

Appeal Hearing
Mrs. Dorothy L. Dugan
R.F.D.#3, Central Park
Dover, New Hampshire

Employer: Prosper Shevenell and Sons Company
Dover, New Hampshire

Appeal heard by the Management-Labor Appeals Committee, Wednesday, April 5, 1944. Present were: Mr. Whittemore representing Management, Mr. Cate representing Labor and Mr. John L. Barry, Area Director.

Taken from USES form 536

On March 24 Mrs. Dugan requested a Statement of Availability from the Dover United States Employment Service. Her reason was as follows: "I wish to change jobs in order to make more money. I only get \$15 after deductions. I have no previous experience in Sheet Metal Work but have the offer of a job as helper at the Navy Yard."

Mrs. Dugan has been working as a Skiving Machine Operator in the Leather Department of the Prosper Shevenell Sons Company, Dover, from December 1943 to the present time. Her hourly rate of pay was 40¢ and weekly average hours were 48. She wished to go to the Portsmouth Navy Yard as a Sheet Metal worker's helper at a daily rate of \$6.16 on an average weekly workweek of 48 hours.

Present Employer's Statement: Has received form from the Navy Yard. Is returning form and objecting to releasing applicant.

On March 27 the Dover United States Employment Service denied Mrs. Dugan a Statement of Availability because the facts did not meet requirements of the Area Stabilization Plan.

On March 29 the following Notice of Appeal was received from Mrs. Dugan by the Area Director:

"I have a chance to better myself from present job and also have a chance to learn a trade and to work for 100% defense which my present job is not. My husband is working at the Navy Yard and I would like to work there with him. My pay at the Navy Yard would be much more than where I am at the present employed."

Minutes of the Hearing

Mr. Barry: She was denied a Statement of Availability by the Dover USES because the facts did not meet the requirements of the Stabilization Plan. In other words, the young lady asked for a release because of money and that is not cause for a change of jobs unless there is something else that goes with it.

Mrs. Dugan: I have nothing left after I get through paying my board and I want to make more money.

Mr. Whittmore: What does the Shevenell Company manufacture?

Mrs. Dugan: Counters for shoes.

Mr. Whittmore: Mr. Barry, what is the essentiality of the Company?

Mr. Barry: They are on civilian essential and Army production.

Mr. Shevenell: We have been on Army and Navy lend-lease I should say for the last two years. We specialize in juvenile shoes. Today we have 75 or 80 employees.

Mr. Whittmore: What is your job at the Shevenell Company?

Mrs. Dugan: I have been skiving about two weeks. I have been working there since December. I earn \$20.80 for 48 hours.

Mr. Shevenell: Her rate is 40¢ an hour.

Mr. Whittmore: Is that what most girls on her job are making?

Mr. Shevenell: That is their starting rate. They advance as they learn their job.

Mr. Whittmore: How much would experienced girls be getting on the type of work this girl started on?

Mr. Shevenell: She could earn 50¢ an hour day work.

Mr. Barry: She took an appeal against the Dover USES and she indicated she had a chance to better herself and also a chance to learn a trade and work for a 100% defense job which she said her present job is not.

Mr. Whittmore: You are married - how many in the family?

Mrs. Dugan: Just myself and husband - no dependents.

Mr. Cate: What does your husband do at the Yard?

Mrs. Dugan: He is a craneman.

(Mr. Whittmore asked about sub-standard wages)

Mr. Barry: Anything below 40¢ an hour.

Mr. Whittmore: I think the young lady should be given to understand that the idea of the government is that there are other things just as important to winning the war as building submarines etc. Shoes are needed. Many people get the idea that their job is not so dramatic as guns and submarines but the government ruled that other things also must be produced. If many people changed around things which are necessary would not be made.

Mr. Shevenell: The young lady has protested in several operations she is doing. We have tried to find something that she would be adapted to. She has been skiving two weeks and we would have to put her on Army shoes.

Mr. Cate: Are you working now?

Mrs. Dugan: No, I left a week and a half ago.

Discussion

Mr. Barry: There is just one thing that I wish to call to your attention and that is this week, Monday, we had a conference at the Navy Yard - Mrs. Wilder, State Manpower Director, a representative of the U.S. Civil Service and Navy Yard officials. They told us what they believed was their needed labor requirements. As far as men are concerned we have not objected to their going outside of the Area because we could not furnish the men. Talked of possible needs for training in the immediate future. They need 40 sheetmetal workers' helpers and they only had 33 on the Register, four in the Area and one would not accept work unless it was at Somersworth and that left them going outside of the Area for 36. We objected to 36. We said there might be related trades over there from which they could draw. We allowed them to go outside of the Area for 28. That situation arose because of some particular job that had started and they asked permission to go outside of the Area. This girl had her name on the Register and undoubtedly that is why they called her.

Mr. Whittemore: Nevertheless we must interpret the rules as they are written down here.

Mr. Barry: That is right. They have exhausted the Register on sheetmetal workers, female. She is asking for more money.

Mr. Whittemore: There is no personal hardship. Her husband is working in the Navy Yard and there are no dependents.

Mr. Cate: As a craneman her husband must be making good wages and, therefore, there is no personal hardship at all as far as I can see.

DECISION: Unanimous to uphold the decision of the Dover USES whereby she is denied a Statement of Availability.