

REPORT FROM FULTON BAG & COTTON MILLS, ATLANTA GA.

1. Name of Mill
Capital stock issued
Location
Officers and their addresses

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What is manufactured

2. WORKING CONDITIONS:

a. WAGES;

Average men, women and children, in all departments. *12% up to 16 yrs old*

1. Piece
2. Time
3. How paid- day, hour or week
4. How much held back and why

*35% women
balance men*

5. Give scales, if any.

6. Comparisons five years back.

7. Foremen
Superintendents'

8. Do whole families work, and to what extent.
Give average family wage.

9. Deductions

- (a) Fine for breakage
- (b) Fines for defective product and what becomes of this product.

- (c) Any bonus, premium or prize systems;
explain fully

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3. NATIONALITIES: Give percentage of all nationalities

4. MEN, WOMEN AND CHILDREN: Average age and lowest age employed in mill.

(a) HOURS: Standard for various lines

1. Men
2. Women
3. Children
4. If overtime, to what extent and how paid for.
5. Have you a lunch hour, and is it carefully kept
6. What holidays
7. Are all labor laws enforced as to hours

(b) EMPLOYMENT:

1. How employed
 - (a) Through agents or how or collectively
 - (b) Whether by superintendents or foremen
 - (c) Do you employ whole families and why
 - (e) Is employment regular or spasmodic
 - (f) Give normal number employed, and how many have been any length of time in your service.
 - (g) How many employed at present men, women and children
 - (h) Do you manufacture on order or for open trade?
 - (i) How discharged? State if by Superintendent or through foreman or how.
 - (j) Give number of discharges one year back, stating reasons. Also state how many left your employ last year without being discharged.
 - (k) Any speeding up of machinery?

REPORT FROM FULTON BAG & COTTON MILLS, ATLANTA, GA.

1. Fulton Bag & Cotton Mills

\$600,000

Atlanta, Georgia., Fulton County.

President	Mr. Oscar Elsas	Fulton Bag & Cotton Mills.
Vice President	Mr. Benjamin Elsas	" " " "
Treasurer	Mr. August Denk	" " " "
Secretary	Mr. L. J. Elsas	" " " "

Sheetings, ducks, cotton and burlap bags of all kinds, cotton twines, manufactured products of ducks, waterproofed etc.

2. WORKING CONDITIONS:

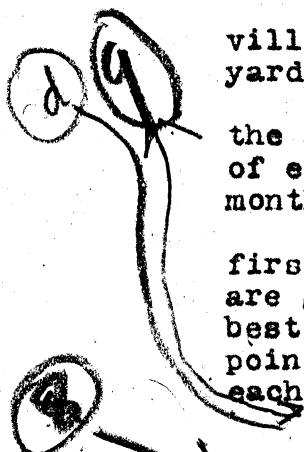
a. WAGES:

1. \$8.50 per week of 60 hours
2. \$8.40 " " " " "
3. Day hands paid on an hourly basis. Paid off every week.
4. One weeks time. Requires four (4) days to make up payrolls. According to contract, made with every hand, which requires one week's notice before leaving the employ of the company.
5. Pickers & Cards ----- \$ 8.10
 Roving frames ----- 10.50
 Doffers ----- 9.00
 Spinners ----- 9.50
 Spoolers ----- 8.50
 Weavers ----- 10.50
6. About 30% higher now than then.
7. Foremen ----- \$28.50
 Superintendents' ----- 42.00 (average)
8. Very few
 Cant give accurate figures.
9. Deductions.
 - (a) Inflicted only when damage is malicious in nature.
 - (b) Fines are imposed for defective product to the extent of approximately one third of the damage done. This product goes either into a lower classification or waste.
 - (c) Prizes of from \$1.00 to \$5.00 are given for suggestions, and additional prizes for the best ones made during the year.

Six prizes are given for a floral contest in village, same being divided into two classes - yards and window box decorations.

Premiums for continuous service are given on the following basis. For the first three months 3% of earnings for that period; for the second three months 5%; for every six months period thereafter 7%

In addition to the above, prizes of 5% as a first and 3% as a second, of earnings for six months are given to loom fixers whose sections show the best records for that time; supplies counting 50 points, production and seconds counting 25 points each. *continue*



*W. O. ...
183/...*

Supervisor

best records for that time; supplies counting 50 points, production and seconds counting 25 points each. *continue*

Supervisor's Office

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3. NATIONALITIES:

98% American, 2% other nationalities

4. MEN, WOMEN AND CHILDREN: Average age 27 1/2 years. Lowest age 14 1/2 years.

(a) HOURS Standard for various lines 60 hours per week. **4**

1. Men 60 hours per week
2. Women 60 hours per week
3. Children 60 hours per week. Work is intermittent, however, and rest periods are allowed.
4. Mechanics only work overtime and are paid their regular rates.
5. Three quarters of an hour is allowed for lunch. All employees are required to observe it.
6. Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.
7. Yes. Rigidly.

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(b) EMPLOYMENT:

1. How employed

(a) All employees must pass the scrutiny of the pay-master and be acceptable to him before being employed. Each department reports daily (every morning) the number and character of hands required, such report being given to the pay-master for his guidance. Copy of this report is attached.

Exhibit A

(b) After being passed by the pay-master, the foremen then decide whether to use their services and in what direction they can be best used.

(c) Yes. They are more reliable for continuous service.

(e) Employment is regular.

(f) Regularly employ between 1200 and 1300.

In service over 20 years	-----	16
" " about 15 "	-----	54
" " " 7 "	-----	207
" " " 5 "	-----	352

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(g) About 1200 now employed.

(h) In Cotton Mills we manufacture for stock; in the Bag Mill on order.

(i) By foremen, with the approval of Superintendent.

(j) For 1913 - discharged 536, Left 3875.

(k) All machines are preferably run at builders' ratings.