

CLASSIFICATION OF MICA TEST ROOM
OPERATORS' COMMENTS

10/16/28 - 11/20/30

134 pp

*Classification of Mica Test Room
operators comments. 10-16-28 to 11-20-30.*

I N D E X

A - REST PERIODS; HOURS; HOLIDAYS; VACA-
TIONS.

B - PRODUCTION; EARNINGS; REPAIRS; TYPE.

C - SUPERVISION AND TEST ROOM ENVIRONMENT.

D - ATTITUDES AND TRANSIENT REACTIONS TO-
WARD JOB AND COMPANY POLICIES.

a - Attitudes

b - Transient Reactions

E - ATTITUDE TOWARD FELLOW OPERATORS.

F - OUTSIDE INTERESTS.

- A -

REST PERIODS; HOURS; HOLIDAYS; VACATIONS

1. Short Hours.
2. Saturday Off.
3. Rest Periods.
4. Holidays.
5. Vacation.
6. Overtime.
7. Night Work.
8. Attendance Irregularities.

DON'T DISCLOSE IDENTITIES

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

OPERATOR NO. 1

A - REST PERIODS; HOURS; HOLIDAYS; VACATION

- Tuesday 10-30-28 - "I never do much work after the lights are turned on. It hurts my eyes."
- Monday 11-19-28 - (Re* overtime) "If we don't get any time off we'll have to take it off ourselves."
- Wednesday 11-28-28 - "The rest periods give me a chance to lunch between meals."
- Friday 12-28-28 - (Re overtime Sunday) "I don't know when I'll get caught up on my rest. I was just thinking how long I would sleep Sunday morning. ("You can sleep Saturday morning instead." - Inventory Saturday) No, I have shopping and some personal business to attend to tomorrow. I didn't know whether I'd be able to come down this morning. I went back to bed three times. I got up at 5:30 every morning. I didn't have a good excuse, otherwise I would have stayed home." I guess there's no rest for the wicked."
- Monday 12-31-28 - "I want to go home at noon today. I'm not feeling well and have some personal business to attend to."
- Friday 1-11-29 - "I'm glad we aren't going to work Sunday."
- Thursday 1-17-29 - (Re overtime) "You know that extra hour makes a lot of difference. You'd be surprised how much you can do in that hour."
- Monday 1-21-29 - "Every winter about this time I'm off sick for two or three months and this year I made up my mind to find out the cause."
- "Rest periods are fine because they give me a chance to get up and walk around while in \$335 I felt self-conscious if I walked around."
- Monday 2-4-29 - "By Friday and Saturday I'm so tired I can just about hold my head up. The first Saturday we have off I'm going home and sleep all afternoon."
- Monday 2-11-29 - "I want Saturday afternoon off. That is all I want."
- Tuesday 2-12-29 - "I don't care when I get my vacation as long as I get it."

* Used throughout this study to mean "overtime".

- Thursday 2-14-29 - "When [redacted] said she had good news for us I thought she was going to say there would be no more overtime. I have a lot of business to attend to Sunday."
- Saturday 2-16-29 - (Re irregular attendance) "Yes, but I am doing so much better this year."
- Monday 2-18-29 - "Monday is usually a good day for me, but today I can't seem to get going."
- Saturday 3-9-29 - "I'm going to get out in the fresh air and sunshine this afternoon and I'm going to bed early Saturday and Sunday and catch up on my sleep."
- Monday 3-25-29 - "I didn't feel well Sunday. I'm glad we didn't have to work."
"I'm going to move and I'd like to stay home Friday and Saturday if it won't interfere with your test records."
(This Oper. stayed home Friday and Saturday.)
- Wednesday 4-24-29 - "I can't wait until my vacation for I've made up my mind to go to a hospital and have a thorough examination, if I can hold out that long."
- Monday 5-20-29 - (Re absence) "I went to the dentist and also to the doctor regarding my earache and headaches. The doctor relieved the ear trouble and told me to stay home several days and rest as I appeared tired and in a nervous condition. I feel fine today, and my ear has quit hurting and I can hear everything very plainly now."
- Saturday 5-26-29 - "I wonder when they're going to discontinue overtime."
- Wednesday 6-5-29 - (Re absence this A.M.) "I was sick at my stomach and unable to eat. This gave me a severe headache."
- Wednesday 6-26-29 - ("How do you like going home at 5:00?") "Fine. I feel a lot better. I have more time to do some of the things I've been putting off and I'm not as tired. When we worked until 6:00 I wouldn't get home until 7:00 and then I was too tired to do anything."
- Friday 8-30-29 - "I don't like to get off as I've been off so much, but I'd like to get this matter attended to as anything like that worries me." (Financial matters)
- Monday 10-7-29 - (Re absence) "I've a terrible headache this morning. My son [redacted] was sick Friday night and I was up all night with him. I was going to get a half hour's sleep, but I overslept and didn't wake up until 7:30. But I was too tired to come to work anyway."

- Thursday 10-31-29 - (Re 3 min. late) "It was the street car's fault this morning. We were delayed. Yesterday morning it was my fault; I ate a large breakfast. The other morning I didn't eat very much and I was terribly hungry."
- Tuesday 11-5-29 - (Re absence Monday) "I met with an accident Sunday. I fell and hurt my shoulder and arm. When I woke up yesterday my shoulder and arm was stiff and besides my fire went out and the house was cold. So I made the fire and went back to bed. I never thought to call up."
- Monday 11-18-29 - "If I come late again this week I'm going to turn around and go home."
- Monday 3-17-30 - (Re 3 1/2 months absence) "I felt pretty good, but my stomach is kind of upset or nervous. I guess it's from the change and excitement of starting to work. I'm not going to work as hard as I did. I'm on a strict diet. Will you object if I drink a glass of milk every hour? I want to take the afternoons off for several weeks as I do not feel strong enough to work an entire day."
- Thursday 5-29-30 - "They took an X-Ray of my chest. The doctor wanted to know what made me nervous. He didn't see how an easy job like mica splitting could make any one nervous. He said I ought to be able to do it with my eyes closed as I've been doing the job ten years. I felt like asking him if he could do his job with his eyes shut, but I knew it wouldn't do any good to argue with him. My job didn't make me nervous. My nervous breakdown last year was due to several things: worry, sickness, work and brooding." (Re hospital examination)
- Changed to Armature Job.
- Tuesday 11-4-30 - "My, is it time to go home already? I can't get accustomed to the hours. (4:15 stop) The time goes by so quickly."

SUB-OPERATOR NO. 1

A - REST PERIODS; HOURS; HOLIDAYS; VACATIONS

Wednesday - ("How do you like rest periods?") "I like them fine.
8-20-30 It makes the day go faster and seem shorter."

Tuesday - (Re absence) "I had a cold in my shoulder."
8-26-30

OPERATOR NO. 2

A - REST PERIODS; HOURS; HOLIDAYS; VACATIONS

- Friday 10-19-28 - (Mr. Pennoek: "Do you want to run the same amount of over-time as you have been running?") "Yes. It's all right with me."
- Tuesday 11-27-28 - (Re rest periods) "The time went so fast it didn't seem like ten minutes, but ten minutes seem longer when you are working."
- Wednesday 11-28-28 - (Re rest periods) "Ho hum. If we had a half hour I'd take a little nap."
- Thursday 12-20-28 - (Re working overtime) "You should see my house. Every time I go in I get a pain."
- Friday 12-28-28 - (Re working Sunday) "Gosh, my brother is coming Sunday, too."
- Friday 1-4-29 - "I always wait until after 5:00 to count my work because there's such a shadow on the gauge from the electric lights you can't do much. It's not so bad having the electric lights on as long as you have some daylight with it."
- Friday 1-11-29 - "I'm glad we aren't going to work Sunday."
- Thursday 1-17-29 - (Re discontinuance of overtime) "It's all right for a couple of months, but we have had it since last September and it's beginning to get monotonous."
- Tuesday 2-12-29 - (To Oper. 5) "Tell your mother you have to take a vacation because the Company is slowing down for two weeks."
- Thursday 2-14-29 - (4:00) "I'm sick. . . No I don't want to go home. I'll stay until 6:00."
- Tuesday 2-19-29 - "I want this afternoon off to go to a funeral."
- Friday 3-29-29 - "If I had known that [REDACTED] was going home at 5:00 I'd have asked to get off too."
- Wednesday 5-1-29 - "When you hear the whistle blow out there it's 10:00. They have fifteen minutes for rest period."
- Monday 7-29-29 - "Our output won't be very good today." (Vacation)

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- Monday 5-19-30 - "I heard that Department 5317 was going on the short working day, starting today."
- Tuesday 5-20-30 - (Re 4:15 stop) "It makes a nice long evening."
- Monday 6-2-30 - "Too much vacation didn't agree with me."
- Friday 8-1-30 - (Oper. 4: "My brother is on rest periods now.") "How does he like it?" ("Fine")

Change to Armature Job.

- Thursday 9-18-30 - (2:40) "It's time to go to work."
"My arms ache after we have a rest period, but the ache disappears in about twenty minutes."
- Friday 10-24-30 - (Re short hours) "I'm going to start in making pies and cakes and selling them."
- Thursday 10-30-30 - "They (the days) sure do (go quickly). They're gone before you know it."

OPERATOR NO. 3

A - REST PERIODS; HOURS; HOLIDAYS; VACATIONS

- Tuesday 10-16-28 - (Re being transferred to test) "I work in the restaurant as cashier and would be off fifteen minutes in the morning and one and one-half hours in the afternoon. I'm willing to go on the test, but do not want to give up the restaurant work as I room out and get my meals free at the restaurant. This saves me money."
- "I'm willing to work overtime except on Saturday afternoon."
- (Re rest periods) "I don't work straight through anyway. I always take time out."
- Thursday 11-22-28 - (Re rest periods) "How long are we going to have? A half hour? You can make it a couple of hours if you want to."
- Tuesday 11-27-28 - (Re rest periods) "When we get one-half hour I'm going to take a nap. I'd rather rest than work anyway."
- Thursday 12-20-28 - "So am I (glad we're working overtime)."
- Friday 1-11-29 - "I'm glad we don't have to work Sunday."
- Thursday 1-24-29 - (As she left for restaurant at 6:00) "Don't work too hard girls while I'm gone."
- Thursday 2-14-29 - (Re working Sunday) "No rest for the wicked. I can't work Sunday because Sunday morning I have to sleep and Sunday afternoon I have to go downtown."
- Saturday 2-16-29 - "You don't need the money, [redacted] Look at [redacted]. She has two children to support and she loses so much time, too."
- Monday 2-18-29 - "Monday is usually my best day, but I didn't do very well today."
- Wednesday 4-10-29 - "I would like to work another hour at noon in the restaurant if it wouldn't interfere with the records too much."
- Thursday 4-11-29 - ("An additional hour at noon in the restaurant would interfere too much with the Test Room records.") "I thought if it were possible to get another hour at noon, I might get a better job over there, as I don't like the one I'm on now."

- Tuesday 5-7-29 - "I wish they would come around and tell us that overtime would be discontinued until further notice."
- Friday 5-17-29 - "I heard a rumor that we weren't going to work Saturday afternoon. We're about due for a Saturday off."
- Saturday 6-15-29 - "It won't be long now until we go home at 5:00 and have Saturday afternoon off."
- Wednesday 6-19-29 - "I didn't mind working 'till 6:00 o'clock, but I don't like to work Saturday afternoons."
- Wednesday 9-18-29 - (Re rest period) "Ten minutes goes so fast."
- Friday 11-22-29 - "I don't think I'll be in tomorrow. I have a cold."
- Thursday 12-12-29 - "I want the week off between Christmas and New Year as I want to spend Christmas out of town." ("All right")
- Friday 12-13-29 - "I've changed my mind and will not go out of town Christmas."
- Thursday 12-26-29 - (Re late arrival this A.M.) "I was up in time this morning, but I couldn't get dressed. I was tired so I went back to bed and slept until ten o'clock. It was nice coming down to work at 10:00. The street cars weren't crowded. ("Would you rather start to work later in the morning or go home earlier?") I think I'd rather go home earlier, especially in the summer; but I'd like to start work about 9:00 o'clock. The mornings are so dark and dreary at 7:00 o'clock."
- Monday 2-3-30 - "I surely would like to go some place. I would like to have a vacation these cold days."
- Wednesday 2-12-30 - (Re quitting at 4:30) "Fine. Wait 'till the summer months."
- Friday 4-25-30 - "I was tired last night and I overslept this morning. That's why I was late."
- Thursday 5-1-30 - (Re Sat. A.M. off) "That would be nice, wouldn't it? I know I would either sleep or get out in the country."
- Tuesday 5-10-30 - (Re 4:15 stop) "I walked home last night."

- Thursday - (Re absence) "I had a headache and an earache this morning."
6-26-30
- Monday - (Re absence this morning) "I was out of town over the week
6-30-30 end."
- Monday - "I went to Columbus, Ohio, over the week end."
7-7-30
- Monday - (Re absence this A.M.) "I forgot to set the alarm last night
8-11-30 and I overslept. It felt good to sleep this morning."
- Monday - "I feel pretty good, but I still have a little sore throat."
9-8-30 (Recent absence)

Change to Armature Job.

- Thursday - "Working until 5:00 makes it so late getting home. By the
9-18-30 time you get home and wash and eat it makes it late before
you get out and then you get home later."

OPERATOR NO. 4

A - REST PERIODS; HOURS; HOLIDAYS; VACATIONS

- Tuesday 10-16-28 - (Re being transferred to test) "I'd like to try it out, but how are the hours? ("Standard shop hours.") We are working overtime until 6:00 P.M. four nights a week and Saturday until 4:00 P.M. and if we went on the test we would lose out on the overtime money. I don't mind working overtime. I once worked overtime for five months and felt no ill effects."
"I don't want Saturday morning off. We would never be able to make as much in five days as in five and one-half days."
- Tuesday 11-27-28 - "Even though we only had them (rest periods) a day, I'd miss them if we didn't have them any more."
- Monday 12-10-28 - "I'd like to have this afternoon off to attend a funeral."
- Tuesday 12-11-28 - "Tomorrow is a Jewish Holiday . . . It is Wednesday and we go home at 5:00 o'clock. (Oper. 5, "I think I'll stay until 7:00.") You wouldn't do any more work from 5:00 to 7:00 than you would do up to 5:00."
- Thursday 12-27-28 - (To Oper. 5) "Wait 'till the 2:30 rest period and you can go to sleep."
- Thursday 1-3-29 - ("Are we working until 6:00 tonight?") "Yes. You know we always work unless we're told different . . . (To Oper. 4) You don't get that Sunday money anyway. Don't you have to turn it all over to your mother?"
- Friday 1-4-29 - (Re night work) "I broke in a group of girls working nights and I know all about that night work. It was a failure at the time because the electric lights made a shadow on the gauge. The girls downstairs don't do much between 5:00 and 6:00 P.M. on account of the shadow on the gauge from the electric lights. Those hours (1:00 to 11:30 P.M.) break up your whole day. You don't have time to go any place before work and it's too late to go any place after work."
"We won't know one day from another next week. There's no holidays to break up the week."
- Sunday 1-6-29 - "There is a shadow in here after it gets dark and it's hard to see the line. We have to guess at our work."
- Friday 1-11-29 - (Re not working Sunday) "That's good news."

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- Tuesday - "I want to leave at 5:00 today. I don't feel well."
1-15-29
- Thursday - (Re possible discontinuance of overtime) "That's good. I'm getting fed up on overtime anyway. It gets pretty monotonous after several months."
1-17-29
- Thursday - (Re working Sunday) "Sunday I planned to call on three sick people. I don't know when I'll make it now."
2-14-29
- Saturday - (To Oper. 4, re working nights) "What good would that do? Your mother would make you fork over the money anyway."
2-16-29
- Monday - (To Oper. 1, re low output today) "That is because you worked yesterday. If they want us to work on Sunday they may as well tell us to stay home on Monday. We're not here, that's all."
2-18-29
- Thursday - "Get lazy! I've been lazy for a week . . . I have to put forth an extra effort to get my output this week. It seems as though I'm working under a strain and I don't know what it's from unless it's the Sunday work."
2-21-29
- Thursday - "Some departments work three weeks overtime including Sunday and then get a week on regular hours with Saturday afternoon and Sunday off. I wish they would give us something like that. We've been working overtime since last September and it's getting monotonous now."
2-26-29
- Friday - "I suppose we'll be working on Palm Sunday and Easter Sunday. We won't call it Sunday any more, we'll call it Slave Day. Well girls, with this Sunday's pay I can make the last payment on my Rolls Royce."
3-1-29
- Wednesday - (To Oper. 5) "A young girl like you shouldn't be tired. If you were as old as me you might have a reason to be tired. You always told me you were never tired until 4:00."
3-13-29
- Friday - (Re curves) "Your curve is full of hills and valleys, . . . Yes, you can (help it) if you want to. How many times do you go out before rest period in the morning and how many times do you go out between 5:00 and 6:00 o'clock? Did you ever keep a record, . . . You may as well go home at 5:00 . . . Don't you suppose we're tired too? We work all day, but we don't go out as many times as you do."
4-12-29
- Wednesday - (Re rest periods) "Fifteen minutes is a nice time."
5-1-29

- Tuesday 5-7-29 - (Re discontinuance of overtime) "That would be the cat's meow."
- Monday 5-27-29 - (Mr. Hibarger: "Overtime will continue until August. After that there will be no more overtime regardless of what the department does.") "That won't be so bad. We'll have something to look forward to, and we'll know definitely that we don't have to work and we can make plans."
- Saturday 6-15-29 - "We won't know how to act going home at 5:00."
- Wednesday 6-19-29 - "It won't be so good if we have to work Saturday afternoons."
- Monday 6-24-29 - (Re overtime) "I was all tired out Saturday night. I went to bed early."
- Friday 9-27-29 - "Mr. Hibarger told us we wouldn't go back on overtime and we're going to make him keep his word."
- Tuesday 12-3-29 - "They can have their overtime. I'm well satisfied."
- Thursday 1-9-30 - (Re absence this A.M.) "I stayed with my mother all night as my father was sick and could not take care of her."
- Wednesday 2-5-30 - (Re absence) "My daughter was sick to her stomach Monday, but she is all right now. I expected to come to work Tuesday but my boy friend had an attack of appendicitis and I took care of him. He is going to the hospital for an operation today."
- Wednesday 2-12-30 - (Re 4:30 stop) (Oper. 3: "Let's wait 'till summer.") "That's what I was going to say. A half hour a day wouldn't be too much. I would see that I had enough done (output) by the time 4:30 came around."
- Thursday 2-20-30 - "All we need now is the 5-day week with this fine weather."
- Thursday 5-1-30 - (Re 5-day week) "If we do get it, I'm going to sleep Saturday mornings."
- Monday 5-26-30 - "I worked Saturday morning, but I like Saturday off."
- Wednesday 6-18-30 - "There won't be any of us paying income tax this year if things keep up. ("What do you mean?") Why, short hours and no Saturday work."

Friday - "My brother is on rest periods now. (He likes it) fine.
8-1-30 Anything the Western Electric does is all right with him."

Thursday - "I wouldn't mind it so much going back to 5:00, but it
8-21-30 would be hard working Saturday mornings after we're
used to having them off."

Changed to Armature Job.

Thursday - (Re absence this morning) "I overslept."
10-9-30

NEW OPERATOR NO. 4

A - REST PERIODS; HOURS; HOLIDAYS; VACATIONS

- Friday - "I had rest periods for three months in the gang (5317)
9-19-30 but when I was on mica I always took a rest but at a
different time than the regular department. (Mica
operators in the regular department not on rest periods)
I like rest periods."
- Tuesday - (Re absence) "I was sick yesterday; I had a heart attack.
11-11-30 I didn't feel very well Thursday or Friday of last week.
My doctor was out of town and I went to another one. He
gave me some medicine and I believe it was dope as it
made me feel good for a while and then I'd feel all tired
out. I went to my own doctor Monday and he said that
other doctor should never have given me that medicine as
it was too strong for my heart and should only be taken
as a last resort."

OPERATOR NO. 5

A - REST PERIODS; HOURS; HOLIDAYS; VACATIONS

- Friday 10-19-28 - (Mr. Pennoek: "Do you want to run the same amount of over-time as you have been running?") "I'm with the rest of the gang." (Meaning "yes")
- Tuesday 12-11-28 - "I think I'll stay until 7:00 o'clock (tomorrow)." ("You wouldn't do any more work if you did.") "Oh, yes I would, if I was all alone."
- Thursday 1-3-29 - "Are we working until 5:00 tonight? ("Yes") I thought they'd start the New Year right and go home at 5:00. Any-way, I'd rather work an hour each night than work on Sundays."
- Friday 1-11-29 - "I'm glad we don't have to work next Sunday."
- Tuesday 2-12-29 - (Re vacation) "I don't know whether I'll take a vacation or not. I'll have to ask my mother first."
- Thursday 2-14-29 - (Re Sunday work) "I won't be able to get up Sunday morning. I'm going to a party Saturday night."
- Saturday 2-16-29 - "I would like to get a job working nights (to earn more money)."
- Monday 2-18-29 - "I didn't feel like working yesterday. I had only three hours sleep Saturday night."
- Friday 3-8-29 - "I can't do any more work. I have a drawer full of junk. I wish I was going home at 5:00 P.M."
- Thursday 5-14-29 - "I have a headache. May I go home at 5:00?"
- Friday 3-29-29 - ("If I had known [redacted] was going at 5:00 I'd have asked to get off too.") "So would I."
- Friday 4-12-29 - "Well, I'm tired at 5:00."
- Tuesday 6-19-29 - "My mother bawled me out for coming home early Monday. She said it was too bad overtime had stopped because I'd be more bother around the house."
- Saturday 7-6-29 - "My mother was sore this morning. She wanted to know how much money I was going to bring home today and why I didn't bring home as much as I used to. She knows I'm not working overtime any more and I've been working hard lately."

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- Thursday 7-11-29 - "I want the second week of vacation off instead of working in the regular department."
- Thursday 10-3-29 - (Re vacation) "That only happens once in a year anyway."
- Tuesday 12-3-29 - (Re a girl friend) "They are working overtime Saturday afternoons and Sundays."
- Tuesday 5-30-30 - "When I got home yesterday my sister [redacted] said, 'What are you doing home?' I told her we're working short hours now. She said, 'I knew it was coming. Pretty soon you'll be home all the time.'"
- Monday 7-28-30 - "I didn't have one argument with my mother on my vacation until last Sunday. She didn't holler at me or tell me what to do. She don't lock the door at night any more. I lost the money I had up on deposit on several flats."
- Thursday 7-31-30 - (2:40) "I've got to split mica now. I've been so used to just sitting and gazing the last two weeks that I forgot where I was."
- Thursday 8-21-30 - "I wonder how long it will take before we work 'till 5:00 o'clock. Then maybe I can get something done."

Changed to Armature Job.

- Saturday 10-25-30 - "I have a part time job promised for Tuesday, Thursday and Saturday evenings, in a dry goods store. The woman said she'd give me \$5.00 a week to wait on customers. It isn't much but it's better than nothing. The only thing I don't like is I'll have to work on Saturdays until 10:00 o'clock. I haven't been making very much lately and I have to draw out my ready money to pay my mother \$10.00 board. I like to pay her right away otherwise she'd be saying, 'You'd have to pay if you were some place else.'"

- B -

PRODUCTION; EARNINGS; REPAIRS; TYPE.

1. Output
2. Type and Equipment.
3. Earnings.
4. Rejected Parts.

OPERATOR NO. 1

B - PRODUCTION; EARNINGS; REPAIRS; TYPE.

- Tuesday 11-13-28 - "I hope I don't get any more (rejections). I guess my gauge was off a little Saturday, but it's all right now. I like to do a good job the first time."
- Wednesday 11-21-28 - (Re* attempt of operators in Dept. 6335 to learn what each other earn) "I didn't answer any of them when they would ask me what I made."
- Friday 12-7-28 - (Be 20 minutes lost on personal business) "I'll have to try to make it up."
- Tuesday 12-18-28 - (Re difference between her count and that of counting room) "No, I won't count it over. I've watched the counting room girls count and believe they give you everything that's coming to you. I wouldn't want their job. You know it seems I'm always short towards the end of the week. I guess I get tired. I'm going to be very careful the next couple of weeks and if I'm under I don't think I want to stay up here. You people think I can't count where there's a big difference between the counts. I blame myself. I like to do a good job and not do things by halves . . . I was ill Saturday afternoon and that probably accounts for the difference. I wouldn't want to put the blame on the counting girl . . . The only reason I came in Monday was because I didn't know whether you would find my Saturday work."
- Thursday 1-24-29 - (Re difference between her count and that of counting room) "I'll let it go this time, but next time I'll go down and see who's right. I would have gone down today, but I wanted to make up for yesterday, when I had trouble with my gauge."
- Friday 2-1-29 - "So far this mica splits fine."
- Saturday 2-2-29 - (Re Argentine Mica) "Yes, it is awfully dirty."
- Wednesday 2-6-29 - (Oper. 3: "I'm the slowest one of the bunch.") "You won't be today."
- Thursday 2-21-29 - "I can't work on the small mica as well as I can on the large pieces."
- Tuesday 5-14-29 - (Re difference in count) "I wouldn't say anything about Wednesday and Thursday because I had repairs and gauge trouble those days, and I hurried in counting my work; but I didn't think Friday and Saturday would be short. If I'm short for Monday and Tuesday of this week, I'll take a vacation or I won't turn any work in. I've done that before."
- Tuesday 5-21-29 - "These heavy scissors make my wrist tired."

* Used throughout this study to mean "Concerning".

- Wednesday - "When I have a lot of undersized mica I don't work good."
7-10-29
- Wednesday - (5:00) "This mica isn't very good. It cracks up."
9-18-29
- Saturday - (9:00) "I better get some mica and get busy. I haven't
9-21-29 been doing anything.
- I'm anxious to get my pay today. I want to get [redacted] a new suit."
- Thursday - "I can't (talk and work); if it's interesting I just stop
10-3-29 working."
- Friday - "We're going to have an awful lot of undersize today. This
10-4-29 mica isn't so good."
- Friday - "I sure notice the difference in the mica. This splits fine."
10-11-29
- Thursday - "The mica is very good."
10-24-29
- Tuesday - "I've sure got a lot of clippings today."
10-29-29
- Saturday - (Re shortage in pay) "What's the matter with them over there
11-2-29 anyway? That will be about enough to get my Sunday dinner."
- Thursday - "I like a hard mica better. The operators over there (in
11-7-29 6335) don't have a very good mica."
- Monday - "This new piece part is a kind of a break for me as it won't
3-17-30 be so much of a strain." (smaller size)
- Tuesday - (5:00) "I'll start on my rejection the first thing tomorrow
6-17-30 to get it off my mind. I worked so hard, I don't know where I am at."
- Changed to Armature Job.
- Monday - "My son [redacted] didn't want me to return to work. He said he
10-20-30 thought we could get along on what he earned, but with winter coming on and coal to buy I wanted to come back and work steady so [redacted] at least could go to school nights."

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Thursday - "I can't keep track of the time. It's a good thing we're
11-6-50 on armatures instead of mica although we don't make as
much money. On mica you could work away and think of
everything, but on armatures you have to figure out how
to do each one."

Friday - (Re being paid minimum earnings) "I never worked like
11-7-50 that before."

OPERATOR NO. 2

E - PRODUCTION; EARNINGS; REPAIRS; TYPE

- Wednesday - "I'm having trouble splitting this mica (clear India Mica).
11-14-28 It is very brittle."
- Friday - "I'm never able to make it up when I lose time."
12-7-28 "I haven't had a raise in about three years."
- Saturday - "This box (of mica) is warm."
1-12-29
- Tuesday - "I got hold of a rotten box of mica. There are so many
1-15-29 odd shapes they split terribly."
- Tuesday - (Oper. 4: "If we don't get any work done we can blame it
2-5-29 on the Brazilian Mica.") "We will have to blame it on something."
- Friday - (Re Brazilian Mica) "Occasionally I found pieces with air
2-6-29 pockets in them and you can't make good sheets if it won't split evenly."
- Tuesday - (To Oper. 5) "But you turn out more work than I do."
2-26-29
- Tuesday - "Someone comes in and monkey's with our gauges almost every
4-9-29 night. They were all mixed up."
- Wednesday - (5:00) "I've had more scrap the last couple of days."
9-18-29
- Thursday - "How is the mica, [REDACTED]?"
9-19-29
- Friday - "We couldn't get two days undersize of this mica in one
10-4-29 box."
- Monday - "This mica doesn't split even. There's too many ridges in
10-7-29 it."
- Tuesday - (5:00) "I sure have a lot of scrap today."
12-10-29
- Thursday - (Re new type gauge) "I like it."
12-12-29
- Monday - (5:00) "If I got paid for micanite, I'd take the prize.
12-16-29 ("What were you doing all day?") Splitting micanite."

- Tuesday 12-17-29 - ("Did you notice how nice and even this mica is, [redacted]")
"Yes, there are no ragged edges and we won't have so many clippings now."
- Friday 2-14-30 - "This mica is brittle and cracks up when I split it."
- Tuesday 3-18-30 - "One of these days I'm going to make a decent day's pay on this new piece part."
- Saturday 3-22-30 - "If I could work a couple of hours more I would make a pretty good showing this morning."
- Monday 4-7-30 - [redacted] you're keeping our curves down. If you don't get busy and get out of your slump we'll jump on your neck."
- Thursday 4-17-30 - "I don't know why I can't do as much work in the morning as I do in the afternoon. I made about 100 more this afternoon."
- Tuesday 4-22-30 - (To Oper. 5) "I don't see how [redacted] gets any work done with you talking all the time . . . Every time you start talking you stop working . . . All you've been doing all morning is talking and eating olives. If you'd get down to work and stop talking you'd get a decent day's work done. When you get your work back for repairs you start hollering. You have no one to blame but yourself when your work comes back."
- Monday 4-28-30 - "There is more clippings on this mica than on the other."
- Monday 5-5-30 - (Oper. 4: "I did more this P.M. than this A.M.") "So did I. Almost 100 more."
- Tuesday 7-1-30 - (To Oper. 5) "As long as you work close to the .002 line you will get your work back. What you need is a good bawling out. You jabber too much and then you break your neck trying to get something done. No wonder you get your work back. You can't blame any one but yourself."
- Tuesday 8-5-30 - "I made 200 more today than I did yesterday."
- Thursday 8-21-30 - "We can split more pieces on the larger limits, but we have to do more trimming and lose a lot of time."
- Friday 9-12-30 - "I know very well I would be (slow on new work) too."

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Changed to Armature Job.

- Tuesday 9-16-30 - "All I can say is the day goes too fast . . . I get sick when I stop to think how long it will take before I can make \$40.00 a week on this job."
- Wednesday 9-17-30 - "That will cost you a nickel. I'll have to make money some place. (Re armature job) All you need is patience and plenty of it. So did I (have trouble with the armatures without the rivets)."
- Thursday 9-18-30 - "They're going all right only not fast enough."
- Thursday 9-18-30 - "I'm going to bawl out somebody. I can't bawl out the work."
- Friday 9-19-30 - "The job's going all right only I can't seem to go fast enough . . . It's interesting because you have to do each one different."
- Tuesday 9-23-30 - ("How's this job going?") "Very slow. I'm not much good yet. I don't know whether I'll ever learn it. ("Have you had any rejections yet?") Um - wait 'till I knock on wood. I can't be sure yet - I just sent another lot down this morning. I may get it back . . . This work is harder than mica splitting. You have to watch closer. There are so many kinds of defects you don't always know what to do with them."
- Thursday 9-26-30 - "If this work comes back again I'm going to find a new job . . . ("I worked very slow on mine today.") So did I."
- Friday 9-26-30 - (Re minimum earnings allowance) "You can look up my record. That's the first time I've been on the minimum list since I've been with the Company. (Re [redacted]) You would think the money was coming out of his pocket."
- Tuesday 9-30-30 - "We'll send him ([redacted]) out on his ear (if he says anything further to us about the minimum list)."
- Wednesday 10-1-30 - "I'd rather work a whole week on good work than one day on repairs. We put so many kinks in them the first week that it's harder to straighten them now."
- Monday 10-6-30 - "I'm glad I finished mine. (Repairs) I hope I don't get any more back."
- Wednesday 10-15-30 - "I really believe the rejections are harder to straighten because we knocked them so out of shape the first week."
- Friday 11-7-30 - "My pay is kind of short this week. I hate to look at it. By the time they take off the deductions the pay check looks kinda sick. Right now I have a nice little bill to pay

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Friday - that I hadn't figured on. It kind of leaves me short."
11-7-30
(Cont'd) (Re minimum earnings) "Neither did I (ever work like this
before)."

SUB-OPERATOR NO. 1

B - PRODUCTION; EARNINGS; REPAIRS; TYPE

Tuesday - ("Were you working on .002 mice in the Merchandise?") "Only
8-19-30 once in a while; we were working on special jobs. ("Do you
like the .002 job?") Yes, it's all right. ("Do you like the
.0012 .008
.0016 job better?") Yes, I can make more money on that job.
("Would you rather work steady on one piece part or change
piece parts as you did in the regular department?") I like
to work steady on one."

OPERATOR NO. 3

B - PRODUCTION; EARNINGS; REPAIRS; TYPE

- Friday 11-8-28 - (To Oper. 4, whose mica cracks in two) (Jokingly) "Well then you have two pieces and you can give me half."
- Friday 11-16-28 - "How is my output?" ("Lower")
- Friday 2-1-29 - "The last five or six boxes of India Mica have split terribly."
- Thursday 2-21-29 - "I sure worked hard today girls, what I mean."
- Tuesday 2-26-29 - "Why don't you do it (work fast) all the time, [REDACTED]"
- Sunday 3-3-29 - "We can't make much on the large mica."
- Tuesday 4-8-29 - (Re difference in count) "I'll let it go. I would lose about thirty minutes recounting the work and probably find out that they were right."
- Tuesday 4-9-29 - "Someone moved our gauges around, but they weren't off the line."
- Wednesday 4-24-29 - "This mica split terribly yesterday; but maybe it was me."
- Thursday 4-25-29 - (Re difference in count) "I felt sure I had 1800, but I may have been mistaken."
- Tuesday 7-9-29 - "This mica isn't very good."
- Monday 8-12-29 - "This mica isn't very good. It's full of ridges."
- Friday 8-23-29 - "I never seem to care how much I make until about 4:00."
- Monday 10-7-29 - "This mica is terrible. I have an awful lot of scrap."
- Wednesday 11-6-29 - "I'm not sure of my count for Tuesday. I wasn't working so very well and I was surprised when I counted my work."

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- Tuesday - (Re difference in count) "You can satisfy yourself when you
11-26-29 have a chance to count it over."
- Thursday - (Re new type gauge) "I like it."
12-12-29
- Tuesday - "Did you notice how nice and even this mica is, [redacted] . . .
12-17-29 I thought it was me (splitting undersize) but now that you
mention it, I'm sure it is the mica."
- Wednesday - "No, but I was laughing because my mica don't split good
12-18-29 any time. I'm making an awful lot of scrap."
- Friday - "This mica is funny today . . . I don't think I'll be in
12-20-29 tomorrow." (laughed)
- Tuesday - "I don't think I could have this many (sheets of mica) the
1-7-30 way I worked today. I'm not going to count it over, that's
a cinch."
- Friday - "I didn't work very good this morning. I think it's the
1-10-30 mica."
- Monday - (To Oper. 5) "If you worked steady you wouldn't see the
2-3-30 dust."
- Monday - "You can't work very fast on this job."
3-24-30
- Tuesday - (Re rejected output) "I wasn't so surprised to get that work
5-20-30 back. I wasn't working so good last week."

Changed to Armature Job.

- Wednesday - "I met two girls from the armature group in 6335 and they said
10-2-30 they haven't made their day work rate the last couple of days
and the last couple of weeks they have only made their day
work rate or a little more. They said the parts have been
coming through very bad. One of the operators worked on
armature about two years and the other about eight months."

OPERATOR NO. 4

B - PRODUCTION; EARNINGS; REPAIRS; TYPE.

- Tuesday 10-30-28 - (To Oper. 5) "You know what caused that (rejection of mica) don't you? Too much fooling between 5:00 and 6:00 P.M. yesterday. I can't talk and work. As soon as I do my output falls down."
- Thursday 11-1-28 - (To Oper. 5, re rejections) "What'll you do if you get it back again, [REDACTED]"
- Friday 11-2-28 - (Re Brazilian Mica) "The trouble with this mica is, it cracks in two."
- Friday 11-16-28 - (Re lower A.H.O. in test room than in Dept.) "That means we're getting slow, [REDACTED] I thought I was doing better up here." ("Your average is higher.")
- Friday 12-7-28 - "Sometimes if you get a good splitting time you can make up lost time."
"I got a raise in June."
- Saturday 1-12-29 - (Oper. 2: "This box of mica is warm.") "That ought to split good."
- Saturday 2-2-29 - "The dust from this Argentine Mica almost chokes you."
- Tuesday 2-5-29 - "If we don't get any work done we can blame it on the Brazilian Mica."
- Friday 2-8-29 - "This lot of Brazilian Mica was very good. I don't think any of the girls had any trouble splitting it, I know I didn't."
"If you fall down in your output on account of the mica, they razz you for it. They think because you're an old operator you should do as well on one grade as on another."
- Tuesday 2-12-29 - (Brazil vs. India mica) "Do you notice the difference in the mica, [REDACTED] This (India) is nice and clear."
- Sunday 3-3-29 - (Re large mica) "This mica splits fine, but we ought to have larger needles. . . Well, I'm not going to worry about the output."
- Friday 3-8-29 - (Re trouble with gauge) "This is going to show in my output."

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- Saturday 5-9-29 - "I couldn't get anything done yesterday. My gauge was tight and wouldn't open."
- Friday 4-12-29 - (Re curves) "Your curve is full of hills and valleys, . . . Yes you can (help it) if you want to. How many times do you go out before rest period in the morning and how many times do you go out between 5:00 and 6:00 o'clock? Did you ever keep a record, . . . You may as well go home at 5:00 . . . Don't you suppose we're tired too? We work all day, but we don't go out as many times as you do."
- Tuesday 5-21-29 - "I have a nice light pair of scissors; if they ever failed to return them, I'd look all morning until I found them."
- Friday 6-28-29 - "Just think of the money you get when you work like nobody's business, . . . You can give some of it away."
- Tuesday 7-9-29 - (Oper. 3: "This mica isn't very good.") "Yes, it's kinda ridgy."
- Thursday 9-12-29 - (2:00) "I have good needles now and I could work if I wasn't so sleepy. It's 2:15 already."
- Wednesday 9-18-29 - "I've noticed that too (that the mica cracks up)."
- Thursday 9-17-29 - ("How is the mica?") "Not so good. I guess I have an off day. You have your off day and you can't split."
- Friday 10-4-29 - "I haven't been splitting very good the last couple of days. This mica is terrible. It's full of ridges. I've used all my needles today and still I can't split . . . No thank you; I have more undersize than good work today."
- Monday 10-7-29 - "There sure is an awful waste to this mica."
- Friday 10-11-29 - "This box of mica is a lot better than that other box."
- Monday 10-14-29 - "We split mica just like the Cubs play ball. Some days we're good and other days we're in a slump."
- Tuesday 10-15-29 - "I guess I'm in a slump like the Cubs. I just can't seem to get going the last couple of days. Once you lose your speed it's hard to pick it up. It seems every sheet I split is either too thin or too thick."

- Thursday - "This mica is very good."
10-24-29
- Tuesday - "It will be a miracle if this work doesn't come back.
10-29-29 I have to gauge every piece two or three times and then I'm not sure of it."
- Wednesday - (5:00) "You'd think I had about 2,500 according to the
11-6-29 clipping (edges trimmed from sheets) I have."
- Thursday - "Do you like this mica, [REDACTED] . . . They (Oper. in
11-7-29 6335) have poor mica."
- Friday - "I don't know when my best time (for working) has been
11-8-29 in the last two weeks."
- Friday - (Re low output) "I blame it on my jabbering yesterday
11-22-29 . . . Nobody kept quiet yesterday. I can't talk and work. It interferes with my output."
- Friday - "I didn't talk as much as yesterday and I only made twenty-
11-23-29 five more."
- Wednesday - (Re new type gauge) "I'll put my OK on it. It's improved
12-11-29 about 100% over the first time it came down."
- Tuesday - "This is a good grade of mica and it splits very even, altho'
12-17-29 it's a little different from what we've been using, and it fools you when you try to judge the thickness of a sheet by the feel. You think a sheet is too thick and you take off a thin sheet and you find the piece is undersize."
- Wednesday - "That cold air cools the mica off and it don't split so good
12-18-29 . . . I suppose you think it's a joke."
- Friday - (Oper. 5, "This mica is funny today.") (To observer) "You'll
12-20-29 know (when we count it) tomorrow, why it was funny."

"From about 4:00 o'clock on yesterday, I made about two pounds of scrap."
- Friday - "You're getting better, [REDACTED]"
1-3-30
- Friday - (Re lowered output) "It's the change in the mica. This
1-10-30 mica (India) is harder than the last box (Brazilian) we had."
- Thursday - (Re output) "I fell down this morning and I couldn't make
1-16-30 it up this afternoon . . . We didn't talk very much this morning, either."

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- Friday 2-7-30 - "I didn't do as well today as I did yesterday and I didn't jabber as much today. I lost 100 pieces. I think it was the change in the mica."
- Friday 2-14-30 - "This mica is brittle and cracks up when I split it."
- Friday 3-21-30 - "I worked harder today than I did yesterday or the day before and I haven't got as much done. Can you tell me what's the matter, [redacted]?"
- Saturday 3-22-30 - "We were traveling this morning. That's why we didn't get any work done. Well, I won't get fired. I made my day work, anyway."
- Monday 3-24-30 - "The harder I work the less I make. I didn't do much jabbering this morning."
- Friday 4-4-30 - "No stock deductions tomorrow, [redacted]."
- Monday 4-7-30 - (Re curves) "[redacted], if you don't get busy and get out of your slump we'll jump on your neck. You're keeping our curve down."
- Thursday 4-17-30 - "I did much better this afternoon than I did this morning. I didn't have that splitting stride this morning."
- Monday 4-21-30 - (5:00) "I had a good day today. Better than I ever had."
- Monday 5-5-30 - "I did more this afternoon than I did this morning."
- Tuesday 5-15-30 - (5:00) "I had a good day today."
- Wednesday 5-14-30 - "I didn't do as well as I did yesterday and I'm not as tired."
- Friday 6-13-30 - "I made an awful lot of scrap today."
- Wednesday 6-18-30 - "There won't be any of us paying income tax this year if things keep up. ("What do you mean?") Why, short hours and no Saturday work."

- Friday 6-20-30 - "I don't know what's been the matter with me the last couple of weeks. I can't seem to make 1,000 pieces in the morning any more."
- Tuesday 6-24-30 - "I can't seem to split lately. Every one I split is under-size and I have more scrap than good ones."
- Tuesday 7-1-30 - (To Oper. 5) "It's the operator, not the gauge."
- Tuesday 7-20-30 - "It's a good thing [redacted] isn't here; she would pass out getting that many rejections back."
- Thursday 8-14-30 - "This mica makes quite a difference in your output. I lost better than 100 this morning."
- Thursday 8-21-30 - "I worked hard this morning too and I haven't anything done either."
- Friday 9-12-30 - "I saw [redacted] last night and she was pretty discouraged. She's on gang piece work now since she was taken off of mica and she said all the girls were kicking at her because she is slow. I told her, 'Don't get discouraged [redacted], I'm coming over and keep you company soon.' It stands to reason she'd be slow. I'd be slow too on new work . . . [redacted] always was a slow operator."

Changed to Armature Job.

- Tuesday 9-16-30 - "Yes, the day goes too fast and the hands not fast enough."
- Wednesday 9-17-30 - "You can't make it(money) on armatures, can you, [redacted]"
(5:00) "I was going good until I got those old armatures without the rivets."
- Thursday 9-18-30 - "I don't know why I should go to work. I don't get anything done any way. The longer I work on these the less I do."
(5:00) "I can't get anything done. If tomorrow is like this I'm going home."
- Friday 9-19-30 - "I felt like throwing the job out the window yesterday afternoon. The parts weren't very good."
- Saturday 9-20-30 - "If I don't do better on this job I don't know what will happen."

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- Wednesday - "They say it takes six weeks to learn. We'll work six weeks on rejections and six weeks to learn by that time it will be Christmas and we'll all be fired. They ought to give us dumbbells assembly. ("The older we get the dumber we get.") Not the older we get, but the longer we're on the job the less we know. I've been on a week and a half and I know less about it now than when I started. ("Will I ever learn?") Don't ask me, I don't think I'll ever learn. Well maybe when I work on these eighteen years I'll be as good as I was on nice. You sure have to have a bushel of patience and then some."
- 9-24-30
- Thursday - (Re rejections) "If these come back again I'm going to quit."
- 9-25-30
- (5:00) "I hope no more of mine come back. I worked very slow on them today."
- Friday - (When [redacted] entered Test Room with detail slips) "Here's where we all get fired." (Jokingly) [redacted] explained how much of their checks were earned and how much were minimum allowance) I knew what was coming the minute he entered. When I was supervising they always harped about the girls on the minimum list."
- 9-26-30
- Monday - "I sure was boiling Friday when [redacted] shoved the detail slip under our nose and told us how much he was giving us. We didn't have to be told we weren't any good, we knew it. I told him to look up my record and see how many times I've been on the minimum list in the last sixteen years."
- 9-29-30
- Tuesday - "I'm going to take all the bad armatures and drop them in a quarry . . . No, they're liable to find them in the lake. The stone quarry is better."
- 9-30-30
- (To Oper. 5) "You're indebted to them. (The Company) If he [redacted] comes over here Friday and tells us anything there's going to be something doing."
- Thursday - "I think these things should pay about \$.50 a hundred . . . I gave the Company a break on \$.50 a hundred. I'll be a month fixing repairs."
- 10-2-30
- "The girls straightening armatures in 6335 said they never saw the parts come through as bad as they have in the last couple of weeks. They all fell off in their output about 300 to 400 a day. [redacted] never complains but when we asked her this noon how everything was she said "rotten" and not so good. If anyone ought to know, [redacted] ought to; she's been on armatures for years."

- Saturday - "I got some armatures I'd like to take out and lose. Will
10-4-30 we ever get where we should on this job?"
- Monday - (Re rejections) "What's the trouble now? I'll be working
10-5-30 on repairs for a month. I'm about ready to throw up my
hands now."
"I'm kind of disgusted with them today."
- Tuesday - "That narrow gauge is the only thing I can see to cause
10-7-30 all these rejections. I think that's the reason I got
them back for not being parallel. To keep the armature
from slipping off the gauge I would raise up on it slightly
and if the part was low it would slip over the minimum
limits and I passed it. That's why the work was rejected
because so many parts were low or not parallel."
- Wednesday - "I'll finish my repairs about Christmas and then if I
10-8-30 don't show up you'll know where to look for me. I'll be
home."
- Wednesday - (5:00) "I don't know what I'm going to do after I finish
10-15-30 these rejections."
- Friday - (Oper. 5: "Maybe next week my pay check will be bigger.")
10-17-30 "Good luck to you [redacted] I know mine won't be any bigger.
I wish it was. (Oper. 3: "I never worked so hard since
I left the punch press.") And not make as much money."
- Friday - (Re celebration of 2nd anniversary of Test Room) "The last
10-17-30 five weeks we've only been worth about a ham sandwich.
We've cost the Company money."

NEW OPERATOR NO. 4

B - PRODUCTION; EARNINGS; REPAIRS; TYPE.

Wednesday - "I had trouble with them (armatures without rivets) too."
9-17-30

Thursday - (To Oper. 4) "You're trying, anyway."
9-18-30

Wednesday - (Re learning armature job). "The older we get the dumber
9-24-30 we get."

Thursday - "I think they (armatures) ought to pay a dollar a hundred."
10-2-30

Friday - (Re minimum earnings allowance) "Neither did I (ever work
11-7-30 this way before)."

OPERATOR NO. 5

B - PRODUCTION; EARNINGS; REPAIRS; TYPE.

- Thursday - (Re rejections) "I don't know (what I'll do if I get them
11-1-28 back again). It wasn't so bad the first time, but to get it back the second!"
- Thursday - "Something is wrong with my gauge." (Gauge was repaired)
11-15-28
- Friday - (Re lower A.H.O. in test room than in Dept. 6335) "What
11-18-28 does that mean?"
- Saturday + (Re low output Friday) "I don't know what is the matter, I
11-19-28 just can't split the sheets and I'm trying hard, too. In the regular department I always used to make my rate about 1.800 a day and the girls used to say, 'How do you do it, [redacted]'. You are always walking around and talking.' I used to go to the washroom twice in the morning and I only go once up here and when 12:00 comes around I don't seem to have anything done. I don't talk very much, and still I can't get anything done. ("Does the lot that was rejected still bother you?") No, I forgot all about that. I know that if I got any rejections I have to do them."
- Friday - "I got a \$.01 raise."
12-7-28
- Wednesday - (Re increase in output) "I guess I just made up my mind
12-12-28 to work."
- Monday - (Re low output today) "I was sick this morning and this
1-7-29 afternoon my gauge was on the blink."
- Tuesday - (Re rejections) "I had trouble with my gauge Sunday. The
1-8-29 needle would get off the line and I had it reset several times. I think I'll wait until tomorrow to go over this lot as I want to make my rate today."
- Wednesday - ("You're doing better this week.") "Yes, I know it. One
1-16-29 week I'm up and the next week I'm down. Last week I had a couple of bad boxes of mica. The pieces broke up as soon as you tried to split them. I mixed them up with a couple of good boxes so it wouldn't be so hard."
- Thursday - (Re difference between her count and that of the counting
1-24-29 room) "I guess I'll have to let it go."
- Tuesday - "I work and work and when I look in my box I don't seem to
1-29-29 have any done."

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- Tuesday 2-12-29 - (Brazil vs. India Mica) "Yes, I do (notice that India mica is clearer)."
- Friday 2-15-29 - "I guess this will be the last time I go down to recount my work. I'm usually wrong."
- Friday 2-22-29 - "I was trying hard from 3:25 to 5:00 and I only repaired 100 pieces."
- Tuesday 2-26-29 - " you work much faster than I do . . . Sometimes I do (turn out more work) . . . Well sometimes I'm traveling to California or Florida and trying to work at the same time."
- Thursday 2-28-29 - "I'll have to figure how many more pieces I can make before 5:00."
- Monday 3-4-29 - "I can't get any done. There's more scrap than good ones."
- Monday 3-11-29 - "I'm working so hard and I can't seem to get anything done. I go along good until 4:00 and then I can't seem to split any good ones. I'm thinking of the work; I'm not thinking of anything else."
- Tuesday 3-19-29 - "My gauge is shaking from that noise." (Set piece of rubber sponge under gauge which corrected the difficulty.)
- Friday 4-12-29 - (Oper. 4: "Your curve is full of hills and valleys, " "Well, I can't help it. . . Well, I'm tired at 5:00 . . . Well, I'm different (from you)."
- Monday 4-15-29 - "I'm mad today when I think of the low output I had Saturday on account of the gauge trouble."
- Tuesday 4-23-29 - "I couldn't get anything done yesterday. I only had 400 pieces all morning. I started on that other mica and it is not as good as what we did have. It seemed to crack and break for me."
- Wednesday 5-1-29 - "Sometimes this mica works good and other times it works terrible. When it works terrible it's the operator not the mica."
- Saturday 5-4-29 - "I couldn't seem to work Friday afternoon. I did pretty well in the morning. I guess it was the change in mica." (perhaps talking)
- Thursday 5-8-29 - "I worked hard this morning . . . Well, I couldn't get much done with that other gauge, but after 10:00 I worked hard."

- 3 -

- Monday 5-13-29 - (Re low output Sat.) "I had a poor day Friday, so I put several hundred pieces of Saturday's output into Friday's, so my Friday's claim wouldn't be so low."
- Friday 5-24-29 - "I can't seem to get anything done after I have repairs."
- Monday 5-27-29 - "I don't know what's the matter with me. When I was downstairs I only had two or three rejections, but I've had ten or twelve since I've been up here. I'm going pretty good so far this week so I'm not going to work on the rejections 'till Friday or Saturday."
- Thursday 6-6-29 - ("You're not doing as well this week as last week.") "I know it. I can't seem to split this mica."
- Wednesday 7-10-29 - "I first learned to have clippings the last three weeks."
- Friday 8-31-29 - (Re count) "I'll let it go. I may have made a mistake in my count and if I went down there I'd lose a half hour."
- Wednesday 9-4-29 - (Re count) "I think I'll go down and count it over as this is the second time this week I've been short . . . I don't know how I made the mistake as I usually try to make about 900 in the morning and the same amount in the afternoon."
- Monday 10-7-29 - "I'm waiting to get back Friday's and Saturday's work. That's when my gauge was off."
- Thursday 10-17-29 - (After counting her work) "I can't believe I've got that much."
- Thursday 10-31-29 - (3:00) "I'm working like a horse and I can't get nothing done."
- Thursday 11-7-29 - "Do I (like this mica)! And how!"
- Friday 11-8-29 - "I fell down this morning (output) and I wasn't able to make it up this afternoon. I can split best between 7:30 and 10:00."
- Tuesday 11-26-29 - (Re difference in count) "I guess I don't know how to count."
- Thursday 12-5-29 - "I don't know what was the matter with me last week. That rejection of the week before threw me off and I lost my speed Monday."

- Monday - "What were you doing all day, [redacted]"
12-16-29
- Friday - "I'll have to count my work over; I'm not sure of my count."
12-20-29
- Friday - "I notice that I don't make as much scrap as I used to."
1-3-30
- Friday - (4:00) "I did more so far this afternoon than I did all
1-10-30 morning. This morning I couldn't get working. I could
not get going."
- Wednesday - "I had eleven months experience on mica before I came into .
1-29-30 the test room. I didn't walk around very much down there,
did I [redacted]? . . . I always made my rate though. Some
of the girls used to ask me how much (daily output) I made
and when I told them they didn't believe me, as they said
they couldn't see how I could do it walking around so much."
- Thursday - "I don't know what I've been doing all afternoon. My out-
2-6-30 put is terrible."
- Saturday - (Re difference in count) "I don't know what I was doing
2-15-30 Thursday."
- Saturday - "I'm afraid I'm going to get yesterday's work back."
3-1-30
- Monday - "I will have to get started this week. For the last two
3-3-30 weeks, I have done nothing. You know how it is when you
get a couple of rejections back."
- Wednesday - (Re rejection for February 28) "I kind of thought I would
3-5-30 get that work back."
- Friday - (Oper. 4: "No stock deductions tomorrow.") "It's a good
4-4-30 thing. Otherwise I wouldn't get nothing. I'm trying so
hard today and can't get anything done. I feel like talking
or doing something else."
- Thursday - (Re pay check) "Gee, lookit! I'll only have \$1.46 for
5-29-30 myself (after paying mother \$10.00)." (\$8.75 for A. T.
& T. and Ready Money)
- Thursday - "I can't work today after doing all that repair this
6-5-30 morning."
- Tuesday - "I've got a lot of scrap today."
7-29-30

- Wednesday - "I'm not going to have any more repairs this year."
7-30-30
- Friday - "I don't know (why I have so many undersize). I haven't
8-8-30 been able to split good ones the last couple of days.
Almost every one I split is just under the .002 line."
- Wednesday - "I felt good this morning until I got all that work
8-13-30 back."
- Thursday - "I can't split any good ones, so I might as well work
8-14-30 on my repairs."
- Changed to Armature Job.
- Thursday - "I only made thirty-three from 4:00 to 5:00. I worked
9-18-30 twenty minutes on one (armature)."
- Wednesday - "██████████ will I ever learn?"
9-24-30
- Tuesday - (Re armature job and minimum earnings) "I'm making money
9-30-30 for them." (The Company)
- Friday - "The other day after rest period, ██████████ asked me to go to
10-10-30 the locker and get her sweater. I told her I couldn't go
then as our time was up and I had work to do. She didn't
talk to me the rest of the day then. Wednesday, ██████████
asked me to open the window and I said, 'Sure, but you'll
have to close it if you get cold as I got work to do.'
You know I'm trying to get going and make my output on
this job too."
- Friday - "Well, maybe next week my pay check will be bigger . . .
10-17-30 Do I (wish it would be)! And how!"
- Tuesday - (Re rejections) "I must have been sleeping that day."
10-28-30
- Wednesday - (4:15, re output) "I can't believe I made that many."
11-5-30
- Monday - "I gave my mother my pay check Saturday. I told her I
11-10-30 couldn't give her \$10.00 a week board as I wasn't making
that much. She couldn't believe that was all I made.
(\$5.85 cash after deducting A. T. & T. Stock and Ready
Money Plan) She said, 'All right, I will take it.' I
told her in about another three months I would be making
more. I said she would have to give me an allowance
and she said she would." (On fairly good terms with mother
again.)

SUPERVISION AND TEST ROOM ENVIRONMENT

1. Supervision.
2. Test Room vs Department
6535.
3. Records.
4. Hospital Visit.
5. Visitors.
6. Anniversary Dinners.

OPERATOR NO. 1

C - SUPERVISION AND TEST ROOM ENVIRONMENT

- Saturday - ("How do you like your new home?") "Wonderful!"
10-20-28
- Thursday - ("How do you like the test room by now?") "I like it.
10-25-28 The air is clearer and there is plenty of sunshine in the morning."
- Tuesday - (Re crowded condition in Department 6335) "It's a good
11-6-28 thing we're out of there."
- Friday - (Re a blood pressure test which [redacted] had given
11-16-28 Relay girls) "I hope he don't come down here. I've been sick the last two days."
- Friday - "One of the girls in the old Department asked me when we
12-7-28 were coming back. I answered, 'Who knows'."
- Thursday - (Re hours of sleep record) "Mine is going to look awfully
1-10-29 bad. I usually rise at 4:45 every morning. I'm an early bird. I've been getting up early all my life and I guess I'll never change. I have so much to do in the morning."
- Monday - "Coming up to the test room was a wonderful change. If
1-21-29 I do not feel well no one up here notices me, while down in 6335 the girls would remark how poorly I looked and that made me feel worse."
- Thursday - "You know I forget where I am sometimes. Since I've been
1-24-29 up here I think I'm at home."
- Saturday - "Well, I heard that just two of us are going to be changed,
2-24-29 and one of them is going to be me."
- Wednesday - (Re new test room location, Bldg. 25-5) "I was a little
4-3-29 disappointed when I saw the new test room as it seems so small compared with this one. But it will be nice and quiet and a lot cooler during the summer. I'll have to bring in some plants and flowers to brighten it up a bit."
- Monday - "I went over to the new test room Saturday and I was kind
4-22-29 of disgusted because it seems so small. I hate a small place. I like to have lots of room around me and I guess that is why I got a large house for just the three of us."
- Wednesday - (Re supervisors in 6335) "What made me mad was that they
5-1-29 didn't believe you when you told them the truth."

* Used throughout this study to mean "concerning".

- Friday 5-10-29 - "I met [redacted] during my morning rest period and she asked me how I was making out on the test. I told her I thought I was doing better than when I was downstairs. I feel better and I'm not so tired when I go home. I used to be so tired when I worked downstairs that when I got home I'd eat and go right to bed. Now I have some time to spend with my children in the evening."
- Monday 6-17-29 - "I suppose I'm causing a lot of trouble in keeping our records by being absent so much. If my absences spoil the records, I'll go back to the old department."
- Tuesday 10-1-29 - (Re being locked out of test room until 8:00) "We didn't mind, though. I guess we all felt like playing hockey this morning."
- Thursday 11-14-29 - "I don't feel tired like I did when I was downstairs. I would be all tired out at night."
- Wednesday 5-28-30 - "I wish they had taken the picture (of test group) before I came back to work . . . I was just thinking about my feet. I'll bet I had them wound around the chair legs."
- Friday 6-6-30 - (Re test room pictures) "I don't care for any. As a whole the pictures are good, but I never did take a good picture."
- Changed to Armature Job.
- Monday 10-20-30 - "I'd like to have my old position at the bench after [redacted] leaves Saturday."
- Wednesday 10-22-30 - "You know what we ought to have in here? We ought to have a radio playing real soft music; something with a little pep in it too."

SUB-OPERATOR NO. 1

C - SUPERVISION AND TEST ROOM ENVIRONMENT

- Friday
8-15-30 - ("Would you like to work in the Test Room?") "It's up to you . . . I guess it will be all right for a short time."
- Monday
8-18-30 - "I will be a little nervous for a while."
- Tuesday
8-19-30 - "I guess I'll get used to it. It's a little different from the department. I'm closer to the street cars working in here. This place is cooler than the Merchandise and [redacted] said it is nice and warm in winter. The Merchandise was awfully cold and I didn't like the cement floors over there."

OPERATOR NO. 2

C - SUPERVISION AND TEST ROOM ENVIRONMENT

- Saturday - ("How do you like your new home?") "We miss that terrible
10-20-28 noise downstairs."
- Thursday - "I don't feel nearly as drowsy up here."
11-22-28
- Wednesday - (Re supervisors in 6355) "They want to know your whole
5-1-29 history when you stay off; why, when, and what for."
- Saturday - (Re music in Test room) "I would like it."
2-1-30
- Tuesday - "He () knows whether we are gaining weight or
9-2-30 losing it. () The first New Years in the
test room () came down and wished us all a Happy
New Year."

OPERATOR NO. 5

C - SUPERVISION AND TEST ROOM ENVIRONMENT

- Thursday - "The air is dryer in here than in the Department."
10-15-28
- Wednesday - "I can't split good pieces when anyone is watching me,
11-14-28 either."
- Tuesday - (To Oper. 5, re girls in Dept. 6335) "They didn't even
12-4-28 look at me. I've been gaining weight in here."
- Friday - ("Blood Pressure readings will be taken every hour March
3-15-29 21.") "I think I'll stay home that day."
- Thursday - "I like it down here (new test room). It is a relief to
4-25-29 get away from that noise, but I can't seem to get settled.
It seems as if everything is mixed up when you first come
in because the space is so small."
- Friday - "I'm beginning to like to go over to the hospital . . .
6-7-29 If you went to your doctor, he would charge from \$3.00
to \$5.00 for an examination."
- Monday - "It doesn't make me nervous when someone watches me work."
9-9-29
- Saturday - (Re music in Test Room) "I would like it."
2-1-30
- Friday - (Re change to armature job) "I'm willing to pay my rent to
9-12-30 stay here (in test room)."
- Changed to Armature Job.
- Friday - (Re celebration of second anniversary of Test Room) "I
10-17-30 like to be surprised."

OPERATION NO. 4

C - SUPERVISION AND TEST ROOM ENVIRONMENT

- Thursday - ("How do you like the test room by now?") "We like it
10-25-28 better because there is not so much noise and we get things here as soon as we ask for them and don't have to wait a day and a half as we used to."
- "I drink twice as much water in here (because the air is dryer)."
- Tuesday - "I'm gaining weight in here."
12-4-28
- Friday - "I'm content to stay where I am, even though it is cold.
12-7-28 If they don't want us any more they'll soon tell us to go."
- Wednesday - "You have to go through a lot of red tape to get off
5-1-29 downstairs, and they bowl you out if you stay off."
- Friday - "I've gained seven pounds since I've been up here . . .
6-7-29 You ought to be glad to go, [REDACTED] You're getting an examination free."
- Monday - "I can't get anything done. I think our curves will fall
7-29-29 down and go boom . . . I think I'll make some lemonade and bring it in."
- Tuesday - (Re greater speed in P.M. speed tests than A.M.) "I guess
8-13-29 I don't wake up until the afternoon, but I never get tired from splitting, although my eyes are sometimes tired at night."
- Friday - (Re mica gang moving to Merchandise Bldg.) "I heard that
8-16-29 was only temporary for about seven months and then they were going to send the job to Kearny. My brother asked me what I was going to do if the job went to Kearny and I told him I'd stay in the test room."
- Thursday - "We're all on a diet until next Tuesday when we have our
10-17-29 banquet."
- Thursday - (Re being selected for the test.) "They sure were afraid
12-5-29 of Mr. Hibarger when he came down to the department for fear he was going to pick them for the study. They would look out of the corner of their eyes and wouldn't say a word. I don't know what they were afraid of. Maybe they thought we were going to be fattened up for Thanksgiving. You would think we were going to have our heads cut off or

- 2 -

- Thursday 12-5-29 (Cont'd) - something the way they offered excuses when you asked them to go in the test room.
- "One girl told me, 'You're crazy to go in the test room.' I said, 'Maybe I am, but I'm going.'
- "There are lots of them now that wish they had come on the test. They don't ask us when we're coming back any more. One girl asked for [redacted] place in the test room when she heard [redacted] would probably go to New York."
- Saturday 2-1-30 - (Re music in Test Room) "I'm afraid I wouldn't get anything done if they were talking records as I want to hear everything."
- Tuesday 9-2-30 - "Don't you believe he's (Mr. Penneck) forgot all about us! He probably knows more about us than we think . . . Last New Years he sent word through Mr. Hibarger."
- Friday 9-12-30 - (Re change to armature job) "I don't want to move."
- Changed to Armature Job.
- Saturday 10-11-30 - "I wish he (Assistant foreman) would come over. I'd like to hear what he has to say. We know just what he would say."
- Friday 10-17-30 - (Re celebration of second anniversary of Test Room) "The last five weeks we've only been worth about a ham sandwich. We've cost the Company money."
- Monday 10-20-30 - "If I had known [redacted] was coming back to work I would not have come in today to accommodate you and give you room."
- Wednesday 10-22-30 - (Re anniversary dinner) "My husband said it was pretty nice for me to get a dinner today when I'm leaving the Company Saturday."

NEW OPERATOR NO. 4

C - SUPERVISION AND TEST ROOM ENVIRONMENT

- Friday - "I like it much better over here because it's quieter and
9-19-30 there aren't any bad smells. The smell from the compound
tank and the lacquer on the condensers used to make me
sick."
- Tuesday - ("How do you like it in the test room?") "Pretty well,
9-23-30 It's more quiet over here."

OPERATOR NO. 5 .

C - SUPERVISION AND TEST ROOM ENVIRONMENT

- Wednesday - [REDACTED] had been watching her) "That's the first time
11-14-29 I've been able to split mica when anyone was watching me.
I usually get nervous and can't split any. I was surprised
myself."
- Tuesday - "The girls in the old Department say they miss me."
12-4-29
- Tuesday - "I never did as much talking as I have up here. I didn't
1-29-29 even dare to turn around downstairs."
- Sunday - "One of the girls downstairs told me that they were going
2-24-29 to change the girls in the test room. Take us all down
and bring all new ones up."
- Thursday - (Re Blood Pressure readings) "I'm always so scared when
3-21-29 the doctor takes my blood pressure. He had to take it
twice this morning, I was so nervous. He told me my blood
pressure was high when I took my examination and I had been
scared ever since."
- Friday - (Re hospital visit) "I'm all tired out. I won't be able
6-7-29 to work until 6:00. They told me I have to have my tonsils
out. I'm not going over there any more . . . You can go
in my place next time, [REDACTED]"
- Saturday - "I don't like to go down to the hospital very well. I am
12-7-29 scared to go down there."
- Saturday - (Re music in Test Room) "I would like it."
2-1-30
- Monday - (Re phonograph music for a short period this A.M. & P.M.)
2-3-30 "When you sing the work goes faster and better."
- Tuesday - "I saw Mr. Penock today. I'll bet he forgot all about us;
9-2-30 he hasn't been down here in a long time."
- Changed to Armature Job.
- Thursday - "I don't want my curves on armatures to look like my mica
11-13-30 curves."

- D -

ATTITUDES OF TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES

a. Attitudes

1. Toward Occupation (as such).
Signs of Monotony.
2. Toward Company Policies.

OPERATOR NO. 1

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

a. Attitudes

- Friday - (Mr. Pentock: "Does the day seem long to you?") "Not if
10-19-28 you are contented and like your work."
- Thursday - "Tomorrow is Friday. The week sure went fast."
10-25-28
- Saturday - "I just wonder if I will be here eight more weeks."
2-2-29
- Monday - "I'm going to forget all about the stock deductions until
8-28-29 I get it paid for."
- Wednesday - "I wish I was a Jew. I wouldn't be where I am now."
9-11-29
- Thursday - "People don't work nowadays. All they do is scheme what
10-13-29 they can get on the other fellow."
- Friday - (Re* shortage in pay) "I don't know why they should pick
11-29-29 on me all the time. There's no use of me coming down here.
I can work other places." (On the verge of tears.)
- Saturday - "I don't know why I ever start (working)."
3-22-30
- Monday - "I'm glad I'm back to work as I feel more independent. I
3-31-30 felt kind of funny taking the benefit check from the Company
when I was home. I don't like to feel obligated to anyone."
- Tuesday - (Re interview) "Of all the mornings! (for an interview)
4-1-30 I don't feel good this morning . . . She got me in one of
my worst moods. I'd of given a million dollars if I wasn't
interviewed today."
- Wednesday - "I'll be glad when this (hospital) examination is over. I
6-4-30 didn't sleep a bit well last night. I feel so full or
bleated from all the medicine I've been taking."
- Friday - (Re hospital visit) "They give me a pain over there. I
6-6-30 don't see why I had to go; they have pictures of me inside
and outside. I was telling [redacted] that they've given me all
those tests and taken all those pictures, but they missed
out on one. I'm going over and tell them about it. They
missed on the mental test. They've given me all the others;
they might as well give me that one too. That may be the
trouble."

* Used throughout this study to mean "concerning".

Monday - "My son got a job in [redacted] Department, 6323."
6-16-30

Friday - (To [redacted] on the phone) "I called up to find out
7-11-30 whether my money will be sent to me during vacation."

Changed to Armature Job.

Tuesday - "I worked on armatures about eight years ago for three or
10-21-30 four weeks, but I didn't really get to learn the job as I
just came back from being sick and I didn't take much
interest in anything."

Wednesday - "I'm awfully slow to get on to anything, no matter what it
10-22-30 is."

Wednesday - ([redacted] wants to see you.) "I wonder if I'm in for
10-29-30 a lecture. It don't matter. I've gone through so much
that nothing matters any more."

(After seeing [redacted]) "I'll bet you can't guess what
he told me? I'm just so excited. He told me I have a
vacation coming and I'm to take it in November. (Weeks
ending 11-15 and 11-22) I was so frightened when I was
going over there I couldn't imagine what he wanted. I
heard rumors from several people that my job wasn't safe
and I wouldn't be here long. I'm not going to worry about
rumors or what someone says any more. I'm just going to
live from day to day. [redacted] stated he thought I had
a different look on my face since I've been back. I hope
I can get my strength back so I can keep going. I want
to make good.

"What tickles me though, is that I remember the time when I
had a week's vacation coming to me and they just forgot
all about it and at that time I knew others that had a
vacation coming and got it. I felt hurt at the time, but
I didn't say anything."

Friday - ([redacted] informed Oper. 1 that she would not receive
10-31-30 two weeks vacation) [redacted] said he was sorry to tell
me that I wouldn't get my two weeks vacation next month as
I had too much time off and they wouldn't approve it up-
stairs. He said he hoped I wouldn't be too disappointed.
I told him I wasn't disappointed, I'm used to it. The only
ones who will be disappointed are my children. They liked
to have me home. Maybe some day I'll have a chance to
talk to the party higher up and I'll tell them a few
things about this place that they don't know.

Friday - "When I was home I heard they weren't going to take me back. That made me all the more determined to get back, so when I was accepted by the hospital that was my first move to get back. I was told that I would hear from them in from four to six days. It would take that long for the papers to clear through. Well, six days went by and I didn't hear from them so I called up the employment to show them I wasn't sleeping and asked them why I hadn't heard from them. They told me the papers hadn't come through yet, but they would call me as soon as they did. I also heard that there are people around here who are saying I won't make good on this job and hope I won't. That makes me all the more determined to make good. That's why I'm not so disappointed about the vacation.

"There are other people around here with less service than I that got their vacations, but I've taken a lot since I've been around here and not said anything. That's the way I've always been. I figured if I couldn't say something good about someone I wouldn't say anything."

Wednesday - (Oper. 5: "Do I owe you anything?") "Sure you do. You owe me \$1,000. ("What would you do if I gave you \$1,000?") You wouldn't see me. I'd go right home."

Monday - (To [REDACTED]) "I like this job fine. There's something to it."

SUB-
OPERATOR NO. 1

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

a. Attitudes

Thursday - (Re transfers of other Oper.) "They keep pushing them
9-11-30 around from one place to another."

OPERATOR NO. 2

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

a. Attitudes

- Saturday - "I will be here twenty-one years in nine more years."
2-2-29
- Friday - "They didn't ship the stuff (mica) to Kearny, so now they
9-28-29 are making them work overtime."
- Wednesday - (Re old Merchandise Bldg.) "It looks like a big garage."
10-2-29
- Wednesday - (Re report that mica opers. would be laid off) "Someone
2-15-30 is always starting rumors like that."
- Thursday - [redacted] will never appreciate the job she's got now. She
2-13-30 fell into something soft . . . This is a nice clean job."
- Thursday - "No, I wouldn't say this work is hard; it's just tedious."
3-6-30
- Thursday - (Re transfers. Oper. 4: "It seems that's the way they get
9-11-30 rid of them.") "It seems that way."
- Friday - (Re change to armature job) "I'm willing to try."
9-12-30

Changed to Armature Job.

- Tuesday - "They will check up and find they have enough armatures
9-23-30 made and then we'll be out of a job."
- Wednesday - "You need plenty of nerves and patience (to learn this
9-24-30 job)."
- Friday - "I never worked so hard since I left the punch press. It's
10-17-30 been six years since I worked on a press. (Oper. 5: "I'd
rather work on this job than on a press) Oh, I don't know.
It all depends on what kind of a job you get. I used to
like blanking .002 mica parts."
.003
- Saturday - (Re lay-off of married women) "I wonder how [redacted] will
10-18-30 feel about it. She sure will be sore. (To Oper. 4) You
won't get out 'till they throw you out, will you?"

OPERATOR NO. 3

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

a. Attitudes

- Friday 11-23-28 - "The old department looks terrible. They are putting five girls on a bench down there."
- Wednesday 7-10-29 - "I never was so tired of working as I have been the last two weeks."
- Thursday 9-5-29 - (Re this Oper. being transferred to Kearny to teach mica splitting) ("Well, [redacted] Are you going to leave us?") "I don't think so. I have until tomorrow morning to decide, but I'm not so enthused about it. All my friends are here and I don't like to go that far away from home. I see my father quite frequently here. It's a good opportunity for some one as they pay you your average earnings and \$18.00 a week besides and you don't have to do any work except teach and supervise.
- ("How long would you have to stay?") [redacted] said four months and then if you wanted to come back, you could or else probably get a job supervising. He said the whole mica job was going down there, but we've heard that rumor lots of times, so I won't worry about it until it happens.
- "There is only one reason I would like to go and that is to get away from mica splitting. I've been on this work so long it's monotonous and I'm kind of sick of it. I'd have given up mica splitting long before this if I was in the old department, but I like the test room and it's much more pleasant up here. I like the restaurant work because it breaks up the day for me and gives me a change. I was trying to get into office work several months before coming on the test, but they would only pay \$18.00 per week to start and it's impossible to live on that."
- Wednesday 11-13-29 - "I'm awfully tired until I leave here and then I'm not tired any more. I don't believe I should work."
- Friday 11-15-29 - "The cashiers at the restaurant received a 12% an hour increase in pay."
- Wednesday 1-15-30 - "Some girl from the regular department said they are only going to keep those girls on mica who have fifteen years service (laughed) . . . I heard they have one hundred girls on mica at Kearny and that the rate on this job is 25% per hundred (rate at Hawthorne, 42%)."

- 2 -

- Tuesday - "It isn't very hard for me to forget work."
1-21-30
- Thursday - "I would like to have another interview this afternoon.
2-13-30 We had a nice social chat this morning. It's nice to get paid for talking. The Company is getting big hearted."
- Thursday - (Oper. 4: "One of the women visitors wanted to know if I
3-6-30 could think about other things and still split mica.")
"She should know how far I travel sometimes when I'm day dreaming. I don't think this work is hard."
- Friday - (Oper. 5: "When I leave I'm sorry to go home sometimes.")
4-4-30 "It must be nice to feel that way about work . . . Sometimes I can't wait until I get out at night."
- Monday - "I have a sore throat and would like to have the afternoon
8-25-30 off to go to my doctor. ("Why not go to the Company Hospital?") I'd rather not go over there. They would tell me to have my tonsils out."

Changed to Armature Job.

- Monday - (Re armature job) "I like it all right. It's quite differ-
9-15-30 ent."
- Wednesday - ("All you need is patience in this job.") "That's all."
9-17-30
- Monday - "I'm beginning to know more about the job now. I know about
9-22-30 where to hit them to make them straight. Last week I didn't know whether I was doing it right or not."
- Tuesday - (Re armature job running out) "Then we'll work on mica
9-23-30 when it comes back from New York . . . I'm sure sorry for you girls. I go to the restaurant (11:45) and don't have to get back until 2:00 while you girls have to slave."

("Isn't it hard to concentrate all day on a job that you have to watch so closely?") "Well yes. Of course the fingers get so they help a lot. But even so, there are so many kinds of corrections to make it requires close attention. It is harder than mica splitting. ("Have you made your day rate yet?") Oh! no, -- I don't know how long it will take, but of course we're trying to do it as soon as we can. ("Wasn't it quite a blow to have to change jobs?") No. Of course we hated to, but we had been expecting it for a long time. We were surprised the mica job lasted so long.

- Tuesday - ([REDACTED] told me that the mica job is the highest paid
9-23-30 job in the plant.) "Oh, no! I know some girls in other
(Cont'd) departments who made more than I, and while there were per-
haps a few mica splitters who made more than I did, still I
was about as fast as anyone. ("Perhaps, though, the average
of all mica splitters was higher than the average of all
operators on any other job.") When they were using lots of
mica they took on a lot of splitters. These girls got
faster and faster and made a lot of money, but of course
all that helped to fill up the store rooms, so then they
had to lay off the mica splitters. I don't see why they
couldn't employ fewer operators and have a smooth flow of
work."
- Thursday - "I think I'd better find one (a new job) too."
9-25-30
- Tuesday - "We ought to take all of them (armatures) and drop them in
9-30-30 the lake."
- Wednesday - (re cancellation of stock) "I wouldn't cancel them now only
10-15-30 I need the money."

OPERATOR NO. 4

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

a. Attitudes

- Wednesday - (Re conversation with a Company official) "I told him 'I
5-1-29 have to work for a living,' and he replied, 'Well, that's your funeral, not mine.' I wouldn't have thought anything of it if he had been a gang boss, but he was higher than that."
- Tuesday - (Re greater speed in P.M. speed tests than A.M.) "I guess
8-13-29 I don't wake up until the afternoon, but I never get tired from splitting, although my eyes are sometimes tired at night."
- Friday - (Re mica gang moving to Mdae. Bldg.) "I heard that was only
8-16-29 temporary for about seven months and then they were going to send the job to Kearny. My brother asked me what I was going to do if the job went to Kearny and I told him I'd stay in the test room."
- Wednesday - (To observer, jokingly) "Pretty soon you won't have any mica
1-15-30 girls." (lay-off)
- Tuesday - (Oper. 5: "I have all the Western Electric magazines from
1-21-30 June to January.") "What are you going to do with them all? . . . Don't you ever forget this place? . . . Sure, that's all your people know is work and money, and money and save. They don't believe in recreation once in a while. When I leave the Company I forget all about it unless something comes up and then we may discuss it. But when we're through, we're through, and that will be the end of it. I believe in recreation."
- Wednesday - (Oper. 5: "I met [redacted] and he said I'd be laid off.")
2-5-30 "Why, that old washwoman. All he needs is a skirt and he'd make a good woman. He's worse than a woman when it comes to gossip. He wants to know all the gossip that's going on. What did you tell him? ("That if I was going to be laid off I'd have heard of it before this.") Why, sure."
- Wednesday - (Re interview) (Oper. 5: "I got cold feet.") "You better
2-12-30 put on your alop socks (heavy woolen socks) to keep your feet warm when you go, [redacted]."
- Thursday - (To Oper. 5) "No you don't (appreciate this job). You
2-13-30 never had any experience on some of the jobs that [redacted] and I had."
- Thursday - (4:00) (Oper. 5: "Isn't it a shame we have to work?")
2-27-30 "I've known that for a long time."

- Thursday 3-6-30 - "One of the women visitors wanted to know if I could think about other things and still split mica. I told her I could, only sometimes my thoughts interfered with my work. If she could have seen my brain Tuesday - all I was thinking about was sleep. (Re mica splitting) No, it's not hard after you worked on it ten years."
- Friday 8-1-30 - "My brother is on rest periods now. (He likes it) fine. Anything the Western Electric does is all right with him."
- Thursday 9-11-30 - (Re transfers) "It seems that's the way they get rid of them . . . They make you like it after a while."
- Friday 9-12-30 - (Re change to armature job) "I don't want to move. I worked on armatures a long time ago for a short period when I was off of mica . . . We kind of surmised the mica job was at an end."
- Changed to Armature Job.
- Monday 9-15-30 - "It will take a little while to get on to this job and before we learn all the fine points. Our eyes will get a rest on this job. There isn't that eyestrain that we had on mica."
- Wednesday 9-17-30 - "I had to have patience when I had that gang down there . . . (To Oper. 1 sub.) Yes, it was good to have some one with me."
- Friday 9-19-30 - "My brother said, you got a good job, [redacted] I told [redacted] (daughter) I had more fun this week than I had all the time I worked at the Western Electric Company. This week has certainly gone by."
- Tuesday 9-23-30 - "I had to laugh at _____. She was going around telling the operators that mica was coming back, but that we (test operators) wouldn't work on it any more."
(To Oper. 3, re restaurant work) "We haven't got the drag you have."
- Friday 10-17-30 - (Re lay-off of married women) "Listen baby, it can't come too soon. They may as well tell me now as later. Why should I lose any sleep over it? Maybe they'll tell me before I finish my rejections."
- Saturday 10-18-30 - (Re a friend who was asked to take a six-months leave) "I saw her yesterday. She felt it terribly . . . Yeah [redacted] will be sore). (After being told to take a six-months leave) It's a good thing as long as everyone gets it, except those that really need a job. There's a lot of us who would like to get out, but keep hanging on and working. They figure that after six months we'll be used to staying at home and won't want to come back."

Oper. 4.

- 5 -

Friday - (Oper. 5: "Maybe they'll call you back in three months.")
10-24-30. "I hardly think so. I have my mind pretty well made up
what I'm going to do."

NEW OPERATOR NO. 4

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

a. Attitudes

- Monday 9-15-30 - (Re armature job) "I like it all right. I've worked on quite a few jobs in the last month. I worked on gang piece work after I was taken off of mica. Some work and some don't."
- Tuesday 9-16-30 - "Mica is fool's gold. I read an article on mica and that's what they called it."
- Monday 9-22-30 - "I have dreams about armatures every night. When I heard I was going to work on armatures I had dreams about the work. I've had so many different jobs lately I suppose it's the change."
- Tuesday 9-23-30 - (Re armatures) "I dream about them every night."
- Friday 10-17-30 - (To Oper. 4, re lay-off of married women) "I suppose you'll lose some sleep over it."
- Tuesday 10-28-30 - (Re birthday today) "I have two birthdays within a week. I had a Western Electric birthday Saturday; twenty years, with my back service."
- Thursday 11-20-30 - (Re dry goods merchant) "Why don't you ask him for a job, . . . You have to be here fifty years (before you can get a diamond pin). Get a job at Walgreen's and you can get a diamond pin in ten years."

OPERATOR NO. 5

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

a. Attitudes

- Friday 11-8-29 - (Re a girl friend who works for Western Electric, but doesn't like it) "I know I like my job. I was just thinking how long is she going to last."
- Wednesday 1-16-30 - "My brother thinks he might get laid off."
- Tuesday 1-21-30 - "I have all the Western Electric magazines from June to January at home . . . I'll look them over when I haven't anything else to do . . . No, I don't (ever forget this place) [redacted] That's what we talk about mostly at home, is work."
- Wednesday 2-6-30 - "I met [redacted] this noon and he wanted to know if I was still on mica and why I hadn't been laid off yet, as some girls with five years service were taken off of mica . . . I told him if I was going to get laid off, I would have heard about it before this."
- Wednesday 2-12-30 - (Re interview) "When you're kind of leary about something you're not so keen to go. I got cold feet."
- Thursday 2-13-30 - (Oper. 2: [redacted] will never appreciate this job.") "Yes I do."
- Sunday 2-15-30 - "I told my brother about my interview. I told the interviewer that my brother doesn't like his job and is always kicking. I had him worried as he was supposed to be transferred and wasn't."
- Monday 3-3-30 - (Re a movie house) "I wonder if they'll make a go of it now. They should with the Western Electric movietone. Maybe one of my parts is on there."
- Friday 4-4-30 - "When I come out of here, I feel sorry I'm going home sometimes. You don't think I'd come down here every day if I didn't like it."
- Friday 7-11-30 - "Say, I like this place (work) better than I do home."
- Friday 9-12-30 - "It's all right with me (changing to armature job)."

Changed to Armature Job.

- Monday 9-15-30 - "I'm glad we got this job instead of the assembly job."
- Thursday 9-18-30 - "I thought mica was hard, but this job is harder yet. The .002 mica was hard for me because I always got the work back; ^{.005} but this job is harder."
- Friday 9-19-30 - "A man that works here about twenty years was over to our house and I told him I was working on armatures now. He said, "Gee, you got a good job. You'll be making \$40.00 a week. Bring one home and I'll show you how to do it."
- Tuesday 9-23-30 - (Re armatures) "These things sure are funny."
- Friday 10-17-30 - "I'd rather work on this job than on a press."
- Saturday 10-25-30 - "Maybe they'll call you back in three months, [REDACTED]"
- Friday 11-7-30 - (7:30) "You know I wouldn't miss coming down to work, [REDACTED] ("You would rather be at work than any place else.") Yes, I would."
- Friday 11-14-30 - "I met [REDACTED] this noon. She told me she thought I was the girl that left. I told her I couldn't leave a good place like this."
- Thursday 11-20-30 - (Re asking for a job in a dry goods store) "Maybe I will if armatures go, but I expect to be around here about thirty-five years. I want to get that diamond pin . . . I'd rather work for the Western Electric than Walgreen's."

- D -

ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES

b. Transient Reactions

1. Physical adaptation of operator.
2. Mental adaptation.
3. Heat or Cold.
4. Noise.

OPERATOR NO. 1

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

b. - Transient Reactions

- Wednesday - "I don't feel well today. Something I ate disagreed with
11-14-28 me."
- Monday - "I always like Monday. I'm rested and feel like working."
11-19-28
- Thursday - "I just feel miserable today. My eyes ache and the room
12-13-28 seems like a boat rocking."
- Tuesday - "I was ill Saturday afternoon and that probably accounts
12-28-28 for the difference. I wouldn't want to put the blame on
the counting girl . . . The only reason I came in Monday
was because I didn't know whether you would find my
Saturday work."
- Thursday - (He cold in test room) "Not this morning it won't work."
12-20-28 (trying to forget it.)
- Friday - "I didn't know whether I'd be able to come down this morning.
12-28-28 I went back to bed three times."

"I believe it's my cold that's run me down. I started to
take cod liver oil and I think that will help me. Last
year when I took it I gained weight."
- Tuesday - "I feel better today. My ear doesn't hurt any more."
1-22-29
- Saturday - "I've caught up on my sleep. I feel good today."
1-26-29
- Monday - "I have the funniest pain around my heart."
1-28-29
- Monday - "I have an earache. It pained me all day Sunday."
2-4-29
- Monday - "Today I can't seem to get going."
2-18-29
- Tuesday - "I've been thinking all afternoon. I didn't hear a thing
2-19-29 any of the girls said."

- Friday - (5:00) "I may as well not have any work done the way I'm
3-8-29 working. I haven't done much since 3:00."
- Tuesday - "The noise of the motor running and the vibration is affecting
3-19-29 my right ear. I've had trouble with that ear before. I
couldn't hear a thing and had a buzzing noise in my ear all
day Monday until I got home."
- Thursday - "I'm all tired out."
3-25-29
- Tuesday - "I'm tired today from moving."
4-2-29
- Wednesday - "I had an awful earache yesterday and my ear still bothers
4-24-29 me today."
- Friday - "I'm awfully warm today. Everything is so sticky."
7-5-29
- Thursday - "I know I had more sleep last week and I think we are in a
7-11-29 better frame of mind up here."
- Monday - "Why don't they serve lemonade in the afternoon around
7-29-29 here?"
- Tuesday - "I could go to sleep right now . . . My feet are cold.
9-10-29 I guess I just don't feel good."
- Wednesday - "I like this cool weather. I slept like a log last night
9-11-29 although I went to bed rather late."
- Wednesday - (3:00) "The time is going so fast today."
9-18-29
(4:00) "My head hurts. I guess I have a cold coming on
as my eyes burn and I have a headache. ("Do you want an
aspirin?") No, thanks."
- Tuesday - "I'm all in."
9-24-29
- Saturday - [REDACTED] do you ever feel lazy? That's the way I feel
10-23-29 today."
- Wednesday - (3:15) "I think I'll rest. I worked hard today."
10-2-29
- Friday - ("Are you going home tonight?") "With pleasure. I've had
10-4-29 enough for one day."

- Thursday - (1:30) "I could go to sleep right now. I always felt that
10-10-29 way after eating too much."
- Monday - "I have a cold today."
10-14-29
- Tuesday - (12:30) "I've got a headache."
10-22-29
- Friday - "This sure is a beautiful day and we have to sit in here."
10-26-29
- Tuesday - "I feel so restless today."
11-5-29
- Thursday - "This morning just flew by."
11-7-29
- Friday - "I haven't been able to split very good today. I'm so tired.
11-8-29 It seems like I worked awfully hard, but I know I worked
terrible."
- Monday - "I feel fine this morning."
11-11-29
- Wednesday - "I'm dressing today. I just can't come to. I think your
11-13-29 watch stopped, [redacted] I work according to the time. I either
slack up or speed up. I'll have to step on it."
- Monday - "I don't feel so good today. I believe I have a cold coming
11-18-29 on."
- Tuesday - "I feel better today. Everything isn't so blurry in front
3-18-30 of my eyes. I had a hard time recognizing people yesterday."
- Tuesday - "I'm awfully nervous today. I just trembled all over this
5-27-30 morning, but I quieted down after I started to work."
- Tuesday - (5:00) "The day went so fast, but I'm so awfully tired I
6-3-30 hate to get up from the chair."
- Thursday - "I enjoyed today better than any other day this week."
6-5-30
- Monday - "I feel like working today. I feel fine this morning."
6-9-30
- Thursday - "I have an earache today."
6-19-30

Changed to Armature Job.

Thursday - "I feel so weak and tired this afternoon."
10-23-30

Monday - "I don't feel very good today. I'm tired. I had about two
11-3-30 hours sleep last night. I just couldn't go to sleep."

Monday - "I'm sleepy today. I didn't sleep well last night."
11-10-30

SUB-OPERATOR NO. 1

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

b. - Transient Reactions

Thursday - "I have a cold in my neck and shoulder."
8-21-30

OPERATOR NO. 2

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

b. - Transient Reactions

- Thursday 12-13-28 - "It is hard on your eyes when you don't have any light from the windows all day."
- Thursday 12-20-28 - "My legs are just quivering. I'm trying to forget the cold, but it won't work."
- Tuesday 1-2-29 - "It's as warm as toast in here this morning." (New radiator installed)
- Friday 1-4-29 - "I always wait until after 5:00 to count my work because there's such a shadow on the gauge from the electric lights you can't do much. It's not so bad having the electric lights on as long as you have some daylight with it."
- Friday 1-25-29 - "I have the chills this afternoon." (Out ill next day.)
- Monday 2-18-29 - "This sure is a long morning. I can't seem to get anything done."
- Monday 3-4-29 - "Today is my off day."
- Thursday 3-14-29 - (Exhaust fan was shut off for a brief period) "What a relief!"
- Monday 3-18-29 - (Re noise outside test room) "I was sick to my stomach from the vibration when I first sat down this morning."
- Tuesday 3-26-29 - "The vibration of my chair gives me a pain in the back of my neck. I had the same pain three years ago when I worked on a punch press."
- Monday 5-6-29 - "I have a cold in my head."
- Wednesday 5-22-29 - "I'm working so hard today, and I can't get anything done."
- Tuesday 7-9-29 - "I couldn't split good today. I have an awful lot of under-sized."
- Tuesday 9-17-29 - (5:00) "I worked so hard today and I wasn't able to get anything done. I don't know whether it's me or the mica. I guess it's me. I should be paid for scrap."

- 2 -

- Friday 9-20-29 - "If we fall off in output today we can blame it on birthday and the Cub Ball Team." [REDACTED]
- Monday 9-23-29 - "I have a cold in my head."
- Thursday 11-7-29 - ("This morning just flew by.") "Yes, it did."
- Friday 11-22-29 - "I have a pain across my shoulders and have had it for several days. I don't know what's the matter with me today, but I fell down (in output)."
- Tuesday 1-14-30 - "I can't complain today. It went pretty fast, I've had a lot of rest lately."
- Thursday 1-16-30 - (5:00) "This was a hard day for me. I worked so hard and I didn't get anything done . . . I made less this morning than I usually do."
- Thursday 2-8-30 - (9:00) "I'm tired today."
(5:00) "I've been rotten all day. If banquets act like that on me all the time I won't go any more."
- Friday 2-7-30 - "I didn't do as well (today as I did yesterday) either."
- Friday 2-14-30 - "Me too; I'm tired."
- Monday 3-17-30 - (5:00) "That's the hardest day's work I've done in a long time."
- Thursday 4-24-30 - "I sure am tired this afternoon."
- Tuesday 4-29-30 - "I'm glad this day is over."
- Monday 5-5-30 - (5:00) "Oh dear, I'm glad this day is over."
- Tuesday 5-13-30 - "It sure is (nice and cool today)."
(8:00) "So did I (have a good day today)."
- Monday 7-28-30 - "I'm so warm, I can't think straight."

- Tuesday - "I was all in last night when I got home, but I feel fine
7-29-30 today."
- Monday - (Oper. 4: "I'm not sorry this day is over.") "Neither am
8-4-30 I."
- Thursday - "My, it's twenty minutes to 12:00 already. Where did the
9-4-30 morning go to?"
- Changed to Armature Job.
- Monday - "The time is sure going fast today."
9-18-30
- Friday - "If anybody had told me yesterday to go home I'd have gone
9-25-30 without a quiver. I sure was disgusted with it yesterday."

OPERATOR NO. 3

B - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

b. - Transient Reactions

- Wednesday - (3:00) "I'm unusually tired today. I could lay my head
2-13-29 down and go to sleep in three minutes."
- Tuesday - "I've been all around the world that way, too." (Day
2-26-29 dreaming)
- Monday - "Yesterday and today are my off days."
3-4-29
- Wednesday - "This nice split terribly yesterday; but maybe it was me."
4-24-29
- Thursday - "I have an earache and a sore throat. I didn't feel well
5-23-29 yesterday, either."
- Wednesday - "Today seems so awfully long. It seems like I've been
6-26-29 working for the longest time."
- Saturday - "My hands are cold. I can't work."
9-14-29
- Wednesday - "I don't know what's the matter with me today."
9-18-29
- Thursday - "I've never been as tired as I have this week. I'm going
10-10-29 to bed real early tonight."

(4:50) "I worked hard today."
- Monday - "I have a cold today."
10-14-29
- Friday - "I can't seem to work today. Even over in the restaurant
11-1-29 I couldn't finish up on time."
- Friday - "My best time is overtime. (Meaning she isn't working well
11-8-29 any of the time - there is no overtime now.)"
- Tuesday - "This morning I felt great. I could work so good. But this
11-13-29 afternoon I feel lazy. I guess I ate too much dinner."
- Thursday - "I don't know what the trouble is today, I can't split. I've
11-24-29 tried all my needles too."

- Wednesday - "I'm tired. I had a hard time getting up this morning. I was
12-4-29 so tired about 9:30 this morning. I blame it on my cold."
- Monday - "I feel like working this morning . . . I sure do!"
12-23-29
- Friday - "I'm tired today, but I don't know why I should be."
1-10-30
- Thursday - "I'm tired today."
1-16-30
- Friday - "I had a headache last night and I took a nap between 7:30
1-24-30 and 9:30 and then I went to bed. I still have a headache."
- Wednesday - "I didn't work very good today, but I managed to get by."
1-29-30
- Friday - (Oper. 4: "I couldn't work yesterday.") "That's the way I
2-14-30 feel today."
- Saturday - "I don't know why, but I'm so tired this morning."
2-22-30
- Monday - "I feel fine today. I had twelve hours sleep Saturday
2-24-30 night."
- Thursday - (4:00) "Isn't it a shame we have to work?"
2-27-30
- Tuesday - "I'm tired today, but I shouldn't be."
3-4-30
- Saturday - "I'm not tired, but I don't feel like working."
3-8-30
- Tuesday - "I have a cold in my head."
3-11-30
- Wednesday - "I'm tired this morning."
3-12-30
- Thursday - "This heat is awful."
5-8-30
- Monday - "I feel fine this morning. Saturday seemed awfully long."
5-26-30
- Thursday - "My eyes hurt. I had a headache last night and I couldn't
5-29-30 get to sleep."

- 3 -

Monday - "I don't feel well today, I'm kind of sick to my stomach.
8-18-30 I didn't sleep very good last night, either."

Monday - "I feel pretty good, but I still have a little sore throat."
9-8-30 (Recent absence)

Changed to Armature Job.

Thursday - "I have a headache this afternoon."
9-18-30

OPERATOR NO. 4

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

b. - Transient Reactions

- Tuesday 11-20-28 - "Weather conditions have a lot to do with the splitting of mica. It's easier in the summer because the mica is warmer and does not get glossy and crack."
- Saturday 12-1-28 - "I have a bad cold."
- Friday 12-14-28 - "I feel miserable with this cold."
- Thursday 12-20-28 - "I guess it's cold everywhere."
- Thursday 1-17-29 - (Oper. 5: "The morning seems long.") "That is because you don't feel well [redacted] Last week when I felt miserable the days seemed like weeks."
- Tuesday 1-29-29 - (To Oper. 5) "That is because you haven't got your mind on your work. I'm tired. Maybe if I would go to bed a couple of hours earlier several nights, it would do me good."
- Thursday 1-31-29 - "Sometimes you work so hard and think you got a lot done, but when you count it you get a headache."
- Tuesday 2-12-29 - "I've got a lazy streak on and I'm working against my will."
- Thursday 2-21-29 - "Get lazy! I've been lazy for a week . . . I have to put forth an extra effort to get my output this week. It seems as though I'm working under a strain and I don't know what it's from unless it's the Sunday work."
- Monday 3-4-29 - "I feel like doing everything else but work."
- Wednesday 3-13-29 - (To Oper. 5) "A young girl like you shouldn't be tired. If you were as old as me you might have a reason to be tired. You always told me you were never tired until 4:00."
- Thursday 3-14-29 - (Re exhaust fan in Bldg. 45-1) "I thought we had a quiet place here. I guess we have as long as the windows are closed."
- Friday 4-26-29 - "I've got Spring fever or the wanderlust. I can't seem to get going."

- Tuesday - "My eyes hurt today."
5-14-29
- Thursday - "I have a cold today."
5-23-29
- Friday - "Yes, I feel warm today. The humidity is high."
7-5-29
- Monday - "I can't get anything done."
7-21-29
- Monday - "I'm not sleepy, but my body is tired. I feel like I have weights on me."
8-28-29
- Thursday - "The last couple of days have been hard days for me."
8-29-29
- Tuesday - "If anybody feels like I do today they don't feel like working."
9-10-29
- Tuesday - (Re drop in temperature) "Yes, it was quite a sudden change from yesterday."
9-10-29
- Thursday - (2:00) "I have good needles now and I could work if I wasn't so sleepy. It's 2:15 already."
9-12-29
- Tuesday - "I know what's the matter with me. I'm lazy. I didn't feel like coming to work this morning. I've been complaining about the mice, my needles and everything, but I guess it's me."
9-24-29
- Saturday - "I'll say I do (feel lazy)." Sometimes I don't care whether school keeps or not."
9-28-29
- Saturday - "I haven't been in a working mood for a month. I guess I will get next to myself and take a day off; then I'll have more pep."
10-19-29
- Wednesday - "I can't seem to get going the last couple of days. I don't know what the matter is with me. I've used all my needles and still I can't split. If I don't do better tomorrow, I think I'll take a day off."
10-30-29
- Thursday - "I don't know what's the matter with me the last couple of days. I'm not tired, I had plenty of rest, but I just can't split."
10-31-29

- Friday 11-1-29 - (Oper. 3: "I can't work.") "I guess you caught it from me. It must be in the air. Last night in the locker room I heard a girl from the next department say that she couldn't work either and the gang was hollering at her. She said she took a day off, but she wasn't any better when she came back, so I figured I wouldn't be either if I stayed home."
- Monday 11-4-29 - (5:00) "Well, the hardest day of the week is over."
- Friday 11-22-29 - (5:00) "I have a headache."
- Monday 12-9-29 - "I don't feel very much like working today. (5:00) I'm glad this day is over."
- Tuesday 12-10-29 - "I feel a lot better today."
- Tuesday 12-31-29 - "Believe me, I know what I was tired from yesterday afternoon. I had two big sandwiches for lunch. It made me drowsy."
- Tuesday 1-14-30 - (5:00) "I'm sure glad today is over. This was one of the hardest days I put in, in a long time. I had to force myself to work today."
- Friday 1-17-30 - "I have a pain across my shoulders."
- Wednesday 2-12-30 - "This has been a nice short day for me. All that was missing this afternoon was the coffee and rolls."
- Friday 2-14-30 - "I didn't feel so good yesterday. It didn't make any difference what needle I used or anything, I couldn't work."
- Tuesday 2-18-30 - (5:00) "I've got a drawer full of scrap. Every one I split is too thin. I think a wind storm hit me today. Anyway, we can blame it on [redacted] birthday."
- Wednesday 2-19-30 - "I was tired yesterday. I scrubbed floors the night before, but I've done that before. I worked hard yesterday morning, but I couldn't get anything done."

- Friday 2-21-30 - "I've got a little headache this morning. (5:00) I thought my headache would wear off, but it got worse."
- Tuesday 3-4-30 - (2:00) "I've been getting to bed late the last three nights and I can feel it today."
(5:00) "I'm tired. I worked so hard this morning and I didn't talk much and then I didn't get anything done."
- Saturday 3-22-30 - (11:40) "I think I'll quit."
- Thursday 4-24-30 - "Thursday's a bad day for me. It has been for a long time."
(5:00) "My eyes sure were heavy today. I don't know how I was able to work."
- Friday 4-25-30 - "I'm still tired today."
- Monday 4-29-30 - (9:00) "I'm tired."
(5:00) "Oh boy! I'm glad this day is over."
- Thursday 5-8-30 - "I can't work on Thursday. I don't know what's the matter with me. I think I'm a little lazy today."
- Monday 5-13-30 - "I feel a good deal better than I thought I was going to feel."
- Tuesday 5-13-30 - "It's nice working today." (Cooler)
- Monday 6-9-30 - "I felt good this morning, but I'm kind of sleepy this afternoon."
- Friday 6-13-30 - "I'm tired today."
- Monday 8-4-30 - (4:15) "I'm not sorry this day is over."
- Wednesday 8-13-30 - "I can't sit still today for some reason or other."
- Friday 8-29-30 - ("This morning's gone fast.") "Yes it has."

Changed to Armature Job.

- Saturday - "This morning went by like a streak of lightning."
9-20-30
- Monday - "I feel good this morning."
9-22-30
- Saturday - "I don't feel very well today. I haven't felt good all week."
10-11-30
- Monday - "I don't feel so good today either. I believe I have a cold
10-13-30 in my system."
- Tuesday - "Now if my work comes back I can blame it on my bum eye."
10-14-30

NEE OPERATOR NO. 4

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

b. - Transient Reactions

Friday - "My back aches today. I guess it's the change in work."
9-19-30

Monday - "The speed just seemed to come natural to me today."
10-27-30

Tuesday - "I have a cold."
10-28-30

Wednesday - "I went to bed at 7:00 last night. I had a headache.
11-5-30 I still have it. I caught a cold, too."

Wednesday - "I feel more like myself today."
11-12-30

OPERATOR NO. 5

D - ATTITUDES OR TRANSIENT REACTIONS
TOWARD JOB AND COMPANY POLICIES.

b. - Transient Reactions

- Tuesday 11-6-28 - "I have a bad cold today. My neck and head hurt from coughing."
- Monday 11-19-28 - "I have a headache this afternoon."
- Monday 12-5-28 - "I have a cold."
- Thursday 12-20-28 - "I have a bad cold and I have the chills. ("Do you want to go to the hospital?") "No, I'll feel better by this afternoon."
- Thursday 12-27-28 - (2:20) "I'm tired. I can hardly keep my eyes open."
(Re low output Wednesday). "I didn't feel good yesterday. Sometimes I'm warm and then I get chills."
- Monday 1-7-29 - (Re low output today) "I was sick this morning and this afternoon my gauge was on the blink."
- Tuesday 1-8-29 - "I'm anxious to go to work. I ought to be. I had a low output yesterday."
- Tuesday 1-15-29 - "It's cold in here and there's a draft on my legs."
- Monday 1-21-29 - "The morning seems awfully long."
- Friday 1-25-29 - "I've been trying to work all afternoon and I can't get anything done."
- Thursday 1-31-29 - "I can't work today . . . I had a show on my mind all afternoon yesterday."
- Thursday 2-7-29 - "I have a headache today. I've had to rest several times."
- Wednesday 3-13-29 - (2:00) "Gosh, I'm tired already."
- Friday 3-15-29 - "I have a headache today. I don't feel well. When I have a headache it's usually over my eyes, and it lasts for two or three days."

- Monday 3-18-29 - (Re noise outside of test room) "I have to hold the gauge with my thumb so it won't shake so much." (Vibration from noise.)
- Tuesday 3-19-29 - "My gauge is shaking from that noise." (Set piece of rubber sponge under gauge which corrected the difficulty)
- Wednesday 3-20-29 - "I have a headache this afternoon."
- Thursday 3-23-29 - "I worked hard this morning, but I can't work this afternoon."
- Friday 3-29-29 - "I have a cold in my head."
- Thursday 4-18-29 - "I'm happy today because I feel good. I've got a lot of work done this morning."
- Thursday 5-2-29 - "I went to bed at 7:15 last night, but I didn't sleep very well because I had a headache. I got the headache yesterday afternoon and I couldn't work after our rest period."
- Monday 5-20-29 - "Everything seems blurred in front of my eyes this morning. I didn't sleep very good last night."
- Monday 6-17-29 - "I don't feel very well this morning. I have the chills. I guess I caught cold."
- Monday 7-8-29 - "I'm awfully tired today. I can hardly keep my eyes open." (Lack of sleep)
- Monday 8-5-29 - "I can't seem to get anything done today. I'm tired."
- Friday 8-9-29 - "I'm so tired this afternoon I could go right to sleep. I can't work."
- Monday 8-26-29 - "I'm so warm my back is all wet."
- Tuesday 9-10-29 - (10:00) "I feel so dopey today, I can't work . . . Me too (I don't feel like working)."
- Thursday 9-12-29 - (9:30) "I can't work today, I don't know what's the matter with me."
(2:15) "This afternoon is so slow . . . It should be about 5:00."

- Tuesday - (11:45) "I didn't do a whole day's work yet and I'm tired."
9-17-29
- Wednesday - (3:00) "I don't think so (that the day is going fast)."
9-18-29
- Monday - "I have a cold in my head. I felt terrible yesterday. I
9-23-29 had chills in the morning. I don't feel like working
today."
- Thursday - "I'm awfully tired."
10-10-29
- Thursday - "This morning seems as long as all day yesterday."
10-24-29
- Tuesday - (10:30) "I wish it was 5:00 now. Today is long, isn't
10-29-29 it?"
- Friday - "This afternoon seems awfully long."
11-1-29
- Wednesday - "I have a cold."
11-6-29
- Thursday - (5:00) "I'm glad this day is over."
11-7-29
- Monday - "I feel sleepy this morning."
11-11-29
- Thursday - (1:30) "I'm done for. I can't work any more."
11-21-29
- Monday - "I can't work today. I don't know what is the matter with
11-25-29 me."
- Tuesday - (2:50) "I'm worse today than yesterday."
11-26-29
- Saturday - "I couldn't work this week. I tried yesterday, but I
11-30-29 couldn't get going. Next week I'm going to do better."
- Monday - "I'm sure going to work today."
12-23-29
- Monday - (4:15) "I can't work any more today. For the last two
12-23-29 months I can't work the way I should. I got the Christmas
spirit I guess."

- 4 -

- Tuesday - "I can't work today at all."
12-24-29
- Thursday - "I wonder when I'm going to get next to myself. I try to,
12-26-29 but still I can't get going."
- Tuesday - "I worked good this morning. If I work like that this
1-7-30 afternoon, I'll be going good . . . I can't work now.
Boy, Oh boy! I'm tired."
- Friday - (9:00) "I can't do anything, I'm so tired. I can't get
1-10-30 organized."
- Friday - "I have a cold in my head."
1-10-30
- Wednesday - (2:45) "I'm not going to talk until 5:00 o'clock. If I
1-22-30 talk tell me to shut up, [REDACTED]"
- Monday - "I'm tired today, but I think I'll be able to work."
1-27-30
- Tuesday - "I had a headache from about 2:00 o'clock yesterday after-
1-28-30 noon. I was sick last night. I went to bed at 8:30
without supper."
- Friday - (3:30) "I feel ambitious today; more so than yesterday."
1-31-30
- Monday - "Every time I look up, I see how dusty our rose is (paper
2-5-30 rose), so I thought I would dust it."
- Tuesday - "I'm tired this morning. I got to work like heck now. I
2-4-30 couldn't work from 1:00 to rest period. I think I ate too
much."
- Saturday - "I have a cold in the head."
2-8-30
- Friday - "I can't work today girls, no kidding. I'm so sleepy all
2-14-30 of a sudden."
- Monday - "I'm a little tired this morning, but I think I'll get by."
2-17-30
- Tuesday - (11:45) "I feel like taking the afternoon off."
2-18-30
- Friday - "I don't know what was the matter with me yesterday. I
2-21-30 only had 400 done yesterday morning. I'm going to do better
today."

- 5 -

- Wednesday - (2:30) "I worked pretty good from 12:45 'till now. (5:00)
2-26-30 I worked better today than I did ever since the beginning
of February."
- Saturday - "Neither do I (feel like working)."
3-8-30
- Monday - "I have a headache."
3-10-30
- Tuesday - "I have a headache this morning."
3-11-30
- Friday - (9:30) "I have no pep in me today."
3-14-30
- Tuesday - "I can hardly walk I'm so tired. I sure did work this
3-18-30 afternoon."
- Friday - "I'm glad it's 5:00 o'clock."
3-21-30
- Monday - "Today seems awfully long; about three hours too long."
3-24-30
- Monday - "I'm a little tired this morning. I had an awful headache
4-7-30 yesterday and I felt sick. I went to bed at 7:30 last
night, but I still have the headache today."
- Monday - "I don't feel like working this morning. I lost all my
4-14-30 energy yesterday."
- Wednesday - "This day is so long. My clock must be a half hour slow."
4-16-30
- Thursday - (5:00) "Oh dear! Such a hard day's work."
4-17-30
- Monday - "I have a headache this morning."
4-21-30
- Friday - "Ever since two o'clock I couldn't work."
4-25-30
- Tuesday - "I don't know what in the world is the matter with me. I
4-29-30 couldn't get going Monday either."
- Thursday - "I can't work this afternoon."
5-1-30

- 6 -

- Tuesday 5-5-30 - "You know, [REDACTED] I worked this morning and I can't do anything this afternoon."
- Thursday 5-8-30 - "This afternoon is so long."
- Monday 5-12-30 - "I'm a little tired today."
- Thursday 5-15-30 - "I feel good today, I don't know why . . . I feel good while I'm down here, but as soon as I land home I can't feel the same."
- Monday 5-22-30 - "I haven't any ambition today. I did a lot of housework Saturday morning."
- Thursday 5-26-30 - (Re going to the hospital) "No, I don't think I'll go. They're liable to send me home and I'd rather stay and only do a little work than go home. (In the afternoon) I feel better now."
- Wednesday 7-30-30 - (9:00) "This morning's going slow, isn't it?"
- Tuesday 8-5-30 - "I feel good this afternoon. Better than I did this morning."
- Wednesday 8-6-30 - "I feel so lazy this afternoon . . . This afternoon seems so long, but this morning went fast."
- Thursday 8-21-30 - "I was working so hard this morning and this afternoon and I ain't got nothing done."
- Monday 8-25-30 - "I feel so sleepy today, I don't know why."
- Friday 8-29-30 - (11:50) "This morning's gone fast, hasn't it?"
"Today has gone awfully fast for me."
- Thursday 9-4-30 - "This afternoon is going slow; it's only 2:00 o'clock."
- Changed to Armature Job.
- Thursday 9-18-30 - (4:00) "My back aches, Oh boy! Oh boy! I can't keep my eyes open any more."
- Friday 9-19-30 - "I can't do no more. I don't know what's the matter."

Saturday - "I'm tired. I don't feel like working. I have to force
10-11-30 myself."

Monday - "I'm tired. I can't work any more."
10-13-30

Tuesday - "I can't work so good with the bandage on. It's hard for
10-14-30 me to straighten them when I have to bend the armature."

Monday - "I'm so tired today I can hardly keep my eyes open."
10-27-30

- E -

ATTITUDE TOWARD FELLOW OPERATORS

1. Interest in Affairs of Another Operator.
2. Approval or Disapproval of Another Operator's Work.
3. Reaction Toward Association with Other Operators in Test Room.

OPERATOR NO. 1

E - ATTITUDE TOWARD FELLOW OPERATORS

Monday - "If I don't gain weight up here (from eating so much)
11-12-28 none of us will."

Wednesday - "That is the first time I ever heard you say you were
2-13-29 tired, [REDACTED] You're usually full of pep."

Monday - (Oper. 1 and Oper. 4 were quarreling this morning)
3-18-29 "You did too say that!"

Changed to Armature Job.

Friday - "Pick on me, [REDACTED] It don't matter because I'm used
10-31-30 to being picked on."

Wednesday - (Oper. 5: "Do I owe you anything?") "Sure you do. You
11-12-30 owe me \$1,000. ("What would you do if I gave you
\$1,000?") You wouldn't see me. I'd go right home."

OPERATOR NO. 2

E - ATTITUDE TOWARD FELLOW OPERATORS

- Tuesday - "Neither can I (talk and work)."
10-30-28
- Thursday - (To Oper. 4 who said she would be silent) "I'll be with
12-20-28 you."
- Thursday - "What have you on your mind, [REDACTED]"
1-31-29
- Wednesday - "Yes, [REDACTED] isn't here today. (Meaning she isn't going to
2-6-29 talk) I can't talk and work. I'm the slowest one of the
bunch anyway."
- Thursday - (To Oper. 5) "What do you call working hard?"
5-9-29.
- Friday - "Nobody talked yesterday, [REDACTED]." (Joking)
11-22-29
"We didn't talk as much as yesterday."
- Wednesday - (To Oper. 5) "You were always going for a drink or to
1-29-30 the washroom or talking with someone (in 4335)."
- Tuesday - (To Oper. 5) "As long as you work close to the .002 line
7-1-30 you will get your work back. What you need is a good
bawling out. You jabber too much and then you break your
neck trying to get something done. No wonder you get your
work back. You can't blame anyone but yourself."
- Changed to Armature Job.
- Tuesday - (Re Oper. 5's silence) "It's a relief to have it quiet
10-7-30 for a while; [REDACTED] jabbering gets on your nerves some-
times."

OPERATOR NO. 3

E - ATTITUDE TOWARD FELLOW OPERATORS

Monday - "He eat again?"
11-12-28

Thursday - (To Oper. 4) "I don't want you to get lazy."
2-21-29

Wednesday - (4:00) "Do you want an aspirin, [REDACTED]?"
9-18-29

Thursday - "I can listen and work at the same time."
10-3-29

Thursday - "What are you doing, [REDACTED] dreaming? . . . I guess we
10-31-29 all get that way sometimes."

Tuesday - (To Oper. 5) "My, what a long face! Who stepped on your
11-12-29 toes, [REDACTED]?"

Wednesday - "How unusual. I never heard [REDACTED] say she felt like
8-6-30 working."

Changed to Armature Job.

Tuesday - (Re [REDACTED] silence) "[REDACTED] streaks usually last two
10-7-30 days."

OPERATOR NO. 4

E - ATTITUDE TOWARD FELLOW OPERATORS

- Tuesday 10-30-28 - "I can't talk and work. As soon as I do my output falls down."
- Monday 11-12-28 - (Re Oper. 5 bringing her radio to work) "We come down here to work, [REDACTED] If you want recreation you should stay at home."
- Tuesday 12-4-28 - (To Oper. 5, re girls in Dept. 6335) "You're lucky they miss you. They don't miss us."
- Thursday 12-20-28 - "I'm going to be quiet this afternoon." (Output)
- Wednesday 2-3-29 - "What's the matter, [REDACTED] Are you 'out' this morning?" (Re Oper. 2's silence.)
- Friday 2-22-29 - "We all have our off days, [REDACTED]."
- Tuesday 2-26-29 - "Too much day dreaming, isn't that right [REDACTED]?"
- Monday 3-18-29 - (To Oper. 1) "When did I ever say that? All right, go ahead if you want to take it out on me." (Accompanied by gestures such as pointing needle and pounding on bench with fist.)
- Thursday 5-9-29 - (Oper. 5: "I worked hard this morning.") "You talked to me most of the morning. If you can't work you don't want me to work either, do you? I'm going to have a screen put up around me."
- Thursday 10-3-29 - "I wouldn't want to sit next to [REDACTED] when she comes back from New York. ("I can't talk and work") That's why we all fell down after we came back from our vacation."
- Friday 10-4-29 - "Are you going home tonight, [REDACTED]?"
- Thursday 10-31-29 - "Your money and my brains, [REDACTED] and I wouldn't have to worry why I'm not going good down here."
- Friday 12-27-29 - (To Oper. 5, jokingly) "When you go home Saturday, I don't want you to come in Monday and tell me how your sister [REDACTED] took this and how your mother pushed your father off the couch and would not let him sleep. I'm going to make you take a back seat if you start on that. I want to hear something interesting."

Wednesday - (To Oper. 5) "I don't think there was anybody walked around
1-29-30 more than you did (in Dept. 6335)."

Tuesday - "What's the matter, [REDACTED] Were you day-dreaming?"
2-18-30

Tuesday - "If I don't make my rate today I'm going to take it out on
4-22-30 [REDACTED] (because [REDACTED] talks so much)."

(Re Oper. 5) "She's like a Jew. She talks with her hands."

Wednesday - (Oper. 3: "I never heard [REDACTED] say she felt like working".)
8-6-30 "I have, but only when she gets mad."

NEW OPERATOR NO. 4

E - ATTITUDE TOWARD FELLOW OPERATORS

Wednesday - [REDACTED] and I always got along together on mica."
9-17-30

OPERATOR NO. 5

E - ATTITUDE TOWARD FELLOW OPERATORS

- Monday - "Guess I'll bring my radio down here."
11-12-29
- Thursday - "What do you suppose we did (today, if not work)? I kept
2-21-29 my mouth closed all morning."
- Friday - "What were you humming, [REDACTED]?"
9-5-29
- Tuesday - (5:00) "I'm going to come down tomorrow and I'm not going
2-18-30 to say a word all day."
- Changed to Armature Job.
- Friday - "The other day after rest period, [REDACTED] asked me to go to
10-10-30 the locker and get her sweater. I told her I couldn't go
then as our time was up and I had work to do. She didn't
talk to me the rest of the day then. Wednesday, [REDACTED]
asked me to open the window and I said sure, but you'll
have to close it if you get cold as I get work to do. You
know I'm trying to get going and make my output on this
job too."
- Friday - "Who shall I pick on?"
10-31-30
- Wednesday - "Do I owe you anything, [REDACTED]?"
11-13-30

- P -

OUTSIDE INTERESTS

1. Home life and Family Affairs.
2. Social Interests; Dates; Girl Friends; Evenings out.
3. Financial Affairs.
4. Personal Reactions- introspective Remarks, etc.
5. General Health.

OPERATOR NO. 1

Y - OUTSIDE INTERESTS

- Friday 12-22-29 - (Re* overtime Sunday) "I don't know when I'll get caught up on my rest. I was just thinking how long I would sleep Sunday morning. ("You can sleep Saturday morning instead.") (Inventory Saturday) No, I have shopping and some personal business to attend to tomorrow. I didn't know whether I'd be able to come down this morning. I went back to bed three times. I get up at 5:30 every morning. I didn't have a good excuse, otherwise I would have stayed home. I believe it's my cold that's run me down. I started to take cod liver oil and I think that will help me. Last year when I took it I gained weight. I guess there's no rest for the wicked."
- Thursday 1-10-29 - (Re hours of sleep record) "Mine is going to look awfully bad. I usually rise at 4:45 every morning. I'm an early bird. I've been getting up early all my life and I guess I'll never change. I have so much to do in the morning."
- Monday 1-21-29 - "I called the doctor twice; on Saturday and again on Sunday. I have sinus trouble and a ringing in my ear caused by congestion of my cold. I had a terrible pain behind my ear yesterday and the doctor said if it was no better by Wednesday he'd have to pierce my ear and relieve the congestion. Every winter about this time I'm off sick for two or three months and this year I made up my mind to find out the cause. I used to be so tired at night that I didn't care to go out or talk with the children."
- Monday 3-25-29 - "I'm going to move and I'd like to stay home Friday and Saturday if it won't interfere with your test records. (This operator stayed home Friday and Saturday.)"
- Thursday 3-28-29 - "I didn't sleep very well last night. I've had so many worries the last few days I'm all tired out."
- Monday 4-8-29 - "I didn't sleep very well last night, even though I went to bed early. I ate everything I shouldn't have eaten yesterday and I was sick at my stomach."
- Thursday 4-18-29 - "I went to bed early last night. I was awfully tired."
- Monday 4-22-29 - "I like to have lots of room around me and I guess that is why I got a large house for just the three of us."
- Friday 5-10-29 - "I met [redacted] during my morning rest period and she asked me how I was making out on the test. I told her I thought I was doing better than when I was downstairs. I feel better and I'm not so tired when I go home. I used

* Used throughout this study meaning "concerning".

- Friday 5-10-29 (Cont'd) - to be so tired when I worked downstairs that when I got home I'd eat and go right to bed. Now I have some time to spend with my children in the evening."
- Friday 6-7-29 - "You know the trouble with me is, I worry and that upsets my stomach and causes me to lose weight. I've felt a lot better since I've been in the test room. I've been trying for two years to break myself of worrying and I've improved quite a bit since I've been in the test room, but I still have my bad days."
- Monday 6-10-29 - "I had lots of sleep over the week end. I was all tired out, but I feel fine this morning. I'll have to be more careful of my diet hereafter."
- Monday 6-17-29 - "I didn't feel well Saturday. (out sick) I had a sharp pain in my side and I felt awfully weak and wasn't able to eat hardly anything. I suppose I'm causing a lot of trouble in keeping our records by being absent so much. If my absences spoil the records, I'll go back to the old department."
- Friday 6-21-29 - (This Operator's children graduated from grammar school Thursday.) "Now I'll have to keep well and going for a couple of years, so they can go through high school."
- Tuesday 7-2-29 - "I had four cups of coffee for breakfast . . . I don't like water. I was so dry this morning. I guess that's why I drank all that coffee. I think I'll get some grape juice and mix that with water."
- Tuesday 8-27-29 - (After 1 month absence) "I feel fine, but I lost seven pounds. I only weigh 102 now, but I'm not going to worry about my weight. I've been awfully nervous lately, but I thought I'd better come to work before my nerves got the best of me. This work is a lot easier than doing housework. I haven't been sleeping very well the last few nights."
- Friday 9-6-29 - ("You want to bed early" - 8:30) "Yes. I was tired and I slept well too. I didn't hear a thing until the alarm went off at 5:30 A.M. (her usual rising time) That's the first good night's sleep I've had in two weeks. Lately I've been waking up in the night and then I can't get back to sleep. I made up my mind I was going to sleep. I didn't even hear my children come home. I'm going to try to go to bed early tonight and tomorrow night . . . (To Oper. 5) Don't mind me. I'm drifting today. One minute I'm back in my childhood days and then I'm somewhere else."
- Thursday 9-12-29 - "I slept like a log last night. No matter where you are, there's no place like your own home."

- Thursday 9-12-29 - "I'm going to have my furnace and chimney cleaned this Saturday, and that will cost me \$10.00. ("Why doesn't your landlord clean it?") He's too tight. He was around in the Spring and all he did was talk. He's all talk and no action. I'd rather pay for it myself and get it done, so I won't have all that dirt in the house. I won't be able to get my coal in until November. It will probably be \$13.00 a ton and it's only \$11.00 now. (Re vacuum cleaner) I thought they were nice, but I couldn't afford to buy one. I suppose I could buy it on time . . . I have four birthday presents to buy. I forgot all about them."
- Friday 9-13-29 - "This cool weather gives me a wonderful appetite."
- Thursday 9-19-29 - "How do you do it, [redacted] (Save money) I had a dandy bank account before I got married. I haven't anything now."
- Tuesday 9-24-29 - "I very seldom go to sleep on the street car, but last night I slept all the way home."
- Wednesday 9-25-29 - (10:00) "I had an unusual breakfast this morning. Two soft boiled eggs. That's something I very seldom have. An orange and I don't know how many cups of coffee, I think it was five or six. I had an earache this morning. I didn't feel like coming to work, but I feel fine now."
- Monday 10-30-29 - "I didn't sleep very good last night. Pushing the clock back one hour made me wake up an hour earlier this morning."
- Monday 10-7-29 - (Re absence) "I've a terrible headache this morning. My son [redacted] was sick Friday night and I was up all night with him. I was going to get a half hour's sleep, but I overslept and didn't wake up until 7:30. But I was too tired to come to work anyway."
- Monday 10-21-29 - "I started to take cod liver oil again. I weighed myself, Saturday and I'm going to see if I gain any weight."
- Tuesday 10-22-29 - "Yes, you eat too much meat, [redacted] I work hard here and harder at home and I wouldn't be able to do so if I ate a lot of meat. Besides, I have to use my brain to think or we would be in the poor house. As it is, I don't think straight half the time anyway."
- Monday 10-28-29 - "I didn't get much rest over the week end. I had so much work to do yesterday and when I make up my mind to do something I usually do it."

- Wednesday 10-30-29 - "Last year at this time I was all in, but I'd better knock wood because I feel fine now."
- Thursday 10-31-29 - "I ate before going to bed last night. No wonder I didn't sleep."
- Thursday 10-31-29 - "I can't be still lately. I always got to be going, even at home. There's liable to be a break when you feel that way and I'll have to stay home a couple of months."
- Friday 11-1-29 - "I've gained a pound and a half since I've been taking cod liver oil."
- Tuesday 11-5-29 - "Oh, I forgot to mail a letter. Why do I have to think of that now? It wouldn't have been so bad if I thought of it at 5:00 P.M., but now it will be on my mind all day."
- Thursday 11-7-29 - "Yes, when you have to worry it's terrible. If you have to figure twice before you can get something and then probably not get it, it's not so good."
- Friday 11-8-29 - "I could do without eating, but I couldn't do without my coffee. This has been an awful week for me anyway. I'm a day ahead of time."
- Tuesday 11-12-29 - (To Oper. 4) "Is your mother still over at your sister's? How is she?"
- Thursday 11-14-29 - "I wish all my years were as good as this last year. I don't feel tired like I did when I was downstairs. I would be all tired out at night."
- Friday 11-29-29 - "I should not let anything like that (shortage) bother me. I know I say a lot of things when I'm nervous and excited that I'm sorry for afterwards. I was provoked about that shortage as I wanted the money to buy coal. I bought some coal and I was disgusted with it as it burned up like straw and the fire would go out. I was disappointed Tuesday when I couldn't get some money that was due me. I'll have to try to get some money ahead as I've been living from hand to mouth.
- "I'm so nervous I just can't be still. I thought it would be better to come back to work and see how I went along as I work harder when I'm home."
- Saturday 11-30-29 - "I have terrible dreams. The silliest dreams."

- 5 -

- Monday 3-17-30 - (Re 3½ months' absence) "I felt pretty good, but my stomach is kind of upset or nervous. I guess it's from the change and excitement of starting to work. I'm not going to work as hard as I did. I'm on a strict diet. Will you object if I drink a glass of milk every hour? I want to take the afternoons off for several weeks as I do not feel strong enough to work an entire day."
- Tuesday 3-18-30 - "I feel better today. Everything isn't so blurry in front of my eyes. I had a hard time recognizing people yesterday. I didn't sleep so very well last night; I was awake every hour. I lay down yesterday afternoon, but I didn't sleep; I was terribly nervous."
- Wednesday 3-19-30 - "I'm going to take [redacted] to the doctor. She's quite run down. I feel fine today. I ate a big dinner yesterday and had a nap in the afternoon."
- Thursday 3-20-30 - "I couldn't look at anything to eat this morning. All I had was a little grapefruit. I didn't feel very good last night."
- Thursday 3-27-30 - "I did not feel very well the last two days. I slept nearly all day. I started out in the snowstorm Tuesday, but fell down twice and missed the street car. I don't see how I keep going as I don't eat anything. I should never have come back to work. I have an awful pain in my stomach that seems to pierce right through to my back."
- Saturday 3-29-30 - "I was so weak yesterday I could hardly get on the street car at noon. I fell, getting up the street car step and skinned my leg. I was so tired I could hardly walk home from the car. I haven't eaten hardly anything lately.
- "The officers in my lodge want me to go around and meet the officers in other lodges. I think they might want me to work in as an officer."
- Monday 3-31-30 - "I feel better today, but I would like to go home at noon again this week to build up energy. I'm glad I'm back to work as I feel more independent. I felt kind of funny taking the benefit check from the Company when I was home. I don't like to feel obligated to anyone. I'm going to give up worrying over small things. I used to worry about things that happened in my childhood. Even when I went to a show with a friend I would get up and leave in the middle of the picture and leave her sitting there. I had other things on my mind. I made up my mind to get a good night's sleep every night, eat the right kind of foods and get some recreation."

- Friday 4-4-30 - "My nerves were all unstrung the last two days. I went downtown yesterday to have duplicate insurance policies issued on policies that were lost several months ago by my son. The insurance man failed to take care of the matter and I wanted to get things straightened out as I want to cash in several of the policies as I need money. Everything I've done or undertaken in the last five years has gone wrong or failed. I want to get a small apartment as there is too much work for me in the six room house I now have. If I don't do another thing I want to put my son and daughter through high school. I know I'm being criticized for keeping my son in school, but I don't care. I would like to have Saturday and Monday off as I have a few other things I would like to straighten out that are bothering me. I will be in Tuesday and work a full day if I am able, otherwise I will have to give up work."
- Monday 5-26-30 - "I feel fine. I never should have returned to work when I did (7 weeks before). I should have used my own judgement. It was kind of hard getting up, but once I got outside I felt more like myself, and I started to walk fast as I knew I had someplace to go. When I was sitting home, I felt "lost" sometimes."
- Tuesday 5-27-30 - (Re going to see [redacted] "I'll know everyone in the plant before long, but the trouble with me is I don't remember very long. I guess I don't take enough interest.
- "I have good news. They're going to get [redacted] a job if he can pass the physical examination. I'm glad, it will keep him off the streets during the summer and he will be able to help out by buying his clothes and books. You know work never hurts anyone.
- (Re hospital examination) "I went through that before. I know just what it is. I'm just getting better now and beginning to feel like I want to eat. I wish they had taken this test before when I was worse. When I was up to see [redacted] for my service button, I told him what doctor I had and how my doctor didn't want me to return to work and the Company doctors said I was all right. Maybe it is just my imagination, but I suppose they want to check up. [redacted] has quite a reputation in La Grange."
- Thursday 5-29-30 - "They took an X-Ray of my chest. The doctor wanted to know what made me nervous. He didn't see how an easy job like mica splitting could make any one nervous. He said I ought to be able to do it with my eyes closed as I've been doing the job ten years. I felt like asking him if he could do his job with his eyes shut, but I knew it wouldn't do any

Thursday - good to argue with him. My job didn't make me nervous. My
5-29-30 nervous breakdown last year was due to several things: worry,
(Cont'd) sickness, work and brooding. I gave up when I broke down
last year. I didn't care or have an interest in anything.

"I was brooding over the past and what I lost out on. It
seemed that every time I had something almost within my
reach, it was taken away from me. Ever since I was nine
years old. My father saved for my education, I lost out on
that, lost my home, lost money. I once signed a quit claim
deed for several hundred dollars; I didn't know what I was
signing and I lost money on that.

"I'm glad I got all my troubles and broodings off my chest.
I had them on my mind for so long. I'm going to start in
fresh.

"I was glad when I came into the test room, but people passed
remarks which I worried over and built them up in my imagina-
tion. They said they picked on me to show up my faults and
that some one had it in for me and they wanted to keep an eye
on me.

"Sometimes I worry whether I'm interfering with your records
or spoiling your test; if I am, I am willing to get out of
the test room."

Tuesday - "I did not feel well Saturday and Sunday. I awoke with an
6-3-30 earache yesterday morning and decided to stay home. I saw
[redacted] in the afternoon and had some X-ray pictures
taken. [redacted] asked me to return today at 10:30 and
he notified the Company Hospital."

Friday - "I would like to take a trip to Milwaukee, Sunday, on the
6-6-30 electric. Several times, I took trips by myself when I was
home. One time, I was peeved at [redacted] so I packed my things
and went to Rochelle. But the joke was on me, as the
children went to a basketball game and never missed me
although after I got out there, I worried about going and
came right back."

Wednesday - "I get a headache every once in a while and then it goes
6-11-30 away."

Monday - "I didn't feel well Friday; I had an earache and a headache.
6-16-30 My son got a job in [redacted] Department, 6585."

Friday - "I have been practising golf in my back yard for the last
6-20-30 couple of weeks. I haven't the nerve to go to a regular
course and play."

- Thursday - (To [REDACTED], on 22nd Street, across from Gate 6, 1:15)
7-10-30 "I was in the Company Hospital about 9:30 and then took my daughter downtown to the railway station, as she is going on a vacation to Rochelle, Illinois.
"The Company doctors said I should have an operation and I am quite worried about it. I'm going to see my own doctor when he comes back from his vacation. I would like to see another doctor, but it would cost \$5.00 and I haven't the money. I am worried about whether I'll get my vacation pay, and whether my sick benefits are going to be discontinued. I've lost three pounds and am going home and sleep this afternoon."
- Friday - (To [REDACTED], on the phone) "I called up to find out
7-11-30 whether my money will be sent to me during vacation. I went to my doctor and he said my trouble is mostly nervousness. I think he's right and I'm going to turn over a new leaf and forget some of my worries and responsibilities. When I talked to you Thursday I was tired and not feeling well and didn't know what I was talking about."

Changed to Armature Job.

- Monday - (Returned today from a long absence) "I'm feeling fine
10-20-30 and am glad to be back at work. I needed a new change."
"My son [REDACTED] didn't want me to return to work. He said he thought we could get along on what he earned, but with winter coming on and coal to buy, I wanted to come back and work steady so [REDACTED] at least could go to school nights.
"Dr.----- wanted to operate on me for gall bladder trouble. He stated he thought the gall bladder trouble was the result of having children. The company sent me to Billings Hospital for examination and they told me I needed a long rest and a change. I had my children, and myself examined, because I wasn't satisfied about my husband's health when he was living.
"I moved back to the old house where the children were born. The grocer moved me. I told him I was going to move and he said, 'Let me know what day and I'll send my truck over.' He sent his truck and two men over and it didn't cost me anything. A lot of people advised me not to move back on account of the unpleasant memories it might bring back. But I've had nothing but pleasant memories since I've been back, none of the unpleasant things have come back to me. I like the place very much and I have plenty of room for my flowers and plants. The children like the place and are happy there. The forest preserve is right in back of the house and there's a creek running through there."

- Monday 10-20-30 (Cont'd) - [redacted] didn't want me to come back to work if I had to work in the regular shop, but he was sure I was coming back in the test room. He said he'd never let his sister work in a shop."
- Thursday 10-23-30 - (To Oper. 5) "What would I do with a diamond? . . . They're not meant for me."
"I feel so weak and tired this afternoon. I guess I haven't been getting enough sleep. When I was home I took a nap every morning after the children left."
- Thursday 10-30-30 - "The days do go by so quickly."
- Monday 11-3-30 - (Re a home she is now renting which she owned several years ago) "You know I was just thinking yesterday what a chump I was to sell that place. I gave it away. (Well, you're living in it.) I know, but I don't own it. It was funny how I got the place this last time. There were quite a few people wanting to rent it, but I made up my mind I wanted it and went out and got it. I had to see a politician out there."
- Wednesday 11-5-30 - (9:30) "I slept so soundly last night, I woke up with a headache and an earache this morning, but it's going away now."
- Friday 11-7-30 - "So would I (rather be at work than anywhere else) right now. Something has happened to me. (Smiling broadly) . . . Yes, I may let you in on it later on. I think you would be interested."
- Monday 11-10-30 - (Re the home she now rents, but formerly owned) "We paid \$250.00 each for the two lots my house is on and when we sold the place we sold it for just what we had in it. The party that bought the place made a few improvements and sold the place to the forest preserve for \$5,500.00. The lots are worth about \$1,000.00 each now. That's another time I made a mistake."
- Wednesday 11-12-30 - "I didn't feel well Tuesday. I had a headache, earache and my stomach was out of order. [redacted] was sick too and was sent home by the hospital. He has a cold in his chest. He's not used to working inside. He's always been outdoors all his life."
- Thursday - (To Oper. 5: re prices for taking care of babies) "Oh! yes; 50¢ or even 75¢ an hour . . . Why doesn't [redacted] do that?"

Tuesday - ("What are you going to eat?") "I don't know. I wish I
11-18-30 didn't have to eat. (Oper. 5: "I'm going to Europe some
day.") Do you need a guardian, [redacted] . . . My health is
gone. I won't get it back."

[redacted] said he wanted to see [redacted] and me sometime before
school started regarding [redacted] education. I was sick at
the time and didn't get to see him. [redacted] woke up and
realizes he will have to study and go to school if he wants
to get any place. He has a different outlook since he's
been working and talking to other people besides me."

Wednesday - "I slept so sound last night I couldn't wake up this morning.
11-19-30 I'm still half asleep. It's only lately that I've really
learned how to sleep. I never got a good night's rest be-
fore because I used to worry too much. Now I have just as
many things to worry about, but I don't. I go to bed and
sleep and wake up with a clear mind."

Friday - (Re hospital examination) "Well, I'm all right to work, but
11-21-30 I lost a pound."

OPERATOR NO. 2

F - OUTSIDE INTERESTS

- Tuesday 5-28-29 - "I want to stay home Friday and Saturday in order to do some house cleaning."
- Monday 6-3-29 - "I'm stiff and tired from house cleaning."
- Friday 6-7-29 - "I gained eleven pounds since the last examination."
- Tuesday 7-2-29 - (Oper. 1: "I had four cups of coffee for breakfast.")
"That's bad, [REDACTED]. That's too much coffee at one time. I think that's why you feel weak sometimes. I know a man who drank an awful lot of coffee and the doctor advised that if he didn't cut down on the quantity, he would pass out. Why don't you try drinking more water?"
- Wednesday 8-7-29 - "I went out to see [REDACTED] and she was pretty weak. She isn't able to eat very much and probably won't be in to work for another week."
- Saturday 8-17-29 - (To Oper. 5) "Your troubles at home don't amount to anything. Other people have troubles, but they don't talk about them every day. They keep their troubles to themselves."
- Tuesday 9-3-29 - "I want to take Wednesday and Thursday off to go to my nephew's funeral in Kankakee."
- Thursday 9-19-29 - "Don't talk about your mother being Scotch, [REDACTED] You've got her beat."
- Saturday 11-2-29 - (Oper 5: "I didn't get to bed until 1:30 this morning.")
"You beat me at that. Every Friday night is my date night with the floors and house cleaning. I didn't have much pep to work last night, either."
- Thursday 11-7-29 - (Re oper. in 6335) "Well, she's making lots of money and she hasn't any worries. When she wants anything she just goes out and gets it."
- Saturday 12-7-29 - "My Building and Loan is all paid up and I have my home paid for now."
- Friday 1-17-30 - "I had a dream the other night which I am trying to forget. There is only one dream I'm superstitious about and I've never seen it to fail yet."

- 2 -

- Monday - [REDACTED] should have some one looking after her all the
1-20-30 time; otherwise she goes back to her old habits." (Sleep and diet)
- Monday - "I didn't sleep very well last night. Some of my relatives
1-27-30 were in for a visit yesterday and on their way home they had an accident and my sister and brother-in-law were injured. I had a telephone call at midnight and another at 3:00 A.M."
- Monday - (To Oper. 3, re Hot Springs, Arkansas) "How would you like
2-3-30 to go down there?"
- Wednesday - "I went out to see [REDACTED] last night and I think she
2-12-30 looks pretty good. She said she had lost weight and is awfully weak and tired if she walks a block or two. She has changed doctors and appears to be satisfied with the new one. He said she is anaemic and has ulcers of the stomach, and although it isn't serious it will lead to cancer if she doesn't take care of herself. He advised her not to go to work for a while, and he put her on a diet of milk and cream and cheese. She said the doctor is very strict with her and she can't fool him as he knows when she has been eating something she shouldn't. She said she is going to follow his instructions and that he is giving her about the same treatment she had at the University several years ago."
- Friday - (5:00) (Oper. 5: "I'm so anxious to go home today."
2-14-30 "So am I."
- Monday - "I haven't been sleeping very well lately. Last night I
2-17-30 didn't get to sleep until 2:30 A.M."
- Wednesday - (Re Oper. 5's boy friend) "He's a good man to have around,
5-14-30 [REDACTED] He wouldn't have to have much to have more than me.

(Re Oper. 5 drawing \$150.00 out of her savings to give her mother.) "I suppose you should lose the interest on your money. It would be different if your mother didn't have the money, but she's got it or could get it in a couple of weeks. I wouldn't do it."
- Monday - "I worked harder Saturday at home than if I'd been working
5-26-30 down here."
- Wednesday - "My eyes are heavy today. For the past two weeks, I can't
5-28-30 get to sleep for an hour or two after I go to bed. I don't know what the trouble is; I haven't anything to worry about. I don't drink any coffee, either. I'm dead tired when I get home from work; I could go to sleep then. Maybe I'm overtired when I get to bed later."

- 3 -

Wednesday - "We had a little excitement at our home last night and I
6-11-30 am kind of tired this morning. My home was robbed yesterday. Someone broke in and ransacked the house. They got \$50.00 cash, three watches and a few other things. They emptied everything in the dresser drawers on the floor and the place was a mess. We worked until 12:00 o'clock straightening things and, after I did get to sleep, I woke up at 4:00 o'clock."

Friday - "I couldn't go to sleep last night, the house was so warm.
8-8-30 My eyes felt heavy as lead."

Monday - "How is your mother, [redacted]?"
8-18-30

Thursday - "I called [redacted] on the phone. She said she doesn't feel
9-4-30 very well. She has a cold and a sore throat."

Changed to Armature Job.

Friday - (Re going to Honolulu) "What do I have to bring? ("Maybe
9-26-30 [redacted] is satisfied where she's at.") I'll tell the world I'm satisfied."

OPERATOR NO. 3

F - OUTSIDE INTERESTS

- Monday 5-20-29 - "I had an earache last night that kept me awake about an hour."
- Friday 8-23-29 - "Not me. I must have my sleep."
- Thursday 9-19-29 - (Re getting married) "Is that what you're saving for, [REDACTED]?"
- Tuesday 11-12-29 - "I like to go to bed about 9:30 or 10:00."
- Monday 12-30-29 - "Did you make dinner yesterday, [REDACTED]? How did it seem, like old times?"
- Monday 1-13-30 - "I have day dreams."
- Saturday 2-1-30 - "Did I have an earache last night! Oh boy! I'm going to the doctor today. I have ear trouble every year about this time."
- Tuesday 2-18-30 - (To Oper. 4) "I was miles and miles away and you had to wake me up. ("Were you day dreaming?") Yes. It was a nice dream."
- Tuesday 3-11-30 - (To Oper. 5, re committing suicide) "Aren't you glad you didn't jump in, [REDACTED]?"
- Monday 6-30-30 - (Re absence this morning) "I was out of town over the week end."
- Monday 7-7-30 - "I went to Columbus, Ohio, over the week end."
- Tuesday 9-9-30 - "I didn't sleep very well the last couple of weeks. Last night I was dreaming and I woke up and then I couldn't get back to sleep."
- Changed to Armature Job.
- Saturday 9-20-30 - "I was awfully tired last night. If I'm not in Monday, this is my work for Saturday."
- Friday 9-26-30 - (Re going to Honolulu) "What will we use for money, buttons?"

- 2 -

Wednesday - "I was tired last night too. I went to sleep as soon as I
10-8-30 hit the bed."

Wednesday - (Re cancellation of stock) "I wouldn't cancel them now
10-15-30 only I need the money."

Friday - "I'm so tired. I could go to sleep tonight and sleep until
10-17-30 Monday."

Wednesday - "I haven't felt very well lately."
11-8-30

OPERATOR NO. 4

F - OUTSIDE INTERESTS

- Thursday - (To Oper. 4) "You don't get that Sunday money anyway.
1-3-29 Don't you have to turn it all over to your mother?
("Yes.") The more you make, the more your mother
wants you to make."
- Wednesday - "Your mother doesn't understand how things are run.
1-23-29 That is the whole trouble, [REDACTED]"
- Wednesday - (To Oper. 5) "Your mother should let your sister go to
2-20-29 school as long as the girl likes school. Your folks
have the money and can afford it. Your mother is after
the dough, that's all."
- Tuesday - (To Oper. 5) "What does your mother think we're getting
8-6-29 paid for?"
- Monday - "The trouble with your mother is, she's afraid you'll
8-12-29 get married and she will lose that nice pay check you
bring her home every week."
- Monday - (To Oper. 5) "What did your mother say when you told her
8-19-29 you were going (to leave home)? . . . Did your mother
ask for your pay check Saturday? . . . How late did you
sleep Sunday? . . . (re lunch) Don't forget you're not
at home any more."
- Tuesday - "You can't afford to get sick now, [REDACTED] . . . Are you
8-20-29 going to start a bank account now, [REDACTED]? . . . I would
have taken the bank book first whether I got my clothes
or not. Then you could sing, 'I'll get by as long as I
have you.'
- Wednesday - (To Oper. 5) "You don't have to do any work when you
8-21-29 get home."
- Thursday - (To Oper. 5) "Your mother used to pick on you before you
8-22-29 started going with him . . . She didn't put your things
out on the porch like she said she would do."
- Friday - "It seems the less I sleep the better I can work."
8-23-29
- Monday - "I'm not sleepy, but my body is tired. I feel like I have
8-26-29 weights on me. It's pretty hard keeping two places going."
(This operator's mother is sick and she is doing the house-
work.)
- Tuesday - (To Oper. 5) "You didn't give your mother your check, did
9-3-29 you?"

- Thursday 9-12-29 - "You don't have to be home at 10:00 any more, do you [redacted]?"
- Thursday 10-10-29 - "The earlier I get to bed the worse I feel the next day. When I go to bed early I wake up about 2:00 A.M."
- Tuesday 10-22-29 - "You should eat more vegetables and fruit and not so much meat, [redacted]"
- Friday 10-25-29 - (To Oper. 5) "Why didn't you learn (to crochet) from your mother?"
- Thursday 10-31-29 - (Oper. 1: "I'll have to stay home a couple of months.")
"That gives me an idea. I need a vacation. I split one sheet in two minutes. I'm getting like the beginners."
- Thursday 11-7-29 - "Worry is an awful thing."
- Tuesday 11-12-29 - "If I go to bed early I'm wide awake at about 2:00 A.M., and then I'm tired in the morning. If I lay in bed a long time I get a headache. I never did get an awful lot of sleep.
- (Re her mother) "I had the shock of my life when I went over there Saturday. I don't think she will ever be the same. Of course, I shouldn't talk that way, but that's the way I feel. I haven't seen her for a couple of weeks and I was so dumbfounded when I saw her I couldn't get her off my mind. The doctor said he was coming over to see me. I suppose there is something he wants to tell me that he couldn't tell in front of her. Yes, I think she will be at my sister's for some time.
- (5:00) ("What seems to be troubling [redacted]?" "I don't know what the trouble is. Somebody must have stepped on her toes. She started to throw things around after lunch. I know there wasn't anything said in here or any argument. That's one reason she don't get along so good at home - she's too stubborn."
- Friday 11-22-29 - "[redacted] daughter called me and said she had a heavy cold and would not be in to work until Monday."
- Monday 11-25-29 - "[redacted] has a heavy cold in her chest."
- Monday 12-9-29 - "I never had as much sleep as I did Saturday and Sunday. I didn't feel very well; my back ached and my head ached."

- Thursday 12-12-29 - (Re her mother) "I was disappointed when I saw her. I guess I expected too much of an improvement. I had her on my mind all night. She's given up hope of getting well again and that's a bad condition."
 "My mind isn't here today. I'm a long way from here."
 (Oper. 5: "What address shall I put down [redacted]")
 "That's up to you, [redacted]. That's your business."
- Thursday 12-19-29 - "I spent about \$75.00 for Christmas presents."
- Monday 12-23-29 - "My head ached so bad I didn't even turn on the radio last night. I was dead tired; I felt like I had weights on my body." (Oper. 4 cleaned her mother's house yesterday.)
- Monday 12-30-29 - "I saw [redacted] Saturday and she didn't look very good. She has lost considerable weight."
- Thursday 1-9-30 - (Re absence this A.M.) "I stayed with my mother all night as my father was sick and could not take care of her."
- Monday 1-13-30 - "I was dreaming last night about lodge installation. Lots of people dream walking around during the day."
- Friday 1-17-30 - "You had too much wine, [redacted]. (To Oper. 2, re a dream about which she is superstitious) All you can do is hope for the best."
- Monday 1-20-30 - "[redacted] called me on the phone and said she is feeling a little better, but she does not know when the hospital will let her return to work. She said the hospital advised her to try another doctor as she wasn't showing much of an improvement. It won't do her any good to change doctors as she don't do as they tell her anyway. I always tell her that she and my mother would make a good team. They will not do what the doctor tells them."
- Tuesday 1-21-30 - (Oper. 5: "I have all the Western Electric magazines from June to January.") "What are you going to do with them all? . . . Don't you ever forget this place? . . . Sure, that's all your people know is work and money, and money and save. They don't believe in recreation once in a while. When I leave the Company I forget all about it unless something comes up and then we may discuss it. But when we're through, we're through, and that will be the end of it. I believe in recreation."

- Friday - [REDACTED] phoned and said she changed doctors and the doctor
1-24-30 found her trouble immediately. She said she didn't feel very good."
- Wednesday - (Re absence) "My daughter was sick to her stomach Monday,
2-5-30 but she is all right now. I expected to come to work Tuesday, but my boy friend had an attack of appendicitis and I took care of him. He is going to the hospital for an operation today."
- Thursday - "What's the matter, [REDACTED]? Too much banquet last night?"
2-6-30
"My boy friend was operated on Wednesday and is getting along nicely."
- Monday - "I had a terrible headache Saturday and Sunday. My head
2-17-30 hurts a little this morning, but I haven't a headache."
- Wednesday - "I was tired yesterday. I scrubbed floors the night before,
2-19-30 but I've done that before. I worked hard yesterday morning but I couldn't get anything done."
- Thursday - (To Oper. 5) "I sure wouldn't last long in that house. I'd
2-27-30 pack my grip in a hurry. That's why your father goes to bed early - he knows when he's well off and he wants to get away from that nagging and bickering all the time. Anything, but that doggone nagging all the time."
- Monday - "[REDACTED] stopped at my home Saturday noon. She looks very
5-5-30 good, but she said her looks were deceiving as she feels good until about 10:00 o'clock and then is all tired out. She hasn't gained any in weight and is very nervous. Noise and talking bother her considerable. The Hospital wants to accept her for work, but she knows she's not strong enough and wouldn't do any good down here. She is going to her own doctor today and if he says she is able to work she will return. The Hospital will abide by her doctor's decision."
- Tuesday - "I'm surprised I'm not more tired than I am, after moving."
5-13-30
- Wednesday - "Me too, [REDACTED]." ("I haven't much money.")
5-14-30
- Wednesday - (To Oper. 5) "You talk about your mother being tight. I
5-14-30 think you're tighter than her. You were always hollering that she wouldn't buy you this or that and now you've got money of your own you won't spend it."

- Thursday 5-15-30 - (To Oper. 5) "Last night was Wednesday. (That's why you feel good.)"
- Monday 5-26-30 - "My mother was very ill last Wednesday, but she has improved considerably since then."
- Wednesday 5-28-30 - (To Oper. 5) "I think you've got friends at home, but you don't know it."
- Monday 8-25-30 - "I didn't want to get up this morning either."
- Thursday 8-28-30 - "I called [redacted] on the phone and she said she had a very bad sore throat and her neck and face was swollen. She went to her doctor and is going to see him again at the end of the week."
- Monday 9-8-30 - "I didn't feel very well Saturday and Sunday. I've had a pain in my side the last couple of weeks, but the last three days it's been a steady pain. I'll have to go to my doctor, but I know what he will say. I've had that trouble ever since my boy was born."
- Changed to Armature Job.
- Tuesday 9-18-30 - "My mother is feeling a little better."
- Thursday 10-16-30 - "It's my dad's birthday today. I almost forgot. That means some more money . . . I don't know yet (what I'll get for him). I'll find out what he needs. They've been a little pinched over there lately." (Mother's extended illness.)
- Friday 10-24-30 - (Oper. 5: "Maybe they'll call you back in three months.")
"I hardly think so. I have my mind pretty well made up what I'm going to do."

NEW OPERATOR NO. 4

I - OUTSIDE INTERESTS

- Friday - "Maybe [redacted] is satisfied where she's at."
9-26-30
- Monday - "I haven't been feeling very well lately. I had
9-29-30 bronchitis just before I came over here and I've been
taking some medicine for my heart. That's why I've
been going to bed early. I had several headaches
last week."
- Monday - "I was going on a picnic and mushroom hunt Sunday, but
10-13-30 my mother was very sick and I didn't get to go."
- Wednesday - "My mother is still sick."
10-15-30
- Monday - (To Oper. 1, re home she sold and is now renting) "Well
11-3-30 anyway, you're living in it. That's something."
- Wednesday - "I went to bed at 7:00 last night. I had a headache.
11-5-30 I still have it. I caught a cold, too."
- Tuesday - (Re absence) "I was sick yesterday, I had a heart attack.
11-11-30 I didn't feel very well Thursday or Friday of last week.
My doctor was out of town and I went to another one. He
gave me some medicine and I believe it was dope as it
made me feel good for a while and then I'd feel all tired
out. I went to my own doctor Monday and he said that
other doctor should never have given me that medicine as
it was too strong for my heart and should only be taken
as a last resort."

OPERATOR NO. 5.

F - OUTSIDE INTERESTS.

- Wednesday - (Re increase in output) "I guess I just made up my mind
12-12-28 to work. I took out the Ready Money plan and only my dad
knows. I didn't tell my mother. If I didn't bring home
that \$8.00 she might bawl me out. I turn my check over
to my mother. Sometimes she keeps it a week before cashing
it."
- Thursday - "Are we working until 6:00 tonight? ("Yes") I thought
1-3-29 they'd start the New Year right and go home at 5:00.
Anyway, I'd rather work an hour each night than work on
Sundays. ("You don't get the money anyway. Don't you
give it all to your mother?") Yes."
- Wednesday - "That week I had the big pay check my mother wanted to
1-23-29 know why I didn't have that much every week, and I told
her I couldn't make the same amount every week. I told
her if she didn't believe me she could come down here and
find out for herself."
- "I'd like to increase my Ready Money Plan from \$2.00 to
\$5.00, so I could have some money for myself, but I'm
afraid my mother would find out."
- Thursday - "My mother was cross last night and my brothers and sisters
1-24-29 got up early this morning and didn't sleep 'till 7:30 like
they usually do." (This Oper. was weeping.)
- Wednesday - "My sister is going to graduate from a two year high school
2-20-29 course. She would like to go longer, but my mother said my
sister is getting too big to go to school."
- Thursday - "I'd like to increase my ready money plan from \$2.00 to \$5.00
4-4-29 a week, but I don't want my mother to find out as she would
scold me for not bringing all my pay home. My mother opens
all the mail and she would find it out when the bank sends me
a statement."
- Monday - "I had an argument with my mother this morning. She wouldn't
4-8-29 buy me that new Spring coat last Saturday because she said
it cost too much, so I didn't get any. She always wants to
buy me something she likes for about \$10.00 and the coat I
liked cost \$20.00. I told her I increased my Ready Money Plan
from \$2.00 to \$5.00 and she was mad and said, 'You're always
doing something funny like that. No other girl ever does
anything like that.' She made my sister stay home from
school today to look for a job and my sister was going to
graduate from a two-year high school course in June."

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Saturday - "My father is going with me to buy a Spring coat and a dress.
5-4-29 He told me I could keep my pay check and if I didn't have enough he would pay it."

(He increase in Ready Money Plan from \$2.00 to \$5.00). "I'm glad I increased it."

Tuesday - "My mother bawled me out for coming home early Monday. She
6-18-29 said it was too bad overtime had stopped because I'd be more bother around the house."

Saturday - "My mother was sore this morning. She wanted to know how
7-5-29 much money I was going to bring home today and why I didn't bring home as much as I used to. She knows I'm not working overtime any more and I've been working hard lately. She said I have too much money taken out of my pay. The more money she gets the more she wants. My brother, my dad, and I give her our pay checks, but when I want a new dress or a pair of stockings she won't let me have the money. She says I don't need them. She's told me before if I didn't like it home I could pack my things and go. The next time she tells me that I'm going."

Tuesday - "My mother wants me to sew and do other things around the
8-5-29 house when I get home, but I don't feel like it after working all day. My eyes are too tired to do sewing, but she keeps preaching to me that I don't do anything at work and I shouldn't be tired."

Monday - "My mother is always hollering at me not to go out and that
8-12-29 I ought to stay home nights. She knows where I go and I don't stay out late. She makes me sore sometimes."

Monday - "I left home Saturday and am now rooming with a girl friend
8-19-29 . . . My mother didn't say anything . . . No she didn't (ask me for my pay check). ("How late did you sleep Sunday?") Only until 8:00."

Monday - "I know (I'm not at home any more), but I can go out and buy
8-19-29 my lunch."

Tuesday - "I have a pain in my side . . . I know it (that I can't
8-20-29 afford to get sick now). I have that pain about every three months and then it goes away . . . I have about \$150 in the bank now. I told the bank several months ago to send my statement here instead of at home. I have about \$150 in a Christmas savings club, money that my mother took out of my pay and put in the bank, but the bank book is at home."

- Wednesday - "Sometimes I help [redacted] out (at home), but I don't have to."
8-21-29
- Thursday - "I went home last night to get the rest of my things and
8-22-29 stayed all night. My mother told me she was sore at me and the reason she picked on me was because she didn't want me to go with a fellow I've been going with . . . My father told me to go if I wanted to, as he was tired of hearing the same arguments all the time. My mother said the whole bunch could leave if they wanted to. The trouble with my mother is, she listens to everything the neighbors have to say and then she starts picking on me. If I stay out until 11:00 she wants to know where I was and what I was doing, and if I tell her she doesn't believe me anyway. She never says anything to my brother or sister and they are both younger than me . . . I got all my things in a pile. All I have to do is get a box or suitcase and I'm ready to move . . . As long as I'm happy nothing else matters."
- Thursday - "My mother wanted to know where I was staying, but I wouldn't
8-22-29 tell her because she'd go over to [redacted] and talk about me. I told her she didn't need to call me her daughter any more."
- Tuesday - "I was home over the week end and my mother was crabby as
9-3-29 usual. She asked me for my pay check; she said she was broke and needed some money over the holiday as Dad doesn't get paid until Tuesday . . . Yes, I did (give her my check). I told her I have to pay my board and for food, but I told her I would loan it to her. I'm kind of sorry I did it now, because she won't pay me back. The only reason I gave it to her was because I had \$30.00 left from last week."
- Thursday - ("There's no place like home.") "Then you said it . . .
9-12-29 No (I don't have to be in at 10:00), but I haven't got a key."
- Thursday - "In two more weeks I'll have \$120.00. When I saw other
9-19-29 girls with \$5 or \$10, I thought, 'Gee, where did you get all the money?'"
- Thursday - "You've got to save money if you want to get married, [redacted]
9-19-29 . . . I've nothing to spend money for. I have everything I need."
- Tuesday - "All my muscles hurt me yesterday. I was roller skating
10-8-29 Sunday and I ache all over. The earlier I go to bed, the goofier I feel."

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- Monday 10-21-29 - "I had an awful sick headache Saturday morning. I thought if I got out in the fresh air Saturday afternoon it would go away, but it got worse, so I went to bed at 8:45. I didn't have a date Saturday night, and if I did have one I couldn't have gone out anyway. I felt terrible. When I woke up Sunday morning, I was as white as a ghost."
- Tuesday 10-22-29 - "I don't care for vegetables."
- Friday 10-25-29 - "Every Saturday I have a nice pile of clothes to wash. You know I'm just like my watch; sometimes I can work like nobody's business and then I stop just like my watch."
 "I would like to learn how to crochet. I asked my mother to teach me when I was home, but she would never show me anything. She would say, 'You'll have to sit down and try. No one ever showed me. My mother never showed me.'"
- Wednesday 10-30-29 - "I spent \$8.00 last night. \$5.00 to the dentist and I bought stockings and my supper."
- Saturday 11-2-29 - "I didn't get to bed until 1:30 this morning."
- Tuesday 11-12-29 - (Oper. 5: "My, what a long face! Who stepped on your toes, [redacted]?" "Nobody.")
- Tuesday 11-19-29 - "My mother never treated me like other girls' mothers treat them. She used to tell me she didn't love me and to go back where I came from. Sometimes I used to think she wasn't my mother. Lots of times she piled my clothes in a bundle and one time she put them by the alley fence. I met my sister [redacted] the other day and she asked me why I didn't come home. I'm going home for Thanksgiving dinner."
- Wednesday 12-11-29 - "I bought a purse for my mother's Christmas present and gave it to her already. My father asked me how I'd like a raccoon coat for Christmas. My father and mother would like to have me come home, but I'm still trying to make up my mind."
- Thursday 12-12-29 - "What address shall I put down, [redacted]? My old one or the new one? . . . I left my address the same because I'm going home Christmas to stay. I saved about \$200 since I left home in August. That's pretty good, don't you think? That's why they call me Sesteh. It's better to go back when they ask you than to try to go back if they say they don't want you. My mother never thought I would leave home. ("Are you going to pay her board?") I don't know about that yet. That's what I've been thinking about."

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- Monday 12-16-29 - (Re going home again - paying board instead of giving check to mother.) "I'd have to wait all the time if I wanted anything. Now when I want something I go out and buy it."
- Thursday 12-19-29 - "I only spent about \$15.00 (on Christmas gifts) and I bought about eight presents."
- Monday 12-23-29 - "I'm going to make a mark on the calendar when I go home and see how long I stay."
- Monday 12-30-29 - (Re getting dinner at home Sunday) "It was all right. It was a lot different from what I have been making."
- Monday 1-6-30 - "All of us kids would rather go to work than stay home."
- Monday 1-13-30 - "So do I (day dream). Some days I'm in Florida and then I'm up in Canada. I have a girl friend who works here now. Some time ago she said she would never work at the Western as she had a sister who worked here and her sister told her that there was always someone getting their fingers cut off or hurt or something. Now she's afraid she might get laid off and she likes to work here. She said, 'This is the best place I ever worked.'"
- Wednesday 1-15-30 - "My brother thinks he might get laid off."
- Friday 1-17-30 - "I was dreaming last night. I was on the L' platform and a man was chasing me. He was a short dark man with a moustache. I got on the L train and when I went to get off he grabbed me by the wrist and then I ran and he shot me in the shoulder. I woke up at 3:30 and I didn't go to sleep until 4:00. I had a pain in my shoulder where I was shot. (To Oper. 4) Do headaches make you dream? . . . I had kind of a big head before I went to bed; I didn't exactly have a headache. ("You had too much wine.") No I didn't; I only had a drinking glass full."
- Thursday 2-13-30 - "My mother gave me her old fur coat. It cost \$800 originally but is several years old. I'm having it remodeled and am paying for it out of my ready money plan. It will cost about \$50.00."
- Friday 2-14-30 - "My sister took my crystal beads and wore them and broke them. I had an argument with her about it."
- (5:00) "I'm so anxious to go home today."

- Thursday 2-27-30 - "My mother won't let my brothers and sisters listen to the radio when she doesn't want to hear it. She says it makes her nervous and she is afraid it will disturb the neighbors. She takes the electric plug and hides it. We never have the radio on loud - you can hardly hear it."
- Monday 3-3-30 - (Re a movie house) "I wonder if they'll make a go of it now. They should with the Western Electric movietone. Maybe one of my parts is on there."
- Friday 3-7-30 - "I saw my boy friend go out with another girl last night, when he was supposed to have a date with me."
- Monday 3-10-30 - "I've been having a big argument with my boy friend."
- Tuesday 3-11-30 - "I almost committed suicide at one time. The first time I was laid off by the Western Electric Company, I had a hard time finding a job. My mother would only give me twenty cents a day carfare and my lunch. She told me not to bring home any \$9.00 a week like I did when I worked at the garter factory, but to bring home \$20.00 to \$25.00 a week like I did from the Western Electric Company. One day I was tired from walking all over the loop and my feet hurt. I couldn't find a job and had the want add column under my arm. I stood on the Jackson Boulevard bridge and looked in the river. I was going to jump in, but I thought the water was too cold and a policeman kept watching me all the time. Every time I moved he was looking at me . . . I'll say (I'm glad I didn't.) Just think of all the things I would have missed."
- Friday 3-14-30 - "I don't know what got into my mother this morning. She started hollering at me. I would have stayed home last night, but I thought if I should stay home they'll be arguing, so I went out. I got back at 11:00. I didn't help with dishes or say where I was going. I'm going out tonight and tomorrow night too."
- Tuesday 3-25-30 - "My father and mother had a quarrel last night. My brother wanted to take the family car and my father refused. My mother took my brother's side of the argument. He said he was going to buy a Ford, but my father would not consent as he did not want to be responsible for any damage done. My brother is not of age. Mother said she was going to move, find an apartment and her son could support her and she could get a job doing dishes or anything. My father told her to go ahead as he could get along with me and my two brothers. I didn't join in the argument as my mother was sore and would start picking on me."

Friday - "Yesterday my Ma bawled me out for not doing anything and
4-11-30 there wasn't anything to do. She said as soon as someone
comes and calls me I go out. I said, 'Why shouldn't I?'"

Wednesday - (Re boy friend) "I think he's got more money than [redacted]
5-14-30 [redacted] and me put together."

"I'd like to get a new coat for \$75.00, but hate to spend
the money."

"My mother wanted me to draw \$150.00 out of my bank account
to pay the taxes. She said she didn't want to lose the
interest on her money - she said she would pay me back, but
I'm not going to do it."

Thursday - "I feel good while I'm down here, but as soon as I land home
5-15-30 I can't feel the same."

Tuesday - "When I got home yesterday my sister [redacted] said, 'What are
5-20-30 you doing home?' I told her we're working short hours now.
She said, 'I knew it was coming. Pretty soon you'll be home
all the time.'

"I said, 'Well, if I am, I won't be sitting around the house.
You've been sitting around here for seven months. I don't
see you getting a job or doing anything.' My mother said
I'll be getting tossed out one of these days. (referring
to work.)

"My mother, sister and brother are always arguing with me or
trying to tell me what to do. I told them I'd rather get
home later so there wouldn't be such a long time to argue.

"My mother said 'I suppose you'll have to give me less money
because you're working short hours.' I told her no, I would
give her the same amount. I've been paying her \$10.00 a
week board and I've saved about \$1,100.00 so far.

"My mother hollers when I come home at 11:00 o'clock or when
I want to buy something new with my money. She says I'm
trying to put on the 'rits'. My father would like to buy a
farm, but my mother wants to go to Europe. My father told
her to go ahead. She said she could take her money and live
like a queen over there and the three kids, [redacted] and
myself could each send her \$10.00 per week. She said times
are getting hard and we're going to have a war out here.
She's cutting down on food, light, gas and clothes - says
she's got to save. We used to get four quarts of milk on
Sunday and now we only get two.

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- Tuesday 5-20-30 (Cont'd) - "I think it's her nerves sometimes. If my sister [redacted] dries dishes with her left hand my mother will holler at her or bounce a cup or dish on the floor, she don't care."
- Wednesday 5-28-30 - "I spent \$2.00 for a license for my dog. I didn't want the dog shot; that's the only friend I've got at home . . . Either they (the family) don't appreciate me or I don't appreciate them."
- Monday 6-2-30 - "All my bones ache and I have blisters on my feet. I played tennis yesterday."
- Friday 6-13-30 - "My mother locked me out last night because I didn't get home early enough. I sat on the front steps an hour and a half before she let me in. It was 12:40 when I got to bed. She didn't say a word this morning. Not a word. I wasn't so very late, either; it was only 11:15 when I got home. If I had some money with me, I'd of got a room, but I only had fifteen cents and it was too late to go to a girl friend's house. I wasn't out with a fellow, I was standing, talking to a girl friend."
- Monday 6-23-30 - "The house was locked when I come home Saturday and I had to sit on the front porch. She didn't say a word to me from Thursday to Thursday and when I come home at 11:50 she started in on me and bawled me out for an hour and a half. I took all my clothes and shoes and put them in a pile. I took all my pictures down too. I told her she could put my cedar chest on the porch and I'd have the moving man pick it up. I gave her \$5.00 until Wednesday for board and then I am going to leave. She didn't want it. She don't want me to leave because she has some relatives coming from Europe and she wants the whole family together. I told her to tell them I was married and didn't live there any more. I told her not to be calling up any friends because I won't be there and it would only make it bad for her. I found a good place. It's a good location and within walking distance from the Works. She said if she had a gun, she would shoot us all."
- Tuesday 7-1-30 - "It's pretty hard to find something. They all want \$65.00 to \$70.00 a month. It wouldn't be so bad if we were working full time."
- Monday 7-7-30 - "I had another argument with my mother Saturday night because I came home at 11:30. The door was locked as usual and she had a key in the keyhole so I couldn't get my door key in. I went and sat on the front porch with some neighbor girls and talked. My brother [redacted] (15 years old) came home at 11:00 and couldn't get in so he slept in the chicken coop."

Monday
7-7-30

- My mother looked all over for him and walked the streets until 2:00 o'clock, so I told her to look in the chicken coop. I knew he was there all the time. [redacted] wanted a quarter before he went out, but my mother wouldn't give it to him. He said he would need a quarter to get back from where he was going and my mother told him she didn't care if he didn't come back. [redacted] told me if he didn't show up, he would be in the chicken coop, but not to tell Ma. I told her, though, after she looked for a couple of hours. She was going to call the police and the hospitals.

"I have been on the outs with my mother for about a month and a half. She don't say anything to me and I don't say anything to her. I am going to look for a place to live during my vacation. I'd have moved last week, but I couldn't find a place reasonable enough. They all want \$55.00 and \$60.00 a month. It would be all right if we were working full time. That place I had before was only \$35.00 a month, but there are no places vacant there.

"My mother said I can stay home and cook dinner and supper while she goes on a picnic and motoring with my father and brothers. I think I'll go to Wisconsin or Michigan for a week.

"I never have any girl friends or fellows come to the house because my mother says such crazy things, she embarrasses me.

"Even when I was going to school, my mother used to say to company or visitors that I didn't belong to her and she was sorry she raised me. She said some one in the old country didn't want me so she took me. I used to sit in the corner and cry. My father said not to pay any attention to her as she was "cuckoo". I wouldn't say anything if she said it one time or twice when she was mad, but she keeps on hinting it to me all the time that I don't belong to her family. I'm not going to stay any place where I'm not wanted.

"It was all right when I was giving her my whole pay check, but since I've been paying her board, I guess, she isn't satisfied; that's why she keeps at me all the time.

"My father has a hard time; he don't say very much. My sister [redacted] is always arguing with my mother, too."

Tuesday - "We had another argument at our house last night."
7-8-30

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- Friday 7-11-50 - "Say, I like this place (work) better than I do home."
- Monday 7-28-50 - "I didn't have one argument with my mother on my vacation until last Sunday. She didn't holler at me or tell me what to do. She don't lock the door at night any more. I lost the money I had up on deposit on several flats."
- Monday 8-4-50 - "My mother hasn't been feeling good lately. She gets dizzy and the blood rushes to her head. The doctor said she needed glasses and he gave her some medicine to take, but she said it made her feel worse so she don't take it any more. She don't holler at us any more; we can "pop in" at any time and she don't say anything."
- Thursday 8-14-50 - "My mother is sick and is very cross and cranky. The least little things get on her nerves. I felt sorry for [redacted] when my mother hit him yesterday because he didn't come in when she called him. I feel sorry for [redacted] she's home all day with her. I'm only home Saturday afternoons. I think I will go to a show tonight. If she looks me out I'll come by you, [redacted]."
- Monday 8-18-50 - (Oper. 2: "How is your mother, [redacted]?" "One day she's all right and the next day she's sick. She was all right Saturday and Sunday.")
- Monday 8-25-50 - (He her mother) "She was in a crabby mood Friday. She didn't like the way [redacted] cleaned the house so Saturday my Ma and me cleaned all the windows, scrubbed the floors again and washed curtains. The floors were perfectly clean; there was not a bit of dust on them, but she was in that mood so I did them over. She didn't talk to anyone. I don't mind making dinner once in a while, but when you make it every Sunday and every Sunday for seven, that's quite a job. Yesterday, I made up my mind I wasn't going to do it. My Ma was sitting in the swing reading the paper and I thought if she can read the paper and sit around so can I. My sister [redacted] did everything."
- Wednesday 9-10-50 - "I don't talk to anyone at home only to my little brother [redacted].
[redacted] wanted to know what time I came home Sunday night, but I did not tell him. I said, 'I never ask you what time you come home do I?' He said, 'Ma wants to know.' I told him, 'She never tells me anything, so I'm not going to tell her anything. She tells me that when she was a girl she was home by 10:00 o'clock. She says she don't see what a girl can do out until 12:00 or 1:00 o'clock.'"
- "I had an argument with my sister [redacted] and we're not talking, either."

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Changed to Armature Job.

- Friday 9-26-30 - "Let's you and I go to Honolulu, [redacted]. . . We won't need any money. We can crack open coconuts. It would be easier than straightening these things. Do you want to come along, [redacted]"
- Wednesday 10-8-30 "I only talk to my dad at home. I haven't talked to my mother for about two months now. She told me once I needn't tell anybody she was my mother, so I told her she needn't tell me what to do then. I give her my board every week, but she don't say anything. My fingers are sore at night, so I don't do stitching any more.
- "I'm not talking to any of the girls. I said about three words yesterday morning and that was three words too many. It all started over an armature. [redacted] brought one of [redacted] armatures that was rejected in from the inspection yesterday morning and asked each one of us to try it on our gauges. [redacted] and [redacted] said it was all right and when I gauged it on my gauge I found it high and said, 'It's a little high on my gauge.' [redacted] said, 'You're right [redacted] that's what the inspection said.' After [redacted] left they told me that I ought to work in the inspection department, and that they had a perfect operator in the test room. Then [redacted] told me that I was laughing the other day because she got so many rejections back and I didn't get any. I didn't laugh because I know how it feels to get rejections back. I had enough of them on mica to know and I've had some on armatures. When you (L.E.L.) asked me to try [redacted] armature this morning for high and low that's why [redacted] said 'Never mind giving it to [redacted] she'll find it high.'"
- Wednesday 10-15-30 - "I don't have any more arguments at home because I don't talk to any one."
- Thursday 10-16-30 - (To Oper. 4, re her father's birthday) "What are you going to get him? Cigars?"
- Thursday 10-23-30 - "Do you want to buy a diamond, [redacted], for \$1.50? ("What would I do with a diamond?") Why wear it, of course."
- Saturday 10-25-30 - "I have a part time job promised for Tuesday, Thursday and Saturday evenings, in a dry good store. The woman said she'd give me \$6.00 a week to wait on customers. It isn't much, but it's better than nothing. The only thing I don't like is I'll have to work on Saturdays until 10:00 o'clock. I haven't been making very much lately and I have to draw out my ready money to pay my mother \$10.00 board. I like to pay her right away; otherwise she'd be saying, 'You'd have to pay if you were some place else.'"
- Monday 10-27-30 - "I'm so tired today I can hardly keep my eyes open. I came home at 7:30 Sunday morning and my mother wouldn't let me go to bed. I washed and had breakfast and stayed up all day."

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- Monday
11-10-30 - "I gave my mother my pay check Saturday. I told her I couldn't give her \$10.00 a week board as I wasn't making that much. She couldn't believe that was all I made (\$6.85 cash after deducting A. T. & T. Stock and Ready Mandy Plan.) She said, 'All right I will take it.' I told her in about another three months I would be making more. I said she would have to give me an allowance and she said she would." (On fairly good terms with mother again.)"
- Thursday
11-13-30 - "A man asked me if I was working. I told him part time and he asked me if I wanted to take care of his baby in my spare time for \$.50 an hour. That's right, isn't it [REDACTED] . . . I asked my mother and she said for me to do what I wanted to. ("Why doesn't [REDACTED] do that?") Oh, she's not a great hand for children."
- Tuesday
11-18-30 - "What are you going to eat, [REDACTED]? . . . I'm going to take a trip to Europe some day . . . We'll take a trip across the ocean and get our health back, [REDACTED] . . . They say salt water makes you healthy."