	282
May	189	83	10	282
June	184	85	10	279
July	196	79	10	285
August	191	86	9	286
September	185	86	9	280
October	188	86	10	284
November	183	85	11	279
December	175	84	10	269

BUTTONS (METAL)—TEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	486	497	30	1,013
February	486	553	30	1,069
March	482	589	35	1,106
April	492	603	33	1,128
May	508	590	32	1,130
June	514	652	33	1,199
July	555	687	41	1,283
August	547	702	37	1,286
September	568	750	34	1,352
October	621	812	36	1,469
November	617	755	32	1,404
December	548	656	25	1,229

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

BUTTONS (PEARL)—TWENTY-ONE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	629	231	46	906
February	645	232	54	931
March	669	235	51	955
April	658	237	51	946
May	661	226	55	942
June	674	227	55	956
July	659	215	64	938
August	661	229	62	952
September	713	237	66	1,016
October	769	251	65	1,085
November	771	258	67	1,096
December	823	257	71	1,151

CARPETS AND RUGS—SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	553	222	6	781
February	626	253	15	894
March	636	283	15	934
April	591	286	14	891
May	623	271	15	909
June	634	284	19	937
July	588	258	15	861
August	620	280	27	927
September	632	277	24	933
October	628	297	28	953
November	639	275	25	939
December	635	265	26	926

CARRIAGES AND WAGONS—TWENTY-NINE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	847	....	....	847
February	871	....	....	871
March	910	....	....	910
April	929	....	....	929
May	968	....	....	968
June	917	....	....	917
July	898	....	....	898
August	928	....	....	928
September	896	....	....	896
October	902	....	....	902
November	873	....	....	873
December	904	....	....	904

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

CHEMICAL PRODUCTS—SIXTY-TWO ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	4,925	1,721	51	6,697
February	4,956	1,792	51	6,799
March	4,886	1,782	61	6,729
April	4,719	1,732	54	6,505
May	4,569	1,769	48	6,386
June	4,651	1,783	47	6,481
July	4,760	1,649	44	6,453
August	4,889	1,660	47	6,596
September	4,994	1,764	48	6,806
October	5,168	1,782	58	7,008
November	5,203	1,753	80	7,036
December	5,216	1,745	81	7,042

CIGARS AND TOBACCO—THIRTY-SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,723	6,536	306	8,565
February	1,742	6,633	319	8,694
March	1,757	6,650	327	8,734
April	1,728	6,611	333	8,672
May	1,731	6,592	332	8,655
June	1,715	6,460	329	8,504
July	1,723	6,526	339	8,588
August	1,723	6,457	361	8,541
September	1,764	6,496	361	8,621
October	1,761	6,789	368	8,918
November	1,757	6,890	385	9,032
December	1,743	6,633	378	8,754

CLOTHING—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	408	551	1	960
February	457	562	1	1,020
March	458	557	3	1,018
April	420	523	3	946
May	552	578	4	1,134
June	597	619	4	1,220
July	605	630	4	1,239
August	595	629	4	1,228
September	572	663	4	1,239
October	551	661	1	1,213
November	489	634	1	1,124
December	527	625	1	1,153

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

CONFECTIONERY—SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	193	253	18	464
February	188	243	16	447
March	168	238	20	426
April	157	222	24	403
May	160	214	25	399
June	158	225	20	404
July	151	206	15	372
August	161	226	23	410
September	181	246	25	452
October	204	312	39	555
November	193	294	33	520
December	181	281	32	494

CORNICES AND SKYLIGHTS—TWENTY-TWO ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	518	9	....	527
February	440	9	....	449
March	438	9	....	447
April	409	9	....	418
May	411	9	....	420
June	431	9	....	440
July	382	9	....	391
August	420	9	....	429
September	438	9	....	447
October	449	9	....	458
November	439	9	....	448
December	454	9	....	463

CORSETS' AND CORSET WAISTS—ELEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	144	1,545	61	1,750
February	152	1,647	61	1,860
March	152	1,742	61	1,955
April	153	1,783	56	1,992
May	155	1,813	66	2,034
June	161	1,802	70	2,033
July	161	1,753	60	1,974
August	159	1,768	60	1,987
September	153	1,751	56	1,970
October	152	1,835	61	2,048
November	152	1,774	61	1,987
December	152	1,744	56	1,952

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

CUTLERY—ELEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,061	114	24	1,199
February	1,178	122	23	1,323
March	1,082	107	26	1,215
April	1,079	107	26	1,212
May	1,042	99	26	1,167
June	1,031	95	23	1,149
July	997	103	24	1,124
August	1,104	108	26	1,238
September	1,091	107	29	1,227
October	1,153	128	32	1,313
November	1,095	128	33	1,256
December	1,107	135	35	1,277

COTTON GOODS—FORTY-THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,288	3,998	348	5,634
February	1,306	4,062	357	5,725
March	1,283	3,989	361	5,633
April	1,300	3,899	369	5,568
May	1,294	3,866	378	5,538
June	1,373	3,899	384	5,656
July	1,400	3,849	383	5,632
August	1,410	4,062	397	5,869
September	1,445	4,144	399	5,988
October	1,482	4,176	402	6,060
November	1,491	4,244	414	6,149
December	1,512	4,286	418	6,216

COTTON GOODS (FINISHING AND DYEING)—FIFTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,833	591	40	3,464
February	2,806	618	44	3,468
March	2,764	612	40	3,416
April	2,699	598	41	3,338
May	2,745	580	37	3,362
June	2,774	581	41	3,396
August	2,824	559	45	3,428
September	2,802	537	44	3,383
October	2,884	532	39	3,455
November	3,018	561	40	3,619
December	3,041	604	40	3,685
.....	3,115	614	42	3,771

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

DRAWN WIRE AND WIRE CLOTH—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	6,695	540	6	7,241
February	6,706	533	6	7,245
March	6,716	550	6	7,272
April	6,745	555	5	7,305
May	6,722	554	5	7,281
June	6,762	546	5	7,313
July	6,788	562	5	7,355
August	6,839	600	5	7,444
September	6,867	587	5	7,459
October	6,931	577	5	7,513
November	6,992	565	6	7,563
December	6,993	583	6	7,582

ELECTRICAL APPLIANCES—THIRTY-THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	3,656	475	54	4,185
February	3,506	444	51	4,001
March	3,438	437	51	3,926
April	3,561	421	47	4,029
May	3,748	437	46	4,231
June	3,579	472	45	4,096
July	3,689	482	42	4,213
August	3,528	447	37	4,012
September	3,477	416	38	3,931
October	3,704	534	41	4,279
November	4,152	650	36	4,838
December	4,429	702	39	5,170

FERTILIZERS—TEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,123	12	4	1,139
February	1,222	13	4	1,239
March	1,459	13	4	1,476
April	1,446	13	4	1,463
May	1,163	11	2	1,176
June	1,023	8	1	1,032
July	1,083	4	1	1,088
August	1,183	5	1	1,189
September	1,167	10	1	1,178
October	1,110	11	1	1,122
November	1,052	11	1	1,064
December	1,013	11	1	1,025

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

FOOD PRODUCTS—TWENTY-SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,025	329	55	2,409
February	2,037	350	54	2,441
March	2,073	347	53	2,473
April	2,007	326	45	2,378
May	1,846	298	42	2,186
June	1,868	313	40	2,221
July	1,852	218	45	2,115
August	2,005	425	50	2,480
September	2,114	476	45	2,635
October	2,011	394	48	2,453
November	2,058	357	46	2,461
December	2,088	391	51	2,530

FOUNDRY (BRASS)—TWENTY ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,061	51	22	1,134
February	1,038	52	22	1,112
March	1,005	52	21	1,078
April	1,009	51	20	1,080
May	1,000	48	19	1,067
June	1,009	50	21	1,080
July	1,026	46	18	1,100
August	1,051	48	18	1,117
September	1,073	49	17	1,139
October	1,090	50	17	1,157
November	1,109	53	16	1,178
December	1,107	54	16	1,177

FOUNDRY (IRON)—FIFTY-ONE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	7,167	69	18	7,254
February	7,182	79	19	7,280
March	7,318	100	17	7,435
April	7,320	101	15	7,436
May	7,230	84	15	7,329
June	7,264	85	18	7,367
July	7,235	82	20	7,337
August	7,380	86	25	7,491
September	7,462	104	21	7,587
October	7,350	106	20	7,476
November	7,280	108	20	7,408
December	7,231	100	19	7,350

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

FURNACES, RANGES AND HEATERS—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,033	55	3	1,091
February	1,300	42	3	1,345
March	1,409	36	3	1,448
April	1,415	30	3	1,448
May	1,415	31	3	1,449
June	1,402	38	3	1,443
July	1,297	38	3	1,338
August	1,514	42	3	1,559
September	1,555	56	3	1,614
October	1,574	70	3	1,647
November	1,544	85	3	1,632
December	1,412	84	3	1,499

GAS AND ELECTRIC LIGHT FIXTURES—TEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	255	15	7	277
February	259	15	7	281
March	267	15	6	288
April	290	15	5	310
May	292	15	4	311
June	291	15	6	312
July	285	16	7	308
August	289	16	7	312
September	287	16	7	310
October	299	19	7	325
November	322	18	8	348
December	315	18	7	340

GLASS (CUT TABLEWARE)—SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 13 years.	Total Number Employed.
January	229	35	11	275
February	230	35	12	277
March	249	36	10	295
April	232	35	11	278
May	216	34	8	258
June	217	32	7	256
July	219	31	8	258
August	241	30	8	279
September	245	33	13	291
October	259	32	13	304
November	264	34	12	310
December	271	36	13	320

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

GLASS (WINDOW AND BOTTLE)—TWENTY-SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	6,883	157	347	7,387
February	6,920	155	355	7,430
March	6,832	155	348	7,335
April	7,008	149	344	7,501
May	6,523	150	338	7,011
June	5,683	141	284	6,108
July	1,714	99	9	1,822
August	1,179	43	....	1,222
September	5,135	129	277	5,541
October	6,922	159	372	7,453
November	7,453	167	359	7,979
December	7,150	150	335	7,635

GLASS MIRRORS—FOUR ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	116	17	10	143
February	122	19	1	142
March	128	16	3	147
April	119	16	3	138
May	119	15	2	137
June	109	15	7	131
July	103	12	10	125
August	107	12	2	121
September	108	16	7	131
October	107	16	10	133
November	113	15	7	135
December	109	15	5	129

GRAPHITE PRODUCTS—SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	651	619	51	1,321
February	655	650	55	1,360
March	663	655	52	1,370
April	684	675	59	1,418
May	687	685	58	1,430
June	705	729	62	1,487
July	720	741	66	1,527
August	727	740	65	1,532
September	733	760	68	1,561
October	743	774	71	1,588
November	768	806	75	1,649
December	784	818	75	1,677

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

HATS (FUR AND FELT)—THIRTY-THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	3,656	1,221	13	4,890
February	3,576	1,192	13	4,781
March	3,688	1,229	13	4,930
April	3,570	1,262	14	4,846
May	3,261	1,104	15	4,380
June	3,589	1,170	14	4,773
July	3,829	1,211	15	5,055
August	3,738	1,235	16	4,989
September	3,887	1,283	17	5,187
October	3,873	1,268	16	5,157
November	3,861	1,268	16	5,145
December	3,837	1,279	16	5,123

HATS (STRAW)—THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	148	298	3	449
February	164	296	2	462
March	190	310	3	503
April	236	260	2	498
May	120	185	1	306
June	70	64	....	134
July	49	45	....	94
August	74	99	2	175
September	120	25	....	145
October	100	65	....	165
November	100	85	....	185
December	125	86	....	211

HIGH EXPLOSIVES—EIGHT ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,511	48	6	1,565
February	1,325	26	6	1,357
March	1,371	27	6	1,404
April	1,324	34	7	1,365
May	1,408	40	7	1,455
June	1,403	42	7	1,452
July	1,429	47	7	1,483
August	1,429	46	7	1,482
September	1,500	54	7	1,561
October	1,538	58	9	1,605
November	1,539	58	9	1,606
December	1,543	58	10	1,611

TABLE No. 5.—Number of Wage Earners, including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

INKS AND MUCILAGE—SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	64	10	....	74
February	58	9	....	67
March	60	11	....	71
April	59	13	....	72
May	60	11	....	71
June	61	11	....	72
July	59	11	....	70
August	59	10	....	69
September	59	10	....	69
October	61	11	....	72
November	62	12	....	74
December	62	9	....	71

JEWELRY—EIGHTY-FOUR ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,119	687	72	2,878
February	2,076	673	70	2,819
March	2,016	650	71	2,737
April	2,007	649	73	2,729
May	1,963	650	68	2,680
June	2,044	672	64	2,780
July	2,078	684	62	2,824
August	2,129	742	75	2,946
September	2,232	758	80	3,070
October	2,300	785	80	3,165
November	2,335	785	83	3,203
December	2,305	777	81	3,163

KNIT GOODS—SEVENTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	890	1,990	115	2,995
February	883	2,009	115	3,007
March	891	2,014	117	3,022
April	873	2,000	113	2,986
May	857	2,006	111	2,974
June	861	1,992	105	2,958
July	854	1,944	108	2,906
August	852	1,944	111	2,907
September	857	1,979	114	2,950
October	869	2,014	114	2,997
November	865	2,024	116	3,005
December	853	2,007	116	2,976

TABLE No. 5.—Number of Wage Earners, including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

LEATHER—SEVENTY-ONE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	4,316	62	20	4,398
February	4,430	65	20	4,515
March	4,272	65	20	4,357
April	4,229	63	21	4,313
May	4,203	56	20	4,279
June	4,195	51	20	4,266
July	4,187	51	22	4,260
August	4,239	53	22	4,314
September	4,389	51	21	4,461
October	4,458	50	24	4,532
November	4,557	44	25	4,626
December	4,473	51	26	4,550

LEATHER GOODS—EIGHTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	375	526	51	952
February	644	491	49	1,184
March	638	482	47	1,167
April	629	457	42	1,128
May	622	436	39	1,097
June	623	428	36	1,087
July	625	420	37	1,092
August	647	460	43	1,150
September	681	487	46	1,214
October	682	487	57	1,226
November	697	505	53	1,255
December	682	477	51	1,210

LAMPS—ELEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,355	3,501	33	4,889
February	1,300	3,357	30	4,687
March	1,192	3,123	27	4,352
April	1,152	2,463	4	3,619
May	1,082	2,394	4	3,480
June	1,146	2,402	4	3,552
July	999	2,667	4	3,670
August	1,114	2,345	8	3,467
September	1,104	2,299	11	3,414
October	1,146	2,399	18	3,563
November	1,209	2,639	26	3,874
December	1,284	2,816	30	4,130

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

LIME AND CEMENT—ELEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,659	10	3	1,672
February	1,298	10	3	1,311
March	1,611	12	3	1,626
April	2,311	14	4	2,329
May	2,478	14	4	2,496
June	2,192	14	4	2,210
July	2,294	12	1	2,307
August	2,294	10	4	2,308
September	2,248	14	4	2,266
October	1,995	12	4	2,011
November	1,880	10	2	1,892
December	1,284	10	2	1,296

MACHINERY—ONE HUNDRED AND THIRTY ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	18,472	556	55	19,083
February	17,473	540	55	18,068
March	16,346	531	46	16,923
April	15,848	523	43	16,414
May	15,452	514	42	16,009
June	15,891	512	51	16,454
July	15,914	527	49	16,490
August	15,589	537	42	16,163
September	15,681	545	41	16,267
October	15,720	553	40	16,313
November	15,779	564	42	16,385
December	16,268	573	41	16,882

MATTRESSES AND BEDDING—NINE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	325	61	3	389
February	309	63	3	375
March	346	70	3	419
April	351	67	3	421
May	357	67	3	427
June	355	68	3	426
July	327	64	3	394
August	331	66	2	400
September	358	68	3	429
October	351	71	3	425
November	323	71	3	397
December	316	64	3	383

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

METAL GOODS—SIXTY-EIGHT ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	4,628	1,475	168	6,271
February	4,681	1,468	168	6,317
March	4,750	1,470	167	6,387
April	4,744	1,487	182	6,413
May	4,824	1,464	174	6,462
June	4,787	1,367	173	6,337
July	4,731	1,444	166	6,341
August	4,675	1,504	186	6,365
September	4,832	1,499	183	6,514
October	4,977	1,550	173	6,700
November	5,033	1,491	178	6,702
December	4,909	1,495	176	6,580

METAL NOVELTIES—TWENTY ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	652	192	40	884
February	669	183	34	886
March	685	188	41	914
April	682	193	38	913
May	710	198	42	950
June	671	201	39	911
July	662	204	40	906
August	660	193	42	895
September	738	226	42	1,006
October	812	250	43	1,105
November	782	219	43	1,044
December	713	205	41	959

MINING (IRON ORE)—SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,685	....	3	1,688
February	1,649	....	4	1,653
March	1,735	....	4	1,739
April	1,639	....	5	1,644
May	1,643	....	5	1,648
June	1,638	....	5	1,643
July	1,621	....	5	1,626
August	1,670	....	5	1,675
September	1,697	....	5	1,702
October	1,645	....	5	1,650
November	1,615	....	6	1,620
December	1,628	....	5	1,633

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

MUSICAL INSTRUMENTS—EIGHTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,471	297	12	1,780
February	1,418	268	11	1,697
March	1,391	274	11	1,676
April	1,389	284	12	1,685
May	1,345	275	13	1,633
June	1,299	273	11	1,583
July	1,268	251	12	1,531
August	1,329	294	11	1,634
September	1,393	296	12	1,701
October	1,459	304	13	1,776
November	1,464	296	17	1,777
December	1,491	298	15	1,804

OILCLOTH (FLOOR AND TABLE)—EIGHT ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,062	19	21	1,102
February	1,122	19	20	1,161
March	1,172	21	21	1,214
April	1,243	21	20	1,284
May	1,192	21	19	1,232
June	1,264	21	21	1,306
July	1,304	21	19	1,344
August	1,411	21	22	1,454
September	1,426	21	21	1,468
October	1,390	21	22	1,433
November	1,419	25	22	1,466
December	1,486	25	23	1,534

OILS—SIXTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	5,754	15	60	5,829
February	5,696	15	70	5,781
March	6,181	15	75	6,271
April	6,875	16	73	6,964
May	7,593	15	76	7,684
June	8,337	16	79	8,432
July	8,466	16	77	8,559
August	8,326	16	85	8,427
September	8,416	16	70	8,502
October	8,261	16	55	8,332
November	8,122	16	57	8,195
December	8,072	15	64	8,151

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

PAINTS—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	917	92	12	1,021
February	920	95	11	1,026
March	949	96	9	1,054
April	982	109	9	1,100
May	992	110	8	1,110
June	955	109	9	1,073
July	972	108	12	1,092
August	974	101	11	1,086
September	998	96	11	1,105
October	969	93	12	1,074
November	972	93	7	1,072
December	903	88	9	1,000

PAPER—FORTY-TWO ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,689	260	39	2,988
February	2,630	268	41	2,939
March	2,655	272	40	2,967
April	2,641	253	30	2,924
May	2,577	221	29	2,827
June	2,397	195	30	2,622
July	2,472	204	28	2,704
August	2,489	208	32	2,729
September	2,594	228	36	2,858
October	2,732	248	36	3,016
November	2,748	261	37	3,046
December	2,743	272	32	3,047

PIG IRON—FIVE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	767	...	...	767
February	793	...	...	793
March	754	...	...	754
April	761	...	...	761
May	680	...	...	680
June	493	...	...	493
July	481	...	...	487
August	503	...	...	503
September	548	...	...	548
October	554	...	...	554
November	560	...	...	560
December	553	...	...	553

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

POTTERY—FORTY-SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	3,421	717	65	4,203
February	3,537	726	69	4,332
March	3,529	720	69	4,318
April	3,549	733	68	4,350
May	3,598	720	71	4,389
June	3,578	712	70	4,360
July	3,480	675	70	4,225
August	3,578	702	73	4,353
September	3,697	719	74	4,490
October	3,788	750	77	4,615
November	3,807	777	78	4,662
December	3,697	760	81	4,538

PRINTING AND BOOKBINDING—NINETEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	785	387	17	1,189
February	775	351	17	1,143
March	784	351	17	1,152
April	790	375	17	1,182
May	833	380	17	1,230
June	819	391	16	1,226
July	817	380	16	1,213
August	790	377	15	1,182
September	797	421	15	1,233
October	843	422	15	1,280
November	885	436	15	1,336
December	900	470	15	1,385

QUARRYING STONE—SEVENTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	916	...	...	916
February	935	...	...	935
March	978	...	...	978
April	1,104	...	...	1,104
May	1,043	...	...	1,043
June	1,143	...	...	1,143
July	1,127	...	...	1,127
August	1,191	...	...	1,191
September	1,237	...	...	1,237
October	1,093	...	...	1,093
November	968	...	...	968
December	806	...	...	806

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

ROOFING (METAL AND TAR)—SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	496	18	....	514
February	498	19	....	517
March	473	16	....	488
April	514	19	....	533
May	500	20	....	520
June	461	14	....	475
July	447	13	....	460
August	458	13	....	471
September	494	13	....	507
October	515	14	....	529
November	541	15	....	546
December	459	17	....	476

RUBBER GOODS (HARD AND SOFT)—FORTY-THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	5,153	995	50	6,203
February	5,163	991	46	6,200
March	5,270	1,031	57	6,358
April	5,486	1,084	66	6,636
May	5,499	1,133	62	6,694
June	5,524	1,124	73	6,721
July	5,569	1,108	70	6,747
August	5,594	1,052	73	6,719
September	5,577	1,088	71	6,736
October	5,655	1,088	73	6,816
November	5,675	1,091	75	6,841
December	5,840	1,103	73	7,016

SADDLES AND HARNESS—SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	66	5	....	71
February	69	5	....	74
March	74	5	....	79
April	72	5	....	77
May	88	5	....	93
June	82	5	....	87
July	70	5	....	75
August	116	5	....	121
September	104	5	....	109
October	83	5	....	88
November	80	5	....	85
December	71	5	....	76

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

SADDLERY AND HARNESS HARDWARE—TWELVE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	538	77	28	643
February	562	82	30	674
March	571	85	34	690
April	578	89	34	701
May	582	93	36	711
June	561	92	33	686
July	547	90	30	667
August	550	81	32	663
September	545	82	30	657
October	535	84	28	647
November	513	81	26	620
December	513	78	24	615

SCIENTIFIC INSTRUMENTS—NINETEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	3,874	508	72	4,454
February	3,518	608	69	4,195
March	3,111	609	64	3,784
April	3,215	578	71	3,864
May	3,019	511	61	3,591
June	2,932	506	64	3,502
July	2,941	491	58	3,490
August	4,241	549	63	4,853
September	4,707	645	65	5,417
October	4,829	681	64	5,574
November	5,102	710	46	5,858
December	4,991	693	47	5,731

SASH, BLINDS AND DOORS—TWENTY-FIVE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	781	...	...	781
February	763	...	...	763
March	723	...	...	723
April	752	...	...	752
May	783	...	...	783
June	789	...	...	789
July	785	...	...	785
August	806	...	...	806
September	815	...	...	815
October	817	...	...	817
November	833	...	...	833
December	839	...	...	839

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

SHOES—THIRTY ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,520	480	125	3,125
February	2,558	1,460	125	4,043
March	2,525	1,413	123	4,061
April	2,454	1,351	111	4,016
May	2,428	1,330	114	3,872
June	2,378	1,261	112	3,751
July	2,334	1,338	113	3,785
August	2,445	1,401	110	3,961
September	2,422	1,363	115	3,900
October	2,429	1,355	111	3,895
November	2,475	1,388	115	3,978
December	2,479	1,411	112	4,002

SHIRTS—TWENTY-TWO ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	562	2,394	74	2,940
February	563	2,324	78	2,965
March	565	2,323	76	2,964
April	561	2,305	76	2,942
May	555	2,212	70	2,838
June	560	2,192	75	2,827
July	566	2,175	77	2,818
August	584	2,140	77	2,801
September	591	2,264	73	2,928
October	607	2,400	71	3,078
November	616	2,433	84	3,133
December	617	2,451	89	3,157

SHIRT WAISTS (WOMEN'S)—FIVE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	24	542	13	579
February	27	578	17	622
March	27	608	17	652
April	29	614	16	659
May	24	542	17	583
June	24	528	17	567
July	26	540	18	584
August	26	555	17	598
September	27	597	11	635
October	27	590	17	634
November	29	600	17	646
December	29	586	20	645

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

SHIPBUILDING—SIXTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	4,282	....	....	4,282
February	4,338	....	....	4,338
March	4,432	....	....	4,432
April	4,247	....	....	4,247
May	4,025	....	....	4,025
June	3,991	....	....	3,991
July	3,875	....	....	3,875
August	4,075	....	....	4,075
September	3,688	....	....	3,688
October	3,754	....	....	3,754
November	3,732	....	....	3,732
December	3,844	....	....	3,884

SILK (BROAD AND RIBBON)—ONE HUNDRED AND THIRTY-NINE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	8,602	9,357	645	18,604
February	8,747	9,478	621	18,846
March	8,907	9,477	645	19,029
April	8,664	9,094	570	18,328
May	8,344	8,731	536	17,611
June	8,189	8,446	530	17,165
July	8,175	8,548	545	17,268
August	8,548	9,024	586	18,158
September	8,913	9,336	643	18,892
October	9,161	9,763	665	19,594
November	9,450	9,921	667	20,038
December	9,560	10,126	670	20,356

SILK DYEING—TWENTY-THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	3,740	435	17	4,192
February	3,828	543	17	4,388
March	3,816	558	18	4,392
April	3,784	552	18	4,354
May	3,647	434	16	4,097
June	3,400	382	15	3,797
July	3,486	379	17	3,882
August	3,731	434	17	4,232
September	4,066	544	17	4,647
October	4,203	547	19	4,769
November	4,363	552	21	4,936
December	4,382	459	19	4,860

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

SILK THROWING—TWENTY-FIVE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	504	796	136	1,436
February	506	788	141	1,435
March	505	811	134	1,450
April	492	805	126	1,423
May	471	782	108	1,361
June	471	776	111	1,358
July	480	760	111	1,351
August	512	817	119	1,448
September	525	825	127	1,477
October	538	859	127	1,524
November	542	881	142	1,565
December	571	888	138	1,597

SILK MILL SUPPLIES—SIXTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	498	116	20	634
February	512	116	19	647
March	505	123	20	654
April	501	114	17	632
May	475	122	18	616
June	481	131	19	631
July	493	141	19	653
August	507	155	22	684
September	503	151	22	676
October	510	155	27	692
November	529	159	28	716
December	537	161	31	729

SILVER GOODS—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	838	277	27	1,142
February	856	285	28	1,169
March	844	272	26	1,142
April	826	239	25	1,090
May	839	285	27	1,151
June	851	261	27	1,139
July	837	268	27	1,132
August	888	269	20	1,177
September	925	291	25	1,241
October	959	283	29	1,271
November	942	280	30	1,252
December	925	250	29	1,204

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

SMELTING AND REFINING (GOLD, SILVER, COPPER, ETC.)—TEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	3,909	7	4	3,920
February	3,393	6	4	3,403
March	3,351	6	4	3,361
April	3,561	6	4	3,571
May	3,546	6	4	3,556
June	3,622	7	5	3,634
July	3,536	7	5	3,548
August	3,636	8	5	3,649
September	3,740	9	9	3,758
October	3,758	9	8	3,775
November	3,654	9	8	3,671
December	3,534	9	8	3,551

SOAP AND TALLOW—NINETEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,118	264	12	1,394
February	1,258	273	12	1,543
March	1,321	267	12	1,600
April	1,347	398	13	1,758
May	1,373	399	13	1,785
June	1,372	388	13	1,773
July	1,345	364	14	1,723
August	1,384	397	15	1,796
September	1,390	423	15	1,828
October	1,397	428	16	1,841
November	1,301	407	17	1,725
December	1,312	368	17	1,697

STEEL AND IRON (BAR)—SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	819	56	....	875
February	771	59	....	830
March	829	62	....	891
April	777	51	....	828
May	812	48	....	860
June	773	44	....	817
July	687	44	....	731
August	746	44	....	790
September	828	48	....	876
October	839	48	....	887
November	852	38	....	890
December	843	32	....	875

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

STEEL AND IRON (STRUCTURAL)—TWENTY-THREE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,078	....	....	2,078
February	1,864	....	....	1,864
March	1,828	....	....	1,828
April	1,909	....	....	1,909
May	1,939	....	....	1,939
June	2,080	....	....	2,080
July	2,111	....	....	2,111
August	2,202	....	....	2,202
September	2,155	....	....	2,155
October	2,147	....	....	2,147
November	2,146	....	....	2,146
December	2,090	....	....	2,090

STEEL AND IRON (FORGING)—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	2,451	9	5	2,465
February	2,284	9	5	2,298
March	2,346	11	5	2,362
April	2,293	10	5	2,308
May	2,254	9	5	2,268
June	2,252	9	5	2,266
July	2,304	9	5	2,318
August	2,329	8	5	2,342
September	2,362	9	5	2,376
October	2,416	10	5	2,431
November	2,462	11	5	2,478
December	2,657	10	5	2,672

TEXTILE PRODUCTS—NINE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	599	328	63	990
February	615	345	63	1,023
March	634	352	71	1,057
April	641	373	73	1,087
May	656	392	74	1,122
June	672	382	66	1,120
July	666	381	65	1,112
August	675	378	72	1,125
September	687	373	66	1,126
October	688	351	73	1,112
November	687	368	64	1,119
December	690	360	62	1,112

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

THREAD—SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,693	3,012	464	5,169
February	1,713	3,018	456	5,187
March	1,711	2,981	443	5,135
April	1,686	2,931	424	5,041
May	1,661	2,887	446	4,994
June	1,674	2,952	435	5,061
July	1,667	3,029	449	5,145
August	1,667	3,028	457	5,152
September	1,659	3,135	448	5,242
October	1,702	3,115	434	5,251
November	1,678	3,078	440	5,196
December	1,663	2,926	452	5,021

TRUNKS AND TRAVELING BAGS—THIRTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	374	13	1	388
February	511	18	1	530
March	481	19	1	501
April	535	19	1	555
May	498	19	1	518
June	515	19	1	535
July	495	18	1	514
August	508	18	1	527
September	505	18	1	524
October	474	18	1	493
November	465	18	1	474
December	432	18	1	451

TRUNK AND BAG HARDWARE—NINE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	924	492	113	1,529
February	968	493	103	1,564
March	960	547	121	1,628
April	975	452	225	1,652
May	1,013	466	131	1,610
June	1,052	488	137	1,677
July	1,028	446	138	1,612
August	1,107	502	149	1,758
September	1,085	277	152	1,514
October	1,101	533	78	1,762
November	997	493	249	1,739
December	783	289	63	1,135

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

TYPEWRITERS AND SUPPLIES—FOUR ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	154	9	....	163
February	159	9	....	168
March	162	9	....	171
April	160	9	....	169
May	162	9	....	170
June	156	9	....	165
July	161	9	....	170
August	161	9	....	170
September	156	9	....	165
October	151	10	....	161
November	156	10	....	166
December	155	10	....	165

UNDERWEAR (WOMEN'S AND CHILDREN'S)—TWENTY ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	117	1,427	80	1,624
February	116	1,410	82	1,608
March	116	1,428	81	1,625
April	116	1,428	82	1,626
May	115	1,405	80	1,600
June	116	1,361	78	1,555
July	112	1,287	80	1,479
August	112	1,327	80	1,519
September	115	1,385	81	1,581
October	115	1,406	82	1,603
November	117	1,429	83	1,629
December	118	1,484	87	1,689

VARNISHES—SEVENTEEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	308	9	....	317
February	302	9	....	311
March	298	9	....	307
April	298	9	....	307
May	306	9	....	315
June	301	9	....	310
July	298	9	....	307
August	297	9	....	306
September	294	9	....	303
October	295	9	....	304
November	296	9	....	305
December	297	9	....	306

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

WATCHES, CASES AND MATERIAL—ELEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,606	754	70	2,430
February	1,555	727	73	2,355
March	1,463	656	70	2,189
April	1,397	628	69	2,094
May	1,351	605	73	2,029
June	1,306	549	74	1,929
July	1,057	237	77	1,371
August	1,259	460	73	1,792
September	1,284	482	72	1,838
October	1,346	491	72	1,909
November	1,411	512	71	1,994
December	1,410	505	74	1,989

WINDOW SHADES—FIVE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	82	4	1	87
February	80	2	1	83
March	82	2	1	85
April	80	2	1	83
May	75	2	1	78
June	78	2	1	81
July	78	2	1	81
August	80	2	1	83
September	85	2	1	88
October	85	4	1	90
November	81	4	1	86
December	83	5	1	89

WOODEN GOODS—THIRTY-NINE ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	1,341	19	4	1,364
February	1,321	18	1	1,340
March	1,310	18	1	1,329
April	1,364	20	2	1,386
May	1,363	20	2	1,385
June	1,354	18	2	1,374
July	1,339	16	2	1,357
August	1,351	16	4	1,371
September	1,348	17	4	1,369
October	1,342	17	4	1,363
November	1,348	19	5	1,372
December	1,370	17	6	1,393

TABLE No. 5.—Number of Wage Earners, Including Piece-Workers Employed by Industries, 1908.—Aggregates by Months.—(Continued).

WOOLEN AND WORSTED GOODS—TWENTY-SIX ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	4,553	5,127	559	10,239
February	4,632	5,160	578	10,370
March	4,646	5,249	580	10,475
April	4,679	5,211	551	10,441
May	4,613	5,176	573	10,362
June	4,581	5,199	633	10,413
July	4,471	5,240	651	10,362
August	4,513	5,150	633	10,296
September	4,551	5,159	640	10,350
October	4,706	5,266	629	10,601
November	4,658	5,223	675	10,556
December	4,834	5,243	671	10,748

UNCLASSIFIED—EIGHTY-TWO ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	5,236	772	101	6,209
February	5,068	814	104	5,976
March	5,166	875	108	6,149
April	5,435	890	98	6,423
May	5,517	922	105	6,544
June	5,565	890	96	6,551
July	5,551	910	76	6,537
August	5,822	991	118	6,931
September	6,041	1,008	131	7,180
October	5,956	1,033	129	7,118
November	5,366	1,018	113	6,497
December	4,871	964	90	5,924

ALL INDUSTRIES—TWO THOUSAND ONE HUNDRED AND TWENTY-SEVEN ESTABLISHMENTS.

Months.	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	Total Number Employed.
January	176,907	60,655	5,175	242,737
February	174,724	62,274	5,209	242,207
March	175,068	62,392	5,266	242,726
April	177,304	61,011	5,210	243,525
May	176,060	59,537	5,103	240,700
June	176,213	59,253	5,109	240,575
July	172,124	59,089	4,873	236,086
August	176,125	60,433	5,084	241,642
September	183,298	60,749	5,423	249,470
October	186,586	63,977	5,510	256,073
November	186,484	64,494	5,757	256,735
December	185,193	64,048	5,528	254,769

TABLE No. 6.—Amount Paid in Wages, by Industries.—Average Yearly Earnings, per Employee, 1908.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Total Amount Paid in Wages or Earnings.	Average Yearly Earnings per Employee.
1	Agricultural implements	7	\$267,996	\$554 88
2	Artisans' tools	39	1,138,361	548 08
3	Art tile	7	281,752	406 98
4	Boilers	14	788,913	618 27
5	Boxes (wood and paper)	43	651,797	347 07
6	Brewing (lager beer, ale and porter)	37	1,925,725	902 40
7	Brick and terra cotta	67	2,060,553	430 00
8	Brushes	13	113,927	411 29
9	Buttons (metal)	10	473,175	387 21
10	Buttons (pearl)	21	425,086	429 81
11	Carpets and rugs	7	379,393	418 39
12	Carriages and wagons	29	523,494	579 09
13	Chemical products	62	3,496,646	521 03
14	Cigars and tobacco	36	2,720,678	313 08
15	Clothing	13	429,765	382 01
16	Confectionery	7	132,540	297 18
17	Cornices and skylights	22	300,596	675 59
18	Corsets and corset waists	11	636,691	324 51
19	Cutlery	11	471,790	385 13
20	Cotton goods	43	1,873,621	322 70
21	Cotton goods (finishing and dyeing)	15	1,622,204	465 88
22	Drawn wire and wire cloth	13	3,004,511	407 06
23	Electrical appliances	33	2,668,804	628 52
24	Fertilizers	10	683,121	576 60
25	Food products	27	1,449,238	603 00
26	Foundry (brass)	20	596,995	533 98
27	Foundry (iron)	51	3,953,833	534 59
28	Furnaces, ranges and heaters	13	1,057,291	724 17
29	Gas and electric light fixtures	10	165,151	532 75
30	Glass (cut tableware)	6	104,240	368 34
31	Glass (window and bottle)	26	2,847,493	920 26
32	Glass mirrors	4	52,456	391 46
33	Graphite products	6	587,591	393 56
34	Hats (fur and felt)	33	2,892,909	585 85
35	Hats (straw)	3	205,000	740 07
36	High explosives	8	919,488	615 04
37	Inks and mucilage	6	46,046	648 54
38	Jewelry	84	1,755,186	601 71
39	Knit goods	17	817,876	275 01
40	Leather	71	2,703,072	613 50
41	Leather goods	18	449,430	391 83
42	Lamps	11	1,505,252	286 85
43	Lime and cement	11	984,123	497 79
44	Machinery	130	10,052,855	598 81
45	Mattresses and bedding	9	184,225	452 64
46	Metal goods	68	3,059,967	474 86
47	Metal novelties	20	433,155	456 91
48	Mining (iron ore)	6	749,919	451 76
49	Musical instruments	18	821,806	486 28
50	Oilcloth (floor and table)	8	709,782	532 47
51	Oils	16	4,687,123	617 21
52	Paints	13	594,655	556 79
53	Paper	42	1,531,033	529 95
54	Pig iron	5	290,145	451 71
55	Pottery	5	2,789,093	633 45
56	Printing and bookbinding	19	711,800	579 17
57	Quarrying stone	17	489,610	488 52
58	Roofing (metal and tar)	7	305,035	606 43
59	Rubber goods (hard and soft)	43	3,461,070	521 17
60	Saddles and harness	7	32,668	379 86
61	Saddlery and harness hardware	12	320,260	481 59
62	Scientific instruments	19	2,307,749	509 88
63	Sash, blinds and doors	25	466,149	590 06
64	Shoes	30	1,672,816	432 70
65	Shirts	22	1,082,083	366 81
66	Shirt waists (women's)	5	139,664	226 36

TABLE No. 6.—Amount Paid in Wages, by Industries.—Average Yearly Earnings, per Employee, 1908.—(Continued).

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Total Amount Paid in Wages or Earnings.	Average Yearly Earnings per Employee.
67	Shipbuilding	16	\$2,949,844	\$723 06
68	Silk (broad and ribbon).....	139	8,265,175	444 61
69	Silk dyeing	23	2,431,667	555 30
70	Silk throwing	25	438,563	302 04
71	Silk mill supplies.....	16	295,027	444 32
72	Silver goods	13	692,631	588 97
73	Smelting and refining (gold, silver, copper, etc.)....	10	2,297,401	635 34
74	Soap and tallow.....	19	967,314	567 34
75	Steel and iron (bar).....	7	411,416	486 88
76	Steel and iron (structural).....	23	1,410,591	689 44
77	Steel and iron (forging).....	13	1,320,497	554 36
78	Textile products	9	397,958	363 43
79	Thread	6	2,131,841	415 32
80	Trunks and traveling bags.....	13	271,615	542 15
81	Trunk and bag hardware.....	9	576,943	361 04
82	Typewriters and supplies.....	4	98,123	584 07
83	Underwear (women's and children's).....	20	506,511	317 56
84	Varnishes	17	245,316	789 99
85	Watches, cases and material.....	11	929,831	466 33
86	Window shades	5	45,896	539 35
87	Wooden goods	39	809,600	592 25
88	Woolen and worsted goods.....	26	4,072,087	390 27
89	Unclassified	82	3,301,975	507 68
	All Industries	2,127	\$122,957,833	\$500 41

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

AGRICULTURAL IMPLEMENTS—SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified			Total Number Receiving Specified Amounts.
	Amounts who are			
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	1	....	....	1
4 " " 5.....	5	....	2	7
5 " " 6.....	10	....	2	12
6 " " 7.....	17	....	....	17
7 " " 8.....	21	....	....	21
8 " " 9.....	32	....	....	32
9 " " 10.....	135	....	....	135
10 " " 12.....	89	....	....	89
12 " " 15.....	116	....	....	116
15 " " 20.....	150	....	....	150
20 " " 25.....	23	....	....	23
25 and over.....	11	....	....	11
Total.....	610	....	4	614

ARTISANS' TOOLS—THIRTY-NINE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified			Total Number Receiving Specified Amounts.
	Amounts who are			
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	9	1	1	11
\$3 but under \$4.....	26	1	10	37
4 " " 5.....	82	5	10	97
5 " " 6.....	73	14	....	87
6 " " 7.....	106	23	....	134
7 " " 8.....	142	15	....	157
8 " " 9.....	161	8	....	169
9 " " 10.....	197	1	....	198
10 " " 12.....	360	2	....	362
12 " " 15.....	427	4	....	431
15 " " 20.....	310	....	....	310
20 " " 25.....	188	....	....	188
25 and over.....	63	....	....	63
Total.....	2,144	79	21	2,244

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

ART TILE—SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	7	....	7
\$3 but under \$4.....	2	3	4	9
4 " " 5.....	33	85	19	137
5 " " 6.....	30	46	....	76
6 " " 7.....	30	48	....	78
7 " " 8.....	39	28	....	67
8 " " 9.....	16	4	....	20
9 " " 10.....	127	5	....	132
10 " " 12.....	52	1	....	53
12 " " 15.....	74	1	....	75
15 " " 20.....	33	1	....	34
20 " " 25.....	23	....	....	23
25 and over.....	12	....	....	12
Total.....	471	229	23	723

BOILERS—FOURTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$2	27	....	....	27
\$2 but under \$4.....	7	....	....	7
4 " " 5.....	17	....	....	17
5 " " 6.....	26	....	....	26
6 " " 7.....	31	....	....	31
7 " " 8.....	82	....	....	82
8 " " 9.....	119	....	....	119
9 " " 10.....	268	....	....	268
10 " " 12.....	335	....	....	335
12 " " 15.....	319	....	....	319
15 " " 20.....	307	....	....	307
20 " " 25.....	170	....	....	170
25 and over.....	33	....	....	33
Total.....	1,742	....	....	1,742

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

BOXES (WOOD AND PAPER)—FORTY-THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$2	4	30	22	56
\$3 but under \$4	33	155	45	233
4 " " 5	47	138	16	201
5 " " 6	56	228	9	293
6 " " 7	46	174	4	224
7 " " 8	52	160	4	216
8 " " 9	39	94	....	133
9 " " 10	96	90	....	186
10 " " 12	115	62	....	177
12 " " 15	126	24	....	150
15 " " 20	95	1	....	96
20 " " 25	25	....	....	25
25 and over	13	....	....	13
Total	747	1,156	100	2,003

BREWING (LAGER BEER, ALE AND PORTER)—THIRTY-SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	5	....	....	5
\$3 but under \$4	6	....	....	6
4 " " 5	13	....	2	15
5 " " 6	14	....	5	19
6 " " 7	9	....	2	11
7 " " 8	10	....	2	12
8 " " 9	10	....	1	11
9 " " 10	15	....	....	15
10 " " 12	115	....	....	115
12 " " 15	195	....	....	195
15 " " 20	1,530	....	....	1,530
20 " " 25	263	....	....	263
25 and over	55	....	....	55
Total	2,240	....	12	2,252

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1903.

BRICK AND TERRA COTTA—SIXTY-SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	24	....	....	24
\$3 but under \$4.....	32	....	7	39
4 " " 5.....	42	....	11	53
5 " " 6.....	99	15	9	123
6 " " 7.....	411	....	13	424
7 " " 8.....	774	....	....	774
8 " " 9.....	1,680	2	....	1,682
9 " " 10.....	1,481	....	....	1,481
10 " " 12.....	1,047	2	....	1,049
12 " " 15.....	737	....	....	737
15 " " 20.....	307	....	....	307
20 " " 25.....	123	1	....	124
25 and over.....	42	....	....	42
Total.....	6,760	20	40	6,859

BRUSHES—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	3	7	10
\$3 but under \$4.....	8	9	2	19
4 " " 5.....	13	25	1	39
5 " " 6.....	12	19	....	32
6 " " 7.....	18	18	....	36
7 " " 8.....	18	8	....	26
8 " " 9.....	18	4	....	22
9 " " 10.....	32	6	....	38
10 " " 12.....	25	1	....	26
12 " " 15.....	22	2	....	24
15 " " 20.....	23	....	....	23
20 " " 25.....	9	....	....	9
25 and over.....	3	....	....	3
Total.....	202	95	10	307

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

BUTTONS (METAL)—TEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	9	99	34	142
\$3 but under \$4.....	36	44	24	104
4 " " 5.....	31	95	2	128
5 " " 6.....	42	103	2	147
6 " " 7.....	32	96	....	128
7 " " 8.....	17	93	....	110
8 " " 9.....	22	54	....	76
9 " " 10.....	29	31	....	60
10 " " 12.....	45	37	....	82
12 " " 15.....	32	31	....	113
15 " " 20.....	118	3	....	121
20 " " 25.....	80	1	....	81
25 and over.....	90	....	....	90
Total.....	633	687	62	1,382

BUTTONS (PEARL)—TWENTY-ONE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	4	28	....	32
\$3 but under \$4.....	5	9	37	51
4 " " 5.....	34	41	31	106
5 " " 6.....	37	38	1	76
6 " " 7.....	46	44	....	90
7 " " 8.....	62	55	....	117
8 " " 9.....	54	18	....	72
9 " " 10.....	105	8	....	113
10 " " 12.....	109	4	....	113
12 " " 15.....	154	2	....	156
15 " " 20.....	137	1	....	138
20 " " 25.....	25	....	....	25
25 and over.....	19	....	....	19
Total.....	791	248	69	1,108

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

CARPETS AND RUGS—SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	15	19	4	38
\$3 but under \$4.....	26	28	22	76
4 " " 5.....	25	51	1	77
5 " " 6.....	34	40	....	74
6 " " 7.....	60	52	....	112
7 " " 8.....	29	22	....	51
8 " " 9.....	46	30	....	76
9 " " 10.....	41	17	....	58
10 " " 12.....	92	17	....	109
12 " " 15.....	94	8	....	102
15 " " 20.....	97	4	....	101
20 " " 25.....	11	....	....	11
25 and over.....	11	....	....	11
Total.....	581	288	27	896

CARRIAGES AND WAGONS—TWENTY-NINE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	3	....	....	3
4 " " 5.....	8	....	....	8
5 " " 6.....	13	....	....	13
6 " " 7.....	16	....	....	16
7 " " 8.....	39	....	....	39
8 " " 9.....	68	....	....	68
9 " " 10.....	89	....	....	89
10 " " 12.....	214	....	....	214
12 " " 15.....	223	....	....	223
15 " " 20.....	181	....	....	181
20 " " 25.....	60	....	....	60
25 and over.....	9	....	....	9
Total.....	923	....	....	923

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

CHEMICAL PRODUCTS—SIXTY-TWO ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	10	51	6	67
\$3 but under \$4.....	10	72	23	105
4 " " 5.....	43	316	25	384
5 " " 6.....	114	421	7	542
6 " " 7.....	155	374	10	539
7 " " 8.....	206	272	2	480
8 " " 9.....	408	214	5	627
9 " " 10.....	714	115	....	829
10 " " 12.....	1,524	64	....	1,588
12 " " 15.....	1,163	28	....	1,191
15 " " 20.....	871	7	....	878
20 " " 25.....	219	1	....	220
25 and over.....	130	....	....	130
Total.....	5,567	1,935	78	7,580

CIGARS AND TOBACCO—THIRTY-SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	35	339	107	481
\$3 but under \$4.....	31	339	161	781
4 " " 5.....	68	1,428	83	1,579
5 " " 6.....	74	1,412	17	1,503
6 " " 7.....	124	1,205	5	1,334
7 " " 8.....	185	836	10	1,031
8 " " 9.....	186	563	5	754
9 " " 10.....	283	364	....	647
10 " " 12.....	242	183	....	425
12 " " 15.....	273	65	....	338
15 " " 20.....	246	7	....	253
20 " " 25.....	86	....	....	86
25 and over.....	31	....	....	31
Total.....	1,864	6,991	388	9,243

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

CLOTHING—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified			Total Number Receiving Specified Amounts.
	Amounts who are—			
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	4	8	3	15
\$3 but under \$4.....	10	47	1	58
4 " " 5.....	22	62	....	84
5 " " 6.....	34	135	....	169
6 " " 7.....	47	141	....	188
7 " " 8.....	43	81	....	124
8 " " 9.....	62	141	....	203
9 " " 10.....	74	56	....	130
10 " " 12.....	99	68	....	167
12 " " 15.....	100	27	....	127
15 " " 20.....	88	2	....	85
20 " " 25.....	26	1	....	27
25 and over.....	8	....	....	8
Total.....	612	769	4	1,385

CONFECTIONERY—SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified			Total Number Receiving Specified Amounts.
	Amounts who are—			
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	.....	....	5	5
\$3 but under \$4.....	1	74	27	102
4 " " 5.....	11	82	25	118
5 " " 6.....	23	59	....	82
6 " " 7.....	18	69	....	87
7 " " 8.....	15	21	....	36
8 " " 9.....	33	17	....	50
9 " " 10.....	23	4	....	27
10 " " 12.....	20	3	....	23
12 " " 15.....	23	2	....	25
15 " " 20.....	16	....	....	16
20 " " 25.....	6	1	....	7
25 and over.....	2	....	....	2
Total.....	191	332	57	580

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

CORNICES AND SKYLIGHTS—TWENTY-TWO ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3 .....	.....	....	....	....
\$3 but under \$4.....	5	....	....	5
4 " " 5.....	21	....	....	21
5 " " 6.....	14	....	....	14
6 " " 7.....	19	....	4	23
7 " " 8.....	10	....	1	11
8 " " 9.....	13	2	....	15
9 " " 10.....	42	....	....	42
10 " " 12.....	44	1	....	45
12 " " 15.....	43	1	....	44
15 " " 20.....	72	....	....	72
20 " " 25.....	165	....	....	165
25 and over.....	27	....	....	27
Total.....	475	4	5	484

CORSETS AND CORSET WAISTS—ELEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	2	31	58	91
\$3 but under \$4.....	3	107	33	143
4 " " 5.....	3	307	18	323
5 " " 6.....	12	252	....	264
6 " " 7.....	10	291	....	301
7 " " 8.....	10	318	....	328
8 " " 9.....	9	211	....	220
9 " " 10.....	12	172	....	184
10 " " 12.....	15	170	....	185
12 " " 15.....	25	46	....	71
15 " " 20.....	32	12	....	44
20 " " 25.....	15	2	....	17
25 and over.....	7	....	....	7
Total.....	155	1,919	109	2,183

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

CUTLERY—ELEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	14	7	2	23
\$3 but under \$4.....	41	13	12	66
4 " " 5.....	56	19	7	82
5 " " 6.....	63	23	....	91
6 " " 7.....	58	18	....	76
7 " " 8.....	57	8	....	65
8 " " 9.....	99	10	....	109
9 " " 10.....	79	5	....	84
10 " " 12.....	129	1	....	130
12 " " 15.....	169	....	....	169
15 " " 20.....	182	....	....	182
20 " " 25.....	61	....	....	61
25 and over.....	10	....	....	10
Total.....	1,018	109	21	1,148

COTTON GOODS—FORTY-THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	3	381	97	481
\$3 but under \$4.....	30	453	135	618
4 " " 5.....	44	776	89	909
5 " " 6.....	74	967	15	1,056
6 " " 7.....	150	897	3	1,050
7 " " 8.....	173	601	....	774
8 " " 9.....	105	224	....	389
9 " " 10.....	195	143	....	344
10 " " 12.....	227	126	....	353
12 " " 15.....	221	38	....	259
15 " " 20.....	155	9	....	164
20 " " 25.....	46	1	....	47
25 and over.....	49	....	....	49
Total.....	1,552	4,022	339	6,513

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

COTTON GOODS (FINISHING AND DYEING)—FIFTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	3	....	....	3
\$3 but under \$4.....	2	....	....	2
4 " " 5.....	62	84	26	172
5 " " 6.....	178	395	16	499
6 " " 7.....	216	206	....	422
7 " " 8.....	628	36	....	664
8 " " 9.....	727	12	....	739
9 " " 10.....	523	6	....	529
10 " " 12.....	234	8	....	242
12 " " 15.....	261	....	....	261
15 " " 20.....	179	4	....	183
20 " " 25.....	58	....	....	58
25 and over.....	114	....	....	114
Total.....	3,185	661	42	3,888

DRAWN WIRE AND WIRE CLOTH—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	7	....	2	9
4 " " 5.....	49	10	1	60
5 " " 6.....	44	95	2	141
6 " " 7.....	39	33	....	127
7 " " 8.....	53	39	....	83
8 " " 9.....	84	24	....	108
9 " " 10.....	345	15	....	360
10 " " 12.....	185	15	....	200
12 " " 15.....	375	....	....	375
15 " " 20.....	274	1	....	275
20 " " 25.....	142	....	....	142
25 and over.....	42	....	....	42
Total.....	1,689	228	5	1,922

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

ELECTRICAL APPLIANCES—THIRTY-THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	38	45	4	87
\$3 but under \$4.....	37	25	19	81
4 " " 5.....	75	70	14	159
5 " " 6.....	190	143	16	349
6 " " 7.....	247	194	....	441
7 " " 8.....	210	88	....	298
8 " " 9.....	262	63	....	325
9 " " 10.....	610	32	....	642
10 " " 12.....	758	31	....	789
12 " " 15.....	830	14	....	844
15 " " 20.....	953	2	....	955
20 " " 25.....	386	....	....	386
25 and over.....	163	....	....	163
Total.....	4,759	707	53	5,519

FERTILIZERS—TEN ESTABLISHMENTS

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	2	....	....	2
\$3 but under \$4.....	2	....	....	2
4 " " 5.....	3	....	....	3
5 " " 6.....	1	....	....	1
6 " " 7.....	10	....	1	11
7 " " 8.....	5	2	....	7
8 " " 9.....	71	5	3	79
9 " " 10.....	833	1	....	834
10 " " 12.....	389	2	....	391
12 " " 15.....	160	3	....	163
15 " " 20.....	102	....	....	102
20 " " 25.....	28	....	....	28
25 and over.....	16	....	....	16
Total.....	1,622	13	4	1,639

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

FOOD PRODUCTS—TWENTY SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	9	2	2	13
\$3 but under \$4.....	28	14	44	86
4 " " 5.....	42	53	6	101
5 " " 6.....	29	192	1	222
6 " " 7.....	31	257	....	288
7 " " 8.....	128	34	....	162
8 " " 9.....	101	15	....	116
9 " " 10.....	287	7	....	294
10 " " 12.....	594	10	....	604
12 " " 15.....	527	3	....	530
15 " " 20.....	508	3	....	511
20 " " 25.....	73	....	....	73
25 and over.....	52	....	....	52
Total.....	2,409	590	53	3,052

FOUNDRY (BRASS)—TWENTY ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	14	2	2	18
\$3 but under \$4.....	26	3	2	31
4 " " 5.....	43	8	4	55
5 " " 6.....	49	11	4	64
6 " " 7.....	70	9	3	82
7 " " 8.....	96	10	2	108
8 " " 9.....	150	6	....	156
9 " " 10.....	132	4	....	136
10 " " 12.....	153	2	....	155
12 " " 15.....	155	....	....	155
15 " " 20.....	206	....	....	206
20 " " 25.....	37	....	....	37
25 and over.....	9	....	....	9
Total.....	1,140	55	17	1,212

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

FOUNDRY (IRON)—FIFTY-ONE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	57	....	1	58
\$3 but under \$4.....	116	17	9	142
4 " " 5.....	162	32	3	197
5 " " 6.....	181	21	2	204
6 " " 7.....	338	10	2	350
7 " " 8.....	424	6	....	430
8 " " 9.....	660	5	....	665
9 " " 10.....	1,636	5	....	1,641
10 " " 12.....	1,213	5	....	1,218
12 " " 15.....	1,213	4	....	1,217
15 " " 20.....	1,580	....	....	1,580
20 " " 25.....	305	....	....	305
25 and over.....	100	....	....	100
Total.....	7,985	105	17	8,107

FURNACES, RANGES AND HEATERS—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	23	....	1	24
\$3 but under \$4.....	19	....	2	21
4 " " 5.....	24	1	....	25
5 " " 6.....	37	73	....	110
6 " " 7.....	39	1	....	40
7 " " 8.....	47	2	....	49
8 " " 9.....	61	2	....	63
9 " " 10.....	123	3	....	126
10 " " 12.....	280	3	....	283
12 " " 15.....	223	....	....	223
15 " " 20.....	300	....	....	300
20 " " 25.....	208	....	....	208
25 and over.....	254	....	....	254
Total.....	1,648	85	3	1,736

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

GAS AND ELECTRIC LIGHT FIXTURES—TEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	5	....	2	7
4 " " 5.....	7	4	2	13
5 " " 6.....	12	7	4	23
6 " " 7.....	17	1	....	18
7 " " 8.....	28	1	....	29
8 " " 9.....	19	2	....	21
9 " " 10.....	40	....	....	40
10 " " 12.....	45	....	....	45
12 " " 15.....	62	....	....	62
15 " " 20.....	71	....	....	71
20 " " 25.....	11	....	....	11
25 and over.....	5	....	....	5
Total.....	322	15	8	345

GLASS (CUT TABLEWARE)—SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	6	....	6	12
\$3 but under \$4.....	26	12	6	44
4 " " 5.....	40	10	....	50
5 " " 6.....	23	6	....	29
6 " " 7.....	24	6	....	30
7 " " 8.....	15	....	....	15
8 " " 9.....	18	2	....	20
9 " " 10.....	24	2	....	26
10 " " 12.....	35	1	....	36
12 " " 15.....	43	....	....	43
15 " " 20.....	25	1	....	26
20 " " 25.....	2	....	....	2
25 and over.....	3	....	....	3
Total.....	284	40	12	336

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

GLASS (WINDOW AND BOTTLE)—TWENTY-SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	10	3	5	18
\$3 but under \$4.....	61	10	47	118
4 " " 5.....	384	54	170	608
5 " " 6.....	831	80	30	941
6 " " 7.....	1,230	15	23	1,268
7 " " 8.....	568	13	....	581
8 " " 9.....	398	1	....	399
9 " " 10.....	719	4	....	723
10 " " 12.....	452	....	....	452
12 " " 15.....	495	....	....	495
15 " " 20.....	461	....	....	461
20 " " 25.....	606	....	....	606
25 and over.....	1,526	....	....	1,526
Total.....	7,741	180	275	8,196

GLASS MIRRORS—FOUR ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	....	....	6	6
4 " " 5.....	2	3	4	10
5 " " 6.....	10	3	....	13
6 " " 7.....	8	7	....	15
7 " " 8.....	9	....	....	9
8 " " 9.....	9	2	....	11
9 " " 10.....	14	....	....	14
10 " " 12.....	24	....	....	24
12 " " 15.....	27	....	....	27
15 " " 20.....	22	....	....	22
20 " " 25.....	1	....	....	1
25 and over.....	3	....	....	3
Total.....	130	15	10	155

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

GRAPHITE PRODUCTS—SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	.....	2	28	30
\$3 but under \$4.....	54	122	45	221
4 " " 5.....	82	140	....	222
5 " " 6.....	107	129	1	237
6 " " 7.....	119	116	....	235
7 " " 8.....	56	79	....	135
8 " " 9.....	59	58	....	117
9 " " 10.....	42	51	....	93
10 " " 12.....	102	20	....	122
12 " " 15.....	117	9	....	126
15 " " 20.....	196	2	....	198
20 " " 25.....	39	....	....	39
25 and over.....	16	....	....	16
Total.....	899	728	74	1,701

HATS (FUR AND FELT)—THIRTY-THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	5	11	4	20
\$3 but under \$4.....	22	45	7	74
4 " " 5.....	66	182	6	254
5 " " 6.....	104	110	....	214
6 " " 7.....	168	152	....	320
7 " " 8.....	142	181	....	323
8 " " 9.....	144	152	....	296
9 " " 10.....	278	118	....	396
10 " " 12.....	394	129	....	523
12 " " 15.....	616	88	....	704
15 " " 20.....	969	22	....	1,001
20 " " 25.....	692	19	....	711
25 and over.....	327	9	....	336
Total.....	3,327	1,228	17	5,172

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

HATS (STRAW)—THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	.....	.....	.....	.....
\$3 but under \$4.....	6	10	3	19
4 " " 5.....	7	9	.....	16
5 " " 6.....	7	17	.....	24
6 " " 7.....	18	56	.....	74
7 " " 8.....	19	48	.....	67
8 " " 9.....	35	54	.....	89
9 " " 10.....	47	35	.....	82
10 " " 12.....	41	100	.....	141
12 " " 15.....	48	32	.....	80
15 " " 20.....	43	13	.....	56
20 " " 25.....	9	5	.....	14
25 and over.....	4	.....	.....	4
Total.....	284	379	3	666

HIGH EXPLOSIVES—EIGHT ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	11	1	.....	12
\$3 but under \$4.....	13	2	.....	15
4 " " 5.....	17	2	3	22
5 " " 6.....	19	2	1	22
6 " " 7.....	48	10	5	63
7 " " 8.....	28	17	1	46
8 " " 9.....	29	3	.....	32
9 " " 10.....	317	4	.....	321
10 " " 12.....	260	17	.....	277
12 " " 15.....	446	1	.....	447
15 " " 20.....	365	.....	.....	365
20 " " 25.....	117	.....	.....	117
25 and over.....	24	.....	.....	24
Total.....	1,694	59	10	1,763

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

INKS AND MUCILAGE—SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	1	10	....	11
4 " " 5.....	....	1	....	1
5 " " 6.....	1	2	....	3
6 " " 7.....	1	2	....	3
7 " " 8.....	2	....	....	2
8 " " 9.....	3	....	....	3
9 " " 10.....	2	....	....	2
10 " " 12.....	16	....	....	16
12 " " 15.....	18	....	....	18
15 " " 20.....	16	....	....	16
20 " " 25.....	2	....	....	2
25 and over.....	4	....	....	4
Total.....	66	15	....	81

JEWELRY—EIGHTY-FOUR ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	23	22	31	76
\$3 but under \$4.....	79	35	31	145
4 " " 5.....	92	90	6	188
5 " " 6.....	75	97	3	176
6 " " 7.....	67	101	3	171
7 " " 8.....	61	90	1	152
8 " " 9.....	60	107	....	167
9 " " 10.....	84	101	....	185
10 " " 12.....	165	94	....	259
12 " " 15.....	331	69	....	400
15 " " 20.....	578	13	....	591
20 " " 25.....	436	....	....	436
25 and over.....	334	....	....	334
Total.....	2,385	819	75	3,279

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

KNIT GOODS—SEVENTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3 .....	....	20	7	27
\$3 but under \$4.....	8	35	38	81
4 " " 5.....	14	128	39	181
5 " " 6.....	44	217	12	273
6 " " 7.....	67	318	12	397
7 " " 8.....	76	322	3	401
8 " " 9.....	78	419	....	497
9 " " 10.....	111	470	....	581
10 " " 12.....	162	133	....	295
12 " " 15.....	168	28	....	196
15 " " 20.....	114	5	....	119
20 " " 25.....	35	2	....	37
25 and over.....	41	....	....	41
Total.....	918	2,097	111	3,126

LEATHER—SEVENTY-ONE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	25	1	....	26
\$3 but under \$4.....	14	5	10	29
4 " " 5.....	59	17	7	83
5 " " 6.....	109	15	11	135
6 " " 7.....	181	6	....	187
7 " " 8.....	305	3	....	308
8 " " 9.....	364	7	....	371
9 " " 10.....	675	2	....	677
10 " " 12.....	877	8	....	885
12 " " 15.....	1,154	....	....	1,154
15 " " 20.....	814	1	....	815
20 " " 25.....	270	....	....	270
25 and over.....	153	....	....	153
Total.....	5,000	65	28	5,093

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

LEATHER GOODS—EIGHTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3 .....	....	4	7	11
\$3 but under \$4.....	36	106	32	174
4 " " 5.....	91	94	17	202
5 " " 6.....	48	98	1	147
6 " " 7.....	69	82	2	153
7 " " 8.....	37	27	1	65
8 " " 9.....	44	11	....	55
9 " " 10.....	54	8	....	62
10 " " 12.....	73	9	....	82
12 " " 15.....	147	5	....	152
15 " " 20.....	34	5	....	39
20 " " 25.....	28	....	....	28
25 and over.....	14	....	....	14
Total.....	725	449	60	1,234

LAMPS—ELEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	4	37	1	42
\$3 but under \$4.....	7	74	1	82
4 " " 5.....	23	399	2	424
5 " " 6.....	29	668	14	711
6 " " 7.....	37	687	6	730
7 " " 8.....	54	370	2	626
8 " " 9.....	224	529	1	754
9 " " 10.....	192	367	....	559
10 " " 12.....	218	303	....	521
12 " " 15.....	193	59	....	252
15 " " 20.....	267	3	....	270
20 " " 25.....	54	....	....	54
25 and over.....	35	....	....	35
Total.....	1,337	3,706	27	5,070

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

LIME AND CEMENT—ELEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	9	....	....	9
\$3 but under \$4.....	7	....	....	7
4 " " 5.....	7	....	4	11
5 " " 6.....	23	10	....	33
6 " " 7.....	44	9	....	53
7 " " 8.....	495	....	....	495
8 " " 9.....	235	1	....	236
9 " " 10.....	494	....	....	494
10 " " 12.....	673	....	....	673
12 " " 15.....	388	....	....	388
15 " " 20.....	225	....	....	225
20 " " 25.....	47	....	....	47
25 and over.....	31	....	....	31
Total.....	2,678	20	4	2,702

MACHINERY—ONE HUNDRED AND THIRTY ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	205	17	14	236
\$3 but under \$4.....	265	40	17	322
4 " " 5.....	379	122	21	522
5 " " 6.....	399	98	4	501
6 " " 7.....	563	111	9	683
7 " " 8.....	1,106	91	1	1,198
8 " " 9.....	1,455	55	....	1,510
9 " " 10.....	1,610	30	....	1,640
10 " " 12.....	2,759	29	....	2,788
12 " " 15.....	4,974	7	....	4,981
15 " " 20.....	4,690	1	....	4,661
20 " " 25.....	994	1	....	995
25 and over.....	561	....	....	561
Total.....	19,930	602	66	20,598

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

MATTRESSES AND BEDDING—NINE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	1	....	....	1
\$3 but under \$4.....	19	1	3	23
4 " " 5.....	30	11	....	41
5 " " 6.....	33	24	....	57
6 " " 7.....	15	12	....	27
7 " " 8.....	23	6	....	29
8 " " 9.....	27	5	....	32
9 " " 10.....	29	7	....	36
10 " " 12.....	73	4	....	77
12 " " 15.....	46	4	....	50
15 " " 20.....	31	1	....	32
20 " " 25.....	13	....	....	13
25 and over.....	6	....	....	6
Total.....	346	75	3	424

METAL GOODS—SIXTY-EIGHT ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	41	22	20	83
\$3 but under \$4.....	109	175	53	337
4 " " 5.....	235	316	50	601
5 " " 6.....	323	416	22	761
6 " " 7.....	402	282	9	693
7 " " 8.....	442	174	1	617
8 " " 9.....	481	96	....	577
9 " " 10.....	648	43	....	691
10 " " 12.....	813	16	....	829
12 " " 15.....	776	7	....	783
15 " " 20.....	768	....	....	768
20 " " 25.....	252	....	....	252
25 and over.....	104	....	....	104
Total.....	5,394	1,547	155	7,096

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

METAL NOVELTIES—TWENTY ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	.....	12	4	16
\$3 but under \$4.....	19	30	18	67
4 " " 5.....	44	71	9	124
5 " " 6.....	51	66	5	122
6 " " 7.....	60	33	....	93
7 " " 8.....	77	35	....	112
8 " " 9.....	75	18	....	93
9 " " 10.....	84	5	....	89
10 " " 12.....	92	9	....	101
12 " " 15.....	167	3	....	170
15 " " 20.....	125	1	....	126
20 " " 25.....	41	1	....	42
25 and over.....	14	....	....	14
Total.....	849	284	36	1,169

MINING (IRON ORE)—SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	.....	....	....	....
\$3 but under \$4.....	.....	....	....	....
4 " " 5.....	2	....	5	7
5 " " 6.....	.....	....	....	....
6 " " 7.....	14	....	....	14
7 " " 8.....	161	....	....	161
8 " " 9.....	110	....	....	110
9 " " 10.....	622	....	....	622
10 " " 12.....	607	....	....	607
12 " " 15.....	191	....	....	191
15 " " 20.....	46	....	....	46
20 " " 25.....	15	....	....	15
25 and over.....	.....	....	....	....
Total.....	1,768	....	5	1,773

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

MUSICAL INSTRUMENTS—EIGHTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	39	11	1	51
\$3 but under \$4.....	47	22	11	80
4 " " 5.....	50	33	4	87
5 " " 6.....	128	56	2	186
6 " " 7.....	123	52	....	175
7 " " 8.....	73	49	....	122
8 " " 9.....	86	39	....	125
9 " " 10.....	124	19	....	144
10 " " 12.....	226	13	....	239
12 " " 15.....	279	1	....	280
15 " " 20.....	257	1	....	258
20 " " 25.....	49	....	....	49
25 and over.....	24	1	....	25
Total.....	1,505	288	18	1,811

OILCLOTH (FLOOR AND TABLE)—EIGHT ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	9	....	....	9
\$3 but under \$4.....	11	....	....	11
4 " " 5.....	5	....	3	8
5 " " 6.....	17	....	12	29
6 " " 7.....	31	1	....	32
7 " " 8.....	59	....	....	59
8 " " 9.....	264	....	....	264
9 " " 10.....	310	....	....	310
10 " " 12.....	304	....	....	304
12 " " 15.....	258	24	....	282
15 " " 20.....	185	....	....	185
20 " " 25.....	57	....	....	57
25 and over.....	16	....	....	16
Total.....	1,526	25	15	1,566

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

OILS—SIXTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	...	...	...	...
\$3 but under \$4.....	2	3	2	7
4 " " 5.....	9	7	66	82
5 " " 6.....	44	1	13	58
6 " " 7.....	131	3	...	134
7 " " 8.....	101	1	...	102
8 " " 9.....	116	...	...	116
9 " " 10.....	2,701	...	...	2,701
10 " " 12.....	1,620	...	...	1,620
12 " " 15.....	1,142	1	...	1,143
15 " " 20.....	2,474	...	...	2,474
20 " " 25.....	257	...	...	257
25 and over.....	263	...	...	263
Total.....	8,860	16	81	8,957

PAINTS—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	...	1	1	2
\$3 but under \$4.....	...	10	9	19
4 " " 5.....	13	25	4	42
5 " " 6.....	7	4	...	11
6 " " 7.....	30	17	...	47
7 " " 8.....	33	13	...	46
8 " " 9.....	45	16	...	61
9 " " 10.....	259	6	...	265
10 " " 12.....	292	6	...	298
12 " " 15.....	215	5	...	220
15 " " 20.....	127	1	...	128
20 " " 25.....	23	...	...	23
25 and over.....	13	...	...	13
Total.....	1,067	104	14	1,185

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

PAPER—FORTY-TWO ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	6	6	....	12
4 " " 5.....	32	64	22	118
5 " " 6.....	59	116	12	187
6 " " 7.....	101	53	....	154
7 " " 8.....	143	25	....	168
8 " " 9.....	202	20	....	222
9 " " 10.....	750	5	....	755
10 " " 12.....	425	11	....	436
12 " " 15.....	474	4	....	478
15 " " 20.....	236	2	....	338
20 " " 25.....	129	....	....	129
25 and over.....	104	....	....	104
Total.....	2,771	306	34	3,111

PIG IRON—FIVE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	....	....	....	....
4 " " 5.....	....	....	....	....
5 " " 6.....	1	....	....	1
6 " " 7.....	1	....	....	1
7 " " 8.....	52	....	....	52
8 " " 9.....	153	....	....	153
9 " " 10.....	156	....	....	156
10 " " 12.....	294	....	....	294
12 " " 15.....	144	....	....	144
15 " " 20.....	27	....	....	27
20 " " 25.....	11	....	....	11
25 and over.....	4	....	....	4
Total.....	843	....	....	843

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

POTTERY—FORTY-SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	41	28	13	82
\$3 but under \$4.....	38	51	36	125
4 " " 5.....	84	129	28	241
5 " " 6.....	81	137	4	222
6 " " 7.....	110	214	3	327
7 " " 8.....	215	151	....	366
8 " " 9.....	215	44	....	259
9 " " 10.....	424	47	....	471
10 " " 12.....	455	20	....	475
12 " " 15.....	477	14	....	491
15 " " 20.....	635	5	....	640
20 " " 25.....	538	1	....	539
25 and over.....	582	....	....	582
Total.....	3,895	841	84	4,820

PRINTING AND BOOKBINDING—NINETEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	3	10	2	15
\$3 but under \$4.....	8	17	11	36
4 " " 5.....	46	51	3	100
5 " " 6.....	60	49	....	109
6 " " 7.....	47	62	....	109
7 " " 8.....	33	65	....	98
8 " " 9.....	30	41	....	71
9 " " 10.....	43	35	....	78
10 " " 12.....	106	56	....	162
12 " " 15.....	147	16	....	163
15 " " 20.....	202	13	....	215
20 " " 25.....	153	1	....	154
25 and over.....	81	1	....	82
Total.....	959	417	16	1,392

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

QUARRYING STONE—SEVENTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	10	....	....	10
4 " " 5.....	10	....	....	10
5 " " 6.....	22	....	....	22
6 " " 7.....	14	....	....	14
7 " " 8.....	80	....	....	80
8 " " 9.....	531	....	....	531
9 " " 10.....	321	....	....	321
10 " " 12.....	113	....	....	113
12 " " 15.....	108	....	....	108
15 " " 20.....	108	....	....	108
20 " " 25.....	126	....	....	126
25 and over.....	81	....	....	81
Total.....	1,524	....	....	1,524

ROOFING (METAL AND TAR)—SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	1	....	....	1
4 " " 5.....	9	12	....	21
5 " " 6.....	3	1	....	4
6 " " 7.....	15	....	1	16
7 " " 8.....	17	1	....	18
8 " " 9.....	29	....	....	29
9 " " 10.....	136	1	....	137
10 " " 12.....	77	....	....	77
12 " " 15.....	119	....	....	119
15 " " 20.....	98	1	....	99
20 " " 25.....	55	....	....	55
25 and over.....	17	....	....	17
Total.....	576	16	1	593

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

RUBBER GOODS (HARD AND SOFT)—FORTY-THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	26	22	20	68
\$3 but under \$4.....	12	19	22	53
4 " " 5.....	123	87	11	221
5 " " 6.....	195	176	21	392
6 " " 7.....	248	385	2	615
7 " " 8.....	363	279	....	642
8 " " 9.....	549	108	....	657
9 " " 10.....	1,106	77	....	1,183
10 " " 12.....	1,327	59	....	1,386
12 " " 15.....	1,103	17	....	1,120
15 " " 20.....	958	2	....	960
20 " " 25.....	196	....	....	196
25 and over.....	96	....	....	96
Total.....	6,302	1,211	76	7,589

SADDLES AND HARNESS—SEVEN ESTABLISHMENTS

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3 .....	....	1	....	1
\$3 but under \$4.....	....	....	....	....
4 " " 5.....	....	2	....	2
5 " " 6.....	1	1	....	2
6 " " 7.....	2	....	....	2
7 " " 8.....	4	....	....	4
8 " " 9.....	3	....	....	3
9 " " 10.....	8	....	....	8
10 " " 12.....	7	....	....	7
12 " " 15.....	35	....	....	35
15 " " 20.....	18	....	....	18
20 " " 25.....	2	....	....	2
25 and over.....	1	....	....	1
Total.....	81	4	....	85

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

SADDLERY AND HARNESS HARDWARE—TWELVE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	16	16
\$3 but under \$4.....	2	....	15	17
4 " " 5.....	30	12	....	42
5 " " 6.....	27	18	....	45
6 " " 7.....	32	18	....	50
7 " " 8.....	48	12	....	60
8 " " 9.....	47	9	....	56
9 " " 10.....	56	9	....	65
10 " " 12.....	96	4	....	100
12 " " 15.....	115	2	....	117
15 " " 20.....	68	....	....	68
20 " " 25.....	15	....	....	15
25 and over.....	2	....	....	2
Total.....	538	84	31	653

SCIENTIFIC INSTRUMENTS—NINETEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	15	10	67	92
4 " " 5.....	140	125	8	273
5 " " 6.....	370	355	2	731
6 " " 7.....	225	112	....	337
7 " " 8.....	86	90	....	176
8 " " 9.....	1,274	50	....	1,324
9 " " 10.....	817	17	....	834
10 " " 12.....	971	11	....	982
12 " " 15.....	793	5	....	798
15 " " 20.....	699	1	....	700
20 " " 25.....	137	....	....	137
25 and over.....	44	....	....	44
Total.....	5,571	780	77	6,428

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

SASH, BLINDS AND DOORS—TWENTY-FIVE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	4	....	....	4
4 " " 5.....	23	....	....	23
5 " " 6.....	24	....	....	24
6 " " 7.....	19	....	....	19
7 " " 8.....	32	....	....	32
8 " " 9.....	21	....	....	21
9 " " 10.....	122	....	....	122
10 " " 12.....	130	....	....	130
12 " " 15.....	157	....	....	157
15 " " 20.....	301	....	....	301
20 " " 25.....	31	....	....	31
25 and over.....	8	....	....	8
Total.....	872	....	....	872

SHOES—THIRTY ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	11	30	26	77
\$3 but under \$4.....	57	78	40	175
4 " " 5.....	109	187	34	330
5 " " 6.....	133	234	16	383
6 " " 7.....	177	189	....	366
7 " " 8.....	145	161	1	307
8 " " 9.....	158	143	....	301
9 " " 10.....	209	115	....	324
10 " " 12.....	385	152	....	537
12 " " 15.....	532	153	....	685
15 " " 20.....	510	28	....	538
20 " " 25.....	158	....	....	158
25 and over.....	87	....	....	87
Total.....	2,671	1,470	127	4,268

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

SHIRTS—TWENTY-TWO ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	99	4	103
\$3 but under \$4.....	3	137	91	231
4 " " 5.....	24	265	....	289
5 " " 6.....	26	330	....	406
6 " " 7.....	28	332	....	360
7 " " 8.....	35	407	....	442
8 " " 9.....	28	210	....	238
9 " " 10.....	31	366	....	397
10 " " 12.....	117	185	....	302
12 " " 15.....	200	71	....	271
15 " " 20.....	73	16	....	89
20 " " 25.....	12	2	....	14
25 and over.....	1	....	....	1
Total.....	578	2,470	95	3,142

SHIRT WAISTS (WOMEN'S)—FIVE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	48	2	50
\$3 but under \$4.....	....	67	6	73
4 " " 5.....	1	111	....	112
5 " " 6.....	....	122	....	122
6 " " 7.....	....	103	....	103
7 " " 8.....	....	83	....	83
8 " " 9.....	....	42	....	42
9 " " 10.....	1	23	....	24
10 " " 12.....	3	19	....	22
12 " " 15.....	1	17	....	18
15 " " 20.....	7	4	....	11
20 " " 25.....	1	1	....	2
25 and over.....	3	....	....	3
Total.....	17	640	8	665

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

SHIPBUILDING—SIXTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	8	....	....	8
\$3 but under \$4.....	9	....	....	9
4 " " 5.....	41	....	....	41
5 " " 6.....	16	....	....	16
6 " " 7.....	63	....	....	63
7 " " 8.....	289	....	....	289
8 " " 9.....	63	....	....	63
9 " " 10.....	680	....	....	680
10 " " 12.....	646	....	....	646
12 " " 15.....	625	....	....	625
15 " " 20.....	1,543	....	....	1,543
20 " " 25.....	518	....	....	518
25 and over.....	94	....	....	94
Total.....	4,595	....	....	4,595

SILK (BROAD AND RIBBON)—ONE HUNDRED AND THIRTY-NINE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	55	202	154	411
\$3 but under \$4.....	168	425	335	928
4 " " 5.....	352	825	172	1,349
5 " " 6.....	475	1,109	44	1,628
6 " " 7.....	545	1,752	4	2,301
7 " " 8.....	701	1,626	8	2,335
8 " " 9.....	683	1,100	....	1,783
9 " " 10.....	948	947	....	1,895
10 " " 12.....	1,678	1,206	....	2,884
12 " " 15.....	2,267	1,239	....	3,506
15 " " 20.....	2,199	354	....	2,553
20 " " 25.....	420	51	....	451
25 and over.....	83	2	....	85
Total.....	10,574	10,818	717	22,109

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

SILK DYEING—TWENTY-THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	3	....	....	3
\$3 but under \$4.....	13	14	10	37
4 " " 5.....	44	33	6	83
5 " " 6.....	59	47	3	109
6 " " 7.....	78	430	2	510
7 " " 8.....	159	20	....	179
8 " " 9.....	261	18	....	279
9 " " 10.....	1,155	19	....	1,174
10 " " 12.....	1,602	3	....	1,605
12 " " 15.....	755	1	....	756
15 " " 20.....	321	1	....	322
20 " " 25.....	55	....	....	55
25 and over.....	33	....	....	33
Total.....	4,538	586	21	5,145

SILK THROWING—TWENTY-FIVE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men	Women	Children	
	16 years and over.	16 years and over.	under 16 years.	
Under \$3	8	30	22	60
\$3 but under \$4.....	40	50	60	150
4 " " 5.....	66	80	38	184
5 " " 6.....	59	123	10	192
6 " " 7.....	87	416	4	507
7 " " 8.....	73	200	....	273
8 " " 9.....	60	16	....	76
9 " " 10.....	65	2	....	67
10 " " 12.....	28	3	....	31
12 " " 15.....	45	....	....	45
15 " " 20.....	14	....	....	14
20 " " 25.....	2	....	....	2
25 and over.....	2	....	....	2
Total.....	549	920	134	1,603

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

SILK MILL SUPPLIES—SIXTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3		6	8	14
\$3 but under \$4.....	23	11	15	49
4 " " 5.....	30	42	8	80
5 " " 6.....	36	44	....	80
6 " " 7.....	20	17	....	37
7 " " 8.....	34	13	....	47
8 " " 9.....	40	6	....	46
9 " " 10.....	52	2	....	54
10 " " 12.....	98	11	....	109
12 " " 15.....	118	27	....	145
15 " " 20.....	97	2	....	99
20 " " 25.....	27	....	....	27
25 and over.....	6	....	....	6
Total.....	581	181	31	793

SILVER GOODS—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....		....	10	10
\$3 but under \$4.....	36	45	18	99
4 " " 5.....	68	37	2	107
5 " " 6.....	49	54	1	104
6 " " 7.....	46	48	....	94
7 " " 8.....	13	19	....	32
8 " " 9.....	23	25	....	48
9 " " 10.....	18	23	....	41
10 " " 12.....	48	18	....	66
12 " " 15.....	114	10	....	124
15 " " 20.....	361	13	....	374
20 " " 25.....	146	1	....	147
25 and over.....	59	2	....	61
Total.....	981	295	31	1,307

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

SMELTING AND REFINING (GOLD, SILVER, COPPER, ETC.)—TEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	....	....	....	....
4 " " 5.....	4	2	4	10
5 " " 6.....	3	1	1	5
6 " " 7.....	29	2	....	31
7 " " 8.....	77	....	....	77
8 " " 9.....	230	....	....	230
9 " " 10.....	645	....	....	645
10 " " 12.....	1,264	....	....	1,264
12 " " 15.....	1,430	2	....	1,432
15 " " 20.....	692	....	....	692
20 " " 25.....	152	....	....	152
25 and over.....	49	....	....	49
Total.....	4,375	7	5	4,687

SOAP AND TALLOW—NINETEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	2	2
\$3 but under \$4.....	34	82	2	118
4 " " 5.....	36	46	13	95
5 " " 6.....	66	51	21	138
6 " " 7.....	52	65	8	125
7 " " 8.....	51	48	....	99
8 " " 9.....	20	60	....	150
9 " " 10.....	324	53	....	377
10 " " 12.....	293	48	....	341
12 " " 15.....	222	11	....	243
15 " " 20.....	195	3	....	198
20 " " 25.....	62	1	....	63
25 and over.....	31	....	....	31
Total.....	1,466	468	46	1,980

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

STEEL AND IRON (BAR)—SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	1	....	....	1
4 " " 5.....	21	31	....	52
5 " " 6.....	18	19	....	37
6 " " 7.....	23	6	....	29
7 " " 8.....	110	2	....	112
8 " " 9.....	132	1	....	133
9 " " 10.....	176	....	....	176
10 " " 12.....	175	....	....	175
12 " " 15.....	124	....	....	124
15 " " 20.....	146	....	....	146
20 " " 25.....	41	....	....	41
25 and over.....	29	....	....	29
Total.....	996	59	....	1,055

STEEL AND IRON (STRUCTURAL)—TWENTY-THREE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	5	....	....	5
\$3 but under \$4.....	14	....	....	14
4 " " 5.....	26	....	....	26
5 " " 6.....	49	....	....	49
6 " " 7.....	81	....	....	81
7 " " 8.....	170	....	....	170
8 " " 9.....	240	....	....	240
9 " " 10.....	381	....	....	381
10 " " 12.....	532	....	....	532
12 " " 15.....	435	....	....	435
15 " " 20.....	444	....	....	444
20 " " 25.....	169	....	....	169
25 and over.....	118	....	....	118
Total.....	2,664	....	....	2,664

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

STEEL AND IRON (FORGING)—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	17	....	....	17
\$3 but under \$4.....	13	....	....	13
4 " " 5.....	13	1	....	14
5 " " 6.....	32	....	2	34
6 " " 7.....	62	2	2	66
7 " " 8.....	51	1	....	52
8 " " 9.....	497	2	1	500
9 " " 10.....	428	2	....	430
10 " " 12.....	381	....	....	381
12 " " 15.....	424	1	....	425
15 " " 20.....	604	....	....	604
20 " " 25.....	83	....	....	83
25 and over.....	74	....	....	74
Total.....	2,679	9	5	2,693

TEXTILE PRODUCTS—NINE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	4	4	46	54
4 " " 5.....	43	73	23	139
5 " " 6.....	75	88	....	163
6 " " 7.....	59	66	....	125
7 " " 8.....	83	97	....	180
8 " " 9.....	96	15	....	112
9 " " 10.....	100	25	....	125
10 " " 12.....	91	1	....	92
12 " " 15.....	87	....	....	87
15 " " 20.....	46	....	....	46
20 " " 25.....	15	....	....	15
25 and over.....	4	....	....	4
Total.....	703	370	69	1,142

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

THREAD—SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	4	9	13
\$3 but under \$4.....	2	12	22	36
4 " " 5.....	30	100	153	283
5 " " 6.....	86	428	219	733
6 " " 7.....	108	848	35	991
7 " " 8.....	107	580	3	690
8 " " 9.....	159	348	1	508
9 " " 10.....	145	82	....	227
10 " " 12.....	235	31	....	266
12 " " 15.....	340	1	....	341
15 " " 20.....	213	....	....	313
20 " " 25.....	63	....	....	63
25 and over.....	20	....	....	20
Total.....	1,608	2,434	447	4,489

TRUNKS AND TRAVELLING BAGS—THIRTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	18	....	1	19
4 " " 5.....	19	4	1	24
5 " " 6.....	16	3	....	19
6 " " 7.....	50	2	....	52
7 " " 8.....	34	2	....	36
8 " " 9.....	35	....	....	35
9 " " 10.....	42	2	....	44
10 " " 12.....	94	1	....	95
12 " " 15.....	87	1	....	88
15 " " 20.....	108	....	....	108
20 " " 25.....	37	....	....	37
25 and over.....	18	....	....	18
Total.....	558	15	2	575

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

TRUNK AND BAG HARDWARE—NINE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	1	21	22
\$3 but under \$4.....	21	37	36	94
4 " " 5.....	49	102	30	181
5 " " 6.....	67	93	21	181
6 " " 7.....	82	52	16	150
7 " " 8.....	51	48	6	105
8 " " 9.....	71	37	4	112
9 " " 10.....	102	30	....	132
10 " " 12.....	146	29	....	175
12 " " 15.....	143	17	....	160
15 " " 20.....	167	4	....	171
20 " " 25.....	111	....	....	111
25 and over.....	35	....	....	35
25 and over.....	1,045	450	134	1,629

TYPEWRITERS AND SUPPLIES—FOUR ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	3	....	....	3
4 " " 5.....	4	....	....	4
5 " " 6.....	3	3	....	6
6 " " 7.....	5	4	....	9
7 " " 8.....	4	1	....	5
8 " " 9.....	7	2	....	9
9 " " 10.....	16	....	....	16
10 " " 12.....	34	....	....	34
12 " " 15.....	30	....	....	30
15 " " 20.....	37	....	....	37
20 " " 25.....	9	....	....	9
25 and over.....	2	....	....	2
Total.....	154	10	....	164

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

UNDERWEAR (WOMEN'S AND CHILDREN'S) TWENTY ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	...	40	23	63
\$3 but under \$4.....	...	91	35	126
4 " " 5.....	3	111	28	142
5 " " 6.....	5	223	4	232
6 " " 7.....	9	249	....	258
7 " " 8.....	4	224	....	228
8 " " 9.....	8	216	....	224
9 " " 10.....	9	157	....	166
10 " " 12.....	14	84	....	98
12 " " 15.....	21	47	....	68
15 " " 20.....	17	17	....	34
20 " " 25.....	10	9	....	19
25 and over.....	6	2	....	8
Total.....	106	1,470	90	1,666

VARNISHES—SEVENTEEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	....	....	....	....
4 " " 5.....	1	....	....	1
5 " " 6.....	3	....	....	3
6 " " 7.....	14	....	....	14
7 " " 8.....	7	2	....	9
8 " " 9.....	13	....	....	13
9 " " 10.....	20	1	....	21
10 " " 12.....	50	6	....	56
12 " " 15.....	89	1	....	90
15 " " 20.....	67	....	....	67
20 " " 25.....	31	....	....	31
25 and over.....	27	....	....	27
Total.....	322	10	....	332

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

WATCHES, CASES AND MATERIAL—ELEVEN ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	20	10	....	30
\$3 but under \$1.....	29	18	26	73
4 " " 5.....	56	22	34	112
5 " " 6.....	55	98	3	156
6 " " 7.....	52	140	....	192
7 " " 8.....	56	89	....	145
8 " " 9.....	56	96	....	152
9 " " 10.....	71	154	....	225
10 " " 12.....	202	97	....	299
12 " " 15.....	365	24	....	389
15 " " 20.....	447	3	....	450
20 " " 25.....	141	1	....	142
25 and over.....	85	....	....	85
Total.....	1,635	752	63	2,450

WINDOW SHADES—FIVE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	....	....	....
\$3 but under \$4.....	....	....	....	....
4 " " 5.....	....	....	1	1
5 " " 6.....	....	2	....	2
6 " " 7.....	....	1	....	1
7 " " 8.....	....	....	....	....
8 " " 9.....	....	....	....	....
9 " " 10.....	2	....	....	2
10 " " 12.....	2	....	....	2
12 " " 15.....	8	2	....	10
15 " " 20.....	60	....	....	60
20 " " 25.....	2	....	....	2
25 and over.....	....	....	....	....
Total.....	74	5	1	80

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

WOODEN GOODS—THIRTY-NINE ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	4	....	....	4
\$3 but under \$4.....	37	....	1	38
4 " " 5.....	41	1	5	47
5 " " 6.....	45	4	....	49
6 " " 7.....	54	3	....	57
7 " " 8.....	112	3	....	115
8 " " 9.....	107	1	....	108
9 " " 10.....	196	2	....	198
10 " " 12.....	239	5	....	244
12 " " 15.....	325	....	....	325
15 " " 20.....	329	....	....	329
20 " " 25.....	56	....	....	56
25 and over.....	25	....	....	25
Total.....	1,570	19	6	1,595

WOOLEN AND WORSTED GOODS—TWENTY-SIX ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3 .....	....	2	36	39
\$3 but under \$4.....	23	129	341	493
4 " " 5.....	286	1,089	265	1,641
5 " " 6.....	604	1,677	32	2,313
6 " " 7.....	655	877	....	1,532
7 " " 8.....	433	374	1	1,008
8 " " 9.....	392	233	....	625
9 " " 10.....	555	224	....	779
10 " " 12.....	769	338	....	1,047
12 " " 15.....	668	192	....	860
15 " " 20.....	533	100	....	633
20 " " 25.....	219	2	....	221
25 and over.....	128	....	....	128
Total.....	5,205	5,438	676	11,319

TABLE No. 7.—Classified Weekly Earnings of Wage-Earners, by Industries, 1908.—(Continued).

UNCLASSIFIED—EIGHTY-TWO ESTABLISHMENTS.

Classification of Weekly Earnings.	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	14	23	10	47
\$3 but under \$4.....	40	119	42	201
4 " " 5.....	122	208	72	402
5 " " 6.....	144	291	....	435
6 " " 7.....	252	257	....	509
7 " " 8.....	232	119	1	352
8 " " 9.....	432	67	....	499
9 " " 10.....	2,092	19	....	2,111
10 " " 12.....	1,281	10	....	1,291
12 " " 15.....	1,065	9	....	1,074
15 " " 20.....	848	....	....	848
20 " " 25.....	389	1	....	390
25 and over.....	104	....	....	104
Total.....	7,015	1,123	125	8,263

ALL INDUSTRIES—TWO THOUSAND ONE HUNDRED AND TWENTY-SEVEN ESTABLISHMENTS.

Classification of Weekly Earnings	Number of Persons Receiving Specified Amounts who are—			Total Number Receiving Specified Amounts.
	Men 16 years and over.	Women 16 years and over.	Children under 16 years.	
Under \$3	914	1,774	873	3,561
\$3 but under \$4.....	2,048	3,832	2,240	8,120
4 " " 5.....	4,733	9,261	1,785	15,779
5 " " 6.....	6,975	12,694	659	20,328
6 " " 7.....	9,375	12,934	194	22,503
7 " " 8.....	11,650	9,388	50	21,088
8 " " 9.....	16,669	6,224	21	22,914
9 " " 10.....	30,408	4,796	....	35,204
10 " " 12.....	33,375	4,117	....	37,492
12 " " 15.....	34,833	2,530	....	37,363
15 " " 20.....	35,508	706	....	36,214
20 " " 25.....	11,253	87	....	11,340
25 and over.....	7,041	17	....	7,058
Total.....	204,782	68,360	5,822	278,964

TABLE No. 8.—Number of Days in Operation, Number of Hours Worked per Day, Number of Hours Worked per Week and Overtime, 1908. Averages by Industries.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Average Number of Days in Operation During the Year.	Average Number of Hours Worked per Day (under Normal Conditions).	Number of Hours Worked per Week (under Normal Conditions).	Establishments that Worked Overtime During the Year.	
						Number of Establishments.	Aggregate Number of Hours.
1	Agricultural implements	7	301.00	9.86	56.57		
2	Artisans' tools	39	273.00	9.56	54.79	2	76
3	Art tile	7	289.43	10.00	54.71		
4	Bollers	14	276.57	8.78	50.92	2	48,702
5	Boxes (wood and paper).....	43	285.30	9.69	54.81	5	296
6	Brewing (lager beer, ale and porter).....	37	304.28	8.94	53.15	9	12,465
7	Brick and terra cotta.....	67	189.19	8.85	52.36	8	5,746
8	Brushes	13	257.77	9.07	50.30		
9	Buttons (metal)	10	271.70	9.50	54.60	3	880
10	Buttons (pearl)	21	270.09	9.52	54.52		
11	Carpets and rugs.....	7	235.71	8.56	46.43		
12	Carriages and wagons.....	29	294.85	9.65	56.96		80
13	Chemical products.....	62	290.00	9.69	57.45	4	6,138
14	Cigars and tobacco.....	36	288.47	9.08	51.75	5	1,066
15	Clothing	13	264.31	9.38	53.92	2	170
16	Confectionery	7	283.14	8.29	56.00	1	65
17	Cornices and skylights.....	22	294.00	8.54	48.32	1	70
18	Corsets and corset waists.....	11	295.73	9.55	53.36		
19	Cutlery	11	236.82	9.73	52.82	1	100
20	Cotton goods	43	288.04	9.76	55.00	14	19,050
21	Cotton goods (finishing and dyeing).....	15	286.93	9.93	58.13	6	1,560
22	Drawn wire and wire cloth.....	13	273.69	9.61	53.23	2	265
23	Electrical appliances	33	287.18	9.85	55.12	11	38,678
24	Fertilizers	10	295.20	9.90	58.70	4	273
25	Food products	27	285.18	10.00	59.81	5	11,023
26	Foundry (brass)	20	272.65	9.50	53.90		
27	Foundry (iron)	51	266.94	9.47	55.47	1	4,661
28	Furnaces, ranges and heaters.....	13	269.61	9.54	54.77	1	80
29	Gas and electric light fixtures.....	10	295.10	9.50	53.70	1	110
30	Glass (cut tableware).....	6	265.50	10.00	58.00		
31	Glass (window and bottle).....	26	227.00	8.80	50.34	1	145
32	Glass mirrors	4	265.75	9.50	55.75		
33	Graphite products	6	287.00	10.50	60.33	2	974
34	Hats (fur and felt).....	33	275.39	9.24	52.06		
35	Hats (straw)	3	273.66	9.35	55.33		
36	High explosives	8	268.50	10.00	58.75	2	10,525
37	Inks and mucilage	6	277.16	9.67	55.16	1	56
38	Jewelry	84	273.58	9.15	53.45	6	623
39	Knit goods	17	255.29	9.12	50.65	2	340
40	Leather	71	292.56	9.80	56.65	10	5,660
41	Leather goods	18	277.06	9.72	55.56	2	99
42	Lamps	11	279.73	9.54	54.00	3	310
43	Lime and cement.....	11	262.44	10.00	66.82	2	105,539
44	Machinery	130	281.51	9.43	54.84	24	95,936
45	Mattresses and bedding.....	9	295.56	9.56	54.11		
46	Metal goods	68	283.35	9.84	55.93	14	4,851
47	Metal novelties	20	287.35	9.75	56.65	3	985
48	Mining (iron ore).....	6	308.00	11.33	67.17		
49	Musical instruments	18	273.94	9.61	55.11	3	273
50	Oilcloth (floor and table).....	8	257.00	8.63	56.25	1	300
51	Oils	16	303.57	9.57	56.84	6	5,052
52	Paints	13	297.92	9.85	56.92	1	800
53	Paper	42	272.82	10.00	64.73	7	858
54	Plig iron	5	250.00	11.60	75.20		
55	Pottery	46	288.33	10.00	54.62	1	14

TABLE No. 8.—Number of Days in Operation, Number of Hours Worked per Day, Number of Hours Worked per Week and Overtime, 1908. Averages by Industries.—(Continued).

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Average Number of Days in Operation During the Year.	Average Number of Hours Worked per Day (under Normal Conditions).	Number of Hours Worked per Week (under Normal Conditions).	Establishments that Worked Overtime During the Year.	
						Number of Establishments.	Aggregate Number of Hours.
56	Printing and bookbinding.....	19	302.63	8.79	51.84	5	2,060
57	Quarrying stone.....	17	221.65	8.47	48.95		
58	Roofing (metal and tar).....	7	290.00	9.86	57.85	2	3,375
59	Rubber goods (hard and soft).....	43	274.53	9.91	57.21	9	127,234
60	Saddles and harness.....	7	298.14	9.43	54.43		
61	Saddlery and harness hardware.....	12	281.33	9.67	56.17		
62	Scientific instruments.....	19	300.58	9.63	54.63	1	96
63	Sash, blinds and doors.....	25	287.00	9.00	52.84	3	642
64	Shoes.....	30	287.30	9.97	55.50	2	298
65	Shirts.....	23	283.43	9.76	54.62	1	200
66	Shirt waists (women's).....	5	293.40	9.40	53.20		
67	Shipbuilding.....	16	298.06	9.19	53.87	5	164,760
68	Silk (broad and ribbon).....	139	290.35	9.91	54.60	7	1,212
69	Silk dyeing.....	23	286.52	9.91	55.13	5	28,435
70	Silk throwing.....	25	287.68	9.92	55.44		
71	Silk mill supplies.....	16	286.75	9.94	54.62		
72	Silver goods.....	13	281.31	9.69	55.38	6	1,277
73	Smelting and refining (gold, silver, copper, etc.).....	10	296.12	10.66	66.89		
74	Soap and tallow.....	19	304.11	9.73	56.16	3	4,320
75	Steel and iron (bar).....	7	263.14	9.85	56.00		
76	Steel and iron (structural).....	23	279.30	9.30	53.52	5	83,981
77	Steel and iron (forging).....	13	274.15	9.92	55.61		
78	Textile products.....	9	231.33	9.89	49.67	1	25
79	Thread.....	6	274.83	10.00	55.83		
80	Trunks and traveling bags.....	13	281.61	9.84	57.31	1	500
81	Trunk and bag hardware.....	9	286.55	9.78	55.78		
82	Typewriters and supplies.....	4	291.50	9.75	54.00		
83	Underwear (women's and children's).....	20	273.22	9.67	53.44	2	395
84	Varnishes.....	17	302.06	9.18	53.35		
85	Watches, cases and material.....	11	245.45	9.63	54.19		
86	Window shades.....	5	272.20	9.80	55.40	1	37
87	Wooden goods.....	39	279.69	9.62	55.51	3	1,370
88	Woolen and worsted goods.....	26	272.12	9.96	57.23	3	680
89	Unclassified.....	82	276.49	9.80	56.48	10	5,372
All Industries.....		2,127	278.53	9.66	55.19	254	811,080

TABLE No. 9.—Average Proportion of Business Done, by Industries, 1908.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Average Proportion of Business Done — Per-centage.
1	Agricultural implements	7	60.00
2	Artisans' tools	39	63.20
3	Art tile	7	64.20
4	Boilers	14	55.72
5	Boxes (wood and paper)	43	75.35
6	Brewing (lager beer, ale and porter)	37	68.90
7	Brick and terra cotta	67	55.30
8	Brushes	13	70.00
9	Buttons (metal)	10	61.00
10	Buttons (pearl)	21	66.90
11	Carpets and rugs	7	60.00
12	Carriages and wagons	29	70.19
13	Chemical products	62	73.62
14	Cigars and tobacco	36	71.53
15	Clothing	13	73.84
16	Confectionery	7	65.00
17	Cornices and skylights	22	63.41
18	Corsets and corset waists	11	81.82
19	Cutlery	11	59.55
20	Cotton goods	43	71.28
21	Cotton goods (finishing and dyeing)	15	77.66
22	Drawn wire and wire cloth	13	76.92
23	Electrical appliances	33	55.63
24	Fertilizers	10	75.00
25	Food products	27	71.85
26	Foundry (brass)	29	60.75
27	Foundry (iron)	51	56.57
28	Furnaces, ranges and heaters	13	57.69
29	Gas and electric light fixtures	10	71.50
30	Glass (cut tableware)	6	73.33
31	Glass (window and bottle)	26	70.19
32	Glass mirrors	4	58.75
33	Graphite products	6	75.83
34	Hats (fur and felt)	32	69.38
35	Hats (straw)	3	71.66
36	High explosives	8	51.21
37	Inks and mucilage	6	53.33
38	Jewelry	84	65.86
39	Knit goods	17	73.53
40	Leather	71	67.80
41	Leather goods	18	62.25
42	Lamps	11	71.36
43	Lime and cement	11	69.55
44	Machinery	130	56.92
45	Mattresses and bedding	9	60.56
46	Metal goods	68	65.44
47	Metal novelties	20	65.75
48	Mining (iron ore)	6	84.17
49	Musical instruments	18	68.06
50	Oilcloth (floor and table)	8	78.12
51	Oils	16	76.78
52	Paints	13	79.62
53	Paper	42	80.32
54	Pig iron	5	68.00
55	Pottery	46	41.88
56	Printing and bookbinding	19	70.53
57	Quarrying stone	17	56.26
58	Roofing (metal and tar)	7	72.14
59	Rubber goods (hard and soft)	43	67.67
60	Saddles and harness	7	48.57
61	Saddlery and harness hardware	12	58.75

TABLE No. 9.—Average Proportion of Business Done, by Industries, 1908.—(Continued).

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Average Proportion of Business Done — Percentage.
62	Scientific instruments	19	64.21
63	Sash, blinds and doors	25	73.20
64	Shoes	30	77.67
65	Shirts	22	81.43
66	Shirt waists (women's)	5	66.00
67	Shipbuilding	16	63.37
68	Silk (broad and ribbon)	139	71.02
69	Silk dyeing	23	65.43
70	Silk throwing	25	83.40
71	Silk mill supplies	16	72.50
72	Silver goods	13	70.38
73	Smelting and refining (gold, silver, copper, etc.)	10	74.44
74	Soap and tallow	19	73.16
75	Steel and iron (bar)	7	55.71
76	Steel and iron (structural)	23	59.78
77	Steel and iron (forging)	13	58.46
78	Textile products	9	63.33
79	Thread	6	90.00
80	Trunks and travelling bags	13	58.84
81	Trunk and bag hardware	9	73.89
82	Typewriters and supplies	4	78.75
83	Underwear (women's and children's)	20	73.88
84	Varnishes	17	71.76
85	Watches, cases and material	11	49.09
86	Window shades	5	58.00
87	Wooden goods	39	69.10
88	Woolen and worsted goods	26	74.42
89	Unclassified	82	65.34
All industries		2,127	66.80

TABLE No. 10.—Power Used and Owned by Industries, 1908.

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Character of Power Used.											
			Steam Engines.		Gas and Gasoline Engines.		Water Wheels.		Water Motors.		Electric Motors.		Air Compressors.	
			Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.
1	Agricultural implements	7	6	375	4	145	5	170			38	215		
2	Artisans' tools	39	31	3,033	15	799	3	120	1	12	21	296		
3	Art tile	7	9	400							9	131		
4	Boilers	14	16	1,497	1	18					39	895		
5	Boxes (wood and paper)	43	25	1,300	7	69					25	91		
6	Brewing (lager beer, ale and porter)	37	231	14,158	1	12					207	1,328		
7	Brick and terra cotta	67	116	13,394	4	111					81	2,673		
8	Brushes	13	4	75	5	36					3	10		
9	Buttons (metal)	10	7	296	4	62					74	119		
10	Buttons (pearl)	21	15	655	4	23					12	114		
11	Carpets and rugs	7	9	755			4	312			3	250		
12	Carriages and wagons	29	13	630	4	70					14	132		
13	Chemical products	62	273	13,022	1	27	3	120			174	2,605	1	25
14	Cigars and tobacco	36	39	3,144	1	15	7	119	3	3	81	711		
15	Clothing	13	2	19	2	28					17	126		
16	Confectionery	7	7	526							14	81		
17	Cornices and skylights	22	3	114	4	60					6	70		
18	Corsets and corset waists	11	7	353							10	48		
19	Cutlery	11	11	827	2	45								
20	Cotton goods	43	67	5,423	5	76	12	858			73	1,061		
21	Cotton goods (finishing and dyeing)	15	197	6,843			4	345			98	1,803		
22	Drawn wire and wire cloth	13	139	24,435	3	528					129	3,220		
23	Electrical appliances	33	46	7,092	6	227	3	800			1,005	5,609		
24	Fertilizers	10	20	2,950							50	1,097		
25	Food products	27	61	3,081	3	35					54	732		
26	Foundry (brass)	29	12	710	4	38					70	701	1	25
27	Foundry (iron)	51	83	5,543	13	1,845	1	20			393	6,230	28	646
28	Furnaces, ranges and heaters	13	18	1,643	1	15	3	80			64	881	1	150
29	Gas and electric light fixtures	10	4	165	3	53					4	52		
30	Glass (cut tableware)	6	5	155	1	12								

TABLE No. 10.—Power Used and Owned by Industries, 1908.—(Continued).

Office Number.	INDUSTRIES.	Number of Establishments Considered.	Character of Power Used.											
			Steam Engines.		Gas and Gasoline Engines.		Water Wheels.		Water Motors.		Electric Motors.		Air Compressors.	
			Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.	Number.	Total H. P.
31	Glass (window and bottle).....	26	71	2,650	2	14					48	471	4	105
32	Glass mirrors	4	2	45							3	60		
33	Graphite products	6	9	1,540	1	40	3	250			75	580		
34	Hats (fur and felt).....	33	42	4,364	2	87	2	40			61	637		
35	Hats (straw)	3	6	177										
36	High explosives	8	100	5,122	4	65					285	3,390	2	70
37	Inks and mucilage	6	6	306							5	71		
38	Jewelry	84	35	697	12	184					24	125		
39	Knit goods	17	12	1,185	1	10	3	190			6	14		
40	Leather	71	92	8,130	1	14					164	1,976		
41	Leather goods	18	13	545	3	12					31	82		
42	Lamps	11	14	1,615	1	10					129	859		
43	Lime and cement.....	11	68	16,038	1	25	1	50			262	3,505		
44	Machinery	130	168	22,180	22	454	15	464			12	16,810	7	1,000
45	Mattresses and bedding	9	6	380	6	155					6	110		
46	Metal goods	68	70	8,664	16	265	2	40			243	993		
47	Metal novelties	20	14	624	3	44					8	115		
48	Mining (iron ore).....	6	28	7,045							5	350		
49	Musical instruments	18	16	1,296	4	61	2	45			35	456		
50	Oilcloth (floor and table).....	8	51	5,510							141	2,931		
51	Oils	16	396	20,001	1	6					70	1,015		
52	Paints	13	36	4,205			1	29			108	3,088		
53	Paper	42	126	16,613	1	500	26	2,676			135	1,180		
54	Pig Iron	5	36	13,685										
55	Pottery	46	49	3,353			1	80			70	488		
56	Printing and bookbinding.....	19	8	870	6	63					229	555		
57	Quarrying stone	17	33	2,710							17	171	1	150
58	Roofing (metal and tar).....	7	16	1,645	2	22					6	120		
59	Rubber goods (hard and soft)....	43	105	19,378	1	45	8	835			86	1,225		
60	Saddles and harness.....	7	1	25	1	3					2	8		
61	Saddlery and harness hardware....	12	8	520	1	5					4	12		
62	Scientific instruments	19	22	4,910	6	105					112	1,236		

63 Sash, blinds and doors.....	25	23	1,675	1	12					29	152		
64 Shoes	30	24	1,151	4	58					9	82		
65 Shirts	22	12	527	3	31					16	108		
66 Shirt waists (women's).....	6	3	40							4	23		
67 Shipbuilding	16	46	7,527	7	194					390	4,715		
68 Silk (broad and ribbon).....	139	111	9,481	6	69	14	566			161	1,887		
69 Silk dyeing	23	60	4,332					4	50	16	123		
70 Silk throwing	25	18	1,190	3	45	7	292			39	288		
71 Silk mill supplies.....	16	7	320	3	29	1	12			6	33		
72 Silver goods	13	10	1,074	3	50					44	253		
73 Smelting and refining (gold, silver, copper, etc.).....	10	107	26,774	1	35					281	4,589	1	375
74 Soap and tallow	19	51	3,761							185	1,683		
75 Steel and iron (bar).....	7	35	3,405	1	10	2	160			35	445		
76 Steel and iron (structural).....	23	55	10,409	6	235					377	3,894	3	625
77 Steel and iron (forging).....	13	39	7,514			2	500			124	2,288		
78 Textile products	9	8	2,772			1	40			2	102		
79 Thread	6	20	12,025										
80 Trunks and traveling bags.....	13	4	435	3	34					3	8		
81 Trunk and bag hardware.....	9	10	971	1	30					5	61		
82 Typewriters and supplies.....	4	3	447							26	190		
83 Underwear (women's and children's).....	20	9	323	10	77					15	72		
84 Varnishes	17	10	529	1	6					38	445		
85 Watches, cases and material.....	11	11	471	1	140					88	778		
86 Window shades	5	3	230							3	13		
87 Wooden goods	39	27	1,820	3	46	1	80			16	107		
88 Woolen and worsted goods.....	26	61	16,375			11	868			85	1,635		
89 Unclassified	82	92	16,558	13	420	5	335			480	9,367		
All industries	2,127	3,994	421,667	266	8,059	153	10,496	8	65	7,637	107,255	49	3,171

Statistics of Steam Railroad Transportation in New Jersey

For the Year Ending June 30, 1909.

Number of Miles of Road, Number of Employees, Number of Days Employed, Total Amount Paid in Wages, Average Daily and Yearly Earnings per Employee, Number of Employees Injured While on Duty, and Number Whose Injuries Resulted in Death.

The data presented in the following series of tables relates to the seven trunk lines of railroad, and has relation only to that part of their operating forces whose duties are performed entirely or for the most part within the territorial limits of New Jersey. The form of presentation followed is the customary one of a separate table for each company, viz.: The Pennsylvania; Philadelphia & Reading; Central Railroad of N. J.; Erie; New York, Susquehanna & Western, and other divisions of the Erie System, and the Lehigh Valley.

The data consists of figures showing the number of miles of road owned and operated by each company in New Jersey; the number of persons employed; the aggregate number of days employed during the year; the average number of days employed per employee; the average number of hours worked per day; the average number of days not on duty, including Sundays; the aggregate amount paid in wages; the average yearly earnings per employee; number of employees injured during the year; and the number whose injuries resulted in death either immediately or soon after the accident occurred.

In addition to the above details, there are two summary tables—one showing a comparison of the totals relating to each individual road as compiled for the years 1908 and 1909, and the other a comparison of the aggregate totals of all roads for both these years, in absolute amounts and also by percentages, such

increases and decreases as have occurred in 1909. This table follows:

PARTICULARS.	1908.	1909.	Increase (+) or decrease (-) in 1908 as com- pared with 1909.	
			Amounts.	Per- centages.
Aggregate number of miles of road in New Jersey	1,634.86	1,634.83	— .03	.....
Aggregate number of persons em- ployed	42,514	39,277	— 3,237	— 7.6
Aggregate number of days worked Average number of days worked per employee	12,607,874	11,887,174	— 720,700	— 5.7
Average number of hours worked per day	296	302	+ 6	+ 2.0
Average number of days not on duty	10.4	10.3	— 0.1	— 0.9
Aggregate amount paid in wages..	69	63	— 6	— 8.7
Average wages per day.....	\$27,940,975.12	\$25,346,872.83	— \$2,594,102.29	— 9.3
Average yearly earnings per em- ployee	\$2.22	\$2.14	— 0.8	— 3.6
Aggregate number of employees in- jured while at work.....	\$657.22	\$645.34	— \$11.88	— 1.8
Aggregate number whose injuries resulted in death	1,827	1,474	— 353	— 19.3
	116	65	— 51	— 44.0

As shown by the above table, only one heading—"average number of days worked per employee"—shows an increase, and that a small one amounting to only six days, or two per cent. of the record for 1908. The number of miles of road is practically the same for both years, the difference, which is a decrease, being, however, only .03 per cent. With the exception of the figures relating to the accidental injury of employees and the fatalities resulting therefrom, the largest decreases are shown in the "aggregate amount paid in wages," which has fallen off \$2,594,102, or 9.3 per cent. below that of 1908, and the average number of days not on duty shows a decrease of six days, which, as a matter of course, corresponds exactly with the increase shown in the average number of days worked per employee. The aggregate number of persons employed is less in 1909 by 3,237, or 7.6 per cent.; the average wages per day is less by 8 cents, or 3.6 per cent., and the average of yearly earnings is \$11.88, or 1.8 per cent. below the figures for 1908. A slight falling off—0.9 per cent.—is shown also in the average working time per day.

It is extremely gratifying to note the great reduction shown in the number of accidents which befell railroad employees while on duty, as shown by the record of 1909 compared with that of 1908. The figures relating to the subject, as given on the table,

do not include accidents on the Erie road for either year, and the New York, Susquehanna & Western, which is a part of the Erie system, although reporting accidents for 1908, failed to do so for 1909; the comparison is therefore, because of this omission, not exactly on the same basis for both years. However, by deducting the fifty-two cases of injury and the two fatalities which resulted therefrom, as reported by this road for 1908, the conditions for comparison are made equal, and it is shown that the reduction in the number of accidents on the five roads reporting for both years is 301, or almost exactly 16 per cent., and the number of these that resulted in death is 49, or precisely 43 per cent. lower than the fatalities of 1908.

The decline in railroad activity set in with the industrial depression which began in the latter part of 1907, and has, as shown by the comparison table, continued in a progressively downward course to the end of the fiscal year covered by these statistics. Up to and including the year 1907 the number of employes and the amounts paid in wages showed a large and steadily maintained increase; but the unsettlement of business and consequent check to the development of new enterprise which followed the depression caused a falling off almost, if not quite, as rapid as the previous advance had been.

To illustrate the progressive character of railroad development in New Jersey, and at the same time point out the seriousness of the set back which it has suffered during the past two years, the figures relating to employment and wages for the past six are here given:

Year.	Number of Employes in New Jersey.	Aggregate Amount Paid in Wages.
1904.....	37,654	\$32,440,399
1905.....	37,955	23,168,810
1906.....	42,702	25,687,890
1907.....	45,810	28,987,303
1908.....	42,514	27,940,975
1909.....	39,277	25,346,873

The year of greatest railroad prosperity, as shown by the above table, was 1907, when, as compared with 1904, the number of persons employed and the amount paid in wages had increased 8,156 and \$6,546,904 respectively. The number of wage earners increased 21.7 per cent., and the total wages paid 29.1 per cent. as compared with 1904. For the two years following 1907 a

falling off in the number of employes of 6,532, or 14.2 per cent., and in the amount paid in wages \$3,640,430, or 12.6 per cent. It is greatly to the credit of railroad management that notwithstanding the general scarcity of employment which has prevailed for the past two years there has been practically no reduction in the wage rates of the vast army of employes that constitutes the working force of the lines. The table shows a falling off of eight cents a day in average wages as compared with 1908, but the change which brought about this reduction was effected without cutting the compensation of ordinary workmen.

The average yearly earnings of railroad workmen, which are \$645.34 in 1909, are exceeded in only five of the eighty-nine more or less mechanical occupations under which the industries of the State are classified in the annual statistics of manufactures.

The second summary table which follows here is a presentation of the aggregate totals for all roads, the data for 1909 being placed in comparison with 1908, affords an opportunity of seeing at a glance such changes as may have occurred during the year. Without exception all the roads are shown by the table to have suffered about their proportionate shares of the decreases indicated on the first summary.

Practically all employes who were accidentally injured while on duty during the year belonged to the various subdivisions of railroading known collectively as trainmen, which designation includes all whose duties are directly related to the movement of trains—such as engineers, firemen, conductors, baggagemen, brakemen, switchmen, flagmen, bridge builders, yardmen and section men. With the exception of the Erie, and the New York, Susquehanna & Western, the statistical table relating to each road will show the number of casualties that befell its workmen, and the branch of the service in which they were employed.

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30th, 1909.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates and Annual Earnings.

Summary of Table No. 1.—Aggregates and Averages, by Companies.

CLASSIFICATION.												
	Years.	Number of miles of road in New Jersey.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed.	Average number of days during year not on duty, including Sundays.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
Pennsylvania Railroad Company.....	1908	402.60	18,223	5,449,848	299	9.8	66	\$12,883,958 88	\$2.36	\$707 01	1,084	57
	1909	402.56	15,890	5,199,690	327	9.9	38	11,280,935 03	2 17	709 94	1,021	22
Philadelphia and Reading Railway Company.....	1908	221.86	2,394	736,345	307	.....	58	1,298,322 17	1 76	542 32	134	9
	1909	221.57	2,483	753,501	303	.....	62	1,332,004 44	1 77	536 45	105	5
Central Railroad Company of New Jersey.....	1908	398.65	7,274	2,162,766	297	10.2	68	4,941,489 20	2 28	679 33	132	20
	1909	398.65	7,281	2,103,825	289	10.0	76	4,843,423 87	2 30	665 21	144	21
Delaware, Lackawanna and Western Railroad Company	1908	206.99	7,350	2,283,468	311	10.2	54	4,775,088 95	2 09	649 67	131	16
	1909	206.99	6,748	1,972,541	292	10.0	73	4,125,129 99	2 09	611 31	65	9
Eric Railroad Company.....	1908	141.93	2,369	662,889	279	10.5	86	1,350,686 85	2 04	570 15	.....	.....
	1909	141.93	2,312	636,676	275	10.5	90	1,271,201 82	2 00	549 82	.....	.....
Lehigh Valley Railroad Company.....	1908	131.74	2,846	787,504	277	11.1	88	1,654,947 61	2 10	581 50	294	13
	1909	131.63	2,796	753,338	269	10.7	96	1,584,061 17	2 11	566 55	139	7
New York, Susquehanna and Western Railroad Company	1908	131.09	2,058	525,054	255	10.9	110	1,036,481 46	1 97	503 61	52	2
	1909	131.50	1,767	467,603	265	10.6	100	910,116 51	1 94	515 06	.....	.....
Totals.....	1908	1,634.86	42,514	12,607,874	296	10.4	69	\$27,940,975 12	\$2 22	\$657 22	1,827	116
	1909	1,634.83	39,277	11,887,174	302	10.3	63	25,346,872 83	2 14	645 34	1,474	65

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30, 1909.—Continued.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates, and Annual Earnings.

Pennsylvania Railroad Company. Number of Miles of Road in New Jersey—402.56.

CLASSIFICATION.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed per day.	Average number of days during year not on duty. Sundays included.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
Conductors	444	129,412	291	10	74	\$511,387 43	\$3 96	\$1,151 77	36	3
Brakemen	1,125	278,696	248	11	117	726,071 34	2 60	845 40	113	3
Engineers	683	213,689	313	10	52	1,002,177 85	4 69	1,467 32	23	1
Firemen	723	228,626	316	10	49	577,239 48	2 53	798 39	39	1
Switchmen	269	77,572	288	11	117	141,277 16	1 82	525 19	8	2
Flagmen	231	69,649	301	11	64	161,889 70	2 33	790 82	2	2
Engine wipers, etc.....	168	52,444	312	11	53	119,597 95	2 28	711 89	6	2
Yardmen	989	285,904	289	10	76	818,295 62	2 86	827 40	16	10
Trackmen	1,856	525,289	283	10	82	798,995 98	1 52	430 49	83	10
Agents	152	52,578	346	10	19	134,825 35	2 56	887 01	.....	.....
Assistant Agents	6	2,006	334	10	31	7,019 69	3 52	1,174 92	.....	.....
Baggagemen	222	61,791	278	10	87	136,281 65	2 21	613 88	10	.....
Clerks	1,692	353,579	324	9	41	821,801 35	2 32	752 56	1	1
Other depot men.....	534	158,776	297	10	68	288,962 99	1 82	541 13	16	.....
Machinists and helpers	752	211,334	281	9	84	588,815 35	2 79	783 00	117	1
Blacksmiths and helpers	190	54,347	286	9	79	127,976 23	2 36	673 56	19	.....
Boilermakers and helpers	240	69,177	288	9	77	191,773 30	2 77	739 06	25	.....
Carbuilders and repairers	963	252,862	263	10	102	546,311 89	2 16	567 30	42	3
Carpenters and bridge-builders	522	147,021	282	10	83	391,275 41	2 66	749 57	50	.....
Construction gangs	79	17,008	215	10	50	27,519 89	1 62	348 35	1	.....
Telegraph operators	442	144,183	326	9	39	319,544 10	2 22	722 96	.....	.....
Division Supt's office.....	64	19,240	301	9	64	75,403 10	3 91	1,178 17	.....	.....
Supply department	31	6,954	224	9	141	15,663 65	2 26	595 28	.....	.....
Other employees	4,113	1,787,562	435	10	.....	2,759,828 81	1 54	668 81	414	1
Totals.....	*15,890	5,199,690	327	9.9	38	\$11,280,935 03	\$2 17	\$709 91	1,021	22

*4.406 employees are required to pass into States of New York and Pennsylvania in connection with their duties.

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30, 1909.—Continued.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates, and Annual Earnings.

Philadelphia and Reading Railway Company (Atlantic City Railroad, Delaware and Bound Brook Railroad and Port Reading Railroad). Number of Miles of Road in New Jersey—221.57.

CLASSIFICATION.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed per day.	Average number of days during year not on duty, Sundays included.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
General officers	20	6,350	317	.....	48	\$21,750 40	\$3 43	\$1,087 97	.....	.....
Conductors	12	22,086	307	.....	58	61,883 59	2 79	859 49	.....	.....
Brakemen	178	51,174	287	.....	78	102,848 24	2 01	577 80	.....	.....
Engineers	83	23,970	288	.....	77	88,322 66	3 69	1,064 13	71	1
Firemen	83	24,406	294	.....	71	56,857 59	2 23	685 03	.....	.....
Switchmen	117	36,468	311	.....	54	54,111 18	1 49	462 49	.....	.....
Flagmen	35	11,599	331	.....	34	16,609 62	1 43	474 56	.....	.....
Engine wipers, etc.....	95	30,916	325	.....	40	46,373 83	1 50	487 09	.....	.....
Yardmen	91	27,533	303	.....	62	39,840 36	1 44	437 81	.....	.....
Trackmen	665	201,950	304	.....	61	276,503 72	1 37	415 80	22	2
Agents	88	27,082	308	.....	57	48,177 65	1 78	547 47	.....	.....
Assistant Agents	21	6,429	306	.....	59	8,875 52	1 38	422 64	.....	.....
Baggagemen	14	4,440	317	.....	48	8,184 87	1 84	584 63	.....	.....
Clerks	84	25,626	305	.....	60	35,770 50	1 40	425 84	1	1
Other depot men.....	364	110,812	304	.....	61	166,942 40	1 51	458 63	.....	.....
Machinists and helpers.	15	4,791	319	.....	46	11,495 64	2 40	766 37	.....	.....
Blacksmiths and helpers	6	1,736	289	.....	76	4,832 18	2 79	805 36	.....	.....
Boilermakers and helpers	8	2,566	327	.....	38	5,646 27	2 16	705 78	4	.....
Carbuilders and repairers, carpenters and bridgebuilders	72	22,447	312	.....	53	55,677 37	2 48	773 30	.....	.....
Construction gangs	45	13,758	306	.....	59	19,260 60	1 40	428 01	.....	.....
Telegraph operators	28	8,513	304	.....	61	17,133 24	2 01	611 91	.....	.....
Division Supt's office.....	10	3,982	308	.....	.....	7,584 00	1 91	758 40	1	.....
Other employees	289	84,867	294	.....	71	177,314 01	2 09	613 54	6	2
Total.....	2,482	753,501	303	.....	62	\$1,332,004 44	\$1 77	\$536 45	105	6

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30, 1909.—Continued.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates, and Annual Earnings.

Central Railroad of New Jersey. Number of Miles of Road in New Jersey—398.65.

CLASSIFICATION.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed per day.	Average number of days during year not on duty, Sundays included.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
Other officers	10	3,678	368	.....	.....	\$43,744 82	\$11 89	\$4,374 48	.....	.....
Station agents	149	47,268	317	11	48	122,918 27	2 60	324 95	1	.....
Other station men	942	272,364	289	11	76	524,832 50	1 93	557 15	.....	1
Enginemen	298	103,566	348	10	17	404,063 19	3 90	1,355 92	12	.....
Firemen	305	100,693	330	10	35	234,120 22	2 33	767 61	23	.....
Conductors	251	76,937	307	12	58	274,880 37	3 57	1,095 14	5	.....
Other trainmen	661	174,734	264	12	101	428,670 90	2 45	648 52	62	6
Machinists	250	58,344	233	9	132	184,589 44	3 16	738 36	.....	.....
Carpenters	302	85,149	282	9	83	215,328 15	2 53	713 01	6	1
Other shopmen	962	236,519	246	10	119	545,750 79	2 31	567 31	.....	.....
Section foremen	117	35,777	305	10	60	86,919 28	2 43	742 90	.....	.....
Other trackmen	1,089	262,475	241	10	124	374,379 41	1 43	343 78	7	7
Switchmen, flagmen and watchmen	327	110,180	337	12	28	222,867 87	2 02	681 55	12	1
Telegraph operators and dispatchers	75	23,754	317	9	48	59,440 71	2 50	792 54	1	.....
Employees account floating equipment	301	86,917	289	9	76	237,576 99	2 73	789 29	.....	.....
All other employees and laborers	1,242	425,470	342	10	23	883,340 96	2 08	711 22	13	5
Totals	7,281	2,103,825	289	10	76	\$4,843,423 87	\$2 30	\$665 21	144	21

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30, 1909.—Continued.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates, and Annual Earnings.

Delaware, Lackawanna and Western Railroad (Morris and Essex Division, and Sussex Railroad). Number of Miles of Road in New Jersey—206.99.

CLASSIFICATION.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed per day.	Average number of days during year not on duty, Sundays included.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
General officers	5	1,825	365	8	.....	\$21,750 00	\$11 92	\$4,350 00	....	....
Conductors	102	34,680	340	10	25	130,978 41	3 78	1,284 10	4	....
Brakemen	232	78,930	340	10	25	187,762 22	3 38	809 32	17	....
Engineers	244	76,359	313	10	42	292,782 38	3 83	1,199 93	4	12
Firemen	245	76,359	312	10	43	179,640 62	3 35	733 23	6	....
Switchmen	38	13,020	342	12	23	24,664 58	1 90	649 07	....	....
Flagmen	315	107,187	340	12	25	127,401 84	1 18	404 45	....	....
Engine wipers, etc.....	51	17,821	349	10	16	26,191 26	1 47	513 55	....	....
Yardmen	170	57,800	340	10	25	185,323 96	3 21	1,090 14	1	....
Trackmen	881	215,310	244	10	121	315,287 82	1 47	357 88	6	2
Agents	106	37,515	354	10	11	84,390 64	2 25	796 14	....	....
Baggagemen	105	35,700	340	12	25	69,342 06	1 94	660 40	3	....
Clerks	292	96,581	331	9	34	208,089 00	2 15	712 64	....	....
Other depot men.....	620	204,056	329	12	36	358,793 39	1 76	578 70	11	....
Machinists and helpers..	180	51,159	284	10	81	103,404 27	2 02	574 47	....	1
Blacksmiths and helpers..	48	12,635	263	10	102	28,147 30	2 23	586 40	....	....
Boilermakers and helpers	75	20,972	280	10	85	46,770 74	2 23	623 61	....	....
Carbuilders and repairers	627	189,564	302	10	63	405,563 34	2 14	646 53	....	....
Carpenters and bridge-builders	233	65,484	281	10	84	146,592 23	2 24	629 15	3	....
Telegraph operators	38	13,570	357	9	8	32,864 49	2 22	864 86	....	....
Division Supt's office....	20	6,340	317	9	48	18,667 16	2 94	233 36	....	....
Supply department	74	21,799	295	10	70	38,600 34	2 17	521 63	....	....
Other employees	2,047	537,875	263	10	102	1,092,121 94	2 03	533 52	10	12
Total.....	6,748	1,972,541	292	10	73	\$4,125,129 99	\$2 09	\$611 31	65	9

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30, 1909.—Continued.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates, and Annual Earnings.

Erie Railroad Company. Number of Miles of Road in New Jersey—141.933.

CLASSIFICATION.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed per day.	Average number of days during year not on duty, Sundays included.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
General officers	5	1,772	354	8	11	\$31,246 11	\$17 65	\$6,249 22	....	....
Conductors	71	22,374	315	10	50	74,623 79	3 34	1,051 04	....	....
Brakemen	196	55,851	285	10	80	134,773 56	2 41	687 62	....	....
Engineers	95	26,977	284	10	81	106,282 62	3 94	1,118 76	....	....
Firemen	108	27,985	259	10	106	67,256 66	2 40	622 75	....	....
Switchmen										
Flagmen										
Engine wipers, etc.	128	42,101	329	12	36	61,629 95	1 46	481 48	....	....
Yardmen										
Trackmen	368	86,402	234	12	131	119,410 99	1 39	324 49	....	....
Agents and assistant agents	37	13,072	353	12	12	24,896 81	1 90	672 89	....	....
Baggagemen										
Clerks	382	109,803	287	12	78	175,116 77	1 69	458 42	....	....
Other depot men										
Machinists	120	30,353	253	10	112	73,468 76	2 42	612 24	....	....
Blacksmiths										
Rollermakers										
Carbuilders										
Carpenters and bridge-builders	203	56,680	279	10	86	104,672 95	1 85	515 63	....	....
Telegraph operators	62	20,083	324	10	41	35,646 24	1 77	574 94	....	....
Division Supt's office	26	9,015	346	10	19	22,746 78	2 53	874 88	....	....
Supply department and other employees	511	134,208	263	12	102	239,429 83	1 78	468 55	....	....
Total	2,312	636,676	275	10.5	90	\$1,271,201 82	\$2 00	\$549 82	....	....

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30, 1909.—Continued.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates, and Annual Earnings.

Lehigh Valley Railroad Company. Number of Miles of Road in New Jersey—131.63.

CLASSIFICATION.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed per day.	Average number of days during year not on duty. Sundays included.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
Conductors	66	22,208.8	336	12	29	\$72,870 63	\$3 29	\$1,104 10	11	....
Brakemen	210	56,395.7	268	12	97	154,611 68	2 75	736 25	23	1
Engineers	148	39,485.5	267	12	98	145,711 44	3 69	984 54	6	1
Firemen	155	41,913.3	270	12	95	102,232 05	2 44	659 56	16	....
Switchmen and flagmen..	204	71,000	348	12	17	138,297 28	1 95	677 93	36	4
Track foremen	69	23,217.9	336	10	29	45,907 97	1 98	665 33	1	....
Agents, assistant agents and clerks	136	46,819.8	344	10	21	93,213 81	1 99	685 40	1	....
Baggagemen and other station men	482	117,001.5	243	12	122	215,069 30	1 84	446 26	5	....
Machinists and helpers..	30	6,527.3	326	10	39	16,222 42	2 49	811 12	1	....
Blacksmiths and helpers, boilermakers & helpers.	105	32,689.4	311	10	54	58,067 01	1 78	552 45	3	....
Carpenters and bridge-builders	116	28,533.9	246	10	119	53,679 50	1 88	462 75	9	....
Construction gangs	353	84,115.6	238	10	127	119,062 21	1 42	337 28	19	....
Telegraph operators	17	5,372	310	8	55	9,447 75	1 79	555 75	....	....
Floating equipment	45	15,372.9	339	10	26	28,970 18	1 90	643 78	....	....
Other employes	670	162,884.8	243	11	122	330,727 94	2 03	493 62	15	1
Total	2,796	753,338.4	269	10.7	96	\$1,584,061 17	\$2 11	\$566 55	139	7

CLASSIFICATION of Persons Employed on the Steam Railroads in New Jersey, for the Fiscal Year Ending June 30, 1909.—Continued.

Number of Persons Employed, Number of Hours on Duty per Day, Total Amount Paid in Wages, Average Daily Wage Rates, and Annual Earnings.

New York, Susquehanna and Western Railroad Company. Number of Miles of Road in New Jersey—131.50.

CLASSIFICATION.	Number of persons employed.	Aggregate number of days employed.	Average number of days employed per employee.	Average number of hours employed per day.	Average number of days during year not on duty, Sundays included.	Aggregate amount paid in wages.	Average wages per day.	Average yearly earnings per employee.	Number of employees injured during year.	Number of employees whose injuries resulted in death.
General officers	1	365	365	8	.....	\$1,450 00	\$3 97	\$1,450 00	.....	.....
Conductors	62	19,079	307	10	58	62,050 24	3 26	1,000 81	.....	.....
Brakemen	204	57,507	282	10	83	121,537 79	2 11	595 77	.....	.....
Engineers	68	21,969	323	10	42	81,314 99	3 70	1,195 81	.....	.....
Firemen	73	21,321	300	10	65	50,113 51	2 29	686 49	.....	.....
Switchmen, flagmen, engine wipers & yardmen	142	46,236	325	12	40	68,604 07	1 49	483 13	.....	.....
Trackmen	304	69,050	227	12	61	93,305 03	1 35	306 92	.....	.....
Agents & assistant agents	62	21,840	352	12	13	39,568 34	1 81	638 20	.....	.....
Baggagemen, clerks & other depotmen	291	59,813	206	12	159	98,165 90	1 64	337 34	.....	.....
Machinists & helpers.	71	19,997	281	10	84	46,942 97	2 35	661 17	.....	.....
Blacksmiths & helpers.										
Boilermakers & helpers										
Carbuilders & repairers										
Carpenters and bridge-builders	170	43,661	257	10	108	88,208 86	2 02	518 88	.....	.....
Telegraph operators	35	11,412	326	10	39	18,044 60	1 27	515 56	.....	.....
Division Sup't office	26	9,459	364	10	1	23,114 88	2 44	889 03	.....	.....
Supply department and other employees	258	65,294	253	12	112	117,695 33	1 80	456 18	.....	.....
Total	1,767	467,603	265	10.6	100	\$910,116 51	\$1 94	\$515 06	.....	.....

Cost of Living in New Jersey.

Retail Prices for a Selected Bill of Table Supplies Obtained from Representative Dealers in Groceries and Meats in the Leading Cities and Towns of the State. Prices as they were in June, 1909.

The retail prices which appear on the following tables are for a selected bill of goods that is as nearly as possible representative of the standard varieties of table supplies in use by families of average incomes. The cost of living as an element in the great economic problem of how to obtain from the productive power of our industrial system the greatest possible good for all is of at least equal importance with that of income, whether the same be in the form of profits, fees, salaries, or wages; the reciprocal relation of the two is so intimate that no proper estimate of the fairness or sufficiency of one can be made without taking the other into account. In the last analysis the labor of mankind is directed toward, not the mere acquisition of money, but to secure as much as possible of the necessities and luxuries required for the maintenance of life on the plan to which each aspires. The value of incomes in any form is, therefore, not so much a question of amount in dollars and cents, as how far these can be made to go in the purchase of the things that we want and must have. In recognition of the equal economic importance of prices and wages, the Bureau has therefore for the past twelve years endeavored to give annually in these reports an accurate presentation of the trend of both. Current wages and earnings of upwards of 300,000 persons employed in the factory and workshop industries of the State are given in the annual "statistics of manufactures," and the reports on employment in the transportation service, and this chapter on the "cost of living," which is a permanent feature of each year's industrial presentation, is, within its limitations, being confined to table supplies only, a reliable guide in studying the fluctuations of prices.

The plan followed in the investigation from the beginning is to consider only such varieties of food supplies as are in general demand, excluding the more costly kinds such as are consumed to only a very slight extent by the families of ordinary wage earners. To insure the utmost possible uniformity of conditions, one year with another, the reports are furnished each year by the same dealers, and the prices from all localities are those that prevailed for the month of June, thus establishing the fairest possible conditions for yearly comparisons with a view to showing such changes as may have occurred.

Although every article appearing in the bill of goods is so particularized as to quantity and quality that neither should be misunderstood, it seems evident from the remarkable variation in some few prices quoted, that the articles are not precisely the same in every instance. The only way in which these variations can be accounted for is that dealers report as "best" the goods in stock that come nearest to answering that designation; in other words, while prices for the best quality of certain lines of goods to be found on the market are called for, the dealer, not unnaturally, reports prices representing the highest grades handled by himself without reference to how far they may be below the standards specified in the schedule. The lines in which these variations occur are "teas," "butter," "prepared flour," and some kinds of canned goods. These mistakes, which are made by only a few dealers, impair the correctness of the average prices of these articles for the localities in which they occur, and for the State at large, very slightly, if at all.

In the report of last year the fourth or basic table, from which all the averages and aggregates are drawn, was omitted. This was done because of desire on the part of the State authorities to bring about a reduction in the size of State reports so far as the same could be accomplished without impairing their intelligibility. The same course has been adopted this year and will be pursued hereafter. The only difference which dropping the table makes is that without it prices for separate articles on the bill of goods as reported by the different towns cannot be compared, which is, however, a detail of comparatively slight importance, the trend of prices being plainly shown in the average prices per article for the entire State and the average cost of the entire list of goods by localities, as these are given on Tables Nos.

1 and 2. In all other respects the form of tabular presentation remains unchanged, Table No. 1 giving the total cost of the entire bill of goods by localities; Table No. 2 giving the prices of each separate article in standard quantities for 1909 in comparison with the figures for 1908; and Table No. 3, the same in form as Table No. 2, excepting only that the comparison of prices is made to cover a period of eleven years, or from 1889 to 1909.

Table No. 1 is so arranged as to show the comparative costliness of the bill of goods, the name of the city or town in which it is lowest being entered first, and the others following in the order of increase in the aggregate price, the highest locality being, as a matter of course, the last one entered on the table.

Califon, Hunterdon county, is again, as it has been for the past five years, lowest in price, and therefore, by reasonable inference, the most inexpensive location for residence in the entire State so far as table supplies are concerned. The cost of the bill of goods there is \$11.170 as against Metuchen, Middlesex county, where it is \$15.930. The difference between these extremes is \$3.760, or 33.5 per cent. in favor of the first named locality. Next lowest after Califon is Glen Gardner, Hunterdon county, where the cost of the bill is \$11.325, and Colliers Mills, Ocean county, where it is \$11.910. In twelve localities the price ranges from \$12.075 to \$12.995; in twenty-four localities the range is from \$13.030 to \$13.970; in fifteen localities the range is from \$14.120 to \$14.980, and in thirteen others it is from \$15.040 to \$15.930, which latter price is, as before stated, the highest on the list.

The average cost of the bill of goods for the entire State is \$13.820. In 1908, the average cost was \$12.996. The increase for the year in the average cost of the bill of goods is therefore \$0.824, or 6.4 per cent. An examination of the table will show that as a rule prices are highest in the large towns, where proximity to the wholesale markets, together with extensive competition among many dealers might reasonably be supposed to produce the opposite effect, and lowest in the smaller communities where there is little or no competition and to which goods must be transported from distant markets at considerable expense. The most reasonable way of accounting for this somewhat contradictory state of affairs seems to be that in small country towns and villages food supplies are sold at general

stores where many other lines of goods are handled, the sales of which contribute largely toward defraying expenses and building up profits. Labor in such establishments is usually performed by the proprietors or members of their families, and where outside help is employed, the wages are far less than in the large cities. Village stores are usually owned by the storekeeper, and where such is not the case rents are quite insignificant compared with those charged in the larger cities.

Other important economies in the management of village stores are the almost total absence of all expense for delivery, and the fact that trade is done on a cash basis almost entirely, which practically eliminates liability to loss on account of bad debts.

Table No. 2 shows average prices in the entire State for each article included in the bill for 1909 in comparison with 1908. Prices for both years, with increases and decreases, are entered decimally because of the fact that many of the changes shown in the comparison amounts to only one mill.

Flour in barrels—first and second quality—although entered on this table for the purpose of comparison, is not included in the totals for either year, the reason being that these goods appear also in 25 pound bags, and their inclusion under both designations would be misleading both as to the total aggregate cost of the bill, and also in the increases or decreases in the price of flour which, if figured on the basis of both barrels and bags, would as a matter of course appear to be double the actual amount.

An examination of the table will show only five articles in the entire list—"oatmeal," "bread—small loaf," "tea—mixed, first quality," "succotash" and "kerosene oil"—sell for the same prices both years.

Of the 47 other articles appearing on the table, 19 show decreases and 28 show increases of cost in 1909 as compared with 1908. With the exception of the first quality, mixed, which, as before stated, was sold for the same price both years, all the teas of various grades show reductions in average prices ranging from eight-tenths of a cent per pound for "first quality green," to two and eight-tenths cents per pound for "first quality black." "Rio" coffee shows an increase of two-tenths of a cent per pound, while "Maricaibo" and "Java" show reductions of two-tenths of a cent, and one-tenth of a cent, respectively.

"Tomatoes," "corn," "rice," "prunes—first and second quality," "raisins—seeded," "vinegar," and "common soaps" all show a slight falling off in price, the largest among them being a decline of one and eight-tenths cents per pound in the price of "seeded raisins." A slight decline is also shown in the price of rib and chuck roasts, and also sirloin and round steaks.

The increases are not only the most numerous, but also with a few exception the largest in amounts. The first and second quality of wheat flour show advances of \$0.980, and \$1.117 per barrel, respectively, as compared with the prices of 1908. Other conspicuous increases are shown by "eggs," 4.1 cents per dozen, and "potatoes—old and new," 18.4 and 22.4 cents per bushel, respectively. As before stated, the entire list of goods shows an advance of \$0.824, or 6.4 per cent over the prices of 1908.

Table No. 3 is the same in every respect as No. 2, except that average prices per article are compared with those reported for the year 1898, when this annual record of the cost of living was first begun. The comparison is based on a smaller list of articles, those only being used that appeared in the first inquiry. Flour by the barrel is substituted in the table for the same commodity in twenty-five pound bags, which will, as a matter of course, cause a very considerable enlargement in the aggregate cost of the bill of goods as presented for both these years compared with Table No. 2. The purpose of this comparison is to show in absolute amounts and by percentages such increases and decreases in prices as have occurred over the longest period of time for which the necessary data are available.

In 1898, as shown by the table, the cost of the bill was \$16.901; in 1909 it is \$23.177, the increase in price of these goods over a period of eleven years is therefore, \$6.276, or 37.13 per cent. There are forty-three articles used in the comparison, of which number one—"succotash"—shows no variation in price; seven articles—"oatmeal in package," "granulated sugar," "tea—black and green, first quality," "coffee—Rio and Java," "tomatoes" in cans, and "prunes" of second quality—show decreases, all with the exception of the teas and coffees being very small in amounts. The remaining thirty-five articles show increases, the greater number of them being very large. "Butter—second quality," has advanced 65.68 per cent; "butter—first quality," 49.77 per cent;

"flour—second quality" per barrel, 59.65 per cent.; "flour—first quality," 50.58 per cent.; and "lard," 58.24 per cent. All the varieties of meats, fresh, corned and smoked, show large increases, the greatest being "bacon," and fresh "pork," which are now, respectively, 54.54 per cent. and 44.64 per cent. higher than they were in 1898. Any further attempt to particularize the increases shown by the comparison would necessarily take the form of repeating that which is plainly shown by the figures on the table. The important fact shown by the comparison is that the comprehensive list of food supplies here presented has advanced in price to the extent of 37.13 per cent. during the past eleven years, and that the staple articles of food supply which are used in all homes have contributed most largely to the production of this high average. As a result of this advance of 37.13 per cent. in the cost of food, a family whose consumption of goods, selected from this list in 1898, amounted to an average of \$6.00 weekly, finds itself, in 1909, obliged to pay \$8.23 for the same quantity of similar articles.

This advance in the cost of food is only partly offset by the increase—19.0 per cent.—which is shown by the statistical reports of each year to have taken place in average earnings of persons employed in manufacturing industry in New Jersey from 1898 to 1909. The increased cost of food supplies has, therefore, during the past eleven years, outrun the advance in earnings by approximately 18 per cent. House rent and clothing have advanced much higher than food, and the same may be said of everything in the nature of individual and family requirements that enters into the cost of living.

The building trades workmen are the only wage workers whose earnings have more than kept pace with the general increase in all kinds of necessary living expenses.

SUMMARY TABLE No. 1.

The Cost of Living in New Jersey—Total Cost of the Entire List of Articles in the Various Cities and Towns of the State.

County.	City or Town.	Total Cost of Entire Bill of Goods.
Hunterdon	Califon	\$11.170
Hunterdon	Glen Gardner	11.260
Ocean	Colliers' Mills	11.910
Monmouth	Marlboro	12.075
Ocean	Manahawkin	12.205
Morris	Flanders	12.235
Hudson	Jersey City	12.605
Cumberland	Bridgeton	12.612
Morris	Middle Valley	12.625
Morris	Chester	12.685
Middlesex	Cheesequake	12.800
Ocean	Lakehurst	12.895
Sussex	Stillwater	12.935
Warren	Port Colden	12.965
Monmouth	Allenwood	12.995
Hunterdon	Flemington	13.030
Monmouth	Asbury Park	13.090
Warren	Oxford	13.115
Hudson	Harrison	13.140
Warren	Marksboro	13.180
Hunterdon	New Germantown	13.205
Burlington	Burlington	13.210
Hudson	Hoboken	13.210
Sussex	Swartzwood	13.235
Hunterdon	High Bridge	13.490
Middlesex	Cranbury	13.515
Monmouth	Allentown	13.533
Morris	Dover	13.532
Gloucester	Clayton	13.590
Warren	Oxford	13.600
Warren	Beattystown	13.645
Warren	Blairstown	13.670
Monmouth	Freehold	13.735
Burlington	Mount Holly	13.825
Sussex	Monroe	13.830
Essex	Montclair	13.910
Bergen	Garfield	13.905
Salem	Salem	13.940
Monmouth	Matawan	13.970
Morris	Drakestown	14.120
Passaic	Paterson	14.200
Morris	German Valley	14.230
Cumberland	Millville	14.260
Union	Elizabeth	14.275
Atlantic	Mays Landing	14.370
Essex	Belleville	14.370
Camden	Camden	14.385
Essex	Newark	14.410
Cape May	Cape May	14.440

SUMMARY TABLE No. 1.—Continued.

County.	City or Town.	Total Cost of Entire Bill of Goods.
Atlantic	Hammonton	14.445
Warren	Washington	14.720
Morris	Boonton	14.835
Essex	Orange	14.900
Bergen	Hackensack	14.980
Mercer	Trenton	15.040
Passaic	Passaic	15.130
Warren	Belvidere	15.231
Warren	Hackettstown	15.250
Burlington	Bordentown	15.270
Bergen	Rutherford	15.300
Mercer	Princeton	15.390
Somerset	Somerville	15.565
Gloucester	Woodbury	15.565
Middlesex	New Brunswick	15.570
Essex	South Orange	15.630
Burlington	Moorestown	15.770
Middlesex	Metuchen	15.930

Average cost of the entire bill of goods in the State, \$13.820.

SUMMARY TABLE No. 2.

Cost of Living in New Jersey—Comparison of Average Retail Prices,
per Article, Month of June, for 1908 and 1909.

ARTICLES.	BASIS OF QUANTITIES.	Average Retail Prices.		Increase (+) or Decrease (-) in 1909 as compared with 1908.
		1908.	1909.	
Flour, wheat, first quality.....	Barrel	\$6.781	\$7.761	+ \$0.980
Flour, wheat, second quality.....	Barrel	5.860	6.977	+ 1.117
Flour, wheat, first quality.....	Bag (25 pounds).....	.865	.992	+ .127
Flour, wheat, second quality.....	Bag (25 pounds).....	.749	.891	+ .142
Flour, prepared	Pound .....	.069	.067	- .002
Oatmeal, loose	Pound .....	.050	.050	—
Oatmeal, package	Pound (2 pounds).....	.100	.105	+ .005
Sugar, granulated	Pound .....	.053	.056	+ .003
Molasses, N. O.	Gallon .....	.583	.590	+ .007
Syrup	Gallon .....	.466	.474	+ .008
Bread, large	Loaf .....	.088	.091	+ .003
Bread, small	Loaf .....	.049	.049	—
Butter, first quality.....	Pound .....	.302	.328	+ .026
Butter, second quality.....	Pound .....	.256	.280	+ .024
Lard	Pound .....	.127	.144	+ .017
Eggs	Dozen .....	.228	.269	+ .041
Cheese, best	Pound .....	.177	.190	+ .013
Cheese, medium	Pound .....	.140	.151	+ .011
Coffee, Rio.....	Pound .....	.181	.183	+ .002
Coffee, Java.....	Pound .....	.238	.236	- .002
Coffee, Maracaibo.....	Pound .....	.316	.315	- .001
Tea, black, first quality.....	Pound .....	.632	.604	- .028
Tea, green, first quality.....	Pound .....	.606	.598	- .008
Tea, mixed, first quality.....	Pound .....	.590	.590	—
Potatoes, old	Bushel .....	.932	1.116	+ .184
Potatoes, new	Bushel	1.459	1.683	+ .224
Beef, roast, rib.....	Pound .....	.183	.181	- .002
Beef, roast, chuck.....	Pound .....	.146	.142	- .004
Beef, steak, sirloin.....	Pound .....	.230	.224	- .006
Beef, steak, round.....	Pound .....	.192	.188	- .004
Beef, corned, round.....	Pound .....	.152	.157	+ .005
Beef, corned, brisket.....	Pound .....	.100	.102	+ .002
Beef, smoked	Pound .....	.282	.297	+ .015
Pork, fresh	Pound .....	.154	.162	+ .008
Pork, salt	Pound .....	.130	.141	+ .011
Bacon	Pound .....	.178	.187	+ .009
Ham	Pound .....	.149	.162	+ .013
Shoulder	Pound .....	.111	.118	+ .007
Mutton, leg	Pound .....	.177	.183	+ .006
Mutton, breast	Pound .....	.105	.114	+ .009
Mackerel, salt, No. 1.....	Pound .....	.171	.168	- .003
Mackerel, salt, No. 2.....	Pound .....	.133	.134	+ .001
Tomatoes	Can .....	.101	.098	- .003
Corn	Can .....	.112	.110	- .002
Succotash	Can .....	.116	.116	—
Rice	Pound .....	.092	.090	- .002
Prunes, first quality.....	Pound .....	.115	.113	- .002
Prunes, second quality.....	Pound .....	.086	.083	- .003
Raisins, seeded	Pound .....	.124	.106	- .018
Vinegar	Gallon .....	.226	.223	- .003
Soap, common	Cake .....	.048	.047	- .001
Kerosene oil	Gallon .....	.122	.122	—
Total average cost of the bill of goods in the State for 1909, in comparison with 1908.....		\$12.996	\$13.820	+ \$0.824

SUMMARY TABLE No. 3.

Cost of Living in New Jersey—Comparison of Average Retail Prices,
Month of June, for 1898 and 1909.

ARTICLES.	BASIS OF QUANTITIES.	Average Retail Prices.		Increase (+) or Decrease (-) in 1909 as compared with 1898.	Percentage of Increase or Decrease.	
		1898.	1909.			
Flour, wheat, first quality.....	Barrel	\$5.154	\$7.761	+	\$2.607	50.58
Flour, wheat, second quality.....	Barrel	4.370	6.977	+	2.607	59.65
Oatmeal, loose.....	Pound	.044	.050	+	.006	13.63
Oatmeal, package.....	Pound (2 pounds).	.106	.105	-	.001	.....
Sugar, granulated.....	Pound	.059	.056	-	.003	5.08
Molasses, N. O.....	Gallon	.479	.590	+	.111	2.31
Syrup.....	Gallon	.401	.474	+	.073	18.20
Butter, first quality.....	Pound	.219	.328	+	.109	49.77
Butter, second quality.....	Pound	.169	.280	+	.111	65.68
Lard.....	Pound	.091	.144	+	.053	58.24
Cheese, best.....	Pound	.141	.190	+	.049	34.75
Cheese, Medium.....	Pound	.110	.151	+	.041	37.27
Coffee, Rio.....	Pound	.190	.183	-	.007	.....
Coffee, Java.....	Pound	.320	.236	-	.084	26.25
Coffee, Maracaibo.....	Pound	.250	.315	+	.065	26.00
Tea, black, first quality.....	Pound	.641	.604	-	.037	5.77
Tea, Green, first quality.....	Pound	.627	.598	-	.029	4.62
Tea, mixed, first quality.....	Pound	.587	.590	+	.003	.....
Beef, roast, rib.....	Pound	.156	.181	+	.025	16.02
Beef, roast, chuck.....	Pound	.118	.142	+	.024	20.33
Beef, steak, sirloin.....	Pound	.187	.224	+	.037	19.78
Beef, steak, round.....	Pound	.152	.188	+	.036	23.68
Beef, corned, round.....	Pound	.120	.157	+	.037	30.83
Beef, corned, brisket.....	Pound	.075	.102	+	.027	3.60
Beef, smoked.....	Pound	.249	.297	+	.048	19.27
Pork, fresh.....	Pound	.112	.162	+	.050	44.64
Pork, salt.....	Pound	.095	.141	+	.046	4.84
Bacon.....	Pound	.121	.187	+	.066	54.54
Ham.....	Pound	.119	.162	+	.043	36.13
Shoulder.....	Pound	.084	.118	+	.034	40.47
Mutton, leg.....	Pound	.145	.183	+	.038	26.20
Mutton, breast.....	Pound	.094	.114	+	.020	21.27
Mackerel, salt, No. 1.....	Pound	.154	.168	+	.014	9.09
Mackerel, salt, No. 2.....	Pound	.128	.134	+	.006	4.68
Tomatoes.....	Can	.109	.098	-	.011	1.00
Corn.....	Can	.101	.110	+	.009	8.91
Succotash.....	Can	.116	.116	.....	.....	.....
Rice.....	Pound	.082	.080	+	.008	9.75
Prunes, first quality.....	Pound	.102	.113	+	.011	1.08
Prunes, second quality.....	Pound	.086	.083	-	.003	3.48
Raisins, seeded.....	Pound	.095	.106	+	.011	11.57
Soap, common.....	Cake	.043	.047	+	.004	9.30
Kerosene oil.....	Gallon	.300	.322	+	.022	2.20
Totals.....		\$16.991	\$23.177	+	\$6.276	27.43

The Vegetable and Fruit Canning Industry of New Jersey—Season of 1908.

The preservation of vegetables and fruits by the process of canning has long been an industry of importance in New Jersey, and also an important aid to the farming interests of our State in that it provides an outlet for an extensive line of produce that yields more profit in that way than could be readily obtained from it in its natural form. Wherever established under favorable conditions, canneries have imparted an impetus to farming that has brought under productive cultivation large areas of land that otherwise would probably have remained long unused and through their processes seasonal products of the farm and orchard are now made available throughout the year.

Famines such as once were among the dreadful experiences of the human race can no longer run their course in any part of the known world, as the surplus foods of lands blessed with abundant harvests can be rapidly transferred to others where nature has for a season been less bountiful. In addition to the profitable outlet for his produce which the farmer enjoys, a large subsidiary industry has naturally grown up with the development of the cannery processes, which, in the manufacture of glass and metal vessels required for packing, furnishes profitable employment for a large number of wage earners in our factories and workshops.

With the exception of two establishments in Union and three in Monmouth county, all the canneries are located in the counties lying south of Mercer, much the larger number being found in Salem and Cumberland.

The condition of the industry throughout the State for the season of 1908, with full details relating to the varieties of goods included in the pack, are presented on three main tables; the first showing the character of management of the establishment, whether by corporation, private firm or individual owner; the amount of capital invested; number of persons employed; total

amount paid in wages; selling value of product, and number of days in active operation during the year. The second table shows the varieties and quantities of fruit included in the season's pack, and Table No. 3 gives the same information relating to vegetables. Both fruits and vegetables are reported by "dozens" of one, two and three pounds and also gallon cans, and are so entered on the tables.

The financial status of the industry in 1908 is compared with that of 1907 in the following summary table, on which such increases and decreases as have occurred are noted in absolute numbers and also by percentages:

Comparison of Financial Statement for the Year 1907-1908.

	Year		Increase (+) or Decrease (-) in 1908.			
	1907.	1908.	Amount.	Per Cent.		
Number of canning establishments.	42	43	+	1	+	2.4
Capital invested	\$775,996	\$935,754	+	\$159,758	+	20.6
Number of persons employed.....	4,901	5,392	+	491	+	10.0
Total amount paid in wages.....	\$429,442	\$431,234	+	\$1,792	+	0.4
Total selling value of products.....	\$2,263,361	\$2,209,612	-	\$53,749	-	2.4
Aggregate number of days in operation	3,594	3,566	-	28	-	0.8
Average yearly earnings of labor....	\$87.62	\$79.97	-	\$7.65	-	8.7

The table shows the following increases: In number of canning establishments operated during the season, 1, or 2.4 per cent.; in capital invested, \$159,758, or 20.6 per cent.; in number of persons employed, 491, or 10 per cent.; and in total amount paid in wages, \$1,792, or 0.4 per cent.

The decreases are: In the total selling value of products, \$53,749, or 2.4 per cent.; in the aggregate number of days in operation, 28, or 0.8 per cent.; and in the average season's earnings of labor employed in the canneries, \$7.65, or 8.7 per cent.

The average number of days worked per establishment is 83, and per capita earnings being \$79.97, the wages are shown to have fallen a small fraction below \$1.00 per day. In 1907, the average number of days employed per capita was 85.5, which divided into the average seasons's earnings—\$87.62—gives an average of \$1.02 as the earnings per days, which is slightly more than that of 1908.

Table No. 1 shows 15 establishments owned by partnerships, 13 by private individuals, and 15 by corporations. The aggre-

gate number of partners and individual owners is 45, and the aggregate number of stockholders is 342.

The capital invested is \$935,754; the number of persons employed is 5,392, of whom 2,016 are men, and 3,376 are women. The total selling value of all goods canned and marketed was \$2,209,612, which is, as explained above, 2.4 per cent. less than the figures for 1907. The largest amount of capital invested in one establishment is \$200,000, the smallest, \$1,000, and the average, \$21,762. This high average investment shows that a majority of these plants have expensive equipments, and necessarily do a very large business.

Table No. 2 gives the data relating to the fruit packed during the season of 1908, the same being entered just as reported in dozens of one, two and three pound cans, and a few of the varieties in gallons. These data are given separately for each establishment, and the totals for each variety are entered on the bottom line.

The following summary shows the fruit pack for 1908. in comparison with that of 1907; the whole is reduced to a common basis of pounds for the purpose of presenting the comparison in the simplest possible form, and the increases and decreases are noted both numerically and by percentages.

Comparison of Fruit Pack in 1907 and 1908.

Articles.	Basis of Quantities.	Quantities for the Years		Increase (+) or Decrease (-) in 1908.	
		1907.	1908.	Amount.	Per Cent.
Apples	Pounds.....	640,800	.....	.....	....
Blackberries	Pounds.....	544,620	\$92,204	+ 347,584	+ 63.8
Cherries	Pounds.....	2,004	69,500	+ 67,496	+ 3,368.1
Pears	Pounds.....	3,197,052	3,679,428	+ 481,476	+ 15.1
Peaches	Pounds.....	.....	996	.....	....
Raspberries	Pounds.....	51,624	86,040	+ 34,416	+ 66.7
Strawberries	Pounds.....	1,075,908	1,401,128	+ 325,220	+ 30.2
Blueberries	Pounds.....	258,012	1,500	- 256,512	- 99.4
Pineapples	Pounds.....	63,624	25,200	- 38,424	- 60.4
Gooseberries	Pounds.....	15,204	2,400	- 12,804	- 84.2
Totals.....		5,849,748	6,158,396	+ 308,648	+ 5.3

Of the ten varieties of fruits which appear on the above table, two—apples and peaches—cannot be compared for the reason that neither of them is reported for both years; the other eight, the increases and decreases, almost all of them very large, are

indicated in amounts and percentages on the table. The greatest of all the increases is shown by "cherries," which jumped from only 2,004 pounds in 1907, to 69,500 pounds in 1908. The greatest numerical increase appears in "pears," the quantity of which for 1908 is 481,476 pounds greater than that for 1907.

The total pack of all the varieties of fruit was 6,158,396 pounds for the season of 1908, and 5,849,748 pounds in 1907. The increase is, therefore, 308,648, or 5.3 per cent.


Table No. 3 shows the varieties and quantities of vegetables reported in the season's pack. The product of each of the forty-three canneries is given separately, the individual establishment reports being indicated by numbers. The several varieties of goods are entered in dozens, two and three pound and gallon cans as in the fruit pack on Table No. 2. The footings of the table show the totals of each variety of vegetables reported. In the following summary table the vegetable pack is reduced to pounds and the totals of each variety are entered in comparison with those of 1907, all increases and decreases being entered numerically and by percentage.

Comparison of Vegetable Pack in 1907 and 1908.

Articles.	Basis of Quantities.	Quantities for the Years		Increase (+) or Decrease (-) in 1908.	
		1907.	1908.	Amount.	Per Cent.
Tomatoes	Pounds.....	51,379,140	49,412,376	- 1,966,764	- 3.8
Pumpkins	Pounds.....	1,329,228	850,824	- 478,404	- 36.0
Squash	Pounds.....	459,444	12,142,944	+ 11,683,500	+ 2,543.0
Lima beans	Pounds.....	6,348,528	17,525,184	+ 11,176,656	+ 176.1
Spinach	Pounds.....	1,230,084	502,764	- 727,320	- 59.1
Peas	Pounds.....	8,275,056	12,119,184	+ 3,844,128	+ 46.5
Corn	Pounds.....	67,200	.....	.....	.....
String beans	Pounds.....	.....	62,256	.....	.....
Asparagus	Pounds.....	649,584	1,156,308	+ 506,724	+ 78.0
Rhubarb	Pounds.....	695,448	1,386,096	+ 690,648	+ 99.3
Sweet potatoes	Pounds.....	496,800	1,919,940	+ 1,423,140	+ 286.5
Okra	Pounds.....	62,940	10,440	- 52,500	- 83.4
Beets	Pounds.....	642,972	30,000	- 612,972	- 95.3
Okra and tomatoes.....	Pounds.....	13,536	.....	.....	.....
Pork and beans.....	Pounds.....	.....	12,132	.....	.....
Totals.....		71,649,960	97,130,448	+ 25,480,488	+ 35.6

The total quantity of vegetables of all kinds reported in the packs of 1908, is 97,130,448 pounds; in 1907 it was 71,649,960 pounds; the increase is, therefore, 25,480,488 pounds, or 35.6 per cent. Of the fifteen articles appearing on the table, eleven are comparable for both years, and four are reported for only

one year. Large increases are shown by six articles, and comparatively small decreases by five. The greatest increases, numerically and by percentage, is shown by "squash" and "lima beans." Corn, and also Okra and Tomatoes combined, of which 67,200. and 13,536 pounds respectively were canned in 1907, have disappeared entirely from the pack of 1908, and a new article, "pork and beans," with 12,132 pounds, appears on the tables this year for the first time. In this year's tables "tomatoes" will be seen to maintain its usual supremacy as the leading material handled by the canning industry, the number of pounds reported being more than one-half of the total for the entire list of vegetables. On the whole the figures show that the season of 1908 was one of the most prosperous known in the history of the canning industry of New Jersey.



THE FRUIT AND VEGETABLE CANNING INDUSTRY OF NEW JERSEY.

Character of Management, Capital Invested, Number of Persons Employed, Total Amount Paid in Wages, Selling Value of Product and Number of Days in Active Operation During the Year 1908.

TABLE No. 1.

OFFICE NUMBER.	Management.		Capital Invested.	Number of Persons Employed.			Total Amount Paid in Wages.	Selling Value of Product.	Number of Days in Operation.
	Private Firms. Number of Partners.	Corporations. No. of Stockholders.		Males.	Females.	Totals.			
1		5	\$25,000	72	65	137	\$13,550	\$87,434	102
2	1		10,000	40	60	100	4,782	16,800	38
3		4	23,000	40	160	200	16,000	80,000	100
4		3	13,000	40	70	110	6,000	40,000	76
5		4	30,000	75	125	200	17,273	127,572	132
6			18,000	30	55	85	3,500	19,250	42
7			40,000	45	65	110	7,000	42,500	80
8	1		15,000	25	40	65	2,000	12,000	40
9	1		25,000	50	50	100	8,000	100,000	200
10	1		200,000	300	250	550	123,500	380,000	240
11	1		25,000	25	40	65	8,000	53,000	90
12	2		6,000	20	38	58	3,500	16,000	70
13		175	18,000	61	91	152	11,108	58,000	60
14			29,000	35	60	95	5,000	30,525	49
15			15,000	56	130	186	9,075	54,250	25
16			12,000	65	135	200	12,271	77,990	90
17		3	48,086	200	300	500	28,300	145,000	306
18		3	21,318	50	125	175	14,934	83,131	66
19	2		5,000	12	30	42	800	5,000	40
20		51	5,200	22	85	107	4,760	22,400	80
21			10,000	10	50	60	3,100	14,000	90
22	1		2,500	14	25	39	1,100	9,217	40
23	2		40,000	80	145	225	24,000	185,000	160
24	3		15,000	50	50	100	7,000	29,000	65
25	1		3,000	4	8	12	400	4,025	30
26			2,000	6	11	17	600	6,000	30
27	1		7,500	20	100	120	10,000	89,000	75
28		54	5,900	20	30	50	3,140	13,430	60
29	1		20,000	54	76	130	15,000	46,736	200
30		3	10,000	28	65	93	3,000	18,000	40
31		4	15,250	42	75	117	4,325	18,000	55
32	2		60,000	40	100	140	7,500	40,000	50
33			45,000	6	15	21	475	4,600	40
34	1		10,000	50	70	120	6,820	26,950	50
35	1		10,000	50	90	140	5,100	21,000	30
36	3		10,000	50	90	140	4,750	40,583	48
37		8	15,000	26	72	98	8,962	42,400	40
38		8	12,000	15	12	27	4,068	20,300	15
39		1	1,000	10	15	25	500	3,000	70
40			35,000	80	120	200	8,000	67,000	70
41			7,000	18	25	43	1,400	11,512	30
42			12,000	50	85	135	4,525	22,176	60
43			4,000	30	75	105	8,616	46,931	198
Total.....									
	45	342	\$935,754	2,016	3,376	5,392	\$431,234	\$2,209,612	3,566

THE FRUIT AND VEGETABLE CANNING INDUSTRY OF NEW JERSEY.

Product of Canned Fruit and Vegetables for the Year 1908.

TABLE No. 2.—FRUIT.

Office number.	Blackberries.		Pears.			Strawberries.		Cherries.		Raspberries.		Peaches. Gallon cans. Dozens.	Pineapples. Gallon cans. Dozens.	Gooseberries. 2-pound cans. Dozens.	Blueberries. Gallon cans. Dozens.
	2-pound cans. Dozens.	Gallon cans. Dozens.	3-pound cans. Dozens.	2-pound cans. Dozens.	Gallon cans. Dozens.	2-pound cans. Dozens.	Gallon cans. Dozens.	2-pound cans. Dozens.	Gallon cans. Dozens.	2-pound cans. Dozens.	Gallon cans. Dozens.				
1	1,594	274	.....	.....	.....	4,134	.....	.....	.....	.....	.....	.....	.....	.....	.....
3	2,800	400	24,000	10,000	.....	8,000	1,000	.....	70	.....	250	.....	.....	.....	.....
5	2,600	983	13,704	6,442	709	7,218	2,216	.....	219	.....	250	.....	.....	.....	.....
11	.....	.....	1,400	.....	.....	.....	.....	.....	.....	912	.....	.....	.....	.....	.....
16	3,487	20	3,460	4,060	100	5,720	309	.....	10	.....	.....	.....	.....	.....	.....
17	.....	.....	8,210	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
22	.....	.....	280	.....	115	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
23	6,000	2,400	18,000	3,000	2,500	6,600	2,700	400	300	.....	.....	.....	.....	.....	.....
29	.....	.....	281	.....	17	.....	.....	.....	.....	.....	.....	10	.....	.....	.....
33	.....	.....	2,000	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
42	.....	871	.....	.....	.....	.....	185	.....	.....	.....	.....	.....	.....	.....	.....
43	40	9	4,450	1,235	150	.....	.....	.....	.....	590	.....	.....	252	100	15
Totals	16,521	4,957	75,765	24,737	3,582	31,672	6,410	400	599	1,502	500	10	252	100	15

[illegible]

a. This firm also reports 100 barrels tomato pulp.

b. This firm also reports 4,000 barrels tomato pulp.

PART II.

Employers' Liability in the United States.

Employers' Liability Statutes of the Several
States.

(161)

The Legal Liability of Employers in the United States for Injury to their Employees.

The prevalent doctrine of employers' liability throughout the United States which has the English common law for its foundation is subject continually to change and modification by the rulings of our State and Federal courts, and also to a very large extent in New Jersey, and other manufacturing States, by statutes passed with a view to promote the general safety and welfare of workingmen. The age at which children may be employed in factories has been limited; the number of hours constituting a day's labor in certain cases has been prescribed; laws to promote the settlement of industrial disputes by arbitration have been enacted; statutes for the preservation of the health of employes and safe-guarding them against accidents leading to injury or death are both explicit and numerous; the use of store orders in payment of wages has been forbidden, and wages are protected by mechanics' lien laws and made preferred debts in certain cases of insolvency. The greater number of these statutes have been beneficial, but others being passed to assuage some temporary grievance—real or fancied—have proved to be of little or no value. Factory owners are required, under certain mild penalties in the form of fines, to take certain precautions specified by law for guarding dangerous machinery, open hatchways, stairs, etc., but if notwithstanding these measures an accident does occur, the only remedy open to the injured employee is to bring suit for damages and have the same decided according to the principles of the common law as these have been evolved from the rulings of the higher courts of our State, modified hereafter of course by the provisions of Chapter 83, Sessions Laws of 1909, which bears the title "An act to regulate the liability of employers for injury or death to employes in certain cases," and which goes into effect on September 1, 1909. How far the legal rights of parties to such suits are to be affected by this act cannot be determined until some cases to which its provisions apply have been passed upon by the higher courts.

There is a marked difference in the interpretations of the common law in various jurisdictions, and certain applications of its principles for this reason are identified by name with the State in which they prevail.

Thirty-nine States of the Union have statutes defining employers' liability for accidents to employes, resulting in injury or death, and the rules laid down in these acts show as wide a variance from each other as do the many local interpretations of the common law. Some of these statutes amount to an almost complete abrogation of the common law, some modify the accepted interpretation of its most important features, and others in effect amount to a mere restatement of its long recognized principles. Almost all these statutes are drawn for the purpose of defining the boundaries

between the risks assumed by an injured employe and the obligation of the employer to prevent the existence of dangerous conditions; in other words, the object has been to substitute for the doctrine of "contributory negligence" with its possibilities of elastic interpretation, a more or less concrete definition of the same, adjusted to the understanding of the ordinary workmen, defining the measure of responsibility resting on employers and employes for accidents resulting in injury or death.

Liability laws of this character are found on the statute books of thirty-nine States of the Union, the United States and also Porto Rico. Although these statutes cover in the dates of their enactment a period of about thirty years, it can scarcely be said that the great volume of litigation that has arisen under them has effected results of a conclusive character so far as determining the boundaries between the risks assumed by the employe under the law, and the liability of the employer for unlawful negligence in permitting dangerous conditions to exist. As a rule, under these regulating statutes, the definitions of "reasonable care," "contributory negligence," "ordinary risks," etc., with other controlling propositions, are no more clearly defined than they were before the enactment of the liability laws, and the courts have therefore received but little help from them toward getting away from the common law view formerly prevalent, which favored the entire assumption of risk by the employe, while the movement for statutory regulation reflects the gradual growth of the doctrine that on the employer should devolve the duty of providing absolute protection to his employe from all risks and hazards not naturally inherent in the occupation in which he is engaged.

The statutory enactments of the various States have practically all recognized the doctrine of the employe's assumption of what are known as ordinary and unavoidable risks, but in spirit at least they are almost all against continuing as part of his already heavy burden of responsibility such consequences as may result from possible carelessness, ignorance or indifference on the part of the employer or his immediate representative.

New Jersey is one of the few States in which the relations of master and servant are still regulated solely by the principles of the common law, for although a beginning was made in statutory regulation of the same by the legislature of 1909, the act which was passed did not, as noted above, become operative until September 1st of the same year, and large numbers of cases now in various stages of litigation before the courts will be finally adjudicated without reference to its provisions. As no matter how this statute may be construed, the common law rights of an injured employe remain as they were before its enactment, and as it is probable that there may in the near future be a demand for more legislation on the subject, it seems proper to set forth briefly the most important principles of the common law as generally applied to the relations of master and servant, and also to present the statutory provisions of those States in which laws on the subject have been enacted.

This presentation seems all the more necessary for the reason that during the year immediately preceding the introduction of the employers' liability bill, which was enacted into law by the last session of the legislature, many

requests for information on the actual condition of the law in this and other States were addressed to this Bureau by various trade and labor unions, such as carpenters, bricklayers, railway trainmen and others employed in the occupations in which accidents resulting in injury or death are most numerous. Inquiries directed to the same end were also received from members of sociological associations, lawyers, insurance companies and others who for one or another reason were interested in the subject and desirous of securing a fuller measure of protection for workmen engaged in hazardous occupations than that afforded by the exclusively judge-made law which had hitherto prevailed. During the pendency of the bill in the legislature several requests were also received from members of that body who desired information as to the progress made in other States on the lines of statutory modification of the common law governing the relations of employer and employe, as a guide to intelligent action on the measure then before them.

A desire to avoid injudicious and disturbing radicalism in dealing with the subject, while at the same time providing for New Jersey wage earners a protective statute equal in scope and efficiency to that which his fellow producers are enjoying elsewhere, appears to have actuated the friends and advocates of the measure, both in and out of the Legislature, hence the general desire on the part of all interested for the fullest possible light on the subject of what had been accomplished on similar lines in the other great industrial States. To meet this demand and at the same time provide a reliable guide for whatever future legislative action may be regarded as expedient, if experience shall demonstrate that the statute of 1909 falls short of answering the purpose of its enactment, is simply to discharge an important public duty which is especially incumbent on this Bureau.

It may be that no law relating to the liability of employer to employe can be expressed or administered in such a way as to be entirely satisfactory to both sides in such litigation as must in the nature of things often arise between them. Improvement, however, is often attainable where perfection is beyond reach, and friends of the principle of employers' liability in this State are quite unlikely to rest satisfied, if, in its administration, our present law is found to fall short of the results anticipated.

In these reasons, supplemented by the further and still more important one that New Jersey is one of the greatest of the industrial States ranking second among the commonwealths of the Union in the proportion of her population engaged in pursuits most productive of this class of litigation—that is to say, steam and electric railway transportation, manufacturing industry, construction work and the wide variety of hand crafts included collectively under the general designation of building trades, there is, we believe, ample justification for the space given to the subject in the following pages.

For many years past this Bureau, in pursuit of its duties to investigate and report on all matters pertaining to the material and moral well being of labor and industry in New Jersey, has sought to direct public attention to the unjust character of the burdens imposed upon wage earners by the existing law, while at the same time maintaining an unremitting advocacy of their just claims to legislative relief. As a direct result of these efforts a

bill was introduced in the Legislature of 1898 providing for the appointment by the Governor of a commission to consider and report on the advisability of re-stating the just and wisely expressed principles of the common law relating to master and servant in the form of a statute under which the rights of both parties would receive equal protection. The bill failed of passage, but was revived in the same form and passed by the Legislature of 1906; the present honored Governor of the State, at that time a justice of the Supreme Court, was a member of the commission, and its report, which was made two years later, was favorable to the change in the law demanded by the enlightened spirit of the time. The liability act, now on the statute books, was the direct and logical outcome of all this work, and soon, it is hoped, litigation between employer and employe will cease to be such a grievous source of disappointment and irritation as it has been heretofore. The employer should know the extent of his liability to his employe, and the workman in his turn ought to be reasonably certain of compensation in case of injury without, as now, risking the loss of both his case and his situation.

The analysis of the common law which follows is based on an exhaustive study of the subject by Lindley D. Clark, A. M., which was published recently by the Federal Department of Commerce and Labor, and the regulating statutes which include enactments on the subject of employers' liability in all the States, up to and including those of the year 1909, were obtained through the courtesy of the authorities of the several States.

COMMON LAW LIABILITY.

The doctrine of the employers' liability under the common law is presented under the heads of duties and defences of the employer.

THE DUTIES OF THE EMPLOYER.

The two principal factors in the problem are the duty of the employer to protect his employe in the discharge of the duties of his employment, and the assumption by the employe of the risks involved in the undertaking in which he is engaged under his contract of employment. The duty of the employer is first considered, but in order to discuss it intelligently the modifications resulting from the complementary obligations resting on the employe must be constantly borne in mind.

Briefly stated, the rule governing the employer is that he is required to use due care for the safety of his employes while they are engaged in the performance of their work. This is taken to include all reasonable means and precautions, the facts in each particular case being taken into consideration. If such provisions have been made as a reasonably prudent man would supply, if he himself were exposed to the dangers of the servant's position, no negligence would appear. In the case of corporations, the duty is fixed at the use of such caution and foresight as a corporation controlled by careful, prudent officers ought to exercise.

Though the courts of review have refused to sanction instructions tending to charge the employer with a higher degree of care than that which may be defined as ordinary, the measure is not an absolute one, but proportioned to the dangers to which the employe is exposed. The ordinary incidents of railroading, mining and certain classes of manufacturing are in themselves, when compared with general employments, unusually dangerous; for instance, a large railroad yard as compared with a smaller one, an express train as compared with a freight train, or a gaseous mine as compared with one in which no such danger exists. In such cases as these, or when temporarily abnormal conditions prevail, ordinary care is advanced far beyond the requirements of less dangerous conditions. The greater degree of care is required for the protection of youthful employes, and the master is not relieved by the fact that a servant of tender years misrepresented his age in order to secure employment.

PLACE AND INSTRUMENTALITIES.

TOOLS AND APPLIANCES.

The rule as to due care requires the master to supply tools and appliances that are reasonably safe and reasonably well adapted to perform the work in contemplation. These must be provided at the place of use or at a place of such ease of access as to be reasonably procurable.

PLACE AND MATERIALS.

The master must provide a safe place to work and proper material for use; that is to say, not absolute but reasonable or adequate safety. The distinction between place and appliance is not an easy one to draw, though the courts are stricter in their requirements as to the former than to the latter. Thus, if a scaffold furnished by an employer be regarded as a place to work, he is responsible not only for the materials supplied, but also for the construction and maintenance; while if it be viewed only as an appliance, he must make reasonable provision therefor, but its insufficiency, if such there be, may be laid to the fellow workmen of the injured employe, or perhaps to his own negligence in erection.

NEW DEVICES.

What may be required in the way of improvement and alteration or in the adoption of new devices to accomplish the ends of safety is governed largely by the usual and ordinary course of procedure of those in the same business. The employer cannot be made an insurer, nor is he bound to introduce the newest and safest appliances. On the other hand, he is not allowed to disregard all inventions for the safety and comfort of his workmen. But as new devices become more generally used, the standard of the custom of prudent employers becomes correspondingly altered, and the law of general usage may compel the adoption of devices, the non-use of which

had not previously been considered as negligence. This rule applies more effectively in the case of installing new equipments or beginning new undertakings than when the question is one of the modification or continuance of established conditions.

The doctrine that the employer is bound to safeguard his employes from exposure to unreasonable risks is subject to the qualification that one has a right to carry on a business which is dangerous, either in itself or because of the manner in which it is conducted, provided it does not interfere with the rights of others, without incurring liability to a servant who is capable of contracting and who knows the dangers attendant on the employment. While except in a very extraordinary case the employer's right to exercise a reasonable judgment and discretion in the conduct of his affairs will not be interfered with, he is not, however, permitted the use of unreasonably dangerous appliances, nor those which are either so defective, obsolete or inferior that their adoption or retention would of itself indicate negligence. The question is held to be one of not comparative safety, but of reasonable safety. Therefore no fixed rule of liability is possible in this respect, each case being of necessity decided on its own merits.

Where a convenience is of great advantage, its adoption may be regarded as obligatory, at least where the change involves but small cost. It is not clear how far expense may be offered as a defence, there being, as the commentator says, no case at hand in which that alone was held to relieve the employer from the duty of correcting abnormally dangerous conditions.

REPAIR.

The same care is required of the master in maintaining as in furnishing safe and suitable appliances. The continued use of tools that are so worn as to increase the danger of their use will in general entail liability on the employer. If, however, the danger is an obvious one, the employe, having a knowledge of the danger and continuing to work without complaint, will be considered to have assumed the risk, and cannot recover in case of injury; nor will the employer become liable unless he has, or reasonably could have information of the defect requiring repair.

But the rule may be qualified by the usages of the trade, the custom of the shop, or the nature of the instrumentality. Simple repairs may be made by the users of the tools, in which case the employer is without liability. If a machinist is specially employed to make repairs, a man injured while attempting to repair his own machine is without right of action. Perishable appliances, such as rope, belts, etc., which wear out from use, should be renewed at proper intervals if the master is to stand clear of the charge of negligence.

INTENDED USE.

Liability attaches only where the injury is received while the appliance or tool is being used for the work and in the manner for which it was intended and furnished. Thus the workman who rides on an elevator intended

only for freight, does so at his own risk; so also the use of a ladder for splicing to another when it was intended solely for use alone. Continued indulgence in a practice with the master's acquiescence, or the adaptation of an appliance to new uses by the master himself or by his representative, qualifies this rule, so that if such use involves increased danger and a servant is injured thereby, the master cannot defend himself by pointing out the deviation from the original use.

CUSTOMARY METHOD.

An employer is not liable to an employe for an injury incurred by a departure from the customary method of performing work or by leaving the place of his employment to work in some other department unless on instructions from the master or his properly authorized representative. If a more dangerous place or method of work is chosen when one less dangerous was available, the resultant injury, if any, does not charge the master with liability.

INCOMPLETE APPLIANCES.

Where an employe is engaged in repair work, or in bringing an unfinished appliance to completion, or in tearing down a structure, there is a lower standard of employers' liability, the reason being that a greater degree of danger is obviously present under such condition and the employe is correspondingly obliged to be on his guard. But there is no rule totally relieving the employer, and unnecessary and abnormal dangers are not included in the risks assumed by the employe.

INSPECTION.

The duty of making repairs necessary for maintenance involves the duty of inspection to ascertain when such repairs are needed. The inspection required for maintenance differs somewhat from that presumed to have been made at the time a new plant or new tools are first brought into use. An employer that makes or supplies an instrumentality is chargeable with such knowledge of its defects as ordinary care during the course of its manufacture would have disclosed. He is not relieved of this liability by subsequent inspections so long as the defects continue, and notice of such defects is not necessary to fix his responsibility. In case of purchase, the duty of inspection may ordinarily be assumed to have been performed by the manufacturer, but a failure to indicate to the manufacturer the intended use of the machine or appliance so that he might make tests appropriate to such use, has been held to imply negligence. If the machine or appliance is of an approved pattern and the dealer from whom it is purchased a reputable one, the presumption is in favor of the employer's non-liability. In some jurisdictions, however, it has been held to be the duty of the employer to cause a thorough inspection of newly purchased articles before putting them in use. This view accords with the doctrine of non-delegable duties discussed below, and also affords protection to the employe where there

has been actual negligence on the part of the manufacturer with whom he has no contractual relations.

The necessity for inspection of instrumentalities in use varies with the nature of the appliance and the circumstances of employment. Small and simple tools may be used without inspection, as the employer is entitled to assume that the workmen are suitable judges of the fitness of such tools for use. Complex or dangerous machinery or instrumentalities liable to rapid wear or deterioration must, on the other hand, be subjected to inspections of a nature and frequency adapted to the conditions indicated. Inspection, however, being only a means to an end, the fact that due provision has been made therefor will not absolve an employer from liability where he has actual knowledge of defective conditions obtained through some other means than by inspection. If the employer has in fact made proper provision for inspection, he will not be charged with liability if the appliance should afterwards prove defective.

Duty requires only a reasonably careful inspection, though no defects will be considered latent which may be discovered by the exercise of due care. External appearances, however, may be such as to demand a more thorough inspection; so also of appliances showing defects in operation, or those to which some accident has occurred of a nature likely to cause obscure injuries. The frequency of inspection must depend on the nature of the appliance and its liability to change under the conditions of use. Appliances much worn and not maintained at a good standard of condition according to common usage require more frequent inspections than do newer and more efficient appliances.

OWNERSHIP OF APPLIANCES.

The duty of inspection above considered assumes the ownership of appliances and premises to be in the employer. Where ownership is divided various distinctions exist, based on the relations of the employer and the owner of the instrumentality or premises; if the employer has not full control over the instrumentalities he is usually held to be exempt from liability. In the handling by railroad companies of cars belonging to other roads, the conditions are different; such cars, although received only temporarily and for the purpose of transportation, are as completely identified with the owners' plant as if the transfer had been made by purchase. In actions for injury, therefore, in which such cars are factors, the employer cannot avoid liability by pleading non-ownership or lack of control of the same. A railroad company is not obliged to receive and turn over to its employees a defective or dangerous car, and every company is under a legal obligation not to expose its employees to dangers arising from such defects of foreign cars as may be discovered by reasonable inspection such as the company's own cars receive while in use, before such cars are received into its trains.

Where dangers from the use of foreign cars arise, not from defective equipments, but from differences of construction, it has been generally held that the employee assumes the obvious risks thus arising, but if shown to be ignorant of the risk, his right of action would follow. The statutory

requirements of automatic couplers, however, is not met unless the various kinds brought together will actually couple by impact; the mere fact that they will so couple when used with others of the same make is not a sufficient compliance with the Federal statute.

HIRING CO-SERVANTS.

Besides the duty to use care in regard to inanimate or irresponsible instrumentalities, the employer must also be reasonably careful to see that each employe hired by him is properly qualified to perform his duties without greater risk to himself and his co-employes than the nature of the business necessarily involves. The same principles apply here as in connection with the duty as to appliances. Where the danger to be guarded against is greater or the skill needed for safety is of a higher order, the degree of care demanded in the selection of employes is correspondingly increased. Obviously the question of experience or ability would be of little importance in mere manual labor, unrelated or not immediately related to other stages of work, while for certain other classes of manual labor involving the possibility of injury through ignorance or incapacity on the part of the laborer, definite inquiries as to qualifications are necessary to relieve the employer of the charge of negligence.

The disqualifications of persons of suitable age may be mental, moral or physical, the most common being those that arise from the intemperate use of intoxicants, though habitual carelessness or recklessness on the part of an employe, such as may reasonably come to the knowledge of the employer, will also charge him with liability. The element of knowledge, either actual or constructive, is an essential one. A plaintiff grounding his claim on the negligence of the employer in hiring an incompetent servant must prove, not only the incompetence, but also that the employer failed of proper care and diligence in the original hiring or in subsequent inquiry as to the incompetency of which notice was given during the term of services. It must further appear that the injuries complained of were caused by the incompetence charged.

Although the employer's duty in regard to care is a continuous one, the presumption of good character and suitable qualifications can be relied on by an employer who has used due care in the original hiring until notice of a change. A single act of negligence or display of incompetence is not enough to fix the employer's liability for continuing to employ the servant guilty of the same, but notice thereof may be presumed to put him on his guard. It has been held in some cases, however, that the quality of a single act notoriously objectionable indicated a degree of incompetence sufficient to charge the master with liability for the employment of the person committing it. Evidence of the commission of several acts of negligence is, in most jurisdictions, held to be competent proof of the unfitness of a servant.

Corollary to the obligation to employ competent co-servants is the requirement that a sufficient number shall be provided for the reasonably safe performance of the employer's work. He is required also to see that the employes engaged are properly distributed to the various parts of the

establishment and that physical fitness for work may be assured by allowing opportunity for rest and time for meals.

RULES.

Another branch of the employer's duty is that of providing appropriate rules and establishing a suitable system for the conduct of his work. This applies only to business sufficiently complex to make such arrangements reasonable; it is not assumed, however, that rules can be so framed as to guard against every contingency. The duty is held to extend to the enforcement of reasonable and practical rules, ordinary care being used to anticipate and guard against such accidents as can be reasonably foreseen. Inadequate rules or enforcement of the same that is palpably ineffective will not satisfy the law, the presumption is in favor of sufficiency of those provided, and it has been held that only manifestly unreasonable or clearly insufficient rules would leave the employer open to the charge of negligence. But in this, as in other cases, common usage is in general regarded as conclusive. The absence of rules may be condoned if it appears that the custom of carrying on work without them is actually sanctioned by the employer and understood and approved by the employees as being binding upon them. A mere custom of employees, however, apart from the employers' approval or enforcement will not suffice.

Such rules and practices as are prescribed must be brought to the knowledge of the employee before he is considered to be bound by them, but it may be inferred from circumstances that this has been done. Express contracts with reference to the conditions of employment as affected by specified rules, are conclusive as against an employee pleading ignorance of such rules. Continuance in service for a considerable length of time or the fact that printed copies of rules are furnished or posted about the works with directions that they be read are circumstances that will be construed against the employee in case of claims based on alleged ignorance of rules.

Enforcement of rules is no less a duty than their promulgation in so far as a reasonably careful supervision will accomplish it. In the absence of steps to enforce rules that are repeatedly violated, it has been held that the master has sanctioned their abrogation and that they are no longer binding. Their violation would not then be regarded as negligence, nor could the employer offer such rule as a defence.

INSTRUCTIONS AND WARNINGS.

Besides the general rules by which the conduct of business is governed, instructions are necessary either in case of specially dangerous conditions, or the employment of inexperienced persons. The principle underlying this duty is the same as in the case of providing appliances, viz.: liability on the part of the employer does not attach on account of the dangers of the situation, but of placing the employee in a position of the hazards of which he is excusably ignorant. There is no legal necessity for giving instructions or

warnings where the employe's knowledge as to conditions and means of safety is equal to that of the employer, nor where, all the circumstances considered, adequate knowledge can be fairly attributed to him. Men employed on repair work, or those whose duty is to make dangerous places safe, are not entitled to instructions so far as the dangers involved relate only to the places or appliances that engage their attention. It has been held, however, that it is not a mere knowledge of conditions, but a comprehension of the dangers attendant thereon that must be shown in order to absolve the employer from responsibility. Misrepresentations on the part of the employe as to age and experience have been held by some courts to relieve the master of the duty to instruct, while others deny such effect. Regarding the duty as one of "proper care," it would seem that the employer cannot be absolved from the duty of disclosing dangers which are not obvious, by any statement whatever of those whom he may employ, though the circumstance of the employe's representation may be considered.

As persons of tender years are particularly unlikely to understand the risks attendant upon the use of dangerous machinery, the duty of instruction will be held to apply most rigidly in cases of their employment. Where a person is too young to realize the dangers or to profit by the instructions given, the employer is not freed from liability even by giving such instructions as under ordinary conditions would be sufficient.

Not every contingency is to be anticipated in the giving of instructions, but only such as are probable in the conduct of the business while the employe keeps within the scope of his employment. Increased hazards, of which the employer has or should have knowledge, should be brought to the attention of even experienced workmen who are not in a situation to acquire timely knowledge for themselves. The instructions must be sufficiently definite and explicit to call attention to the specific dangers and must be timely and adequately imparted to the person for whose benefit they are intended. What amounts to a sufficiency of instruction cannot be determined by any set rule, but will vary with conditions. It has been held that a mere notice to be on one's guard is not sufficient, but that the particular danger and a probably safe way of avoiding it should be pointed out. Conditions, however, may make the enforcement of this rule unnecessary or even impracticable, for the danger may be discoverable or avoidable by proper circumspection, or it may be of such a nature that only the person actually present can determine at the time how it may be best avoided.

A railroad employe rightfully on the track may expect warning of the approach of a train; also the crew of a freight train is entitled to receive warning if likely to meet unusual obstructions in a yard at night. Under the doctrine of the "last clear chance" this duty to warn is held to be such that, notwithstanding the previous negligence of the injured person, if, at the time the injury, it might have been avoided by the exercise of reasonable care on the part of the defendant, he may be liable for failure to exercise such care. In a recent case in Missouri it was held that under the theory of the "humanitarian doctrine" of the employer's liability, an employe, even if negligent, can recover where it was practicable for persons in charge of

a train to avoid inflicting the injury on account of which the action was brought.

RESTRICTIONS OF EMPLOYEE'S RIGHT TO RECOVER.

The courts will in general discountenance efforts on the part of the employer to make his workmen insurers of their own safety by the adoption of rules, or by the requirements of contracts releasing him from liability. Thus it has been held that a rule requiring an employe not to attempt to use appliances unless he knew that they were in proper condition imposed upon the servant one of the duties of the master, that is, of seeing that the implements furnished are in a reasonably safe state of repair, and such a rule was declared void. A stipulation exempting a railroad company from liability for injuries to employes by its negligence is void as against public policy. A contract to the same end but executed after the employe had entered on service, was held void for want of consideration, and even though based on sufficient consideration, a contract relieving the employer of liability has been declared void as against public policy.

It has been held that an employer cannot relieve himself by contract of liability imposed by statute, although the statute itself made no reference to such contracts. Continuance in service with knowledge that the provisions of a statute requiring the guarding of machinery were not being complied with has been held not to be a waiver of rights on the parts of the employe, nor a valid defence in an action for injuries resulting from the employer's failure to comply with the law. There is, however, a strong list of cases on the other side. In some jurisdictions express contracts limiting or denying the employe's right of action have been upheld. But statutes exist in a number of States declaring such contracts void so far as they affect any liability fixed by law. Where relief benefit funds are maintained jointly by employers and employes, the rulings are quite uniform in favor of the contract, the terms of which are in general that acceptance of benefits by the injured employe shall operate as a waiver of his right of action at law against the employer, and that if such action is brought and carried to a finality by either compromise or judgment, no claim shall lie against the fund. In effect such contracts merely require the employe to choose whether to apply to the relief benefit fund or to sue. If, however, there is a lack of mutuality, or the defendant company fails to show that it pays a fair proportion of the benefits, even the acceptance of such benefits will not bar a suit for damages, nor will a partial payment of the agreed benefits avail as a bar to the action, though a full compliance with the terms of the contract would have that effect.

The agreement that claims on the benefit fund are forfeited by suit carried to judgment or compromise was held valid in an Iowa case, but in New Jersey the Supreme Court ruled that "the judgment intended is one by which the claimant recovers some compensation for the loss alleged" and granted a new trial in a suit for the benefit damages at law that had not been secured.

A further variation in conditions is found in the case of persons not employes of the company charged with causing the injury by its negligence or that of its employes, but who are being carried as part of the contract of their employment. Such cases arise in the employment of express messengers, who, while not employes of the railroad company, are also not in the status of passengers. A contract between the express company and the railroad company over whose lines the former wishes to do business may contain a clause by which the express company agrees to hold the railroad company harmless from all liability for injuries to its employes while being transported, whether such injuries were caused by the negligence of the employes of the railroad company or not. Then by contract with its employes, the express company may procure an agreement as a condition of employment, that the applicant will assume all risks, and make no claims for injuries however occasioned. The United States Supreme Court held in a case before it, that such a contract was a valid release of the employer and the railroad company from liability for injuries, provided the messenger is aware of the contract between the companies; if otherwise he is not bound by its terms.

DUTIES NON-DELEGABLE.

Considering the employer's duties to his employes as a matter of personal obligation, it would follow that the employment of a person to perform these functions in his stead will not relieve him of responsibility if there be a defective discharge of the duties which he was engaged to perform, and such is the view generally held by the courts. In determining the question of the employer's liability, the relations of fellow servants are involved, and the decisions will be found to turn largely on the point of whether the negligent employe was, with reference to the act occasioning the injury, a co-employe or whether he was the representative of the employer in that particular act. The courts have in general held to the view of the non-delegable quality of the duties devolving upon the employer, the ruling being that he can relieve himself from liability by a reasonable performance of the same. In some jurisdictions, however, it has been held that the appointment of an employe to perform the duty was a sufficient discharge of the obligation; but in a number of cases the rule seemed to be that the employer is liable only in case of failure to supervise such servants as he had appointed to discharge what are in other jurisdictions classed as non-delegable duties. In other cases it was held that if reasonable diligence would have disclosed the defective manner in which work was being done, the employer must answer for the incapacity or negligence of his agent. It is not sufficient that a competent representative be appointed and give the proper orders. Reasonable care must be taken to follow up the orders and see that they are obeyed.

SUPPLIES.

In a Federal circuit court of appeals, and in the courts of appeals of several States, the employer's liability has been maintained in cases of injury

arising from the neglect of independent contractors in the furnishing of appliances or the maintenance of a safe place to work. In a number of other States, including New Jersey, the opposite view has been taken, the employer being held blameless for injuries resulting from conditions or appliances immediately under control of the contractor.

INSPECTION AND MAINTENANCE.

The duty of maintaining appliances in safe condition devolves upon the employer; an exception, as already noted, being made in the case of small tools and appliances, the condition of which is at all times perfectly apparent to the user. In general, this duty of inspection and maintenance is held to be non-delegable, but in some States, among them New Jersey, the contrary view is held.

A distinction that is sometimes made charges the employer with liability if the repair work is done by a person specially delegated therefor and not engaged in using the apparatus or appliance, although there are some decisions which make repair hands fellow servants with the users of the instrumentalities, and generally this view is taken if the repair work is of a temporary character. As to duties prescribed by statute, it appears to be the rule that in the absence of express legislative declaration they will be held as delegable or non-delegable according to the common law classification of such duties.

ASSUMPTION OF RISKS.

When a contract of employment is entered upon the law imports into the agreement an assumption by the employe of the ordinary risks incident to the employment, and of such other risks as may be known to and appreciated by him. One seeking employment impliedly represents that he is capable therefor and that he comprehends the ordinary risks. Employers are not insurers, and are liable for the consequences, not of dangers, but of their own negligence in guarding against them to the extent required by the common law, except where some duties are by statute made obligatory upon the employer so far as to fix his liability in case of injuries entailed by their omission.

A workman of mature years and ordinary intelligence offering himself for employment is presumed to know and appreciate the conditions and to assume the risks incident to the service and to be aware of all risks which, to one of his experience and capacity, are, or ought to be, open and obvious. He does not assume risks arising from conditions of which he was actually and excusably ignorant, nor is he required to use more than ordinary care to discover existing conditions. A class of cases, however, in which the question of knowledge of risks is not raised is where the conditions complained of are the results of the employe's own choice or selection of a course of action. In such cases the risk is assumed irrespective of anything

in his contract of service, the employe being held to be responsible for the proximate results of his own conduct.

ORDINARY RISKS.

To know just what are ordinary risks becomes important in view of the fact that with regard to them employes are relieved of all responsibility, even if the employe did use ordinary care, unless by reason of inexperience or being a minor he was not chargeable with having assumed such risks.

Ordinary risks, as defined by the courts, are those that pertain to the employment after the employer has discharged fully his duties as to safe place, appliances, etc., and which ordinary care on his part cannot guard against.

* These risks are such as arise from the negligence of fellow servants, unless the employer was negligent in employing incompetent workmen; or from the nature of the instrumentalities used; or from the conditions, either permanent or temporary, of the nature and conduct of the business. The master cannot undertake, for instance, to make railroad labor or the manufacture of explosives as safe as many other much less hazardous employments, and the risks of such work are held to be assumed according to the standard for the industries themselves. In construction and repair work, as already pointed out, the master's liability is very considerably modified, and the risk which the employe is held to assume correspondingly increased. This rule applies only to employes actually engaged upon the work, and the risks assumed by them are only those that arise from the work in hand and not from defects in portions of the work already completed. There are, however, some decisions which class repair hands as fellow servants of the users of the instrumentalities.

EXTRAORDINARY RISKS.

Risks which may be avoided by the exercise of reasonable care on the part of the employer are classed as extraordinary, and these the employe is held not to have assumed without a knowledge and comprehension of the dangers arising from the employer's negligence. If the dangers are visible or are brought to the knowledge of an employe, his entering upon or remaining in the service is presumed to be a waiver of his claim against the employer for injuries that may result therefrom.

In the first case he will be held to have made his contract of employment in the light of existing conditions, and as to the risks arising during employment it is a rule that a servant continuing to use an appliance which he knows to be dangerous does so at his own risk and not that of his employer. It must appear, however, that the risk was actually understood. While a failure to notify the employer of known or discovered risks is construed as an indication of his willingness to continue at work while they exist, the risk is not thrown upon the employer by a mere notification not followed by his promise to repair. If the alternative of continuing to work with the defective appliance or of leaving the employment is offered, and the

employe continues at work he will be held to have assumed the risk. A promise to repair can be relied upon only for a reasonable time, after which the risk will be upon the employe.

In case of temporary forgetfulness of dangerous conditions the prevalent rule seems to be that the employe is not allowed to deny his having assumed the risk because of the rapidity of thought and action necessary to meet the exigencies of any occasion if it is established that he had before the accident a full comprehension of existing risks.

CONTRIBUTORY NEGLIGENCE.

When a risk involves such a degree of danger that a prudent man would not assume it, the defence to an action by an injured employe is not that the plaintiff, by his contract, assumed the risk, but that he was by his conduct guilty of contributory negligence. The line is not clearly drawn between the two defences, nor is it always easy to do so, as the facts in a case may support either defence. The principles are, however, distinct, as assumption of risks is an implied or actual agreement entered into before the happening of the accident, to hold the employer blameless for injuries resulting therefrom, or it is incident of the contract read into it by the fixed rules of law. If, however, there has been contributory negligence, there is no reference to contract, express or implied, but only to the employe's own conduct. If, under all the attendant circumstances, he fell short of reasonable and ordinary care, the defence of contributory negligence will lie against him.

The rule is announced by Cooley as follows: "If the injured party, by the exercise of ordinary care under the circumstances, might have avoided the consequences of the defendant's negligence, but did not, the case is one of mutual fault, and the law will neither cast all the consequences on the defendant nor will it attempt any apportionment thereof." The contributory negligence, to be a sufficient defence for the master, must be strictly that of the party injured; that of a fellow servant co-operating with the negligence of a master is no defence for injuries resulting from their combined negligence.

CAUSE OF INJURY.

To bar his action the negligence of an employe must be the actual and proximate cause of his injury. Conduct merely bringing about the occasion of the injury or the condition which brought it about does not amount to negligence. Even if the employe was guilty of negligence which may have contributed to the accident, such negligence will not destroy his right of action if the employer, by the exercise of ordinary care, could have avoided its occurrence. Where injuries result in death the right of the personal representative to sue, which does not exist under the common law, but is now given by statute in New Jersey and some other States, is subject to the same limitations as would have been the right of the injured person if he had survived.

NEGLIGENCE THAT BARS RECOVERY.

The test of what does and what does not constitute such negligence as to bar an employe's claim for damages varies according to circumstances, the rule being that the servant must conduct himself as a prudent person would in a like position. A servant engaging in work for which he is not qualified by previous experience, and incurring injury, is held to have been negligent. In some jurisdictions the master is not held responsible even though he knew when he hired the employe that his experience made the labor abnormally hazardous, but such views are not generally accepted. If the precautions appropriate to dangerous situations are omitted, or if, having the power of choice, an unnecessarily dangerous method of doing work is chosen, or if he goes into or remains in a place of unnecessary danger, he will be held to be guilty of contributing to his own injury. Inattention to surroundings and going in the line of duty into a place of unusual danger without notifying those from whose reasonably anticipated acts harm might befall him have the same effect. The fact that an employe's presence where he was injured was not required in the performance of duty will bar recovery. Using an appliance for a purpose other than that for which it was intended, if the same be suggestive of danger to a person of reasonable intelligence, will usually be a bar to successful action, and departure from the customary method of doing work has been held to indicate negligence, though not conclusively.

The use of defective or otherwise unsuitable instrumentalities may be held as negligent, as is also the violation of orders or of specific rules of which the employe has notice. Violation of municipal or statutory regulations, though it be sanctioned by the employer or even if done by his direction, will disqualify the employe for maintaining an action unless the order was not known by the employe to contravene such regulations.

PLACE OF DANGER.

The general rule is that an employe loses his right to a recovery by remaining at work after the discovery of unsafe conditions; it is his duty to leave the service in time to escape the threatened danger. How long he may delay and still have recourse to his employer for compensation for injuries cannot be determined in any general sense, but in most jurisdictions it is allowable for the employe to remain a reasonable length of time, and especially if his immediate departure would jeopardize the safety of others, as in train service on railroads.

It is not a justification for the employe that he is restrained by fear of losing his employment, although some courts are not inclined to a strict enforcement of the doctrine of negligence where service is continued under dangerous conditions, if the fear of discharge is well grounded, provided the employe's conduct falls short of recklessness.

KNOWLEDGE OF DANGER.

It is not negligent for an employe to expose himself to danger of which he is excusably ignorant, and even if defects are known to exist the employe may still recover if it appears that the dangers involved were not appreciated. They must be so obvious that a reasonably prudent man would recognize and avoid them. A knowledge of the defects, however, may be of such long duration that an appreciation of the dangers will be presumed. If abnormally dangerous conditions were so suddenly and unexpectedly developed as to make it unreasonable to hold the employe to an anticipation of them his failure to avoid their results will not be considered negligence as a matter of law. If, however, the dangerous conditions are produced by his own prior negligence the employe cannot recover.

The doctrine that knowledge furnishes a basis for imputing negligence is modified by the employer's promise to guard against dangers; by his assurance of a safe place to work; and by proof that the injury was incurred while the employe was obeying direct orders from his employer or his representative.

WHEN NEGLIGENCE IS NOT IMPUTABLE.

Some of the chief defences of the employe against the charge of contributory negligence are: Danger incurred in the attempt to save life, unless so hopeless that the act would amount to rashness, is not negligence as a matter of law. The general rule seems to be that the courts will not examine too critically the grounds of the plaintiff's reason for expecting success, nor will he be charged with fault if the actual danger was greater than he anticipated. The same principle controls, but in a lesser degree, in cases where the peril is encountered in an effort to save the employer's property.

In general an emergency will be held to have a qualifying effect, both because of the unusual promptitude of action required, and because the mind is likely to become more or less confused under such circumstances. If a workman is so absorbed in the performance of duty that existing dangers are momentarily forgotten, the necessity for the attention to duty may relieve the employe of the charge of contributory negligence. If an act that under other circumstances would preclude recovery is performed under the influence of bodily pain, it will not, as a matter of law, be regarded as negligence.

NEGLECTANCE.

Apparent necessity may justify an otherwise negligent action, unless the same be obviously rash. Where the master's rules or customary practice prescribes a certain method of performing work, an employe who is injured while conforming thereto is not guilty of contributory negligence. An employe injured on account of conditions leading thereto which were outside his power to control is not guilty of contributory negligence; neither

is he if his injuries are received through reliance on the presumption that tools and appliances are in good condition, and that the work in other departments will be properly done. Minority is frequently a defence to the charge of negligence, either absolute or partial, varying with the age and the mental and physical capacity of the individual. But these mitigating elements are of no avail as a defence if the emergency or other dangerous condition is brought about by the prior negligence of the injured employee.

THE FELLOW SERVANT RULE.

The remaining defence to an employe's action for damages is what is known as the "fellow-servant" rule, or the doctrine of common employment. According to this the employer who has discharged his duties as to a safe place to work, suitable appliances, competent fellow servants, etc., is not liable to an employe for the acts or negligence of any fellow-servant or co-employe, provided such co-employe does not represent the employer. Or it has been otherwise stated, "A master is not bound to indemnify one servant in the same common employment as himself, unless the negligent servant was the master's representative." If, however, the negligence of a co-servant is concurrent with the negligence of an employer in causing the injury, the injured employe not contributing thereto, the employer will be held in damages.

The contradictory rulings of the courts as to the application of this rule arises from the lack of precise and generally accepted definitions of what is meant by common employment and by representation of the master. The relations of this doctrine to the other elements which determine employer's liability are such that practically all that has been said with reference to the duties of the employer and the assumption of risk by the employe must be read in the light of the rulings of the courts on the subject. In an opinion on a fellow-servant case which was before the United States Supreme Court a few years ago, it was said that "there is perhaps no one matter upon which there are more conflicting and irreconcilable decisions in the various courts of the land than the one as to what is the test of common service, such as to relieve the master from liability for the injury of one servant through the negligence of another." Not only do the courts of the various States differ, but from time to time fluctuations of opinion are found in the individual States, so that it is important to know the date of an adjudication in order to determine the latest construction in the State.

In a number of States the attempt has been made to fix the status of the relation of employes to one another, and to determine the liability of the employer for their acts or negligence; and this appears to be the only practical method of solving the problem as it exists to-day. It is apparent, however, that even where statutes of different States are closely similar and even identical in phraseology, the effect of local interpretations is discernable in the varying constructions placed upon them.

The reasons offered by the courts for the "fellow servant" rule are various, one being found in the view that the master's responsibility is at

an end when he has used ordinary care to employ competent servants. It is held that the employe assumes the risk of the possible negligence of a co-employe as an incident of the employment. Another opinion states that "the obvious reason for exempting the employer from liability is that the employe has, or is supposed to have such risk in contemplation when he engages in the service, and his compensation is arranged accordingly, so that he cannot in reason complain if he suffers from a risk which he has voluntarily assumed and for the assumption of which he is paid." Public policy is advanced as another reason, the rule tending, it has been claimed, to "make employes more watchful over their own conduct and that of their fellow workmen, thus benefitting employers, employes, and the public alike by the greater care with which they perform their duties." The idea is also advanced in justification of the rule that any marked enlargement of liability to employers would lead to the withdrawal of capital from industrial enterprises, thus reducing the opportunities of employment and inflicting damage upon the whole community.

Each of these reasons has been adversely criticised and no one of them seems to give a satisfactory ground for compelling the employe to bear the burden of pure accidents which occur in the prosecution of undertakings, the advantages of which are to be enjoyed by the employer. The last two reasons are most frequently cited in support of the fellow servant rule, but no results of the kind therein indicated have followed where statutes have been adopted greatly enlarging the rights of employes to recover for injuries resulting from industrial accidents.

In any action involving these principles the chief points requiring determination are those of common employment and of representative capacity. If it appears that the injuries complained of are the result of the negligence of a co-employe, the plaintiff can recover only by showing that the negligent person was a vice-principal, representing the master at the time the act or omission occurred.

COMMON EMPLOYMENT.

In view of the above the question then to consider is what constitutes common employment. It was said in a leading case that "all who enter into the employment of a single master are engaged in common service, and are fellow servants," but this statement is too broad to answer as a conclusive test. Employment by a common master and also engagement in the performance of duties that may reasonably be said to tend to the accomplishment of the same end, is necessary to meet general acceptance by the courts. The expressions used by the judges in passing on the question of common employments help but little toward arriving at an acceptable definition of the term. "Engaged in the same general business," "the same general undertaking," or "in promoting one common object," are frequent forms of expression, though in some cases the more definite phrases, "services having an immediate common object," or "working in the same place to subserve the same interests," are used. The question of common employment involves

both law and facts, but where the latter are undisputed, the trial jury will not pass upon it.

A theory that has been adopted in many cases is that the service is common if the negligence of the delinquent servant was, in a fair and reasonable sense, one of the risks contemplated by the injured employe in undertaking or continuing in the employment. By this theory the relation of the duties of the injured and the negligent employes becomes the criterion, together with the question of the negligence of one affecting the safety of the other. In the application of the departmental doctrine, recognized in some jurisdictions, the classification turns on the relation of employes in different departments of the employer's business, more or less set apart from each other. In the courts in which this theory is adopted, the general test of common employment is one of the identity or diversity of the departments in which the plaintiff and the injured employe were at work. Since, however, the term "department" is still without a satisfactory legal definition, the test has become one of interrelated duties, that is to say, such a relation of duties of the injured and the delinquent employe, as that the former had or had not a reasonable opportunity for protecting himself from injury by his own efforts. The jurisdictions in which interrelation of duties has been more or less uniformly made the test of co-service are Georgia, Illinois, Kentucky, Louisiana, Missouri, Nebraska, Utah, Virginia, Washington, West Virginia, and such Federal Courts as have adopted the rule to conform to local practice. The rule is also followed in Tennessee, but in railroad cases only.

As a result of an analysis of a large number of cases in which the departmental doctrine controls, the following elements are presented by a leading text writer as determinative of the rights of the injured employe:

(a) Whether or not he had an opportunity of observing the extent to which the negligent servant was competent for the performance of his duties and the manner in which he habitually conducted himself.

(b) Whether or not he was able to take appropriate measures to ward off a danger occasioned by an act committed or about to be committed while the work was actually in progress.

(c) Whether or not he could lessen the risk of injury by exerting on the negligent servant an influence calculated to promote caution and diligence on the part of the latter.

(d) Whether or not he was able to protect himself by reporting delinquencies, thus securing more careful supervision, or if necessary the discharge of negligent employes.

REPRESENTATION OF THE EMPLOYER.

The representative of the employer is most frequently termed by the courts a vice-principal, although the character of his employment and not the designation by which he is known while at work will be determinative in any case. This rule has been made to extend so far as to relieve the employer even when the injured employe in good faith regarded the negligent employe as his superior, not knowing of the latter's discharge from that position. On the other hand, a co-servant entrusted temporarily with

the duties of a vice-principal must be answered for by the employer no less than if he were permanently holding the position. Representation, however, must be actual. In a majority of the State jurisdictions the mere fact of superiority of rank is not sufficient to charge the employer with liability for the negligence of the superior servant, though the negligence complained of may have been connected with the giving of orders. Nor do these courts consider that the power to hire and discharge is sufficient to transform a foreman of subordinate grade to the rank of vice-principal, as the mere fear of discharge will not justify the assumption of undue risks. It was said in a recent case that "a servant who sustains an injury from the negligence of a superior agent engaged in the same general business cannot maintain an action against their common employer, although he was subject to the control of such superior agent and could not guard himself against his negligence or its consequences." This rule is based on the theory that the contracting employe assumes the risk of his superior's negligence as one of the ordinary risks of his employment. This does not cover cases where the order directs departure from the original scope of the servant's employment, such orders being attributed to the master himself, so that he is held liable for any negligence connected therewith. The rule is also subject to restrictions from the application of the doctrine of undelegable duties, the duty of giving directions as to the details of the conduct of work not being one for which the employer is regarded as personally responsible. This principle does not, except in a few States, extend to actual superintendents or managers of an employer's business; nor is it vital that such representative shall not be employed in part at actual labor, or that he receive a higher salary than his subordinates. There appears to be no fixed rule, but to render the master liable the employe "must be more than a mere foreman to oversee a batch of hands and direct their work under the supervision of the master." Or, as stated in another case, "he must have general power and control over the business and not authority merely over a certain class of work or a certain gang of men."

While such is the rule in the greater number of American jurisdictions, what is known as the "superior servant" doctrine has been adopted in several States. The form of this rule varies in different States, and even in the same State there is inconsistency in its application to different cases, resulting from indefiniteness as to the point where it should cease to control. The theory of the rule is that the duties of supervision and control which devolve upon the master are non-delegable, and its scope is set forth in the following language used in a case before the Supreme Court of Missouri: "Where the master appoints an agent with a superintending control over the work, and with power to employ and discharge hands and direct and control their movements in and about the work, the agent stands in the place of the master."

In by far the greater number of States there is a recognition of an actual general manager or superintendent as the master's representative or vice-principal, for whose acts the master is responsible. While the cases involving the question of vice-principalship in this form naturally disclose for the most part conditions of what may be considered permanent relation-

ship, the same rule has been held to apply to persons occupying the position only temporarily, as for instance in the performance of some specific undertakings after the completion of which the representative would again assume his customary rank as co-employee with his temporary subordinates.

The States in which a superintendent or manager seems to have been, until a comparatively recent date, regarded as a co-servant with other employes, are Alabama, Massachusetts, Mississippi and New Jersey. In Alabama, Massachusetts and Mississippi the common-law rule was modified by legislative enactment in 1897, 1902 and 1906 respectively. The modification of this ruling placing New Jersey abreast of the other States in this respect dates from the act of 1909, which went into effect on September 30th of that year.

In concluding this brief review of the principal common-law phases of employers' liability it is hardly necessary to point out the importance of definite, unifying legislation on the subject as the only means of bringing order out of the contradictory interpretations originating in ill-defined doctrines and rules, as these are promulgated not only by the courts of the several States, but also at different times by courts of the same jurisdiction. In the statutes already enacted an important harmonizing influence is found in the fact that a Legislature enacting a statute copied from another State may be assumed to take over also the construction and interpretation placed upon the law by the courts of the earlier enacting State prior to its adoption by the later one.

It seems reasonable to believe that a long step toward harmonizing the law relating to the liability of common carriers for injuries to their employes was taken in 1908 by the enactment of the Federal statute, entitled "An act relating to the liability of common carriers by railroads to their employes in certain cases." This act will supersede all local statutes and rulings where it applies, and its construction by the Supreme Court of the United States in any case that comes before it will become the authoritative ruling in every jurisdiction on the points involved. Some provisions of this act might be advantageously incorporated into all State statutes on the subject of employers' liability; as, for instance, "That no such employe who shall be injured or killed shall be held to be guilty of contributory negligence in any case where the violation by such common carrier of any statute enacted for the safety of employes contributed to the injury or death of such employe," and further, "That in any action brought against a common carrier under and by virtue of any of the provisions of this act to recover damages for injuries to, or the death of, any of its employes, such employe shall not be held to have assumed the risks of his employment in any case where the violation by such common carrier of any statute enacted for the safety of employes contributed to the injury or death of such employe."

The incorporation of these provisions of the Federal statute into the liability laws of this and other States, and making them applicable to all forms of employment, would go far toward reducing the number of what may be called preventable accidents resulting in injury or death, which, notwithstanding the many statutes intended for the protection of workmen, still constitute a very considerable proportion of the total of such occurrences.

LIABILITY UNDER STATUTE LAWS.

The laws enacted in the different States for the purpose of determining the liability of the employer for injuries to his employes are of two classes; one relating in a general and inclusive way to the subject of general employment, and the other confined to specified forms or groups of employment of which the principal division is railroad transportation.

Following is a compilation of the statutes of the various States regulating the liability of employers for injuries to employes, arranged alphabetically according to States, that of New Jersey appearing in its regular order:

ALABAMA.

CODE OF 1897.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYES.

Section 1749. When a personal injury is received by a servant or employe in the service or business of the master or employer, the master or employer is liable to answer in damages to such servant or employe, as if he were a stranger, and not engaged in such service or employment, in the cases following:

1. When the injury is caused by reason of any defect in the condition of the ways, works, machinery, or plant connected with, or used in the business of the master or employer.

2. When the injury is caused by reason of the negligence of any person in the service or employment of the master or employer, who has any superintendence intrusted to him, whilst in the exercise of such superintendence.

3. When such injury is caused by reason of the negligence of any person in the service or employment of the master or employer, to whose orders or directions the servant or employe, at the time of the injury, was bound to conform, and did conform, if such injuries resulted from his having so conformed.

4. When such injury is caused by reason of the act or omission of any person in the service or employment of the master or employer, done or made in obedience to the rules and regulations or by-laws of the master or employer, or in obedience to particular instructions given by any person delegated with the authority of the master or employer in that behalf.

5. When such injury is caused by reason of the negligence of any person in the service or employment of the master or employer, who has charge or control of any signal, points, locomotive, engine, switch, car, or train upon a railway, or of any part of the track of a railway.

But the master or employer is not liable under this section, if the servant or employe knew of the defect or negligence causing the injury, and failed in a reasonable time to give information thereof to the master or employer, or to some person superior to himself engaged in the service or employment of the master or employer, unless he was aware that the master or employer,

or such superior already knew of such defect or negligence; nor is the master or employer liable under subdivision 1, unless the defect therein mentioned arose from, or had not been discovered or remedied owing the negligence of the master or employer, or of some person in the service of the master or employer, and intrusted by him with the duty of seeing that the ways, works, machinery, or plant, were in proper condition.

Sec. 1750. Damages recovered by the servant or employe, of and from the master or employer, are not subject to the payment of debts, or any legal liabilities incurred by him.

Sec. 1751. If such injury results in the death of the servant or employe, his personal representative is entitled to maintain an action therefor, and the damages recovered are not subject to the payment of debts or liabilities, but shall be distributed according to the statute of distributions.

ARIZONA.

REVISED STATUTES OF 1901.

CIVIL CODE.

ACTS OF FELLOW SERVANTS.

Section 2767. Every corporation doing business in the territory of Arizona shall be liable for all damages done to any employe in consequence of any negligence of its agents or employes to any person sustaining such damage; provided, such corporation has had previous notice of the incompetency, carelessness or negligence of such agent or employe.

ARKANSAS.

DIGEST OF STATUTES—1904.

FELLOW SERVANT—RAILROAD COMPANIES.

Section 6658. All persons engaged in the service of any railway corporations, foreign or domestic, doing business in this State, who are intrusted by such corporation with the authority of superintendence, control or command of other persons in the employ or service of such corporation, or with the authority to direct any other employe, in the performance of any duty of such employe, are vice-principals of such corporation, and are not fellow servants with such employe.

Sec. 6659. All persons who are engaged in the common service of such railway corporations, and who, while so engaged, are working together to a common purpose, of same grade, neither of such persons being intrusted by such corporations with any superintendence or control over their fellow employes, are fellow servants with each other; provided, nothing herein

contained shall be so construed as to make employes of such corporation in the service of such corporation fellow servants with other employes of such corporation engaged in any other department or service of such corporation. Employes who do not come within the provisions of this section shall not be considered fellow servants.

Sec. 6660. No contract made between the employer and the employe based upon the contingency of the injury or death of the employe limiting the liability of the employer under this act, or fixing damages to be recovered, shall be valid and binding.

ACTS OF 1907.

CHAPTER 69.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYES.

Section 1. All railroad companies operating within this State, whether incorporated or not, and all corporations of every kind and character, and every company, whether incorporated or not, engaged in the mining of coal, who may employ agents, servants or employes, such agents, servants or employes being in the exercise of due care, shall be liable to respond in damages for injuries or death sustained by such agent, employe or servant, resulting from the careless omission of duty or negligence of such employer, or which may result from the carelessness, omission of duty or negligence of any other agent, servant or employe of the said employer, in the same manner and to the same extent as if the carelessness, omission of duty or negligence causing the injury or death was that of the employer.

(The law regulating the working of mines provides that a right of action for direct damages shall accrue to any party injured, or to his heirs if the injury results in death, where the injury is occasioned by a willful violation of the statute, or a willful failure to comply with its provisions. Dig. Stat., Section 5350, amended by acts of 1905, chapter 225.)

CALIFORNIA.

DEERING'S CODES AND STATUTES, 1885.

CIVIL CODE.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYES.

Section 1970 (As amended by chapter 97, Acts of 1907). An employer is not bound to indemnify his employe for losses suffered by the latter in consequence of the ordinary risks of the business in which he is employed, nor in consequence of the negligence of another person employed by the same employer in the same general business, unless the negligence causing the injury was committed in the performance of a duty the employer owes by law to the employe, or unless the employer has neglected to use ordinary care in the selection of the culpable employe; provided, nevertheless, that the employer shall be liable for such injury when the same results from the wrongful act, neglect or default of any agent or officer of such

employer, superior to the employe injured, or of a person employed by such employer having the right to control or direct the services of such employe injured, and also when such injury results from the wrongful act, neglect or default of a co-employe engaged in another department of labor from that of the employe injured, or employed upon a machine, railroad train, switch signal point, locomotive engine, or other appliance than that upon which the employe (who) is injured is employed, or who is charged with dispatching trains, or transmitting telegraphic or telephonic orders upon any railroad, or in the operation of any mine, factory, machine shop, or other industrial establishment.

Knowledge by an employe injured of the defective or unsafe character or condition of any machinery, ways, appliances or structures of such employer shall not be a bar to recovery for any injury or death caused thereby, unless it shall also appear that such employe fully understood, comprehended and appreciated the dangers incident to the use of such defective machinery, ways, appliances or structures and thereafter consented to use the same or continued in the use thereof.

When death, whether instantaneous or otherwise, results from an injury to an employe received as aforesaid, the personal representative of such employe shall have a right of action therefor against such employer and may recover damages in respect thereof for and on behalf and for the benefit of the widow, children, dependent parents and dependent brothers and sisters, in order of precedence as herein stated, but no more than one action shall be brought for such recovery.

Any contract or agreement, express or implied, made by any such employe to waive the benefits of this section, or any part thereof, shall be null and void, and this section shall not be construed to deprive any such employe or his personal representative of any right or remedy to which he is now entitled under the laws of this State.

The rules and principles of law as to contributory negligence which apply to other cases shall apply to cases arising under this section, except in so far as the same are herein modified or changed.

Sec. 1791. An employer must in all cases indemnify his employes for losses caused by the former's want of ordinary care.

(Various acts regulating the working of mines provide that violation thereof or willful failure to comply therewith renders persons so offending liable to all damages resulting because of such violation or failure. Acts of March 13, 1872; act of March 27, 1874; acts of 1893, chapter 74.)

COLORADO.

CONSTITUTION.

ARTICLE 15.—CONTRACTS OF EMPLOYES WAIVING RIGHT TO DAMAGES.

Section 15. It shall be unlawful for any person, company or corporation to require of its servants or employes, as a condition of their employ-

ment or otherwise, any contract or agreement whereby such person, company or corporation shall be released or discharged from liability or responsibility on account of personal injuries received by such servants or employes while in the service of such person, company or corporation by reason of the negligence of such person, company or corporation, or the agents or employes thereof, and such contracts shall be absolutely null and void.

MILLS' ANNOTATED STATUTES OF 1891 AND SUPPLEMENT OF 1904.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 1511a. Where, after the passage of this act, personal injury is caused to an employee who is himself in the exercise of due care and diligence at the time;

(1) By reason of any defect in the condition of the ways, works or machinery connected with or used in the business of the employer which arose from or had not been discovered or remedied owing to the negligence of the employer, or of any person in the service of the employer, and intrusted by him with the duty of seeing that the ways, works and machinery were in proper condition; or

(2) By reason of the negligence of any person in the service of the employer, intrusted with or exercising superintendence whose sole or principal duty is that of superintendence;

(3) By reason of the negligence of any person in the service of the employer who has the charge or control of any switch, signal, locomotive engine or train upon a railroad, the employe, or in case the injury results in death the parties entitled by law to sue and recover for such damages shall have the same right of compensation and remedy against the employer as if the employe had not been an employe of or in the service of the employer or engaged in his or its work.

Sec. 1511b. The amount of compensation recoverable under this act, in case of a personal injury resulting solely from the negligence of a co-employe, shall not exceed the sum of five thousand dollars. No action for the recovery of compensation for injury or death under this act shall be maintained unless written notice of the time, place and cause of the injury is given to the employer within sixty days, and the action is commenced within two years from the occurrence of the accident causing the injury or death. But no notice given under the provisions of this section shall be deemed invalid or insufficient solely by reason of any inaccuracy in stating the time, place or cause of injury; provided, it is shown that there was no intention to mislead and that the party entitled to notice was not in fact misled thereby.

Sec. 1511c. Whenever an employe enters into a contract, either written or verbal, with an independent contractor, to do part of such employer's work, or whenever such contractor enters into a contract with a subcontractor to do all or a part of the work comprised in such contract or contracts with the employer, such contract or subcontract shall not bar the liability of the employer for injuries to the employe of such contractor or subcontractor, by reason of any defect in the condition of the ways, works,

machinery or plant, if they are the property of the employer or furnished by him, and if such defect arose or had not been discovered or remedied through the negligence of the employer or of some person intrusted by him with the duty of seeing that they were in proper condition.

Sec. 1511d. An employe or those entitled by law to sue and recover, under the provision of this act, shall not be entitled under this act to any right of compensation or remedy against his employer in any case where such employe knew of the defect or negligence which caused the injury and failed within a reasonable time to give or cause to be given information thereof to the employer, or to some person superior to himself in the service of his employer, who had intrusted to him some general superintendence.

Sec. 1511e. If the injury sustained by the employe is clearly the result of the negligence, carelessness or misconduct of a co-employe the co-employe shall be equally liable under the provisions of this act with the employer and may be made a party defendant in all actions brought to recover damages for such injury. Upon the trial of such action the court may submit to and require the jury to find a special verdict upon the question as to whether the employer or his vice-principal was or was not guilty of negligence proximately causing the injury complained of, or whether such injury resulted solely from the negligence of the co-employe, and in case the jury by their special verdict find that the injury was solely the result of the negligence of the employer or vice-principal then and in that case the jury shall assess the full amount of plaintiff's damages against the employer, and the suit shall be dismissed as against the employe; but in case the jury by their special verdict find that the injury resulted solely from the negligence of the co-employe the jury may assess damages both against the employer and the employe.

Sec. 1511f. Every corporation, company or individual who may employ agents, servants or employes, such agents, servants or employes being in the exercise of due care, shall be liable to respond in damages for injuries or death sustained by any such agent, employe or servant resulting from the carelessness, omission of duty or negligence of such employer, or which may have resulted from the carelessness, omission of duty or negligence of any other agent, servant or employe of the said employer in the same manner and to the same extent as if the carelessness, omission of duty or negligence causing the injury or death was that of the employer.

Sec. 1511g. All acts and parts of acts in conflict herewith are hereby repealed; provided, however, that this act shall not be construed to repeal or change the existing laws relating to the right of the persons injured, or in case of death, the right of the husband or wife, or relatives of a deceased person to maintain an action against the employer.

(The law regulating the working of mines provides for a right of action for direct damages against persons violating or willfully failing to comply with said law where such violation or failure results in death. When death ensues the widow or lineal heirs may sue. Section 1392.)

(An act requiring railroad switches to be blocked makes a failure to do so prima facie evidence of negligence where employes or others are injured as a result of such failure. Section 3751e.)

CONNECTICUT.

GENERAL STATUTES OF 1902.

DUTIES OF EMPLOYERS.

Section 4702. It shall be the duty of the master to exercise reasonable care to provide for his servant a reasonably safe place in which to work, reasonably safe appliances and instrumentalities for his work and fit and competent persons for his co-laborers; to exercise reasonable care in the appointment or designation of a vice-principal, and to appoint as such vice-principal a fit and competent person. The default of a vice-principal in the performance of any duty imposed by law on the master shall be the default of the master.

DELAWARE.

(An act requiring air-brakes to be used on passenger trains makes violators thereof liable in damages for injuries resulting from their violation. Act of 1903, Chapter 394.)

FLORIDA.

GENERAL STATUTES OF 1906.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 3148. A railroad company shall be liable for any damage done to persons, stock or other property, by the running of the locomotives, or cars, or other machinery of such company, or for damage done by any person in the employ and service of such company, unless the company shall make it appear that their agents have exercised all ordinary and reasonable care and diligence, the presumption in all cases being against the company.

Sec. 3149. No person shall recover damages from a railroad company for injury to himself or his property, where the same is done by his consent, or is caused by his own negligence. If the complainant and the agents of the company are both at fault, the former may recover, but the damages shall be diminished or increased by the jury in proportion to the amount of default attributable to him.

Sec. 3150. If any person is injured by a railroad company by the running of the locomotives or cars, or other machinery of such company, he being at the time of such injury an employe of the company, and the damage was caused by negligence of another employe, and without fault or negligence on the part of the person injured, his employment by the company shall be no bar to a recovery. No contract which restricts such liability shall be legal or binding.

GEORGIA.

CODE OF 1895.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 2297. Railroad companies are common carriers and liable as such. As such companies necessarily have many employes who can not possibly control those who should exercise care and diligence in the running of trains, such companies shall be liable to such employes as to passengers for injuries arising from the want of such care and diligence.

Sec. 2321. A railroad company shall be liable for any damage done to persons, stock or other property by the running of the locomotives, or cars, or other machinery of such company, or for damage done by any person in the employment and service of such company, unless the company shall make it appear that their agents have exercised all ordinary and reasonable care and diligence, the presumption in all cases being against the company.

Sec. 2322. No person shall recover damage from a railroad company for injury to himself or his property, where the same is done by his consent, or is caused by his own negligence. If the complainant and the agents of the company are both at fault, the former may recover, but the damages shall be diminished by the jury in proportion to the amount of default attributable to him.

Sec. 2323. If the person injured is himself an employe of the company, and the damage was caused by another employe, and without fault or negligence on the part of the person injured, his employment by the company shall be no bar to his recovery.

Sec. 2324 (As amended by Act No. 102, page 63, Acts of 1896). The liability of receivers, trustees, assignees and other like officers operating in this State, or partially in this State, for injuries and damages to persons in their employ, caused by the negligence of co-employes, or for injuries or damages to personal property, shall be the same as the liability now fixed by law governing the operation of railroad corporations in this State for like injuries and damages, and a lien is hereby created on the gross income of any such railroad while in the hands of any such receiver, trustee, or assignee, or other persons in favor of such injured employes or plaintiff, superior to all other liens against defendant under the laws of this State.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 2610. Except in case of railroad companies, the master is not liable to one servant for injuries arising from the negligence or misconduct of other servants about the same business.

Sec. 2611. The master is bound to exercise ordinary care in the selection of servants, and not to retain them after knowledge of incompetency: he must use like care in furnishing machinery equal in kind to that in general use, and reasonably safe for all persons who operate it with ordinary care and diligence. If there are latent defects in machinery, or dangers incident

to an employment unknown to the servant, of which the master knows, or ought to know, he must give the servant warning in respect thereto.

Sec. 2612. A servant assumes the ordinary risks of his employment, and is bound to exercise his own skill and diligence to protect himself. In suits for injuries arising from the negligence of the master in failing to comply with the duties imposed by the preceding section, it must appear that the master knew or ought to have known of the incompetency of the other servant, or of the defects or danger in the machinery supplied; and it must also appear that the servant injured did not know and had not equal means of knowing such fact, and by the exercise of ordinary care could not have known thereof.

Sec. 2613. All contracts between master and servant, made in consideration of employment, whereby the master is exempted from liability to the servant arising from the negligence of the master or his servants, as such liability is now fixed by law, shall be null and void, as against public policy.

Sec. 3030. The principal is not liable to one agent for injuries arising from the negligence or misconduct of other agents about the same business; the exception in case of railroad has been previously stated.

Sec. 3830. If the plaintiff by ordinary care could have avoided the consequences to himself caused by the defendant's negligence, he is not entitled to recover. But in other cases the defendant is not relieved, although the plaintiff may in some way have contributed to the injury sustained.

IDAHO.

Acts of 1909.

Section 1. Every employer of labor engaged in doing business in this State shall be liable to his employe or servant for a personal injury received by such servant or employe in the service or business of the master or employer within this State when such employe or servant was at the time of the injury in the exercise of due care and diligence in the following cases:

(I) When the injury was caused by reason of any defect in the condition of the ways, works or machinery connected with or used in the business of the employer which arose from or had not been discovered or remedied owing to the negligence of the employer or of any person in the service of the employer and entrusted by him with the duty of seeing that the ways, works or machinery were in proper condition.

(II) When the injury was caused by reason of the negligence of any person in the service of the employer entrusted with and exercising superintendence whose sole or principal duty is that of superintendence, or in the absence of such superintendent, or any person acting as superintendent with the authority and consent of such employer.

(III) When such injury was caused by reason of the act or omission of any person in the service or employment of the master or employer, done or made in obedience to the rules and regulations or by-laws of the master

or employer, or in obedience to particular instructions given by any person delegated with the authority of the master or employer so to instruct.

(IV) When such injury was caused by the negligence of any person in the service or employment of the master or employer who has charge of any signal or telegraph office directing the movement of any locomotive engine, train or car upon a railroad, or of any part thereof, at the time such person was injured.

(V) That any action brought against any employer or master under or by virtue of any of the provisions of this act to recover damages for injuries to or death of any of its employes such employe shall be held to have assumed the risks of his employment in any cases where a violation by such employer or master of any statute enacted for the safety of employes contributed to the injury or death of such employe.

(VI) An employe, by entering upon or continuing in the service of the employer, shall be presumed to have assented to the necessary risks of the occupation or employment and no others. The necessary risks of the occupation or employment shall, in all cases arising after this act takes effect, be considered as including those risks, and those only, inherent in the nature of the business, which remain after the employer has exercised due care in providing for the safety of his employes and has complied with the laws affecting or regulating such business or occupation for the greater safety of such employe.

Provided, that the master or employer shall not be liable under any of the provisions of this section if the servant or employe knew of the defects or negligence causing the injury, or by the exercise of reasonable care could have known of the defect or negligence causing the injury and failed within a reasonable time to give notice thereof to the master or employer, or to some person superior to himself engaged in the service or employment of the master or employer who had entrusted to him some general superintendence, unless the master or such superior already knew of such defect or negligence.

Provided, also, that the master or employer shall not be liable under any of the provisions of this section where the injury to the employe was caused by the incompetency of a co-employe, and such incompetency was known to the employe injured, and employe injured failed within a reasonable time to give notice thereof to the master or employer or to some person superior to himself engaged in the service or employment of the master or employer who had entrusted to him some general superintendence, unless the master or employer or such superior already knew of such incompetency of such co-employe, and such master or employer failed or refused to discharge such incompetent employe or failed or refused to investigate the alleged incompetency of the co-employe and discharge him if found incompetent.

Sec. 2. In the case of injury to an employe who is a minor, then the father, or in case of his death or the desertion of his family, the mother may maintain an action for injuries received for which the master is liable under the provisions of this act, unless the said minor be married, in which case the said minor may maintain an action in his own name for the said

injuries, and a guardian may, under like circumstances, maintain an action for the injury of his ward, and in the event that the said minor be not married and have no father or mother dependent upon him the said action may be maintained by a guardian to be appointed by the court for the benefit of the said minor. In case the said injuries result in the death of the said minor and the said minor be married, then the action may be maintained by the widow and guardian of the said minor's children, if any there be, and if the said minor be unmarried, then the father, or in case of his death or desertion of his family, the mother may maintain an action for the death of said minor resulting under such circumstances; and if neither father nor mother survive the said minor the action may be brought by the next of kin who at the time of his death were dependent upon his wages for support, or by personal representatives of the minor for the benefit of such next of kin who at the time of the death of the minor were dependent upon his wages for support.

Sec. 3. In case the employe be not a minor and the injuries result in his death, then an action may be maintained by the widow of the deceased, or if he leaves no widow, his next of kin who at the time of his death were dependent upon his wages for support, or by his personal representative for the benefit of his heirs or next of kin for damages against the employer under the circumstances mentioned in this act.

Sec. 4. The amount of damages to be recovered in the case of death shall not exceed the sum of five thousand dollars (\$5,000.00).

The damages recovered on account of death shall not be subject to the debts of the deceased.

Sec. 5. No action for the recovery of compensation for injuries or death under this act shall be maintained unless notice of the time, place and cause of the injury is given to the employer within one hundred and fifty (150) days, and the action is commenced within one (1) year after the occurrence of the accident causing the injury or death. The notice required by this section shall be in writing and shall be signed by the person injured or by some one in his behalf, but if from physical or mental incapacity it is impossible for the person injured to give notice within the time provided in this section he may give the same within ten (10) days after such incapacity is removed. In case of his death without having given such notice his executor or administrator or widow or next of kin may give such notice within sixty (60) days after such death, but no notice under the provisions of this section shall be deemed to be invalid or insufficient solely by reason of any inaccuracy in stating the time, place or cause of the injury, if it be shown that there was no intention to mislead and the party entitled to notice was not in fact misled thereby. The notice required by this section shall be served in the same manner as required of the service of summons in civil actions.

Sec. 6. The acts and parts of acts in conflict herewith are hereby repealed.

Sec. 7. Whereas, an emergency exists this act shall be in effect from and after its passage and removal.

ILLINOIS.

The railroad safety appliance law of 1905 takes away the defenses of assumed risks and of contributory negligence where an employe is injured because of the company's non-compliance with the law, though the employe knew of it.

INDIANA.

ANNOTATED STATUTES OF 1894—REVISION OF 1901.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES—CONTRIBUTORY NEGLIGENCE TO BE MATTER OF DEFENSE ONLY.

Section 359a. Hereafter in all actions for damages brought on account of the alleged negligence of any person, co-partnership or corporation for causing personal injuries, or the death of any person, it shall not be necessary for the plaintiff in such action to allege or prove the want of contributory negligence on the part of the plaintiff, or on the part of the person for whose injury or death the action may be brought. Contributory negligence, on the part of the plaintiff, or such other person, shall be a matter of defense, and such defense may be proved under the answer of general denial.

CONTRACTS OF EMPLOYEES WAIVING RIGHT TO DAMAGES.

Section 7082a. All contracts between employer and employe releasing the employer from liability for damages arising out of the negligence of the employer by which the employe is injured, or in case of the employe's death to his representatives, are against public policy, and hereby declared null and void.

Sec. 7082b. All contracts between employer and employe releasing third persons, co-partnerships or corporations from liability for damages arising out of the negligence of such third persons, co-partnerships or corporations by which the employe of such employer is injured, or in the case of the death of such employe, to his representatives, are against public policy and hereby declared null and void.

Sec. 7082c. All contracts between an employe and a third person, co-partnership or corporation in which it is agreed that the employer of such employe shall be released from liability for damages of such employe arising out of the negligence of the employer, or in case of the death of such employe, to his representatives, are against public policy and are hereby declared null and void; provided, that nothing in this act shall apply to voluntary relief departments, or associations organized for the purpose of insuring employes. Nothing in this act shall be construed to revert back to contracts made prior to the passage of this act. Nor shall this act affect pending litigation; provided, that nothing in any section of this act shall be so construed as to affect or apply to any contract or agreement that may

be made between the employer and employe, or in case of death, his next of kin or his representative, after an injury to the employe has occurred, but the provisions of this act shall apply solely to contracts made prior to any injury.

LIABILITY OF RAILROAD COMPANIES, ETC., FOR INJURIES TO EMPLOYEES.

Section 7083. Every railroad or other corporation, except municipal, operating in this State, shall be liable for damages for personal injury suffered by an employe while in its service, the employe so injured being in the exercise of due care and diligence, in the following cases:

First. When such injury is suffered by reason of any defect in the condition of the ways, works, plant, tools and machinery connected with or in use in the business of such corporation, when such defect was the result of negligence on the part of the corporation, or some person intrusted by it with the duty of keeping such ways, works, plant, tools or machinery in proper condition.

Second. Where such injury resulted from the negligence of any person in the service of such corporation, to whose order or direction the injured employe at the time of the injury was bound to conform and did conform.

Third. Where such injury resulted from the act or omission of any person done or made in obedience to any rule, regulation or by-law of such corporation, or in obedience to the particular instructions given by any person delegated with the authority of the corporation in that behalf.

Fourth. Where such injury was caused by the negligence of any person in the service of such corporation who has charge of any signal, telegraph office, switch yard, shop, roundhouse, locomotive engine or train upon a railway, or where such injury was caused by the negligence of any person, co-employe or fellow servant engaged in the same common service in any of the several departments of the service of any such corporation, the said person, co-employe or fellow servant, at the time acting in the place, and performing the duty of the corporation in that behalf, and the person so injured, obeying or conforming to the order of some superior at the time of such injury, having authority to direct; but nothing herein shall be construed to abridge the liability of the corporation under existing laws.

Sec. 7085. The damages recoverable under this act shall be commensurate with the injury sustained unless death results from such injury, when, in such case, the action shall survive and be governed in all respects by the law now in force as to such action; provided, that where any such person recovers a judgment against a railroad or other corporation, and such corporation takes an appeal, and, pending such appeal, the injured person dies, and the judgment rendered in the court below be thereafter reversed, the right of action of such person shall survive to his legal representative.

Sec. 7087. All contracts made by railroads or other corporations with their employes, or rules or regulations adopted by any corporation releasing or relieving it from liability to any employe having a right of action under the provisions of this act are hereby declared null and void. The provisions of this act shall not apply to any injuries before it takes effect, nor shall

it affect in any manner any suit or legal proceedings pending at the time it takes effect.

(A provision of this act requiring steam railroads to be equipped with switch lights makes a company violating or failing to comply with the law liable to all persons and employes injured by reason of non-compliance, and takes away the defense of assumption of risk. Section 7173c.

A similar provision appears in a statute directing the equipment of railroad locomotives with engine brakes, the use of automatic couplers, and the placing of grab irons on cars. Act of 1903, Chapter 120.

So also of the safety appliance law of 1907. Acts of 1907, Chapter 118; and the act regulating hours of labor of railroad employes. Acts of 1907, Chapter 131.

The statute requiring fire escapes to be placed on factories, etc., makes owners who fail to comply with its terms liable in damages for the personal injury or death of any person occasioned by fire in a building not provided with fire escapes. Acts of 1903, Chapter 222.

The statute regulating the working of coal mines gives a right of action against the operator of a mine for injuries occasioned by any violation of the act, or willful failure to comply with its provisions. Acts of 1905, Chapter 50.)

IOWA.

CODE OF 1897 AND SUPPLEMENT OF 1902.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYES.

Section 2071. Every corporation operating a railway shall be liable for all damages sustained by any person, including employes of such corporation, in consequence of the neglect of the agents, or by any mismanagement of the engineers or other employes thereof, and in consequence of the willful wrongs, whether of commission or omission, of such agents, engineers or other employes, when such wrongs are in any manner connected with the use and operation of any railway on or about which they shall be employed, and no contract which restricts such liability shall be legal or binding.

Nor shall any contract of insurance, relief, benefit or indemnity in case of injury or death, entered into prior to the injury, between the person so injured and the corporation, or any other person or association acting for such corporation, nor shall the acceptance of any such insurance, relief, benefit or indemnity by the person injured, his widow, heirs or legal representatives after the injury, from such corporation, person or association, constitute any bar or defence to any cause of action brought under the provisions of this section, but nothing contained herein shall be construed to prevent or invalidate any settlement for damages between the parties subsequent to injuries received.

(The statute directing the use of power brakes and automatic couplers on railroad trains abrogates the defense of assumed risks in cases of injury to employes occasioned by failure to comply with the law. Sec. 2083.

Failure to comply with the requirements of the law regulating the working of mines is declared to be culpable negligence in cases of injury resulting therefrom. Section 2492.)

ACT OF 1909.

"That in all cases where the property, works, machinery or appliances of an employer are defective or out of repair, and where it is the duty of the employer, from the character of the place, work, machinery or appliances, to furnish reasonably safe machinery, appliances or place to work, the employe shall not be deemed to have assumed the risk by continuing in the prosecution of the work, growing out of any defect as aforesaid, of which the employe may have had knowledge when the employer had knowledge of such defect, except when, in the usual and ordinary course of his employment, it is the duty of such employe to make the repairs or remedy the defects. Nor shall the employe, under such conditions, be deemed to have waived the negligence, if any, unless the danger be imminent and to such an extent that a reasonably prudent person would not have continued in the prosecution of the work; but this statute shall not be construed so as to include such risks as are incident to the employment. And no contract which restricts liability hereunder shall be legal or binding."

KANSAS—1909.

DEFINING THE LIABILITY OF EMPLOYERS OF LABOR IN CASE OF INJURY OR DEATH TO THEIR EMPLOYEES.

Section 1. Definitions: The word "railroad, railroad company or corporation," as used in this act, shall be held to mean steam surface railroads, street railroads and interurban railroads; the word "mine," as used in this act, shall be held to mean "subterranean mines and quarries"; the word "factory" and "workshop," as used in this act, shall be given the meaning prescribed in section 6650 of the General Statutes of 1901.

Sec. 2. That every railroad company or corporation, and every person, association of persons, or corporation, owning or operating any mine, factory, workshop, packing-house, packing-plant, and every person, association of persons, or corporation engaged in the erection or repairing of buildings or bridges where machinery or hoists are used in the construction and erection of the same, shall be liable in damages to any person suffering injury while such person is employed by and working in the employment of any of the persons, associations of persons, or corporations, or companies above mentioned, or in case of death of such employe, for such injury or death, resulting in whole or in part from the negligence of the employer or its officers, agents, servants or other employes or by reason of any defect or

insufficiency in the ways, works, machinery or other equipment of said employer, due to the negligence of said employer, its officers, agents, servants or other employes, and such cause of action may be maintained in the manner and by and for the benefit of any of the parties as is now or as may be hereafter provided by law.

Sec. 3. That in all actions hereafter brought against any employer mentioned in section 2 of this act, under or by virtue of any of the provisions of this act, or of any act amendatory hereof, to recover damages for personal injuries to any employe that have resulted in his or her death, the fact that the employe may have been guilty of contributory negligence shall not of itself bar a recovery, unless the contributory negligence of the employe shall be found by the jury or the court trying the cause to have contributed more to the injury than the negligence of the defendant, and if the claimant shall be found to be entitled to recover then the contributory negligence of said employe shall be considered in assessing the amount of recovery; provided, that no such employe who may be injured or killed shall be held to have been guilty of contributory negligence in any case where the violation by such employer, its officers, agents, servants or other employes of any statutes enacted for the safety of employes or any duty imposed by the common law contributed to the injury or death of such employe. All questions of negligence and contributory negligence shall be submitted to the jury, where the case is tried before a jury.

Sec. 4. That in any action brought against any employer of labor in the State of Kansas under or by virtue of any of the provisions of this act to recover damages for injuries to or for the death of any of their employes such employe shall not be held to have assumed the risk of his employment in any case where the violation by such employer, its officers, agents, servants or other employes of any statute enacted for the safety of employes or of any duty imposed by the common law contributed to the injury or death of such employe.

Sec. 5. That any contract, rule, regulation, agreement or device whatsoever, the purpose or effect of which shall be to enable any employer, its officers, agents, servants or other employe, to exempt themselves from any liability created by this act, shall to that extent be void; provided, that in any action brought against such employer, its officers, agents, servants or other employes, under or by virtue of any of the provisions of this act, such employer, its officers, agents, servants or other employes, may set off therein any sum which they have contributed or paid as an insurance, relief benefits or indemnity to the injured employe or to the person entitled thereto on account of the injury or death for which such action was brought.

Sec. 6. That no action shall be maintained or recovery had under the provisions of this act unless such action shall have been commenced within two years from the day on which the cause of action accrued; provided, that if in any action brought in or removed to the Federal court for injury or death of an employe occurring within the State of Kansas such Federal court shall decide that the action is not maintainable in the Federal court, the limitation for commencing such action in this State shall not run during the time said case is pending in such Federal court, and the determination

of the Federal court that such action is not maintainable in the Federal courts shall be sufficient adjudication to justify the plaintiff to commence his action for damages for such injury or death occurring in this State in any court of competent jurisdiction within the State of Kansas.

Sec. 7. That nothing in this act shall be held to limit the duty or liability of such employer, its officers, agents, servants or other employes, or to impair the rights of their employes under any act or acts of Congress or to affect the prosecution of any pending proceedings or rights of action under the act of Congress, entitled "An act relating to liability of common carriers in the District of Columbia and Territories and common carriers engaged in commerce between the States and between the States and foreign nations to servants or other employes, or to impair the rights of their employes under any their employes," or to limit the duty or liability of its officers, agents, servants or other act or acts of the State of Kansas or under the common law, or to affect the prosecution of any pending proceeding or of any right of action already accrued under any other act or acts of the State of Kansas or under the common law.

(An act requiring the installation of fire escapes on factories, and of safety devices in manufacturing establishments, authorizes an action for injuries or death resulting from disregard by the employer of the provisions of the act. Acts of 1903, Chapter 356.)

KENTUCKY.

(An act regulating the construction of railroad bridges and tunnels, and directing the use of air brakes on railroad trains and the blocking of frogs at switches, makes the company liable for injuries resulting from a failure or neglect to comply with the provisions of the law. Statutes of 1903, section 793.)

LOUISIANA.

REVISED CIVIL CODE-EDITION OF 1887.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Article 2316. Every person is responsible for the damage he occasions, not merely by his act, but by his negligence, his imprudence or his want of skill.

Art. 2317. We are responsible, not only for the damage occasioned by our own act, but for that which is caused by the act of persons for whom we are answerable, or of the things which we have in our custody.

Art. 2320. Masters and employers are answerable for the damage occasioned by their servants and overseers in the exercise of functions in which they are employed.

Teachers and artisans are answerable for the damage caused by their scholars or apprentices while under their superintendence.

In the above cases responsibility only attaches, when the masters or employers, teachers and artisans, might have prevented the act which caused the damages and have not done it.

MARYLAND.

PUBLIC LOCAL LAWS—CODE OF 1888.

ARTICLE I.—LIABILITY OF OPERATORS, ETC., OF MINES FOR INJURIES TO EMPLOYEES.

Section 195a (Added by Chapter 412, Acts of 1902). Any corporation, partnership, association, individual, individuals, engaged in the business of owning or conducting any coal mines, clay mines in Alleghany or Garrett counties whether such owner or owners, operator or operators be residents of the State of Maryland or not, employing persons in the operation of mining coal or clay, shall be liable in law to any employe engaged in such occupation or to his legal representatives, in case of death, for the damage arising and flowing from any injury received by said employe through the negligence of said owner or operator or from the negligence of any agent or agents, employe or employes, and if the negligence causing such injury be found to consist of the joint or collective negligency of both the employer, his agent or agents, employe or employes, on the one hand, and of the negligence of the injured employe on the other hand, then it shall be the duty of the jury, or of the court sitting as a jury, to determine and ascertain as near as may be the proportion of such negligence of which each has been guilty, and having ascertained and determined such proportions of negligence causing the injury, it shall be the duty of the jury, or of the court sitting as a jury, to apportion the damages arising from said injury in like proportion or degree and award to the plaintiff or plaintiffs the proportion of damages suffered which it shall have been determined was the proportion of the defendant or defendants' negligence contributing to the injury complained of.

(The statute regulating the operators of mines in Alleghany and Garrett counties makes owners or operators who fail to comply therewith liable in damages for injury or death occasioned by such failure.)

MASSACHUSETTS.

REVISED LAWS OF 1902.

CHAPTER 106.—CONTRACTS OF EMPLOYEES WAIVING RIGHT TO DAMAGES.

Section 16. No person shall, by a special contract with his employes, exempt himself from liability which he may be under to them for injuries suffered by them in their employment and resulting from the negligence of the employer or of a person in his employ.

CHAPTER 106.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 71. If personal injury is caused to an employe, who, at the time of the injury, is in the exercise of due care, by reason of:

First. A defect in the condition of the ways, works or machinery connected with or used in the business of the employer, which arose from, or had not been discovered or remedied in consequence of, the negligence of the employer or of a person in his service who had been intrusted by him with the duty of seeing that the ways, works or machinery were in proper condition; or

Second. The negligence of a person in the service of the employer who was intrusted with and was exercising superintendence and whose sole or principal duty was that of superintendence, or, in the absence of such superintendent, of a person acting as superintendent with the authority or consent of such employer; or,

Third. The negligence of a person in the service of the employer who was in charge or control of a signal, switch, locomotive engine or train upon a railroad;

The employe, or his legal representatives, shall, subject to the provisions of the eight following sections, have the same rights to compensation and of action against the employer as if he had not been an employe, nor in the service, nor engaged in the work of the employer.

A car which is in use by, or which is in possession of, a railroad corporation shall be considered as a part of the ways, works or machinery of the corporation which uses or has it in possession, within the meaning of clause one of this section, whether it is owned by such corporation or by some other company or person. One or more cars which are in motion, whether attached to an engine or not, shall constitute a train within the meaning of clause three of this section, and whoever, as a part of his duty for the time being, physically controls or directs the movements of a signal, switch, locomotive engine or train shall be deemed to be a person in charge or control of a signal, switch, locomotive engine or train within the meaning of said clause.

Sec. 72 (As amended by Chapter 370, Acts of 1906). If the injury described in the preceding section results in the death of the employe, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section, the legal representative of said employe may, in the action brought under the provisions of the preceding section, recover damages for the death in addition to those for the injury; and in the same action, under a separate count at common law, may recover damages for conscious suffering resulting from the same injury.

Sec. 73. If, as the result of negligence of an employer himself, or of a person for whose negligence an employer is liable under the provisions of section seventy-one, an employe is instantly killed, or dies without conscious suffering, his widow, or, if he leaves no widow, his next of kin, who, at the time of his death, were dependent upon his wages for support, shall have a right of action for damages against the employer.

Section 74. If, under the provisions of either of the two preceding sections, damages are awarded for the death, they shall be assessed with reference to the degree of culpability of the employer or of the person for whose negligence the employer is liable.

The amount of damages which may be awarded in an action under the provisions of section seventy-one for a personal injury to an employe, in which no damages for his death are awarded under the provisions of section seventy-two, shall not exceed four thousand dollars.

The amount of damages which may be awarded in such action, if damages for his death are awarded under the provisions of section seventy-two, shall not exceed five thousand dollars for both the injury and the death, and shall be apportioned by the jury between the legal representatives of the employe and the persons who would have been entitled, under the provisions of section seventy-three, to bring an action for his death if it had been instantaneous or without conscious suffering.

The amount of damages which may be awarded in an action brought under the provisions of section seventy-three shall not be less than five hundred nor more than five thousand dollars.

Sec. 75. No action for the recovery of damages for injury or death under the provisions of sections seventy-one to seventy-four, inclusive, shall be maintained unless notice of the time, place and cause of the injury is given to the employer within sixty days, and the action is commenced within one year after the accident which caused the injury or death. Such notice shall be in writing, signed by the person injured or by a person in his behalf; but if from mental or physical incapacity it is impossible for the person injured to give the notice within the time provided in this section, he may give it within ten days after such incapacity has been removed, and if he dies without having given the notice and without having been for ten days at any time after his injury of sufficient capacity to give it, his executor or administrator may give such notice within sixty days after his appointment. A notice given under the provisions of this section shall not be held invalid or insufficient solely by reason of an inaccuracy in stating the time, place or cause of the injury, if it is shown that there was no intention to mislead, and that the employer was not in fact misled thereby. The provisions of section twenty-two of chapter fifty-one shall apply to notices under the provisions of this section.

Sec. 76. If an employer enters into a contract, written or verbal, with an independent contractor to do part of such employer's work, or if such contractor enters into a contract with a subcontractor to do all or part of the work comprised in such contractor's contract with the employer, such contract or subcontract shall not bar the liability of the employer for injuries to the employes of such contractor or subcontractor, caused by any defect in the condition of the ways, works, machinery or plant, if they are the property of the employer or are furnished by him and if such defect arose, or had not been discovered or remedied, through the negligence of the employer or of some person intrusted by him with the duty of seeing that they were in proper condition.

Sec. 77. An employe or his legal representatives shall not be entitled under the provisions of sections seventy-one to seventy-four, inclusive, to any right of action for damages against his employer if such employe knew of the defect or negligence which caused the injury, and failed within a reasonable time to give, or cause to be given, information thereof to the employer, or to some person superior to himself in the service of the employer who was intrusted with general superintendence.

Sec. 78. An employer who shall have contributed to an insurance fund created and maintained for the mutual purpose of indemnifying an employe for personal injuries for which compensation may be recovered under the provisions of sections seventy-one to seventy-four, inclusive, or to any relief society formed under the provisions of sections seventeen, eighteen and nineteen of chapter one hundred and twenty-five, may prove in mitigation of the damages recoverable by an employe under the provisions of said sections, such proportion of the pecuniary benefit which has been received by such employe from any such fund or society on account of such contribution of said employer, as the contribution of such employer to such fund or society bears to the whole contribution thereto.

Sec. 79. The provisions of the eight preceding sections shall not apply to injuries caused to domestic servants or farm laborers by fellow employes.

(The law regulating the construction of buildings to be used as factories, etc., and their equipment with fire escapes and fire extinguishers, makes negligent owners, lessees or occupants liable to any person injured for all damages caused by violation of its provisions. Chapter 104, section 50.

The act directing the installation and use of safety appliances on railroads takes away from the negligent company the defense of assumed risks in cases of injury resulting from violations of the act, even though the injured employe knew of the violation. Chapter 111, section 209.)

MINNESOTA.

REVISED LAWS—1905.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 2042. Every company owning or operating, as a common carrier or otherwise, a railroad shall be liable for all damages sustained within this State by any agent or servant thereof, without contributory negligence on his part, by reason of the negligence or any other servant thereof, and no contract, nor any rule or regulation of such company, shall impair or limit such liability. But this section shall not be so construed as to render any railroad company liable for damages sustained by any such agent or servant while engaged in the construction of a new road, or any part thereof, not open to public travel or use.

MISSISSIPPI.

CONSTITUTION.

ARTICLE 7.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 193. Every employe of any railroad corporation shall have the same right and remedies for any injuries suffered by him from the act or omission of said corporation or its employes, as are allowed by law to other persons not employes, where the injury results from the negligence of a superior agent or officer, or of a person having the right to control or direct the services of the party injured, and also when the injury results from the negligence of a fellow servant engaged in another department of labor from that of the party injured, or of a fellow servant on another train of cars, or one engaged about a different piece of work. Knowledge by an employe injured, of the defective or unsafe character or condition of any machinery, ways or appliances, shall be no defense to any action for injury caused thereby, except as to conductors or engineers in charge of dangerous or unsafe cars, or engines voluntarily operated by them. Where death ensues from any injury to employes the legal or personal representatives of the person injured shall have the same right and remedies as are allowed by law to such representatives of other persons. Any contract or agreement, express or implied, made by an employe to waive the benefit of this section shall be null and void, and this section shall not be construed to deprive any employe of a corporation or his legal representative of any right or remedy that he now has by the law of the land. The Legislature may extend the remedies herein provided for to any other class of employes.

CODE OF 1906.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 1985. In all actions against railroad companies for damages done to persons or property, proof of injury inflicted by the running of the locomotive or cars of such company shall be prima facie evidence of the want of reasonable skill and care on the part of the servants of the company in reference to such injury. This section shall also apply to passengers and employes of railroad companies.

Sec. 4056. Every employe of a railroad corporation shall have the same rights and remedies for an injury suffered by him from the act or omission of the corporation or its employes as are allowed by law to other persons not employes, where the injury results from the negligence of a superior agent or officer, or of a person having the right to control or direct the services of the party injured, and also when the injury results from the negligence of a fellow servant engaged in another department of labor from that of the party injured, or of a fellow servant on another train of cars, or one engaged about a different piece of work. Knowledge by an employe injured of the defective or unsafe character or condition of any machinery, ways or appliances, or of the improper loading of cars, shall not be a de-

fense to an action for injury caused thereby, except as to conductors or engineers in charge of dangerous or unsafe cars or engines voluntarily operated by them. When death ensues from an injury to an employe an action may be brought in the name of the widow of such employe for the death of the husband, or by the husband for the death of his wife, or by (for) the death of a child, or in the name of the child for the death of an only parent, for such damages as may be suffered by them respectively by reason of such death, the damages to be for the use of such widow, husband or child, except that in case the widow should have children the damages shall be distributed as personal property of the husband. The legal or personal representatives of the person injured shall have the same rights and remedies as are allowed by law to such representatives of other persons. In every such action the jury may give such damages as shall be fair and just, with reference to the injury resulting from such death to the person suing. Any contract or agreement, expressed or implied, made by an employe to waive the benefit of this section shall be null and void; and this section shall not deprive an employe or a person, natural or artificial, or the legal or personal representatives of such person, of any right or remedy they now have by law.

(A statute that requires tell-tales or warning strings to be placed over railroad tracks at approaches to overhead bridges or other overhanging objects makes negligent companies liable for the injury or death of a person caused by striking such bridge, etc., even though the person so killed or injured was guilty of contributory negligence. Section 4051.)

MISSOURI.

REVISED STATUTES OF 1899.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 2873. Every railroad corporation owning or operating a railroad in this State shall be liable for all damages sustained by any agent or servant thereof while engaged in the work of operating such railroad by reason of the negligence of any other agent or servant thereof. Provided, that it may be shown in defense that the person injured was guilty of negligence contributing as a proximate cause to produce the injury.

Sec. 2784. All persons engaged in the service of any such railroad corporation doing business in this State, who are intrusted by such corporation with the authority of superintendence, control or command of other persons in the employ or service of such corporation, or with the authority to direct any other servant in the performance of any duty of such servant, or with the duty of inspection or other duty owing by the master to the servant, are vice-principals of such corporation, and are not fellow servants with such employes.

Sec. 2785. All persons who are engaged in the common service of such railroad corporation, and who while so engaged are working together at the

same time and place, to a common purpose of same grade, neither of such persons being intrusted by such corporation with any superintendence or control over their fellow employes, are fellow servants with each other; provided, that nothing herein contained shall be so construed as to make any agent or servant of such corporation in the service of such corporation a fellow servant with any other agent or servant of such corporation engaged in any other department or service of such corporation.

Sec. 2786. No contract made between any railroad corporation and any of its agents or servants, based upon the contingency of the injury or death of any agent or servant, limiting the liability of such railroad corporation for any damages under the provisions of this act, shall be valid or binding, but all such contracts or agreements shall be null and void.

Sec. 2786a (Added by act, page 138, Acts of 1905). Whenever the words "railroad companies" or "railroad corporation" shall be found in any section of this chapter it shall be taken and construed to include all companies, corporations, person or persons operating any railroad in this State, and wherever the word "railroad" occurs in any section in this chapter it shall be taken and construed to include all railroads operated in this State by whatever motive or power propelled, and shall include all railroads or railways, commonly known as street railways, and all railroads operated by terminal companies or associations, known as "terminal railroads" or "railways" as well as all railways or railroads operated anywhere in the State, commonly known as electric railroads, whether they be wholly or in part in the city or country districts. Also all railroads within the country or city operated by what is commonly known as cable or motor power, or by horse power.

ACTS OF 1907.

LIABILITY OF MINE OPERATORS FOR INJURY TO EMPLOYEES.

(Page 251.)

Section 1. Every person, company, or corporation operating a mine or mines in this State producing lead, zinc, coal or other valuable minerals, shall be liable for all damages sustained by any agent or servant thereof while engaged in operating such mine or mines, by reason of the negligence of any other agent or servant thereof; provided, that it may be shown in defence that the person injured was guilty of negligence contributing as a proximate cause to produce the injury.

Sec. 2. All persons engaged in the service of any such person, company or corporation doing business in this State, who are intrusted by such person, company or corporation with the authority of superintendence, control or command of other persons in the employ or service of such person, company or corporation, or with authority to direct any other servant in the performance of any duty of such servant, or with the duty of inspection or other duty owing by the master to the servant, are vice-principals of such person, company or corporation, and are not fellow servants with such employes.

Sec. 3. All persons who are engaged in the common service of such person, company or corporation operating a mine or mines, and while so

engaged are working together at the same time and place to a common purpose of the same grade, neither of such persons being intrusted by such person, company or corporation with any superintendence or control over their fellow employes, are fellow servants with each other.

Sec. 4. No contract made between any person, company or corporation so operating such mine or mines and their agents or servants, based upon the contingency of the injury or death to any such agent or servant, limiting the liability of the employer for any damages under the provisions of this act, shall be valid or binding, but all such contracts or agreements shall be null and void.

Sec. 4a. Nothing in this act shall be so construed as applying to or including the operation, construction or repairing of concentrating mills, flumes or tramways wholly above ground.

(The law regulating the working of mines provides that a right of action shall accrue to persons injured or to the heirs or dependents of persons killed because of a failure of the owner or operator to comply with its provisions. Revised Statutes, Section 8820.

Laws requiring railroad companies to block switches, frogs, and guard rails, and also to provide automatic couplers, drivewheel power brakes, and safety appliances on railroad trains take away from companies failing to comply with such laws the defence of contributory negligence in actions for damages where the employe is injured by the company's neglect in these particulars. In the latter law also the employe shall not be deemed to have assumed the risks occasioned by the company's neglect. Acts of 1907, act, page 181; act, page 182.)

MONTANA.

CONSTITUTION.

ARTICLE 15.—CONTRACTS OF EMPLOYES WAIVING RIGHT TO DAMAGES.

Section 16. It shall be unlawful for any person, company or corporation to require of its servants or employes, as a condition of their employment or otherwise, any contract or agreement, whereby such persons, company or corporation, shall be released or discharged from liability or responsibility on account of personal injuries received by such servants or employes while in the service of such person, company or corporation, by reason of the negligence of such person, company or corporation, or the agents or employes thereof, and such contracts shall be absolutely null and void.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYES.

Section 2660. An employer must indemnify his employe, except as prescribed in the next section, for all that he necessarily expends or loses in direct consequence of the discharge of his duties as such, or of his obedience to the directions of the employer, even though unlawful, unless the employe, at the time of obeying such directions, believed them to be unlawful.

Sec. 2661. An employer is not bound to indemnify his employe for losses suffered by the latter in consequence of the ordinary risks of the business in which he is employed.

Sec. 2662. An employer must in all cases indemnify his employe for losses caused by the former's want of ordinary care.

ACTS OF 1905.

CHAPTER 1.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 1. Every person or corporation operating a railway or railroad in this State shall be liable for all damages sustained by an employe of such person or corporation in consequence of the neglect of any other employe or employes thereof, or by the mismanagement of any other employe or employes thereof, and in consequence of the willful wrongs, whether of commission or omission, of any other employe or employes thereof, when such neglect, mismanagement or wrongs are in any way connected with the use and operation of any railway or railroad on or about which they shall be employed, and no contract which restricts such liability shall be legal or binding.

Sec. 2. In case of the death of any such employe in consequence of any injury or damage so sustained, the right of action shall survive and may be prosecuted and maintained by his heirs or personal representatives.

CHAPTER 23.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 1. Every company, corporation, or individual operating any mine, smelter, or mill for the refining of ores shall be liable for any damages sustained by any employes thereof within this State, without contributing negligence on his part, when such damage is caused by the negligence of any superintendent, foreman, shift boss, hoisting, or other engineer, or crane men.

Sec. 2. No contract of insurance, relief, benefit, or indemnity in case of injury or death, nor any other contract entered into before the jury, between the person injured and any of the employers named in this act shall constitute any bar or defence to any cause or action brought under the provisions of this act.

Sec. 3. In case of the death of any such employes in consequence of any injury or damages so sustained, the right of action shall survive and may be prosecuted and maintained by its heirs, or personal representatives.

NEBRASKA.

ACTS OF 1907.

CHAPTER 48.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 1. Every railway company operating a railway engine, car or train in the State of Nebraska shall be liable to any of its employes, who at

the time of injury are engaged in construction or repair work, or in the use and operation of any engine, car or train for said company, or, in the case of his death, to his personal representatives for the benefit of his widow and children, if any, if none, then to his parents, if none, then to his next of kin dependent upon him, for all damages which may result from negligence of any of its officers, agents, or employes, or by reason of any defects or insufficiency due to its negligence in its cars, engines, appliances, machinery, track, roadbed, ways or works.

Sec. 2. In all actions hereafter brought against any railway company to recover damages for personal injuries to an employe, or when such injuries have resulted in his death, the fact that the employe may have been guilty of contributory negligence shall not bar a recovery when his contributory negligence was slight and that of the employer was gross in comparison, but damages shall be diminished by the jury in proportion to the amount of negligence attributable to such employe, all questions of negligence and contributory negligence shall be for the jury.

Sec. 3. No contract of employment, insurance, relief benefit, or indemnity for injury or death hereafter entered into by or on behalf of any employe nor the acceptance of any such insurance, relief benefit, or indemnity by the person entitled thereto, shall constitute any bar or defence to any action brought to recover damages for personal injuries to or death of such employe; provided, however, that upon the trial of such action against any railway company the defendant may set off any sum it has contributed toward any such insurance, relief benefit, or indemnity that may have been paid to the injured employe, or in case of his death, to his personal representatives.

(The statute directing the use of automatic couplers and power brakes on railroad trains provides that employes injured because of violation of the law should not be considered as waiving rights to recover damages by continuing in the service of the negligent company. Compiled Statutes of 1881, Tenth Edition, section 1799.)

NEVADA.

ACTS OF 1905.

CHAPTER 142.—RIGHT OF ACTION FOR PERSONAL INJURIES.

Section 1. Whenever any person shall suffer personal injury by wrongful act, neglect or default of another, the person causing the injury shall be liable to the person injured for damages; and where the person causing such injury is employed by another person or corporation responsible for his conduct such person or corporation so responsible shall be liable to the person injured for damages.

Sec. 2. Such liability, however, where not discharged by agreement and settlement shall exist only in so far as the same shall be ascertained and adjudged by a State or Federal court of competent jurisdiction in this State in an action brought for that purpose by the person injured.

ACTS OF 1907.

CHAPTER 214.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 1. Every common carrier engaged in trade or commerce in the State of Nevada, and every mine and mill owner and operator actually engaged in mining, or in milling or reduction of ores, in the State of Nevada, shall be liable to any of its employes, or, in case of the death of such employe, to his personal representative for the benefit of his widow and children, if any, and if none, then for his next of kin, for all damages which may result from the negligence of the officers, agents or employes of said common carrier or mine or mill operator, or by reason of any defect or insufficiency due to their negligence in its cars, engines, appliances, machinery, track, roadbed, ways or works, or to their negligent handling or storing of explosives.

Sec. 2. In all actions hereinafter brought against any common carrier or mine or mill owner and operator to recover damages for personal injuries to or death of an employe, the fact that the employe may have been guilty of contributory negligence shall not bar a recovery where his contributory negligence was slight and the negligence of the employer, or its officers, agents or employes was gross in comparison. All questions of negligence and contributory negligence shall be for the jury.

Sec. 3. No contract of employment, insurance, relief benefit or indemnity for injury or death, entered into by or on behalf of any employe, nor the acceptance of any insurance, relief benefit or indemnity by the person entitled thereto, shall constitute any bar or defense to any action brought to recover damages for personal injuries to or death of such employe; provided, however, that upon the trial of such action the defendant may set off therein any sum it has contributed toward any such insurance, relief benefit or indemnity that may have been paid to the person entitled thereto.

NEW JERSEY.

EFFECTIVE SEPTEMBER 1, 1909.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES IN CERTAIN CASES.

Where, after this act takes effect, personal injury or death results to an employe who is himself in the exercise of reasonable care at the time:

a. By reason of any defect in the condition of the place, ways, works, machinery or plant connected with or used in the business of the employer, which arose from, or had not been discovered or remedied, owing to the negligence of the employer, and entrusted by him with the duty of seeing that the place, ways, works, machinery or plant were in proper condition; or

b. By reason of the negligence of any person in the service of the employer entrusted with, and at the time of the injury exercising superintendence, whose sole or principal duty is that of superintendence, or in the ab-

sence of such superintendent of any person acting as superintendent, with the authority or consent of such employer; or

c. By reason of the negligence of any person in the service of the employer who has the charge or control of any signal, switch, locomotive engine or train upon a railroad; said employe, or in case the injury results in death, the executor or administrator of such deceased employe who has left surviving a husband, wife or next of kin, shall have the same right of compensation and remedies against the employer as if the employe had not been an employe, nor in the service of the employer, nor engaged in his work. The provisions of law relating to actions for causing death by negligence, so far as the same are consistent with this act, shall apply to an action brought by an executor or administrator of such deceased employe suing under the provisions of this act.

2. No action against an employer for recovery of compensation for injury or death of an employe under this act shall be maintained unless notice of the time, place and cause of the injury is given to the employer within one hundred and twenty (120) days, and the action is commenced within one year after the occurrence of the accident causing the injury or death. The notice required by this section shall be in writing and signed by the person injured, or by some one in his behalf, but if from physical or mental incapacity it is impossible for the person injured to give notice within the time provided in said section, he may give the same within ten (10) days after such incapacity is removed. In case of his death without having given such notice his executor or administrator may give such notice within sixty (60) days after his appointment, but no notice under the provisions of this section shall be deemed invalid or insufficient solely by reason of any inaccuracy in stating the time, place or cause of the injury if it be shown that there was no intention to mislead, and that the party entitled to notice was not, in fact, misled thereby. The notice required by this section shall be served on the employer, or if there is more than one employer, upon one of such employers, and may be served by delivering the same to, or at the residence or place of business of the person on whom it is to be served. The notice may be served by post by registered letter, addressed to the person on whom it is to be served, at his last known place of residence or place of business, and if served by post shall be deemed to have been served at the time when the letter containing the same would be delivered in the ordinary course of the post. When the employer is a corporation notice shall be served the same or by sending it by post by registered letter, addressed to the office or principal place of business of such corporation.

3. An employe by entering upon, or continuing in the service of an employer, shall be presumed to have assumed all risks necessarily incident to his occupation or employment. The necessary risks of the occupation shall, in all cases arising after this act takes effect, be considered as including those risks, and those only, which are inherent in the nature of the business, and which remain after the employer has exercised due care in providing for the safety of his employes and has complied with the laws affecting or regulating such business or occupation for the greater safety of such employes. In an action maintained for the recovery of damages for personal injuries

to an employee, received after this act takes effect, owing to any cause for which the employer would otherwise be liable, the fact that the employee continued in the service of the employer in the same place and course of employment after the discovery by such employee, or after he had been informed of the danger of personal injury therefrom, shall not, as a matter of law, be considered as an assent by such employee to the existence or continuance of such risks of personal injury therefrom, or as negligence contributing to such injury. The question whether the employee understood and assumed the risk of such injury, or was guilty of contributory negligence, by his continuing in the same place and course of employment with knowledge of the risk of injury, shall be one of fact, subject to the usual powers of the court in a proper case to set aside a verdict rendered contrary to the evidence. An employee, or his legal representative, shall not be entitled under this act to any right of compensation or remedy against the employer in any case where such employee knew of the defect or negligence which caused the injury, and failed within a reasonable time to give, or cause to be given, information thereof to the employer, or to some person superior to himself in the service of the employer who had intrusted to him some general superintendence, unless it shall appear on the trial that such defect or negligence was known to such employer or superior person, or could have been discovered by reasonable and proper care or inspection by such employer or superior person prior to such injury to the employee.

4. An employer who shall have contributed to an insurance fund created and maintained for the mutual purpose of indemnifying an employee for personal injuries, for which compensation may be recovered under this act, or to any relief society or benefit fund, may prove in mitigation of damages recoverable by an employee under this act such proportion of the pecuniary benefit, which has been received by such employee from such fund or society on account of such contribution of employer, as the contribution of such employer to such fund or society bears to the whole contribution thereto.

5. Every existing right of action for negligence or to recover damages for injuries resulting in death is continued, and nothing in this act contained shall be construed as limiting any such right of action, nor shall the failure to give the notice provided for in section two (2) of this act be a bar to the maintenance of a suit upon such existing right of action.

NEW MEXICO.

COMPILED LAWS OF 1897.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 3216. Every corporation operating a railway in this Territory shall be liable in a sum sufficient to compensate such employee for all damages sustained by any employee of such corporation, the person injured or damaged without fault on his or her part, occurring or sustained in consequence of any mismanagement, carelessness, neglect, default or wrongful act of any agent

or employe of such corporation while in the exercise of their several duties, when such mismanagement, carelessness, neglect, default or wrongful act of such employe or agent could have been avoided by such corporation through the exercise of reasonable care or diligence in the selection of competent employes or agents, or by not overworking said employes or requiring or allowing them to work an unusual or unreasonable number of hours; and any contract restricting such liability shall be deemed to be contrary to the public policy of this Territory and therefore void.

Sec. 3217. It shall be unlawful for any such corporation knowingly and willfully to use or operate any car or locomotive that is defective, or any car or locomotive upon which the machinery or attachments thereto belonging are in any manner defective, or shops or machinery and attachments thereof which are in any manner defective, which defects might have been previously ascertained by ordinary care and diligence by said corporation.

If the employe of any such corporation shall receive any injury by reason of such defect in any car or locomotive or machinery or attachments thereto belonging, or shops or machinery and attachments thereof, owned and operated, or being run and operated by such corporation, through no fault of his own, such corporation shall be liable for such injury, and upon proof of the same in an action brought by such employe or his legal representatives in any court of proper jurisdiction, against such railroad corporation for damages on account of such injury so received, shall be entitled to recover against such corporation any sum commensurate with the injuries sustained; provided, that it shall be the duty of all the employes of railroad corporations to promptly report all defects coming to their knowledge in any such car or locomotive or shops or machinery and attachments thereof to the proper officer or agent of such corporation and after such report the doctrine of contributory negligence shall not apply to such employe.

Sec. 3218. Whenever the death of an employe shall be caused under circumstances from which a cause of action would have accrued under the provisions of the two preceding sections, if death had not ensued, an action therefor shall be brought in the manner provided by section three thousand two hundred and fifteen, and any sum recovered therein shall be subject to all of the provisions of said section three thousand two hundred and fifteen.

NEW YORK.

ACTS OF 1892.

CHAPTER 600.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYES.

Section 1. Where, after this act takes effect, personal injury is caused to an employe who is himself in the exercise of due care and diligence at the time:

a. By reason of any defect in the condition of the ways, works or machinery connected with or used in the business of the employer which arose from or had not been discovered or remedied owing to the negligence of the

employer or of any person in the service of the employer and intrusted by him with the duty of seeing that the ways, works or machinery were in proper condition.

b. By reason of the negligence of any person in the service of the employer intrusted with and exercising superintendence whose sole or principal duty is that of superintendence, or in the absence of such superintendent, of any person acting as superintendent with the authority or consent of such employer; the employe, or in case the injury results in death, the executor or administrator of a deceased employe who has left him surviving a husband, wife or next of kin, shall have the same right of compensation and remedies against the employer as if the employe had not been an employe of nor in the service of the employer nor engaged in his work. The provisions of law relating to actions for causing death by negligence, so far as the same are consistent with this act, shall apply to an action brought by an executor or administrator of a deceased employe suing under the provisions of this act.

Sec. 2. No action for recovery of compensation for injury or death under this act shall be maintained unless notice of the time, place and cause of the injury is given to the employer within one hundred and twenty days and the action is commenced within one year after the occurrence of the accident causing the injury or death. The notice required by this section shall be in writing and signed by the person injured or by some one in his behalf, but if from physical or mental incapacity it is impossible for the person injured to give notice within the time provided in said section, he may give the same within ten days after such incapacity is removed. In case of his death without having given such notice, his executor or administrator may give such notice within sixty days after his appointment, but no notice under the provisions of this section shall be deemed to be invalid or insufficient solely by reason of any inaccuracy in stating the time, place or cause of the injury if it be shown that there was no intention to mislead and that the party entitled to notice was not in fact misled thereby. The notice required by this section shall be served on the employer, or if there is more than one employer, upon one of such employers, and may be served by delivering the same to or at the residence or place of business of the person on whom it is served. The notice may be served by post by letter addressed to the person on whom it is to be served, at his last known place of residence or place of business and if served by post shall be deemed to have been served at the time when the letter containing the same would be delivered in the ordinary course of the post. When the employer is a corporation, notice shall be served by delivering the same or by sending it by post addressed to the office or principal place of business of such corporation.

Sec. 3. An employe by entering upon or continuing in the service of the employer shall be presumed to have assented to the necessary risks of the occupation or employment and no others. The necessary risks of the occupation or employment shall, in all cases arising after this act takes effect, be considered as including those risks, and those only, inherent in the nature of the business which remain after the employer has exercised due care in providing for the safety of his employes, and has complied with the

laws affecting or regulating such business or occupation for the greater safety of such employes. In an action maintained for the recovery of damages for personal injuries to an employe received after this act takes effect, owing to any cause for which the employer would otherwise be liable, the fact that the employe continued in the service of the employer in the same place and course of employment after the discovery by such employe, or after he had been informed of the danger of personal injury therefrom, shall not, as a matter of law, be considered as an assent by such employe to the existence or continuance of such risks of personal injury therefrom, or as negligence contributing to such injury. The question whether the employe understood and assumed the risk of such injury, or was guilty of contributory negligence, by his continuance in the same place and course of employment with knowledge of the risk of injury shall be one of fact, subject to the usual powers of the court in a proper case to set aside a verdict rendered contrary to the evidence. An employe, or his legal representative, shall not be entitled under this act to any right of compensation or remedy against the employer in any case where such employe knew of the defect or negligence which caused the injury and failed, within a reasonable time, to give, or cause to be given, information thereof to the employer, or to some person superior to himself in the service of the employer who had intrusted to him some general superintendence, unless it shall appear on the trial that such defect or negligence was known to such employer, or superior person, prior to such injuries to the employe.

Sec. 4. An employer who shall have contributed to an insurance fund created and maintained for the mutual purpose of indemnifying an employe for personal injuries, for which compensation may be recovered under this act, or to any relief society or benefit fund created under the laws of this State, may prove in mitigation of damages recoverable by an employe under this act such proportion of the pecuniary benefit which has been received by such employe from such fund or society on account of such contribution of employer, as the contribution of such employer to such fund or society bears to the whole contribution thereto.

Sec. 5. Every existing right of action for negligence or to recover damages for injuries resulting in death is continued and nothing in this act shall be construed as limiting any such right of action, nor shall the failure to give the notice provided for in section two of this act be a bar to the maintenance of a suit upon any such existing right of action.

ACTS OF 1906.

CHAPTER 657.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYES.

Section 1. Chapter five hundred and sixty of the laws of eighteen hundred and ninety (relating to the organization, etc., of railroads) is hereby amended by adding thereto a new section to be known as section forty-two-a, as follows:

Sec. 42a. In all actions against a railroad corporation, foreign or domestic, doing business in this State or against a receiver thereof, for personal injury

to, or death resulting from personal injury of any person, while in the employment of such corporation or receiver, arising from the negligence of such corporation or receiver or any of its or his officers or employes, every employe, or his legal representatives, shall have the same rights and remedies for an injury, or for death, suffered by him from the act or omission of such corporation or receiver or of its or his officers or employes, as are now allowed by law, and, in addition to the liability now existing by law, it shall be held in such actions that persons engaged in the service of any railroad corporation, foreign or domestic, doing business in this State, or in the service of a receiver thereof, who are intrusted by such corporation or receiver, with the authority of superintendence, control or command of other persons in the employment of such corporation or receiver, or with the authority to control or direct any other employe in the performance of the duty of such employe, or who have, as a part of their duty, for the time being, physical control or direction of the movement of a signal, switch, locomotive engine, car, train or telegraph office, are vice-principals of such corporation or receiver, and are not fellow servants of such injured or deceased employe. If an employe, engaged in the service of any such railroad corporation, or of a receiver thereof, shall receive any injury by reason of any defect in the condition of the ways, works, machinery, plant, tools or implements, or of any car, train, locomotive or attachment thereto belonging, owned or operated, or being and operated by such corporation or receiver, when such defect could have been discovered by such corporation or receiver, by reasonable and proper care, tests or inspection, such corporation or receiver shall be deemed to have had knowledge of such defect before and at the time such injury is sustained; and when the fact of such defect shall be proved upon the trial of any action in the courts of this State, brought by such employe or his legal representatives, against any such railroad corporation or receiver, on account of such injuries so received, the same shall be prima facie evidence of negligence on the part of such corporation or receiver. This section shall not affect actions or causes of action now existing; and no contract, receipt, rule or regulation between an employe and a railroad corporation or receiver shall exempt or limit the liability of such corporation or receiver from the provisions of this section.

NORTH CAROLINA.

REVISAL OF 1905.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYES.

Section 2646. Any servant or employee of any railroad company operating in this State who shall suffer injury to his person, or the personal representative of any such servant or employee who shall have suffered death in the course of his services or employment with such company by the negligence, carelessness or incompetence of any other servant, employe or agent of the company, or by any defect in the machinery, ways or appliances of the

company, shall be entitled to maintain an action against such company. Any contract or agreement, expressed or implied, made by any employe of such company to waive the benefit of this section shall be null and void.

(The statute relating to the operation of mines provides that injuries or death resulting from willful violation of the law or failure to comply therewith gives the injured party, or the personal representatives of deceased persons a right of action for damages. Section 4942.)

NORTH DAKOTA.

REVISED CODES OF 1905.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 4400. Every railroad company organized or doing business in this State shall be liable for all damages done to any employe of such company, in consequence of any negligence of its agents, or by any mismanagement of its engineers, or other employes, to any person sustaining such damages; and no contract which restricts such liability shall be legal or binding.

Sec. 5392. Every one is responsible not only for the result of his willful acts, but also for an injury occasioned to another by his want of ordinary care or skill in the management of his property or person, except so far as the latter has willfully or by want of ordinary care, brought the injury upon himself.

Sec. 5544. An employer is not bound to indemnify his employe for losses suffered by the latter in consequence of the ordinary risks of the business in which he is employed, nor in consequence of the negligence of another person employed by the same employer in the same general business, unless he has neglected to use ordinary care in selection of the culpable employe.

Sec. 5545. An employer must in all cases indemnify his employe for losses caused by the former's want of ordinary care.

Sec. 6556. Every person who suffers detriment from the unlawful act or omission of another may recover from the person in fault a compensation therefor in money, which is called damages.

ACTS OF 1907.

CHAPTER 203.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 1. Every common carrier shall be liable to any of its employes, or in case of the death of an employe, to his personal representative, for the benefit of his widow, children or next of kin, for all damages which may result from the negligence of any of its officers, agents or employes, or by reason of any defect or insufficiency due to its negligence in its cars, engines, appliances, machinery, track, roadbed, ways or works.

Section 2. In all actions hereinafter brought against any common carrier to recover damages for personal injuries to an employe, or where such injuries have resulted in death, the fact that the employe may have been

guilty of contributory negligence was slight and that of the employer was gross in comparison, but the damages shall be diminished by the jury in proportion to the amount of negligence and contributory negligence shall be for the jury.

Sec. 3. No contract of employment, insurance, relief benefit or indemnity for injury or death entered into by or on behalf of any employe, nor the acceptance of any such insurance, relief benefit or indemnity by the person entitled thereto shall constitute a bar or defense to any action brought to recover damages for personal injuries to or death of such employe; provided, however, that upon the trial of said action against any common carrier, the defendant may set off therein any sum it has contributed toward any such insurance, relief benefit or indemnity that may have been made to the injured employe, or in case of his death to his personal representative.

Sec. 4. No action shall be maintained under this act unless commenced within one year from the time the cause of action accrued.

OHIO.

BATES'S ANNOTATED STATUTES—THIRD EDITION.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES, ETC.

Sec. 3365-20. It shall be unlawful for any railroad or railway corporation or company owning and operating, or operating, a railroad in whole or in part in this State, to adopt or promulgate any rule or regulation for the government of its servants or employes, or make or enter into any contract or agreement with any person engaged in or about to engage in its service, in which, or by the terms of which, such employe in any manner, directly or indirectly, promises or agrees to hold such corporation or company harmless, on account of any injury he may receive by reason of an accident to, breakage, defect or insufficiency in the cars or machinery and attachments thereto belonging, upon any cars so owned and operated, or being run and operated by such corporation, or company being defective, and any such rule, regulation, contract or agreement shall be of no effect. It shall be unlawful for any corporation to compel or require directly or indirectly an employe to join any company association whatsoever, or to withhold any part of an employe's wages or his salary for the payment of dues or assessments in any society or organization whatsoever, or demand or require either as a condition precedent to securing employment or being employed, and said railroad or railway company shall not discharge any employe because he refuses or neglects to become a member of any society or organization. And if any employe is discharged he may, at any time within ten days after receiving a notice of his discharge, demand the reason of said discharge, and said railway or railroad company thereupon shall furnish said reason to said discharged employe in writing. And no railroad company, insurance society or association, or other person shall demand, accept, require, or enter into any contract, agreement, stipulation with any person about to enter, or

in the employ of any railroad company whereby such person stipulates or agrees to surrender or waive any right to damages against any railroad company, thereafter arising for personal injury or death, or whereby he agrees to surrender or waive in case he asserts the same, any other right whatsoever, and all such stipulations and agreements shall be void, and every corporation, association or person violating or aiding or abetting in the violation of this section shall for each offense forfeit and pay to the person wronged or deprived of his rights hereunder the sum of not less than fifty dollars (\$50) nor more than five hundred dollars (\$500), to be recovered in a civil action.

Sec. 3365-21. It shall be unlawful for any such corporation to knowingly or negligently use or operate any car or locomotive that is defective, or any car or locomotive upon which the machinery or attachments thereto belonging are in any manner defective. If the employe of any such corporation shall receive any injury by reason of any defect in any car or locomotive, or the machinery or attachments thereto belonging, owned and operated, or being run and operated by such corporation, such corporation shall be deemed to have had knowledge of such defect before and at the time such injury is so sustained, and when the facts of such defect shall be made to appear in the trial of any action in the courts of this State, brought by such employe, or his legal representatives, against any railroad corporation for damages, on account of such injuries so received, the same shall be prima facie evidence on the part of such corporation.

Sec. 3365-22. In all actions against the railroad company for personal injury to, or death resulting from personal injury, of any person, while in the employ of such person, arising from the negligence of such company or any of its officers or employes, it shall be held in addition to the liability now existing by law, that every person in the employ of such company, actually having power or authority to direct or control any other employe of such company, is not the fellow servant, but superior of such other employe, also that every person in the employ of such company having charge or control of employes in any branch or department who have no power to direct or control in the branch or department in which they are employed.

ACTS OF 1902.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

(PAGE 114.)

Section 1. An employer shall be responsible in damages for personal injury caused to an employe, who is himself in the exercise of due care and diligence at the time, by reason of any defect in the condition of the machinery or appliances connected with or used in the business of the employer, which arose from, or had not been discovered or remedied owing to the negligence of the employer, or of any person in the service of the employer, intrusted by him with the duty of inspection, repair or of seeing that the machinery or appliances were in proper condition.

ACTS OF 1904.

EMPLOYERS' LIABILITY—ASSUMPTION OF RISK.

(PAGE 547.)

Section 1. In any action brought by an employe, or of his legal representative, against his employer, to recover for personal injuries, when it shall appear that the injury was caused in whole or in part by the negligent omission of such employer to guard or protect his machinery or appliances, or the premises or place where said employe was employed, in the manner required by any penal statute of the State or United States in force at the date of the passage of this act, the fact that such employe continued in said employment with knowledge of such omission shall not operate as a defense; and in such action, if the jury find for the plaintiff, it may award such damages not exceeding, for injuries resulting in death, the sum of five thousand dollars, as it may find proportioned to the pecuniary damages resulting from said injuries; but nothing herein shall affect the provisions of section 6135 of the Revised Statutes.

Nothing herein contained shall be construed as affecting the defense of contributory negligence, nor the admissibility of evidence competent to support such defense.

(The statute regulating the working of mines gives a right of action for injuries or death occasioned by any violation of the act or any willful failure to comply with its provisions. An. Stat., Section 301.

A railroad company whose superintendent or station agent has received notice of a defective coupler or brake is liable for injuries occasioned by such defect after the expiration of twenty-four hours after the notice has been received. An. Stat., Section 3365f.

A statute directing the use of self-cleaning ash dump pans on railroad locomotives denies to companies neglecting to comply with the law the defense of contributory negligence or of assumed risks in actions for personal injury to or death of any engineer or fireman occasioned by such negligence. Acts of 1906, page 46.

A statute directing the installation of power or train brakes and of automatic couplers on railway trains provides that in actions for injuries or death caused by failure to observe the law the defenses of assumed risks and contributory negligence will not be allowed. Acts of 1906, act, page 75.)

ACT OF 1908.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO THEIR EMPLOYEES.

Section 1. Every railroad company operating any railroad which is in whole or in part within this State shall be liable for all damages sustained by any of its employes by reason of personal injury or death of such employe:

(a) When such injury or death is caused by a defect in any locomotive, engine, car, hand-car, rail, track, machinery or appliance required by such

company to be used by its employes in and about the business of their employment, if such defect could have been discovered by reasonable and proper care, tests or inspection; and proof of such defect shall be presumptive evidence of knowledge thereof on the part of such company; and any such employe of such railroad company who may be injured or killed as a result of any such defect, shall not be deemed to have assumed the risk occasioned by such defect; nor shall continuance in employment after such knowledge by any employe be deemed an act of contributory negligence.

(b) While any such employe is engaged in operating, running, riding upon or switching passenger, freight or other trains, engines or cars, and while engaged in the performance of his duties as such employe, officer or agent of such company, in the discharge of or failure to discharge his duties as such.

Sec. 2. That in all actions hereafter brought against any railroad company operating any railroad in whole or in part within this State, for personal injury to an employe or where such injuries have resulted in his death, the fact that the employe may have been guilty of contributory negligence, shall not bar a recovery where his contributory negligence was slight and that of the employer was greater in comparison. But the damages shall be diminished by the jury in proportion to the amount of negligence and contributory negligence shall be for the jury.

OKLAHOMA.

CONSTITUTION OF 1907.

ARTICLE IX.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 36. The common law doctrine of the fellow servant, so far as it affects the liability of the master for injuries to his servant, resulting from the acts or omissions of any other servant or servants of the common master, is abrogated as to every employe of every railroad company and every street railway company or interurban railway company, and of every person, firm, or corporation engaged in mining in this State; and every employe shall have the same right to recover for every injury suffered by him for the acts or omissions of any other employe or employees of the common master that a servant would have if such acts or omissions were those of the master himself in the performance of a non-assignable duty; and when death, whether instantaneous or not, results to such employe for which he could have recovered under the above provisions, had not death occurred, then his legal or personal representative, surviving consort or relatives, or any trustee, curator, committee or guardian of such consort or relatives, shall have the same rights and remedies with respect thereto, as if death had been caused by the negligence of the master. And every railroad company and every street railway company or interurban railway company, and every person, firm, or corporation engaged in underground mining in this State shall be liable under this section, for the acts of his or its receiver.

Nothing contained in this section shall restrict the power of the legislature to extend to the employes of any person, firm, or corporation, the rights and remedies herein provided for.

ARTICLE XXIII.—CONTRIBUTORY NEGLIGENCE AND ASSUMPTION OF RISK.

Section 6. The defense of contributory negligence or of assumption of risk shall, in all cases whatsoever, be a question of fact, and shall, at all times, be left to the jury.

OREGON.

ACTS OF 1903.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

(Page 20.)

Section 1. Every corporation operating a railroad in this State, whether such corporation be created under the laws of this State, or otherwise, shall be liable in damages for any and all injury sustained by any employe of such corporation, as follows: When such injury results from the wrongful act, neglect, or default of an agent or officer of such corporation, superior to the employe injured, or of a person employed by such corporation having the right to control or direct the services of such employe injured, or the services of the employe by whom he is injured; and also when such injury results from the wrongful act, neglect, or default of a co-employe engaged in another department of labor from that of the employe injured, or of a co-employe on another train of cars, or of a co-employe who has charge of any switch, signal point, or locomotive engine, or who is charged with dispatching trains or transmitting telegraphic or telephonic orders. Knowledge by an employe injured of the defective or unsafe character or condition of any machinery, ways, appliances, or structures of such corporation shall not of itself be a bar to recovery for any injury or death caused thereby. When death, whether instantaneous, or otherwise, results from an injury to any employe of such corporation received as aforesaid, the personal representative of such employe shall have a right of action therefor against such corporation, and may recover damages in respect thereof. Any contract or agreement, express or implied, made by any such employe to waive the benefit of this section, or any part thereof, shall be null and void, and this section shall not be construed to deprive any such employe, or his personal representative, of any right or remedy to which he is now entitled under the laws of this State.

Sec. 2. The rules and principles of law as to contributory negligence which apply to other cases shall apply to cases arising under this act, except in so far as the same are herein modified or changed.

(Employes whose failure to comply with the factory inspection law causes injury to employes are liable to such employes in damages. Acts of 1907, Chapter 158, Section 8.)

PORTO RICO.

REVISED STATUTES—1902.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 322. Where, after the passage of this act, personal injury is caused to an employe who is himself in the exercise of due care and diligence at the time.

I. By reason of any defect in the condition of the ways, works, or machinery, connected with, or used in the business of the employer, which arose from or had not been discovered or remedied owing to the negligence of the employer or of any person in the service of the employer and intrusted by him with the duty of seeing that the ways, works, or machinery were in proper condition; or

II. By reason of the negligence of any person in the service of the employer intrusted with the exercising of superintendence whose sole or principal duty is that of superintendence; or

III. By reason of the negligence of any person in the service of the employer who has charge of, or physically controls, any signal switch, locomotive engine, car or train in motion, whether attached to an engine or not, upon a railroad, the employe, or in case the injury results in death, his widow or children, or both of them, and if there be no such widow or children, then his parents (provided that said parents were dependent upon such employe for support) may maintain an action for damages against the employer, pursuant to the provisions of this act.

Sec. 323. When an employe receives a personal injury under any of the conditions enumerated in Section 1 hereof (Sec. 322), he may bring an action against his employer before the proper district court, to recover damages for such injury. The damages so recovered shall not exceed the sum of two thousand dollars, and in assessing the amount of such damages the court shall take into consideration the degree of culpability of the employer, or of the person for whose negligence the employer is liable hereunder, the sums expended by the employe for medical attendance, and the loss of wages while recovering from the injury; the court shall also take into consideration the physical pain and suffering caused by the injury. If the injury be of such character as to permanently impair the earning capacity of the employe, the court shall include in the damages awarded an allowance for such loss. In case the injury results in a temporary impairment of his earning capacity, the court, in addition to pain and suffering and the expenditures for medical services and drugs, shall take into consideration the average rate of wages which, under ordinary conditions, he might have earned if not injured.

Section 324. In case of the death of the employe before the termination of the action so brought against the employer, it may be continued in the name of his widow and children, and if there be no such widow or children, then in the name of his parents, if they, or either of them, were dependent

upon such employe for support at the time of the injury. If it shall appear in any action so continued in the name of the widow, children or parents of a deceased injured employe that the death was the result of the injury, damages shall be assessed by the court in a sum not to exceed three thousand dollars; and the court shall estimate such damages in accordance with:

(a) The degree of culpability of the employer or of the person for whose negligence the employer is liable.

(b) The material damage incurred by the claimant or claimants through the death of the employe in accordance with the actual needs that said claimant or claimants had to depend upon the wages of such employe for their support, taking into consideration his earning capacity and his probabilities of life, at the time of the accident.

Section 325. When, before having commenced an action hereunder, an employe dies as the result of personal injury received under any of the conditions enumerated in section 1 hereof (sec. 322), his widow, children, or both of them, or if there be no such widow or children, then his parents, providing such parents were dependent upon such employe for support at the time of the injury, may maintain an action against the employer before the proper district court for damages caused by the death of such employe. Such damages shall not exceed the sum of three thousand dollars, and shall be fixed by the court in accordance with:

(a) The degree of culpability of the employer or of the person for whose negligence the employer is liable.

(b) The material damage incurred by the claimant or claimants through the death of the employe in accordance with the actual needs that such claimant or claimants had to depend upon the wages of such employe for their support, taking into consideration his earning capacity and his probabilities of life at the time of the accident.

Sec. 326. The court, when fixing the amount of damages to be paid in case of personal injury under this act, shall determine the amount due to each of the claimants in proportion to the material damages incurred by each of them in accordance with the actual needs which each of them had to depend upon the wages of the employe whose death was caused by the accident.

Sec. 327. No action for the recovery of damages for injury or death under the provisions of this act shall be maintained unless notice of the time, place and cause of the injury is given to the employer within thirty days after the injury is received or unless it is commenced within six months from the date of the injury. The notice required by this section shall be in writing, signed by the person injured or by some one in his behalf; but if from mental or physical incapacity it is impossible for the person injured to give the notice within the time provided in said section, he may give the same within ten days after the incapacity is removed, and in case of his death without having been at any time after his injury of sufficient capacity to give the person or persons entitled to claim compensation pursuant to the provisions of this act, or their representatives, may give such notice within thirty days after the death of such employe. But no notice given under the provisions of this section shall be deemed to be invalid or insufficient solely by

reason of any inaccuracy in stating the time, place or cause of injury; provided, it is shown that there was no intention to mislead, and that the party entitled to notice was not in fact misled thereby.

Sec. 328. Whenever an employe (employer) enters into a contract, either written or verbal, with an independent contractor to do part of such employer's work, or whenever such contractor enters into a contract with a subcontractor to do all or any part of the work comprised in such contractor's contract with the employer, such contract or subcontract shall not bar the liability of the employer for injuries to the employes of such contractor or subcontractor by reason of any defect in the condition of the ways, works, machinery or plant, if they are the property of the employer, or furnished by him, and if such defect arose or had not been discovered or remedied through the negligence of the employer or of some person intrusted by him with the duty of seeing that they were in proper condition.

Sec. 329. No employe, or his widow or children, or either of them, or his parents, if there be no such widow or children, shall be entitled under this act to any right or compensation or remedy against the employer in any case where such employe knew of the defect or negligence which caused the injury, and failed within a reasonable time to give, or cause to be given, information thereof to the employer, or to some person superior to himself in the service of the employer who had intrusted to him some general superintendence.

Sec. 330. Any employer who shall have contributed to an insurance fund created and maintained for the mutual purpose of indemnifying an employe for personal injuries for which compensation may be recovered under this act, or who has insured the said employe in any insurance against the accident of labor, shall be entitled to have deducted from the sum which he shall have to pay as compensation under the provisions of this act, the amount that shall have been received by the person injured, or by his widow, or children, or both of them, or by the parents, if there be no such widow and children, from the aforesaid fund or from the insurance company by reason of the same accident.

Sec. 331. This act shall not apply to injuries caused to domestic servants, or farm laborers, by fellow employes.

PENNSYLVANIA.

ACTS OF 1907.

ACT No. 329.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYES.

Section 1. In all actions brought to recover from an employer for injuries suffered by his employe the negligence of a fellow servant of the employe shall not be a defense, where the injury was caused or contributed to by any of the following causes, namely:

Any defect in the works, plant or machinery of which the employer could have had knowledge by the exercise of ordinary care; the neglect of any

person engaged as superintendent, manager, foreman or any other person in charge or control of the works, plant or machinery; the negligence of any person in charge of or directing the particular work in which the employe was engaged at the time of the injury or death; the negligence of any person to whose orders the employe was bound to conform, and did conform, and, by reason of his having conformed thereto, the injury or death resulted; the act of any fellow servant, done in obedience to the rules, instructions or orders given by the employer, or any other person who has authority to direct the doing of said act.

The manager, superintendent, foreman or other person in charge or control of the works, or of any part of the works, shall, under this act, be held as the agent of the employer, in all suits for damages for death or injury suffered by employes.

SOUTH CAROLINA.

CONSTITUTION.

ARTICLE 9.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYES.

Section 15. Every employe of any railroad corporation shall have the same rights and remedies for any injury suffered by him from the acts or omissions of said corporations or its employes as are allowed by law to other persons not employes, when the injury results from the negligence of a superior agent or officer, or of a person having a right to control or direct the services of a party injured, and also when the injury results from the negligence of a fellow servant engaged in another department of labor from that of the party injured, or of a fellow servant on another train of cars, or one engaged about a different piece of work. Knowledge by an employe injured of the defective or unsafe character or condition of any machinery, ways or appliances, shall be no defense to an action for an injury caused thereby, except as to conductors or engineers in charge of dangerous or unsafe cars or engines voluntarily operated by them. When death ensues from any injury to employes the legal or personal representatives of the person injured shall have the same rights and remedies as are allowed by law to such representatives of other persons. Any contract or agreement, express or implied, made by any employe to waive the benefit of this section shall be null and void; and this section shall not be construed to deprive any employe of a corporation, or his legal or personal representative, of any remedy or right that he now has by the law of the land. The general assembly may extend the remedies herein provided for to any other class of employes.

CODE OF 1902.

CIVIL CODE.

RIGHTS AND REMEDIES OF EMPLOYES ON STREET RAILWAYS.

Section 2848. Every employe of any street railway doing business in this State shall have the same rights and remedies for an injury suffered by any

person from the acts of omission of said corporation, or its employes, as are provided by the constitution for employes of railroad corporations.

ACTS OF 1903.

ACT No. 48.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES—RELIEF DEPARTMENT.

Section 1. From any after the approval of this act, when any railroad company has what is usually called a relief department for its employes, the members of which are required to pay some dues, fees, moneys or compensation to be entitled to the benefits thereof, upon the death or injury of the employe, a member of such relief department, such railroad company is hereby required to pay to the person entitled to same the amount it was agreed the employe or his heirs at law should receive from such relief department; the acceptance of which amount shall not operate to estop or in any way bar the right of such employe, or his personal representative, from recovering damages of such railroad company for injury or death caused by the negligence of such company, its agents or servants, as now provided by law; and any contract or agreement to the contrary shall be ineffective for that purpose.

SOUTH DAKOTA.

REVISED CODES OF 1903.

CIVIL CODE.

LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES.

Section 1449. An employer is not bound to indemnify his employe for losses suffered by the latter in consequence of the ordinary risks of the business in which he is employed, nor in consequence of the negligence of another person employed by the same employer in the same general business, unless he has neglected to use ordinary care in the selection of the culpable employe.

Sec. 1450. An employer must in all cases indemnify his employe for losses caused by the former's want of ordinary care.

ACTS OF 1907.

CHAPTER 219.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 1. Every common carrier engaged in trade or commerce in the State of South Dakota shall be liable to any of its employes, or in case of death, to his personal representative for the benefit of his widow and children, if any, if none, then for his parents, if none, then for his next of kin dependent upon him, for all damages which may result from the negligence of any of its officers, agents or employes, or by reason of any defect or in-

sufficiency due to its negligence in its cars, engines, appliances, machinery, track, roadbed, ways or works.

Sec. 2. In all actions hereafter brought against any common carrier to recover damages for personal injuries to an employe, or where such injuries have resulted in his death, the fact that the employe may have been guilty of contributory negligence shall not bar a recovery where his contributory negligence was less than the negligence of the employer, but the damages shall be diminished by the jury in proportion to the amount of negligence attributable to such employe. All questions of negligence and contributory negligence shall be for the jury.

Sec. 3. No contract of employment, insurance, relief benefit or indemnity for injury or death entered into by or on behalf of any employe, nor the acceptance of any such insurance, relief benefit or indemnity by the person entitled thereto shall constitute any bar or defense to any action brought to recover damages for personal injuries to or death of such employe; provided, however, that upon the trial of such action against any common carrier the defendant may set off herein any sum it has contributed towards any insurance, relief benefit or indemnity that may have been paid to the injured employe, or in case of his death, to his personal representative.

Sec. 4. No action shall be maintained under this act unless commenced within two years from the time the cause of action accrued.

TEXAS

ACTS OF 1897. SPECIAL SESSION.

CHAPTER 6.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Sec. 1. Every person, receiver or corporation operating a railroad or street railway line of which shall be situated in whole or in part in this State, shall be liable for all damages sustained by any servant or employe thereof while engaged in the work of operating cars, locomotives or trains of such person, receiver or corporation, by reason of the negligence of any other servant or employe of such person, receiver or corporation, and the fact that such servants or employes were fellow servants with each other shall not impair or destroy such liability.

Sec. 2. All persons engaged in the service of any person, receiver or corporation, controlling or operating a railroad or street railway the line of which shall be situated in whole or in part in this State, who are intrusted by such person, receiver or corporation with the authority of superintendence, control or command of other servants or employes of such person, receiver or corporation, or with the authority to direct any other employe in the performance of any duty of such employe, are vice principals of such person, receiver or corporation, and are not fellow servants with their co-employes.

Sec. 3. All persons who are engaged in the common service of such person, receiver or corporation controlling or operating a railroad or street railway, and who while so employed are in the same grade of employment

and are doing the same character of work or service and are working together at the same time and place and at the same piece of work and to a common purpose are fellow servants with each other. Employees who do not come within the provisions of this section shall not be considered fellow servants.

Section 4. No contract made between the employer and the employee based on the contingency of death or injury of the employee and limiting the liability of the employer under this act or fixing damages to be recovered shall be valid or binding.

Sec. 5. Nothing in this act shall be held to impair or diminish the defense of contributory negligence when the injury of the servant or employee is caused proximately by his own contributory negligence.

ACTS OF 1905.

CHAPTER 163.—LIABILITY OF EMPLOYERS FOR INJURIES TO EMPLOYEES—ASSUMPTION OF RISK.

Section 1. In any suit against a person, corporation or receiver operating a railroad or street railway for damages for the death or personal injury of an employee or servant, caused by the wrong or negligence of such person, corporation or receiver, the plea of assumed risk of the deceased or injured employee where the ground of the plea is knowledge or means of knowledge of the effect and danger which caused the injury or death shall not be available in the following cases:

First. Where such employee had an opportunity before being injured or killed to inform the employer or a superior intrusted by the employer with the authority to remedy or cause to be remedied the defect, and does not notify or cause to be notified the employer or superior thereof within a reasonable time; provided, it shall not be necessary to give such information where the employer or such superior thereof already knows of the defect.

Second. Where a person of ordinary care would have continued in the service with the knowledge of the defect and danger and in such case it shall not be necessary that the servant or employee give notice of the defect as provided in subdivision 1 hereof.

UTAH.

REVISED STATUTES OF 1898.

FELLOW SERVANTS.

Section 1342. All persons engaged in the service of any person, firm or corporation, foreign or domestic, doing business in this State, who are intrusted by such person, firm or corporation as employer with the authority of superintendence, control or demand of other persons in the employ or service of such employer, or with the authority to direct any other employee

in the performance of any duties of such employe, are vice-principals of such employer and are not fellow servants.

Sec. 1343. All persons who are engaged in the service of such employer, and who, while so engaged, are in the same grade of service and are working together at the same time and place and to a common purpose, neither of such persons being intrusted by such employer with any superintendence or control over his fellow employes, are fellow servants with each other. Provided, that nothing herein contained shall be so construed as to make the employes of such employer fellow servants with other employes engaged in any other department of service of such employer. Employes who do not come within the provisions of this section shall not be considered.

(The statute regulating the working of coal and hydrocarbon mines directs the employment of a certified mining or fire boss and provides that where an accident causing personal injury or death occurs in a mine in which the mining or fire boss has no certificate of competency the owner or operator of the mine shall be liable in the full amount of the damages sustained. Acts of 1905, Chapter 122, section 16.)

VERMONT.

(Statutes directing the installation of safety appliances on railroads makes negligent companies liable for damages and injuries resulting from failure to comply with the law. Statutes of 1894, sections 3887, 3911.)

VIRGINIA.

CONSTITUTION.

ARTICLE 12.—LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYES.

Section 162. The doctrine of fellow servant, so far as it affects the liability of the master for injuries to his servant resulting from the acts or omissions of any other servant or servants of the common master, is, to the extent hereinafter stated, abolished as to every employe of a railroad company, engaged in the physical construction, repair or maintenance of its roadway, track or any of the structures connected therewith, or in any work in or upon a car or engine standing upon a track, or in the physical operation of a train, car, engine or switch, or in any service requiring his presence upon a train, car or engine; and every such employe shall have the same right to recover for every injury suffered by him from the acts or omissions of any other employe or employes of the common master, that a servant would have (at the time when this constitution goes into effect), if such acts or omissions were those of the master himself in the performance of a non-assignable duty; provided, that the injury so suffered by such railroad employe result from the negligence of an officer, or agent, of the

company of a higher grade of service than himself, or from that of a person, employed by the company, having the right, or charged with the duty, to control or direct the general services or the immediate work of the party injured, or the general services or the immediate work of the co-employee through, or by, whose act or omission he is injured; or that it result from the negligence of a co-employee engaged in another department of labor, or engaged upon, or in charge of, any car upon which, or upon the train of which it is a part, the injured employe is not at the time of receiving the injury, or who is in charge of any switch, signal point or locomotive engine, or is charged with dispatching trains or transmitting telegraphic or telephonic orders therefor; and whether such negligence be in the performance of an assignable or non-assignable duty. The physical construction, repair or maintenance of the roadway, track or any of the structures connected therewith, and the physical construction, repair, maintenance, cleaning or operation of trains, cars or engines, shall be regarded as different departments of labor within the meaning of this section. Knowledge by any such railroad employe injured of the defective or unsafe character or condition of any machinery, ways, appliances or structures shall be no defense to an action for injury caused thereby. When death, whether instantaneous or not, results to such an employe from any injury for which he could have recovered, under the above provisions, had death not occurred, then his legal or personal representative, surviving consort and relatives (and any trustee, curator, committee or guardian of such consort or relatives) shall, respectively, have the same rights and remedies with respect thereto as if his death had been caused by the negligence of a co-employee while in the performance, as vice-principal, of a non-assignable duty of the master. Every contract or agreement, express or implied, made by an employe, to waive the benefit of this section, shall be null and void. This section shall not be construed to deprive any employe, or his legal or personal representative, surviving consort or relatives (or any trustee, curator, committee or guardian of such consort or relatives) of any rights or remedies that he or they may have by the law of the land at the time this constitution goes into effect. Nothing contained in this section shall restrict the power of the general assembly to further enlarge, for the above-named class of employes, the rights and remedies hereinbefore provided for, or to extend such rights and remedies to, or otherwise enlarge the present rights and remedies of, any other class of employes of railroads or of employes of any person, firm or corporation.

CODE OF 1904.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 1294k. Every corporation operating a railroad in this State, whether such corporation be created under the laws of this State or otherwise, shall be liable in damages for any and all injuries sustained by any employe of such corporation as follows: When such injury results from the wrongful act, neglect or default of an agent or officer of such corporation superior to the employe injured, or the services of the employe by whom

he is injured; and also when such injury results from the wrongful act, neglect or default of a co-employee engaged in another department of labor from that of the employee injured, or of a co-employee on another train of cars, or of a co-employee who has charge of any switch, signal point, or locomotive engine, or who is charged with dispatching trains or transmitting telegraphic or telephonic orders. Knowledge of an employee injured of the defective or unsafe character or condition of any machinery, ways, appliances or structures of such corporation shall not of itself be a bar to recovery for any injury or death caused thereby. When death, whether instantaneous or otherwise, results from any injury to any employee of such corporation received as aforesaid, the personal representative of such employee shall have a right of action therefor against such corporation, and may recover damages in respect thereof. Any contract or agreement, express or implied, made by any such employee to waive the benefit of this section or any part thereof shall be null and void, and this section shall not be construed to deprive any such employee, or his personal representative, of any right or remedy to which he is now entitled under the laws of this State. The rules and principles of law as to contributory negligence, which apply to other cases, shall apply to cases arising under this act, except in so far as the same are herein modified or changed.

WASHINGTON.

(An act requiring frogs, switches and guard rails to be blocked and guarded makes companies failing to do so liable in damages to parties injured because of such failure. Acts of 1899, Chapter 35, Section 2.

Employers whose failure to comply with the factory inspection law causes injury to employees are liable to such employees in damages. Acts of 1905, Chapter 84, Section 8.)

WISCONSIN.

ANNOTATED STATUTES OF 1898.

LIABILITY OF RAILROAD COMPANIES FOR INJURIES TO EMPLOYEES.

Section 1816 (As amended by Chapter 254, Acts of 1907). Every railroad company shall be liable for all damages for all injuries whether resulting in death or not, sustained by any of its employees, subject to the provisions hereinafter contained regarding contributory negligence on the part of the injured employee:

1. When such injury is caused by a defect in any locomotive, engine, car, rail, track, roadbed, machinery or appliance used by its employees in and about the business of their employment.

2. When such injury shall have been sustained by any officers, agent, servant or employee of such company, while engaged in the line of his duty

as such and which such injury shall have been caused in whole or in greater part by the negligence of any other officer, agent, servant or employe of such company, in the discharge of, or by reason of failure to discharge his duties as such.

3. In every action to recover for such injury the court shall submit to the jury the following questions: First, whether the company, or any officer, agent, servant or employe other than the person injured was guilty of negligence directly contributing to the injury; second, if that question is answered in the affirmative, whether the person injured was guilty of any negligence which directly contributed to the injury; third, if that question is answered in the affirmative, whether the negligence of the party so injured was slighter or greater as a contributing cause to the injury than that of the company, or any officer, agent, servant or employe other than the person so injured; and such other questions as may be necessary.

4. In all cases where the jury shall find that the negligence of the company, or any officer, agent or employe of such company was greater than the negligence of the employe so injured, and contributing in a greater degree to such injury, then the plaintiff shall be entitled to recover, and the negligence, if any, of the employe so injured shall be no bar to such recovery.

5. In all cases under this act the question of negligence and contributory negligence shall be for the jury.

6. No contract or receipts between any employee and a railroad company, no rule or regulation promulgated or adopted by such company, and no contract, rule or regulation in regard to any notice to be given by such employe shall exempt such corporation from the full liability imposed by this act.

7. The phrase "railroad company," as used in this act, shall be taken to embrace any company, association, corporation or person managing, maintaining, operating, or in possession of a railroad in whole or in part within this State whether as owner, contractor, lessee, mortgage, trustee, assignee or receiver.

8. In any action brought in the courts in this State by a resident thereof, or the representative of a deceased resident, to recover damages in accordance with this act, where the employe of any railroad company owning or operating a railroad extending a railroad into or through this State and into or through any other State or States shall have received his injuries in any other State where such railroad is owned or operated, and the contract of employment shall have been made in this State, it shall not be competent for such railroad company to plead or prove the decisions or statutes of the State where such person shall have been injured as a defense to the action brought in this State.

9. The provisions of this act shall not apply to employes working in shops or offices.

(A statute directing railroad companies to block or guard all frogs in their tracks makes failure to comply with the law ground for action in damages in cases where injury results from such failure, even though the failure or violation occurs through the negligence of some other agent or employe.

The law requiring dangerous machinery to be guarded takes away the defense of assumed risks in cases where employes are injured as a result of the employer's failure to comply with the law.

A statute providing for the erection of telldales at the approaches to bridges, etc., over railroads, takes away from companies neglecting or refusing to comply with the law the defense of assumption of risk in cases where employes are injured on account of the lack of such telldales.)

WYOMING.

CONSTITUTION.

ARTICLE 10.—LIMITATION AND WAIVER OF RIGHT TO DAMAGES.

Section 4. No law shall be enacted limiting the amount of damages to be recovered for causing the injury or death of any person. Any contract or agreement with any employe waiving any right to recover damages for causing the death or injury of any employe shall be void.

ARTICLE 19.—CONTRACTS OF EMPLOYES WAIVING RIGHT TO DAMAGES.

Section 1. It shall be unlawful for any person, company or corporation, to require of its servants or employes as a condition of their employment, or otherwise, any contract or agreement, whereby such person, company or corporation shall be released or discharged from liability or responsibility, on account of personal injuries received by such servants or employes, while in the service of such person, company or corporation, by reason of the negligence of such person, company or corporation, or the agents or employes thereof, and such contracts shall be absolutely null and void.

(In an article on the operation of mines the constitution contains a provision granting a right of action for injuries or death occasioned because of its violations by the employer of the provisions of the constitution or of laws passed in pursuance thereof.)

PART III.

Industrial Chronology of New Jersey.

Accidents to Workmen While on Duty.

Closing Up or Suspension of Work in Manufacturing
Plants.

Increase or Decrease in Wages or Working Hours.

New Manufacturing Plants Erected and Old Ones
Enlarged.

Manufacturing Plants Damaged by Fire or Flood.

Trade and Labor Unions Organized.

Strikes and Lockouts.

Industrial Chronology of New Jersey

For the Twelve Months Ending September 30, 1909.

The industrial chronology of New Jersey, which since the compilation was commenced several years ago has been a most interesting and valuable feature of these annual reports, is here presented in a form, which, so far as the chapter relating to industrial accidents is concerned, is a marked departure from the manner in which the record of such occurrences has been presented in the past. Heretofore the practice has been to make each case of workman reported as either killed or seriously injured while in the discharge of his duty the subject of a note setting forth in the briefest possible form the name of the victim and that of his employer, character of the injury, with place and date of its occurrence.

Although only a few lines are required for each one of them, the number of industrial accidents which occur in the course of a year is so great that when brought together the space taken up by the complete record is usually thirty or forty pages; but the space seems to be abundantly justified by the transcendent importance of the subject, concerning, as it does, every man and woman employed in industrial occupations throughout the State. Giving these few details in the case of accidents terminating fatally or having serious and lasting consequences, seemed the best possible method of arousing public interest in measures for preventing, so far as possible, the deplorable waste of life and limb among the wage earners of our State, a large proportion of which could not occur if existing laws for their protection were strictly observed. However, an authoritative ruling has, on the score of economy, decided otherwise, and for this year at least the record of industrial accidents appears with only such details as are given in the tables, which were originally designed to be a mere summary of the contents of the text.

The subjects treated in the chronology are, in the order of their presentation, as follows: First, Accidents to Workmen While on Duty; Second, Closing up or Suspension of Work in Manu-

facturing Plants; Third, Increase or Decrease in Wages or Working Hours; Fourth, New Manufacturing Plants Erected and Old Ones Enlarged; Fifth, Manufacturing Plants Damaged by Fire or Flood; Sixth, Trade and Labor Unions Organized; Seventh, Strikes and Lockouts.

The strikes and lockouts is the only subdivision of the chronology that appears in textual form. Each particular occurrence of this character is briefly noted with the exception of the two most notable strikes of the year—that of the clay workers and operatives employed in the large fire proofing plants in and about Perth Amboy, and the union hatters of Newark and Orange.

These two strikes, because of their importance and the degree of public interest which they aroused, are made the subjects of a special chapter in which they are treated more fully. The special study made of these two regrettable ruptures of industrial peace seems to be fully warranted by the fact that one of these strikes showed in its early stages such an alarming tendency toward riotous defiance of the restraints of law as to require the presence of State troops on the scene for the protection of property and the preservation of order.

The hatters' strike was of an inter-state character, and in it were involved about twenty thousand men employed in New York, New Jersey, Connecticut and Massachusetts factories. Approximately five thousand of those who participated in this strike were from the Newark and Orange factories. The importance of this strike rests on the large number of wage earners involved, its almost unprecedented duration, and the importance of the issues to be decided by the contest, which may be briefly stated as the "open shop" on the one side against the continued domination of the industry by the unions on the other.

The tables follow in numerical order, each with a brief review explanatory of its contents.

TABLE NO. ONE.

The accidents from which this table was compiled are all of a character that resulted either in death or serious and permanent injury to those who suffered them. The occupations in which they occurred are grouped together under five classifications, viz: "Factory and Workshop Operatives," which includes persons employed in any form of manufacturing industry.

"Building and Construction Workmen," including carpenters, masons, lathers, painters, plumbers, tin roofers, bridge builders and all others whose labor enters into the erection of buildings of every description, whether the same be of brick, stone, cement, steel or wood.

"Transportations Employes," which includes all employes of steam, electric or horse car railroads, and also men employed on steam and sailing vessels engaged in transportation service whose injuries were received while at wharfs on any of the rivers or harbors of the State.

"Tunnelmen, miners, trench diggers and other excavators," which includes the workmen employed on the extensive tunneling operations in Hudson and Bergen counties now being carried on by the Pennsylvania and the Erie Railroads, miners, bank excavators and sewer diggers. Approximately ninety-five per cent. of the total number included in the table are rockmen and laborers employed by the construction company, which is cutting the railroad tunnels through the hilly section west of Jersey City and Hoboken.

"Linemen and Other Electrical Workmen," which includes telegraph, telephone, traction and electric light linemen, employes of power houses and electricians generally.

"Unclassified," which includes persons engaged in a wide variety of occupations not classifiable under either of the foregoing headings.

In addition to these five tables there is a summary in which the contents of all are brought together under headings which indicate the character and consequences of the injuries suffered.

As shown by the summary, the total number of wage earners who were seriously injured while performing their duties is 1,147. Of this number, 327, or 28.5 per cent. received injuries of a character that resulted in death either immediately or within a few days after the accident occurred. Of accidents resulting in injuries of a minor character, there were 1,372 consisting mainly of those in which the injuries were so slight as to cause little or no loss of time from work. Taking the major and minor accidents together, we have a grand total of 2,479 wage earners who either by reason of some dangers inherent in their occupations, or through want of proper care on the part of

themselves or their employers, were more or less seriously injured during the year.

In compiling and classifying this large number of industrial casualties the rule observed was to designate as "minor" all cases not showing on the record what might be reasonably regarded as objective evidence of seriousness. In the absence of any definite means of determining their potential seriousness, there is no doubt whatever as to many of the injuries classed as "minor" turning out to be "serious" in the course of a few months after they occurred; some them may, and probably will prove even fatal, such as slight scratches or cuts apparently not sufficient to require that work should be suspended for a day, but that afterwards may develop into blood poisoning, resulting in death.

Statistics of industrial accidents are carefully kept by all the States, and by most of the European nations, but the difficulty encountered by all is the apparent impossibility of finding a satisfactory definition of a "serious injury." The dangers latent in what appears to be trifling injuries are not apparent to the layman and quite often are not revealed by the most careful examination of the physician or surgeon.

The best then that can be done is to classify as serious all injuries that seem likely to permanently impair the working value of those by whom they were suffered, or that deprive them of the ability to follow their usual avocations for one or more months.

A survey of the summary table shows that besides the 327 fatal accidents, there were seven men whose injuries resulted in the amputation of both legs; ten who lost one leg; ten who lost one arm; eleven had either foot amputated; eight lost one hand; forty-eight suffered the amputation of from one to four fingers; eight had both legs broken; eighty-four had one leg broken; forty-four had one arm broken and eight had each a leg and an arm broken.

There were fifty-four instances of skull fracture, of which number probably 75 per cent. terminated fatally. There were fifty-four cases of fractured ribs; fifty-six suffered internal injuries with a probability that many deaths resulted therefrom; fifty-five suffered from burns caused by molten metal in foun-

dries, explosions in powder works, or combustible liquids used in various forms of manufacture.

Thirteen men suffered accidents which resulted in the total destruction of their eyesight. Of these seven are classified under "Factory and Workshops;" two each under "Building and Construction and Transportation," and one each under "Tunnelmen" and "Unclassified."

Of the 327 accidents that resulted in death, 63, or 19.2 per cent. appear in the factory and workshop classification; 47, or 14.3 per cent. under building and construction; 112, or 34.3 per cent. under transportation; 65, or 20 per cent. under tunnelmen, miners, etc.; 7, or 2.1 per cent. under linemen and other electrical workers; and 10.1 per cent. under the unclassified heading.

The total number of accidents which resulted in death or serious injury is, as before stated, 1,147; of this number, 323, or 28.1 per cent. were factory or workshop employees; 219, or 19.0 per cent. were employed in the building trades; 240, or 20.9 per cent. were employed in transportation; 192, or 16.8 per cent. were workers in mines, tunnels and other forms of excavation; 28, or 2.5 per cent. were linemen or electricians; and 145, or 12.7 per cent. were employed in the unclassified occupations.

The accidents resulting in minor injuries, of which there were 1,332, are not classified according to occupations, but a large proportion of them, probably 60 per cent., are chargeable to the various forms of factory industry, and with a few exceptions all of them appear from the record to have been of a character that involved but little loss of working time.

Summary, Including Persons Injured Under all Industrial Classifications.

CHARACTER OF INJURY.	Number.
Killed or died shortly after injury.....	327
Both legs amputated.....	7
Leg amputated	10
Arm amputated	10
Foot amputated	11
Hand amputated	8
Fingers amputated	48
Both legs broken	8
Leg and arm broken.....	11
Leg broken	84
Arm broken	44
Shoulder broken	13
Collar-bone broken	12
Hip broken	2

CHARACTER OF INJURY.	Number.
Skull fractured	54
Leg fractured	3
Ribs fractured	54
Ribs and skull fractured.....	1
Ankle fractured	9
Hands fractured	40
Head crushed	12
Leg crushed	11
Arm crushed	2
Body crushed	37
Foot crushed	50
Hand crushed	15
Face lacerated	14
Arm lacerated	9
Eyesight destroyed	13
Internal injuries	56
Burned	55
Scalded	4
Spinal injury	3
Blood poisoning following injury.....	2
Dislocation of jaw.....	1
Concussion of brain.....	1
Otherwise seriously injured.....	106
Total number killed or seriously injured.....	1,147
Number who suffered injuries of a minor character.....	1,332
Total	2,479

TABLE No. 1.—Major Accidents to Workmen While on Duty.

Factory and Workshop Operatives.

CHARACTER OF INJURY.	Number.
Killed or died shortly after injury.....	63
Arm amputated	6
Hand amputated	8
Fingers amputated	35
Leg broken	20
Arm broken	15
Breast and collar-bone broken.....	2
Skull fractured	7
Ribs fractured	7
Ankle fractured	4
Hand fractured	35
Head crushed	2
Leg crushed	3
Foot crushed	25
Face lacerated	4
Arm lacerated	8
Eyesight destroyed	7
Internal injuries	1
Spinal injury	2
Thigh injury	3
Burned	34
Blood poisoning following injury.....	2

CHARACTER OF INJURY.

	Number.
Concussion of brain.....	1
Otherwise seriously injured.....	29
Total number killed and injured.....	323

Building and Construction Employees.

CHARACTER OF INJURY.

	Number.
Killed or died shortly after injury.....	47
Arm amputated	1
Fingers amputated	1
Leg broken	22
Arm broken	11
Collar-bone broken	2
Shoulder broken	6
Skull fractured	13
Ribs fractured	18
Ankle fractured	5
Hand fractured	5
Head crushed	5
Leg crushed	3
Foot crushed	4
Body crushed	17
Face lacerated	2
Arm lacerated	1
Eyesight destroyed	2
Internal injuries	24
Spinal injury	1
Burned	3
Otherwise seriously injured.....	26
Total number killed and injured.....	219

Transportation Employees.

CHARACTER OF INJURY.

	Number.
Killed or died shortly after injury.....	112
Both legs amputated	5
Leg amputated	3
Foot amputated	6
Both legs broken.....	4
One leg broken.....	18
Arm broken	7
Collar-bone broken	4
Hip broken	1
Skull fractured	8
Ribs fractured	16
Head injured	4
Hand crushed	4
Foot crushed	9
Face lacerated	3
Eyesight destroyed	2
Internal injuries	7
Otherwise seriously injured.....	27
Total number killed and injured.....	240

Tunnelmen, Trench Diggers and Other Laborers.

CHARACTER OF INJURY.	Number.
Killed or died shortly after injury.....	65
Both legs amputated.....	2
Leg amputated	5
Arm amputated	1
Foot amputated	2
Finger amputated	2
Both legs broken.....	4
Leg and arm broken.....	10
Leg broken	7
Arm broken	6
Shoulder broken	5
Collar-bone broken	4
Skull fractured	19
Ribs fractured	4
Leg crushed	1
Foot crushed	5
Hand crushed	5
Body crushed	16
Face lacerated	1
Eyesight destroyed	1
Internal injuries	4
Burned	2
Dislocation of jaw.....	1
Otherwise seriously injured.....	20
Total number killed or injured.....	192

Linemen and Other Electrical Workmen.

CHARACTER OF INJURY.	Number.
Killed or died shortly after injury.....	7
Leg broken	2
Arm broken	1
Shoulder broken	2
Body crushed	4
Face lacerated	1
Internal injuries	1
Burned	3
Scalded	1
Other injuries	6
Total number killed and injured.....	28

Unclassified.

CHARACTER OF INJURY.	Number.
Killed or died shortly after injury.....	23
Leg amputated	2
Arm amputated	2
Foot amputated	2
Finger amputated	10
Leg broken	15
Arm broken	4
Hip broken	2
Leg crushed	1

CHARACTER OF INJURY.		Number.
Arm crushed		2
Hand crushed		6
Head crushed		1
Foot crushed		8
Skull fractured		7
Leg fractured		3
Ribs fractured		9
Ribs and skull fractured.....		1
Face lacerated		2
Arm lacerated		1
Eyesight destroyed		1
Internal injuries		1
Burned		4
Scalded		3
Otherwise seriously injured.....		25
Total number killed and injured.....		145

TABLE No. Two.

Table No. 2 contains the record of industrial plants in New Jersey that were either closed permanently or in which work was suspended for one or another course, but with the intention of resuming active operations again. The names of the firms concerned, industry followed, location of factory, and reasons for closing the same are given, with, in the case of temporary suspensions, the number of weeks or days the shutdown continued.

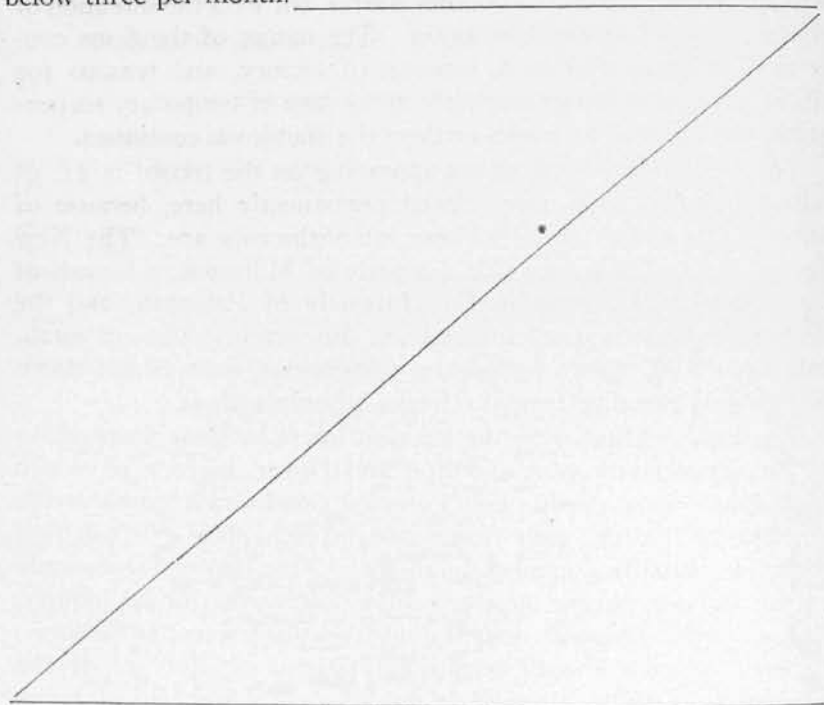
The total number of plants appearing on the record is 41, of which number three were closed permanently here, because of removal from the State. These establishments are: The New Jersey Rubber Specialty Co., formerly of Milltown; a branch of the American Locomotive Co., formerly of Paterson; and the McKenna Process Co., formerly of Roosevelt. The 38 establishments that report temporary suspensions were closed down for periods ranging from 12 weeks to only 2 days.

The localities that were the heaviest losers by these suspensions of factory activity were Trenton and Dover, in each of which four plants were closed; and Paterson, Rockaway, Lambertville and Scotch Plains, with two closed in each place. In each of the other localities named on the table, the reports show only one suspension during the twelve months covered by the inquiry. The reasons assigned for closing the plants are as follows: Fifteen suspended work because of lack of orders; 10 for the purpose of making alterations and repairs; 5 because of break

downs of machinery which required much time for repairs; 2 because of unreasonable demands on the part of employes; and one—a large manufacturer of hatters' fur and felt—because of the long continued strike in the hat industry which had brought about an almost complete cessation of work in the Orange and Newark factories engaged in that trade.

The industries showing the largest number of suspensions are: Rubber goods and paper manufacture, four establishments each; glass bottles, iron foundry and furnaces, stoves, ranges, etc., three establishments each. All other industries appearing on the table are represented by only one idle plant for each.

The last three months of 1908 produced fifteen suspensions, the largest number of which were caused by "lack of orders," due presumably to the lingering influence of the financial panic of 1907-08. The average number of suspensions for that period was five per month, while for the following nine months, or from January 1st to September 30th, 1909, the average was a fraction below three per month.



INDUSTRIAL CHRONOLOGY.

TABLE No. 2.

Closing Up, or Suspension of Work in Manufacturing Plants, from October 1, 1908, to September 30, 1909.

Closed Temporarily (T.)		Closed Permanently (P.)		Time Closed		NAME OF FIRM.	Industry.	Location of Factory.	Reasons for Closing.
Date of Closing.		T.	P.	Weeks.	Days.				
October 1	T.	.....		1	.....	Pennsylvania R. R. Car Shops.....	Car repairing	Trenton	Lack of orders.
October 7	T.	.....		12	.....	Powers Realty and Construction Co.....	Potteryware	Woodbridge	Lack of orders.
October 8		P.	.....		.....	The New Jersey Rubber Specialty Co.....	Rubber goods	Milford	Leaving State.
October 24	T.	.....		3	.....	Cape May Glass Co.....	Glass bottles	Cape May Court House.....	Strike.
November 1		P.	.....		.....	American Locomotive Co.....	Locomotives	Paterson	Leaving State.
November 12	T.	.....		3	.....	Edison Portland Cement Co.....	Cement	New Village	Lack of orders.
November 17	T.	.....			.....	Basic Iron Ore Co.....	Mining iron ore.....	Buttville	Lack of orders.
November 23	T.	.....		3	.....	American Agate Paper Co.....	Paper	Westfield	Alterations.
November 25	T.	.....		5	.....	Rockaway Rolling Mill.....	Steel and iron.....	Rockaway	Lack of orders.
December 5	T.	.....		5	.....	Roberts Boiler Co.....	Boilers	Red Bank	Difficulty with workmen.
December 12	T.	.....		5	.....	Florence Iron Works.....	Foundry (iron).....	Florence	Alterations and repairs.
December 17	T.	.....		6	.....	Wharton Steel Company.....	Mining iron ore.....	Dover	Repairs.
December 20	T.	.....		6	.....	The Goubert Mfg. Co.....	Furnaces, ranges	Bayonne	Lack of orders.
December 27	T.	.....		13	.....	Richardson & Boynton Stove Works.....	Stoves	Dover	Lack of orders.
January 4	T.	.....		1	.....	Union Mills Paper Co.....	Paper	Lambertville	Holidays.
January 23	T.	.....		3	.....	East Jersey Pipe Works (Riveting Shop).....	Pipes	Paterson	Lack of orders.
January 26	T.	.....		3	.....	The Wall Rope Works.....	Rope	Beverly	Lack of orders.
January 27	T.	.....		4	.....	Joseph Stokes Rubber Co.....	Rubber goods	Trenton	Machinery broken down.
March 3	T.	.....		2	.....	Delta Glass Bottle Works.....	Glass bottles	Vineland	Lack of orders.
March 6	T.	.....		2	.....	Hudson Iron Co.....	Castings	Belvidere	Lack of orders.
March 8	T.	.....		3	.....	Warren Mfg. Co.....	Paper	Milford	Flood.
March 17	T.	.....		12	.....	High Standard Steel Company.....	Steel castings	Rockaway	Machinery broken down.
March 23	T.	.....		18	.....	The American Rice Foods Company.....	Rice foods	Matawan	Lack of orders.
March 25	T.	.....		13	.....	Uster Iron Works.....	Iron castings	Dover	Lack of orders.
April 12	T.	.....		3	.....	Harper, Hollingsworth & Darby Co.....	Fur and felt.....	Scotch Plains	Strike in hatters' trade.
April 16	P.	.....			.....	Hanover Brick Company.....	Bricks	Morristown	Dispute with workmen, closed pending settlement.
April 16	P.	.....			.....	McKenna Process Co.....	Re-rolling defective rails.....	Roosevelt	Leaving State.
May 2	T.	.....		2	.....	Princeton Worsted Mill.....	Worsted goods	Trenton	Machinery broken down.
May 3	T.	.....		8	.....	E. I. DuPont de Nemours Powder Co.....	High explosives	Farmingdale	Lack of orders.
May 11	T.	.....		2	.....	The Seeley Paper Mill.....	Paper	Scotch Plains	Repairs.

INDUSTRIAL CHRONOLOGY.

TABLE No. 2.—Continued.

Closing Up, or Suspension of Work in Manufacturing Plants, from October 1, 1908, to September 30, 1909.

Closed Temporarily (T.)		Closed Permanently (P.)		Time Closed		NAME OF FIRM.	Industry.	Location of Factory.	Reasons for Closing.
Date of Closing.		T.	P.	Weeks.	Days.				
June 24	T.	.....	.....	4		Hygeia Ice Company.....	Ice	Harrison	Machinery broken down.
June 25	T.	.....	.....	2		Trenton Oilcloth and Linoleum Co.....	Oilcloth and linoleum.....	Trenton	Intense heat.
June 27	T.	.....	.....	4		Lambertville Rubber Company.....	Rubber goods	Lambertville	Repairs.
June 27	T.	.....	.....	2		The T. C. Wheaton Glass Co.....	Glass specialties	Millville	Lack of orders.
June 29	T.	.....	.....	2		Singer Mfg. Co.....	Sewing machines	Elizabeth	Repairs.
June 29	T.	.....	.....	2		The Richardson & Boynton Stove Works.....	Stoves	Dover	Repairs.
July 6	T.	.....	.....	2		Chesebrough Mfg. Co.....	Chemicals	Perth Amboy	Repairs.
July 24	T.	.....	.....	2		Delaware River Quarry and Construction Co.....	Quarriers	Rocky Hill	Machinery broken down.
August 26	T.	.....	.....	1		United States Rubber Company.....	Rubber goods	New Brunswick	Repairs.
August 28	T.	.....	.....	2		Clark Mile End Spool Cotton Co.....	Thread	East Newark	Repairs.
August 28	T.	.....	.....	2		Central R. R. of N. J. Car Shops.....	Car repairing	Elizabethport	Inventory.

TABLE NO. THREE.

Table No. 3 shows such changes as have occurred in working time and wages during the twelve months covered by the chronology. Of the 135 entries on the table, 17 record changes in wages, and 118 apply to changes in working time. Of the variations in wages, 14 were increases and 3 decreases. The story of the prostration of industry followed the panic of 1907-08, and its revival during the past year is forcefully told in the record of resumption of work in plants that had been either wholly or partly closed during these troublous times.

Forty-eight plants that had been shut down were reopened on full time; ten plants advanced from one-half to full time, and twenty-three establishments doubled their capacity by employing a night shift. Two plants went from four days per week to full time, and many others advanced the working hours per week by periods ranging from five to fifteen hours. Only three establishments report having found it necessary to reduce working time, and the reductions reported by each of them were from full time to three days per week.

INDUSTRIAL CHRONOLOGY.

TABLE No. 3.

Increase or Decrease in Wages or Working Hours, from October 1, 1908, to September 30, 1909.

NAME OF FIRM.	Industry.	Location of Factory.	Increase (+) Decrease (-)	Date of Increase or Decrease.		Amount of Increase or Decrease.
				Month.	Date.	
Standard Watch Co.....	Watch making	Jersey City.....	+	Oct.	5.....	Had been closed. Reopened 5 days per week.
Diamond Mills Co.....	Paper	Millburn	+	Oct.	12.....	Had been closed. Reopened day & night shift.
Woodbury Piano Works.....	Pianos	Woodbury	+	Oct.	13.....	From half-time to full time.
H. R. Worthington Pump Works.....	Pumps	Harrison	+	Oct.	17.....	One day per week.
The Aeolian Co.....	Musical instruments	Garwood	+	Oct.	18.....	From three-quarters' time to full time.
V. Perrin & Co.....	Gloves	Plainfield	+	Oct.	23.....	Nine (9) hours per week.
Philadelphia Watch Case Works.....	Watch cases	Riverside	+	Oct.	28.....	Nine (9) hours per week.
Salem Glass Works.....	Glass	Salem	+	Oct.	30.....	Had been closed. Reopened on full time.
Riley & Klotz Novelty Brass Works.....	Brass founders	Newark	+	Oct.	31.....	Had been closed. Reopened on full time.
American Sanitary Works.....	Sanitary ware	Washington	+	Nov.	1.....	Eight (8) hours per week.
Knox Hat Co.....	Hats	Boonton	+	Nov.	7.....	From half-time to full time.
Jenkins Rubber Works.....	Rubber goods	Elizabeth	+	Nov.	7.....	Employment of a night shift five nights per week
The J. A. Roebling's Sons' Co.....	Wire rope	Trenton	+	Nov.	9.....	From half-time to full time.
The Boonton Iron & Steel Co.....	Structural steel and iron.....	Boonton	+	Nov.	10.....	Had been closed. Reopened on full time.
The East Jersey Pipe Works.....	Pipe	Paterson	+	Nov.	10.....	Employment of a night shift.
The H. W. Merriam Shoe Co.....	Shoes	Branchville	+	Nov.	14.....	Had been closed. Reopened on full time.
Perth Amboy Ceramic Co.....	Ceramics	Perth Amboy	+	Nov.	16.....	Had been closed. Reopened on full time.
Acme Underwear Co.....	Underwear	South Amboy	+	Nov.	25.....	Employment of a night shift.
Summit Silk Mills.....	Silk	Summit	+	Nov.	26.....	Had been closed. Reopened on full time.
Central R. R. of N. J. Car Shops.....	Car repairing	Phillipsburg	+	Dec.	2.....	Six (6) hours per week.
William F. Taubel.....	Hosiery	Riverside	+	Dec.	3.....	Eight (8) hours per week.
Hightstown Smyrna Rug Co.....	Smyrna rugs	Hightstown	+	Dec.	4.....	Employment of a night shift.
Union Mills Paper Co.....	Paper	Lambertville	+	Dec.	4.....	Had been closed. Reopened on full time.
Atlantic Terra Cotta Co.....	Terra cotta	Perth Amboy	+	Dec.	10.....	Six (6) hours per week.
Millville Mfg. Co.....	Cotton goods	Millville	+	Dec.	12.....	Employment of a night shift.
The Ferracute Machine Co.....	Machinery	Bridgeton	+	Dec.	15.....	Had been closed. Reopened on full time.
Rushmore Dynamo Works.....	Dynamos	Plainfield	+	Dec.	22.....	Ten (10) hours per week.
Didler-March Co.....	Fire brick	Keasbey	+	Jan.	5.....	Had been closed. Reopened on full time.
Crocker-Wheeler Co.....	Electrical appliances	East Orange	+	Jan.	7.....	From half-time to full time.
Hall Signal Co.....	Railroad equipment	Garwood	+	Jan.	8.....	Ten (10) hours per week.
Garwood Electrical Co.....	Electrical supplies	Garwood	+	Jan.	8.....	Employment of a night shift.
The Orford Copper Co.....	Copper refining	Constable Hook.....	-	Jan.	13.....	From five and one-half to four days per week.

Wharton Steel Co.	Mining iron ore.	Wharton	Jan. 14.	Had been closed. Reopened on full time.
C. Pardee Steel Co.	Bar steel and iron.	Perth Amboy	Jan. 18.	Had been closed. Reopened on full time.
D. Henry Chandler.	Shoes	Vineland	Jan. 19.	Eight (8) hours per week.
Chas. Keighley & Sons.	Shoes	Vineland	Jan. 19.	Six (6) hours per week.
Florence Iron Works.	Iron forgings	Florence	Jan. 21.	From half-time to full time.
Pathe Freres	Biograph films	East Bound Brook	Jan. 29.	Employment of a night shift.
Moore Bros. Glass Co.	Glass bottles	Clayton	Feb. 1.	Fifteen (15) cents per day.
Sprague Electric Co.	Electrical supplies	Bloomfield	Feb. 1.	From half-time to full time.
Scott Electrical Co.	Arc lights	Newark	Feb. 5.	Employment of a night shift.
The Goubert Mfg. Co.	Furnaces, ranges, etc.	Bayonne	Feb. 5.	Had been closed. Reopened on full time.
The United Oilcloth Co.	Oilcloth	Yardville	Feb. 10.	From full time to half-time.
Frank & Dugan.	Silk	Paterson	Feb. 12.	Five (5) per cent.
McEwan Bros., Inc.	Paper	Whippany	Feb. 15.	From half-time to full time.
E. I. du Pont de Nemours Powder Co.	High explosives.	Kenil	Feb. 17.	Had been closed. Reopened on full time.
Michelin Tire Co.	Tires and rubber goods.	Milltown	Feb. 17.	Eight (8) hours per week.
National Fire Proofing Co.	Fire proofing	Perth Amboy	Feb. 26.	Seven (7) per cent. increase.
J. A. Roebblings' Sons' Co.	Wire rope	Roebbling	Feb. 27.	From five and one-half to five days per week.
Didler-March Co. (old plant)	Fire brick	Keasbey	Mar. 1.	Had been closed. Reopened on full time.
American Engine Works.	Engines	Bound Brook	Mar. 2.	Two (2) days per week.
Pennsylvania R. R. Car Shops.	Repairing cars and engines.	Trenton	Mar. 2.	Fifteen (15) hours per week.
Hermann, Aukam & Co.	Handkerchiefs	New Brunswick.	Mar. 8.	Two (2) cents per hundred stitches.
Audubon Mill & Lumber Co.	Mill work	Audubon	Mar. 9.	Had been closed. Reopened on full time.
Central R. R. of N. J. Car Shops.	Repair work	Elizabeth	Mar. 10.	Two days per week.
William R. Thropp & Sons.	Boilers	Trenton	Mar. 11.	Employment of a night shift.
Princeton Worsted Mill.	Worsted goods	Trenton	Mar. 15.	Employment of a night shift.
F. A. Strauss Worsted Mills.	Worsted goods	Trenton	Mar. 18.	Ten (10) hours per week.
Acme Rubber Mfg. Co.	Rubber goods	Trenton	Mar. 19.	Employment of a night shift five nights per week.
Trenton Oilcloth & Linoleum Co.	Oilcloth and linoleum.	Trenton	Mar. 20.	Employment of a night shift.
United Oilcloth Co.	Oilcloth	Yardville	Mar. 22.	Had been closed. Reopened on full time.
Alpha Portland Cement Co.	Portland cement	Alpha	Mar. 23.	Had been closed. Reopened on full time.
Rockaway Rolling Mill.	Iron and steel	Rockaway	Mar. 28.	Two days per week.
Atlantic Brick Works.	Bricks	Mays Landing	Apr. 1.	Had been closed. Reopened on full time.
National Fire Proofing Co.	Fire proofing	Perth Amboy	Apr. 1.	One cent per hour and one hour per day.
Henry Maurer & Son.	Brick and fire clay.	Keasbey (2 plants)	Apr. 1.	One cent per hour and one hour per day.
M. D. Valentine & Bro. Co.	Brick and fire clay.	Woodbridge	Apr. 1.	One cent per hour and one hour per day.
The Anness & Potter Works.	Brick and fire clay.	Woodbridge	Apr. 1.	One cent per hour and one hour per day.
Mutton Hollow Brick Works.	Brick and fire clay.	Woodbridge	Apr. 1.	One cent per hour and one hour per day.
Thomas Iron Co.	Mining iron ore.	Wharton	Apr. 1.	Ten (10) per cent. increase.
Empire Steel & Iron Co.	Mining iron ore.	Oxford	Apr. 1.	Ten (10) per cent. increase.
Lincoln Iron Works.	Structural iron	Lincoln	Apr. 1.	From full time to half-time.
Diamond Mills	Paper	Millburn	Apr. 9.	Had been closed. Reopened on full time.
Hackettstown Hat Works.	Hats	Hackettstown	Apr. 10.	From half-time to full time.
Atlantic Terra Cotta Co.	Terra cotta	Kingston	Apr. 12.	Had been closed. Reopened on full time.
Ulster Iron Works.	Iron and steel.	Dover	Apr. 12.	From half-time to full time.
Atlantic Terra Cotta Co.	Terra cotta	Perth Amboy.	Apr. 13.	Nine (9) hours per week.
Whitney Glass Works.	Glass	Glassboro	Apr. 20.	Employment of a night shift three nights per week.
Lambertville Rubber Co.	Rubber goods	Lambertville	May 3.	From six to five days per week.
The Atlantic Terra Cotta Co.	Terra cotta	Kingston	May 7.	Nine (9) hours per week.
E. I. du Pont de Nemours Powder Co.	High explosives	Farmingdale	May 12.	From six to three days per week.

INDUSTRIAL CHRONOLOGY.

TABLE No. 3.—Continued.

Increase or Decrease in Wages or Working Hours, from October 1, 1908, to September 30, 1909.

NAME OF FIRM.	Industry.	Location of Factory.	Increase (+) Decrease (-)	Date of Increase or Decrease.		Amount of Increase or Decrease.
				Month.	Date.	
Empire Automobile Tire Co.....	Automobile tires	Trenton	+	May 12....		Employment of a night shift.
William Bartley's Sons.....	Machinery	Bartley	+	May 13....		Had been closed. Reopened on full time.
International Steam Pump Co.....	Pumps	Harrison	+	May 15....		From half-time to full time.
Greenwood Pottery, No. 3.....	Chinaware	Trenton	+	May 24....		Had been closed. Reopened on full time.
The Greene Paper Co.....	Paper	Lambertville	+	May 25....		Had been closed. Reopened on full time.
Atlantic Dynamite Co.....	High explosives	Kenil	+	May 26....		Had been closed. Reopened on full time.
William T. Plum.....	Paper box board.....	Newark	+	June 7....		Had been closed. Reopened on full time.
Conductors & Motormen.....	Trolley service	Camden	+	June 8....		One to four cents per hour according to wages received.
Matawan Steel & Iron Co.....	Steel and iron.....	Matawan	-	June 9....		From five and one-half to four days per week.
The Perseverance Paper Mill.....	Paper	Lambertville	+	June 11....		Had been closed. Reopened on full time.
F. A. Strauss & Co.....	Worsted yarns	Trenton	+	June 13....		Employment of a night shift.
Ingalls & Co.....	Silk throwing	Paterson	+	June 14....		Had been closed. Reopened on full time.
Kenyon Machine Co.....	Machinery	Raritan	+	June 15....		From half-time to full time.
J. A. Roebbing's Sons' Co.....	Rods	Trenton	+	June 20....		Employment of a night shift five nights per week.
Rockaway Rolling Mill.....	Iron and steel.....	Rockaway	+	June 22....		From half-time to full time.
Wharton & Co.....	Hatters	Newark	+	July 5....		Had been closed. Reopened on full time.
The William R. Thropp Foundry & Mach. Co..	Foundry iron	Trenton	+	July 5....		Employment of a night shift three nights per week.
Empire Steel Co.....	Steel and iron.....	Oxford	+	July 6....		Ten (10) per cent. increase.
American Sam Mill Machinery Co.....	Saws	Haackettstown	+	July 6....		Had been closed. Reopened on full time.
John C. Wilson Co.....	Hats	Orange Valley.....	+	July 8....		Had been closed. Reopened on full time.
Erle Railroad Co.....	Railroad	Jersey City	+	July 23....		Four (4) to fifteen (15) per cent. according to wages received.
Trenton Street Railway Co.....	Trolley service	Trenton	+	July 23....		One and one-half cents per hour.
Richardson & Boynton Co.....	Stoves	Dover	+	July 24....		Had been closed. Reopened on full time.
Lambertville Rubber Co. (toy department)....	Rubber goods	Lambertville	+	July 26....		Had been closed. Reopened on full time.
Ajax-Grieb Rubber Co.....	Rubber goods	Trenton	+	July 26....		Employment of a night shift three nights per week.
Acme Rubber Co.....	Rubber goods	Trenton	+	July 26....		Employment of a night shift two nights per week.
Greenwood Pottery Co., No. 3.....	Pottery ware	Trenton	+	July 26....		Had been closed. Reopened on full time.

The Singer Co.....	Sewing machines	Elizabeth	+	July 27.....	Had been closed. Reopened on full time.
Pond Machine Tool Works.....	Machine tools	Plainfield	+	July 27.....	From three-quarters to full time.
The Hall Signal Co.....	Signals	Westfield	+	July 28.....	Employment of a night shift three nights per week.
Boynton Furnace Co.....	Furnaces	Jersey City	+	Aug. 4.....	Had been closed. Reopened on full time.
Scott Press Works.....	Presses	Plainfield	+	Aug. 6.....	Employment of a night shift three nights per week.
J. L. Mott Iron Co.....	Plumbers' supplies	Trenton	+	Aug. 13.....	Employment of a night shift four nights per week.
American Ball Engine Co.....	Engines	Bound Brook.....	+	Aug 16.....	From half-time to full time.
Lambertville Rubber Co. (boot & shoe dep't)...	Rubber goods	Lambertville	+	Aug. 17.....	Had been closed. Reopened on full time.
D. R. Kenyon & Son.....	Machinery	Raritan	+	Aug. 19.....	Employment of a night shift three nights per week.
Ulster Iron Works.....	Bar steel and iron.....	Dover	+	Aug. 23.....	Had been closed. Reopened on full time.
Millville Rug Co.....	Rugs	Millville	+	Aug. 24.....	Had been closed. Reopened on full time.
A. J. Corcoran Co.....	Windmills	Jersey City	+	Aug. 24.....	Nine (9) hours per week.
Smith Novelty Co.....	Novelties	Lambertville	+	Aug. 25.....	Employment of a night shift four nights per week.
Delaware River Quarry & Cons. Co.....	Quarrying	Lambertville	+	Aug. 27.....	Had been closed. Reopened on full time.
Parker Bros. Glass Mfg. Co.....	Glass	Bridgeton	+	Sept. 2.....	Had been closed. Reopened on full time.
The Potter Press Works.....	Printing presses	Plainfield	+	Sept. 7.....	From half-time to full time.
Janeway & Carpenter.....	Wall paper	New Brunswick...	+	Sept. 8.....	Had been closed. Reopened on full time.
Harrington & Co.....	Leather	Elizabeth	+	Sept. 9.....	Had been closed. Reopened on full time.
Whitall-Tatum Co.	Glass	Millville	+	Sept. 9.....	Had been closed. Reopened on full time.
Harry A. Scheurman.....	Scarfs	Washington	+	Sept. 14.....	Had been closed. Reopened on full time.
Thatcher Furnace Co.....	Furnaces	Garwood	+	Sept. 19.....	Had been closed. Reopened on full time.
Thomas Iron Co.....	Iron ore	Wharton	+	Sept. 20.....	Had been closed. Reopened on full time.
Williamstown Glass Co.....	Glass	Williamstown	+	Sept. 25.....	Had been closed. Reopened on full time.
American Rice Food Co.....	Rice foods	Matawan	+	Sept. 29.....	Had been closed. Reopened four (4) days per week.
Richardson & Boynton Stove Works.....	Stoves	Dover	+	Sept. 30.....	Employment of a night shift two nights per week.

TABLE NO. FOUR.

This table contains a record of new manufacturing establishments started, and old plants enlarged during the year; the names of the firms, character of the industry and location of the works are also given, together with the cost of the new plants and of the enlargements added to the old ones.

The total amount invested in factory construction and improvements during the year was \$5,364,092, of which \$2,913,057 represents the cost of new plants, and \$2,451,035 the outlay for the enlargement and extension of old establishments.

The industries showing the largest number of new plants started during the year are the manufacture of jewelry, trunks, silk goods and leather goods, three establishments each; artificial ice, millwork, metal goods, chemicals, machinery, soaps and women's underwear, two each.

Twenty-one other distinct industries are represented on the table by one new factory building each. The three silk mills lead all others in the list of new construction so far as the cost of the plants is concerned; the total cost of these buildings and their equipment is, as shown by the table, \$250,000 each. One of these new silk plants is in Dover, another in Paterson, and the third in Clifton.

In the extent of factory construction and enlargement, the city of Newark leads all others. Twenty-four new manufacturing plants were started there during the twelve months covered by the chronology, and thirty old established works were more or less extensively enlarged to meet the requirements of an increasing volume of business.

Next to Newark in this respect comes in the order of their importance, Trenton, Camden, Jersey City, Elizabeth, Red Bank, and Washington, in each of which cities from three to twelve plants were started new, or else greatly enlarged during the twelve months ending September 30th, 1909.

An examination of the table will show that by far the largest part of the industrial growth is found in the middle and northern counties of the State, and with the exception of Camden, very little progress in the acquisition of new industries is shown in the southern counties.

The outlay for manufacturing expansion by months is as follows:

October	\$298,150	April	\$501,800
November	155,690	May	1,079,000
December	130,028	June	462,128
January	114,000	July	806,500
February	149,500	August	1,065,700
March	294,000	September	305,636

INDUSTRIAL CHRONOLOGY.

TABLE No. 4.

New Manufacturing Plants Erected and Old Ones Enlarged, from October 1, 1908, to September 30, 1909.

Character of Improvements.		When Made.		Cost.	NAME OF FIRM.	Industry.	Location of Factory.
New Buildings Erected.	Old Ones Enlarged.	Month.	Date.				
.....	Old.	October	6	.....	Thomas Devlin Mfg. Co.....	Iron fittings	Burlington.
New.	.....	October	9	\$12,000	J. Frank Post.....	Storage	Newark.
New.	.....	October	9	4,000	The Standard Fur Co.....	Furs	Newark.
.....	Old.	October	10	5,000	L. M. Smith & Son.....	Leather	Newark.
.....	Old.	October	11	2,000	Newark Tortoise Shell and Novelty Co.....	Novelties	Newark.
.....	Old.	October	18	5,000	American Sanitary Works.....	Plumbers cabinets	Washington.
.....	Old.	October	18	12,000	Beckley Perforating Co.....	Perforated screens	Garwood.
.....	Old.	October	19	125,000	Weidmann Silk Dyeing Co.....	Silk dyeing	Paterson.
New.	.....	October	25	35,000	The Central Stamping Co.....	Sheet metal goods.....	Newark.
.....	Old.	October	25	28,900	The Central Stamping Co.....	Sheet metal goods.....	Newark.
New.	.....	October	26	20,000	P. Steiger & Co.....	Trunks and bags.....	Newark.
New.	.....	October	27	20,000	W. H. Ashley.....	Silk goods	Netcong.
New.	.....	October	31	30,000	Newark Tube and Metal Works.....	Steel tubing	Newark.
.....	Old.	October	31	250	Charles H. Wright.....	Galvanized iron	Newark.
.....	Old.	November	2	1,500	MacLachlan & Evans.....	Iron work	Bartley.
New.	.....	November	2	18,000	Chas. A. Becker & Co.....	Jewelry	Newark.
New.	.....	November	4	18,000	Steiger & Lewy Co.....	Bottle stoppers	Newark.
.....	Old.	November	5	14,000	Richardson & Boynton Stove Works.....	Stoves and Ranges.....	Dover.
New.	.....	November	6	17,750	Consumers Ice and Cold Storage Co.....	Ice Manufacture	Elizabeth.
.....	Old.	November	18	19,000	A. & M. Karagheusian.....	Rugs and carpets.....	Freehold.
.....	Old.	November	18	31,000	Castle Kid Co.....	Leather	Camden.
.....	Old.	November	19	1,500	Donner & Co.....	Hatters furs	Newark.
New.	.....	November	21	5,000	P. Steiger & Co.....	Trunks and bags.....	Newark.
.....	Old.	November	29	1,900	Peter Dodd	Food products	Newark.
New.	.....	November	29	25,000	L. Goldsmith & Co.....	Trunk and bag hardware.....	Newark.
.....	Old.	November	30	3,000	Princeton Worsted Mill.....	Worsted goods	Trenton.
New.	.....	December	5	13,000	Camden Shipbuilding Co.....	Shipbuilding	Camden.
.....	Old.	December	9	5,000	Florence Iron Works.....	Iron castings	Florence.
New.	.....	December	9	30,000	Hereford Glass Co.....	Glass bottles	Cape May Ct. House.
.....	Old.	December	10	5,000	H. W. Merriam Shoe Co.....	Shoes	Newton.

New.	December	12	\$12,000	Hedden Iron Construction Co.	Structural iron and steel	Newark.
New.	December	13	50,000	Shuman Bros. & Co.	Jewelry	Newark.
	Old.	14	800	P. S. Vankirk	Silk	Paterson.
	Old.	December	14,228	Michellin Tire Co.	Automobile tires	Milktown.
	Old.	January	12,000	John H. Eastwood Co.	Wire cloth	Belleville.
	Old.	January	1,500	The Vulcan Detinning Co.	Foundry	Sewaren.
New.	January	14	50,000	The Holbrook Mfg. Co.	Soaps	Jersey City
	Old.	January	28,000	Christian Feigenspan	Brewery	Newark.
	Old.	January	6,500	James N. Arbuckle	Warehouse	Newark.
New.	January	19	4,000	William G. Sharwell & Co.	Millwork	Newark.
New.	January	27	12,000	Lambertville Pottery Co.	Sanitary ware	Lambertville.
	Old.	February	70,000	Tidewater Oil Co.	Oil refining	Changewater.
New.	February	13	10,000	North Newark Cold Storage Co.	Cold storage	Newark.
	Old.	February	1,500	Pitman, Clayton and Glassboro Glass Co.	Glass goods	Glassboro.
	Old.	February	8,000	Belle Mead Sweetsmakers.	Confectionery	Trenton.
	Old.	February	20,000	Strobell & Crane.	Jewelry	Newark.
New.	February	27	30,000	Herpers Bros	Bricks	Newark.
	Old.	February	10,000	T. P. Howell & Co.	Leather goods	Newark.
New.	March	6	10,000	Mount Holly Iron Works.	Iron castings	Mount Holly.
	Old.	March	15,000	L. Goldsmith & Son.	Trunks and bags	Newark.
	Old.	March	20,000	Samuel Hird & Son.	Worsted goods	Garfield.
New.	March	11	25,000	New Jersey and Pennsylvania Traction Co.	Car repairing	Trenton.
New.	March	22	50,000	F. A. Strauss & Co.	Worsted goods	Trenton.
	Old.	March	3,000	John E. Thropp & Sons Co.	Machinery	Trenton.
	Old.	March	6,000	The Monument Pottery Co.	Porcelain plumbing goods	Trenton.
	Old.	March	20,000	Wolf Bros.	Cereals	Lafayette.
	Old.	March	100,000	Victor Talking Machine Co.	Talking machines	Camden.
	Old.	March	15,000	C. G. & C. A. Smith.	Ribbons	Paterson.
New.	March	29	30,000	John F. Schrink & Son.	Jewelry	Newark.
	Old.	April	7,000	R. C. & H. B. Good.	Leather	Newark.
New.	April	8	2,500	Boonton Rubber Co.	Rubber reclaiming	Boonton.
	Old.	April	4,500	Voorhees & Fielder.	Millwork	Red Bank.
New.	April	14	10,000	B. F. Allen.	Ice manufacture	Keansburg.
New.	April	16	5,800	New Jersey Wood Finishing Co.	Varnishes	Perth Amboy.
New.	April	17	4,000	Rudolph Preisendanz	Wagon builder	Camden.
	Old.	April	53,000	C. A. Woolsey Paint and Color Co.	Paints	Jersey City.
	Old.	April	15,000	The Sanitary Earthenware Spec. Co.	Sanitary ware	Trenton.
	Old.	April	400,000	The Weisbach Co.	Gas mantles	Gloucester City.
New.	May	1	800,000	Lorillard Tobacco Co.	Tobacco products	Jersey City.
New.	May	1	10,000	Elizabeth Sash and Door Co.	Millwork	Elizabeth.
	Old.	May	21,000	August Gaertz Co.	Metal goods	Newark.
	Old.	May	12,000	C. E. Conover.	Dress goods	Red Bank.
	Old.	May	75,000	Shore Electric Co.	Power house	Red Bank.
	Old.	May	60,000	Standard Oil Co.	Oil refining	Linden.
	Old.	May	16,000	The Rubber and Celluloid Harness Trimming Co.	Brushes and harness trimmings	Newark.
	Old.	May	5,000	John A. Sommer Faucet Co.	Faucets	Washington.
	Old.	May	20,000	Napier & Mitchell Mfg. Co.	Fur hats	Newark.
New.	May	24	10,000	The J. E. Mergott Co.	Metal goods	Newark.
New.	May	24	12,500	Paas Dye Co.	Chemicals	Newark.
New.	May	26	10,000	Jacob Gassman & Son.	Bottling	Long Branch.
	Old.	May	2,500	Blanchard Bros. & Lane.	Leather	Newark.
New.	May	31	25,000	William Bal, Inc.	Trunks	Newark.

INDUSTRIAL CHRONOLOGY.

TABLE No. 4.—Continued.

New Manufacturing Plants Erected and Old Ones Enlarged, from October 1, 1908, to September 30, 1909.

Character of Improvements.		When Made.		Cost.	NAME OF FIRM.	Industr.	Location of Factory.
New Buildings Erected.	Old Ones Enlarged.	Month.	Date.				
New.		June	4.	\$35,000	American Type Founders Co.	Type	Jersey City.
New.		June	11.	50,000	The Mercke Company	Chemicals	Rahway.
	Old.	June	12.	30,000	The Rubber and Celluloid Harness Trimming Co.	Harness trimmings	Newark.
New.		June	12.	50,000	Henry J. Ruesch	Machinery	Newark.
	Old.	June	15.	67,775	Manhattan Rubber Mfg. Co.	Rubber goods	Passaic.
	Old.	June	18.	12,353	Armstrong Cork Co.	Cork products	Camden.
New.		June	19.	10,000	Walter A. Ken		Newark.
	Old.	June	20.	8,000	Consolidated Color and Chemical Co.	Chemicals	Newark.
	Old.	June	25.	20,000	The Hyatt Roller Bearing Co.	Roller bearings	Harrison.
New.		June	28.	9,000	International Lead Co.	White lead	Bayonne.
	Old.	June	28.	150,000	Victor Talking Machine Co.	Talking machines	Camden.
	Old.	June	28.	5,000	M. Strauss & Sons	Leather goods	Waverly.
New.		July	1.	250,000	Charles Neider	Leather goods	Newark.
New.		July	5.	18,000	Paul Guenther, Inc.	Silk goods	Dover.
	Old.	July	5.	8,000	Welngarten Bros.	Corsets	Newark.
New.		July	16.	30,000	Red Bank Shirt Co.	Underwear	Red Bank.
	Old.	July	19.	68,000	Ajax Grieb Rubber Co.	Rubber goods	Trenton.
	Old.	July	20.	20,000	The William Strange Co.	Silk goods	Paterson.
	Old.	July	26.	45,000	New Brunswick Brg. Co.	Brewers	New Brunswick.
	Old.	July	29.	3,500	Thermoid Rubber Co.	Mechanical rubber goods	Trenton.
	Old.	July	30.	10,000	Artistic Porcelain Company	Porcelain goods	Trenton.
New.		July	30.	16,000	The Messenger Glove Co.	Cotton gloves and underwear	Freehold.
	Old.	July	31.	87,000	Consolidated Safety Pin Co.	Safety pins	Bloomfield.
New.		July	31.	250,000	A. P. Smith Mfg. Co.	Machinery	Watessing.
	Old.	July	31.	1,000	Textile Building Company	Silk goods	Paterson.
	Old.	July	31.	100,000	Braunsdorf-Muellar Co.	Machinery	Elizabeth.
New.		August	2.	40,000	Seeley Tube and Paper Box Co.	Paste board tubes and boxes	Newark.
	Old.	August	3.	5,000	John A. Roebbling's Sons Co.	Wire	Trenton.
	Old.	August	9.		John Nieder	Leather goods	Newark.

.....	Old.	August	9.....	\$1,700	New Jersey Brush Co.....	Brushes	Bloomfield.
New.	.....	August	10.....	13,000	Duane H. Nash, Inc.....	Agricultural implements	Millington.
New.	.....	August	11.....	15,000	Max Wosnitzer	Hatter	Newark.
.....	Old.	August	14.....	3,000	Baker Printing Co.....	Printing	Newark.
.....	Old.	August	16.....	5,000	Old Bridge Enameled Brick and Tile Co.....	Enameled brick and tile.....	Old Bridge.
New.	.....	August	17.....	250,000	Henry Doherty Silk Co.....	Broad silk	Clifton.
.....	Old.	August	21.....	2,500	Newark Tube and Metal Works.....	Steel tubing	Newark.
.....	Old.	August	21.....	125,000	Lister Agricultural Chemical Works.....	Fertilizers and chemicals.....	Newark.
.....	Old.	August	22.....	1,500	H. W. Johns & Mandeville Co.....	Paints	Newark.
.....	Old.	August	23.....	40,000	Acme Rubber Co.....	Rubber goods	Trenton.
.....	Old.	August	24.....	165,000	New York Belting and Packing Co.....	Mechanical rubber goods.....	Passaic.
.....	Old.	August	26.....	60,000	New Jersey Dry Dock Co.....	Shipbuilding	Elizabeth.
.....	Old.	August	27.....	40,000	Farr & Bailey Mfg. Co.....	Oilcloth and linoleum.....	Camden.
.....	Old.	August	28.....	10,000	M. Gould's Son & Co.....	Trunk hardware	Newark.
New.	.....	August	30.....	150,000	J. H. Ladew Co.....	Leather	Newark.
.....	Old.	August	30.....	40,000	I. Lewis & Co.....	Cigars	Newark.
New.	.....	September	4.....	94,000	P. Derby & Son.....	Furniture	Jersey City.
New.	.....	September	5.....	80,000	Holbrook Mfg. Co.....	Soaps	Jersey City.
.....	Old.	September	20.....	4,000	Igoe Bros.....	Wire and nails.....	Newark.
.....	Old.	September	20.....	72,000	The Jos. Hensler Brewing Co.....	Beer	Newark.
.....	Old.	September	22.....	8,000	South Amboy Terra Cotta Co.....	Terra cotta	South Amboy.
.....	Old.	September	22.....	15,000	The Brunsene Co.....	Waterproofing fabrics	Asbury Park.
.....	Old.	September	26.....	4,000	Atha Steel Casting Co.....	Castings	Newark.
.....	Old.	September	27.....	2,579	Manufacturers Can Co.....	Cans	Newark.
New.	.....	September	27.....	4,500	Charles Cooper Co.....	Chemicals	Newark.
.....	Old.	September	27.....	1,550	Waverly Paper Box Board Co.....	Box boards	Waverly Park.
New.	.....	September	28.....	12,007	Imperial Porcelain Co.....	Porcelain specialties	Trenton.
.....	Old.	September	30.....	8,000	American Sanitary Works.....	Plumbers woodwork	Washington.
				\$5,364,092			

TABLE NO. FIVE.

On this table will be found a complete record of such manufacturing plants as were totally destroyed or damaged to any extent by fire during the year. The date of each occurrence, names of the firms concerned, location of factory, kind of goods made, and the total amount of damage caused by the fire are given for each plant involved.

The number of fires was 106, and the losses range from the trifling sum of \$25.00 upward to \$500,000. The total of all losses by fire as reported is shown by the table to have been \$2,541,256. In 1908 the factory property destroyed amounted in value to \$1,383,889. The increase, therefore, for the twelve months ending September 30, 1909, is \$1,157,367. The number of fires in 1908 was 86, while for 1909 the number was 106. The difference in the value of property destroyed for both years is, however, due more to the fact that in two of the fires which occurred last year alone, \$1,000,000 worth of property was swept away, than to the difference in the number of casualties for 1909.

The previous table (No. 4) shows that new manufacturing property to the value of \$5,364,092 was created during the year; deducting from this the amount (\$2,541,256) representing the losses by fire during the same period, and a net gain of \$2,833,836 remains.

As a matter of course the greater number of fires occurred in the larger industrial centers, where factories are most numerous. The record for Newark is thirty-one fires, total loss, \$1,037,707; for Trenton, twelve, total loss, \$107,733; Paterson, nine, total loss, \$79,991; Camden, eight, total loss, \$54,546, and Jersey City, eight, total loss, \$21,325. The fires outside of these five large cities were divided among thirty-one towns in the ratio of one or two to each place.

INDUSTRIAL CHRONOLOGY.

TABLE No. 5.

Manufacturing Plants Damaged by Fire or Flood, from October 1, 1908, to September 30, 1909.

NAME OF FIRM.	When Fire Occurred.		Location of Works.	Kinds of Goods Made.	Amount of Loss.
	Month.	Date.			
Barnes Chemical Co.....	October	3.....	Paterson	Chemicals	\$8,916
Tidewater Oil Co.....	October	5.....	Constable Hook..	Oil refining	7,000
Camden White Lead Works.....	October	18.....	Camden	White lead	17,597
Louis Goldsmith & Son.....	October	20.....	Newark	Trunks and bags.....	*500,000
Bless & Drake.....	October	26.....	Newark	Castings	150
New Jersey Blind Co.....	October	29.....	Paterson	Sash and blinds.....	750
N. Y. & N. J. Oil & Guano Co.....	November	4.....	Port Monmouth..	Fertilizers	5,500
Stengel & Rothschild.....	November	5.....	Newark	Leather goods	50
National Label Press, Inc.....	November	13.....	Bloomfield	Labels, etc.	55,000
The Camden Shipbuilding & Repair Co.....	November	14.....	Camden	Shipbuilding	16,150
Gould & Eberhardt.....	November	14.....	Newark	Machinery	6,000
Frederic Schill	November	29.....	Newark	Sash and blinds.....	500
P. Rielly & Son.....	December	1.....	Newark	Leather goods	13,600
Herman Iron Works.....	December	2.....	West New York..	Castings	2,400
J. L. Mott Co.....	December	5.....	Trenton	Sanitary ware	30
Henry Lang Co.....	December	16.....	Newark	Leather goods	25
South Amboy Terra Cotta Works.....	December	20.....	South Amboy.....	Terra cotta	105
Heller & Merz Co.....	December	21.....	Newark	Dyers	6,000
The Lambert & Todd Mach. Co.....	December	23.....	Camden	Machinery	4,500
Heller Bros. Steel Works.....	December	26.....	Newark	Steel	2,000
The Barber Asphalt Works.....	January	1.....	Perth Amboy.....	Asphalt	200
Anatron Chemical Works.....	January	5.....	Elizabeth	Chemicals	40,000
Newark Lumber Co.....	January	8.....	Newark	Lumber	3,000
Merritt & Co.....	January	15.....	Camden	Structural steel	360
The Bloomfield Mills Co.....	January	16.....	New Brunswick..	Chemicals	1,075
The Peckham Mfg. Co.....	January	18.....	Newark	Burning rags and scrap.....	23,000
Heath Enamel Cloth Mfg. Co.....	January	19.....	Newark	Enameled cloth	25
Eastern Dynamite Co.....	January	21.....	Gibbstown	Dynamite	100
McNab & Harlin Mfg. Co.....	January	23.....	Paterson	Foundry brass	500,000
John Schmalz's Sons, Inc.....	January	30.....	Hoboken	Bakery	979
Wilson & Stokes.....	February	22.....	Trenton	Lumber	200
Mortimer Mfg. Co.....	February	25.....	Camden	Shoe polish	2,650
The Haussling Soda Apparatus Mfg. Co.....	February	27.....	Newark	Soda fountains	*21,000
Joseph Pilson	March	1.....	Jersey City	Printing	

INDUSTRIAL CHRONOLOGY.

TABLE No. 5.—Continued.

Manufacturing Plants Damaged by Fire or Flood, from October 1, 1908, to September 30, 1909.

NAME OF FIRM.	When Fire Occurred.		Location of Works.	Kinds of Goods Made.	Amount of Loss.
	Month.	Date.			
William W. Rose.....	March	3.....	Trenton	Prepared ham	\$1,000
J. D. Suydam.....	March	4.....	Trenton	Bakery	550
Farr & Bailey Mfg. Co.....	March	9.....	Camden	Oilcloths	2,589
Low Bros.	March	11.....	Asbury Park.....	Cement blocks	250
The Charles Smyth Co.....	March	11.....	Newark	Leather goods	8,438
The R. H. Comey Co.....	March	12.....	Camden	Straw goods	2,150
Cumberland Glass Mfg. Co.....	March	13.....	Bridgeton	Glass	*4,500
Krueger Brewing Co.....	March	15.....	Newark	Beer	1,000
Standard Lamp & Glass Co.....	March	17.....	Trenton	Lamps	75
Empire Foundry Co.....	March	20.....	New Brunswick.....	Castings	40,000
Simons & Elting.....	March	21.....	Newark	Chemicals	4,627
Dolphin Jute Mills.....	March	22.....	Paterson	Jute	29,000
The H. B. Smith Mach. Co.....	March	27.....	Smithville	Machinery	*1,000
Providential Tile Works.....	March	29.....	Trenton	Tile	25
The Vulcan Detinning Co.....	March	30.....	Sewaren	Sash weights	20,000
Balbach Smelting & Refg. Co.....	April	5.....	Newark	Smelting and refining.....	*1,000
Herman Ritzan	April	5.....	Red Bank	Fertilizers	5,000
Wilkinson Gaddis & Co.....	April	5.....	Newark	Grain	190,000
Mitchell, Mallon & Co.....	April	9.....	Newark	Varnish	2,550
Hamden Shoddy Mill.....	April	10.....	Hamden	Shoddy	1,425
The Port Richmond Fireworks Co.....	April	15.....	Jersey City	Fireworks	200
Day & O'Donnell.....	April	20.....	Jersey City	Cooperage	11,700
Wilkinson, Gaddis & Co.....	April	27.....	Newark	Grain	200,000
Nathaniel Bossert	April	28.....	Newark	Wagons	50
Looschen Piano Case Factory.....	May	1.....	Paterson	Piano cases	15,500
Trenton Oilcloth & Linoleum Co.....	May	1.....	Trenton	Oilcloths and linoleum.....	*25,000
Essex Specialty Co.....	May	8.....	Nutley	Fireworks	1,400
Johann Swenson's Machine Co.....	May	8.....	Jersey City	Machinery	2,000
Liberty Hat Co.....	May	9.....	Newark	Hats	35,000
The Cope Co.....	May	12.....	Newark	Wheelwrights	230
Jersey City Bill Posting Co.....	May	14.....	Jersey City	Printed posters	6,200
Barber Asphalt Co.....	May	20.....	Roosevelt	Asphalt	*40,000
The Radel Leather Co.....	May	24.....	Newark	Leather	8,000
Christian Feigenspan, a corporation.....	June	4.....	Newark	Beer	19,089

Frederic Schill & Co.	June	5.	Newark	Mill work	3,000
Crowe, Quinlan & Moore	June	8.	Orange	Hats	14,406
George M. Rubinow & Co.	June	14.	Newark	Chemicals	800
Lake Risley	June	17.	Pleasantville	Mill work	5,000
Schauble Bros.	June	21.	Paterson	Reed and harness makers	2,000
Standard Oil Co.	June	22.	Bayonne	Oil	*10,000
Swift & Co.	June	26.	Somerville	Beef	6,890
Trenton Rubber Co.	June	26.	Trenton	Rubber	30,724
Down Plum Paper Box Board Co.	June	30.	Newark	Paper boxes	84,000
Stratford Oakum Works Co.	July	2.	Jersey City	Oakum	200
Thomas Clements & Son	July	4.	Nutley	Leather	.....
Portable Electric Light Co.	July	7.	Newark	Electric lights	14,725
The Somerville Iron Works	July	8.	Somerville	Iron and steel	80,000
The Carbon Stove Works	July	8.	Somerville	Stoves	40,000
Roessler & Hasslacher Chem. Co.	July	13.	Perth Amboy	Chemicals	3,000
Keystone Folding Box Co.	July	13.	Madison	Paper boxes	30,000
David Lands	July	13.	Paterson	Cabinet makers	1,025
International Smokeless Powder & Chem. Co.	July	14.	Parlin	High explosives	8,634
John Quinn	July	19.	Irvington	Mill work	3,000
Peter Hagan Co.	July	31.	Camden	Shipbuilding	10,000
Goldy Ribbon	August	2.	Paterson	Ribbons	20,700
Kelch Bros	August	5.	South River	Machinery	3,000
Antonio De Piano	August	6.	Trenton	Reclaiming rubber	1,300
The Imperial Porcelain Works	August	8.	Trenton	Porcelain	41,000
The Hillsdale Manor Silk Mill	August	8.	Hillsdale	Silk	8,500
Menlo Park Ceramic Works	August	11.	Menlo Park	Ceramics	28,000
Hendricks Bros. Copper Works	August	13.	Belleville	Copper	100,000
M. Naidis & Co.	August	17.	Newark	Trunks and bags	9,000
R. S. Bird Carpet Cleaning Co.	August	21.	Trenton	Carpet and rug cleaning	6,000
A. Fishman Co.	August	24.	Newark	Hats	800
Standard Oil Co.	August	24.	Asbury Park	Refined oil	7,700
Nalrn Linoleum Co.	September	4.	Kearny	Linoleum and oilcloth	6,000
The Waverly Paper Box Co.	September	6.	Waverly	Paper boxes	13,463
Morris County Brick Co.	September	13.	Whippany	Bricks	9,500
John E. Thropp & Sons Co.	September	23.	Trenton	Structural steel and iron	1,050
Tidewater Oil Co.	September	24.	Constable Hook	Refined oil	17,006
Brewster Cocoa Mfg. Co.	September	28.	Jersey City	Cocoa and chocolate	25
Dolphin Jute Mills	September	28.	Paterson	Jute	2,000
Total					\$2,541,256

*Estimated.

TABLE NO. SIX.

This table contains a list of trades and other occupations in connection with which unions were formed during the twelve months ending September 30th, 1909. The total number of these organizations is thirteen, of which two composed of clay workers in the Perth Amboy district, originated in the brief but very strenuous strike in the clay products industry which occurred during the latter part of 1908. The others are without exception connected with trades already organized to a large extent and their formation represents the normal activity of the national bodies in extending their authority over their respective bodies.

During the twelve months ending September 30th, 1908, only five trade organizations were formed in the entire State, while for the next preceding year the record was thirty-four. This falling off was due to the depression which reduced industrial activity everywhere, with the result that workmen fortunate enough to have employment were not inclined to endanger their prospects of retaining it by anything having the appearance of antagonizing their employers. That the number of newly organized unions is again on the increase is one of the most reliable indications of returning prosperity.

Of the thirteen new unions which appear on the table, four are credited to Jersey City, two to Perth Amboy, and one each to Orange, Paterson, Elizabeth, Keyport, Keasby and Camden.

INDUSTRIAL CHRONOLOGY.

TABLE No. 6.

Trade and Labor Unions Organized from October 1, 1908, to September 30, 1909.

TRADE.	Locality Where Union was Organized.	When Organized.	
		Month.	Date.
Hatters	Orange	October	20.
Bartenders	Jersey City	November	23.
Broad silk weavers.....	Paterson	November	24.
Coach drivers	Elizabeth	January	21.
Clay workers	Perth Amboy	February	18.
Rock drillers and tool sharpeners....	Jersey City	March	9.
Musicians	Perth Amboy	March	23.
Coach drivers	Jersey City	April	1.
Bakers	Perth Amboy	June	9.
Terra cotta workers.....	Keyport	July	26.
Clay workers	Keasbey	August	25.
Musicians	Jersey City	September	1.
Clerks (Grocery, Drug, etc.).....	Camden	September	4.

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Strikes and Lockouts in New Jersey

For the Twelve Months Ending September 30, 1909.

Generally speaking, the relations existing between employer and employe in the widely diversified industrial activities of New Jersey have been and are now of a cordial and satisfactory character. Serious disturbances have been remarkably few, and of these by far the larger number occurred in groups of foreign workmen, who are at times suspicious of their employers, mainly through ignorance of the language and the customs of the particular occupation in which they are employed.

There have of course been strikes by other classes of workmen, as the records which appear in each succeeding year's report of the Bureau shows, but they were for the most part small in the number involved, and the building trades workmen furnished a far larger proportion of these than did the wage earners employed in factory and workshop industries. New Jersey has been signally fortunate in this respect, but its comparatively tranquil experience is not due to indifference regarding the movement for better working conditions and higher wages which have caused so many industrial disturbances elsewhere. Our wage earners as a class are as eager as any other for such advantages as may be attained through a proper exercise of the power of organization; they have their unions and have had them since the commencement of the labor propaganda, but as a rule these bodies have pursued a conservative course, avoiding extreme radicalism and appealing rather to the employer's sense of enlightened self-interest and fairness for the accomplishment of their purpose, than to his fear of a strike, and dread of the consequence of provoking one.

For this reason the influence of the labor movement in New Jersey, so far as factory industries are concerned, has been to a certain extent constructive; out of it have grown many forms of co-operative benefit institutions for the preservation of the workman's health, his protection in case of disability through acci-

dent or ill health, and a general improvement of all the conditions under which his work had been previously performed. Labor is thus, if not made attractive, at least shorn of its most disagreeable features, as far as that may be possible; employer and employe are drawn closer together and their regard for each other increased by joint participation in the good work, the benefits of which are enjoyed alike by both. This wise and humane course, which is now a fixed feature of administration in many large establishments here, is the best possible guarantee that so long as they are maintained, no rupture of the cordial relations now existing between employer and employe need be feared. The good results following this conciliatory policy have enlisted the interest of other manufacturers, and the conviction is gaining ground not only in New Jersey, but throughout the entire country, that a contented body of workmen is the only reliable guarantee of industrial peace.

Strikes there were, however, during the year, but happily they were less numerous than in former years, and with two exceptions, not of much consequence, either with regard to duration or the numbers involved. The record is for the twelve months ending September 30th, 1909, and the strikes with all essential details relating to each follow in chronological order.

OCTOBER 5—A strike involving 450 women and 5 men began in the cigar manufactory of I. Lewis & Co., Newark, on August 3, because of the discharge of one employe; it lasted until October 5, 1908, and was not successful. The wage lost was \$32,000. The shop union was dissolved, and the strike leaders were not reemployed.

OCTOBER 6—Thirty-six hoisting engine drivers, employed by the Millard Construction Co. in the Erie Railroad cut, Jersey City, struck for an increase in wages of 5 cents per hour; a compromise was effected on the basis of 2½ cents additional pay, and the strikers returned to work on the eighth, after an idleness of two days.

OCTOBER 27—About 300 laborers employed in the Erie Railroad cut at Jersey City went on strike because as claimed by them, the food with which they were supplied was of a very inferior quality, while the prices charged for the same were unreasonably high. Other laborers employed by the company were, at various points of the cut, threatened with violence by groups of strikers, several of whom were arrested and found to be armed with revolvers. With the exception of a few occurrences of this character there was no disturbance, the police being on guard at all points where the new laborers were liable to molestation.

NOVEMBER 2—Twenty-two men employed in the sausage factory of Fleckenstein Bros. Co., at Central avenue, Jersey City, went out on strike because their employers had refused to sign an agreement with the union of which they were members. The firm pays the union rate of wages, and works the hours prescribed by union rules, but refused to sign a contract of any kind on the ground that the one which they had subscribed to one year before had been totally ignored by the workmen.

New men were employed and the strikers established pickets about the works, two of whom were arrested for assaulting their successors. One of the strikers was arrested for distributing hand-bills, denouncing the firm, and urging a boycott of its goods. On November 19th the strikers applied for reinstatement on the old terms, stipulating however, that all should be reemployed and the men discharged who had taken their places. This was refused, and the firm agreed to take back the strikers only as vacancies occurred. The strike lasted 21 days, and up to the time of this writing the wage loss was \$900.

DECEMBER 3—Two hundred and twenty-five men and one hundred and ten women, employes of the Boyden Shoe Co., Newark, went out on strike, because of the firm's action in employing additional help to meet the demands of a large hurried order. The factory had been running on short time for several months, but on receipt of the order referred to, all employes were placed on full time, and a number of new men employed in the treeing department. The employes objected to this, taking the ground that extra help should not be employed, but that the old hands should be employed overtime. Frequent conferences were held between the company officials and strikers, but were productive of no tangible results until December 17, when the men returned unconditionally. The strike lasted two weeks, and the wage loss was \$7,000.

DECEMBER 8—About sixty repairers employed in the Lehigh Valley shops at Perth Amboy, quit work without notifying the company officials of their purpose. Dissatisfaction on account of wages was supposed to be the reason for their action, but no demand had been made for an increase. Some months previous to the strike, the men had been changed from piece to day work, and dissatisfaction over the fact that the new arrangement produced no increase in earnings, seems to be the only reasonable explanation of their action.

The company decided not to reemploy the men, but to take the work to other points on the division.

DECEMBER 9—Owing to a disagreement between two unions of glass workers, the South Millville glass plant of the Whital-Tatum Co was idle one day (December 9).

DECEMBER 12—On this date, the carpenters of Morristown declared a strike off that was begun on April 1, 1907, for a wage rate of 45 cents per hour, and a working schedule of 44 hours per week. This demand was, at

the time, met by local builders with an offer of 41 cents per hour and 47 hours per week, which the union refused to consider, until on the above date the employers terms were accepted, and the men returned to work on the terms offered eighteen months before. It is impossible to estimate the wage loss, as the greater number of men involved in the strike found irregular employment outside of the Morristown jurisdiction, without reference to standard wage rates.

DECEMBER 16—Twelve caulkers employed on the Union drydocks at Weehawken, struck because the demand of a walking delegate for the dismissal of two non-union men, who had been employed under a pressure of work had been refused by the firm. After the strike had lasted a day the two men objected to agreed to join the union, and the strikers returned to work.

DECEMBER 16—One hundred employes of the Newark Express and Transportation Co., the Newark and New York Transfer Co., Lawshe Express Co. and Luedekin Express Co.—all doing business in and about Newark, went on strike for increased pay and the recognition of their union—Local No. 475, International Brotherhood of Teamsters and Helpers. A uniform wage rate of \$15 per week, the wage of those who drove wagons in New York City, was demanded for all, regardless of the route on which they are employed. The local drivers wages range between \$10 and \$12 per week. The working hours, which begin at 7 A. M., continue until deliveries over the several routes are all made, and often extend far into the night. The drivers, recognizing the difficulty of making a change in this respect, do not object to the hours.

On December 17 a conference was held between the company officials and the strikers, at which it was agreed that New York drivers shall continue to receive \$15 per week as heretofore; Newark drivers of teams, \$13.50 per week, single drivers, \$12 per week, and drivers of three-horses, \$17 per week. The several companies involved signed an agreement to maintain this scale for one year, and to employ none but union men. The strike lasted one day.

DECEMBER 18—Eleven men and twenty-one women employed by Ackerman Bros., silk manufacturers of Paterson, went on strike for an increase in wages. A conference held the next day (Friday), settled the matter by a compromise, but work was not resumed until Monday. The wage loss was \$80.

DECEMBER 31—Eight men employed in the Groeller Iron Works on Frelinghuysen avenue, Newark, went on strike because of the refusal of the firm to discharge two non-union men. At this writing the strikers were still out; the wage loss was \$200 per week.

JANUARY 1—One hundred and thirty men employed in the B. Nicoll & Co. limestone quarry at Franklin Furnace, who were working on a wage scale ranging from \$1.20 to \$1.40 per day, united in a demand upon their

employers for an increase in wages all round of 20 cents per hour, and went on strike because of the firm's refusal to grant the same.

On January 7 about 60 of the strikers returned to work at the old wage scale, and others followed their example from day to day until January 8th, when all had resumed work under the old wage schedule. The total wage loss is reported at \$900. The strikers were principally Slavs and Hungarians.

JANUARY 4—Twenty drivers employed by the New York Poultry Trucking Co. at 417 Newark street, Hoboken, struck for the union rate of wages, and the next day succeeded in obtaining it. The wage loss involved was \$110.

JANUARY 22—Twenty teamsters employed by the firm of Duckworth & Crawford, who carry on a general trucking and express business in Newark, made a demand for the union scale of wages, and went out on strike because of the refusal of their employers to allow the same. The men were all members of Local Teamsters Union 475, and in quitting work, obeyed the orders of their walking delegate.

The teamsters of practically all other concerns doing a trucking or express business in and about Newark, Harrison, Kearny and Jersey City, being members of the union, joined in making similar demands for higher wages, and quit work for the purpose of enforcing them. Some violence followed attempts on the part of employers to run their trucks and wagons with new men, until February 10, the strike was brought to a close by the granting of the union wage scale by all employers. The teamsters had been receiving from \$9 to \$11 per week, and under the union scale their pay will be from \$12 to \$15 per week.

While the strike was in progress an appeal was made by Teamsters Union, No. 475, to the building trades organization of Hudson and Essex counties to assist the teamsters by ordering their members not to handle material carted by non-union drivers, but the strike ended before action could be taken in the matter. The police force of the municipalities, through which the plank road from Newark to Jersey City runs, were obliged to protect the non-union drivers against the attacks of the strikers and their sympathizers.

FEBRUARY 1—The coach drivers of Jersey City, through their local union, made a demand on the Coach Owners' Association for a minimum wage scale of \$14 per week for regular drivers, \$2.00 per day for extra men, and an allowance of 25 cents per hour for all time worked after 6 o'clock P. M. After a conference between representatives of the drivers and coach owners, an agreement, providing for the maintenance of this schedule for one year, was signed by both sides.

FEBRUARY 3—Twenty-eight loom fixers and twisters employed by the Henry Doherty Silk Co., at Paterson, submitted a demand for an increase in piece prices and immediately quit work without allowing time for a conference on the subject.

The firm filled their places without delay. The action of loom fixers and twisters was not supported by the weavers.

FEBRUARY 4—Twelve men and twelve women employed by the T. J. Mitchell Co., silk manufacturers of Paterson, went on strike to enforce a demand for an increase of wages, which was refused by the firm. The strike lasted three days, and most of those concerned returned to work on the old terms.

FEBRUARY 12—Twenty-seven sheet metal workers employed by Storms & Co. on the work of the Overbrook Asylum, Newark; the new County Courthouse, Jersey City, and a school building in Bayonne, went out on strike because the ventilating plant at Overbrook had been installed by non-union men. The firm had sublet the contract for installing the blowers to the manufacturers of the devices specified in the contract for the building; this concern had been in bad standing with the unions for some time back over the employment of non-union men. When the work of installing the blowers was completed, the sheet iron workers—Storms & Co., their employers—said that they must be taken down and re-installed by union men. This the president of the company refused to permit, and the strike followed on all the buildings named above.

FEBRUARY 18—Three hundred employes of the Vulcan Detinning Co.'s plant at Sewaren, went on strike because the superintendent had discharged four men for cause. Before leaving, the men, who were mostly foreigners, marched to the office in a body and demanded the re-instatement of their discharged companions; on meeting with a refusal all left the works together. A demand was then made for the discharge of the manager, to which the company paid no attention. On February 21 all returned to work unconditionally. The strike lasted three days, and the wage loss was \$1,100.

FEBRUARY 19—Three hundred men employed in the brick and terra cotta works of Henry Maurer & Son, at Maurer, near Perth Amboy, made a demand for increased pay and went out on strike to enforce the same. The wage rate in operation had been fourteen cents per hour for nine hours work per day. On February 24th the men returned to work under an agreement entered into by the company that on and after April 1st wages would be fifteen cents per hour, and the working time ten hours per day. The strike lasted five days, and resulted in an increase of twenty-four cents per day in earnings. The wage loss was \$2,000.

FEBRUARY 22—Fifteen girls employed in the spinning room of the Hermann, Aukam & Co. handkerchief factory at South River, made a demand for an increase in piece work prices amounting to about 20 per cent., and on being refused went out on strike. The movement spread throughout the entire works, and later in the day the entire force of about 900 girls went out also. The strikers and others who quit work in sympathy with them are foreigners of the Polish and Hungarian races.

The strike was settled on March 6th, on the basis of a small advance in the wages of the hemstitchers. The strike lasted twelve days, and the wage loss was about \$11,000.

FEBRUARY 25—About 150 men employed in the fire brick works of M. D. Valentine & Bro., at Woodbridge, made a demand for an increase in wages. The rates being paid ranged from \$1.35 to \$1.45 per day, and \$1.50 was the amount asked for. The firm refused any advance and the men quit work in a body. The same company operates another plant at Valentine's Station, a short distance from Woodbridge; this place was closed for repairs immediately after the strike began, and its men joined those on strike in making demonstrations at other plants for the purpose of intimidating their employes into stopping work. In this they were fairly successful, as nine firms engaged in the same lines of production are reported as having been involved in the strike, not through the voluntary action of their workmen, however, but under pressure from the body that inaugurated the strike in the first place.

In all about 1,800 men were idle for periods ranging from three to seven days. The wage loss was estimated at \$10,000.

FEBRUARY 28—Two hundred employes of the Balles Freres silk braid and ribbon mill made a demand for an increase in piece prices amounting to about 20 per cent. The strike which ensued lasted one week, and was settled on terms that the firm declares would have been granted on request in the first place.

MARCH 1—One hundred and thirty employes of the Woodbine Hat Co's plant at Woodbine went out on strike because a demand they had made for a reduction in working time without reduction of pay had been refused. The factory had been running ten hours per day, and the demand was that the time should be cut down to eight.

The operatives, both men and women, were almost all non-English speaking foreigners' and after a week's idleness most of them were reduced to a condition of extreme want. Twelve employes refused to join the strikers, and remained at work. These men were attacked by their old shopmates while passing from their homes to the factory, and many of them severely beaten. On March 9, after the strike had been running a little more than a week, the factory building was attacked by a riotous mob and considerable damage was done; stones were thrown at windows and some shots were fired by the mob and also by the workmen in the factory. The Mayor of the town appointed special constables to assist in keeping the peace and these, with some assistance from the Sheriff, were able to prevent any further outbreaks. The firm endeavored to obtain workmen from Philadelphia to take the places of the strikers, but were only partly successful. The strike continued until March 15, when it was ended by a compromise, which included an agreement to establish better sanitary conditions in the factory.

MARCH 4—The workmen in the Shoemaker mine, near Buttzville, demanded an increase of ten cents per day in wages, and threatened to strike

if it was refused. The firm thereupon discharged all who had joined in the movement and employed new men in their places.

MARCH 15—Eight girls, employed in the plant of the Crescent Belting and Packing Company, at Trenton, quit their places because the superintendent directed them to do certain work to which they objected. All were discharged, but on subsequent application were reemployed.

MARCH 16—A dispute which arose as to whether the stone cutters employed by the granite contractor, or the members of the Bricklayers and Masons Union, had the right under union rules to lay the granite portion of the new City Hall building at Trenton, was finally settled, after much discussion, in favor of the stone cutters.

MARCH 18—Twenty expert lace makers, employed in the works of H. S. Hall at Jersey City, quit work because of a refusal on the part of the firm to discharge three men in its employ who had for personal reasons resigned their membership in the lace maker's union, or else compel them to rejoin the organization. About 100 people were employed in the factory; the strikers were the only skilled workers employed, and the only members of the union.

The company secured the services of a number of experienced men to take the place of the strikers, but these, it was asserted by the strikers, were foreigners smuggled into the country in defiance of the Federal laws forbidding the importation of laborers under contract, and complaint was made to the Commissioner of Immigration, who ordered the arrest of eight employes, including one woman, and their removal to the Ellis Island immigrant depot pending an investigation of the charges. This took place on May 17, and the company in answer to the charges stated that all the new employes, including the eight who were arrested, had been in its employ at various times prior to the strike. At this writing the question of whether these workmen were entitled to remain in the country had not been settled.

APRIL 1—The union painters of Atlantic City went on strike on this date to enforce a demand made on the master painters for the new union wage scale, which is \$3.00 per day.

APRIL 9—Forty employes of the Hanover Brick Co., at Whippany, N. J., made a demand for higher wages and went on strike for the purpose of enforcing the same. The strike lasted seven days and had an unsuccessful termination. The wage loss was, as reported, \$750.

APRIL 10—Fifty employes of the South River Brick Co., at South River, quit work because the company refused their request for a 20 per cent. advance in wages. The strike lasted six days, and the men returned on a 10 per cent. increase over the wage rates of 1907. The wage loss was \$420.

APRIL 15—Fifty-six men and fifty-two women, employed in the broad silk mill of Israel R. Cohen, at Paterson, went on strike for higher wages

and recognition of their union, both of which demands were refused. The strike ended unsuccessfully on May 10th, three and one-half weeks after it began. The wage loss, as reported, was approximately \$4,000.

APRIL 16—One hundred and twenty-five laborers, employed in the Ostrander Fire Brick Works at Perth Amboy, struck for an increase in wages which would bring their pay up to \$1.50 a day, the prevailing rate in the other brick and clay plants of the vicinity. The firm refused the advance, and closed the plant for repairs, giving out at the time a statement that it would not be reopened for one and possibly two months.

APRIL 19—The laborers employed in the plant of the Perth Amboy Brick Co., about 100 in number, refused to go to work at the customary time on this date, and left the establishment in a body. While no formal demand was made, it was understood that these men, most of whom had been receiving thirteen cents, wanted a general wage scale of fifteen cents per hour and ten hours per day, the same as was at the time being paid in most other plants of similar character in the clay region. The company responded to the request by closing the works.

APRIL 20—The union bakers, employed in Passaic bakeries, struck for a twelve hour work day and recognition of the union, which was conceded in nine out of the thirteen shops involved; in the four that held out the non-union men employed were mobbed by the wives of the strikers whose places had been taken.

APRIL 26—The street and park laborers of Montclair demanded an increase of 25 cents per day in wages, and refused to work until the same was allowed. Their wages had been \$1.50 per day. The laborers pleaded in justification of their demand that the salaries of practically all public officers had been increased recently. The Superintendent of Roads, under whose jurisdiction the matter came, granted the increase and work was immediately resumed.

MAY 1—Fifteen inside wiring journeymen of the Perth Amboy branch of the International Brotherhood of Electrical Workers demanded an increase of 50 cents per day in their wages, and struck because the contractors would not agree to the same. Two contractors, employing five men, had agreed to the demand when made, and therefore continued at work. The contractors were willing to pay 25 cents more per day for the present year, with the understanding that after the expiration of that time an increase of the same amount would be allowed provided business conditions were then favorable. Wages in the trade had been \$3.00 per day, and the amount demanded was \$3.50. The strikers refused all offers of compromise, and threatened to appeal to the other local building trades unions for help in enforcing their demand. A conference between the Master Builders' Association and the electrical contractors resulted in a decision to pay the wages asked by the wiremen, as a continuance of the strike might result in tying

up all building operations in the city. The strike therefore ended on May 8th in a complete victory for the men. The wage loss was \$300.

MAY 3—Two hundred laborers employed by Contractor W. H. Gahagan, on the Lackawanna cut-off between Huntsville and Johnsonville, whose wages were \$1.40 per day, went on strike for an increase of 20 cents, which was refused. A large proportion of the men were not in sympathy with the demand and were only prevented from continuing at work by threats of violence on the part of the strikers. After one day's idleness work was resumed on the old wage scale by all but fifty-seven of the men, who were compelled by the Under Sheriff and his deputies to take a train at the nearest station and leave the country.

MAY 4—The hoisting engineers on the addition to the post office building at Trenton struck because the contractor refused to pay them for rainy days when outside work had to be suspended. The engineers' dissatisfaction arose from the fact that other workmen were given employment inside the building during inclement weather. An agreement was reached three days later under which they were allowed full pay.

MAY 5—Seventy-five union plumbers of Atlantic City went on strike because the employers refused to sign for another year the agreement as to wages and working hours that expired on May first. The reason advanced by the master plumbers for their refusal was that the union had not maintained its scale impartially, as in many instances which had come to their knowledge journeymen had worked for less than the standard \$4.00 per day, and done so with the sanction of the union.

MAY 25—One hundred and twenty-five laborers recently employed for work on the Pennsylvania Railroad road bed, between Monmouth Junction, N. J., and Tullytown, Pa., went on strike because the wages of older employes on the same work was 16 cents per hour, while they were being paid 14 cents. The company increased their wages two cents per hour, and all resumed work next day.

MAY 27—Members of the National Teamsters Association residing in Hudson County, N. J., rendered a very active and aggressive support to the New York branch of the same organization in its strike against the Hecker-Jones-Jewell Milling Co. The non-union drivers of the concern were frequently interfered with while passing through the streets of Jersey City and Hoboken, and a delegation of the local branch of the union waited on the Mayor of Jersey City and entered a protest against the measures taken by the Chief of Police for the protection of these men. A non-union driver was frightened into abandoning his truck on one of the streets by a number of strike sympathizers who followed him with threats from the ferry.

MAY 28—A committee of the Team Drivers Association of Trenton appeared before the Street Committee of the Common Council at the City Hall,

and entered a protest against the employment on the streets of cart owners not affiliated with their organization.

JUNE 2—Eight men employed in the black department of the Barber Asphalt Works at Perth Amboy, who were receiving 18 cents an hour, demanded 20 cents, and quit work because the increase was not granted immediately after it was made. The company at once filled their places with new men.

JUNE 9—Thirty Italian laborers employed at the Rumson club grounds went on strike because the contractors refused to pay them \$1.75 per day, which was an increase of 25 cents over the amount they had been receiving. Their places were filled as fast as other men could be procured.

JUNE 10—The painters, carpenters and other workmen employed on the Washington street, West Orange school, went on strike because the firm to which the contract for installing the heating apparatus had been given employed members of the International Steam Fitters Union, who it was claimed by the local unionists had no right to work in the Oranges. Work on the school building was brought to a complete standstill, and the strikers refused to permit its being resumed until the heating contractor discharged his own employes, and had taken on in their places members of another union called the United Association of Steam Fitters. This was finally done after several conferences and much delay.

JUNE 25—About thirty men employed in erecting the new water tower at the works of the United States Metals Refining Company, went on strike because the firm refused to pay the union wage rate of \$4.80 for an eight hour day. The workmen were all members of the Structural Iron Workers' Union.

JULY 1—One hundred and twenty-seven employes of the Ronalds and Johnson Co., manufacturers of plumbers' material at Hainsport, quit work on July 1 to enforce a demand they had made on the firm for a wage increase of 10 per cent., and returned to work on August 6, after having been idle thirty-six days, without having gained anything. Wage loss, approximately, \$7,000.

JULY 1—One hundred men employed in the Raritan Copper Works, at Perth Amboy, made a demand that their wages, which were fifteen cents per hour, should be advanced to seventeen and one-half cents, and struck because of its being refused. All returned to work on the old terms on July 10. The strike lasted ten days, and the wage loss was \$1,500.

JULY 1—Sixty men employed in the Edison Portland Cement Works, at New Village, quit work after a request which they made for higher wages had been refused. The men returned on the old terms after having been idle four working days.

JULY 3—Fifteen drivers for Adams Express Co., at Asbury Park, demanded an increase of \$5.00 per month in wages, which was agreed to by the management after one hour's suspension of work.

JULY 12—Twenty employes of the Monham-Magor Co., at Athenia, went on strike to enforce a demand for the reinstatement of an employe who had been discharged. The firm employed new men and the strikers lost their places permanently.

JULY 16—A strike of short duration, but one the particulars of which are of sufficient interest to justify their being stated with a moderate degree of fullness, occurred at the Lembeck & Betz Brewery, Jersey City, on the morning of July 16, and ended almost as soon as it was begun, in the complete surrender by the company of the point at issue.

The brewery is conducted as an exclusively union establishment, and has a contract signed by its officers and the authorized representatives of the International Union of Brewery workers, one provision of which is that all grievances or misunderstandings relating to duties, or privileges as between the company and its employes shall be submitted to arbitration for settlement before action of any other character is taken on the matter by either party. The case reported was that of a driver who had at one time been a member of the union, but was expelled because of some personal differences between himself and some of the representatives of that body. Immediately afterwards notice was served on the company that the man must be discharged, and its request for information as to the grounds on which he had been expelled were entirely ignored. Relying on the arbitration clause in its contract, no action was taken in the matter by the company until a peremptory demand was made that the man be immediately dismissed or the entire working force of the brewery would quit at once. To this, and to a further demand that the men be paid for the time during which work was suspended, the company was forced to agree.

JULY 20—Thirty-four hoisting engine tenders, employed by the Millard Construction Co., in the Erie Railroad cut at Jersey City, addressed a letter to their employers requesting that their wages, which were then thirty cents per hour, should be advanced to thirty-five; this was refused, and the men thereupon went out on strike, their action causing a practical suspension of work in the cut which continued for seven days, when the strikers abandoned their claim for an increase and sought employment elsewhere. The wage loss as reported by the company of those directly concerned in the strike was \$1,224.

JULY 21—Five drivers employed by the National Biscuit Co., in Jersey City, went on strike because the company refused to increase their wages, and also release them from the bond of \$500, which each are required to furnish. The strikers were being paid \$9 per week, and wanted \$12.

JULY 26—One hundred and sixty employes of the Summit Silk Co., at Summit, went on strike because the firm refused to reinstate at their de-

mand a workman who had been discharged for cause. After being idle two and one-half days, the demand was withdrawn and all returned to work. The wage loss as reported was \$730.

JULY 28—About two hundred men employed on the new Prudential Insurance Co's building at Newark quit work because six engineers belonging to a New York union not affiliated with the international organization, had been employed. The employment of these men was regarded by the unionists as a proclamation of the "open shop." The men who quit work were plumbers, steamfitters, electricians, bricklayers, carpenters and their respective helpers. The carpenters returned to work next day, but quit again later, on orders from their union, because the iron work contractors had declared their intention to proclaim the open shop, which policy they did in fact adopt on Monday, August 2. Following this action on the part of the iron work contractors, the iron workers union called off eighteen of its members who were then employed by him (the contractor) on the new telephone building on Washington street, but these were replaced by non-union men from New York, and work on the structure went on without interruption. Practically the same conditions existed on the Prudential building, where the strike originated. The contractor promptly filled the places of the strikers with men from New York and elsewhere, regardless of their relations to or standing with the local unions, and on or about August 30, the strike appears to have been entirely abandoned by the men who returned to work where vacancies were found with the tacit consent of their unions.

AUGUST 2—Twenty-five men employed by the American Lumber Co., at the foot of Duffield avenue, Jersey City, quit work because a foreman in the company's employ had resigned because of some fancied grievance. Their places were soon filled with other men.

AUGUST 11—Thirty men employed by the firm of Collins, Lavery & Co., at Jersey City, struck to enforce a demand they had made for an increase in wages, amounting to two cents an hour. The firm refused, and the men returned to work on August 30th, after ten days' idleness and a wage loss of \$500.

AUGUST 23—A gang of laborers—number not reported—working in the Pennsylvania Railroad tunnel at Weehawken, struck for an increase of 25 cents per day in their wages, and abandoning the demand, returned to work after about one hour's idleness.

AUGUST 25—About 100 men and 50 women, employed on the first floor of the Hilson Cigar Mfg. Co's factory on Livingston street, Elizabeth, went on strike because their foreman, whose request for an assistant, had been refused by the firm, had thereupon thrown up his place. The operatives in other departments of the factory took no part whatever in the strike, and on August 28, an agreement was reached under which all the strikers returned to work, and the foreman was reinstated, but without the assistant, the request for whom was the original cause of the trouble.

AUGUST 25—Six bakers, employed in the shop of Barney Flieschmann, on Fayette street, Perth Amboy, went on strike for recognition of union and because one of their number had been discharged. The vacant places were promptly filled with new men, who were attacked on the morning of the 29th by the strikers and a number of their friends. The police promptly interfered, and in the struggle that followed, one man—said to be a labor union organizer, was shot.

AUGUST 28—A large number of negroes, employed as laborers on the new municipal water plant at Haddonfield, went out on strike for more wages. Their places were promptly filled by Italians, and no delay was caused in the progress of the work.

AUGUST 28—Forty-five men employed in the shoe factory of Johnson & Murphy, Lincoln street, Newark, struck for an advance in wages. A compromise, satisfactory to both sides was effected, and the men returned to work on September 5; wage loss as reported, \$700.

SEPTEMBER 1—One hundred and forty-seven employes of the Summit Silk Mill, at Summit, went on strike for an increase of schedule prices for weaving, and after an idleness of eight days returned to work under a compromise agreement. The wage loss was \$2,184.

SEPTEMBER 11—Eighty employes of the Starr Spring Bed Co., on Branford street, Newark, went on strike for the purpose of forcing the firm to recognize the existence of their union. At the end of the month the strike was still in force.

SEPTEMBER 13—Twenty-five men employed by the Flemington Cut Glass Co., at Flemington, went on strike in sympathy with ten other employes of the firm who having quit work some days previous because of dissatisfaction with prices, had been refused reinstatement by the company after they had applied for the same.

SEPTEMBER 14—Union bricklayers, who were working on a new public school building at Millville, went on strike because some non-union men were employed on other work about the structure.

SEPTEMBER 21—Practically all the union carpenters of South River went out on strike, and refused to handle material furnished by lumber firms who refuse to sign an agreement not to sell to a non-union carpenter, or to contractors employing non-union men. The dealers agreed to deal with union men only for the future, and the strike was declared off.

SEPTEMBER 23—Forty members of Teamsters Local Union, No. 475, employed by the firm of Wilkinson-Gaddis & Co., at Newark, went on strike because of their demand for an increase of wages having been refused. The teamsters had been receiving \$12 per week and asked for \$15, which they said was the union rate. Their places were filled by new men.

SEPTEMBER 25—One hundred union men, employed on the new Court House, at Jersey City, quit work because the marble used on the building had been cut and polished by non-union workmen.

TABLE NO. SEVEN.

The table that follows is a summary of the essential facts relating to the strikes and lockouts recorded in the preceding text. The date when each strike occurred, the character of the business, location of the works, and the cause of the strike or object sought to be attained thereby. The total number of strikes (there were no lockouts) was ninety-three; the various causes for which they were undertaken and the number of each are shown on the following table in the order of their importance:

For increase of wages.....	45
To compel employers to discharge non-union men.....	23
To secure discharge of objectionable foremen	4
To reinstate discharged fellow workmen.....	4
Against reduction of wages.....	3
For recognition of union.....	2
Against discharge of union man.....	2
Quarrel between rival unions.....	2
Against piece-work	2
Pay for overtime on steam tugs, barges, etc.....	1
Against the employment of more help in dull times.....	1
Refusal of employers to sign annual agreement.....	1
Increase of wages and reduction of working hours.....	1
For a longer lunch hour.....	1
To prevent dealers selling to non-union contractors.....	1

INDUSTRIAL CHRONOLOGY.

TABLE No. 7.

Strikes and Lockouts, from October 1, 1908, to September 30, 1909.

When Strike or Lockout Occurred.	Business or Occupation in Which Strike or Lockout Occurred.	Location in Which Strike or Lockout Occurred.	Cause or Object of Strike or Lockout.
Oct. 1.....	Masons	Perth Amboy	To force discharge of objectionable foreman.
Oct. 1.....	Cigarmakers	Newark	Against discharge of girl.
Oct. 6.....	Holster runners	Jersey City	For an increase of wages.
Oct. 14.....	Coke makers	Camden	Force discharge of objectionable workmen.
Oct. 27.....	Laborers (road construction).....	Jersey City	Company served poor food.
Nov. 23.....	Clay and terra cotta workers.....	Perth Amboy	For an increase in wages.
Nov. 23.....	Clay and terra cotta workers.....	South River	For an increase in wages.
Nov. 23.....	Clay and terra cotta workers.....	Keasbey	For an increase in wages.
Dec. 8.....	Car repairers	Perth Amboy	Opposed to working "piece-work."
Dec. 9.....	Glassblowers	Millville	For removal of objectionable workman.
Dec. 12.....	Crews (tugs and lighters).....	Weehawken	Pay for overtime and two Sundays off a month.
Dec. 12.....	Shoe workers	Newark	Object to firm employing additional help during slack time.
Dec. 13.....	Caulkers	Weehawken	To force discharge of non-union men.
Dec. 16.....	Express drivers	Newark	For an increase in wages.
Dec. 23.....	Truck drivers	Jersey City	For reinstatement of discharged employee.
Dec. 24.....	Silk throwers	Paterson	For increase in wages.
Dec. 31.....	Iron workers	Newark	To force discharge of non-union men.
Jan. 1.....	Laborers (quarry)	Franklin Furnace	For increase in wages.
Jan. 4.....	Express drivers	Hoboken	For increase in wages.
Jan. 13.....	Laborers (road construction).....	Wharton	For increase in wages.
Jan. 15.....	Hat workers	Newark	For restoration of union label.
Jan. 15.....	Hat workers	Orange	For restoration of union label.
Jan. 21.....	Teamsters	Newark	For increase in wages.
Feb. 3.....	Silk workers	Paterson	For increase in wages.
Feb. 12.....	Sheet metal workers	Jersey City	To force discharge of non-union men.
Feb. 19.....	Clay workers	Maurer	For increase in wages.
Feb. 20.....	Laborers (detinning)	Sewaren	To force discharge of objectionable foreman.
Feb. 23.....	Handkerchief workers	South River	For increase in wages.
Feb. 26.....	Clay workers	Woodbridge	For increase in wages.
Mar. 4.....	Miners (iron)	Buttville	For increase in wages.
Mar. 8.....	Silk workers	Hoboken	For increase in wages.
Mar. 18.....	Lace makers	Jersey City	Differences between members of union.

Mar. 30.	Laborers	Paterson	Against a reduction of wages.
Apr. 2.	Painters	Atlantic City	For increase in wages.
Apr. 9.	Brick makers	Hanover	For increase in wages.
Apr. 10.	Carpenters	Somerville	For increase in wages.
Apr. 10.	Clay workers	South River	For increase in wages.
Apr. 15.	Silk weavers	Paterson	For recognition of union.
Apr. 20.	Clay workers	Perth Amboy	For increase in wages.
Apr. 26.	Laborers (street)	Montclair	For increase in wages.
May 1.	Electrical workers	Perth Amboy	For increase in wages.
May 3.	Laborers (road construction)	Newton	For increase in wages.
May 4.	Engineers (holisting)	Trenton	Opposed to being "docked" for rainy days.
May 6.	Plumbers	Atlantic City	Employers refusal to renew annual agreement.
May 12.	Laborers (cellar digging)	Somerville	For increase in wages.
May 25.	Laborers (construction)	Trenton	For increase in wages.
May 28.	Heaters	Rockaway	For increase in wages.
June 3.	Asphalt block makers	Perth Amboy	For increase in wages.
June 9.	Laborers (unclassified)	Red Bank	For increase in wages.
June 10.	Heater boys	Camden	Against a reduction in wages.
June 12.	Carpenters	West Orange	For dismissal of objectionable workmen.
June 12.	Painters	West Orange	For dismissal of objectionable workmen.
June 23.	Laborers (sewer digging)	New Brunswick	To recover wages over due.
June 25.	Iron workers	Roosevelt	Payment of union wages and six hours less per week.
July 1.	Copper refiners	Perth Amboy	Increase in wages.
July 1.	Cement workers	New Village	Increase in wages.
July 2.	Foundry workers	Hainesport	Increase of 10 per cent. in wages.
July 2.	Corset workers	Newark	For increase in wages.
July 3.	Drivers	Asbury Park	For increase in wages.
July 7.	Copper refiners	Chrome	For increase in wages.
July 17.	Brewery employes	Jersey City	For dismissal of non-union men.
July 21.	Holisting engineers	Jersey City	For increase in wages.
July 22.	Drivers	Jersey City	For increase in wages.
July 29.	Engineers	Newark	For dismissal of non-union men.
July 29.	Electricians	Newark	For dismissal of non-union men.
July 29.	Bricklayers	Newark	For dismissal of non-union men.
July 29.	Laborers (building construction)	Newark	For dismissal of non-union men.
July 29.	Masons	Newark	For dismissal of non-union men.
July 29.	Plumbers	Newark	For dismissal of non-union men.
July 29.	Steamfitters	Newark	For dismissal of non-union men.
Aug. 2.	Lumber workers	Jersey City	Against a reduction in wages.
Aug. 11.	Box makers	Jersey City	For increase in wages.
Aug. 12.	Iron workers	Newark	Against working with non-union men.
Aug. 12.	Concrete mixers	Newark	Against working with non-union men.
Aug. 12.	Masons	Newark	Against working with non-union men.
Aug. 23.	Tunnel workers	Jersey City	For increase in wages.
Aug. 25.	Cigar workers	Elizabeth	For reinstatement of discharged foreman.
Aug. 26.	Bakers	Perth Amboy	For reinstatement of discharged employe.
Aug. 27.	Iron workers	Newark	For dismissal of non-union men.
Aug. 27.	Bricklayers	Newark	For dismissal of non-union men.
Aug. 27.	Laborers (cellar digging)	Newark	For dismissal of non-union men.
Aug. 31.	Laborers (road construction)	Camden	For increase in wages.
Sept. 1.	Silk weavers	Paterson	For increase in wages.
Sept. 1.	Shoe lasters	Newark	For increase in wages.
Sept. 2.	Silk throwsters	Paterson	For increase in wages.

INDUSTRIAL CHRONOLOGY.

TABLE No. 7.—Continued.

Strikes and Lockouts, from October 1, 1908, to September 30, 1909.

When Strike or Lockout Occurred.	Business or Occupation in Which Strike or Lockout Occurred.	Location in Which Strike or Lockout Occurred.	Cause or Object of Strike or Lockout.
Sept. 7.....	Laborers (road construction).....	Westfield	Reinstatement of discharged employe.
Sept. 11.....	Bed makers	Newark	Recognition of union.
Sept. 14.....	Bricklayers	Millville	Against working with non-union men.
Sept. 14.....	Cut glass workers.....	Flemington	For increase in wages.
Sept. 16.....	Laborers (unclassified)	Bayonne	For a longer dinner hour.
Sept. 23.....	Drivers	Newark	Payment of union scale of wages.
Sept. 25.....	Marble setters	Jersey City	Opposed to working with non-union men.
Sept. 28.....	Carpenters	South River	Prohibit dealers selling to non-union contractors.

The Strike of Clay Workers.

The strike in the clayworking district of Middlesex county, which began on November 20th and ended on December 2nd, was remarkable because of the rapidity with which the movement started by a comparatively small body of men in one plant at South River, spread until practically all establishments in the same or related industries at Perth Amboy and its surrounding communities were suddenly transformed from their condition of normal tranquillity to one of violence, to cope with which required a considerable detachment of State troops, after the Sheriff of the county had made unavailing efforts to restore order. Practically all the original strikers were foreigners, as were also those employed in other plants who were subsequently induced to join them either through intimidation or persuasion.

The strike originated in a demand for an increase of wages made by the employes of the Great Eastern Clay Company at South River, who, apparently for the purpose of adding emphasis to their petition, quit work in a body immediately after it was presented, without waiting to hear what their employers might wish to say regarding the matter.

There had been a reduction of wages and working time throughout the district during the severe industrial depression following the money panic of 1907, when productive industry had generally fallen to about fifty per cent. of its volume previous to that disaster. To meet this situation many manufacturers closed their plants entirely; others reduced their working forces, discharged some—generally a considerable part of their ordinary working force—and many divided such work as there was to do among all their operatives, giving to each a fair chance to secure a share of such employment as they had to give. Only a very few instances came to light of reduction in wages, and the attitude of employers generally in this respect toward their—for the time being at least—defenceless employes, was, in its forbearance, exceedingly generous. Many establishments engaged in the production of standard goods of a not too bulky character continued to work without change in time or wages all through the period of depression and stored away their products against the time when normal trade activity would be resumed. Em-

ployers in the clay products industries were not less considerate in this respect than others, and in the arrangements made for tiding over the dull season were probably as fair and liberal as circumstances would allow.

Misunderstood propositions and assertions laid before workmen of the district, at political meetings, had created the impression among them that an advance in wages and a return of prosperity only awaited the election of that Presidential candidate on whose behalf these assurances were believed to have been given, and dissatisfaction of an intense kind spread among them when it was found that although the contest had resulted favorably to their wishes, the wage increase, which was expected to follow immediately after the election, had not materialized.

The impression that trickery of some kind had been practiced upon them seemed to have taken a particularly strong hold on the employes of the Great Eastern Company, and on November 20th, as before stated, two hundred and fifty of these men, all laborers, commenced the strike, which three days later had brought about a condition of intimidation, riot, and mob violence in the clay district that the civil authorities were for the time being powerless to control.

On the north side of the Raritan river the strike was begun by the 150 laborers employed in the brick yards near Keasbey, who, it is said, were receiving from \$1.25 to \$1.35 per day of nine hours; a demand made by these men for an increase was refused and they thereupon quit work in a body. The strikers visited the Raritan River Clay Works, where they were joined by 120 men, and from there the united body marched to every brick and fire proofing plant in the vicinity of Perth Amboy, South Amboy, Woodbridge and Maurer for the apparent purpose of closing them up and forcing the employes to join in a general strike. In this they were partly successful; seven plants were closed, and their employes, numbering approximately 1,275, quit work, some of them retiring to their homes to await the ending of the trouble, and others joining the somewhat riotously inclined crowds in the street. Many of those who quit work in these establishments, probably a majority of the total number, were actuated by fear that a refusal to do so would subject them to present violence at the hands of the mob, and also that which

they dreaded still more, the future hostility of their fellow workers of whom it was largely composed.

Although almost every plant in the district was visited by bands of strikers and their sympathizers, at least seventy-five per cent. of the total number escaped without any serious interruption of work, or disturbance of the ordinary routine of operation.

There were few instances of violence during the first and second days of the strike, the principal one being the attack on the office of the Standard plant of the National Fireproofing Company at Perth Amboy, during which it appears some few revolver shots were exchanged between the Sheriff's deputies on guard at the works and a few among the attacking party that carried fire arms; two men were reported to be slightly wounded in this encounter, and the office furniture and windows were damaged to some extent. Outside of this outbreak, which occurred on the morning of November 25, no overt acts were committed, but the marching bands in the streets and roads were growing in numbers and becoming more demonstrative; appearances indicated that control of the situation could not be long maintained by the civil authorities and aid was requested from the Governor, who, on November 25th, ordered Companies A, B, D, E, H and L of the 2d Regiment Infantry to the scene of disturbance. These troops, 384 in number, arrived at Perth Amboy on the evening of the same day; the influence of their presence was such that order and comparative tranquillity were at once re-established; the Sheriff's deputies on duty were recalled, and the various plants, now guarded by patrols of citizen soldiers, were relieved from the annoyance and possible danger of disturbance arising from large bodies of idle men hanging about their gates. Conditions in the entire district returned to the normal almost as rapidly as they had departed from it under the first excitement of the strike, and four days after their arrival on the scene of disturbance, four of the six companies were withdrawn by the military authorities, and the others followed two days later, so that on December 1st the citizen soldiers had all gone home and the civil authorities, municipal and county, were again in full control.

On the same date an agreement was reached under which five of the plants closed by the strike were reopened, and work re-

sumed by the old employes; the sixth followed on December 3rd; the Great Eastern Clay Company, whose employes commenced the strike, was reopened on November 27th.

The following table shows the plants involved in the strike, the number of hands employed, and the total wage loss in each of them on account of the strike.

COMPANIES.	Location.	Number of Employes on Strike.	When Strike Began.	When Strike Ended.	Wage Loss to Employes.
Great Eastern Clay Co.....	South River.....	250	Nov. 20....	Nov. 27....	\$1,400
National Fire Proofing Co...	Perth Amboy.....	300	Nov. 23....	Dec. 1....	2,880
National Fire Proofing Co...	Perth Amboy.....	150	Nov. 23....	Dec. 1....	1,440
National Fire Proofing Co...	Keasbey.....	175	Nov. 23....	Dec. 1....	1,680
Raritan River Clay Co.....	Ostrander.....	120	Nov. 23....	Dec. 1....	1,350
Ostrander Fire Brick Co....	Ostrander.....	150	Nov. 23....	Dec. 1....	1,525
Perth Amboy Fire Brick Co.	Perth Amboy.....	125	Nov. 23....	Dec. 3....	1,020

The total number of workmen involved in the strike was, as shown above, 1,270, and the wage loss suffered by them was \$11,290. Twenty-four men were refused re-employment, presumably because of having been more than ordinarily active in such excesses as took place during the strike. Eighteen of these men were employed in the Standard plant of the National Fire-proofing Company, and six by the Perth Amboy Fire Brick Company.

The strike was, as before stated, for an increase of wages, or more properly speaking, for an increase of one hour in working time per day, with a proportionate advance in pay so as to bring weekly earnings for laborers up to \$9 per week. As nearly as could be learned from conflicting statements, wages had been from \$1.35 to \$1.75 per day of nine hours throughout the district affected by the strike, and apparently the desire of those who took part in the movement was to increase the minimum to \$1.50 per day, they to give in return an extra hour's work, and a satisfactory settlement of the trouble was effected on that basis when the employers concerned agreed to run their plants ten hours per day beginning with April 1st.

To show how far the strike was from being general throughout the clay district, as many newspaper reports represented it to be at the time, it is only necessary to point out the fact that there are thirty-two plants in the territory covered by Perth Amboy, South Amboy, South River, Woodbridge, Maurer, Ostrander and Sayreville, in which an aggregate of 5,300 men are employed, while only seven plants, employing 1,270 men, were involved in the strike.

There seem to have been no labor unions among the workmen prior to the outbreak of the trouble, but immediately after it began, organizers from elsewhere made strenuous efforts to induce the dissatisfied men to form one, but without success, at least up to the time that tranquillity was restored.

The population of the district is largely made up of Poles, Hungarians, Slavs, Italians and Lithuanians, and as a matter of course, outside of a few Irish and Germans, who are generally in positions of some responsibility, these races supply the labor for all the clay working plants of the district. The Poles are the most numerous, and by all accounts the best workmen; their reputation for thrift seems to be borne out by the fact that a remarkably large proportion of them—thirty per cent. it was said—own their own homes. At South River they have built a very fine church, and also a parochial school in which their children are educated. The consensus of opinion among employers and old residents seems to be that these people are the most progressive of the foreign nationalities, taking a keen interest not only in their churches and schools, but also in the general affairs of the communities in which they reside.

A strong feeling of clannishness, born of a natural desire for some kind of social intercourse, has produced a separation of these foreigners into national groups, the members of which seek dwellings as near together as possible, so that in the several towns throughout the district there are "quarters," each populated exclusively by people of the nationality after which it is named.

This tendency, while productive of some present convenience and comfort to people who are strangers in a strange land, is yet for obvious reasons a very great detriment to their progress toward perfect assimilation with the native or English speaking population.

Wages are paid every two weeks as required by law, and in some of the plants there is a weekly pay day. The piece work system prevails very largely, and earnings, whether by day or piece, range from \$8.50 to \$10.50 per week. The neighborhoods in which they live are, generally speaking, very uninviting; chickens, geese and ducks, the property of the families, abound everywhere and roam at will about the premises of their owners. The homes are, with few exceptions, furnished with only the indispensable necessities of housekeeping, and almost all of them are without floor covering or window shades.

About fifty per cent. of the men have their families with them, and the number of children will average about four to a family. The unmarried men, almost without exception, board with their married fellow workmen of the same race. Their residences are mostly five or six room houses; the first floor as a rule is occupied by the family, the second being reserved for boarders. Two beds to a room seems to be the rule, and three occupants to one bed is not an uncommon arrangement. For this kind of lodging, together with the services of the housekeeper in cooking the lodgers' food, from \$2.00 to \$3.50 per month is charged.

The lodger buys his food according to his own fancy and has it prepared by the housekeeper, who in many instances renders similar services for upwards of twelve men in addition to her own family. The collective portions of meats or other foods belonging to the boarders are often cooked in the same pot or pan, and in their altered condition a sure identification of the property belonging to each of them is often provocative of disputes. Meat is indulged in not oftener than once a day, and the expenditure on this account is seldom more than six or seven cents. Equally frugal restrictions are observed in the consumption of other kinds of food, and as a result they are able, even with small earnings, to save a good deal of money. This, of course, is in a measure commendable, and would be absolutely so if it were not for the fact that in the judgment of many foremen and others who supervise their labor, lack of proper nourishment is a great drawback to the advancement of their value as laborers.

Many of the structures used as homes and boarding houses are in a condition of dilapidation and decay and have unsanitary surroundings which render them unfit for human occupancy.

These conditions are very noticeable at South River, where there are several company houses quite near the clay banks. The firms owning tenements are: The Ostrander Brick Co., Raritan River Clay Co., William L. Cutler, and the Great Eastern Clay Co. The first named of these concerns has six houses which rent for from \$10 to \$12 per month; The Raritan River Clay Company has five, renting for sums ranging from \$9 to \$12 per month. No information regarding the number of dwellings owned by the other companies or the rents charged for them could be obtained, but there is no reason for supposing them to be in any material degree less cheerless and uninviting than those referred to above.

About sixty per cent. of the workmen cannot speak English, and of the others, a large proportion have acquired barely enough of the language to establish some sort of an understanding between themselves and English speaking people with whom their daily experiences necessitate some sort of intercourse. The children, however, attend the public schools regularly, and are said by the teachers to be apt and enthusiastic students, equal in all respects to those of native birth.

The men are rather temperate in the use of intoxicants, and excepting on Sundays and holidays, when there is much feasting, seldom drink to excess. In the early years of their residence in the district the free use of strong drink was rather general among the men, but in this respect the habits of those longest here have undergone a marked change for the better; some of the uplifting influences of the public schools have been transmitted to the homes through the medium of the children with most gratifying results.

As a rule the foreigners and natives do not mingle freely together; in fact the old residents, both English and German speaking people, rather shun the newcomers because of their disagreeable habits and way of living. About this, however, the foreigners, who are intensely clannish themselves, appear to manifest no particular concern, as their idle time is spent, when not at home, in saloons or other resorts conducted by fellow countrymen.

The children, as before stated, are very desirous of learning; many of them are remarkably bright, and those who have been one or more years at school are particularly so. There is here little or no conflict between the factory and school for the pos-

session of the child, for the reason that work throughout the district, with scarcely an exception, is of a hard and rough character that can be performed only by strong men. Besides this, the compulsory provisions of the school laws are strictly enforced, and the truant officers pay particularly close attention to the children of foreign parentage.

During the progress of the strike, efforts were made by clergymen, merchants and public officials of the municipalities affected, to bring both sides together on the basis of arbitration of their differences, and although no formal action or agreement to that end followed immediately, there is no doubt whatever as to the final termination of the strike having been largely influenced by the kind and public spirited exertions of these men.

The National Fire Proofing Company was the only plant in the district in which strike breakers were employed. One hundred and fifty men of various nationalities were brought there from New York, but after one day's trial, all of them that had not already deserted to the strikers were promptly sent back again.

So far as could be learned, none of the firms in the district asked for military protection, but the Sheriff's action in bringing in the troops, in the face of conditions fraught with possibilities of the gravest danger to law and order, was applauded by all as a precautionary measure fully justified by the threatening character of the situation.

The understanding on which work was resumed, although not reduced to a formal agreement, has been faithfully observed by both sides. The men resumed work cheerfully when the plants were reopened, and their employers, who received them without any appearance of resentment on account of the occurrences of the preceding week, and in accordance with their promise, wages and working hours were increased on April first.

During the progress of the strike misstatements were frequently made regarding the existence of company stores in the district in which the workmen and their families were compelled to trade under penalty of discharge if they failed to do so, and that furthermore very extravagant prices were charged in these establishments for very inferior goods. As a matter of fact, however, the only store owned by a clay working or any other manufacturing concern in the entire region is located at Sayre-

ville, a place entirely outside of the zone of disturbance, and it is but fair to say that none of the features usually regarded as characteristic of company stores have a place in the management of this establishment. Started originally for the benefit of employes of the Sayre & Fisher Company, for the purpose of insuring the best quality of supplies at the lowest possible prices, there has been no departure from that policy. Wages are paid there as elsewhere in the clay region, at least every two weeks, and employes spend their money where and how they please, without pressure of any kind from their employers. The store, one of the largest in the town, sells to all classes of people, and has built up a very large business by following strictly upright methods.

The Hatters' Strike.

The longest strike on record for the hat industry in New Jersey, and one of the most protracted contests between employers and employes that has ever occurred in this State was begun on January 15th, 1909, when, in obedience to the orders of their officers, the workmen employed in all but a few of the hat factories located in Newark, the Oranges and Belleville quit work. The reason for their taking this step was that the Associated Hat Manufacturers, whose members owned and controlled sixty-two plants—mostly large ones—had ordered the use of the hatters' label to be discontinued in all its shops on that date. These factories are divided between Connecticut, Massachusetts, New York, New Jersey and Pennsylvania, so that the general cessation of work ordered by the National authorities of the "United Hatters of North America" brought about for a time a condition of almost absolute idleness among them all, and in the States named above threw a number of men, variously estimated at from 15,000 to 25,000, out of work, in which condition, so far as a return to their old employment was concerned, all but a comparatively few of them remained for almost a year. A large number of these men secured other, but probably less remunerative employment in various occupations that were not closed to them by union rules; the entire period covered by the strike was, however, so dull in all lines of industry that casual employment was far from plentiful, and it is quite probable that no work whatever was done by a majority of those who left the factories

in obedience to strike orders, until, with the sanction of the union, they returned to them again.

The number of wage earners involved in the strike in New Jersey was about 4,000, and all but eleven of the hat factories in the State—four at the Oranges, and seven at Newark or Belleville, were affected. These eleven plants were not concerned in the strike because the firms owning them were not connected in any way with the Associated Hat Manufacturers, against which body and its individual members all the disciplinary powers of the union were directed.

Efforts were made by the Bureau to obtain from both sides statements relating to the strike, its origin, numbers involved, with other particulars necessary for placing the matter in contention between themselves and their employees before the public in understandable form.

With this end in view a letter was addressed to all hat manufacturers in the State, asking for their version of the trouble; another to the same purport was sent to the National President of the United Hatters of North America, requesting a statement of the issues involved which would fairly reflect the view point of the hatters organization. Replies were received from a majority of the manufacturers, each of whom submitted details covering their own individual experience with the union and the extent to which their business operations were affected by the strike. Several of them submitted printed copies of an address issued by the Associated Hat Manufacturers to their employees setting forth reasons in justification of their order to discontinue the use of the hatters' label on goods produced in shops owned by members of the association. No reply whatever was received from the President of the Union, although later on a second letter was addressed to him on the same subject. It is, therefore, impossible to carry out the plan as at first projected, of presenting both versions of the situation out of which the strike developed, and only the statement of the case as submitted to their employees by the Associated Hat Manufacturers can be given. The address is prefaced by extracts from the contracts or agreements between the general officers of the United Hatters of North America and the Associated Hat Manufacturers, which were in operation at the time of the strike. The extracts are as follows:

"We, the General Executive Board of the U. H. of N. A., do hereby agree that in the future when trouble exists between the Manufacturers who are members of the Manufacturers' Association and their employes who are members of the U. H. of N. A., that the label will not be removed until due notice is given the National Officers of the Manufacturers' Association. Ten days to be considered due notice."

"In case of any disagreement between an employer and his employes which they cannot settle, it shall be submitted to arbitrators consisting of an equal number of manufacturers and journeymen to be selected in such manner as each association may direct. In case such arbitrators cannot agree, those appointed by each party shall severally choose an outside party and the two so chosen shall select a third, and their decision shall be final and binding, but there shall be no stoppage of work in any department, under any circumstances, until a final decision of the Board of Arbitrators has been rendered."

The full text of the manufacturers' statement follows:

"To our employes:

"In June, 1908, the Guyer Hat Company opened a factory in Philadelphia, and made a bill of prices with a committee of their employes, which was in all respects regular and legal, as it was signed by four men of the shop's crew and in the presence of the local officers of the finishers' association. The wage schedule was substantially as paid in all the other Philadelphia factories.

"In July of the same year, a schedule of prices was made by arbitration for the Guyer Hat Company for hats made in Boston. The words "In Boston" were used purposely, so as not to confuse the two factories, for at the time the Boston bill was made the Guyer Hat Company was operating in Philadelphia, though it was known in both cities that it was the ultimate intention of the Guyer Company to concentrate their business in Philadelphia.

"J. P. Maher, National Treasurer; Charles Morris, a National Director for Boston, and John Scully, a National Director for Norwalk, who were conversant with all the facts in the case, were the arbitrators for the Boston journeymen, and made the settlement at which time the phrase "In Boston" was fully discussed, and it was absolutely understood that the arbitrated bill applied to the hats made in Boston.

"Copies of all bills of prices are on file in the National office of the union.

"As two wage schedules were made, it of course follows that such hats as were made in Boston were to cost the amounts specified in the Boston schedule and those made in Philadelphia were to cost the amount specified in the Philadelphia schedule.

"The agreement made by the union with the Manufacturers' Association plainly reads that the label will not be taken out of the factories of any of our members without ten days' notice to us, and the Guyer Hat Company has been, and still is, a member in good standing in our Association.

"Our Association received no notice whatever of the intention of the officers of the union to take the label from the Guyer Co., this certainly was a distinct and absolute violation of the signed trade agreement, which should have been held sacred.

"Public statement by the officers of the union that they did not take the label away from the new Guyer factory (because the new Guyer factory never had it) is so foolish on the face of it, that a reply seems unnecessary. Certainly the factory building itself never used the union label, nor is it reasonable for the union label to go with the building, but it certainly does go with the Guyer Hat Company, as an organization which had always used it on the merchandize they produced.

"Even if such a ridiculous contention would hold, as a label belonging to a factory building, it is an absolute fact that hats were produced in the new Guyer Hat factory by union labor, under the Philadelphia wage schedule, and union labels were placed in the hats by the people working thereon.

"The claim that men worked by mistake does not alter the situation, for if claiming a mistake would absolve one from wrongs committed, we would have no need for policemen and courts.

"Whatever may have been the right or wrong of the above case, it was a dispute and it could and should have been arbitrated as agreed.

"In our efforts to have the questions in dispute settled peaceably and by arbitration, in the manner agreed upon, and distinctly so stated in your by-laws, it was officially suggested to your officers on January the 9th that they place the label and the men, whom they called out from the Guyer Co., back again, and that they then immediately notify us of their intention to take the label out after the time agreed upon as being considered due notice.

"A further committee met by appointment your National officers on Thursday, January the 14th, at 10 A. M., and made additional efforts to the same end. On the same day at about 1 P. M., and after the resolution had been passed, your officers were again requested to put the label and the men back in the Guyer factory, in which case the resolution passed would not become operative. This and all other proposals, looking toward an arbitrated settlement, were scornfully refused.

"At a joint meeting of the executive officers of both associations, held December 28th, called for the purpose of discussing the breaking of the agreements, your officers made the remark that 'the fight was coming sooner or later, and it might as well come now.' Thus is shown conclusively the extreme arrogance of your leaders and their lack of conciliatory spirit.

"From December 22d until January 14th the factory of Guyer & Company was closed, during the whole of which time we made continuous efforts to restore working conditions and to leave any matter in dispute to arbitration.

"You can judge by the statement of one of the National officers, who calls this a 'lockout,' of the truth of the many other statements made, for every union man knows that he was called out by his officers, which was another violation of the agreements, and also that there was no question of wages, hours of labor, arbitration, or anything else, but the simple one

of the manufacturers discontinuing the use of the label, which we have been told, time and time again, was optional with each manufacturer and is evidenced by the fact that they have allowed, and are still allowing, a union factory to run without the use of the label in question.

"The Guyer case being merely one of repeated violations of the letter and spirit of the agreements entered into, forced upon us the belief that it was the purpose of your organization to disregard these contracts. It was, therefore, decided that on February 9th, 1909, each member of our Association offer situations to operatives as individuals.

"ASSOCIATED HAT MANUFACTURERS."

Following this statement came a reply from the executive committee of the United Hatters denying the correctness of the version of the trouble presented by the Associated Hat Manufacturers, and reaffirming the strict correctness of their action in the matter of ordering the strike. The main points in the denial were that the Guyer factory, at Philadelphia, covered by the arbitrated schedule of prices, employed only five or six men who were transferred to the plant employing three hundred and fifty men that had been moved to that city from Boston. The position taken by the union officials was that the contract made with the smaller group of workmen could not be interpreted as being capable of extension to the larger one. It was moreover asserted that no copy of the bill of prices said to have been made for the Philadelphia factory and signed by a committee of its employes had ever been filed in the National office of the union. The reply also takes the ground that the schedule of prices fixed for the Boston factory of the Guyer Company should have remained unchanged until the expiration of the time for which the contract was made, no matter in what city the factory might be located. On this issue alone, the strike—one of the longest that has ever occurred in this State—has been carried on from the time of its commencement, January 15th, 1908, to the date of this writing, November 15th, 1909. No question of wages, working hours, or in fact anything else whatever was at any time involved in the struggle between the manufacturers' association and its employes. The contest, so far as information relating to the subject is obtainable, appears to be over the question of whether the rights and privileges, such as these may be, that go with the union label are attached to the company entitled under contract to its use, or to the factory building which it occupies.

Early in February the officials of the hatters' organization began the payment of strike benefits on the basis of \$7 per week to married men, \$5 per week to single men and \$3 per week to women and learners. These amounts were paid with only one or two weeks intermission, when the funds of the local organization becoming exhausted, the various organized trades of Essex county came to the assistance of the hatters with liberal and continuous contributions sufficient to continue payments on the scale as first arranged. These resources for the continuance of the strike were powerfully supplemented by the action of the general officers of the American Federation of Labor, who, in response to the hatters' appeal for financial assistance, ordered an assessment of ten cents per month on all members of unions affiliated with that body, the proceeds of which were to be paid over as received to the National Executive Board of the hatters for the support of its members on strike in New Jersey, New York, Connecticut and Pennsylvania. This levy was expected to produce a monthly fund of approximately \$175,000. Whether it did so or not, the hatters union were able thereafter to continue the payment of strike benefits without interruption.

Generally speaking, the progress of the long strike, so far as Newark and the Orange Valley were concerned, was unmarked by violence of a serious character. Coincident with the opening of the shops with non-union labor, there were a few attempts to obstruct the passage of bodies of strike breakers from the railroad stations to the factories; pickets were stationed around the works, and some very annoying attention was bestowed upon operatives in going to and from their work. So serious did this phase of the strike become that on April 6th, one of the largest manufacturing firms in Orange applied to the Court of Chancery for an injunction restraining the local union of the hatters and all its individual members from picketing its works, molesting its employees, or interfering in any way with its business.

In answering this application, the union, through its representatives, entered a denial of all responsibility for the violence charged, either in the case of strike breakers or the present employes of the petitioning company. The injunction was, however, granted.

On March 14th application was made to the United States Circuit Court of the District of New Jersey by the President of

the Associated Hat Manufacturers for an injunction restraining the officers and members of all local unions of hatters from interfering with, or attempting to coerce workmen employed in the fifty-eight factories of the Associated Hat Manufacturers, many of which are situated in Newark and Orange. The complainant also asked that the unions be estopped from taking their union membership cards from workmen because of their refusing to go out on sympathetic strikes. The Court granted a rule to show cause why an injunction should not issue. The proceedings were adjourned by the Court on the day set down for a hearing on the rule to permit the complainants to correct errors which appeared in the certification of affidavits, and on May 28th, a decision was handed down by the presiding judge, in which the demurrer previously entered by the defendant, was sustained and the case dismissed.

Almost from the very beginning of the strike disinterested persons have worked zealously to find a common ground on which the varying interests might be brought together and the wasteful struggle ended, with but slight results so far as the New Jersey factories were concerned. In Connecticut, however, the work of pacification was more successful, and early in June a compromise agreement was reached between the General Executive Board of the United Hatters and the owners of seventeen out of the twenty-one factories on strike in Danbury and other Connecticut towns, under which work was resumed in these plants.

At an early stage of the trouble and throughout its continuance, whenever conditions seemed to favor the success of arbitration, the Governor of New Jersey used his personal and official influence to bring it about. Associations of clergymen and citizens of Newark and Orange were formed for the same purpose; public officials of the municipalities affected by the strike, and humanitarian organizations of both men and women, who were aware of the trouble which invariably falls on the families of workmen from long continued idleness, also worked earnestly to the same end.

So all-prevailing was public interest in the strike and the desire to bring it to an end as speedily as possible, that the Essex County Grand Jury, early in July, appointed a committee of its members who tendered their services as mediators to both sides;

the committee, however, found the manufacturers still determined to exclude the label and run their plants on the open shop plan, while the officers of the union showed equal determination to insist on the restoration of the label as a condition precedent to the resumption of work and termination of the strike. Both sides finally agreed to a proposition submitted by the committee of the Grand Jury, which was in effect that an absolutely secret ballot should be taken among the entire body of strikers which show their real sentiments on the question of returning to work without the label, or continuing the strike until the manufacturers agree to resume its use. The balloting took place simultaneously in a large hall at 66 South Orange avenue, Newark, and in the Orange Armory, at Orange. Representatives of the union, the manufacturers and volunteer committees of public men, with members of the Grand Jury Committee, were present in both places to watch the balloting and insure its secrecy. The result of the balloting, which was strictly secret, showed that out of a total of 3,394 votes cast, 3,385 were opposed to returning to work without the label, and only 9 were in favor of ending the strike on the manufacturers' terms. The outcome showed both sides clinging with equal tenacity to their original position, as after the result of the vote was announced most of the largest firms declared their continued firmness in the determination to maintain the open shop system and keep out the label.

The next movement for ending the strike was inaugurated by Governor Fort, who, on August 14th, invited the National officers of the hatters' organization, with representatives of the local unions and several of the manufacturers to meet him in conference on the situation at the State cottage, Sea Girt. A tentative basis of settlement was developed by the discussion which took place, and the conference closed hopeful that its suggestions of mutual concessions would be looked on with favor by both sides. By authority of the conference a written agreement was prepared embodying the Governor's suggestions, which was to be submitted for approval to the hat manufacturers of Orange and Newark, and to the officers of the striking union men. As the agreement provided for the retention of the label, union sentiment was quite favorable to its adoption, but the Associated Manufacturers refused to change their attitude, and so for the time being nothing came of the conference. That this

latest effort to bring about a general pacification was not entirely fruitless became apparent when in the early part of September two or three of the largest firms in the trade, having factories in both Newark and Orange, opened negotiations with the union officials with a view to securing some modification of the terms offered on behalf of the journeymen after the Governor's conference. The stipulation that appeared most objectionable was that which required the discharge of all non-union workmen employed since the commencement of the strike, including such former members as had been expelled from the union for refusing to quit work when the strike was called. It was said that the manufacturers insisted on all these men being taken into the union, and that arrangements to that effect should be embodied in the negotiations for a final settlement. How far this generous desire to protect the non-union men was successful cannot at this writing be determined, but that it was not entirely so seems apparent from the fact that the firms engaged in the negotiations began, as these took on definite form, to lay off numbers of their non-union employes.

On October 18th articles of agreement between the Hatters' Union and the firm of E. V. Connett & Company, of Orange and Newark, were signed by all parties concerned in the office of Judge Thos. A. Davis, at Orange, and so far as that firm and its upwards of 1,000 employes were concerned, the strike of nine months duration was brought to a satisfactory close.

The agreement was, of course, a compromise under which each side had to recede a little from the position it had taken at the beginning of the strike. The union is recognized, and the label will be placed in all hats where the order calls for them, and also in all hats where no mention is made of the label by the purchaser. If the purchaser does not want the label in the hat it will not be placed there. The bill of prices is to remain in effect for three years, and then be rearranged if desired. Other satisfactory and lasting settlements of questions that had been for years possible sources of trouble were embodied in the agreement. The so-called "stint law," under which it was customary for foremen in shops to hand the "weigh outs" or materials for work to the employes evenly is abolished. Under this custom all workmen received the same allotment, and as a consequence the

faster men had to stand around in idleness until the slowest had finished his task. This enforced idleness of the most expert workmen during a considerable portion of the working time has always been, during the busy season, a serious financial loss both to himself and his employer; hereafter every employe will have the privilege of working to his full capacity.

Foremen have the right to discharge for cause without question by unions or shop crews. No shop calls are allowed during working hours, and shop rules must be made by agreement with the employers; these rules must be in writing and not in conflict with the constitution and by-laws of the Hatters and the Trimmers' local unions. All opposition by the unions to the use of labor saving machinery is withdrawn.

To guard against the possibility of future trouble between the firm and its employes, the following very comprehensive arbitration clause was added to the agreement:

"A board of arbitration, permanent in character, consisting of three persons; one to be named by the employers, one by the hatters union, and one by the present Governor of the State, shall be established to settle all controversies between employer and employe which fail of adjustment in the factories. There shall be no stoppage of work or discharge of men pending arbitration. All vacancies in the position of third arbitrator, subsequent to the first appointment, shall be filled by the judges of the Court of Common Pleas of Essex county.

"All disputes submitted to the board of arbitration shall be decided within thirty days after such submission, and their decision shall be binding upon employer and employe. The terms of the arbitrators shall be five years from the date of appointment, and the expenses of the board shall be borne equally by the hatters organization and the manufacturers. In case the individual interests of any arbitrator are affected by the controversy before the board, the side whose representative he is shall appoint another arbitrator to act in that particular case."

Work was resumed at both the Connett Company's plants on Monday, October 18th. The former union men who had remained in the company's employ throughout the strike were kept in their places and reinstated in the union, and a certain number of the new hands were taken into the organization and also retained at work. All former employes, both journeymen and foremen, are invited to return, and the places of those who during the strike had sought and obtained employment in distant cities, will be kept open for a reasonable time, awaiting their return.

The partial settlement of the long-continued strike was welcomed with sincere demonstrations of approval by the hatters and their families and also the people of Newark and Orange. On all sides the hope was expressed that the course taken by the Connett Company and its employes for the settlement of their troubles would soon be followed by others, thus restoring peace and prosperity to the hatting industry and the thousands of people to whom the long-continued suspension of work had caused much suffering.

These expectations were to some extent justified by the fact that one or two other plants resumed work under agreements practically the same as that of the Connett Company, and although at this time (October 31), the strike is still on, hopes are entertained throughout the district that a complete pacification will soon be effected on substantially the same terms.

The unanimity with which the order to strike in the first place was obeyed, and the fact that during the progress of the long struggle so very few of the workmen returned until ordered to do so by their officers, is a remarkable demonstration of the power of the union over its members.

One firm employing 700 operatives when the strike began reports on October 20th, that only twenty-five of these were then at work. Another reports that about 300 men and 60 women were employed when the strike began, and of these only five of each sex were then in its employ on the same date. The proportion of old employes reported by other firms as having returned at one or another time during the progress of the strike was equally small.

Ten factories in Newark and seven in Orange, employing between them approximately four thousand two hundred men, were involved in the strike, and of this number, as indicated by reports to the Bureau, about twenty-eight hundred were still idle on October 31st.



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