

A Study of the Conditions
Governing the Working Hours of Pharmacists

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HISTORICAL INTRODUCTION.

A little more than a hundred years ago the generally accepted working day in this country for all classes of workers was one of fourteen hours, in some cases even longer. Little by little a change has been wrought, hours have been gradually shortened. We have known a twelve hour day, eleven hour, ten hour, nine hour, and now we are confronted by a nation wide movement for an eight hour working day. How has this change come about and what does it mean for the pharmacist ?

In 1806 came the first indications of any unrest. The shipwrights and caulkers of the state of New York became tired of a program which meant only work, eat, and sleep and petitioned for a day of less than fourteen hours. The employers immediately got together and denounced this proceeding as contrary to public interest and welfare. So the men who started the movement were dismissed and black-listed, and persecuted as have been the leaders of most movements, and the day of from fourteen to eighteen hours continued.

But this movement was not destined to be fruitless, for it set men to thinking, and at the end of thirty years of agitation the employers were finally driven to accept twelve hours as a standard working day. Twelve hours now continued to be the rule for at least another thirty years.

During this time, however, President Van Buren, in 1840, proclaimed ten hours as the normal working day in all arsenals and navy yards. Of course he was attacked as a foe to business and a demagogue; but it was another step toward a working day of reasonable hours. The year 1866 still found the workers of this country chained to a twelve hour day. About this time Wendell Phillips, the great abolitionist, having seen his desire accomplished in the freeing of the slaves, turned his attention to other fields of reform and attacked the twelve hour day, organizing what was known as the "Ten Hour League". He was bitterly attacked; but in spite of opposition, he and the league drove the industrial leaders to accept first an eleven hour day, and finally, about 1880, a ten hour day.

The movement has now progressed even farther and, in times of peace, eight hours is now the rule in all arsenals, navy yards, and other government service. A great many private enterprises now also work their employees only eight hours, or at most nine hours, a day. The summer of 1916 saw the first great step in legislation along this line, in the passage of the Adamson eight hour law. This law relates to all the railroad men of the country, engineers, brakemen, firemen, switchmen, etc. The act was supposed to go into effect on the first of January, 1917, but the railroads brot action in the United States Supreme Court to determine the constitutionality of the act. The

Supreme Court decided that the act was constitutional and so, besides giving constitutionality to this one act, has paved the way for other laws of a similar nature.

This movement has not been confined to the United States, on the contrary it has reached its greatest development elsewhere. For many years an eight hour day has been the rule in some parts of the world which Americans as a rule hardly consider civilized, namely Australia and New Zealand. But the people of the United States are beginning to wake up and are slowly, but surely, breaking away from the long hour day to a day that gives them leisure in which to study and to find recreation, and which sends them back to work with a renewed strength and zeal.

Wherever the shorter day has been tried it has been a success. Employers have usually found that they can get as much or more work done and that it is as well or better done than when the long hour day was the rule.

There is a reason for this. A tired man can do neither the quantity nor the quality of work that he could do under other conditions. He is a poisoned man, for fatigue has been proven to be a toxin which poisons the system. When a man's system manufactures more of this toxin during his working hours than can be eliminated during his rest period his efficiency is lessened. The Italian¹ scientist Mosse.

1. Cent. Mag., 93, p. 347.

showed this by an experiment which he performed upon two dogs. One he left at home sleeping and the other he took for a long run until it was exhausted. Then he drew blood from the tired dog and injected it into the dog that had been left at home, and the blood from the fresh dog he injected into the tired one. After this was done the tired dog was just as fresh as ever while the other dog was totally exhausted.

As stated before the shorter hours have resulted in an increased production. During the last twenty-five years production in the United States has increased enormously, more people have been employed and wages have risen. For specific examples take the Ford Motor Car Co. In February 1913, 16000 men working ten hours a day produced 16000 Ford cars. During the same months in 1914, 15800 men working only eight hours a day produced 26000 Ford cars. The increased output of the coal mines since the establishment of the eight hour day tells the same story. The Engis Chemical Works, Belgium; The Salford Iron Works, England ; The Commonwealth Steel Co., United States ; The Solway Process Co., Syracuse, N. Y. ; The Zeiss Optical Works, Germany, and many others have begun to reap the profits of a shorter day. Of course it is more difficult to measure the value of a clerk or a bookkeeper, but the results are similar. Besides the benefits to the corporations and enterprises the workers themselves reap an even greater benefit from a shorter working day. In a good many cases

where employers have seen the benefits and the increased production of a shorter day, the pay has been raised, and it is in only a few instances that it has been lowered.

Beyond this, every person has a right to some leisure, some time to call his own, something besides time to eat, sleep, and work. The shorter working day gives this chance to improve oneself, mentally, morally, and physically. This country needs good citizens and how can men and women fit themselves to become good citizens if they have no time to read or study, and no time to mingle with their fellowmen? Men who work excessive hours and employers who force them to do so are robbing not only themselves, but their families their country, and God. Shorter hours will remedy this by giving these men time to make themselves into good husbands fathers, citizens.

Pharmacy, until within the last few years, has not participated in this general movement, and even now the majority of the pharmacists in this country, altho recognizing the value of a shorter day, have been unable to break away from the old rule. As early as 1860 the American Pharmaceutical Association adopted resolutions condemning the long hour day and asking pharmacists thruout the country to cooperate with the public and the medical profession in trying to shorten it. Up to the present time, however, altho there has been considerable individual work along this line, in only a few cases has any organized effort been

made. This is due to some very obvious difficulties, which, however, may probably be overcome by applying the proper methods.

The main difficulty in the way of the shorter working day for pharmacists has been the idea that to shorten their hours of labor will result in a decrease in the service rendered the public. Also that the shorter working day will increase expenses and decrease profits. These two arguments seem to be the main foundation upon which the case against the shorter day is built. It is contended that a drug store should be open at all times of the day to accommodate people with physicians' prescriptions and those wishing to buy medicines. Now it appears to be the experience of many who have tried the shorter working day that these difficulties may be overcome. How easily and by what methods remains to be solved.

ATTEMPTS TO REGULATE HOURS.

Considerable work has been done, and is being done, along the lines of regulation of hours. Some of this work pertains directly to pharmacy and some, altho it does not relate directly to pharmacy, nevertheless, has considerable influence upon the working hours of pharmacists. This work is being carried on in different ways. Among these may be mentioned legislation, action of pharmaceutical organizations, and voluntary agreement among pharmacists. The results obtained so far will be considered under these three different heads.

LEGISLATION.

There has been considerable labor legislation of all kinds during the last two or three decades. Much of this has been of such a nature that it affects pharmacy, at least indirectly. Among the legislation affecting pharmacy is the regulation of working hours for women, the regulation of the working hours for children, and the Sunday closing laws.

Practically all of the states in the union now have laws regulating the number of hours women shall work. In a great number of the states these laws state that nine hours a day and fifty-four hours a week shall be the limit of working hours for women. In some states the limit is as low as forty-eight hours a week. In no state is it higher than seventy hours a week. There are several states in which these laws do not apply to women pharmacists but in most of the states they apply to all women working in public places, factories, offices, etc. As a good many drug stores employ women this, of course, affects them; but no record has been found of its doing so to the extent of injuring the business. Wisconsin pharmacists have recently had a hearing before the state labor commission, trying to exempt women pharmacists from the provisions of this law; but no decision has yet been given.

In regard to the regulation of children's working hours, all the states in the union have laws governing the number of hours children shall work. Thirty nine states have laws that affect the employment of children in drug-stores. The laws of all these states are of the same type as the Wisconsin law. The Wisconsin statute provides that all children under sixteen years of age must obtain a permit to work. This permit is obtained from the Commissioner of Labor. Children under fourteen years of age may be employed only during school vacations. Children under sixteen may work only six days a week, eight hours a day or forty eight hours a week. They may not work between the hours of six P. M. and seven A. M. The hours that employees, who come under this statute, work, must be posted in a prominent place. With the exception of some minor details this is a very good example of similar laws in other states. Not many drug stores employ children under this age and in the cases where they do it is generally, only for a few hours before and after school. These laws do not materially affect pharmacy, at least not in so great a degree as they do some of the factories etc., where large numbers of children are employed.

In 1910 twenty six states of the Union had Sunday observance laws¹. These states were; Alabama, Arkansas,

1. Wis. Leg. Reference Library, 175, 1 R. 39.

Connecticut, Florida, Georgia, Idaho, Indiana, Kentucky, Maine, Maryland, Michigan, Minnesota, Mississippi, New York, North Dakota, Ohio, Oklahoma, Rhode Island, Tennessee, Virginia, Washington, West Virginia, and Wisconsin.

It is not necessary to state the provisions of the laws here except that only one of them, that of Alabama¹, exempts the drug store from its provisions. Anyone who lives or has lived in any one of these states, knows that in not one of the states is the law rigidly enforced. Attempts have been made in some of the states to substitute a "one day of rest in seven" clause instead of "Sunday"; but, altho the laws are not enforced, the legislators of the several states seem loath to repeal or change the existing statutes. These laws do not affect drug stores as in none of the states are they compelled to obey the laws. In the state of New York² where a clause is introduced into its law stating that only work of necessity or mercy may be carried on, a recent ruling has been made which says that the sale of toilet articles, cigars, cigarettes, tobacco, candy etc. is not a work of necessity or mercy. It remains to be seen whether or not this ruling will be enforced. In most of the states which have these

1. Statutes of the State of Alabama.

2. Statutes of the State of N. Y. (Sec. 236.)

laws, grocery stores, meat shops, dry goods stores, hardware stores etc. close on Sunday; but altho some druggists do also, as a whole they do not.

There has also been considerable effort made by such organizations as The National Association of Drug Clerks, the various state associations, local associations, etc., to have the several states pass laws restricting the number of hours pharmacists shall work. So far, these efforts have been successful in only three states. New York, California, and Louisiana have ten hour laws for pharmacists with a maximum of 140 hours in two weeks.

The law of the State of New York provides a working week of seventy hours. A man may work six hours over time in one week if he gets twelve hours off the next week. If he works over time one week he may not work more than 132 hours in two weeks.

The State of California statute provides a ten hour day for six consecutive days and a week of not more than sixty hours.

The Louisiana law is practically the same as the New York law in all essential details. As far as is indicated by lack of any comments in drug journals and association proceedings, these laws seem to be working satisfactorily. Bills which are almost duplicates of these laws have lately

1. Statutes of the State of New York, Sec. 256.
2. Statutes of state of Cal. Chap.34., Sec. 1, 2, 3.
3. Statutes of State of La. Sec. 1, Art. 66, 1888.

been introduced into a number of the state legislatures. So far the only states in which they have passed are the ones mentioned above. A letter from The National Association of Drug Clerks states that shorter hour bills were this year introduced into five state legislatures. These bills have been defeated in Ohio and Indiana and are still pending in three states. The principal reason why these bills are defeated seems to be that they are termed discriminatory, or class, legislation. It is an old policy of the legislatures to look askance at any legislation which in their estimation discriminates in favor of any one class of people.

THRU PHARMACEUTICAL ORGANIZATIONS.

While the various pharmaceutical organizations have had a great deal of influence upon the legislation pertaining to shorter hours, they have also influenced the movement in other ways. A great deal of influence has been brought to bear upon druggists directly thru the organizations of which they are members. As early as 1860 the American Pharmaceutical Association¹ adopted a resolution stating that pharmacists ought to restrict their Sunday business to certain definite hours, these hours to be determined by the cooperation of the public, medical, and pharmaceutical interests. This shows that it was even then considered essential to have the cooperation of all whom such a movement would affect before it could be successfully carried out. Again in 1903 the American Pharmaceutical Association² adopted a resolution which went a step farther. This resolution said that in the opinion of the association retail pharmacists would advance their own interests and the interests of the profession by making working hours of clerks as short as possible. These resolutions show that the

1. Proc. A. Ph. A., 9, 64.

2. Proc. A. Ph. A., 51, 128.

association not only recognized the need for such a change, but that it attempted to convince its members also. The A. Ph. A., being a strictly professional organization has probably not done so much as the, "National Association of Retail Druggists.," which is more of a business league. Every year since 1904 this organization has adopted resolutions¹, fraternally requesting druggists to limit their Sunday business to work of necessity. It has a committee on fraternal relations, part of whose work is to try to better working conditions for druggists and their clerks.

The different state associations are also doing their bit to help in this movement. Their work is along the same lines as that of the national associations. However the greatest amount of work is being done by the drug clerks associations. Chief among these is the National Association of Drug Clerks. This association has a committee at work continually on this movement. This committee tries by every means to shorten the working hours for pharmacists, but the greater part of its work is in attempting to have passed amendments to the pharmacy laws of the several states, limiting the number of hours a pharmacist shall work. This line of work so far, has not been very successful. This year, as was mentioned before, they have as yet passed none of their bills. This committee has been trying to educate the profession to recognize the fact that a

1. Journal N. A. R. D., 20, 885.

system of shorter hours efficiently worked out would be a boon rather than a detriment to the business.

VOLUNTARY AGREEMENT.

This work and that of other organizations, while it has not been spectacularly successful, has been slowly but surely changing the sentiment in favor of shortening working hours for pharmacists. This is shown by the fact that a great deal is being done to further the movement, by voluntary agreement between the pharmacists of different communities. That is, among themselves they have agreed upon methods of shortening the working hours. Possibly it will be interesting to note here some of the methods tried and the success that has accompanied them. One of the plans tried in several places, for Sunday closing, has been to close all but two or three of the stores in a town all day. The stores which remain open are so distributed that they are accessible from all parts of the town or city. Each place that closes places a notice on its door telling which stores are open and their location; different stores being open each Sunday. A plan like this requires concerted action. Many other plans have been tried, but according to J. H. Beal¹, this seems to have been the most efficient and the one that has been most acceptable to all concerned. Other plans tried have been to close the stores all day, but to leave posted a notice of where one or more

1. Journal A. Ph. A. Vol. 1, p. 795.

of the working force could be found at any time of the day. This of course is faulty, in that the clerk or pharmacist is not so apt to be found in the given place as he would be, right on the job. Another method of Sunday closing tried with some success has been to close, all the stores part of the day, say from noon on, or from 12:00 or 1:00 until 6:00 P. M. and then to open for one or two hours for the transaction of necessary business.

In regard to the shortening of the working hours during the week days, there have been many methods tried. These methods must of course vary with the location and the individual conditions of the store. One of the plans which has been tried very successfully is that of working in shifts. For instance from 7:00 A.M. - 6:00 P.M. one day and then from 12:00 M. to 10:00 P.M. the next day. With one hour for meals this makes a ten hour shift one day and a nine hour shift the next day. Of course this method can only be used in a store that can either afford a large number of men or one in which the business runs along so evenly that the usual force can handle it. This leaves all the force on in the afternoon when the press of business is usually the greatest. Some other plans have been tried, such as closing at 8:00 or nine o'clock, etc.; but the shift system seems to be the most satisfactory.

So far as the question of profits is concerned it seems that the solution of the problem of service to the public will also solve the problem of profits. Those who

have tried the shorter hour system have been, as a rule, very well satisfied and few go back to the old methods as is indicated by the steady growth of the movement. C. A. Weaver¹ one of the men who have tried the shift method, says that long working hours are an unnecessary hardship. He says that he has more and better work done and that much of the dissatisfaction has disappeared from his store. Many other testimonies of a similar nature are recorded. In the last part of this article will be found tables showing some of the places where these different plans are being tried. Only the most representative of the methods tried have been chosen.

This movement is only in its early stages and there is still a great deal to be accomplished. The first great thing seems to be to find among the many plans, one that will efficiently accomplish the desired results and will still be acceptable to all concerned. The public has so long been used to the idea that one can go to the drug store at any time of the day, any day in the week and get what he wants, that it will have to ^{be} educated to a different order of things. This has been done in practically all other lines of work and it looks reasonable to believe that it can be done in pharmacy. With provisions made for emergencies it seems reasonable to believe that people can be

1. Journal A. Ph. A., Vol. 4, p. 320.

taught to buy their cigars, photograph films and other sundries that the drug trade carries, during the same hours that they buy their food, clothing, etc. With these things accomplished the road to a reasonable working day for pharmacists will be clear.

Early Evening Closing. Cooperation.

Close at 8:00 P. M.	Close at 9:00 P.M.	Close at 9:30 P.M.	Close at 10:00 P.M.
Akron, Ohio ^x	Tacoma, Wash. [‡]	Monmouth, Ill.*	Tacoma, Wash. [⊖]
Van Wert, O.*	Kewaunee, Ill.		Owl Drug Co., Los Angeles, Cal
Cuba, Ill.	St. Joseph, Mo.		
Emporia, Kan.	Hancock, Mich.		
Elyria, O.	Houghton, Mich.		
St. Cloud,* Minn.	Bethlehem, Pa.*		
	Hannibal, Mo.		
	Green Bay, Wis.		
	Akron, Ohio. ⁺		

x Winter only.

+ Summer only

* Every day except Sunday.

‡ Sunday only.

⊖ Every day except Saturday and Sunday.

Sunday Closing, Cooperation.

Weekly rotation	Close afternoons	Close noon and evening	Open morning and evening
Clarkesville Tenn.	Freeport, Ill.	Bluffton, Ind.	Nasmond Co. Suffolk, Va
Louisville, Ky.	Savannah, Ga.		Zanesville, O
Milan, Italy.	Owl Drug Co. Los Angeles.		Bogalusa, La.
	Kewanee, Ill.		Elmwood, Pa.
	Hancock, Mich.		Minneapolis, Minn.
	Bridgeport, Conn.		Limerick, Ireland.
	Nanticoke, Pa.		
	Topeka, Kan.		
	Johnstown, Pa.		

Close all day

Winchester, Ky.

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1907.

Wis. Leg. Ref. Lib., 331, 31, W7.

Provisions of the Wisconsin child labor law.

1910

Wis. Leg. Ref. Lib., 175, 1, R39.

Twenty-six states have Sunday observance laws.
Alabama exempts druggists. Laws not enforced.

Nearing, Scott.

1911.

The Child Labor Problem.

In 1900 there were 1,750,178 children in the U. S.
between the ages of 10-15 years working as many as 14 and
15 hours a day.

1911.

The Survey, 1351, 27.

Illinois ten hour law for women upheld. Reason
given, protection of mothers of future generations.

Gold Mark Josephine.

1912.

The Survey, 29, 332.

New York 54 hour law for women upheld. Massachusetts, Michigan, Ohio, Missouri, Utah also have similar laws.

Lovejoy, Owen R.

1913.

Eight Hours for Children.

Fifteen states now have established eight hour day for children.

1914.

N. D. C., 1, 93.

A standard Sunday rest bill drafted by the Inter Church Federation introduced into the legislatures of many states.

1914.

La Follette, Peters eight hour bill for women in the D. C. enacted into a law. First eight hour law for women east of Colorado.

1915.

Bull. Bureau Labor Stat., No. 186.

Bill for general eight hour day introduced into Alaskan legislature. Law limiting hours of labor in grocery stores in N.Y. Law to close all mercantile establishments at 6:00 P.M. declared unconstitutional in Utah. All states have laws regulating hours of labor for children and women.

1915.

U.S. Dept. Labor, Childrens Bureau, Pub. No. 10.

All the states have some laws regulating hours for children. Thirty-nine have laws which would affect their employment in a drug store.

1915.

Bull. Bureau Labor Stat., 194.

Few laboring men in the U. S. work more than sixty hours a week.

Pickering, Ruth.

1916.

The Survey, 5, 36.

100,000 wage earners have shortened their working hours in the last ten months.

1916.

The Survey. 36, 269.

A committee of women from all the U. S. States met in Boston to promote the passage of an eight hour law for women.

1916.

U. S. Dept. Labor. Children's Bureau, Ind. Ser. No. 1
Pub. No. 1.

National law affecting child labor in the U. S.

1917 1917.

Bull. Bureau of labor, 16-68, 211.

Oregon has ten hour law for factory employees. Gives reasons for enactment of this law, and also of California pharmacy law.

1917.

Bull. Bureau of Labor Stat., 33, 211.

Day of ten hours or under in force in Pacific Coast states. Maximum of eight hours for children in most states.

Legislation, Pharmacy.

1905.

Stat. of State of Cal. Chap. 34, Sec. 1, 2, 3.

Law limits drug clerks' hours to ten a day or sixty a week. One full day off in seven.

1913.

Pharmacy Law of State of New York. Sec. 256.

Working hours limited to seventy a week or 132 hours in two consecutive weeks.

1915.

N.A.R.D. Jr., 1915, 174.

Plan to initiate a Sunday closing law at next general election in Oregon.

1915.

N. D. C., 3, 345.

Ohio ten hour law defeated. To be placed again before legislature at next session.

1917.

N. D. C., 223, 5.

Duplicate of California ten hour bill introduced into Illinois legislature. Still pending.

Action of Pharmaceutical Organizations.

1860.

Proc. A. Ph. A., 9, 64.

Resolution restricting Sunday business of pharmacists to certain hours, to be determined by cooperation of public, medical and pharmaceutical interests, adopted.

1903.

Proc. A. Ph. A., 51, 128.

Resolution that in the sense of the A. Ph. A. retail pharmacists will advance their own interests, and the interests of pharmacy as a whole, by making the working hours of clerks as short as possible.

1910.

N. A. R. D. Notes., 204.

Drug clerks' association organized in Ottawa, Ill., to bring about an early closing agreement.

1915.

N. D. C., 199, 3.

In a meeting called by the Chicago Retail Druggists Association, to oppose the ten hour bill, only a small minority appeared.

1915.

N. A. R. D. Jr., 421.

Women's order of N. A. R. D. in favor of Sunday closing.

1915.

N. A. R. D. Jr., 1210, 20.

Resolution that the N. A. R. D. again reaffirm its resolution, adopted every year since 1904, requesting druggists to limit their Sunday business to work of necessity and mercy.

Bone, J. G.

1915.

N. A. R. D. Jr., 20, 885.

As, Chairman of the Committee on Fraternal Relations, he wants all druggists to send him their views on the Sunday rest movement.

1916.

N. D. C., 350, 4.

Resolution adopted at the convention of N. A. D. C., at Chicago, June, 1916 to introduce a standard shorter hour ammendment to the pharmacy laws into the legislatures of all the states.

Knight, Paul.

1916.

N. A. R. D. Jr., 1023.

The Minneapolis Association of Retail Druggists vote on the Sunday closing plan.

Voluntary agreement among pharmacists.

1913

Drug. Circ., 57, 780.

Syracuse druggists planning on early closing. Early closing at Green Bay, Wis.

1914

N. D. C., 1, 146.

Drug stores of Akron, Ohio, have closed early since 1908.

1915

N. A. R. D. Jr., 22, 228.

Druggists of Kewanee, Ill., and of Bogalusa, La., have agreed to close their stores early.

1915

N. A. R. D. Jr., 22, 174.

Early closing agreements in St. Cloud, Minn., and Elyria, Ohio.

1915

N. A. R. D. Jr., 22, 372.

Early closing schedule in Emporia, Kansas.

1915

N. A. R. D. Jr., 22, 471.

Drug stores in St. Joseph, Mo. close at 9:00 P. M.

1915

N. A. R. D. Jr., 22, 519.

Early closing and Sunday closing agreements in Hancock and Houghton, Mich., Sunday closing agreements in Bluffton, Ind., Tiffin, Ohio, and Elmwood, Pa. Early closing schedule in Oswego, Wis.

1915

N. A. R. D. Jr., 23, 72.

Early closing schedule in Bethlehem, Pa., and Hannibal Mo. Sunday closing agreement in Minneapolis.

1915

Chem. and Drug., 87, 719.

Pharmacies of Milan, Italy close on Sunday.

1915

Chem. and Drug., 87, 544.

Pharmacies of Limerick, Ireland close part time on
Sunday.

1915

N. A. R. D. Jr., 22, 372.

A Sunday closing schedule is being considered by the
druggists of Bartlesville, Oklahoma.

1916

N. A. R. D. Jr., 23, 968.

Early closing agreement in Tacoma, Washington.

1916

N. A. R. D. Jr., 23, 195.

Early closing schedule in Van Wert, Ohio; Cuba, Ill.;
and Monmouth, Ill.

1916.

N. A. R. D. Jr., 23, 1228.

Owl Drug Co., at Los Angeles, Cal., close their stores early and on Sundays. C. A. Baird, Zanesville, Ohio, closes his store part time on Sunday.

1916.

N. A. R. D. Jr., 23, 890.

Drug stores of Topeka, Kan. close Sunday afternoons.

1916.

N. A. R. D. Jr., 23, 793.

Drug stores of Manticoke, Pa., close on Sunday afternoons.

1916.

N. A. R. D. Jr., 23, 1086.

Jos. D. Hartigan, Bridgeport, Conn., closes his store on Sunday afternoon.

1916.

N. A. R. D. Jr., 25, 229.

Sunday closing agreement in Louisville, Ky.

1916.

N. A. R. D. Jr., 25, 334.

Sunday afternoon closing agreement in Johnstown, Pa.

1916.

N. A. R. D. Jr., 25, 72.

Drug stores of Winchester, Ky. attempt to close Sundays.

1916.

N. A. R. D. Jr., 25, 587.

The drug clerks of Waterbury, Conn., are endeavoring to get their employers to shorten their working hours.

1916.

N. A. R. D. Jr., 23, 19.

The Drug Stores of Savannah, Ga., will be closed Sunday afternoons between 2 and 4 o'clock.

1916.

N. A. R. D. Jr., 23, 485.

Drug stores of, Freeport Ill., Bluffton Ind., Suffolk Va., and Clarksville Tenn., adopt Sunday closing schedules.

Articles and Editorials, General.

Curtis, H. S.

1915.

Journal of Education, 82, 262.

This article is upon the effects of long hours upon the individual.

Russel, Chas. Edward.

1916.

Wis. State Journal, Dec. 15.

Article upon the spread of the eight hour day, giving reasons for it.

Hopkins, Mary Alden.

1917.

Century Magazine, January.

The spread of the shorter working day. The reasons for it and the success it has attained.

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it should be changed.
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why they should be shortened.
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Proc., Texas Ph. A., (1909), 60.
Gives his experience with the shorter working day
system.
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Experience of the druggists of La Salle county, Ill.,
with early closing.

Yanitchiewitch, A.

1910

N. A. R. D. Notes, (1910), 119.

Article upon the advantage of shorter hours.

Leet, R. A.

1910

Proc. A. Ph. A., 58, 599.

Reasons for shorter hours. Example given of stores in Oakland, Cal. and the method by which they shortened their working hours.

Beal, J. H.

1912

Jr. A. Ph. A., 1, 793.

Article upon the reasons for and against Sunday closing. Gives ways of overcoming difficulties.

Merring, R. T.

1913.

Jr. A. Ph. A., 2, 940.

Necessity for cooperation in the regulation of hours.

Weston, E. L.

1913

Drug. Circ., 57, 695.

Advocates closing all day Sunday, and gives reasons.

1913.

Drug. Circ., 57, 258.

Gives the author's experience with Sunday closing.

1913.

Cook, E. D.

Drug. Circ., 57, 345.

Gives the author's experience in a drug store which kept open on Sunday. Some remarks upon methods of accomplishing regulation of hours.

1914.

N. D. C., 1, 244.

Editorial on some reasons for Sunday closing and shorter hours. Be a member of the home club.

1915.

Weaver, C. A.

Jr. A. Ph. A., 4, 325.

Article upon the efficiency of the shift system as working in his store.

1915.

N. D. C., 3, 60.

Long hours as a reason for the scarcity of help in drug stores.

1915.

N. D. C., 3, 441.

This article shows the disadvantages of long hours and gives reasons why they should be shortened.

1915.

N. D. C., 3, 489.

A. letter on long hours as the cause of the death of Mr. Clair E. Ingels of Cary, Ohio.

1915.

Western Drug., 37, 161.

The druggist by reason of the unusual responsibility stands in greater need of change and recreation than do most merchants.

1915.

Rifenbary, T. L.

Drug. Circ., 57, 760.

The writer is in favor of a Sunday closing law and fails to see why a drug store should be open all day Sunday.

1916.

1916.

N. D. C., 4, 21.

Editorial upon the necessity of legislation in the regulation of working hours for pharmacists.

1916.

N. D. C. 4, 60.

An editorial upon the effects of long hours upon the physical condition of the clerk.

1916.

N. D. C., 4, 725.

Druggists all over the United States have endeavored to regulate their hours on Sunday. The great draw back has been lack of cooperation

Smale, Wm.

N. D. C., 4, 520.

Attributes his success to the shorter hour system he
uses.

Approved

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