THE INDUSTRIAL COMISSION OF OHIO. DEPARTMENT OF INVESTIGATION AND STATISTICS, REPORT NO. 87. UNION SCALE OF WAGES AND HOURS OF LABOR IN OHIO ON MAY 15, 1918

Published @ 2017 Trieste Publishing Pty Ltd

ISBN 9780649262557

The industrial comission of Ohio. Department of investigation and statistics, report No. 87.
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Edited by Trieste Publishing Pty Ltd.
Cover @ 2017

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GEORGE F. MILES

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REPORTS PUBLISHED BY THE DEPARTMENT OF INVESTIGATION AND STATISTICS OF THE INDUSTRIAL COMMISSION OF OHIO.

The Department of Investigation and Statistics of the Industrial Commission of Ohio succeeded the Bureau of Labor Statistics, September 1, 1913. The series of annual reports issued by that Bureau, therefore, terminated with the thirty-seventh annual report, for the year ending December 31, 1912. The reports of the Department of Investigation and Statistics are issued at irregular intervals, and are numbered consecutively, beginning with No. 1. Each number is devoted to one general subject. These reports will be furnished free upon application, postage prepaid to residents of Ohio. They will be furnished to non-residents, free, upon receipt of postage, or authorization to send same express C. O. D.

No. 3. Statistics of Mines and Quarries in Ohio, 1913.
No. 5. Union Scale of Wages and Hours of Labor in Ohio on May 15, 1914.
No. 6. Industrial Accidents in Montgomery County, Ohio, from July 1 to December 1, 1914.
No. 7. Industrial Accidents in Franklin County, Ohio, from July 1 to December 31, 1914.
No. 8. Industrial Accidents in Cuyahoga County, Ohio, from July 1 to December 31, 1914.
No. 9. Industrial Accidents in Hamilton County, Ohio, from July 1 to December 31, 1914.
No. 10. Industrial Accidents in Lucas County, Ohio, from July 1 to December 31, 1914.
No. 11. Industrial Accidents in Mahoning County, Ohio, from July 1 to December 31, 1914.
No. 12. Industrial Accidents in Summit County, Ohio, from July 1 to December 31, 1914.
No. 13. Industrial Accidents in Stark County, Ohio, from July 1 to December 31, 1914.
No. 15. Work of the Free Labor Exchanges of Ohio, for the Year Ending June 30, 1915.
No. 17. Inspection of Workshops, Factories and Public Buildings in Ohio, September 1, 1913, to December 31, 1914.
No. 18. Physical Examination of Wage Earners in Ohio in 1914.
No. 19. Statistics of Mines and Quarries in Ohio, 1914.
No. 20. Union Scale of Wages and Hours of Labor in Ohio on May 15, 1915.
No. 22. Report on Employers Carrying Self-Insurance as Provided Under Section 22 of The Workmen's Compensation Act.
No. 25. Statistics of Mines and Quarries in Ohio in 1915.
No. 27. Work of the Free Labor Exchanges in Ohio for the Year Ending June 30, 1916.
No. 28. Rates of Wages, Hours of Labor and Fluctuation of Employment in Ohio for the Year Ending December 31, 1915.
No. 29. Infections Following Industrial Accidents in Ohio.
No. 30. Union Scale of Wages and Hours of Labor in Ohio on May 15, 1916.
*No. 31. Statistics of Mines and Quarries in Ohio in 1916.
No. 32. Preliminary Survey of Labor Camps in Ohio, 1917.
No. 33. Union Scale of Wages and Hours of Labor in Ohio on May 15, 1917.
No. 34. Work of the Free Labor Exchanges in Ohio, for the Year Ending June 30, 1917.
No. 35. Directory of Ohio Manufacturers.
No. 36. Statistics of Mines and Quarries in Ohio in 1917.
No. 37. Union Scale of Wages and Hours of Labor in Ohio on May 15, 1918.
Nos. 1, 2, 4, 14, 16, 21, 23, 24 and 26 — (Supply exhausted.)

THE INDUSTRIAL COMMISSION OF OHIO

DEPARTMENT OF
INVESTIGATION AND STATISTICS

REPORT No. 87

Union Scale of Wages and Hours of Labor in Ohio on May 15, 1918

COLUMBUS, OHIO:
THE F. J. HEER PRINTING CO.
1919

Bound at the State Bindery.

CONTENTS

INTRODUCTION.

The wage and hour provisions of union labor scales in the organized trades of the principal cities of the State are canvassed annually by the Department of Investigation and Statistics, Ohio Industrial Commission, and reported upon in bulletins under the title, "Union Scale of Wages and Hours of Labor in Ohio". This is the fifth issue of such series. (a)

SOURCES OF DATA.

These statistics were secured by personal visit of a special investigator attached to this Department to secretaries, business agents and other officials of labor unions. All data obtained from these sources were carefully verified against provisions of written trade agreements, or, when deemed necessary, against statements of employers and employes. Oral agreements found to possess virtually the full force and effect of written contracts were accepted. Scales under the provisions of which no men or a negligible per cent of all the men were actually employed were rejected.

DATE OF CANVASS

The official date of this canvass is May 15. It has been determined that revisions or renewals of wage scales occur usually at such season as to render the date chosen a practical one for the purpose of this tabulation. The data concerning union scale changes agreed upon before, but not effective until after May 15th, were ascertained but are not included in this report.

CITIES CANVASSED.

The canvass was restricted to fourteen Ohio cities exceeding a population of 25,000 according to the U. S. Census of 1910. They are:

Akron	Lima
Canton	Lorain
Cincinnati	Newark
Cleveland	Springfield
Columbus	Toledo
Dayton	Youngstown
Hamilton	Zanesville

Figures pertaining to Cleveland, Columbus and Cincinnati trades have been furnished to the U. S. Bureau of Labor Statistics for inclusion in their annual report on this subject.

(a) For number of former bulletins, see list of publications printed on reverse side of cover page.

TRADES CANVASSED.

This report arranges unionized occupations under trade groups as follows: Bakeries, Breweries, Building, Metals, Printing and Publishing, Street Railways, and Teamsters and Chauffeurs. For a complete occupational classification, consult the Appendix on page 45. It has been found impracticable to publish data concerning trades operating entirely or principally on a piece-payment system. Local usage in job description and methods of computing wage rates show extreme variation in these trades. Other trades conducted under national or interstate wage agreements which show uniform ratings for Ohio cities are also excluded.

MEMBERSHIP.

The membership of these labor unions was approximately 100,000. Their resident and actually employed membership was much less, owing to the absence in military service of many men covered by the conditions of these agreements when engaged in their trades. The number of this absentee membership could not be determined, owing to the difference in practice of the various locals as to carrying soldiers' names on their rosters. In some cases, such names were carried on the same accredited lists as formerly; in others, special lists were compiled; in still others, these members were temporarily dropped from the records.

CHANGES IN SCALES.

The appended table shows the number and character of wage and hour changes during the year covered by this publication. Higher regular wage rates were secured in 392 scales; shortened regular hours in 36 scales; concessions as to holidays in 24; and favorable overtime provisions in 23. It is not possible to give accurately the number of persons benefiting under these clauses.

CHARACTER OF CHANGES IN UNION WAGE SCALES, MAY 15, 1917, TO MAY 15, 1918.

Trade.	Number of agreements showing changes.	Number of changes affecting—			
		Regular wage rate.	Regular working hours.	Holiday rates or hours.	Overtime rates or hours.
Bakeries	7	7	1	1	1
Breweries	36	36	9	14	4
Building	165	165	16	5	7
Metal	76	76	6	.....	9
Printing and Publishing	80	80	.....	.....	.....
Street Car Employes	6	6	.....	.....	.....
Teamsters and Chauffeurs	22	22	4	4	2

A review of the means by which unionized trades improved their working conditions in the points noted in the above table brings to attention two methods arising out of the unusual trade situation due to the war. Scarcity of all types of labor and the soaring cost of living combined to make voluntary increases in workingmen's wages more frequent than in any period on which we have previously reported. The attempts of the Government to maintain maximum efficiency in all plants working on war contracts and throughout the industrial world in general, led to the use of State and Federal mediators where disputes existed or threatened and to awards by the War Labor Board in numerous cases not admitting of other settlement. On July 25, 1918, Supplement No. 4 to General Order No. 27, issued by the U. S. Director General of Railroads, directed that journeymen blacksmiths, boilermakers and machinists in railroad employ receive a minimum rate of 68 cents per hour, helpers 45 cents per hour, both rates retroactive to January 1, 1918.

Many of the trade agreements annually submitted in connection with this canvass provide for the settlement of controversies arising under them and peaceful conferences between the parties to trade disputes are of increasing frequency and effectiveness.

RESTRICTION ON USES OF DATA.

The figures presented here do not constitute a basis for the computation of either actual or average wages of industrial workers. Both of these are conditioned on regularity of employment and amount of overtime work. In a limited number of cases they are further conditioned on special arrangements with employers for lessened pay in cases of age or disability or for advanced wages in cases of unusual proficiency. Minimum rates and maximum hours out are all that union scales specify, and the purpose of this report is to indicate their variations in the principal cities of the State and to furnish material for the study of the general trend of wages in unionized trades.

Mr. J. E. Daily did the field-work necessary to this bulletin and Miss Carrie E. Reid had charge of its preparation.

GEORGE F. MILES,
Chief Statistician.

Columbus, Ohio, December 17, 1918.