

December 19, 1918

From: Industrial Services Section, Women's Branch;  
through the office of the Director of Arsenal.

To: The Commanding Officer, Springfield Armory,  
Springfield, Mass.

Subject: Information concerning Employment of Women  
at Springfield Armory.

1. I am instructed by the Director of Arsenal to request that information concerning the employment of women at the Springfield Armory as outlined below be forwarded to this office at once.

2. Information Desired.

- (a) General plan of Armory organization, showing relations of employment work for men and women.
- (b) Extent of employment of women -
  - Number before April 1917?
  - Kinds of work?
  - Maximum number of women and men employed since April, 1917?
- (c) List of operations upon which women were substituted for men after April, 1917?
- (d) Hours for men and women in offices and shops (separately?)  
Did women work on Sunday? At Night?
- (e) Initial hourly rates for unskilled female and male labor on November 10, 1918?  
Maximum rate per hour for women and men in shops?  
Upon what processes were women paid piece rates?  
If there were different piece rates for different kinds of work for women, state for what kinds of work piece rates were highest and lowest.
- (f) Describe methods of training women for shop work.
- (g) Lunch facilities?

Clara M. Tead, Director  
Women's Branch,  
Industrial Service Section.

1st Ind.

LPG/gh

Ordnance office, Director of Arsenals, December 19, 1918 - To the  
Commanding Officer, Springfield Armory.

1. Forwarded.

2. It is requested that the information requested be furnished at an  
early date if practicable. By order of the C. of O.

LEWIS P. JOHNSTON  
Major, Ord. Dept., U. S. A.

O.O.230.14  
1833

2nd Ind.

TPB:LMD  
S.A.230.6  
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Springfield Armory, Mass. January 6th, 1919. -- To Director of  
Arsenals, Ordnance Office, Washington D.C.

1. The information desired by the Women's Branch,  
Industrial Service Section, relating to the employment of women  
at this Armory, is given herewith.

(a) The general plan of organization used in employing  
women was the same as for men workers. This Armory had a great  
number of applications from women seeking work, the waiting list  
running into the hundreds. All applicants were privileged to  
submit an application which was carefully reviewed by the  
Employment Department together with their medical examination.

Most of the applications showed little or no  
experience. The medical examination was performed by outside  
physicians. As far as possible, this Armory sought to have city  
Physicians perform this service at a reasonable charge to the  
applicant. The question of physical examination for Armory  
employees was taken up with the physicians in the vicinity and  
the importance emphasized as it was felt that some physicians,  
when filling out the physician's blank on the Civil Service  
application, were not as thorough as they should be.

When vacancies occurred for women at the Armory,  
applicants would be asked to call for an interview and the  
question of employment would be decided at that time. If the  
applicant was hired, she would again be interviewed by the shop  
foremen and placed under instruction for a trial at some line of  
work, unless specially qualified for a certain position. If an  
employee could not qualify on inspecting, she would be  
transferred for instruction on filing or operating a machine.

(b) Extent of employment of women. Number before April  
1917: None. The first woman shop employee started work on July

16th, 1917 as an inspector. The number of women employees gradually increased to a maximum of seven hundred and forty eight (748). These employees were engaged as follows:-

- Filers
- Inspectors
- Drill Press Operators
- Millers
- Lathe Hands (Filing Barrels)
- Rifling Machine Hands
- Shop Clerks
- Office Clerks
- Nurses
- Matrons
- Tracers and Detailers in Drafting Room.

(c) This question is answered in the above as no women were employed prior to April 1917.

(d) The hours of work for women in the shops were from 7 A.M. to 6 P.M., with one hour for lunch and a quarter of an hour recess during both the morning and afternoon sessions. The hours on Saturday were from 7 A.M. until 12 Noon, with the usual morning rest period.

The hours for men workers were the same as above except that no rest periods were observed.

The hours for office workers were the same as described above for the shops from April 1, 1917 to April 16, 1918, when the nine hour office work day was effected, the pay for the nine hours being the same as previously paid for ten hours.

Women office employees were granted the same rest periods as described for the women shop employees. These rest periods were also observed on the nine hour basis.

On November 15th, 1918, the office and shop hours were reduced to eight with no rest periods.

Women were not permitted to work on Sundays or at night.

(e) The initial rates for women employees were as follows:-

Inspectors	\$2.32	for	eight	hours
Filers	2.16	"	"	"
Machine Operators	2.16	"	"	"
Nurses	3.12	"	"	"
Matrons	3.12	"	"	"
Tracers & Detailers	2.16	"	"	"

Shop clerical workers received \$600.00 per annum. Time and one half was paid for the extra two hours per day in the case of day workers, while per annum employees received 30% for the extra two hours. No deductions were made for the rest periods.

Unskilled male shop employees (laborers) received \$2.80 per eight hours on November 10th, 1918.

The rates for women as given above were paid while learning and, in the case of inspectors, increased to \$2.56 after the worker had become proficient, while the very efficient women inspectors were made floor inspectors at \$2.80 per eight hours.

The status on a typical day would show the following condition:-

Women Inspectors

39 at \$2.32 per eight hours  
 135 at \$2.56 " " "  
 11 at \$2.80 " " "

In the case of filers and machine operators, as soon as the workers became proficient they were put on piece work at the same price per piece as paid the men employees, the day rates remaining at \$2.16 per eight hours.

In the case of women shop employees on clerical work, the rates began at \$600.00 per annum up to \$1375.00 and in one case to \$1500.

The day rates have been increased as of November 16, 1918 as follows:-

Changes in Schedule of rates of  
 pay for Females at Springfield Armory.

Skilled Laborers	.27	2.16	.30	2.40
	.29	2.32	.33	2.64
	.32	2.56	.37	2.96
	.35	2.80	.40	3.20
	.37	2.96	.43	3.44
Machine Operators	.27	2.16	.30	2.40
Filers	.27	2.16	.30	2.40
Inspectors	.25	2.00*	.30	2.40
	.29	2.52	.35	2.64
	.32	2.56	.37	2.96
	.35	2.80	.40	3.20
Gang Bosses	.32	2.56	.37	2.96
	.35	2.80	.40	3.20
	.39	3.12	.46	3.68
Matrons	.39	3.12	.46	3.68
Nurses	.35	2.80	.40	3.20
	.39	3.12	.46	3.68

\* Women Inspectors at \$2.00 per 8 hour day were not employed by Springfield Armory proper, but were on the rolls of the Army Inspector of Ordnance. These women have now been transferred to

Springfield Armory, and the rates increased to agree with the prevailing rates at the Armory.

This Armory recognizes the fact that piece work on any component is just as valuable when performed by a woman as by a man and piece work prices have therefore been the same for all employees without regard to sex.

(f) Due to the lack of adequate facilities, no special school for the training of workers has been organized at this Armory. The women workers have been detailed to the various gang bosses for instruction in the work which they were to perform. These gang bosses were responsible for the proper instruction of the workers and for the work performed by them.

(g) The furnishing of food to employees has not been attempted at this Armory although space equipped with tables and chairs has been provided.

LINDLEY D. HUBBELL,  
Lieut. Col., Ord. Dept., U.S.A.,  
Commanding,

By:

T. P. BRADSHAW,  
Capt., Ord. Dept., U.S.A.