

Arrangement for Comfort of Employees.

"The employment of several hundred people in a single plant is both a responsibility and an opportunity for the management. If a man is an employer of women as well as of men, he must provide separate employees' rooms, and make some difference in their equipment. The saleswoman must at times have access to a couch or rest room where she may recuperate. If she is unable to secure this rest, the day is lost to her, with consequent loss of wages, and her employer is inconvenienced because he cannot on short notice find any one to take her place."

Only one of the stores under observation provides a rest room for its saleswomen. This same store maintains also a small hospital, and in addition permits any woman who feels incapacitated to go home after 11 o'clock in the morning or 4.00 in the afternoon without losing a half day's pay. In the other stores the relief of saleswomen who do not feel well depends entirely upon the consideration of the head of the department. Your committee believe as a result of their study that the saleswomen in other stores are generally well treated in this respect, but also believe most earnestly that a rest room containing a couch should be set aside for their use. Many saleswomen with whom members of the committee have talked have pointed out this need.

As far as the condition and adequacy of toilet facilities are concerned, your committee have not made any thorough investigation, feeling that this is a matter which may be safely left to the Board of Health. As to one matter which is of the greatest importance, the location of the toilet rooms, your committee feel that these are located with sufficient convenience for the employees, that they are well ventilated, kept in good condition, and in every case they are, as is proper, on different floors or in entirely different parts of the building from those used by the men employees. In most of the stores employees are free to leave their floor without asking permission, but where this is demanded it is the head of the department who is in these cases a woman who must be asked. The objectionable and, indeed, often prohibitory requirement of a pass from the floor walker does not obtain. Of course, the privilege of leaving the floor must not be abused.

These statements apply to the saleswomen, the floor cashiers being subject to the rigid rule that their cash registers must not be left without an attendant. This results in cashiers on the upper floors having to send a messenger to the office to ask for relief, and naturally this amounts almost to a prohibition. One girl reported to us that on occasions she has