Payment for Overtime Work.

Ten plants had no days over ten hours. Forty-seven plants reported paying time and a half for everything over ten hours; others paid extra for night work, as indicated previously. Following are several examples of particularly good overtime pay. One plant paid pickers regularly 15c, for overtime 22½c; inspectors, regular time 17½c, overtime 26½c; cappers, 20c for regular time, 30c for overtime. Four plants paid 22½c for pickers overtime; nine plants paid 22½c and two plants paid 26¾c for inspectors overtime; ten plants paid 22½c, one paid 26¾c and one 30c for cappers overtime.

Labor Supply.

Of the sixty-eight plants reporting, twenty-nine stated that they had no difficulty in securing an adequate labor supply, and thirty-nine said they were unable to hire enough women. Of the thirty-nine reporting difficulties in securing labor, over half gave as the principal reason that because of the ten hour limit and the short hours necessitated when working in shifts, women did not consider the work paying enough; eleven of these plants reported that the towns in which their factories are located are too small to furnish sufficient help. Several reported that other industries employing female help used all the available labor. Men can be and often are brought in from other places, but importation of women presents too great difficulties. Among the causes reported for shortage of help were the following: "inability to get good workers;" "there are plenty of girls under sixteen, but few over;" "plenty of women, but they are too aristocratic to work;" or "the women are too prosperous to work as their husbands earn too much."

It is practically impossible to correlate the wages paid with the labor supply because of varying local conditions. Of the plants reporting difficulty in getting help only one-third paid their pickers more than ten cents an hour. Of these reporting no difficulty, nearly one half paid over ten cents an hour to the pickers. In both cases the most common wage for pickers was ten cents an hour. In some plants reporting no difficulty, as low as seven cents an hour was paid, but these plants are in localities affording adequate labor supply and practically no other employment for women.