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William P. Clarke

März 1921

**Europe's Flint Glass Industry  
 The Flint Glass Industry Abroad.  
 A Survey of Hours, Wages and Working Conditions Prevailing in Europe's  
 Principal Flint Glass Manufacturing Countries.  
 Between November, 1920, and March, 1921.**

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 By Wm. P. Clarke, President  
 American Flint Glass Workers' Union  
 Toledo, Ohio**  
  
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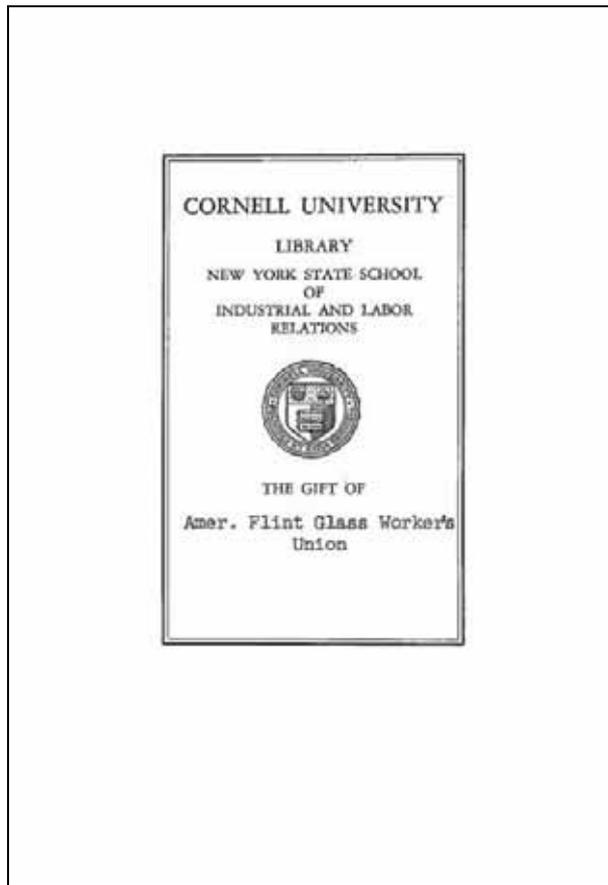
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**S. 1: The Flint Glass Industry Abroad  
 A Survey of Hours, Wages and Working  
 Conditions Prevailing in Europe's Principal  
 Flint Glass Manufacturing Countries  
 Between November, 1920, and March, 1921.  
 By Wm. P. Clarke, President  
 American Flint Glass Workers' Union  
 Toledo, Ohio**

As an introduction to this document it appears to me quite proper to give a brief resume of our **relations with our brethren across the sea**. By so doing it will enable those who take up the work where I leave off to more readily and easily comprehend all that has gone before in our efforts to attain an international understanding that would mean an **end to ruinous competition** against the organized American workmen in the flint glass industry.

The **importation of glassware from abroad at a cost below that at which similar ware can be produced in America**, has frequently caused much annoyance to the officers and members of the American Flint Glass Workers' Union, and to the manufacturers employing our members.

At a bulb conference in the Hollenden Hotel, **Cleveland**, Ohio, November 23, **1901**, the workers presented a proposition to the **bulb manufacturers** [Glühbirnen] calculated to increase the wages of bulb blowers from \$ 2.15 to \$ 2.25, and bulb gatherers from \$ 1.30 to \$ 1.40

per turn. The manufacturers opposed the increase and set forth claims of „**foreign competition**“ with such force that a resolution was presented and adopted, which provided:

„That a committee be appointed to **investigate the seriousness of foreign competition on bulbs**, and that the workers work under protest from December 1, 1901. If the committee decides that the companies can pay the increases, the increase shall be paid from December 1, 1901. If the committee reports that **foreign competition is so serious that it will be necessary for the workers to grant some concessions to meet the competition**, then the matter shall be referred to a vote of the trade for approval or disapproval. If the workers reject the proposition, the wages shall remain the same.“

**President Rowe's European Investigations.**

Mr. T. W. Rowe, then vice-president of the Union, and Mr. E. J. Barry, manager of the **Libbey Glass Works, Toledo, Ohio**, were chosen to make the investigation. On their return from Europe Mr. Rowe presented a written report, which was exceedingly brief, while Mr. Barry, so far as I am aware, made a verbal report only. **Mr. Rowe's report** and reference to the report made by Mr. Barry can be found in the minutes of a bulb conference held in the Bondy House, Toledo, Ohio, May 12th, **1902**, and printed in Circular No. 42, May 29, 1902.

The outcome of the conference was that the **manufacturers refused to pay the increases**, and this **resulted in a strike** which began on May 17, 1902, and continued until August 9, 1902, at which time the manufacturers agreed to the contentions of the workers only insofar as wage increases were concerned, while the workers waived their claim for back pay. As a result of this dispute the members of Local Unions Nos. 28 and 81 of Toledo and No. 31 of Fostoria were involved in the strike, and in this contest the union expended \$ **21.629,50 for strike benefits** alone.

During the month of May, **1903**, an **appeal for aid** was received from the **National Flint Glass Makers' Society of Great Britain and Ireland**, which society was then involved in a struggle with their employers. While their appeal for financial assistance was pending before our trade, Messrs. J. J. Rudge and John Hesselbee, officers of the society, were authorized to visit America and attend our Cincinnati convention. The final disposition of the request for financial assistance was that our membership authorized that \$ 3.000 be donated.

During the year **1906**, **National Secretary John L. Dobbins** lost his health. The Sea Isle City, N. J., convention advised that he be given a leave of absence. With a feeling that an ocean voyage would aid him he **visited England, Ireland, France and other countries**, during which time he made social calls on our brethren across the sea.

The next occasion on which our organization was represented officially in Europe was at an **International Congress** composed of representatives of organizations of **glassworkers** from several European countries, and which was held in **Berlin**, Germany, on September 13,

**1911.** This subject was brought to the attention of our Toledo (1910) convention, resulting in **Mr. T. W. Rowe**, then president of the union, being authorized to attend. President Rowe's **report** of this congress was submitted to the Montreal convention, published in book form. It covered 69 pages, was generously distributed and served an excellent purpose.

Three years later another **International Congress** was to have been held in **Milan**, Italy, in September, **1914**. President Rowe at our Newark, Ohio, convention brought the matter to the attention of the delegates, recommending that our organization be represented. The Committee on Officers' Reports advised that the recommendation he disposed of in open convention. The convention approved the recommendation of the president and the writer, who then occupied the position of National Secretary-Treasurer, was chosen by acclamation to represent the American Flint Glass Workers' Union at the Milan gathering.

#### **World War Caused Postponement.**

With credentials and transportation in my possession, and as I was about to depart, the **World War broke** out, necessitating postponement of the congress. However, the war was also responsible for **European importations being practically stopped**. But this suspension was only temporary. The **armistice** [Waffenstillstand] was signed November 11, **1918**, and in a short time thereafter the **inflow of foreign products was again resumed**. The effects of the revival of this foreign competition were quickly noticed by many of our representative men, and they frequently urged that another **investigation of European industrial conditions** be made.

At the Atlantic City convention, July, **1920**, the question was brought to the attention of the Committee on Officers' Reports, and this committee's recommendation follows:

„That if an International Congress composed of glass-workers is called, the delegate elected at the Newark, Ohio, convention, and confirmed at the Columbus, Ohio, convention, be in attendance; and, if the International Congress be not called, that **President Clarke** be sent to investigate the conditions prevailing in foreign countries. „We further recommend that if the officers of the national union deem it wise to make an **investigation in Japan** that our president be sent. The expenses of both investigations to be paid from the national treasury.“

On August 12, **1920**, a communication from **Emil Girbig, Secretary of the International Glassworkers' Organization, Berlin**, Germany, contained the information that it would be impossible for the congress to be assembled during the year. Conditions resulting from war readjustment determined your officers in agreeing that the investigation provided for in the resolution adopted at the Atlantic City convention be made without further delay.

If personal desires were given consideration in preference to duty, or if the advice were accepted of those who generously expressed the belief that the greatest

amount of pleasure usually attendant on a mission of this character should be secured, then the trip would have been postponed until spring. However, the trend of business conditions at that time and since justified my belief that we were **on the verge of an industrial panic**, and as I was desirous of securing information that might aid in the task of **guiding the organization through the, depressing times** that appeared just ahead, I decided that duty came first. So the journey was undertaken when the weather was very disagreeable and travel exceedingly unpleasant, causing numberless hardships. It would have been easy to avoid these had not duty been the determining factor.

In addition, industrial unrest appeared on every hand. **Men and women were in idleness everywhere in Europe**, and our **own industries were beginning to shut down [1920-1921]**. Parades made up of unemployed were of frequent occurrence in England. **Strikes** were happening daily, and **poverty and distress** seemed to permeate all of Europe. These conditions added to the discomfort of travel and greatly detracted from the pleasure that one would naturally expect to be associated with such a journey. However, I am compensated in the knowledge of a duty well done, and feel that the information acquired has already enabled me to so shape our policy in relation to foreign importations that the wages of our members have and shall continue to be protected to a far greater degree than if the investigation had been delayed. [...]

#### **S. 10: Where European Glass Is Produced.**

It is generally understood and admitted by jobbers abroad that, as a rule, **England produces the packing goods, Germany and Czecho-Slovakia the lighting goods, while Belgium loads in the making of blown tableware.**

##### **England.**

On the whole the **flint glass industry in the British Isles need not cause us great concern. Their works are antiquated and their manufacturers and workers appear to be lacking in progressive ideas.** Most of their plants were built many years ago and are without wind and other facilities. In many factories one cannot find a glory hole, and, where they exist, they are generally fired with coal. Even some of their furnaces are fired with coal from the factory floor proper, thus indicating how much out of date their plants are. A few of the „**cone**“ **shaped factories**, inside of which the workmen are required to work, are still in use. The picture of one appears on **page 14** of this record.

Efforts are now being made to **modernize the glass industry** insofar as the making of **packing goods** is concerned, and they have progressed to such an extent that it is predicted that within a few years production will surpass consumption, causing the English manufacturers to seek outside markets for their ware.

At the present time **England is being flooded, so to speak, with imported glassware.** This ware comes principally from **Czecho-Slovakia, Germany, Belgium, Sweden and America.** The glass manufacturers

and their workers have united in an effort to have the government enact an **anti-dumping law** that will protect their glass industry.

While we found considerable ware in England that was made in the United States, we were, nevertheless, constantly and persistently advised that unless the cost of glass from the United States was lowered the Americans would lose the English market to other competitors.

**Against Dumping.**

In a document compiled by the **National Flint Glass Makers' Society of Great Britain** dealing with „**dumping**“ or importation, they say: „One instance of a particular case where **goods invoiced in Czecho-Slovakian currency at fourteen times the pre-war price, are nevertheless being sold in this country at less than pre-war prices,**“ and concludes by „calling upon the government to fulfill its pledges to the immediate introduction of a measure to provide against dumping, etc.“ They continue by saying that „actual cost of production in Czecho-Slovakia is greatly in excess of that in Great Britain,“ and then, to show how the **low value of the money of CzechoSlovakia** affects the situation, they relate that „a glass sugar dredger of Czecho-Slovakian manufacture is offered to British silversmiths at 160 crowns per dozen, which equals at the pre-war rate of exchange, say, \$ 32,36,“ and that „British glass manufacturers could sell this article today at a profit at \$ 7.29 per dozen. Owing to exchange the price actually paid by the silversmiths is approximately \$ 2.55 per dozen.“

**English Money**

The **money exchange** is a determining factor, the English money being 30 per cent below par. I cite the following terms of English money, and the amount they represent in United States currency:

English Money .....	American Equivalent (\$)
One Penny .....	.02
Threepence .....	.06
Sixpence .....	.12
Shilling .....	.24
Florin (2 bob) .....	.48
One-half Crown .....	.60
Ten Shillings .....	\$ 2.40
One Pound (£) .....	4.86
One Guinea.....	5.10

**Anglo-Czecho-Slovakia Trading Co.**

This company has an office at No. 14 Hanover Square, W. 1, **London**. Here we inspected an array of samples. The men in charge took pride in comparing their glass with Belgian-made, and offered to sell us cordials made in Czecho-Slovakia at a price of 84 c a dozen, as compared with a similar article from Belgium which cost \$ 1.68 a dozen.

They offered to sell us 10-inch white shades, blown in a paste mould, for \$ 2.88 a dozen; electrics at \$ 2.16 a dozen, and hexagon-shaped electrics at \$ 3.36 a dozen, package free, and they would stand 5 per cent breakage. They concluded with the statement that, even though

our tariff was increased 100 per cent, they could put the ware in America cheaper than we could make it. Following are some prices quoted by another jobber in England:

Duplex chimneys.....	\$ 17.28 per gross
No. 10 bulge chimneys.....	23.04 per gross
No. 8 bulge chimneys.....	21.60 per gross
No. 10 line Kosmas.....	9.36 per gross
No. 6 line Kosmas .....	8.64 per gross
No. 9 inch opal shades, 2 ¼ inch fitter .....	2.76 per dozen
No. 10 inch opal shades, 2 ¼ inch fitter .....	2.94 per dozen

The foregoing prices were quoted with packages free and breakage guaranteed not to exceed five per cent. This ware comes from **Sweden** and **Czecho-Slovakia**.

A pressed fluted-bottom soda tumbler was brought to our attention. This article was made in the United States and cost \$ 1.28 a dozen laid down in London, while a **Belgian** manufacturer has substituted a paste mould tumbler of like capacity with cut flutes at a price of 84 cents a dozen.

Our information was to the effect that the **selling price of flint glass in England had increased during the past six years from 300 to 400 per cent.**

**Chemical Ware.**

At Blackhorse Lane, about nine miles out of London, the **United Glass Bottle Company** has a plant in which they are making chemical ware. They have two square furnaces of four pots each, and one hexagon-shaped furnace holding six pots, each pot holding 900 pounds and three melts are secured from each pot each week. The workers, all of whom are quite young, gather and blow their own ware from the time they are first allowed to go on the foot bench. If they are not competent workmen at the age of 18 they are discharged on the theory that they will not make „good.“ The **ages of the workers range from 14 to 24**, but only two were over 20 years. They work 8 ½ hours, piece work, taking „15 minutes for tea“ each turn and making other stops during the turn. They earn about four pounds (\$ 19.44) per week. They were making beakers, flasks and similar articles.

Practically all **girls** were employed in the lamp room of this plant, most of them were under 16 years of age, the **law permitting children of 14 years to work**. However, the new law will raise the age limit to 16. These girls were paid from 15 to 20 shillings (\$ 3.60 to \$ 4.86) a week.

**Electric Bulbs.**

In the making of electric bulbs each man gathers and blows his own. At the **Bolton Mills plant, Wordsley**, we were advised that the price paid the workmen was 63 c per hundred. Our wage scale calls for \$ 1.54 per hundred for gathering and blowing similar bulbs. The average production was from 850 to 900 each day of nine hours.

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Bild S. 14: A **cone-shaped furnace at Lemington**, England, where the workers are required to work within the brick cone.

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The marvelor is about four feet in length. The workmen follow one another like bottle blowers, three blowing in each mould. They formerly worked three shifts in this plant, while now they work only one shift of seven hours; 8 to 12 and 1 to 4. The pots hold only 800 pounds and are filled each evening, the glass being melted at night and ready to work the following day. The workmen work in the same place all the time. The average production in seven hours was 667 pieces per man.



A cone-shaped furnace at Lemington, England, where the workers are required to work within the brick cone.

Strange as it may appear, the management at Lemington informed us that his production is greater with one shift than it formerly was when they operated the plant on a three shift system.

Before the war they paid 18 cents per hundred to workmen for gathering and blowing their own. They now pay 40c per hundred, plus 20 per cent. In addition to this they pay a bonus on "mass" production. This requires that the pro-

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Bild S. 34: **Charles Delzant**. The newly elected **secretary of the organization of International Glassworkers**. His office is in Paris. He has been secretary of the French organization for twenty-one years.

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Bild S. 36: **Officers and Executive Board Members of the Glassworkers' Union of Germany**.

Picture taken on the occasion of the meeting held in Berlin, Sunday, January 9, 1921, and which meeting I addressed. The address was published in the March issue of The American Flint

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**International Secretary.**

The International Congress at its meeting this year made a change in the office of secretary. Emil Girbig, head of the German organization, had held the position from 1908 to 1921. The recent Congress, which was held at Amsterdam in March, chose Charles Delzant to succeed Girbig. Delzant has been at the head of the organization of French glass workers for the past twenty-one years. His office is in Paris. We wish him every success.



**CHARLES DELZANT**

The newly elected secretary of the organization of International Glassworkers. His office is in Paris. He has been secretary of the French organization for twenty-one years.

**Germany.**

We were well received by the workers in Germany. Men could not have been treated with greater courtesy or accorded more consideration than was extended to us. We found it advisable in our efforts to secure accurate data of conditions

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OFFICERS AND EXECUTIVE BOARD MEMBERS OF THE GLASSWORKERS' UNION OF GERMANY



Picture taken on the occasion of the meeting held in Berlin, Sunday, January 9, and which meeting I addressed. The address was published in the March issue of The American Flint

In **Lemington** we found four 10 and four 5-pot furnaces from which bulbs and tubing were being made. This company employs 130 bulb workers. All bulb workmen gather and blow their own. Six men work from one pot and use only one marvelor and two moulds. The marvelor is placed between the dummies on which the moulds are worked. Three men work from one end and three from the other end of the marvelor.

Bild S. 14:

A **cone-shaped furnace at Lemington**, England, where the workers are required to work within the brick cone.

The marvelor is about four feet in length. The workmen follow one another like bottle blowers, three blowing in each mould. They formerly worked three shifts in this plant, while now they work only one shift of seven hours; 8 to 12 and 1 to 4. The pots hold only 800 pounds and are filled each evening, the glass being melted at night and ready to work the following day. The workmen work in the same place all the time. The average production in seven hours was 667 pieces per man.

Strange as it may appear, the management at **Lemington** informed us that his production is greater with one shift than it formerly was when they operated the plant on a three shift system.

Before the war they paid 18 cents per hundred to workmen for gathering and blowing their own. They now pay 40 c per hundred, plus 20 per cent. In addition to this they pay a bonus on „mass“ production. This requires that the production must average better than 3.200 per man per week. To encourage men to come to work they are guaranteed 84 cents if they report for work and only make a few bulbs. The ages of the workers range from 15 to 22 years. The pots are elevated and the workmen work on a foot bench like at a continuous tank. The dummies are on a level with the foot bench. The ware is selected in the factory. Their product is not as good as that made in America, and the selection is very liberal. They also have the **Westlake machine** installed at this works.

### Conditions In Scotland.

At the **Norton Park Works, Edinburgh, Scotland**, they have two furnaces, one 12 and the other 10 pots, and employ 36 bulb shops. The ages of the workers range from 13 to 28 years, the majority of whom are under 22. When we were there they had but **one girl making bulbs**. She was working out of a pot with three men. Each workman gathers and blows his own. Four shops are placed in one pot. In most cases each workman has his own marvelor and mould. Little time is spent in marveling the glass, and they go in the mould with the glass much hotter than do the American workmen. They are paid as follows:

Name of Bulb	Price per Hundred
Miniatures.....	\$ 0.44
No. 17.....	54
No. 19.....	56
No. 21.....	62
No. 40G.....	1.02

Those who earn as much as \$ 14.76 in a week are given a bonus of \$ 1.20. If they make 600 good bulbs each day in the week and work 42 ½ hours they are given an additional bonus of \$ 1.80.

Those making 40G are expected to make 400 a day, and generally produce 600. Those making miniatures produce about 700 per day. They do have three men working from one pot who generally make 1.000 ordinary bulbs each day.

### Pressed Ware.

At **New Castle-on-Tyne** we found that the hours worked by the pressed ware workmen range from 30 to 36 per week. The gatherers, pressers and finishers receive the same wages, for the work they perform. They are members of the **Pressed Glass Makers' Society**. They limit production, and the employers pay for two-thirds of the chipped and broken ware that comes from the Lehr [Kühlofen].

Some time ago the **pressed ware workers worked a three-shift system in all plants**, but the workers have refused to work after ten o'clock at night, with the result that they have **only two shifts**, one starting at 6 in the morning and finishing at 2, and the second shift starting at 2 in the afternoon and finishing at 10 in the evening. Deducting time spent at meals and „tea“, the pressed ware workmen do not produce in excess of seven hours per day and in no instance will they work in excess of seven hours and fifteen minutes.

While in **Davidson's plant, New Castle**, a shop was making a Holophane shade about 7 inches in diameter and 5 ½ inches deep. The presser advised us they made 835 a day and each man on the shop was paid \$ 3.85 for producing this number. Gatherer, presser and finisher were employed. The gatherer [Anfänger] pulled off his bits [Kölbel] in the pot [Hafen].

Many of the presses in England have the lever on the left-hand side, keys are made to be used just the opposite to those used in America, while many presses are without springs.

### Living Cost Prices in British Isles.

The increase in the cost of living throughout the British Isles, during the past six years, may be judged from the following:

Beef.....	136 per Cent
Mutton.....	139
Bacon.....	173
Fish.....	135
Flour.....	168
Bread.....	161
Tea.....	75
Sugar.....	335
Milk.....	203
Butter.....	172
Cheese.....	141
Margarine.....	75
Eggs.....	228
Potatoes.....	177

The cheapest things noticed in England were hair cuts and shaves, the former costing 16 cents and the latter 8 cents.

### Wages Paid in England Before and After War.

Wages of.....	1914	.....	1921
First-class Caster Place Gaffer .....	\$ 1.86	.....	\$ 3.24
First-class Caster Place Servitor .....	1.32	.....	2.61
First-class Caster Place Footmaker .....	1.00	.....	2.29
Second-class Caster Place Gaffer .....	1.68	.....	2.97
Second-class Caster Place Servitor .....	1.20	.....	2.49
Second-class Caster Place Footmaker .....	.96	.....	2.25
Large Lamps, Shades, etc., Gaffer .....	1.80	.....	3.09
Large Lamps, Shades, etc., Servitor .....	1.20	.....	2.49
Large Lamps, Shades, etc., Footmaker.....	.92	.....	2.21
Inverted Electrics, etc., Gaffer.....	1.68	.....	2.97
Inverted Electrics, etc., Servitor .....	1.16	.....	2.45
Inverted Electrics, etc., Footmaker.....	.92	.....	2.21
First-class Wine Gaffer .....	1.80	.....	3.09
First-class Wine Servitor .....	1.20	.....	2.49
First-class Wine Footmaker.....	.92	.....	2.21
Chimneys, all classes, Gaffer .....	1.38	.....	2.67
Chimneys, all classes, Servitor .....	1.02	.....	2.31
Chimneys, all classes, Footmaker .....	.88	.....	2.17
Second-class Wine Gaffer .....	1.56	.....	2.85
Second-class Wine Servitor.....	1.12	.....	2.41
Second-class Wine Footmaker .....	.92	.....	2.01

The foregoing figures are for a turn of six hours.

Note: See pages 82 and 83 for money values.

### Railroaders Poorly Paid.

While it is a deviation from the general purpose of this report, still it may be interesting to learn that the average wage of all railroaders in England is but \$ 18.24 a week.

### Absence of Uniformity.

The **workers, in many instances, limit production** and seem to **work only the number of hours and days they desire**. The working hours per day range from 7 to 9 and a half. In some glass factories there is no work on Saturday, Sunday and Monday, while in others they are idle Friday, Saturday and Sunday of each week; still others work 5 days a week. The absence of uniformity is due to local instead of national agreements. Production and wages vary in different localities.

The **glass workers of England are divided into six organizations**, hence their energies are not concentrated. It is our information that they admit **only skilled workmen to membership**.

### Laborers Set Pots

While we failed to make inquiry in all places relative to who set the pots, nevertheless what information we did secure in those instances where we sought this knowledge was to the effect that the laborers did the work of **pot setting**.

They have **no summer stop in England** in the same sense that we have, but the men may take **vacations**. In **1920** one company worked two-thirds time for a period of three weeks, leaving one-third of the working force

off each week, during which time the workmen were paid their regular wage.

The workmen in England generally report for work from 15 to 20 minutes before starting time.

**Girls** are employed quite extensively in doing **stopper grinding** [Einschleifen von Stopfen]. In one plant we witnessed 17 girls doing this class of work, and from the information given us we estimated they earn about £ 3, or \$ 14.58 a week.

An effort is being made to have **crippled soldiers** placed at work in the industry, this plan being encouraged in the **Engraving, Cutting, Lamp Working** and other departments where they may be able to meet requirements. At **Sheffield** they have a school in which the government is putting forth an effort to train lamp workers, and they are succeeding, too, having about 21 men employed, and samples of their work are available for inspection and indicate progress.

In order to obtain results in the operation of the **Owens Machine** in a suburb of **London**, the **United Glass Bottle Company** has adopted a plan providing for four shifts of workmen, who work on a three-shift system. They work their plant seven days and nights a week, or 168 hours, but each individual workman is on the job only 42 hours in the week. Coal cost this company \$ 12.12 a ton.

The **John Walsh plant is in Birmingham**. This company makes an **exceptionally fine line of cut glass**; employing about 50 glassworkers and 60 cutters. This factory has been **operating 120 years**. We were advised by Mr. Wood that potash was costing his company £ 110, or \$ 534.60 per ton.

The wages of cutters (and they have some very highly skilled cutters in England) average about \$ 20.50 a week of 48 hours.

At **Stuart & Sons' Redhouse** plant we witnessed a shop making a blank jug for cutting by the off-hand process. The workmen were required to make only 28, while our move is 56. I was acquainted with one of the men on the shop, who formerly did the same class of work in **Somerville, Mass.**, [USA] and he informed me he could make 56 in the States as easily as he could make 28 where he is now working.

In **Stourbridge** we saw 21 copper wheel and 12 stone engravers working in one shop - that of **Welbs & Corbet** - and it is our information that all the work that was being done on the occasion of our visit was for the **Tiffany Company of New York**. It was certainly a fine grade of ware.

**Mould makers** in the **New Castle district** work 44 hours and receive a wage approximating \$ 21.00 per week, while in the **London district** they are paid 64 cents an hour and work 48 hours for a week's work.

### English Product Causes No Alarm.

Other than the ware made for the **Tiffany Company**, I saw nothing in the British Isles to cause us alarm over the probability of the English product being sent to this

country in competition with our own, unless, perchance, the value of their money decreases considerably below its present valuation, thereby giving them an advantage similar to that enjoyed by other countries whose money is far below par.

## S. 20: Belgium.

Since the signing of the armistice [1918] there has been a **tremendous change in working conditions** in the flint glass trade in Belgium. Prior to the war the workmen **worked sixty hours a week**. Now, however, they have a **forty-eight hour week**.

After the war the employers, it seems, tried to take advantage of their workmen. But the men, accustomed as they were to hardships, did not hesitate when their leaders advised a **general strike**. They migrated to **Northern France** and there found employment, and they remained there for a period of five months. Then all the employers except one, so I was informed, united in an appeal to the government to induce the men to return. This they agreed to do, and the result was their **industrial conditions were greatly improved**.

The Belgian glass workers have an **industrial form of organization**, admitting to **membership skilled and unskilled workmen - male and female**. Previous to the war they had enrolled only **1.591** [Mitglieder], but their membership at the time of my visit was **8.699**. included in this total are as many of the working men and women employed around a plant doing other than skilled labor as it was possible to have affiliated with the union. In some factories they have a greater percentage than in others.

### The Val St. Lambert Works.

On May 1, **1920, night work was completely abolished in the flint glass industry** and the **hours reduced from 10 to 8**, with one exception, that of the Val St. Lambert plant, and this concern agreed to discontinue this practice on May 1, 1921.

The **Val St. Lambert** plant is, I believe, the **most thorough and complete glass works abroad**, and turns out a line of **glassware superior to any that came to my notice on our journey**. This company began business, in **1835** [1826!]. It has a **display room** connected with the works which is approximately 800 x 30 feet, and in this room is assembled the **greatest variety of fine glass that I have ever seen**. The company has **two factories**, comprising thirteen furnaces, sixteen pots each, and each pot has a capacity of 1.400 pounds. Nine furnaces were in operation when we were in Belgium, five of which we had the privilege of visiting.

Punch tumbler shops are composed of **three blowers, working American system, each blower gathering and blowing his own article**. The dummy is placed in the floor and is operated by the blower, who works on the same level as the factory floor. A boy is seated in a chair and to him is handed the tumbler when the blower takes it from the mould. The boy cuts the neck down with a pair of tools, after which the tumbler is knocked from the pipe, the pipe cleaned by the boy and placed

conveniently for the blower. It was stated for our information that a shop composed of three men making an eight-ounce sham tumbler would produce **800 pieces for a day's work**, and each man would receive from 24 to 32 francs (\$ 4.63 to \$ 6.18) for the labor performed.

All the **stem ware** [Trinkgläser] that was being made in the plant was of the cast leg and foot variety; no drawn stem articles were being produced, but the cast stem ware [gepresste Stiele] is certainly in a class by itself. Many stems were exceedingly long and delicate.

**Punch tumblers** [Becher] are taken to the selecting room, cracked off and then returned to the factory proper, where they are placed in a cup and inserted in a glory hole [Ofenloch zur Feuerpolitur] where a blast fire is thrown on the edge, much in the same manner as we blast blanks in America. This work was being done by **girls**.

Tumblers, goblets, chimneys and kindred ware are cracked off, ground, washed, wrapped and, in some instances, packed by girls, who receive 12 francs (\$ 2.32) a day for their labor. A **modern grinding machine** was so constructed that from 50 to 60 chimneys would be on the grinder at the same time.

A **press shop** was making a **plain block mould whisky**. The shop was composed of **two gatherers, presser, finisher, carrying-over boy, three plugging-up boys and a carrying-in boy**. The press was situated about eighteen feet from the pot. The glass appeared to be rather soft-natured, allowing each gatherer to gather two at a time.

**Another press shop** was making a vault light 12x12 out of **lead glass** and weighing about nine pounds. The **mould was bolted to a plate which moved in and out on the press plate** in the same way that a planer works in a mould shop, it being operated by a windless effect, thereby saving the presser the labor of trying to place the mould under the plunger accurately. In this instance the **presser was cutting off the glass with a pair of shears about two feet long**, which resemble the shears that are used by a hedge trimmer. After the glass was severed from the purity the presser would lay the shears aside, take a rake and **push the glass into the four corners of the mould**. The **mould was then placed under the plunger**; the lever pulled in the opposite direction and when the article was „filled“ a weight was hung on the lever to keep the plunger in the mould while the presser walked around the press and aided the turning-out boy, who, during this time, was caring for the article that had been previously made.

**All the press shops employed in this plant had a pot to themselves**. The lever, as a rule, was on the left side of the press and in practically all instances the gatherer dropped the glass in the mould by reaching through from the rear. **Lead glass was used in producing much of the pressed ware made in this plant**, this being particularly the case in its application to peculiar-shaped articles that otherwise would be hard to fill.

The **Val St. Lambert** company employs approximately **5.000 people**. Previous to the war the plant was oper-

ated non-union, but is now recognized as union. The work formerly was done on a piece-work basis, but now they pay their workmen turn work. The men formerly worked 10 hours for a day, whereas 8 hours constitutes a day's work at the present time. An official of the company informed us that the average wage of the glass workers was from 24 to 32 francs (\$ 4.36 to \$ 6.18) a day, although the **head of the union, Leon Gris**, led us to believe that this figure was higher than he understood was being paid in the plant.

In talking to Secretary Gris he gave us an estimate of the wages paid to the employes of the Val St. Lambert plant, as follows:

francs a day	
Boys.....	8, 10, 12, 15 & 16 (\$ 1.54 to \$ 3.08)
Gatherers.....	18 - 20 (\$ 3.47 to \$ 3.86)
Blowers.....	22 - 24 (\$ 4.25 to \$ 4.63)
Gaffers.....	25 - 26 (\$ 4.83 to \$ 5.02)
Cutters.....	23 ½ (\$ 4.54)
Special workmen (big ware)....	30-32 (\$ 5.79-\$ 6.18)

Note: see pages 82 and 83 for money values.

What is known as the **head cutter**, that is, a man who is at the **head of a shift** (otherwise known as a crew) composed of twenty-five to thirty men, receives 25 to 26 francs (\$ 4.83 to \$ 5.02) a day. There are about **1.200 people** employed in the cutting department [Schleifwerkstatt], and while 23 ½ francs is the established wage of the men employed here, the cutters working at **La Murse** receive 28 francs (\$ 5.40) for **cutting lime glass**. The men employed in seven other cutting shops in the immediate vicinity are paid a minimum wage of 40 francs (\$ 7.32) a day.

We were given to understand that the Val St. Lambert Company would be required to pay a wage similar to that paid in other localities, and if they failed to do so the government would come to the aid of the workers in insisting that it be done.

**Plated ware** [überfangene Ware] made at this works is **superior to any I have ever seen**. The plate is on the outer side, as a rule, and when the article is taken to the cutting shop the **design is cut through the outer surface**, allowing the **rich crystal to be exposed where the colored glass has been removed**. **This company has established an enviable record on this class of goods**. In this plant paste mould chimneys were produced in large quantities, blown two at a time, and the dummy placed in the floor, which made the labor more agreeable to the workmen.

We were informed by an official of this concern that the firm **did not export lighting goods to the United States to an amount worth mentioning**, but that they had sent **other ware valued at 1.000.000 francs during the month of November, and on November 1, 1920**, a shipment amounting to 600.000 francs was exported to the United States.

While visiting the Val St. Lambert plant we observed **women doing work generally done by men** in this country. For example, they were working in the **mixing room** shoveling sand and soda amidst the dust and dirt

that go with such disagreeable labor, and they were likewise doing finishing work in the **packing room** to a greater degree than that done by women and girls in the United States.

**Belgian workers in the flint glass industry receive what might be termed a guaranteed, or minimum wage**. If a workman reports for work and there happens to be no glass, or if for any other reason he might be prevented from working, after he has reported, he is paid this guaranteed minimum wage.

**Mould makers** [Formenmacher] receive from 26 to 28 francs (\$ 5.02 to \$ 5.40) per day in all shops where they are employed in Belgium. The skilled workers set the pots at small plants, but not in those plants where sufficient workmen can be secured to relieve the skilled workmen of this task. They are financially compensated for their labor, however, and in addition a beverage is furnished by the company.

The increased **cost of living since 1914 amounted to 370 per cent**, while the **wages of the glass workers were increased about 320 per cent**. In some few instances the increase amounted to 400 per cent.

#### Day Work - Piece Work.

We were reliably informed that **9 plants, employing 5.700 workers, pay their workmen on a turn-work basis**, while **26 plants, employing 3.800 workers, pay their workmen on a piece-work basis**. This indicates that 60 per cent of the workers were paid day work, but the secretary of the union informed us that fully 70 per cent were paid on a day-work basis. In addition to this the guaranteed minimum wage protects all workmen.

**After ten years' service the Val St. Lambert company will supply a house for any workmen at a rental of 3 per cent on the investment**. If the workmen will pay 3 ¾ per cent for a period of twenty years, the property will then be deeded to them.

They have **no summer stop**, such as prevails in our country, but the workers do have **four holidays in one week** in the month of August, and for this idle time they are paid their regular wage.

I witnessed boys 14 years of age gathering bits and, in some instances, bowls for goblets. A few boys 16 years of age were blowing goblets and punch tumblers.

In the Val St. Lambert plant we found that the dummies used in connection with paste mould shops were inserted in the floor so that workmen worked on the same level as the factory floor.

Sufficient pipes were furnished practically all of the shops to permit the moiling to crack from the iron without the necessity of a cleaning-off boy doing the work in the customary way that is done in America. [...]

Again, a man making a square cologne would block the glass and draw the neck, then take a pair of carbon tools and square the body of the glass before entering the mould, thereby having his molten glass practically in the shape of the finished bottle before the mould was closed.

**La Murse Works - Namur. [????]**

In this plant we watched the workmen making **drawn and cast stem goblets, punch tumblers and press ware** on a small scale. This is a **very old plant**. All **paste mould** shops had their moulds on the level of the floor and **used a dry paste, making it unnecessary to wet the moulds** [kein Wässern von Holzformen]. There are three furnaces at this works, two 12-pot and one 9-pot. They were operating only one 12-pot furnace. The capacity of each pot is 1.400 pounds.

The head of this company informed us that they paid 145 francs (\$ 27.98) per ton (22 hundredweight) for a very poor grade of coal, which we recognize as slack.

At the time of our inspection of this factory a shop was making a **heavy drawn stem goblet** with a large button on the leg, and we were informed they produced **600 for a day's work**. The **foot caster**, we noticed, would have two articles on his chair at the same time. When the **leg would run crooked** he would grasp an ordinary piece of brown paper, which was folded to the thickness of about one inch, and water-soaked, and with this paper in his hand would refashion the leg and bottom of the bowl of the goblet.

**Punch tumbler** shops were making an eight-ounce sham and an eight-ounce light, both working to a move of 600 for a day, but when a mould boy was furnished the shop made 650 pieces. Each shop was composed of two blowers, who gathered and blew their own product.

**The men who work in this plant are never sent home because of bad glass or shortage of glass. They are furnished employment of some nature and for this are paid their guaranteed wage.**

Here we observed **gatherers ranging in age from 14 to 70 years**. Also we noticed that the glory holes were fired with coal and worked exceedingly well.

The laboring men **set pots** in this plant. They are referred to as the „auxiliary“ workmen.

The **glass factories of Belgium** were working about three-fourths time. There are **1.200.000 workers** in the country and **720.000 are organized**, this being 60 %.

**Children are not allowed to work before they are 14 years of age.**

Window workers work seven days a week, being paid time and one-half for Sunday.

**Glass workers of Belgium have a guaranteed minimum salary.** If they are deprived of work because of the shortage of glass, bad glass, broken pots, lack of fuel and other causes, they are paid their minimum wage.

The average wage for some of the workmen in Belgium is given as follows:

francs per day	
Glass workers and cutters.....	25 - 40 (\$ 4.83 - \$ 7.72)
Laborers and furnacemen .....	20 - 28 (\$ 3.86 - \$ 5.40)
Boys.....	7 - 10 (\$ 1.35 - \$ 1.93)
Women and girls .....	8 - 14 (\$ 1.54 - \$ 2.70)

Note: see pages 82 and 83 for money values.

As an indication of the mental change of the workers in Belgium, it was stated that **previous to the war it was almost impossible to induce the men to strike**, while now great difficulty is encountered in order to keep them from striking.

**S. 28: Holland.**

Our stay in Holland was of short duration. The information imparted to us by the officials of the **Dutch Union**, whose headquarters are at Delft, was to the effect that the organization is composed of **2.500 glass workers** and **800 pottery workers**. The president of the union, Mr. S. P. Baart, is a pottery workman by trade.

The **glass workers work 45 hours per week**, or 8 hours a day and 5 hours on Saturday. Their wages range from 30 to 50 guldens (a gulden is equivalent to 40 cents) a week, but we were informed that the average wage would be approximately 45 guldens, or \$ 18.00 per week. Wages have increased 125 per cent in the past four years, 20 per cent of this amount being received during the past year. All workmen **work on a piece-work basis**. They have **no summer stop**.

The **bottle blowers have a guaranteed wage**, which is equivalent to one-third of their average earnings, and this amount is paid to them when their plants are closed, regardless of why they are closed. This, however, **does not apply to flint glass workers**, for the reason that pot furnaces are held in reserve, the result being that flint workers do not lose time due to rebuilding furnaces, hence a guarantee is unnecessary.

There is **no night work** in the glass industry in Holland, this practice having been discontinued years ago. It was abolished in the bottle trade in **1916** after a strike of three months' duration.

**The child labor laws of Holland prohibit children under 15 years of age working in a glass factory.**

The laborers **set pots** in the flint glass industry in Holland.

Our Holland brethren complain that **glassware is now being imported into Holland from Czecho-Slovakia and Germany**.

Previous to the war the manufacturers in Holland secured coal from Germany at a cost of \$ 3.60 a ton, but at the present time they are using American coal, which costs them \$ 30.04 a ton in American money.

The **outbreak of the war brought about a complete breakdown of the glass industry in Holland**. The **failure of coal imports** caused an entire cessation of work and all the factories without exception were compelled to close down.

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**S. 30-33: The International Congress.**

Just previous to reaching Holland I was advised that Secretary Baart had been authorized to issue a call for the **International Congress** to convene in **Amsterdam** on March 26, **1921**. I endeavored to persuade him to advance the date for holding the Congress to February, promising if this were done that I would be in attendance. Unfortunately, however, because of the difficulties encountered in traveling from one country to another, the red tape connected with securing passports and many other obstacles, he could not grant my request. Nevertheless he suggested that I write an **address for the Congress**, which I did. I am incorporating herein the communication that was sent in compliance with the invitation extended by Brother Baart.

Paris, France, February 28, 1921  
Mr. S. P. Baart, Delft, Holland.

Dear Sir and Brother: Since it has been decided to convene the International Congress in Amsterdam on March 26, and finding it impossible to remain until that date, I take this means of conveying to the officers and representatives in attendance the **fraternal greetings of the American Flint Glass Workers' Union** and express the fervent hope that your deliberations will bring beneficial returns to the men and women employed in the glass industry of all countries.

Our organization not being affiliated with the International (owing to the great distance that divides us), it seems out of place for me to intimate even the course of action that should be pursued, but I feel that I may offer a **few comments** which I hope will be accepted in the spirit of fraternity.

Having traveled through **England, Scotland, Ireland, Belgium, Holland, Germany, Czecho-Slovakia, Austria, Jugo-Servia, Italy and France** in the interest of the American Flint Glass Workers' Union, there came to me an opportunity of making observations from an impartial standpoint, and I have reached the conclusion that all of the men selected to direct the affairs of the glass workers of the countries enumerated are intelligently, faithfully and conscientiously exercising every effort at their command to further the interests of those whom they represent.

But there was one thing that attracted my attention quite frequently in my travels, and it is something I deplore. As an impartial person, and one who greatly appreciates the services rendered to him and the friendship formed with many of the men who will take part in the congress, I feel justified in making reference to the subject in mind. I refer to the **feeling of hate engendered because of the war**.

To me it seems that we should all bear in mind that even though all the glass workers of all countries were opposed to the war, their power and prestige would still have been of no avail and the war would have followed just the same, hence the glass workers or their representatives should not be held responsible for what has occurred. Whatever happened in the past should be forgotten and we should all rise to the occasion that confronts

us now; set aside any that has continued to exist, so that the principle of **"united we stand, and divided we fall,"** can animate all. In this way let us strive to elevate the glass manufacturing industry to a higher plane in the industrial world than it has yet occupied.

It seems that the most essential thing to do is to supplant mistrust with a feeling of confidence and good-will, thereby utilizing the intelligence, experience and practical knowledge of all the men who understand the problems that are constantly confronting those employed in this industry. If the leaders in the movement cannot be united; if their ability and prestige cannot be concentrated; then it naturally follows that the interests of those who look to these leaders for guidance will not receive the benefits they hope to obtain and to which they are entitled.

My trip to Europe was made necessary because of the experiences we have encountered in the years that have passed. Perhaps many of you are aware that the **glass workers of America have suffered on account of ware being laid down on our shores at a price less than that paid our members for making identical articles**, and when we added to this the **cost of material, unskilled labor, overhead and other necessary expenses** entering into the making of the ware, **we were at such a disadvantage** that one of two things had to be done - **increase production and decrease wages** or allow our members to remain idle and **permit our market to be supplied with glass ware from those countries where wages were low and working hours long**. What did we do? Our records will show that after thorough investigations were made, during which time our members were idle, **we doubled our production on some articles for the same wage and decreased wages on others**.

**The recent war gave us temporary relief from this unfair competition**, and the result was that **wages were increased, hours decreased and conditions improved** on those same articles. Since the signing of the armistice [Waffenstillstand], however, we find that **our markets are again being invaded** and we now ask: Shall the glass workers of America be required to make additional sacrifices of working hours and wages in order to retain an opportunity to work at their trade?

This is a grave problem. It not only affects the men I speak for, but I find this **same competition is more acute between some of the countries of Europe than it is between Europe and America**. Does not this question alone demand the best thought of the best men identified with the glass industry? Would it not be possible to **remove ruinous competition** among the workers of the different countries of Europe by the adoption of a universal wage list? This would make the skilled labor cost the same in each European country.

Here I may relate that in **North America** we have an **universal wage list** that applies throughout the trade and makes the cost of production (insofar as the skilled labor cost is concerned) the same in all localities; that is to say, whatever wage a workman in New York is paid for making a given number of a certain article, another

workman, whether in San Francisco or Canada, shall receive the same wage for making an equal number of pieces of this same article.

If a plan of this character could be worked out, or if some other course could be devised that would remove the competition that now requires workers and manufacturers in one country to ask their government for a **tariff on imports**, or the raising of a barrier in their country against the product of the men employed in another country, then a step forward will be taken.

I have hopes that if something can be done by the congress to meet this evil in a way that will contribute to the end sought, then your comrades in North America will meet the issue by means other than that of increasing production or decreasing wages, as heretofore.

It is only natural, however, for our members not to remain in idleness while the **product of the toil of their brothers across the sea threatens our livelihood** and makes this course necessary, hence I appeal to the congress that something be done to **prevent ware being sent to America at a cost less than it can be produced there because of the wages paid our members**.

It is gratifying to record that I found **conditions in the glass trade in Europe better than I anticipated**. Hours are shorter and wages are higher than I hoped to find. **Child labor laws have been enacted and much night work abolished**. These are signs of progress. Let the good work continue and we shall rejoice over your accomplishments.

In **America** we, too, have made progress, but not as much as we have hoped for. In many respects **those employed in the glass trade of America enjoy better conditions than the men doing like work in Europe**, while in other particulars you have better conditions than prevail in America. It shall be our aim to endeavor to retain those things which are good, and achieve those that will give improvement where it is needed.

In many of the European countries I found **all glass workers in one union**, and in most of the countries all the men and women engaged in the industry hold membership in the union. In America it is different, as **only skilled workers are admitted to our union**. There are three separate organizations in America composed of glass workers; namely, **window, bottle and flint workers**. The writer represents the latter.

The membership of the **American Flint Glass Workers' Union** consists of **9.841 skilled workmen**. We have fifteen separate departments in our organization. They are: **Press, Cutting, Punch and Stemware, Bulb, Mould Making, Paste Mould, Caster Place, Iron Mould, Shade and Globe, Machine Press, Insulator, Engraving, Stopper Grinding and Lamp Working**.

Our **hours range from 40 to 48 for a week's work**. The working hours are not the same in all departments. The **average wage** of all our employed members during the past year was **\$ 30.83 per member per week**.

The organization holds a **convention** in July of each year. An annual conference is held with the representa-

tives of the employers each year. Our **agreements** are made for one year, and expire the first Monday in September. Our agreements apply universally. When a dispute arises work continues as though nothing had occurred until settled by an officer of the union or by a joint conference composed of representatives of the manufacturers and the workers.

Trusting the congress will be a success and that the conclusions reached will justify meetings being held more frequently, and at the same time assuring you of my desire to render any assistance to the furtherance of the cause, I am,

Fraternally yours,  
William P. Clarke, President American Flint Glass Workers' Union of North America.  
(Office 338 Ohio Building, Toledo, Ohio, U.S.A.)

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### S. 34: International Secretary.

The **International Congress** at its meeting this year made a change in the office of secretary. **Emil Girbig**, head of the German organization, had held the position from **1908 to 1921**. The recent Congress which was held at **Amsterdam** in March, chose **Charles Delzant** to succeed Girbig. Delzant has been at the head of the organization of **French glass workers** for the Past twenty-one years. His office is in Paris. We wish him every success.

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Bild S. 34: **Charles Delzant**. The newly elected secretary of the organization of International Glassworkers. His office is in Paris. He has been secretary of the French organization for twenty-one years.

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### S. 34: Germany.

We were **well received** by the workers in Germany. **Men could not have been treated with greater courtesy or accorded more consideration than was extended to us**. We found it advisable in our efforts to secure accurate data of conditions governing the German glass industry to submit a questionnaire and I am incorporating herein our questions and the answer made in each instance has been joined to the question, so that the information can be easily grasped.

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Berlin, Germany, December 29, 1920.

Mr. Emil Girbig, Secretary,  
City.

Dear Sir and Brother:

I extend to you and to your co-members the fraternal greetings of the members of the **American Flint Glass Workers' Union of North America**, and express the hope that as the years advance the common interest of all the workers employed in the flint glass industry shall continue to improve.

The fact that readjustment is coming in America and uncertainty and misunderstanding abound, caused me to hasten my journey abroad. After deciding to come at this time I requested the **National Association of**

**Manufacturers** to send a representative with me. The outcome of my suggestion was that Mr. Thomas W. McCreary has accompanied me on my journey. I was actuated in my request to have a representative of the manufacturers with me so that when return there can be no doubt as to the accuracy of the statements that I may make.

For your enlightenment it appears proper that I relate that it is understood in America that the **workers in the flint glass industry in Germany are working 10, 12 and in some instances 14 hours a day and seven days a week**. While we were in England we were informed that it was the opinion of many people in England that the rumor afloat in America was true. From this you can see the wisdom of our joint investigation.

We were hopeful that Mr. McCreary and I might not only **secure facts as to the true conditions** but that we might also have an opportunity to visit several plants, see the men at work and allow as to discuss our mission with the employers. If this can be arranged it will aid us greatly in our labor. In any event we would like to have you or your representatives make answer to the following questions, and they are reduced to writing, as per our understanding with Vice-President Grunzel.

Question 1: How many factories in Germany make flint glassware? Answer: 150-190.

Question 2: How many hours do your members work per day? Answer: At the most 8 hours.

[Question 3-54 ...

Bild S. 36: Officers and Executive Board Members of the Glassworkers' Union of Germany. Picture taken on the occasion of the meeting held in Berlin, Sunday, January 9, and which meeting I addressed. The address was published in the March issue of The American Flint

S. 37: Name	Position	Craftsman
1 Emil Girbig	Secretary Worker	Paste Mould
2 Herman Gruenzel	Vice-President,	Lamp Worker
3 Gustav Hamann	Treasurer	Cutter
4 Robert Gross	Editor	Bottle Blower
5 Reinhold Britze	Organizer	Flint Glass Worker
6 Michael Dirscherl	Organizer	Cutter
7 Wilhelm Weig	Organizer	Cutter
8 Pt. Paul Bulke	Organizer	Cutter
9 Robert Dornheim	Organizer	Lamp Worker
10 Emil Hoffmann	Organizer	Bottle Blower
11 Johann Gottfried	Organizer	Cutter
12 Carl Wussman	Organizer	Flint Glass Worker
13 Carl Muller	Secretary	Bottle Blower
14 Otto Stawitzki	Secretary	Cutter
15 Hermann Eichhorn	Executive	Lamp Worker
16 Alex Linnermann	Executive	Lamp Worker
17 Hugo Mecklenburg	Executive	Bottle Blower
18 Hermann Griewatz	Executive	Bottle Blower
19 Paul Burde	Executive	Cutter
20 Hermann Kasemir	Executive	Cutter

21 Hugo Grasse	Executive Worker	Window Glass
22 Johann Gruschke	Executive Worker	Window Glass
23 Hermann Hoffmann	Executive	Lamp Worker
24 Robert Kurzweil	Executive Worker	Window Glass
25 Hugo Schmidt	Executive	Flint Glass Worker
26 Baptist Kiesel	Executive	Cutter
27 Georg Kaiser	Executive	Cutter
28 Paul Plarr	Executive	Cutter
29 Paul Michel	Executive Worker	Window Glass
30 Gustav Wende	Executive	Blower
31 Aug Erdmann	Executive	Bottle Blower
32 Paul Preussger	Executive	Flint Glass Worker
33 William P. Clarke	President Flint Glass Workers Union	American
34 Thomas W. McCreary,	Superintendent Phoenix Glass Co.	
35 Elise Leutel	Interpreter	

**S. 44: Difficulties.**

As an indication of the difficulties we encountered in obtaining information in countries where languages other than our own were spoken, as well also as a guide for future reference, I am incorporating here a list of titles of the workers in the various departments of the flint glass trade in America, and am placing opposite them the names given to those doing the same class of work in Germany. Likewise are included in the list the names of a few articles and the names by which they are known in Germany:

Title in United States	Title in Germany
Gatherer	Kübelmacher, Gehilfe
Blocker	Zweiter, Gehilfe
Blower	Glasmacher
Gaffer	Auftreiber
Shearer	Schürer
Lehrsmen	Ausleerer
Mixer	Gemengemacher
Assorter	Glasbeschauer
Cutter	Schleifer
Grinder	Abschleifer
Glazer	Verschmelzer
Furnacemen	Einleger, Schmelzer
Carrying-in boy	Einträger
Hold-mould boy	Formenhalter
Sticking-up boy	Anhefter
Stopper grinder	Stopfeneinschleifer
Rougher	Feinschleifer
Continuous tank	Wannenofen
Punch-tumbler	Biergläser
Prescriptions	Apothekerflaschen
Plateglass	Gussglas
Press	Pressglas
Chimney	[Lampen-] Cylinder
Punch and Stemware	Bowlen und Weingläser
Bulbs	Kolben [Glühbirnen]
Paste-mould	Hohlglas
Caster-place	Schleifglas
Iron-mould	Hohlglas (Eiserne Form)

Shades .....[Lampen-] Schirme  
 Globes .....Glocken  
 Insulator.....Isolatoren  
 Engraver .....Graveur

#### S. 46: Visit to Weisswasser.

While in Weisswasser it was our privilege to **visit the homes of a few workmen**. The property in which they reside belongs to the company, and the **rent is very moderate**. For instance, a workman is furnished with **two good-sized rooms and a kitchen**, with electric lights, at rental of 4 marks and 60 pfennigs per month, or an equivalent of \$ 1.09.

The **plant at Weisswasser** consists of fourteen furnaces each furnace containing eight open-top pots similar to those used in window factories in America. Each pot has a capacity of 1,400 pounds. Around each furnace a foot bench is erected similar to that used at a continuous tank in American factories.

The Weisswasser plant makes **electric bulbs** on an extensive scale. The factory was recently taken over by **Vereinigte Oberlausitzer Glashüttenwerke**, whose office is in Berlin, that they would be in a position to obtain a supply of bulbs without the inconveniences they had encountered in the past. This company has a total of **thirty furnaces throughout Germany**. Mr. Krebs informed us that he had just rejected an **order for 50 million bulbs from America**, this order being received the day we were at the plant.

Here the bulb workers gather and blow their own and are paid 10 marks (\$ 2.313) per 100 for all bulbs that have dimensions similar to those we make at a move of 534.

Note: The foregoing wage was increased 40 per cent while we were at Weisswasser, making the rate 14 marks (53.38) per hundred.

The **men work on a platform**, the same as working from a tank. **Two workmen comprise a shop, using the same marvelor and mould**. Six men gather from the same pot. The man gathers his glass, walks about ten to twelve feet to the marvelor, marvels the glass and blows it in a mould that is on a level with the foot bench. The **mould** is opened and closed in about the same manner as in American glass factories. When the blower leaves the mould he steps to the right to crack off his bulb, but reaches back with his left hand and pushes a long lever which drops the mould into the water [Form aus Holz], after which he draws the lever back to its original position. This has the effect of placing the mould in position for the man who is to follow him. He then knocks his bulb off the pipe and proceeds to gather over his moiling.

It is not unusual to see bulb workmen make from six to fifteen bulbs before cleaning the moiling from the pipe, this depending entirely upon the peculiar skill of the individual. It was not unusual either to see a moiling extending three inches from the nose of the iron before the pipe would be cleaned.

The workmen **work on a piece-work basis** and are **paid for bad glass**, such as cords, waves, stones, etc., the manager explaining to us that he felt the company was responsible for such defects, for the workers had no control over such a situation. The average loss in the selection is about 6 per cent, but bulbs are passed as good which would be promptly discarded in America. Bulbs are selected in the factory.

In this city we observed several shops making **thermos bottles**, all made by the German system method. A shop consists of two small boys and three blowers. The boy gathers and makes a ball, after which the pipe with ball attached is hung in a perpendicular position by the side of the furnace. The blower covers the ball, blocks and blows his own, and cracks it from the pipe. The workers informed us that they received 30 marks (\$ 7.14) for making 100 inside and 100 outside pints, while the men making the outside article were paid 15 per cent more than the men making the inside article.

As a comparison, it is pertinent to record here that most of the thermos bottles made in America are produced by the American system. Our workmen make 456 outside pints and 600 inside pints for a wage to the skilled workers of \$ 25.40, or \$ 2.41 per 100, as compared with the \$ 7.14 paid in Weisswasser, but it must be remembered that the **value of the German mark is so low that the equivalent of 30 marks of German money, on the occasion of our visit, was only 46 ½ cents in American money**. An additional increase has been granted the workers since we departed from Germany.

**Candy or tablet jars** were being made at Weisswasser. Each man gathers, blows and finishes his own article. The worker does not leave the foot bench. After the article is blown it is snapped and warmed in at the pot mouth next to where the shop is working, and finished in a chair.

**Punch tumblers** were produced extensively, and the shops are composed of two boys making balls and three blowers. The ball makers were from 15 to 17 years of age. Each blower covers the ball, blocks and blows the glass and cleans off his own iron.

It is hardly necessary to relate that practically **all paste mould ware made in Weisswasser is produced by the German system** method, with the possible exception of electric bulbs.

This plant has worked on a day-turn shift only for a period of 24 years - they do not work at night.

Where more than one man is employed making an article, then the head of the shop works piece-work while the remainder of the workmen are paid day-work.

**Mould makers belong to the glass workers' organization**, but their wages are regulated in keeping with the wage paid machinists.

**Men** who are employed at **grinding** are paid an average of 280 marks (\$ 66.64) per week, while women doing the same work receive 2 marks and 85 pfennigs to 3 marks and 35 pfennigs (68 to 80 cents) an hour.

Abb. 2010-3/040  
 Bild S. 50: One of the **plants at Weisswasser**, Germany, and the **homes in which the workers reside**.

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ance. Every courtesy was shown us by the Burgomaster (Mayor) and other city officials. The address delivered on this occasion appears in full on pages 4 to 9 of the March issue of The American Flint.



One of the plants at Weisswasser, Germany, and the homes in which the workers reside.

**Haidemuhl.**

The city of Haidemuhl is practically owned by a Mr. Schiller, the inventor of the Schiller machine, which is used in producing packers' goods. Each machine requires the services of a gatherer, operator, turning-out boy and carrying-in boy. During the war girls served in the capacity of operators (pressers). It is rather a slow method of producing, but they get a nice finish on their ware.

The workers are provided with homes by Mr. Schiller, which consist of three to five rooms, at a rent of from 20 to 25 marks (\$4.76 to \$5.95) per month. In addition to the house there adjoins each property a large shed that can be used for coal, wood, chickens, etc., as well as a plot of ground that may be cultivated.

As an indication of the sufferings endured by the common people of Germany during the war, it is only necessary to relate that we came in contact with men and women whose weight was reduced anywhere from 30 to 50 pounds, owing to the lack of sufficient nourishment.

Abb. 2010-3/041 →  
 Bild S. 55: View of **Schott & Genossen works, Jena**, Germany.

Abb. 2010-3/042 →  
 Bild S. 56: A view of the **pot room at the Schott & Genossen works, Jena**, Germany.  
 Note the great number of open top pots in stock.

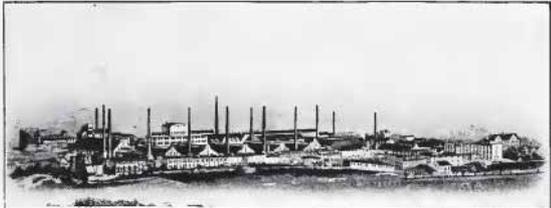
Abb. 2010-3/043 →  
 Bild S. 57: Observe the **pot-setting carriage**. It is constructed with two prongs extending under the pot, with an adjustable supporting prong on either side. Note the man in the center regulating the supporting prongs by the crank in his left hand.  
**Schott & Genossen works, Jena**, Germany.

55

In addition to the regular wages paid the workmen at this plant, each married man receives a monthly allowance of 90 marks (\$21.42) for each child in his immediate family and an allowance of 60 marks (\$14.28) for his wife.

Each shop was furnished with two moulds, thus permitting each blower to have his own mould.

Tube workmen earn from 400 to 450 marks (\$95.20) to \$107.10) per week, while other workmen averaged about 360 marks (\$85.68) per week.



View of Schott & Genossen works, Jena, Germany.

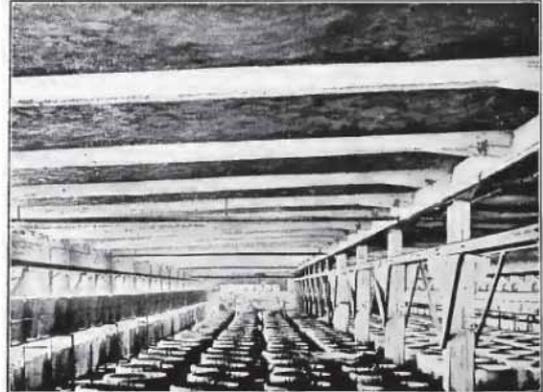
Pots are set by the skilled workmen after regular working hours, each workmen receiving 7½ marks (\$1.79) for each hour spent at this labor.

Through the courtesy of the officials of the Carl Zeiss works, we were shown through this remarkable institution, which has a direct connection with the Schott & Genossen Glassworks at Jena. The Zeiss works now employ 4,500, and with the 1,500 employed at the glass works the two establishments have a total of 6,000 workers. Before the war the two plants furnished employment to 12,000.

**Increased Cost of Materials.**

An enormous increase in the cost of materials for the manufacture of glass ware is shown for the six years from 1914 to 1920. To avoid confusion I am giving the amounts in

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A view of the pot room at the Schott & Genossen works, Jena, Germany. Note the great number of open top pots in stock.

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Observe the pot-setting carriage. It is constructed with two prongs extending under the pot, with an adjustable supporting prong on either side. Note the man in the center regulating the supporting prongs by the crank in his left hand.

If carrying-in boys are over 18 years of age they are paid 12 marks (\$ 2.84) more per week than stated in answer to Question 51.

**Women** employed doing the work of packing are paid 2 marks and 80 pfennigs (67 cents) per hour, but if they are more than 18 years of age they are paid 25 pfennigs (6 cents) extra per hour.

A finisher on a press shop in Germany is recognized as the head of the shop.

Punch tumbler workers earn from 600 to 700 marks (\$ 142.80 to \$ 166.60) per week.

**Iron moulds were worked on a dummy just the same as paste moulds.**

Shops making **top tubing** [Glasröhren] at Weisswasser were required to leave the factory building and go a distance of 40 to 50 feet to the **tube alley**, where the **glass was drawn 325 feet [100 m!]**. A shop made from 350 to 100 pounds of top tubing in eight hours.

At the second plant we visited in Weisswasser, presided over by Mr. Mader, we found they had three furnaces. They make a **very fine line of stem ware, cut ware and ware that is treated with an acid** that eats away the surface of the glass, and that part left untouched constituted the design. They likewise produce a line of **blanks for cutting**, and have in connection with the plant a **large cutting shop**.

The cutters work what may be termed „team“ work. They have the „master“ and two assistants. The „master“ works piece work, while his assistants are paid day work; the former being held responsible for bad ware. The wages of the „master“ approximate 500 marks (\$ 119.00) per week. The assistants earn only about one-half the wage of the „master“, even though the same work is done by each. **Grinders are paid more than cutters.**

On our visit to the cutting shop I could hardly believe my eyes when confronted with **stem ware that was flexible and at the same time bore a comparatively deep cut pattern**. One naturally wonders how it is possible for the cutters to do the work without cutting through the article.

The following picture shows the principal plant in Weisswasser. There are **upwards of 4.000 glass workers employed in this city**. Here I was invited to deliver an address [Ansprache] at a public meeting held in the Market Place on Tuesday, January 4th. It was estimated there were **10.000 people** in attendance. Every courtesy was shown us by the Burgomaster (Mayor) and other city officials. The address delivered on this occasion appears in full on pages 4 to 9 of the March issue of The American Flint.

Bild S. 50: One of the **plants at Weisswasser**, Germany, and the **homes in which the workers reside**.

## S. 50: Haidemuhl [Haidemühl]

The city of **Haidemuhl** is practically owned by a Mr. Schiller, the **inventor of the Schiller machine**, which is used in **producing packers' goods**. Each machine requires the services of a gatherer, operator, turning-out boy and carrying-in boy. **During the war girls served in the capacity of operators (pressers)**. It is rather a slow method of producing, but they get a nice finish on their ware.

The workers are **provided with homes by Mr. Schiller, which consist of three to five rooms**, at a rent of from 20 to 25 marks (\$ 4.7(i) to \$ 5.95) per month. In addition to the house there adjoins each property a large shed that can be used for coal, wood, chickens, etc., as well as a plot of ground that may be cultivated.

**As an indication of the sufferings endured by the common people of Germany during the war, it is only necessary to relate that we came in contact with men and women whose weight was reduced anywhere from 30 to 50 pounds, owing to the lack of sufficient nourishment** [1921].

[**Kriegsende 1918, Hyperinflation 1914-1923**: eine der radikalsten Geldentwertungen, die eine der großen Industrienationen erlebt hat [Wikipedia DE]

[Adressbuch Glashütte 1907, Nr. 148:  
Haidemühler Glashüttenwerke, G.m.b.H.  
Haidemühl bei Spremberg, Provinz Brandenburg (Preussen). Bahn Petershain. Eig. Anschlussgeleise.  
Direktor: Paul Gessner.  
Fabrikat: Hohlglass, Press- und Schleifglas.  
Spezialität: Haus- und Wirtschaftsartikel.  
3 Glasöfen, 32 offene Häfen, System Siemens, Regenerativ. Lausitzer Braunkohlen aus eigenen Werken, Dampfmaschine. Elektr. Anlage-Betrieb.  
Dampfschleiferei mit 16 Werkstellen. Sandbläserei.  
210 Arbeiter. Fabrikskrankenkasse. (Gegr. 1835.)  
Mess - Musterlager: Leipzig, Auerbacher Hof, Treppe F, I. Etage.]

## S. 51: Ober-Schreiberhau.

The plant here is owned and operated by **Count Schaffgotsch [Josephinenhütte]**. It has one furnace with twelve pots, each pot holding 225 pounds, except two, which are larger than the others. All pots are open top and the furnace is of the down draught make. They work day-turn only. The men work on a foot bench and are always in the same place. The plant is **over 200 years old**. It is surrounded by a pine forest. They use only one ton of coal a day in the furnace, the remainder of the heat being derived from pine wood. There are no glory holes in the factory. All warming-in is done at the furnace.

Twelve shops were working at the time of our visit, most of whom were producing **fine stem ware**. It was really interesting to watch them. They perform this work in various ways. A shop producing a **goblet with a fancy twisted stem** make the stems one day in advance and set them to one side. The following day they blow the bowls and complete the article, placing a few

stems at a time on the breast wall, and when a bowl is ready for the stem the one closest to the fire is selected and stuck to the bowl. After this the bowl and leg are warmed in the pot mouth until the entire article is properly heated, and then the foot is cast. I also watched the workmen make a **stem with a „bubble“** in the center. This stem is made separately and later stuck to the bowl and the foot cast.

Some shops were composed of two men and two boys, while others had five men and two boys. On a two-man shop one man gathered and blew the bowl and cleaned off his own pipe, while the second man cast the stem and later the foot. On the five-man shop they had a bowl gatherer, two blowers, a stem maker and a foot caster.

On a two or three man shop the foot caster takes his place on the foot bench. He has no bit gatherer [kein Köbelmacher]. We witnessed foot casters insert the article in the pot and gather on the end of the stem the glass required to make the foot. This was clever work.

A shop composed of three men and two boys making a **fine cast stem goblet** was paid 80 marks per hundred, or \$ 19.04.

The making of **plated ware** at this plant was very interesting to us. They seemed to have changed their system in recent years. They produce **beautiful goods**.

The **cutters** in this vicinity worked with one „master“ and two helpers. The master receives approximately 360 marks (\$ 95.68) and the helpers 220 to 240 marks (\$ 52.36 to \$ 57.12) per week.

They make **stem ware by two processes** and by differently constructed shops. The **drawn stem** shops are composed of a ball gatherer and two blowers, who gather and blow their own. The pipe is thrown across the crotch and the stem drawn with shears. If the stem happens to be too long it is clipped off; if too thick it is drawn a little longer and the excess length clipped off. The article is then handed to the **foot caster**, who does not work on the foot bench. A bit gatherer gathers the glass for the foot, and the article is completed in practically the same way as in America.

The second method was where they made **cast stems and feet**. Here they use but one blower who gathers and blows his own. The foot caster casts the stem as well as the foot. At this factory they were producing some beautiful ware, all made from open top pots.

### S. 52: The Seventh District.

I quote herewith from an agreement for the **Seventh District** (Düsseldorf) that became effective January 1st, **1921**, as follows :

The present local circumstances differ very much as to wages and have been settled as follows:

**Minimum wage** in the First District 360 marks (\$ 85.68) weekly. Minimum wage in the Second District 330 marks (\$ 78.54) weekly. Minimum wage in the Third District 330 marks (\$ 78.54) weekly. All workmen are obliged to do late hours if the necessity has been proved.

25 % extra charge per hour for the first two hours. 50 % **extra charge** per hour for any hour over two hours. 60 % extra charge per hour if working on Sundays. The extra charge for work done on Easter, Whitsunday and Christmas amounts to 100 %.

For **repairing pots** and other similar work connected with the plant, the workmen get their regular wages, but are obliged to do this work also beyond the regular hours.

All skilled workmen get **three holidays per year** after being employed nine months, and another day for each year over that time up to a **maximum of six or nine days**. Time of **illness** is to be put down to the workman's account as to holidays.

During the time of repairing furnaces, holidays are not to be granted. If work cannot be continued on account of glass being bad, the manufacturer bears 70 per cent of the weekly wages (wages previously stated) pro rata the time work stopped.

The **uncertain industrial conditions** prevailing made it necessary that **only short time agreements** be entered into. In some instances they did not extend beyond four weeks. The agreement in effect in the Seventh District on the occasion of our visit had been made for a period of four months, but with the proviso that should increased prices in the cost of living warrant it, a conference could be called and the agreement reopened.

The laborers working around a glass plant are paid six marks (\$ 1.43) an hour.

On our return to **Berlin**, where the office of the workers is located, **I was urged to address their general executives**. The invitation was accepted and the address delivered on this occasion appears in full on pages 9 to 11 of the March issue of "The American Flint". A group picture of the gathering is incorporated in this report [S. 36].

### Invitation to Secretary Girbig.

In order to more fully express our feeling of good will toward the officers and members of the German organization, I renewed the **invitation extended to Secretary Girbig**, hoping that he may be able to pay us an official visit. We are looking forward to the pleasure of having him with us. However, the low value of the German mark may be the determining factor when the time comes for his intended visit.

### S. 54: Jena.

On page 55 of this report appears a picture of the **glass plant at Jena, Germany**. This is one of the **famous glass plants in Europe**. It is operated by a board of directors, composed of **Dr. Schott, Richard Hirsch and Rudolph Klett**.

This company has 20 furnaces and tanks and employs **1.500 people**. The furnaces include both open and covered top pots. They were making **beakers, flasks and globes from heat resisting glass** produced in a tank while we were there. Their furnaces hold from one to five pots, and the tanks likewise are small.

I watched a shop making **inner globes in a paste mould six at a time**. The **mould was 1 meter (39 inches) long**. A second shop was making an article that resembled an "0" Rochester, and was producing four at a time. The shop produces from 800 to 1.000 sticks in 7 ½ hours. Each blower received 10 marks (\$ 2.38) per hundred sticks. The gatherer received 7 ½ marks (\$ 1.79) per hundred sticks.

**Paste mould** shops, as a rule, are composed of a ball maker and two blowers who cover the ball, block and blow their own. The glass was blocked over a crotch, blown through, warmed in the ring hole or pot mouth and **swung to a length of about 35 inches** [0,9 m] before being placed in the mould. All shops worked from a foot bench.

In this Jena plant the men **work two shifts of 8 hours each, but one-half hour is taken for a meal, leaving the actual time of producing 7 ½ hours**. One turn starts at 4 a. m. each day, except Saturday, and is done at noon. The other turn starts at noon and completes the day at 8 o'clock. On Saturday the first turn starts at midnight and is done at 6:30 a. m., the second turn going on at 6:30 and finishing at 1:00 p. m. If necessity arises for shops to **work night turn they are paid extra**. The workmen employed by this company are given **2 weeks' vacation with pay**.

In addition to the regular wages paid the workmen at this plant, **each married man receives a monthly allowance of 90 marks (\$ 21.42) for each child in his immediate family and an allowance of 60 marks (\$ 14.28) for his wife**.

Each **shop was furnished with two moulds**, thus permitting each blower to have his own mould.

**Tube workmen** [Röhrenmacher] earn from 400 to 450 marks (\$ 95.20) to \$ 107.10) per week, while other workmen averaged about 360 marks (\$ 85.68) per week.

**Pots are set** by the skilled workmen after regular working hours, each workmen receiving 7 ½ marks (\$ 1.79) for each hour spent at this labor.

Through the courtesy of the officials of the **Carl Zeiss works**, we were shown through this remarkable institution, which has a direct connection with the Schott & Genossen Glassworks at Jena. The **Zeiss** works now **employ 4.500**, and with the 1.500 employed at the glass works the two establishments have a **total of 6,000 workers**. **Before the war the two plants furnished employment to 12,000**.

Bild S. 55: View of **Schott & Genossen works, Jena, Germany**.

**S. 55: Increased Cost of Materials.**

An **enormous increase in the cost of materials for the manufacture of glass ware** is shown for the six years from **1914 to 1920**. To avoid confusion I am giving the amounts in American equivalents in each instance. These figures also were secured from different concerns:

	\$ 1914	\$ 1920
Coal per ton	7.14	79.02
Sand per ton	8.33	154.07
Soda per ton *	23.80	833.00
Lead per ton	71.40	3,570.00
Coal per ton (Brown)	.94	23.80
Sand per ton	7.14	19.01
Soda per ton	23.80	287.98
Lead per ton	83.80	2,380.00
Potash per ton	71.40	1,428.00
Coal per ton	1.57	48.55
Sand per ton	2.86	11.90
Soda per ton	19.64	267.75
Lead per ton	101.27	2,500.19
Lime per ton	4.76	36.65

\* The company that supplied these figures was notified that the price of soda would be increased to \$ 1,332 per ton after January 1, 1921.

Bild S. 56: A view of the pot room at the Schott & Genossen works, Jena, Germany.

Note the great number of open top pots in stock.

Bild S. 57: Observe the **pot-setting carriage**. It is constructed with two prongs extending under the pot, with an adjustable supporting prong on either side. Note the man in the center regulating the supporting prongs by the crank in his left hand.

**S. 57: Increased Costs of Necessities.**

The following table will give a fair idea as to how **prices of foodstuffs** and other necessities have increased in Germany (luring the past six years):

Money	German 1914	Am. German 1914	Am. 1920	Am. 1920
Name of articles				
Bread per 4 lbs.	.50	.12	9.00	2.14
Butter per lb.	1.20	.29	35.00	8.33
Cheese per lb.	1.20	.29	30.00	7.14
Meat per lb.	1.00	.24	20.00	4.76
Potatoes per lb.	.04	.01	.50	.12
Lard per lb.	.50	.14	18.00	4.28
Oleomargarine / lb.	.90	.21	15.00	3.75
Salt per lb.	.10	.02	.40	.09
Sugar per lb.	.22	.05	5.70	1.36
Flour per lb.	.20	.05	7.00	1.66
Eggs per doz.	1.20	.29	30.00	7.14
Coal per 123 lbs.	.95	.23	15.20	3.62
Soap per piece	.10	.02	4.50	1.07
Wool per lb.	7.50	1.79	75.00	17.85
Linen per meter	.80	.19	20.00	4.76
Yarn per 1,000 yards	.35	.08	15.00	3.57
Wood per meter	6.00	1.43	150.00	35.70
Gas for 4 hours	.10	.02	1.40	.33

German Money: Mark & Pfennig; American \$  
Note:-See pages 82 and 83 for money values.

One of the **great handicaps confronting the glass manufacturers of Germany is their inability to secure good coal**; this being due principally to the **repa-**

**ration clause in the Versailles Treaty** requiring Germany to furnish **2.000.000 tons of coal each month to France**. At one plant we were advised that an analysis of their coal showed 56 per cent water.

In the year **1913 the exported glass ware from Germany - this included all kinds of glass - amounted to 146.124.000 marks**, or \$ 33.777.512.

### S. 58: Czecho-Slovakia.

While in Germany we learned that there were **two organizations of glass workers in Czecho-Slovakia**: one comprising **18.000 Germans and Austrians**, the other being composed of **17.000 Czechs**. The headquarters of the Austrians is located at **Tannwald** [Tanvald], and the Czechs have their offices in **Teplitz** [Teplice].

Our first visit was to the German organization at **Tannwald**. We learned that they have about **3.200 skilled workmen**, who might be termed **flint glass workers**. However, they admit to **membership all men and women employed in the glass industry** save the manager and officials - even the chemist and office help are admitted.

The **parent organization prior to the war** had among its members **9 different nationalities, made up of Germans, Czechs, Bulgarians, Magyars, Poles, Ukrainians, Slovaks, Turks** and one other, but the language spoken was German.

Prior to **1912 all glass workers belonged to the one union**, but a national feeling was engendered that resulted in the **Czechs withdrawing** and forming an organization composed of Czechs only, while the parent body retained the Germans and Austrians under the leadership of **Secretary Anton Hackel**, who has held this office for a period of twenty-one years. The Czechs' organization selected **Karl Victoria** as their leader.

We submitted a **questionnaire to the officers of the German organization** and they promised faithfully to make answer to all of our questions. The day that the answers were to be formulated, however, **thousands of their members were thrown into idleness**, thereby depriving the officers of the opportunity of giving attention to our paper. It was agreed, nevertheless, that answers would be made later on and the document mailed to us, but up to the present time it has not been received. The result is the record of our visit to this district will not be as complete as I should like to have made it.

In **1914** the wages of the gaffers ranged from 70 to 80 kronin [österreich. Kronen] (\$ 14.21 to \$ 16.24) per week, while their wages at the present time are approximately 600 kronin (\$ 121.80) per week. The present wages of the second man on a shop are approximately 400 kronin (\$ 81.20) per week, while the gatherers receive 65 per cent of the gaffer's rate, or \$ 79.17.

Note:-See pages 82 and 83 for money values.

While we were in Tannwald we were advised by Gustav Newman, editor of the German Glassworkers' Journal, that the men in the **flint branch of the industry work only six hours per day, but they would wait two**

**hours on glass**. In no instance, however, would they remain at the plant more than 8 hours out of 24.

In this vicinity are located the plants of Joseph Reidel [**Josef Riedel**, Unterpolaun], but he **would not permit us to visit his works**. In one plant he has 11 furnaces and in another 10. Before the war he operated 26 furnaces, but on the occasion of our visit he was operating only 5 [1921]. Each furnace has from twelve to sixteen pots, each pot holding from 500 to 650 pounds.

The Reidel Company owns practically all the ground within sight of their plants, and this is likewise applicable to the properties. They furnish their workmen with **free rent, coal, electric light and garden space**. If they do not have sufficient houses and workers are required to live elsewhere, then the **company pays the rent**.

**Tube shops** [Ziehütten für Glasröhren, z.B. Wilhelmshöhe / Jizerka] are so constructed that they have a **boy mounted on an apparatus similar to a bicycle** so that he can **race down the alley with the "post" thrown over his shoulder**, the claim being put forth that he cannot go fast enough without this conveyance.

### S. 60: Stoppers.

From the Tannwald district come **stoppers and prisms** [Stopfen für Flakons und Prismen für Luster]. Knowing of this competition, I was very desirous of obtaining details. Being **deprived of an opportunity to visit the larger plants**, and persisting in our desire to see this ware produced, we were escorted to a **very small plant, where we found stoppers made in a very queer way**.

The factory was a shed about twenty feet square. In it was a small furnace similar to a portable glory hole. It was fired by coal. Two men were working at this hole. They had a supply of **cane or rod** [Glasstab], and would have three sticks in the fire at one and the same time, similar to finisher on a bottle shop in a bottle factory. When the piece of cane was in a plastic state it was withdrawn from the fire and inserted in a **pair of tongs** [Drückerzange], in which the design of the stopper had been cut. The tongs were then squeezed, the rod of glass drawn away, causing the glass to be thin near the edge of the tongs, after which the tongs were opened and the stopper severed from the rod with a **pair of shears** [Scheren]. The **stopper was then thrown into a bucket** that was placed on top of the "hole" so that the article would cool gradually, and the operation continued.

**Prisms, ink caps, bobbin holders, toy dogs, monkeys, rabbits and similar articles are produced in this manner**, samples of which I have in my possession and will gladly display them to our delegates.

For making a **stopper** (similar to the No. 175 oil bottle stopper made in Moundsville) the men were paid 10 kronin (\$ 2.03) per thousand plus 350 per cent, or 45 kronin (\$ 9.14) per thousand. They are able to make from 1.000 to 1.200 per day.

The **John Umann Company would not admit us to their glass plant**, but did allow us to go through his cutting shop.

**Cutters** work eight hours a day, taking fifteen minutes for lunch in the morning and fifteen minutes in the afternoon, and cease work at noon on Saturday, making a total of forty-two hours' labor per week, previous to six months ago they worked ten hours a day.

This is the **largest cutting shop in the vicinity of Tannwald** we visited. The representative of the company informed us that a good cutter earned from 800 to 1.000 kronin (\$ 162.40 to \$ 203.00) per week, but Secretary Hackel told us that this was an **exaggerated** statement and he estimated that a good cutter could earn from **500 to 600 kronin** (\$ 101.50 to \$ 121.80) per week. **Girls** employed in the same shop earned from **150 to 200 kronin** (\$ 30.45 to \$ 40.60) per week, while a **skilled woman cutter** would earn **250 kronin** (\$ 50.75) per week. The company employed **160 cutters**.

**This cutting shop is an excellent structure.** It is two stories high, exceedingly well lighted at the sides and ends, practically **all the windows are double**, and the **walls and ceiling are whitewashed**, making it a very agreeable place for the workmen.

The representative of this concern took pleasure in informing us that they could **produce bottles and stoppers in their works, and ship them to America at a price below that at which they could be made in the United States.**

We were informed also that **previous to the war** this company **shipped ten cases containing 50 to 60 gross of stoppers each week to the Carr-Lowrey Company, Baltimore, Maryland** [Gros = 12 x 12 = 144 Stück]. They had just received an **inquiry, so we were told, for an order of 50,000 gross**, but it was doubtful if it would be filled, for the reason that the company, it seems, would require all the stoppers they could make to complete their own bottles.

Many bottles turned out were made unfinished, with a peculiarly constructed blow-over. This blow-over was chipped and the lips ground and cut, making a very attractive finish.

In this particular shop they cut **door-knobs and bottles** in great quantities. We learned that many of the door-knobs were sent to **America**, and particularly to Grand Rapids, Michigan.

There are **numerous cutting shops in and around Tannwald**, most of which derive their **power from water coming from the mountains**. They not only cut down on their overhead expense because of the manner in which they acquire their power, but in addition to this they have **two frames operated from the same pulley** [Riemenscheibe der Transmission]. In other words, in place of having two lines of frames running through the shop as in American factories, they have four sets of frames, as indicated in the picture on the following page.

At the time we watched the **cutters** in this Tannwald plant they were cutting stoppers, and usually they **had at least one in each hand, and sometimes more.**

We found many **stones in the cutting shops used horizontally**. This seemed to give the operator greater opportunity to shorten the time required in cutting stoppers, inks, trays, bottles, etc.

There are about **24.000 so-called „home“ workers** [Heimarbeiter] in the vicinity of **Tannwald** and Goblentz [**Gablontz**], where they make **buttons, beads, ear-rings, stick-pins, prisms, spoons and kindred ware.**

We visited the homes of several of this class of workers. One cannot appreciate to what degree **lamp work is performed in the ordinary home** unless you had an opportunity to visit the **Tannwald** district. **In one home we found a man, his wife and three small children living in one room, approximately 12 x 15 feet [3,65 x 4,57]. This was also their work shop. This room contained a work-table about 3 x 4 ½ feet, lounge, bed, cradle, stove and several chairs. The children were bare-footed, even though at that time the snow was about six inches deep [15 cm].** The father and mother were making **hollow prisms for chandeliers**. The work-table was so constructed that there was room for **two more workers.**

**Glass beads** are made on an extensive scale in the vicinity of Tannwald. An ordinary piece of **tube is heated over a lamp and then placed in a mould and blown, after which the beads are separated, filed and strung.** Before the tube is heated it is treated with **acid** in order to give the glass a **silver effect.**

To impress on the reader the extent to which **trinkets** [Glasschmuck] are made from glass in the neighborhood of Tannwald, it may be stated that the workers have listed **1 600 designs** that are cut on a glass bracelet which is made from tube. These **bracelets are cased** [überfangen] with ruby, white, yellow and other colors. This product is produced **chiefly for the Mohammedans.**

**Hatpin** [Hutnadel] ornaments, **eyes made from glass**, stickpins, writing-pens and an endless variety of goods of this class are **made over a lamp** in the homes of the workers.

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Bild S. 63: A view of the interior of the **Zahn cutting shop at Haida**, Bohemia.

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### **S. 63: Neualt. [Neuwelt / Harrachov]**

Among other places on our itinerary we paid a visit to Neualt. This plant is **300 years old**. We made the journey from **Tannwald**. En route we had to traverse **over mountains** that are so steep that it necessitated a cog engine to draw the train [Zahnradbahn Tanvald - Kořenov - Harrachov, eröffnet 1902]. After leaving the train we were required to walk almost 6 miles through snow that was 10 inches deep [25 cm]. This plant has three furnaces; two 10-pot and one 12-pot. Only one furnace was in operation when we were there. At the time it was built the plant was purposely located in a woods, so that the timber therefrom could be easily and cheaply obtained for fuel. In those days they had no idea as to the economy to be effected by locating a plant

close to a railroad. The result is that they have had to **convey all their raw material and also the finished product quite a distance in order to place it on the market.**

In this works practically all the shops that were making **stem ware, nappies, jugs**, etc., used **wooden moulds**. Some of these were made with a hinge, while others were merely a hollow block, the latter being used in making punch tumblers and stem ware.

A **stem shop** was made up by **one man gathering, blocking and blowing** the bowl, after which he gathered the bit with his right hand and held the pipe with the bowl attached in his left. Then he twisted the glass on to the bowl and this glass was used to make the first button on the leg of the article, which button was subsequently cast by the **foot-maker**. The foot-maker next gathered a piece of glass with his right hand and twisted it on to the leg, which he held on the pipe in his left hand, and then finished the length of the stem. One thing particularly noticeable was that the **man casting the stem had an abundance of blocks and paddles which had the design of the stem burned into the wood**. These enabled him to make the stems or legs more uniform. After the leg was completed, the article was reheated before the foot was cast, and again reheated before being sent into the lehr [Kühlofen]. This procedure may give some indication of the „**snail-like**“ **methods** of producing at this 300-year-old glass factory.

As another example of the **medieval methods** [mittelalterliche M.] used I may cite a shop making a **paste mould jug** in which the handler gathered and made his own punty to stick up the jug in order to shear it. The handler would take the pipe with the jug from the blower, place it across a „T“ stand, and, connecting his punty [Hefteisen] to the bottom, knock the jug from the pipe and heat the article in the furnace. After this he would open the lip with a wooden plug, and then shear it. The blower on the shop would then gather a **handle, which was stuck at the top of the jug first**, and, with the handle swinging, the article would be warmed in the tank and reheated before the bottom stick was made. After the second stick was made and the handle shaped, the jug was again warmed in and heated sufficiently to allow the handler to lip it, and then the article was sent into the lehr. **A shop in America would make three such jugs while they were producing one.**

The company at Neualt furnishes the workmen with **houses to live in free of cost.**

It might be well to relate that what we call „**table**“ ware is understood abroad as „**plate**“ glass used on the top of a table or desk. The general designation for **flint** ware abroad is „**white**“ or **hollow glass**.

#### S. 65: Enormous Increase in Prices.

During our stay at Tannwald we secured figures on staple articles of necessity that justify me in recording them here. The following named were some that were **increased in price from 1914 to 1920, and the percentage of increase** is given herewith

Flour or meal .....	355 per cent
Coffee .....	2.000 per cent
Cocoa .....	15.000 per cent
Oil (petroleum) .....	2.855 per cent
Clothing .....	2.900 per cent
Collars .....	2.333 per cent
Shoes .....	2.250 per cent
Washing and ironing .....	2.200 per cent
School hooks .....	1.200 per cent
Railroad fares .....	1.200 per cent

**The labor that some men and women are required to do in Czecho-Slovakia is almost beyond belief.** We witnessed **men hitched to sleds doing practically the work of a horse**, and **women with baskets** made of boards strapped across their hacks carrying coal and other materials around a glass works. **It was certainly shocking.** The men, we were informed, received **6 to 8 kronin** (\$ 1.22 to \$ 1.62) **before the war**; now they are paid **70 to 80 kronin per day** (\$ 14.21 to \$ 16.24).

Since the **new republic** was created under the provisions of the **Versailles Treaty**, the names of the cities have been changed. The **official language also was changed from German to Czech**, and names of railroad stations and cities so altered that it makes travel exceedingly difficult.

#### S. 66: Haida (Old Bohemia). [Nový Bor]

To **understand the ability of the engravers, cutters and decorators of painted glassware that comes from abroad**, or to appreciate the training of the men who have come to this country from Bohemia, you must know Haida.

This city was incorporated in **1704** and has a population of about **three thousand**. The suburbs, however, comprise **thirty to forty thousand**, most of whom either have been, or are now, **connected with the glass industry** either in a direct or indirect way.

The founder of Haida, so we learned, became interested in glass. Historians relate that he made **two trips from Haida to Spain pushing a wheel-barrow containing glass** [SG: Gründung 1710/1713 Grafen Kinsky; vgl. Händlerreisen 1691 nach Spanien, s.a. Reisen Kreybich / Steinschönau; vgl. Schebeck, Böhmens Glasindustrie und Glashandel, Prag 1878, S. III, XIX], and out of this venture he acquired sufficient to enable him to make his next trip with a team of horses. This is an indication of the crude beginning and the great progress made in the glass industry in that city.

There are **only two glass factories in Haida**, and only one of these was producing glass when we were there. This was the **Hantich Company** [???]. They have one furnace with twelve pots, each pot holding 350 to 440 pounds. As far as the production of glass proper is concerned, it amounts to little. However, the **engraving, cutting, decorating and painting that is done here is another story. Most of their glassware is purchased in other cities.**

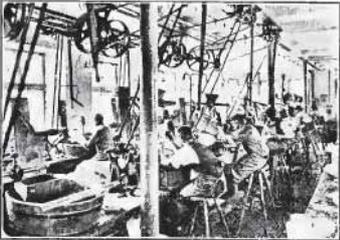


Abb. 2010-3/044  
 Bild S. 63: A view of the interior of the **Zahn cutting shop at Haida**, Bohemia.

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stove and several chairs. The children were bare-footed, even though at that time the snow was about six inches deep. The father and mother were making hollow prisms for chandeliers. The work-table was so constructed that there was room for two more workers.

Glass beads are made on an extensive scale in the vicinity of Tannwald. An ordinary piece of tube is heated over a lamp and then placed in a mould and blown, after which the beads are separated, filed and strung. Before the tube is heated it is treated with acid in order to give the glass a silver effect.



A view of the interior of the Zahn cutting shop at Haida, Bohemia.

To impress on the reader the extent to which trinkets are made from glass in the neighborhood of Tannwald, it may be stated that the workers have listed 1,600 designs that are cut on a glass bracelet which is made from tube. These bracelets are cased with ruby, white, yellow and other colors. This product is produced chiefly for the Mohammedans.

Hatpin ornaments, eyes made from glass, stickpins, writing-pens and an endless variety of goods of this class are made over a lamp in the homes of the workers.

**Neualt.**

Among other places on our itinerary we paid a visit to Neualt. This plant is 300 years old. We made the journey from Tannwald. En route we had to traverse over mountains

In **1868** a **school** was started in Haida to teach children how to make picture frames, and in 1870 lessons in drawing were given. This was followed in **1878** by the **study of glass decorating** and of **engraving glass in 1907**, while the art of **cutting was undertaken in 1908**. At the present time they are building a furnace in connection with the school to make glass.

Bild S. 67: The **Trade School at Haida**, Bohemia, where 250 students are engaged in learning the art of drawing, painting, cutting and engraving.

There are **250 students** now taking one or the other of the courses referred to. We paid two visits to this school. When a student enters, he or she is first drilled in cutting pictures from books and papers and pasting them on different colored backgrounds. The next step is to use ink with a stick, this being the first lesson in drawing. Following this the student is given a brush and begins to learn to paint. In a short time students are competing for prizes and their drawings or paintings deal with glass only. Each student must make his own design, whether it be for painting, cutting or engraving. One can imagine what this fundamental training means to the child that later follows either of these branches of the trade. Before students are admitted to the school they must have at least a **common school** education and then spend **four years at the trade school**. The school is supported by the state and has been since 1868. Many

glass manufacturers purchase their designs from the students.

When students leave the school they either enter some branch of the glass trade, or they take up farming or music. In most instances it has been demonstrated that the boys and girls graduating from the trade school will, to a degree at least, follow up their training. This is the reason that **so much „home“ work** is being done in and about Haida, it being estimated that there are **24.000 house workers** in this neighborhood.

Abb. 2010-3/045  
 Bild S. 67: The **Trade School at Haida**, Bohemia, where 250 students are engaged in learning the art of drawing, painting, cutting and engraving.

Abb. 2010-3/046  
 Bild S. 71: The square building in the foreground is the **Museum** referred to at Haida, Bohemia.

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The Trade School at Haida, Bohemia, where 250 students are engaged in learning the art of drawing, painting, cutting and engraving.

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The square building in the foreground is the Museum referred to at Haida, Bohemia.

**Comparatively few of the workers doing work at home are organized.** The Hackel organization has a local at Haida and the secretary, who serves as a business agent, spent two days with us. When we parted with him he promised to furnish some data in writing, but it has not yet been received.

According to the information imparted to us I feel justified in stating that glass is treated in one-third of the homes in this district that is, it is cut, painted, decorated, engraved, enameled, or worked over a lamp. **This product goes to all corners of the globe.**

Many of the **farmers** who till the soil during the farming season devote their time to **decorating glass in some manner in the winter**, and it's not infrequent that the **wife or some other member of the family will be a faithful and efficient assistant** at the „home“ industry.

**Cutting frames** are operated by **foot power** in much the same manner as a **sewing machine** [Nähmaschine]. Many of those who are accustomed to this method of work will not take a position in factory where the wheel is driven by power, as in America. They claim that they can do better work on a frame operated by foot. This **home work enables aged men to continue working at their trade**. There are many men doing cutting and engraving who are **beyond seventy years of age**.

Many efforts have been made to induce the home workers to give up their home labor and go to work in shops instead, but without success. **At home they are their own boss** and they can work short or long hours, and whenever they feel disposed to do so. In many instances they command whatever price they feel justified in asking. To illustrate: Mr. Rausche, a glass dealer in Haida, related that he had secured a price of 130 kronin (\$ 26.39) on an article, and after taking the order the workman raised the price to 600 kronin (\$ 101.50). Another price of 60 kronin (\$ 12.18) had been agreed to, and after taking the order on this basis the worker raised his price to 300 kronin (\$ 60.90). In both instances the **order had to be cancelled**.

It is freely admitted that when the originators of certain designs of engraving pass away that their designs will be discontinued, reasoning that other engravers cannot duplicate many of the patterns that it was our privilege to inspect. It has taken as long as **three years to engrave some of the individual pieces**.

Mr. Rausche, who is a very large dealer in glass that is cut, engraved, etched, painted and decorated, informed us that it was **impossible for them to send either blanks or cut ware to the United States**, but they **could send engraved and decorated ware**, for the reason their designs were original and exclusive, and with this reasoning I very much agree. Mr. Rausche also advised us that the **average wage of cutters** employed in the district was about **100 kronin a week** (\$ 81.20).

The **professor** at the school at Haida informed us that **living costs had increased 1.000 per cent**, and he estimated that the **earnings of the cutters** in that district had been **increased from 60 kronin** (\$ 12.18) **to 600, 800 and 1.,000 kronin per week** (\$ 121.80 - \$ 162.40 - \$ 203.00).

A man by the name of **Zahn operates two cutting shops in Haida**. [s. PK 2010-1, Zahn & Göpfert, Blumenbach ...]. He employs about **200 cutters**. This is **one of the few large shops of this kind in Europe**. Out of those 200 men **30 are "masters"**. The master cutter earns from 500 to 1.000 kronin per week (\$ 101.50 to \$ 203.00), while the helpers earn from 300 to 600 kronin per week (\$ 60.90 to \$ 121.80). The **master must share with the employer in the expense in furnishing sand, light, tools and power**; paying for all the sand and 25 per cent of the light and power.

Another feature of the plant is, **if men are idle for a week, due to illness, they are paid their wages for the week without question**, this expense being borne by the employer.

A visit to the display room of **Karl Goldberg** [?] and an inspection of the **decorated glass** on display will justify the assertion that the **Bohemians lead in this class of work**. All the ware that Goldberg decorates is made from crystal glass, but when it is finished one would think that it was colored glass made purposely for decorating. His enamel work is in a class by itself. He employs but **10 decorators in his shop**, yet he has **100 or more doing this class of work at home**, and in addition to this a good number doing cutting and engraving at home.

In **Haida** they have a **museum** devoted to the exhibition of glass. This was **established by the workmen** many years ago. Each workman was solicited to make a contribution of one piece of glass made, cut, engraved, painted or decorated by himself. Many responded. This encouraged others to contribute to the collection. There are some very rare pieces in this collection. We were shown through by Mr. **Alex Pfohl**, the vice-mayor of the city. He has charge of the museum and is the owner of a decorating shop.

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Bild S. 71: The square building in the foreground is the **Museum referred to at Haida**, Bohemia.

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### S. 71: Teplitz, Czecho-Slovakia. [Teplice]

**We were well received and kindly treated by our Czech brethren**. They have their headquarters in **Teplitz**, while their membership is scattered all over the republic. We presented a **questionnaire** containing the same questions asked of the officers of the union in Germany, with the exception that questions 37, 53 and 54 were purposely omitted. Feeling that a reproduction of the questions and detailed answers would make this report tiresome, I have decided to give a **resume** of the information obtained, as follows:

**Czecho-Slovakia** has **80 plants** with 105 furnaces producing **flint glass**, such as **pressed, cut, illuminating, chemical and kindred glass**, and **170 large and small cutting shops**.

**Eight hours constitutes a day's work, 45 hours constitute a week in the flint glass industry**. Before the war 9 ½ hours constituted a day's work. They work **two shifts a day**. The workers report 15 minutes before starting time. They work on a **piece-work basis**.

**Skilled workmen set the pots** and each man is paid 30 kronin (\$ 6.09) for each pot set. Pots are set after regular working hours.

**If glass is not in condition to work at starting time, then the workmen are paid 80 per cent of their average wage**. If they are placed at other work they receive full pay. The head of the shop is not required to do other labor, but the other members of the shop must do the work assigned to them, otherwise they have no claim for pay.

Agreements are made in joint conference. It seems that **rules and hours are regulated universally, while wages are legislated for in districts.**

The wages of the workmen in 1914 and 1920 are given in the following table:

\$ per week	1914	1920
Gaffer	10.05-12.18	91.35-97.44
Servitor	4.06-4.87	56.84-71.05
Gatherer	2.84-3.25	30.45-36.54
Carrying-in boy	1.62-2.03	18.27-22.33

Note: see pages 82 and 83 for money values.

The workers in the **Press Ware Department** receive a wage in keeping with what is recorded in the foregoing table.

They **admit to membership all male and female workers of Czech nationality** regardless of ability. Even the **manager of the plant must be a member of the union**, and at one factory we found the **manager was vice-president of the union.**

This organization has a **membership of 18,000**, which they divide as follows:

Flint workers	9.000
Window workers	1.000
Bottle workers	1.000
Cutters, etc.	3.000
Other male and female workers	4.000

**All the male and female workers employed in the glass industry are organized with the exception of those engaged in the „house“ industry.**

Production is limited by the local organizations and workmen are required to be governed accordingly.

When plants are closed to rebuild furnaces and make similar repairs the heads of shops are not required to work, but they receive 80 per cent of their average wages, while the other workmen are employed doing another class of work and are paid a wage commensurate with their efforts.

There are **about 100 idle furnaces at the present time** [1921].

**Vacations with pay must be granted.** They are regulated by what they call paragraph 17 of their contract, the provisions of which are:

„**Interruptions** of one-half hour’s duration or longer during the turn must be paid for, even though it would require two or three stops to constitute the half-hour or more. If a plant closes and the workmen have an opportunity to secure employment in another plant, they must accept. If the workmen are placed at an expense, such as car fare to another city, the employer pays the expense.

„If a plant is closed for one week’s time, thereby preventing the workmen from following their trade, then each workman is paid an average week’s wage equal to his earnings for the last normal working period. If the idleness extends beyond a week and up to the maximum duration of six weeks, then what is called ‘boarding’ money is payable weekly. Boarding money, based upon

an average weekly earnings for the previous four weeks, will be paid as follows:

Average Earnings for previous 4 weeks	Boarding Money that will be paid
40-75 kronin	40 kronin
75-100 kronin	60 kronin
100-125 kronin	80 kronin
125-150 kronin	100 kronin
150-175 kronin	120 kronin
175-225 kronin	140 kronin
225-275 kronin	160 kronin
275-300 kronin	190 kronin
300-350 kronin	210 kronin
350-400 kronin	230 kronin
400-450 kronin	260 kronin
450-500 kronin	290 kronin
500-575 kronin	320 kronin
575-650 kronin	360 kronin
650 kronin and over	400 kronin

(A kronin is equal to twenty and three-tenths cents.)

„At the end of six weeks every claim to indemnification ceases, and the respective workman who has been forced to lay off receives (if he keeps up his relation as an employe) aid, the particulars of which shall be arranged separately.“

**Children are not allowed to work until 14 years of age, and males and females are prohibited from working at night until they have passed 16 years of age.**

Provisions have increased in cost from 1.200 to 1.500 per cent since 1914, while clothing has increased from 2.000 to 3.000 per cent. Wages have not kept pace, having increased only from 600 to 700 per cent.

**Rent** is charged according to earnings. They have six classifications. Information can be best imparted through the attached table:

Class	Average weekly wage Kronin	Am. Equiv. \$	Average weekly rent Kronin	Am. Equiv. \$
1	100	20.30	1.50	.30
2	160	32.48	2.50	.51
3	260	52.78	4.00	.81
4	360	73.08	5.50	1.12
5	460	93.38	7.00	1.42
6	560	113.68	8.50	1.73

Am. Equiv. = American equivalent in \$ Kronin and hellers: it takes 100 hellers to make a kronin. A kronin is equal to 20.3 cents.

At one plant we visited in **Teplitz** the head of the company informed us that his concern **furnished its workmen with houses consisting of two rooms**, each room being 38 to 55 square meters (about 20 x 20 to 20 x 30 square feet) in size and a **kitchen free of charge**. In addition to this the company furnished **coal free**, but made a charge of 6 kronin (\$ 1.22) per month for electric lights.

**Little work was done during the war, the able bodied men being at the front and the industry handicapped by government laws.** [bis 1918 Regierung Österreich-Ungarn]

The workers now **produce more in eight hours than was formerly produced in 9 1/2 hours.**

Ten districts comprise the organization, six of which are governed by their own secretaries, who are paid by the union. Each district regulates local questions, but in general they are guided by the national board.

Average wage of workmen employed around a glass works per week was stated to be:

Stirrer.....	200 kronin .....	\$ 40.60
Apprentice .....	70 kronin .....	\$ 14.21
Mixers.....	180 kronin .....	\$ 36.54
Assorters.....	220 kronin .....	\$ 44.66
Glass cutters.....	650 kronin .....	\$ 131.95
Form-makers.....	400 kronin .....	\$ 81.20
Helpers.....	250 kronin .....	\$ 50.75
Cutters.....	600 kronin .....	\$ 121.80
Polishers .....	350 kronin .....	\$ 71.05
Oven-workers .....	450 kronin .....	\$ 91.35
Carrying-in boys .....	70 kronin .....	\$ 14.21
Form-holding boys .....	65 kronin .....	\$ 13.95
Sticking-up boys .....	65 kronin .....	\$ 13.19

All these workmen work **eight hours daily.**

**Women** are employed as **packers, assorters and wrappers.** Formerly they worked as cutters, but this has been done away with. The **wages of women are 20 per cent lower** than those of men doing the same class of work.

A **co-operative works** is operated by the workers in which they work for less money and make greater production than when employed by another manufacturer.

Glory holes were conspicuous by their absence in some plants, the workers warming their ware in the pot mouth from which they gathered.

**Every man and woman employed in or around a glass plant in the Teplitz district is a member of the union,** with the exception of the president of the company and the directors.

**Boys and girls paste the moulds** for the workmen in the **Inwald plant** at **Teplitz.** In this plant an **extra wind pipe** [Pressluft] circled the furnaces and tanks, these being used to furnish an air current for the workmen. This is a modern works.

The management informed us that the average wage of the workers in the **Inwald** plant was: **blower 540 kronin per week** (\$ 109.62). The **blocker was paid 75 per cent** and the **gatherer 40 per cent of the blower's rate.**

Where it was possible to do so, **all paste moulds were made 1 meter long (39 inches).** This enables the workmen to **make 3 and 4 chimneys at a time** [Lampenzylinder], while globes were made from 2 to 6 at a time.

The following statement of **earnings of the workmen employed in one of the plants at Teplitz** was taken from the books of the company while we were in the office. They are being reported in American equivalents in order to avoid confusion:

Minimum .....	Maximum .....	Average
\$ 102.72 .....	\$ 162.20 .....	\$ 131.14
106.37 .....	150.83 .....	130.73
108.80 .....	163.42 .....	125.05
116.93 .....	156.72 .....	127.08

The blowers on the shop receive 75 per cent of the gaffer's rate, while the gatherers are paid from 35 to 55 per cent of the gaffer's rate.

**S. 76: Passive Resistance.**

When we were in **Teplitz, Czecho-Slovakia,** the glass workers were in controversy with their employers, the latter having refused a demand for a 30 per cent increase in wages. The demand was made on January 24th, 1921, and the employers were required to make answer the following day.

The demand of the workers was denied, so they immediately applied what is known as the **"Passive Resistance Rule"**. This meant that **production should be promptly decreased 50 per cent** and wages reduced accordingly. Every member of the union was required to reduce his labor one-half. Even the bookkeepers, chemists and manager were so affected.

In a conversation with **Karl Victoria,** head of the union, he declared that the employers would have to give in, and if they failed to do so the following Monday the workers would **reduce the production to 30 per cent of the ordinary output.** The production was subsequently reduced, but soon thereafter a satisfactory settlement was reached, carrying with it an increase in wages ranging from 5 to 25 per cent, and it was made retroactive as of December 1st.

**The employers were in the position that if they closed their plants the works would be taken over and operated by the government, and this they desired to avoid.** The sequence to this situation is that the **employees practically control the government.**

**S. 77: Cost of Materials.**

One employer stated that **materials now cost from 20 to 30 times more than previous to the war,** giving the following comparisons which are set forth in American equivalents:

	1914 .....	1920
Potash.....	\$ 6.09 .....	\$ 162.40
Sand.....	6.09 .....	162.40
Soda.....	2.64 .....	72.90
Coal.....	10.15 .....	304.50

Note: see pages 82 and 83 for money values.



**S. 77: Italy.**

**Glass is not produced in Italy to an extent that need cause us anxiety.** Milan was the only city where we visited a glass works. Here we had the privilege of inspecting a plant where **electric bulbs and tube** were being made.

The workers gathered, marveled, blew, held their own mould, cracked off and cleaned off their iron and made **800 bulbs in 8 hours**. They worked with a clean iron. They are paid seven to eight lires per hundred (\$ 1.35 - \$ 1.54). All **piece work**.

They inquired about our method of work. We explained how we used a gatherer and blower. The manager replied by saying that they had worked the same system years ago, but found it necessary to abandon it.

The dummy was very small, not over 10 inches high. Workmen worked on the floor, but had an inclined platform extending about three feet out from the dummy.

Pot mouths were divided so that two men could gather at one and the same time. Five to seven men were working from the same pot. **Glass was very poor and so was the grade of ware produced.**

Workers did very little marveling. They went across the marveler about seven inches and back, gave one short swing of the glass and immediately went into the mould. **They worked the glass very cold.**

**A day's work consists of eight hours. They do not work at night.** The pots hold 1.200 pounds. This company has three furnaces. **Tube was made in a crude way.** A lamp room employing 600 lamp workers was connected with the plant.

**Workmen are furnished homes with rent free.** The houses are quite nice, all built of stone or brick. A man with wife and one child is furnished with two rooms - a family with three children is given a house with three to four rooms. If workmen are required to move from one city to another all the expenses of the family are borne by the company.

**Glass workers are divided into nine organizations.** **Mario Scolari**, secretary of the organization in which the bulb workers hold membership, was formerly a newspaper correspondent. He is what is recognized as a "propagandist". **He never worked at the glass trade.**

A **questionnaire** was presented to Secretary Scolari, which was translated into the Italian language. He promised to have all questions answered, but to date we have not received the information promised.

**S. 78: France**

We submitted a **questionnaire** to the officers of the **union in France**. Our questions were practically the same as those presented to the officers in Germany and Czecho-Slovakia. It hardly seems necessary to repeat them, nor is the need so great for the reason that the quantity of ware coming to the United States from France is insignificant. Again, the information obtained

is not sufficiently authentic. However, from the data gathered the following statements are justified:

**Eight hours constitute a day's work, six days a week;** workmen working the same number of hours on Saturday as on any other week day. Previous to the war 57 hours were recognized as a week's work. They work but **one shift - day time only**. Workmen report for work from ten to fifteen minutes before starting time. They work unlimited **piece work**.

**The glass trade is divided into nine districts.** Wages and rules are made in joint conferences in the various districts in other words, they make district in place of universal agreements:

Wages per day in francs:

	1914	1920	
Gaffer	10 (\$ 1.93)	30-35	(\$ 5.79-6.76)
First blower	8 (\$ 1.54)	29-32	(\$ 85.60-6.18)
Second Blower	7 (\$ 1.35)	28-30	(\$ 5.40-5.79)
Gatherer	5 (\$ .97)	22-25	(\$ 4.25-4.83)
Presser	7 (\$ 1.35)	28-30	(\$ 5.40-5.79)

**Skilled workmen set the pots at some plants**, but in most instances pot setting is done by the laborers. Pots are generally set after working hours. When skilled workmen set pots they are paid 2 ½ francs each (48 cents).

Present wages of other workmen in francs per day.

Cutters	25	(\$ 4.83)
Mixers and selectors	22	(\$ 4.25)
Mould makers	35-40	(\$ 6.76-7.72)
Grinders (women)	12	(\$ 2.32)
Grinders (men)	18	(\$ 3.47)
Furnacemen	20-25	(\$ 3.86-4.83)
Carrying-in boys	12-14	(\$ 2.32-2.70)
Window glass workers	60-70	(\$ 11.58-13.51)

Note: see pages 82 and 83 for money values.

**All workmen engaged around a plant are admitted to membership in the union. The workmen engaged in making stem ware and table ware are not very well organized.**

In some localities furnaces are held in reserve to avoid idleness. This is done where they have two or more furnaces.

It is customary to have a **summer stop of from one to two months**, during which time the **workmen are not paid**. **Glass plants operated about one-third time during the war.**

**Children are not permitted to work before they are 13 years of age**, nor are they allowed to do skilled work at the trade when less than 16 years of age.

**Since 1914 living cost has increased about 400 per cent and wages 300 per cent.** Rent costs the workmen from 30 to 50 francs per month (\$ 5.80 to \$ 9.65).

Bulb blowers gather and blow their own and each man produces from 900 to 1.000 in eight hours.

A **dummy mould holder** with a heel and toe movement, operated similarly to a pedal on a sewing ma-

chine, seemed to be a clever contrivance, still it may cause the ankle to become tired. By placing the weight on the heel the mould remained open, but when the weight of the body was thrown on the toes the mould closed.

**Coal** cost 23 francs (\$ 4.44) a ton in 1914, while in 1921 they are paying 500 francs (\$ 96.50).

In one of the furnaces we visited in Paris we found the space that would ordinarily be utilized for two pots was partitioned off and used for glory holes. Wood was used to produce a flame.

**Secretary Delzant** was very kind to us. He was busy with a meeting of his executive board, still he devoted much time to aiding us in our mission. His office is in Paris.

Both Mr. McCreary and I were invited to address the executive board. The task was undertaken with the aid of two interpreters, but they were unable to translate our statements.

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### S. 80: Leadership.

After meeting and mingling with the **leaders of the glass workers in England, Belgium; Holland, Germany, Czecho-Slovakia and France**, I can say without compunction [Bedenken] that the impression I received from those who have been chosen to direct the energies of our brethren abroad is that they are capable, energetic and agreeable gentlemen, who are deserving of the united support of those who comprise the membership of their respective organizations.

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### S. 80: Europeans Take Life Easy.

In studying the characteristics of the people of England and Continental Europe you do not find them active and eager to hustle as are the people in America. They seem to be **possessed with the idea that they should take life easy**. This was noticeable in practically all walks of life, and not infrequently the natives would call attention to our disposition to hasten matters.

It was an interesting contrast to watch the **men at work in the glass plants** that we visited and note **how easy-going** they are and **how slowly they approached their work** when compared with the American workman, who applies himself to his task with greater rapidity.

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### S. 81: The Real Evil.

In a perusal of the data compiled in this report the reader will quickly discern that the **cost of producing glassware in Belgium, Germany, Czecho-Slovakia and other countries is much higher than in America**. It is likewise true that the **wages paid to the workmen are greater than those paid to the American workmen**. But this is readily accounted for by reason of the **very low value of foreign money as compared with the value of the American dollar**.

When I state that last October [1920] the **rate of exchange in England, Ireland and Scotland was such that we received \$ 1.37 of English money in exchange for \$ 1.00 of our money, in Belgium \$ 2.94, in Holland \$ 1.24, in Germany \$ 15.47, in Czecho-Slovakia \$ 15.83, in Austria \$ 131.95, in Hungary \$ 89.11, in Serbia \$ 6.75, in Italy \$ 5.21, and in France \$ 2.64**, then it can be understood what an inducement there is to use American money in the purchase of products from abroad and **bring such products into America at a price that American workmen and manufacturers cannot compete with. It is my judgment that no reduction in wages will enable us to meet this situation so long as the value of foreign money remains so low. The rate of exchange is the real evil.**

[S. 82-84, Money Values ...]

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### SG: Zum Abdruck:

Der Bericht von President Wm. P. Clarke an seine Gewerkschaft, die American Flint Glass Workers' Union, im März **1921** zeigt deutlich die **internationale Konkurrenz der Glasunternehmen**, die spätestens ab **1900** durch die **Schließung vieler Glaswerke in den USA** die Glasmacher in große Schwierigkeiten brachte. Vor dem Ersten Weltkrieg war sicher die Glasindustrie in Europa, besonders in Belgien, Deutschland und Böhmen in Österreich-Ungarn, weit überlegen und überschwemmte den amerikanischen Markt mit billigen Glaswaren. Der **Erste Weltkrieg und die nachfolgenden schweren Wirtschaftskrisen, vor allem die Hyperinflation von 1914-1923**, brachte zwar den Untergang zahlreicher europäischer Glaswerke, aber auch eine Konzentration und Rationalisierung in der europäischen Glasindustrie und eine **reale Senkung der Löhne der Glasmacher**. Technisch war die amerikanische Glasindustrie in manchen Zweigen überlegen, vor allem durch die **Flaschenblasmaschine von Owens 1905**. Die Austauschverhältnisse der amerikanischen und europäischen **Währungen** hatten sich aber so stark verschoben, dass trotz gestiegener nominaler Löhne der Glasmacher in Europa, die nach Amerika exportierten Glaswaren deutlich billiger waren, als die in den USA hergestellten Glaswaren. Wie aktuell durch die **Währungsverhältnisse zwischen Euro und Dollar** wurden vor und nach dem Ersten Weltkrieg Import und Export nicht mehr nur durch Zölle und Beschränkungen beeinflusst, sondern noch stärker durch den unterschiedlichen Wert der Währungen.

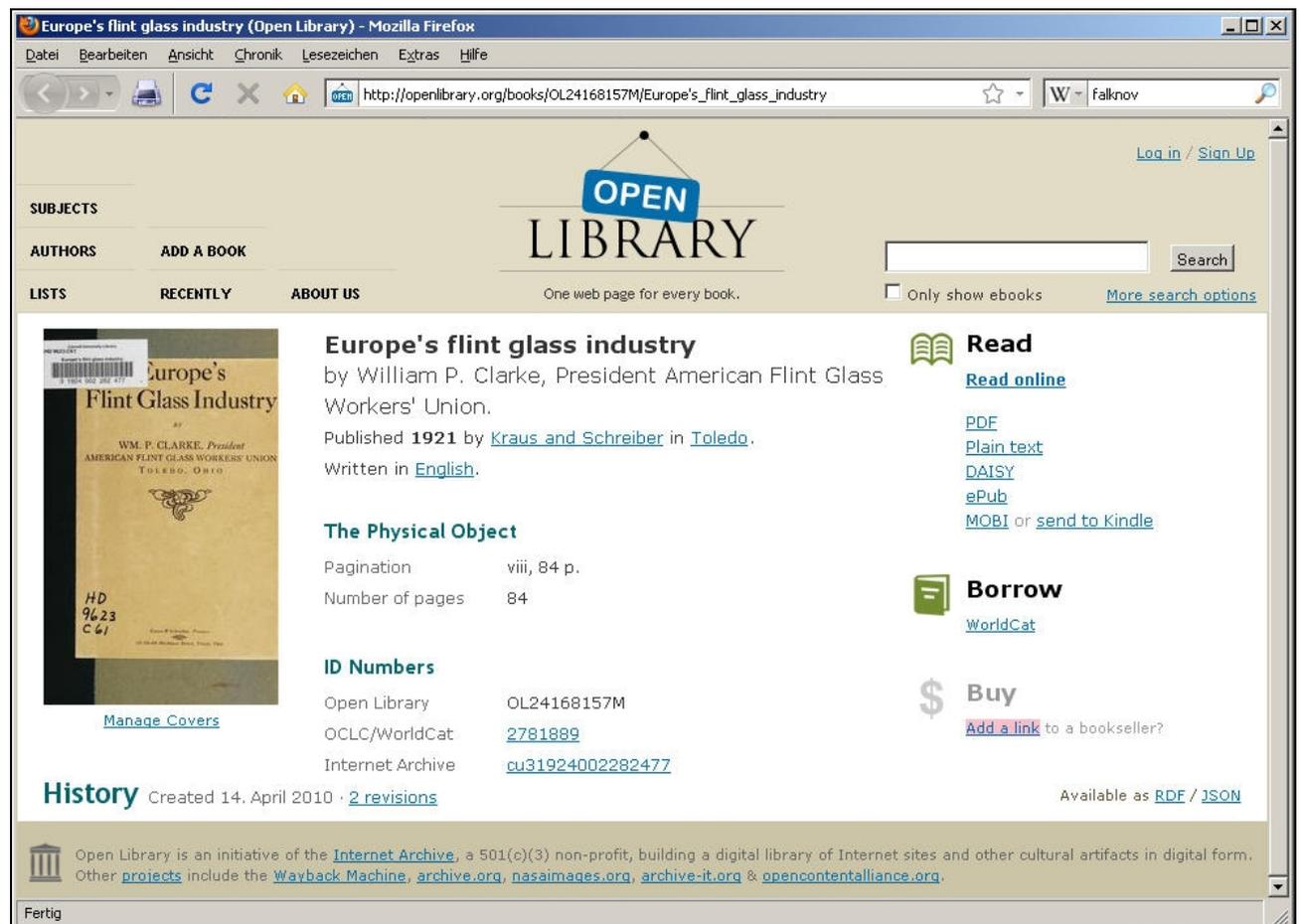
Der Bericht zeigt deutlich die **elenden Verhältnisse, unter denen die Glasmacher und ihre Familien in Europa leben mussten: siehe besonders die Berichte über Haidemühl und Tannwald**.

Interessant sind auch die **sachkundigen Beschreibungen der unterschiedlichen Techniken der Glasherstellung** in Europa.

Der englische Text ist gut verständlich, deshalb habe ich auf eine Übersetzung verzichtet.



Abb. 2010-3/047

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