

## BACK IN "THE GOOD OLD DAYS"

IN 1830 a manufacturer named Amasa Whitney posted a set of "rules and regulations" for employees on the door of his factory in Winchendon, Mass. These commandments of Whitney's were uncovered recently, and, compared with a modern industrial plant's policies for work they would seem to us today more like a nightmare.

For those who are heard continually longing for "the good old days," do they really know just how fortunate they are? The following is Whitney's list:

First: The Mill will be put into operation 10 minutes before sunrise at all seasons of the year. The gate will be shut 10 minutes past sunset from the 20th of March to the 20th of September, at 30 minutes past 8 from the 20th of September to the 20th of March. Saturdays at sunset.

Second: It will be required of every person employed, that they be in the room in which they are employed, at the time mentioned above for the mill to be in operation.

Third: Hands are not allowed to leave the factory in working hours without the consent of the Overseer. If they do, they will be liable to have their time set off.

Fourth: Anyone who by negligence or misconduct causes damage to the machinery, or impedes the progress of the work, will be liable to make good the damage for the same.

Fifth: Anyone, employed for a certain length of time, will be expected to make up their lost time, if required, before they will be entitled to their pay.

Sixth: Any person employed for no certain length of time will be required to give at least 4 weeks notice of their intention to leave (sickness excepted) or forfeit 4 weeks pay, unless by particular agreement.

Seventh: Anyone wishing to be absent any length of time, must get permission from the Overseer.

Eighth: All who have leave of absence for any length of time will be expected to return in that time; and, in case they do not return in that time and do not give satisfactory reason, they will be liable to forfeit one week's work again. If they do not, they will be considered as one who leaves without giving any notice.

Ninth: Anything tending to impede the progress of manufacturing in working hours, such as unnecessary conversation, reading, eating fruit, etc., must be avoided.

Tenth: While I shall endeavor to employ a judicious overseer, the help will follow his direction in all cases.

Eleventh: No smoking will be allowed in the factory, as it is considered very unsafe, and particularly specified in the Insurance.

Twelfth: In order to forward this work, job hands will follow the above regulations as well as those otherwise employed.

Thirteenth: It is intended that the bell be rung 5 minutes before the gate is hoisted, so that everyone may be ready to start their machines precisely at the time mentioned.

Fourteenth: All persons who cause damage to the machinery, break glass out of windows, etc., will immediately inform the overseer of the same.

Fifteenth: The hands will take breakfast, from the 1st of November to the last of March—before going to work—they will take supper from the 1st of May to the last of August, 30 minutes past 5 o'clock p. m.—from the 20th of September to the 20th of March before sundown and dark—20 minutes will be allowed for supper, and no more from the time the gate is shut till started again.

Sixteenth: The hands will leave the Factory so that the doors may be fastened within 10 minutes from the time of leaving off work.