

A STUDY OF EMPLOYEE REACTION TO
SHORTENED WORKING WEEK

55 pp

August, 1931

DON'T DISCLOSE IDENTITIES

From the beginning of these studies, the identities of the persons under study have been kept confidential. We look to you to carry on this trust. Please guard the privacy of the persons involved by substituting fictitious names, or code symbols for real names.

August 8, 1931.

A Study of Employee Reaction to Shortened Working Week, As Shown by Employee Comments on Standard Hours, Steady Work and Home Conditions.

The following tables show the number of employee comments on Standard Hours and Steady Work for the years 1929, 1930, and 1931.

Comments for 1929 cover the entire year, those for 1930 and 1931 cover the first six months of each. All figures shown are reduced to the number of comments per thousand interviews, and are thus directly comparable. Figures on the subject of Home Conditions are shown for 1930 and 1931 only as this material was omitted from 1929 interviews in the write up.

The general trend of comments for the three year period shows a change of feeling from that of a general well being in 1929 to a feeling of uncertainty in 1930 and a distinct feeling of fear in 1931. This feeling is common to both men and women, but is shown to a greater extent by women, which may be due to a tendency on the part of women to anticipate and worry about trouble and also to the fact that due to lower earning power economic pressure is felt sooner by women than by men.

Another interesting reaction is that the optimistic feeling expressed in 1930 as a willingness to accept a shorter working week and curtail the necessity for lay off has almost disappeared in 1931. This is probably due to the fact that in 1930 these measures were considered temporary while in 1931 employees are beginning to feel that present

altruistic

conditions may last indefinitely and they do not see why all should bear the burden for the few. This feeling is further engendered by a feeling of dissatisfaction over the unequal distribution of time off as evidenced by comments to the effect that supervisors are taking no time off and that various organizations differ in taking from one half day per week to as much as two days per week off.

The following papers show first the complete substance analysis of employee comments on a subject followed by typical comments illustrating the manner in which employees express the tabulated thought shown in the substance analysis. Following this is a summary pointing out some of the outstanding data.

BL

August 8, 1931.

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UNIVERSITY OF WISCONSIN - MILWAUKEE

August 1, 1961.

SUMMARY ANALYSIS OF INTERVIEW COMMENTS ON STANDARD HOURS

	Total			1960			1961		
	Total	Yes	No	Total	Yes	No	Total	Yes	No
Interviews Analyzed	10,000	6,000	4,000	2,000	1,348	654	757	300	247
Total Comments per 1,000 interviews	92	52	40	94	61	33	407	226	220
Total Favorable Comments per 1,000 Interviews	28	17	22	16	14	2	37	17	120
Total Unfavorable Comments	63	55	27	68	57	11	370	245	450

FAVORABLE COMMENTS

1. Standard work hours are good	16.2	16.	6.1	5.6	-	2.8
2. Three-fourths hour period O.K. for lunch hour	1.0	4.8	-	-	-	-
3. Likes Saturday afternoon off .....	.4	.4	-	-	-	-
4. Starting time O.K. ....	.4	.4	-	1.2	-	-
5. Eleven hours at night O.K.	2.0	-	-	-	-	-
6. Shifts afford varied recreational pursuits .....	.5	.4	-	-	-	-
7. Rotating shift O.K.	2.2	.8	.8	2.4	-	-
8. Half-hour lunch period O.K. ....	.1	-	-	-	-	-
9. Shortened week better than lay-off or self or others	-	-	6.8	6.8	15.4	24.8
10. Prefer standard hours to five-day week	-	-	1.2	2.4	2.6	-
11. Don't mind shortened working week	-	-	.4	.4	21.4	28.
12. Relief system on seven day shift O.K.	-	-	.6	-	-	-
13. Happy to receive increase in working hours	-	-	-	-	5.8	11.5
14. Prefer 8:30 as starting time	-	-	-	-	-	8.7

UNFAVORABLE COMMENTS

1. Pay deduction for clock failure unfair .....	.4	.8	-	-	-	-
2. Pay deduction for a few minutes late unfair	1.2	.8	-	-	-	-
3. Should be paid for holidays .....	.1	-	-	-	-	-
4. Thirty-minutes lunch period too short at night	2.1	4.0	-	-	-	-
5. Three-fourths hour lunch period now too long .....	.5	4.0	.6	1.2	-	-
6. Poor transportation a cause of lateness .....	.1	.4	-	-	-	-
7. Hardiness held up as reason for no raise	1.2	-	-	-	-	-
8. Should have time off to clean working location	-	.8	-	-	-	-
9. Should start night shift later	1.0	.5	-	-	-	-
10. Should have five-day week	0.5	1.7	4.0	4.0	12.2	20.7
11. Should start rotational shifts later .....	.1	-	-	-	-	-
12. Rotating hours too long	1.2	2.4	1.0	1.0	-	-
13. Night hours too long	7.1	7.4	.6	1.2	-	-
14. 7:30 too early to start work .....	.1	2.0	.6	1.2	-	14.4
15. Should start earlier in A.M. and quit earlier .....	.5	-	-	-	-	2.0
16. Eight-hour shift disagreeable	9.4	-	5.6	-	5.6	-
17. Eighteen years old enough to work nights .....	.3	-	-	-	-	-
18. Adjustment difficult in changing from nights to days .....	.4	-	-	-	-	-

August 1, 1961.

	1961		1962		1963	
	Men	Women	Men	Women	Men	Women
MEASURABLE CONCERN (Cont'd)						
19. Day and office lunch hours should not coincide,	-	.6	1.3	2	*	2
20. Too long from lunch to quitting time at night,	-	-	-	-	-	-
21. Special lunch hour disagreeable,	-	.6	2	2	2	2
22. Should quit earlier Sundays,	.1	.8	2	2	2	2
23. Should be allowed to go home when work is done,	-	-	-	-	-	-
24. Irregular hours disagreeable,	-	4.8	4.8	2	2	2
25. Shortened working week a hardship,	-	7.8	8.4	22.4	22.4	22.4
26. Would not like shortened working week schedule,	-	2.8	6	2	2	2
27. Would not like five-day week if it means change of hours, pay, etc.,	-	6.8	9.8	2	2	2
28. Prefer five to five and one-half days on shortened working week schedule,	-	1.8	2.4	2.4	2.4	2.4
29. Prefer five and one-half to five days on shortened working week schedule,	-	1.8	2.4	2	2	2
30. Shortened working week disagreeable,	-	-	-	22.4	22.4	22.4
31. Unequal distribution of days off unfair,	-	-	-	22.4	22.4	22.4
32. Days off destroy efficiency, increase burden of work, etc.	-	-	-	10.8	11.8	11.8
33. Prefer Friday P.M. and Saturday A.M. as days off,	-	-	-	2.6	2.6	2.6

1.1

UNIVERSITY OF WISCONSIN - MILWAUKEE

AUGUST 8, 1951.

ADDITION

Employed Construction on Hours

Standard

Variable Standard

A + 9

"Some weeks we work four days and other week we work five days. I wouldn't want to be selfish; I enjoy working full time because it means a lot to everyone of us, but since we know that others are out of work, we have to let them get a little time in too. It is a sacrifice to everyone of us."

A + 10

"Have you heard anything about the five-day week? I wonder if they are going to have it. I don't think I would like to see that put into effect. I'd rather work a half day on Saturday. I think it would make the day too long. The hours are quite long as it is. You can't do much on a Saturday morning anyway. You'd get tired of going out work early. That is what some people think they could do but I don't think that would be so good."

A + 11

"Of course I am not losing a great deal of time. I am losing one day a week and I don't mind that because it gives me an opportunity to clean our house."

A + 12

"They have a pretty good system of relief here too. On the week when we are working nights we get one day off a week. It alternates so that we have a different day every week. When I first started to work in here, I had to work seven days or seven nights a week. You couldn't get off to an any place those days without losing money. You see, we are hourly rated. As it is now we have that one day or one night off a week as the case may be, and if we have to get off for anything special we can arrange with one of the other men to alternate with us to take our place and we take his place."

A + 13

"I think we are very fortunate that we do not have to take a day off now. We did have to come time back, but we are all satisfied now. At least, I don't hear anyone grumbling. Even though I live with my brother I have to pay ten dollars a week. Well, when you have a day off once in a while there's not a great deal left to that pay which you get. Then I am buying four shares of stock. Well, that's about the only money that I can manage to save."

A + 14

"You see the hours are so much better here, coming in at eight thirty, see, that is like a half a day later than when I started before. I don't have to leave the house until after seven thirty now, and I am here in plenty of time."

August 3, 1931.

Unfavorable Comments

A - 24

"I don't like the special hours we have. Unless they had special hours we would always be working overtime, so they have the girls take turns working a week of special hours. Saturday we don't come in at all. We start at different times in the morning and work later at night. It makes it so late when I get home."

A - 25

"I could get by all right on four days a week. The way it is now, I don't hardly manage it. I suppose they will have to lay off some fellows too if they are going to put the operating on four days a week. It is pretty tough to be laid off now, but still the Company has to protect the men they have got. They have to give them wages enough to live on."

A - 26

"I have my mother and father to think of. They are still living in Europe. I don't know what I am going to do pretty soon because I can't keep sending them money all the time, and I don't want to write and tell them that I can't afford to give them anything, so I am just scared because sometime I must write to them and tell them that I cannot send them any more money. I wish and I hope that we get busy again like we were two years ago. I like work and I don't mind working - working hard, but this way it is terrible. I am lucky I am working five days a week, but you see we quit at 4:30.

"I make about \$25.00 or \$30.00 a week and I have three shares, so there is not much left when I have to pay the grocery and the kids have to have something to wear. I have not paid my house rent the eight months. The landlady paid she is not afraid because she knows I paid my rent every month. I told the landlady just as soon as my husband gets a job, I am going to pay every cent, as she don't have to worry."

A - 28

"The money which I lose for the day off a week affects me greatly. It's pretty bad for us to cut down on my living expenses. I'm married and have four children - one is in high, two are in the grade school, and the fourth is too young to go to school. With my family, my wife and I, and with the upkeep of the home, there are certain expenses which are absolutely necessary and which cannot be cut down on; for example, the education of my children and the upkeep of the home. My oldest child, a boy, is in high school. I do not live here in Chicago. I live in Lombard. There, is consequently, additional train fare. My boy is in high school and it costs me ten dollars and forty-five a week for train fare. The cost of living today certainly is high. I always had a hundred or so dollars in the bank to act as a reserve, but at the present time I don't have hardly anything in the bank. My hundred dollars dwindled down until it got smaller and smaller. It has been necessary for me to cancel my shares of stock."

August 3, 1961.

A - 36

"We are working five days a week so far. They say that we are only going to work four days, but my supervisor has said nothing about it, and I only hope that we can work the same as we're doing now - five days."

A - 37

"I wonder if we'll get a five day a week. I haven't heard much about it. It would be all right if they didn't cut our pay, but as a rule everything they start to do or talk about they'll get by with it. No matter how much time they give you off some people wouldn't be satisfied. I'll bet you anything that if they give us Saturday off during the summer that some of the people will want to get off early Friday afternoon. I wouldn't like it, if my wages were cut and I wouldn't care about getting home here at seven o'clock either. I have to sleep too well in the morning."

A - 38

"We have all about ended up in the department now. We have no work. We are working till quarter after two beginning today. I think it would be better to get off on Saturday. It is an eight-hour day I have an 1½ hour rather than sometime else and then have no Saturday. That would just about make it the same as an eight-hour day and it could be better. We would have less time off. It is four and a quarter hours on Saturday."

A - 39

"We were forced to take off 2 ½ or 3 days a week and now they started the same long day and Saturday morning from 7:00 to 11:00 am I believe they will do away with the long day. That will be much better, I think. I know I will make more money. The last couple of weeks I have only earned \$16. a week and one week I had no hours. Those short hours will make it worse if we have to take a couple of days off."

A - 40

"When I went up to see Black to get my temporary position he told me at that time that they were going to take care of the older service men. They're taking care of them all right. They've been giving them three days a week. It sure don't look like they are going to take care of the service men."

A - 41

"I hear the shops are all going to work five days a week, starting next week. Well, if they do anything like that, I think we should be given consideration and cut our time off from a day a week to a half a day a week. You know if they did the right thing they'd make everybody take a day off every week. What the hell are those big guys doing to help the ones along?"

AUGUST 5, 1968.

Every month they have to give one-thirtieth of their pay backsliding. What the hell does that amount tell us make a good deal less than they do and we lose two-elevenths of our pay every week. That don't seem fair to me."

A ~ 32

"The only thing is that having our days off it is terrible hard to keep up the work. I don't know just how long we will be able to keep up. We are going from one place to the other, helping out on any job that gets stuck. We will just go along the best we can and anyone that gets behind, then we have to help and bring that job up-to-date. I don't know if that is a good way to do or not. While we are doing that our own work is falling behind, but we have to manage. the Company is making money on us giving us one day off, aren't they? We are doing the same amount of work as we were doing before and we still have that one day off, but I guess there are people a whole lot worse off than we are and it isn't right for us to complain."

A ~ 35

"When my mother heard I had to take this day off she told me to ask my department chief to give me Friday afternoon and Saturday morning so I could do the work at home."

1.2

UNIVERSITY OF WISCONSIN - MILWAUKEE

SIGNIFICANT FACTS SHOWING A COMPARISON OF
1930, 1939 & 1951 STANDED POINTS OF VIEW

1. Comments on Standard Hours for 1950 almost doubled the number made in 1939 and in 1951 the number increased almost five fold over the 1930 figures (per 1000 interviews).
2. In 1939 men made more comments on Standard Hours both favorably and unfavorably whereas in 1950 and 1951 women made more favorable and unfavorable comments, increasingly so in 1951.
3. Favorable comment on Standard work hours (A + 1) declined sharply from 1930 figures to practically zero in 1951.
4. Comments in 1951 favoring a shortened working week to lay-off of self or others show an increase over those of 1930. The years of service, home responsibilities, and average earnings of these employees have a wide range of variation as well as a fairly even volume spread. Although the shorter service employees may have been motivated by self-interest, such comments coming from older service employees strongly indicates an unselfish attitude.
5. The number of comments on not minding the shortened working week (A + 11) increased sharply in 1951, particularly by women. Here again the years of service show a wide and even variation. However, approximately 40% are single, 18% single with dependents, 18% married and 10% married with dependents. Average earnings range between \$16.00 and \$44.00 centering around \$28.00.
6. A new expression appears in 1951 made by those who were pleased to receive an increase in hours of work.

7. Comments favoring a five-day week increased sharply in 1930 and decreased as sharply in 1931, indicating that the employees are not nearly as strong for a shortened working week which entails decreased earnings.

8. 1931 shows a marked increase in comments preferring a later starting time than 7:30 by women. This is probably the result of the present 4:15 quitting time which presents an opportunity for such a change in schedule.

9. The tremendous increase in comments of 1931 expressing hardship as a result of the shortened working week is very significant. Apparently, the comparatively few comments of 1930 were due to the ability to meet the situation with their reserves and the belief that the curtailment would not long continue. However, according to 1931 interviews, reserve funds are being depleted and the future outlook is no longer optimistic. A study was made of these employees by selecting fifty comments, twenty-five of each sex, at random. The result is shown by the following table:

Age in yrs. incl.	Service Men Women	Home Responsibilities Men Women	Average Earnings Men Women					
			Under \$300.	\$300-\$400	\$400-\$500	\$500-\$600		
1-2	40	100	Single	60	40%	40	100%	
3-4	40	100	Single with dep.	100	50%	30-50	40	40%
5-6	40	40	Married	100	50	30-50	50	40%
7-8	40	100	Married with dep.	60	20%	30-50	50	
10-14	20	100				30-50	100	
15-19	20	100				40-44	100	
20-24	40	40				45-50	100	
						50-54	100	

The table shows that the employees have been affected by the shortened working week regardless of service, marital status or earnings, although a marked difference exists between men and women.

10. 1951 comments brought out new thought expressions.

- (a) Employees, although not expressing any hardship, indicated a weariness of short hours, did not know what to do with their time, etc., (b) objections were raised to taking more time off than others,
- (c) It was stated that days off decreased efficiency and increased the burden of work, and (d) a preference for Friday P.M. and Saturday A.M. as the day was expressed.

11. Approximately 90% of all 1951 comments on Standard Hours pertained to the shortened working week whereas other thought expressions received little or no comment.

6-4-61.

UNIVERSITY OF WISCONSIN - MILWAUKEE

August 1, 1961.

SUBSTANCE ANALYSIS OF INTERVIEWS RELATED TO STEADY WORK

	Total	1960	1961	Total	1960	1961	Total	1960	1961
	All	Men	Women	All	Men	Women	All	Men	Women
Interviews Analyzed,	10,000	6,000	4,000	4,000	1,570	800	727	380	347
Total Comments per 1,000 interviews,	79	81	75	504	51	116	154	97	116
Total Favorable Comments per 1,000 Interviews,	58	67	40	101	54	36	50	50	49
Total Unfavorable Comments per 1,000 Interviews,	61	14	55	103	55	50	104	47	107

FAVORABLE COMMENTS

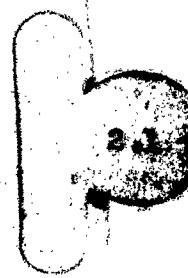
1. Employees appreciate steady work as a feature of their job,	16.	8.8	6.4	5.4	5.4	5.4	5.4	5.4	5.4
2. Employees appreciate steady work as a feature of work at the Western Electric,	21.	17.4	6.8	6.8	20.6	5.6	5.6	5.6	5.6
3. Present job is steadier than previous job,	2.	8	2.8	2.8	-	-	-	-	-
4. The Western Electric offers steadier work than outside companies,	2.1	7.4	2.8	-	5.2	-	-	-	-
5. Some employees pay more, but the steadier work at the Western Electric more than makes up for this	5.6	8	7.8	-	-	-	-	-	-
6. The Western Electric assures steady work to the right kind of employee,	2.	8	-	-	-	-	-	-	-
7. An employee with several years service is sure of steady work,	4	-	-	-	-	-	-	-	-
8. An employee with several years service cannot be laid off on account of grudges, etc.,	1	-	-	-	-	-	-	-	-
9. In the event of lay-offs the new employees are let go first,	1	-	2.8	1.8	-	-	-	-	-
10. The Western Electric takes care of employees during lay-offs, finding new jobs, etc.,	1.	8	-	-	-	-	-	-	-
11. Steady work does not have to be paid for by bribery, .....	.1	-	-	-	-	-	-	-	-
12. The Western Electric retains good employees as long as possible during lay-offs regardless of service seniority, .....	.4	-	.7	-	2.4	-	-	-	-
13. Employees hope that they will not be laid-off,	2.	1.4	2.8	2.7	-	-	6.1	-	-
14. Work with previous company was unsatisfactory on account of frequent lay-off,	1.	1.1	.7	-	-	-	-	-	-
15. Employees have steady work,	2.8	6	6.8	4.8	-	-	2.8	-	-
16. Unsteady work is disliked,	1.8	1.1	5.1	5.8	-	-	-	-	-
17. A large company offers more likelihood of steady work than a small company,	1.8	-	2.8	-	-	-	-	-	-
18. Employees do not object to occasional lay-off,	-	8	-	-	-	-	2.6	-	-
19. Periodic build-up and lay-off of undesirables OK.,	-	-	-	-	-	-	-	-	-
20. Appreciate being kept on job during slack times,	-	-	2.8	-	10.6	14.4	-	-	-
21. Company fair in selecting ones to be laid off,	-	-	1.4	2.9	-	-	14.4	-	-
22. It is better to work less hours and keep more people at work,	-	-	-	-	-	-	-	-	-
23. Employee with several years service has a good chance of being retained during a lay-off,	-	-	-	-	2.6	-	-	-	-
24. It is better to work short hours than be laid off,	-	-	-	-	-	-	2.8	-	-

UNFAVORABLE COMMENTS

1. Employees are worried regarding possible future lay-off,	4.8	10.6	8.8	39.	10.5	75.
2. Periodic depressions with consequent lay-off should be checked, .....	.7	-	-	-	-	-
3. Previous lay-offs have made employees very unhappy, .....	.7	2.8	-	-	-	-
4. Employees hope that they will not be laid off before their A. T. & T. subscriptions are paid up, ...	-	1.1	-	-	-	2.8
5. Employees are working on short time, .....	.8	-	-	-	-	-

August 1, 1961.

	1960		1961		1962	
	Men	Women	Men	Women	Men	Women
1. Unfairly changing (Cont'd)						
6. Employees are afraid married women will be laid off first in the event of a lay-off,	-	.4	-	1.5	-	2.0
7. Unfair to retain married women when others are being laid off,	-	.8	1.4	11.6	13.2	34.4
8. Employees complain that the order of lay-off is not according to service seniority, .....	.8	.8	3.8	4.5	5.2	-
9. Employees receive or fear lay-off when job leaves Hawthorne, .....	.1	-	1.4	4.8	-	-
10. Employees do not hold previous lay-off against the Company, .....	.4	-	.7	-	-	-
11. Irregular flow of work causes fear of lay-off, .....	.1	-	3.6	4.0	-	-
12. Volume of work is not similar in all departments causing local lay-off, .....	.1	-	.7	-	-	-
13. Should investigate cases of employees before they are laid-off, .....	.1	-	4.8	-	2.6	-
14. Employees object to periodic hiring and lay-off,	1.6	-	.7	2.9	3.6	-
15. The use of overtime and a night force have caused a shortage of work and a consequent lay-off,	-	.8	-	-	-	-
16. Lack of material causes lay-off,	-	.8	.7	1.8	-	-
17. Labor saving machines may cause a lay-off,	-	.8	.7	-	-	-
18. Keweenaw and Baltimore plants might cause a lack of work at Hawthorne and a consequent lay-off, .....	.1	-	-	-	-	-
19. Failure to make the budget might cause employees to be laid off first in the event of slackness,	-	.8	-	-	2.6	3.2
20. The large number of employees in the department used up the work and causes a lay-off, .....	.8	-	-	-	-	-
21. The work is too monotonous, .....	.8	.8	-	-	-	3.8
22. Short period lay-offs are objectionable, .....	.8	.8	-	-	2.6	5.8
23. Employees were laid off, but come back again,	2.8	10.8	-	1.5	-	-
24. Turns are being taken in being laid off,	-	.8	-	-	-	-
25. Lay off unjust or for poor reasons,	-	-	2.2	2.8	2.6	-
26. Short service in new department makes job unstable in slack times,	-	-	1.4	-	-	5.8
27. Unfair not to lay-off supervisors with the rest,	-	-	1.4	-	-	-
28. Rumors of lay-off disturbing,	-	-	3.8	4.8	5.2	30.
29. Don't understand why there should be a lay-off,	-	-	1.4	-	-	-
30. Employees will tell anything to prevent lay-off in slack times,	-	-	-	1.8	-	-
31. Lay-off notice too short,	-	-	-	1.8	-	-
32. Company should investigate the cases of married women before they are laid-off,	-	-	-	-	-	14.4



UNIVERSITY OF WISCONSIN - MILWAUKEE

August 8, 1961.

~~TOPICAL COMMENTS ON
STEEL WORK~~

Employable

1. "I like the job because it is steady."
2. "I like to work for this Company because the work is steady."
3. "I have worked steady all year. It is much better than my old job; I used to work a week and then they would lay me off a week."
4. "I like this Company because it gives a man steady work. It is better than the other companies I have worked for."
5. "I make less money per hour than I did on my last job, but the work is steady and at the end of the year I will be money ahead."
6. "The work is steady, and as long as you do a good job you don't have to worry about being laid off."
7. "The Company treats its old employees fine. I am never afraid of being laid off during slack times."
8. "I think one thing I like about working for the Western is that as soon as a man gets a few years service no one can lay him off if he gets a grudge against him."
9. "In case of lay-off the newer men go first."
10. "I like to work for the Western because when one department runs out of work they transfer all the men they can into other departments."
11. "The Western Electric is about the best large Company there is to work for. A man has steady work and he doesn't have to shell out part of his salary to hold it."
12. "I am working here for a number of years and I think this is a fine Company to work for. I am always notified to do anything that my bosses tell me to and I know that it is appreciated because several years back there was a big lay-off and they kept me and laid off people that had more service than I had."

August 3, 1951.

Interview (Cont'd)

15. "I just hope they keep me here for a good many years."
16. "I worked in another factory. I had easy work and it was interesting, but it wasn't very steady."
17. "I have always had steady work."
18. "I like to work steady, I got good job, boss is all right and I am satisfied."
19. "I like to work for a big company because you always have steady work. I worked for several small places but as soon as it got slack I was laid off."
20. "I am just after getting a week off. We are kind of slack and they want us to stay home for one week. I don't mind especially when we have weather like this. I was out every day. It was only last week."
21. "We got a lot of new people in here too. I understand they are going to lay-off some now. They always do this time of the year. My uncle is a Section Head down in the shop and he says they always hire people towards the last of the year and fire the bunch ones after the first of the year. I think it's a good idea. I wouldn't want them to hold me on hire if I wasn't any good and that's a good way to get rid of them all at once."
22. "I am perfectly satisfied with everything. Of course I would gladly stay in my own department but inasmuch as there is no work I cannot expect any different. They are very kind to keep me and of course I appreciate it very much."
23. "I am not afraid because I have told my story to my Supervisor and of course they are laying off people with three year's service and I'm here just about 3 years now. He told me not to worry because he didn't think there was any chance of laying me off because of the conditions of home."
24. "I don't think they ever will have work enough to keep the plant going the way they used to. I think they will work less hours and give more people employment. It is better for the people to get little pay and not enough to get along on than to have so many people out of work all the time."
25. "I am a little better fixed than most employees right now because I'm not worrying about getting laid off. After an employee has ten years service, he's got a pretty good chance of sticking. Of course I don't mean by that that you can stick regardless of whether you do anything or not -- that isn't so. I mean that you are not the first to go."

August 3, 1932.

Favorable (Cont'd)

24. "We have enough work to keep us going. We are only working eight hours a day and five days a week but that's all right. I'm satisfied with it. It's much better to work shorter hours than to be laid off."

Unfavorable

1. "We are a little slack right now and I am afraid I will be laid off. I don't like to change around. I hope I can stay here steady."
2. "It would be a big help if the Company could overcome the slack conditions that seem to hit the Company every so often. I hate to see the ax fall on anyone, and I have seen some pitiful sights in my day. I have seen many poor girls laid off that had families depending on their income."
3. "About two years ago, I was laid off on account of no work. I felt very bad and felt like crying down here, but didn't because I didn't want to show it, but when I got home I cried all Saturday afternoon and Sunday."
4. "I earn more money here and last month I bought five shares. I hope I am not laid off again until I have them paid for."
5. "since vacation time we have had it pretty bad because we have been short of work. I have been able to make only sixty cents an hour, and then, I can only work about three days a week."
6. "I wonder if it makes any difference to the Company whether a girl is married or not. I hope when we get slack they don't lay me off because I am married."
7. "When it comes to laying-off, they always lay-off the single ones and leave all the married women here. Those married ones are always the first ones to say 'I can't give a damn. I'm going to quit soon myself.' But still they won't get out and give a single girl a chance. What did they get married for if they don't want their husbands to support them?"
8. "For the last few years it seems that an old employee doesn't get any more preference than a new employee. What I mean is, that when the slack times come the old employee has to take a few days off every week the same as a new one who does not seem to take the same amount of interest in the job."

August 5, 1961.

Interviewee (Cont'd)

9. "I was much more satisfied when I worked on my previous job. I was laid off because the work I was doing left Northern. The foreman in the department I worked in before I told all of the girls that anybody with less than three years' service would have to be laid off, so I was one of the unfortunate."
10. "I was laid off once on account of lack of work, but I don't hold that against the Company."
11. "Another bad condition on the job is that the flow of work is not even. One week we have too much work and the next we do not have enough. A man doesn't know where he stands as he is not sure of his job from one day to another. When work begins to get slack it is a continual worry as a man doesn't know when he is going to be laid off."
12. "Some of the departments are working overtime everyday and here we are sent home every once in a while because we have no work."
13. "I am married as you probably know and so is my younger brother who was down in your organization. Well, this younger brother and sister of mine are living at home with my mother and father. My dad used to work here at the Northern too. He quit many years ago and went to work for an outside concern. Unfortunately, he was laid off a few months ago and hasn't been able to find a new job since. Last week my kid brother and my kid sister were both laid off. In the case of my kid sister I can't complain because she took a leave of absence, but I can't understand why they laid off my kid brother. He was the sole support of the family and I don't think it is company policy to lay off a man who is single or married when he is the sole support of the family."
14. "There is one thing I don't like. I was laid off too many times. Every time it became slack I was laid off. I like to get on one job and stay on it."
15. "For a while we worked overtime every night and Saturday afternoon and then they put on the night shift and that knocked everything at the head. They cannot even keep us busy all day. Last week I had to take a week off because they didn't have enough work."
16. "I lost a half a day Saturday. We ran out of stock and when I came down to work the Gang Boss said I had to go home on account of no wire. I like to work steady and never lose a day unless I have to."

August 5, 1931.

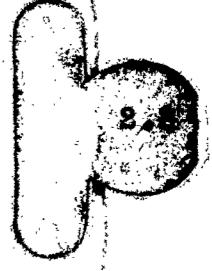
Unanswerable (Cont'd)

17. "That new machine is taking the place of fifteen operators. If they put up another machine like that, it will mean thirty operators. All I am worried about is, what will they do with all of us girls. I hope I won't be laid off."
18. "I suppose the bottom will drop out of things pretty soon. They will begin to lay men off. This new Plant they have started in Baltimore is going to take work away from Hawthorne. It is just like Kearny did. They claimed that Kearny would make cables, but they are doing the same things that we do."
19. "It makes me very mad when I can't get my rates out, when I try so hard. It really worries me; every night when I go home I try to think what I can do to make the job easier for me. Then I work hard and don't get my rates out, my bonus is low. It always worries me, for fear I might get laid off when they get slack. My home is not in Chicago, and I would hate to lose my job."
20. "There is one thing that happened in here that I did not like. Some time ago we ran short on work and I was sent home for two days. This all came about because there are too many new men in the department."
21. "You never can tell though, a person might be home this week and the next week laid off."
22. "This job has been pretty good but last week I lost two half days. This thing of laying around two or three days a week without any work is not so good. I have a wife and two children and it is hard on me when I don't work steady."
23. "I have worked here several times before and never had any cause to complain. I never quit but was always laid off on account of lack of work. I was always glad to get back every chance I could."
24. "The work is a little heavy, and right now we are getting laid off for three days. I am waiting for my turn. This job I am working on right now is a little tiresome. It hurts my knees."
25. "You know during this lay-off they laid off a lot of men who were damn good workers - fellows that could read blue prints, one could do any kind of work. They kept a lot of men just because they had a stand-in with the boss in some way or other. If you have a good stand-in around here you get along pretty good."
26. "I expect to get laid off one of these days and gone, I hate to think about it too. I was transferred up from the other department. There was nothing doing down there at all, so I was put here. You know when they transfer you out -- you're the last one in the next department and when they start laying off it's always the newest ones that they pick on to go."

August 3, 1951.

Unfavorable (Cont'd)

57. "When we are slack we are taking one and two days off a week but the supervisors never laid off for one or two days a week. The operators, the ones that earned the money were sent home while the supervisors who set up the money stay on the job. I don't mind taking a day off once in a while when it is slow, but I think the supervisors should share that with us."
58. "I have been here about 3½ years in the same department. I am still hanging on but I don't know how long it will last. I went up to cancel my Health Money Plan the other day and the Asst. Foreman said jokingly: 'You are on the lay off list I suppose you know that'. Gee, I didn't know what to say. I didn't know whether he was kidding me or not. He told me I lasted this long because I was married but if a ten percent lay off was made I would have to go. The Gang Boss told me the same thing. I don't know whether to believe them or not but it certainly has me worried. I'm married and have a baby 15 months old. If they hadn't told me about it, it would have been all right but now I'm afraid. I keep thinking the boss is watching me all the time and that I'll make a slip. I'm going to watch my step, believe me."
59. "I don't know why they are laying off all these people. It just seems to be one of their schemes. I guess to make a fellow appreciate his job if he has one, so if they don't give you a raise they can make you feel that you are lucky you are working."
60. "I guess there are a lot of people who tell hard luck stories at a time like this because nobody wants to be laid off. I think half of them ain't true."
61. "There is one thing I don't understand about this Company and that is when they lay you off they give you two days notice, but when you leave they want two weeks. I think they should give an employee two weeks and then we could have a better chance to look around and be prepared."
62. "There is one thing that does bother me a little bit about the way the company has started to lay off married women. It may be all right for them to do that but I think their cases should be investigated a little bit more. I know many married women that are working here and they really don't have to work and they are allowed to continue on and some poor girls that are married are barely getting along have to leave."



UNIVERSITY OF WISCONSIN - MILWAUKEE

SIGNIFICANT FACTS AS SHOWN BY COMPARISON
OF 1930, 1935 AND 1931 STABILITY WORK ANALYSIS

1930 - Distinctly favorable.

1935 - Men favorable - women unfavorable.

1931 - Men split about even - women decidedly unfavorable.

The general tone of 1931 favorable comments changed considerably except comment #8 in which there has been a big increase in the men's comments. The significant thought prevalent may be expressed in the following excerpt:

"During this last depression I certainly consider myself lucky to be working for the Western Electric Company. It's a wonderful organization, mostly because it's big enough to insure steady work and that's important to me. I have a family to consider and I'm buying a home of my own."

The balance of the favorable comments show none or very few comments received in '31. Comments #10 to 24 were added to take care of '30 and '31 new thoughts and express, in general, satisfaction in being able to hold on to their job or present arrangement of reduced hours.

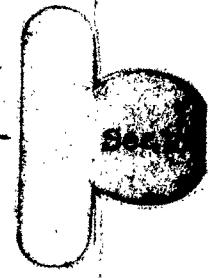
In 1930 there is a very noticeable unfavorable tone prevalent among the women comments. This is illustrated in comment #1. It increases in intensity in 1931, especially in the women comments. This illustrates forcibly that women will talk about their worries more than men. The next striking increase in comments is under #7 wherein the employees express dissatisfaction in retaining married women when others are being laid off. The increase is marked in both

men and women. The balance of the comments made in '29 are rather insignificant in '30 and '31. In comment #28 we again find that women are more disturbed, or express themselves this way, about a lay off. The '31 comments were 10 as compared with 4.3 in '30. The men's comments were only 0.2 in '31 as compared with 5.8 in '30. The last comment, #38, is a request that the cases of married women be investigated before laying them off. All of these comments naturally originated from women. Practically all of them are married women who are commenting and express reasons why they are forced to work.

Summarizing this analysis we may state that the tone of the comments followed the trend of work here at the plant very closely. It is interesting to note that as conditions become more acute, the proportion of women comments increased considerably over the men and with an unfavorable tone. Just why this takes place is of course hard to determine. Some of it may be attributed to their natural inclinations to express their worries more than the men or their greater inclinations to exaggerate their troubles in their own minds.

DP

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UNIVERSITY OF WISCONSIN - MILWAUKEE

August 1, 1951.

SUBSTANCE ANALYSIS OF EMPLOYEE COMMENTS ON HOME CONDITIONS

	1950			1951		
	Total	Men	Women	Total	Men	Women
Interviews analyzed,	1,454	964	490	727	580	347
Total Comments per 1,000 interviews,	377	370	409	410	376	360
Total Favorable Comments per 1,000 interviews,	85	97	55	60	50	72
Total Unfavorable Comments per 1,000 interviews,	294	262	354	550	226	488

FAVORABLE COMMENTS

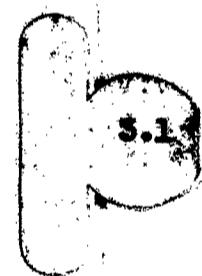
1. Home situation, in general, is satisfactory,	19.7	50.	23.7	43.2
2. Spouse helps out by working,	10.4	"	2.6	-
3. Thrifty or cooperative wife of great assistance,	6.2	"	2.6	-
4. Income from children helps meet expenses,	1.	2.	-	-
5. Location of home a source of satisfaction,	6.8	2.	5.5	8.6
6. Owning own home a satisfaction,	4.1	2.	-	-
7. Not worried by financial matters,	4.1	"	5.3	-
8. Plans for marriage create favorable condition,	2.1	4.	-	-
9. Marital relations pleasant, good influence, etc.,	11.4	4.	2.6	2.9
10. Children a source of happiness,	19.7	2.	5.3	2.9
11. Members of family are healthy,	5.1	"	2.6	2.9
12. Expenses not as great as income,	5.1	"	-	-
13. Save money through home influence,	1.	2.	-	-
14. Have good place to room or board,	4.1	6.1	-	11.5
15. Financially assisted by relatives,	1.	"	-	-

UNFAVORABLE COMMENTS

1. Financial support of relatives, etc. a handicap,	40.	65.	50.	109.
2. Owning, financing own home a worry,	5.8	10.	13.2	11.5
3. Turn check over to parents,	5.8	6.1	-	-
4. Neglected education to help out at home,	14.5	8.1	7.8	8.6
5. Disagreeable or irresponsible members of family cause unhappiness or anxiety,	-	6.1	10.5	63.3
6. Left home because parents unable to support,	-	2.8	-	-
7. Sickness or injury in family causes financial trouble,	44.5	20.5	50.	49.
8. Sickness or injury in family causes worry,	37.4	78.	18.4	54.7
9. Supports self to avoid living with step-parent,	1.	"	-	-
10. Unable to visit home because of expense,	2.1	4.	-	5.7
11. Left home because of disagreement with parents,	2.1	"	2.6	3.9
12. Spouse away evenings because of work,	1.	"	-	-
13. Family expenses prohibit further education,	4.1	"	-	2.9
14. Unsuccessful marital experience has bad effects,	6.2	10.	7.9	14.4
15. Proper raising and education of children or relatives causes worry,	34.2	20.5	2.6	5.7
16. Still affected by death of relative,	6.2	8.1	2.6	8.6
17. Debts, illness etc. cause despondency,	3.1	2.	15.8	11.5

August 1, 1951.

	1950		1951	
	Men	Women	Men	Women
UNFAVORABLE COMMENTS (Cont'd)				
18. Feels tied down since marriage,	3.1	-	3.6	-
19. Family objects to employee working nights,	2.1	-	-	-
20. Obliged to leave aged parent to come to Chicago to work,	-	2.	-	-
21. Housework too strenuous after working all day,	-	12.2	-	-
22. Boarding with relatives unpleasant,	21.	4.	-	-
23. Husband out of work causes worry,	-	30.	-	14.4
24. Disagreements with spouse cause worry,	6.2	10.	10.5	5.7
25. Husband not earning enough money,	-	16.3	-	5.7
26. Father or other relatives not working steadily,	2.1	2.	-	29.
27. Husband deported causes worry,	-	2.	-	-
28. Fears husband will be laid off,	1.	-	-	-
29. Wife is extravagant,	1.	-	-	-
30. "In-laws" cause discord in home,	2.1	-	-	5.7
31. Wedding plans frustrated,	5.2	4.	5.3	29.
32. Worries about children working on dangerous job,	1.0	-	-	-
33. Lonesome for members of family,	5.2	8.1	-	17.3
34. Parents are strict, "old-fashioned," etc.,	1.	8.1	5.3	11.5
35. Low earnings cause worry over supporting self or spouse and children,	7.2	-	5.3	-
36. Not earning enough to get married,	5.2	-	2.6	-
37. Insufficient earnings cause discord in home life,	2.1	-	-	2.9
38. Financial difficulties of relatives cause worry,	1.	2.	-	-
39. Can't afford home of own,	1.	-	-	-
40. Abode disagreeable, can afford nothing better,	1.	-	2.6	8.6
41. Children cause increased expense,	3.1	2.	5.3	-
42. Neighbors are annoying, unsociable, clannish, etc.,	-	-	2.6	2.9
43. Rooming place too noisy, expensive, etc.,	-	2.	-	2.9
44. Wife, by working, builds false standard of living,	1.	-	-	-
45. Care of relatives confining,	-	4.	-	-
46. Receive little or no help from children in declining years,	1.	-	-	-
47. Victim of unusual misfortunes,	-	2.	-	-
48. Unable to have children because of insufficient earnings,	-	-	2.6	3.9
49. Large family necessitates working,	-	2.	-	-
50. Loss of family savings a hard blow,	21.	-	-	-



UNIVERSITY OF WISCONSIN - MILWAUKEE

Aug. 8, 1931.

PEOPLES' COMMENTS ON HOME CONDITIONS

FAVORABLE

#1 "I don't have so much to worry about. My folks haven't much money, but we are happy and live comfortably, and that is wealth to me. We have a big family, and I never used to think my father would miss me out of the gang, but I was away for a week, and they missed me so much and told me that they were glad to have me back, and wanted me to stay home."

#2 "I have been married about eight years. I was only a kid when I got married and neither of us had a dime so I had to keep on working. I could never get along on his salary. It was small then, but I have a good husband and I am willing to work. I am getting along nicely and he helps me with the work and we are together all the time. It isn't a case of me going home and dredging; we work together. He brings me to work and comes after me in the evening, so I don't have to depend on the cars."

#3 "I never saved a cent until I started going with my wife. She used to say, 'Let's take a walk,' or 'let's stay home.' At the end of the first year that we had been going out, I saved over six hundred dollars. Of course, I spent almost six hundred dollars at Christmas for jewelry for my wife. After that, I put about ten or fifteen dollars a week in her ears. Then I paid my mother twelve dollars a week for board. I still had plenty of money for whatever I wanted it. My wife learned her saving habit through necessity. Her mother and father both died when she was about thirteen years old. She took care of the house until she was old enough to go to work."

#4 "My daughter is nineteen years old. She is working for the company, right out in the next room. She has a nice job and makes good money, and the best part of it is that she is a good girl. Every pay day she comes home and gives her mother her pay check. That is quite a help to us because we have just started to buy a home, and as long as she works and gives her money to her mother, we can easily meet the payments and get along fine."

#5 "When I bought my home out in Kinsdale, there weren't very many others around there, it was pretty much of a prairie. But since that time that place has built up wonderfully. It's one of the prettiest places around Chicago, and I like it very much. We have a nice place, and it's our own. We have a wonderful lawn and beautiful shrubbery, and you know, that means something."

46 "We have a nice comfortable little home. It isn't a mansion, but it is good enough for the wife. We have our little machine and make our trips whenever we feel like it, so what more can a man ask for? You can say for me that I am absolutely satisfied with everything."

47 "I have just been married about a year and a half. I figured it was better to wait until I had some money before I went ahead and got married. A lot of these fellows go and get married without having anything put aside for a rainy day. Oh, I have got a little. Get a little put away for a rainy day. I made a little money on the stock market."

48 "I really didn't have any sweetheart over there. I have been going with a girl here in the States. Haven't really got very serious yet, but you never know what a fellow will do. I may get tired of rooming one of these days and we'll just jump off and get married and that will be all there is to it. I expect to make another trip home next summer."

49 "I was chasing around quite a bit and I thought the best thing to do was to settle down so I got married and settled down. I am glad of it. This way I can make a little money and save it. Before that when I was single I couldn't. A fellow hasn't got a chance to save when he is chasing around like that having a good time and then I was drinking all that booze, too. That wasn't doing me any good. It is a whole lot better the way things are now."

50 "My family is O.K. too. I have some twins that are two years old now. They are girls, and then I have a boy and another girl. The girl is older. She is twelve years old. She is a lot of help to her mother. The twins, you see, they cause an awful lot of work. You see, it is nice when I come home in the evening and these two twins they come running to me, and gee, I have my time with them. Yes, I know they cause a lot of work, but just the same we are glad we've got them. I am so happy with my family now since we have the twins."

51 "I have three children, they are all healthy. That is one good thing, and that is the main thing. As long as they are in good health, I ain't got it so bad, but if they ever get sick, I would have a h---- of a time."

52 "I am getting along all right. I am married now and I have a boy twelve years old. He is going to graduate from school in a couple of years. I suppose then I'll have to dig a little deeper down in the pocket so I can continue his education. A fellow has to figure that in. We're getting ahead slowly though. I have a

nice little bungalow all paid up except for the first mortgage. I'm going to carry that. I think it's a good thing to carry a mortgage. Then we have four shares of stock paid up and buying seven more now."

115 "I still give my father all my money, outside of what I'm paying on A. T. and T. Stock. I'm only buying three shares, and they will be paid up next year. This is my first time. My mother used to put two dollars a week in the Building and Loan for me, and after six years I drew out eight hundred dollars. Then I loaned that to my father at six percent. That's the way we do it in our family. Everyone turns in all their money to my mother and father, and she puts something in the Building and Loan for them. When they get married, they get the money. My sister got married a few years ago, and my father gave her five hundred dollars. Now my brother is going to get married, and he will get about a thousand dollars, that is the best way to do it. If you let a young fellow keep all his money, he will spend it all and when it comes time to get married, he won't have a nickel."

116 "Now we are with these people and they have no children; they are just wonderful. We can do anything we like. If we feel like doing the dishes we do, and if we feel like making the beds we do. This lady that my sister and I are living with is very wonderful. We are just like at home."

115 "You know, I was telling you about the mother-in-law staying with us. Well, I don't charge her a cent board for it, but do you know that I haven't bought clothes for my wife for the past five or six years? This has all been done by the mother-in-law. If it wasn't for her helping me out that way, I would sure be in a pickle. You see, she is seventy years old, and my wife takes pretty good care of her. Sometimes she would want to go downtown. Well, the wife rather than to let her go alone goes with her. They'll get downtown, go into a department store, and start looking around. Well, the mother-in-law will notice the wife looking over dresses or some other item. She will come along and say, 'How do you like it?' the wife will say, 'Fine, but you know, I can't afford to buy anything like that.' Well, she will say, 'Forget about that,' buys it, and gives it to the wife. She even buys things for the little girl. Well, you know all these little things help out quite a little bit."

INDEFINITE

-1 "When your father has been out of work for one year, and your ~~brother~~ cannot get work, and you're the only one working, it's not

very pleasant, and especially when you don't feel so good and you are tired out. I have to work hard in order to make twenty-one dollars or seventeen dollars a week, and that means that I am on my feet from seven-thirty until noon, and from a quarter to one until four-fifteen. Now, these are long hours, standing and walking back and forth. It's hard."

-3 "It certainly is a tough grind - paying off a house. Probably I bit off a bigger piece than I could chew. A short time ago my father-in-law died, and my mother-in-law gave me enough money to clean up the second mortgage. She didn't exactly give it to me, but she loaned me the money without interest, so now all I have to worry about is the first mortgage of \$6,000."

-5 "I can make my budget easy enough, but why should I kill myself working overtime, because I have to give my whole check to the folks anyhow and it's only two dollars a week that I get to spend for myself. I buy stock out of my check before I even take it home, so that's something I can save; but with only two dollars to spend I don't have much time for shows and dates."

-4 "I had finished three years of high school. I went to a Catholic High school down in the loop. I just quit for a year to help out my mother, and then I was going to go back and finish up, but when I got started working, I decided not to, because she needs the help. My father isn't living. He died seven years ago of the Flu, so I pretty nearly have to work. I have four brothers, and one sister, and they are all younger than me."

-6 Employee is disgusted with home life. Father injured at work four years ago and sick for a year. Company offered to settle, but he got ball-headed and lost all. Has refused to work since. Employee and her mother support family. Mother works as cook, but is having trouble with her knee, so can only put in two days a week and as a result they have had to move to cheaper quarters. Father quarrels continually and gashes every loose cent laying around the house. Has threatened to return to old country and mother wants to send him there and not let him come back.

-7 "If my folks were able to take care of me I would stay home, but they are getting old, and I don't feel that I can live on them."

-7 "My wife is sick most of the time and is doctoring. In addition to that expense, I've got to pay for my home. She has a weak heart. When I married her she only weighed about a hundred fifteen pounds, but now she weighs a hundred and ninety. The doctor said something about all that extra fat being sometimes the cause of heart trouble. I guess that's her case all right. She puts on fat continually, and

I don't know how she can ever get rid of it if the doctor forbids her to exercise as he has been doing."

"8 "My mother is very sick. The worst of it is that her sickness has affected her mind and it seems to me she's getting worse from day to day. There are days when I come down to work here that I did not know what I was doing. Even though you do try and forget your home, it seems as though you can't. It just sticks to your mind all day long, and you wonder just what she is doing and what she is going to do next."

"9 "My mother died when I was fourteen, and when I was eighteen my dad married again. That was my move. Not that I ever had any trouble with the step-mother, but I had been supporting myself most of the time after my mother died, so why should I go back when somebody else had taken her place. I figured I could look out for myself from then on."

"10 "The only thing that bothers me is that my folks do not live in Chicago. I get so lonesome. I cannot go home for the week ends, because the railroad fare is too high. During the summer months they have excursions, and I get a round trip ticket for what I have to pay for one in the winter months. I went home at Christmas time, but they did not have any excursion rates."

"11 "My father lives out there now. He has a farm of about a hundred and fifty acres. I left home myself several years ago. My father is about fifty years old. He has always had an idea that he wanted one of us to be a doctor, or to enter some profession. Well, I never did care very much about school, and I had already made up my mind that I wasn't going to do that. He was very disappointed, and he told me that I would either have to go to school, or get out. Well, that was enough to make me decide to get out. Then I came home and lived with my brother-in-law."

"12 "I have a wife and five children. My wife works for Western Electric, too. She is a cleaner over in the ----- Building. She works nights. I just see her in the morning before I go to work."

"13 "I am married and I have two children. That's why I kick about this raise. You know, they will get just as much benefit of any increase of salary that I will get. They are the ones that are con-

tinually asking and telling me to educate myself and see if I can't advance in my position."

-14 "My husband committed murder. I didn't know it was my husband until after we were married and came to this country. I got a divorce then. My husband took all the money and went.....He's a murderer. He's in jail, you see. I heard he'll be there twelve years. Sometimes I cry all day. Some days I can't do the work and the boss bawls me out, but I can't help it. I'm so nervous. It used to worry me so, but that don't do any good, so I try not to worry any more. I laugh now, but inside I cry. Such a case it was. I lived with him a long time."

-15 "My other boy is no good. He is just a bum. He always gets in trouble and keeps us in trouble. He never works. I got him a job here once, but he wouldn't stay. School is no good for some boys. I told him he had better go to school and he did for two years and he and some other boys got to fooling around the lockers. They found some money and for fun spent it. That spoiled him. He found it was easy to get money that way, so I took him out of school. The teachers always had trouble with him, but he wouldn't work. One day he and some other boys got in a taxi. One boy went to sleep, and they took all his money, about \$25.00. He was pinched for that. I put up a thousand dollar bond for him and brought him home. He ran away and the judge said I would have to pay the thousand dollars. I got a lawyer and he helped me find the boy so the judge let us off. But it was lots of work for the lawyer. I had to pay him \$600 and it took a long time. Then he bought a Ford for \$34.00, but he didn't have money to buy gasoline, so night after night he went out to other cars and with a straw stole their gasoline and he was pinched again. They made me post a ten thousand dollar bond. Oh, he is always in trouble, but I have to take care of him. If I don't, my wife gets sick, and it makes me sick, too."

-16 "I go to the cemetery every Sunday. My wife wants to go when I don't want to go so we just make up our minds to go every Sunday when we can get out there. My son died last year in May. He was a good boy. We go and fix the grave and stay there every Sunday."

-17 Employee is one of eight children - six of whom are living at home. Her dad has not worked for over a year and an older brother who has not worked for a long time. She is the only means of support the family has. They have run into debt very badly and have had a lot of sickness to contend with. The employee worries a lot about short hours or possible lay-off. She would like to get married, but due to the present conditions of her family she cannot reconcile herself to leaving her family for several years."

-18 "When you stop to consider it, though I don't think I would ever get married again if I had it to do over again. Well, you can't do anything. When a man is single his time is his own and he does just as he pleases, well when he gets married he has to give up a lot of those things that he could do when he was single."

-19 "I could never sleep during the days. I used to sleep about three or four hours, never any more than that. My wife and boy didn't like me to work nights because they were afraid to be home at night alone."

-20 "All of my sisters are much older. I was the last one at home. My mother lives in the country. She doesn't want to come here. She's afraid to because she's so old. She has her friends there, and everybody knows who she is. She lives by herself, but I have a brother who is married and lives near her. They have kids and they're always running up to see her. She's much happier there than she would be here. She comes to visit us every once in a while. It isn't like us if she was all alone."

-21 "I cook and keep house. I got it too much work. All the time a job - cooking, sewing dresses, brushing floor - all the time I busy. I come home six o'clock - make supper, wash stockings - nine o'clock I sleep. I'm so tired sometime."

-22 "I board here -- I live with my married sister, and I'll tell you that's not so pleasant either. A lot of times she tells me what to do, and I don't like that. Sometimes I think it's better for a person to be married and have his own place."

-23 "My husband worked at a machine shop, but he is not working now. He got mad and quit his job. They wanted to reduce his wages to \$25.00 a week, and he would not stand for it, so he quit. He thought he could go out and get a new job right away, but it was not so easy. He sees now he was mistaken, and he is sorry. He has to help his father who is an old man and is poor. He used to give him \$2.00 a week, but now he don't because he is not working; and I have to work, so I won't give nothing."

-24 "I have been sick for some time and have had a lot of doctor bills. My wife nags me continuously about money and about my doctor and hospital bills. I was in trouble one time and I turned all of my property over to my wife and she is very selfish and hard to get along with. She has poisoned the children against me. I turn my check in to her and that's the last I ever see of it, only three dollars a week for welfare and lunches."

-26 "I married a man that I thought I was in love with. I did love him, and he has not been able to support me yet. If I had a home to go to, it would not have happened. You see, I have always lived out all my life. Don't know what it means to have a home, so I thought it would be nice to have a home of my own. I am still waiting for that home. I have never kept house in all the years that I have been married. I am living with some old people, and they have been wonderful to me. It is a help to them and also a help to me, but it was so hard to try and do work in two places. I had to tell my landlady I could not keep up any longer. I did not want to leave out on my job down here, so I just had to tell her that I could not do the work at home any more. She realized that it was hard for me. Now we have a woman come in and do the work, that is, part of it. Now the old man is sick, and I cannot leave them now, because they need my help. I only rent two small rooms, light housekeeping rooms. I have the expectation of going to my own flat at any waiting, to go into my own flat. My husband is working now, but not making very much money. Not enough for me to depend on. That's why I have to work. I have given him another chance, and if he don't do what is right now, I am through. When I married my husband he was just learning a trade which I did not know anything about, and you know how long that takes to learn a trade and what money they get. I have some time yet to wait. If I can work steady, I can make pretty good. So you see, I married and am still working. I can't understand why you don't think you are much better off than I am."

-27 "My father is working only three days a week and sometimes he doesn't even work those days a week. Sometimes he goes over to my sister's and helps her around her house, cleans up the yards and things like that and he works a lot around our place. We have our little house. It doesn't amount to very much, but he likes to keep it in good shape. I have one brother home. He's about nineteen. You see, my father worked for a piano company but there's nothing doing there now, and he took my brother to work there, too, and when there's not work for my father, there's no work for my brother. He doesn't work steady. He's very ambitious, and he's willing to work. I tried to get him here in the Western, but I wasn't successful."

-28 "My husband was deported, and I had an awful lot of trouble trying to get him back to the United States. I had to get a letter from Washington and I had so much trouble getting that letter. I was afraid that my husband wouldn't be able to come back to America again. I'm an American and so is my baby an American, but my husband is a foreigner."

-29 "I am only married a couple of months now and all that worries me is that I am afraid my husband will get laid off. He's a printer by trade, but I don't want him to work at that trade. I don't think

it's healthy, so he gave up his job and he came here to the Western Electric to work; but now they are getting so slack over in his department I am afraid he will be laid off. I hope he doesn't because now we have the nicest little flat. The only thing is that my husband is working nights and I am afraid to stay home at night. After he started to work on the night shift, I cried myself to sleep for the first week, I was so afraid."

-29 "Well, you want to be careful. You know these women are different. Some of them are just a burden. All they know how to do is spend money. Oh, there are some who know how to save I guess. My wife's not that way. She has to spend money. But I don't suppose it's any fault of hers. She just hasn't learned the value of it."

-30 "My father has been out of a job now for six or seven months, and my mother has a house, but the tenants are not paying their money and there is no other income coming in. I got married and I am working. It is rumored in our neighborhood that I am well fixed. Of course, I blame my mother-in-law for that because she told everybody that she was going to give her son, that is, my husband, a business when he got married. Well, when the people come to my husband and ask him why I am working, he has to tell them that he hasn't any work and business is very slow, and we try to get along on what I am making. Of course, my in-laws don't like that. They feel that I should stay home and be satisfied with what his mother gives him. The only time he gets any money is when they have a funeral. I live up around 24th Street and Crawford Avenue, and of course, there are a lot of undertakers around there."

-31 "I can't get married, and it makes me feel kind of bad, too. You see, I don't like to leave my mother all alone, and she says she'd never go to live with me if I got married. She thinks the mother-in-law should keep away - she won't live with any of my sisters either, so I'll just have to wait. My boy friend wants to get married now, but I tell him that if he loves me he'll be willing to wait."

-32 "My daughter works on steel boxes that are about four times the size of a cigar box. These boxes are very dangerous to work on. When they come to her they have sharp edges on them. The other night she came home with scratches all over her legs and arms. I worry every day and fear I'll get word that she has been badly injured. When I am on my way home I picture her in an awful accident and I am always afraid to go in the house for fear I will see her there in a crippled condition."

-33 "I got no parents. . . . Only friends. Now it very hard to go to Russia. We come when it was easy. After war time, it is very hard to come -- different rules, and everything is different. I

I like it here, but sometimes I feel - Oh, I got nobody, -- only friends. There I could stay by my sisters and brothers. "Maybe I go over there for a visit -- maybe I stay -- I don't know."

-54 "I never go out anywhere. My father won't let us. If we are not home at ten o'clock he gets worried. I have never been to a dance. I just go to a show once in a while. I like to go to the Senate. It is near where we live. Some girls will hardly believe me when I tell them how strict I have been kept, especially in these days. I have never been away from home, either. My mother never wanted us to go. She was afraid if we did, we wouldn't want to come back again."

-55 "I don't know what we would do if we couldn't get some help, my mother-in-law works, you know and that helps. I've had to borrow some money from her sometimes, but you know things like that strain the family relations pretty bad. I hope I don't lose my wife because I can't support her. I work hard and do the best I can and she knows it. She's good - she sticks it out and does the best she can. She never wastes a cent either, I don't have to worry about her that way, but I've got to do something - I've just got to earn more money."

-56 "I thought a great deal about my chances now for making any decent money with the Company. It comes under the head of partiality. I've seen time after time that the supervisor gave raises to other men in the gang, but whenever I asked about it, he always claims that I am getting the top rate. What's the use of working if you never can make any more money. I can't get married until I do make more money, and both my finances and I are anxious to get married as soon as possible."

-57 "Meeting out is the very thing that makes me discouraged about being in Chicago. I have been married three years and during that time I have only lived with my wife about one year. I've been working away from home so much. She lives with my folks in Tennessee. If I could only have her with me everything would be all right, but I could never support her on what I drew each week. She is so anxious to come up. Every letter that I write her, I tell her that it won't be long. She stays with my folks. She is well educated. She is a college graduate and she could probably get a job here, but I don't like to suggest it. I feel like a fellow should be able to support a wife if he is going to live with her."

-58 "You know, my father hasn't worked for a number of years. He was hurt in a mine explosion down there. Well, he never got a thing for it either. That is, they did help him out in the future. I think he got \$15.00 a week for two years. Well, this \$15.00 just about covered the doctor bills and the like. Of course, now and then I send him a couple of dollars to help them out a little. I

don't know whether they need it or not, but I feel sorry for them and as long as I can spare it, I see no harm in doing it."

-59 "I just have enough to get along on, and if I weren't living with my folks, I probably couldn't do that. My folks have a home in Berwyn and my wife and I stay with them because we can live so much cheaper that way. Of course, some day I want to have a place of my own, but until I get a break, I can't be thinking about it."

-60 "My house is not much. I only had to pay four thousand dollars for it when I bought it. It is down around Twelfth and Ashland Avenue and then houses down there are all old shacks. As soon as business picks up I am going to sell out and go to a better neighborhood. It is kind of a bad neighborhood to raise kids because there's quite a few niggers living within a few blocks of us."

-61 "I have a daughter eleven years old and she has been in poor health for some time. I guess I'll have to take her over to the doctors and have her tonsils removed soon. The doctor said that they are infected. Then, I have a boy eight years old. I don't know what I'd do if I had any more. With the taxes going up and everything, it sure keeps me jumping."

-62 "I am living with a low class of people, but I haven't got money enough to get out of there. It would have been different, but my wife got me into it. My aunt has a nice apartment in Cicero, but she wanted thirty-eight dollars a month. I figured it all out and I couldn't afford it."

-63 "My sister is home sick now. She has been out two weeks now. The doctor said she'll be all right in a few days. She's anxious to get back to work because you see she don't get paid while she's out sick; she is not here as long as I am, and you know, we board and that makes it kind of hard. Although we have a very nice place to board, it's clean and the woman is very nice to us, but there's four children. Sometimes I think I'd like to get a place where we could go light housekeeping and maybe it would be cheaper."

-64 "My wife is working, but she's getting tired of it. When I got married a year ago, she did not want to quit, but here the last few months she got it into her head that she'd like to quit her job and stay at home. That's the hell of it when a woman works after she's married. We bought some nice furniture, got ourselves a small flat, and now if she quits, I'll have a helluva time keeping it up. She doesn't make much money, but twenty dollars a week is better than nothing. She can at least buy all her clothes and save a few dollars on the side."

-43. "The following winter I had pneumonia, and after I got well, my brother-in-law was killed and my sister has two children, and I take care of them at night while she works. She works in the 35-5 building; she cleans. She has three boys, ten, twelve, and eight. She couldn't work here on account of the long hours. Somebody must be home to get the children off to school. She only works from seven at night until two in the morning. She gets the supper and I make the breakfast. I don't get much time to get out. I stay home every night. Sometimes, I go to a show. I take the kids with me. I wish my sister would get married again. It's hard to bring up three children. Of course, I help her a lot but I can't do it all the time. After they grow up, they'll help her, but where'll I be at? We used to go half on everything, but now I pay her \$10.00 a week. I buy a lot of things and I take the kids out. Some people see me with them so much that they think they are mine."

-44. "I've been with the Company thirty years now. Well, I expect to be through pretty soon. Well, the Company hasn't said anything, one way or the other but I think I will be through pretty soon. They asked me how I felt about it, but I wanted to keep on working. My plans were more or less broken up, when my wife died two years ago. We probably would have done something together, but now that she's gone, it really doesn't make an awful lot of difference. I just want to keep busy as long as I can. I think that's a good thing. I don't know, but I think so. If I had saved up my money when I was young, if I had been able to, that would have been a different story. Some people can do that, but they are lucky. Others may have large families and they have to spend their money on those families, so that they can't save anything. That was true in my case, and that is one reason why I have to continue to work. You know, you don't very often hear about families taking care of the old folks, when they need it. I know, that has been the way at my place. The children haven't given me a hand for a long long time."

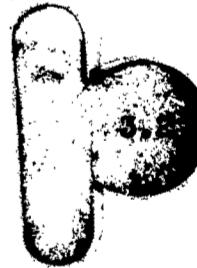
-45. "In seven years we have had six deaths. My mother, sister, and husband of my sister, and nephews, the children all being small, and a husband drinking coming home noisy and mean. Well, it finally got so that I could not stand him so I divorced him to get rid of him. My children seemed to always have something wrong with them. I always had doctors."

-46. Employee is woman - married seven years. Her husband is a teller, but has not had a job for a long time. He does all the house work. She would like to have children, but under present conditions it is impossible. When she married she was doubtful whether she loved her husband because she was lonesome here and he was of her own nationality. She enjoyed his company for that reason but now she says she has learned to love him because he is such a big help.

with the home work."

"I worked at the Western before when I first started out to work. I believe I worked here about a year and my mother took sick. She was very sick and finally she died. There was a big family of children so I had to stay home and play the part of mother for about a year. Then my dad got married and that gave me a chance to get out to work again. We have a big family. There are eight of us altogether, and I, being the oldest, had to set a good example for the rest of them. Some of the kids are still going to school."

"Speaking of money, I am afraid some of mine has gone for good. The bank where I have been depositing my nickels has closed its doors and from all indications, the depositors are all out of luck. They certainly made an awful run on it last night. When I got home I looked the different definitions of banking concerns up and from what I can learn it looks bad for us."



UNIVERSITY OF WISCONSIN - MILWAUKEE

August 6, 1931.

A COMPARISON OF THE 1930 AND 1931
ANALYSES OF EMPLOYEE COMMENTS ON HOME CONDITIONS

Due to the large number of topics in the Home Conditions classification, the comments were necessarily scattered, many classifications containing only one or two comments per thousand interviews. Placement of comments was quite difficult due to the overlapping, and close distinctions between the comments themselves.

As a result, it was decided, for purposes of comparison, to classify all comments, those of 1930 and those of 1931, into two divisions; namely, those showing mental effects, and those showing financial effects of Home Conditions. The former contains comments regarding domestic conditions resulting from factors other than financial which compose the latter classification. This tends to give a clearer picture of the facts themselves.

The following list gives the separation of the comments into these two classifications. The numbers appearing in the list refer to the numbers given on the substance analysis sheet:

Mental Effects

Financial Effects

Favorable Comments

+ 1
+ 2
+ 3
+ 4
+ 5
+ 6
+ 7
+ 8
+ 9
+ 10
+ 11
+ 12
+ 13
+ 14

+ 1
+ 2
+ 3
+ 4
+ 5
+ 6
+ 7
+ 8
+ 9
+ 10
+ 11
+ 12
+ 13
+ 14

August 6, 1961.

Mental Effects

-5
-6
-7
-8
-9
-10
-11
-12
-13
-14
-15
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-20
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-47

Unfavorable Comments

-1
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-4
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-15
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Financial Effects

The following table shows the number of comments per thousand in these two classifications for 1950 and 1961:

1950

1961

FAVORABLE

	<u>Mental</u>	<u>Financial</u>
<u>Non</u>	76.6	56.7

	<u>Mental</u>	<u>Financial</u>
<u>Total</u>	20.6	4.0

	<u>Mental</u>	<u>Financial</u>
<u>Non</u>	39.5	72.0

	<u>Mental</u>	<u>Financial</u>
<u>Total</u>	7.0	0.0

August 6, 1951.

1950		1951	
<u>UNFAVORABLE</u>			
<u>Mental</u>		<u>Mental</u>	
<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
198.8	174.9	65.6	196.8
<u>Financial</u>		<u>Financial</u>	
152.7	174.6	160.5	290.7

In the favorable classification, the men's comments were approximately one-half as large in 1951 as in 1950, the drop being nearly equal for both the mental and financial angles. The women, however, showed an increase in their favorable mental effect comments and a decrease in the favorable financial. It should be noticed however, that the women made more total comments on Home Conditions in 1951 than in 1950, whereas the men made less.

In the unfavorable comments, the men again had a decrease in the mental effect comments and showed a trifling increase in the financial. The women also had an increase in the mental effect comments, but showed a very decided increase in financial comments, the number per thousand increasing from 174.6 to 290.7, a gain of 116.1 or approximately 40%. The bulk of the women's comments has been largely due, therefore, to unfavorable financial effects in the Home Situation.