

their health, exercise the muscles that are not called into activity by their work, and give rest to those muscles that have been under strain. They are paid for the half-hour spent in rest and exercise at the same rate as when working. There is a beautiful parlour in which the women may rest after

to reduce the time of the men to eight hours per day without lowering their wages.

Those women who prefer to remain for dinner are furnished each day with a free three-course meal in a bright, cheerful dining-room, tastefully decorated, in which they sit in small groups at tables covered with the finest linen, and supplied with excellent cutlery and china of a very superior character, both in quality and design. The cooking is superintended by a professional teacher of cooking, who conducts the cooking-school in connection with the factory. The women do their own waiting. The bill of fare for the week is posted in the dining-room, and varies each day.

Mr. Patterson, the executive committee, the factory committee, the officers, and the departmental heads dine together each day in a small building, specially designed for this purpose. The table is a circle with the centre cut out. In the centre is a garden of growing flowers. At this round table the



WOMEN'S DINING-ROOM.

luncheon, or at any time when they are tired. It is furnished with comfortable chairs and sofas, fine rugs are on the floor, and pictures adorn the walls.

The women commence working an hour later than the men in the morning and get away a quarter of an hour earlier at noon and in the evening, in order that they may not be overcrowded on the street cars, or on the streets, if they ride bicycles. They are credited with this hour and a half each day exactly as if they had been working. Each woman is allowed one day in each month, and Saturday afternoons. The men have Saturday afternoon during summer. Separate buildings are provided for the bicycles of the men and women.

Both men and women are paid for ten hours' work each day, although the men work only nine and a half hours, and the women only eight hours per day. Mr. Patterson reports that as much work is now done under the short hours as formerly under the ten hour system. He hopes gradually



KNIGHTS OF THE ROUND TABLE.

news of the day, and the most advanced educational, social and industrial questions are informally discussed in a free, conversational manner. This meeting is typical of the unity of feeling and interest